

# ANNUAL REPORT

of the Town Officers & Committees

**SHERBORN**  
MASSACHUSETTS



January 1, 2023 - December 31, 2023

*Printed on recycled paper*



# IN MEMORIAM

The following Townspeople served our Town in various capacities. The Town of Sherborn runs on volunteerism and we appreciate their generous commitment to this principle. We gratefully dedicate this 2023 Annual Town Report to their memory.

## **Doris Caldicott**

March 7, 1931 – March 9, 2023  
Cable TV Advisory Committee  
1995 - 2004

## **David Curtis**

March 17, 1938 – October 21, 2023  
Elder Housing Committee  
2013 – 2022  
Local Emergency Planning Committee  
2013 - 2022

## **Michael J. Kickham**

January 9, 1937 – August 15, 2023  
Recycling Committee  
1978 – 1979  
Elder Housing Committee  
2011 – 2023  
Board of Registrars  
2020 - 2023

## **Jean Rousseau**

October 10, 1934 – March 10, 2023  
Board of Assessors  
1984 – 2016  
Fence Viewer  
1988 – 2003  
Town Beautification Committee  
2002 – 2004  
Elderly Tax Relief Committee  
2003 – 2004  
Council on Aging  
2003 - 2017

## **Patricia Ternes**

September 6, 1036 – October 1, 2023  
Conservation Committee  
1984 – 1993  
Bay Circuit Greenbelt  
1988 – 1989  
Bay Circuit Implementation  
1989 – 1993  
Open Space & Recreation Plan Implementation  
Committee  
1989 - 1993



## INFORMATION FOR VOTERS FOR 2024

### **Sherborn**

Middlesex County  
4<sup>th</sup> Congressional District  
Norfolk-Bristol-Middlesex Senatorial District  
2<sup>nd</sup> Councilor District

<b>Settled:</b>	1652
<b>Incorporated:</b>	1674
<b>Situated:</b>	18 miles southwest of Boston
<b>Area:</b>	16.14 square miles
<b>Population:</b>	4579 as of January 1, 2023
<b>Registered Active Voters:</b>	3055 as of January 1, 2023
<b>Assessed Value:</b>	Fiscal Year 2024 - \$1,718,380,350
<b>Tax Rate:</b>	Fiscal Year 2024 – \$16.95

### **Senators in Congress**

Edward Markey  
Elizabeth Warren

### **State Senator**

Rebecca L. Rausch  
(Norfolk-Bristol-Middlesex)

### **Councilor**

Robert L. Jubinville  
(2<sup>nd</sup> Councilor District)

### **Representative In Congress**

Katherine M. Clark  
(4<sup>th</sup> Congressional District)

### **Representative In General Court**

James Arena-DeRosa  
(5<sup>th</sup> Middlesex District)

### **Qualifications For Voters**

Must be 18 years of age, born in the United States or fully naturalized and a resident of Massachusetts and Sherborn

### **Town Meeting**

April 23, 2024 – Lindquist Commons at the Dover Sherborn High School at 7:00 p.m.

### **Town Election**

May 14, 2024 – Town Hall, 19 Washington Street  
7:00am to 8:00pm

## TOWN OFFICE HOURS

<b>Select Boards's Office:</b> 508-651-7851	8:00am to 5:00pm, Monday – Thursday 8:00am to 12 Noon, Friday
<b>Assessors:</b> 508-651-7857	8:00am to 12:00pm, Monday – Thursday
<b>Collector:</b> 508-651-7856	8:00am to 5:00pm, Monday – Thursday 8:00am to 12:00pm, Friday
<b>Town Clerk:</b> 508-651-7853	8:00am to 1:00pm, Monday – Thursday 8:00am to 12:00pm, Friday, (Closed Fridays during summer) And by appointment
<b>Building Inspector:</b> 508-651-7870	12:00pm to 4:00pm, Monday – Friday And by appointment
<b>Treasurer:</b> 508-651-7859	8:00am to 5:00pm, Monday – Thursday 8:00am to 12:00pm, Friday
<b>Finance Office:</b> 508-651-7859	9:00am to 5:00 pm, Monday – Thursday
<b>Board of Health:</b> 508-651-7852	8:00am to 12:00pm, Monday – Thursday And by appointment
<b>Planning Board:</b> 508-651-7855	11:00a.m. to 3:00p.m., Monday - Thursday,
<b>Conservation Commission:</b> 508-651-7863	9:30am to 2:30pm, Tuesday & Thursday 1:00pm to 5:00pm, Wednesday
<b>Council on Aging</b> 508-651-7858	9:00a.m. to 4:00p.m., Monday - Thursday 9:00a.m. to 12:00 Noon, Friday Other hours by appointment
<b>Address:</b>	19 Washington Street

***PUBLIC NOTICE***  
***AMERICANS WITH DISABILITIES ACT REQUIREMENTS***

THE TOWN OF SHERBORN ADVISES APPLICANTS, PARTICIPANTS AND THE PUBLIC THAT IT DOES NOT DISCRIMINATE ON THE BASIS OF DISABILITY IN ADMISSION OR ACCESS TO, OR TREATMENT OR EMPLOYMENT IN ITS PROGRAMS, SERVICES AND ACTIVITIES.

THE TOWN OF SHERBORN HAS DESIGNATED THE FOLLOWING PERSON TO COORDINATE EFFORTS TO COMPLY WITH THESE REQUIREMENTS. INQUIRIES, REQUESTS AND COMPLAINTS SHOULD BE DIRECTED TO:

TOWN ADMINISTRATOR  
19 WASHINGTON STREET  
SHERBORN, MA 01770

## ELECTED TOWN OFFICERS

OFFICE	NAME	TERM EXPIRES
<b>Moderator</b>	Mary D. Wolff	2024
<b>Selectmen</b>	Marian Neutra Eric V. Johnson Jeffrey R. Waldron Paul R. DeRensis Steven Tsai	2024 2025 2025 2026 2026
<b>Assessors</b>	Dhruv Kaushal	2024
<b>Collector</b>	Pamela Dowse	2025
<b>Town Clerk</b>	Jacklyn Morris	2026
<b>Sherborn School Committee</b>	Sangita Rousseau Amanda C. Brown Dennis Quandt Kristen Aberle Christine Walsh	2023 2024 2024 2025 2025
<b>Trustees – Sawin Academy</b>	Georgia Bruggeman William Scott Embree Elizabeth A.S. Hoffman David P. Welch, Jr. Kari E. Toney	2023 2024 2025 2026 2027
<b>Trustees – Public Library</b>	Erin M. Carroll Maximilien X. Klaisner Frank Orlando Christopher Kenney Susan Foley Lepard Mary McKenna Brian J. Connolly Seth D. Malloy Thomas H. Van Langen	2023 2023 2023 2024 2024 2024 2025 2025 2025
<b>Water Commissioners</b>	Tara C. Hourihan Frank S. Hess Roger L. Demler	2023 2024 2025
<b>Cemetery Commission</b>	Eugene J. Ham Ellen F. Heffron Chuckie Raye Blaney	2023 2024 2025
<b>Planning Board</b>	Franciscus B. Hoek John C. Owen William M. Dunham Addie Mae Weiss Robert Wolff	2023 2023 2024 2025 2025

OFFICE	NAME	TERM EXPIRES
<b>Dover Sherborn Regional School Committee</b>	Angela G. Johnson	2023
	Judith A. Miller	2024
	Katherine J. Potter	2025
<b>Board of Health</b>		
	Matthew Bevers	2024
	Rebecca B. Hunnewell	2024
	Daryl Leigh Beardsley	2025
<b>Recreation Commission</b>		
	Gavin R. Mish	2024
	Andrew Dearborn	2025
	David M. Goldberg	2026
<b>Constables</b>		
	Ronald J. Buckler	2025
	Joshua J. Buckler	2025

\*Resigned  
\*\*Appointed to fill vacancy

## APPOINTED TOWN OFFICERS

OFFICE	NAME	TERM EXPIRES
<b>Town Counsel</b>	Christopher J. Petrini Petrini & Associates	indefinite
<b>Town Administrator</b>	Jeremy Marsette	11/25
<b>Director of Department of Public Works</b>	Sean Killeen	03/25
<b>Chief Procurement Officer</b>	Jeremy Marsette	11/25
<b>Forest Warden</b>	Zachary Ward	indefinite
<b>Fire Chief</b>	Zachary Ward	indefinite
Appointed by Fire Chief:		
Deputy Chief	Joshua Buckler	6/24
Deputy Chief	Neil McPherson	6/24
Lieutenant	Kristin Buckler Andrew Campbell Ryan Cheney Scott Christensen Joe Cumming Klaus Ullmann	indefinite 6/24 6/24 6/24 6/24 6/24
EMS Coordinator	Ari Winograd	6/24
Assistant EMS Coordinator	Justin Foster	6/24
<b>Building Commissioner</b>	Christopher Canney	6/24
<b>Assistant Commissioner</b>	Fred Bray	6/24
<b>Wiring Inspector</b>	John McGourty	6/24
<b>Deputy Wiring Inspector</b>	Walter Nowicki	6/24
<b>Plumbing/Gas Inspector</b>	Thomas Frasca	6/24
<b>Deputy Plumbing/Gas Inspector</b>	John A. Rose, Jr.	6/24
<b>Director of Veterans' Services</b> <b>Veterans' Graves Officer</b> <b>Veteran's Burial Officer</b>	Diana Marthinsen Hoek	4/23

OFFICE	NAME	TERM EXPIRES
<b>Police Chief</b>	Thomas Galvin	6/24
<b>Police</b>		
Lieutenant	Luke W. Tedstone	6/25
Sergeants	Kelly Exarhopoulos James Godinho James M. Graziano David Nulty	6/25 6/25 6/25 6/25
Patrol Officers	Brian Guild Douglas Kingsley Stephen J. Laquidara John Maquire Matthew Michel Kevin Reddington Andrew Richard Owen Robbins Eloi Ruegg Spencer Shock Thomas Tempesta	6/25 6/25 6/25 6/25 6/25 6/25 6/25 6/25 6/25 6/25
<b>Keeper of Lock-up</b>	Thomas Galvin	6/24
<b>Director of Assessing</b> (Appointed by Board of Assessors)	Wendy Elassy	indefinite
<b>Finance Director</b>	Debra Siefring	6/26
<b>Treasurer</b>	Pamela Dowse	indefinite
<b>Assistant Collector</b>	Tish Gogan	indefinite
<b>Assistant Town Clerk</b>	Kelly Clarke	indefinite
<b>Deputy Town Collector</b> (Appointed by Collector)	Eric Sabean Representative of Kelly & Ryan	12/23
<b>Agricultural Commission</b>	Grisha Maziya Laura Robbins Jonathan Hodson-Walker Matthew Wendorf William Harris Robin Stahl Richard Robinson Mark Williams	6/24 6/24 6/24 6/24 6/25 6/25 6/26 6/26
<b>Animal Control Officer</b>	Lt. Luke W. Tedstone	indefinite

OFFICE	NAME	TERM EXPIRES
<b>Board of Assessors</b>	Edward O'Neil Kathryn Peirce	6/25 6/26
<b>Board of Registrars</b>	Michael Kickham Carol S. Rubenstein Judith Fledderjohn Jacklyn Morris	4/23 4/24 4/26 Town Clerk
<b>Cable TV Advisory Committee</b>	Peter McStravizk William Miller Douglas Ambos Arthur Crandall	6/23 6/23 6/24 6/25
<b>Conservation Agent</b>	Joyce Hastings	indefinite
<b>Conservation Commission</b>	Carol McGarry Courtney Eck Michael Lesser Jacob Strauss Matthew Oleyer Kurt Stiegel Steve Scrimshaw Theresa Luskin	6/23 6/24 6/24 6/24 6/25 6/25 6/26 6/27
<b>Council on Aging</b>	Pam Sampson James Campbell Gerri Hawn Pete Hoagland Kenneth Adams Lorraine Howe Sally Tipton Denise Orlando Pat Gray (Associate Member) Jean Rousseau (Associate Member) Donna Turner (Associate Member)	6/24 6/25* 6/25 6/25 6/26 6/26 6/26 6/27
<b>Disability Advisory Committee</b>	Frank S. Hess Kathy Horigan Nicole Wiemeyer	6/24 6/24 6/26
<b>Elderly and Disabled Taxation Committee</b>	Melissa Bowman Edward McGuire Rennie Roberts Chief Assessor Town Treasurer	6/24 6/24 6/26 indefinite indefinite
<b>Elder Housing Committee</b>	Michael J. Kickham Katharine R. Sturgis Janet Walsh Alycia Goody Stephen Petty Cornelia Clark Roberts March Roque	6/23 6/24 6/24 6/25 6/26 6/26 6/26

OFFICE	NAME	TERM EXPIRES
<b>Emergency Management Director</b>	Zachary Ward	indefinite
<b>Energy &amp; Sustainability Committee</b>	Frank Hoek Brad Karalius Michael C. Lesser Frederick Cunningham Andrew Lauterback Thomas Trainor	6/24 6/24 6/24 6/25 6/25 6/26
<b>Farm Pond Advisory Committee</b>	Karyn Kaplan Melinda O'Neill Jacqueline Martin Dale Yarborough Patricia F. LeBlanc Catherine Rocchio Beth Jonas Timothy Batchelder (Associate) Craig Surman (Associate)	6/24* 6/24 6/25 6/25 6/26 6/26 6/27
<b>Groundwater Protection Committee</b>	David Sossen (Representing Elder Housing) Barton Kunstler (Representing Board of Health) Tara Hourihan (Representing Water Commissioners) Stefani Harrison (Representing Planning Board) Andrea Stiller (Representing Conservation Commission) Andriana Frankel (Representing Select Board) Thomas Trainor (Representing Select Board)	indefinite indefinite 6/25 6/26 6/26 6/26 6/26
<b>HIPPA Officer</b>	Jeremy Marsette	11/25
<b>Historical Commission</b>	Ronald Steffek Jane Branch James Guarino Eugene Goldfield Diana S. Wheelwright	6/24 6/25 6/25 6/26 6/26
<b>Historic District Commission</b>	Ronald Steffek Eugene Goldfield Jane Branch James Guarino Margaret S. Novak	6/23 6/24 6/25 6/25 6/25
<b>Leland Farms Trustee</b>	Campbell Armstrong	6/26

OFFICE	NAME	TERM EXPIRES
<b>Library Building Committee</b>	Mark Brown Roger Demler James Kolb Richard Littlefield Alexis Madison Adam Page Heather Willis	indefinite indefinite indefinite indefinite indefinite indefinite indefinite
<b>Local Emergency Planning Committee</b>	Ellen Hartnett Diane Moores Building Inspector DPW Director Fire Chief Police Chief Town Administrator	indefinite indefinite indefinite indefinite indefinite indefinite indefinite
<b>Medical Reserve Corps Executive Committee</b>	Douglas S. Brodie Frank S. Hess J. Christopher Owen Marie Owen William Wirth	indefinite indefinite indefinite indefinite indefinite
<b>MBTA Advisory Board</b>	Stephen Petty	6/25
<b>Metropolitan Area Planning Council (MAPC)</b>	Seth Malloy Marian Neutra (Alternate)	6/25 6/24
<b>MetroWest Regional Transit Authority Advisory Board</b>	Rob Wolff	6/24
<b>Personnel Board</b>	Nancy Hess Leanne Winn Vicki Rellas	6/23* 6/25 6/26
<b>Privacy Information Officer</b>	Deborah Reynolds	indefinite
<b>Public Safety Committee</b>	Neil McPherson Mark Roche Building Inspector DPW Director Fire Chief Police Chief Town Administrator	6/24 6/24 indefinite indefinite indefinite indefinite indefinite
<b>Recycling Committee</b>	Amy Van Langen Emily Eldh Diane S. Hanson David Muniz Charles W. Tyler Anne M. MacDonough Robert Spence	6/23 6/24 6/24 6/25 6/25 6/26 6/26

OFFICE	NAME	TERM EXPIRES
<b>Right to Know Municipal Law Coordinator</b>	Zach Ward, Fire Chief	indefinite
<b>Sherborn Arts Council</b>	Kim Lee Olen Leeann Winn Kathleen Horigan Arlene Chaplin Elizabeth Panagoulias Jennifer Lynn Debin	6/23 6/23 12/24 6/25 6/25 2/27
<b>Sherborn Affordable Housing Trust</b>	George Morrill Addie Mae Weiss Brian R. Blue Kurt Steigel Frank Jenkins	6/24 6/24 6/25 6/25 6/25
<b>Sherborn Open Space Committee</b>	Marian Neutra Tim Batchelder Samuel H. Nelson David J. Killeen Seth Molloy Kelly McClintock Nicholas Rodenhouse Thomas Trainor Nicole Wiemeyer	6/23 6/24 6/24 6/25* 6/25 6/23 6/25 6/26 6/26
<b>Southwest Area Planning Committee</b>	Heidi Doyle	6/27
<b>Town Forest Committee</b>	David Killeen Stephen Petty Sam Van Blarcom	6/24 6/26 6/26
<b>Town Historian</b>	Elizabeth L. Johnson	indefinite
<b>Traffic Safety Committee</b>	Brian Clarke Douglas Peterson Zachary McBride Penn Young Director of DPW Police Chief	6/24 6/24 6/25 6/25 indefinite indefinite
<b>Zoning Board of Appeals</b>	Richard S. Novak Ronald J. Steffek Jonathan W. Fitch Zachary McBride Todd Labbe (Associate)	6/24 6/24* 6/26 6/26 6/26

OFFICE	NAME	TERM EXPIRES
<b>Appointed by the Town Moderator</b>		
<b>Advisory Committee</b>	Michael Flanagan Daniel Sichel Natalie Weare Wassim Bassalee Nora Lynch Smith Matthew Winters Chelle Subber Paul Pilote Penn Young	7/31/24 7/31/24 7/31/24 7/31/25 7/31/25 7/31/25 7/31/26 7/31/26 7/31/26
<b>Capital Budget Committee</b>	Coralinda Lincoln Peter Moores Nora Lynch Smith (Advisory Member)	6/30/24 6/30/24
<b>Planning Board Associate Member</b>	Elizabeth Wendorf	2023
<b>Appointed Jointly by the Town Moderator &amp; the Board of Selectmen</b>		
<b>Land Acquisition Committee</b>	Frank C. Jenkins (Moderator) Eric V. Johnson (Moderator) Seth Molloy (Open Space Committee) Rob Wolff (Planning Board) Jessica Pettit (Conservation Commission) Joe Shanahan (Capital Budget) Warren Wheelwright (Select Board)	6/25 6/25 6/25
<b>Appointed Jointly by the Chairman of the Board of Selectmen, Chairman of the Local School Committee &amp; Town Moderator</b>		
<b>Member of the Tri-County Regional Vocational Technical School Committee</b>	Jonathan H. Dowse	6/24
<b>Appointed by the Board of Health</b>		
<b>Health Agent</b>	Mark Oram	indefinite
<b>Food Inspector</b>	Thomas Curran	indefinite
<b>Board of Health Administrator</b>	Ellen Hartnett	indefinite
<b>Board of Health Administrative Assistant</b>	Jean Greco	indefinite
<b>Animal Inspector</b>	Kimberly L. Morrow	indefinite
<b>Burial Agent</b>	Jacklyn Morris	indefinite

\*Resigned

\*\*Appointed to fill vacancy



# GENERAL GOVERNMENT

## Select Board

Sherborn continued the global transition to a post-Covid-19 environment with most public meetings being held in “virtual” mode utilizing Zoom technology. Virtual meetings have allowed far greater resident participation and increased efficiency for presenters, who no longer have to trek to Town Hall to support their agenda items. It also provides video recordings of major public meetings for greater access to important discussions and decisions.

In May of 2023, George Morrill stepped down after many years of dedicated volunteer service on both the Select Board and the Advisory Committee. Steven Tsai was elected to fill the open Select Board position after serving as Chair of the Advisory Committee. Jeff Waldron was named Chairperson for a second year, along with continuing SB members Eric Johnson Paul DeRensis, and Marian Neutra.

Financially, the Town saw the tax rate decrease further to \$18.01 per \$1,000 of a property’s assessed value. This reflects rigorous financial planning and prudent spending by the Town’s department heads plus the benefit of some funding received from the Federal American Rescue Plan Act of 2021 (ARPA). The drop was also attributable to increases in home sales prices due to deferred, pandemic-related demand for homes.

This year Sherborn held two Town Meetings. The first one was held on April 25, 2023, and the Warrant included a number of personnel related articles including authorizing the Select Board to combine the positions of Treasurer and Collector, and to file a petition with the General Court to obtain special legislation making the Collector an appointed rather than elected position. Another approved measure adopted longevity payments for non-contract Town employees who have worked for the Town for at least 5 years.

Sustainability initiatives are growing in importance globally and in Sherborn. The Spring 2023 Annual Meeting also included a number of important climate initiatives including approval of a Ground Mounted Solar Zoning Bylaw and adoption of the Specialized Stretch Energy Code Bylaw. Concurrently, the approved capital plan for FY24 included a Police Department hybrid pickup truck and an EV cruiser.

On the project implementation side, the Town completed construction of the long-delayed Library project, including the new children’s wing with a lower-level auditorium. A formal ribbon cutting ceremony and grand re-opening was held on April 29, 2023, and the speakers included: Mary Ann Cluggish, Chair of the Massachusetts Board of Library Commissioners; State Senator Rebecca Rausch; Jeff Waldron, Chair of the Select Board; Brian Connolly, Chair of the Library Trustees; and Librarian

Liz Anderson. At the ceremony, the entranceway to the new wing was dedicated to retiring Librarian Elizabeth Johnston, who served from 1988-2022 . . . yes, for 34 years!

Another project moving forward was the proposed construction of a roundabout at Maple and Washington Streets, which would significantly improve vehicle flow as well as vehicle and pedestrian safety at an intersection with frequent accidents. Funding in the prior year led to completion of an engineering study during 2023.

A key strategic initiative in our Master Plan is to steadily diversify Sherborn’s housing stock to attain the State target of 10% affordable housing while preserving the rural character of the town. In June 2021, the Zoning Board approved a Comprehensive Permit for a large, affordable housing development on Coolidge Street, which includes 120 rental units. If built, the project would allow Sherborn to reach the State’s 10% affordable housing goal. Unfortunately, the project has experienced delays related to developer turnover. However, during 2023 Toll Brothers, a major national developer, began an extensive due diligence process to take over both the 120-unit rental project above, and an adjacent age-restricted 67-unit condominium project conditionally approved back in 2017.

One key aspect of implementation of these projects is the creation of a North Sherborn Water District that would allow construction, operation, and maintenance of water and sewer systems serving residents of the proposed new developments on Coolidge Street. The capacity of these systems would be sufficient to provide for future extension of water and sewer service to the residents along the route of the planned new pipelines within the proposed district.

Accordingly, a Special Town Meeting was held on October 17, 2023 to consider the following three major Warrant Articles, which were all approved by the voters:

- The first was to authorize the construction of the roundabout at the intersection of Washington and Maple Streets for a projected total cost of \$1,414,500 which would be paid for by reallocating unused funds from prior capital projects, using State-granted highway funds, applying a Complete Streets grant of \$339,113, and utilizing a new State grant of \$500,000 to complete the project in 2024-25.
- Next was approving to approve an amended preliminary development plan for the Meadowbrook Commons project at 104 Coolidge Street. The amended plan includes the same number of total units approved in 2017, but it allows a 20.5 percent increase in the allowable floor area of all units combined. This change reflects the changing demands of the housing market.

- Finally, there was an article authorizing the Select Board to file a petition with the General Court to establish a North Sherborn Water and Sewer District.

In 2024, a major occasion will be observed as we celebrate the Town's 350<sup>th</sup> anniversary. A planning committee was formed led by George Fiske, and the Spring 2023 Annual Town Meeting approved \$10,000 to launch the effort. Additional grants and philanthropic contributions will fund the yearlong program of activities and events.

We want to thank all of the Town's employees and volunteers that supported and delivered our Town services through the year. The Town is always looking for more resident volunteers to join in our town government by applying for open positions on various Boards and Committees . . . a full listing of the openings is posted on the Town's Website.

Respectively submitted,

Jeff Waldron, Chair

## Planning Board

The Planning Board continued to work on draft Bylaw language for the MBTA Communities Multi-Family Overlay District, the new Section 3A of the Massachusetts General Laws Chapter 40A. Sherborn is designated a "small, adjacent community" and must designate a zoning overlay district to accommodate 78 multi-family housing units. The Planning Board worked with a consultant, JM Goldson, to identify potential areas in Sherborn which meet the desired goals of this new housing initiative of areas close to transportation and close to center of towns. A preliminary approval application was submitted to the State in November. The Planning Board hopes to hear back on this status early next year and bring this forth as a warrant article to adopt a new section of the Zoning Bylaws for Multi-Family Overlay Districts. Sherborn must finalize compliance with this law by December 2025.

The Board reviewed the Affordable Housing Bylaw requirements and discussed adjustments that could be made. It was noted that the initial drafts prior to the 2020 bylaw had several suggested parameters, and the Planning Board chose limits at the time which seemed viable. There have been no plans submitted under this Bylaw, and it was decided to amend the parameters to be in line both with 3A zoning limits and in line with requirements from other towns. This is planned to be included at next year's Annual Town Meeting.

The Planning Board also worked on deleting the current section 5.10 Large Scale Ground Mounted Photovoltaic Facilities bylaw and replacing it with a new section to align with a recent Supreme Court decision. This was presented at the Spring Annual Town Meeting as a warrant article. A public hearing was held February 21,

2023 with several residents actively participating. The article passed at Town Meeting in April and was submitted to the Attorney General's Office for approval. The Attorney General placed a hold on this approval and at the end of this year we are still awaiting their decision and comments.

In May the Planning Board held a public hearing on a Farm Events application. There was much discussion from the applicant and neighbors. The Site Plan was approved with conditions.

The Planning Board reviewed and discussed a revised Preliminary Draft Development Plan for Meadowbrook Commons by Toll Brothers. This project is dependent upon negotiating water and sewer from Framingham as well as the establishment of a water-sewer district filed with the State. As of the end of 2023, the legislation has been filed and talks were ongoing with Framingham. The Town received a One Stop for Growth/Rural Small Town Development Fund grant of \$500,000 for the Washington-Sawin-Maple roundabout. This project is planned to begin early summer of next year.

The Board was approached by a group of residents from Western Avenue concerned with truck traffic. The Planning Board recommended supporting a capital article for traffic calming measures on Western Avenue.

The Planning Board followed discussions of the potential expansion of the local trail network from Sherborn into Framingham. There is now interest from the State to have talks with CSX, owner of the rail trail section, to see if there is a way to develop this connection.

The Board participated in several other town boards and local planning organization meetings throughout the year, including discussions for the proposed North Sherborn Water and Sewer District for the Special Town Meeting in the fall.

Respectfully submitted,

Addie Mae Weiss, Chair

## Town Counsel

Petrini & Associates, P.C. ("P&A") is pleased to present our Annual Report as Town Counsel to the Town of Sherborn. P&A has served as Town Counsel from 2010-2015 and 2020 to the present. In 2023, we provided the Select Board, Town Administrator, Town Officials, and various boards and commissions with advice and opinions regarding a variety of issues, including land use and zoning, bylaw interpretation, enforcement, contracts and procurement, labor and employment, collective bargaining, Chapter 40B, municipal finance, open meeting law, public records, and conflict of interest. We also provide training to Sherborn officials and board members upon request. In May 2023, we provided training to Sherborn in

One of Town Counsel's most important goals and objectives is to provide advice and guidance to the Town and its boards to avoid litigation wherever possible and feasible. When litigation is necessary, Town Counsel represents the Town in pending litigation, or assists insurance defense counsel in litigation. The current active litigation includes the following.

**Name**  
31 Hunting LLC v  
Sherborn ZBA

**Court/Docket No.**  
Housing Appeals/2021-5

**Case Type**

Appeal of denial of  
Comprehensive Permit  
Stayed pending resolution  
of Land Court action or  
until applicant submits a  
notice of project change

**Current Status**

**Name**  
41 N. Main LLC v  
Sherborn ZBA  
**Case Type**

**Court/Docket No.**  
Housing Appeals/2021-6

Appeal of denial of  
Comprehensive Permit by  
Board of Appeals  
Stayed pending resolution  
of Land Court action or  
until applicant submits a  
notice of project change

**Current Status**

**Name**  
Hodson-Walker et al  
v. Planning Board  
**Case Type**

**Court/Docket No.**  
Land Court/23 MISC

Appeal of Site Plan  
Special Permit  
Summary Judgment

**Current Status**

**Name**  
Lybarsky et al v.  
Town of Sherborn  
**Case Type**

**Court/Docket No.**  
Land Court/21 PS 000193  
(HPS)  
Land Use (Comp Permit  
under G.L.c.40B & Offer  
to Purchase under c.61B)  
Discovery

**Current Status**

**Name**  
Narayan et al. v.  
Board of Health  
**Case Type**

**Court/Docket No.**  
Middlesex Superior Court  
2381CV02608  
Appeal of Bedrock Permit  
issued by Board of  
Health; counterclaim by  
defendant property owner  
against plaintiff.  
Appeal challenging  
permit & counterclaim for  
abuse of process pending.

**Current Status**

**Name**  
Thompson v.  
Town of Sherborn  
**Case Type**

**Court/Docket No.**  
Middlesex Superior Court  
2181CV01004  
Employment (Wrongful  
Discharge & First  
Amendment Retaliation)

## Current Status

Summary Judgment  
(Town represented by  
insurance counsel, Pierce  
Davis & Perritano)

We have enjoyed resuming our role as Town Counsel for Sherborn, and look forward to working with the Select Board, town officials and boards and commissions for many years to come. We appreciate the professionalism, cooperation, collaboration and assistance of the Select Board, Town Administrator, Assistant Town Administrator, town officials, and chairs of various boards, committees and commissions that ably represent and assist the Town in employee and volunteer capacities. We look forward to continuing to provide intelligent and cost-effective services for the Town of Sherborn to benefit the entire community.

Respectfully submitted,

Christopher J. Petrini  
for Petrini & Associates, P.C.  
Town Counsel

## Energy & Sustainability Committee & Sustainability Coordinators

The Sherborn Energy and Sustainability Committee (ESC) and the two part-time Sustainability Coordinators (SC) town staff positions worked on a range of municipal and town-wide residential energy and sustainability issues. The ESC advises the Select Board and works with other town committees, boards, and departments. In 2023, the Sustainability Coordinators continued with outreach efforts to the town's residents on climate change issues, seeking grants and outside funding sources, and investigating means to reduce energy consumption and mitigate the impacts of climate change and improving the Town's resiliency. As of the Fall of 2023, Gino Carlucci had retired and Dorothea Von Herder had resigned, so we unfortunately ended the year without the benefit of any Sustainability Coordinator staff.

### Town-wide Energy and Sustainability Activities:

1. Town-wide Community Electricity Choice Aggregation (ESC): Program for potential cost savings as well as more renewable-based electricity approved by Town Meeting in 2020 with a Sherborn application filed with the State Department of Public Utilities in May of 2021. In 2022 and 2023 the ESC replied to multiple DPU info requests, and awaited plan approval along with many other towns. On December 27<sup>th</sup>, 2023, the DPU approved our plan, triggering the beginning of activities to launch, which is expected in early 2024. Ongoing activities during 2023 also included monitoring and upgrading the Town's aggregation website [www.sherbornpowerchoice.com](http://www.sherbornpowerchoice.com) and preparation for implementation of electrical aggregation with a planned public information campaign .

2 Completion of the Climate Action and Resilience Plan (CARP) for Sherborn (Sustainability Coordinators and ESC): In May 2022, the Sustainability Outreach Coordinator reapplied for the Municipal Vulnerability and Preparedness (MVP) Action Grant from the MA Executive Office of Energy and Environmental Affairs (EEA). The MVP grant is meant to serve an increasing number of MA municipalities in preparing for climate adaptation and mitigation. This grant of \$67,000 was awarded, and the two coordinators identified Karin Hewitt, Sustainability LLC, for leading the community in the development of the CARP which was completed on June 30, 2023. A representative group of residents and Town staff (the Climate Action and Resiliency Plan Implementation Group - CARP IG) which was composed of members of at least 17 town committees, boards. Departments met over several months to create the CARP document. Over the course of 2023, the CARP IG, working with Dorothea and Karin Hewitt, developed the final CARP (96 pages) , which is now available at: <https://www.sherbornma.org/DocumentCenter/View/1563/Climate-Action-and-Resilience-Plan---2023>

As Sherborn's Green House Gas (GHG) production inventory illustrates, 86% of our Town's carbon emissions are from residential building heating/cooling and electricity loads, along with private vehicles. Strategies for attaining these aggressive and important State targets will inevitably require a combination of fast residential adoption of carbon emission reduction strategies, such as EV and hybrid vehicles, residential adoption of air-source and ground source heat pumps (ASHPs, GSHPs) and renewable-based electricity from Community Choice Aggregation. Therefore, included as part of the CARP, the group created a "Residential Toolkit," a document outlining actions that residents can take to reduce the emissions for their properties and vehicles. On a municipal level, a strategy to electrify buildings, including local and shared regional school buildings, is key for long-term viability of energy supply/cost.

3. Town-wide education, outreach, and action (Sustainability Outreach Coordinator): In the course of the past year, the subscriber number of the bi-weekly "Sustainable Sherborn" e-newsletter increased. From readers' feedback, we see that residents value "social proof" stories from neighbors "who have done it." The newsletter features residents' electric vehicles and hybrid automobiles, tighter home insulation, solar panels, air-source and ground-source heat pumps, rainwater conservation, etc. Sustainable Sherborn is a part of a non-profit network called MassEnergize that supports several communities in MetroWest and Western MA towns in building awareness for climate action for the dissemination of the aforementioned climate solutions. MassEnergize developed a webtool accessible through this website - [www.SustainableSherborn.org](http://www.SustainableSherborn.org).

4. Educational outreach activities (Sustainability Outreach Coordinator): Promoted informative in-person and remote webinars for residents on numerous resource

management issues. On Earth Day weekend, homeowners opened their doors to neighbors to show off and share experiences with renewable heating and cooling systems.

- February 27, 2023 presentations at Town hall, "Expert Panel on Building Efficiency", speakers: Brad Kralius (ESC), John Hyde (Chapman Construction), Keith Lewis (Passive House Builder).
- April 22, 2023, Earth Day Green Crawl, open-house tour at Sherborn residents with ground-source heat pumps, air-source heat pumps, solar panels, and electric vehicles.
- June 25, 2023, Sherborn participated in the Medfield electric vehicle (EV) show
- Presentation at the Sherborn Library on May 2<sup>nd</sup> by ESC member Tom Trainor, "Only You Can Protect Sherborn's Water Resources: Facing Challenges in a Changing Climate."
- Presentation at the Sherborn Library on June 6, 2023, by resident
- Grisha Maziya, "Backyard Composting – The Rich Blessings of Decay"
- Intergenerational Climate Conversation, joint meeting on June 6, 2023 with Sherborn seniors and DSHS Sustainability Taskforce student members.
- "Ask a Solar Expert from EnergySage" webinar held on September 13, 2023.
- November 1, 2023 presentation at the library, "Heat Pumps and Home Weatherization", NEECO MassSave partner.
- November 14, 2023, Workshop at the Library: "Home Electrification Contractor Showcase".

5. Energy Coach Program (SC & ESC): Brad Karalius, ESC member and Sherborn homeowner, and the Sustainability Outreach Coordinator Dorothea Von Herder, continued to provide virtual and in-person home energy consulting service to several residents who were looking for assistance in selecting the suitable size and type of ASHPs/Solar/insulation for their homes.

6. Sustainability projects in the D-S Schools (Sustainability Outreach Coordinator) During 2023, the Pine Hill Community School Association (CSA) broke ground on the Outdoor Classroom and Garden (OCG) at Pine Hill Elementary School. The new lab features an off-grid solar system, partially funded by a generous grant from the Harold Grinspoon Foundation, in partnership with the Town's Sustainability Coordinator, parent volunteer Julie Dreyfus, Eagle Scout Niall Collins, and the ESC. The array includes three 395W panels and 8.4 kWh of battery storage.

7. Mass Save Home Energy Assessment (HEA) Campaign in Collaboration with All-In-Energy (SC, ESC 2023) In the fall of 2022, the Sustainability Outreach Coordinator and the ESC started a multi-town effort with Wayland and Acton to develop a program to increase participation in the no-cost Mass Save Home Energy Assessments.

8. Electric Vehicle Charging Stations at Town Hall (SC & ESC) Our first charging station (Level 2) was installed in 2022 with MA state funding. In 2023, Sherborn was awarded a second grant (2023) to install a fast-charging station (Level 3) at Town Hall, which will be completed in early 2024.

## Broader Sustainability and Climate Resilience Work

9. Charles River Watershed Future Flooding Modeling for Climate Resiliency (ESC, SC) Under a multi-year MVP Grant, the ESC and the Department of Public Works as part of a 20-town regional program led by the Charles River Watershed Association (CRWA) and the town of Natick, to assess vulnerabilities to increased flooding in the Charles River watershed (80% of Sherborn area) from future climate change. An on-line mapping tool is now available for our Town boards, staff, and residents to view the predicted impact areas in Sherborn from projected extreme future precipitation events: <https://www.crwa.org/watershed-model>.

Areas now identified, and largely outside of the traditional FEMA flood maps, that are vulnerable to flooding in Sherborn are principally along the banks of the Charles River and major stream tributaries and surrounding wetlands. Impacts will be felt at several major roadway/stream crossings (Routes 16 and 27) and in some low-lying Sherborn neighborhoods. In 2023, led by Tom Trainor of the ESC, 5 volunteers inspected 30 Sherborn stream crossings to collect accurate data on the condition and capacity of existing culverts. This work will be completed in 2024, enabling the DPW to prioritize culverts in need of repair or replacement (based on larger future rainfall events and increased flooding volumes predicted by the project).

10. Affordable Housing Proposals (ESC, SC): reviewed several new 40B projects for sustainability issues and impacts. The ESC met with the developer of the proposed Washington Street development to raise issues such as use of solar panels, building with electrical infrastructure in place for fully electrifying buildings, installing efficient appliances (such as induction stoves), and other issues.

11. Support and help on 2023 ATM warrant articles: specialized energy code, ground mounted solar zoning by law. Both articles were adopted by Town Meeting.

## Municipal Energy Use

Improved Town Hall and DPW building weatherization (SC, ESC): worked on implementing energy conservation projects using Green Community funding. Completion of this will make Town eligible for future Green Community grants.

## Town Solar Projects:

The Town of Sherborn contracted with Solect Energy (Hopkinton MA) to install a roof-top solar system of about 27kW (57 photovoltaic panels) on the south-facing roof of Fire Station # 1 at 22 North Main Street. Installation was completed in December, 2023. The entire cost of the \$95,000 project is being funded through the federal American Rescue Plan Act of 2021 with 30% of this cost to be recovered under

the federal Inflation Reduction Act. The new solar panel array hardware will be owned by the Town and will produce about 30,000 kWh of electricity on average, which should offset about 45% of the Sherborn Fire Departments annual power demands at the main firehouse. By producing electricity through the new solar panels, an estimated 29,000 pounds of greenhouse gas CO2 emissions per year will be eliminated, aiding Sherborn in its quest to become carbon-neutral by the year 2050.

**Green Communities Program:** Town Administrator Jeremy Marsette submitted the Town's annual report in 2023 on Sherborn's municipal town energy use. Two electric vehicles (eV) were acquired by the Town in 2023 to replace internal combustion vehicles, a Chevy Tahoe and a Ford F-150.

Submitted by,

Michael Lesser, for the Energy Committee

## Board of Appeals

The Zoning Board of Appeals held 5 regular meetings and 5 public hearings on 40b Comprehensive Permits during 2023. The Board heard 15 zoning petitions for special permits, variances, findings, and or appeals. The Board opened hearings on two 40b projects, Fenix Partners Farm Road Development, & Fenix Partners Greenwood Street Development, LLC.

The following is a summary of decisions made by the Board.

### **Hearing Date: January 24, 2023**

**#2023-1:** The petition Nikolaos M. Ligris, Trustee of the Kettle View Realty Trust for a Special Permit under Section 3.2.21 for garage space for up to 4 automobiles at 145 Forest Street which is in a Residence C district, was granted January 24, 2023 subject to conditions.

### **Hearing Date: April 27, 2023**

The request of Theresa & Eric Luskin for an extension of a Finding granted June 15, 2022, for alterations to an existing, non-conforming residence on an existing non-conforming lot at 263 Western Avenue which is in a Residence B district, was granted April 27, 2023, with a June 15, 2024 expiration date.

**#2023-2:** The petition of Sandra Burke for renewal of a Special Permit under Section 3.2.5 to operate a yoga studio at 30 Parks Drive which is in a Residence B district was granted April 27, 2023 with a May 1, 2028 expiration date, subject to conditions.

**Hearing Date: June 14, 2023**

#2023-3: The petition of Igor Lybarsky for Barsky Realty Trust for renewal of a Special Permit under Sections 3.2.17, 3.2.19 & 5.2.7 to allow for the operation of construction & landscaping services and to maintain an office & signage at 6 Powderhouse Lane which is in a Business G district, was granted June 14, 2023, with a June 30, 2028 expiration date, subject to conditions.

#2023-4: The petition of Sean & Kelly Hogan for renewal of a Special Permit under Sections 3.2.17 & 5.2.7 for a financial services office with signage at 24 North Main Street which is in a Business G district, was granted June 14, 2023, with a July 1, 2028 expiration date, subject to conditions.

#2023-5: The petition of Alex Weatherall for a Special Permit under Section 5.2.7 for signage at 23 South Main Street was granted June 28, 2023 with a July 1, 2028 expiration date, subject to conditions.

**Hearing Date: September 6, 2023**

#2023-7: The petition of Artur Nergaryan for renewal of a Special Permit under Section 3.2.19 & 5.2.7 to operate a retail store with signage at 11 South Main Street which is in Business G district was granted September 6, 2023, with a September 1, 2028 expiration date, subject to conditions.

#2023-8: The petition of Taylor & Liz Tyng for a Finding from Section 1.4.6 to renovate a pre-existing, non-conforming house at 6 Curve Street which is in a Residence B district, subject to conditions.

**Hearing Date: October 23, 2023**

#2023-9: The petition of D. Michael Collins for Barry & Nancy Levy, for a Finding under Section 1.4.6 of the Zoning Bylaws to construct an addition to a pre-existing, non-conforming dwelling at 128 Hollis Street which is in a Residence B district was granted October 23, 2023 subject to conditions.

#2023-10: The petition of Jennifer Ziskin, LJM Hospitality, Heritage of Sherborn, for renewal of a Special Permit under Section 3.2.34 of the Zoning Bylaws, for outdoor entertainment at 33 North Main Street which is in a Business G district was granted October 23, 2023, with a October 23, 2024 expiration date, subject to conditions.

#2023-11: The petition of Naaz Scheik for renewal of a Special Permit under Section 3.2.2 of the Zoning Bylaws to maintain an accessory apartment at 136 South Main Street which is in a Residence A district was granted October 23, 2023 with an October 1, 2027 expiration date, subject to conditions.

#2023-12: Petition of Maksim Bolyasnyy & Aleksandra Pikus for renewal of a Special Permit under

Section 3.2.2 of the Zoning Bylaws to maintain an accessory apartment at 101 Woodland Street which is in a Residence C district was granted October 23, 2023 with a November 1, 2027 expiration date, subject to conditions.

**Hearing Date: December 5, 2023**

#2023-14: The petition Matthew & Arielle Tufts for renewal of a Special Permit under Section 3.2.2 to maintain an accessory apartment at 11 Farm Road which is in a Residence A district, was granted December 5, 2023 with a December 1, 2027 expiration date, subject to conditions.

#2023-15: The petition Monica Williams for a Special Permit under Section 3.2.5 for a by appointment only in person Pilates studio at 34 South Main Street which is in a Residence A district, was granted December 5, 2023 with a December 1, 2025 expiration date, subject to conditions.

#2023-16: The petition of Charles Morris & Tia Dennia for a Finding from Section 1.4 to remove an existing, non-conforming garage & replace with a new garage on existing footprint with a 12' extension within the current setback requirements at 266 Western Avenue which is in a Residence B district was granted December 5, 2023, subject to conditions.

#2023-19: The petition of Jamaal Siddiqui for Dhruv Kaushal & Brett Piercy, for a Special Permit under Section 3.2.2 for an accessory apartment at 58 Oldfield Drive which is in a Residence B district was granted December 5, 2023 with a December 1, 2027 expiration date, subject to conditions.

Copies of the decision letter is available at the Select Board's Office, Town Hall.

## **Town Clerk**

The mission of the Town Clerk's Office is to be a primary provider of information and quality services to the community and to work cooperatively and in coordination with Town Officials, Departments and Committees, all while complying with State and local mandates.

The official duties of this office are outlined in more than 73 chapters and 451 sections of the Massachusetts General Laws. The Town Clerk serves as the Chief Election Officer of the Town, Keeper of the Records, and the Public Records Officer. Beyond the most publicly recognized responsibilities of elections, census, dog licenses, marriage licenses, business certificates, and vital records, this office also serves as the resource regarding the Open Meeting Law, Conflict of Interest, campaign finance, election laws, ethics training and parliamentary procedure. The Town Clerk also certifies the votes for the Town budget and the bylaws voted at the Annual and Special Town Meetings. In addition to certifying votes,

the Clerk is mandated to submit new bylaws to the State when appropriate and the required bylaws within 30 days of the Town Meeting to the Attorney General's office for approval.

We are also responsible for administering the oath of office to all elected and appointed town officials. The office is also in charge of posting committee and board meetings and minutes on the Town's official meeting calendar (the Town website) and keeping permanent records of meeting minutes.

Off-cycle elections years are normally relatively quiet for the Clerk's office, with only the Annual Town Election and the Annual Town Meeting to plan and manage. However, in 2023 we had two additional events for Sherborn voters, a District Election for voting on a new Tri-County Regional Vocational Technical High School in Franklin and a Special Town Meeting both in October.

In 2023, 43 birth certificates were recorded; 8 marriage licenses were issued, and unfortunately, 18 death certificates were recorded.

Eighteen Business Certificates were issued in 2023, 10 of them new applications, and a total of 969 dogs were licensed.

Many thanks go out to Sean Killeen, DPW Director and his crew, for all their help with the election setups at Town Hall. Special thanks also go out to the many election workers who helped with the Annual Town and District Elections and the April and October Town Meetings.

Finally, thank you to our new Assistant Town Clerk, Kelly Clarke, for her help during both elections and Town Meeting and to Tony Abril, our long time experienced and dedicated office administrator who manages to keep the Clerk's office on track all while entertaining Town Hall staff and Sherborn residents with lots of humor.

Respectfully submitted,

Jacklyn R. Morris, Town Clerk

## Board of Registrars

Each January the Board of Registrars is required by Mass General law (C5 §§ 4, 7) to mail a census form to all households for publishing a street listing of all residents 17 years or older. The street list or local census provides important information and statistics that are used for veterans' benefits, local and regional school committees, and for police, fire, and rescue departments. It also furnishes pertinent data to governmental agencies and non-profits for various reimbursements, such as grant applications, to the Town of Sherborn.

Return of the census form to the Clerk's Office ensures that this information is available as needed by the

appropriate town departments and is mandated by election law to keep voter registrations active. Residents that do not return the annual census risk having their voter registration inactivated as mandated by Massachusetts General Laws. Census data is constantly updated throughout the year as new and current residents move in and out of Sherborn.

As of January 1, 2023, the number of residents totaled 4579 distributed among 1651 households. Of the approximately 3000 Sherborn registered voters, 62% are registered as Unenrolled, 27% are registered Democrats, and 10% are registered Republicans, with the remaining 1% registered in the Libertarian Party and political designations. Voters that are registered as "Unenrolled" have chosen not to affiliate themselves with one political party and commonly refer to themselves as independent.

There were three official political parties in the Commonwealth in 2023, Democrat, Republican and Libertarian, with 29 political designations. As there were enough Libertarian votes for the November 2022 State Election, the Libertarian Party was no longer considered a political designation and was named an official political party in 2023.

Required voter registration sessions were held before each election and town meeting, resulting in the following registered voter statistics listed by political party:

### Annual Town Meeting, April 25, 2023

Democrats .....	838
Republicans .....	309
Libertarians .....	13
Political Designations.....	7
Unenrolled.....	1856
Inactive.....	265
Total Active.....	3023

### Annual Town Election, May 9, 2023

Democrats .....	838
Republicans .....	309
Libertarians .....	13
Political Designations.....	7
Unenrolled.....	1862
Inactive.....	262
Total Active.....	3035

### Special Town Meeting, October 17, 2023

Democrats .....	828
Republicans .....	290
Libertarians .....	13
Political Designations.....	8
Unenrolled.....	1916
Inactive.....	200
Total Active.....	3053

### District Election, October 24, 2023

Democrats .....	828
Republicans .....	290
Libertarians .....	11
Political Designations.....	8

Unenrolled .....	1918
Inactive .....	200
Total Active .....	3055

In 2023, three sets of nomination papers were filed: one for Sherborn School Committee for the May Annual Town Election, as well as two for the March 2024 Presidential Primary, one for the Democratic Town Committee and one for the Republican Town Committee. No citizen's petitions were received for articles to be placed on the 2023 Annual Town Meeting warrant. Regarding State petitions and nomination papers, 433 signatures were certified for the State initiative petitions and 18 signatures for nomination papers for State candidates.

Thank you to all the election workers that volunteered to work the Annual Town and District Elections and the Annual and Special Town Meetings, as we could not run a successful election or Town Meeting without their help.

Thank you to Constables Ron Buckler and Josh Buckler as well, for posting all the required warrants and mandated notices for the elections and Town Meeting.

As Clerk of the Board of Registrars, I would like to recognize the service of Michael Kickham who unfortunately passed away in 2023 and generously served Sherborn residents in many capacities, one of which was as a member of the Board of Registrars. We would also like to thank Carol Rubenstein for her years of service and to Ed McGuire, who resigned from the Board due to other duties to the Town. We also would like to welcome our new Registrar, Judy Fledderjohn, to the Board.

Respectfully submitted,

Jacklyn R. Morris, Town Clerk  
For the Board of Registrars

## Recycling Committee

Your Sherborn Recycling Committee (SRC) had another busy year helping Town of Sherborn residents to access our recycling and reuse programs, and we have also worked hard to maintain and improve our programs to make them as convenient and simple as is practical and possible. Our all-volunteer committee always welcomes constructive input from the Sherborn community, and we invite your involvement and participation in our activities and meetings, with room for both voting and associate members to join our team.

It is gratifying to witness people who suddenly awaken and realize that, even though we residents tend to just drop and forget our trash, if we want to continue survive as a society, we must each take responsibility for our own waste. After over a year, the 2022 state waste ban revisions have become a habit for many of us, but there are always some citizens who need to be reminded of the

expectations and limitations we face when facilitating disposal of the waste material that belongs to all of us. For example, the law now prohibits disposal of mattresses and box springs as trash. They must be collected and sent to a recycling facility where they are dismantled and the various parts are recycled as fiber, metal, lumber, foam chop, and other reusable materials. Sherborn, through committee efforts, has had a successful mattress recycling program for over ten years at the Hap Ruane Recycling Center and Transfer Station (HRRCTS), and in 2023, together we recycled over five tons of mattresses and box springs that have been reused as a resource rather than going into the trash.

The waste bans also prohibit disposal of clean textiles as trash. The committee has arranged for a textile collection bin to be available at the HRRCTS for recycling any textiles, whether reusable or not. Like-new, torn, stained, threadbare – in any condition as long as the material is clean, please bag your textiles and deposit them in the textile bin – *even single shoes, stuffed toys, and old bed linens are welcome* – and the Town receives a modest payback for every pound of clean material collected. In 2023, with your help, we recycled nearly 22 tons of used textiles and that returned over \$2,500 to the Town of Sherborn.

Meanwhile, our very active scrap metal bin, emptied twice monthly on average, returned nearly \$9,000 to the town, continuing to prove that our recycling efforts are paying off.

Our concentration on food waste has continued to increase participation in the program to reduce heavy organics in the waste stream. We invite every household to help ease the waste load by participating in our kitchen waste drop-off program at the HRRCTS, and we have finally increased collection to the point where we have broken the cost barrier! In 2023, thoughtful Sherborn residents diverted enough food waste to compost so that, based on DEP weight estimates, the cost for composting is less than the cost would be to discard the same material as trash! The food waste is managed by Black Earth Composting, whose final compost product is sold in season at local garden shops right here in Sherborn.

Join the composting movement! The committee, using state grant funds, provides Sherborn residents with two-gallon counter-top kitchen waste containers and compostable (and PFAS-free) container liners. For those who prefer to do their own composting, we also stock low-cost Earth Machine backyard composting containers for making your own compost at home; or you handier residents are encouraged to build your own open-air compost bins from old pallets or other scrap lumber. For helpful information about home composting, visit our committee pages on the town website, or ask our committee volunteers, who are your fellow residents.

### Other Recycling Committee initiatives

- Organization and administration of the annual Household Hazardous Waste (HHW) Collection Day.

Our well-attended 2023 event was held on Saturday, November 11, and our 2024 HHW event is scheduled for Saturday October 19, 2024, from 8am to noon at the DPW complex at 7 Butler Street. On the same date, we will hold a household confidential paper shredding and recycling event from 9am to noon at the same location. Online registration for these events will open in early September.

- We interface with the Massachusetts DEP to keep up with the latest recycling rules and trends and to take advantage of the state's Recycling Dividend Program grants to help support our recycling infrastructure and provide resources to help residents participate in environmental sustainability in Sherborn.
- While no one likes the necessary recycling fees, we have worked with town administrative staff to formulate an updated fee base that intends to be both fair and equitable, cognizant of personal responsibility while still allowing a fair burden to fall on the general budget.
- As with all town departments and committees, the SRC has had to rework its web page to take advantage of the new town website platform — now you can find us fast and check out the new layout at [sherbornma.org/412/Recycling-Committee](http://sherbornma.org/412/Recycling-Committee)
- As always, we need volunteers to help a little or a lot with organizing and managing our legendary Swap Shop, most active between April Fool's Day and Halloween. This is a challenging but fun volunteer effort that involves interacting with a broad variety of local community residents, and volunteers are always invited to help us "keep the store" as a welcoming and interesting destination.

The SRC consists of seven voting members—current members are Emily Eldh, Diane Hanson, Anne MacDonough, David Muniz, Robert Spence, Charles Tyler (current chair), and associate member Andrea Brennan—all of whom volunteer to conduct all the above work of the committee and more. You will note that we have a vacant seat on the committee, and we welcome you to join us at our (mostly virtual) meetings and in our volunteer efforts to share in the fun and personal reward of reducing, bit by bit, the environmental damage wrought by society. The work may sometimes seem thankless, but small steps turn into miles, and shovelfuls turn into tons, and the more who participate, the more progress we can all make toward waste reduction. Thanks to our committee members, and thanks to our conscientious citizens for taking personal responsibility for decreasing the impact of our community waste disposal by reducing, reusing, and recycling whenever possible!

Respectfully submitted,

Charles Tyler, Chair

# FINANCIAL

## Capital Budget Committee

Coralinda Lincoln (*Chairperson*), Peter Moores, Peter Gallitano, Nora Lynch Smith (*Alternate*)

### ARTICLE 8 Capital Improvement Plan

**1. Fire Department Officer in Charge Vehicle.** This request is to replace a current vehicle that was repurposed from the Police Department. The current vehicle has 100,000+ miles, mechanical issues and insufficient carrying capacity. The new Chevy Tahoe will house a special gear cabinet designed to help remove carcinogens from firefighting gear. Chief Ward expects to use the new Tahoe for 10 years, at 5K-8K miles per year. Total of \$55,432 for vehicle and fire service-related upgrades. *We recommended favorable action.*

**2a. Police Department Hybrid Pick-up.** This request is to replace a 2016 vehicle (100,000+ mileage) having mechanical issues with a hybrid F-150 pick-up truck. A pick-up will accommodate moving larger gear such as traffic barriers. Moving to hybrid is in alignment with the Town's sustainability goals. Total of \$62,750 for F-150 and police service-related upgrades. *We recommended favorable action.*

**2b. Police Department Electric Vehicle/Cruiser.** This request is to replace a 2017 first-line vehicle (100,000+ mileage) with a Mach-E electric vehicle. Chief Galvin expects EVs to have a longer useful life because, among other features, their idling time will not cause the wear and tear of conventional gas engines. Moving to an EV (electric vehicle) has both financial advantages through possible grants and is in alignment with the Town's sustainability goals. Total of \$59,300 for EV Cruiser and police service-related upgrades. *We recommended favorable action.*

**3a. Department of Public Works Stormwater (MS4 Permit Compliance).** This request is to fund Year 4 of a multi-year program to comply with EPA mandates for phosphorus reduction in the Charles River Watershed. AECOM, located in Manchester, New Hampshire, is the consultant for Sherborn's Storm Water Management Program to comply with the MS4 Permit. Total of \$170,000 is the AECOM estimated cost of compliance support for FY24. *We recommended favorable action.*

**3b. Department of Public Works Roadway Management.** This request marks the third year of a 5-year Roadway Management Plan (Green International Affiliates) to address deteriorating road conditions in the Town. This funding, plus Chapter 90 money, will allow renovation of several areas in significant disrepair. The amount is intended to cover price increases in material and labor due to inflationary conditions. Total \$250,000 for roadway renovations. *We recommended favorable action.*

**4. Select Board Town Facilities & Infrastructure.** This request is for the estimated costs of implementing the following projects either anticipated by the OnSite Insight Report (20-year plan, updated 2021) or for other pressing needs: \$65,000 Town Hall roof replacement and attic insulation; \$35,000 Town Hall HVAC upgrades; \$75,000 Transfer Station electrical service (code and safety compliance); \$130,000 Dry Hydrant System repairs; and \$45,000 general capital improvements for Town buildings and infrastructure. Total of \$350,000 to maintain value and utility of Town building and infrastructure assets. *We recommended favorable action.*

**6. Sherborn School Committee Pine Hill School EMS Upgrade.** This request is to complete the last leg of the Dover-Sherborn system-wide upgrade to an updated Energy Management System. Total \$40,000 will integrate Pine Hill heating and cooling control. *We recommended favorable action.*

### ARTICLE 9 Regional School Capital Expense

The Region's OnSite Insight report and recent repairs indicate that all seven air handler units at the High School have reached the end of their anticipated life and are due for replacement. New air handlers will be all electric. Bid of \$1,200,000 has been obtained. Sherborn's share is 46.05% for a capital project. Total cost to Sherborn of \$552,600 for replacement of roof-top air handlers on high school building. *We recommended favorable action.*

**TOWN OF SHERBORN**  
**COMBINED BALANCE SHEET**  
All Fund Types and Account Group  
June 30, 2023

	General Fund	Capital Projects	Library Fund	ARPA Fund	Nonmajor Governmental Funds	Totals (Memorandum Only)
<b>ASSETS</b>						
Cash and cash equivalents	5,400,519	1,525,497	61,100	869,058	2,217,604	10,073,778
Investments	963,632		2,758,987		158,706	3,881,325
Receivables:						-
Personal Property Taxes	232,490					232,490
Excise Taxes	65,205					65,205
Departmental & Other	24,274					24,274
Intergovernmental					102,258	102,258
Lease Receivable	321,023				59,020	380,043
Foreclosures/possessions	255,002					255,002
Total Assets	<u>7,262,145</u>	<u>\$ 1,525,497</u>	<u>\$ 2,820,087</u>	<u>\$ 869,058</u>	<u>\$ 2,537,588</u>	<u>\$ 15,014,375</u>
<b>LIABILITIES AND FUND EQUIITY</b>						
<u>Liabilities:</u>						
Warrants payable	177,477	2,310			36,669	216,456
Accrued payroll & withholdings	804,216				51,324	855,540
Retainage Payroll					64,509	64,509
Tax Refund Payable	250,000					250,000
Unearned revenue			869,058			869,058
Other Liabilities	25,938					25,938
Bond Anticipation Notes Payable		3,247,719				3,247,719
Deferred Revenue - Leased Property	321,023					321,023
Deferred Revenue - Real & Pers Property	248,038					248,038
Deferred Revenues - Other	263,728			102,258		365,986
Deferred Revenue - Motor Vehicle Excise	65,205					65,205
Vacation & Sick leave Liability						-
Total Liabilities	<u>2,155,625</u>	<u>3,250,029</u>	<u>-</u>	<u>869,058</u>	<u>254,760</u>	<u>6,529,472</u>
<u>Fund Equity:</u>						
<u>Fund Balances:</u>						
Nonspendable			2,439,135		233,340	2,672,475
Restricted		444,364	380,952		2,145,756	2,971,072
Committed	93,958					93,958
Assigned	774,008					774,008
Unassigned	4,238,554	(2,168,896)			(96,268)	1,973,390
Total Fund Equity	<u>5,106,520</u>	<u>(1,724,532)</u>	<u>2,820,087</u>	<u>-</u>	<u>2,282,828</u>	<u>8,484,903</u>
Total Liabilities and Fund Equity	<u>7,262,145</u>	<u>1,525,497</u>	<u>2,820,087</u>	<u>869,058</u>	<u>2,537,588</u>	<u>15,014,375</u>

**FINANCE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**General Fund Revenue**  
**Year ended June 30, 2023**

	<b>FY 2023 Recap Budget</b>	<b>Actual Revenue</b>	<b>Revenue +/- Budget</b>
<b><u>TAXES</u></b>			
2022 Personal Property Tax		268,826	
2023 Personal Property Tax	874,115	603,329	
<b><u>SUBTOTAL PERSONAL PROPERTY TAX</u></b>	<b>874,115</b>	<b>872,155</b>	<b>(1,960)</b>
<b><u>REAL ESTATE TAX</u></b>			
Tax Liens Redeemed	-		
2022 Real Estate Tax	-	35,567	
2023 Real Estate Tax	27,876,174	27,713,280	
<b><u>SUBTOTAL REAL ESTATE TAX</u></b>	<b>27,876,174</b>	<b>27,748,847</b>	<b>(127,327)</b>
<b><u>MOTOR VEHICLE EXCISE TAX</u></b>			
Boat Excise		276	
2023 Motor Vehicle Excise	860,000	943,752	
<b><u>SUBTOTAL MOTOR VEHICLE EXCISE TAX</u></b>	<b>860,000</b>	<b>944,028</b>	<b>84,028</b>
<b><u>OTHER EXCISE TAX</u></b>			
Meals Tax	30,000	26,943	
Room Occupancy	1,200	2,198	
<b><u>SUBTOTAL OTHER EXCISE TAX</u></b>	<b>31,200</b>	<b>29,141</b>	<b>(2,059)</b>
<b><u>SUBTOTAL PENALTIES &amp; INTEREST</u></b>	<b>44,000</b>	<b>40,261</b>	<b>(3,739)</b>

**FINANCE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**General Fund Revenue**  
**Year ended June 30, 2023**

	<b>FY 2023 Recap Budget</b>	<b>Actual Revenue</b>	<b>Revenue +/- Budget</b>
<b><u>DEPARTMENTAL REVENUE</u></b>			
Library Fines	100	207	107
Cemetery Burial Fees	8,000	5,840	(2,160)
Other Revenue	8,100	26,952	18,852
<b><u>TOTAL DEPARTMENTAL REVENUE</u></b>	<b>16,200</b>	<b>32,999</b>	<b>16,799</b>
 <b><u>TOTAL FEE REVENUE</u></b>	 166,500	 148,689	 (17,811)
 <b><u>TOTAL RENTAL REVENUE</u></b>	 80,000	 96,558	 16,558
 <b><u>TOTAL LICENSE &amp; PERMIT REVENUE</u></b>	 291,000	 323,691	 32,691
 <b><u>TOTAL FINES &amp; FORFEIT REVENUE</u></b>	 1,600	 670	 (930)
 Earnings on Investments			
<b><u>TOTAL INVESTMENT INCOME</u></b>	<b>86,000</b>	<b>321,387</b>	<b>235,387</b>
 <b><u>TOTAL STATE LOCAL AID</u></b>	 1,051,074	 1,051,074	 -
Free Cash			
Transfer Enlargment	28,000	28,000	
Transfer from Stabilization			
Transfer from Revolving Fund	42,400	42,400	
Transfer from Special Revenue Funds			
Transfer from Trust Funds		50,000	
<b><u>INTERGOVERNMENTAL TRANSFERS</u></b>	<b>70,400</b>	<b>120,400</b>	<b>50,000</b>
 <b><u>GRAND TOTAL</u></b>	 <b>31,448,263</b>	 <b>31,729,900</b>	 <b>281,637</b>

**FINANCE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**General Fund Expenditures**  
**6/30/2023**

	<b>BUDGET Including Transfers</b>	<b>Expended 6/30/2023</b>	<b>Encumbered 6/30/2023</b>	<b>Unencumbered 6/30/223</b>
<b>GENERAL GOVERNMENT (100)</b>				
122 Selectmen - Salaries	294,521	259,753		34,768
122 Selectmen - Expenditures	36,000	48,689		(12,689)
131 Advisory Committee - Expenses	4,500	3,459		1,041
135 Town Accountant - Salaries	226,489	207,128		19,361
135 Town Accountant - Expenses	101,500	97,107	3,000	1,393
141 Assessors - Salaries	131,303	123,307		7,996
141 Assessors - Expenses	26,915	30,337	420	(3,842)
145 Treasurer - Salaries	85,227	83,908		1,319
145 Treasurer - Expenses	12,150	9,189		2,961
146 Tax Collector - Salaries	136,116	126,821		9,295
146 Tax Collector - Expenses	19,785	13,058		6,727
151 Legal Counsel - Expenses	141,756	141,710		46
155 Information Technology - Salaries	10,000	17,600		(7,600)
155 Information Technology - Expenses	123,011	115,366		7,645
161 Town Clerk - Salaries	148,926	131,117		17,809
161 Town Clerk - Expenses	7,950	8,213		(263)
162 Election & Registration - Salaries	3,870	3,908		(38)
162 Election & Registration - Expenses	21,350	19,702		1,648
171 Conservation - Salaries	82,458	49,242		33,216
171 Conservation - Expenses	15,583	6,836		8,747
175 Planning Board - Salaries	52,683	51,159		1,524
175 Planning Board - Expenses	1,570	1,122		448
176 Zoning Board of Appeals	1,100	1,079		21
192 Town Buildings - Salaries	20,800	20,800		-
192 Town Buildings - Expenses	405,058	405,038		20
196 Sustainability - Salaries	68,563	66,872		1,691
196 Sustainability - Expenses	1,260	1,758		(498)
<b>TOTAL GENERAL GOVERNMENT</b>	<b>2,180,444</b>	<b>2,044,276</b>	<b>3,420</b>	<b>132,748</b>
<b>PUBLIC SAFETY (200)</b>				
210 Police - Salaries	2,061,772	2,037,806		23,966
210 Police - Expenses	137,061	134,764		2,297
220 Fire / Rescue - Salaries	427,074	405,482		21,592
220 Fire / Rescue - Expenses	120,800	141,640	716	(21,556)
230 Ambulance	265,000	265,000		-
241 Building Inspectors - Salaries	99,495	99,881		(386)
241 Building Inspectors - Expenses	14,100	13,065	500	535
<b>TOTAL PUBLIC SAFETY</b>	<b>3,125,302</b>	<b>3,097,638</b>	<b>1,216</b>	<b>26,448</b>
<b>EDUCATION (300)</b>				
301 Dover-Sherborn Regional	10,493,873	10,493,873		-
302 Tri-County Reg. Vocational	1,667	1,667		-
303 Sherborn School - Expenses	7,636,677	7,605,818	17,700	13,159
316 Norfolk County Agricultural	24,572	24,572		-
317 Minuteman Regional High School	-	-		-
<b>TOTAL EDUCATION</b>	<b>18,156,789</b>	<b>18,125,930</b>	<b>17,700</b>	<b>13,159</b>

**FINANCE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**General Fund Expenditures**  
**6/30/2023**

	<b>BUDGET</b> <b>Including Transfers</b>	<b>Expended 6/30/2023</b>	<b>Encumbered 6/30/2023</b>	<b>Unencumbered 6/30/2023</b>
<b>PUBLIC WORKS (400)</b>				
401 Community Maint. & Devel. - Salaries	737,364	626,485		110,879
401 Community Maint. & Devel. - Expenses	629,085	669,067		(39,982)
430 Transfer Station - Expenses	339,550	333,436	199	5,915
433 Recycling - Expenses	3,230	368		2,862
491 Cemeteries - Expenses	82,500	50,936	31,564	(0)
<b>TOTAL PUBLIC WORKS</b>	<b>1,791,729</b>	<b>1,680,292</b>	<b>31,763</b>	<b>79,674</b>
<b>HUMAN SERVICES (500)</b>				
512 Board of Health - Salaries	153,597	158,004		(4,407)
512 Board of Health - Expenses	17,476	13,026		4,450
541 Council on Aging - Salaries	138,524	138,524		-
541 Council on Aging - Expenses	28,650	24,411		4,239
543 Veterans Services - Expenses	6,715	3,785		2,930
<b>TOTAL HUMAN SERVICES</b>	<b>344,962</b>	<b>337,750</b>	<b>-</b>	<b>7,212</b>
<b>CULTURE &amp; RECREATION (600)</b>				
610 Library - Salaries	417,577	352,185		65,392
610 Library - Expenses	171,018	196,739	200	(25,921)
650 Recreation - Expenses	150,000	150,000		-
691 Historical Commission - Expenses	3,400	2,821	579	-
<b>TOTAL CULTURE &amp; RECREATION</b>	<b>741,995</b>	<b>701,745</b>	<b>779</b>	<b>39,471</b>
<b>DEBT RETIREMENT</b>				
710 Debt Retirement	1,794,672	1,725,691		68,981
<b>TOTAL DEBT RETIREMENT</b>	<b>1,794,672</b>	<b>1,725,691</b>	<b>-</b>	<b>68,981</b>
<b>STATE ASSESSMENT</b>				
820 State Assessment	92,122	101,302		(9,180)
<b>TOTAL STATE ASSESSMENT</b>	<b>92,122</b>	<b>101,302</b>	<b>-</b>	<b>(9,180)</b>
<b>INSURANCE &amp; EMPLOYEE BENEFITS</b>				
910 Employee benefits	1,931,634	1,910,832		20,802
911 Retirement & Pension Contribution	1,120,884	1,112,907		7,977
919 General Insurance	225,569	219,174		6,395
<b>TOTAL INSURANCE &amp; EMPLOYEE BENEFITS</b>	<b>3,278,087</b>	<b>3,242,913</b>	<b>-</b>	<b>35,174</b>
<b>RESERVE FUND</b>				
990 Reserve Fund	3,531	-		3,531
<b>TOTAL RESERVE FUND</b>	<b>3,531</b>	<b>-</b>	<b>-</b>	<b>3,531</b>
<b>INTERGOVERNMENTAL TRANSFERS</b>				
999	180,000	180,000		-
<b>TOTAL INTERGOVERNMENTAL TRANSFERS</b>	<b>180,000</b>	<b>180,000</b>	<b>-</b>	<b>-</b>
<b>GRAND TOTAL</b>	<b>31,689,633</b>	<b>31,237,537</b>	<b>54,878</b>	<b>397,218</b>

**FINANCE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**Special Revenue Funds**  
**Year ended June 30, 2023**

			<b>Balance 6/30/2022</b>	<b>Receipts 6/30/2023</b>	<b>Expenditures 6/30/2023</b>	<b>Transfers In/(Out)</b>	<b>Ending Balance 6/30/2023</b>
<b>FEDERAL GRANTS</b>							
280	280001 School	Federal Early Childhood DESE	177	2,757	(2,757)	(177)	0
280	280002 School	Federal Title I Distribution	3	44,144	(43,290)		857
280	280003 School	Federal Reap Grant	(125)	47,109	(46,423)		561
280	280004 School	Federal Special Ed Entitlement PL94	1,347	90,636	(90,636)		1,347
280	280008 School	Fed Title IV - Student Support	4,653	18,875	(23,528)		0
280	280010 School	Fed ESSER II (115)	6,289	33,131	(39,420)		0
280	280011 School	CARES ESSER III	(590)	54,676	(41,520)		12,566
280	280012 School	SPED 252 ARP IDEA	150	9,314	(9,336)		128
280	280013 School	SPED 264 EC/ARP IDEA	(177)	0	0	177	0
285	285017 School	CARES ESSER Grant	640	13,588	(14,228)		0
Subtotal School			12,367	314,230	(311,138)	0	15,459
285	285004 Board of Health	Public Health Emergency Prepared	130	1,200	(973)		357
285	285001 Council on Aging	COA Bay Path Title IIIB	(1,105)	5,962	(4,476)		381
Subtotal Health & Human Services			(975)	7,162	(5,449)	0	738
285	285005 Fire	SAFER Grant	(18,837)				(18,837)
285	285021 Fire	SCBA Grant	(1,200)			1,200	0
285	285023 Fire	AFG Extrication Grant	(58,551)	56,952	(1,440)	3,039	0
Subtotal Public Safety			(78,588)	56,952	(1,440)	4,239	(18,837)
Total Federal Grants			(67,196)	378,344	(318,027)	4,239	(2,640)
<b>STATE GRANTS</b>							
281	281001 School	Teacher Quality Title II	0	6,825	(6,825)		0
281	281002 School	Circuit Breaker SPED	50,634	311,307	(361,941)		0
Subtotal School			50,634	318,132	(368,766)	0	0
224	000000 Library	State Library Aid	9,745	7,960			17,705
286	286088 Library	Library Mass Cultural Council	0	38,870	(20,254)		18,616
286	286089 Library	Library Festivals & Projects Grant	0	2,500	(2,110)		390
286	286076 Selectmen	Waterfront Base Plan	0	50,000	(13,159)		36,841
233	000000 Selectmen	Mass Cultural Council	4,271	5,500	(5,564)		4,207
Subtotal Culture & Recreation			14,016	104,830	(41,087)	0	77,759
286	286025 Planning	Complete Streets	0	129,032	(129,032)		0
286	286055 Planning	ENE Mun Energy Tech Assistance	(6,300)	0	0	6,300	0
286	286063 Planning	FN-EV Charging Station	53	320	(373)		0
286	286068 Planning	EOAF FY22 Comm Compact IT Grant	8,432		(8,447)	15	0
286	286062 Selectmen	DPU-Uber receipts	1,825	437			2,262
286	286078 Selectmen	Town Website Improvement	0	30,000	(7,753)		22,247
286	286083 Selectmen	Digitizing of Record	0		(11,505)		(11,505)
286	286075 Sustainability	MVP Action Grant (FY23)	0	0	(38,563)		(38,563)
286	286064 Town Building	Green Community LED Streetlights	37,956			(6,300)	31,656
286	286002 Town Clerk	Mass Extended Polling Hours	0	2,887	(1,690)		1,197
286	286074 Town Clerk	2022 Extended Polling Hours	0	789	(789)		0
Subtotal General Government			41,966	163,465	(198,152)	15	7,294

**FINANCE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**Special Revenue Funds**  
**Year ended June 30, 2023**

					<b>Ending</b>		
			<b>Balance</b>	<b>Receipts</b>	<b>Expenditures</b>	<b>Transfers</b>	<b>Balance</b>
			<b>6/30/2022</b>	<b>6/30/2023</b>	<b>6/30/2023</b>	<b>In/(Out)</b>	<b>6/30/2023</b>
286	286019 Council on Aging	COA State Formula Grant	8,042	14,196	(10,489)		11,749
286	286022 Council on Aging	MWHF State Grant	61		(61)		0
286	286057 Council on Aging	COA MWHF Tech Grant	3,179	0	(950)		2,229
286	286079 Council on Aging	Mass Development Taxi & Livery	0	6,900	(3,370)		3,530
286	286080 Council on Aging	MCOA Direct Grant	0	6,155	(7,537)		(1,382)
	Subtotal Health & Human Services		<u>11,282</u>	<u>27,251</u>	<u>(22,407)</u>	<u>0</u>	<u>16,126</u>
286	286007 Police	State Police Vest Program	0	3,580	(895)		2,685
286	286008 Police	State Police 911 Training	(11,641)	14,867			3,226
286	286010 Police	State Police 911 Support FY15	(29,134)	29,134			0
286	286037 Police	State Police-911 EMD	1,004	27,000	(9,000)		19,004
286	286038 Police	State Police-Criminal Justice Training	3,000		(3,000)		0
286	286065 Police	State Police-Municipal Road Safety	(915)	23,439	(23,939)		(1,415)
286	286012 Fire	State Fire EMPG Grant FY14	542			(542)	0
286	286014 Fire	State Fire SAFE Grant Student & Sr	2,555			(2,555)	0
286	286034 Fire	State Fire EMPG Grant - 2017	(2,571)			2,571	0
286	286042 Fire	State Fire 2019 Safe Grant	7,981	367	(5,842)		2,506
286	286070 Fire	State Fire 2021 EMPG Grant	(4,499)		2,700	1,799	0
286	286071 Fire	State Fire 2021 DFS Equipment Grant	(12,881)	12,425		456	0
286	286072 Fire	State Fire 2022 Safe Grant	0	7,430	(7,430)		0
286	286084 Fire	State Fire 2022 Senior Safe Grant	0	2,565	(2,565)		0
286	286085 Fire	State Fire 2022 Student Safe Grant	0	5,242	(5,242)		0
286	286086 Fire	State Fire 2023 Senior Safe Grant	0	1,777			1,777
286	286087 Fire	State Fire 2023 Student Safe Grant	0	2,881			2,881
	Subtotal Public Safety		<u>(46,559)</u>	<u>130,707</u>	<u>(55,213)</u>	<u>1,729</u>	<u>30,664</u>
286	286018 Recycling	DEP Small Scale Initiative	9,939	3,850	(5,991)	46	7,844
286	286060 DPW	Shared Streets & Spaces	8,127		(7,857)		270
286	286077 DPW	Mass DOT WRAP Program	0	186,616	(186,616)		0
	Subtotal Other Dept Grants		<u>18,066</u>	<u>190,466</u>	<u>(200,464)</u>	<u>46</u>	<u>8,114</u>
	Total State Grants		<u>89,405</u>	<u>934,851</u>	<u>(886,090)</u>	<u>1,790</u>	<u>139,956</u>
<b>LOCAL GOVERNMENT GRANTS</b>							
286	286020 Council on Aging	SBA Grant	5	0	(5)		0
286	286035 Elder Housing	SBA Grant	743	0	(743)		0
286	286044 Highway	SBA Grant	500	0	(500)		0
286	286033 Police	SBA Grant	900	0	(720)		180
286	286016 Recycling	SBA Grant	46	0	0	(46)	0
	Total Local Grants		<u>2,194</u>	<u>0</u>	<u>(1,968)</u>	<u>(46)</u>	<u>180</u>

**FINANCE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**Special Revenue Funds**  
**Year ended June 30, 2023**

			<b>Balance</b> <b>6/30/2022</b>	<b>Receipts</b> <b>6/30/2023</b>	<b>Expenditures</b> <b>6/30/2023</b>	<b>Transfers</b> <b>In/(Out)</b>	<b>Ending</b> <b>Balance</b> <b>6/30/2023</b>	
<b>RECEIPTS RESERVED FOR APPROPRIATION</b>								
200	000000 Cemetery	Cemetery Enlargement	35,150	43,650	(28,000)		50,800	
	Total Receipts Reserved for Appropriation		35,150	43,650	(28,000)	0	50,800	
<b>REVOLVING FUNDS</b>								
267	267001 Board of Health	BOH Immunization Clinic	9,652	3,065	(2,061)		10,656	
267	267002 Council on Aging	COA Special Events	15,191	7,704	(7,560)		15,335	
267	267003 Council on Aging	COA Recreation / Social Events	15,117	10,945	(10,193)		15,869	
267	267004 Council on Aging	COA Transportation Tickets	5,629	830	(1,415)		5,044	
267	267005 Council on Aging	COA Lifetime Learning	14,327	11,260	(15,135)		10,452	
262	000000 Elderly Housing	Elderly Housing	618,034	346,998	(323,621)		641,411	
261	000000 Fire	Ambulance	(10,360)	164,977	(142,411)		12,206	
214	000000 Recreation	Parks & Recreation	128,436	131,031	(117,860)		141,607	
220	000000 School	School Lunch Federal	135,676	225,404	(172,592)		188,488	
221	000000 School	School Building Rental	74,326	50,214	(45,514)		79,026	
230	000000 School	School Pre K Tuition	97,296	95,539	(67,238)		125,597	
231	000000 School	Non-resident Tuition	76,695		(59,923)		16,772	
264	000000 Selectmen	Farm Pond	115,296	124,868	(107,988)		132,176	
268	268002 Selectmen	Sale of Firewood	25,749	3,285	(5,875)		23,159	
269	269001 Selectmen	Sale of Surplus Equipment	57,540	32,800	(61,277)		29,063	
	Total Revolving Funds		1,378,604	1,208,920	(1,140,663)	0	1,446,861	
<b>OTHER SPECIAL REVENUE</b>								
228	000000 Conservation	Conservation Filing Fees	38,370	11,260	(3,192)		46,438	
260	260027 Conservation	Conservation Trust Fund	31,144				31,144	
260	260010 Council on Aging	Gifts - Council on Aging	8,296		(1,065)		7,231	
260	260033 Council on Aging	Memory Café Grant	2,000	4,617	(3,428)		3,189	
260	260011 Elder Housing	Gifts - Elder Housing	2,540		(2,540)		0	
260	260012 Elder Housing	Gifts - Woodhaven Community Room	90		(90)		0	
260	260013 Elder Housing	Gift - Woodhaven Sign	1,350		(1,350)		0	
260	260029 Farm Pond	Enforcement Order	1,627		(1,036)		591	
260	260031 Fire	Community Gift	5,764	3,350	(2,665)		6,449	
283	283001 Fire	Firehouse Subs Public Safety Foundation	0	21,929	(21,929)		0	
260	260008 Land Mgt	Gifts - Tree Planting	2,001				2,001	
260	260014 Library	Saltonstall - Library	3,908	355	(571)		3,692	
260	260015 Library	Gifts - Library	2,158		(2,158)		0	
260	260001 Police	Gifts - Dare Program	717				717	
260	260026 Police	Gift - Local Drug Law Enforcement	6,400	0	(6,400)		0	
260	260030 Police	Community Gift	304				304	
260	260034 Recreation	Lacrosse Wall	0	15,000	(15,000)		0	
260	260003 School	Sawin Gift - School Support & Maint	10,100	50,000	(25,887)		34,213	
260	260005 School	Gift - School SPED	1,254		(1,254)		0	
209	209001 Selectmen	Insurance Reimbursement	22,349	26,314	(17,256)		31,407	
260	260035 Selectmen	Gift- Town Campus Transformation	0	500			500	
263	000000 Selectmen	Affordable Housing Maintenance	773	7,620	(8,734)		(341)	
266	266001 Selectmen	Comcast Cable Operations	5,422	492			5,914	
	Total Other Special Revenue		146,567	141,437	(114,555)	0	173,449	
<b>OTHER</b>								
238	000000 ZBA	Peer Review	5,328				5,328	
904	904001 School	Pine Hill Student Activity	1,363	3,817	(4,492)		688	
905	951001 Police	Firearms State Share	1,795				1,795	
270	270002 Elder Housing	Elder Housing Wait List	3,500	300			3,800	
270	270003 Elder Housing	Elder Housing Pendants	3,665	500	(625)		3,540	
270	270004 Elder Housing	Elder Housing Key Deposit	1,600	400	(500)		1,500	
270	270005 Elder Housing	Elder Housing Last Month's Rent	31,817	7,419	(5,734)		33,502	
	Total Other		49,068	12,436	(11,351)	0	50,153	
	<b>Grand Total Special Revenue Funds</b>			<b>1,633,792</b>	<b>2,719,638</b>	<b>(2,500,654)</b>	<b>5,983</b>	<b>1,858,759</b>

**FINANCE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**Trust Fund Activity**  
**Year ended June 30, 2023**

		Fund Balance <u>June 30, 2022</u>	Net					
			Investment	Audit	Transfers	Balance		
			Receipts	Interest(Net)	Expenditures	Adjustments	<u>June 30, 2023</u>	
<b>TRUST FUNDS</b>								
850 Cemetery	Perpetual Care	Non-expendable	227,114	4,850		-	231,964	
<b>TOTAL NON-EXPENDABLE TRUST FUNDS</b>			<b>227,114</b>	<b>4,850</b>		<b>-</b>	<b>231,964</b>	
530 Cemetery	Perpetual Care	Expendable	102,733	7,154			109,887	
800 Finance Committee	Stabilization Fund	Expendable	753,628	80,000	17,105		850,733	
801 Schools	SPED Stabilization	Expendable	107,607		2,529	(50,000)	60,136	
802 Development	Land Acquisiton Fund	Expendable	45,469		982		46,451	
803 Finance Committee	Stabilization Fund Elder Housing	Expendable	51,648		1,115		52,763	
804 Finance Committee	Capital Stabilization	Expendable	100,103		4,062		104,165	
805 Collector	Elder & Disabled Tax Aid	Expendable	1,974	5,542	41	(2,900)	4,657	
850 Conservation	Conservation Fund	Expendable	15,434		333		15,767	
750 Finance Committee	OPEB Liability Trust Fund	Expendable	1,414,641	200,000	10,076		1,624,717	
750 Finance Committee	State Retirees Benefit Trust Fund	Expendable	925,925		52,959		978,884	
860 Library		Expendable	273,941		3,362	(169,000)	108,303	
<b>TOTAL EXPENDABLE TRUST FUNDS</b>			<b>3,792,803</b>	<b>285,542</b>	<b>99,718</b>	<b>-</b>	<b>(221,900)</b>	
							3,956,463	

**SHERBORN LIBRARY**  
**FY 2023 Endowment Report**

	Invested				FY23			Invested				End %
	Beg %	Market Value 6/30/2022	Unexpended Original Amount	Expendable	Market Value Change	FY23 Additions	FY23 Disbursements	Market Value 6/30/2023	Unexpended Original Amount	Expendable		
Saltonstall Operating Fund	73.28%	\$1,652,401.14	\$251,000.00	\$1,401,401.14	172,764.61	\$200,000.00	(\$65,950.00)	\$1,959,215.75	\$251,000.00	\$1,708,215.75		77.09%
Saltonstall Capital Fund	1.37%	\$30,966.51	\$0.00	\$30,966.51	1,863.12	\$0.00	(\$8,000.00)	\$24,829.63	\$0.00	\$24,829.63		0.98%
Dowse Memorial Fund	2.19%	\$49,297.79	\$47,324.50	\$1,973.29	4,449.21	\$0.00	(\$3,064.00)	\$50,683.00	\$47,324.50	\$3,358.50		1.99%
<b>Book Endowment Funds:</b>												
Friends' Book Fund		\$0.00	\$9,522.75			\$0.00	\$0.00	\$0.00	\$9,522.75			
Babson Book Fund		\$0.00	\$10,000.00			\$0.00	\$0.00	\$0.00	\$10,000.00			
<b>Total</b>	<b>5.80%</b>	<b>\$130,769.70</b>	<b>\$19,522.75</b>	<b>\$111,246.95</b>	<b>13,048.55</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$143,818.25</b>	<b>\$19,522.75</b>	<b>\$124,295.50</b>		<b>5.66%</b>
<b>Children's Endowment Funds:</b>												
Weezie Fund and Weeks Estate Total	9.17%	\$206,777.15	\$130,000.00	\$76,777.15	13,732.04	\$0.00	(\$45,000.00)	\$175,509.19	\$130,000.00	\$45,509.19		6.91%
Pease Saltonstall Maintenance Fund	1.65%	\$37,159.81	\$0.00	\$37,159.81	3,650.16	\$2,500.00	(\$4,383.36)	\$38,926.61	\$0.00	\$38,926.61		1.53%
Landscape Endowment Fund	3.71%	\$83,624.19	\$6,250.00	\$77,374.19	8,204.28	\$0.00	(\$19,623.42)	\$72,205.05	\$6,250.00	\$65,955.05		2.84%
Dudley H & Sally S Willis Renovation Fund	2.83%	\$63,838.63	\$0.00	\$63,838.63	5,360.79	\$21,691.42	(\$14,619.00)	\$76,271.84	\$0.00	\$76,271.84		3.00%
<b>TOTALS</b>	<b>100.00%</b>	<b>\$2,254,834.92</b>	<b>\$454,097.25</b>	<b>\$1,800,737.67</b>	<b>286,624.40</b>	<b>\$224,191.42</b>	<b>(\$160,639.78)</b>	<b>\$2,541,459.32</b>	<b>\$454,097.25</b>	<b>\$2,087,362.07</b>		<b>100.00%</b>
<b>USB Sub Account (Not at Risk)</b>		<b>\$238,107.18</b>			<b>5,524.05</b>	<b>\$19,041.00</b>	<b>(\$92,349.11)</b>	<b>\$170,323.12</b>				
<b>Funds in Town Treasury Custody</b>												
Greenwood Fund	2.72%	\$7,459.32	\$0.00	\$7,459.32	161.00	\$0.00	\$0.00	\$7,620.32	\$0.00	\$7,620.32		15.78%
Richardson Fund	26.64%	\$72,978.37	\$10,000.00	\$62,978.37	811.00	\$0.00	(\$51,000.00)	\$22,789.37	\$10,000.00	\$12,789.37		26.48%
Week/Dowse Children's Fund	70.64%	\$193,503.26	\$50,000.00	\$143,503.26	2,390.43	\$0.00	(\$118,000.00)	\$77,893.69	\$50,000.00	\$27,893.69		57.75%
	100.00%	\$273,940.95	\$60,000.00	\$213,940.95	3,362.43	-	(169,000.00)	108,303.38	60,000.00	48,303.38		100.00%

**FINNACE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**Capital Project Funds (400)**  
**Year ended June 30, 2023**

<b>DEPARTMENT/Purpose</b>	<b>Balance June 30, 2022</b>	<b>Budget Additions</b>	<b>Expenditures Incl Audit Adj</b>	<b>Balance June 30, 2023</b>
<b>SELECTMEN</b>				
ATM15A11 Woodland/Goulding Intersection	9,962		(9,962)	-
ATM18 A10 Selectmen's Dock	8,031		(8,031)	-
ATM21 A10 Town Buildings & Facilities	186,979		(186,979)	-
ATM22 A11-2C Town Buildings & Facilities	-	190,000	(95,055)	94,945
<b>TOTAL SELECTMEN</b>	<b>204,972</b>	<b>190,000</b>	<b>(300,027)</b>	<b>94,945</b>
<b>FIRE</b>				
ATM19 A9a Breathing Support Equipment	155		(155)	-
ATM20 A10 Portable Radios	1,096		(1,053)	43
ATM21 Hose Replacement	10,844		(3,285)	7,559
<b>TOTAL FIRE</b>	<b>12,095</b>	<b>-</b>	<b>(4,493)</b>	<b>7,602</b>
<b>EDUCATION</b>				
ATM20 A10 PH School Improvements	16,000		(16,000)	-
ATM 22 A12 DS Roof Restoration		702,807	(702,807)	-
ATM 22 A11-6 PH Flooring		68,000	(68,000)	-
<b>TOTAL EDUCATION</b>	<b>16,000</b>	<b>770,807</b>	<b>(786,807)</b>	<b>-</b>
<b>COMMUNITY MAINTENANCE &amp; DEVELOPMENT</b>				
ATM19 A9d Tractor	576			576
ATM20 A10 Stormwater	89,986		(89,987)	(1)
ATM21 A10-4A Equipment - Toro Dingo	3,802		(3,802)	-
ATM21 A10-4B One Ton Truck	109,719		(62,104)	47,615
ATM21 A10-4C Roadway Management	4,349		(4,349)	-
ATM21 A10-5 Pine Hill Access Road & Campus Improv	144,932		(10,153)	134,779
ATM22 A11-3A Stormwater	-	200,000	(66,450)	133,550
ATM22 A11-3C Roadway Management		500,000	(500,000)	-
ATM 22 A11-2B Maple & Washington Engineering	-	150,000	(128,350)	21,650
<b>TOTAL COMMUNITY MAINTENANCE &amp; DEVELOPMENT</b>	<b>353,364</b>	<b>850,000</b>	<b>(865,195)</b>	<b>338,169</b>
<b>TRANSFER STATION</b>				
ATM14 A8 Transfer Station Paving	35,372		-	35,372
<b>TOTAL TRANSFER STATION</b>	<b>35,372</b>	<b>-</b>	<b>-</b>	<b>35,372</b>
<b>ELDER HOUSING</b>				
ATM12 A8-6 Woodhaven Renovatio	31,778	50,000	(48,609)	33,169
ATM22 A11-1 EH Window Replacement		230,000	(225,601)	4,399
<b>TOTAL ELDER HOUSING</b>	<b>31,778</b>	<b>280,000</b>	<b>(274,210)</b>	<b>37,568</b>
<b>GRAND TOTAL CAPITAL PROJECTS</b>	<b>653,581</b>	<b>2,090,807</b>	<b>(2,230,732)</b>	<b>513,656</b>

**FINANCE DIRECTOR / ACCOUNTANT ANNUAL REPORT**  
**TOWN OF SHERBORN**  
**Capital Project Funds (020)**  
**Year ended June 30, 2023**

<b>DEPARTMENT/Purpose</b>	<b>Budget</b>	<b>Carry-Forward</b>	<b>Expended/</b>	<b>Encumbered</b>
			<b>Transferred out</b>	<b>6/30/2023</b>
<b>ASSESSORS</b>				
ATM15 A9 Assessor Update GEO Database			4,500	(3,000)
				1,500
<b>POLICE</b>				
ATM18 A18 Taser Control Devices			4,420	(4,420)
ATM22 A11-5 PD Cruiser	56,000			(56,000)
				0
				0
<b>FIRE</b>				
ATM12 A8 Fire Computer / Software Upgrade			203	203
ATM21 A10 Command Vehicle			865	(865)
ATM22 11-4 FC Breathing Appartus	65,000			(65,000)
				0
				0
<b>COMMUNITY MAINTENANCE &amp; DEVELOPMENT</b>				
ATM19 A10 Tree Clean-Up			20,582	20,582
ATM22 A11-2B Maple/Washington Roundabout Engineering	150,000			(128,350)
ATM22 A11-3B DPW Equipment Roller Compactor	36,500			(33,380)
				21,650
				3,120
<b>CEMETERY</b>				
ATM20 A5 Cemetery Improvements			8,904	8,904
ATM21 A5 Cemetery Improvements			10,000	10,000
ATM22 A6 Cemetery Improvements	28,000			
				28,000
<b>Farm Pond</b>				
ATM22 A11 2A Farm Pond Gate & Fence Replacement	25,407		(25,407)	0
<b>GRAND TOTAL GENERAL FUND CAPITAL ARTICLES</b>	<b>360,907</b>	<b>49,474</b>	<b>(316,422)</b>	<b>93,959</b>

**Report of the Treasurer**  
**Fiscal Year Ended June 30, 2023**

	<b>Cash</b>	<b>Investments</b>	<b>Total</b>
Balance June 30, 2022	\$ 7,659,927.98	\$ 4,019,796.49	\$ 11,679,724.47
Receipts or additions	<u>\$46,150,798.18</u>		
Change in investments		168,331.21	
Paid on warrants or reductions	<u>(44,159,530.54)</u>		
Balance June 30, 2023	\$ 9,651,195.62	\$ 4,188,127.70	\$ 13,839,323.32

<b>TRUST FUNDS</b>	<b>SPED</b>		<b>Elder Housing</b>		<b>Cemetery</b>	<b>Conservation</b>	<b>Land</b>	<b>Elder and</b>	<b>Library</b>	<b>OPEB</b>	<b>Capital</b>	<b>TOTAL</b>
	<b>Stabilization</b>	<b>Stabilization</b>	<b>Capital Stab.</b>	<b>Fund</b>								
Balance June 30, 2022	\$ 753,628.00	\$ 107,606.96	\$ 51,648.05	\$ 329,847.06	\$ 15,433.91	\$ 45,469.28	\$ 1,853.11	\$ 273,640.95	\$ 2,340,565.73	\$ 100,103.44	<b>\$ 4,019,796.49</b>	
changes	97,105.14	(47,471.29)	1,114.72	12,004.08	333.11	981.36	2,803.99	(165,637.57)	263,035.81	4,061.86	168,331.21	
Balance June 30, 2023	\$ 850,733.14	\$ 60,135.67	\$ 52,762.77	\$ 341,851.14	\$ 15,767.02	\$ 46,450.64	\$ 4,657.10	\$ 108,003.38	\$ 2,603,601.54	\$ 104,165.30	<b>\$ 4,188,127.70</b>	

**Debt Statement FY23**

Equalized valuation (EQV) for Sherborn property as of January 1, 2022	\$1,468,975,200.00
Debt limit (5% of EQV)	\$73,448,760.00
Total Long Term Debt	\$12,005,000.00
Total short Term Debt	\$3,247,719.00
Total Outstanding Debt as of June 30, 2022	\$15,252,719.00
Authorized but not yet incurred	\$2,016,521.00
Net debt subject to the debt limit	\$17,269,240.00
Remaining borrowing capacity under the debt limit	\$56,179,520.00
Debt Service budget as percent of FY23 town-wide operating budget	5.8%

Respectfully submitted

Pamela Dowse, Interim Treasurer

## Assessors

**Purpose:** The assessment program of the Town of Sherborn is conducted in accordance with the guidelines, rules, and regulations of the Massachusetts Department of Revenue to develop equitable and uniform assessments for all property owners.

The staff works under the direction of an appointed three-member Board of Assessors and the Town Administrator. Under Massachusetts General Laws, the Assessors must ensure that all properties are assessed, and that no property is deliberately overvalued or undervalued. Every year the staff conducts market and deed research, along with permit and cyclical inspections to determine appropriate valuations and new growth. The Assessor applies mandatory interim year adjustments to values in addition to a recertification required by the statute which is conducted every fifth year. Lastly, the Board is responsible for ensuring the staff provides citizens with information on tax exemptions and assessing functions and, in general, good public relations.

### Happenings in 2023:

With the cooperation from other departments and the Select Board, the fiscal year 2023 tax rate (\$18.01) was set by the Assessors and approved by the Department of Revenue in November. The Assessors' website can be accessed through the department's section of the Town's website [www.sherbornma.org](http://www.sherbornma.org). The website contains the assessors' maps, valuation listings, publications, forms, and information, as well as tax relief requirements and applications.

The Assessors' office is located in Room 102 on the first floor of the Town Hall. Office hours remain the same Monday – Thursday 8:00 a.m. – 12 noon. Year round (weather permitting) inspections are done in the field. Board meetings are held via Zoom or in the Assessor's Office, with meeting dates and times posted monthly on the town calendar.

### Town Financial Summary:

	Fiscal Year 2023	Fiscal Year 2024
Valuations Real Property	\$1,547,816,407.00	\$1,718,380,350.00
Valuations Personal Property	\$ 48,534,980.00	\$ 59,855,500.00
Property Tax Levy	\$ 28,750,288.00	\$ 30,141,097.00
Estimated Receipts & Revenue	\$ 3,474,791.00	\$ 4,108,939.00
Total Amount All Sources	\$ 32,225,080.00	\$ 34,250,037.00
Tax Rate	\$18.01 per \$1,000 value	\$16.95 per \$1,000 value
Single Family Average bill / value	\$17,842 & 990,672	\$18,705 & 1,103,542

Respectfully submitted,

Board of Assessors  
Director of Assessing Wendy Elassy and Administrative Assistant Amy Davidson

# Collector

Transactions made from January 1, 2023 through December 31, 2023.

<b><u>REAL ESTATE</u></b>	<b><u>2024</u></b>	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>
Taxes outstanding				
January 1, 2023	\$ -	\$ 14,388,171.75	\$ 0	\$ 0
Commitments	29,125,288.63	-	-	-
Payments	14,191,708.40	14,313,875.63	-	-
Abatements/Exemptions	1,262.50	48,788.48	-	-
Refunds	500.00	8,496.21	-	-
Tax Title	-	7,135.33	-	-
Deferred Taxes	-	13,658.78	-	-
<b>Taxes Outstanding December 31, 2023</b>	<b>\$ 14,932,817.73</b>	<b>\$ 13,209.74</b>	<b>\$ 0</b>	<b>\$ 0</b>
<b><u>PERSONAL PROPERTY</u></b>	<b><u>2024</u></b>	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>PRIOR</u></b>
Taxes outstanding				
January 1, 2023	\$ -	\$ 439,052.95	\$ 0	\$ 0
Commitments	1,014,550.75	-	-	-
Payments	447,561.19	438,285.90	-	-
Abatements/Exemption	-	-	-	-
Refunds	-	-	-	-
<b>Taxes outstanding December 31, 2023</b>	<b>\$ 566,989.56</b>	<b>\$ 767.05</b>	<b>\$ 0</b>	<b>\$ 0</b>
<b><u>MOTOR VEHICLE &amp; BOAT EXCISE</u></b>	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>
Taxes outstanding				
January 1, 2023	\$ -	\$ 37,061.07	\$ 4,023.08	\$ 1,346.23
Commitments	967,975.98	5,871.91	192.93	-
Payments	919,738.70	33,403.26	2,734.16	269.83
Abatements/Exemptions	21,212.91	694.65	959.93	-
Refunds	11,746.12	569.07	1,428.44	-
<b>Taxes outstanding December 31, 2023</b>	<b>\$ 38,770.49</b>	<b>\$ 9,404.14</b>	<b>\$ 1,950.36</b>	<b>\$ 1,076.40</b>

## NON-TAX REVENUE

<b>Interest received for:</b>	Delinquent real estate, personal property, motor vehicle and boat excise taxes	\$ 30,116.03
<b>Payments received for:</b>	Issuing 100 Municipal Lien Certificates	2,500.00
	Generating copies of bills for tax agencies	20.00
	Demand, Warrant, Registry, Deputy and Boat Penalty Fees	16,828.00
	Other Department Collections	712,417.69
<b>Total Non-Tax Revenue</b>		<b>\$ 761,881.72</b>
<b>TAX AID DONATIONS (Article 31 ATM April 2000)</b>		<b>\$ 6,841.67</b>

Respectfully submitted,

Pamela Dowse, Interim Treasurer  
Tish Gogan, Assistant Collector

# PUBLIC SAFETY DEPARTMENT OF PUBLIC WORKS BUILDING DEPARTMENT

## Fire Rescue Department

### **Sherborn Fire & Rescue Department 2023 Statistics:**

<b>Total Emergency Calls:</b>	<b>714</b>
Fire Responses	319
EMS Responses	274
Fire & EMS Responses*	121
Fires	
• Building Fires	5
• Fires In Buildings (Appliances, Etc)	12
• Chimney Fires	1
• Brush Fires	12
• Vehicle/Other Fires	3
<b>Other Statistics</b>	
Rescues	3
Hazardous Materials	9
Fire Alarm Investigations	66
Carbon Monoxide Investigations	14
Motor Vehicle Crashes	61
Service Calls	59
<b>Property Loss Statistics</b>	
Property Losses from Fire (Estimate)	\$128,000
Property Saved from Fire (Estimate)	\$450,000
Inspections	153
Permits Issued	383
Fire Prevention Contracts	1,250

\*Consists of incidents where both Fire apparatus & the Ambulance are needed to respond

### Notable Incidents

The Department responded to several serious emergencies in Town. They include but are not limited to the following incidents:

- February 4<sup>th</sup>: Sherborn Firefighters made quick work of a 1-alarm house fire on Everett Street. SFRD members arrived to find fire in a wall that was extending. The home was habitable after the incident. Mutual aid responded from Ashland, Dover, Millis and Norfolk.
- March 12<sup>th</sup>: Sherborn Firefighters with help from a Millis Ladder Truck extinguished a chimney fire at a home on Bogastow Brook Road.
- April 3<sup>rd</sup>: Sherborn Firefighters responded to a 2-alarm brush fire on Coolidge Street. Members arrived to find one acre involved and spreading. Mutual Aid came from Ashland, Dover, Holliston, Medfield, Millis and Natick.
- April 12<sup>th</sup>: All available Sherborn Firefighters responded to Washington Street for water rescue. Firefighters were able to remove a patient from the water in short order.

- May 22<sup>nd</sup>: The department responded to a home on Ash Lane for a serious carbon monoxide incident. The entire department was recalled and operated at the scene for nearly four hours with help from the Millis and Ashland Fire Departments.
- June 11<sup>th</sup>: SFRD members responded to a home on Whitney Street for a truck on fire. The truck was fully involved and was threatening the buildings on the property. SFRD members held the fire to the truck. An Ashland Engine assisted at the scene.



- October 25<sup>th</sup>: The department responded to Hunting Lane along with the Police Department for a missing person. The person was located after almost two hours of operations.
- November 1<sup>st</sup>: SFRD members quickly extinguished a 1-alarm house fire on Oldfield Drive. A fire in the attic was found on arrival. Help responded from Ashland, Dover and Framingham while Millis and Norfolk covered

- Station 1. The home was still habitable after the incident.
- November 28<sup>th</sup>: All available Sherborn Firefighters were sent to a property on Brush Hill Road for a reported brush fire. A large pile of downed trees was involved and extinguished after two hours.

- December 1<sup>st</sup>: Sherborn Firefighters responded to a fire alarm activation at the Pine Hill School. Car 1 arrived to find a smoke condition that quickly worsened. All Sherborn Fire apparatus along with mutual aid from Ashland, Holliston and Millis responded. The cause was determined to be a heating unit on the roof.

The Department continues to work hand in hand with surrounding communities as well as with Fire District 14, of which 23 towns, including Sherborn, are members of. District 14 offers us the capability to ensure the response of a Dive Team, Technical Rescue, Communications, Fire Investigation or Incident Management Team if we need it. Some notable mutual aid incidents that we responded to this year include:

- February 7<sup>th</sup>: Ambulance 1 responded mutual aid to the City of Brockton for a 10-alarm fire in a hospital. This response was part of the MA Fire Mobilization Plan. This plan is a predetermined approach to respond to large incidents in the Commonwealth.
- April 14<sup>th</sup>: Chief Ward, Lt. Buckler & Brush 1 all responded mutual aid to Northborough for a 100-acre brush fire. This response was part of a MA Fire District 14-C Strike Team. Chief Ward responded as the strike team leader.
- May 19<sup>th</sup>: Chief Ward and Engine 3 responded mutual aid to Dover for a house fire on Farm Street.
- May 24<sup>th</sup>: Chief Ward and Engine 4 responded mutual aid to Millis for a 3-alarm fire in an apartment building.
- July 10<sup>th</sup>: Chief Ward and Engine 3 responded mutual aid to Dover for a fire in a commercial building.
- October 3<sup>rd</sup>: Chief Ward, Lt. Ullmann & Engine 4 responded mutual aid to Wayland for a 4-alarm fire in an auto body shop. The SFRD drone unit also responded, after being in service for only two hours.
- December 24<sup>th</sup>: Chief Ward and Engine 4 responded to a house fire on Sherborne Circle in Ashland.

## Staffing

The Department continues to be a primarily on-call agency. The Fire Chief and a Fire Lieutenant are the only fulltime employees working for the Department. The remaining department staff consists of per diem & on-call Emergency Medical Technicians and on-call fire officers and firefighters. With the foundation of full-time staff

during the day while many of our on-call members are at their full-time places of employment, and with per-diem staff for EMS, we continue to use cost-effective methods to adequately staff our emergency responses.

We are always looking for help! We invite any resident who is interested to be a Firefighter or EMT to contact us at (508)653-3270 or e-mail me directly at [zward@sherbornfire.com](mailto:zward@sherbornfire.com).

## Special Projects & Accomplishments

The SFRD worked on or completed several projects over the year to benefit the department and the residents we serve.

- Grants:** The SFRD applied for and received several competitive grants, including SAFE, Senior SAFE, AFG, HMPG, EMPG, DFS Equipment, Firehouse Subs, etc. which totaled over \$70,000.
- Dispatch:** We completed a wildly successful transition of our dispatch services to the HRECC.
- Instructors:** Fire Lieutenants Buckler, Cheney & Winograd became Fire Instructor I certified.
- Explorer Post:** We formed a new Fire Explorer Post for kids aged 14-18 to try out firefighting.
- Drones:** SFRD/SPD Drone Unit in service in October and deployed (4) times since.
- Open House:** We held an extremely successful open house, with over 450 attendees.
- Prevention Contacts:** We set a record – we had 1,250+ fire prevention contacts in 2023.
- Radios:** New radios were placed in service thanks to the dispatch transition grant.
- Car 5:** The new on-call OIC car, a 2023 Chevy Tahoe, was placed in service over the Summer.
- Software:** We implemented a state-of-the-art pre-fire planning software, called First Due.
- Truck Computers:** We installed computers in the fire apparatus, thanks to the transition grant.
- Strategic Plan:** We worked to complete a strategic plan through an internal steering committee.
- EMS response times:** We maintained stellar EMS response times, averaging 5-6 minutes.
- Busiest year on record:** We had our busiest year for emergency calls, totaling 714.

## Emergency Medical Services Division

The EMS Division is led by **EMS Coordinator Ari Winograd**, who is assisted by **Assistant EMS Coordinator Justin Foster**. The EMS Division is responsible for overseeing our ambulance service, which includes all EMS responses and the training of our EMTs. Sherborn enjoys a professional, prompt EMS response at a fraction of the cost of other communities. This is done by staffing our ambulance with per-diem or part time EMTs. In 2023, our ambulance averaged a response time of between 5 and 6 minutes from the time the Department was notified of a call, which is quite an accomplishment for a Town the size of Sherborn.

The EMS Division also manages all quality assurance for EMS calls. Every single response is carefully reviewed in order to ensure that we are providing the best possible service to those we serve.

## Community Risk Reduction Division

The Community Risk Division is under the direction of **Lieutenant Kristin Buckler**. This Division is responsible for conducting inspections and issuing permits, all in the interest of life safety. Some of these inspections include smoke & carbon monoxide detector inspections, annual stable inspections, annual business inspections, and pre-fire planning.

The Division is also charged with providing fire safety and medical education to residents of the Town of Sherborn, with the goal of improving emergency preparedness. This is accomplished with fire safety classes at the Pine Hill Elementary School, free CPR & First Aid courses, voluntary home safety visits and social media outreach, amongst other initiatives. The Public Education Division also manages our Project Lifesaver program, which entails GPS bracelets on individuals who are a flight risk from their families. Sherborn Firefighters have rescued several people using this initiative over the years. For more information, please visit our website at [sherbornma.org](http://sherbornma.org).

## Training Division

The Training Division is overseen by **Deputy Chief Josh Buckler**, who is responsible for all Department training.

As the duties of Firefighters and EMTs evolve, Sherborn Firefighters and EMTs are constantly training to answer the call. Training is held 3-4 times per month for both fire & EMS topics. EMTs are required to have 40 hours of continuing education every two years, and now that municipalities fall under OSHA, Firefighters have approximately 20 hours of mandatory training per year in areas such as respiratory protection, HAZMAT, and other topics.

Firefighters are initially required to achieve Firefighter I/II certification, which includes attending a five-month course that is held on weeknights and weekends at the Mass. Fire Academy in Stow. In 2023, we had two Firefighters, **Noah Day** and **Ilias Papadopoulos** complete Firefighter I/II training.

We held our annual open house in October. Thirty-three Sherborn Firefighters were greeted by several hundred

residents who stopped by to check out our station, apparatus and meet our Firefighters. We were joined by Wally the Green Monster from the Boston Red Sox. A great time was had by all.



## Personnel

We were able to hire and train several new members: Probationary EMTs **Mike Brogan, Chris Connolly, Jack Dunn, Corban McDonough, Geno Porter, Dave Wallace, Nick Warren**, and Probationary Firefighters **Martin Curley, Liam Frazier, Sean O'Keefe and Jesse Racicot**. Welcome to our team!

Three members reached significant years-of-service milestones in 2023:

- Lieutenant Klaus Ullmann: 20 years
- Lieutenant Andy Campbell: 10 years
- Lieutenant Ryan Cheney: 10 years
- Firefighter Steve Boudrow: 10 years

Thank you all for your continued dedication to the Department!

## Messages of Gratitude

The Department could not complete its mission without the support of the Town's leadership. We would like to thank the Select Board, Advisory Committee and Capital Budget Committee for their continued support. We would like to thank **Town Administrator Jeremy Marsette, Assistant Town Administrator Diane Moores and Jeanne Guthrie** for their continued support and assistance.

We would like to thank **Chief Tom Galvin** and the members of the **Sherborn Police Department**. Our jobs require us to work hand in hand with each other, and we do that very well due to the supreme professionalism of our Police. We look forward to working with the SPD for years to come.

We would like to thank **DPW Director Sean Killeen** and the members of the **Sherborn Department of Public Works**. The DPW is very supportive of this Department in many areas, but most certainly in the maintenance of our vehicles and our two fire stations. Their work is not unnoticed, and we appreciate the help.

We would like to thank **Director Steve Hooke, Deputy Director Lauren Mielke, Operations Manager Kenny Terrill** and the dispatchers at the **Holbrook Regional Communications Center** for working with us through our transition to their dispatch center throughout 2023. We look forward to working with them in 2024.

Last but not least, we would like to thank **Building Inspector Chris Canney** and his staff for the regular support rendered to our organization. This includes working together on fire prevention matters, and responses to incidents that we are operating at.

I would like to thank all the members of the Sherborn Fire & Rescue Department for their commitment and dedication. Sherborn Fire & Rescue Department personnel make great sacrifices and consistently provide all hazards mitigating emergency services to the community. I look forward to our continued success as an organization in the future.

**Call us if you need us. We are here for you!**

Respectfully submitted,

Zachary J. Ward, Fire Chief

## Police Department

2023 began with a change in service delivery for the Sherborn public safety departments. Emergency 911 call-taking and dispatch services have historically been housed in the police department and performed by police department personnel. The town had budgeted for 3 civilian dispatch positions in previous years but had difficulty hiring and retaining those employees. As a result of the retention issues, police officers have been assigned to cover those positions at an increased cost. In addition to the costs associated with police officers covering for civilian positions, it led to a decrease in job satisfaction for the officers and contributed to the high turnover rates the police department has been experiencing for over a decade.

On January 2nd, 2023, Sherborn emergency dispatch operations were transferred to the Holbrook Regional Emergency Communications Center (HRECC). In February of 2022, the Select Board voted to sign a Memorandum of Agreement with the Town of Holbrook for dispatch services. The town through the HRECC applied for a development grant from the State 911 Department and was awarded 2.7 million dollars to join the center. Residents calling for public safety services

had calls routed to HRECC with no delay and public safety services continued to be delivered by the Sherborn Police and Fire Departments. In addition to receiving highly skilled public safety communications the town also benefitted from an abundance of equipment upgrades. Throughout the year an entirely new public safety radio system was installed including a fiber optic network connecting all town public safety facilities and the Pine Hill school. Both the Police and Fire Departments received technological upgrades inside their facilities and in their vehicles. The grant also covered 100% of the community's annual payments to the Town of Holbrook for 2023.

**Officer West** - Officer West had a very successful and welcoming first full year at the Sherborn Police Department. After arriving in October of 2022, West immediately became a celebrity figure within the community and perhaps the favorite Officer within the Police Department. West began making appearances and visits not only in Sherborn but several other local communities. West's calm demeanor and lovable personality were always mentioned by anyone who interacted with him. West was always willing to give a hug, high five, fist bump, or the fan favorite, a "squish" where West would lay across the recipient's lap and rest his head on their shoulder, to anyone who wished to brighten their day.

Although West spent a lot of time in the school system, he visited many other local community groups and events to include the Sherborn Library Fair, several Council on Aging events, A Law Enforcement Career Fair at Fitchburg State University, local youth police academies, and a monthly "Read to West" event at the Sherborn Library. Additionally, Guide Dogs of America and Tender Loving Canines, the organization where West was born, raised, and trained asked him to attend several fund-raising events throughout New England. Sergeant Nulty and Officer West also visited Roger Williams University and Sacred Heart University where they spoke and demonstrated how animal-assisted therapy can help individuals who have experienced traumatic events or circumstances. In addition to attending planned functions or events, Sergeant Nulty and Officer West continue to respond to calls for service, particularly where someone may benefit from West's calming and comforting trained cues and behaviors.

Each year, Sergeant Nulty and Officer West are required to recertify with ADI (Assistance Dogs International) to keep their Service Dog Team status. ADI is an organization that sets the highest standards and establishes guidelines and ethics for the training of Assistance and Service Dogs. Sergeant Nulty and Officer West successfully passed their certification this past October.

Lastly, Sergeant Nulty and Officer West are in the final stages of applying for a 501(c) (3) nonprofit corporation titled "Sherborn MA Police Department Working Dog Foundation Inc". The funds obtained will purchase dog

food, vet care, and gear for West. The goal would be to raise mental health awareness via animal-assisted therapy. Additionally, merchandise will be purchased to raise awareness of West's working capability and his ability to help individuals in crisis.

## Grant Funding

In early 2023 Sgt. Kelly Exarhopoulos expressed an interest in learning the process for applying for grants. Sgt. Exarhopoulos was able to attend the Municipal Police Institute Grant Writing..."How to Get What You Need...When You Need It!" training. Sgt. Exarhopoulos completed the training and hit the ground running. During the year she applied for several available grants and was successful in obtaining 4 grants totaling \$210,718.00. 3 of the grants received were for the replacement of equipment that would otherwise have been subject to a capital request. The department's body-worn cameras have reached end of life and replacement is costly. Sgt. Exarhopoulos applied for a received a federal and state grant to offset body-worn camera costs, the 2 grants totaled \$111,838.00. In addition to the cameras, the department's less lethal Tasers had reached end of life. Sgt. Exarhopoulos secured a state grant for \$40,035.00 for their replacement. The 4<sup>th</sup> grant Sgt. Exarhopoulos successfully applied for is a federal grant supporting agencies seeking accreditation. In 2023 the department began the process of becoming an accredited agency by the Massachusetts Police Accreditation Program (MPAC). MPAC divides the process into 2 stages certification and accreditations. **Accreditation** is a self-initiated process by which police agencies *voluntarily* strive to meet and maintain standards that have been established *for* the law enforcement profession *by* the profession.

The program establishes standards on best practices for police agencies to adopt. Agencies then establish written directives and procedures for their personnel to implement. Standards dictate *which* topical areas an agency must have policies and procedures, leaving the agency's chief executive officer and supervisory staff to develop and enforce agency-specific policies and procedures. Most of the Commission's standards require agencies to commit their often-unwritten policies and procedures to writing. The remaining standards are equipment or facility related (generally found in communication centers, holding facilities, and property rooms).

Achieving Certification or Accreditation means that the agency has agreed to adopt the program's standards as a way of doing business.

The department is currently in the process of becoming certified in late 2024 or early 2025 followed by accreditation in 2026. Sgt. Exarhopoulos secured \$58,845.00 to offset the costs associated with the accreditation process. This grant led to a direct reduction in the proposed FY2025 police budget.

In addition to the grants received through the work of Sgt. Exarhopoulos the department applied for and received grant funding for the purchase of child seats. Sgt. James Graziano successfully applied for the grant and the department received a variety of child seats that can be granted to families in need in Sherborn and the surrounding areas. Sgt. Graziano also successfully applied for grant funding to offset the costs of replacement bullet-resistant vests worn by our officers. The program reimburses the community for 50% of the vests purchased.

Lt Luke Tedstone applied for and received funding for the department to conduct traffic enforcement activities and for the purchase of 2 new handheld speed radar devices. The funding was received through the Municipal Road Safety program and requires the department to participate in a series of enforcement activities throughout the year.

The largest single grant the department received was from the Massachusetts Department of Mental Health. The relationship between the police and those experiencing mental health crisis has been a hot topic of discussion and often the police are looked upon critically for their handling of these incidents. The Sherborn Police Department takes these types of incidents seriously and is committed to providing the services those in need demand. In recognition of this, the department applied for funding to host the Middlesex County Crisis Intervention Team Training and Technical Assistance Center. The department received \$242,297.47 to train police officers all over Middlesex County.

## Crisis Intervention Team Training

**What is the CIT Training Program?** - The CIT program is an innovative national model of police-based crisis intervention, with community mental health care and advocacy partnerships. This is a community collaboration of law enforcement, mental health and addiction professionals, people living with mental illness and/or addiction disorders, their families, and other partners to improve community responses to mental health crises. While most officers have some training in this field, and a solid understanding of the proper safety skills, with CIT training officers are encouraged to maintain these skills throughout the course while incorporating new de-escalation techniques to approach a crisis more effectively. Individuals from the mental health, law enforcement, and advocacy communities play a critical role in the training curriculum by bringing experience, ideas, information, and assistance to the CIT officers in training.

**What is Middlesex CIT Training for Officers about?** - Our team's focus, based on the general CIT model, is to educate police officers on how to effectively interact with individuals in crisis and/or consumers of the mental health system by providing them with the resources they need to efficiently handle these calls without having to place them in the criminal justice system due to mental illness-related behaviors. We recognize that police officers face a wide

range of situations daily that can have a long-term impact on their mental health; thus, some resources provided in our training aim to improve the mental health of officers who respond to highly disturbing situations daily. The Middlesex CIT TTAC's goal is to emphasize the importance of de-escalation strategies and crisis management abilities in handling mental health crises. We aim to certify as many officers as possible in crisis intervention techniques throughout Middlesex County, by offering police officers comprehensive training in various aspects of behavioral crisis management to help them better navigate, and support individuals facing these challenges when responding to calls.

**What CIT Training Entails.** - During the course, police officers receive intensive training to respond to citizens experiencing behavioral crises effectively. The 40-hour comprehensive training emphasizes mental health-related topics, crisis resolution skills de-escalation training, and improving access to community-based services.

Didactics and Lectures/Specialized Knowledge  
Clinical Issues Related to Mental Illnesses  
Crisis Intervention/De-Escalation Techniques  
Response to Psychiatric Conditions  
NAMI Family Perspective/Lived Experience  
Suicide Prevention and Practicum Aspects  
Human Rights/Cultural Awareness  
Autism  
Trauma & Chronic Stress  
Use of Force Issues  
Community Partners/Agencies  
Post-Traumatic Stress Disorder (PTSD)

Across Middlesex County, to date, we have trained over a hundred officers, dispatchers, and others such as Mental Health Clinicians and department Health Directors, on how to respond to circumstances involving mental health crises and substance abuse. After these 40-hour training, participants are allowed to evaluate the program and its presenters, giving us the chance to receive feedback on whether the training was beneficial to them, what they would like to see more of, and how we can improve the training and make them more effective from their perspective.

**What Resources are Provided?** - Our presenters are carefully selected to equip the participants with dependable and relevant materials, for instance, requiring effective crisis intervention. Among these resources are contacts from the National Alliance on Mental Illness (NAMI), the Department of Mental Health, the Department of Children and Families, the Department of Youth Services and many more.

**Why Should Police Officers Receive CIT Training?** - During these training sessions, we provide a safe environment and a platform for officers to openly discuss topics that need to be addressed as well as situations they may encounter, and we provide resources to help them deal with those situations. Police departments who are interested in implementing CIT and require direction or

support can collaborate with the Training and Technical Assistance Center (TTAC). Along with closely collaborating with departments, we also help to improve connections between community resources, mental health services, and emergency response providers. CIT provides a forum for effective problem-solving in the interaction between the criminal justice and mental health care systems, which sets the stage for long-term change.

**Traffic Enforcement** - The greater Boston area has the worst traffic congestion in the country and MetroWest and Sherborn feel the effects. Traffic in Sherborn not only creates time delays and back-ups, it also greatly affects the residents' quality of life. GPS and cellphone navigation apps make life easier for the motorist and we all benefit from this at times, but it also introduces motorists to roads that they may not normally travel on leading to increases in commute travel in residential areas. Sherborn has been battling traffic for years being a neighbor to much larger communities and having routes 27 and 16 cut the town in half has created traffic issues the community is left to deal with. The police department understands these issues and works to combat them every day. In 2022 the department issued 4232 traffic citations, but more can always be done. Officers in 2023 increased their traffic enforcement activities and 5060 citations were issued nearly a 20% increase over 2022. Traffic issues will always be a priority for the SPD and residents are encouraged to reach out to the police department or the Traffic Safety Committee with concerns.

Sherborn continues to be a community where citizens and police work together to ensure a safe and friendly environment for both residents and visitors. On behalf of the Sherborn Police Department, I would like to thank all citizens for their assistance and cooperation during the year and encourage their continued commitment to assisting the Police Department in crime prevention and safety.

**Dial 911 to save a life, to report a fire, to report a crime.**

Respectfully submitted,

Thomas Galvin, Chief of Police

## Department of Public Works

Twenty Twenty-Three was another good year for the Public Works Department. One of the most satisfying tasks was being able to assist the Sherborn Library with final stages of construction and help move the library operations from the Community Center building into the newly renovated and expanded building for their successful and long-awaited ribbon cutting ceremony in April. It was wonderful to help prepare the Town Campus, including the library, to host the annual Friends of the Sherborn Library Arts and Crafts Fair in May. Having the Fair back on campus was a great day to

showcase some of the Town's workhorses for the kid's Touch-a-Truck event.

Modern Municipal Public Works roles have been expanded to include digital public infrastructure projects. Furthering moving work and physical file organization completed in 2022 to improve the Town Hall Office space functionality, especially that of the Land Use Offices, a digital archive was initiated, and work begun to digitize old and fragile street layout plans along with various building plans and documents.

Throughout the year, the Crew continued maintenance and beautification of town buildings and the overall municipal campus. Additional support was provided to collaborate with the Historic Commission and Town Campus Beautification Committee for the new Patio and Landscape in front and rear of the Town Hall building. Public Works also provided logistical and physical support to both regional school staff and Pine Hill CSA for the implementation stage of the new Pine Hill Outdoor Education Garden Space.

Especially during spring and fall, Public Works Crew provides maintenance of Jameson Ball Fields for Baseball season and recreation fields at Fessenden and Laurel for youth sports. Conducted clean-up and maintenance work to open Farm Pond and place docks for the summer season and prepare the reservation for winter at the end of the swimming season. Additional activities in 2023 included support of the Recreation Commission installation of a new Lacross Wall and Well Drilling exploration for future field irrigation.

In April and throughout the year, DPW supported the #SherbornPicksUp volunteers picking up roadside litter with supplies, picking up bagged trash, and installation and removal at the Town split of the artistic #LitterLetters to raise awareness. Roadside Litter clean-up is an important part of maintaining the health of waterways as Sherborn sits in both the Sudbury Watershed and the Charles River Watershed. In spring, all roads were swept of residual winter sanding and salt, with regular sweepings continued to increase safety for vehicles, recreation cyclists, runners, and walkers but also to assist with mandated phosphorus reduction in the MS4 Stormwater permit area to protect the Charles River Watershed.

Successfully coordinated with MassDOT and contractors to bring the town center train crossing up to modern standards. The process required installation of an updated hydrant water sleeve under the tracks as part of a new railroad grade crossing at North Main Street which included updated lights and gates to increase safety for both vehicles and pedestrians.

Roadside mowing and sightline pruning was done throughout the warm season. Many potholes were filled, and other small improvements were made to assist with general roadway maintenance. We did not undertake any major road resurfacing projects as funding was

anticipated for the Maple and Washington Street intersection improvement to bridge the gap in Grant funding. In October we were pleased to learn Sherborn was awarded a \$500 thousand Small Town Rural Assistance Program Grant specifically for the Washington Maple Street roundabout. Throughout 2023 engineering and design work was completed and Special Town Meeting approval provided authorization to give the contractor notice to proceed allowing them to begin ordering materials in anticipation for construction set to be completed during summer 2024.

The Tree Warden and Public Works Director continued steady progress on removal of identified dead trees throughout the year.

The summer of 2023 was the second wettest on record for Sherborn with more than 20 inches of rain falling over three months. Crews kept busy with frequent storm debris clean up. Heavy fast storm surges caused roadside erosion, damaged and compromised street stormwater drainage infrastructure. Two emergency repairs were necessary. One was to repair a large sinkhole which opened on South Main Street caused by storm drainage system getting overwhelmed during heavy storms. A second emergency repair was for drainage blocked at the busy intersection of Coolidge and North Main Street. Ongoing mapping and inspection of culverts and stormwater infrastructure continues. This activity helps to identify and address issues before they become emergency situations.

Respectfully submitted,

Sean Killeen  
Director of Public Works/Facilities Manager

## Public Safety Committee

The Sherborn Public Safety Committee (PSC) was created to consolidate other committees which had duplicate roles with issues involving public safety items for the town. The PSC offers recommendations and support for those responsible with providing safety for our community including the Sherborn Select Board.

The big news for 2023 was the transfer of the Emergency 9-1-1 Dispatch for Sherborn to the Holbrook Regional Emergency Communications Center. The move included an upgrade to the radio receiver and transmitter equipment in town as well as all new mobile and portable radios for police, fire/rescue and public works. The new dispatch operation began on January 3, 2023 and Public Safety officials in Sherborn have full confidence with the operation of the new dispatch arrangement and improved communication capabilities for the town.

The year 2023 also saw the installation of R x R crossing gates at the North Main St crossing. The new gates greatly improved vehicle and pedestrian safety at this busy location. Other topics discussed during 2023 included;

The roundabout planned for the dangerous Washington St/Maple St/Sanger St intersection with construction expected to begin in the summer months of 2024. The Committee also discussed providing additional street lighting on Main St along the Downtown stretch to improve nighttime safety for the area businesses. The Committee also listened to concerns from residents on Coolidge St due to a long history of vehicle accidents along this stretch with recommendations for additional signage, improved street markings and adding solar speed radar signs on each end of the street.

Respectfully submitted

Mark W. Roche, Chair

## Building Department

### 2023 Permits

Type of Permit	Total
Single Family	2
Multi Family	2
New Commercial	1
Additions	12
Renovation/Remodel	61
Demolition	5
Roof, Siding,	21
Window, Door	32
Foundation Only	1
Sprinkler	0
Insulation	58
Shed/Accessory	8
Woodstove	9
Pool	5
Solar	28
Tents	7
Deck/Porch	11
Retaining Walls	2
Cellular	2
Trench	30
Other	5
Total permits	302

Total Value of Permitted Work: \$ 14,705,449.43

Total Building Permit Fees Collected: \$ 160,449.40

Electrical Permits	266
Value of Electrical Work	\$ 1,817,660.36
Electrical Fees Collected	\$ 31,368.00

Plumbing Permits	\$ 90
Value of Plumbing Work	\$ 717,714.00
Plumbing Permit Fees	\$ 12,200.00

Gas Permits Issues	88
Value of Gas Work	\$ 274,312.00
Gas Permit Fees	\$ 9040.00

Sheet Metal Permits Issued	29
Value of Sheet Metal Work	\$ 516,461.00
Sheet Metal Permit Fees	\$ 4,679.00

Total Value of all Permit Work \$18,031,596.79

Total Building Department Fees \$ 217,736.40

# HEALTH, HUMAN SERVICES AND RECREATION

## Board of Health

**Mission Statement** - The Mission of the Sherborn Board of Health (BOH) is to assess and address the needs of the Sherborn community in order to improve and protect the health and safety of its residents. The BOH develops, maintains, and advocates for programs aimed at ensuring a safe environment, reducing known health risks, and applying known preventive health measures. This entails working to ensure compliance with Town and State health regulations. Recognizing the distinctiveness of the Town's local reliance on groundwater, the Board may, with careful consideration and objectivity, use current scientific information to enact or revise local regulations in the best interest of public health.

### Applications / Permits Issued

Disposal Works Construction (new construction)	7
Disposal Works Construction (replacement)	17
(12 of these applications were for Innovative/Alternative Technology)	
Septic Tank / Distribution Box / Piping replacement only	12
Septic Revision to previously approved plan	1
Well Replacement / Deepening	2
New / Additional Wells	3
Soil Testing Applications	28
Variance Hearings held	23
Building Applications reviewed	55
Preliminary Building Applications Reviewed	3
Recreational Day Camps for Children	1
Disposal Works Installer Permits	28
Septage Handler Permits	14
Food Establishment Permits (including temporary)	26
Mobile Food Vendor Permits (food trucks)	27
Tobacco/Nicotine Delivery Sales Permits	2
Ice Cream Manufacturing Permits	1
Catering Permits	1

**Communicable Diseases** – All contagious diseases and animal bites must be reported to the Administrator of the Board of Health. Some common diseases that must be reported include influenza, mumps, whooping cough (pertussis), Lyme disease, and hepatitis.

In 2023, confirmed cases of the following communicable diseases were reported: Babesiosis: 3; Campylobacteriosis: 1; Influenza: 5; Novel Coronavirus: 51; Shiga Toxin: 1

**Emergency Preparedness / Bioterrorism** – Sherborn is a member of Massachusetts Department of Public Health Emergency Preparedness Region 4AB, which includes 60 towns in eastern Massachusetts. Region 4AB participates in the “Metro Regional Preparedness Coalition” that includes hospitals, EMS, long-term care facilities, community health centers, as well as public health, with the hope that working together now will benefit all in the

event of an emergency. While the Board of Health Administrator participates in regional meetings, educational training opportunities, and exercises related to emergency preparedness provided by the Region, the DPH, MEMA/FEMA, and others, throughout the year, the majority of these meetings are now being held virtually.

As required by the Department of Public Health Emergency Preparedness program, the Administrator has continued her certifications in emergency preparedness, and is certified in: IS-00700 (National Incident Management System, an Introduction), IS-00100 (Introduction to the Incident Command System, IS-00200 (ICS for Single Resources and Initial Action Incidents), IS-00300 (Intermediate ICS for Expanding Incidents), IS-00324a (Community Hurricane Preparedness). She has also completed the American Red Cross community shelter team course (both shelter operations and shelter simulation), and the Centers for Disease Control and Prevention “Emergency Use Authorization” course, and others.

**Grant Funding** - Homeland Security grant funding from the Centers for Disease Control and Prevention, administered through Cambridge Health Alliance for Region 4AB of the MDPH Emergency Preparedness Program, is now directed toward regional trainings, exercises, and regional purchases rather than direct funding to individual towns. In order to be eligible to benefit from these opportunities, the town must actively participate in the Region and meet specific “deliverables” set forth by the CDC and DPH. Sherborn continues to be in compliance with all of the deliverables and has received benefit from this funding.

In late 2023, as the state saw an increase in respiratory disease, including COVID-19, the Department of Public Health provided an additional 100 iHealth rapid, at-home COVID-19 Antigen test kits (a total of 500 tests) to the Board of Health office, and they were made available and distributed to residents until the supply was exhausted.

**Flu Clinics** - In 2023, the Board of Health continued to offer a scaled-back flu clinic for adult/senior citizens only. This is due to new State requirements and the inability of the small Board of Health staff to meet those requirements while also meeting all other job duties. It is hoped that we will be able to provide more widespread influenza vaccinations, and include children, in the future.

A total of 21 adults were successfully vaccinated against influenza on September 27, 2023 at the Board of Health office. The Board is required by the DPH to offer at least one flu clinic each year to test the Board of Health “Emergency Dispensing Plan”. We thank resident Michelle Covell, RN, a member of Sherborn’s Medical Reserve Corps, who donated her time to vaccinate residents.

Paperwork has been submitted to both Medicare and private insurance companies for reimbursement for the purchased vaccine and administration costs. We will receive reimbursements for the 2023 clinic during calendar year 2024, and it will go into the Board of Health Revolving Fund for any future clinics or other vaccinations that might be necessary due to various types of emergencies. During calendar year 2023, a total of \$774.16 was received in reimbursements for the 2022 clinics.

**Medical Reserve Corps (MRC)** - The Sherborn Medical Reserve Corps falls under the umbrella of the Department of Public Health Region 4A Medical Reserve Corps and MA Responds, which offers training in various aspects of emergency response on a regular basis throughout the region. A new sub-group, called the "Middlefolk MRC" (for a combination of Middlesex and Norfolk county towns) will soon become more active and will be providing informational programs and trainings in and around Sherborn. Sherborn's MRC is currently inactive, and new volunteers are both needed and welcomed. In order to properly staff a 24-hour *emergency* dispensing site during a worst-case scenario, Sherborn would need a total of 65-70 volunteers. "Just-in-Time" volunteers (those who show up offering to help during an emergency) are not accepted, as they do not have the training or credentialing required. A medical background is not required, as there are many non-medical positions that need to be staffed. PLEASE CONSIDER VOLUNTEERING ON THE MEDICAL RESERVE CORPS. Please visit the MA Responds website <https://maresponds.org/> for more information, or to complete an application to join. All volunteers are able to choose when and where they volunteer, but will be offered opportunities to help out in other towns and regions in addition to Sherborn.

**Public Health Initiatives** - The Board would like to remind residents that a sharps disposal kiosk was installed in the Police Station in 2022. Please note that all needles shall be in a 1-quart container specifically designed for needles/sharps, a metal coffee can, or a heavy plastic laundry detergent container with the top cover taped tightly closed before placing in the disposal kiosk. Do not use cardboard or paper bags as disposal containers, and do not dispose of loose needles, sharps or syringes.

DO NOT USE THE KIOSK IF THE RED LIGHT IS BLINKING. THIS INDICATES THE UNIT IS FULL. PLEASE NOTIFY THE BOARD OF HEALTH AT 508-651-7852 so we can schedule maintenance.

**Inspector of Animals** - The Inspector of Animals Kimberly L. Morrow reported there were four (4) animals quarantined for 10 days and released due to bites on humans and/or animals in 2023. Six (6) complaints were reported and/or investigated.

State animal and barn inspections are ongoing. Inspections were conducted for the Select Board's Office

for licensing purposes. Barn inspection results are submitted in April of each year. The totals for 2023 will be reported in the 2024 Annual Report. This past year the following animal tally reported for 2022 included 215 horses/ponies; 30 goats; 68 sheep; 24 pigs; 18 llamas/alpacas; 5 donkeys; 48 beef cattle; 7 dairy cattle; 504 chickens; 102 waterfowl; 35 game birds; 9 bunnies; 1 emu; 1 peacock; 1 wallaby; 1 fallow deer; 2 ferrets.

Any animal bite or scratch breaking the skin should be reported to the Board of Health or Animal Inspector by leaving a message at the Sherborn Police Station.

**Mosquito Control** - The Central Massachusetts Mosquito Control Project (CMMCP) currently provides its services to 44 cities and towns throughout Middlesex and Worcester Counties. The Project's headquarters is located at 111 Otis St., Northborough, MA. Project personnel are available to meet with any town board or resident to discuss the Project's procedures and activities. Our phone number is (508) 393-3055.

CMMCP practices Integrated Mosquito Management (IMM), blending state of the art methods and techniques with expertise, experience, and scientific research to provide our member communities with modern, environmentally sound, cost-effective mosquito control. IMM encourages the use of non-chemical means to accomplish the goal of mosquito reduction.

The Mosquito Awareness program which we offer to elementary schools in our district is very popular. Project staff meets with students and teachers to discuss mosquito biology, mosquito habitat, and control procedures. Much of the presentation is directed towards what the children and their families can do to prevent mosquitoes from breeding around their homes. Slides, videos, handouts, and coloring books help to make this an interesting program.

As part of our effort to reduce the need for pesticides, our first line of control is our ditch maintenance program. By cleaning clogged and overgrown waterways, mosquito breeding can be reduced, drainage areas are returned to historical conditions, and water quality is improved. Source reduction, the elimination or reduction of a larval mosquito source (i.e., water-holding containers), is practiced by alerting residents and business owners about potential mosquito producing sites they have created. They are informed about basic mosquito biology, and the need to eliminate these man-made breeding sources. A popular program for CMMCP is a source reduction program, i.e., tire recycling. Used tire casings are a preferred habitat for several species of human-biting mosquitoes, species that also carry disease. CMMCP has implemented a program to be offered in several variations to remove these habitats from the environment. This program was recognized in 2014 by the Commonwealth of Massachusetts with a "Citation for Outstanding Performance" and by EPA Region 1, with an "Environmental Merit Award".

Bacterial larval control with Bti (*Bacillus thuringiensis*) is used to treat areas where mosquito larvae are found, and source reduction or wetland restoration is not feasible. We have an extensive database of known larval habitats, and we encourage the public to notify us of any areas they suspect could harbor mosquito larvae. Our field crews will investigate all requests and treat the area only if predetermined thresholds of mosquito larvae are exceeded. Bti is a naturally occurring product, and is exclusive to mosquito larvae, preserving other aquatic organisms.

Our goal is to handle all mosquito problems with ditch maintenance, source reduction or larval control, but we recognize that there are times when adult mosquito spraying is the only viable solution. In such cases residential areas are treated with GPS guided pick-up trucks mounted with computer-controlled, GPS-tracked ultra-low volume (ULV) sprayers. Applications are site-specific and are determined by weather, type of area and mosquito population levels. These applications are initiated by request of town residents, local or state officials. A phone notification system has been installed to announce potential spray areas for member communities on their scheduled evening, and this information is listed on our website.

The Project's surveillance program monitors adult mosquito and larval population density and is the backbone for prescribing various control techniques. We have expanded the adult collection program to monitor for West Nile Virus in our service area. Specialized traps are used as a mobile force for viral monitoring and are placed in member towns on a weekly basis for routine sampling. If a WNV or EEE hot spot is identified, surveillance is intensified to sample mosquitoes in that area and these collections are sent in to the Mass. Dept. of Public Health for virus testing.

We operate a research and efficacy department which checks for efficacy of our products and techniques, and to research in new or different areas of mosquito control. GIS has been added to our operations to allow better data collection and analysis.

The Project has a website at [www.cmmcp.org](http://www.cmmcp.org) which has extensive information on our program, products we use, and mosquito control procedures. Requests for service can be made through the website.

Timothy Deschamps, Executive Director  
Timothy E. McGlinchy, Director of Operations

**Food Service Inspections** - 2023 Food/Camp Inspector duties consisted of enforcement & interpretation of the following:

- [105 CMR 430.00: MINIMUM STANDARDS FOR RECREATIONAL CAMPS FOR CHILDREN](#) State sanitary code chapter IV,
- [105 CMR 590.000 STATE SANITARY CODE MERGED WITH THE FDA 2013 FOOD CODE](#)
- [PUBLIC HEALTH NUISANCE LAW \(MGL\) Ch 111 s122](#)

- Mass. General Laws c.270 § 6 - [Prohibition of Sale or provision of tobacco product to person under 21 years of age](#)

The food & camp inspector conducted routine sanitary inspections of licensed camps and food establishments in addition to tobacco control and nuisance law enforcement. He also participated in discussions with BOH members and staff regarding codes of practice during regular attendance at BOH meetings. The food & camp inspector also responded to and investigated complaints regarding licensed and unlicensed recreational camps for children for the 2023 season while consulting state DPH authorities. In addition to these, he vetted and inspected numerous temporary food and mobile food establishments at several events in the community. Responded to instances of imminent health hazards including a sprinkler pipe burst at a food establishment that involved condemnation of adulterated foods and environmental remediation. Assisted with onboarding new food inspection software. In addition to these, the food & camp inspector conducted multiple food establishment plan reviews and health permit application renewal assessments and worked in conjunction with the BOH administrator, BOH chair, health agent, building commissioner, and fire chief to ensure compliance with all applicable laws.

**Septic Systems, Wells & Community Health** - Mark Oram R.S., C.H.O., M.P.H., Health Agent, reviewed many septic systems and well proposals including their construction in 2023. Building additions were also reviewed to determine the adequacy of the current septic system to accommodate the proposed addition. Investigations were conducted concerning failed septic systems, repair wells, and other public and environmental concerns. Many questions and concerns were addressed for people interested in the purchase of real estate and questions related to the repair of a failed septic system. Prospective buyers generate many calls regarding potential additions and the status of Title 5 inspection reports. Water quality questions concerning PFAS in water supplies and private wells and questions on dead fish at Farm Pond were received and reviewed with inquiring residents. The State Department of Fisheries and Wildlife assisted in this investigation of the dead fish at Farm Pond. Conferences with engineers and installers prior to construction of both new and repair/replacement/alteration septic systems are a routine measure that continues to take place to assure seamless construction of the septic system. Repair/replacement wells and required analysis testing for these wells often require additional reviews with the applicants as it relates to the water test results and the Board's regulations for both quality and quantity. Well inquiries are increasing for property transfers and new construction projects that generate additional layers of work with questions from general contractors, buyers, and sellers. The Board of Health allows the Agent to provide emergency well approvals for homeowners who may be without water and to assist on various measures that can be taken while with

a limited water supply. This past year involved the finalization of the regulation review and changes with assistance provided to the Board of Health in these regulation changes. Assistance and guidance was provided to the Board and the ZBA with respect to comprehensive permits.

Mr. Oram thanks the members of the Board of Health for their support and expertise, and the department staff including Ellen Hartnett, the BOH Administrator, and Jean Greco, Administrative Assistant in the Board of Health office, for their organization and assistance. Our office went through a change to our files and their help through this process was needed and appreciated.

**Natick Visiting Nurse Association** - The Natick Walpole VNA is a nonprofit, community based, Medicare-certified home health agency serving 42 Massachusetts communities including Sherborn. The agency provides home health services including nursing, therapy, home care aide, social work, maternal and child health care, pediatric care, and public and community health programs and services.

Our public health nurse specialist is Alyssa Kaiser, RN. Her primary role is to provide public health services including communicable disease follow up, immunization assistance, and public education programs and services.

In 2023, the Natick Walpole VNA provided Sherborn residents services in the following categories:

**Communicable Disease Services:** working with the Massachusetts Department of Health and their MAVEN system we provide case finding, education, and the provision of follow-up care consistent with, and in collaboration with the department.

**Home Care:** This service included traditional physician ordered home care visits and home assessments for elders and residents who might need information to access services. Residents who need information on community-based services can call our agency any time for guidance. We also provided traditional home health care services to Sherborn residents that are reimbursed by Medicare/Medicaid and various other commercial insurance providers.

**Vaccines Provided to the Sherborn Homebound Population** - Our nurses provided immunizations for residents that were considered homebound.

**Senior Health Assessment and Education Clinics:** These programs are coordinated in conjunction with the Council on Aging. They provide various health assessment activities and counseling. These programs are developed and led by our public health specialist nurse.

**Maternal Child Health Services:** This service provides visits which promote the health and stability of families during pregnancy and after the birth of a child. We employ a team of maternal child nurse specialists certified in lactation who provide assessment, teaching, and support through home visits. These visits are reimbursed by Mass Health and various other commercial insurance providers.

Respectfully submitted,

SHERBORN BOARD OF HEALTH  
Daryl Beardsley, Chair

## Recreation Commission

The Sherborn Recreation Commission is an elected body of three volunteer Commissioners and one part-time employee whose main responsibilities are to manage, promote and organize recreation facilities and sponsored programs for the town. All information is found on our website at [sherbornrec.com](http://sherbornrec.com)

Listed below is a list of the facilities and programs managed by the Commission:

### Facilities:

- Jameson Field Baseball Complex & Recreation Fields
- Laurel Farm Complex
- Fessenden Fields
- Tennis/Pickleball Courts
- Skate Park and Basketball Court

### Adult, Youth and Community Supported Programs:

- Adult Yoga
- Adult and Youth Ice-skating Lessons
- Youth Tennis Lessons (grades K-5)
- Mini Soccer (ages 3-6)
- Tee-ball (Pre-k and Kindergarten)
- Summer-Go-Round (grades K-5)
- Snappers Swim Team (ages 5-18)
- Dover-Sherborn Junior Varsity Tennis Practices
- Dover-Sherborn Tennis Games

**Facilities Update** - Sherborn's recreation facilities see tremendous use with thousands of kids, adults and guests enjoying organized sporting events as athletes and spectators. Organized sports include baseball, soccer, lacrosse, field hockey, tennis and pickleball.

The Recreation Commission manages the allocation of field space and the scheduling of many leagues and teams. This year we had many returning organizations leasing our fields.

The Commission also manages the upkeep and repairs to these facilities, including work to the natural grass fields,

dirt infields, Jameson Field Press Box, court surfaces and storage sheds. We oversee the purchasing of new equipment and services as needed to support continued maintenance and quality conditions of the facilities.

**Noted Repairs and Upgrades** - The tennis and pickleball courts continue to be extremely popular year-round activities. Two new tennis nets replaced worn nets in 2023. The other two nets will be replaced in preparation for spring 2024. The court surface has reached the end of its expected life span. The Recreation Commission retained the services of a landscape architect firm to draft plans and an estimate for the replacement of the tennis courts/fencing, installation of an ADA walkway and the addition of dedicated pickleball courts. The project will be considered by the voters at Town Meeting.

Sherborn Recreation made significant investments to the fields at Laurel Farm and Fessenden, we will continue to cultivate the grass through reseeding and other field maintenance efforts into the Spring and Summer 2024. Thanks to a gift from the Dover Sherborn Youth Lacrosse organization work was completed on a lacrosse wall at Laurel Farm in 2023. The Recreation Commission also started a project at Laurel Farm to investigate sources of water to potentially provide irrigation in the future. Two test wells were drilled in the fall of 2023 and there is work to enhance the performance of the wells in the Spring of 2024.

The Jameson ballfields had two significant projects completed in 2023. The Jameson #3 field was converted from a baseball to a softball diamond with the reemergence of the DSYBS softball program. Thanks to a gift from the Dover Sherborn Youth Baseball and Softball organization the Jameson #1 infield was completely renovated in the winter of 2023. The snack shed was reopened for the first time since COVID with baseball patrons enjoying refreshments at league games and tournament play.

**Programs Update** - The Snappers Swim Team had another successful summer season with participation growing to over 150 athletes. The team finished with a winning record and finished 3<sup>rd</sup> in the highly competitive Suburban Swim League! Summer-Go-Round returned to Pine Hill School for a second consecutive year and added new programing. Tennis Lessons were held outside starting in April until the beginning of November. During the spring and fall a T-ball program was offered at Jameson Fields in partnership with Coach Pete. He also led a soccer program after school for younger children.

We would like to thank the DPW, Town Hall, COA, Unity Farm, Sherborn Community Center, Pine Hill School and the Police and Fire Departments, we could not run our programs without the support of so many organizations and individuals in town! We would also like to thank the Dover Sherborn Youth Lacrosse and Dover Sherborn Youth Baseball and Softball organizations for their partnership and generous gifts to enhance our facilities.

We look forward to working with our many volunteers and other town committees and departments to achieve our goals in the year ahead.

## Sherborn Library

The Library entered 2023 determined to reopen the renovated and expanded building, which has been under construction since January 2017. With a Temporary Certificate of Occupancy issued in late December 2022, move in activities began in mid-January 2023 and at long last the building was opened to the public in March. A permanent Certificate of Occupancy was received on January 16, 2024, as construction work and rework was finally completed.

**New Library Director and Staff** - Liz Anderson was appointed as the new Library Director on January 17<sup>th</sup>. Liz had served as Assistant Director since 2017 and was Interim Director in December 2022. Liz hit the ground running and lead the Library forward in its reopening and reintroduction to the community. She had great success in building out her staff by hiring Jen Carlson as Assistant Director and Quincy Knapp, as Teen Librarian. They added to a team who's experience and dedication was essential in relaunching the new and improved library to Sherborn.

**Library Reopening** - A festive ribbon cutting ceremony was held on April 29<sup>th</sup>, featuring elected officials, members of the Massachusetts Board of Library Commissioners and attended by over 200 Sherborn residents. A highlight of the ceremony was the dedication of the connector hallway between the old building and the new building to Elizabeth Johnston, who served as Library Director from 1988 until her retirement in December 2022. The ceremony was lauded by a member of the Massachusetts Board of Library Commissioners as "one of the very best Library opening ceremonies I've ever attended."

Since the reopening, Liz Anderson and the Library staff have introduced new and expanded in-person programming as well as having Town departments and nonprofit organizations use the new community room and other areas in the building.

In addition to the new facility, the Library Landscaping Subcommittee, led by Trustee Emeritus Mary Moore, began implementing their comprehensive plan to redesign the grounds. This plan evokes Sherborn's horticultural heritage, using a majority of native, drought resistant plants and trees that will help slow and absorb clean water runoff and reduce reliance on irrigation. The selected plants add color through three seasons and create new opportunities to educate and gather. All of this work was funded by private donations and grants, with the next phases of the plan will be completed in 2024.

**Litigation Settlement and Ongoing Legal Action** - The Library construction project had been in litigation since October 2020, with the Town filing new claims in 2021 against the original contractor, the surety and the completion contractor and additional complaints to the Massachusetts Attorney General's Office in February 2023.

In February 2024, the Town of Sherborn agreed to settle litigation that arose from the project. The agreement is reflected in a "Settlement Agreement and Release", which is among the Town and the other parties to the litigation (the Defendants), i.e. Five Star Building Corp. (the original contractor who's contract was terminated by the Town in 2020), Travelers Casualty and Surety Company of America (the surety that issued the performance bond for the project and undertook its completion following the Town's termination of Five Star Building Corp.), and Beacon Consulting Group (the completion contractor hired by the surety to complete the project). The Settlement Agreement and Release allows the Town to forgo a costly and time-consuming trial of a complex case where the outcome would be uncertain and remain subject to a potentially years long appeal process. The Town received a cash payment from the Defendants of \$660,000 as well as the Town keeping the remaining contract balance of \$593,000 owed to the Defendants. The Town also pays nothing to any of the Defendants.

The full Settlement Agreement and Release is available for public disclosure and can be [found here](#) along with other documents related to the litigation and filings with the Massachusetts Attorney General's Office.

The Town of Sherborn will continue to pursue compensation for costs related to delays and other damages from parties not subject to this Settlement Agreement and Release.

**Library Renovation and Addition Project Costs and Library Funding** - The Owner's Project Manager's estimated project cost in January 2024 was \$13.8 million including \$1.3 million for the required ductwork abatement and replacement done in 2022, which was not part of the original project scope. This estimated project cost includes the cost recovery from the February 2024 Settlement Agreement and Release. The budget sources for the project are: \$3.7 million from the state, \$4.4 million in private donations, and an estimated \$5.7 million from the Town. Seven years ago, the 2015 construction budget of \$7.0 million has now been exceeded by \$6.8 million. Most of the project cost overrun has been caused by the time extensions of "soft costs", such as the contractual costs of additional architect and project management services, legal fees, the storage costs for Library furnishings and the collection, and the unforeseen ductwork removal and replacement.

**Endowment Funds** - The Trustees have custody of the Library's historic endowment funds which are managed by UBS, a global asset management firm. As of

December 31, 2023, the total market value of the funds managed by UBS was \$2,842,010, a 6.7% increase over the value at December 31, 2023. The Trustees also direct \$110,166, in Trust Funds held by the Town Treasurer on the Library's behalf with Bartholomew & Co. These funds held by the Town Treasurer are only allowed to be invested in certain short term, low risk instruments and increased in value by 0.5% in 2023.

The endowment withdrew \$125,442 from the endowment funds in 2023 to help fund the construction costs as well as landscaping and other operating expenses. The endowment also benefited in 2023 from \$50,132 donations from private individuals and foundations.

**Memorial Gifts** - The Library's new landscape has created an opportunity for residents to make memorial gifts that honor family or loved ones. This past year, the Library received several memorial gifts.

Former Library staff member, Aiden Thomas, and her sister Amory Thomas, made a memorial donation towards the planting and care of a new dogwood tree near the Library's main entrance in honor of their parents Ernest and Leslie Thomas.

Memorial benches were placed outside the Library honoring long-time Library supporters and former Library staff. The Charles River Valley Garden Club memorialized their long-time member and dedicated Library supporter, Sally Saltonstall Willis with a bench in the Library's new outdoor patio space. Funded through donations from their families, two benches were placed outside the Library's front entrance, honoring Sue Peirce and Howard Fisher, who both passed away in 2021.

**Library Building Committee and Library Trustees** - The Library Building Committee, led by Jim Kolb, had an original two-year charge, began in June 2015. They remained active in the project, providing the essential continuity that would have been lost in the turnover of project managers and contractors. Their responsibilities will be completed in early 2024 with a Construction Project final report created for Town Officials. The elected Board of Library Trustees has also remained stable, with Frank Orlando and Erin Carroll being elected to second terms, along with Thais Bessa elected a new Trustee, bringing new skills and a fresh perspective. The Trustees are pleased that Brian Connolly agreed to serve another term to see the construction project through as Chair. Sue Lepard serves as Recording Secretary, succeeding Mary McKenna who continues to serve as Trustee. After serving one term, Max Klaisner did not seek re-election. We are grateful for Max's contributions during a difficult period in completing the construction project and his contributions to the Ribbon Cutting Ceremony planning. Frank Orlando continued to serve as Treasurer, overseeing the endowment as well as working closely with the Town Treasurer, Finance Director and Owner's Project Manager to ensure all construction project costs and sources of funds are properly forecast

and recorded. The Library benefits from the influence of these outgoing and new Trustees.

With the increase nationally in book banning initiatives and “first amendment challenges”, the Library Trustees updated the Library policies on selection and reconsideration of Library materials and photography and filming in the Library. After six months operating in the renovated and expanded building, the Trustees also updated policies on supervision of children in the Library and use of the new community room and study rooms.

Residents are continuing to attend the Trustees’ virtual meetings and are excited in having their Library back; and representatives from the Select Board regularly attend and remain actively engaged.

**Sherborn Historical Society Space in the Library -** Beginning in 2020, the Sherborn Historical Society (SHS) and Library Board of Trustees began working on plans to have the SHS housed in the Library. With the reopening of the Library in early 2023, the Trustees and SHS advanced plans to have the SHS retrofit a space of approximately 1,700 square feet in the basement of the older part of the Library building. The Select Board, Town Administrator and SHS have proposed a capital expenditure project that’s included in the Town’s Draft Capital Improvement Plan for FY 25 to FY 30, as such this project would require approval at a Town Meeting. Having the SHS housed in the Library would fulfill the Town’s obligation to provide space for the SHS. There are also potential synergies between the Library and SHS in creating educational programs and sharing historical collections. The timing is apropos for the celebration of Sherborn’s 350<sup>th</sup> celebration.

**Library Activity -** Entering the newly renovated and expanded Library, we saw residents return to borrowing materials and attending in-person programs, as well as continue to increase their use of on-line services and virtual program participation. As a result, overall usage increased significantly as residents continued to allocate their recreational time to the offerings of the Library. We continued to reapportion funds from our print budget to digital for eBooks, audio and movie downloads, the use of which increased 19% in 2023 over last year and has increased 60% in the last five years. Use of the print collection increased 13%, the highest jump in more than a decade, with strong use of interlibrary loan through the Minuteman Network bringing in 12,125 items from other libraries. Program attendance has continued to remain strong, with a total of 4,416 attendees at programs. As residents look towards increased connection with their neighbors in a post-pandemic world, we saw a return to in-person program attendance, up 30% from last year.

Since opening the Library on March 20<sup>th</sup>, the space has immediately come to life. The renovation added several new spaces to enjoy, including a new Children’s Wing, a new Teen Room, two new study rooms, Weezie’s Garden Patio, a large Community Room that can seat 150 and

mid-sized Trustees’ conference room for meetings and presentations. Library staff and Friends co-hosted events throughout the Library with the Council on Aging, the Sherborn Historical Society and the Sustainability Committee. The lower level Community Room and Trustees Room were booked a total of 440 times in 2023. In addition to Library-led programs, the rooms were used regularly for Police training, Dover Sherborn school and parent group meetings, town departmental and board meetings to name a few. Students, tutors and work-from-homers are enjoying the quiet of the two bookable study rooms, they booked a total of 521 times in the first nine months.

The Library’s success at these gains in community use was matched by residents’ support of the Friends of the Library organization, led by president Irene Saranteas-Bassalee and composed of 21 hard-working volunteers. Donations to the Friends’ Annual Appeal provided the financial resources that support performers and speakers, a museum pass program and award scholarships to our graduating high school seniors who worked diligently at the Library. After being held at Jameson field for many years due to the Library construction and the pandemic, the Friends held the 51 Anniversary of the Annual Arts & Crafts Fair at the Library. The newly landscaped grounds were a highlight of the Arts & Craft Fair, with beautiful weather and record-breaking attendance. Support from the Sherborn Business Association and the Sherborn Cultural Council enabled the Friends to hold the free Summer Concert Series. Perennial events such as Friendsgiving and Trivia Night, were brilliantly organized not only as fund-raisers but to provide social connection to the community and new residents through The Friends’ Welcome Committee, an important facet of the Friends’ mission. New this year, with the opening of the Community Room, the Friends curated several art exhibits, particularly focused on highlighting local artists. We are grateful to the Friends’ Board for their moral support and voluntarism throughout this eventful year, and we thank President Irene Saranteas Bassalee for her continued leadership.

2023 has marked a year of transitions for the Sherborn Library. The staff and community sadly said goodbye to two beloved Youth Services Librarians, Maureen Hayes and Jess George, who moved out of state. Maureen and Jess were instrumental in aiding the Library in the move from the Sherborn Community Center and in the reopening of the Library. The Library welcomes several new staff members to its team: Jen Carlson, the Library’s new Assistant Director, comes to Sherborn with eleven years of Library experience, most recently in Holliston; Quincy Knapp joined the team this past summer, as the Teen Librarian, having spent years as a Youth Services Librarian at the Wellesley Library; Alfredo Hernandez has worked tirelessly to keep our Library pristine as our new Library Building Attendant; and Maureen Haswell was promoted to Library Technology Assistant.

Thank you to our local officials and volunteers who did yeoman’s work to finish the construction project and

reopen the Library amid many other responsibilities. The Trustees are grateful for the continued patience and fortitude of the Library staff and community and we turn forward to helping the Library achieve its full potential in truly becoming the “living room of the community”.

Respectfully submitted,

Brian Connolly, Chair  
Board of Library Trustees  
Liz Anderson  
Library Director

## Council on Aging

**Our Mission** - The Sherborn COA was established in 1972 with the intent of enabling Sherborn older adults to continue to be active in the community while remaining comfortable in their homes. Our goal is to assess their needs and develop programs to help meet those needs. We provide social, physical, recreational, and intellectual activities through education and cultural endeavors.

Another important role the COA plays in Sherborn is supporting families who may need assistance finding services, resources, medical equipment, and/or information as it relates to those they care for. The information we provide covers medical, legal, and financial resources available locally and statewide. The COA is an advocate on statewide issues that directly impact those 60 and over.

**Overview of 2023** - There are 1,147 older adults in Sherborn, age 60 and over, representing almost 25% of the population, eligible to benefit from the many activities offered by the COA to improve the quality of their lives. Many of our programs have no age restriction. This year, we interacted with 692 residents, ranging in age from 55 – 99, and provided a variety of services.

With the support of the Town and the Select Board, we were able to contract with The Center for Social and Demographic Research on Aging which is a research unit within the Gerontology Institute at UMass Boston to conduct a community-wide assessment. The goals of the assessment were to investigate the needs, interests, preferences, and opinions of residents who were 55 and over, for the COA to plan programs and services that impact current and future residents as they age in Sherborn. UMass presented their findings to the Town last fall.

The COA staff and board took the results and recommendations of the assessment and developed a strategic plan to meet the social, economic, and health needs of this changing demographic landscape. The full study can be found on the COA website at [www.sherborncoa.org](http://www.sherborncoa.org).

Demographics continue to shift across the United States, with Sherborn being no different. Twenty-five percent of

the population in Sherborn are residents 60 and over, with an expected increase by 2035 to be 32%. The COA continues to see an increase in social service requests since the pandemic and is still growing.

While many older adults have financial resources to meet their needs, economic security is a concern for some older adults in Sherborn. Many older adults are on fixed incomes and do not have adequate resources to meet their basic needs. As utilities, taxes, and living expenses increase, we are finding more residents are impacted.

It was found that 21% of adults aged 65 and over, reported annual incomes under \$50,000 and 7% reported incomes under \$25,000. Over the years the COA has seen an increase in applications for fuel assistance, SNAP benefits, and housing assistance. While those living in poverty are not often associated with Sherborn, the rate of those living within the poverty level has increased from 55 residents (2011-2015 stats) to 266 residents (2016 – 2020), as cited by One MetroWest Impact report.

Our partnership with the Sherborn Library has remained strong. We have been applying for joint grants which allow us to share costs and develop intergenerational programs. We received a grant from the Sherborn Cultural Council where we held a wizard-making class, mindfulness program, online art programs, and Zentangle. These programs attracted different age groups and allowed generations to work together and support each other.

The COA works with other Town departments by assisting them with program publicity, attending their events, and building relationships. We are engaged with residents at Woodhaven and Sherborn Meadows. We participate in the Elderly Housing Committee meetings. We have partnered with police/fire and conducted Community Engagement Meetings on a rotating schedule. We work with the churches, who are very generous in providing space for us. We have partnered with Unity Farm, The Sherborn Yacht Club, Sherborn Forest and Trails, and others.

**Programs and Services** - The Lifetime Learning program continues to be popular. Our Lifetime Learning classes cover a variety of topics and are taught by professors or subject matter experts. We do offer some hybrid choices for classes which has allowed us to reach many more people and increase participation.

We continue to provide Zoom training and technical assistance so that all older adults have opportunities to engage. We also offered an iPhone/iPad Lifetime Learning class that was well received. As a result, attendees learned the ins and outs of their devices, including how to use QR codes, Instagram, and Venmo. The staff also continues to help with tech issues. There are still some funds remaining from our tech grant which will be used to help those who need more expertise than we can provide.

Our Senior Cafes were held weekly from September to June. In the summer, we found alternative outdoor programs, such as garden parties, art classes, and other social activities.

We continue to provide weekly home-delivered meals to housebound residents.

We offer services such as grocery shopping, running everyday errands, and finding support systems. This year, we were able to provide grab-and-go bags of fresh produce from Silverwood Farms. This initiative was funded through a grant from Springwell. We served 20 individuals with this program.

**Exercise Programs** - One of the keys to remaining healthy is proper nutrition and staying active. Exercise programs are offered for fitness and balance as well as flexibility and strength.

A new in-person fitness program was added early in the year and is popular with our residents. *Fitness Fun* is held on Monday mornings at Town Hall and offers low-impact movements that focus on building total body strength plus cardio endurance.

We continued to offer two Zoom exercise classes that have been ongoing since the pandemic. We have a core group who have consistently attended these classes.

We held some specialty walks including walks with Spooky, Ugly Sweater, and Gratitude themes, attracting many participants. We have been walking every Thursday since the pandemic, and this walk has also grown over the years.

**Other Programs** - The Sherborn Men's Group gathers monthly for lunch and is held on the fourth Monday of the month (excluding July) at The Heritage restaurant. This program builds a sense of camaraderie "among the guys" who share a meal, stories, and talk about what is going on in the Town. This program has been ongoing for several years.

We offered in-person programs, such as coffees at Woodhaven, Sherborn Meadows, and Town Hall, Lunch and Learns, drawing classes, and a book club. We visited Unity Farm, ventured to Maine for a lobster bake, were entertained by ABBA, and created different kinds of art projects, plus other special programs.

We hosted special events, which included garden parties, an ice cream truck social, and Meet-and-Greets.

**Transportation** is offered throughout Metro West and to Boston area hospitals via a town-subsidized program with JFK Transportation. We have been able to offer "free" rides to residents due to a transportation grant we received. We provided 215 rides to hospitals, medical appointments, and

shopping trips through this service. Once the grant is exhausted, tickets can be purchased through the COA office at a discounted rate.

We were also able to bring the Dial-A-Ride service to Sherborn, providing another option for residents who need transportation. This is a shared ride service that covers 16 MetroWest towns and travel to medical appointments in Boston and Worcester. Over the course of the fiscal year, Dial-A-Ride provided 237 trips.

**Medical Closet** is a loaner program that provides medical equipment at no cost to any resident to help ease the post-surgical transition to increase home safety.

**Shine Counseling** offers free one-on-one medical coverage/benefits advice through trained personnel on Medicare Part B. We had 104 residents using this service by making in-person appointments. We also held a "Medicare101" workshop at the Sherborn Public Library.

**Information and Referral Services** assist older adults and their families on a wide variety of issues from caregiver services and adult day care to organizational services and housing options.

**Outreach Services** provide older adults in our community with the support to remain independent in their homes. Our Outreach Coordinator works with older adults and their families to identify support services or social opportunities to keep them engaged and active in our community. Our outreach coordinator has also helped residents obtain fuel assistance, SNAP benefits, and other cost-saving programs allowing them to remain in their homes.

In addition, we hosted our first caregiver resource fair which was well attended and provided valuable information. This fair was covered by a grant we received from the MA Council of Aging Association.

**Travel** programs provide older adults the opportunity to visit museums, attend concerts, or enjoy other programs without the worry of planning or getting there. We often collaborate with other local Councils on Aging to expand our offerings.

**Communication:** The **LINK** is our bi-monthly newsletter that offers news and information on a wide variety of topics. It contains town programming and special events and is mailed to every Sherborn town resident. The Link is sponsored by a group of generous sponsors who place ads in the Link which then defrays the cost of printing.

We send out an email blast to over 500 residents every week, highlighting upcoming events, educational information, town announcements, etc. We have a calendar on our website and social media. We print flyers

and distribute them to Woodhaven, Sherborn Meadows, the post office, Town Hall, and the Library.

Additionally, through a collaborative effort, the COA developed a resource guide, *Welcome to Sherborn*. The creation of this guide was a result of a recommendation from the Community Needs Assessment. It provides information about programs, resources, and organizations to further support all residents, including older adults and their families, optimizing the quality of life and independence.

**Being Good Fiscal Stewards** - The COA makes every effort to minimize its financial impact on the town through the contributions of our many volunteers and the sharing of resources with other town departments and organizations, as well as our local religious institutions. We also collaborate on programs with other Councils on Aging.

The COA receives revenue from several different sources - the town budget, state and local grants, residents, program participants, and the Friends of the COA. Our total expenses (including salaries) are paid from these different funding sources. We try to keep program fees low so people can easily participate. We would never turn away anyone for the inability to pay.

Last year, we were awarded grants from Springwell, The Sherborn Cultural Council, Bay State Federal Savings Charitable Foundation, and the Massachusetts Council of Aging Association.

We are ever so grateful to all our volunteers who are residents of all ages including students, recent retirees, and older adults themselves. Volunteers help with friendly calls, running errands, providing meals, working at Senior Café, craft making, etc.

We are also thankful to have the support of other municipal departments and local organizations. We provide Sand for Seniors with the assistance of DPW, and the Nipmuk Loggers split and deliver wood to residents in the fall. We work collaboratively with the Library, Recreation, Board of Health, and all other town departments.

We are fortunate to live in a community where we have a dedicated group, the Friends of the Sherborn COA, who provide financial support for extra programming needs, respite care support, and transportation for our trips. They also support high school juniors and seniors by awarding a yearly scholarship. This year, they purchased a small freezer for the office, supported residents by paying for shelter during storms, and many other behind-the-scenes actions. Thank you to the Friends, and to all those who support them.

If you would like to participate in any of our programs or are interested in helping our older adults remain independent and engaged in our community, please call

the COA at 508-651-7858 or email [coa@sherbornma.org](mailto:coa@sherbornma.org).

Respectfully submitted,

Descom (Pete) Hoagland, Chair  
Susan Kelliher, COA Director



## Council on Aging Fun Times!!



## **Elder Housing Committee**

In the 1980's, the Town of Sherborn had the foresight to build a complex of 24 apartments off of south Main Street for elderly and low and moderate-income individuals. Through the years under the guidance of the Sherborn Elderly Housing Committee (SEHC) and the Sherborn Select Board, the complex known as Woodhaven has provided housing and community for numerous individuals.

During 2023 another apartment was renovated thanks to the 2012 Annual Town Meeting vote for the \$500,000 bond issue paid from the rents of the residents. The renovation work would not commence until the resident moved out. It had been over ten years since the authorization of the bond; the Massachusetts Department of Revenue recently ruled that all unspent money's must cease. Going forward the SEHC budget will include a line item for this expense.

The Sherborn Elder Housing Committee is fortunate to have numerous town departments able to assist our residents:

1. Council on Aging with Sue Kelleher their director and her staff attend our monthly meetings and keep the residents up to date on the goings on available to seniors.
2. The Fire and Rescue Department with Chief Zachary Ward have provided meetings to update the residents on safety matters. The rescue squad is always available if necessary.
3. Chief Thomas Galvin of the Police Department has had either Sgt. Kelly Exarhopoulos or Officer Stephen Laquidara attend our monthly meetings and speak about police issues pertaining to the older population.
4. The director of Sherborn's Department of Public Works Sean Killeen, provides lawn, garden and snow services.

During the year the area around Woodhaven has experienced several electrical outages. The above four departments were very attentive to the safety of our residents. SEHC is very grateful for their ongoing concerns.

Our major improvement to the complex this year was updating all the security lighting on the campus.

We have been working with Elizabeth Rust, of the Regional Housing Service Office to review our policies. We anticipate making a presentation to the Select Board in this coming year.

Claire McClellan our manager does yeoman work keeping all facets going smoothly.

During the year we lost our faithful Treasurer Michael Kickham. He was a pleasure to work with and always had a smile. We miss him.

Alycia Goody was elected Chairman, and Kitty Sturgis, Treasurer.

Janet Walsh continues to keep our grounds in pristine shape. Steve Petty oversees the buildings and maintenance. We welcomed Mary Roque to our committee.

Respectfully Submitted,

Alycia Goody, Chair

## **Elder & Disabled Tax Aid Committee**

The Elder and Disabled Tax Aid Committee was established by the Town in April of 2000 under MA General Law Chapter 60, Section 3D. The funds are distributed two times a year to qualifying seniors (60 years of age and older) and disabled homeowners. Applications and qualifications can be found on the Town's website, or you can call the Treasurer/Collector's office at 508-651-7856. At the end of fiscal year 2023, our trust fund had a balance of \$4,657.10 and we were able to provide \$2,900 in relief to Sherborn residents in need. This is all made possible by generous fellow residents who make a tax-deductible donation to the fund. You can do this online at [www.sherbornma.org](http://www.sherbornma.org) and go to the blue online bill pay, from there click on Tax Aid Donation. Our real estate bills also have a donation line, and you can include it with your Real Estate payments. Any amount adds up and is used to help a neighbor in need.

We would like to thank Heidi Doyle for her participation on this committee for many years.

If you would like to donate or learn more about eligibility requirements, please feel free to reach out to:

Pam Dowse, Interim Treasurer at 508-651-7856, [treasurer@sherbornma.org](mailto:treasurer@sherbornma.org), [chair.taxaid@sherbornma.org](mailto:chair.taxaid@sherbornma.org)

Respectfully submitted,

Melissa Bowman, Chair

## Farm Pond Advisory Committee

**Watershed Based Plan (WBP)** - Over the past three years (2020-2022) a noticeable deterioration of the water transparency has been observed by a FPAC volunteer monitoring program. Larger concentrations of phytoplankton (single-celled photosynthetic organisms) have been observed and shown to include both the potentially harmful blue-green cyanobacteria and the different organism class, green algae. The first major surface blooms were observed at Farm Pond in July 2020, a concerning observation never recorded before.

Farm Pond is not alone in these experiences: scientists across the eastern US are reporting similar issues at many lakes. Believed to be major factors include rising summer temperatures, leading to longer periods of warm water conditions, accelerating cyanobacteria and algae growth. Additionally, existing stormwater management measures in place on public and private properties within the Farm Pond watershed may not be capable of adequately handling todays and future larger storm events. The resultant increased erosion may be causing an increase of the direct nutrient inputs (P, Phosphorus, and N, Nitrogen) that further promote phytoplankton growth.

Thanks to the Select Board and Town Administrator's successful efforts to obtain initial MA legislature earmark funding in 2022, FPAC, working with the Select Board's office and volunteer Tom Trainor, was able to put an RFP out for bid for a consultant to complete a Mass Department of Environmental Protection 9 Element Watershed Based Plan (WBP) for Farm Pond. The Town of Sherborn engaged Hillary Kenyon, M.S. - Applied Watershed Sciences, LLC, in December 2022 and the project kicked off in January 2023.

A completed and approved Farm Pond WBP is intended to identify major sources of non-point source (NPS) pollution contributions from the watershed and nutrient inputs from the lake sediments (internal nutrient loading). It will also help the Town to prioritize the NPS problems, identify appropriate best management practices (BMP's), and consider both watershed-based and in-lake strategies for addressing the issues. With this knowledge, the Town becomes eligible to apply for competitive grant proposals (i.e.: Section 319) to fund any required work.

Ms. Kenyon started on this WBP project in early 2023, and to date has produced a required MassDEP-approved Quality Assurance Project Plan (QAPP), April – October 2023 monthly water quality field sampling and lab analyses, installation of three moored data loggers for collecting data at multiple depths, a lake-wide aquatic plant survey (Farm Pond is also unique in MA as it has no common invasive aquatic plant infestations, unlike the majority of lakes/ponds in surrounding communities), and some initial cyanobacteria and algae enumeration studies.

On June 6th, 2023, Ms. Kenyon led a very well attended and received webinar presentation for Sherborn residents.

The video was recorded, posted on the Town website, and an associated press release appeared in the local newspaper. The event served to introduce many key concepts on the changing nature of Farm Pond described earlier here and prepare the residents for more activities in the coming years.

FPAC is currently working with the Town during the early FY 2025 budget cycle to fund the completion of this WBP project as well as applying for external grants in parallel. Project tasks outstanding include a full season April-October, 2024 of continued field studies by the consultant including lake water quality, sediments, stormwater/septic related nutrient sampling/testing, and plankton characterization) to provide an updated and more comprehensive assessment report for both internal (within-lake) and external (watershed derived) nutrient loads over a two-year period. Completion of a the WBP Draft is planned for Jan 2025 with the final version by June 2025. The WBP will recommend specific projects that should be implemented to reduce watershed nutrient loading over time, along with the other required WBP elements. Finally, a Lake Quality Assessment and Management Recommendations Report will be produced to encompass in-lake management recommendations.

**Citizen Scientist Projects** - The Farm Pond Advisory Committee relied in 2023 on many residents acting as "Citizen Scientists" to help support three ongoing projects related to the protection of Farm Pond.

**Weed Warriors:** The Weed Warriors program was developed by the FPAC to promote awareness and activism by Sherborn residents in support of Farm Pond, specifically around protection against non-native invasive aquatic plants. It is of the upmost important to protect Farm Pond from invasive aquatic plants that can rapidly take hold in bodies of water and render them unusable for swimmers and boaters. Removal of such weeds is extremely expensive, and improvement is modest at best. FPAC is proud that the Weed Warriors program has now been in place for 6 years. It runs from the late spring through the fall. We are grateful to our volunteers for helping with the important job of monitoring Farm Pond for suspicious weeds, so FPAC is able to take immediate action and prevent an invasive weed outbreak. FPAC is particularly grateful for the loyal support of some of our volunteers who have participated in the Weed Warriors initiative since its inception. FPAC would like to extend our gratitude to our 2023 volunteers that included Doug Ambos, Felix Giesen, Sophia and Nicholas Hill, Alison Hoppin, Beth Jonas and Jackie Martin (FPAC member). Tom Trainor was our volunteer expert consultant. Staff of the Sherborn Yacht Club provided helpful additional monitoring as well. The Weed Warrior team monitored the pond over the season and happily there were again no sightings of invasive, non-native plants that needed to be investigated on Farm Pond this year. There were some aquatic and shoreline plant sightings that volunteers emailed us about that include mouseotia, grassy arrowhead, yellow water lilies, dodder weed, and purple

loosestrife. The complete report may be viewed on the town website under the FPAC section.

**Cyanobacteria Monitoring:** FPAC would like to thank Peggy Homer, Taylor Rycroft, Tammy Viggato, Margaret Homer, Penelope Giesen, and Tom Trainor who joined with FPAC members Zenya Wild, Catherine Rocchio, and Jackie Martin, to sample Farm Pond bi-weekly for cyanobacteria sampling as part of the Worcester Cyanobacteria Monitoring Collaborative. Thanks to the efforts of these volunteers to deliver these samples to Worcester, we know that during the 2023 season, Farm Pond did not experience significant cyanobacteria activity as had been the case in 2022. Low levels of the common cyanobacteria genus, *Dolichospermum*, were identified, as has been the case for previous years.

**Depth Monitoring:** FPAC is also incredibly grateful to Jeanne Guthrie in the Select Board's office, Sean Killeen of the DPW, and Tom Trainor for their tenacity in following up and launching, in July 2023, a project teaming with the National Lake Observations by Citizen Scientists & Satellites project (LOCSS) to install a permanent lakes depth gauge at Farm Pond (only the third lake in Massachusetts to join). LOCSS correlates individual lakes' depth changes with satellite aerial mapping across the US to correlate lake volume changes over time, another future climate change concern. Thanks to Penelope Giesen, the info-board located at the boat ramp was updated with detailed training on how residents can view the depth gauge off the public beach and report via text or a web page a current water depth measurement. This relative depth data on Farm Pond is available as a graph maintained on [www.locss.org](http://www.locss.org). To date, Farm Pond depth has been increasing through the 2023-24 winter as is typical (though not fully recovered from the severe 2022 drought), most likely aligned with significant rainfall during the second half of 2023. FPAC will continue to monitor this project going forward and invites visitors to the Farm Pond Reservation to join the data-collection efforts.

**Stormwater Runoff:** Analysis of stormwater runoff is an important component of the field studies supporting the WBP. FPAC would like to thank DSHS student Tatum Goldberger for her work with FPAC over the summer to document a protocol for collection of stormwater runoff at the Farm Pond Reservation and participation in sample collection during rain events in Aug and September 2023. FPAC hopes to recruit more volunteers for this effort during 2024. Lab analysis showed very high levels of nutrients from the samples and FPAC continues to work with various committees in Sherborn to escalate concerns about this.

**SYC as amazing partner:** Finally, FPAC is grateful to the SYC (Sherborn Yacht Club) for their ongoing commitment to helping protect Farm Pond. Amelia Weber, the waterfront director for 2023 was an engaged and collaborative set of eyes on the pond all season. Amelia and her staff helped monitor for signs of

cyanobacteria, algae, invasive plants, and other observable aspects of the pond ecosystem. We look forward to continuing this important collaboration.

**Farm Pond Water Quality 2023** - Due to the extensive testing done during the 2023 season as part of the WBP project, the volunteer team of citizen scientists led by Tom Trainor that has been team doing independent water quality testing for over 20 years limited their field testing to concentrate on other initiatives.

Preliminary results presented to FPAC by the WBP consultant showed that 2023 was a very good year for Farm Pond water clarity, with the entire season's Secchi transparency depths median of 6.4 meters (21 ft), which was actually slightly above our now 25-year median of 6.2 m (20.3 ft). This was in stark contrast to the previous 2022 season when transparency fell to less than 1 meter (3.3 ft) during Aug-October, with a 2022 season median of only 4.0 m (13 ft).

Data loggers tracking temperature and dissolved oxygen across the water column from April 2023-October 2023 indicated trends comparable to what we have been seeing for years. Lab testing for Total P from samples at the top, middle, and bottom depth levels also showed similar trends to the past few years (i.e. Total P is very high at depth). Lab testing was also done for Total N, NOx, NH3, and chlorophyll. These results as well as an interpretation of them will be included in the WBP.

**Erosion at the Reservation** - FPAC would like to thank the Sherborn DPW and Select Board's office for spearheading a project (funded by ARPA grant money) to complete engineering plans related to erosion and stormwater runoff at the Farm Pond Reservation. Specifically, plans for a new walkway are being drafted and the stormwater runoff causing significant erosion of the sandy beach will be managed and mitigated.

Interim to a new walkway being built, erosion controls are in place (coil logs) at the reservation and will be monitored and maintained as needed. FPAC continues its strong recommendation that no new sand may be added to the beach while erosion is continuing. Dredging the shoreline to reclaim sand is something that could be considered but is not planned.

This project also includes design for improved management of stormwater runoff at the boat ramp.

**Fishkill** - Farm Pond had a significant fishkill that began in the middle of August and continued into early October. This was the first time that any current FPAC members or most abutters had seen such a pond-wide event. FPAC was in continuous contact with MA Fish and Wildlife representatives during this occurrence and were advised that "fishkills happen regularly" for natural reasons.

FPAC is very grateful to Dr. Eric Lombardini, a new resident to Sherborn in 2023 who is a board-certified

veterinary pathologist specializing in fish diseases, for his assistance and expertise in understanding this event. Eleven fish were necropsied by Mr. Lombardini as a volunteer, formalin-fixed, and sent to the Army Joint Pathology Center for microscopic slide processing and evaluation. Approximately 75% of the examined fish had necrosis and ulceration in the flank musculature. Water quality was reported to be within normal limits, though temperatures had been higher than usual, and the area had recently received excessive rainfall.

The investigation revealed that the cause of this mass mortality event was multifactorial, with parasitism potentially leading to a loss of condition in the fish. Combined with water quality alterations, these conditions permitted bacterial colonization, particularly in the younger fish. The animals examined showed mild to moderate helminth parasitism, generally well-tolerated in wildlife but potentially making them more susceptible to environmental stressors. Notably, many of the fish were infected by neurotropic protozoa called *Myxobolus neurophilus*, which has been linked to die-offs of yellow perch.

None of these findings indicated anything that could be harmful to humans recreating in the pond; however, given these findings, it is possible that fishkills could continue at Farm Pond. FPAC will continue to monitor both the outcomes and the water quality data.

**Building Community** - FPAC enjoyed participating in the Library Fair in May and focused on educating residents about the WBP.

FPAC member and Farm Pond abutter Karyn Kaplan continued her work during 2023 to maintain a community of abutters and property-owners within the Farm Pond watershed through regular and informative email updates. We greatly appreciate Karyn's work to protect Farm Pond over the years and will greatly miss her contributions as she is leaving the committee after moving from Sherborn at the beginning of 2024.

**Looking to 2024** - FPAC's priority this year is to support the activities of the WBP consultant in a second year of fieldwork. In addition, FPAC is hoping to expand and train its corps of citizen scientists across our many different monitoring projects. FPAC has also spun up a project to restore dislodged rocks from the berm in the northeast corner of the pond and is working with the Conservation Commission to ensure that this can happen during Summer 2024. Fishing from the boat ramp is rite of passage for Sherborn's youth but a significant uptick in visitors who are fishing from the beach and docks during "off-hours" is something that FPAC is watching with concern. Fishing from boats has always been an enjoyable pastime at the pond and FPAC wants to continue to educate users and build accountability for managing bait, recycling fishing line, and retrieving fishing related litter (not adding to it) from the pond. FPAC continues to reiterate that boating, floating, and

paddling are all wonderful ways to enjoy Farm Pond, but it is critical that all boats/SUPs entering the pond from the reservation be permitted, washed, and should only be launched when the boat ramp is open. No motors of any kind (including electric) should be used anywhere on the pond due to the incredible risk of introducing and distributing invasive weeds. FPAC's outreach and organized information on its website will continue to educate abutters and visitors on best practices for accountable encounters year-round with our wonderful Farm Pond.

Respectfully Submitted,

Catherine Rocchio, Chair

## Water Commissioners

The role of Water Commissioner's in the Commonwealth of Massachusetts is to ensure that a public water system has the required technical, managerial, and financial resources for complying with the Massachusetts Drinking Water Regulations. However, even though a Sherborn Water Commission was established, no municipal water system was ever built. Therefore, the Commission acts as a research and advisory group on water and wastewater topics only. Members include Tara Hourihan (2026), Roger Demler (2025), and Frank Hess (2024).

The Commission held 6 meetings in 2023. Tara Hourihan was elected Chairman of the Commission in January 2023. She also participated in the working group for the proposed North Sherborn Water and Sewer District.

The Commission contributed to the Town's concerns about Washington Street and 108 Coolidge St 40B proposed developments. We noted that the development should be served by a state regulated on-site public water supply and an annually tested waste disposal system. These would protect both the new residents of the developments and the neighbors.

The Commission began discussions to partner with Groundwater Protection Committee (GPC) to present a PFAS seminar. The seminar was originally scheduled to occur after MassDEP released their report regarding PFAS levels in private residential wells and after US EPA made public their draft maximum contaminant levels (MCLs) for PFAS. Both the report and MCL are now public and the seminar will be scheduled for 2024.

The Commission had ongoing discussions regarding the need for Town Center water and/or sewer. Water options include a public water supply well at the end of Morse Road, near the existing test well that was last tested in 2008. This well is located on Article 97 land with a conservation designation. Another option is a well near Farm Pond or a transmission main from a neighboring MWRA community. The well options would require water treatment and a water storage tank. One first step

for wastewater includes expanding on the soil testing conducted previously at Jameson Fields. A working group will need to be formed to prioritize factors and whether water or sewer should be the priority.

Meeting discussions also included climate change effects on groundwater recharge and contamination at General Chemical site in Framingham.

Respectfully submitted,

Tara Hourihan, Chair

## Agricultural Commission

The “charge” of the Agricultural Commission as voted for in the 2010 ATM and as amended in the 2014 ATM is as follows:

“The purpose of the Town of Sherborn Agricultural Commission will be to support commercial agriculture and other farming activities in the Town of Sherborn. The Commission’s duties shall include, but are not limited to the following: serve as facilitators for encouraging the pursuits of agriculture in Sherborn; promote agricultural-based economic opportunities in Town; act as mediators, advocates, educators, and/or negotiators on farming issues, work for preservation of prime agricultural lands; advise the Board of Selectmen, Planning Board, Zoning Board of Appeals, Conservation Commission, Board of Health, Historical Commission, Board of Assessors, and the Open Space Committee, or any other appropriate Town Boards, on issues involving agriculture; and shall pursue all initiatives appropriate to creating a sustainable agricultural community.

The Commission shall consist of five members appointed by the Board of Selectmen, of which the majority of the membership shall be substantially engaged in the pursuit of agriculture. All members of the Commission must either be residents of the town, or owners and farmers of agricultural property within the town.

The terms will be as follows: Two members for a term of three years; two members for a term of two years and one member for a term of one year and all members for three years thereafter. Alternates shall be appointed annually.

There may be up to three alternates appointed to the Commission by the Selectmen. The chairman may designate an alternate to sit on the Commission at a meeting where a member of the Commission is absent or has a conflict of interest, or if there is a vacancy on the Commission.”

Eleven meetings of the Agricultural Commission were held in 2023. Principal subjects of discussion included: permitting considerations for farm events in relation to Sherborn Planning Board regulations, Sherborn zoning regulations, and the Massachusetts Right to Farm law;

informational and organizational resources for Sherborn farmers, particularly new farmers; community engagement; and, agricultural community involvement in the celebration of Sherborn’s 350th anniversary in 2024.

Respectfully submitted,

Jonathan Hodson-Walker, Chair

## Groundwater Protection Committee

Groundwater is a uniquely essential natural resource in the Town of Sherborn. All Town-owned buildings and 96% of residents and business properties rely on this fragile resource as their sole water supply. The availability and quality of groundwater are vulnerable to both natural and man-made influences; consequently, it is critical that the Town and its residents afford consistent and ongoing attention to protecting this irreplaceable resource. The Groundwater Protection Committee (GPC) held 11 public remote meetings during CY 2023 and continued work on several important topics. Major areas of focus by the GPC in the past year included:

### A. Public Outreach and Education:

A prime goal of the GPC is to lead opportunities for residents, business owners, and Town staff to increase their understanding of matters related to the value and protection of all Sherborn water resources. The GPC held on May 9<sup>th</sup>, 2023, its second annual community event, hosting a speaker from Rural Community Assistance Partnership (RCAP) Solutions, a non-profit agency in Worcester that provides support services to rural communities, to deliver a webinar titled “Septics 101 for Sherborn Homeowners: Design and Proper Maintenance of Private Wastewater Systems”, following up from the 2022 event held by the GPC and RCAP (“Safe Drinking Water in Private Wells – Learn about Proper Management of Private Water Wells”). This 2023 webinar covered an introduction to private septic systems – design basics and function, maintenance, and management, plus common issues. Over 70 Sherborn residents registered. The question and answers session that followed the presentation included participation from members of the Sherborn Board of Health and the Health Agent. The 90-min presentation/Q&A event was recorded, and the video and slides can be viewed from the GPC town website page at: <https://www.sherbornma.org/586/Septic-101-Webinar-Event-Information---M>

We encourage all homeowners to view these materials to refresh your knowledge about septic systems and related Title V regulations. Homeowners in Sherborn are required to maintain their septic systems and drinking water wells. Our and our neighbors’ septic systems represent the largest threat to our nearby drinking water well quality and potential health threats.

## B. Characterization of Existing Sherborn Groundwater Conditions:

With the many threats to Sherborn groundwater quality and quantity, the GPC is constantly looking for ways of learning more about our Town's groundwater existing conditions and trends, keeping in mind our 8-member volunteer committee has neither any budget nor assigned Town staff. We can report on several initiatives from the past year which leveraged resources we were able to tap into:

### 1. Ongoing ARPA-funded Sherborn Well and Septic GIS Mapping and Documentation Project.

The Select Board and Advisory Board voted to approve last year a \$16,000 ARPA funding request from the GPC to hire a series of college interns to begin a GIS database documentation of all Sherborn (private residential, businesses, public Town buildings) well and all septic/cesspool systems in Town. Starting in early 2022 and continuing now, the GPC has hired a series of 5 student interns from local institutions to work at Town hall on a part-time basis, capturing geolocated data from the BOH paper files on all Sherborn properties and from an on-line MassDEP database on so far about 1,070 or approximately 2/3 of the 1,550 properties in Sherborn. The project now has mapped the locations of these wells and septic in a free open-source GIS (Geographic Information System) software product known as QGIS, and the project files are now kept on the Town's SharePoint server. A preliminary analysis of the mapping database so far reveals:

- Most of the well and septic locations came from septic installation/replacement plans.
- At most, only about 40% of the properties had any of the additional well drilling information (well depth, casing depth, depth to groundwater, pumping capacity) we were hoping to find.
- About 50 active cesspools (no separate septic tank and leaching field), are still in use in Town.

This mapping project, which we hope to complete by this time next year, has also aided several other Town committees and residents, including so far:

- Mapping of septic within the Farm Pond watershed, with data and locations provided to the consultant working on the Farm Pond Advisory Committee's new Farm Pond Watershed Based Plan (WBP, watershed nutrient loading analysis) required by the MassDEP.
- Mapping of several private wells located near the railroad tracks in Sherborn, data provided to Mass Coastal Railroad (MCR) for their annual 2023 Vegetation Management Plan (VMP) review. Three private wells found by our intern to be < 100 ft from the RR tracks, including one serving the 59 North Main Street multi-unit 40B development. The VMP was subsequently modified by MCR to prevent

pesticide spraying in these sensitive areas adjacent to the private wells < 100 feet from the railroad line.

- Mapping of private wells on properties surrounding the Town's Laurel Fields, to support the Recreation Commission irrigation well drilling project.
- Mapping of the MA Municipal Vulnerability Preparedness (MVP) grant Charles River Watershed Flood Modeling (CRWFM) future storm scenarios to areas in Sherborn where larger future storm flooding expected. We added a new layer in the QGIS project (MVP grant, through Energy and Sustainability Comm, ESC). Several Sherborn private wells and septic were found to be located within the projected future 2070 100-yr storm flood areas, all adjacent to streams and wetlands. In most cases the CRWFM flood zones extend past the existing published FEMA flood zones.
- Mapping so far of 30 stream crossings in Sherborn for NAACC (North Atlantic Aquatic Connectivity Collaborative) culvert assessments database by volunteers (CRWFM MVP grant, ESC). Data shared with Sherborn DPW and the CRWFM grant team.
- Using the multiple Sherborn mapping layers now in the GPC's QGIS project, we are now updating older custom Town maps for the revised Open Space and Recreation Plan, for 2025 completion (with the Sherborn Open Space Comm).

### 2. MassDEP Residential Well PFAS Free Testing Program – Final Results.

Due to the widespread occurrence of Per- and poly-fluoroalkyl substances known as "PFAS" in groundwater and surface waters across the northeast US, the MassDEP in early 2021 reached out to the 85 municipalities in Massachusetts with > 60% reliance on private drinking water wells, including Sherborn, to initiate an ambitious state-wide private well PFAS testing survey. The GPC collaborated with our BOH and MassDEP to publicize the free PFAS testing program to Sherborn residents and fielded questions on the program. During the 2021-2022 project, 34 Sherborn private wells were tested for PFAS through this program, and 5 (15% of the wells tested in Sherborn) residential wells were found to have levels of the MassDEP PFAS6 constituents greater than the state's 20 part per trillion (ppt) MCL (max contamination limit) for public drinking water, versus about 6% of the 1,668 private wells tested state-wide in this project that were above 20 ppt. A final 79-page report was issued by the MassDEP in late December 2023, covering both private and public well PFAS testing, **"Per- and Polyfluoroalkyl Substances (PFAS) Free Laboratory Analyses Program for Public Water Suppliers and Private Wells"**, (pdf copy available at: <https://www.mass.gov/doc/massdep-free-pfas-analysis-program-final-report/download>). Total expenditures for this state-wide PFAS program were \$3,885,370.

From this comprehensive report some initial comparisons can be made of PFAS6 levels in Sherborn against the state of MA, northeast region of MA, and a few other towns in eastern MA that also have a high percentage of private wells, see Table I here:

Table I – MA PFAS6 Levels, per MassDEP Private Well Study 2021-2022

PFAS6 Levels	Percent of Samples					
	Sherborn	State of MA	NERO*	Dover	Carlisle	Stow
< 2 ppt	38	73	39	31	35	57
2 – 20 ppt	48	21	45	63	37	29
> 20 ppt	15	6	17	6	28	14
Highest Concentration, ppt	26	1369	1369	25	464	109
# of Samples	34	1668	187	16	40	42

\*NERO = Northeast Region of MassDEP

Only 38% of Sherborn private wells sampled were less than the 2 ppt PFAS6 reporting limit, versus 73% below 2 ppt across all of MA (majority of the 85 towns with private wells tested are in the less densely developed western areas of MA). This study did not address potential sources for PFAS occurring in private or public wells, but did note that the Northeast region of the state as defined by the MassDEP (which includes Sherborn; see map of MassDEP regions available at: <https://www.mass.gov/files/images/massgis/datalayers/region-dep.jpg>) exhibited concerns with higher PFAS occurrences and concentrations in private and public water supplies:

*Data analysis identified the Northeast region as particularly affected by PFAS accumulation and high concentrations. This region is the most densely populated (46% of the total population in MA) and contains the highest number of Environmental Justice groups (55% of the total EJ blocks in MA). However, this region had the lowest number of sampling sites. This is in part due to the large number of PWSs in the Northeast region which purchase their water from larger systems such as MWRA. To have a better understanding of the PFAS distribution in the areas with no data, additional sampling is recommended in the towns with fewer than five sampling sites, where possible.”*

Also, the GPC became aware and obtained a copy of a research presentation by the MassDEP at a UMASS-Amherst environment conference held in October 2023, where higher levels of PFAS in MA PWS and private wells state-wide had a correlation to co-location in areas of higher septic density (number of septic systems per land area).

The GPC will continue to stay abreast of PFAS groundwater issues in Sherborn private wells and is

working with the Town’s Water Commissioners on developing an informational document on PFAS in Sherborn wells for residents. The GPC has fielded multiple inquiries from residents concerned about potential PFAS levels in their wells, and GPC members have assisted them in finding MassDEP-certified labs for PFAS testing.

### 3. Tracking PFAS in Sherborn Public Water Supply Wells, Town- and Privately-Owned PWS.

Within Sherborn there exist 14 drinking water wells regulated as public water supplies (PWS) by MassDEP (private wells in Sherborn are regulated by the Sherborn Board of Health). Since mid-2021, 13 of the 14 Town-owned and privately-owned PWS wells in Sherborn have begun reporting PFAS6 testing results to the MassDEP and Sherborn BOH. Of these, four PWS wells now have had MA PFAS6 levels reported over the 20 ppt MCL. Moreover, the Town campus well serving the Town Hall, Library, Police Station, and Community Center was issued by the MassDEP on October 26, 2023, a “Notice of Noncompliance, NON” due to three consecutive months of sampling above 20 ppt PFAS6 concentrations. Bottled water and educational postings about this Town campus PFAS situation are now available for staff and visitors in those four buildings.

The 2023 MassDEP study mentioned above also included details on PWS PFAS testing state-wide. A simple comparison of Sherborn PWS PFAS testing to date versus all of MA PWS’s from this report is included here in Table II:

Table II – MA PFAS6 Levels, per MassDEP Public Water Supply Study (Through Dec. 2023)

PFAS6 Levels	Percent of Samples	
	Sherborn PWS	State of MA PWS
< 2 ppt	8	53
2 – 20 ppt	61	35
> 20 ppt	31	12
Highest Concentration, ppt	32	Not Available
# of PWS	13	1286

For Sherborn, with a majority of our PWS wells located in the older downtown area with small parcel sizes and older septic and cesspool systems, all but 1 PWS (8%) has reportable levels of PFAS6, vs the state-wide 53% of PWS exhibiting < 2 ppt.

Additional challenges to the issues with PFAS in Sherborn PWS and private wells this past year are the fact that the US EPA proposed (March 2023) a new and much lower national PFAS drinking water limit of 4 ppt of either single PFAS component “PFOA” and/or “PFOS”. A final EPA limit and regulations are expected to be issued in 2024, which MassDEP will subsequently

review. Should the 4 ppt PFOA/PFOS MCL stand, 7 more Sherborn PWS wells may be impacted, as each has exhibited past testing PFAS results greater than 4 ppt for PFOA and/or PFOS. A list of all of the Sherborn privately-owned and Town-owned PWS wells, and a history of all PFAS testing results submitted to MassDEP and the Sherborn Board of Health, can be found in the MassDEP database at: <https://eeaonline.eea.state.ma.us/portal#!/search/drinking-water> and/or the PWS PFAS data can be obtained from this committee (email: [gpc@sherbornma.org](mailto:gpc@sherbornma.org) ).

#### 4. Tracking Groundwater Contamination – Mass MGL 21E hazardous waste sites within Sherborn and adjacent Towns.

The GPC continues to monitor general groundwater and surface water contamination issues in Sherborn, and in surrounding communities including the General Chemical site in Framingham, the closed Natick and Sherborn municipal landfills, Cadillac Paint/Ashland site, proposed commercial developments in eastern Holliston, and additional 21E sites as we learn of recent waste spills and new information on historical waste sites. In the GPC ARPA-funded GIS database, we have added a mapping layer covering the numerous MassDEP 21E closed hazardous waste site contaminant monitoring well locations in Sherborn.

#### C. Collaboration with other Town Boards and Committees, and regional/state resources.

The GPC provided comments to the Select Board and the Zoning Board of Appeals in 2023 on several proposed 40B development projects, including: Farm Road Homes, Greenwood Street Homes, Washington Street Homes, Coolidge Street Homes, and Brush Hill Homes. Comments were primarily directed to concerns about proposed developments' potential impacts on groundwater, surface water, and storm water quality. The ongoing activities and accomplishments of the GPC are aligned with the long-term Implementation goals of the Town's 2019 Master Plan and 2018 Open Space and Recreation Plan.

GPC members Stef Harrison and Tom Trainor participated in the meetings held by the Town's Sustainability Coordinator in completing the Town's 2023 Climate Action and Resilience Plan (CARP).

GPC members frequently attended the monthly MA Executive Office of Energy and Environmental Affairs Drought Management Task Force (DMTF) remote meetings for updates on regional current drought situations. With the above average amounts of precipitation during 2023 for eastern MA, the Sherborn area has largely rebounded from the record 2022 drought.

We would like to thank GPC member Melinda O'Neil, who finished her 3-year appointment with the GPC in mid-2023, for her extensive committee work and many contributions. We are delighted Adrienne Frankel has replaced her as one of the Select Board appointed GPC

members. Associate member Steven Constantine was appointed in 2023 to be the GPC representative on the Town's Land Acquisition Committee.

#### D. Plans for CY 2024 GPC Initiatives:

In addition to the previous covered topics, the GPC will continue to address in 2024 several more groundwater-related projects in Town, including:

- Planning another GPC sponsored webinar for Sherborn homeowners related to groundwater protection in 2024.
- Partnering with the elected Sherborn Water Commissioners for a potential PFAS webinar to inform Sherborn homeowners of PFAS regulations and treatment technologies applicable to private wells.
- Continued review of current groundwater protection Sherborn Bylaws.
- Understanding the potential effects of expected future Climate Change extremes (flooding events from larger storms, and droughts) on Sherborn water resources.
- Continued monitoring of new Sherborn development proposals with an eye to risks to groundwater and surface water.

Sherborn residents are encouraged to reach out to members of the Groundwater Protection Committee with any questions and concerns ([gpc@sherbornma.org](mailto:gpc@sherbornma.org)) about our shared water resources, and we welcome your attendance at our monthly public remote meetings, most often held on the evenings of the second Wednesday of the month.

Respectfully submitted,

Thomas M Trainor, Chair

## Sherborn Open Space Committee

The primary mission of the Open Space Committee (OSC) is to preserve and protect the town's open space and its environmental and recreational resources. To this end, the OSC periodically updates and revises the *Open Space and Recreation Plan (OSRP)*, an environmental master plan that identifies specific challenges, goals, and strategies for the town's governing boards, committees, staff, and residents. Once the *OSRP* is approved by the town and the state, the OSC moves to its secondary mission: to monitor progress and encourage action by the entities tasked with its implementation. By identifying priorities, devising solutions, tracking progress, and encouraging communication and collaboration, the OSC works to protect the quality of our water, the health of our forests and farms, and the preservation of our recreational resources for the long-term benefit of the community.

The next edition of the *OSRP* will be completed in 2025 to update the previous 2018 version, and because this is a

major undertaking, preparations began this year. These plans, as well as an overview of other OSC activities in 2023, are outlined below.

### **Worked with Town Committees and Organizations to Implement Goals of the 2018 OSRP**

- Continued to encourage *OSRP* implementation. Notable progress in 2023 was made by the Groundwater Protection Committee, the Energy and Sustainability Committee, the Conservation Commission, and the Sherborn Forest and Trail Association
- Improved outreach to Agricultural Commission, the Recreation Commission, and Disability Advisory Committee
- Worked with the Sustainability Coordinators and the Energy and Sustainability Committee to produce a *Climate Action and Resilience Plan* for Sherborn
- Collaborated with the Select Board to protect the Bailey Trail extension easement threatened by a planned development
- Endorsed the purchase of the Millborn Farm by the Trustees of Reservations that will preserve over 180 acres of scenic open space along the Charles River

### **Identified New Priorities for the 2025 OSRP**

- Climate change: Stronger emphasis on sustainability and climate change mitigation strategies to protect natural and recreational resources
- People with Disabilities: Provide better open space and recreational opportunities for people with disabilities
- Recreation Opportunities: Give more attention to recreational activities on Sherborn's open space by expanding goals, recommendations, and collaboration with the Recreation Commission
- Recruitment of new members to the OSC with experience in these areas

### **Created a Workplan for the 2025 OSRP**

- Review state guidelines for revising the *OSRP*. Create a workplan and timetable for updating the 2018 *OSRP*. Recruit volunteers to assist in research, writing, and editing
- Update and revise sections of the 2018 *OSRP* on the community and environmental setting, including new maps, charts, and statistics. Add a new section on indigenous inhabitants of the Sherborn area prior to European colonization
- Continue to update the implementation tables of the 2018 *OSRP*. Meet with town committees to discuss what has been achieved, and what has not, and identify new priorities
- Prepare a new set of goals. Using the implementation records and feedback from various committees, create and prioritize a revised and updated list of environmental and recreational goals for the 2025 *OSRP*
- Once goals are identified, create an action plan and assign responsibility for their implementation

- Submit the final draft of the 2025 *OSRP* for town and state approval

### **Promoted awareness of the *OSRP* and solicited public feedback**

- Completed a Sherborn Trail Use survey, in collaboration with the SFTA, which asked residents to describe their trail usage and explain what changes they might want in the future
- Encouraged resident feedback about OSC goals and strategies at the SFTA Winter Party and the Sherborn Library Fair

Respectfully submitted,

Sam Nelson, Chair

## **Conservation Commission**

The Sherborn Conservation Commission (the "Commission") is charged with "promotion and development of natural resources ... and protection of watershed resources." The duties of the Commission are roughly divided into two main areas:

First, the Commission protects wetland resources located in the Town of Sherborn under the state Wetlands Protection Act and the local Wetlands Bylaw. Wetland resource areas and their associated buffer zones play a critical role in preserving the Town's quantity and quality of groundwater, water storage to aid in flood control, and supporting habitat for diverse plants and animals. The Commission carries out its charge by regulating construction activity and other alterations in or near wetland resources.

Second, the Commission undertakes planning, acquiring and managing open space, and encouraging and monitoring conservation and agricultural preservation restrictions. The Commission currently manages approximately 800 acres of public conservation land and two conservation restrictions.

Additional information related to the mission of the Commission can be found on the Massachusetts Association of Conservation Commissions (MACC) website:

<https://www.maccweb.org/page/AboutConCommMA>

The Commission is comprised of seven volunteer members appointed by the Select Board, as well as one associate member. The Commission has one representative on the Groundwater Protection Committee and one representative on the Land Acquisition Committee. The Conservation Administrator/Agent, assisted by an Administrative Assistant, is responsible for processing and reviewing all submissions, helping Town residents understand and comply with state and local requirements related to wetlands, open space and storm water

management issues. The Agent also assists with management of conservation land.

## **Wetlands Regulation**

### During 2023, the Commission:

- Received and reviewed 16 Requests for Determinations (“RDAs”). (Each RDA asks the Commission to determine whether/how the proposed activities in Commission jurisdiction can proceed with limited conditions to avoid adverse wetland impacts and without a more detailed Order of Conditions);
- Issued 6 Orders of Conditions (i.e., specific conditions that help protect wetland resources) for proposed projects in response to Notices of Intent, which are detailed applications for work proposed in wetland resource areas and buffer zones;
- Issued 2 Order of Conditions Extensions;
- Issued 3 Orders of Conditions Amendments;
- Issued 4 Orders of Resource Area Delineation;
- Initiated 0 enforcement actions in connection with violations of state and local wetland laws;
- Issued 7 Certificates of Compliance for completed projects;
- Issued 2 Emergency Certifications;
- Granted 77 Administrative Approvals covering primarily construction projects that are outside of Commission jurisdiction;
- Granted 9 Tree Removal Approvals of dangerous dead trees in Commission jurisdiction;
- Participated in the ZBA comprehensive permit hearings on affordable housing projects.

## **Land Management: Barber and Other Reservations**

The Commission continues to maintain the trails and open space of the properties under its management with modest Town funding. Five of these with fields – Barber Reservation, Hidden Meadow Reservation, Schoolhouse, portions of the Leland Mill Pond Reservation, and Hopestill Reservation – require the bulk of the Commission’s attention. Maintenance activities at Barber Reservation (190 acres) remains one of the Commission’s highest priorities, as it is one of the most heavily used and versatile areas of open space in town. Additional projects at Barber included renovation of the native plant display garden, native tree planting and upgraded educational signage.

The Commission, on behalf of the Town, is very grateful to the Sherborn Forest and Trail Association, the Sherborn Rural Land Foundation and numerous individuals who have volunteered to assist in this work or have contributed funds and services at reduced cost. Sherborn Forest and Trails has provided new signs for several properties. The Commission is also assisted in this work by the Land Management Task Force and would like to thank associate Kelly McClintock, Carol McGarry, Zenya Wild and Sam Nelson.

The partnership with Sherborn’s Department of Public Works in mowing Hopestill, Leland, Schoolhouse,

Hidden Meadow and the Barber entrance meadow continued to be successful in 2023. The Commission looks forward to working DPW to find any additional areas of collaboration and shared use of town resources in the upcoming year.

## **Master Plans for Conservation Reservations**

The Land Management Working Group assisted the Commission in developing draft land management plans for several important properties that were professionally inventoried. Ted Elliman, a retired plant ecologist at the Native Plant Trust and former Sherborn resident, was hired by the Commission to continue this work by surveying invasive plants at five Conservation Reservations and preparing recommendations about management strategies and locations. The Commission will prioritize and begin implementing these strategies in 2024.

## **Public Education and Outreach**

Trail maintenance activities and trail walks on public lands were organized by Sherborn Forest and Trails. Due to staffing issues and Commission restructuring, public education and outreach were limited. A virtual Commission anticipates more in-person and virtual educational events in the coming year.

## **Staff Appreciation**

The Commission has had to remain flexible with staffing the department and wishes to express its deep appreciation for the efforts of our Agent, Joyce Hastings, and our Administrative Assistant, Debra Takacs. The Commission thanks them for all their hard work in helping the Commission carry out its responsibilities.

Respectfully submitted,

Michael Lesser, Co-Chair  
Courtney Ek, Co-Chair

## **Land Acquisition Committee**

The Land Acquisition Committee (the “Committee”) was formed by 1995 ATM vote to be a town resource in assessing various parcels of privately owned land, including those temporarily protected by MGL Chapter 61 tax classification. Parcels coming out of Ch. 61 tax classification may be of interest to the town for municipal, open space, recreation or limited development and the town may have an opportunity to acquire or otherwise control the use of the parcel.

Many of the Town’s parcels are protected by MA Ch 61 tax classification, which requires the parcel’s owner to notify the Town if he/she intends to withdraw from Ch. 61 classification and change the use of the property. This gives the Town time to react and, in some instances, to exercise the option to purchase the parcel. In addition, other large parcels, which are not in Ch. 61 tax

classification, may become available for development and may be of interest to the town for public purposes.

The Committee has made significant progress in developing a comprehensive inventory of parcels which may hold the greatest value to the Town (those of 20+ acres and selective smaller parcels) and assessing the potential for those parcels to be used in the future for open space, recreation, municipal needs, environmental resource protection, and/or trail linkages. The goal is to provide the Select Board (SB) and other town officials with valuable information to act on, should these parcels ever become available. The Committee also has developed a summary of the Ch. 61 process and timeline to guide the SB, should Chapter 61 or other parcels of interest ever become available to the Town.

In 2023, the committee set two priorities; (1) Continue to identify parcels which may become available that would meet the town's interests and (2) work toward acquiring access to the CSX parcel in Western Sherborn in order to connect the Holliston/Milford trail with Framingham. We committed \$3000 to the acquisition of a package of privately owned properties, some of which were in Sherborn along the trail site, and supported the activities of the group working toward completing the trail system.

In addition, we welcomed Steven Constantine, a member of the Ground Water Protection Committee, to our committee upon recommendation of the Select Board.

The committee and their sponsors are:

- Eric Johnson – Moderator
- Rob Wolff – Planning Board
- Carol McGarry – Conservation Commission
- Steven Constantine – GWP Committee
- Seth Molloy – Open Space Committee
- Warren Wheelwright – Board of Selectmen
- Frank Jenkins – Chair/Moderator
- 

Each member serves a 3-year term and is appointed by their sponsoring organization.

Also, George Fiske, President of the Sherborn Rural Land Foundation, joins most of our meetings to provide his deep knowledge of parcels of interest to the town.

Respectfully submitted,

Frank C. Jenkins, Chair

## Town Forest Committee

The Sherborn Town Forest Committee was established to maintain and oversee the portion of public land known as the Sherborn Town Forest.

**Firewood Program** - The Firewood Program crew had a busy and successful year of firewood production. We

continue to attract new members.

**North Main Street/Hunting Lane** - The parking lot plan to make our town forest property more accessible to more members of the town was started in 2022 and will be completed in 2024. The planting plan including species selection is still being developed and is scheduled for spring of 2024. Mowing the field and trees removed to open the field to its original look is ongoing.

**Hunting** – Bow hunting continued this year on all Town Forest land. Hunter interest and participation remains high. It was another successful hunt.

**Bridges** - We are working with the Conservation Committee to plan more bridges to protect the wetlands. A catwalk was completed by Forest and Trails behind the Highway Garage on the Bay Circuit Trail, and more are in the planning stage.

**Fire Roads** - Fire road maintenance continues. Thank you to the DPW for grading the road surfaces.

**Bike Trails** - After the completion of a Bike Trails Questionnaire by Forest and Trails organization, a Skills Park is in the planning stages.

**Future Plans** - Clearing of more fire roads will continue in 2024. Logging on pre-approved areas as per the DCR plan will commence. Plans are ongoing for the parking lots on Prospect Street and Hunting Lane to improve accessibility.

Respectfully submitted,

David Killeen, Chair

## Historical Commission

The charge of the Historical Commission is to use and update the Sherborn Historic Assets Survey and other means to educate the public and other town boards and commissions about the importance of preserving the visible reminders of the historic and architectural buildings and neighborhoods that help us to further understand and appreciate the history of the town. We continue to see houses and other buildings on the Survey threatened or lost to development or neglect and so providing advice to other boards and commissions regarding preservation as well as being the local agent of the Massachusetts Historical Commission is an increasingly important responsibility.

The culmination of a long-term project resulted when four new signs marking the entrances of the Historic Districts were installed by the DPW. The sturdy hanging signs, designed by the Commission and produced by Cavallaro Signs, replace peeling wooden signs from the 1990's. A matching fifth sign will complete the replacement project in 2024.

After the new library accessible walkway was completed the DPW also re-installed the informational sign about the history of the Sawin Academy which was restored by the art professional who inspects and maintains the Memory Statue and Monument yearly and who did so again in June.

A sign detailing small local home-based businesses that proliferated here in the 19<sup>th</sup> Century was designed and fabricated with the cooperation of the Sherborn Historical Society who provided the historic photos from their collection. This sign was installed by the DPW on Sawin Street next to the sidewalk to the library. Our heartfelt thanks to Sean and the DPW crew for doing a great job and always being willing to help.

We continue to closely monitor the current development proposal for the Whitney Paul Tavern property at 41 North Main Street and to actively advocate for the preservation of the entire property. Over 300 years old, the Tavern property is the first thing one sees when entering our small downtown from the east. It anchors the Edward's Plain Dowse's Corner National Historic District. Importantly, it represents a rare farmstead landscape complete with the supporting barns and outbuildings of the operating tavern it was until the middle of the last century.

Planning for a project on preservation to be completed on the Town Campus in honor of Sherborn's 350<sup>th</sup> Anniversary has begun and work on the Commission's webpage and updates to the Asset Survey are ongoing.

Respectfully submitted,

Susie Wheelwright, Chair

## Historic District Commission

The Sherborn Historic District was established to promote the preservation and protection of the distinctive characteristics of buildings and places within the district that are significant to the history of the Town of Sherborn. The Historic District Commission works with district property owners to ensure that the architectural legacy of their historic buildings will continue to provide our community with a lasting and tangible sense of the past while meeting present needs. Construction on the exterior of a building located in the Local Historic District and visible from a public way or place requires review by the Sherborn Historic District Commission.

During 2023, the Historic District Commission reviewed the following application:

**18 North Main Street – Clark House** – The Commission approved an application from the owner of the property to make repairs to the upper and lower porticos, cornice and frieze on the historic Clark House, with appropriate materials and colors to be used to match as closely as possible the original on the house. In addition, a design was approved to replace the cupola on the barn with a new one replicating the existing structure.

Respectfully submitted,

Ron Steffek, Chair

## Cemetery Commission

The word Cemetery is derived from the Latin word Coemeterium, meaning "resting place." The Sherborn Cemetery Commission is charged with maintaining a peaceful place for the dignified disposition of human remains in accordance with state statutes and municipal bylaws. We believe a high quality of customer service is derived from committed and compassionate people working to provide optimum service, whether it be helping bereaved families, arranging interments, answering inquiries, or performing administrative duties and grounds maintenance, preservation and beautification. These are and will continue to be our primary goals.

As you know, there is no water in any of our cemeteries. The old well at Pine Hill Cemetery has been closed and the former pump house is now used to store our equipment and veteran's marker bases. We are happy to report the Sherborn Fire Department has generously dedicated a faucet on the back of the fire station for those needing water at Pine Hill. This is available from spring through late fall.

For the benefit of all and to prevent damages to gravestones, we remind everyone there is no trash

disposal or yard waste dumping in any Sherborn cemetery. **Please TAKE YOUR TRASH HOME FOR PROPER DISPOSAL.** We also remind you **dogs are not permitted in any Sherborn cemetery.**

2023 was a non-remarkable year at Sherborn's eight cemeteries. We did our usual burials and tree work, and Nat Dowse cleared a couple of overgrown areas, making them available for cremation burials. We resealed the roof of the summerhouse with Thompson's water seal and are planning to repair the roof of the pump house this spring. We also ordered markers with lot numbers to identify about 325 lots and will be ordering more as we need them - we hope this will make finding your lot easier. These will be put in place in the spring.

It takes a village to maintain our cemeteries and we are very appreciative of the support we get from the community. Town Administrator Jeremy Marsette and his associate, Diane Moores, have been extremely helpful to us this year. They have suggested and are helping implement several changes to make things run more smoothly. We finally have a computer and mapping program and hope to get these up and working soon. It is likely we will be looking for volunteers for data entry.

In addition to on-going tree work and getting our maps updated and on our new computer, we hope to update our Rules and Regulations, straighten the stone columns at the Pine Hill entrance, and rebuild the stairs at New South Cemetery (on Route 27, across from Woodland St.) in 2024. New signage identifying each cemetery is on order and hopefully will be in place soon.

Maintenance has been happily contracted out to Andy Errico for the last twenty-some years, saving the town money as we have no equipment (truck, mowers, shed, etc.) and no payroll (including benefits, pensions, health insurance, vacation time, etc.). Nat Dowse dug our graves and was on-call for many other tasks. Sean Killeen and the DPW plowed and sanded Pine Hill Cemetery as needed. Veterans' Agent Diana Hoek put flags on veteran's graves and Sherborn's Fire Department did the same for former firefighters. Thank you one and all. We very much appreciate all you do.

Trees continue to be our biggest problem and aside from basic maintenance, our biggest expense. Most tree work is done by professional tree companies. We removed several dead or hollow trees this year, cleared the hill behind the holding tomb, and removed the big pile of logs at the back of Pine Hill, near the school. We recently signed a contract to take out more trees in 2024.

After a large tree fell in 2021, we learned the town's insurance carrier does not provide coverage for monuments. The monuments belong to the lot owner and not the town. **It was suggested everyone check their home-owner's policy to be sure their gravestone or bench is insured.**

Over the years former resident Eliot Taylor planted hundreds of naturalizing daffodils and daylilies at both Pine Hill and Central cemeteries. Eliot passed away in 2021 and is dearly missed. Think of him as you enjoy the colorful flowers. In addition, the Girl Scouts and Brownies plant colorful flowers in several of our planters. They look wonderful and are greatly appreciated by visitors. Anyone interested in planting additional bulbs may contact a member of the Cemetery Commission.

There were 20 cremation and 8 full-casket burials at Pine Hill Cemetery in calendar 2023.

<b>Name (age), residence.</b>	<b>Date of Death</b>
Leslie Ann (Sutton) Thomas (48), Sherborn,	04/08/1999
Sarah Parkman Meyer (82), Lincoln, MA	10/02/2016
Todd Michael Mayo (56), Holliston, MA	10/23/2019
Slawomir Miroslaw Szymanski (55), Sherborn,	08/27/2021
Marilyn "Merry" (Reynolds) Touborg (77), Sherborn, MA	03/03/2022
Ernest Richard Thomas (79), Sherborn, MA	05/08/2022
James E. Beers (68), Sherborn, MA	12/01/2022
Anthony "Tony" Conigliaro (89), Sherborn, MA	01/09/2023
Jens Nicolai Friis Touborg (83), Sherborn, MA	01/10/2023
Donald Rogers "Roddy" Mayo III (68), Brooksville, FL	01/11/2023
Catherine (O'Keefe) Scott (79), Mendon, MA	01/23/2023*
Jean (Purdy) Rousseau (88), Sherborn, MA	03/10/2023
John H. Tweed III (71), Marshfield, MA	03/13/2023
John Michael Parker (77), Gardner, MA	03/30/2023
Ethlyn Ann (Dohm) Crosbie (92), Wellesley, MA	04/04/2023*
Stephanie Teresa Bolton (26), Livingston, TX	05/19/2023
Joan E. (Daniels) Melanson (84), Wellesley, MA	05/23/2023
Alison Eve (McDonald) Beavers (60), West Palm Beach, FL	07/01/2023
Vincent John D'Agostino (87), Medway, MA	08/04/2023*
Ann Elizabeth (Beattie) Murphy (83), Hampton, NH	08/08/2023*
Ruth (Cornell) Auger (98), Scarborough, ME	08/15/2023
Charlotte Rita (Leach) Fleming (103), Worcester, MA	08/16/2023*
Phoebe (Said) Yassa (95), Natick, MA	08/29/2023*
Patricia Ann (Regan) Ternes (87), Sherborn, MA	10/01/2023*
David Pierce Curtiss Jr. (85), Sherborn, MA	10/19/2023
Christopher Killeen (54), Natick, MA	10/26/2023*
Barbara J. (Anselmo) Willett (100), Hingham, MA	11/14/2023

*There were no burials in the Pilgrim Church Memorial Garden (owned and maintained by Pilgrim Church) this year.*

Respectfully submitted,

Chuckie Blaney, Cemetery Commissioner

# SCHOOLS

## Superintendent of Schools

Elizabeth M. McCoy

I am honored to continue serving the students of Dover, Sherborn, and Boston alongside many talented educators, supportive families, and dedicated community members. Through the superintendent entry process, I sought to deepen my knowledge of the District through conversations with stakeholders, observations of systems and routines, the collection and analysis of data, and a review of documents and policies. Assistant Superintendent Denton Conklin engaged in a similar study focused primarily on teaching and learning; consistency between findings lends validity to the themes and recommendations that resulted. The Superintendent's Report of Entry Findings highlighted the strengths, challenges, hopes and aspirations of the District and its constituents as summarized below.

The Dover-Sherborn Public Schools are rooted in academic excellence and committed to sustained success and continuous improvement. By way of an academically rich and rigorous curriculum, extensive enrichment events and activities, highly competitive athletic teams and clubs, and a strong fine and performing arts program, students have an array of opportunities to develop their intellectual, physical and artistic abilities. Evidenced by multiple measures, including standardized test scores, graduation rates, college enrollment and alumni accounts, students acquire the knowledge and skills necessary to thrive in postsecondary life. As reported by multiple interviewees and survey submissions, the schools are the community's greatest asset and are the reason most families choose to live and raise their children in Dover and Sherborn.

Parents, educators and students named the community itself as a significant strength. With its small size, educational focus and rural landscape, there is high regard for and deep appreciation of the people and places that embody Dover-Sherborn. Over the past ten years, the towns have become more diverse, a positive noted by several respondents. Many also referenced the METCO program as an asset, allowing students to learn cooperatively alongside peers whose perspectives and backgrounds are different from their own, promoting skills such as empathy, critical thinking and problem-solving that prepare students for a diverse, multicultural world.

Of significant value noted by students, parents and caregivers are the faculty and staff, described as helpful, caring, supportive, flexible, understanding, fun, enthusiastic, dedicated and hard-working. Many revere the strong relationships that educators build with their students, seeking to get to know each as an individual and "uncover their unique gifts and talents." Staff also expressed deep respect for their colleagues and the

positive climate and culture that contribute to a collaborative work environment.

The schools' focus on the whole child is a strength acknowledged by a significant portion of the staff and community. The District's decade-long work with Challenge Success has led to greater balance for students with research-based adjustments made to schedules, homework and assessments. A "silver lining" of pandemic learning is a marked shift in recognizing the importance of social-emotional wellness as a precursor to learning; many noted the efforts made to expand programming and personnel to meet the growing need for mental and behavioral support. The recent equity audit reinforced the value of students' sense of belonging and its correlation to academic achievement, student motivation, classroom engagement and improved health. Together these measures have fostered a student-centered environment grounded in opportunities for learning and growth across multiple developmental realms.

The complete Strategy for District Improvement was presented to and approved by the school committees in September 2023. Initiatives were outlined in each of five areas:

- **Excellence & Innovation in Learning** - Maintain academic excellence and rigor while adapting practices to prepare graduates for success in a rapidly changing world;
- **Challenge & Support All Students** - Enhance programming to ensure all students are able to achieve their full potential within a supportive learning environment;
- **Professional Learning & Growth** - Expand opportunities for professional growth and collaboration among educators in support of the District's vision for teaching and learning.
- **Family & Community Engagement** - Engage families and community members in the strategic pursuit of a shared vision and mission.
- **Safe & Sustainable Spaces** - Evaluate and update facilities to ensure safe, sufficient and sustainable spaces amidst a changing educational and environmental landscape.

Understanding that maintaining an exceptional school district requires continuous reflection and a sustained drive for improvement, these priorities will drive our collective work for the next three to five years as we seek to "inspire, challenge, and support all students as they discover and pursue their full potential."

The District is eternally grateful to the taxpayers who provide a strong financial foundation for an excellent PreK-12 program. The schools continue to benefit from the generous support of community organizations such as the PTOs, POSITIVE, Boosters, Friends of the Performing Arts (FoPA), and Mudge Foundation, among

others. As a result, students have access to dynamic learning experiences in the classroom, on the field, on the stage, and through an array of clubs and activities that serve to challenge and inspire. Dover-Sherborn is an exceptional school district in both the academic and extracurricular arenas, and a continued source of pride for the community and its members.

## Sherborn School Committee

**The Sherborn School Committee (SSC)** is the town's governance committee overseeing the operation of the Pine Hill School. Our primary responsibilities include:

- 1) Hiring the superintendent
- 2) Evaluating the performance of the superintendent
- 3) Setting the strategy for the school
- 4) Approving the budget for the school

We work closely with the school central office administration team to carry out our responsibilities with the goal of ensuring that all students are receiving what they need to learn and thrive at Pine Hill School and beyond. The Committee's five members are elected through town elections and typically serve three-year terms. The SSC works jointly with the Dover School Committee and the Dover-Sherborn Regional Committee on issues that impact all students Pre-K to Grade 12.

**Membership** - In June 2023, the SSC welcomed one new member – Rebecca Hammond – who was elected to a 3-year term. We bid farewell to member Sangita Rousseau and thanked her for her service to our town's children.

**Leadership** - We are grateful to Superintendent Elizabeth McCoy and Assistant Superintendent Denny Conklin for their dedicated leadership of the school systems within Dover and Sherborn.

In September 2023, a new strategic plan was launched in support of the district's vision and mission. Initiatives were outlined including five priority areas: Excellence and Innovation in Learning, Challenge and Support All Students, Professional Learning and Growth, Family and Community Engagement, and Safe and Sustainable Spaces. By way of specific action steps over the next three to five years, the District aims to exemplify a shared vision for 21st century education that serves to inspire, challenge and support all students as they discover and pursue their full potential.

Communication remains a top priority of Superintendent McCoy and Asst. Superintendent Conklin. To this end, a new district website was launched at the beginning of this school year. Built on feedback from the school communities, parents and caregivers and students, the site is easy to navigate and informs those directly connected to the schools, as well as our community members.

Dr. Barbara Brown will retire from her position of principal of Pine Hill Elementary School at the close of

this academic school year, after over 11 years of dedicated service. Dr. Brown's impact on the students of Pine Hill is immeasurable, and her love and joy for children and learning have left an indelible mark on our educational community.

After an intensive search, Ms. Allison Gullingsrud, the current Assistant Principal, was named as the principal-elect. Throughout her five years at Pine Hill, Ms. Gullingsrud consistently demonstrated an exceptional understanding of elementary curriculum and pedagogy, and her effective implementation of a multi-tiered system of support has significantly contributed to the academic success and well-being of all students. Her collegial relationships with staff, coupled with her ability to organize and systematize various aspects of school operations, make her an ideal fit for the vital role. As an employee of Pine Hill, this decision serves as evidence of the District's commitment to growing the capacity of staff as leaders fully aligned with its mission and values. We thank the faculty and staff for their commitment to our children's well-being and success.

**Academics** - The faculty and staff's commitment to delivering a robust curriculum remains steadfast through continuous innovation. Embracing this ethos, Pine Hill School is actively engaging in the implementation of two new math program pilots, focused on enhancing the educational experience for our students. By analyzing data outcomes during these pilots and incorporating student voices, the administration aims to cultivate an enriching learning environment that nurtures academic growth and fosters a deeper understanding of mathematics among our student community.

Follow @DSteachlearn on X (formally Twitter) to keep up with all of the exciting things happening in classrooms. Visit the new district website at <https://www.doversherborn.org/>

**Enrollment** - As of February 1st, 2024 Pine Hill had 409 students registered PreK - Grade 5. In 2023, enrollment remained steady. We continue to match classroom sections to adhere to our long-standing classroom size policy of between 17 and 23 students. We will continue to monitor real estate trends and census data and adjust staffing levels to meet the community's changing needs.

**Finance** - The SSC works hard to deliver the highest quality education in the most efficient way possible by reviewing its operations and allocating resources to best serve student needs. Salaries are the biggest budget item. We continue to receive federal and state grants, including the Elementary and Secondary School Emergency Relief (ESSER) Fund used to address academic needs resulting from the pandemic through the implementation of a multi-tiered system of interventions for students.

The out-of-district special education budget, which covers students aged 3 to 22 years who are enrolled in schools outside the Sherborn Public School system, is a significant part of the overall budget. However, the Town

is reimbursed by the State of Massachusetts for a percentage of the tuition costs that exceeds a calculated base amount. This reimbursement, referred to as the “circuit breaker,” offsets these costs.

**Facilities** - Peter Gimblet and his staff continue to maintain our 68-year old building and ensuring it is a safe, clean and welcoming space for all. As we look to the future of the structure of Pine Hill, we are exploring how we can update the building, specifically through heating and cooling improvements, to ensure that students and faculty and staff are comfortable in their environment. We have contracted with outside engineering & architectural consultants to evaluate the current systems and structure of the building to develop a data-informed analysis to guide our decision making with respect to any future changes to the building. We thank the town of Sherborn as it supports this exploratory process and considers any capital improvement recommendations that are brought forth for their consideration.

**Appreciations** - Thank you to all of those in the community who support our students and contribute to the joy of learning at Pine Hill – the veterans who come to All School Meeting, the librarians who come to share excitement for summer reading, the Sherborn Police and Fire departments, and the parent and community volunteers who support teachers and students in a variety of ways. Thank you to the Community School Association (CSA) continued commitment to enriching our educational programs. Finally, a special thanks to the Sawin Fund. Each year, the Sawin Fund donates to our school in support of field trips, enrichment programs, and to supplement the naturalist experiences via Broadmoor and Hale Reservation (in cost share with the CSA).

## Dover Sherborn Regional School Committee

The mission of the Dover-Sherborn Regional School Committee (DSRSC) is to ensure that our nationally recognized, high-performing school system continues to provide innovative teaching and learning experiences that inspire and support all students on their individual educational journeys. Dover and Sherborn members of the DSRSC are elected by Dover and Sherborn citizens, respectively, on a rotating basis of one member each year for a three-year term.

**Enrollment** - As of October 2023, enrollment in the Dover-Sherborn Regional School District (the District) was 1,111 students.

**District Strategic Plan** - Superintendent McCoy had used her entry plan data to develop and propose a five year Strategic Plan in spring 2023. This plan, adopted in September 2023, prioritizes both rigor and innovative practices to prepare students for an ever-evolving world. It aims to challenge and support every student, fostering a growth mindset through comprehensive programs and

a welcoming environment. The plan champions educator development through collaboration and professional growth opportunities, while seeking family and community partnerships to realize a shared vision. In addition to direct and “whole child” student support in pursuit of academic and extra-curricular excellence for all, it commits to evaluating and optimizing facilities to ensure the safety and sustainability of learning spaces in a dynamic educational environment. The clear vision, mission and goals of this Strategic Plan ensure sound and actionable progress in the coming years.

**Academic Outcomes** - The District remains one of the leaders in the Commonwealth in terms of academic outcomes for our students.

Next Generation MCAS testing results for 2023 were as follows:

- **English Language Arts:** Eighty-six percent of sophomores met or exceeded expectations (state average 58%).
- **Mathematics:** Eighty-eight percent of sophomores met or exceeded expectations (state average 50%).
- **Science and Technology/Engineering:** Eighty-six percent of sophomores met or exceeded expectations (state average 47%).

In 2023, 223 students took Advanced Placement (AP) courses in 15 subjects. In testing, 95% of the student scores were 3 or above, earning equivalent college credit at most institutions. 79% of the class of 2023 took the SAT, and the resulting mean test scores were 657 for Evidence-based Reading and Writing and 652 for Math.

In addition to its focus on strong academic outcomes, the District remains firmly committed to ensuring the social-emotional wellness of its students and continues its work with “Challenge Success” ([www.challengesuccess.org](http://www.challengesuccess.org)), which has encouraged our schools to consider the whole child in their definition of success.

**Leadership and Faculty** - During the 2022-23 school year, we were fortunate to have Superintendent Elizabeth McCoy and Assistant Superintendent for Teaching & Learning, Denton Conklin accept positions to lead our district. They continue to build relationships and drive programming as their leadership was renewed into the current (2023-24) academic year.

Additionally, Ann Dever-Keegan, previous DSHS Assistant Principal, was appointed as Interim Principal of DSMS on July 1, and Timothy O’Mara, former DSHS guidance counselor, has taken the Interim Assistant Principal position for DSHS. Superintendent McCoy and Principal Smith continue to work hard to support the new leaders, and strengthen the regional school collaborative leadership for grades 6-12.

Retirements at the District in 2023 included a number of educators and office staff: Lori Alighieri, Ellen Hyman, Deidre Clancy-Kelley, Susan Connelly, Maria Laskaris, and Susan Barss. We wish each of these dedicated professionals all the best in their retirement and thank them for their many years of dedicated service to our students and community.

**Finance** - The DSRSC thanks the citizens of Dover and Sherborn for their continued generous support of the schools. The District's Fiscal Year 2024 (FY24) budget is \$27,972,450, an increase of \$948,727 (3.51%) over the FY23 budget. Operating expenditures include: salaries and benefits, including other post-employment benefits (\$23,490,675); other (\$1,380,315); buildings, grounds, and utilities (\$1,272,950); debt service (\$789,400); and transportation (\$1,039,200). State aid covered \$3,241,829 and revenues from student activity fees (\$45–\$75 per student), parking fees (\$300 per permit), and athletic fees (\$335 per sport; \$1,340 family cap) covered \$361,175 of these operating expenditures. The remaining is funded generously through local taxes. The District's E&D account submitted for certification as of June 30, 2023, is \$1,126,642. This account operates under Massachusetts General Laws in a manner similar to a town's Free Cash.

The DSRSC is grateful for the incredible support it received in both time and money from the Dover-Sherborn Boosters, the Friends of the Performing Arts, the PTO, POSITIVE, the Alan Thayer Mudge Memorial Fund, and the broader community. These groups continued to generously support us in 2023, and their contributions are critical to maintaining our excellent programs.

**Contractual Agreements** - In June 2023, a 3-year contract, set to begin in September 2023, was negotiated and approved by the School Committee. The Educators' Agreement, effective through August 31, 2026, fairly and sustainably accommodates the educational standards we expect for our students and the high-quality services expected from our educators, while also acknowledging the restraints affecting town, state, and federal budgets. We are grateful for the continued cooperation between the Town and District leadership and the DSEA, as well as for the focus on effectively supporting our students, creating fair working conditions for our employees, and ensuring sustainable costs for our taxpayers.

**Facilities** - Our buildings and grounds represent a major educational investment by Dover and Sherborn for now and the future. To protect this investment, the DSRSC has a long-range capital maintenance and improvement plan for the physical assets of the district-wide campus. The DSRSC works with the finance committees and select boards of both towns to determine how to best fund upcoming capital expenses required to maintain the facilities and equipment coming off warranty from the 2005 construction and renovation project. Capital projects completed this summer include bathroom

renovations at Lindquist Commons incorporating hand dryers and motion-sensored faucets for sustainability measures, as well as replacement of flooring in the High School math wing. The new flooring is low-maintenance, saving significant labor hours typically spent each summer with stripping/waxing as well as being environmentally friendly. Funding for these projects completed this year was provided through use of the Region's Excess and Deficiency funding. We are looking ahead at the need to update the turf field and track. Additionally, we continue to work cooperatively with sustainability groups from both towns, as well as to investigate opportunities available through the Green Communities Designation & Grant Program for applicable projects to maximize both economic and environmental impact in the coming years.

**Membership** - Dover resident Colleen Burt joined the DSRSC for a three-year term, replacing Lynn Collins who had served a three-year term. The DSRSC is thankful for her service. Sherborn resident Angie Johnson was re-elected to a three-year term.

Visit [www.doversherborn.org](http://www.doversherborn.org) to keep up with changes, school events, or to contact our staff or school committees.

## **Pine Hill Elementary School** **Barbara A. Brown, Ed.D – Principal**

**School Goals Overview** - The School Improvement Plan is informed by state education mandates and regulations, DS district goals, and analysis of student and educator performance.

Our district goals are focused as follows:

- Establish a shared vision for teaching and learning that engages students as active learners in the development of skills depicted in the Dover-Sherborn Portrait of a Graduate
- Nurture a positive school culture and strong sense of belonging as a means to improve academic and social-emotional outcomes for all students
- Refine communication strategies relative to district goals and practices as a means to increase transparency and build trust with families and the community

Our focus for the past year has been to align "best practices" for teaching and learning across all PK-12 grades and content areas. In addition, educators have worked to conduct a curriculum audit to assure that lessons and units of study are culturally proficient and representative of diverse perspectives.

DS educators engage in curriculum renewal through an ongoing cycle of reflection and revision across content. At this time, our elementary educators are piloting two new math programs and social competency program to help us strengthen teaching and learning in these areas. In

addition, Pine Hill teachers continue to receive professional development and instructional coaching to strengthen the reading and writing curriculum taught through a robust workshop model.

**Community School Association** - The mission of the Community School Association (CSA) is to provide support for the school and to maintain open lines of communication among parents/guardians, teachers, and administration. The CSA Enrichment Committee previews and helps to arrange special assemblies and grade level programs to enrich student learning. Enrichment programs include author/illustrator visits and many science, historical perspective, cultural arts, and performing arts programs. Education at the Pine Hill School is supplemented and enhanced by an extensive volunteer program organized by the CSA. The CSA also organizes a variety of fund-raising efforts for the benefit of the school. These activities, held throughout the year, provide resources for enrichment activities and educational materials, as well as money to fund 'mini-grants' that support and assist teachers with special projects and materials. The CSA continues to support essential school programs such as environmental science education via the Mass Audubon Programs at Broadmoor and naturalist education experiences at Hale Reservation. The CSA sponsors many fun events for students and families including family picnics, ice cream socials, book fairs, International Night, Monster Mash, and a 5K.

**Student Council** - The Student Council offers students their first experience with a representative form of government. Students from each class in grades three, four, and five are elected to represent their classmates. In order to increase the opportunity to participate, elections are held twice a year, in September and January. The Student Council meets twice a month with their Student Council Advisor to organize community service projects, plan school spirit activities, and discuss ideas for school improvement. Student Council members help to promote the school's core values through skits presented at weekly all-school meetings. Community service projects include drives for coats, toys, and food collections for the Ashland and Natick Food Pantries. Student Council members also have several school-based service projects, including implementing the school's recycling program and leading the weekly all-school meetings.

**Sawin Fund** - Each year the education of the Pine Hill School students is greatly enriched, thanks to the Sawin Fund. The Sawin Fund gifted Pine Hill School \$10,000 in 2023, which helped to offset the cost of field trips and enrichment programs for the students.

The Sawin Fund gifted an additional \$30,000 to help fund an outdoor classroom and garden. Students will participate in planting and harvesting flowers and vegetables and enjoy the beautiful pergola and benches during recess and special classroom activities.

**Conclusion** - The Annual Report provides the opportunity to express our thanks on behalf of our students from Sherborn and Boston for the ongoing

support that the town has provided. Residents are invited and encouraged to learn more about the school through tours, visits, and volunteer opportunities. Our website provides a wealth of information and community members are invited to attend any and all of our special programs, performances, and All-School Meetings. More detailed information about the Pine Hill School and our Community School Association (CSA) can be found at [www.doversherborn.org](http://www.doversherborn.org).

## Dover Sherborn Middle School

Ann Dever-Keegan, Principal

The mission of the Dover-Sherborn Middle School (DSMS) is to meet the needs of all students through a nurturing, supportive and challenging learning environment where students, parents, caregivers and teachers embrace our core values to ensure excellence and success now and in the future.

DSMS continues to provide an outstanding educational experience and positive culture for our students in grades 6, 7, and 8. Our talented staff, the availability of state-of-the-art technology, a beautiful library, and student-friendly space makes the school a welcoming place for all students. Thanks to a supportive community and budget allocation, our staff have many resources at their disposal. Class size continues to be approximately 16 students and the daily curriculum is both challenging and exciting. DSMS is a one-to-one school and this school year all students were provided with a new ACER Chromebook that they used for the school-year. These devices provide our students with the tools and skills to research, write, collaborate, and create in real time in the classroom.

Our school theme this year is "Be Kind, Be Curious, Be You." DSMS staff work to infuse these actions into our students' everyday experiences and ultimately create a school community that is full of kindness, curiosity and students walking their own paths.

### Recognition and Awards

- **Project 351:** Once again we have two eighth-grade students representing DSMS at the Governor's youth community service organization, which promotes leadership, development, enrichment, and impact.
- **Student Leadership Awards:** At all-school assemblies our staff presents "shout-outs" to students demonstrating leadership, scholarship, citizenship and living our school values of kindness, curiosity and individuality.
- **MATHCOUNTS:** Our 2022-2023 DSMS MathCounts team was able to return to in-person competition in 2023. Twelve students attended and our team of four mathletes placed 6th at the Metrowest Chapter regional competition.

**Activity Highlights** - The following are just some of the curriculum enrichment activities that took place throughout the year:

- **Music and arts presentations:** DSMS Choirs, Concert Band, and Jazz Band students have the opportunity to shine at events such as the Dover-Sherborn Jazz Brunch, Winter and Spring Concerts, the Chocolate Cafe, and more, both during and after school hours. Many of these events are supported by the D-S Friends of the Performing Arts (FoPA). Term 1 general music classes shared their Band and Blues Fest culminating performances, as will the following term classes. The creative and powerful work of our visual arts students can be viewed throughout the year in our art gallery in the lobby.
- **Drama Fall musical presentation:** This past fall our very talented and dedicated DSMS cast and crew put on an incredible production of *Mary Poppins*. Our performers sang, danced, and acted as audiences were dazzled by their energetic performances as well as by the extraordinary costumes and set design.
- **Turkey Turney:** A morning during our half-day prior to the Thanksgiving break dedicated to building community and positive school culture. Students and staff take part in door decorating, turkey toss and a turkey trot. Our morning ends with an all-school assembly featuring our student musicians, a slide show and student shout-outs.

The following groups focused on many community-service projects:

- **The Student Council** successfully hosted dances for grades 7 and 8. This group also plans and promotes many school spirit events such as Spirit Days and Weeks.
- **Help Club** has raised money for Making Stride Against Cancer, JB Keys, The Trevor Project and Riverside Community Care.
- **Grade 8 CAGs** All of our grade 8 students participate in a Citizenship Program titled Citizen Action Group (CAGs.) Throughout the first half of the year, students are exposed to various issues and concerns in our community. Students then choose which Citizenship Action Group they want to join and work on. The CAGs available include working with the environment, assisting local food pantries, supporting local veterans, addressing hunger and homelessness and mentoring and helping children in need. Each CAG has 15-20 students and a teacher. Together they explore the issue and look at ways to address it. In May all CAGs participate in a Service Day where they go to a variety of venues in the area to provide service.
- **DSMS D1A** student group which stands for “Day One, A Block” planned and put on our first all-school

assembly of the year. This annual assembly serves as a welcome to our new students as well as a welcome back to all in our school community. Through student-led activities and presentations the assembly covers all the important and exciting things our school has to offer as well as expectations for our community.

- **Washington DC Trip.** This year, after a pause due to the pandemic, we were able to successfully re-establish our annual trip to Washington DC for our eighth grade.
- **Professional Development** - DSMS is committed to providing learning and growth opportunities for our staff through professional development. This year's offerings—aligned with our District and DSMS initiatives promote a culture of data and tiered support for students, student engagement and social and emotional learning. We also have a focus on best teaching practices that deepen student engagement and learning, and on refining our curricular resources to better ensure that all students' needs are met.

**Grants** - POSITIVE (Parents Offering Support In Time, Involvement, Volunteering, Enthusiasm) provided grants for academic and extracurricular enrichment. DSMS is grateful for the generous support of our families. POSITIVE is a genuine partnership between school and home.

## Dover Sherborn High School

John G. Smith, Headmaster

Dover-Sherborn High School (DSHS) is a community of learners whose goal is to inspire academic excellence and a commitment to personal and civic responsibility. We engage in the learning process with honesty, creativity, dedication, and respect, and seek to cultivate an atmosphere of freedom and trust in a safe and nurturing environment.

DSHS is accredited by the New England Association of Schools and Colleges and consistently ranks among the top public schools for academic excellence in both Massachusetts and the nation. Our students excel in the classroom, on the stage as musicians and actors, and as athletes on the various playing fields and venues in our area. We are grateful for the support of our community and our parents and guardians.

**Curriculum Requirements** - In the 2022–23 school year, DSHS served approximately 660 students in grades 9 through 12. Each year, over 90% of graduating students attend four-year colleges and universities. To graduate, all students must complete four years of English, four years of mathematics, and three years each of laboratory sciences, social studies, and world language. They must also earn 18 credits in the fine and performing arts and/or technology, engineering and computer science and 12.5

credits in wellness (physical and health education). In addition, they must complete 40 hours of community service and pass the required state MCAS (Massachusetts Comprehensive Assessment System) exams.

Although DSHS offers three levels of courses in each of the academic disciplines, students are not tracked. DSHS also does not compute “rank-in-class” for its students, a policy approved by the Dover-Sherborn Regional School Committee.

Most departments offer a variety of courses that are heterogeneously grouped. The schedule is based on an eight-day rotation. All primary courses (and most electives) meet six times out of the eight-day cycle, and each class meets for nearly an hour. Laboratory sciences may meet up to two additional periods each cycle.

## Academic Testing

**PSAT** - The PSAT was offered in October 2022 to juniors and sophomores. One hundred ten juniors (63% of the class) and 108 sophomores (70% of the class) took the test. Based on their scores, 21 students received National Merit Scholarship Program Letters of Commendation and 2 students were recognized as National Merit Semi-Finalists.

### SAT

- **SAT I:** Seventy-nine percent of the Class of 2023 took the SAT test. Of the students who took the SATs, 77% earned a combined score of over 1200 in Evidence-Based Reading & Writing and in Mathematics. The following table shows the average of the highest SAT test scores for the Class of 2023 and the previous senior class as calculated in Naviance. Compared with national and state averages, DSHS students significantly outperform their peers.

2022	U.S.	MA	DSHS
<i>Evidence Based Reading &amp; Writing</i>			
529	567	641	
521	561	651	
2023	U.S.	MA	DSHS
<i>Evidence Based Reading &amp; Writing</i>			
520	560	648	
508	551	643	

- **AP**

AP Course	No. of Students	Students Scoring 3 or Higher
Biology	44	100%
Calculus AB	16	100%
Calculus BC	24	100%
Chemistry	42	100%
Computer Science	23	96%
English Language & Comp (G-11)	74	92%
English Literature & Comp (G-12)	51	100%

French Language & Culture	11	100%
Physics C-Mech	17	94%
Spanish Language	12	100%
Statistics	48	79%
Studio 2D Art & Design	11	82%
Studio Art Drawing	1	100%
U.S. Government & Politics (G-12)	75	92%
U.S. History (G-11)	78	99%

**MCAS** - For the 2023 MCAS exams, the Commonwealth is using the Next Generation MCAS test. The testing highlights for DSHS students are as follows:

- **English Language Arts:** Eighty-six percent of sophomores met or exceeded expectations (state average 58%).
- **Mathematics:** Eighty-eight percent of sophomores met or exceeded expectations (state average 50%).
- **Science and Technology/Engineering:** Eighty-six percent of sophomores met or exceeded expectations (state average 47%).

## Graduate Post-Secondary Plans

	Class 2021	Class 2022	Class 2023
Four-year college	94%	93%	96%
Two-year college	1%	2%	0%
Post-graduate Program	2%	2%	0%
Other (gap yr, job)	3%	3%	3%

## Departmental Highlights

**English** - The English Department offers courses at two levels (honors and college preparatory) for freshmen and sophomores, and at three levels (honors, college preparatory, and advanced placement) for juniors and seniors. During their freshman year, students focus on the themes of identity and self-discovery through their study of short stories, novels, drama, poetry, and nonfiction. Sophomores explore great themes in literature and hone their analytical and expository writing skills. Juniors not enrolled in AP English Language take a full year of American Literature at either the honors or college preparatory level. Seniors not enrolled in AP English Literature enroll in two of five same-level courses in focused areas, such as contemporary literature, poetry, film, and nonfiction studies. Advanced Placement courses include English Language and Composition offered to juniors, and English Literature and Composition offered to seniors.

Through effective reading, writing, and critical thinking, we hope our students will use their language and communication skills to understand more about themselves, their world, their responsibility toward others, and their place in both the local and global communities.

**Mathematics** - The Mathematics Department provides standard courses at honors and college preparatory levels, with Algebra 1 or Geometry in grade 9, Geometry or Algebra II in grade 10, and Algebra II or Precalculus in grade 11. Several electives are offered in grade 12, depending on previous levels of proficiency attained: AP Calculus BC, AP Calculus AB, Calculus (Honors or College Preparatory), AP Statistics, Probability and Statistics, and Precalculus and Applied Topics. We also have two semester-long classes which are available to students in grades 11 or 12 who have passed Algebra II. These classes include Financial Literacy (Honors or College Preparatory) as well as the option to take a new class, Business- Marketing and Public Speaking, as a math credit. Through all these elective options, students are able to take the skills learned throughout their high school math courses and apply them in meaningful contexts.

**Science** - The Science Department provides a rigorous curriculum sequence at the advanced placement, honors, and college preparatory levels, with three years of coursework required for graduation: Biology in grade 9, Chemistry in grade 10, and Physics in grade 11. Electives open to juniors and seniors are AP Biology, AP Chemistry, AP Physics, Advanced Topics in Biology, Anatomy and Physiology, Astronomy, Environmental Research, Forensic Science, and Marine Science.

The Science Olympiad team has been performing well in monthly West Suburban Science League competitions and is currently ranked 4th. Last year five AP Chemistry students were nominated by their teacher to compete in the sectional competition of the U.S. National Chemistry Olympiad, the Avery Ashdown Exam. One student placed in the top 25 students in Eastern Massachusetts. This high score qualified him to compete in the national chemistry exam against the top 900 students in the country. Last spring AP Physics students earned first place at the Eastern Massachusetts Physics Olympics. Physics students also demonstrated a quantum diamond exhibit at the Museum of Science.

**Social Studies** - Courses are offered in history and the social sciences at both the honors and college preparatory levels for freshmen and sophomores and at three levels (college preparatory, honors, and advanced placement) for juniors and seniors. World History I & II and U.S. History are required of all students. Electives include AP American Government, Government and Law, Economics, Introduction to Psychology, and Facing History. In 2023, 92% of our A.P. U.S. Government students qualified with a passing score of 3 or better, while the national average was 49%. In A.P.U.S. History, 99% of our students qualified with a score of a 3 or better, while the national average was 48%.

The Social Studies Department's enrichment programs and activities include the EPIIC Tufts Inquiry Program; a Model U.N. Simulation in Boston; Mock Trial with our team finishing 3rd in the state competitions this year and

the Close-Up Program, which is a weeklong government studies program in Washington, D.C.

The Department's 2023 Summer Reading Program for grades 9–12 continued to focus on themes and issues of systemic racism, various distinct cultures within American society, and the growing polarization in American politics.

**Honors and Awards** - Several students received honors or awards in 2022. One student received the Daughters of the American Revolution Award for excellence in character, service, leadership, and patriotism; two students each received a youth leadership award and represented DSHS at the Hugh O'Brien Sophomore Youth Leadership Conference; one student received the Fredrick Douglass and Susan B. Anthony Community Service and Social Justice Award; and another student received the Social Studies Award presented at the Senior Academic Award Night.

**World Language** - The World Language Department offers four-year sequential programs in French, Spanish, Latin, and Chinese, in both honors and college preparatory tracks. Students progress from novice to intermediate stages of language proficiency in French, Spanish, Latin, and Chinese. AP French Language and Culture, AP Latin, and AP Spanish Language and Culture courses are offered.

**Honors and Awards** - A number of World Language students received honors for the 2022–23 school year. In fall 2022, 26 students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures. In May 2023, seven students received awards from the Massachusetts State Seal of Biliteracy: one in French and six in Spanish.

## Fine & Performing Arts

**Performing Arts (Theatre and Music):** Courses offered include Music Theory, Guitar I and II, and a newly added Acting Workshop course. Additionally, three ensemble courses are offered: Chorus, Concert Band, and the Jazz Band (by audition). These groups perform at many school and community events throughout the year. Course offerings and their adjacent performances seek to provide opportunities for the creation and enjoyment of music for all D-S students and community members.

Schedule changes made 4 years ago that improved access to ensembles for the student body continue to show a positive effect, with the Concert Band and Chorus showing high school enrollment consistently over 60 students in each ensemble for the past 4 years. These numbers are more than double enrollment numbers prior to 2020 when the change was made.

**Visual Arts** - Courses offered include Art 2D, Art 3D, Ceramics I and II, AP Studio Art, Darkroom Photography, Digital Photography, Yearbook Design I, II,

and III, Graphic Design, and Screen Printing. These course offerings provide the opportunity for all D-S students to create and enjoy art.

**Honors and Awards** - D-S students and their teachers continue to distinguish themselves in activities and competitions outside the school:

- **Scholastic Art Awards** recognized three of our students for their artistic works. Collectively these three students received 4 Gold Key, 1 Silver Key, and 2 Honorable Mentions.
- **Eastern District Senior and Junior Festivals**, sponsored by the Massachusetts Music Educators' Association (MMEA), awarded honors to six students, three of whom went on to perform at the MMEA All-State Festival at Symphony Hall in Boston, and one student also went on to perform regionally at the All Eastern Festival.

### **Technology Engineering and Computer Science** –

During the past nine years, the primary goal of the Technology, Engineering, and Computer Science Department has been to more strongly align the grade 6–8 and grade 9–12 curriculums to better prepare students for college courses in computer science and engineering. To build a strong foundation for their subsequent high school courses, Dover-Sherborn Middle School (DSMS) students take engineering courses at all three grade levels, and students in grades 6 and 7 take computer science, with a heavy emphasis on programming. During their 8th grade engineering course students will complete a capstone style project that includes their previously learned coding skills with a hands-on aspect, this project includes coding a video game and building and wiring a controller. At the high school level, 14 new courses have been created over eight years. All course offerings, both new and previously existing, are now a continuation of the DSMS curriculum. The entire curriculum for each course offered in grades 6–12 is reviewed and updated each year. During the 2022–23 school year, we focused on cultural responsiveness and worked to add meaningful and thought-provoking units to each course. In 2022–23, we will continue thoroughly examining our curriculum units for their equality and diversity.

The Department offers the following computer courses for high school students: Social Media Literacy, Intro to CAD, Web Design Using HTML & CSS, Computer Programming with Java Script, Technology and Society, iOS App Design, Video Game Design, and a capstone AP Computer Science course for sophomores, juniors, or seniors. Our newest course offerings will include a business course and also the AP computer science A for the 24-25 school year. The Department also offers engineering and technology classes, including TV Media I, II, and III, and Industrial Technology I and II. A yearlong Engineering course is offered at both the college preparatory and honors

levels and may be taken for science or elective credits that count toward graduation.

**Wellness** - The Freshman Wellness Curriculum requires one semester each of Contemporary Issues covering nutrition, sexuality, mental health, and alcohol, tobacco, and other drugs; and one semester each of Outdoor Education (one quarter) and Fitness Development (one quarter). Students in grades 10–12 can choose from the following electives: Cardiovascular Fitness, Outdoor Pursuits, General Survival, Student Leadership Internship, Stress Management, Sport Education (Net Sports, Winter Team Sports), Dance Education, CPR/AED Training, Yoga/Pilates, Coaching, Teaching, Recreation and Leadership, Fitness Program Planning, Drugs and Society, Muscular Fitness, Sports and Society, RAD (Rape, Aggression, Defense Systems), and Target Sports.

### **Guidance**

**College Counseling:** Eighty-eight percent of the Class of 2023 completed some form of early decision, priority, or early action applications to colleges and universities. To respond to the growing number of early college applications, counselors facilitate a five-class seminar series for grades 11 and 12. Juniors participate in spring classes that help prepare them in advance for college applications, including completing their resumes, beginning their essays, and starting work on their Common Application. Seniors begin their seminar series during the first week of school and can complete their Common Application online, add schools to Naviance, edit and complete their essays, and participate in mock interviews. Seminars covering stress management, high school transition, and career and personal exploration are also available to freshman and sophomores.

Counselors meet with seniors individually and in groups. They also host representatives from more than 100 colleges and universities and spend time strengthening their working relationships. Counselors meet several times with juniors individually to discuss the college application process and to guide their post-secondary educational planning. Counselors also meet with freshmen and sophomores to discuss their academic and future career plans, as well as introduce them to online programs that aid students in college and career exploration. An overview of the guidance curriculum can be found on the high school website.

**Support Programs** - The Guidance Department offers several support programs:

- **Freshman welcoming activities** support freshmen during their transition to high school.
- **The Peer Helper Program** this past year trained 40 upper-class students to assist incoming freshman with healthy decision-making, respect for others, study and exam-taking strategies, social issues, and expectations

for their sophomore year.

- **The Signs of Suicide (SOS) Program** for sophomores and seniors teaches students how to identify the symptoms of depression and suicide in themselves or their friends and encourages them to seek help.

- **Parent-departmental meetings** are held throughout the year to discuss important issues and concerns specific to each grade level.

**Library** - The DSHS library is a place where students and faculty can read, research a topic, access information, or complete a homework assignment. It is equipped with large tables for student collaboration, private study booths, and 16 computers for word-processing or online searches. The collection includes approximately 20,000 print volumes, six newspapers, and 20 periodicals. In addition, patrons can search the library catalog for a growing collection of e-books. Digital services include online databases available from Massachusetts Regional Library System and those purchased by subscription, as well as thousands of e-books and audio-based materials via OverDrive. The library houses a portable cart with 25 iPads and 15 Chromebooks for classroom use. An average day brings approximately 300 students and teachers to the library.

**Dover-Sherborn High School Athletic Department** - The past year was extremely successful for DS athletics in both the classroom and on the playing fields. DS was awarded second place (to Norwell High School) by the Globe for the D4 Ames award, which is awarded to the most winning athletic program in the division in the state. DS Athletics put together a 205-97-13 overall record (67.14 winning percentage) across all three seasons. The student athletes and coaches worked extremely hard in both areas, which paid off as the teams brought home a lot of hardware for the trophy case. During the week of graduation the athletic department recognized 16 student athletes to play college athletics in the Fall of 2023, which was made up of eight females and eight males each playing a sport at the next level.

**Winter Sports:** DSHS had 265 student athletes compete across 13 sport offerings in the 2022-2023 Winter Season. The boys and girls basketball teams both won the TVL Small Championship Title for the first time in school history. This was the first league title ever for the girl's basketball program. The boy's basketball program made the MIAA D3 tournament and lost in the first round, and the girl's basketball program advanced to the MIAA D3 Elite 8 Game at Rockland. Boys Alpine Ski won the MBE League, and the Girls Alpine Ski team came in second in the MBE League. The Boys Alpine Ski Team placed 3<sup>rd</sup> at the MIAA State Race, and the girls alpine ski team placed 12<sup>th</sup> at the MIAA State Race. The boy's ice hockey team qualified for the MIAA D4 Tournament, qualifying for the Sweet 16 Round at Sandwich after upsetting Boston Latin Academy in the MIAA D3 Round of 32. The girl's ice hockey team qualified for the MIAA D1 State Tournament at Winthrop. The boys and girls Nordic

teams, the boys and girls swim and dive teams, and the boys and girls indoor track and field teams all qualified for the MIAA state tournament. Winter teams with TVL MVP honors were boy's basketball.

**Spring Sports:** DSHS had 301 student athletes compete across nine sport offerings in the 2023 Spring Season. The girl's lacrosse team won the TVL Small, along with their third state title in a row by beating Ipswich 10-9 at Babson! The boy's lacrosse team won the TVL Small and advanced on to the MIAA D4 Final Four Game vs. Sandwich. The boy's tennis team was MIAA D3 State Finalist and TVL Small Champions. The girl's tennis team was MIAA D3 Final Four Finalists and TVL Small Champions. The baseball team qualified for the MIAA D3 State Tournament and won their preliminary game to advance onto the Round of 32. Girl's track and field broke records in the 1600 SMR and 3xTJ relay. Boy's track and field broke records in the 1600 SMR and the 4x100. The sailing team competed in six races finishing 11-18 in those races. Spring teams with TVL MVP honors: girl's lacrosse, boy's lacrosse, boy's tennis and boys track and field. Spring teams will TVL Coach of Year honors: girl's tennis, boy's lacrosse and girls lacrosse.

**Fall Sports:** DSHS had 292 student athletes compete across seven sport offerings in the 2023 Fall Season. The golf team won the MIAA D2 State Championship, which was their second state championship in three seasons! Sophomore, Charlie Potter, became the MIAA D2 Individual State Champion shooting a 72 on the day. They were also TVL Small Champions going 11-0 in the TVL on the season and 14-2 overall, as well as the MIAA D2 Sectional Champions to qualify for the state championship. The girls cross country team were MIAA D2 State Finalists at all States, and MIAA D2 State Finalists at Divisionals, which was the best finish in school history! The girls cross country team were also TVL Small Champions! The boys cross country team were MIAA D2 State Finalists at Divisionals, and they finished 11<sup>th</sup> at MIAA All States. The boys and girls cross country 2023 teams had the best combined finish in school history! The girls' soccer team were TVL Small Champions and MIAA D3 Final Four Finalists for the second season in a row! The field hockey team was TVL Small Champions and was also MIAA D3 Final Four Finalists for the second season in a row. The boys soccer team qualified for the MIAA D3 Elite 8 game at Oakmont after winning their first two games vs. Tewksbury and Swampscott. The football team placed fourth in the TVL small. Fall teams with TVL MVP honors: golf, girls cross country, girls' soccer, and field hockey. Fall teams with coach of the year honors: girls' soccer, girls cross country, field hockey.

**National Honor Society** - On October 19, 2023, 47 students were inducted to the High School's National Honor Society. In total, our chapter has a membership of 85 leaders and scholars. Admission to the National Honor Society is granted to Juniors and Seniors who have demonstrated a commitment to academics by attaining a

GPA of 3.8 or higher, as well as exemplifying the NHS pillars of character, leadership, and service. Admission into the National Honor Society takes years of perseverance and self motivation, and our members are a testament to the power of Dover-Sherborn students to use their education to make a difference. Our current NHS members serve the local community by tutoring fellow students and community members, completing an individual service project, and raising money for the Greater Boston Food Bank. Information about membership requirements and the NHS application can be found on the high school's website.

**Student Activities** - Our school is proud to offer students a number of diverse clubs, organizations, and opportunities to become involved in our DS school community. An activity fee of \$75 is required for participation in many of the clubs on campus.

- **Academic and student-life organizations: Academic and student-life organizations:** Chess Team, Class Officers, Debate Team, Coding Club, Destination Imagination, EPIIC Tufts Inquiry, Harvard Model United Nations, Math Team, Mock Trial, National Honor Society, Robotics Team, RUNES literary magazine, School Newspaper, Science Olympiad, Senior Project, Student Council, and Yearbook.

- **Art, music, and drama clubs:** Two a cappella groups (DS al Coda and Noteworthy), Arts Club: Open Studios, Crew, Drama Club, Filmmaking Club, Knitting Club, Music Club, and Digital Recording Studio.

- **Social and cultural awareness groups:** AFS International Exchange Program, Animal Welfare, Health & Society, Asian Student Union (formerly CAPAY), Black Student Union, Blessings in a Backpack, Business Club, Community Service Club, The Conversation, Down to Earth, Fitness Club, Future4Children, Gay-Straight Alliance (GSA), Global Citizenship Program, Make-A-Wish, MARC, Massachusetts High School Democrats, Medical Club, Nora Elizabeth Searle Community Outreach (NESCO), Peer Helping, Red Cross Club, Relay for Life: D-S, Senior Citizens' Club, Speak Out, STEM Club, Students Against Destructive Decisions (SADD), Students Demand Action, Time Out for Kids, Volleyball Club, What's Your Story?, Women's Group, and World of Difference.

## Parent and Community Groups

**The Dover-Sherborn Boosters** - The D-S Boosters supported the athletic program with grants for the purchase of capital items. It continues to promote community spirit and provide recognition to student athletes participating in all sports at DSHS.

**The Friends of the Performing Arts (FoPA)** - FoPA is a 501(c)3 organization of parents and community volunteers who support the vocal and instrumental music and drama programs at the D-S Regional Schools. FoPA awards scholarships to seniors who have demonstrated excellence in the performing arts. It funds grants for

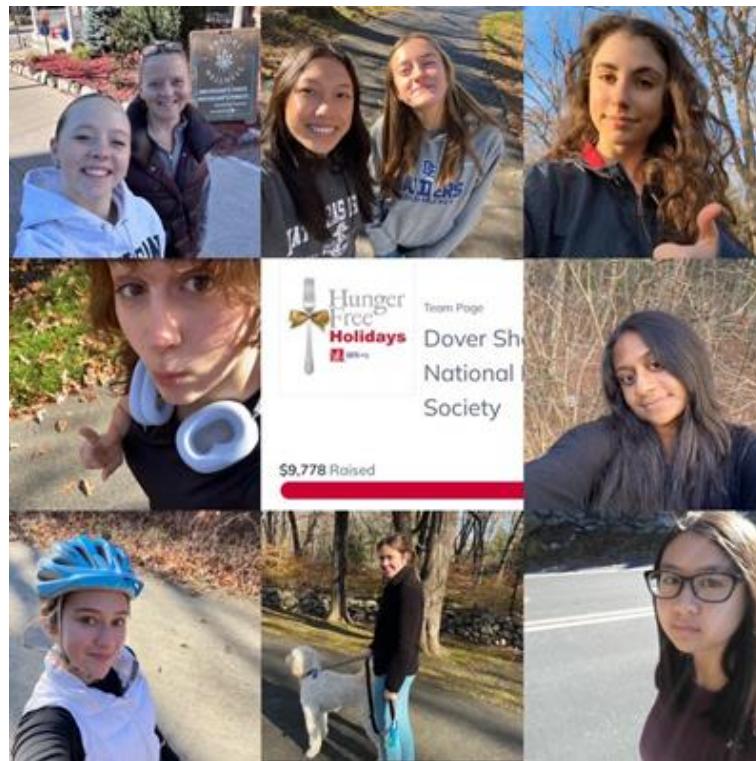
workshops, equipment, and material requests, and provides production support for the concert bands, jazz bands, a cappella groups, and drama programs and students. (More information is available at [www.doversherbornfopa.org](http://www.doversherbornfopa.org).)

**DSHS PTO** - The DSHS PTO is organized for charitable educational purposes to actively support the Administration, to promote and encourage communication between parents, teachers, and the school in matters of common interest, and to encourage spirit building initiatives among student, faculty, and community. Its ongoing efforts are managed through monthly meetings that are open to all parents and guardians of DSHS students. The board includes representatives from many parent organizations, the Dover-Sherborn Regional School Committee, and parents/guardians of students in each of the four grades. Meetings typically begin with an update from Principal Smith and often include teachers or administrators who talk about their areas of expertise and answer questions. Specific meeting dates, times, and locations are posted on the DSHS calendar. New faces and voices are always welcome. To learn more about the DSHS PTO, please visit our website at <https://sites.google.com/site/dshspto2015/>.

**Guidance Advisory Council (GAC)** - The Guidance Advisory Council, comprised of three representatives serving two-year terms from each grade for grades 6-12, acts as a communication channel between the middle and high school communities and the Guidance Office. Chaired by the Director of Guidance and a parent/guardian committee member, the Council's functions include communicating parent/guardian and community perspectives to the administration, assisting with regional school tours for prospective students and families, and providing hospitality for guidance sponsored events. Sub-committees support guidance programs and services designed to enhance the educational experience for students and parents/guardians in the regional schools. The Council meets five times per year, (September, November, January, March and May).

**Dover-Sherborn  
Club Photos from 2023-2024**

National Honors Society: Induction and 5K for the Greater Boston Food Bank



# Community Education

Lisa B. Sawin, Director

Dover-Sherborn Community Education is a self-sustaining department of the Dover-Sherborn Regional Schools. Our mission is to provide programs that enrich the lives of everyone in our community. Our hope is to create lifelong learners through a community-school partnership that offers interesting, thought-provoking, and stimulating classes and programs at a reasonable cost. While 2021 was another challenging year due to the COVID-19 pandemic, we were still able to hold classes either virtually, outside, or in person during the fall, following the guidelines and regulations set forth by the state.

Dover-Sherborn Community Education offers the following programs:

**Extended Day** - Tuition-based extended-day programs are held at both Dover and Sherborn elementary schools, where safe and stimulating after-school environments are provided for students in grades K-5. Children check in with extended day at the end of their school day. Children engage in arts and crafts projects, nature projects, outdoor physical activities, games, and creative play. Snacks are provided.

The extended-day program is offered Monday through Friday with two afternoon pickup times: 5:15 p.m. and 6 p.m. At the time of this writing, 80 children were enrolled in Dover and 90 children in Sherborn. Both programs maintain waiting lists.

**After-School Enrichment** - After-school enrichment programs providing age-appropriate classes for elementary and high school students are also offered. Classes for students are held at Pine Hill Elementary School, Chickering Elementary School, and Dover-Sherborn High School.

We offer both virtual and in person classes. Some of the courses offered during the year for students in grades K-5 include Cupcake Decorating, Flag Football, Hip Hop, Chess, Lego construction classes, Home Alone, Painting on Canvas and Babysitting & Childcare.

In addition, we supported and oversaw the Middle School Drama program during the summer and offered string instrument lessons in all four schools during the school year.

Program flyers are posted on both elementary schools' websites, the Regional School District's website under "Community Education," and on our registration website (see "Registration" below).

**Adult Enrichment** - Adult classes consisted of combined virtual and in-person classes. Virtual classes included Understanding Medicare, Demystifying Social Security, Estate Planning, and How to Apply for College Financial Aid. In person classes included Boating Skills, Seamanship & Basic Navigation, several Floral Design

classes, SAT Prep, Dog Obedience, Watercolor Painting, Guitar Lessons, First Aid, CPR and Golf Lessons offered at the Needham Golf Club. Driver's Education classes remained virtual for 2022, the result of an RMV mandate.

2022 found us collaborating with other high schools, including Concord-Carlisle and Acton-Boxborough, to offer virtual classes such as How to Create a Family Resource File, Instant Piano and Instant Guitar for Hopelessly Busy People and Italian for Beginners. We were able to partner with The Glass Bar in Needham offering in person classes for youths and adults teaching various glass fusing techniques. Pickleball Clinics were offered through a partnership with the Kingsbury Club in Medfield.

Many of our virtual classes will remain this way since it appears that this works well for both the instructors and the students.

**Registration** - Registration for the Extended Day Program is held in March for the following school year. Registration for all other programs begins upon the distribution of brochures, or when the information is posted online. Full class descriptions can be found at [www.doversherborn.org](http://www.doversherborn.org), under the "Community Education" tab. Online registration for our programs is available at <https://dscommed.communityroot.com/index/registration>

**Contact Information** - The Community Education office is located in Lindquist Commons, located on the High School campus, 9 Junction Street, Dover, MA 02030. Our phone number is (508) 785-0036, extension 7516.

## Trustees of Sawin Academy

The Trustees of Sawin Academy was established in 1871 by incorporating the Dowse Fund (ca. 1858) and the Martha Sawin estate to support and maintain a public school in Sherborn. The endowment continues to support enrichment programs at Pine Hill School and an annual distribution is offered to the school based on the performance of the investment portfolio. Trustees are elected by the town and serve five-year terms. Trustees meet with the Principal of Pine Hill School annually to discuss how the previous year's distribution was spent and provide guidance for future distributions.

The Sawin Academy Foundation 150<sup>th</sup> anniversary commemorative gift of \$30,000 was directed toward the purchase and installation of a pergola to anchor the Outdoor Classroom & Garden. The pergola was installed and the Outdoor Classroom & Garden is nearly complete. Pine Hill Leadership anticipates a formal opening in early 2024.

For 2023, the Trustees approved a gift distribution of \$10,000 to support Pine Hill field trip and enrichment activities. An on-site field trip by the Royall House focused on northern colonial slavery, the economics of the slave trade, and the lives of enslaved Africans in the

Massachusetts colony. Together with Pine Hill CSA funds, students continue to participate in naturalist experiences in the life science curriculum in partnership with Broadmoor Wildlife Sanctuary (Mass Audubon) and Hale Reservation. Musical enrichment experiences benefited from instrument rental scholarships and equipment purchases.

Including the gift distribution noted above, the portfolio experienced favorable growth compared to the prior year's losses and closed with a balance of \$725,307.

Top portfolio holdings as of December 31, 2023 included the following:

Fidelity Total Market Index Fund  
SPDR S&P Midcap 400 ETF  
Ishares Core S&P Small-Cap

Respectfully submitted for the Trustees,

W. Scott Embree

**Sherborn Students In The Public Schools By Grade**  
**October 1, 2022**

<b>Kindergarten</b>	<b>55</b>		
<b>Grade 1</b>	<b>69</b>	<b>Grade 7</b>	<b>63</b>
<b>Grade 2</b>	<b>66</b>	<b>Grade 8</b>	<b>73</b>
<b>Grade 3</b>	<b>73</b>	<b>Grade 9</b>	<b>91</b>
<b>Grade 4</b>	<b>71</b>	<b>Grade 10</b>	<b>75</b>
<b>Grade 5</b>	<b>62</b>	<b>Grade 11</b>	<b>75</b>
<b>Grade 6</b>	<b>82</b>	<b>Grade 12</b>	<b>67</b>

**Total - All Grades - 922**

**Sherborn Public Schools**  
**General Fund Financial Recapitulation**  
**For the Fiscal Year Ending June 30, 2023**

**Revenue**

School Aid Fund, Chapter 70 \$ 775,586

**Total Revenue** \$ 775,586

**Expenditures**

General Education	\$3,694,131
Special Education	2,435,184
Other	<u>1,483,670</u>

**Total Expenditures** \$7,612,985

**Net Cost to Town** \$6,837,399

**Dover Sherborn Regional School District**  
**Revenue & Expenditure Summary**  
**Fiscal Year Ending June 30, 2023**

**Revenues**

Revenue from Local Sources:

Member Town Assessments	\$ 23,453,269
Student Related Fees	315,240
Earnings on Investments	130,848
Use of Excess & Deficiency Funds	110,000
Other Revenue	924
<b>Total Revenue from Local Sources</b>	<b>\$ 24,010,281</b>

Revenue From State Aid:

School Aid (Chapter 70 & Charter Reimbursement)	\$ 2,500,220
• Transportation (Chapter 71)	658,551
<b>Total Revenue From State Aid</b>	<b>\$ 3,158,771</b>

**Revenue From Federal & State Grants:**

\$ 915,401

Other Revenue:

School Lunch	\$ 916,342
Community Education Group	822,695
Private Grants	21,679
Other Local Receipts	68,957
<b>Total Other Revenue</b>	<b>\$ 1,829,673</b>

**Total Revenue From All Sources**

\$ 29,905,716

**Expenditures**

Expenditures by the School Committee:

General Education	\$ 12,486,264
Special Education	2,884,077
Other Operating	9,637,734
Transportation	932,137
Debt Service	835,200
<b>Total Expenditures by the School Committee</b>	<b>\$ 26,775,412</b>

**Expenditures from State & Federal Grants**

\$ 905,472

Other Expenditures:

School Lunch	\$ 709,228
Community Education Group	717,144
Private Grants	71,507
Other	44,739
<b>Total Other Expenditures</b>	<b>\$ 1,542,618</b>

**Total Expenditures From All Funds**

\$ 29,223,502

# ANNUAL TOWN MEETING

## April 25, 2023

### WARRANT ARTICLE INDEX

P = Passed  
D = Dismissed (No Action)  
F = Failed  
\* = Contingent on Ballot Questions  
\*\* = Exempt Debt by passage of Ballot Question 7

### Article Descriptive Title

1. Town Report	P
2. Fund Supplemental FY23	P
3. OPEB Trust Fund	P
4. Cemeteries	P
5. Revolving Funds	P
6. Stabilization Funds	P
7. Omnibus Budget	P
8. Capital Improvement Plan	P
1. Fire Department – Officer in Charge Vehicle	P
2a. Police Department – Hybrid Pickup	P
2b. Police Department – Electric Vehicle/Cruiser	P
3a. DPW - Stormwater	P
3b. DPW – Roadway Management	P
4. Select Board – Town Facilities/Infrastructure	P
6. SSC – Pine Hill School	P
9. Regional School Capital Expense	P
10. Use of Free Cash	N/A
11. Funding of 350 <sup>th</sup> Anniversary Celebration	P
12. Combined Treasurer / Collector	P
13. Board of Assessors	P
14. Land Acquisition Committee	P
15. Amend GBL, Chapter 6 Capital Budget	P
16. Amend Personnel Admin Plan – Longevity	P
17. Lower Speed Limits	P
18. Ground Mounted Solar	P
19. Stretch Energy Code	P
20. Numbering/Restyling Current GBLs	P
21. Numbering/Restyling Current ZBLs	P
22. Adopt Housekeeping Changes to Current GBLs	P
23. Adopt Housekeeping Changes to Current ZBLs	P

### Annual Town Meeting, April 25, 2023

A quorum of 50 registered voters being present, Moderator Mary Wolff called the 246th Annual Town Meeting of the Town of Sherborn to order at 7:01 PM April 25, 2023, at Lindquist Commons, Dover-Sherborn Regional High School, 9 Junction Street, Dover, Massachusetts.

After opening the Town Meeting, Madam Moderator spoke to attendees on various housekeeping issues concerning the electronic voters and the procedure for Town Meeting.

Madam Moderator stated that the Annual Town Meeting warrant had been properly posted by the Constable and thanked various officials and town employees for their

help in preparing for and set-up of Town meeting and welcomed new TM attendees and explained the rules of Town Meeting.

Various board members and town officials seated on the stage were introduced. Officials on stage were Advisory Committee members Chair Dan Sichel and Vice Chair Steven Tsai, Advisory member Jane Materazzo, Select Board Chair Jeff Waldron, Vice Chair Marian Neutra, SB Clerk George Morrill and members Eric Johnson and Paul DeRensis, Town Counsel Heather White of Petrini & Associates and Town Clerk Jacklyn Morris. All other town officials were seated in the audience, as was Massachusetts State Senator Becca Rausch.

The Advisory Committee Chair, Dan Sichel, spoke about the Advisory Committee process and public hearing and thanked all the Advisory Committee members for their work. Special thanks were given to Jane Materazzo, Steven Tsai and Peter Gallitano whose terms were now ending.

Select Board Chair, Jeff Waldron, then spoke and introduced new Town Administrator Jeremy Marsette and thanked all the committees for their work on the warrant articles. He gave special thanks to George Morrill for his 6 years of service on the Advisory Committee and his 5 years of service as a member of the Select Board.

Ms. Wolff once again went over the procedures of Town Meeting and a practice session for using the electronic voters was held. After that, Moderator Wolff began the business of bringing the Town Meeting articles to vote.

Two consent agendas were introduced by Ms. Wolff for articles 1 & 3 through 6 and articles 20-23. Ms. Wolff stated that there was a preference to move articles 20-23 up as consent agenda #2, after consent agenda #1 for articles one and three through six.

**MOTION:** Dan Sichel moved, duly seconded by Steven Tsai, that articles 20-23 be moved forward to immediately follow the consent agenda that concludes articles one and three through six.

#### ARTICLE 1. Reports

To hear and act on the reports of the various Town Officers and Committees as contained in the Annual Town Report or otherwise. (Select Board)

#### ARTICLE 2. FY23 Supplemental Appropriations (Current Fiscal Year)

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money, and if so, what sum, for the purpose of supplementing the various line items of the Town's Fiscal Year 2023 budget, previously voted by the Town under Article 10 of the

Warrant for the 2022 Annual Town Meeting or take any other action relative thereto. (*Select Board for the Advisory Committee*)

**MOTION:** Steven Tsai moved, duly seconded by Jane Materazzo, favorable action, and that the amount of \$376,000 be appropriated to supplement the following Fiscal Year 2023 budget lines covering corresponding FY 2023 deficits as follows: For snow and ice removal, that \$16,000 be transferred from Free Cash; for Ambulance Services, that \$60,000 be transferred from Free Cash; and that for unanticipated Special Education expenses, that \$250,000 be transferred from Free Cash and that \$50,000 be transferred from the Special Education Stabilization Fund.

**VOTE ON ARTICLE 2 WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 104 YES, 7 NO.**

**ARTICLE 3. OPEB TRUST FUND**

To see if the Town will vote to raise and appropriate, or transfer from available funds, a sum of money, and if so, what sum, for the purpose of funding the Other Post-Employment Benefits (OPEB) Liability Trust Fund or take any other action relative thereto. (*Select Board for the Advisory Committee*)

**ARTICLE 4. CEMETERIES**

To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money, and if so, what sum, to be used pursuant to M.G.L. Chapter 114, Section 15, for the improvement or embellishment of the cemeteries throughout the Town; for the care, preservation or embellishment of any lot or its appurtenances therein or take any other action relative thereto. (*Select Board for the Cemetery Commission*)

**ARTICLE 5. REVOLVING FUNDS**

To see if the Town will vote to set the Fiscal Year 2024 spending limit for each of the Revolving funds set forth in Chapter 28 of the General Bylaws, pursuant to the provisions of M.G. L. Chapter 44, Section 53E ½ or take any other action relative thereto. (*Select Board for the Advisory Committee*)

Council on Aging:	\$ 75,000
Board of Health Flu Clinic:	\$ 20,000
Town Forest Sale of Firewood:	\$ 35,000
Farm Pond:	\$160,000
Ambulance:	\$205,000
Elder Housing:	\$400,000
Recreation:	\$250,000
DPW, Fire & Police Surplus Equipment:	\$ 50,000
<b>Total:</b>	<b>\$1,195,000.00 Limit</b>

**ARTICLE 6. Stabilization Funds**

To see if the Town will vote to raise and appropriate, or transfer from available funds, a sum of money, and if so, what sum, to Stabilization Funds; or take any other action relative thereto. (*Select Board for the Advisory Committee*)

**MOTION:** Dan Sichel moved, duly seconded by Steven Tsai, that Articles 1 and 3 through 6 be considered together as "Consent Agenda" articles, where such articles are routine and typically approved without significant debate, and with such Articles moved for favorable action as set forth in the Advisory Report and with the following additional information:

Article 3: OPEB Trust Fund, that \$100,000 from Free Cash in the Treasury be transferred to the OPEB Liability Trust Fund.

Article 4: Cemeteries, that \$43,000 be transferred from the Cemetery Enlargement Fund for the purposes set forth in the warrant.

Article 5: Revolving fund FY2024 expenditure limits:

Council on Aging Revolving Fund - \$75,000  
Board of Health Revolving Fund - \$20,000  
Town Forest Revolving Fund - \$35,000  
Farm Pond Revolving Fund - \$160,000  
Ambulance Revolving Fund - \$205,000  
Elder Housing Revolving Fund - \$400,000  
Parks and Recreation Revolving Fund - \$250,000  
DPW, Fire, Police & Facilities - \$50,000

Article 6: Stabilization Funds, that the following amounts from Free Cash in the Treasury be transferred to:

General Stabilization Fund - \$50,000  
Capital Stabilization Fund - \$155,000

**VOTE ON THE CONSENT AGENDA FOR ARTICLES 1 AND 3-6, PASSED 113 YES, 4 NO.**

**ARTICLE 7. FY24 Omnibus Budget (Next Fiscal Year)**

To see if the Town will vote to raise and appropriate, or transfer from available funds, such sums of money, for any and all Town expenses and purposes, including debt and interest; and to provide for a Reserve Fund; and to fix the salaries and compensation of all elected Officers of the Town as required by M.G.L. Chapter 41, Section 108; and to determine whether such salaries or compensation shall be made effective from July first of the current year; and to provide for the payment of, and raise or appropriate money for, any salary and compensation so voted; or take any other action relative thereto. (*Omnibus Budget, Select Board for the Advisory Committee*)

**MOTION:** Dan Sichel moved, duly seconded by Steven Tsai, that the totals for each department represented by the numbered items appearing in the Advisory Committee's Fiscal Year 2024 Omnibus Budget Report to the Town in the column headed "FY2024 Advisory Recommendation" be called over by the Moderator and, if no objection is made, that such amounts be raised and appropriated for the purpose specified, except that, where a transfer is indicated by a numbered footnote, the specified amount shall be provided by such transfer; that the salaries for the various Town Officers (including those

indicated by numbered footnotes) be fixed, effective July 1, 2023, as specified in the Omnibus Budget that becomes effective pursuant to this motion; and that any item to which objection is made be separately considered and disposed of in accordance with the vote of the Town.

**MOTION ON HOLD ITEM:** Steven Tsai moved, duly seconded by Dan Sichel, favorable action on the Legal Counsel budget in the amount of \$80,000.

**VOTE ON THE UNHELD ITEMS PASSED 105 YES, 10 NO**

**AND THE FOREGOING VOTE ON THE HELD ITEM  
PASSED 106 YES, 11 NO.**



BUDGET	DESCRIPTION	FY 2020	FY2021	FY 2022	FY2023	FY2024
NUMBER	DESCRIPTION	Actual (1)	Actual (1)	Actual (1)	Budget	Advisory Recommendation
(1) Expended Amounts Include Encumbrance, Reserve transfers & ATM Article for Supplements						
<u>GENERAL GOVERNMENT</u>						
<u>SELECT BOARD</u>						
122	SELECT BOARD-SALARIES	267,375	279,474	365,898	294,521	333,620
122	SELECT BOARD-EXPENSES	117,220	192,529	38,156	36,000	27,800
176	ZONING BOARD OF APPEALS - EXPENSE	977	745	1,103	1,100	1,100
	<b>SELECT BOARD TOTAL</b>	<b>385,572</b>	<b>472,748</b>	<b>405,157</b>	<b>331,621</b>	<b>362,520</b>
<u>LEGAL COUNSEL</u>						
151	LEGAL COUNSEL	206,755	235,155	264,087	80,000	80,000
<u>ASSESSORS</u>						
141	ASSESSORS-SALARIES	115,729	116,264	124,177	131,303	142,115
141	ASSESSORS-EXPENSES	12,029	19,018	26,735	26,915	17,815
	<b>ASSESSORS TOTAL</b>	<b>127,758</b>	<b>135,282</b>	<b>150,912</b>	<b>158,218</b>	<b>159,930</b>
<u>TREASURER</u>						
145	TREASURER-SALARIES	64,385	79,761	77,057	85,227	88,723
145	TREASURER-EXPENSES	8,629	11,178	10,671	12,150	11,600
	<b>TREASURERS TOTAL</b>	<b>73,014</b>	<b>90,939</b>	<b>87,728</b>	<b>97,377</b>	<b>100,323</b>
<u>COLLECTOR</u>						
146	COLLECTORS-SALARIES	113,338	118,501	129,385	136,116	141,123
146	COLLECTORS-EXPENSES	17,242	18,322	12,785	19,785	17,150
	<b>COLLECTORS TOTAL</b>	<b>130,580</b>	<b>136,823</b>	<b>142,170</b>	<b>155,901</b>	<b>158,273</b>
<u>FINANCE DEPT/ ACCOUNTING</u>						
135	ACCOUNTANT - SALARIES	210,368	221,375	190,810	226,489	235,776
135	ACCOUNTANT - EXPENSES	87,446	99,938	99,589	101,500	92,000
	<b>FINANCE DEPT / ACCOUNTING TOTAL</b>	<b>297,814</b>	<b>321,313</b>	<b>290,399</b>	<b>327,989</b>	<b>327,776</b>

BUDGET	DESCRIPTION	FY 2020	FY2021	FY 2022	FY2023	FY2024
NUMBER		Actual (1)	Actual (1)	Actual (1)	Budget	Advisory Recommendation
<b>ADVISORY COMMITTEE</b>	ADVISORY-SALARIES ADVISORY-EXPENSES	1,634	5,541	500 3,220	500 4,000	523 3,977
131 131						
<b>CONSERVATION COMMISSION</b>	CONSERVATION-SALARIES CONSERVATION-EXPENSES	49,297 8,309	44,100 19,704	62,784 14,917	82,458 15,583	92,340 8,449
171 171						
<b>PLANNING BOARD</b>	PLANNING BOARD-SALARIES PLANNING BOARD-EXPENSES	38,715 8,101	48,111 1,106	48,915 1,067	52,683 1,570	54,838 1,570
175 175						
<b>TOWN CLERK</b>	TOWN CLERK-SALARIES TOWN CLERK-EXPENSES	119,742 3,097	104,321 6,038	132,865 5,138	148,926 7,950	155,050 9,000
161 161						
<b>ELECTION &amp; REGISTRATION</b>	ELECTIONS-SALARIES ELECTIONS-EXPENSES	4,008 12,940	3,371 23,604	1,986 18,971	3,870 21,350	3,995 20,950
162 162						
<b>IT-INFORMATION TECHNOLOGY</b>	IT-SALARIES IT-EXPENSES	- -	- -	10,400 88,962	10,000 98,911	20,800 130,400
155 155						
<b>TOWN BUILDINGS</b>	TOWN BUILDINGS-SALARIES TOWN BUILDINGS-EXPENSES	37,253 266,295	44,258 267,681	20,800 318,391	10,400 284,634	- 373,212
192 192						
<b>SUSTAINABILITY</b>	SUSTAINABILITY -SALARIES SUSTAINABILITY -EXPENSES	- -	- -	99,362 339,191	108,911 295,034	151,200 373,212
196 196						
<b>GENERAL GOVERNMENT TOTAL</b>		1,770,884	1,960,095	2,123,333	1,963,764	2,136,561

Salaries of Elected Officials:

(2a) Collector	(2b) Town Clerk
\$72,790.00	\$72,790.00

BUDGET		DESCRIPTION	FY 2020	FY2021	FY 2022	FY2023	FY2024
NUMBER	Actual (1)		Actual (1)	Actual (1)	Budget	Advisory Recommendation	
<u>PROTECTION OF LIFE AND PROPERTY</u>							
<b>POLICE</b>							
210	POLICE-SALARIES		1,748,000	1,752,697	1,877,947	2,061,772	1,956,285
210	POLICE- EXPENSES		131,492	134,897	111,820	137,061	156,140
210	POLICE-EQUIPMENT		54,227	0	0	0	0
		POLICE TOTAL	1,879,492	1,941,821	1,989,767	2,198,833	2,112,425
<b>FIRE &amp; RESCUE</b>							
220	FIRE & RESCUE-SALARIES		287,863	338,915	377,761	427,074	437,540
220	FIRE & RESCUE -EXPENSES		132,370	128,663	154,524	120,800	119,700
		FIRE & RESCUE TOTAL	420,233	467,578	532,285	547,874	557,240
<b>AMBULANCE</b>							
230	AMBULANCE-SALARIES		190,000	265,000	190,000	205,000	232,500
230	AMBULANCE- EXPENSE		0	0	0	0	0
		AMBULANCE TOTAL	190,000	265,000	190,000	205,000	232,500
<b>INSPECTORS</b>							
241	BLDG INSPECTORS-SALARIES		82,594	89,809	95,063	99,495	112,146
241	BLDG INSPECTORS-EXPENSES		2,068	4,414	5,141	14,100	14,956
		INSPECTORS TOTAL	84,662	94,223	100,204	113,595	127,102
<b>PROTECTION OF LIFE &amp; PROP TOTAL</b>			2,574,387	2,768,622	2,812,256	3,065,302	3,029,267

BUDGET NUMBER	DESCRIPTION	FY 2020 Actual (1)	FY2021 Actual (1)	FY 2022 Actual (1)	FY2023 Budget	FY2024 Advisory Recommendation
<b>SCHOOLS</b>						
301	<b>DOVER-SHERBORN REGIONAL SCHOOL DISTRICT</b>					
	Salaries & other Compensations	16,246,705	16,773,776	17,411,668	18,109,716	18,811,625
	Benefits	4,486,424	4,389,620	4,314,045	4,362,750	4,679,050
	Other Expenditures	1,305,687	1,135,232	1,332,502	1,439,197	1,380,315
	Transportation	406,913	776,270	1,016,980	1,030,800	1,039,200
	Building & Ground Expenditures	1,192,921	1,049,253	1,180,205	1,246,150	1,272,950
	Sub-total Operating	23,638,650	24,124,151	25,255,400	26,188,613	27,183,140
	Debt Service	965,800	923,400	876,500	835,200	789,400
	Total Operating Expenses	24,604,450	25,047,551	26,131,900	27,023,813	27,972,540
	Sherborn's Share of Operations	<u>43.37%</u>	<u>44.44%</u>	<u>45.07%</u>	<u>45.20%</u>	<u>46.45%</u>
	Operations Assessed to Sherborn	9,569,088	9,975,891	9,919,499	10,121,290	10,846,079
	Exempt Debt Assessed to Sherborn		404,265	389,429	372,583	363,519
301	<b>D/S REGIONAL ASSESSMENT</b>	<b>9,569,088</b>	<b>9,975,891</b>	<b>9,919,499</b>	<b>10,493,873</b>	<b>11,209,598</b>
302	<b>TRI-COUNTY VOCATIONAL</b>	<b>32,224</b>	<b>33,892</b>	<b>34,967</b>	<b>1,667</b>	<b>18,600</b>
<b>SHERBORN SCHOOL</b>						
303	Salaries & Other Compensation	5,413,417	5,237,970	5,564,495	5,864,386	6,121,442
	Other Educational Expenditures	311,800	374,917	359,085	387,190	406,700
	Regular Education Transportation	156,280	216,547	239,628	233,942	239,879
	Building & Ground Expenditures	248,482	218,426	246,690	266,550	272,550
	Sub-Total In-District	6,129,979	6,047,860	6,409,898	6,752,068	7,040,571
	Tuition	799,295	432,017	473,820	440,000	740,000
	Transportation	245,347	109,500	131,183	135,000	145,000
	Sub-Total OOD	1,044,642	541,517	605,003	575,000	885,000
303	<b>SHERBORN SCHOOLS TOTAL</b>	<b>7,174,621</b>	<b>6,589,377</b>	<b>7,014,901</b>	<b>7,327,068</b>	<b>7,925,571</b>
316	<b>NORFOLK AGRICULTURAL &amp; MINUTEMAN</b>	<b>78,786</b>	<b>52,468</b>	<b>24,100</b>	<b>24,572</b>	<b>26,355</b>
<b>SCHOOL TOTAL</b>		<b>16,854,719</b>	<b>16,651,628</b>	<b>16,993,467</b>	<b>17,847,180</b>	<b>19,180,124</b>

BUDGET	DESCRIPTION	FY 2020	FY2021	FY 2022	FY2023	FY2024	
NUMBER		Actual (1)	Actual (1)	Actual (1)	Budget	Advisory Recommendation	
<b>PUBLIC WORKS</b>							
<b>DEPARTMENT OF PUBLIC WORKS</b>							
401	DPW-SALARIES	575,229	531,146	601,972	703,086	689,034	
401	DPW-EXPENSES	623,889	547,660	558,325	495,980	541,980	
	DP&W TOTAL	1,199,118	1,078,806	1,160,297	1,199,066	1,231,014	
<b>SNOW &amp; ICE</b>							
430	SNOW & ICE - SALARIES	35,327	45,824	43,336	34,278	35,649	
430	SNOW & ICE - EXPENSE	145,549	173,960	161,288	53,150	53,150	
	SNOW & ICE TOTAL	180,876	219,784	204,624	87,428	88,799	
<b>STREET LIGHTING</b>							
424	STREET LIGHTING -EXPENSES	24,677	26,891	10,784	10,000	10,000	
	STREET LIGHTING TOTAL	24,677	26,891	10,784	10,000	10,000	
<b>SOLID WASTE</b>							
431	SOLID WASTE-EXPENSES	301,481	352,443	334,626	339,550	344,050	
	SOLID WASTE TOTAL	301,481	352,443	334,626	339,550	344,050	
<b>RECYCLING</b>							
433	RECYCLING EXPENSES	9,183	238	914	3,230	3,230	
	RECYCLING TOTAL	9,183	238	914	3,230	3,230	
<b>CEMETERIES</b>							
491	CEMETERIES-SALARIES	64,160	66,881	79,100	82,500	89,500	
491	CEMETERIES-EXPENSES						
	CEMETERY TOTAL	64,160	66,881	79,100	82,500	89,500	
<b>PUBLIC WORKS TOTAL</b>		1,779,495	1,745,043	1,790,345	1,721,774	1,766,593	

BUDGET	DESCRIPTION	FY 2020	FY2021	FY 2022	FY2023	FY2024 Advisory Recommendation
NUMBER		Actual (1)	Actual (1)	Actual (1)	Budget	
<u>HEALTH AND HUMAN SERVICES</u>						
<b>HEALTH</b>						
512	BOARD OF HEALTH-SALARIES	115,533	130,066	162,115	135,597	150,551
512	BOARD OF HEALTH-EXPENSES	15,038	17,393	11,681	17,476	23,723
	<b>HEALTH TOTAL</b>	<b>130,571</b>	<b>147,459</b>	<b>173,796</b>	<b>153,073</b>	<b>174,274</b>
<b>COUNCIL ON AGING</b>						
541	COUNCIL ON AGING-SALARIES	86,600	119,038	132,796	138,524	165,783
541	COUNCIL ON AGING-EXPENSES	19,186	17,126	21,866	28,650	28,650
	<b>COUNCIL ON AGING TOTAL</b>	<b>105,786</b>	<b>136,164</b>	<b>154,662</b>	<b>167,174</b>	<b>194,433</b>
<b>VETERANS</b>						
543	VETERANS-SALARIES	700	700	-	700	730
543	VETERANS-EXPENSES	1,422	1,526	2,488	6,015	6,130
	<b>VETERANS TOTAL</b>	<b>2,122</b>	<b>2,226</b>	<b>2,488</b>	<b>6,715</b>	<b>6,860</b>
	<b>HEALTH &amp; HUMAN SERVICES TOTAL</b>	<b>238,479</b>	<b>285,849</b>	<b>330,946</b>	<b>326,962</b>	<b>375,567</b>
<u>CULTURE &amp; RECREATION</u>						
<b>LIBRARY</b>						
610	LIBRARY-SALARIES	295,718	299,262	319,640	417,577	428,309
610	LIBRARY-EXPENSES	134,264	152,833	180,700	165,221	176,608
	<b>TOTAL</b>	<b>429,982</b>	<b>452,095</b>	<b>500,340</b>	<b>582,798</b>	<b>604,917</b>
<b>RECREATION</b>						
650	RECREATION-SALARIES	75	8,976	14,829	14,650	15,000
650	RECREATION-EXPENSES	8,519	6,024	171	135,350	135,000
	<b>TOTAL</b>	<b>8,594</b>	<b>15,000</b>	<b>15,000</b>	<b>150,000</b>	<b>150,000</b>
<b>HISTORICAL COMMISSION</b>						
691	HISTORICAL COMMISSION	700	700	2,500	3,400	2,800
	<b>TOTAL</b>	<b>700</b>	<b>700</b>	<b>2,500</b>	<b>3,400</b>	<b>2,800</b>
	<b>CULTURE &amp; RECREATION TOTAL</b>	<b>439,276</b>	<b>467,795</b>	<b>517,840</b>	<b>736,198</b>	<b>757,717</b>

BUDGET NUMBER	DESCRIPTION	FY 2020 Actual (1)	FY2021 Actual (1)	FY 2022 Actual (1)	FY2023 Budget	FY2024 Advisory Recommendation
<b><u>INSURANCE AND EMPLOYEE BENEFITS</u></b>						
945	GENERAL INSURANCE	150,523	162,766	195,500	209,156	248,174
910	EMPLOYEE BENEFITS INCL OPEB & RET	2,832,731	3,352,874	2,732,209	3,152,518	3,310,068
<b><u>DEBT SERVICE</u></b>						
710	DEBT SERVICE (TOTAL)	1,283,885	1,205,813	1,302,023	1,794,672	1,878,384
<b><u>RESERVE ACCOUNT</u></b>						
132	RESERVE ACCOUNT	-	-		300,000	300,000
<b>GRAND TOTAL</b>		27,924,379	28,600,485	28,797,919	31,117,526	32,982,455

(3) Employee Benefits include OPEB Appropriation of \$100,000 to be transferred to the OPEB Trust Fund

(4) Debt Service will be offset by the following transfers:

Transfer from Elder Housing Maintenance Revolving \$67,778.13.

Transfer from Fund Balance Reserve Debt Service - MSBA Reimbursement Amortization \$32,412.

Transfer from Fund Balance Reserve Amortized Premium \$485.83.

## **ARTICLE 8. CAPITAL IMPROVEMENT PLAN (FY24 CIP)**

To see if the Town will vote to raise and appropriate, or transfer from available funds, or borrow pursuant to any applicable statute, a sum or sums of money, and if so, what sum or sums, for the purpose of capital expenditures of the Town of Sherborn; and to determine if any amount borrowed under this article shall be contingent upon the passage of a ballot question exempting the amounts required to pay for the bonds from the provisions of Proposition 2 1/2; or take any action relative thereto. *(Select Board for Various Departments)*

No.	Department	Item	Amount
1..	Fire Dept	Officer in Charge Vehicle	\$ 55,432
2a.	Police Dept	Hybrid Pickup	\$ 62,750
2b.	Police Dept	Electric Vehicle/Cruiser	\$ 59,300
3a.	DPW	Stormwater (MS4)	\$ 170,000
3b.	DPW	Roadway Management	\$ 250,000
4.	Select Board	Town Facilities & Infrastructure	\$ 350,000
6.	SSC	Pine Hill School – EMS upgrade	\$ 40,000
		<b>Total</b>	<b>\$ 987,482</b>

**MOTION:** Article 8, Item 1, Officer in Charge Vehicle: Jane Materazzo moved, duly seconded by Steven Tsai, favorable action, and that **for the purposes of purchasing an Officer in Charge Vehicle, Item 1 as set forth in the Advisory Committee Report, including all incidental and related expenses**, the sum of \$55,432 be transferred from Free Cash in the Treasury, said appropriation to be expended by June 30, 2026, with unexpended funds as of June 30, 2026 being returned to the General Fund.

### **VOTE ON ARTICLE 8, ITEM 1, PASSED 111 YES, 11 NO.**

Item 5, Police Cruiser for the Police Department - \$56,000

**MOTION:** Article 8, Item 2a, Hybrid Pickup: Dan Sichel moved, duly seconded by Jane Materazzo, favorable action and that **for the purposes of purchasing a Hybrid Pickup, Item 2a as set forth in the Advisory Committee Report, including all incidental and related expenses**, the sum of \$62,750 be transferred from Free Cash in the Treasury, said appropriation to be expended by June 30, 2026, with unexpended funds as of June 30, 2026 being returned to the General Fund.

### **VOTE ON ARTICLE 8, ITEM 2A, PASSED 105 YES, 20 NO.**

**MOTION:** Article 8, Item 2b, Hybrid Pickup: Steven Tsai moved, duly seconded by Dan Sichel, favorable action and that **for the purposes of purchasing an electric vehicle/cruiser, Item 2b as set forth in the Advisory Committee Report, including all incidental and**

**related expenses**, the sum of \$59,300 be transferred from Free Cash in the Treasury, said appropriation to be expended by June 30, 2026, with unexpended funds as of June 30, 2026 being returned to the General Fund.

### **VOTE ON ARTICLE 8, ITEM 2B, PASSED 110 YES, 17 NO.**

**MOTION:** Article 8, Item 3a, Stormwater (MS4 Compliance): Jane Materazzo moved, duly seconded by Steven Tsai, favorable action and that the Treasurer, with the approval of the Select Board be authorized to borrow, **for the purposes of Stormwater engineering, consulting and planning costs, Item 3a, as set forth in the Advisory Committee Report Table, including all incidental and related expenses**, the sum of \$170,000 pursuant to M.G.L. c. 44, §7(1) or any other enabling authority and to issue bonds or notes of the Town therefor; provided, however, that this vote shall be expressly contingent upon approval by the voters at an election of a Proposition 2 1/2, so called, debt exclusion question pursuant to M.G.L. c. 59, §21C(k).

### **VOTE ON ARTICLE 8, ITEM 3A, WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 106 YES, 19 NO.**

**MOTION:** Article 8, Item 3b, Roadway Management for the Department of Public Works: Dan Sichel moved, duly seconded by Jane Materazzo, favorable action and that the Treasurer, with the approval of the Select Board be authorized to borrow, **for the purposes of improving town roadways, Item 3b, as set forth in the Advisory Committee Report Table, including all incidental and related expenses**, the sum of \$250,000 pursuant to M.G.L. c. 44, §7(1) or any other enabling authority and to issue bonds or notes of the Town therefor; provided, however, that this vote shall be expressly contingent upon approval by the voters at an election of a Proposition 2 1/2, so called, debt exclusion question pursuant to M.G.L. c. 59, §21C(k).

### **VOTE ON ARTICLE 8, ITEM 3B WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 106 YES, 15 NO.**

**MOTION:** Article 8, Item 4, Town Buildings & Facilities (2/3): Steven Tsai moved, duly seconded by Dan Sichel, favorable action and that the sum of \$350,000 be appropriated for the purposes of improvements to Town Facilities and Infrastructure, Item 4 as set forth in the Advisory Committee Report Table, including all incidental and related expenses, and that to meet this appropriation:

- the sum of \$175,000 be transferred from Free Cash in the Treasury, said appropriation to be expended by June 30, 2026, with unexpended funds as of June 30, 2026 being returned to the General Fund.
- and that the Treasurer, with the approval of the Select Board be authorized to borrow the sum of \$175,000 pursuant to M.G.L. c. 44, §7(1) or any

other enabling authority and to issue bonds or notes of the Town therefore; provided, however, that this vote shall be expressly contingent upon approval by the voters at an election of a Proposition 2 1/2, so called, debt exclusion question pursuant to M.G.L. c. 59, §21C(k).

**VOTE ON ARTICLE 8, ITEM 4, WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 111 YES, 15 NO.**

**PLEASE NOTE THAT THERE IS NO ITEM 8 LINE 5 TO VOTE.**

**MOTION:** Article 8, Item 6, Pine Hill – EMS upgrade: Jane Materazzo moved, duly seconded by Steven Tsai, favorable action and that **for the purposes of Pine Hill – Energy Management System Upgrade, Item 6 as set forth in the Advisory Committee Report, including all incidental and related expenses**, the sum of \$40,000 be transferred from Free Cash in the Treasury, said appropriation to be expended by June 30, 2026, with unexpended funds as of June 30, 2026 being returned to the General Fund.

**VOTE ON ARTICLE 8, ITEM 6, PASSED 110 YES, 10 NO.**

**ARTICLE 9. REGIONAL SCHOOL CAPITAL EXPENSE**  
To see if the Town will vote to raise and appropriate, transfer from available funds or borrow pursuant to any applicable statute, a sum of money, and if so, what sum, for the purpose of paying the costs of various items of capital equipment and/or improvements for the Dover Sherborn Regional School District, including the payment of expenses incidental and related thereto, pursuant to an intergovernmental agreement with the Dover-Sherborn Regional School District and the Town of Dover/Sherborn to provide funding for such items: and to determine if any amount borrowed under this article shall be contingent upon the passage of a ballot question exempting the amounts required to pay for the bonds from the provisions of Proposition 2 1/2, or take any other action relative thereto. (*Board of Selectmen for the Dover-Sherborn Regional School Committee*)

**MOTION:** Dan Sichel moved, duly seconded by Jane Materazzo, favorable action and that the Treasurer, with the approval of the Select Board be authorized to borrow, **for the purposes of replacement of Rooftop Air-Handling Units at Dover Sherborn Regional High School including all incidental and related expenses**, pursuant to an intergovernmental agreement with the Dover-Sherborn Regional School District and the Town of Dover, the sum of \$552,600 pursuant to M.G.L. c. 44, §7(1) or any other enabling authority and to issue bonds or notes of the Town therefor; provided, however, that this vote shall be expressly contingent upon approval by the voters at an election of a Proposition 2 1/2, so called, debt exclusion question pursuant to M.G.L. c. 59, §21C(k).

**VOTE ON ARTICLE 9 WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 110 YES, 12 NO.**

**ARTICLE 10. USE OF FREE CASH**

To see if the Town will vote to appropriate from Free Cash a sum of money, and if so, what sum, to meet the appropriations for the ensuing fiscal year; and authorize the Assessors to use said sum in fixing the tax rate; or take any other action relative thereto. (*Select Board for the Advisory Committee*)

**MOTION:** Steven Tsai moved, duly seconded by Dan Sichel, that no action be taken.

**VOTE FOR ARTICLE 10 FOR NO ACTION PASSED 105 YES, 5 NO.**

**ARTICLE 11. FUNDING FOR SHERBORN'S 350<sup>TH</sup> ANNIVERSARY CELEBRATION**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money and, if so, what sum, to be used by the Town's 350<sup>th</sup> Committee for the purposes of the 350<sup>th</sup> Anniversary Celebration or take any other action relative thereto. (*Select Board*)

**MOTION:** Jane Materazzo moved, duly seconded by Steven Tsai, favorable action and that **for the purposes of funding for Sherborn's 350<sup>th</sup> Anniversary Celebration as set forth in the Advisory Committee Report, including all incidental and related expenses**, the sum of \$10,000 be transferred from Free Cash in the Treasury, said appropriation to be expended by June 30, 2026, with unexpended funds as of June 30, 2026 being returned to the General Fund.

**VOTE FOR ARTICLE 11 PASSED 122 YES, 3 NO.**

**ARTICLE 12. COMBINED TREASURER / COLLECTOR**  
To see if the Town will vote to authorize the Select Board to file a petition with the General Court to obtain special legislation to make the elected office of the Collector an appointed office and further to combine the offices of Treasurer and Collector into one office of Treasurer/Collector, such office to be appointed by the Select Board for a term not to exceed three years; such petition to include such additional provisions as the Select Board deems appropriate or take any other action relative thereto. (*Select Board*)

**MOTION:** Dan Sichel moved, duly seconded by Jane Materazzo, favorable action and that the Town vote to authorize the Select Board to file a petition with the General Court to obtain special legislation to make the elected office of the Collector an appointed office and further to combine the offices of Treasurer and Collector into one office of Treasurer/Collector, such office to be appointed by the Select Board for a term not to exceed three years; such petition to include such additional provisions as the Select Board deems appropriate.

**VOTE FOR ARTICLE 12 PASSED 95 YES, 26 NO.**

### **ARTICLE 13. AMEND BOARD OF ASSESSORS MEMBERSHIP**

To see if the Town will vote to amend General Bylaws Chapter 3, Section 11 by adding the following:

Notwithstanding any By-Law to the contrary, of the three positions on the Board of Assessors, the Select Board shall appoint one qualified Sherborn resident through a prescribed advertised process. In order to be deemed qualified, any resident candidate must either 1) be a Massachusetts Accredited Assessor, 2) be a Residential Massachusetts Assessor, 3) have been awarded a Certified Massachusetts Assessor certificate by the MAAO, or 4) be able to demonstrate a strong background in finance, law, real estate, appraisal, and/or municipal government. If a qualified resident candidate is not available, then the Select Board is authorized to appoint a qualified non-resident. If at the time of any vacancy, including expiration of a member's term, all remaining members of the Board of Assessors are non-residents, the attempt to hire a Sherborn resident shall be repeated.

Or take any other action relative thereto. (*Select Board*)

**MOTION:** Steven Tsai moved, duly seconded by Dan Sichel, no action on Article 13.

**NEW MOTION:** Nancy Hess moved, duly seconded, favorable action on Article 13.

**VOTE FOR NO ACTION FOR ARTICLE 13 FAILED 33  
YES, 93 NO AND THE VOTE FOR FAVORABLE ACTION  
PASSED 93 YES, 32 NO.**

### **ARTICLE 14. LAND ACQUISITION COMMITTEE – AMEND MEMBERSHIP FROM CAPITAL BUDGET TO GROUNDWATER PROTECTION**

To see if the Town will vote to amend the membership of the Land Acquisition Committee voted at the 1995 ATM & amended at the 2017 ATM as follows:

#### **Proposed LAC membership**

The LAC membership shall include representatives designated by the Select Board, Planning Board, Conservation Commission, ~~Capital Budget Committee~~, Groundwater Protection Committee and Open Space Committee as well as 2 members appointed by the Moderator for terms of 3 years. The LAC may also include participation and seek advice from other Town boards and committees as needed.

or take any other action relative thereto. (*Select Board for the Land Acquisition Committee*)

**MOTION:** Jane Materazzo moved, duly seconded by Steven Tsai, favorable action and that the Town vote to amend the membership of the Land Acquisition Committee, as further described in the warrant.

**VOTE FOR ARTICLE 14 PASSED 78 YES, 8 NO.**

### **ARTICLE 15. AMEND GBL – CHAPTER 6 – CAPITAL BUDGET COMMITTEE**

To see if the Town will vote to amend Chapter 6 of the General Bylaws by deleting in Section 3 the date of February 1<sup>st</sup> and replace it with December 1<sup>st</sup> and in Section 5, deleting a cost of ten thousand dollars (\$10,000) and replace it with a cost of twenty-five thousand (\$25,000). (Additions are shown in underlined text and deletions are shown in ~~strikethrough~~ font) such that the paragraphs read as follows:

Section 3. The various Town Boards, Officers and Committees charged with the expenditure of Town money, shall before ~~February 1<sup>st</sup>~~ December 1<sup>st</sup> of each year, prepare and file with the Committee detailed estimates of the amounts deemed by them advisable for the Town to expend for capital projects annually for a period of six years, together with explanatory statements providing such additional information about each proposed capital project as reasonably may be requested by the Committee. (*Amended 1973, 2023*)

Section 5. For the purpose of this By-Law, a capital improvement or project shall be a physical betterment or item of equipment having a useful life, of at least five years, and a cost of ~~ten thousand dollars (\$10,000)~~ twenty-five thousand dollars (\$25,000.00) or more. (*Amended 1987, 2023*)

or take any other action relative thereto. (*Select Board for the Capital Budget Committee*)

**MOTION:** Dan Sichel moved, duly seconded by Jane Materazzo, favorable action and that the Town vote to amend Chapter 6 of the General Bylaws by deleting in Section 3 the date of February 1 and replacing it with December 1, and in Section 5, deleting a cost of ten thousand dollars (\$10,000) and replacing it with a cost of twenty-five thousand dollars (\$25,000), and as further described in the warrant.

**VOTE FOR ARTICLE 15 PASSED 106 YES, 6 NO.**

### **ARTICLE 16. AMEND PERSONNEL ADMINISTRATION PLAN - LONGEVITY**

To see if the Town will vote to amend the Personnel Administration Plan of the General Bylaws by adding a new Section 22 Longevity and renumbering the remaining Sections of the Plan to coincide with the new Section, and to appropriate the funds therefor for FY24.

#### **Section 22: LONGEVITY**

##### **Purpose**

The purpose of this Policy is to implement systems and procedures to reward longevity service to the Town of Sherborn **benefited employees** as set out below.

##### **II. Policy**

The compensation is based on years of service to the Town. Any such employee with the following service levels shall be awarded:

Years of Service	Award
5 – 9	\$ 500
10 – 14	\$ 650
15 – 19	\$ 800
20 – 24	\$1,000
25 – 30	\$1,200
30+	\$1,300

This stipend will begin in FY24. It will be divided into 2 biannual payments following the employee's anniversary on September and March first dates. The above-listed amounts of Award shall be adjusted by a cost of living increase percentage each fiscal year after FY24, subject to appropriation. Employees on disability leave will receive longevity pay on the same date as active employees. Employees on unpaid leaves of absence will receive their longevity pay one month after they return to work. Employees who retire during the year between the September and March first pay-out dates will receive pro-rated amounts for the year in which they retire.

### III. Eligibility

Effectively July 1, 2023, benefited employees, who have been employed by the Town continuously for at least five years, are eligible for the Longevity Stipend. A benefited employee is one whose position is included in the approved Town Pay Plan and who is eligible for all employee benefits, including health insurance. Employees under collective bargaining agreement, contract, seasonal employees, supplemental part time, casual part time, and temporary and elected employees are not eligible. For the purposes of longevity calculations, all paid leave, unpaid temporary layoffs, and authorized leave without pay periods of up to three months are included. An elected benefit eligible employee, who moves to a non-elected benefited position with the Town, will have all time serving in benefited employment counted toward longevity.

A. Periods of disability where some sick or annual leave is used to supplement disability payments are credited to service. If an employee leaves Town employment and then is reinstated or rehired, service time is adjusted to account for the period not worked. The adjusted service date is used to calculate longevity. The employee must have been in pay status for at least half of the calendar year in order to receive longevity pay for the year.

B. Time spent in a supplemental part time, casual part time, temporary, or seasonal position, and those positions covered by contract or collective bargaining agreements are not eligible to be counted toward longevity. Leave without pay for periods greater than three months is also not eligible to be counted toward longevity.

C. Twelve eligible calendar months make up a year of service. Four weeks will be counted as one month after all complete years and calendar months have been calculated. Military leaves of absence (including extended tour) will not affect the longevity date.

### IV. Administration

The Town Administrator along with the Director of Human Resources and the Personnel Board is responsible for the administration, revision, interpretation, and application of this Policy.

### IV. Amendments

This Policy may, from time to time, be amended by Town Meeting.

Or take any other action relative thereto. (*Select Board for the Personnel Board*)

**MOTION:** Steven Tsai moved, duly seconded by Dan Sichel, favorable action and that the Town vote to amend the Personnel Administration Plan of the General Bylaws by adding a new Section 22 – Longevity and renumbering the remaining Sections of the Plan to coincide with the new Section, as further described in the warrant, and that for the purposes of funding longevity reward stipends in FY2024, \$10,000 be transferred from Free Cash in the Treasury as needed to fulfill the specific obligations of FY2024, said appropriation to be expended by June 30, 2024, with unexpended funds as of June 30, 2024 being returned to the General Fund.

### VOTE FOR ARTICLE 16 PASSED 96 YES, 23 NO.

### ARTICLE 17. ACCEPT STATE LEGISLATION ALLOWING LOWER SPEED LIMITS

To see if the Town will vote to accept MGL c. 90, Section 17C to allow the Select Board to establish lower speed limits of 25 miles per hour inside a thickly settled or business district on any roadway in town that is not a state highway and to accept Section 18B of Chapter 90 of the General Laws to allow the Select Board to establish safety zones with speed limits of 20 miles per hour or take any other action relative thereto. (*Select Board*)

**MOTION:** Jane Materazzo moved, duly seconded by Dan Sichel, favorable action and that the Town vote to accept MGL c. 90, Section 17C to allow the Select Board to establish lower speed limits of 25 miles per hour inside a thickly settled or business district on any roadway in town that is not a state highway and to accept Section 18B of Chapter 90 of the General Laws to allow the Select Board to establish safety zones with speed limits of 20 miles per hour.

### VOTE FOR ARTICLE 17 PASSED 89 YES, 33 NO.

### ARTICLE 18. AMEND ZBL SECTION 5.10 – GROUND MOUNTED SOLAR

To see if the Town will vote to delete Section 5.10 Large-Scale Ground-Mounted Solar Photovoltaic Facilities and replace it with a new Section 5.10 as follows:

#### 5.10 Large-Scale Ground-Mounted Solar Photovoltaic Facilities

##### 5.10.1 Purpose

The purpose of this bylaw is to promote the creation of new Large-Scale Ground-Mounted Solar Photovoltaic

Facilities by providing standards for the placement, design, construction, operation, monitoring, modification, and removal of such facilities that address public safety, minimize impacts on scenic, natural, and cultural resources and to provide adequate financial assurance for the eventual decommissioning of such facilities.

This bylaw aims to balance the rights of landowners to use their land to develop solar photovoltaic facilities while protecting the health, safety and welfare of the public.

This bylaw encourages the use of solar energy systems and protects solar access consistent with Massachusetts General Laws Chapter 40A Sections 9 and 9B (Solar Access), the 2008 Green Communities Act M.G.L., 2008 Global Warming Solutions Act and the 2021 Act Creating a Next-Generation Roadmap for Massachusetts Climate Policy. This bylaw is also consistent with Sherborn's Master Plan and Open Space and Recreation Plan that provide guidance on the balance of uses within the town's boundaries. It is noted that the Department of Energy Resources (DOER) strongly discourages designating locations that require significant tree cutting, because of the important water management, cooling and climate benefits trees have. DOER encourages designating locations in industrial and commercial districts, or on disturbed land.

The provisions set forth in this section shall apply to the construction, operation, and/or repair of Large-Scale Ground-Mounted Solar Photovoltaic Facilities.

### **5.10.2 Applicability**

A Large-Scale Ground-Mounted Solar Photovoltaic Facilities Overlay District is hereby established, and shall be considered as superimposed over any other districts established by this chapter, and as shown on the map entitled "Large-Scale Ground-Mounted Solar Photovoltaic Facilities Overlay District" dated January 29, 2023, on file in the Planning Board office, and included herein. This Overlay District shall be in addition to the existing Solar Photovoltaic Facilities Overlay District.

This section applies to Large-Scale Ground-Mounted Solar Photovoltaic Facilities proposed to be constructed after the effective date of this section both within (as-of-right) and outside (by special permit) the Overlay District. This section also pertains to physical modifications that materially alter the type, configuration, or size of these facilities or related equipment.

The requirements of this bylaw shall apply to a Large-Scale Ground-Mounted Solar Photovoltaic Facilities regardless of whether it is the primary use of the property or an accessory use.

This bylaw is not intended to regulate systems of less than 250 kilowatt (kW) direct current (DC), roof-mounted systems, or solar parking canopies.

### **5.10.3 Definitions**

**As-of-Right Siting:** As-of-Right Siting shall mean that development may proceed without the need for a special permit, variance, amendment, waiver, or other discretionary approval. As-of-right development shall be subject to site plan review to determine conformance with local zoning ordinances or bylaws. Projects cannot be prohibited but can be reasonably regulated when

necessary to protect public health, safety or welfare by the Planning Board.

**Battery(ies):** A single cell or a group of cells connected together electrically in series, in parallel, or a combination of both, which can charge, discharge, and store energy electrochemically. For the purposes of this bylaw, batteries utilized in consumer products are excluded from these requirements.

**Battery Energy Storage Management System:** An electronic system that protects energy storage systems from operating outside their safe operating parameters and disconnects electrical power to the energy storage system or places it in a safe condition if potentially hazardous temperatures or other conditions are detected.

**Battery Energy Storage System:** A battery energy storage system (BESS) is an electrochemical device that charges (or collects energy) from the electrical grid or an electricity generating facility, such as a Large-Scale Ground-Mounted Solar Photovoltaic Facilities, and then discharges that energy at a later time to provide electricity or other grid services when needed.

**Designated Location:** The location[s] designated in accordance with Massachusetts General Laws Chapter 40A, section 5, where Large-Scale Ground-Mounted Solar Photovoltaic Facilities may be sited as-of-right. Said locations are shown on a Zoning Map entitled Solar Photovoltaic Overlay District, pursuant to Massachusetts General Laws Chapter 40A Section 4. This map is hereby made a part of this Zoning Bylaw and is on file in the Office of the Town Clerk.

**Large-Scale Ground-Mounted Solar Photovoltaic Facility:** A solar photovoltaic system that is structurally mounted on the ground and has a minimum rated nameplate capacity of 250 kW DC.

**On-Site Solar Photovoltaic Facility:** A solar photovoltaic facility that is constructed at a location where other uses of the underlying property occur.

**Off-Grid System:** A solar photovoltaic facility where all energy generated on the facility site is consumed on that site and does not send any energy into the electrical grid for distribution.

**Rated Nameplate Capacity:** The maximum rated output of electric power production of the solar photovoltaic system in Direct Current (DC).

**Small-Scale Ground-Mounted Solar Photovoltaic Facility:** A solar photovoltaic system that is structurally mounted on the ground and has a minimum rated nameplate capacity of under 250 kW DC and less than one acre in size.

**Solar Energy:** Radiant energy received from the sun that can be collected in the form of heat or light by a solar energy system.

**Solar Energy System:** A device or structural design feature, a substantial purpose of which is to provide daylight for interior lighting or provide for the collection, storage, and distribution of solar energy for space heating or cooling, electricity generation, or water heating.

**Solar Photovoltaic Array:** An arrangement of solar photovoltaic panels.

**Solar Photovoltaic Facility:** A solar energy system that converts solar energy directly into electricity through an arrangement of solar photovoltaic panels.

## **Solar Photovoltaic Facility Site Plan or Special Permit**

**Review:** A review by the Planning Board to determine conformance with the town's zoning bylaws.

### **5.10.4 Dimensional Requirements**

#### **Setbacks**

For Large-Scale Ground-Mounted Solar Photovoltaic Facilities within the Overlay District, front, side, and rear setbacks shall be the same as required in the zoning district.

For Large-Scale Ground-Mounted Solar Photovoltaic Facilities outside the Overlay District, front, side, and rear setbacks shall be 100 feet, provided however, that if a front lot line abuts a public way or a side or rear lot line abuts one or more residences within 100 feet of that line, the setback for that lot line shall be 200 feet.

The Planning Board may allow a lesser setback along a property line, where, in its judgment, the proposed facility is not likely to negatively affect an existing or allowed land use on the abutting property.

#### **Maximum Lot Coverage**

Maximum lot coverage shall be 50% for projects outside the Overlay District. The coverage area includes the entire facility including, but not limited to, all solar panels, fenced area, appurtenances including but not limited to battery energy storage systems, buildings, storage areas, construction staging and lay-down areas, and transformers and poles, site access roads, and parking along with a perimeter area around all the above or all areas of disturbed land, whichever is greater. The remaining area of the parcel shall be preserved in its natural state, and the estimated carbon in the preserved area must exceed the carbon lost in the converted area (See Mitigation section in 5.10.5).

A project may propose to exceed 50% maximum coverage, but in this case must preserve an area off-site in accordance with the provisions of the Mitigation section of 5.10.5.

### **5.10.5 Appurtenant / Accessory Structures**

All appurtenant structures to Large-Scale Ground-Mounted Solar Photovoltaic Facilities shall be subject to reasonable regulations concerning the bulk and height of structures, lot area, setbacks, open space, parking and building coverage requirements. All such appurtenant structures, including but not limited to, equipment shelters, storage facilities, transformers, and substations, shall be screened from view by vegetation or structures using traditional development forms and materials. Whenever reasonable, structures should be joined or clustered to avoid adverse visual impacts.

### **5.10.6 Battery Energy Storage Systems**

Battery Energy Storage Systems may not be in Massachusetts Department of Environmental Protection designated Zone 1 Wellhead Protection Areas or in the Federal Emergency Management Agency designated Flood Hazard Area.

The system must be contained within a structure with the following features: a temperature and humidity-maintained environment; an impervious floor with a containment system for potential leaks of hazardous materials, and protection from water penetration; a smoke/fire detection, fire alarm, and fire suppression system; a thermal runaway system; and a local discor

point or emergency shutdown feature such as an energy storage management system. The containment area must be designed so that in event of a fire, fire extinguishing chemicals will be completely contained.

The structure and systems must be approved by the Sherborn Fire Chief and must be designed and installed in accordance with all applicable State codes and safety requirements as well as safety measures recommended by the National Fire Protection Association's Standard for the Facility of Stationary Energy Storage Systems. Periodic inspections to ensure the integrity of the batteries, other equipment, and the containment system may be required as conditions of the site plan review or special permit.

Battery energy storage units shall be clearly secondary and incidental as an accessory use to the solar facility. They shall be limited to only those needed to support the solar facility at the site, their total maximum power output may not exceed the nominal rated kW generating capacity of the facility as measured in direct current.

Spent or expired battery units must be immediately removed from the site and disposed of in accordance with applicable local, state, and federal hazardous waste disposal laws and regulations.

### **.10.7 Compliance With Laws, Ordinances And Regulations**

The construction and operation of all Large-Scale Ground-Mounted Solar Photovoltaic Facilities shall be consistent with all applicable local, state, and federal requirements, including but not limited to all applicable safety, construction, electrical, and communications requirements. All buildings and fixtures forming part of a Large-Scale Ground-Mounted Solar Photovoltaic Facility shall be constructed in accordance with the State Building Code.

### **5.10.8 Building Permit**

No Large-Scale Ground-Mounted Solar Photovoltaic Facilities shall be constructed, installed, or modified as provided in this section without first obtaining a building permit. No building permit shall be issued and no application for such permits shall be accepted for construction, exterior alteration, relocation, or change in use unless a site plan has been approved or special permit has been granted by the Planning Board, after consultation with other boards, including but not limited to the following: Building Inspector, Board of Health, Select Board, Historical Commission, Historic District Commission, Conservation Commission, Department of Public Works, Fire Department, and Police Department. The Planning Board may waive any or all requirements of site plan review for external enlargements of less than 10% of the existing occupied area."

### **5.10.9 Site Plan and Special Permit Review and Performance Standards**

Large-Scale Ground-Mounted Solar Photovoltaic Facilities within the Overlay District shall undergo site plan review and those outside the Overlay District shall undergo special permit review by the Planning Board prior to construction, installation, or modification as provided in this section. The Planning Board shall consider and

the requirements set forth in this bylaw in reviewing and deciding an application for site plan or special permit

approval. If the provisions of site plan review under this bylaw are in conflict with the site plan review of the zoning bylaw, the regulations pertaining to site plan review of the Large-Scale Ground-Mounted Solar Photovoltaic Facility shall apply.

The applicant may participate in a pre-application conference with the Planning Board prior to the submittal of a formal application to discuss required documents, including site-specific analyses.

All plans and maps shall be prepared, stamped, and signed by a Professional Engineer licensed to practice in Massachusetts. All applications and plans shall be filed with the Planning Board, along with the applicable fee (s). The application packet must contain all the appropriate application fees, forms, and number of copies of all plans and supporting documentation, as well as required abutter information. The application packet shall be submitted to the Town Clerk who shall stamp the application with the date received and shall immediately notify the Chair of the Planning Board of a submitted application packet.

The Planning Board shall, within thirty (30) calendar days of the receipt of the application by the Town Clerk, determine whether the application is complete or incomplete and shall notify the applicant in writing by certified mail. If the Planning Board determines the application to be incomplete, the Board shall provide the applicant with a written explanation as to why the application is incomplete and request the information necessary to complete the application. Any additional information submitted by the applicant starts a new thirty (30) calendar day completeness review.

Upon receipt of an application, the Planning Board may engage, at the applicant's cost, professional and technical consultants, including legal counsel, to assist the Planning Board with its review of the application, in accordance with the requirements of M.G.L. Chapter 44 Section 53G. The Planning Board may direct the applicant to deposit funds with the Planning Board for such review at the time the application is determined to be complete and may direct the applicant to add additional funds as needed upon notice. Failure to comply with this section shall be good grounds for denying the application. Upon approval of the application, any excess amount attributable to the application processing by the Planning Board, including any interest accrued, shall be refunded to the applicant.

The Planning Board may impose reasonable terms and conditions on the construction, installation, or modification of any Large-Scale Ground-Mounted Solar Photovoltaic Facility, but it shall not have discretionary power to deny the use within the Overlay District.

The Planning Board shall include required findings it will consider in its approval or denial of a special permit as consistent with the public health, safety and welfare provisions of the Zoning Act. Such findings or matters may include, but are not limited to:

1. The proposed development's consistency with the Master Plan and/ Open Space and Recreation Plan;
2. The proposed development's consistency with local zoning;
3. The proposed development's consistency with the general purpose and intent of this bylaw;

4. The proposed development's consistency with the character and scale of other developments permitted in the same district and the maintenance of the community's character in the area surrounding the site;
5. The rights of abutting and neighboring landowners to live without undue disturbance or exposure to pollutants from the development;
6. The protection of natural, cultural and scenic resources on and around the site.

#### **5.10.10 Required Documents**

Pursuant to the site plan review process, the project proponent of a Large-Scale Ground-Mounted Solar Photovoltaic Facility shall provide the following documents:

1. An existing conditions plan with property lines and physical features, including abutting land uses and location of structures within 100 feet of the site, topography and roads, characteristics of vegetation (mature trees, shrubs, open field, etc.), and wetlands, for the project site;
2. Proposed changes to the landscape of the site including grading, vegetation clearing and planting, exterior lighting including locations, type and wattage, screening vegetation or structures, sign(s) location(s), service vehicle parking and access roads, and storm water management systems. The square footage of each disturbed area shall be identified on a plan, and details of any site alteration, including number, sizes, and species of trees to be removed, shall be provided. A calculation of slopes throughout the site as a percentage over consecutive 100-foot distances;
3. Blueprints or drawings of the solar photovoltaic facility signed by a Professional Engineer licensed to practice in the Commonwealth of Massachusetts showing the proposed layout of the system, any potential shading from nearby structures or vegetation, the distance between the system and all property lines, existing on-site buildings and structures, and the tallest finished height of the solar array;
4. One- or three-line electrical diagram detailing the solar photovoltaic facility, associated components, and electrical interconnection methods, with all Massachusetts Electrical Code compliant disconnects and overcurrent devices;
5. Documentation and technical specifications of the major system components to be used, including the photovoltaic panels, mounting system, inverter(s), and any storage batteries;
6. Proposed wattage of the solar photovoltaic facility solar power generation indicated in both direct current (DC) and alternating current (AC) – a notation shall be included explaining the difference, e.g. loss in conversion from DC to AC;
7. Locations and details of all security measures for the site;
8. Name, address, and contact information for proposed system installer;

9. Name, address, phone number, and signature of the project proponent, as well as all co-proponents or property owners, if any;
10. The name, contact information and signature of any agents representing the project proponent;
11. Documentation of actual or prospective access and control of the project site sufficient to allow for construction and operation of the proposed solar photovoltaic facility;
12. A plan for the operation and maintenance of the solar photovoltaic facility;
13. Zoning district designation for the parcel(s) of land comprising the project site (submission of a copy of a zoning map with the parcel(s) identified is suitable for this purpose);
14. A utility connection plan, and an acknowledgment of application from the electric utility (not required for off-grid facilities);
15. A list identifying all off-site electrical system improvements necessary to the electrical grid to accommodate the power from the proposed facility and identification of what entity is paying for such improvements.;
16. Proof of liability insurance. The owner or operator of the Large-Scale Ground-Mounted Solar Photovoltaic Facility shall provide the Town Clerk with a certificate of insurance showing that the property has sufficient liability coverage pursuant to industry standards;
17. A public outreach plan, including a project development timeline, which indicates how the project proponent will meet the required site plan review notification procedures and otherwise inform abutters and the community;
18. Description of financial surety;
19. Proof that the project proponent will meet the required site plan review notification procedures;
20. Pre-construction photos from the right-of-way and nearest abutters. These photos should include tree coverage;
21. A visualization (rendering or photo simulation) of post-construction solar development, including perspectives from right-of-way(s), nearest abutting properties or residential structures, and tree coverage. The Planning Board may request additional visualizations and/or visual impact analysis in cases where the project is likely to be visible from significant areas;
22. A glare analysis and proposed mitigation, if any, to minimize the impact on affected properties and roads;
23. Documentation by an acoustical engineer of the noise levels projected to be generated by both the facility and operation of the facilities;
24. Location and approximate height and percent tree cover on the site at the time of application filing. Trees with a diameter at breast height (DBH) of 6" for hardwoods and 12" for softwoods or greater within project parcel(s) shall be identified to determine tree loss, along with an inventory of diseased or hazard trees slated to be removed due to proposed development;
25. Documentation of all soils types, as identified on the United States Natural Resources Conservation Service soils survey, on all land involved with the project;
26. Locations of natural and cultural resources based on reviews of publicly available data or consultation with Town staff and state agencies. Such locations to include:
  - Active farmland, and prime farmland soils; floodplains; wetlands and vernal pools (an Order of Resource Area Delineation may be required); wellhead protection areas; permanently protected open space; Natural Heritage & Endangered Species Program (NHESP) Estimated and Priority Habitats, BioMap Critical Natural Landscape and Core Habitat;
  - Locations of inventoried historic buildings, Local or National Register Historic Districts, and Scenic Roads; and archaeologically sensitive areas.

These locations can be identified using MassGIS, the Massachusetts Historical Commission's (MHC) Massachusetts Cultural Resources Information System (MACRIS) and through filing a Project Notification Form (PNF) with MHC; reviewing local plans such as the Master Plan and Open Space and Recreation Plan; and through consultation with Town staff. The Planning Board, at its discretion, may require these locations be described on a map and/or in a narrative depending on the sensitivity of the resources identified;
27. Stormwater management and erosion and sediment control plans;
28. A complete list of chemicals, fuels, and any other hazardous materials to be used in both the construction and operation phase;
29. A calculation of earthwork operations listing the amount of soil and/or rock to be imported or exported from the site. If any material is to be imported, such material shall be clean and without contamination by hazardous substances or invasive species and must be obtained from a source(s) approved by the DPW.
30. Provision of water including that needed for fire protection;
31. A photometric plan documenting no light spillage on to abutting property.

Upon the applicant's written request submitted as part of the application, the Planning Board may waive any documentary requirements as it deems appropriate.

#### **5.10.11 Site Control**

The project proponent shall submit documentation of actual or prospective access and control of the project site sufficient to allow for construction and operation of the proposed Large-Scale Ground-Mounted Solar Photovoltaic Facility.

#### **5.10.12 Operation and Maintenance Plan**

The project proponent shall submit a plan for the operation and maintenance of the Large-Scale Ground-Mounted Solar Photovoltaic Facility, which shall include measures for maintaining safe access to the facility, storm water controls, storm preparedness and response,

hazardous materials and waste management, as well as general procedures for and frequency of operational maintenance of the facility. A signed agreement with a maintenance company shall be included, as applicable.

The Operation and Maintenance Plan shall include measures for maintaining year-round safe access for emergency vehicles, snow plowing, storm water controls, and general procedures, and a yearly schedule for the operation and maintenance of the facilities including fencing, and maintenance of landscaping. As much as possible, consideration should be given to performing operations and maintenance using electric vehicles and equipment to decrease noise and air pollution.

The Operation and Maintenance Plan should include a training component and schedule for emergency services staff along with any designees the Planning Board deems necessary.

#### **5.10.13 Utility Notification**

No Large-Scale Ground-Mounted Solar Photovoltaic Facility shall be constructed until evidence has been given to the Planning Board that the utility company that operates the electrical grid where the facility is to be located (Eversource or successor company) has been informed of the solar photovoltaic facility owner or operator's intent to install an interconnected customer-owned generator as well as documentation from said utility that it will connect the proposed customer-owned generator into its power grid. Off-grid systems shall be exempt from this requirement.

#### **5.10.14 Design Standards**

##### **Access Roads**

Access roads shall be planned and constructed in consultation with the Department of Public Works and to minimize grading, stormwater runoff, removal of trees, and to minimize impacts to natural or cultural resources. At the Planning Board's discretion, roads should be curved to limit direct views into the project, especially from scenic roads.

##### **Lighting**

Lighting of solar photovoltaic facilities shall be consistent with local, state, and federal law. Lighting of other parts of the facility, such as appurtenant structures, shall be limited to that required for safety and operational purposes, and shall be reasonably shielded from abutting properties. Where feasible, lighting of the solar photovoltaic facility shall be directed downward and shall incorporate full cut-off fixtures to reduce light pollution. Lighting of solar photovoltaic facilities shall be limited to night-time maintenance and inspections by authorized personnel. There should be no illumination when personnel are not on the site.

##### **Signage**

Signs on Large-Scale Ground-Mounted Solar Photovoltaic Facilities shall comply with the sign bylaw. A sign consistent with the sign bylaw shall be required to identify the owner and provide a 24-hour emergency contact phone number of the facility owner or operator. Solar photovoltaic facilities shall not be used for displaying any advertising except for reasonable identification of the manufacturer or operator of the solar photovoltaic facility.

No-trespassing signs, signs required to warn of danger educational signs providing information about the project may be exempted from this requirement. As much as possible, signs should be grouped together to reduce sign clutter.

##### **Utility Connections**

Reasonable efforts shall be made to place all utility connections from the solar photovoltaic facility underground, depending on appropriate soil conditions, shape, and topography of the site and any requirements of the utility provider. Electrical transformers for utility interconnections may be above ground if required by the utility provider.

##### **Glare**

Solar panels, to the maximum extent feasible, shall be positioned and landscaped so as not to create glare and to minimize glare on surrounding occupied structures. The Large-Scale Ground-Mounted Solar Photovoltaic Facility shall be positioned to minimize glare on any residence or public way. The applicant should submit a ratings and technical specifications for the solar panels to ensure minimal reflectivity.

The design of the facility shall prevent reflected solar radiation or glare from becoming a public nuisance or hazard to adjacent buildings, roadways, or properties. Design efforts may include, but not be limited to, deliberate placement and arrangement on the site, anti-reflective materials, solar glare modeling, and screening in addition to required landscaping.

##### **Visual Impact**

A visual impact assessment shall be conducted that follows established protocols. Such assessment should include the following:

1. **Design Narrative.** A narrative that describes how the project has been configured or located and how it avoids or minimizes visual impacts, including tree removal. Maps and documentation of the analysis conducted shall accompany the narrative and be used to generally describe the anticipated visibility of the project. The narrative should provide details concerning alternative configurations or sites that were evaluated in the design process and the design/mitigation strategies employed to reduce any visual impact to sensitive resources and tree removal.

2. **Inventory.** An inventory and description of the cultural and scenic resources located within the viewshed of the proposed activity, including historic structures and historic districts; scenic roads, cultural landscapes, and vistas (open areas that are visible from public roads); and recreational areas. Information on these resources may be found by searching MACRIS and by reviewing Sherborn's Master Plan, and Open Space and Recreation Plan

3. **Visualizations and simulations.** The applicant shall utilize tools such as photo-simulations and/or viewshed analyses through renderings, line-of-sight studies, and/or two- or three-dimensional visualizations (i.e., photomontage, video montage, animation produced through Spatial Information Systems (SIS) and Geographic Information Systems (GIS)) to assess the visual impacts and describe the anticipated effect of the proposed project on the region's scenic and cultural

resources. The number of simulations required will depend on the anticipated impact and the sensitivity of the resources present. The visual impact assessment should include consideration of all parts of the project, including all associated infrastructure. In the event more than one alternative is being considered, the visual impact of all alternatives should be evaluated by the applicant. The assessment should map locations along local public ways where the solar facility is visible above visual horizon and anticipate locations, such as high elevation points or across waterbodies, where distant views are possible.

4. Mitigation. Proposed mitigation measures, as applicable. Mitigation may include careful siting, siting away from scenic resources and key viewsheds, curvilinear access roads, and screening.

#### **Fencing**

Appropriate measures shall be taken to prevent the solar arrays from being damaged or tampered with by individuals trying to access the area of the facility. The method of securing the site shall be subject to the approval of the Planning Board.

The need for fencing shall be determined by the applicant unless such fencing is needed to comply with town bylaws and/or as required per the Massachusetts Electrical Code. If installed, such fencing shall be no more than 10 feet tall, shall be placed at least 6 inches off the ground to allow migration of wildlife, and shall have an Emergency Access System padlock or box at each gate. The fence shall be consistent with the character of surrounding properties, set back from roadway frontage and public areas, and screened by vegetation.

#### **Screening**

The Large-Scale Ground-Mounted Solar Photovoltaic Facilities shall be designed to minimize its visibility, including preserving natural vegetation to the maximum extent possible, blending in equipment with the surroundings, adding vegetative buffers and/or fencing to provide an effective visual barrier from adjacent roads and driveways, and from abutting dwellings.

The facility shall be effectively screened year-round from all public and private ways and from adjacent residential lots. The Planning Board may alter or waive this requirement if such screening would have a detrimental impact on the operation and performance of the array.

Where existing vegetation in the setbacks is insufficient to achieve year-round screening, additional screening shall be provided including, but not limited to, planting of dense vegetative screening, fencing, berms, use of natural ground elevations, and/or land contouring, all depending on site specific conditions. Tree cutting within the required setback area shall not be permitted if it would reduce to any degree the effectiveness of the year-round screening.

If additional plantings are required for screening, a planting plan shall be submitted showing the types, sizes, and locations of material to be used, using a diversity of plant species native to New England and shall be subject to the approval of the Planning Board. Plantings shall include a variety of native trees and shrubs of varying heights, staggered to effectively screen the facility from view during construction and operations. The depth of the vegetative screen shall be a minimum of 100 feet. At least

75% of the plantings shall consist of evergreens and shall be evenly spaced throughout the setback area.

Plantings should include native plants that provide food, pollen, and/or shelter for native wildlife and follow a “food forest” model, integrating trees, shrubs, perennial plants and groundcovers to mimic a native woodland that creates habitat and food for local wildlife. Unless an alternative is approved by the Planning Board, the wildlife habitat establishment and maintenance plan shall create a pollinator friendly wildflower meadow immediately around the facility.

Use of invasive plants, as identified by the most recent version of the “Massachusetts Prohibited Plant List” maintained by the Massachusetts Department of Agricultural Resources, is prohibited. Cultivars of native plants may be acceptable if sourcing of native species is not possible.

Planting of the vegetative screening shall be completed prior to connection of the facility. Plants shall be maintained and replaced if unhealthy by the owner/operator of the facility for the life of the facility. If vegetative screening cannot be planted due to the season, a performance bond to cover the cost of, and ensure implementation of, the vegetation plan may be accepted by the Planning Board, but the screening must be planted as soon as weather conditions are appropriate.

Large-Scale Ground-Mounted Solar Photovoltaic Facilities shall not be approved unless the system design provides screening and buffers to protect scenic vistas and view sheds from residential uses, public streets and any waterways or water bodies.

#### **5.10.15 Safety and Environmental Standards**

##### **Emergency Services**

The Large-Scale Ground-Mounted Solar Photovoltaic Facility owner or operator shall provide a copy of the project summary, electrical schematic, and site plan to the local Fire Chief. Upon request the owner or operator shall cooperate with local emergency services in developing an emergency response plan, which may include ensuring that emergency personnel have immediate, 24-hour access to the facility. All means of shutting down the solar photovoltaic facility shall be clearly marked on the plan. The owner or operator shall identify a responsible person for public inquiries throughout the life of the facility, whether or not operational. These components shall be included in the Operation and Maintenance Plan.

The Operation and Maintenance Plan shall periodically be jointly reviewed and updated as necessary by the operator of the facility and the Fire and Police Departments at a frequency to be determined by the Fire Department. Safety personnel may request at any time that the operator provide onsite training in accessing and shutting down the operation of the facility.

The operator shall identify a qualified contact person who will provide assistance to local officials during an emergency. The operator shall update the contact information whenever there is a change in the contact person.

##### **Storm Preparedness**

Large-Scale Ground-Mounted Solar Photovoltaic Facilities shall include racking, foundations, and module connection systems designed to withstand sustained

hurricane-force winds or damage from wind-blown debris. Storm preparedness and response considerations shall be included in the Operation and Maintenance Plan.

### **Land Clearing**

#### **Archaeological Impacts**

Any work on undeveloped properties, or on land that has not been disturbed in recent history, requires consideration of archaeological resources to determine whether significant resources are present. All archaeological investigations and site work requires a permit from the State Archaeologist at MHC. MHC maintains an inventory of known archaeological sites and uses that information to build a predictive model to estimate where other archaeological sites are likely to be found. Depending on the amount of ground disturbance proposed, if a property is archaeologically sensitive, or likely to contain archaeological resources, an archaeological survey may be required – tree removal and re-grading would require an archaeological survey, whereas projects with minimal ground disturbance and using minimal soil impact methods may not.

#### **Natural Resources Impacts**

The applicant shall be required to provide a natural resources inventory describing the soils, vegetation, wildlife, and wetlands on and around the site that may be adversely impacted by the development and to help inform project design and mitigations.

Clearing of natural vegetation and soils shall be limited to what is necessary for the construction, operation, and maintenance of the proposed facility or otherwise prescribed by applicable laws, regulations, and bylaws.

Existing vegetative cover, root structures, flat field or gravel areas, and topsoil shall be maintained to the maximum extent practicable to prevent soil erosion. Any displaced soils shall be returned to the areas affected, if feasible, except soils likely to be infested with invasive plants seeds which should be disposed of in a manner that does not allow seeds or vegetative material contained within the soil to regrow. Ground surface areas beneath solar arrays and setback areas shall be pervious to maximize on-site infiltration of stormwater. Where removal of naturally occurring vegetation such as trees and shrubs is planned, the owner of the facility must demonstrate that the removal of this vegetation is necessary, and its presence adversely affects the performance and operation of the facility.

To avoid or minimize greenhouse gas emissions from cleared trees and shrubs and the need to transport these to landfills or other distant disposal sites, as practicable and depending on site conditions and in accordance with local, state, and federal waste disposal regulations, consideration should be given to the reuse on site of tree and shrub debris as wildlife habitat features, landscaping mulch, and/or for erosion and sediment control. To decrease the rate of carbon emissions from cleared trees, the chipping of logs should be minimized and unmarketed whole logs should be left to decay.

Applicants are encouraged to explore opportunities to repurpose downed trees into durable wood products to retain stored carbon. As an alternative to transporting tree and shrub debris to be burned at a waste-to-energy facility, applicants should endeavor to make suitable

firewood available to residents of the local community who heat their homes with wood.

Ballasts, screw-type, or post driven pilings and other acceptable minimal soil impact methods that do not require footings or other permanent penetration of soils for mounting are required, unless the need for alternatives can be demonstrated. Any soil penetrations that may be required for providing system foundations necessary for additional structural loading or for providing system trenching necessary for electrical routing shall be done with minimal soils disturbance, with any displaced soils to be temporary and recovered and returned after penetration and trenching work is completed. No concrete or asphalt shall be allowed in the mounting area other than ballasts or other code required surfaces, such as transformer or electric gear pads. The use of geotextile fabrics shall be limited.

A Large-Scale Ground-Mounted Solar Photovoltaic Facility shall, to the greatest extent practicable, be clustered and located in or adjacent to areas of the site where the land has already been cleared of vegetation to avoid habitat fragmentation.

### **Vegetation Plantings and Plant and Animal Management**

The open areas within the solar array and between the array and any vegetated buffers, including stormwater management areas, shall be seeded with a native seed mix, with a preference for native groundcovers and deep-rooted native grasses suitable for site stabilization and erosion control and adapted to Sherborn's soils, and that are low-maintenance (i.e., requiring no fertilizers, pesticides, or herbicides; no irrigation except as may be necessary for initial plant establishment; drought-tolerant, and attractive to native pollinators and other wildlife, and maintained as plant, bird and insect habitat. A diversity of plant species native to New England shall be used. Use of invasive plants, as identified by the most recent version of the "Massachusetts Prohibited Plant List" maintained by the Massachusetts Department of Agricultural Resources, is prohibited.

Alternative vegetation or cover options may be proposed by the applicant in consideration of soil type and quality, subject to the approval of the Planning Board. Such alternatives may include agricultural crops, for example on sites with Prime Farmland Soils.

Existing gravel areas that are well drained and stable do not require the addition of topsoil. To avoid the introduction of invasive plant seeds, topsoil shall not be imported into any project sites unless there is a demonstrated engineering need and must be approved by the Planning Board prior to any introduction.

A continuous herbaceous ground cover layer will be maintained and any bare or partially bare areas should be replanted on an annual basis. Any signs of erosion, soil rutting or soil compaction should be remediated within 30 days. There will be annual inspection and report documenting vegetation coverage and avoidance of erosion or soil disturbance as well as noting any areas of persistent water-saturated soils. Inspection by a PB representative will be allowed to assess vegetative conditions.

The introduction of invasive species shall be prevented to the greatest extent practicable during any construction, maintenance, or removal of a solar photovoltaic facility, through the use of current best practices.

To protect the water supply, planting of low growing groundcovers or grasses and/or regular mowing of other types of grasses to ensure minimal fuel for wildfires in areas around panel shall be included in plant management plans.

#### Fill

All fill used in connection with any project will be clean fill, containing no garbage, refuse, rubbish, industrial or commercial or municipal fill or waste, demolition debris, or septic sludge, including, but not limited to lumber, wood, stumps, invasive plants, plaster, wire, rubbish, asphalt, coal, slag, pipes, lathe, paper, cardboard, glass, metal, tires, ashes, appliances, motor vehicles or parts of any of the foregoing. No fill containing levels of oil or hazardous materials above RCS-1 Reportable Concentrations and GW- 1/S-1 Method 1 Risk Based Standards, as described in the Massachusetts Contingency Plan (MCP, 310 CMR 40.0000) environmental regulations as revised, will be used in connection with any project.

The source of any fill will be made known in writing to the Planning Board at least one week prior to placement at the site. A certification statement from the material supplier shall be provided stating that the fill material is free of debris and contamination as stated above. The Planning Board reserves the right to require specific additional chemical testing of fill by a third party, at the applicant's expense, prior to placement at the site.

#### Stormwater Management

A Large-Scale Ground-Mounted Solar Photovoltaic Facility shall comply with the Town's Comprehensive Stormwater Management Bylaw. Review for compliance with that bylaw shall be concurrent with the review of the Site Plan or Special Permit for the Large-Scale Ground-Mounted Solar Photovoltaic Facility. No separate permit is necessary.

#### Wetlands

No Large-Scale Ground-Mounted Solar Photovoltaic Facility shall be located within resource areas protected by the Massachusetts Wetlands Protection Act or the Sherborn Wetlands Bylaw. Any work proposed within 100 feet of such areas shall be subject to the jurisdiction of the Sherborn Conservation Commission.

#### Hazardous Waste

No hazardous waste shall be discharged on the site. Hazardous materials stored, used, or generated on site shall not exceed the amount for a Very Small Quantity Generator of Hazardous Waste as defined by the Massachusetts Department of Environmental Protection pursuant to 310 CMR 30.000 and shall meet all requirements of the Department of Environmental Protection including storage of hazardous materials in a building with an impervious floor that is not adjacent to any floor drains to prevent discharge to the outdoor environment.

If any hazardous materials, including, but not limited to, lithium-ion storage batteries, are used within the solar electric equipment, then impervious containment areas

capable of controlling and containing any release of hazardous materials to the environment and to prevent potential contamination of groundwater are required.

To mitigate the potential for hazardous materials release from any proposed transformers, only non-toxic biodegradable transformer fluid or dry cooled transformers are to be used.

A list of any hazardous materials proposed to be located on the site and a plan to prevent their release shall be provided to the Planning Board and Fire Chief.

#### Mitigation

**Mitigation for Loss of Wildlife Habitat within the Facility**  
If undeveloped forested land is proposed to be converted to a Large-Scale Ground-Mounted Solar Photovoltaic Facility, the plans shall show mitigation measures that create a native wildlife habitat within and immediately around the facility and a successional forest in the surrounding areas managed to prevent shading until the facility is decommissioned and the site restored to forest.

**Mitigation for Loss of Carbon Sequestration and Forest**  
If undeveloped forested land is proposed to be converted to a Large-Scale Ground-Mounted Solar Photovoltaic Facility, the plans shall designate an area of unprotected land (i.e., land that could otherwise be developed under current zoning) either on the same parcel, on a contiguous parcel(s) or a location within Sherborn approved by the Planning Board following consultation with the Conservation Commission, to be preserved. Such designated land shall remain in substantially its natural condition without alteration except for routine natural resources management practices until such time as the facility is decommissioned. The special permit shall be conditioned to effect and make enforceable this requirement.

The plans shall estimate both the carbon lost in the converted area and the carbon stored in the forest area to be protected. The estimated carbon in the protected area must be greater than the estimated carbon in the trees to be removed. The calculation of carbon stored will be done using a widely accepted forestry approach approved by the Planning Board.

Up to one-half of the above-required area of forest protection mitigation can be alternatively met by the option of protected reforestation of a separate designated area. The reforestation plan shall be designed such that the stored carbon per acre by year 10 will be at least equal to the stored carbon per acre of the converted forest. Such a reforested area can substitute on a one for one basis with protected forest area.

#### Sound

Noise generated by ground-mounted solar photovoltaic facilities, cooling fans, inverters, associated equipment, and machinery shall conform at a minimum to applicable state and local noise regulations, including the Department of Environmental Protection's Division of Air Quality noise regulations (310 CMR 7.10).

The sound levels under normal operating conditions, measured at the boundary of the lot on which the facility is sited, shall not be more than 10 decibels greater than would otherwise exist in the absence of such a facility.

Noise reduction shall be considered and incorporated as needed during the design phase of the facility including

the location of the noise generator, shielding, noise cancellation, filtering, and noise suppression.

### **5.10.16 Monitoring and Maintenance**

#### **Construction Monitoring**

The Planning Board may require a third-party inspector, selected by and acting under the direction of the Building Inspector, to be employed to monitor compliance with all approvals and conditions during the Large-Scale Ground-Mounted Solar Photovoltaic Facility's construction at the applicant's expense.

#### **Maintenance**

The Large-Scale Ground-Mounted Solar Photovoltaic Facility owner or operator shall maintain the facility in good condition. Maintenance shall include, but not be limited to, painting, structural repairs, and integrity of security measures. Site access shall be maintained to a level acceptable to the local Fire Chief and Emergency Medical Services. The owner or operator shall be responsible for the cost of maintaining the solar photovoltaic facility and any access road(s), unless accepted as a public way. As much as possible, consideration should be given to performing operations and maintenance using electric vehicles and equipment to decrease noise and air pollution.

#### **Reporting**

The owner or operator of a Large-Scale Ground-Mounted Solar Photovoltaic Facility shall submit an annual report demonstrating and certifying compliance with the Operation and Maintenance Plan, the requirements of this bylaw and approvals granted hereunder, including but not limited to continued management and maintenance of vegetation, compliance with the approved plans and any permit conditions, continuation of liability insurance, adequacy of road access, and functionality of stormwater management systems. The annual report shall also provide information on the maintenance completed during the year and the amount of electricity generated by the facility. The report shall be submitted to the Select Board, Planning Board, Fire Chief, Building Commissioner, DPW Director, Board of Health, and Conservation Commission (if a wetlands permit was issued) no later than 45 days after the end of the calendar year.

### **5.10.17 Special Permit Criteria for Facilities Outside the Overlay District**

The Planning Board may grant a special permit for a Large Scale Ground-Mounted Solar Photovoltaic Facility outside the Overlay District where it makes the following findings:

1. The proponent has demonstrated the project reflects every reasonable effort to minimize the volume of cut and fill; the disturbance of soil profile, structure and soil compaction; the number of removed trees 6-inch caliper or larger, the length of removed stone walls, the area of wetland vegetation displaced, the extent of stormwater flow increase from the site, soil erosion, and threat of air and water pollution;
2. The proposed project promotes pedestrian and vehicular safety both on the site and egressing from it;
3. The proposed project does not create adverse visual impacts from publicly accessible locations;

4. Visual intrusions have been satisfactorily mitigated by controlling the visibility of the area viewed from public ways or premises residentially used or zoned;
5. Noise from operation shall conform with the provisions of the Massachusetts Department of Environmental Protection (DEP) Division of Air Quality Noise Regulations (310CMR 7.10) as most recently amended.
6. The proponent has demonstrated that proposed land clearing, disturbance of natural vegetation, and loss of habitat is limited only to what is necessary for the construction, operation and maintenance of the large scale ground-mounted solar photovoltaic facility;
7. The proposed project will comply with all relevant provisions of this Zoning Bylaw;
8. The project, taken as a whole and with all mitigation efforts accounted for, will not have an unreasonably detrimental effect on the surrounding area.

### **5.10.18 Modifications**

All material modifications to a Large-Scale Ground-Mounted Solar Photovoltaic Facility made after site plan review or special permit approval or issuance of the required building permit shall require approval by the Planning Board.

### **5.10.19 Transfer of Ownership**

If the Large-Scale Ground-Mounted Solar Photovoltaic Facility is sold, all municipal permits, conditions, and associated documentation shall remain in effect, provided that the successor owner or operator assumes in writing all the obligations of the site plan approval or special permit, and shall be provided in both digital and hard copy format to the new owner. A new owner or operator of the facility shall notify the Planning Board and the Building Inspector of such change in ownership or operator within 30 days of the ownership change. Failure to notify the Planning Board and Building Inspector within 30 days of the transfer of ownership shall be considered abandonment in accordance with the Abandonment section of this bylaw.

The site plan or special permit and all other local approvals for the facility would be void if a new owner or operator fails to provide written notification to the Planning Board and the Building Inspector in the required timeframe. Reinstatement of a site plan approval or void special permit and any other local approvals will be subject to the same review and approval processes for new applications under the Town's bylaws and regulations.

The Planning Board must be provided with updated contact information for the new owner, including name, address, telephone number, and e-mail address. Authorities having jurisdiction, including local emergency personnel, must be provided with updated emergency contact information, including an emergency contact number that is staffed 24 hours a day. The new owner must abide by all conditions as detailed in the final permit. Any proposed changes to the project shall require approval as described in the Modifications section of this zoning bylaw.

### **5.10.20 Abandonment or Decommissioning**

#### **Removal Requirements**

Any Large-Scale Ground-Mounted Solar Photovoltaic Facility, or any substantial part thereof, not used in the production of electricity for a period of one continuous

year or more without written permission from the Planning Board, or is operating at less than 25% of its nameplate capacity, or that has reached the end of its useful life, or has been abandoned consistent with the Abandonment section of this bylaw, shall be considered discontinued and shall be removed.

Upon written request from the Building Inspector, addressed to the contact address provided and maintained by the owner or operator as required above, the owner or operator shall provide evidence to the Building Inspector demonstrating continued use of the facility. Failure to provide such evidence within 30 days of such written request shall be conclusive evidence that the facility has been discontinued.

The owner or operator or landowner shall physically remove the facility no more than 150 days after the date of discontinued operations. The owner or operator or landowner shall notify the Town Clerk, Planning Board, DPW Director, Conservation Commission and/or Building Inspector by certified mail of the proposed date of discontinued operations and plans for removal. Removal shall consist of:

- a) Physical removal of all Large-Scale Ground-Mounted Solar Photovoltaic Facility structures, equipment, security barriers, and transmission lines from the site.
- b) Recycling of all possible materials and removal of all remaining solid and hazardous waste in accordance with local, state, and federal waste disposal regulations.
- c) Stabilization or revegetation of the site as necessary to minimize erosion and prevent impacts to wetlands or water bodies. The Planning Board may allow the owner or operator to leave landscaping or designated below-grade foundations (provided they are filled in) to minimize erosion and disruption to vegetation. This requirement may be waived if the landowner submits a plan for re-use of the site.

#### **Abandonment**

Absent notice to the Planning Board of a proposed date of decommissioning or written notice of extenuating circumstances, the Large-Scale Ground-Mounted Solar Photovoltaic Facility shall be considered abandoned when it fails to operate for more than one year without the written consent of the Planning Board. If the owner or operator of the solar energy system fails to remove the facility in accordance with the requirements of this section within 150 days of abandonment or the proposed date of decommissioning, the town retains the right, after the receipt of an appropriate court order, to enter and remove an abandoned, hazardous, or decommissioned large-scale ground-mounted solar energy system. As a condition of Site Plan Approval, the applicant and landowner shall agree to allow entry to remove an abandoned or decommissioned facility. The town may use the financial surety as stipulated in Financial Surety section for this purpose.

#### **5.10.21 Financial Surety**

Proponents of Large-Scale Ground-Mounted Solar Photovoltaic Facility projects shall provide a form of surety, either through cash, certified bank check, escrow account, bond, or otherwise held by and for the Town, to cover the cost of facility removal and stabilization of the

site in the event the town must remove the facility and remediate the landscape, in an amount and form determined to be reasonable by the Planning Board, but in no event to exceed more than 125 percent of the cost of removal and compliance with the additional requirements set forth herein, as determined by the project proponent. Such surety will not be required for town- or state-owned facilities.

The project proponent shall submit a fully inclusive estimate of the costs associated with removal, prepared by a qualified engineer. Such estimate shall be reviewed by the Town and adjusted as needed to reflect the opinion of the Town as to fair costs. The amount shall also include a mechanism for updating removal costs every 5 years as costs may be affected by inflation and/or changes to disposal regulations. Salvage for solar panels and/or for other components of the facility may be included at the discretion of the Planning Board.

This surety will be due and payable prior to the issuance of the building permit, Proof of payment in the form of a receipt from the Town Treasurer will be shown to and prior to the clearing of the land and the start of any work on the site. the Building Inspector before the permits are issued. The financial surety shall be maintained by the proponent for the lifespan of the facility, with annual certification notices from the surety company or bank for surety bonds submitted to the Planning Board. As a condition of approval, an applicant shall bind itself to grant the necessary license or easement to the town to allow entry to remove the structures and stabilize the site. The town shall have the right but not the obligation to remove the facility.

#### **5.10.22 Severability**

If any provision of this bylaw is held invalid by a court of competent jurisdiction, the remainder of the bylaw shall not be affected thereby.

#### **5.10.23 Appeals**

Any person aggrieved by a decision of the Planning Board may appeal to the Board of Appeals as provided under M.G.L. c. 40A of the Commonwealth of Massachusetts. Any appeal from the decision of the Board must be filed within twenty (20) days of filing of the decision with the Town Clerk.

Or take any other action related thereto. (*Board of Selectmen for the Planning Board*)

**MOTION:** Steven Tsai moved, duly seconded by Dan Sichel, favorable action and that the Town vote to amend its Zoning Bylaw by deleting Section 5.10 Large-Scale Ground-Mounted Solar Photovoltaic Facilities in its entirety and replacing it with a new Section 5.10 as further described in the warrant and to correct typos in section 5.10.4 by changing both references to the Mitigation section in 5.10.5 to be 5.10.15.

**VOTE FOR ARTICLE 18 WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 106 YES, 17 NO.**

## **ARTICLE 19. AMEND CHAPTER 26 OF THE GBL: STRETCH ENERGY CODE**

To see if the Town will vote to remove Chapter 26 Stretch Energy Code of the General Bylaws in its entirety and replace it with the following new Chapter 26, Specialized Stretch Energy Code, for the purpose of regulating the design and construction of buildings for the effective use of energy and reduction of greenhouse gas emissions, pursuant to the entirety of 225 CMR 22 and 23, including Appendices RC and CC, including future editions, amendments or modifications thereto, with an effective date of January 24, 2024, and in support of the Sherborn Climate Emergency Declaration adopted at the 2022 Annual Town Meeting.

## **CHAPTER 26 SPECIALIZED ENERGY CODE (Added 2023)**

### **Section 1 Definitions.**

**International Energy Conservation Code (IECC)** - The International Energy Conservation Code (IECC) is a building code created by the International Code Council. It is a model code adopted by many state and municipal governments in the United States for the establishment of minimum design and construction requirements for energy efficiency and is updated on a three-year cycle. The baseline energy conservation requirements of the MA State Building Code are the IECC with Massachusetts amendments, as approved by the Board of Building Regulations and Standards and published in state regulations as part of 780 CMR.

**Specialized Energy Code** - Codified by the entirety of 225 CMR 22 and 23 including Appendices RC and CC, the Specialized Energy Code adds residential and commercial appendices to the Massachusetts Stretch Energy Code, based on amendments to the respective net-zero appendices of the International Energy Conservation Code (IECC) to incorporate the energy efficiency of the Stretch energy code and further reduce the climate impacts of buildings built to this code, with the goal of achieving net-zero greenhouse gas emissions from the buildings sector no later than 2050.

**Stretch Energy Code** - Codified by the combination of 225 CMR 22 and 23, not including Appendices RC and CC, the Stretch Energy Code is a comprehensive set of amendments to the International Energy Conservation Code (IECC) seeking to achieve all lifecycle cost-effective energy efficiency in accordance with the Green Communities Act of 2008, as well as to reduce the climate impacts of buildings built to this code.

### **Section 2 Purpose.**

The purpose of 225 CMR 22.00 and 23.00 including Appendices RC and CC, also referred to as the Specialized Energy Code is to provide a more energy efficient and low greenhouse gas emissions alternative to the Stretch Energy Code or the baseline Massachusetts Energy Code applicable to the relevant sections of the building code for both new construction and existing buildings.

### **Section 3 Applicability.**

The Specialized Energy Code applies to residential and commercial buildings effective on January 1, 2024.

### **Section 4 Specialized Energy Code.**

The Specialized Energy Code, as codified by the entirety of 225 CMR 22 and 23 including Appendices RC and CC, including any future editions, amendments or modifications, is herein incorporated by reference into this Chapter.

The Specialized Code is enforceable by the inspector of buildings or building commissioner.

Or take any action relative thereto. (*Select Board for the Energy & Sustainability Committee*)

**MOTION:** Jane Materazzo moved, duly seconded by Dan Sichel, no action on Article 19.

**NEW MOTION:** Michael Lesser moved, duly seconded, favorable action on Article 19.

**VOTE FOR NO ACTION FOR ARTICLE 19 FAILED 30  
YES, 81 NO AND THE NEW MOTION FOR FAVORABLE  
ACTION PASSED 84 YES, 31 NO.**

## **ARTICLE 20. ACCEPT NUMBERING/RESTYLING CURRENT GENERAL BYLAWS**

To see if the Town will vote to renumber and recaption and stylize the General Bylaws of the Town by: (a) assigning a chapter number to each of the General Bylaws; (b) renumbering each section of each bylaw accordingly; (c) inserting chapter, article and section titles; (d) updating internal references to reflect the new numbering system; (e) imposing a uniform system of capitalization, including capitalizing "Town" when referring to the Town of Sherborn; (f) citing numbers consistently throughout the bylaws, so that "one" through "nine" are spelled out, while 10 and above, dollar amounts, percents and dates appear in numeric format; and (g) consistently citing state statutes as "MGL c. \_\_\_, § \_\_\_"; all as set forth in the document on file in the office of the Town Clerk entitled "Bylaws and Regulations of the Town of Sherborn, Massachusetts," dated March 2023, prepared by General Code, LLC or take any action relative thereto. (*Select Board for the Town Clerk*)

NOTE: ARTICLES 20 THROUGH 23 WERE VOTED AS A CONSENT AGENDA.

### **Article 20: Accept Numbering/Restyling of Current General Bylaws**

Article 21: Accept Numbering/Restyling on Current Zoning Bylaws

Article 22: Adopt Housekeeping Changes to the Current General Bylaws

Article 23: Adopt Housekeeping Changes to the Current Zoning Bylaws

**MOTION:** Jane Materazzo moved, duly seconded by Steven Tsai, that Articles 20 to 23 be considered together as "Consent Agenda" articles, where such articles are routine and typically approved without significant debate, and with such Articles moved for favorable action as set forth in the Advisory Report.

**THE CONSENT AGENDA WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 109 YES, 5 NO.**

**ARTICLE 21. ACCEPT NUMBERING/RESTYLING CURRENT ZONING BYLAWS**

To see if the Town will vote to renumber and recaption and stylize the Zoning Bylaw of the Town by (a) designating the Zoning Bylaw as Chapter 240 of the new Town Code; (b) renumbering each section of the Zoning Bylaw accordingly; (c) inserting section titles therein, as necessary; (d) updating internal references to reflect the new numbering system; (e) imposing a uniform system of capitalization, including capitalizing "Town" when referring to the Town of Sherborn; (f) citing numbers consistently throughout the bylaws, so that "one" through "nine" are spelled out, while 10 and above, dollar amounts, percents and dates appear in numeric format; and (g) consistently citing state statutes as "MGL c. \_\_\_, §; all as set forth in the document on file in the office of the Town Clerk entitled "Bylaws and Regulations of the Town of Sherborn, Massachusetts," dated March 2023, prepared by General Code, LLC or take any action relative thereto. (*Select Board for the Town Clerk*)

NOTE: ARTICLES 20 THROUGH 23 WERE VOTED AS A CONSENT AGENDA.

Article 20: Accept Numbering/Restyling of Current General Bylaws

**Article 21: Accept Numbering/Restyling on Current Zoning Bylaws**

Article 22: Adopt Housekeeping Changes to the Current General Bylaws

Article 23: Adopt Housekeeping Changes to the Current Zoning Bylaws

**MOTION:** Jane Materazzo moved, duly seconded by Steven Tsai, that Articles 20 to 23 be considered together as "Consent Agenda" articles, where such articles are routine and typically approved without significant debate, and with such Articles moved for favorable action as set forth in the Advisory Report.

**THE CONSENT AGENDA WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 109 YES, 5 NO.**

**ARTICLE 22. ADOPT HOUSEKEEPING CHANGES TO THE CURRENT GENERAL BYLAWS**

To see if the Town will vote to adopt the changes to the General Bylaws as set forth in Schedule A, General Bylaw Changes, on file in the office of the Town Clerk, in order to correct errors, inconsistencies and conflicts with state law in the bylaws or take any action relative thereto. (*Select Board for the Town Clerk*)

NOTE: ARTICLES 20 THROUGH 23 WERE VOTED AS A CONSENT AGENDA.

Article 20: Accept Numbering/Restyling of Current General Bylaws

Article 21: Accept Numbering/Restyling on Current Zoning Bylaws

**Article 22: Adopt Housekeeping Changes to the Current General Bylaws**

Article 23: Adopt Housekeeping Changes to the Current Zoning Bylaws

**MOTION:** Jane Materazzo moved, duly seconded by Steven Tsai, that Articles 20 to 23 be considered together as "Consent Agenda" articles, where such articles are routine and typically approved without significant debate, and with such Articles moved for favorable action as set forth in the Advisory Report.

**THE CONSENT AGENDA WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 109 YES, 5 NO.**

**ARTICLE 23. ADOPT HOUSEKEEPING CHANGES TO THE CURRENT ZONING BYLAWS**

To see if the Town will vote to adopt the changes to the Zoning Bylaw as set forth in Schedule B, Zoning Bylaw Changes, on file in the office of the Town Clerk, in order to correct errors, inconsistencies and conflicts with state law in the bylaws or take any action relative thereto. (*Select Board for the Town Clerk*)

NOTE: ARTICLES 20 THROUGH 23 WERE VOTED AS A CONSENT AGENDA.

Article 20: Accept Numbering/Restyling of Current General Bylaws

Article 21: Accept Numbering/Restyling on Zoning Bylaws

Article 22: Adopt Housekeeping Changes to the Current General Bylaws

**Article 23: Adopt Housekeeping Changes to the Current Zoning Bylaws**

**MOTION:** Jane Materazzo moved, duly seconded by Steven Tsai, that Articles 20 to 23 be considered together as "Consent Agenda" articles, where such articles are routine and typically approved without significant debate, and with such Articles moved for favorable action as set forth in the Advisory Report.

**THE CONSENT AGENDA WAS PASSED AND DECLARED BY THE MODERATOR TO BE A TWO-THIRDS MAJORITY VOTE OF 109 YES, 5 NO.**

THE SHERBORN 2023 ANNUAL TOWN MEETING WAS ADJOURNED AT 9:50 PM, APRIL 25, 2023

Respectfully submitted,

Jacklyn R. Morris, Town Clerk

As required by law, a detailed report of all appropriations and transfers voted by the aforementioned Town Meeting was sent by the Town Clerk to the Board of Assessors

with copies to Advisory Committee, Finance Director, Town Treasurer, and Select Board.

Copies of the amendments to the Zoning By-Laws adopted under Article 22 and amendments to the General Bylaws adopted under Articles 15, 17, 18 and 21 of the warrant for the April 26, 2022, Annual Town Meeting, along with all necessary documentation, were submitted electronically to the Attorney General for approvals.

**Note: Pursuant to G.L. c. 40, § 32, neither general nor zoning by-laws take effect unless the Town has first satisfied the posting/publishing requirements of that statute. Once this statutory duty is fulfilled, (1) general by-laws and amendments take effect on the date that these posting and publishing requirements are satisfied unless a later effective date is prescribed in the by-law, and (2) zoning by-laws and amendments are deemed to have taken effect from the date they were voted by Town Meeting, unless a later effective date is prescribed in the by-law.**

# **SPECIAL TOWN MEETING**

## **October 17, 2023**

A quorum of 50 registered voters being present, Moderator Mary Wolff called the October 17, 2023 Special Town Meeting of the Town of Sherborn to order at 7:05 PM, at Lindquist Commons, Dover-Sherborn Regional High School, 9 Junction Street, Dover, Massachusetts.

After opening the Special Town Meeting, Madam Moderator spoke to attendees on various housekeeping issues concerning the electronic voters and the procedure for Town Meeting.

Madam Moderator stated that the Special Town Meeting warrant had been properly posted by the Constable and thanked various officials and town employees for their help in preparing for and set-up of the Special Town Meeting and welcomed new TM attendees and explained the rules of Town Meeting.

Various board members and town officials seated on the stage were introduced. Officials on stage were Advisory Committee members Chair Dan Sichel and Vice Chair Mike Winters, Select Board Chair Jeff Waldron, members Steven Tsai and Paul DeRensis, Town Counsel Heather White of Petrini & Associates, Town Clerk Jacklyn Morris and for Article 5, Special Counsel Tom Mullen. Select Board Vice Chair Eric Johnson was not in attendance due to conflict of interest with the Water District article. All other town officials were seated in the audience.

Select Board Chair, Jeff Waldron, led with introductory comments to set the stage for discussion and voting, reminding attendees that the main focus of the Special Town Meeting was to vote on the North Sherborn Water and Sewer District.

The Advisory Committee Chair, Dan Sichel, then spoke about the Advisory Committee process and Advisory public hearing and thanked all the Advisory Committee members for their work.

Ms. Wolff then announced that there would be one consent agenda for articles 1 and 2, which were considered housekeeping articles.

Before the vote, Jeff Waldron announced that the Select Board had previously voted unanimously to support Articles 1 and 2.

The Town vote for Articles 1 and 2 proceeded with no discussion or debate.

### **ARTICLE 1. NOMINATION PAPERS**

To see if the Town will vote to accept the provisions of M.G.L. Chapter 53, Section 9A for the purpose of establishing provisions for obtaining

and submitting nomination papers for town office; or take any other action relative thereto. (*Select Board for the Town Clerk*)

### **ARTICLE 2. DOG FUND**

To see if the Town will vote to amend the General Bylaws by deleting Chapter 5, Section 4 in its entirety, which currently provides:

Dog Fund. All monies collected as fees, fines, charges, penalties and other like monies as set forth in this Bylaw shall be deposited in a Dog Fund established under the provisions of General Laws Chapter 44, section 53E.

and, further to re-number Chapter 5, Section 5 to become Chapter 5, Section 4; or take any other action relative thereto. (*Select Board for the Town Clerk*)

**MOTION:** Dan Sichel moved, duly seconded by Mike Winters, favorable action, and that Articles 1 and 2 be considered together as "Consent Agenda" articles, where such articles are routine and typically approved without significant debate, and with such Articles moved for favorable action as set forth in the Advisory Report.

### **VOTE FOR THE CONSENT AGENDA FOR ARTICLE 1 AND ARTICLE 2 PASSED 225 YES, 6 NO.**

Before the vote, Jeff Waldron announced that the Select Board had previously voted unanimously to support Article 3.

The full discussion on Article 3 may be viewed on YouTube through the Dover Sherborn Cable TV channel at  
[https://www.youtube.com/watch?v=S\\_R7D\\_yDwa8&t=234s](https://www.youtube.com/watch?v=S_R7D_yDwa8&t=234s)

### **ARTICLE 3. ROUNDABOUT, OTHER TRAFFIC IMPROVEMENTS & FUNDING**

To see if the Town will authorize the construction of a roundabout and other traffic improvements to the intersection of Washington Street and Maple Street, the plans for which are available for the public at the office of the Town Clerk and the Town's website, and to fund such roundabout and traffic improvements by:

- 1) transferring \$134,778.93 of funds initially borrowed to pay the costs of the Pine Hill Access Road Project pursuant to Article 10, Item 5 of the Warrant at the 2021 Annual Town Meeting, and \$35,372.29 of funds initially borrowed to pay costs of paving at the Transfer Station pursuant to Article 8, Item 7 of the Warrant at the 2013 Annual Town Meeting, which funds, in each case, are no longer

necessary to complete the respective projects for which they were authorized to be borrowed, and by

- 2) the remaining balances of funds previously appropriated by the Town for this purpose,
- 3) any available funds from the Commonwealth pursuant to Chapter 90 allocations to the Town of Sherborn; and
- 4) the amounts of any available funding from any state or federal grants,

or to take any other action related thereto.

*(Select Board)*

**MOTION:** Mike Winters moved, duly seconded by Dan Sichel favorable action, and that the Town authorize the construction of a roundabout and other traffic improvements to the intersection of Washington Street and Maple Street, the plans for which are available for the public at the office of the Town Clerk and the Town's website, and to fund such roundabout and traffic improvements by:

- (1) transferring \$134,778.93 of funds initially borrowed to pay the costs of the Pine Hill Access Road Project pursuant to Article 10, Item 5 of the Warrant at the 2021 Annual Town Meeting, and \$35,372.29 of funds initially borrowed to pay costs of paving at the Transfer Station pursuant to Article 8, Item 7 of the Warrant at the 2013 Annual Town Meeting, which funds, in each case, are no longer necessary to complete the respective projects for which they were authorized to be borrowed, and by
- (2) the remaining balances of funds previously appropriated by the Town for this roundabout,
- (3) any available funds from the Commonwealth pursuant to Chapter 90 allocations to the Town of Sherborn; and
- (4) the amounts of any available funding from any state or federal grants.

*(Select Board)*

#### **VOTE FOR ARTICLE 3 PASSED 195 YES, 63 NO.**

Before the vote, Jeff Waldron announced that the Select Board had previously voted 4-0 in favor for Article 4, with one absence.

A presentation on Article 4 was shown and discussed by Planning Board member Addie Mae Weiss.

The full discussion and presentation on Article 4 may be viewed on YouTube through the Dover Sherborn Cable TV channel at

[https://www.youtube.com/watch?v=S\\_R7D\\_yDwa8&t=234s](https://www.youtube.com/watch?v=S_R7D_yDwa8&t=234s)

#### **ARTICLE 4. MEADOWBROOK COMMONS PROJECT – PRELIMINARY DEVELOPMENT PLAN**

To see if the Town will vote to approve the amended Preliminary Development Plan for the Meadowbrook Commons project located at 104 Coolidge Street, the original of which was approved in conjunction with amending the Zoning Map to EA for the subject

property at the Special Town Meeting of December 5, 2017 pursuant to Section 5.6.3 of the Zoning Bylaw, said amendment being detailed in the Preliminary Development Plan dated August 15, 2023 on file in the office of the Town Clerk, or take any action thereon. *(Select Board for Planning Board)*

**MOTION:** Mike Winters moved, duly seconded by Dan Sichel, favorable action and that the Town approve the amended Preliminary Development Plan dated August 15, 2023 on file in the office of the Town Clerk for the Meadowbrook Commons project located at 104 Coolidge Street, the original of which was approved pursuant to Section 5.6.3 of the Zoning Bylaws in conjunction with amending the Zoning Map to EA for the subject property at the Special Town Meeting of December 5, 2017, provided that the project is in compliance with the Zoning Bylaws of the Town including the required number of affordable housing units.

#### **VOTE FOR ARTICLE 4 PASSED 186 YES, 19 NO.**

Dan Sichel, Advisory Chair noted that the original Advisory vote for Article 5 was 8-2, but due to modifications in Article 5, Advisory Committee members now supported the article 8-0.

A presentation on Article 5 was shown and discussed by Select Board member, Marian Neutra.

The full discussion and presentation on Article 5 may be viewed on YouTube through the Dover Sherborn Cable TV channel at  
[https://www.youtube.com/watch?v=S\\_R7D\\_yDwa8&t=234s](https://www.youtube.com/watch?v=S_R7D_yDwa8&t=234s)

#### **ARTICLE 5. NORTH SHERBORN WATER AND SEWER DISTRICT**

To see if the Town will vote to authorize the Select Board to file a petition with the General Court to obtain special legislation to establish the North Sherborn Water and Sewer District, in substantially the form that is on file with the Town Clerk, such petition to include such other or additional provisions as the Select Board deems appropriate, provided that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approves amendments to the bill before enactment by the General Court, the Select Board being hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

*(Select Board)*

**MOTION:** Dan Sichel moved, duly seconded by Mike Winters, favorable action and that the Town authorize the Select Board to file a petition with the General Court to obtain special legislation to establish the North Sherborn Water and Sewer District, with the changes reflected in the handout relevant to this article, as approved by the Select Board and filed with the Town Clerk, such petition

to include such other or additional provisions as the Select Board deems appropriate, provided that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approves amendments to the bill before enactment by the General Court, the Select Board being hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

**VOTE FOR ARTICLE 5 PASSED 222 YES, 32 NO.**

THE SHERBORN 2023 SPECIAL TOWN MEETING WAS ADJOURNED AT 10:00 PM, OCTOBER 17, 2023

Respectfully submitted,  
Jacklyn R. Morris, Town Clerk

As required by law, amendments to the General Bylaws adopted under Article 2 of the warrant for the October 17, 2023 Special Town Meeting, along with all necessary documentation, were submitted electronically to the Attorney General for approval.

**Note: Pursuant to G.L. c. 40, § 32, neither general nor zoning by-laws take effect unless the Town has first satisfied the posting/publishing requirements of that statute. Once this statutory duty is fulfilled, (1) general by-laws and amendments take effect on the date that these posting and publishing requirements are satisfied unless a later effective date is prescribed in the by-law, and (2) zoning by-laws and amendments are deemed to have taken effect from the date M**

# ELECTIONS

## Annual Town Election

May 9, 2023

Total Ballots Cast

917

### Moderator

Mary D. Wolff 754  
Write Ins 2  
Blanks 161

### Select Board (Vote for Two)

Paul R. DeRensis 652  
Steven L. Tsai 627  
Write-Ins 12  
Blanks 543

### Town Clerk

Jacklyn R. Morris 756  
Write-Ins 0  
Blanks 161

### Sherborn School Committee (Vote for One)

Rebecca Hammond 651  
Marina Baklanova 257  
Write-Ins 2  
Blanks 7

### Sherborn School Committee (Vote for One: One Year)

Sangita Joshi Rousseau 299  
Write-Ins 5  
Blanks 71

### Trustee, Sawin Academy

Georgia Bruggeman 713  
Write-Ins 1  
Blanks 203

### Trustee, Public Library (Vote for Three)

Erin M. Carroll 679  
Francis Michael Orlando 638  
Thais Silveira Bessa 622  
Write-Ins 3  
Blanks 809

### Water Commissioner (Three Years)

Roger Lee Demler 302  
Write-Ins 1  
Blanks 72

### Water Commissioner

Tara C. Hourihan 699  
Write-Ins 2  
Blanks 216

### Cemetery Commissioner

Eugene J. Ham 723  
Write-Ins 2  
Blanks 192

### Planning Board (Vote for Two)

Frank B. Hoek 711  
John C. Owen 657  
Write-Ins 2  
Blanks 464

### Regional School Committee (Three Years)

Angela G. Johnson 706  
Write-ins 7  
Blanks 204

### Regional School Committee (One Year)

Angela G. Johnson 299  
Write-ins 0  
Blanks 76

### Board of Health (Vote for Two)

Julie Martine Dreyfus 682  
Diana Marthinsen Hoek 661  
Write-Ins 0  
Blanks 491

### Recreation Commission

David M. Goldberg 719  
Write-Ins 1  
Blanks 197

### Question 1 (Roadway Management)

Yes 556  
No 259  
Blanks 102

### Question 2 (Town Facilities & Infrastructure)

Yes 540  
No 270  
Blanks 107

### Question 3 (DPW: Stormwater)

Yes 568  
No 249  
Blanks 100

### Question 4 (DSRS Capital Improvements)

Yes 588  
No 238  
Blanks 91

### Question 6 (Roundabout at Maple & Washington)

Yes 242  
No 114  
Blanks 19

**Tri-County Regional Vocational  
Technical High School District  
Election October 24, 2023**

Ballot Question	
Yes	206
No	27
Blanck	0

## 2023 VITAL STATISTICS

The following is a listing of births, marriages and deaths that were recorded by the Sherborn Town Clerk's Office and reported to the Department of Vital Records and Statistics for 2022. With the passage of Chapter 431 of the Acts of 1991, the Town Clerk's office may no longer publish the birth of residents. This act, approved December 29, 1991, prohibits the disclosure of names of children under the age of eighteen (18) collected via the Annual Street Census. Additionally, the State Registry of Vital Statistics strongly recommends that towns not print the names and dates of vitals in town reports due to changes in the laws and the increase in identity thefts.

### 2023 Births:

	<u>Males</u>	<u>Females</u>	<u>Total</u>
January	2	0	2
February	0	1	1
March	1	1	2
April	2	4	6
May	3	3	6
June	2	0	2
July	4	1	5
August	1	2	3
September	0	1	1
October	1	5	6
November	1	2	3
December	3	3	6
Totals	20	23	43

### 2023 Marriages

January	0
February	0
March	0
April	0
May	0
June	0
July	1
August	4
September	0
October	1
November	1
December	1
Totals	8

### 2023 Deaths

January	2
February	3
March	2
April	0
May	0
June	0
July	2
August	4
September	1
October	2
November	1
December	1
Totals	18

Wage and Salary Report - Calendar Year 2023					
Abril Anthony	36,671.22	Constantine Steven	4,075.51	George Jessica	54,323.36
Adams Rachel B.	62,592.42	Contini Apryl	1,395.00	Giesen Felix	442.50
Aguilar Jenee	69,936.08	Correll Tessa	1,102.50	Gimblett Peter	76,123.55
Alexis Meaghan	125.00	Cort Cameron	31,071.52	Gird Emily	124,431.32
Amponsah Kukua	29,177.70	Cox Janeen	29,522.67	Giudice Kate	8,283.34
Anchan Michael	13,234.10	Cumming Joseph	80,796.57	Godinho James	112,084.03
Anderson Elizabeth	100,345.42	Curran Thomas	16,398.70	(SD)	11,411.50
Avedikian Linda	29,875.26	Custodio Marlene	123,614.57	(OT)	23,033.44
Avery Brigid	22,126.86	Darrah Nicole	128,497.48	Gogan Laetitia	57,795.90
Baisley Scott	4,053.48	Davidson Amy	59,229.12	Goganian Marielle	2,042.55
Baptiste Anissa	10,418.62	Davis Amy	1,210.86	Goldfield Beverly	225.00
Barnard Kristina	14,860.68	Dawley Abigail	3,272.50	Goldner Brendan	450.00
Barney Luke	11,425.83	Dawley Kate	1,275.00	Goldsmith Harrison	11,036.50
Barone Douglas	157.50	Day Noah	26,855.46	Goldstein Michael	8,780.11
Barry Kevin	60,558.97	(SD)	875.35	Graham Kristen	21,231.72
Barton Julia	4,040.00	Deady Ralph	280.53	Graziano James	120,796.64
Beigel Amy	57,635.88	Deady Barbara	2,125.00	(SD)	21,110.13
Berk Aaron	3,064.25	Deeley Christine	32,856.38	(OT)	28,144.73
Bien-Aime' Teresa	98,666.71	Dellamonica Maria	85,606.00	Greco Jean	17,669.46
Bingham Drew	2,699.80	Dhoria Ishan	1,432.25	Green Laura	952.50
Blair Lisa	114,480.38	Diebus Kristen	52,897.60	Guild Brian	54.63
Blaney Chuckie	1,533.75	Disaia Nicholas	68,563.61	Gullingsrud Allison	118,499.99
Bouchard Maryann	24,222.31	(SD)	7,247.50	Guthrie Jeanne S	50,830.73
Boudrow Stephen	8,522.21	(OT)	16,123.98	Gutwill Samuel	112.55
(SD)	400.16	Dorfman Amy	17,290.00	Harmon Kyle	6,536.21
Bowen William	4,735.75	Dowse Pamela	73,732.36	Harrison Stefani	1,510.06
Brainerd Jessica	17,236.38	Dowse Jonathan H	668.98	Hartley Samuel	16,207.40
Bridge Tonya	59,181.57	Doyle Heidi	70,762.88	Hartman Taylor	28,779.50
Bridge Payton	4,485.00	Dreyfus Julie	575.00	Hartnett Ellen J	70,250.98
Brogan Michael	846.30	Dunn Jack	3,611.26	Hastings Joyce	34,190.09
Brown Barbara	146,454.43	Edelglass Stephanie	124,677.07	Hastings Kalie	77,259.50
Brown Jonah	1,342.50	Edni Oliver	1,538.50	Haswell Maureen	9,162.84
Bryant Donna M.	5,568.72	Elassy Wendy	91,244.56	Hayes Maureen	34,748.12
Buckler Joshua	28,198.64	Elwell Marie	296.25	Healey Eleanor	1,057.50
Buckler Kristin	83,996.79	Exarhopoulos Kelly	116,161.42	Heffron Ellen	1,789.90
Burns Megan	3,843.25	(OT)	11,066.84	Hernandez Alfredo	12,076.57
Cabey Andrew	535.70	Fabri Sara	68,668.86	Hildick Devin	27,976.50
Campbell Andrew	7,607.52	Fahey Earl	5,434.50	Hilton Kirsi	64,440.90
Canney Christopher	57,505.28	Feldman Melissa	115,917.63	Hinckley Cynthia	38,561.00
Carlson Jennifer	17,348.10	Fenno Arthur	3,876.94	Ho Caroline	1,290.00
Carlucci Gino	49,402.13	Fiore Ethan	273.75	Hodge Kelly	112,854.29
Carter Nicolette	62,017.43	Fledderjohn Judith	855.00	Ireland Hannah	115.00
Cass Levi	1,505.00	Flynn Elizabeth	74,027.15	Irmiter Ellen	875.00
Cellucci Rebecca	155.11	Foster Justin	14,347.82	Jarboe Susan	90,232.94
Chakroun Rami	2,633.48	Francis Mackenzie	3,950.66	Kahoun Owen	1,267.50
Cheney Ryan	12,585.41	Frankel Cordelia	1,248.10	Kapilian Alexander	813.75
Christensen Scott	10,493.10	Frasca Thomas	22,869.56	Kaplan Ava	3,366.50
Clarke Kelly	9,715.39	Frazier Liam	2,200.90	Kelliher Susan	79,506.44
Collins Matthew	4,301.95	(SD)	400.16	Kennedy Sarah	49,834.00
Collins Niall	4,617.00	Frederico Laurie	11,332.76	Killeen Sean	155,302.60
Connelly Susan	16,159.50	Gallagher Bryan	3,075.00	Kingsley Douglas	90,070.97
Connery Meredith	109,433.81	Gallant Kristina	50,035.84	(SD)	801.00
Connolly Christopher	3,631.88	Galvin Thomas	169,148.42	(OT)	9,344.85

Kirby Christine	6,821.10	McBride Jonelle	11,295.53	Peterson Ryan	1,264.26
Knapp Quincy	21,239.84	McDonough Corban	6,081.08	Petty Stephan M	1,025.00
Kondilis Bill	1,976.38	(SD)	600.24	Pfannenstiehl Curt	62,369.94
Kougias Konstantinos	50,062.98	McGourty John	17,263.20	Pierce Megan	6,900.00
Kozlowski Nathan	903.75	McPherson Neil	10,303.46	Plotts Diana	4,120.89
Kozlowski Jack	1,489.60	McPherson Kyle	1,543.24	Polny Tiffany	34,965.04
Kraemer Karen M.	460.00	(SD)	2,755.14	Porter Geno	10,350.83
Krawiecki Vivian	1,312.50	McStravick Charles	1,971.00	(SD)	750.30
Lam Christine	37,358.53	McStravick Read	513.75	Quern Kirsten	17,131.88
Lanham Morgan	2,811.02	McSweeney Brian	54,259.23	Racicot Jesse	1,238.01
Lanier Georgia	88,586.60	Mealey Rebecca	123,939.57	Randa Christopher	104,135.25
Laquidara Stephen	84,052.52	Melenovsky Dylan	3,363.75	Reardon Michael	469.41
(SD)	23,906.90	Merageas Darice	100.00	Reilly Christina	36,355.66
(OT)	13,585.86	Michel Matthew	100,365.69	Reine-Wales Andrea	5,217.33
Laracy Elizabeth	19,624.91	(SD)	5,773.50	Reynolds Debra	72,022.84
Lawrence Jeremy	1,840.50	(OT)	7,081.59	Reynolds Jillian	16,702.57
Leahy Morgan	967.50	Montella Renee	126.63	Richard Andrew	94,660.38
Leblanc Patricia	970.30	Moores Diane	109,002.08	(SD)	2,907.00
Leblanc Thomas	611.25	Morahan Matthew	1,564.51	(OT)	8,586.88
Lin Jenny	1,693.44	Morahan Andrew	3,925.62	Ritchie Pamela	123,439.57
Lindauer Heidi	1,147.50	Morey Alexandra	42,754.20	Robbins Owen	84,164.26
Lindquist Christopher	62,118.92	Morle Melinda	30,607.63	(SD)	8,476.52
Luczkow Eloisa	2,006.00	Morris Jacklyn	73,639.22	(OT)	8,055.57
Luczkow Ema	573.75	Mott Julie	63.75	Rodino Philip	24,628.14
Luoni Anthony	16,287.66	Moumoutjis Anastas	2,618.10	Rojas Henry	82,903.38
Lupien Jennifer	30,748.60	Murphy Michael	34,242.40	Rooney Maxwell	525.00
Lynch Ethan	3,340.50	(SD)	1,150.46	Root Jennifer	1,844.75
Lynch Gavin	5,795.00	Murphy Richard	19,543.00	Root Mia	641.25
Lynch Olivia	930.00	(SD)	1,625.65	Rose John	456.30
Ma Julie	72,034.85	Natale Anna	423.75	Rose Edwin	532.50
Ma Vivian	1,455.00	Nowicki Walter	2,596.38	Ross Michael	70,936.50
Macglaflin Jill	6,850.00	Nulty David	113,648.95	Rousseau Jean	135.00
Mackay Heather	123,331.32	(SD)	1,330.00	Roux Carol	19,845.02
Mackay Claire	3,060.00	(OT)	16,744.02	Rovick Peter	19,009.43
Mackay Alice	23,792.56	O'Brien Naomi	134,364.60	Ruegg Eloi	90,428.72
Macneil Ashley	30,780.40	O'Brien Paul	7,452.62	(SD)	4,474.00
Maguire John	92,126.16	O'Connor Devon	1,132.50	(OT)	9,463.31
(SD)	49,770.17	O'Neil Edward	1,050.00	Ryan Laurie	130,328.73
(OT)	20,504.79	O'Neill Brendan	547.50	Ryan Jennifer	123,189.57
Maher Alexis	896.25	O'Neill Melinda	2,675.00	Ryan Edward	56,084.19
Maher Conor	10,099.40	OKeffe Sean	175.07	Saenz Antonio	1,170.00
Makkas Lily	549.00	Olson Brian	2,817.75	Sampson Timothy	746.25
Maltinsky Nathan	572.22	Olson Nora	1,530.00	Sampson Pamela	240.00
Malvesti Theresa	33,254.47	Oram Mark	58,494.66	Santiano Rachel	125,493.82
Mansfield Robin	83,619.15	Paganella Nicholas	1,232.00	Sawin Lindsay	28,622.02
Marques Osmar	56,506.20	Papadopoulos Ilias	81,204.18	Sawision Natasha	10,827.35
Marsette Jeremy	159,972.39	Parker Stephanie	108,244.65	Schulze Noah	5,038.00
Martignetti Anna	123,095.82	Parnell Torrey	17,905.17	Schweigert Jordan	17,314.70
Martin Joan	28,283.42	Parsons Nicole	47,334.58	Scobie Megan	107,169.65
Martin Rachel	1,826.72	Partridge Rita	460.00	Scollins Catherine	113,463.63
Maxfield Colleen	13,671.83	Paul Richecard	40,845.40	Selvig Magnus	1,207.50
McBride Shane	4,377.96	Peirce Kathryn	1,350.00	Shah Zaid	20,749.80

Shea Natalia	95,260.07	Thomas Aiden	296.31
Shea Michaela	33,732.94	Thompson Oliver	15,824.32
Shea Gavin	3,115.25	Tipton Sarah	1,132.50
Shock Spencer	8,214.34	Tizzano Andrea	20,521.01
Shoemaker Edward	2,316.95	Trabocco Elizabeth	2,117.72
Sidman Cynthia	126,528.73	Tremblay Jr Michael	91,555.14
Siefring Debra	115,597.86	(SD)	7,433.88
Simpson Darren	5,947.16	(OT)	4,399.89
	(SD)	800.32	Ullmann Klaus
			29,959.98
Skeary Hana	1,203.75	Valentino Nicholas	15,759.06
Smith Whitney	791.25	Vehvilainen Laila	5,371.78
Smith Matthew	17,124.30	Versaw Aimee	86,456.94
	(SD)	4,192.00	Vignaux Gregg
			3,651.96
	(OT)	2,088.51	Von Herder Dorothea
			35,343.77
Smith Jr. George	71,083.99	Wallace David	7,806.48
Solivan Hezekiah	15,885.00	Walsh-Jeffries Lee	73,549.00
Solomon Abbi	20,683.35	Ward Zachary	139,138.74
Southey Judy	4,550.00	Warren Nicholas	1,686.36
Stavis Jacob	9,481.34	Weiner Lindsay	106,069.65
Stefanelli Kathleen	29,548.94	Weiss Addie	25,075.35
Sullivan Janice	4,710.00	Weitzman Benjamin	29,519.63
Sullivan Molly	73,936.81	Welch David	28,564.21
Sullivan Ella	2,272.75	Wetjen Melissa	29,555.68
Takacs Debra	24,671.64	Williams Yolanda	18,000.29
Talbert Joanne	31,087.15	Wilson David	34,022.13
Tarkoy Reka	315.00	Winograd Ari	29,035.49
Taylor Kimberly	32,982.50	Witman Katherine	115.00
Tedstone Luke W	144,086.34	Wong Nancy	20,299.75
	(SD)	8,980.88	Yablonski Nicholas
			2,142.00
	(OT)	27,286.59	
Tempesta Thomas	83,149.58		
	(SD)	6,264.52	
	(OT)	6,836.60	

Dover-Sherborn Regional School District: Total Gross Wages							
	Regular Wages	Overtime/ Other	Total Gross Wages		Regular Wages	Overtime/ Other	Total Gross Wages
<b>Administration</b>							
Ellen Chagnon	137,761		137,761	Daniel Carroll		3,023	3,023
Denton Conklin*	154,280		154,280	Sarah Chapin		1,000	1,000
Amy Davis*	3,900		3,900	Kanee Chlebda		16,247	16,247
Ann Dever-Keegan	144,500		144,500	Robert Conrad		7,000	7,000
Dawn Fattore*	158,750	1,336	160,086	Zachary Conrad		3,500	3,500
Mary Feerick	66,169		66,169	Ryan Debin		4,263	4,263
SonjaLea Katz*	58,897		58,897	Carly Eckles		6,045	6,045
John Lafleche	21,172		21,172	Robert Evans		3,100	3,100
David Lawrence	71,000		71,000	Scott Foley		11,412	11,412
Janelle Madden*	80,253	600	80,853	Richard Grady		9,068	9,068
Monique Marshall-Vea	94,562		94,562	Mark Gray		2,023	2,023
Kathryn McCarthy*	150,850		150,850	Joseph Gruseck		8,525	8,525
Elizabeth McCoy*	212,625	5,000	217,625	Evren Gunduz		11,698	11,698
Sean McGee*	103,783		103,783	Tara Gunduz		2,067	2,067
Jennifer Meek	65,000	1,100	66,100	Stephen Harte		8,525	8,525
Timothy O'Mara	61,500		61,500	Hillary Havener		3,100	3,100
Anthony Ritacco Jr.*	119,742		119,742	Jonathan Kirby		12,245	12,245
Donna Scungio*	85,608		85,608	Kevin Kroesen		3,023	3,023
John Smith	163,050		163,050	David Laidman		7,179	7,179
Tracy Sockalosky	121,800		121,800	Eric Lochiatto		9,581	9,581
Emily Sullivan	108,154	1,200	109,354	Angelo Macchiano		4,156	4,156
Victoria Sulser	60,000	1,100	61,100	Ann Mann		6,045	6,045
Robin Tusino	58,846		58,846	Alexander Marlow		9,068	9,068
Leeanne Wilkie*	86,913		86,913	Erin Massimi		8,312	8,312
				Molly McGill		8,525	8,525
<b>Administrative Assistants</b>							
Susan Barss	31,061	1,180	32,241	Thomas McGill		4,500	4,500
Elizabeth Benatti	61,923	2,100	64,023	Laura McGovern		3,023	3,023
Susan Connelly*	19,292	9,155	28,446	Brian McLaughlin		8,312	8,312
Colette Cronin	33,395	525	33,920	Samuel Merten		12,950	12,950
Tracey DeFlaminio*	60,565		60,565	Matthew Michel		3,023	3,023
Nancy Fabian	37,915	300	38,215	Tonya Milbourn		8,525	8,525
Cheryl Ingersoll*	8,088	1,675	9,763	Gavin Mish		3,023	3,023
Janet Kwon	29,959	6,723	36,681	Robert Mosher		13,330	13,330
Kathryn Lonergan	61,923	1,300	63,223	Gianna Napoli		7,285	7,285
Diane McCrobie*	74,095		74,095	Megan Newmarker		3,023	3,023
Diane Morales	21,726	228	21,953	Maura O'Brien		3,023	3,023
Heather Olenik	14,318		14,318	Dale Olmsted		13,045	13,045
Keri Romano Campbell	60,809	325	61,134	Timothy O'Mara		10,201	10,201
Kathleen White	42,182	300	42,482	Jerome Penn		7,000	7,000
				Karen Raymond		1,000	1,000
				Stephenson Ryan		6,045	6,045
<b>Coaches</b>							
Cameron Bailen		1,023	1,023	Noah Schulze		7,285	7,285
Maura Bennett		8,312	8,312	Frederick Sears		2,521	2,521
Brett Boyd		5,290	5,290	David Swanson		3,250	3,250
Daniel Carroll		3,023	3,023				

<b>Coaches</b>				<b>Custodians</b>			
Mark Thompson		6,045	6,045	Maria Dos Santos	17,004	545	17,549
Michael Tosone		4,263	4,263	Christopher Hendricks	70,898	10,842	81,740
Susannah Wheelwright		6,680	6,680	Judy Jacobsen	5,460	132	5,592
Robert Williamson		3,023	3,023	Joseph Larose	51,462	17,732	69,194
Eugene Zanella		3,023	3,023	Lenin Sanchez-Martinez	55,360	6,619	61,979
				Jackson Schroeder	52,417	7,335	59,752
				Eric Schwenderman	57,553	2,220	59,773
<b>Community Education</b>							
Jennifer Bradley	2,520		2,520	John Waters	51,462	4,916	56,379
Stephanie Cahoon	6,041	250	6,291	Stanley Wohlfarth	45,600	9,059	54,659
Tracey Carlin	49,769	6,080	55,849				
Yi-Ju Chen	21,326	750	22,076	<b>Educational Assistants</b>			
Kathryn Chiu	4,565	750	5,315	Raelene Asselin	17,964	1,880	19,844
Samantha Conroy	3,776		3,776	Annmarie Bowen	24,740		24,740
Abigail Crane	1,750		1,750	Imanhi Bruno-Reeves	25,893	4,254	30,147
John Crowley	11,860	250	12,110	Daniel Carroll	19,635	2,336	21,971
Kathleen Demarzo	8,401		8,401	Molly Cavanaugh	15,692		15,692
Carly Dow	2,943		2,943	Gavin Connolly	32,485		32,485
Mary Ann Fabian	45,357		45,357	Zachary Conrad	12,850	941	13,791
Krystelle Ghanem	640		640	Valerie Cook	31,054	2,660	33,714
Kate Giudice	875		875	Courtney Denman	31,943	1,323	33,267
Cecily Graham	19,587	250	19,837	Sophia Devin	11,781	796	12,577
Helen Haas	4,672		4,672	Carolyn Driscoll	6,063		6,063
Nicole Harvey	4,215	250	4,465	Jane Fitch	19,635	136	19,771
Judy Jacobsen	297		297	Rachel Frangipane	13,998		13,998
Ashley MacNeil	4,843	4,435	9,278	Jennifer Giannetto	31,943	463	32,406
Theresa Malvesti	3,931	750	4,681	Grace Gillis	12,850	686	13,537
Andrew Marden	2,344	500	2,844	Gary Golden	31,943	1,359	33,302
Sean McCarthy	18,678	2,792	21,470	Ramune Keegan	32,485	25	32,511
Alison Mueller	18,172	750	18,922	Kathleen Kelley	32,055		32,055
Jillian Newcomb	1,058		1,058	Kevin Kroesen	34,734	3,409	38,143
Audrey Parker	1,199		1,199	Jacqueline Lambros	12,850		12,850
Kendall Parker	1,956	250	2,206	Kelley Lonergan	32,485	10,969	43,454
Marcia Pinkham	9,322	750	10,072	Zachary Maloof	19,635		19,635
Andrea Reine-Wales	22,034	750	22,784	Elaine McCarthy	31,943	627	32,571
Erika Sabatino	1,663		1,663	Annmarie McCrave	31,943	2,750	34,693
Jordan Sabatino	1,286		1,286	Michael Merrihew	19,635		19,635
Lindsay Sawin	2,679		2,679	Daniel Morris	32,123	153	32,275
Lisa Sawin	47,971	650	48,621	Robert Mosher	23,073	3,017	26,091
Katelyn Schapira	3,791	250	4,041	Jonathan Naor	19,467	2,085	21,552
Suzanne Sheridan	5,580	750	6,330	Alexandra Nottingham	3,927	48	3,975
Brady Smith	21,648	750	22,398	Dale Olmsted	31,943	75	32,018
Joel Sterling	924		924	Jeannine Serratore	31,943	350	32,293
Emily Stevens	1,546		1,546	Nadine Succar	26,007		26,007
Andrea Tizzano	1,804		1,804	Gwenyth Swain	32,055	2,326	34,381
Scott Walker		14,301	14,301	Ashley Tuccillo	31,943	392	32,336
David Wilson	16,928	750	17,678	Scardino Volmar	5,885	178	6,063
Keira Wilson	1,540		1,540	Robyn Wheeler	12,850	153	13,003
<b>Custodians</b>							
Dean Bogan	69,964	2,171	72,135				
David Bonavire	47,463	575	48,038				

<b>Educators</b>				<b>Educators</b>			
Sheri Ablaza	27,033	125	27,158	Elizabeth Friedman	121,490	3,571	125,061
Lori Alighieri	78,619	7,795	86,414	Michelle Gaffney	73,275		73,275
Sarah Altman	43,366	1,184	44,549	Leonie Glen	121,490	10,635	132,124
Kurt Amber	121,490	9,294	130,783	David Gomez	121,490	2,306	123,796
Mary Andrews	121,490	7,998	129,487	Judy Gooen	121,489	3,583	125,072
Jill Arkin	113,239	1,500	114,739	Richard Grady	121,490	7,257	128,746
Hayley Arsenault	21,677	225	21,902	Nicole Graziano	64,649	1,500	66,149
Marissa Bachand	121,490	2,667	124,156	Nicholas Grout	121,490	10,069	131,558
Janae Barrett	121,490	1,425	122,915	Joseph Gruseck	111,324	4,361	115,685
Janice Barry	72,894	5,459	78,352	Hillary Havener	82,881	1,215	84,096
Donna Bedigan	113,239	9,500	122,739	Alyssa Healey	71,555	6,616	78,172
Carmel Bergeron	113,239	27,240	140,479	Beth Hecker	117,162	7,698	124,860
Karyn Bishop	121,490	3,671	125,161	Kerry Hennessy	111,324	2,111	113,434
Carly Blais	70,740	560	71,299	Geoffrey Herrmann	86,544	15,766	102,310
Amanda Boczanowski	34,988	75	35,063	John Hickey	121,490	12,665	134,154
Heather Bond	95,035	13,295	108,330	Mara Hicks	34,444		34,444
Thomas Bourque	117,162	9,458	126,619	Scott Huntoon	118,686	5,030	123,717
Joshua Bridger	121,490	6,332	127,822	Ellen Hyman	73,275	5,567	78,842
Lisa Brodsky	121,490	1,925	123,415	George Jenkins	57,191		57,191
Darren Buck	113,239	1,335	114,573	Anne Joyce	27,977	250	28,227
Paul Butterworth	121,490	2,423	123,913	Keith Kaplan	121,490	6,572	128,061
Brittany Cabral	86,707	1,685	88,392	Aketa Kapur	52,561		52,561
Elizabeth Carlson	45,675		45,675	Dianne Kee	105,395	1,925	107,320
Daniel Carroll	19,147	450	19,597	Maria Laskaris	78,619	5,592	84,211
Christy Carter-Gilbert	31,331	285	31,616	Emily Lawson	10,231		10,231
Joseph Catalfano	121,490	900	122,390	Sierra Lazenby	20,480	270	20,750
Maura Cavanaugh	117,162	1,475	118,637	Christopher Levasseur	121,490	9,869	131,358
Caryn Cheverie	121,490	2,209	123,698	Lindsay Li	121,490	4,346	125,836
Kanee Chlebda	86,060	1,725	87,785	Yanhong Li	121,490	938	122,427
Caitlin Ciminelli	68,669	1,424	70,093	Alejandro Linardi Garrido	117,162	1,300	118,462
Deirdre Clancy-Kelley	15,231		15,231	Heidi Loando	111,324	1,948	113,272
Allison Collins	121,490	11,977	133,467	Eric Lochiatto	67,994		67,994
Sara Collins	82,881	11,433	94,314	Heather Lockrow	98,911	100	99,011
Jason Criscuolo	121,490	800	122,290	Kristen Loncich	112,776	2,093	114,869
Emily Daly	77,260	638	77,897	Anita Lotti	121,490	5,893	127,383
Carey Dardompre	110,897	1,583	112,481	Elliott Lucil	121,490	4,561	126,051
Elizabeth Darling	16,237		16,237	Wendy Lutz	118,686	2,950	121,637
Sandra Domenikos	33,961	50	34,011	Amanda Lydon	30,138	675	30,813
Mark Dondero	62,367	1,170	63,537	Angelo Macchiano	110,081	1,965	112,046
Cassidy Donohue	23,694	925	24,619	Kenneth Macie	84,459	575	85,034
Gretchen Donohue	117,162	10,969	128,130	Lily Martini	65,249	550	65,799
Amanda Doran	72,548		72,548	Kara McAuliffe	111,324	781	112,105
Joanne Draper	121,490	1,810	123,300	Brett McCoy	113,239	1,740	114,978
Thomas Duprey	111,324	8,579	119,903	Molly McGill	55,025	2,413	57,437
Carly Eckles	87,780	2,414	90,194	Laura McGovern	121,490	15,265	136,754
Brooke Ehle	62,241		62,241	Julie McKee	121,490	4,957	126,446
Christopher Estabrook	113,239	4,386	117,625	Brian McLaughlin	121,490	19,789	141,279
Jeffrey Farris	117,162	8,969	126,130	Elisabeth Melad	121,490	8,452	129,942
Maria Fiore	121,490	1,025	122,515	Alyson Melucci	93,648	4,756	98,404

<b>Educators</b>					<b>Educators</b>			
Mary Memmott	121,490	1,320	122,810		Robert Williamson	94,331	12,568	106,900
Kelly Menice	121,490	6,736	128,225		Hannah Wright	97,843	2,208	100,051
Tonya Milbourn	113,239	1,725	114,964		Kimberly Wynn	77,260	3,593	80,853
Megan Molica	71,952	225	72,177					
Kathleen Moloy	121,490	8,703	130,193		<b>Food Services</b>			
Keenan Moore	62,367	4,833	67,200		Lori Comiskey	18,716	1,058	19,773
Andrea Moran	88,761	2,859	91,620		Catherine Cornoni	8,053		8,053
Audrey Moran	117,162	1,500	118,662		Kimberley Fangel	29,196	850	30,046
Robert Mosher	13,403	500	13,903		Sarah Grinnell-Somers	773		773
Veronica Moy	117,162	9,939	127,101		Jennifer Hann	8,189		8,189
Brigid Mullen-Richard	77,260	425	77,685		Katie Jackson	21,516	760	22,276
Natalie Nahabedian	54,454	2,336	56,790		Lisa Johnston	40,643	2,657	43,299
Gianna Napoli	60,068	2,583	62,650		Stephanie Landolphi	21,647	860	22,507
Erin Newman	111,324	8,506	119,829		Leidiane Martins Silva	6,820	250	7,070
Erin Newton	63,237	875	64,112		Bonnie Turco	31,244	1,115	32,359
Laura O'Garr*	53,575		53,575		Maria Vaccaro	17,594	270	17,864
Brendan O'Hagan	15,706		15,706		Anne Wong	21,645	1,030	22,675
Timothy O'Mara	58,931	3,405	62,335					
Michael Patti	22,709	1,952	24,661		<b>Health Services</b>			
Adelina Perez-Krebs	77,260	525	77,785		Janet Chandler	88,932	1,148	90,080
Kimberly Phelan	121,490	9,553	131,043		Ashley Dion	25,907		25,907
Joan Pierce	89,227	4,653	93,879		Kerry Laurence	113,239	992	114,230
Janel Pudelka	117,162	7,068	124,230		O'Donovan-Driscoll, A	26,057	800	26,857
Amanda Rogers	91,408	1,998	93,406		Margaret Parsons	98,107	1,148	99,255
Laura Romer	72,035	25	72,060		Meaghan Smith	60,636	5,656	66,293
Wendy Rush	65,839	3,956	69,795					
Stephenson Ryan	121,490	4,511	126,001		<b>Information Technology</b>			
Jessica Rymut	53,324	597	53,920		Kurt Bonetti*	63,675	225	63,900
Sandra Sammarco	105,395	960	106,355		Lucan Curtis-Mahoney	38,911		38,911
Caroline Samoiloff	86,060	1,250	87,310		Karen Gibbs*	75,694		75,694
Kelly Savla	80,286	5,063	85,349		Henry Jones*	90,071	4,000	94,071
Noah Schulze	57,460	6,965	64,425					
Anita Sebastian	89,978		89,978		<b>Substitutes</b>			
Delaney Secrest	65,249	125	65,374		Sheri Ablaza	52,250		52,250
Russell Shade	27,977	225	28,202		Ashley Atkinson	57		57
Catherine Simino	67,943	7,909	75,853		Douglas Barone	18,210		18,210
Leigh Simon	87,041	1,368	88,409		Olivia Butterworth	4,900		4,900
Karen Smith	14,607	175	14,782		John Carter	1,265		1,265
Joelle Sobin	105,120	4,127	109,247		Christy Carter-Gilbert	15,580		15,580
Carol Spezzano	111,324	9,259	120,582		Michael Cave	4,835		4,835
Laura Sukys	73,292	3,524	76,816		Nicole Corbett	11,200		11,200
Jenifer Sunday	56,189	6,773	62,962		Anthony Cueroni	15,960		15,960
Maureen Swain	83,151	5,751	88,902		Ronald Gengo	6,700		6,700
Michael Sweeney	91,478	1,956	93,435		Rose Gilio	115		115
Leah Swinson	73,292	3,861	77,154		Jiefang Hu	2,215		2,215
Mark Thompson	117,162	1,950	119,112		Ellen Irmiter	250		250
Patricia Uniacke	121,490	2,525	124,015		Dorothy Kaija	15,040		15,040
Rebecca Waterman	107,937	4,180	112,117		Diane Keverian	24,195		24,195
Richard Waterman	107,937	500	108,437		Alice Mackay	1,727		1,727
					Claire Mackay	930		930

Mary McGourty	4,008		4,008				
Darice Merageas	114		114				
Kimberly Nehiley	900		900				
Tara Nolan	575		575				
Amy Robinson	6,730		6,730				
Elizabeth Rubin	1,535		1,535				
Kenna Shue	1,035		1,035				
John Soraghan	10,835		10,835				
Peter Vangness	11,353		11,353				
Kathyleen Wright	4,940	50	4,990				
<b>Support Services</b>							
Raelene Asselin	14,114		14,114				
Susan Benson		750	750				
John Berti		613	613				
Andrea Cassidy	20,845	258	21,102				
Mila Clark	3,588		3,588				
Katherine Crawford	36,923		36,923				
Louis Dittami	1,450	1,290	2,740				
Ardys Flavelle	10,123		10,123				
Denise Foley	2,020		2,020				
Justin Halton	5,400		5,400				
Caryn Haskins	14,911		14,911				
Jennifer Hawkins	1,690		1,690				
Jacqueline Johnson	20,872		20,872				
Holly LaFave	140		140				
Linda Lannon	1,350		1,350				
Claire Mackay	7,975		7,975				
Anne Picardo	2,205		2,205				
Margaret Polk	21,221	375	21,596				
Katherine Potter	5,390		5,390				
Cameron Siciliano	30,769	500	31,269				
Zoe Stinchfield Grave	405		405				
Brian Verdy*	9,721		9,721				

\*Salary listed represents total salary, a portion of which is allocated to Pine Hill School and Chickering School.

\*\*Salary listed represents total salary, a portion of which is allocated to Town of Dover

# What can I recycle at the Sherborn Transfer Station?

## Material

### FOOD WASTE COMPOSTING

## What?

- Fruit, vegetables, dairy products, meat, poultry (including eggs and shells) and fish
- Coffee grounds, filters, and tea bags
- Biodegradable bags, paper napkins, towels, and tissues

## No-Nos

- No food liquids including soups, grease, or oil
- No compostable or non-compostable utensils, food wrappers, or containers
- No parchment or waxed paper

### PAPER

- All paper including paperboard (e.g., cereal, clean pizza boxes), corrugated cardboard
- Food debris must be removed (oil stains ok)
- Staples and tape may be left on
- Shredded paper must be IN STAPLED OR TAPE PAPER BAG!

- No gable-top waxed containers of any type, e.g., no milk or juice cartons (place in trash)
- No aseptic brick-shaped milk, juice, or soup containers (place in trash)
- No cereal box liners or food
- No paper towels, tissues, or napkins (compost!)

### GLASS METAL PLASTIC

- All glass, metal, plastic containers must be empty
- Labels and screw on tops (no corks) may be left on
- Deposit and non-deposit cans are accepted
- Metal food cans
- Aluminum foil and pie plates
- ALL plastic labeled with a triangle and recycling numbers 1 - 5, and 7; [NOT #6 which is STYROFOAM], including soda bottles, milk jugs, detergent bottles, yogurt containers, etc., as well as appropriately labeled rigid plastics

- No window glass, dishes, glasses, Pyrex, ceramics, mirrors, light bulbs, or aerosol cans
- No paint or motor oil cans
- No metal or plastic clothes hangers
- No Keurig cups (K-cups) or other coffee pods
- No plastic bags or wrappers
- No Styrofoam

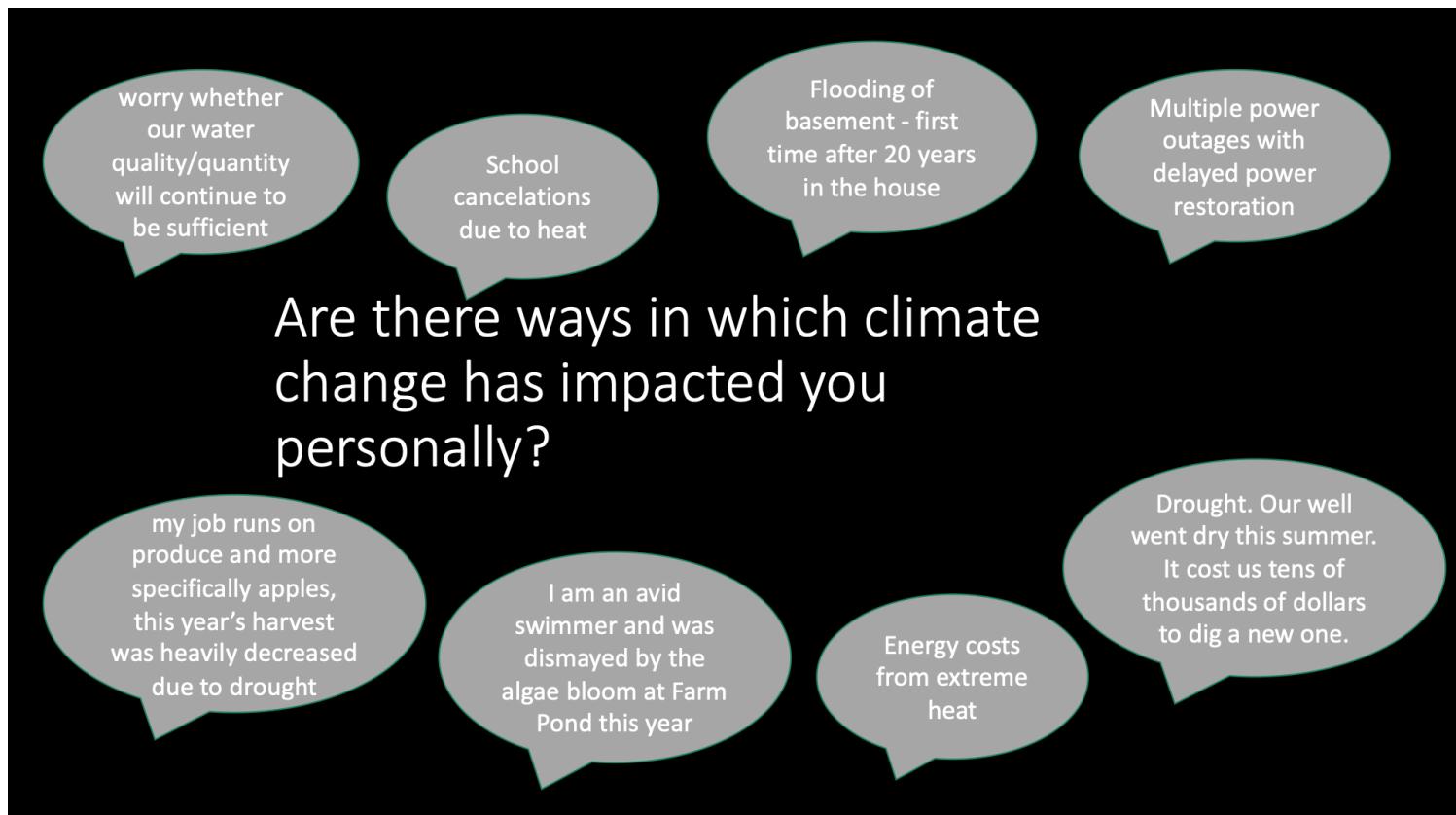
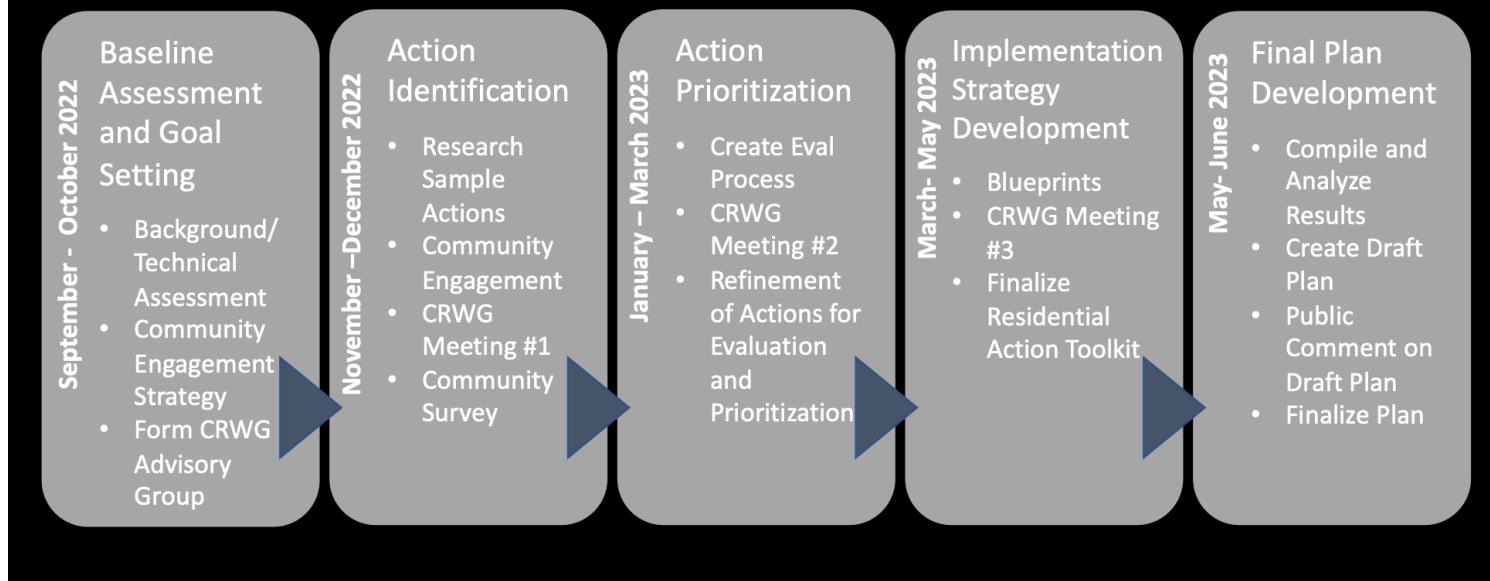
### TEXTILES

- Clean clothing (stained/torn ok), footwear (singles ok), handbags, belts, hats, scarves, undergarments, blankets, sheets, drapes, linens, pillows, and stuffed animals accepted. Place in textiles bin.

- No wet or mildewed items
- No oily rags
- No carpets or mattresses (mattress recycling in separate container)

# Sherborn Climate Action and Resilience Plan

## Project Scope and Timeline



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