

2008
Annual Reports
of the
Town Officers
of the
Town of Sandwich
The Oldest Town on Cape Cod



For the Year Ending December 31, 2008

2008 EMPLOYEE RECOGNITION CEREMONY

The Employee Recognition Ceremony was held on December 10, 2008 at Sandwich Hollows Golf Club to honor Town Employees for their years of dedicated service to the Town and to give special honor to recipients of the Volunteer of the Year and Employee of the Year Awards.

EMPLOYEE OF THE YEAR

Mark Bridges – Principal, Wing School
Donna Boardman - Inspector of Buildings

VOLUNTEER OF THE YEAR

Edward Webb – Sandwich Police Academy

15 Year Employees

Marie L. Buckner Human Resources
Janice L. Hagberg Human Resources
Michael J. Nurse Police Department
David G. Ames Fire Department
Peter M. Pozerski Fire Department
Patricia C. Allietta School Department
Leo Archambeault, Jr. School Department
Heidi Anderson-Walsh School Department
Barbara A. Garrity School Department
Patricia A. Graham School Department
Mark K. Gilmore School Department
John Michael Parker School Department
Suzanne E. Perdigao School Department
Martin P. Russo School Department
Victoria J. Schulz School Department
Janet C. Simpson School Department
Karen Lee Sabetta School Department
Ann F. Shea School Department
Susan E. Waldman School Department

25 Year Employees

Karen L. Stapleton School Department
Mary A. Washburn School Department
Peter B. Trimble School Department
Timothy Q. McMahon Fire Department

30 Year Employees

Duncan E. Brown School Department
Virginia M. Wallin School Department

35 Year Employee

Robert J. George Fire Department

40 Year Employee

Mary Beth Dunphe School Department

*“A welcoming sunset brings to a close
a summer day at the canal.”*

– Don Fleet

*Cover photo provided by
Don Fleet, Fleetwood Photography, East Sandwich, Massachusetts*

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General Government



Grove Street 100 Years Ago.

Photo courtesy of Sandwich Archives

Report of the BOARD OF SELECTMEN AND TOWN MANAGER

The Town of Sandwich achieved measurable progress in a number of areas in 2008. Based on spirited discussions with the Charter Review Committee, the Town held a Special Town Meeting in January to vote on updating the Town Charter. Since it was established through the adoption of a Special Act by the state Legislature, the Town was required to seek new special legislation to amend the charter. Unfortunately, the state Legislature did not vote on the Town's request during their 2008 session. Thus, the Town will be required to confirm this vote again at its upcoming Annual Town Meeting in order for the state Legislature to act on our request.

The Town also worked feverishly on updating its Local Comprehensive Plan (LCP). The Town's Local Planning Committee dedicated numerous hours meeting, reviewing documents, discussing updates, working with the Town's consultant, and planning and participating in public workshops. The end result was a high quality update to the Town's LCP, which was endorsed by the Planning Board and Board of Selectmen. In turn, it also received preliminary certification from the Cape Cod Commission. We look forward to bringing this important document to the upcoming Annual Town Meeting for town-wide approval.

During 2008 the Town received notification from various state agencies that it was not adequately protecting certain endangered animal species at Town Neck Beach, and that corrective actions were required. As a result, the Town quickly assembled a team of resident volunteers to help monitor the area and educate the public. In addition, the Town also funded Police details at selected times and locations to further ensure compliance with federal, state and local laws protecting endangered species. This effort was a dramatic success, with all the various stakeholders involved in agreement that the efforts resulted in three general areas of improvement: (1) protecting Piping Plovers and Least Terns; (2) educating the public on how their actions can affect wildlife and the environment in Town Neck Beach; and (3) reducing levels of other types of inappropriate (and in many cases illegal) behavior due to the presence of the resident volunteers and Police details. The Town will continue its renewed effort to protect all the critical resources in the area to ensure that it can continue to be enjoyed by the public for years to come.

In contrast to the resounding success achieved in Town Neck Beach, the Town was admittedly less successful in addressing concerns with emergency response times in the East Sandwich area. The Sandwich Fire Chief and Deputy Chief attended numerous Board of Selectmen meetings to present response time data, and the associated costs if the Town wished to increase staffing to address the situation. The Board also held a public forum to solicit input from the public on this important issue. While there was consensus that emergency response times in this part of town should be reduced, there was no agreement on how to best achieve that result. Ultimately, a petition article was passed at the fall Special Town Meeting which appropriated a significant amount of funding from Surplus Revenue to fund hiring an additional eight firefighters for East Sandwich.

Due to concerns about the sustainability of using one-time "Free Cash" to fund recurring operating expenses, to date the Board has not decided to expend these funds to hire the additional staff. The Town will continue to work on trying to address this issue, recognizing that it will prove to be an even more difficult problem to solve in the future as projected budget deficits increase.

The Town also began working on the cable television license renewal process during 2008, since the Town's contract with Comcast will expire in 2009. As part of this effort, the Town helped establish a consortium of eight Cape Cod towns to minimize duplicative efforts and costs wherever possible. This regional approach has proven to be very effective, including the securing of \$20,000 from the County to assist in these efforts. In addition to working with the consortium, the Town contracted with UMass Dartmouth's Center for Policy Analysis to conduct a professional survey as part of the required "Ascertainment Process." The Board also held two formal Ascertainment Hearings to solicit input from the public. In late 2008 the Town finalized the renewal Request for Proposal for Comcast. In the spring of 2009 the Board will review proposal(s) from any interested cable television companies, and will negotiate the most favorable terms possible – as limited by various federal and state legal constraints – to ensure that Sandwich residents receive cable television services that best meet the community's needs.

During 2008 the Town Manager assembled selected Town staff, various committee members, and residents to participate in an informal working group to help guide the Town Hall restoration and rehabilitation project funded by the Community Preservation Act. This exciting project has steadily moved ahead during the year, including the hiring of a project manager through a Request for Proposals, and an architect through a Request for Qualifications. The Town's project manager and architect have made outstanding progress with the planning and design development stages of the project. We look forward to reaching significant milestones in 2009, including soliciting bids for the construction phase of this important historical centerpiece of the Town.

Lastly, we would like to recognize and honor the memory of two dedicated Town employees: Town Clerk Barbara Walling and Inspector of Buildings Donna Boardman, both of whom passed away in 2008. We are grateful for the more than 45 years of combined, dedicated service to our community. The way these two courageous women handled their illnesses and battled cancer while appreciating every day is an example to us all. They are both sorely missed by their families, friends, co-workers, and the public they adoringly served.

Respectfully submitted,

Linell M. Grundman, Chair

John G. Kennan, Jr., Vice Chair

Frank Pannorfi

F. Randal Hunt

Dana P. Barrette

George H. Dunham,

Town Manager

Douglas Lapp

Assistant Town Manager

FEDERAL, STATE AND COUNTY ELECTED OFFICIALS

CONGRESS

Senator in Congress

John Kerry
1 Bowdoin Square
10th Floor
Boston, MA 02114
Tel. 617-565-8519
Fax 617-248-3870
E-mail john_kerry@kerry.senate.gov

Senator in Congress

Edward M. Kennedy
2400 JFK Federal Building
Boston, MA 02203
Tel. 617-565-3170
Fax 617-565-3183
E-mail senator@kennedy.senate.gov

Congressman – 10th District

William D. Delahunt
2454 Rayburn House Office Bldg.
Washington, D.C. 20515
Tel. 202-225-3111
Fax 202-225-5658
E-mail william.delahunt@mail.house.gov

146 Main Street
Hyannis, MA 02601
Tel. 800-870-2626
Tel. 508-771-0666
Fax 508-790-1959

STATE

Governor

Deval Patrick
Office of the Governor
State House - Room 360
Boston, MA 02133
Tel. 617-725-4000
Fax 617-727-9725
Web Site www.mass.gov

STATE SENATE

Plymouth & Barnstable District

Senator Therese Murray
State House - Room 332
Boston, MA 02133
Tel. 617-722-1500
Fax 617-722-1072
Chief of Staff - Richard Musiol, Jr.
Aide – Laura Tassinari
E-mail therese.murray@state.ma.us

Plymouth – District Office

Senator Therese Murray
10 Cordage Park Circle
Room 229
Plymouth, MA 02360
Tel. 508-746-9332
Fax 508-746-4910

State House of Representatives

Representative Jeffrey D. Perry
5th Barnstable
State House - Room 136
Boston, MA 02133-1054
Tel. 617-722-2800 x8743
Fax 617-722-2819
Staff: Taylor White
E-mail rep.jeffreyperry@hou.state.ma.us

District Office -

449 Route 6A
P.O. Box 1435
Sandwich, MA 02563
Tel. 508-888-2158
Staff: Taylor White
E-mail electjefpperry@aol.com

COUNTY

Barnstable County Commissioners

PO Box 427
3195 Main Street
Barnstable, MA 02630
Dir Tel. 508-375-6648
Tel. 508-362-2511 (County Complex)
E-mail webmaster@barnstablecounty.org

Sheila Lyons, Chairman - Wellfleet
Mary Pat Flynn, Vice-Chairman - Falmouth
William Doherty, Commissioner - Harwich

Barnstable County Assembly of Delegates

Thomas F. Keyes
179 Old County Road
East Sandwich, MA 02537
Tel. 508-888-4327
E-mail tkeyes@capecod.net

Cape Cod Commission

3225 Main Street
PO Box 226
Barnstable, MA 02630
Tel. 508-362-3828
E-mail frontdesk@capecodcommission.org
Alan G. Trebat – Sandwich Representative

TOWN OFFICIALS through June 30, 2009

ELECTED OFFICIALS

Board of Selectmen

Linell Grundman, Chair	2010
Frank Pannorfi	2009
F. Randal Hunt	2010
John Kennan, Vice Chair	2011
Dana Barrette	2011

Board of Assessors

Lawrence B. Harrington, Chair	2010
Nicholas E. Fernandes, Jr.	2009
Madlon Jenkins-Rudziak, Vice Chair	2011

Town Clerk

Julia C. Hendy, Temporary	2009
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Moderator

Jan Levin Teehan	2009
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Constables

Joseph M. Cotter	2010
Clyde S. Gill	2011
James Joseph Sullivan	2009

Board of Health

Sean P. Grady, Chair	2011
Sandra Lee Tompkins	2010
Rebecca Lovell Scott	2009

School Committee

Robert Guerin, Chair	2009
Barbara A. Susko	2011
Sandra Aleta Barton	2010
Robert F. Simmons, Vice Chair	2010
Sharron Marshall	2011
Trish Lubold	2009
Shaun Cahill	2009

Trustees of the Sandwich Public Library

Jeanie M. VanderPyl, Chair	2011
Joseph V. Maruca	2009
David E. Goehringer	2009
Vivien B. Kellerman	2009
Janet R. Czarnetzi	2010
Carolyn Weimar	2010
Alice Baker	2010
Jessica Moon Germain	2011
Mark A. Wiklund	2011

Trustees of Weston Memorial Fund

Geoffrey F. Lenk	2009
Charles F. Scribner	2010
Peter N. Conathan	2011

Planning Board

Amy Lipkind, Chair	2009
Taylor White, Vice Chair	2011
Alan G. Trebat	2011
Ralph Vitacco	2011
Daniel Marsters	2009
Joseph A. Vaudo	2010
Richard A. Claytor, Jr.	2010

Sandwich Housing Authority

Robert F. Simmons, Jr. Chair	2010
Daniel DiGiandomenico	2011
Harry Earl Lantery, Jr.	2013
Richard Johnson	2011

Sandwich Historic District Committee

Old King's Highway Regional Historic District

Patricia McArdle, Chair	2012
Barbara Shaner	2011
Michelle Merolla	2009
William R. Collins	2010
Andrew Jones, Alternate	2009

Upper Cape Cod Regional Technical Vocational School

Penelope Jane Blackwell	2010
Steven L. Chalke	2012

APPOINTED OFFICIALS

Town Accountant

Doreen A. Guild	2011
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Archives and Historical Center Committee

David Leary	2009
Barbara Gill	2009
Lauren Robinson	2009
Julia C. Hendy, Temporary Town Clerk	

Barnstable County Home Consortium

H. Earl Lantery	2009
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Barnstable County Human Rights Commission

Cynthia Correia Denmat, M. Ed.	2010
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Barnstable County Regional Planning Committee

James Silva	2009
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Board of Appeals

Frederick Q. Watt	2009
Erik VanBuskirk, Chair	2013
Robert Jensen	2009
James Killion	2011
Christopher Neeven	2012
Ralph Crossen, Associate	2009
Joseph Cavaco, Associate	2009
Robert Whearty, Associate	2009

Cape Cod Commission Representative

Alan C. Trebat, Esq.	2010
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Cape Light Compact

Charles Kleekamp	2009
James Voelxen, alternate	2009

Capital Improvement Planning Committee**(appointed by Moderator)**

Christopher Richards, Chair	2009
Michael Baker	2009
John Vibberts	2009
Paul Kilty	2009
John Juros	2009

Cemetery Commissioners

Frank Pannorfi	2009
Linell Grundman	2010
Dana Barrette	2011

Community Preservation Committee

Stephen Hayes, Chair	2010
Lisa Bates	2011
Paul Sylvia	2011
Barbara Shaner	2011
Jeff Wilgis	2009
Jonathan Shaw	2009
H. Earl Lantery, Jr.	2010
Tim Cooney	2009
Richard Claytor	2010

Commission on Disability

Gail Brides	2009
Maureen McNamara	2010
Polly Sherman	2011

Communications Technology Committee

David Mitchell, Acting Chair	2009
John Tzimirangas	2009
Gary Nichols	2009
Jay Beirne	2009
Richard Augustine	2009
Joanne O'Keefe	2009
Arthur Neill	2009
F. Randal Hunt	
Michael Twomey	

Conservation Commission

Jeff Wilgis, Chair	2010
Elizabeth Desaulnier	2010
Michael Zylich, Vice Chair	2011
Christopher Kirrane	2010
David Sullivan	2011
James Corven, Associate	2009
Robert Silver, Associate (Res.)	2009

Council on Aging

Jan Teehan	2011
Jennifer Hamilton, Vice Chair	2010
Carol Vigliano	2011
Emmanuel Freddura	2009
Katherine Heras	2009
Regina Peters, Chair	2010
Marian McLoughlin	2010
Maureen Schneider	2010
Robert Sheenan	2011

Economic Development Committee

Cindy Russell, Chair	2009
John Harris	2009
Kate Bavelock	2009
John Dymecki	2009
Shawn Murray	2009
Joanne O'Keefe, alternate	2009

Emergency Management/Planning Committee

James Silva, Director	2009
Ron Santos, Deputy Director	2009
Richard Farrar	2009
Judith Koenig	2009
Steve Hall	2009
George Dunham	2009
Dan Mahoney, Jr.	2009
Andrew Heckler	2009
Greg Fayne	2009
Scott Ames	2009
J. J. Burke	2009
Dennis Newman	2009
Paul Tilton	2009
Rick Reino	2009
Tammy Pimental	2009
Troy Lima	2009
Sean Maroney	2009

Energy Committee

Damien Houlihan	2009
Charles Kleekamp	2009
Eric Nelson	2009
Kathleen Yetman	2009
Sarah Murray	2009
Thomas Doherty	2009
Kevin Burgess	2009
Robert Gottsche	2009
Anna Burroughs-Merrill	2009

Fence Viewer

Donna Boardman (deceased) 2009
Pete Sherwin 2009

Finance Committee (appointed by Moderator)

Paul Kilty, Chair 2011
John Vibberts, Vice Chair 2009
Veronica Mooney 2011
Ellen E. Scott 2009
Glenn Paré 2010
William Diederling 2010
Hank Tuohy 2010
Ellen Yaffe 2011
Thomas A. Hickey 2009

Forest Warden

George Russell, Jr. 2009

Golf Advisory Committee

John Tzimirangas, Chair 2009
Brian Jordan 2009
Mike Regan 2009
Hank Sennott 2009
Norman Theriault 2009
Al Lanoie 2009
Susan James 2009
David Polidor, Superintendent

Herring Warden

Mark S. Galkowski 2009

Board of Health Agent (Appointed by Board of Health)

David Mason

Hazardous Waste Coordinator

George Russell 2009

Community Advisory Council

Frank Pannorfi 2009

Mass. Military Reservation Senior Management Board

Dana Barrette 2009

Parking Clerk

Barbara J. Walling (deceased) 2009
Julia C. Hendy 2009

Personnel Board

Karen Miller, Chair 2009
Susan Hart 2009
Stephanie Nadolny 2009
Kelee Renzi 2009

Recreation Committee

Lisa Bates, Chair 2009
Theodore Mullin, Vice Chair 2009
Joanne Sykes 2009
Mickie Young 2009
Vincent Harrington 2009
Ken Mooney 2009
Peter Lambrinos 2009
Peter Brady 2009
Katherine Heras 2009

Registrar of Voters

Joe Carlson 2011
Merilyn Myers 2009
Antoinette L. Gleason 2010

Regional Transit Authority

George H. Dunham 2009

Right to Know Coordinator

George Russell 2009

Sandwich Cultural Council

Rob Vinciguerra, Chair 2011
Candice Ronesi 2011
Michael Helfen 2009
Gayle Olsson 2010
Phyllis Helfrich 2011

Sandwich Historical Commission

Kaethe Maguire, Co-Chair 2010
Jonathan Shaw, Co-Chair 2009
Carolyn Crowell 2011
Robert Gunshor 2011
Holly Amans-Kaiser 2009
Jennifer Y. Madden 2010
Barbara Shaner 2010

Shellfish Constable

Mark Galkowski 2009

Sign Inspector

Donna Boardman (deceased) 2009
Pete Sherwin 2009

Tax Collector

E. Susan Flynn 2009

Town Treasurer

Craig Mayen 2009

Veterans' Agent, Director of Veterans' Services and Veterans Burial Agent

Sidney L. Chase 2009

Assistant Veterans' Agent

Normal Gill 2009

Regional Director Veterans' Services

Edward Merigan 2009

Veterans' Graves Officer

Raymond Moniz 2009

Visitor Services Board

Robert King, Chair 2009

Melinda Gallant 2009

Charles Stutzman 2009

Donna Thomas 2009

Kate Bavelock (resigned) 2009

Water Quality Advisory Committee

Sean Grady 2009

Amy Lipkind 2009

Frank Pannorfi 2009

Mike Zylich 2009

Peter Thomas 2009

David Mason 2009

DEPARTMENT DIRECTORY

ACCOUNTANT'S OFFICE 888-0352

Doreen Guild, Town Accountant
Phyllis O'Neill, Assistant Town Accountant

Office Personnel:
Maryann Scarpellini

ADMINISTRATOR'S OFFICE/SELECTMEN'S OFFICE 888-5144 or 888-4910

George H. Dunham, Town Manager
Douglas Lapp, Assistant Town Manager
Kathleen Coggeshall, Office Manager

Office Personnel:
Diane Hanelt

ASSESSING DEPARTMENT 888-0157

Edward L. Childs, Principal Assessor
Walter Slepchuk, Assistant Assessor
Judy Rumul, Office Manager

Office Personnel:
Jeanne M. Varney
Sharon Smith

BOARD OF HEALTH 888-4200

David Mason, Agent
Darren Meyer, Assistant Health Agent

Office Personnel:
Katherine Walter

BUILDING DEPARTMENT 888-4200

Donna Boardman, Inspector of Buildings (*deceased*)
Alden "Pete" Sherwin, Assistant Inspector of Buildings
Joan F. Evans, Office Manager
John Pimental, Wire Inspector
Walter Fagnant, Jr., Gas and Plumbing Inspector

COUNCIL ON AGING 888-4737

Janet Timmons, Director
Gayle Moniz, Outreach Coordinator

Office Personnel:
Mary Ellen Steeves

DEPARTMENT OF PUBLIC WORKS 833-8002

Paul Tilton, DPW Director/Town Engineer
Stefan Masse, General Foreman
Kevin Buckland, Tree Warden
Richard R. Saline, Parks Foreman
Sean Mulroy, Sanitation Foreman

Office Personnel:
Patricia Wieman

Personnel:
Gary T. Gray
William Hawkins
Jeffrey P. MacDonald
Brian Fraser
Michael Chesky

John Lifrieri
Richard Malatesta
William Neville
Ylber Berisha

Part-time Personnel:
James Tocci
Ronald Merriam
George Elvander
Steven Clark
William Green
Kevin Murray
Thomas Glynn
Kris Hermanson
Greg Barber
James Driscoll
Daniel Smith
David Webber
Joseph Webber

ENGINEERING DEPARTMENT 833-8000

Samuel Jensen, Assistant Town Engineer
Sean Harrington, Engineering Technician

EAST BOAT BASIN MARINA 833-0808

Greg Fayne, Harbormaster
David Whearty, Assistant Harbormaster
Troy Lima

Office Personnel:
Brenda Manley
Denise Trimble

FACILITIES MANAGEMENT 477-9457

Ted Hamilton, Director

Personnel:
William Sewall, Building Maintenance Specialist
Michael Little, Custodian

FIRE DEPARTMENT 888-0525

George P. Russell, Jr., Chief
Thomas A. Corriveau, Deputy Chief

Office Personnel:
Lisa Malcolmson

Captains:
Timothy Q. McMahon
James B. Huska
Robert R. Black III
Scott Ames

Lieutenants:
Sean Butler
Richard A. Lizotte
Peter M. Pozerski
Jason Vivieros

Firefighters:
David G. Ames
Martin Baumhoff
Robert Black IV
Daniel J. Brun

Lee E. Burrill
Donald G. Campbell
Nathan Coughlan
Andrew Davison
Christopher George
Robert J. George
Joshua Glaser
Peter Halliday
Michael Harrington
Jonathan Houde
Daniel Keane
Drew Lahteine
Karen Macedo
Lawrence Machado, Jr.
Joseph Maciel
Sean Miller
Tammy Pimentel
Gregory Smith
Nicholas C. Souke
Matthew Thompson

Fire Prevention:

John J. Burke

EMS Officer:

Brian Leary

Dispatchers:

Christine A. Lawrence
Kathleen M. Keene
Charmaine Sargent
Kim Bell

HUMAN RESOURCES DEPARTMENT 833-8061

Marie Buckner, Director
Janice Hagberg, Assistant Director

INFORMATION TECHNOLOGY DEPARTMENT 833-8069

Michael Twomey, Director

NATURAL RESOURCES DEPARTMENT 888-4200

Mark S. Galkowski, Director of Natural Resources
David DeConto, Natural Resources Officer
Tim Houlihan, Animal Control Officer

Office Personnel:

Michelle Raymond
Carol Barr (part-time)

PLANNING AND DEVELOPMENT 833-8001

Gregory Smith, Director
Office Personnel:
Joyce Bartlett
Maureen Carty

POLICE DEPARTMENT 888-3343

Michael J. Miller, Chief of Police

Lieutenants:

Lynne I. Gourley
David J. Guillemette

Office Personnel:

Janice L. Rezendes

Sergeants:

Joseph M. Cotter
Daniel J. O'Connell
Peter D. Howell
Michael J. Nurse
Christopher P. McDermott
Michael T. Bondarek
Jason M. Keene

Corporals:

Thomas Glaser
David Legacy
Michael F. Hoadley

Detective Sergeant:

Terence Murphy

Detectives:

Albert J. Robichaud
Robert Brun
Bruce T. Lawrence

Officers:

Timothy M. Cavanaugh
David M. Malcolmson
Brian A. Bondarek
William R. Patton
Dennis Byrne
Joshua Bound
Matthew O'Brien
Philip Anderson
Michael Wood
Shawn P. O'Neil
David Dwyer
Michael Gumbleton
Christa Cabral
Timothy Kane
Nicholas Giammarco
Lauren Boyd
Daniel Perkins

Special Officers:

Richard White
James Swift
Bart McKay
James R. Spofford

Custodian:

Eugene H. Morrow

PUBLIC HEALTH NURSE 833-8020

Joanne Geake, Public Health Nurse
Cathy Gwynn, Clinic Nurse

Office Personnel:

Marilyn Bassett

PUBLIC LIBRARY 888-0625

Richard J. Connor, Library Director
Cynthia B. Anderson
Doris L. Brow
Carol Bucci
Pamela J. Carmichael
Kelly Depin
Elizabeth Fox
Melissa Frye
Barbara Gill
Willa Grant
Colleen S. Hayes
Kathleen M. Johnson
Joann Latimer
Susan J. Lavery
Rebecca H. Lawrence
Willard McCluskey
Stuart W. Parsons
Lauren L. Robinson
Vincent J. Sgro
Karen E. Varjian
Jeannie Varney
Patrice M. Vineis

RECREATION DEPARTMENT 888-4361

Guy Boucher, Director
Janice Souza, Assistant Director
Seasonal Office Support:
Rosemary Rhodes

SANDWICH HOLLOWES GOLF COURSE 888-3384

John R. Johnson Jr., Director
David B. Polidor, Superintendent
Jesse Schectman, Golf Operations Supervisor
David Tilly, Groundskeeper
Stanley Romano, Mechanic
Office Personnel:
Jeannette Scalse

TOWN COLLECTOR'S OFFICE 833-8012

E. Susan Flynn, Town Collector
Carol Ann Peterson, Assistant Town Collector
Office Personnel:
Warren Bovarnick
Sally Styche

TOWN CLERK'S OFFICE 888-0340

Barbara J. Walling, Town Clerk (*deceased*)
Judy Hendy, Assistant Town Clerk
Office Personnel:
Susan Lundquist

TREASURER'S OFFICE 888-6508

Craig Mayen, Town Treasurer
Jo Ann Gagner, Assistant Town Treasurer (retired)
Office Personnel:
Robin Cherry
Christine Brailey-Green

Report of the HUMAN RESOURCES DEPARTMENT

2008 saw a few changes in staff through resignations and retirements. The Recreation and Planning & Development Directors both resigned to take other positions. We were fortunate to hire Gregory Smith as our new Planning & Development Director and Guy Boucher as our new Recreation Director. Both men are wonderful additions to their respective departments. Dianne Nickerson, Natural Resources Administrative Assistant and Jo Ann Gagner, Assistant Town Treasurer both retired in 2008. We miss them both and wish them well. We added Michelle Raymond to the staff at Natural Resources and Christine Brailey-Greene at the Treasurer's Office. They are great additions! When Marilyn Basset moved back over to the Nursing Department to fill a vacancy, Sharon Smith was hired to replace Marilyn in the Assessing Department. John Lifrieri and Ylber Berisha were hired as Laborers in the DPW. All are doing great in their positions! We also would like to thank three temporary employees for their support to the Town. Gary Fryxell in the Assessing Department, Linda Kiley in the Town Clerk's Office and Aletta Spielman who provided support to Assessing Department and Administration.

On a sad note, the Town lost two outstanding employees in Barbara Walling, Town Clerk and Donna Boardman, Building Commissioner. These women were exceptional in their respective positions and were extraordinary in the way they handled their illnesses. They were both stoic and full of grace, dignity and humor. Their passing is a huge loss for the Town.

The Personnel Board continued their review and re-classification of several positions within the Town. The Board reviewed, classified and graded new position descriptions including Information Technology Director, Natural Resources Director and the two public safety Administrative Assistant positions within the Public Safety Departments. The Board also reviewed and updated all clerical job descriptions.

Despite our many efforts offering trainings on safety procedures, worker's compensation injuries continue to increase at an alarming rate. We will continue to encourage employees to use more precaution in their jobs. As in past years, we continue to send staff to seminars for safety training and continue to encourage wellness participation throughout all departments.

The Safety Committee continues to meet with the MIIA representative on a quarterly basis. Kathleen Coggeshall and Jan Hagberg, co-chairs of the committee, continue to provide information for departments on safety workshops and other procedures related to Public Official Liability, Workers Compensation and General Liability and Auto Insurance. We again participated in the "MIIA Rewards" program and through our efforts we received a credit of \$15,071 towards our premium. We would like to thank everyone who participated by attending these workshops and seminars.

Health insurance continues to be a huge fiscal concern every year. Sandwich continues to belong to the joint purchase group called the Cape Cod Municipal Health Group which includes over 50 public entities on Cape Cod including 14 of the 15 Towns. Although still high, this magnitude of "buying power" has kept our rates below the industry average.

We had approximately 90 participants in the 2008 Walking Program. As always, this is promoted by the Wellness Committee through the Cape Cod Municipal Health Group. It is fun every year to see the enthusiasm of the participants. We are preparing for the 2009 program with an excellent response already and are hoping that the program continues to increase in participation! Thanks to Joan Caulkins, Administrative Assistant to the Superintendent of Schools, for assisting in the distribution of information for the Walking Program. She is always a great help. We also would like to thank Celine Hardy, R.N., Head Nurse for arranging for Wellness Clinics in the Schools. Healthy employees help keep our rates down and can cut down on costly absences from work. We encourage and support these programs which promote employee wellness and will continue to offer them in the coming years.

This past Fall we held a training for employees entitled "Preventing Harassment & Discrimination in the Workplace". The trainer, Judith Kaye, was terrific and engaging.

Through training initiatives and opportunities, workshops and other general support, we provide a wide range of resources for employees. Our goal is to hire and retain the best employees possible to serve the residents of the Town of Sandwich.

Thank you to all Town departments for making our jobs challenging and enjoyable. A special thanks to the Town Manager's Office staff with whom we work so closely. Their support and humor are appreciated.

The Human Resources Department is committed to serving all Town of Sandwich employees in the most efficient and effective way possible. We are proud to work for the Town of Sandwich and truly feel we have the best employees!

Respectfully submitted,

Marie L. Buckner, Director
Janice L. Hagberg, Assistant Director

Report of the INFORMATION TECHNOLOGY DEPARTMENT

The Calendar Year of 2008 was comprised of additional progress in upgrading and/or replacing older network equipment and PCs. A few technology challenges arose towards the end of the calendar year, and as a result, upgrade resources were allocated to address these issues.

It was the goal of the I.T. Department to replace as many older PCs as possible during the current fiscal year 2009. These plans were temporarily put on hold, in light of addressing more immediate areas of concern. Additional security measures were implemented to help ward off new and emerging global threats that originate in other parts of the world. These threats are evolving at an alarming rate, and have unlimited reaches due to the nature of the Internet.

As in CY 2007, the IT Department assisted the Town Clerk's office in pre-process the Annual Town Census data received from the Commonwealth. The pre-processing of this data in-house reduces the annual census production cost by minimizing the production time at the printer's facility. Stefan Masse from the Sandwich DPW created an Excel spreadsheet macro that takes the raw data from the Commonwealth, and converts it to a format that is compatible with the bulk printing and mailing software.

With Facility Director Ted Hamilton's assistance, we relocated the Town's network servers to a more secure location. For the upcoming Town Hall Renovation project, Ted and I are working together with Assistant Town Manager Doug Lapp to cover all technology bases for the temporary move of the Town Offices.

A new software upgrade was implemented at the Sandwich Fire Department that will allow for enhanced reporting capabilities. Chief Russell would like to incorporate new technologies that will give emergency response personnel additional technology tools while they respond to emergency situations.

As has been the case since the I.T. Department was formed in FY 2006, I would like to thank all Department Heads and their staff members, for their continued cooperation and support.

Respectfully submitted,

Michael S. Twomey
Information Technology Director

Report of the COMMUNICATIONS TECHNOLOGY ADVISORY COMMITTEE

During calendar year 2008, the Communications Technology Advisory Committee (CTAC) continued the ascertainment phase of the legally prescribed process of preparing for the prospective renewal of the cable television franchise in Sandwich.

In preparation for a telephone survey to be conducted by the Center for Policy Analysis (CPA) at UMASS Dartmouth, CTAC assisted in drafting the survey instrument, or list of questions to be asked.

A delegation of two CTAC members visited the Comcast Southeastern Massachusetts regional office in Plymouth, where they viewed some of the public files maintained there that report such things as number of subscribers in town, customer calls and complaints, employment practices, etc. On June 12, at a public hearing conducted by the Selectmen, a summary report of this visit and information was given. Approximately a week later, the CPA conducted the telephone survey of 539 randomly selected Sandwich households.

During this first half of the year, two of our committee members withdrew for career and family reasons. We appreciate their service.

The first draft of the telephone survey report became available in July and CTAC members assisted the UMASS Dartmouth principal author in making the document as meaningful, robust and useful as possible. The final version was completed in October and a presentation made at a second public hearing conducted by the Selectmen. Also in October, an additional member was appointed to the committee.

Throughout the year, the committee provided constituent service in receiving and researching complaints or other requests for help related to communications technology issues.

As of December 31, CTAC members were Richard Augustine, David Mitchell, Arthur Neill, Gary Nichols and Joanne O'Keefe. Selectman Randy Hunt serves, *ex officio*, as liaison to the Board of Selectmen, of which he is a member.

Regular CTAC meetings are held at 7:30 PM on the last Tuesday of each calendar month (excluding holiday conflicts) in the Community Room at Hansen Village, 20 Toms Way, and are posted at the Town Clerk's Office, which can verify whether a meeting is on schedule.

Respectfully submitted,

David S. Mitchell
Acting Chairman

Finances



Photo courtesy of Sandwich Archives

Cemetery Point in Shawme Lake, 100 Years Ago.

Report of the TOWN ACCOUNTANT

In Accordance with Chapter 41, Section 61 of the Massachusetts General Laws, I herewith submit my Annual Report of the Town of Sandwich for the Fiscal Year July 1, 2007 to June 30, 2008.

I would like to thank the Board of Selectmen, Town Manager Bud Dunham, and all the employees of the various Town Departments for their cooperation and assistance during the past year. A special thanks to my staff, Phyllis O'Neill and Maryann Scarpillini whose hard work is greatly appreciated.

Respectfully submitted,

Doreen A. Guild
Town Accountant

TOWN OF SANDWICH RECEIPTS FISCAL YEAR JULY 1, 2007 TO JUNE 30, 2008

GENERAL FUND REVENUES

TAXES

Real Estate	40,195,194.00	
Personal Property	2,745,477.00	
Boat Excise	16,864.00	
Motor Vehicle Excise	2,635,842.00	
Interest on Taxes/Assessments	264,912.00	
Room Tax	184,677.00	
Tax Lien Redemptions	1,905,981.00	
Lieu Taxes	8,171.00	
Betterments	<u>70,450.00</u>	
Total Taxes		48,027,568.00

LOCAL RECEIPTS

Parking Charges	30,415.00	
Landfill	738,180.00	
Departmental Revenue	271,217.00	
Licenses & Permits	473,841.00	
Court Fines	3,344.00	
Earnings on Investments	463,490.00	
Medicare/Medicaid		
Reimbursements	301,144.00	
Other	<u>120,684.00</u>	
Total Local Receipts		2,402,315.00

STATE REVENUE - Cherry Sheet

Abated Taxes	17,082.00	
Police Incentive	97,354.00	
Loss Taxes-State Owned Land	570,583.00	
Additional Assistance	88,406.00	
Lottery/Beano	1,314,390.00	
Veterans	5,506.00	
Charter School Assessment		
Reimbursement	191,063.00	
School Construction	1,662,115.00	
School-Aid-Chapter 70	<u>6,694,018.00</u>	
Total State Revenue		10,640,517.00

Total General Fund Revenues **61,070,400.00**

SPECIAL REVENUES

School

School Lunch	743,880.00
School Athletics	204,090.00
Community School	2,235,901.00
School Grants	1,152,271.00
School Revolving	<u>1,372,578.00</u>
Total School	5,708,720.00

Town

Federal Grants	0.00
State Grants	114,792.00
State Aid to Highways-Ch.90	917,524.00
Reserve for Appropriation	1,146,759.00
Marina	1,583,570.00
CPA	2,457,579.00
Other Special Revenue	71,599.00
Donations / Gifts	94,649.00
Other Revolving	<u>217,248.00</u>
Total Town	6,603,720.00

Total Special Revenue **12,312,440.00**

CAPITAL PROJECTS / BOND ISSUES

School Construction BAN	0.00
Other	0.00
Land Bank - CPA	<u>0.00</u>
Total Capital Projects	0.00

TRUST FUNDS

Trust Funds	82,888.00
Stabilization Fund	<u>94,678.00</u>
Total Trust Funds	177,566.00

ENTERPRISE FUND

Golf Course	<u>1,159,230.00</u>
Total Enterprise Fund	1,159,230.00

AGENCY ACCOUNTS

Water Districts	3,141,797.00
Withholdings	13,117,144.00
State Licenses	26,685.00
Special Details	173,008.00
Clients Escrow	88,050.00
School Activity	<u>531,951.00</u>
Total Agency Accounts	17,078,635.00

TOTAL ALL RECEIPTS **91,798,271.00**

**TOWN OF SANDWICH DISBURSEMENTS
FISCAL YEAR JULY 1, 2007 TO JUNE 30, 2008**

GENERAL FUND

General Government	3,101,979.00
Protection Persons/Property	7,081,191.00
Education	30,686,165.00
Public Works	2,567,396.00
Human Services	421,174.00
Culture & Recreation	1,071,128.00
Debt Accounts	6,218,032.00
Assessments/ Intergovernmental	1,143,713.00
Employee Benefits	<u>8,954,424.00</u>

Total General Fund **61,245,202.00**

SPECIAL REVENUE ACCOUNTS

School

School Lunch	755,195.00
School Grants	1,164,525.00
Revolving Accounts	1,519,396.00
School Athletics	227,039.00
Community School	<u>2,184,581.00</u>
Total School	5,850,736.00

Town

Federal Grants	0.00
State Grants	203,579.00
State Aid to Highways - Ch.90	878,138.00
Donations / Gifts	86,485.00
Reserve for Appropriation	2,728.00
Marina	1,537,131.00
Land Bank / CPA	616,333.00
Other Special Revenue	18,665.00
Other Revolving	<u>241,517.00</u>

Total Town **3,584,576.00**
Total Special Revenue Funds **9,435,312.00**

CAPITAL PROJECTS

School Construction	
Other	<u>33,151.00</u>

Total Capital Projects **33,151.00**

TRUST ACCOUNTS

Trust Funds	23,312.00
Stabilization Fund	<u>0.00</u>

Total Trust Accounts **23,312.00**

ENTERPRISE ACCOUNT

Golf Course	<u>1,068,396.00</u>
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Total Enterprise Fund **1,068,396.00**

AGENCY ACCOUNTS

Water Districts	3,134,574.00
Withholdings	13,404,915.00
Tailings	0.00
State Licenses	26,685.00
Special Details	169,277.00
Client Escrow	323,270.00
School Activity	<u>604,491.00</u>

Total Agency Accounts **17,663,212.00**

TOTAL DISBURSEMENTS ALL FUNDS **89,468,585.00**

TOWN OF SANDWICH APPROPRIATIONS AND EXPENDITURES SCHEDULE

Fiscal Year 2008

<u>Account</u>	<u>Encumb. Carried Forward</u>	<u>Total ATM</u>	<u>Total STM</u>	<u>Notes from Stabilization</u>	<u>Reserve Fund Transfers</u>	<u>Final Appropriation Balance</u>	<u>Total Expenditures</u>	<u>Appropriation Savings Closed</u>	<u>Balance Encumbered</u>
<u>General Government</u>									
<u>Operating budget</u>									
Moderator		450.00	-			450.00	450.00	-	
Selectmen/Administrator		315,317.00	-			315,317.00	307,480.86	7,836.14	
Personnel expenses		233,693.00	-			233,693.00	202,362.34	31,330.66	
Finance Committee		2,200.00	-			2,200.00	1,779.69	420.31	
Accounting		158,018.00	-			158,018.00	156,475.54	1,542.46	
Assessing	1,400.00	313,686.00	-			315,086.00	310,921.55	4,164.45	
Treasurer		182,717.00	-			182,717.00	177,207.88	5,509.12	
Tax Collector		207,151.00	-			207,151.00	207,151.00	-	
Tax Title		15,000.00	-			15,000.00	15,000.00	-	
Legal		200,000.00	-			200,000.00	188,035.03	11,964.97	
Human Resources		107,419.00	-			107,419.00	102,545.21	4,873.79	
Town Clerk		136,986.00	-			136,986.00	136,958.52	27.48	
Elections & Registrations		51,400.00	-			51,400.00	45,953.05	1,396.95	4,050.00
Natural Resources		278,260.00	-			278,260.00	278,206.16	53.84	
Planning & Development		141,003.00	-			141,003.00	128,682.35	12,320.65	
Facilities Management		387,281.00	-			387,281.00	385,789.54	1,491.46	
Town Reports		13,000.00	-			13,000.00	11,757.00	1,243.00	
Bind Town Records		1,000.00	-			1,000.00	294.44	705.56	
Data Processing	7,164.03	295,678.00	-			302,842.03	302,842.03	-	
<u>Total operating budget</u>	8,564.03	3,040,259.00	-		-	3,048,823.03	2,959,892.19	84,880.84	4,050.00
<u>Articles</u>									
Medicare/FICA		391,367.00	-			391,367.00	381,581.18	9,785.82	
Property & liab. Insurance		650,000.00	-			650,000.00	512,050.79	137,949.21	
County retire. Assessment		1,834,545.00	-			1,834,545.00	1,834,545.00	-	
Group Health Insurance		6,500,000.00	-			6,500,000.00	6,199,315.28	300,684.72	
Unemployment Comp.		50,000.00	-			50,000.00	26,932.45	23,067.55	
Reserve Fund		400,000.00	-		(171,227.71)	228,772.29	-	228,772.29	
Building/Capital Purch.	90,518.15	-	-			90,518.15	13,418.56	-	77,099.59
Senior Vol. Tax Credit Pgm A22 FY04 ATM		-	-			-	30,209.11	-	12,230.46
Sandwich Promotions Fund A21 FY05 ATM	19,565.57	22,874.00	-			42,439.57	-	-	28,790.66
Foster Road Culvert Repairs		-	-			-	6,023.82	-	310.06
Natural Resources Capital	34,814.48	-	-			34,814.48	-	-	-
Ryder Property Repairs(190)	310.06	-	-			310.06	-	-	-
Jan Sebastion Building Capital		-	-			-	-	-	-
Town Buildings Repairs		-	-			-	-	-	-
Town Hall Copier (FY07 Capital)	3,049.00	-	-			3,049.00	3,049.00	-	13,683.08
Old Sandwich Harbor Study(Stab.Fnd)	16,034.17	-	-			16,034.17	2,351.09	-	820.85
Little Red Schoolhouse Repairs(Stab)	1,096.79	-	-			1,096.79	275.94	-	1,015.90
Grist Mill Dam Repairs(Stab Fund)	1,015.90	-	-			1,015.90	-	-	72,277.85
Town Hall Prop Repairs(Stab Fund)	80,554.21	-	-			80,554.21	8,276.36	-	17,035.63
Data Process. Comp. Purch(Stab Fnd)	5,183.24	-	-			5,183.24	5,183.24	-	17,035.63
Mirant Canal Plant Valuation	17,035.63	-	-			17,035.63	-	-	6,545.99
Oakcrest Cove Improvements	8,856.88	-	-			8,856.88	2,310.89	-	658.77
Ryder Property Improvements(171)	27,251.76	-	-			27,251.76	26,592.99	-	-

<u>Account</u>	<u>Encumb. Carried Forward</u>	<u>Total ATM</u>	<u>Total STM</u>	<u>Notes from Stabilization</u>	<u>Reserve Fund Transfers</u>	<u>Final Appropriation Balance</u>	<u>Total Expenditures</u>	<u>Appropriation Savings Closed</u>	<u>Balance Encumbered</u>
E Sandwich Beach Improvements	119.09	-	-	-	-	119.09	-	-	119.09
Workcamper Program Expansion	7,660.14	-	-	-	-	7,660.14	4,664.65	-	2,995.49
Conservation Land Maps	2,153.50	-	-	-	-	2,153.50	-	-	2,153.50
Natural Resources Work Skiff	4,000.00	-	-	-	-	4,000.00	4,000.00	-	-
Annex Copier (FY'07 Capital)	49.00	-	-	-	-	49.00	49.00	-	-
Assessing Software (FY'07 Capital)	35,000.00	-	-	-	-	35,000.00	-	-	35,000.00
Natural Resources Dump Trailer(07 Cap)	10,612.44	-	-	-	-	10,612.44	9,832.99	-	779.45
Natural Resources Trail Maint (07 Cap)	185.47	-	-	-	-	185.47	-	-	185.47
Murkwood Prop Electric & Alarm(07 Cap)	126.33	-	-	-	-	126.33	-	-	126.33
Conservation Land Gates (07 Cap)	250.00	-	-	-	-	250.00	-	-	250.00
Facilities Management Mower(07 Cap)	1,516.74	-	-	-	-	1,516.74	-	-	1,516.74
Facilities Management Flail Attach(07 Cap)	609.15	-	-	-	-	609.15	-	-	609.15
I.T. Technology(STM 9/25/06)	1,495.00	-	-	-	-	1,495.00	-	-	1,495.00
ACO Vehicle-171-(08 Cap)	45,000.00	-	-	-	-	45,000.00	13,075.00	-	31,925.00
Conservation Land Imp (08 Cap)	6,000.00	-	-	-	-	6,000.00	3,309.29	-	2,690.71
Natural Resources Outboard Eng(08 Cap)	9,500.00	-	-	-	-	9,500.00	9,464.84	(0.00)	35.16
X-fer to Stabilization	600,000.00	-	-	-	-	600,000.00	-	-	-
Total articles	369,062.70	10,509,286.00	-	-	(171,227.71)	10,707,120.99	9,096,511.47	700,259.59	310,349.93
Total General Government	377,626.73	13,549,545.00	-	-	(171,227.71)	13,755,944.02	12,056,403.66	785,140.43	314,399.93
Public Safety									
<i>Operating budgets</i>									
Police Department	2,973,135.00	-	-	-	97,173.99	3,070,308.99	3,070,308.99	-	-
Fire Department	3,486,970.00	-	-	-	2,378.12	3,489,348.12	3,474,884.45	-	14,463.67
Inspections	208,807.00	-	-	-	208,807.00	208,807.00	200,099.17	8,707.83	-
Weights & Measures	1,200.00	-	-	-	-	1,200.00	35.00	1,165.00	-
Emergency Management	2,000.00	-	-	-	-	2,000.00	1,985.02	14.98	-
Forest Warden	1,500.00	-	-	-	-	1,500.00	987.33	512.67	-
Bourne Shellfish(830)	4,000.00	-	-	-	-	4,000.00	4,000.00	-	-
Greenhead Fly	1,500.00	-	-	-	-	1,500.00	1,500.00	-	-
Total operating budgets	6,679,112.00	-	-	-	99,552.11	6,778,664.11	6,753,799.96	10,400.48	14,463.67
<i>Articles</i>									
PD Building Renovations (FY'07 Cap)	24,470.81	-	-	-	-	24,470.81	12,743.72	-	11,727.09
PD Handguns & Holsters	20,000.00	-	-	-	-	20,000.00	20,000.00	-	-
FD Ambulance Replacement	150,000.00	-	-	-	-	150,000.00	148,620.45	(0.00)	1,379.55
FD Vehicle Purchase	35,000.00	-	-	-	-	35,000.00	35,000.00	-	-
FD Fire Engine Lease/Purchase	72,500.00	-	-	-	-	72,500.00	72,285.65	0.00	214.35
FD Fire Prevent. Vehicle(FY'07 Cap)	1,017.90	-	-	-	-	1,017.90	-	-	1,017.90
FD Remount Ambulance(FY'07 Cap)	215.63	-	-	-	-	215.63	-	-	215.63
Inspectors Vehicle Purchase (FY'08 Cap)	30,000.00	-	-	-	-	30,000.00	27,493.00	-	2,507.00
JSD Copter (FY'08 Cap)	15,000.00	-	-	-	-	15,000.00	11,951.00	-	3,049.00
Civil Defense Generator	3,184.89	-	-	-	-	3,184.89	-	-	3,184.89
Civil Defense-Operation Center	7,918.57	-	-	-	-	7,918.57	3,296.90	-	4,621.67
Total articles	36,807.80	322,500.00	-	-	-	359,307.80	331,390.72	(0.00)	27,917.08
Total Public Safety	36,807.80	7,001,612.00	-	-	99,552.11	7,137,971.91	7,085,190.68	10,400.48	42,380.75

Account	Encumb. Carried Forward	Total ATM	Total STM	Votes from Stabilization	Reserve Fund Transfers	Final Appropriation Balance	Total Expenditures	Appropriation Savings Closed	Balance Encumbered
Education									
<i>Operating Budgets</i>									
School Department	1,681,779.41	28,549,981.00	464,420.00			30,696,180.41	28,820,116.25	3,529.80	1,872,534.36
Upper CC Regional Tech School	-	-	1,606,650.00			1,606,650.00	1,606,650.00	-	-
Total operating budgets	1,681,779.41	28,549,981.00	2,071,070.00			32,302,830.41	30,426,766.25	3,529.80	1,872,534.36
<i>Articles</i>									
School Safety Equip (FY'08 Cap)		50,000.00	-			50,000.00	-	-	50,000.00
H.S. Auditorium Curtains (FY'08 Cap)		12,500.00	-			12,500.00	12,500.00	-	-
Oak Ridge/Forestdle Roof Rep ('08 Cap)		40,000.00	-			40,000.00	40,000.00	-	-
H T Wing Gym Floor/Bleachers('08 Cap)		154,500.00	-			154,500.00	145,468.26	-	9,031.74
Wastewater Treatment	172,536.53	-	-			172,536.53	12,328.82	-	160,207.71
H T Wing Windows/Roof ('08 Cap)		30,000.00	-			30,000.00	27,765.07	-	2,234.93
Wing School HVAC	1,953.25	-	-			1,953.25	1,336.75	-	616.50
Vehicle Purchase A13 FY05 ATM		-	-			-	-	-	-
Sped Vehicles(FY'08 Capital)	400.44	20,000.00	-			20,000.00	20,000.00	-	400.44
Oak Ridge Floor Cleaning Mach(07 Cap)		-	-			400.44	-	-	4,000.00
Oak Ridge Window Repair (07 Cap)	4,000.00	-	-			4,000.00	-	-	4,000.00
Total articles		307,000.00				485,890.22	259,398.90		226,491.32
Total Education	1,860,669.63	28,856,981.00	2,071,070.00			32,788,720.63	30,686,165.15	3,529.80	2,099,025.68
Public Works									
<i>Operating budgets</i>									
Engineering		125,235.00	-			125,235.00	111,986.02	13,248.98	-
DPW - Highways		1,203,710.00	-			1,203,710.00	1,203,644.99	65.01	-
Snow & Ice		250,006.00	50,000.00		61,257.35	361,263.35	361,263.35	-	-
Streetslights		30,000.00	-			30,000.00	24,434.01	5,565.99	-
DPW - Landfill		780,069.00	-			780,069.00	777,698.24	2,370.76	-
Total operating budgets	-	2,389,020.00	50,000.00		61,257.35	2,500,277.35	2,479,026.61	21,250.74	-
<i>Articles</i>									
Trans Sta Retain Wall & Comp (08 Cap)		250,000.00	-			250,000.00	85,602.50	-	164,397.50
Cemetery Capital Projects	6,468.03	-	-			6,468.03	2,167.20	-	4,300.83
Recycling Container	6,710.00	-	-			6,710.00	-	-	6,710.00
Landfill Tractor (FY'07 Capital)		-	-			-	-	-	-
Landfill Trailer (FY'07 Capital)	525.00	-	-			525.00	-	-	525.00
Wastewater Plan Engineering(Stab Fnd)	42,100.00	-	-			42,100.00	600.00	-	41,500.00
Total articles	55,803.03	250,000.00				305,803.03	88,369.70		
Total Public Works	55,803.03	2,639,020.00	50,000.00		61,257.35	2,806,080.38	2,567,396.31	21,250.74	217,433.33

<u>Account</u>	<u>Carried Forward</u>	<u>Total ATM</u>	<u>Total STM</u>	<u>Votes from Stabilization</u>	<u>Reserve Fund Transfers</u>	<u>Final Appropriation Balance</u>	<u>Total Expenditures</u>	<u>Appropriation Savings Closed</u>	<u>Balance Encumbered</u>
Health and Human Services									
<i>Operating Budgets</i>									
Health Department	-	152,803.00	-	-	-	152,803.00	151,377.38	1,425.62	-
Nursing Department	-	115,172.00	-	-	-	115,172.00	106,313.71	8,858.29	-
Council on Aging	-	131,515.00	-	-	2,028.72	133,543.72	133,543.72	-	-
Veterans Services Benefits	-	7,000.00	-	-	1,028.80	8,028.80	8,028.80	-	-
Veterans District Assessment(830)	-	22,349.00	-	-	-	22,349.00	22,348.32	0.68	-
Disabilities Commissions	-	500.00	-	-	-	500.00	-	500.00	-
Total operating budgets	-	429,339.00	-	-	3,057.52	432,396.52	421,611.93	10,784.59	-
<i>Articles</i>									
Social Services	-	30,000.00	-	-	-	30,000.00	21,200.00	8,800.00	-
A13 FY05 ATM BOH Vehicle	-	-	-	-	-	-	-	-	-
HSB Copier (FY'07 Capital)	460.00	-	-	-	-	460.00	460.00	-	-
BOH Mass Estuaries (FY'08 Cap)	-	60,000.00	-	-	-	60,000.00	250.00	-	59,750.00
<i>Total articles</i>	460.00	90,000.00	-	-	-	90,460.00	21,910.00	8,800.00	-
Total Health and Human Services	460.00	519,339.00	-	-	3,057.52	522,856.52	443,521.93	19,584.59	59,750.00
Cultural & Recreation									
<i>Operating Budgets</i>									
Library	-	800,219.00	-	-	7,360.73	807,579.73	807,579.73	-	-
Youth Task Force	-	500.00	-	-	-	500.00	-	500.00	-
Recreation Department	-	127,939.00	-	-	-	127,939.00	120,795.98	7,143.02	-
DPW - Parks	-	45,250.00	-	-	-	45,250.00	43,923.81	1,326.19	-
Memorial Day	-	1,200.00	-	-	-	1,200.00	1,200.00	-	-
Historic District	-	11,500.00	-	-	-	11,500.00	10,795.77	704.23	-
Total operating budgets	-	986,608.00	-	-	7,360.73	993,968.73	984,295.29	9,673.44	-
<i>Articles</i>									
Recreation Sailboats A16 FY04 ATM	1,000.00	-	-	-	-	1,000.00	-	-	1,000.00
Hoxie House/Gristmill	1,400.90	56,471.00	-	-	-	57,871.90	50,060.41	-	7,811.49
Sandy Neck Beach Privileges	-	36,772.00	-	-	-	36,772.00	36,771.88	0.12	-
Library Flooring	439.57	-	-	-	-	439.57	-	-	439.57
Library Building Repairs	-	-	-	-	-	-	-	-	-
Recreation Safety Equipment	2,675.41	-	-	-	-	2,675.41	-	-	2,675.41
Elm Tree Management	-	-	-	-	-	-	-	-	-
East Boat Basin	-	-	-	-	-	-	-	-	-
Marina-Stabilization Vote	68,000.00	-	-	-	-	68,000.00	-	-	68,000.00
<i>Total articles</i>	73,515.88	93,243.00	-	-	-	166,758.88	86,832.29	0.12	79,926.47
Total Cultural and Recreation	73,515.88	1,079,851.00	-	-	7,360.73	1,160,727.61	1,071,127.58	9,673.56	79,926.47

<u>Account</u>	<u>Encumb. Carried Forward</u>	<u>Total ATM</u>	<u>Total STM</u>	<u>Votes from Stabilization</u>	<u>Reserve Fund Transfers</u>	<u>Final Appropriation Balance</u>	<u>Total Expenditures</u>	<u>Appropriation Savings Closed</u>	<u>Balance Encumbered</u>
Debt Service									
<i>Articles</i>									
Debt- Town Principal		3,749,846.00	-			3,749,846.00	3,747,977.24	1,868.76	
Debt-Town Interest		1,545,964.00	-			1,545,964.00	1,473,063.24	72,900.76	
Land Bank/CPA Debt Svc.		996,992.00	-			996,992.00	996,992.00	-	
Total articles/debt service	-	6,292,802.00	-		-	6,292,802.00	6,218,032.48	74,769.52	-
Total General Fund	2,404,883.07	59,939,150.00	2,121,070.00	-	-	64,465,103.07	60,127,837.79	924,349.12	2,812,916.16
State and County assessments							1,117,364.00		

**TOWN OF SANDWICH
COMBINED BALANCE SHEET
All Fund Types and Account Groups
June 30, 2008**

Assets:	General	Special Revenue	Capital Projects	Enterprise Funds	Fiduciary & Trust Funds	Acct Group Long Term Obligation	Totals Only
Cash	\$8,221,915	\$7,615,092	\$188,519	\$563,218	\$3,928,697		\$20,517,441
Property Taxes:							
Real Estate	1,110,401						1,110,401
Personal Property	65,748						65,748
Other Receivables:							-
Motor Vehicle Exc.	351,100						351,100
Other Excise	13,037						13,037
Tax Liens	345,637	41,731					387,368
Special Assessment	298,536	31,456					329,991
Deferred Taxes	145,661						145,661
Tax Foreclosures	362,198	23,475					385,673
Due From Other Fnds							-
Amts to be provided							-
Short /Long Term Debt						38,937,503	38,937,503
Total Assets	\$10,914,233	\$7,711,753	\$188,519	\$563,218	\$3,928,697	\$38,937,503	\$62,243,923
Liabilities & Fnd Equity:							
Payroll Whhldgs	\$43,326						\$43,326
Def. Rev. PP & RE	716,864						716,864
Def. Rev. Other	1,516,168	96,661					1,612,829
Prov. For Abate	459,285						459,285
Notes Payable							-
Tailings	22,624						22,624
Adv. Tax Collections	20,958						20,958
Agency Payables					362,847		362,847
Bonds Payable						38,937,503	38,937,503
Total Liabilities	2,779,226	96,661	0	0	362,847	38,937,503	42,176,237
Fund Equity:							
FB Res for Encumbrances	2,812,916	1,569,758					4,382,674
FB Reserve Expendit	1,721,254	427,358					2,148,612
Waterways Fund	79,125						79,125
FB Res.Open Space		15,979					15,979
FB Res.Historic		289,871					289,871
FB Res.Comm Hsng		270,991					270,991
Undesignated	3,521,712	5,041,135	188,519	563,218	3,565,850	-	12,880,434
Total Fund Equity	8,135,007	7,615,092	188,519	563,218	3,565,850	-	20,067,686
Total Liab&Fd Equity	\$10,914,233	\$7,711,753	\$188,519	\$563,218	\$3,928,697	\$38,937,503	\$62,243,923

**TOWN OF SANDWICH
STATEMENT OF INDEBTEDNESS
FY 2008**

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2007	+ New Debt Issued	- Retirements	= Outstanding June 30, 2008	Interest Paid in FY2008
Buildings				0.00	
Departmental Equipment				0.00	
School Buildings	19,035,000.00		1,505,000.00	17,530,000.00	877,225.00
School - All Other				0.00	
Sewer				0.00	
Solid Waste				0.00	
Other Inside	14,250,698.99		1,087,785.24	13,162,913.75	573,702.25

SUB - TOTAL Inside	\$33,285,698.99	\$0.00	\$2,592,785.24	\$30,692,913.75	\$1,450,927.25
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Long Term Debt Outside the Debt Limit	Outstanding July 1, 2007	+ New Debt Issued	- Retirements	= Outstanding June 30, 2008	Interest Paid in FY2008
Airport				0.00	
Gas/Electric Utility				0.00	
Hospital				0.00	
School Buildings	2,560,000.00		1,515,000.00	1,045,000.00	59,850.00
Sewer				0.00	
Solid Waste				0.00	
Water				0.00	
Other Outside	7,462,185.00		262,596.00	7,199,589.00	334,773.99

SUB - TOTAL Outside	\$10,022,185.00	\$0.00	\$1,777,596.00	\$8,244,589.00	\$394,623.99
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TOTAL Long Term Debt	\$43,307,883.99	\$0.00	\$4,370,381.24	\$38,937,502.75	\$1,845,551.24
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Short Term Debt	Outstanding July 1, 2007	+ Issued	- Retired	= Outstanding June 30, 2008	Interest Paid in FY2008
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RANs - Revenue Anticipation				0.00	
BANs - Bond Anticipation:					
Buildings				0.00	
School Buildings				0.00	
Sewer				0.00	
Water				0.00	
Other BANs				0.00	
SANs - State Grant Anticipation				0.00	
FANs - Federal Gr. Anticipation				0.00	
Other Short Term Debt				0.00	

TOTAL Short Term Debt	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
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GRAND TOTAL All Debt	\$43,307,883.99	\$0.00	\$4,370,381.24	\$38,937,502.75	\$1,845,551.24
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Report of the COLLECTOR OF TAXES

2004 REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	1,572.27	COLLECTED	1,572.27
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>1,572.27</u>	TOTAL	<u>1,572.27</u>

2005 REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	0.00
COMMITTED FY 2008	0.00	ABATED	11,315.39
REFUNDED	11,315.39	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>11,315.39</u>	TOTAL	<u>11,315.39</u>

2006 REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	2,007.63	COLLECTED	2,007.63
COMMITTED FY 2008	0.00	ABATED	9,876.90
REFUNDED	9,876.90	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>11,884.53</u>	TOTAL	<u>11,884.53</u>

2007 REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	1,178,119.67	COLLECTED	769,914.88
COMMITTED FY 2008	0.00	ABATED	14,701.62
REFUNDED	17,837.36	TAX TITLE	395,177.74
DEFERRED	-10,234.89	OUTSTANDING - JUNE 30, 2008	5,927.90
TOTAL	<u>1,185,722.14</u>	TOTAL	<u>1,185,722.14</u>

2008 REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	39,588,778.39
COMMITTED FY 2008	40,818,500.67	ABATED	229,411.93
REFUNDED	128,049.32	TAX TITLE	0.00
DEFERRED	-23,886.73	OUTSTANDING - JUNE 30, 2008	1,104,472.94
TOTAL	<u>40,922,663.26</u>	TOTAL	<u>40,922,663.26</u>

2004 LAND BANK

OUTSTANDING - JULY 1, 2007	47.87	COLLECTED	47.87
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>47.87</u>	TOTAL	<u>47.87</u>

2006 LAND BANK

OUTSTANDING - JULY 1, 2007	60.26	COLLECTED	60.26
COMMITTED FY 2008	0.00	ABATED	68.49
REFUNDED	68.49	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>128.75</u>	TOTAL	<u>128.75</u>

2007 C.P.A.

OUTSTANDING - JULY 1, 2007	34,978.35	COLLECTED	22,882.93
COMMITTED FY 2008	0.00	ABATED	281.20
REFUNDED	140.79	TAX TITLE	11,820.09
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	134.92
TOTAL	<u>35,119.14</u>	TOTAL	<u>35,119.14</u>

2008 C.P.A.

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	1,188,307.75
COMMITTED FY 2008	1,224,555.26	ABATED	6,761.39
REFUNDED	1,834.58	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	31,320.70
TOTAL	1,226,389.84	TOTAL	1,226,389.84

2004 SANDWICH WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	155.19	COLLECTED	155.19
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	155.19	TOTAL	155.19

2006 SANDWICH WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	171.79	COLLECTED	171.79
COMMITTED FY 2008	0.00	ABATED	103.92
REFUNDED	103.92	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	275.71	TOTAL	275.71

2007 SANDWICH WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	74,339.72	COLLECTED	48,720.57
COMMITTED FY 2008	0.00	ABATED	170.98
REFUNDED	529.84	TAX TITLE	25,064.32
DEFERRED	-495.84	OUTSTANDING - JUNE 30, 2008	417.85
TOTAL	74,373.72	TOTAL	74,373.72

2008 SANDWICH WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	2,643,052.46
COMMITTED FY 2008	2,794,555.89	ABATED	74,409.75
REFUNDED	8,059.97	TAX TITLE	0.00
DEFERRED	-1,193.42	OUTSTANDING - JUNE 30, 2008	83,960.23
TOTAL	2,801,422.44	TOTAL	2,801,422.44

2007 NORTH SAGAMORE WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	1,254.52	COLLECTED	616.28
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	613.45
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	24.79
TOTAL	1,254.52	TOTAL	1,254.52

2008 NORTH SAGAMORE WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	55,241.16
COMMITTED FY 2008	57,765.77	ABATED	791.11
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	1,733.50
TOTAL	57,765.77	TOTAL	57,765.77

2007 SANDWICH WATER DISTRICT COMMITTED ASSESSMENT

OUTSTANDING - JULY 1, 2007	1,478.11	COLLECTED	765.15
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	712.96
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	1,478.11	TOTAL	1,478.11

2008 SANDWICH WATER DISTRICT COMMITTED ASSESSMENT

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	30,019.30
COMMITTED FY 2008	32,016.89	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	1,997.59
TOTAL	32,016.89	TOTAL	32,016.89

2007 SANDWICH WATER DISTRICT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2007	1,062.71	COLLECTED	741.31
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	321.40
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	1,062.71	TOTAL	1,062.71

2008 SANDWICH WATER DISTRICT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	12,931.92
COMMITTED FY 2008	14,378.86	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	1,446.94
TOTAL	14,378.86	TOTAL	14,378.86

2007 STREET BETTERMENT

OUTSTANDING - JULY 1, 2007	153.93	COLLECTED	60.96
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	92.97
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	153.93	TOTAL	153.93

2008 STREET BETTERMENT

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	9,382.29
COMMITTED FY 2008	9,687.44	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	305.15
TOTAL	9,687.44	TOTAL	9,687.44

2007 STREET BETTERMENT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2007	138.53	COLLECTED	54.86
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	83.67
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	138.53	TOTAL	138.53

2008 STREET BETTERMENT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	5,260.65
COMMITTED FY 2008	5,567.90	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	307.25
TOTAL	5,567.90	TOTAL	5,567.90

2007 BEACH BERM BETTERMENT

OUTSTANDING - JULY 1, 2007	28.06	COLLECTED	28.06
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	28.06	TOTAL	28.06

2008 BEACH BERM BETTERMENT

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	16.84
COMMITTED FY 2008	16.84	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>16.84</u>	TOTAL	<u>16.84</u>

2007 BEACH BERM BETTERMENT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2007	4.70	COLLECTED	4.70
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>4.70</u>	TOTAL	<u>4.70</u>

2008 BEACH BERM BETTERMENT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	17.55
COMMITTED FY 2008	17.55	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>17.55</u>	TOTAL	<u>17.55</u>

2007 SEPTIC BETTERMENT

OUTSTANDING - JULY 1, 2007	300.00	COLLECTED	300.00
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>300.00</u>	TOTAL	<u>300.00</u>

2008 SEPTIC BETTERMENT

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	22,503.19
COMMITTED FY 2008	23,468.19	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>23,468.19</u>	TOTAL	<u>965.00</u>
			23,468.19

2007 SEPTIC BETTERMENT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2007	847.66	COLLECTED	
COMMITTED FY 2008	0.00	ABATED	311.13
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	536.53
TOTAL	<u>847.66</u>	TOTAL	<u>0.00</u>
			847.66

2008 SEPTIC BETTERMENT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	
COMMITTED FY 2008	15,924.55	ABATED	15,131.05
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>15,924.55</u>	TOTAL	<u>0.00</u>
			793.50
			15,924.55

2007 SANDWICH WATER DISTRICT WATER LIEN

OUTSTANDING - JULY 1, 2007	5,309.58	COLLECTED	
COMMITTED FY 2008	0.00	ABATED	1,899.66
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	3,409.92
TOTAL	<u>5,309.58</u>	TOTAL	<u>0.00</u>
			5,309.58

2008 SANDWICH WATER DISTRICT WATER LIEN

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	28,467.53
COMMITTED FY 2008	32,806.52	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2008	4,338.99
TOTAL	32,806.52	TOTAL	32,806.52

2003 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	7,674.63	COLLECTED	1,733.51
COMMITTED FY 2008	0.00	ABATED	5,941.12
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	7,674.63	TOTAL	7,674.63

2004 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	7,501.48	COLLECTED	910.37
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	6,591.11
TOTAL	7,501.48	TOTAL	7,501.48

2005 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	11,249.72	COLLECTED	1,909.63
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	9,340.09
TOTAL	11,249.72	TOTAL	11,249.72

2006 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	13,474.81	COLLECTED	2,841.24
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	10,633.57
TOTAL	13,474.81	TOTAL	13,474.81

2007 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	23,213.56	COLLECTED	8,634.05
COMMITTED FY 2008	0.00	ABATED	128.56
REFUNDED	127.38	OUTSTANDING - JUNE 30, 2008	14,578.33
TOTAL	23,340.94	TOTAL	23,340.94

2008 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	2,733,614.32
COMMITTED FY 2008	2,757,005.36	ABATED	2,824.37
REFUNDED	4,038.29	OUTSTANDING - JUNE 30, 2008	24,604.96
TOTAL	2,761,043.65	TOTAL	2,761,043.65

2003 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	582.29	COLLECTED	127.03
COMMITTED FY 2008	0.00	ABATED	455.26
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2003	0.00
TOTAL	582.29	TOTAL	582.29

2004 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	609.93	COLLECTED	72.54
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2003	537.39
TOTAL	609.93	TOTAL	609.93

2005 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	886.77	COLLECTED	103.22
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	783.55
TOTAL	886.77	TOTAL	886.77

2006 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	1,025.06	COLLECTED	213.96
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	811.10
TOTAL	1,025.06	TOTAL	1,025.06

2007 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	1,780.40	COLLECTED	628.34
COMMITTED FY 2008	0.00	ABATED	11.04
REFUNDED	3.92	OUTSTANDING - JUNE 30, 2008	1,144.94
TOTAL	1,784.32	TOTAL	1,784.32

2008 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	258,581.79
COMMITTED FY 2008	260,799.33	ABATED	235.35
REFUNDED	241.91	OUTSTANDING - JUNE 30, 2008	2,224.10
TOTAL	261,041.24	TOTAL	261,041.24

2003 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	6.55	COLLECTED	1.48
COMMITTED FY 2008	0.00	ABATED	5.07
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	6.55	TOTAL	6.55

2004 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	11.53	COLLECTED	0.76
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	10.77
TOTAL	11.53	TOTAL	11.53

2005 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	4.90	COLLECTED	0.81
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	4.09
TOTAL	4.90	TOTAL	4.90

2006 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	8.27	COLLECTED	4.73
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	3.54
TOTAL	8.27	TOTAL	8.27

2007 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	19.66	COLLECTED	4.21
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	15.45
TOTAL	19.66	TOTAL	19.66

2008 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	359.67
COMMITTED FY 2008	369.91	ABATED	2.99
REFUNDED	2.99	OUTSTANDING - JUNE 30, 2008	10.24
TOTAL	<u>372.90</u>	TOTAL	<u>372.90</u>

2003 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2007	13,882.59	COLLECTED	240.42
COMMITTED FY 2008	0.00	ABATED	13,673.80
REFUNDED	31.63	ADJUSTMENTS	0.00
TOTAL	<u>13,914.22</u>	OUTSTANDING - JUNE 30, 2008	0.00
		TOTAL	<u>13,914.22</u>

2004 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2007	18,781.70	COLLECTED	1,943.65
COMMITTED FY 2008	0.00	ABATED	16,838.05
REFUNDED	0.00	ADJUSTMENTS	0.00
TOTAL	<u>18,781.70</u>	OUTSTANDING - JUNE 30, 2008	0.00
		TOTAL	<u>18,781.70</u>

2005 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2007	33,174.27	COLLECTED	10,778.38
COMMITTED FY 2008	2,349.81	ABATED	1,577.51
REFUNDED	726.68	ADJUSTMENTS	0.00
TOTAL	<u>36,250.76</u>	OUTSTANDING - JUNE 30, 2008	23,894.87
		TOTAL	<u>36,250.76</u>

2006 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2007	59,843.25	COLLECTED	65,321.86
COMMITTED FY 2008	36,799.24	ABATED	5,284.70
REFUNDED	3,640.86	OUTSTANDING - JUNE 30, 2008	29,676.79
TOTAL	<u>100,283.35</u>	TOTAL	<u>100,283.35</u>

2007 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2007	239,436.84	COLLECTED	514,276.99
COMMITTED FY 2008	359,868.62	ABATED	44,019.48
REFUNDED	23,663.96	OUTSTANDING - JUNE 30, 2008	64,672.95
TOTAL	<u>622,969.42</u>	TOTAL	<u>622,969.42</u>

2008 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	2,080,307.17
COMMITTED FY 2008	2,359,773.00	ABATED	61,349.16
REFUNDED	14,738.41	OUTSTANDING - JUNE 30, 2008	232,855.08
TOTAL	<u>2,374,511.41</u>	TOTAL	<u>2,374,511.41</u>

2003 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2007	-81.59	COLLECTED	-1.60
COMMITTED FY 2008	0.00	ABATED	0.00
REFUNDED	79.99	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>-1.60</u>	TOTAL	<u>-1.60</u>

2004 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2007	2,345.75	COLLECTED	76.18
COMMITTED FY 2008	0.00	ABATED	2,269.57
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2008	0.00
TOTAL	<u>2,345.75</u>	TOTAL	<u>2,345.75</u>

2005 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2007	2,693.30	COLLECTED	413.50
COMMITTED FY 2008	0.00	ABATED	207.00
REFUNDED	149.00	OUTSTANDING - JUNE 30, 2008	2,221.80
TOTAL	<u>2,842.30</u>	TOTAL	<u>2,842.30</u>

2006 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2007	3,218.14	COLLECTED	435.32
COMMITTED FY 2008	0.00	ABATED	180.18
REFUNDED	111.95	OUTSTANDING - JUNE 30, 2008	2,714.59
TOTAL	<u>3,330.09</u>	TOTAL	<u>3,330.09</u>

2007 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2007	4,594.79	COLLECTED	722.99
COMMITTED FY 2008	0.00	ABATED	411.70
REFUNDED	221.82	OUTSTANDING - JUNE 30, 2008	3,681.92
TOTAL	<u>4,816.61</u>	TOTAL	<u>4,816.61</u>

2008 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2007	0.00	COLLECTED	15,922.51
COMMITTED FY 2008	22,055.00	ABATED	1,854.20
REFUNDED	140.71	OUTSTANDING - JUNE 30, 2008	4,419.00
TOTAL	<u>22,195.71</u>	TOTAL	<u>22,195.71</u>

COLLECTIONS NOT TAX FY 2008

TITLE 5 - SEPTIC PRINCIPAL	665.48
TITLE 5 - SEPTIC INTEREST	570.38
LANDFILL STICKERS	592,155.00
BEACH STICKERS	127,490.00

Report of the FINANCE COMMITTEE

The role of the Finance Committee is simple: to be the financial watchdog for Town Meeting and taxpayers in general.

To fulfill this important responsibility, the Finance Committee reviews the proposed Town budget carefully and interviews every Town Department head, as well as meets with the Board of Selectmen, the School Committee and Superintendent of Schools, and representatives from the Upper Cape Regional Technical School District.

As part of a collaborative FY 09 budget process, the Finance Committee also hosted joint meetings involving the Selectmen and School Board in order to keep the channels of communication open and hopefully avoid the controversy that has occurred in years past.

In an effort to make the budget review process more open to residents, Finance Committee meetings continue to be televised live on local cable access giving every interested citizen the opportunity to learn about the operations of Town Departments, their particular challenges and spending plans. We thank Sandwich Community Access Television for performing this important public service.

The Finance Committee also continued to host an “Open Mic” night to give residents an opportunity to express their concerns directly to the Committee in an open, public forum before a final budget recommendation is voted.

The Finance Committee remains concerned with the condition of Town facilities. Members toured the Police and Fire Departments, school buildings and the Sandwich Hollows Golf Course.

A sub group of the Finance Committee also continues to work with members of the Golf Advisory Committee with a goal of devising a plan that will increase revenue. We also look forward to working with the Capital Improvements Planning Committee as they develop a long term plan to address capital concerns.

We thank the following members who retired from the Committee after the May 2007 Annual Town Meeting: Mike Baker, Don Leighton, Linda Calmes Jones and Jean Hood. We welcome to the Committee Bill Diederling, Hank Tuohy, John Vibberts and Veronica Mooney. Continuing to serve in 2007 – 2008 are: Lou Cerrone, Paul Kilty (Vice-Chairman), Glenn Pare and Ellen Scott.

Respectfully submitted,

Hank Sennott, Chairman

Report of the TOWN TREASURER

I would like to thank the Board of Selectmen, Town Administrator, and the employees of all the other Town Departments for their assistance and cooperation throughout the past year. I would like to especially thank my staff, Jo Ann Gagner, Robin Cherry, and Christine Brailey-Greene for their dedication, support, and hard work which is greatly appreciated.

Respectfully submitted,

Craig F. Mayen
Town Treasurer

TREASURER'S SUMMARY FY 08 – July 1, 2007 to June 30, 2008

<u>General Cash Summary</u>	<u>Date</u>	<u>Amount</u>
Cash Checking Account	6/30/07	\$914,987.48
Investments	6/30/07	\$18,328,317.76
Receipts	7/01/02-6/30/03	
	7/01/07-6/30/08	\$80,421,417.99
Disbursements	7/01/02-6/30/03	
	7/01/07-6/30/08	<u>\$77,111,642.85</u>
Total Cash	6/30/08	\$22,553,080.38

<u>Statement Of Accounts Balance</u>	<u>6/30/08</u>	
Cc5+Webster + Sch.lunch+ Community Sch.		
General Funds: Checking		\$987,449.44
Master Card + Ambulance		
General Funds: Investments		\$12,175,918.21
Webster + Ubs		
Marina		\$764,594.55
Hoxie House		\$49,660.55
Wastewater Treatment		\$43,679.25
Unemployment Compensation		\$100,562.91
Stabilization		\$2,340,007.48
Boardwalk Fund		\$45,056.12
Municipal Golf Course		\$614,680.07
Landbank		\$3,289,920.55
Other Special Revenue		\$371,809.36
Sch. Activities + Client Escrow + Arts/Lottery		
Trust Funds	\$1,769,741.89	
Law Enforcement + Webster Trust Funds		
Total Cash	6/30/08	\$22,553,080.38

<u>Earnings On Investments On Various Accounts</u>		
General Cash		\$463,490.23
Total Interest For The Year		
Marina		\$24,278.08
Hoxie House		\$1,841.86
Unemployment Compensation		\$3,639.30
Stabilization		\$94,678.45
Boardwalk		\$1,560.79
Golf Course		\$8,534.59
Land Bank		<u>\$58,976.17</u>
Total Interest	6/30/08	\$656,999.47

TREASURER'S TRUST FUNDS

<u>VARIOUS FUNDS:</u>	<u>ORIGINAL</u>	<u>BALANCE</u>	<u>ADDITIONAL</u>	<u>INTEREST</u>	<u>WITHDRAWALS</u>	<u>BALANCE</u>
<u>Cemetery Funds:</u>	<u>BEQUEST</u>	<u>7/1/07</u>	<u>BEQUEST</u>	<u>INCOME</u>		<u>6/30/08</u>
Bayview Cemetery						
Sale Of Lots & Graves		\$7,597.93		\$283.41		\$7,881.34
Perpetual Care	\$18,651.35	\$65,261.67		\$3,106.82		\$68,368.49
Cedarville Cemetery	\$14,000.00	\$64,201.31		\$2,394.87		\$66,596.18
Forestdale Cemetery	\$720.47	\$4,581.99		\$170.92		\$4,752.91
Freeman Cemetery	\$1,272.89	\$11,222.01		\$418.61		\$11,640.62
Mt. Hope Cemetery	\$4,450.00	\$19,898.06		\$742.25		\$20,640.31
Old Town Cemetery	\$1,200.00	\$21,162.12		\$789.40		\$21,951.52
St. Peters Cemetery	\$550.00	\$1,369.65		\$51.08		\$1,420.73
Spring Hill Cemetery	\$800.00	\$1,137.46		\$38.18	\$(360.66)	\$814.98
Wakeby Cemetery	\$1,600.00	\$17,350.80		\$647.22		\$17,998.02
New Town Cemetery						
Sale Of Lots & Graves		\$205,098.23	\$13,250.00	\$9,091.86		\$227,440.09
Perpetual Care		\$323,289.56	\$7,150.00	\$11,421.18		\$341,860.74
Totals	\$43,244.71	\$742,170.79	\$20,400.00	\$29,155.80	\$(360.66)	\$791,365.93
 Law Enforcement Funds:		\$717.70		\$26.77		\$744.47
Total		\$717.70		\$26.77		\$744.47
 Miscellaneous Funds:						
Dr. Samuel M. Beale, Jr.	\$3,900.69	\$16,116.63		\$601.19		\$16,717.82
Nurse Brennan Funds		\$31,045.95		\$7,006.33		\$38,052.28
Edwin Brown Beautification	\$20.00	\$1,326.12		\$49.48		\$1,375.60
H. Eugene Carr	\$1,459.54	\$1,324.94		\$49.44		\$1,374.38
Lots 451 + 452 Dillingham	\$1,200.00	\$15,341.49		\$572.26		\$15,913.75
Eaton Fund	\$5,000.00	\$6,725.74		\$250.87		\$6,976.61
Mary I. Freeman Nursing	\$1,000.00	\$1,175.52		\$43.83		\$1,219.35
Raymond Hamblin Boy Scout	\$630.00	\$1,105.86		\$41.27		\$1,147.13
Nye Monument	\$100.00	\$2,207.70		\$82.36		\$2,290.06
Post War Rehab Fund		\$1,228.61		\$45.83		\$1,274.44
Tupper Family	\$500.00	\$4,779.37		\$178.27		\$4,957.64
Council On Aging		\$7,659.86		\$285.73		\$7,945.59
Robert Black Friendship	\$23,727.58	\$38,628.69		\$1,440.95		\$40,069.64
Totals	\$37,537.81	\$128,666.48		\$10,647.81		\$139,314.29

<u>VARIOUS FUNDS:</u>	<u>ORIGINAL BEQUEST</u>	<u>BALANCE 7/1/07</u>	<u>ADDITIONAL BEQUEST</u>	<u>INTEREST INCOME</u>	<u>WITHDRAWALS</u>	<u>BALANCE 6/30/08</u>
School Scholarship Funds:						
Jack Alves	\$7,277.20	\$5,945.72	\$150.00	\$220.80	\$(1,000.00)	\$5,316.52
Mary C. Baker	\$25,000.00	\$33,768.14		\$1,253.16	\$(1,000.00)	\$34,021.30
Sarah J. Bradley	\$1,000.00	\$1,607.94		\$59.53	\$(100.00)	\$1,567.47
Hannah B. Belcher	\$2,000.00	\$3,159.74		\$117.40	\$(100.00)	\$3,177.14
Eugene S. Clark, Jr.	\$40,015.49	\$53,987.35		\$1,993.44	\$(1,500.00)	\$54,480.79
John F. Clayton	\$9,647.62	\$12,850.01		\$476.54	\$(300.00)	\$13,026.55
Timothy Colombo	\$7,710.00	\$10,505.44		\$391.88		\$10,897.32
Paul C. Ewer, Jr.	\$2,485.00	\$4,019.81		\$148.54	\$(150.00)	\$4,018.35
Wayne H. Gilmore	\$10,864.00	\$14,526.12		\$540.04	\$(500.00)	\$14,566.16
Mary E. & Henry L. Hall	\$16,506.40	\$20,031.04		\$742.22	\$(700.00)	\$20,073.26
William M. Harrison	\$10,000.00	\$13,654.36		\$509.35		\$14,163.71
Alvah B. Holway	\$1,000.00	\$1,953.90		\$72.87		\$2,026.77
David B. Laffoon	\$1,160.00	\$2,651.65		\$98.91		\$2,750.56
Sylvester McGinn	\$10,000.00	\$15,615.59		\$577.84	\$(500.00)	\$15,693.43
Sandwich Academy	\$325.00	\$1,389.85		\$51.84		\$1,441.69
Elizabeth T. Vanbuskirk	\$6,888.00	\$13,065.48	\$150.00	\$487.85	\$(300.00)	\$13,403.33
George S. Wing	\$4,000.00	\$5,441.77		\$201.22	\$(150.00)	\$5,492.99
Eva G. Strain	\$184,255.29	\$304,317.38		\$24,501.35	\$(6,000.00)	\$322,818.73
Annie Chamberlain	\$523.00	\$4,916.42		\$182.85	\$(150.00)	\$4,949.27
Heather Kull	\$210.00	\$829.88		\$30.97		\$860.85
John & Ruth Tyback	\$10,590.00	\$23,254.26	\$100.00	\$868.90		\$24,223.16
Donald Long	\$5,140.00	\$6,815.44		\$254.23		\$7,069.67
Frances Silva	\$2,200.00	\$2,438.38		\$89.87	\$(300.00)	\$2,228.25
Class Of 2000	\$4,000.00	\$4,450.10		\$165.29	\$(200.00)	\$4,415.39
Totals	\$362,797.00	\$561,195.77	\$400.00	\$34,036.89	\$(12,950.00)	\$582,682.66
Combined Library Funds	\$216,687.71	\$246,193.48		\$9,441.06		\$255,634.54
Total	\$216,687.71	\$246,193.48		9,441.06		\$255,634.54
GRAND TOTALS	\$660,267.23	\$1,678,944.22	\$20,800.00	\$83,308.33	\$(13,310.66)	\$1,769,741.89

WAGE REPORT– 2008

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Benefits</u>	<u>Total</u>
Abbott, Amy	Teacher	\$13,585.50	\$0.00	\$0.00	\$0.00	\$13,585.50
Abbott, Joanne	Educational Support Personnel	\$20,871.81	\$3,292.07	\$0.00	\$0.00	\$24,163.88
Ackerman, Melissa	Teacher	\$22,871.07	\$0.00	\$0.00	\$0.00	\$22,871.07
Adams, Barbara Bemis	Teacher	\$66,916.37	\$30.00	\$0.00	\$0.00	\$66,946.37
Adams, John	Community School	\$250.00	\$0.00	\$0.00	\$0.00	\$250.00
Ahari, Kathleen	School Lunch	\$4,811.72	\$26.03	\$0.00	\$0.00	\$4,837.75
Ahern, Deborah	Community School	\$630.00	\$0.00	\$0.00	\$0.00	\$630.00
Ahlgren, Merry Sue	Teacher	\$69,757.91	\$4,374.00	\$0.00	\$0.00	\$74,131.91
Ahonen, Cheryl A	School Lunch	\$5,771.95	\$629.37	\$0.00	\$0.00	\$6,401.32
Ahonen, Jean A	Teacher	\$73,532.68	\$2,600.00	\$0.00	\$0.00	\$76,132.68
Aiello, Erin J	Substitutes	\$630.00	\$0.00	\$0.00	\$0.00	\$630.00
Aiello, Kim	Educational Support Personnel	\$18,980.22	\$1,057.84	\$0.00	\$0.00	\$20,038.06
Aiken, Theresa	Community School	\$5,350.00	\$0.00	\$0.00	\$0.00	\$5,350.00
Alcorn, Therese M	Teacher	\$65,675.75	\$3,709.00	\$0.00	\$0.00	\$69,384.75
Aldrich, Kathryn	Teacher	\$27,607.91	\$749.14	\$0.00	\$0.00	\$28,357.05
Allen, Andrea	Substitutes	\$5,460.00	\$0.00	\$0.00	\$0.00	\$5,460.00
Allen, Devorah L	Substitutes	\$1,820.00	\$0.00	\$0.00	\$0.00	\$1,820.00
Allietta, Mary E.	Educational Support Personnel	\$180.00	\$0.00	\$0.00	\$0.00	\$180.00
Allietta, Patricia C	Teacher	\$69,171.03	\$3,446.50	\$0.00	\$0.00	\$72,617.53
Allison, Thomas	Child Care Center	\$7,256.03	\$0.00	\$0.00	\$0.00	\$7,256.03
Alty, Katie	Teacher	\$15,123.15	\$0.00	\$0.00	\$0.00	\$15,123.15
Alvarenga, Paul A	Department Of Public Works	\$4,253.75	\$0.00	\$0.00	\$0.00	\$4,253.75
Ames, David G	Fire Special Detail	\$0.00	\$1,280.00	\$0.00	\$0.00	\$1,280.00
Ames, David G.	Fire	\$55,059.07	\$1,875.12	\$22,946.55	\$50.00	\$79,930.74
Ames, Scott	Fire	\$67,120.32	\$228.00	\$33,561.17	\$50.00	\$100,959.49
Ames, Scott	Fire Special Detail	\$0.00	\$1,122.00	\$0.00	\$0.00	\$1,122.00
Andersen, Derek	Recreation	\$1,872.75	\$0.00	\$0.00	\$0.00	\$1,872.75
Andersen, Mary Beth	School Lunch	\$8,911.29	\$668.80	\$0.00	\$0.00	\$9,580.09
Anderson, Andrew J	Community School	\$1,496.00	\$0.00	\$0.00	\$0.00	\$1,496.00
Anderson, Beth	Community School	\$0.00	\$1,694.00	\$0.00	\$0.00	\$1,694.00
Anderson, Cheryl S	Teacher	\$60,858.33	\$1,837.00	\$0.00	\$0.00	\$62,695.33
Anderson, Cynthia B	Library	\$42,769.26	\$375.00	\$0.00	\$0.00	\$43,144.26
Anderson, Heather A	School Lunch	\$5,814.30	\$141.05	\$0.00	\$0.00	\$5,955.35
Anderson, Philip H	Police Special Detail	\$0.00	\$304.00	\$0.00	\$0.00	\$304.00
Anderson, Philip H	Police	\$56,357.20	\$0.00	\$13,506.96	\$0.00	\$69,864.16
Anderson, Robert	Municipal Golf Course	\$21,036.40	\$0.00	\$1,761.30	\$0.00	\$22,797.70
Anderson-lehane Susan	Tutors	\$18,756.25	\$86.40	\$0.00	\$0.00	\$18,842.65
Anderson-walsh, Heidi	Secretarial	\$41,031.27	\$750.00	\$0.00	\$0.00	\$41,781.27
Andreotti, Darlene M	Substitutes	\$0.00	\$1,342.00	\$0.00	\$0.00	\$1,342.00
Angelique, Young	Community School	\$570.00	\$0.00	\$0.00	\$0.00	\$570.00
Antonowicz, Cole	Community School	\$651.07	\$0.00	\$0.00	\$0.00	\$651.07
Arado-Olson, Filomena	Community School	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00
Archambeault Jr, Leo	Custodians	\$39,554.48	\$1,227.55	\$702.40	\$200.00	\$41,684.43
Archambeault, Carol A	Teacher	\$65,675.75	\$2,009.00	\$0.00	\$0.00	\$67,684.75
Atkinson Jr, William R	Municipal Golf Course	\$2,499.30	\$869.67	\$0.00	\$0.00	\$3,368.97
AuclaIr, Richard	Custodians	\$23,360.50	\$0.00	\$179.40	\$0.00	\$23,539.90
Avery, Ellen M	Child Care Center	\$10,207.33	\$0.00	\$0.00	\$0.00	\$10,207.33
Avery, Shawn A	Substitutes	\$980.00	\$0.00	\$0.00	\$0.00	\$980.00
Aycock, C. David	Teacher	\$65,675.75	\$15,904.00	\$0.00	\$0.00	\$81,579.75
Babineau, Kathleen	Teacher	\$46,435.50	\$2,748.00	\$0.00	\$0.00	\$49,183.50
Bahman, Susan D	Teacher	\$72,922.32	\$0.00	\$0.00	\$0.00	\$72,922.32
Baker, Laurie M	Community School	\$1,080.00	\$0.00	\$0.00	\$0.00	\$1,080.00
Baker, Linda	Community School	\$330.00	\$0.00	\$0.00	\$0.00	\$330.00
Balcom, Anne	Educational Support Personnel	\$19,965.56	\$1,661.00	\$0.00	\$0.00	\$21,626.56
Balkam, Pamela J	Educational Support Personnel	\$17,967.46	\$549.79	\$0.00	\$0.00	\$18,517.25
Balkam, Stephen	Substitutes	\$490.00	\$0.00	\$0.00	\$0.00	\$490.00
Bamert, Anita J	Community School	\$7,294.00	\$0.00	\$0.00	\$0.00	\$7,294.00
Bandzak, Mary Lynn	Teacher	\$62,408.45	\$4,109.00	\$0.00	\$0.00	\$66,517.45
Barbeau, Wendy E	Community School	\$1,263.21	\$0.00	\$0.00	\$0.00	\$1,263.21

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Barber, Gregg J	Department Of Public Works	\$10,750.50	\$198.00	\$0.00	\$0.00	\$10,948.50
Barclay, Holly	Teacher	\$54,737.57	\$2,106.00	\$0.00	\$0.00	\$56,843.57
Barr, Carol A	Conservation Comm.	\$14,640.43	\$300.00	\$0.00	\$0.00	\$14,940.43
Barrette, Dana P	Administration	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Bartlett, Derek W	Community School	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Bartlett, Joanne M	Community School	\$880.00	\$0.00	\$0.00	\$0.00	\$880.00
Bartlett, Joyce	Planning & Development	\$41,022.69	\$2,169.42	\$701.73	\$0.00	\$43,893.84
Bartlett-kelly, Ann	Teacher	\$53,987.95	\$1,608.00	\$0.00	\$0.00	\$55,595.95
Basler, William D	Assessors	\$501.36	\$22,802.48	\$0.00	\$0.00	\$23,303.84
Bass, Linda J	Secretarial	\$21,449.80	\$1,867.60	\$0.00	\$0.00	\$23,317.40
Bassett, Barbara	Community School	\$1,518.00	\$0.00	\$0.00	\$0.00	\$1,518.00
Bassett, Marilyn	Public Health Nurse	\$36,395.82	\$375.00	\$0.00	\$0.00	\$36,770.82
Bates, Gloria	Substitutes	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00
Baumgartner, Nicole	Teacher	\$13,585.50	\$827.30	\$0.00	\$0.00	\$14,412.80
Baumhoff, Martin W	Fire Special Detail	\$0.00	\$1,080.00	\$0.00	\$0.00	\$1,080.00
Baumhoff, Martin W	Fire	\$55,974.65	\$0.00	\$19,937.44	\$50.00	\$75,962.09
Bavelock, Andrew S	Recreation	\$2,824.13	\$0.00	\$0.00	\$0.00	\$2,824.13
Baxter, Pamela A	Educational Support Personnel	\$8,053.75	\$134.30	\$0.00	\$0.00	\$8,188.05
Beane, Pamela Ann	Educational Support Personnel	\$18,009.48	\$380.96	\$0.00	\$0.00	\$18,390.44
Beaton, Dianne L	Transportation	\$23,115.57	\$643.00	\$756.30	\$0.00	\$24,514.87
Beck, Ryan C.	Educational Support Personnel	\$9,520.03	\$0.00	\$0.00	\$0.00	\$9,520.03
Beikes, Linda	Educational Support Personnel	\$18,160.77	\$380.96	\$0.00	\$0.00	\$18,541.73
Bell, Kim	Fire	\$48,855.44	\$425.00	\$6,737.24	\$0.00	\$56,017.68
Bell, Theresa	Tutors	\$300.00	\$0.00	\$0.00	\$0.00	\$300.00
Bellao, Sharon	Administration	\$46,638.45	\$0.00	\$0.00	\$0.00	\$46,638.45
Benjamin, Alice D	Teacher	\$71,252.68	\$4,880.00	\$0.00	\$0.00	\$76,132.68
Bennett, Carolyn	Substitutes	\$5,390.00	\$0.00	\$0.00	\$0.00	\$5,390.00
Bentley, Paul W	Coaching	\$0.00	\$2,356.00	\$0.00	\$0.00	\$2,356.00
Berard, Melissa R	Community School	\$1,209.72	\$0.00	\$0.00	\$0.00	\$1,209.72
Beriau, Terry E	Substitutes	\$120.00	\$0.00	\$0.00	\$0.00	\$120.00
Berisha, Ylber S	Department Of Public Works	\$4,507.76	\$738.44	\$0.00	\$0.00	\$5,246.20
Berka Iv, William G	Community School	\$533.91	\$0.00	\$0.00	\$0.00	\$533.91
Berry, Elaine M	Teacher	\$49,153.22	\$1,472.00	\$0.00	\$0.00	\$50,625.22
Beveridge, Irving C	Community School	\$593.10	\$0.00	\$0.00	\$0.00	\$593.10
Biehl, Robert	Administration	\$87,105.24	\$0.00	\$0.00	\$0.00	\$87,105.24
Black III, Robert R	Fire	\$74,024.13	\$0.00	\$19,152.25	\$50.00	\$93,226.38
Black IV, Robert	Child Care Center	\$319.53	\$0.00	\$0.00	\$0.00	\$319.53
Black IV, Robert R	Fire	\$49,401.80	\$0.00	\$19,608.58	\$50.00	\$69,060.38
Black IV, Robert R	Fire Special Detail	\$0.00	\$480.00	\$0.00	\$0.00	\$480.00
Black, Lyndsay E	Child Care Center	\$14,312.53	\$0.00	\$27.09	\$0.00	\$14,339.62
Black, Nicholas W	Community School	\$1,614.90	\$0.00	\$0.00	\$0.00	\$1,614.90
Blackmore, Stephen	Community School	\$420.00	\$0.00	\$0.00	\$0.00	\$420.00
Blake, Diane	School Lunch	\$485.64	\$0.00	\$0.00	\$0.00	\$485.64
Blake, Jean M	Substitutes	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00
Blaney, Ellen	Teacher	\$13,168.08	\$0.00	\$0.00	\$0.00	\$13,168.08
Blount, Stacey L	Teacher	\$67,784.75	\$1,600.00	\$0.00	\$0.00	\$69,384.75
Boardman, Donna M	Bldg/Gas/Plmb/Insp.,Wire Insp.	\$62,840.98	\$375.00	\$0.00	\$0.00	\$63,215.98
Bondarek, Brian A	Police Special Detail	\$0.00	\$8,962.00	\$0.00	\$0.00	\$8,962.00
Bondarek, Brian A	Police	\$56,746.64	\$0.00	\$20,722.30	\$0.00	\$77,468.94
Bondarek, Michael T	Police	\$46,092.28	\$43,028.00	\$1,000.45	\$0.00	\$90,120.73
Bonnell, Susan M	Substitutes	\$1,820.00	\$0.00	\$0.00	\$0.00	\$1,820.00
Booras, Ellin	Administration	\$108,531.36	\$2,000.00	\$0.00	\$0.00	\$110,531.36
Booth, James A	Maintenance Supervisors	\$50,244.59	\$0.00	\$2,776.27	\$350.00	\$53,370.86
Borden, Lisa R	Substitutes	\$210.00	\$0.00	\$0.00	\$0.00	\$210.00
Bosio, Kerry L	Child Care Center	\$7,159.91	\$0.00	\$0.00	\$0.00	\$7,159.91
Boucher, Guy J	Recreation	\$21,201.92	\$0.00	\$0.00	\$0.00	\$21,201.92
Bound, Joshua	Police Special Detail	\$0.00	\$8,341.00	\$0.00	\$0.00	\$8,341.00
Bound, Joshua	Police	\$57,480.96	\$0.00	\$36,922.43	\$0.00	\$94,403.39
Bovarnick, Warren	Tax Collector	\$38,411.10	\$375.00	\$0.00	\$0.00	\$38,786.10
Bovat, Sandra J	Educational Support Personnel	\$18,528.46	\$722.48	\$0.00	\$0.00	\$19,250.94
Boyd, Lauren E	Police	\$8,336.00	\$0.00	\$0.00	\$0.00	\$8,336.00

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Brackett, Doreen J	Substitutes	\$7,490.00	\$0.00	\$0.00	\$0.00	\$7,490.00
Bradley, Keith F	Community School	\$979.69	\$0.00	\$0.00	\$0.00	\$979.69
Bradley, Stacia S	Educational Support Personnel	\$10,140.21	\$207.30	\$0.00	\$0.00	\$10,347.51
Bradleyfulco, Joseph	Teacher	\$39,973.48	\$1,199.00	\$0.00	\$0.00	\$41,172.48
Brady, Stephanie	School Lunch	\$27,173.00	\$824.00	\$0.00	\$0.00	\$27,997.00
Brailey-Greene, Christine	Treasurer	\$22,908.50	\$0.00	\$0.00	\$0.00	\$22,908.50
Brault, Danielle	Substitutes	\$6,650.00	\$1,189.00	\$0.00	\$0.00	\$7,839.00
Brennan, Lynda J	Teacher	\$72,052.68	\$6,180.00	\$0.00	\$0.00	\$78,232.68
Brennan, Michael J	Teacher	\$46,648.00	\$2,413.00	\$0.00	\$0.00	\$49,061.00
Brides, Gail	Tutors	\$9,640.95	\$53.40	\$0.00	\$0.00	\$9,694.35
Bridges, Benjamin	Community School	\$724.50	\$0.00	\$0.00	\$0.00	\$724.50
Bridges, Blake V	Child Care Center	\$1,351.81	\$0.00	\$0.00	\$0.00	\$1,351.81
Bridges, Mark S	Maintenance Supervisors	\$52,770.96	\$575.00	\$2,027.35	\$350.00	\$55,723.31
Bridges, Matthew J	Administration	\$105,178.77	\$0.00	\$0.00	\$0.00	\$105,178.77
Briggs, Caroline	Community School	\$1,634.02	\$0.00	\$0.00	\$0.00	\$1,634.02
Broderick, Jamie	Substitutes	\$11,130.00	\$0.00	\$0.00	\$0.00	\$11,130.00
Brow, Doris L	Library	\$37,606.56	\$486.20	\$0.00	\$0.00	\$38,092.76
Brown, Christine	Teacher	\$21,514.86	\$1,305.35	\$0.00	\$0.00	\$22,820.21
Brown, Duncan E	Teacher	\$69,757.91	\$5,334.00	\$0.00	\$0.00	\$75,091.91
Brown, Geoffrey	Substitutes	\$1,400.00	\$0.00	\$0.00	\$0.00	\$1,400.00
Brun, Daniel J	Fire Special Detail	\$0.00	\$320.00	\$0.00	\$0.00	\$320.00
Brun, Daniel J	Fire	\$57,779.41	\$415.00	\$21,222.13	\$50.00	\$79,466.54
Brun, Robert	Police Special Detail	\$0.00	\$5,354.24	\$0.00	\$0.00	\$5,354.24
Brun, Robert	Police	\$64,293.04	\$0.00	\$22,424.97	\$0.00	\$86,718.01
Brunelli, Virginia	School Lunch	\$8,195.47	\$881.52	\$0.00	\$0.00	\$9,076.99
Bryant, Patricia I	Secretarial	\$13,065.36	\$597.49	\$0.00	\$0.00	\$13,662.85
Bucci, Carol A	Library	\$7,501.04	\$0.00	\$0.00	\$0.00	\$7,501.04
Buchanan, Barbara	Council On Aging	\$4,031.00	\$0.00	\$0.00	\$0.00	\$4,031.00
Buckland, Kevin J	Department Of Public Works	\$51,594.55	\$4,871.62	\$488.80	\$0.00	\$56,954.97
Buckley, David J	Community School	\$150.00	\$0.00	\$0.00	\$0.00	\$150.00
Buckley, Donna	Community School	\$472.50	\$0.00	\$0.00	\$0.00	\$472.50
Buckner, Marie	Human Resources	\$72,551.37	\$450.00	\$0.00	\$0.00	\$73,001.37
Budzynkiewicz, Suzanne	Teacher	\$64,837.45	\$2,720.00	\$0.00	\$0.00	\$67,557.45
Bukata, Michael J	Teacher	\$64,317.45	\$0.00	\$0.00	\$0.00	\$64,317.45
Bumstead, Kathy	Tutors	\$3,285.00	\$0.00	\$0.00	\$0.00	\$3,285.00
Burbank, Susan M	School Lunch	\$9,595.21	\$676.88	\$0.00	\$0.00	\$10,272.09
Burgeson, Jennifer A.	Substitutes	\$1,120.00	\$0.00	\$0.00	\$0.00	\$1,120.00
Burke, John	Fire Special Detail	\$0.00	\$1,442.00	\$0.00	\$0.00	\$1,442.00
Burke, John J	Fire	\$71,142.01	\$530.00	\$56,433.90	\$50.00	\$128,155.91
Burke, Kathleen	Teacher	\$64,417.45	\$2,100.00	\$0.00	\$0.00	\$66,517.45
Burley, William A	Community School	\$572.00	\$0.00	\$0.00	\$0.00	\$572.00
Burlingame, Sheryl A	Teacher	\$67,784.75	\$3,140.00	\$0.00	\$0.00	\$70,924.75
Burns, Donna Marie	Community School	\$61,663.22	\$1,398.00	\$0.00	\$0.00	\$63,061.22
Burns, Eileen E.	Hoxie House	\$2,153.00	\$0.00	\$0.00	\$0.00	\$2,153.00
Burns, Janet L	Community School	\$2,200.00	\$0.00	\$0.00	\$0.00	\$2,200.00
Burns, Michaela R	Community School	\$3,035.07	\$0.00	\$0.00	\$0.00	\$3,035.07
Burns, Sister J	Teacher	\$72,762.04	\$2,100.00	\$0.00	\$0.00	\$74,862.04
Burr, Natasha	Teacher	\$27,663.76	\$0.00	\$0.00	\$0.00	\$27,663.76
Burridge, Heidi L	Recreation	\$1,685.25	\$0.00	\$0.00	\$0.00	\$1,685.25
Burrill, Lee E	Fire	\$14,694.88	\$53,387.83	\$275.11	\$50.00	\$68,407.82
Butler, Sean S.	Fire	\$66,095.44	\$645.00	\$7,441.06	\$50.00	\$74,231.50
Byrne, Dennis J	Police Special Detail	\$0.00	\$19,986.60	\$0.00	\$0.00	\$19,986.60
Byrne, Dennis J	Police	\$63,289.52	\$0.00	\$34,836.48	\$0.00	\$98,126.00
Byron, Priscilla A	School Lunch	\$27,173.00	\$350.00	\$0.00	\$0.00	\$27,523.00
Cabana, Carli	Community School	\$860.64	\$0.00	\$0.00	\$0.00	\$860.64
Cabral, Christa	Police	\$51,591.60	\$0.00	\$15,359.32	\$0.00	\$66,950.92
Cabral, Christa	Police Special Detail	\$0.00	\$3,880.00	\$0.00	\$0.00	\$3,880.00
Cabral, Michael E	Community School	\$1,786.00	\$0.00	\$0.00	\$0.00	\$1,786.00
Cahill, Lisa Ag	Teacher	\$42,492.42	\$0.00	\$0.00	\$0.00	\$42,492.42
Camelio, Amber	Teacher	\$46,406.00	\$5,275.00	\$0.00	\$0.00	\$51,681.00
Campbell, Donald	Fire	\$59,670.50	\$415.00	\$40,129.09	\$50.00	\$100,264.59

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Campbell, Donald	Fire Special Detail	\$0.00	\$1,272.00	\$0.00	\$0.00	\$1,272.00
Canning, Martine	Substitutes	\$7,654.96	\$40.76	\$0.00	\$0.00	\$7,695.72
Canning, Nancy	Community School	\$3,008.00	\$0.00	\$0.00	\$0.00	\$3,008.00
Caouette, Julie	Substitutes	\$15,965.26	\$335.30	\$0.00	\$0.00	\$16,300.56
Carafone, Anthony F	Teacher	\$63,468.24	\$3,534.00	\$0.00	\$0.00	\$67,002.24
Cardalino, Paul	Municipal Golf Course	\$6,665.17	\$0.00	\$0.00	\$0.00	\$6,665.17
Cardoza, Tara L	Teacher	\$14,353.92	\$140.00	\$0.00	\$0.00	\$14,493.92
Carig, Suzanne	Substitutes	\$3,010.00	\$0.00	\$0.00	\$0.00	\$3,010.00
Carl, Catherine	Teacher	\$66,071.03	\$120.00	\$0.00	\$0.00	\$66,191.03
Carlson, Joseph P	Elections & Reg.	\$1,280.00	\$0.00	\$0.00	\$0.00	\$1,280.00
Carlyle, Corey M	Tutors	\$5,681.25	\$0.00	\$0.00	\$0.00	\$5,681.25
Carlyle, Laura R	Teacher	\$65,683.53	\$3,399.50	\$0.00	\$0.00	\$69,083.03
Carmichael, Pamela J	Library	\$21,319.78	\$402.84	\$0.00	\$0.00	\$21,722.62
Carnes, Gerard	Teacher	\$90.87	\$0.00	\$0.00	\$0.00	\$90.87
Carr, Brenda A	School Lunch	\$54.72	\$0.00	\$0.00	\$0.00	\$54.72
Carroll, Christine L	Teacher	\$61,468.82	\$1,363.10	\$0.00	\$0.00	\$62,831.92
Carter, Jeffery L	Teacher	\$61,468.82	\$7,388.00	\$0.00	\$0.00	\$68,856.82
Carty, Maureen	Planning & Development	\$16,863.82	\$528.87	\$0.00	\$0.00	\$17,392.69
Casali, Mary L	Educational Support Personnel	\$4,820.28	\$176.00	\$0.00	\$0.00	\$4,996.28
Casey, Patricia O	School Lunch	\$42,470.32	\$500.00	\$0.00	\$0.00	\$42,970.32
Catalano, Mary K	School Lunch	\$9,000.69	\$689.71	\$0.00	\$0.00	\$9,690.40
Caulkins, Joan D	Secretarial	\$64,409.04	\$3,372.47	\$0.00	\$0.00	\$67,781.51
Cavallo, Belinda S	Transportation	\$981.80	\$0.00	\$0.00	\$0.00	\$981.80
Cavanaugh, Timothy	Police Special Detail	\$0.00	\$12,467.00	\$0.00	\$0.00	\$12,467.00
Cavanaugh, Timothy M.	Police	\$63,665.36	\$0.00	\$36,700.10	\$0.00	\$100,365.46
Chagnon, Doreen	Teacher	\$57,840.61	\$1,228.00	\$0.00	\$0.00	\$59,068.61
Chambers, Paula	Teacher	\$45,757.28	\$87.00	\$0.00	\$0.00	\$45,844.28
Champlin, Constance	Community School	\$255.00	\$0.00	\$0.00	\$0.00	\$255.00
Chapman, Stella Christine	Community School	\$120.00	\$0.00	\$0.00	\$0.00	\$120.00
Chaprales, Adam	Administration	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00
Chelotti, James E	Substitutes	\$2,170.00	\$0.00	\$0.00	\$0.00	\$2,170.00
Cherry, Robin M	Treasurer	\$32,381.84	\$0.00	\$0.00	\$0.00	\$32,381.84
Chesky, Michael	Department Of Public Works	\$45,106.29	\$2,513.73	\$15.31	\$0.00	\$47,635.33
Chicco, Judth Ellen	Teacher	\$26,587.38	\$0.00	\$0.00	\$0.00	\$26,587.38
Childers, Larry L	Department Of Public Works	\$11,857.50	\$2,901.29	\$106.33	\$0.00	\$14,865.12
Childs, Edward L	Assessors	\$95,581.84	\$525.00	\$0.00	\$0.00	\$96,106.84
Chilson, Ruth F	Teacher	\$71,991.91	\$1,600.00	\$0.00	\$0.00	\$73,591.91
Chrisman, Elizabeth	Substitutes	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00
Christiani, Daniel	Community School	\$669.50	\$0.00	\$0.00	\$0.00	\$669.50
Christie, Raymond C	Council On Aging	\$6,150.00	\$0.00	\$0.00	\$0.00	\$6,150.00
Chuda, Beverly Y	Child Care Center	\$26,722.76	\$0.00	\$0.00	\$0.00	\$26,722.76
Cianciolo, Elizabeth	Child Care Center	\$27,460.85	\$0.00	\$0.00	\$0.00	\$27,460.85
Clabault, Colleen D	Teacher	\$68,522.53	\$0.00	\$0.00	\$0.00	\$68,522.53
Clancy, Elizabeth	Community School	\$8,810.47	\$0.00	\$0.00	\$0.00	\$8,810.47
Clancy, Jennifer M	Community School	\$2,101.93	\$0.00	\$0.00	\$0.00	\$2,101.93
Clancy, Jennifer M.	Recreation	\$3,627.02	\$0.00	\$0.00	\$0.00	\$3,627.02
Clark, Christine	Teacher	\$58,184.17	\$2,032.00	\$0.00	\$0.00	\$60,216.17
Clark, Elizabeth	Substitutes	\$5,740.00	\$0.00	\$0.00	\$0.00	\$5,740.00
Clark, Steven K	Department Of Public Works	\$9,568.41	\$0.00	\$0.00	\$0.00	\$9,568.41
Clifford, Brandy L	Teacher	\$54,631.13	\$1,101.00	\$0.00	\$0.00	\$55,732.13
Cloutier, Ann C	Teacher	\$63,161.73	\$414.50	\$0.00	\$0.00	\$63,576.23
Coakley, Kevin J	Teacher	\$61,468.82	\$400.00	\$0.00	\$0.00	\$61,868.82
Coates, Irene	Substitutes	\$11,992.50	\$0.00	\$0.00	\$0.00	\$11,992.50
Cochran, Christopher	Community School	\$1,992.33	\$0.00	\$0.00	\$0.00	\$1,992.33
Coco Jr., James C	Community School	\$2,400.00	\$0.00	\$0.00	\$0.00	\$2,400.00
Codner, Connie E	Teacher	\$71,891.91	\$0.00	\$0.00	\$0.00	\$71,891.91
Coggeshall, Kathleen	Administration	\$50,659.07	\$2,876.70	\$1,111.59	\$0.00	\$54,647.36
Cogliano, Frank P	Community School	\$2,947.50	\$0.00	\$0.00	\$0.00	\$2,947.50
Colameco, Linda	Community School	\$245.00	\$0.00	\$0.00	\$0.00	\$245.00
Colameco, Linda	Educational Support Personnel	\$9,066.93	\$648.95	\$0.00	\$0.00	\$9,715.88
Colameco, Ryan E	Community School	\$150.00	\$0.00	\$0.00	\$0.00	\$150.00

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Cole, Jeanine B	Substitutes	\$1,967.31	\$0.00	\$0.00	\$0.00	\$1,967.31
Collins, Ellen	Educational Support Personnel	\$18,160.77	\$380.96	\$0.00	\$0.00	\$18,541.73
Collins, Patricia A	Teacher	\$26,745.84	\$60.00	\$0.00	\$0.00	\$26,805.84
Colona, John	Substitutes	\$8,610.00	\$0.00	\$0.00	\$0.00	\$8,610.00
Colona, Nancy F	Teacher	\$66,488.53	\$4,311.00	\$0.00	\$0.00	\$70,799.53
Comer, Kristie L	Community School	\$4,274.11	\$0.00	\$0.00	\$0.00	\$4,274.11
Compton, Anthony J	Community School	\$200.75	\$0.00	\$0.00	\$0.00	\$200.75
Compton, Anthony J	Coaching	\$0.00	\$11,585.00	\$0.00	\$0.00	\$11,585.00
Condon, Amanda G	Community School	\$1,365.03	\$0.00	\$0.00	\$0.00	\$1,365.03
Condon, Jennifer	Educational Support Personnel	\$16,468.14	\$140.00	\$0.00	\$0.00	\$16,608.14
Congro, Carolyn	Educational Support Personnel	\$17,821.92	\$380.96	\$0.00	\$0.00	\$18,202.88
Conlon, Irene	Substitutes	\$4,900.00	\$0.00	\$0.00	\$0.00	\$4,900.00
Conlon, Matthew T	East Boat Basin	\$12,729.00	\$0.00	\$148.50	\$0.00	\$12,877.50
Connell, Virginia	Substitutes	\$5,320.00	\$0.00	\$0.00	\$0.00	\$5,320.00
Connolly, Richard	Custodians	\$41,337.60	\$622.88	\$84.38	\$200.00	\$42,244.86
Connor, Richard J	Library	\$80,824.80	\$525.00	\$0.00	\$0.00	\$81,349.80
Conrad, Lisa M	Tutors	\$3,275.20	\$0.00	\$0.00	\$0.00	\$3,275.20
Conrad, Thomas	Community School	\$1,041.00	\$0.00	\$0.00	\$0.00	\$1,041.00
Conway, Jodi	Community School	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00
Coolidge, Ann	Teacher	\$53,861.93	\$851.00	\$0.00	\$0.00	\$54,712.93
Cooney, Christina A	Substitutes	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00
Coppola, Kathleen	Teacher	\$72,662.04	\$40.00	\$0.00	\$0.00	\$72,702.04
Correira, Anisia Regina	Community School	\$936.00	\$0.00	\$0.00	\$0.00	\$936.00
Corriveau, Nathan	Municipal Golf Course	\$3,218.81	\$0.00	\$38.51	\$0.00	\$3,257.32
Corriveau, Thomas A	Fire	\$89,480.76	\$525.00	\$360.96	\$0.00	\$90,366.72
Cosgrove, Frances R	Grist Mill	\$810.00	\$0.00	\$0.00	\$0.00	\$810.00
Cosgrove, Joseph J	Grist Mill	\$810.00	\$0.00	\$0.00	\$0.00	\$810.00
Cosgrove, Laura	Educational Support Personnel	\$0.00	\$211.75	\$0.00	\$0.00	\$211.75
Cosgrove, Marci	Teacher	\$56,910.11	\$600.00	\$0.00	\$0.00	\$57,510.11
Cosgrove, Martin	Teacher	\$68,731.53	\$12,086.00	\$0.00	\$0.00	\$80,817.53
Cosgrove, Marty	Community School	\$670.64	\$0.00	\$0.00	\$0.00	\$670.64
Cote', James R	Teacher	\$67,684.75	\$0.00	\$0.00	\$0.00	\$67,684.75
Cotter, Joseph M	Police Special Detail	\$0.00	\$23,757.00	\$0.00	\$0.00	\$23,757.00
Cotter, Joseph M	Police	\$87,974.00	\$0.00	\$36,829.95	\$0.00	\$124,803.95
Coughlan, Nathan R	Fire Special Detail	\$0.00	\$872.00	\$0.00	\$0.00	\$872.00
Coughlan, Nathan R	Fire	\$47,239.62	\$0.00	\$22,755.91	\$50.00	\$70,045.53
Coughlin, Alexandra	Child Care Center	\$2,693.49	\$0.00	\$0.00	\$0.00	\$2,693.49
Coughlin-Crowley, Erin	Teacher	\$72,762.04	\$2,100.00	\$0.00	\$0.00	\$74,862.04
Coutinho, Susan	Administration	\$47,352.93	\$131.00	\$0.00	\$0.00	\$47,483.93
Cox, E. Perry	Bldg/Gas/Plmb/Insp.,Wire Insp.	\$329.22	\$0.00	\$0.00	\$0.00	\$329.22
Cratty, Frederick	Custodians	\$562.00	\$0.00	\$0.00	\$0.00	\$562.00
Crispo, Elizabeth K	Community School	\$2,636.25	\$0.00	\$0.00	\$0.00	\$2,636.25
Cronin, Rachel	Secretarial	\$21,449.80	\$1,194.60	\$0.00	\$0.00	\$22,644.40
Crosby, Julia Warner	Teacher	\$52,357.75	\$0.00	\$0.00	\$0.00	\$52,357.75
Crosby, William H	Teacher	\$70,284.39	\$0.00	\$0.00	\$0.00	\$70,284.39
Crowley, Elizabeth	Educational Support Personnel	\$9,960.55	\$329.42	\$0.00	\$0.00	\$10,289.97
Crowley, Kevin T.	Recreation	\$684.00	\$0.00	\$0.00	\$0.00	\$684.00
Crowther, Deana	Substitutes	\$560.00	\$0.00	\$0.00	\$0.00	\$560.00
Cummings Jr, Thomas A	Grist Mill	\$1,955.00	\$0.00	\$0.00	\$0.00	\$1,955.00
Curley, Donald	Department Of Public Works	\$6,342.20	\$0.00	\$0.00	\$0.00	\$6,342.20
Curran, Susan S	Educational Support Personnel	\$19,681.47	\$1,394.57	\$0.00	\$0.00	\$21,076.04
Curtis, Kristen	Teacher	\$50,338.93	\$171.00	\$0.00	\$0.00	\$50,509.93
Cushing, Kerry P	East Boat Basin	\$4,870.00	\$0.00	\$0.00	\$0.00	\$4,870.00
Czarnetzki, Janet E	Substitutes	\$140.00	\$0.00	\$0.00	\$0.00	\$140.00
D'amato, Karen A	Teacher	\$67,784.75	\$3,100.00	\$0.00	\$0.00	\$70,884.75
Daley, Barbara	Educational Support Personnel	\$12,792.62	\$260.56	\$0.00	\$0.00	\$13,053.18
Dallaire, Pamela	Teacher	\$67,784.75	\$2,100.00	\$0.00	\$0.00	\$69,884.75
Daniels, Thomas S	Administration	\$46,638.40	\$0.00	\$0.00	\$0.00	\$46,638.40
Dansereau, Mary E	Community School	\$1,765.50	\$0.00	\$0.00	\$0.00	\$1,765.50
Dapolito, Ralph	Municipal Golf Course	\$8,630.78	\$0.00	\$0.00	\$0.00	\$8,630.78
Dauphinais, Victoria	Substitutes	\$6,782.79	\$0.00	\$0.00	\$0.00	\$6,782.79

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Davidson, Robin	Coaching	\$94.00	\$2,118.00	\$0.00	\$0.00	\$2,212.00
Davis, Frances N	Educational Support Personnel	\$18,160.77	\$380.96	\$0.00	\$0.00	\$18,541.73
Davis, Lawrence Todd	Community School	\$1,969.56	\$0.00	\$0.00	\$0.00	\$1,969.56
Davison, Andrew	Fire	\$60,096.23	\$415.00	\$5,859.65	\$50.00	\$66,420.88
Dawe III, Joseph R	Teacher	\$67,684.75	\$0.00	\$0.00	\$0.00	\$67,684.75
Dawson, Louise E	Substitutes	\$2,282.50	\$0.00	\$0.00	\$0.00	\$2,282.50
Dean, Elizabeth K	Teacher	\$9,193.50	\$232.30	\$0.00	\$0.00	\$9,425.80
Deasy, Michaela A	Community School	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00
Deconto, David J	Conservation Comm.	\$51,566.64	\$7,172.98	\$0.00	\$0.00	\$58,739.62
Deconto, Joanne	Secretarial	\$36,630.30	\$1,230.00	\$0.00	\$0.00	\$37,860.30
Dedrick, Francis	Municipal Golf Course	\$2,819.44	\$0.00	\$0.00	\$0.00	\$2,819.44
Dees, Jeffrey L	Administration	\$51,576.94	\$0.00	\$0.00	\$0.00	\$51,576.94
Delano, Theresa S	Teacher	\$44,963.37	\$13,375.00	\$0.00	\$0.00	\$58,338.37
Della Grotte, Ellen L	Hoxie House	\$1,116.00	\$0.00	\$0.00	\$0.00	\$1,116.00
Depin, Kelly K	Teacher	\$19,821.56	\$0.00	\$0.00	\$0.00	\$19,821.56
Depin, Kelly K	Library	\$616.59	\$0.00	\$0.00	\$0.00	\$616.59
Deptula, Samuel	Community School	\$524.86	\$0.00	\$0.00	\$0.00	\$524.86
Desisto, Sharon	Grist Mill	\$1,071.00	\$0.00	\$0.00	\$0.00	\$1,071.00
Despotopulos, Heidi	Teacher	\$47,599.20	\$0.00	\$0.00	\$0.00	\$47,599.20
Devellis, Richard F	Teacher	\$71,124.93	\$7,391.00	\$0.00	\$0.00	\$78,515.93
Dharmapalan, Kamala J	Substitutes	\$9,100.00	\$0.00	\$0.00	\$0.00	\$9,100.00
Diemer, Jennifer	Educational Support Personnel	\$18,608.06	\$656.00	\$0.00	\$0.00	\$19,264.06
Dieso, Nicole	Community School	\$2,929.71	\$0.00	\$0.00	\$0.00	\$2,929.71
Digiovanni, Kathleen A	Substitutes	\$420.00	\$0.00	\$0.00	\$0.00	\$420.00
Dilzer Jr, Robert J	Substitutes	\$3,360.00	\$0.00	\$0.00	\$0.00	\$3,360.00
Dimitres, Cynthia	School Lunch	\$52.44	\$0.00	\$0.00	\$0.00	\$52.44
Dintino, Christopher E	Community School	\$314.25	\$0.00	\$0.00	\$0.00	\$314.25
Dintino, Christopher S	Community School	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00
Dintino, Christopher S	Teacher	\$63,855.25	\$1,687.00	\$0.00	\$0.00	\$65,542.25
Dobbins, Bridget	Community School	\$1,220.86	\$0.00	\$0.00	\$0.00	\$1,220.86
Dockrey, Thomas E	Community School	\$9,589.64	\$0.00	\$0.00	\$0.00	\$9,589.64
Donahue, Nancy	School Lunch	\$807.72	\$0.00	\$0.00	\$0.00	\$807.72
Donovan, Maureen	School Lunch	\$27,721.00	\$302.00	\$0.00	\$0.00	\$28,023.00
Donovan, Terence	Coaching	\$0.00	\$3,928.00	\$0.00	\$0.00	\$3,928.00
Donovan, Terence M	Teacher	\$26,745.84	\$760.00	\$0.00	\$0.00	\$27,505.84
Douglas, James W	Custodians	\$33,483.60	\$225.00	\$369.68	\$200.00	\$34,278.28
Dovell, Lesa C	Educational Support Personnel	\$18,879.45	\$796.32	\$0.00	\$0.00	\$19,675.77
Doyle, Joan E	Teacher	\$55,831.13	\$3,012.50	\$0.00	\$0.00	\$58,843.63
Doyle, Shawn T	East Boat Basin	\$143.00	\$0.00	\$0.00	\$0.00	\$143.00
Doyle-vautour, Mary E	Educational Support Personnel	\$4,543.75	\$0.00	\$0.00	\$0.00	\$4,543.75
Drake, Claire K	Community School	\$1,389.61	\$0.00	\$0.00	\$0.00	\$1,389.61
Drake, Karin	Educational Support Personnel	\$17,719.69	\$574.15	\$0.00	\$0.00	\$18,293.84
Drake, Tara	Substitutes	\$1,610.00	\$0.00	\$0.00	\$0.00	\$1,610.00
Dries, Deena M	Community School	\$125.00	\$0.00	\$0.00	\$0.00	\$125.00
Driscoll, Clare	Teacher	\$73,532.68	\$5,225.00	\$0.00	\$0.00	\$78,757.68
Driscoll, James J	Department Of Public Works	\$13,185.00	\$0.00	\$0.00	\$0.00	\$13,185.00
Driscoll, Sheila A	School Lunch	\$0.00	\$48.90	\$0.00	\$0.00	\$48.90
Dropo, Alexander	Community School	\$482.09	\$0.00	\$0.00	\$0.00	\$482.09
Duffy, Kathleen A	Teacher	\$64,417.45	\$5,812.00	\$0.00	\$0.00	\$70,229.45
Duffy, Sandra	Substitutes	\$13,024.00	\$0.00	\$0.00	\$0.00	\$13,024.00
Dugas, Marcy S	Teacher	\$69,661.03	\$30.00	\$0.00	\$0.00	\$69,691.03
Duggan, Wilfred F	Municipal Golf Course	\$9,557.80	\$0.00	\$28.38	\$0.00	\$9,586.18
Dumas, Christopher	Teacher	\$54,631.13	\$1,074.25	\$0.00	\$0.00	\$55,705.38
Dumas, Elaine M	Secretarial	\$17,353.14	\$0.00	\$0.00	\$0.00	\$17,353.14
Dumas, Sharon	Educational Support Personnel	\$18,524.46	\$1,531.48	\$0.00	\$0.00	\$20,055.94
Dunham, George H	Administration	\$132,908.66	\$450.00	\$0.00	\$0.00	\$133,358.66
Dunham, Michele A	Teacher	\$63,568.24	\$3,340.00	\$0.00	\$0.00	\$66,908.24
Dunn Jr, John J.	Grist Mill	\$2,655.00	\$0.00	\$0.00	\$0.00	\$2,655.00
Dunn, Laura M	Teacher	\$64,417.45	\$2,100.00	\$0.00	\$0.00	\$66,517.45
Dunphe, Mary Beth	Teacher	\$71,991.91	\$3,100.00	\$0.00	\$0.00	\$75,091.91
Duquette, Daralyn A	Teacher	\$72,762.04	\$3,645.00	\$0.00	\$0.00	\$76,407.04

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Durgin, Jeanne M	Community School	\$189.72	\$0.00	\$0.00	\$0.00	\$189.72
Durno, Lauren R	Child Care Center	\$9,735.14	\$0.00	\$0.00	\$0.00	\$9,735.14
Dusseault, Russell	Substitutes	\$10,783.64	\$380.96	\$0.00	\$0.00	\$11,164.60
Dwyer, David P	Police Special Detail	\$0.00	\$475.00	\$0.00	\$0.00	\$475.00
Dwyer, David P	Police	\$53,501.68	\$0.00	\$4,498.50	\$0.00	\$58,000.18
Dwyer, Elizabeth Anne	Educational Support Personnel	\$16,762.29	\$794.58	\$0.00	\$0.00	\$17,556.87
Dwyer, Margaret	Educational Support Personnel	\$10,348.34	\$378.65	\$0.00	\$0.00	\$10,726.99
Dyer, Charles	Tutors	\$300.00	\$0.00	\$0.00	\$0.00	\$300.00
Eagar, Thomas F	Substitutes	\$280.00	\$0.00	\$0.00	\$0.00	\$280.00
Easterbrook, Marci	Community School	\$2,200.00	\$0.00	\$0.00	\$0.00	\$2,200.00
Eaton, James P	Educational Support Personnel	\$10,515.29	\$1,126.24	\$0.00	\$0.00	\$11,641.53
Eaton, Mary Ann	Community School	\$593.00	\$0.00	\$0.00	\$0.00	\$593.00
Eident, Donna J	Teacher	\$24,292.71	\$1,500.00	\$0.00	\$0.00	\$25,792.71
Eldredge, Patricia Ann	Teacher	\$68,223.24	\$0.00	\$0.00	\$0.00	\$68,223.24
Elliott, Lindsey Marie	Community School	\$1,746.60	\$0.00	\$0.00	\$0.00	\$1,746.60
Elliott, Mary	Teacher	\$30,308.19	\$751.48	\$0.00	\$0.00	\$31,059.67
Elskamp, David R	Custodians	\$39,698.40	\$107.55	\$215.04	\$200.00	\$40,220.99
Elvander, George E	Department Of Public Works	\$7,974.50	\$0.00	\$0.00	\$0.00	\$7,974.50
Emerson, Kimberly S	Teacher	\$59,473.14	\$0.00	\$0.00	\$0.00	\$59,473.14
Ermi, Kirsten	Teacher	\$67,784.75	\$1,640.00	\$0.00	\$0.00	\$69,424.75
Escandel, Keith W	Tutors	\$125.00	\$0.00	\$0.00	\$0.00	\$125.00
Eshbaugh, Janet E	Secretarial	\$22,001.92	\$2,748.64	\$0.00	\$0.00	\$24,750.56
Evans, Joan	Historic Dist Committee	\$74.07	\$0.00	\$0.00	\$0.00	\$74.07
Evans, Joan F	Bldg/Gas/Plmb/Insp.,Wire Insp.	\$47,850.62	\$1,674.37	\$0.00	\$0.00	\$49,524.99
Ewing, Jeanne M	Substitutes	\$1,190.00	\$0.00	\$0.00	\$0.00	\$1,190.00
Fagnant Jr, Walter T	Bldg/Gas/Plmb/Insp.,Wire Insp.	\$24,416.85	\$0.00	\$0.00	\$0.00	\$24,416.85
Fagnant, Michael	Bldg/Gas/Plmb/Insp.,Wire Insp.	\$676.73	\$0.00	\$0.00	\$0.00	\$676.73
Farley, MaryTheresa	Tutors	\$3,445.00	\$145.00	\$0.00	\$0.00	\$3,590.00
Favret, Andrea L	Community School	\$7,935.00	\$0.00	\$0.00	\$0.00	\$7,935.00
Fawcett Jr, Robert J	Teacher	\$63,568.24	\$2,307.00	\$0.00	\$0.00	\$65,875.24
Fawcett, Robert	Community School	\$1,600.00	\$0.00	\$0.00	\$0.00	\$1,600.00
Fay, William R	Department Of Public Works	\$0.00	\$12,500.00	\$0.00	\$0.00	\$12,500.00
Fayne, Gregory E	East Boat Basin	\$78,498.28	\$450.00	\$0.00	\$0.00	\$78,948.28
Fedele, Michael	Community School	\$61.80	\$0.00	\$0.00	\$0.00	\$61.80
Feeney, John	Community School	\$2,910.00	\$0.00	\$0.00	\$0.00	\$2,910.00
Felicetti, Tara M	Educational Support Personnel	\$10,805.72	\$278.98	\$0.00	\$0.00	\$11,084.70
Felix, Brendan M	Custodians	\$252.90	\$0.00	\$0.00	\$0.00	\$252.90
Fenton, Robert	Substitutes	\$1,939.00	\$0.00	\$0.00	\$0.00	\$1,939.00
Fernandes Jr, Nicholas E	Assessors	\$999.96	\$0.00	\$0.00	\$0.00	\$999.96
Ferrick, Marian G	Teacher	\$67,784.75	\$3,820.00	\$0.00	\$0.00	\$71,604.75
Ferris, Elizabeth T	Teacher	\$63,568.24	\$1,600.00	\$0.00	\$0.00	\$65,168.24
Ferris, Stephanie L	Teacher	\$57,383.46	\$0.00	\$0.00	\$0.00	\$57,383.46
Fessler, Kathryn	Teacher	\$72,762.04	\$2,100.00	\$0.00	\$0.00	\$74,862.04
Fiedler, Kathryn	Community School	\$290.95	\$0.00	\$0.00	\$0.00	\$290.95
Finch, Margo	School Lunch	\$1,956.24	\$0.00	\$0.00	\$0.00	\$1,956.24
Finn, Kellie	Community School	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00
Finnegan, Ellen R	Substitutes	\$5,098.00	\$0.00	\$0.00	\$0.00	\$5,098.00
Fiore-Kelly, Marisa	Educational Support Personnel	\$18,242.42	\$642.24	\$0.00	\$0.00	\$18,884.66
Firth, Anne E.	Community School	\$825.00	\$0.00	\$0.00	\$0.00	\$825.00
Fish, Judith E	Secretarial	\$41,031.27	\$774.00	\$0.00	\$0.00	\$41,805.27
Fishman, Jennifer M	Child Care Center	\$3,815.57	\$0.00	\$0.00	\$0.00	\$3,815.57
Fitzgerald, Phoebe	Educational Support Personnel	\$17,805.24	\$817.19	\$0.00	\$0.00	\$18,622.43
Fitzpatrick, Kathleen	Community School	\$15,494.50	\$0.00	\$0.00	\$0.00	\$15,494.50
Flaherty, Cynthia Dm	Community School	\$2,883.86	\$0.00	\$0.00	\$0.00	\$2,883.86
Flanagan, Julie M	Teacher	\$45,368.32	\$84.00	\$0.00	\$0.00	\$45,452.32
Flanigan, Debra	Educational Support Personnel	\$18,600.92	\$656.00	\$0.00	\$0.00	\$19,256.92
Flannery, Maureen A	Educational Support Personnel	\$18,362.68	\$505.62	\$0.00	\$0.00	\$18,868.30
Flannigan, Christine M	Secretarial	\$36,630.30	\$0.00	\$0.00	\$0.00	\$36,630.30
Fleckles, Andrea	Educational Support Personnel	\$7,920.81	\$300.57	\$0.00	\$0.00	\$8,221.38
Flynn, Allison	Child Care Center	\$1,220.35	\$0.00	\$0.00	\$0.00	\$1,220.35
Flynn, Carol	Substitutes	\$1,750.00	\$0.00	\$0.00	\$0.00	\$1,750.00

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Flynn, E Susan	Tax Collector	\$66,986.00	\$525.00	\$0.00	\$0.00	\$67,511.00
Foley, Hugh J	Municipal Golf Course	\$6,845.67	\$0.00	\$0.00	\$0.00	\$6,845.67
Fordham, Rebecca	Community School	\$1,392.99	\$0.00	\$0.00	\$0.00	\$1,392.99
Fournier, Leticia H	Child Care Center	\$34,689.12	\$0.00	\$1,291.17	\$0.00	\$35,980.29
Fox, Beth A R	Child Care Center	\$3,119.29	\$0.00	\$0.00	\$0.00	\$3,119.29
Fox, Elizabeth M	Library	\$8,890.56	\$0.00	\$0.00	\$0.00	\$8,890.56
Francis, Kristen E	Teacher	\$31,272.00	\$500.00	\$0.00	\$0.00	\$31,772.00
Franke, Donald E	Teacher	\$67,784.75	\$4,372.12	\$0.00	\$0.00	\$72,156.87
Franzie, Jennifer M	Recreation	\$1,430.64	\$0.00	\$0.00	\$0.00	\$1,430.64
Fraser, Brian	Department Of Public Works	\$45,106.29	\$4,088.84	\$365.62	\$0.00	\$49,560.75
Fraser, Patrick J	Community School	\$466.00	\$0.00	\$0.00	\$0.00	\$466.00
Freeman, Constance	Teacher	\$19,740.15	\$0.00	\$0.00	\$0.00	\$19,740.15
Frye, Melissa D	Library	\$7,229.40	\$0.00	\$0.00	\$0.00	\$7,229.40
Fryxell, Gary	Assessors	\$25,400.00	\$1,098.00	\$0.00	\$0.00	\$26,498.00
Fulcher-Leblanc, Vicki	Teacher	\$16,693.00	\$290.38	\$0.00	\$0.00	\$16,983.38
Fultz, Robert L	Planning & Development	\$23,431.60	\$0.00	\$0.00	\$0.00	\$23,431.60
Furler, Kathleen R	Community School	\$1,400.00	\$0.00	\$0.00	\$0.00	\$1,400.00
Gagner, Jo Ann	Treasurer	\$42,647.85	\$475.00	\$0.00	\$0.00	\$43,122.85
Gagnon, Danielle	Community School	\$330.00	\$0.00	\$0.00	\$0.00	\$330.00
Galkowski, Mark S	Conservation Comm.	\$69,749.94	\$525.00	\$0.00	\$0.00	\$70,274.94
Gallagher, Catherine L	Educational Support Personnel	\$8,884.17	\$833.25	\$0.00	\$0.00	\$9,717.42
Gallagher, Christopher	Community School	\$630.00	\$0.00	\$0.00	\$0.00	\$630.00
Gallagher, Maura	Tutors	\$9,591.16	\$850.40	\$0.00	\$0.00	\$10,441.56
Garrity, Barbara A	Teacher	\$71,891.91	\$1,600.00	\$0.00	\$0.00	\$73,491.91
Garrity, Patricia Erwin	Teacher	\$64,417.45	\$2,247.00	\$0.00	\$0.00	\$66,664.45
Gaskill, Brenda	Community School	\$3,093.59	\$0.00	\$0.00	\$0.00	\$3,093.59
Gasse, Susan J	Substitutes	\$840.00	\$0.00	\$0.00	\$0.00	\$840.00
Gates, Barbara	Hoxie House	\$901.00	\$0.00	\$0.00	\$0.00	\$901.00
Gates, Barbara	Elections & Reg.	\$140.00	\$0.00	\$0.00	\$0.00	\$140.00
Gauthier, Vicki	Educational Support Personnel	\$34,288.87	\$0.00	\$0.00	\$0.00	\$34,288.87
Gayton, Meghan E	Teacher	\$43,467.29	\$1,529.75	\$0.00	\$0.00	\$44,997.04
Geake, Joanne K	Public Health Nurse	\$59,404.22	\$0.00	\$0.00	\$0.00	\$59,404.22
Gendreau, Kerry	Secretarial	\$11,511.07	\$187.88	\$0.00	\$0.00	\$11,698.95
Gentile-Dabkowski, Cindy	Tutors	\$5,400.00	\$0.00	\$0.00	\$0.00	\$5,400.00
George, Christopher J	Fire	\$45,391.75	\$0.00	\$5,071.57	\$50.00	\$50,513.32
George, Christopher J	Fire Special Detail	\$0.00	\$304.00	\$0.00	\$0.00	\$304.00
George, Robert	Fire Special Detail	\$0.00	\$656.00	\$0.00	\$0.00	\$656.00
George, Robert J	Fire	\$54,862.15	\$760.00	\$9,700.42	\$50.00	\$65,372.57
Gerhart, Melanie M	Educational Support Personnel	\$9,554.48	\$314.69	\$0.00	\$0.00	\$9,869.17
German, Patricia A	Substitutes	\$12,426.83	\$0.00	\$0.00	\$0.00	\$12,426.83
Gerrity, Laura	Educational Support Personnel	\$19,840.73	\$1,454.77	\$0.00	\$0.00	\$21,295.50
Gervais, Daniel C	Department Of Public Works	\$6,314.00	\$0.00	\$76.90	\$0.00	\$6,390.90
Giammarco, Nicholas	Police	\$45,643.92	\$2,002.88	\$4,838.84	\$0.00	\$52,485.64
Giammarco, Nicholas	Police Special Detail	\$0.00	\$800.00	\$0.00	\$0.00	\$800.00
Giar, Karen M	Substitutes	\$280.00	\$0.00	\$0.00	\$0.00	\$280.00
Gibbons, Melissa A	Teacher	\$43,248.47	\$0.00	\$0.00	\$0.00	\$43,248.47
Gibbs, Pamela D	Transportation	\$22,921.69	\$378.38	\$0.00	\$0.00	\$23,300.07
Gibbs, Tammy	Transportation	\$21,982.07	\$230.00	\$0.00	\$0.00	\$22,212.07
Gilchrist, Marilyn	Community School	\$156.80	\$0.00	\$0.00	\$0.00	\$156.80
Gill, Barbara	Library	\$7,056.86	\$525.00	\$0.00	\$0.00	\$7,581.86
Gill, Barbara L	Elections & Reg.	\$168.00	\$0.00	\$0.00	\$0.00	\$168.00
Gill, Elizabeth H	Recreation	\$949.40	\$0.00	\$0.00	\$0.00	\$949.40
Gill, Michelle	Teacher	\$67,784.75	\$2,100.00	\$0.00	\$0.00	\$69,884.75
Gill, Nicole M	Community School	\$3,340.27	\$0.00	\$0.00	\$0.00	\$3,340.27
Gillis, Francis E	Grist Mill	\$2,340.00	\$0.00	\$0.00	\$0.00	\$2,340.00
Gilmore, Mark K	Teacher	\$72,662.04	\$1,690.00	\$0.00	\$0.00	\$74,352.04
Gilooly, Karen	Substitutes	\$4,690.00	\$0.00	\$0.00	\$0.00	\$4,690.00
Gisetto, Lawrence E	Teacher	\$67,684.75	\$0.00	\$0.00	\$0.00	\$67,684.75
Glaser, Allyson E	Community School	\$1,520.90	\$0.00	\$0.00	\$0.00	\$1,520.90
Glaser, Joshua	Fire	\$53,420.39	\$0.00	\$45,261.51	\$50.00	\$98,731.90
Glaser, Joshua C	Fire Special Detail	\$0.00	\$940.00	\$0.00	\$0.00	\$940.00

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Glaser, Thomas V	Police Special Detail	\$0.00	\$304.00	\$0.00	\$0.00	\$304.00
Glaser, Thomas V	Police	\$57,631.84	\$0.00	\$29,663.28	\$0.00	\$87,295.12
Gleason, Antoinette	Elections & Reg.	\$1,020.00	\$0.00	\$0.00	\$0.00	\$1,020.00
Glynn, Thomas E	Department Of Public Works	\$3,942.00	\$0.00	\$0.00	\$0.00	\$3,942.00
Goff, Douglas R	Community School	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00
Goins, Erin	Teacher	\$10,337.48	\$1,744.37	\$0.00	\$0.00	\$12,081.85
Golas, Adam	Community School	\$7,430.54	\$0.00	\$0.00	\$0.00	\$7,430.54
Golas, Donna L	Community School	\$1,727.63	\$2,118.00	\$0.00	\$0.00	\$3,845.63
Golas, Donna L	Educational Support Personnel	\$725.47	\$518.22	\$0.00	\$0.00	\$1,243.69
Golas, Michael	Community School	\$1,850.31	\$0.00	\$0.00	\$0.00	\$1,850.31
Gonzales, Kim L.	Community School	\$10,125.97	\$0.00	\$0.00	\$0.00	\$10,125.97
Goode, Patricia A	Teacher	\$21,733.29	\$0.00	\$0.00	\$0.00	\$21,733.29
Gosselin, Sally A	School Lunch	\$12,175.41	\$914.03	\$0.00	\$0.00	\$13,089.44
Gould, Anne M	Substitutes	\$700.00	\$0.00	\$0.00	\$0.00	\$700.00
Gould, Ben	Community School	\$1,064.50	\$0.00	\$0.00	\$0.00	\$1,064.50
Gould, Ellery E	Community School	\$1,628.50	\$0.00	\$0.00	\$0.00	\$1,628.50
Gourley, Lynne I	Police	\$85,505.52	\$3,892.20	\$0.00	\$0.00	\$89,397.72
Govoni, Jane	Grist Mill	\$2,160.00	\$0.00	\$0.00	\$0.00	\$2,160.00
Govoni, Mary J	Recreation	\$976.50	\$0.00	\$0.00	\$0.00	\$976.50
Graham, Patricia A	Teacher	\$68,522.53	\$1,600.00	\$0.00	\$0.00	\$70,122.53
Grant, Kathleen A	Teacher	\$62,527.09	\$224.67	\$0.00	\$0.00	\$62,751.76
Grant, Willa H	Library	\$22,720.51	\$107.24	\$0.00	\$0.00	\$22,827.75
Gray, Gary	Department Of Public Works	\$33,495.34	\$3,407.73	\$810.72	\$0.00	\$37,713.79
Green Jr, William B	Department Of Public Works	\$6,349.89	\$0.00	\$0.00	\$0.00	\$6,349.89
Green, Connor	Community School	\$550.00	\$0.00	\$0.00	\$0.00	\$550.00
Green, Desire Y	Tutors	\$285.75	\$0.00	\$0.00	\$0.00	\$285.75
Green, Ellen L	Teacher	\$50,338.93	\$350.00	\$0.00	\$0.00	\$50,688.93
Greetham, Sheila M	Community School	\$2,684.09	\$0.00	\$0.00	\$0.00	\$2,684.09
Gregory, Howard F.	Grist Mill	\$882.00	\$0.00	\$0.00	\$0.00	\$882.00
Griffin, Elaine	Community School	\$325.00	\$0.00	\$0.00	\$0.00	\$325.00
Griffin, Jennifer	Child Care Center	\$10,733.36	\$0.00	\$29.48	\$0.00	\$10,762.84
Grimaldi Jr, Louis	Teacher	\$72,762.04	\$2,100.00	\$0.00	\$0.00	\$74,862.04
Grise', Susan J	Teacher	\$64,417.45	\$2,100.00	\$0.00	\$0.00	\$66,517.45
Groppi, Lauren	Community School	\$60.00	\$0.00	\$0.00	\$0.00	\$60.00
Gruen, Lynn S	Teacher	\$31,362.50	\$0.00	\$0.00	\$0.00	\$31,362.50
Grundman, Linell M	Administration	\$1,833.28	\$0.00	\$0.00	\$0.00	\$1,833.28
Guild, Doreen A	Accounting	\$77,266.89	\$375.00	\$0.00	\$0.00	\$77,641.89
Guiliano, John J	Custodians	\$40,745.40	\$350.94	\$448.47	\$200.00	\$41,744.81
Guillemette, David	Police	\$96,976.32	\$525.00	\$3,956.40	\$0.00	\$101,457.72
Gumbleton, Michael P	Police	\$54,961.68	\$0.00	\$10,124.67	\$0.00	\$65,086.35
Gumbleton, Michael P	Police Special Detail	\$0.00	\$13,841.64	\$0.00	\$0.00	\$13,841.64
Gustafson, Deborah	Community School	\$3,428.78	\$0.00	\$0.00	\$0.00	\$3,428.78
Gwynn, Catherine K	Public Health Nurse	\$17,580.29	\$300.00	\$0.00	\$0.00	\$17,880.29
Hagberg, Janice L	Human Resources	\$49,065.89	\$1,794.69	\$56.84	\$0.00	\$50,917.42
Hajjar, Mary F	Child Care Center	\$3,807.60	\$0.00	\$0.00	\$0.00	\$3,807.60
Hallett, Jason	Coaching	\$3,400.00	\$0.00	\$0.00	\$0.00	\$3,400.00
Halliday, Peter J	Fire	\$57,092.34	\$0.00	\$8,001.89	\$50.00	\$65,144.23
Halpin, Sean X	Teacher	\$12,171.89	\$0.00	\$0.00	\$0.00	\$12,171.89
Hamilton, Karen	School Lunch	\$5,134.15	\$66.08	\$0.00	\$0.00	\$5,200.23
Hamilton, Ted	Public Facilities	\$69,773.41	\$0.00	\$0.00	\$0.00	\$69,773.41
Hammond-Beaton, Kelsy A	Community School	\$720.00	\$0.00	\$0.00	\$0.00	\$720.00
Hammond-Beaton, Kelsy A	Substitutes	\$254.00	\$11,331.00	\$0.00	\$0.00	\$11,585.00
Hanelt, Diane M	Administration	\$41,317.44	\$1,213.45	\$218.90	\$0.00	\$42,749.79
Hanlon, Janet M	School Lunch	\$15,931.96	\$573.02	\$0.00	\$0.00	\$16,504.98
Hanlon, Patrick J	Recreation	\$2,110.13	\$0.00	\$0.00	\$0.00	\$2,110.13
Hanna, Paul D	Department Of Public Works	\$5,196.75	\$0.00	\$23.07	\$0.00	\$5,219.82
Hanson, Joanne	Tutors	\$1,900.00	\$0.00	\$0.00	\$0.00	\$1,900.00
Hardy, Celine M	Teacher	\$68,040.34	\$4,037.41	\$0.00	\$0.00	\$72,077.75
Harmon, Nancy	Substitutes	\$910.00	\$0.00	\$0.00	\$0.00	\$910.00
Harold, Diane S	Substitutes	\$350.00	\$0.00	\$0.00	\$0.00	\$350.00
Harries Jr, Richard J	Substitutes	\$5,880.00	\$0.00	\$0.00	\$0.00	\$5,880.00

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Harrigan Jr., Wilfred J.	Community School	\$6,522.09	\$0.00	\$0.00	\$0.00	\$6,522.09
Harrington, Lawrence	Assessors	\$1,557.63	\$0.00	\$0.00	\$0.00	\$1,557.63
Harrington, Maureen C	Educational Support Personnel	\$18,980.22	\$1,168.32	\$0.00	\$0.00	\$20,148.54
Harrington, Michael	Fire	\$56,835.18	\$2,597.50	\$43,660.08	\$50.00	\$103,142.76
Harrington, Michael	Fire Special Detail	\$0.00	\$1,224.00	\$0.00	\$0.00	\$1,224.00
Harrington, Sean P	Engineering Dept	\$46,674.71	\$0.00	\$0.00	\$0.00	\$46,674.71
Harris, David	Community School	\$6,299.00	\$0.00	\$0.00	\$0.00	\$6,299.00
Harrison, Virginia M	Teacher	\$73,532.68	\$2,268.00	\$0.00	\$0.00	\$75,800.68
Hart, Kathleen Kelly	Teacher	\$52,357.75	\$0.00	\$0.00	\$0.00	\$52,357.75
Hartmann, Peter	Municipal Golf Course	\$4,102.92	\$0.00	\$0.00	\$0.00	\$4,102.92
Hartnett, Patrice	Substitutes	\$1,050.00	\$0.00	\$0.00	\$0.00	\$1,050.00
Hartshorn, Bruce R	Grist Mill	\$1,521.00	\$0.00	\$0.00	\$0.00	\$1,521.00
Hasenfuss, Peter D	Municipal Golf Course	\$3,120.58	\$0.00	\$0.00	\$0.00	\$3,120.58
Hatch, Mary K	Educational Support Personnel	\$4,820.28	\$176.00	\$0.00	\$0.00	\$4,996.28
Hawkins, William	Department Of Public Works	\$42,568.86	\$3,388.25	\$731.28	\$0.00	\$46,688.39
Hayes, Colleen S	Library	\$40,735.29	\$0.00	\$0.00	\$0.00	\$40,735.29
Helman, Stephen	Coaching	\$0.00	\$2,882.00	\$0.00	\$0.00	\$2,882.00
Henderson, Patricia	Teacher	\$18,950.48	\$0.00	\$0.00	\$0.00	\$18,950.48
Hendy, John J	Community School	\$466.00	\$0.00	\$0.00	\$0.00	\$466.00
Hendy, Julia C	Elections & Reg.	\$534.09	\$0.00	\$0.00	\$0.00	\$534.09
Hendy, Julia C.	Town Clerk	\$52,625.26	\$425.00	\$0.00	\$0.00	\$53,050.26
Henrich, Cynthia	Community School	\$1,437.50	\$0.00	\$0.00	\$0.00	\$1,437.50
Henry, Leslie J	Transportation	\$22,687.55	\$291.75	\$841.06	\$0.00	\$23,820.36
Henson, Kelly	Educational Support Personnel	\$19,005.63	\$5,711.77	\$0.00	\$0.00	\$24,717.40
Hermanson, Kris	Department Of Public Works	\$11,097.00	\$0.00	\$0.00	\$0.00	\$11,097.00
Herndon, Olivia G	Community School	\$2,409.88	\$0.00	\$0.00	\$0.00	\$2,409.88
Hickey, Joseph A	Child Care Center	\$3,838.44	\$0.00	\$0.00	\$0.00	\$3,838.44
Hickson, Beth	Teacher	\$24,743.37	\$987.50	\$0.00	\$0.00	\$25,730.87
Higgins, Barbara	Community School	\$14,630.37	\$0.00	\$0.00	\$0.00	\$14,630.37
Hill, Douglas S	Custodians	\$44,685.60	\$750.00	\$2,456.21	\$200.00	\$48,091.81
Hill, Meghan K	Tutors	\$3,157.23	\$8.11	\$0.00	\$0.00	\$3,165.34
Hill, Owen J	Teacher	\$63,768.24	\$5,815.50	\$0.00	\$0.00	\$69,583.74
Hill, Stephanie M	Substitutes	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00
Hineline, Anna K	Community School	\$2,523.77	\$0.00	\$0.00	\$0.00	\$2,523.77
Hirst-Fahrenholt, Sandra	Substitutes	\$2,660.00	\$0.00	\$0.00	\$0.00	\$2,660.00
Hite, Carolyn J	Teacher	\$68,622.53	\$1,600.00	\$0.00	\$0.00	\$70,222.53
Hoadley II, Michael F	Department Of Public Works	\$4,786.75	\$0.00	\$0.00	\$0.00	\$4,786.75
Hoadley, Michael	Police Special Detail	\$0.00	\$304.00	\$0.00	\$0.00	\$304.00
Hoadley, Michael	Police	\$60,650.08	\$2,203.20	\$15,955.59	\$0.00	\$78,808.87
Hoffman, Janice M	Substitutes	\$140.00	\$0.00	\$0.00	\$0.00	\$140.00
Holland, Susanne	Teacher	\$13,972.09	\$0.00	\$0.00	\$0.00	\$13,972.09
Holmgren, Alan	Substitutes	\$10,813.00	\$1,562.00	\$0.00	\$0.00	\$12,375.00
Holmgren, Alan	Community School	\$1,318.15	\$0.00	\$0.00	\$0.00	\$1,318.15
Hood, Annette	Child Care Center	\$17,461.99	\$0.00	\$0.00	\$0.00	\$17,461.99
Hood, Megan J	Community School	\$3,335.76	\$0.00	\$0.00	\$0.00	\$3,335.76
Hood, Molly	Teacher	\$46,764.69	\$125.00	\$0.00	\$0.00	\$46,889.69
Hoover, Diane E	Teacher	\$73,432.68	\$0.00	\$0.00	\$0.00	\$73,432.68
Horan, Lori L	Teacher	\$65,701.96	\$0.00	\$0.00	\$0.00	\$65,701.96
Horn, Pamela	Educational Support Personnel	\$18,895.22	\$1,073.80	\$0.00	\$0.00	\$19,969.02
Horrihan, Susan	Transportation	\$3,839.03	\$10.58	\$0.00	\$0.00	\$3,849.61
Horton, Janet M	Secretarial	\$41,424.13	\$1,122.60	\$0.00	\$0.00	\$42,546.73
Houde, Jonathan B	Fire	\$66,462.10	\$415.00	\$16,439.32	\$50.00	\$83,366.42
Hough-Gosselin, Mary E	Tutors	\$6,025.00	\$0.00	\$0.00	\$0.00	\$6,025.00
Houlihan, Timothy E	Conservation Comm.	\$43,512.83	\$300.00	\$247.20	\$0.00	\$44,060.03
Howell, Christine C.	Tutors	\$275.00	\$125.00	\$0.00	\$0.00	\$400.00
Howell, Christine Crawley	Teacher	\$29,595.34	\$1,158.75	\$0.00	\$0.00	\$30,754.09
Howell, Peter D	Police Special Detail	\$0.00	\$3,904.00	\$0.00	\$0.00	\$3,904.00
Howell, Peter D	Police	\$87,354.08	\$3,795.00	\$28,633.98	\$0.00	\$119,783.06
Hoxie Jr, Edward W	Substitutes	\$9,902.00	\$2,035.00	\$0.00	\$0.00	\$11,937.00
Huckabee-Stagg, Ariel	Community School	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00
Hudson, Judith A.	Community School	\$1,910.00	\$0.00	\$0.00	\$0.00	\$1,910.00

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Huggins, Paul E	Substitutes	\$280.00	\$0.00	\$0.00	\$0.00	\$280.00
Hughes, Joanna E	Teacher	\$66,354.17	\$3,060.00	\$0.00	\$0.00	\$69,414.17
Hunnewell, Kathryn M.	Teacher	\$67,963.32	\$0.00	\$0.00	\$0.00	\$67,963.32
Hunt, Candace M.	Teacher	\$13,585.50	\$374.00	\$0.00	\$0.00	\$13,959.50
Hunt, Frank Randal	Administration	\$1,500.00	\$0.00	\$0.00	\$0.00	\$1,500.00
Hunt, Yvonne M	Teacher	\$67,684.75	\$195.00	\$0.00	\$0.00	\$67,879.75
Huska, James B	Fire	\$68,205.46	\$2,149.32	\$40,174.37	\$50.00	\$110,579.15
Huska, James B	Fire Special Detail	\$0.00	\$400.00	\$0.00	\$0.00	\$400.00
Huska, Suzanne	Substitutes	\$350.00	\$0.00	\$0.00	\$0.00	\$350.00
Husson, Laura B	Educational Support Personnel	\$12,514.63	\$619.84	\$0.00	\$0.00	\$13,134.47
Iadonisi, Susan Proe	Teacher	\$73,532.68	\$1,600.00	\$0.00	\$0.00	\$75,132.68
Igo, Kelsey G	Community School	\$180.00	\$0.00	\$0.00	\$0.00	\$180.00
Infascelli, Stephen	Substitutes	\$5,568.00	\$11,653.00	\$0.00	\$0.00	\$17,221.00
Israel, Deborah	Community School	\$8,627.50	\$0.00	\$0.00	\$0.00	\$8,627.50
Jackson, Maureen B	Community School	\$42,356.27	\$700.00	\$0.00	\$0.00	\$43,056.27
Jacob, Kyle M	Community School	\$4,208.81	\$0.00	\$0.00	\$0.00	\$4,208.81
Jacob, Nanette P	Educational Support Personnel	\$0.00	\$372.69	\$0.00	\$0.00	\$372.69
Jenkins, Douglas A	Administration	\$52,178.18	\$12,378.51	\$0.00	\$0.00	\$64,556.69
Jenkins, Madlon	Assessors	\$999.96	\$0.00	\$0.00	\$0.00	\$999.96
Jensen, Samuel JP	Engineering Dept	\$67,761.39	\$0.00	\$0.00	\$0.00	\$67,761.39
Jillson, Helenann M	Tutors	\$4,981.25	\$0.00	\$0.00	\$0.00	\$4,981.25
Jodoin, Erin P	Teacher	\$41,172.48	\$3,414.00	\$0.00	\$0.00	\$44,586.48
Johnson Jr, Robert L	Police	\$0.00	\$3,433.24	\$0.00	\$0.00	\$3,433.24
Johnson Jr., John R	Municipal Golf Course	\$70,839.40	\$300.00	\$0.00	\$0.00	\$71,139.40
Johnson, Amanda L	Substitutes	\$140.00	\$0.00	\$0.00	\$0.00	\$140.00
Johnson, Glenn L	Custodians	\$39,285.60	\$925.00	\$1,421.48	\$200.00	\$41,832.08
Johnson, Kathleen M	Library	\$46,783.84	\$375.00	\$0.00	\$0.00	\$47,158.84
Johnson, Lee A	Grist Mill	\$2,016.00	\$0.00	\$0.00	\$0.00	\$2,016.00
Johnson, Mary Ellen	Administration	\$140,492.08	\$0.00	\$0.00	\$0.00	\$140,492.08
Johnson, Rebecca S	Teacher	\$41,172.48	\$1,998.12	\$0.00	\$0.00	\$43,170.60
Jones, Alison D	Educational Support Personnel	\$14,924.21	\$336.70	\$0.00	\$0.00	\$15,260.91
Jones, Troy P	Custodians	\$46,641.16	\$2,036.68	\$1,429.29	\$200.00	\$50,307.13
Jordan, Amy	Community School	\$781.00	\$0.00	\$0.00	\$0.00	\$781.00
Jordan, Brett F	Municipal Golf Course	\$4,446.37	\$3,400.00	\$0.00	\$0.00	\$7,846.37
Jordan, Sarah S	Substitutes	\$12,533.64	\$380.96	\$0.00	\$0.00	\$12,914.60
Joseph, Megan	School Lunch	\$566.64	\$5.63	\$0.00	\$0.00	\$572.27
Josephs, Jodi J.	Child Care Center	\$14,362.36	\$0.00	\$0.00	\$0.00	\$14,362.36
Jurkiewicz, Charles J	Hoxie House	\$2,484.00	\$0.00	\$0.00	\$0.00	\$2,484.00
Kaczmarczyk, Sharon L	Substitutes	\$8,066.00	\$0.00	\$0.00	\$0.00	\$8,066.00
Kane, Timothy J	Police	\$46,730.64	\$0.00	\$9,072.57	\$0.00	\$55,803.21
Kane, Timothy J	Police Special Detail	\$0.00	\$9,181.00	\$0.00	\$0.00	\$9,181.00
Kanis, Mersh L.	Community School	\$300.00	\$0.00	\$0.00	\$0.00	\$300.00
Kanis, Mersh Lubel	Teacher	\$34,273.20	\$960.00	\$0.00	\$0.00	\$35,233.20
Kaufman, Johanna	Teacher	\$67,684.75	\$462.00	\$0.00	\$0.00	\$68,146.75
Keane, Daniel	Fire	\$57,503.38	\$11,034.34	\$25,227.95	\$50.00	\$93,815.67
Keenan, Joseph F.	East Boat Basin	\$11,440.00	\$0.00	\$312.00	\$0.00	\$11,752.00
Keenan, Michael J	East Boat Basin	\$12,064.00	\$0.00	\$156.00	\$0.00	\$12,220.00
Keene, Cheyne	East Boat Basin	\$7,050.00	\$0.00	\$150.00	\$0.00	\$7,200.00
Keene, Evan	East Boat Basin	\$3,090.00	\$0.00	\$0.00	\$0.00	\$3,090.00
Keene, Jason	Police Special Detail	\$760.00	\$10,677.00	\$0.00	\$0.00	\$11,437.00
Keene, Jason M	Police	\$70,692.22	\$0.00	\$19,814.48	\$0.00	\$90,506.70
Keene, Kathleen M	Fire	\$48,397.55	\$475.00	\$10,831.71	\$0.00	\$59,704.26
Kelley, Christine A	Substitutes	\$1,750.00	\$0.00	\$0.00	\$0.00	\$1,750.00
Kelliher, John B	Coaching	\$0.00	\$4,718.00	\$0.00	\$0.00	\$4,718.00
Kelliher, Michael J	Child Care Center	\$3,492.54	\$0.00	\$0.00	\$0.00	\$3,492.54
Kelliher, Susan E	Teacher	\$57,218.07	\$0.00	\$0.00	\$0.00	\$57,218.07
Kelliher, Walter F	Recreation	\$4,495.00	\$0.00	\$0.00	\$0.00	\$4,495.00
Kelly, Liam	Teacher	\$15,976.08	\$187.00	\$0.00	\$0.00	\$16,163.08
Kelly, Mary	Teacher	\$43,248.47	\$1,515.50	\$0.00	\$0.00	\$44,763.97
Kelly, Padraic B	Community School	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00
Kelly, Roisin M	Community School	\$1,466.00	\$0.00	\$0.00	\$0.00	\$1,466.00

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Kennan, John	Administration	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Kennison, Merrill E	Teacher	\$72,762.04	\$2,100.00	\$0.00	\$0.00	\$74,862.04
Kent, David	Substitutes	\$420.00	\$0.00	\$0.00	\$0.00	\$420.00
Kent, John B	Substitutes	\$5,600.00	\$0.00	\$0.00	\$0.00	\$5,600.00
Kepper, Carol Ann	Tutors	\$17,972.50	\$0.00	\$0.00	\$0.00	\$17,972.50
Kern, Susan H.	Teacher	\$24,813.36	\$0.00	\$0.00	\$0.00	\$24,813.36
Kerr, Jonathan	Teacher	\$64,417.45	\$1,600.00	\$0.00	\$0.00	\$66,017.45
Kerwin, Stephen	Teacher	\$67,784.75	\$3,359.00	\$0.00	\$0.00	\$71,143.75
Kessler, Robert A	Teacher	\$67,784.75	\$2,100.00	\$0.00	\$0.00	\$69,884.75
Kesten, Janel	Community School	\$4,720.00	\$0.00	\$0.00	\$0.00	\$4,720.00
Keyes, Thomas	Administration	\$666.64	\$0.00	\$0.00	\$0.00	\$666.64
Kiley, Linda J.	Town Clerk	\$8,812.72	\$0.00	\$0.00	\$0.00	\$8,812.72
Kinchla, Brenda J	Secretarial	\$19,931.06	\$509.00	\$0.00	\$0.00	\$20,440.06
King, Amanda	Substitutes	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00
King, Lise J	Educational Support Personnel	\$10,229.40	\$373.44	\$0.00	\$0.00	\$10,602.84
Kittredge, Jane M	Teacher	\$58,059.01	\$584.00	\$0.00	\$0.00	\$58,643.01
Kittredge, Walter O	Teacher	\$64,317.45	\$84.00	\$0.00	\$0.00	\$64,401.45
Kivi, Wayne	Community School	\$100.00	\$0.00	\$0.00	\$0.00	\$100.00
Klier, Deborah	Teacher	\$43,248.47	\$1,395.50	\$0.00	\$0.00	\$44,643.97
Kling, Frederick	Custodians	\$33,483.60	\$1,463.53	\$1,532.03	\$200.00	\$36,679.16
Klulevsek, Donna	Community School	\$7,181.50	\$0.00	\$0.00	\$0.00	\$7,181.50
Kmiec, Rebecca	Child Care Center	\$3,698.61	\$0.00	\$0.00	\$0.00	\$3,698.61
Knippenberg, Joyce M	Substitutes	\$10,892.00	\$0.00	\$0.00	\$0.00	\$10,892.00
Kondratowicz, Kathleen M	Educational Support Personnel	\$17,089.36	\$1,609.10	\$0.00	\$0.00	\$18,698.46
Konowicz, Robert J	Teacher	\$65,455.23	\$0.00	\$0.00	\$0.00	\$65,455.23
Konowicz, Sara M	Teacher	\$67,784.75	\$2,100.00	\$0.00	\$0.00	\$69,884.75
Kozak, Donna T	Educational Support Personnel	\$18,980.22	\$1,205.32	\$0.00	\$0.00	\$20,185.54
Kucia, Lisa	Teacher	\$59,509.83	\$1,500.00	\$0.00	\$0.00	\$61,009.83
Kuhn, Aihan	Community School	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00
Kuhtmann, Mary G	Child Care Center	\$19,268.77	\$0.00	\$0.00	\$0.00	\$19,268.77
Kuzava, Cathy	Hoxie House	\$1,530.00	\$0.00	\$0.00	\$0.00	\$1,530.00
Kuzava, Charlotte J	Hoxie House	\$6,633.00	\$0.00	\$0.00	\$0.00	\$6,633.00
Lacina, Leah M	Teacher	\$13,933.71	\$0.00	\$0.00	\$0.00	\$13,933.71
Lacroix, Deborah P	Secretarial	\$22,694.80	\$1,397.10	\$0.00	\$0.00	\$24,091.90
Laduke, Evelyn M	Substitutes	\$2,100.00	\$0.00	\$0.00	\$0.00	\$2,100.00
Lafontaine, Debra M	Community School	\$450.00	\$0.00	\$0.00	\$0.00	\$450.00
Lahteine, Drew P	Fire Special Detail	\$0.00	\$152.00	\$0.00	\$0.00	\$152.00
Lahteine, Drew P.	Fire	\$56,402.71	\$2,649.32	\$37,202.51	\$50.00	\$96,304.54
Lally, Mary Anne	Teacher	\$67,963.32	\$0.00	\$0.00	\$0.00	\$67,963.32
Lally, Teresa A	Community School	\$93.60	\$0.00	\$0.00	\$0.00	\$93.60
Lamb, Hannah J	Administration	\$47,562.86	\$1,925.00	\$0.00	\$0.00	\$49,487.86
Lamb, Jessica M	Substitutes	\$840.00	\$0.00	\$0.00	\$0.00	\$840.00
Lamb, Kathleen A	Community School	\$760.00	\$0.00	\$0.00	\$0.00	\$760.00
Lanciano, Monica	Community School	\$673.42	\$0.00	\$0.00	\$0.00	\$673.42
Landesman, Daniel M	Recreation	\$27,300.00	\$0.00	\$0.00	\$0.00	\$27,300.00
Landesman, Julie	Community School	\$1,100.00	\$0.00	\$0.00	\$0.00	\$1,100.00
Landry, Debra Anne	Administration	\$94,610.66	\$2,750.00	\$0.00	\$0.00	\$97,360.66
Lang, Annemarie S	Community School	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Lanning, Tracey	Teacher	\$25,801.70	\$0.00	\$0.00	\$0.00	\$25,801.70
Lapointe, Karen B	Educational Support Personnel	\$10,333.82	\$1,753.86	\$0.00	\$0.00	\$12,087.68
Laporte, Roger M	Community School	\$3,385.00	\$0.00	\$0.00	\$0.00	\$3,385.00
Lapp, Douglas A	Administration	\$92,238.41	\$0.00	\$0.00	\$0.00	\$92,238.41
Lareau, Patrick A	Substitutes	\$280.00	\$0.00	\$0.00	\$0.00	\$280.00
Larocco, Tara	Recreation	\$2,018.26	\$0.00	\$34.50	\$0.00	\$2,052.76
Larocque, Judith	Community School	\$1,089.64	\$0.00	\$0.00	\$0.00	\$1,089.64
Larrivee, Emilie Caitlin	Educational Support Personnel	\$8,635.17	\$0.00	\$0.00	\$0.00	\$8,635.17
Larsen, Edwin M	East Boat Basin	\$10,020.00	\$0.00	\$90.00	\$0.00	\$10,110.00
Lasit, Melinda M	Substitutes	\$770.00	\$0.00	\$0.00	\$0.00	\$770.00
Latimer, Jo Ann E	Library	\$45,675.80	\$0.00	\$0.00	\$0.00	\$45,675.80
Lavelle, Ginger	Substitutes	\$10,850.00	\$0.00	\$0.00	\$0.00	\$10,850.00
Lavers, Michael S	Teacher	\$66,916.37	\$1,789.00	\$0.00	\$0.00	\$68,705.37

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Laverty, Susan J	Library	\$37,865.79	\$494.52	\$0.00	\$0.00	\$38,360.31
Lawrence, Bruce T	Police	\$57,962.88	\$0.00	\$16,703.76	\$0.00	\$74,666.64
Lawrence, Bruce T.	Police Special Detail	\$0.00	\$1,324.00	\$0.00	\$0.00	\$1,324.00
Lawrence, Christine M	Fire	\$50,229.05	\$525.00	\$14,283.71	\$0.00	\$65,037.76
Lawrence, Rebecca H	Library	\$36,668.51	\$375.00	\$0.00	\$0.00	\$37,043.51
Leary, Brian	Fire	\$67,416.94	\$415.00	\$24,117.30	\$50.00	\$91,999.24
Leary, Brian	Fire Special Detail	\$0.00	\$520.00	\$0.00	\$0.00	\$520.00
Leary, Patricia	Teacher	\$68,522.53	\$1,850.00	\$0.00	\$0.00	\$70,372.53
Leather, Jean	Substitutes	\$280.00	\$0.00	\$0.00	\$0.00	\$280.00
Leavey, Susan A	Tutors	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00
Leeman, Stephanie J	Community School	\$1,762.52	\$0.00	\$0.00	\$0.00	\$1,762.52
Lefavre, Mary	Community School	\$58.00	\$0.00	\$0.00	\$0.00	\$58.00
Lefavor, Jennifer	Substitutes	\$2,815.00	\$0.00	\$0.00	\$0.00	\$2,815.00
Legacy Sr, David B	Police	\$56,755.32	\$0.00	\$8,780.66	\$0.00	\$65,535.98
Legacy Sr, David B	Police Special Detail	\$0.00	\$320.00	\$0.00	\$0.00	\$320.00
Lehane, James J	Community School	\$95,475.14	\$0.00	\$0.00	\$0.00	\$95,475.14
Lehane, Michael	Teacher	\$64,417.45	\$2,100.00	\$0.00	\$0.00	\$66,517.45
Lemay, Catherine J	Teacher	\$68,067.89	\$1,600.00	\$0.00	\$0.00	\$69,667.89
Lemire, Katherine E	Tutors	\$6,837.50	\$0.00	\$0.00	\$0.00	\$6,837.50
Lenk, Holly J	School Lunch	\$20,600.89	\$1,295.20	\$0.00	\$0.00	\$21,896.09
Leonard, Janice	Coaching	\$0.00	\$195.00	\$0.00	\$0.00	\$195.00
Lewis, Hunter G	Municipal Golf Course	\$4,023.90	\$0.00	\$0.00	\$0.00	\$4,023.90
Lewis, Karen Lee	Teacher	\$48,208.96	\$7,350.00	\$0.00	\$0.00	\$55,558.96
Lewis, Virginia E	Hoxie House	\$72.00	\$0.00	\$0.00	\$0.00	\$72.00
Lifrieri, John Jr.	Department Of Public Works	\$37,127.54	\$1,706.18	\$425.15	\$0.00	\$39,258.87
Liimatainen, Linda	School Lunch	\$15,243.25	\$757.39	\$0.00	\$0.00	\$16,000.64
Lima, Courtney	Substitutes	\$280.00	\$0.00	\$0.00	\$0.00	\$280.00
Lima, Courtney M	Community School	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00
Lima, Kathleen A	Educational Support Personnel	\$18,977.81	\$7,097.17	\$0.00	\$0.00	\$26,074.98
Lima, Sheila J	Administration	\$91,681.74	\$2,750.00	\$0.00	\$0.00	\$94,431.74
Lima, Troy M	East Boat Basin	\$38,069.28	\$300.00	\$1,563.77	\$0.00	\$39,933.05
Lindholm, Susan R	Secretarial	\$41,031.27	\$4,537.00	\$0.00	\$0.00	\$45,568.27
Linehan, Gary D	Teacher	\$56,645.84	\$881.00	\$0.00	\$0.00	\$57,526.84
Linehan, Jessica	Teacher	\$625.21	\$0.00	\$0.00	\$0.00	\$625.21
Linkkila, Jenny R	Teacher	\$57,840.61	\$3,000.00	\$0.00	\$0.00	\$60,840.61
Linton, Susan E	Teacher	\$63,468.24	\$84.00	\$0.00	\$0.00	\$63,552.24
Lipsett, Lloyd W	East Boat Basin	\$17,862.00	\$0.00	\$292.50	\$0.00	\$18,154.50
Little, Michael	Public Facilities	\$18,354.86	\$300.00	\$0.00	\$0.00	\$18,654.86
Lizotte, Richard A	Fire	\$70,420.31	\$645.00	\$19,170.73	\$50.00	\$90,286.04
Lizotte, Richard A	Fire Special Detail	\$0.00	\$160.00	\$0.00	\$0.00	\$160.00
Lods, Lisa M	Educational Support Personnel	\$5,130.64	\$316.25	\$0.00	\$0.00	\$5,446.89
Lohr, Colette	Community School	\$1,011.00	\$0.00	\$0.00	\$0.00	\$1,011.00
Lohr, Collette	Coaching	\$0.00	\$1,388.00	\$0.00	\$0.00	\$1,388.00
Long, Christian J	East Boat Basin	\$5,967.50	\$0.00	\$0.00	\$0.00	\$5,967.50
Longhitano, Joseph	Custodians	\$1,389.60	\$0.00	\$0.00	\$0.00	\$1,389.60
Longhitano, Monique D	School Lunch	\$2,900.35	\$59.03	\$0.00	\$0.00	\$2,959.38
Loonan, Kelley	Child Care Center	\$1,933.86	\$0.00	\$0.00	\$0.00	\$1,933.86
Looney, Nancy	School Lunch	\$27,173.00	\$200.00	\$0.00	\$0.00	\$27,373.00
Loring, Jacqueline	Community School	\$2,045.00	\$0.00	\$0.00	\$0.00	\$2,045.00
Lorino, Maureen	Substitutes	\$770.00	\$0.00	\$0.00	\$0.00	\$770.00
Lornell, Eric	Teacher	\$72,762.04	\$4,239.50	\$0.00	\$0.00	\$77,001.54
Losordo, Suzanne E	Substitutes	\$3,570.00	\$0.00	\$0.00	\$0.00	\$3,570.00
Loud, Douglas	Maintenance Supervisors	\$52,327.37	\$2,332.16	\$4,390.93	\$350.00	\$59,400.46
Loud, Shannon	Substitutes	\$210.00	\$0.00	\$0.00	\$0.00	\$210.00
Lovell, Catherine E	Community School	\$9,066.85	\$0.00	\$0.00	\$0.00	\$9,066.85
Lowry, Markus Harald	Custodians	\$41,337.60	\$1,682.11	\$478.46	\$200.00	\$43,698.17
Luchansky, Kevin P	Community School	\$798.00	\$0.00	\$0.00	\$0.00	\$798.00
Luette, William O	Teacher	\$70,284.39	\$6,932.00	\$0.00	\$0.00	\$77,216.39
Lundquist, Susan M	Town Clerk	\$38,196.42	\$375.00	\$0.00	\$0.00	\$38,571.42
Lupien, Lucille E.	School Lunch	\$11,680.46	\$906.95	\$0.00	\$0.00	\$12,587.41
Lupone-stonis, Susan	Teacher	\$61,468.82	\$1,500.00	\$0.00	\$0.00	\$62,968.82

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Lynch, Debra A	Teacher	\$19,457.68	\$959.19	\$0.00	\$0.00	\$20,416.87
Lynch, Debra A	Tutors	\$1,070.00	\$120.00	\$0.00	\$0.00	\$1,190.00
Lynch, Kathleen M	Educational Support Personnel	\$18,009.48	\$380.96	\$0.00	\$0.00	\$18,390.44
Lynch-Summersall, Sara	Child Care Center	\$42,760.60	\$1,398.00	\$40.14	\$0.00	\$44,198.74
Lyons, James	Municipal Golf Course	\$7,821.00	\$0.00	\$0.00	\$0.00	\$7,821.00
Lyons, Kerin E	Substitutes	\$2,870.00	\$0.00	\$0.00	\$0.00	\$2,870.00
Lyons, Lenore P	Teacher	\$64,586.94	\$0.00	\$0.00	\$0.00	\$64,586.94
Lyver, Michele Marie	Teacher	\$60,348.29	\$828.00	\$0.00	\$0.00	\$61,176.29
MacDonald, Cindy L	Educational Support Personnel	\$7,937.03	\$2,025.47	\$0.00	\$0.00	\$9,962.50
MacDonald, Debora L	Educational Support Personnel	\$10,725.77	\$656.00	\$0.00	\$0.00	\$11,381.77
MacDonald, Eugenia	Teacher	\$29,396.70	\$0.00	\$0.00	\$0.00	\$29,396.70
MacDonald, Jeffrey P	Department Of Public Works	\$41,860.41	\$9,936.42	\$575.30	\$0.00	\$52,372.13
MacDonald, Maryellen	Teacher	\$64,417.45	\$2,100.00	\$0.00	\$0.00	\$66,517.45
Macedo, Karen	Fire Special Detail	\$0.00	\$360.00	\$0.00	\$0.00	\$360.00
Macedo, Karen A	Fire	\$59,745.08	\$415.00	\$7,109.80	\$50.00	\$67,319.88
MacFarland, Catherine	Teacher	\$3,877.75	\$0.00	\$0.00	\$0.00	\$3,877.75
Machado Jr., Lawrence	Fire Special Detail	\$0.00	\$540.00	\$0.00	\$0.00	\$540.00
Machado Jr., Lawrence	Fire	\$56,079.26	\$1,027.24	\$13,879.68	\$50.00	\$71,036.18
Machnik, Lauren T	Teacher	\$41,172.48	\$0.00	\$0.00	\$0.00	\$41,172.48
Machon, Alice M	Teacher	\$32,008.82	\$4,350.00	\$0.00	\$0.00	\$36,358.82
Machon, George W	Teacher	\$63,568.24	\$7,039.00	\$0.00	\$0.00	\$70,607.24
Maciel, Joseph	Fire	\$51,138.94	\$8,739.16	\$10,597.63	\$50.00	\$70,525.73
Maciel, Susan D	Teacher	\$48,052.00	\$0.00	\$0.00	\$0.00	\$48,052.00
MacKeil Jr., Louis M.	Community School	\$836.26	\$0.00	\$0.00	\$0.00	\$836.26
Mackiewicz, Peter M	Coaching	\$0.00	\$4,558.00	\$0.00	\$0.00	\$4,558.00
MacLean, Barbara	Tutors	\$1,680.00	\$0.00	\$0.00	\$0.00	\$1,680.00
MacLeod, Meagan	Child Care Center	\$449.28	\$0.00	\$0.00	\$0.00	\$449.28
MacPherson, Marian	Teacher	\$64,205.60	\$0.00	\$0.00	\$0.00	\$64,205.60
Madden, Jennifer	Community School	\$300.00	\$0.00	\$0.00	\$0.00	\$300.00
Magyar, Manx T.	Recreation	\$738.00	\$0.00	\$0.00	\$0.00	\$738.00
Mahoney, Katie	Recreation	\$2,799.76	\$0.00	\$0.00	\$0.00	\$2,799.76
Maier, Michael	Custodians	\$41,242.61	\$856.44	\$599.27	\$200.00	\$42,898.32
Maier, Richard	Community School	\$2,872.00	\$0.00	\$0.00	\$0.00	\$2,872.00
Maki, Shauna Anne	Educational Support Personnel	\$6,131.35	\$0.00	\$0.00	\$0.00	\$6,131.35
Malatesta, Richard J	Department Of Public Works	\$43,138.51	\$3,518.21	\$1,369.03	\$0.00	\$48,025.75
Malcolm, David	Municipal Golf Course	\$5,316.88	\$0.00	\$0.00	\$0.00	\$5,316.88
Malcolmson, David Mark	Police Special Detail	\$0.00	\$20,038.00	\$0.00	\$0.00	\$20,038.00
Malcolmson, David Mark	Police	\$58,672.00	\$0.00	\$37,050.47	\$0.00	\$95,722.47
Malcolmson, Lisa	Fire	\$50,266.56	\$375.00	\$103.73	\$0.00	\$50,745.29
Manganella, Eileen G	Teacher	\$45,540.50	\$0.00	\$0.00	\$0.00	\$45,540.50
Manley, Brenda J	East Boat Basin	\$42,761.04	\$475.00	\$0.00	\$0.00	\$43,236.04
Mann, Peter A	Teacher	\$68,522.53	\$0.00	\$0.00	\$0.00	\$68,522.53
Manning, Allison	Community School	\$9,332.09	\$0.00	\$0.00	\$0.00	\$9,332.09
Manning, Catherine J	Community School	\$2,364.62	\$0.00	\$0.00	\$0.00	\$2,364.62
Manning, Diana Lee	Community School	\$720.00	\$0.00	\$0.00	\$0.00	\$720.00
Mantenfel, Daniel	Community School	\$329.50	\$0.00	\$0.00	\$0.00	\$329.50
Mantenfel, Ellen M	Teacher	\$73,532.68	\$3,100.00	\$0.00	\$0.00	\$76,632.68
Manville, Alyson B	Teacher	\$31,645.62	\$0.00	\$0.00	\$0.00	\$31,645.62
Mark, Arlene	Substitutes	\$7,795.69	\$0.00	\$0.00	\$0.00	\$7,795.69
Mark, Nicole J	Teacher	\$25,925.30	\$0.00	\$0.00	\$0.00	\$25,925.30
Marshall, Heather N	East Boat Basin	\$4,180.00	\$0.00	\$0.00	\$0.00	\$4,180.00
Martin, Debra Jane	Teacher	\$60,852.99	\$0.00	\$0.00	\$0.00	\$60,852.99
Martin, Lucas	Community School	\$686.50	\$0.00	\$0.00	\$0.00	\$686.50
Martin, Marie	School Lunch	\$3,898.31	\$40.50	\$0.00	\$0.00	\$3,938.81
Martin, Martha M	Teacher	\$67,684.75	\$1,189.00	\$0.00	\$0.00	\$68,873.75
Mason, Bruce	Grist Mill	\$2,160.00	\$0.00	\$0.00	\$0.00	\$2,160.00
Mason, David B	Board Of Health	\$72,133.58	\$375.00	\$0.00	\$0.00	\$72,508.58
Masse, Stefan	Department Of Public Works	\$59,404.22	\$6,211.03	\$843.93	\$0.00	\$66,459.18
Mattson, Kristin	Tutors	\$1,640.00	\$0.00	\$0.00	\$0.00	\$1,640.00
Maybury, Karol	Community School	\$765.00	\$0.00	\$0.00	\$0.00	\$765.00
Mayen, Craig F	Treasurer	\$67,466.08	\$0.00	\$0.00	\$0.00	\$67,466.08

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Mazar, Ryan	Community School	\$2,075.41	\$0.00	\$0.00	\$0.00	\$2,075.41
Mazzucchi, Susan L	Transportation	\$242.38	\$0.00	\$0.00	\$0.00	\$242.38
McAdams, Kathryn Mary	Teacher	\$59,190.00	\$0.00	\$0.00	\$0.00	\$59,190.00
McCabe, Linda M	Child Care Center	\$34,413.23	\$0.00	\$147.20	\$0.00	\$34,560.43
McCaffrey, Paul	Municipal Golf Course	\$4,002.03	\$0.00	\$0.00	\$0.00	\$4,002.03
McCarron, Mary Fran	Secretarial	\$41,031.27	\$850.00	\$0.00	\$0.00	\$41,881.27
McCarthy, Karen Hosmer	Child Care Center	\$54,189.33	\$1,398.00	\$72.80	\$0.00	\$55,660.13
McCarthy, Leo F	Municipal Golf Course	\$1,252.72	\$0.00	\$0.00	\$0.00	\$1,252.72
McCarty, Joan A	Community School	\$1,792.00	\$0.00	\$0.00	\$0.00	\$1,792.00
McCluskey, Willard E	Library	\$5,308.60	\$0.00	\$0.00	\$0.00	\$5,308.60
McCluskey, Willard E.	Community School	\$4,688.30	\$0.00	\$0.00	\$0.00	\$4,688.30
McDermott, Christopher P	Police	\$84,570.88	\$0.00	\$29,198.62	\$0.00	\$113,769.50
McDermott, Christopher P	Police Special Detail	\$0.00	\$1,742.00	\$0.00	\$0.00	\$1,742.00
McDonald, Susan E	Teacher	\$67,784.75	\$2,145.00	\$0.00	\$0.00	\$69,929.75
McElhinney, Virginia M	Substitutes	\$560.00	\$0.00	\$0.00	\$0.00	\$560.00
McGinnis, Lois	Substitutes	\$3,640.00	\$0.00	\$0.00	\$0.00	\$3,640.00
McGrath, Karen	Teacher	\$67,240.93	\$539.00	\$0.00	\$0.00	\$67,779.93
McGuire, Amy	Educational Support Personnel	\$18,524.46	\$559.48	\$0.00	\$0.00	\$19,083.94
McGuire, Maryjane	Educational Support Personnel	\$18,608.06	\$656.00	\$0.00	\$0.00	\$19,264.06
McKay, E Bartlett	Police Special Detail	\$0.00	\$8,035.00	\$0.00	\$0.00	\$8,035.00
McKee, Victoria A	Community School	\$3,275.63	\$0.00	\$0.00	\$0.00	\$3,275.63
McKenna, Brian	Municipal Golf Course	\$3,478.24	\$0.00	\$0.00	\$0.00	\$3,478.24
McKiernan, Diane S	Community School	\$913.50	\$0.00	\$0.00	\$0.00	\$913.50
McKinnis, John T	Substitutes	\$3,570.00	\$0.00	\$0.00	\$0.00	\$3,570.00
McLaughlin, Zachary J	Teacher	\$54,646.96	\$841.75	\$0.00	\$0.00	\$55,488.71
McLoughlin, Justine	Teacher	\$71,991.91	\$2,825.00	\$0.00	\$0.00	\$74,816.91
McMahon, Laura P	Educational Support Personnel	\$2,221.59	\$108.98	\$0.00	\$0.00	\$2,330.57
McMahon, Timothy Q.	Fire	\$74,013.55	\$760.00	\$41,298.06	\$50.00	\$116,121.61
McNabb, Gail	Teacher	\$64,417.45	\$1,600.00	\$0.00	\$0.00	\$66,017.45
McNaught, Cynthia Y	Community School	\$2,131.59	\$0.00	\$0.00	\$0.00	\$2,131.59
McNeil, Lisa	Community School	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00
McNeil, Nicole	Educational Support Personnel	\$10,229.40	\$369.43	\$0.00	\$0.00	\$10,598.83
McNeill Jr, Michael	Teacher	\$50,625.22	\$10,775.00	\$0.00	\$0.00	\$61,400.22
McPherson, Sarah	Teacher	\$40,329.88	\$3,676.13	\$0.00	\$0.00	\$44,006.01
McSweeney, Elaine	Community School	\$105.00	\$0.00	\$0.00	\$0.00	\$105.00
McSweeney, Sharon A	Teacher	\$412.00	\$0.00	\$0.00	\$0.00	\$412.00
Meara, Mekissa	Teacher	\$41,172.48	\$3,525.00	\$0.00	\$0.00	\$44,697.48
Meeker, Mary	Council On Aging	\$954.00	\$0.00	\$0.00	\$0.00	\$954.00
Mehl, Martina	Child Care Center	\$210.00	\$0.00	\$0.00	\$0.00	\$210.00
Meissner, Lisa	Substitutes	\$5,166.61	\$0.00	\$0.00	\$0.00	\$5,166.61
Melanson, Debra	Secretarial	\$41,031.27	\$750.00	\$0.00	\$0.00	\$41,781.27
Melia, Matthew J	Community School	\$1,104.50	\$0.00	\$0.00	\$0.00	\$1,104.50
Melillo, Anna	Substitutes	\$7,370.98	\$109.28	\$0.00	\$0.00	\$7,480.26
Melillo, Lauren P	Tutors	\$23,881.00	\$0.00	\$0.00	\$0.00	\$23,881.00
Mell, Ann	Transportation	\$5,373.81	\$0.00	\$0.00	\$0.00	\$5,373.81
Merriam, C Ronald	Department Of Public Works	\$8,774.00	\$0.00	\$0.00	\$0.00	\$8,774.00
Meyer, Darren M	Board Of Health	\$45,346.52	\$300.00	\$0.00	\$0.00	\$45,646.52
Meyer, Deborah A	Educational Support Personnel	\$18,009.48	\$380.96	\$0.00	\$0.00	\$18,390.44
Mignone, Richard A	Community School	\$709.18	\$0.00	\$0.00	\$0.00	\$709.18
Miller, Michael J	Police	\$113,120.10	\$525.00	\$0.00	\$0.00	\$113,645.10
Miller, Michael P	Substitutes	\$13,525.00	\$2,228.00	\$0.00	\$0.00	\$15,753.00
Miller, Olivia	Community School	\$800.00	\$0.00	\$0.00	\$0.00	\$800.00
Miller, Sean M	Fire	\$61,575.35	\$530.00	\$19,661.67	\$50.00	\$81,817.02
Mills, David	Teacher	\$43,248.47	\$14,835.00	\$0.00	\$0.00	\$58,083.47
Mondello Jr, Salvatore	Substitutes	\$630.00	\$0.00	\$0.00	\$0.00	\$630.00
Moniz, Gayle B	Council On Aging	\$38,188.41	\$0.00	\$0.00	\$0.00	\$38,188.41
Montgomery, Elise	Teacher	\$58,059.01	\$0.00	\$0.00	\$0.00	\$58,059.01
Mooney, Lauren M	Community School	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00
Moore, Linda C	Educational Support Personnel	\$18,082.26	\$953.63	\$0.00	\$0.00	\$19,035.89
Moore, Sarah	Community School	\$2,318.20	\$0.00	\$0.00	\$0.00	\$2,318.20
Moran, Mark R	Bldg/Gas/Plmb/Insp., Wire Insp.	\$2,662.17	\$0.00	\$0.00	\$0.00	\$2,662.17

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Morgan, Lynne Ann	Teacher	\$67,684.75	\$0.00	\$0.00	\$0.00	\$67,684.75
Morris, Debra	Teacher	\$52,630.27	\$907.00	\$0.00	\$0.00	\$53,537.27
Morris, Donna L	Teacher	\$64,417.45	\$3,100.00	\$0.00	\$0.00	\$67,517.45
Morrison, Lawrence	Teacher	\$64,417.45	\$2,100.00	\$0.00	\$0.00	\$66,517.45
Morrison, Michael T.	Community School	\$1,460.00	\$0.00	\$0.00	\$0.00	\$1,460.00
Morrison, Patricia A	Secretarial	\$21,556.49	\$1,518.14	\$0.00	\$0.00	\$23,074.63
Morrissey, Melissa	Community School	\$144.00	\$0.00	\$0.00	\$0.00	\$144.00
Morrissey, Stacy	Community School	\$72.00	\$0.00	\$0.00	\$0.00	\$72.00
Morrow, Eugene H	Police	\$11,031.30	\$450.00	\$0.00	\$0.00	\$11,481.30
Mortenson, Kathleen E	Grist Mill	\$756.00	\$0.00	\$0.00	\$0.00	\$756.00
Mosca, Jamielyn	Teacher	\$17,191.76	\$0.00	\$0.00	\$0.00	\$17,191.76
Moscatiello, Christine M	Public Health Nurse	\$1,761.19	\$0.00	\$0.00	\$0.00	\$1,761.19
Mott, Felicia J	Community School	\$41,973.21	\$700.00	\$384.85	\$0.00	\$43,058.06
Moynahan, Mary Alice	Teacher	\$19,626.54	\$457.14	\$0.00	\$0.00	\$20,083.68
Mulkeen, John D	Teacher	\$71,991.91	\$3,747.00	\$0.00	\$0.00	\$75,738.91
Mullin, Mary K	Substitutes	\$4,900.00	\$0.00	\$0.00	\$0.00	\$4,900.00
Mulroy, Sean J	Department Of Public Works	\$51,156.12	\$3,832.09	\$154.11	\$0.00	\$55,142.32
Murphy, Anne B	Substitutes	\$2,030.00	\$0.00	\$0.00	\$0.00	\$2,030.00
Murphy, Jennifer	Library	\$801.22	\$0.00	\$0.00	\$0.00	\$801.22
Murphy, Karen	Community School	\$2,320.00	\$0.00	\$0.00	\$0.00	\$2,320.00
Murphy, Kathleen B	Child Care Center	\$23,505.07	\$0.00	\$0.00	\$0.00	\$23,505.07
Murphy, Max	Community School	\$3,814.50	\$0.00	\$0.00	\$0.00	\$3,814.50
Murphy, Sean	Community School	\$2,250.00	\$0.00	\$0.00	\$0.00	\$2,250.00
Murphy, Terence P	Police Special Detail	\$0.00	\$11,234.00	\$0.00	\$0.00	\$11,234.00
Murphy, Terence P	Police	\$86,477.28	\$0.00	\$35,790.72	\$0.00	\$122,268.00
Murray, Helen W	Educational Support Personnel	\$18,009.48	\$380.96	\$0.00	\$0.00	\$18,390.44
Murray, Kevin	Department Of Public Works	\$12,607.51	\$0.00	\$7.69	\$0.00	\$12,615.20
Murray, Sarah	Teacher	\$55,470.26	\$792.50	\$0.00	\$0.00	\$56,262.76
Murray-Batt, Stephanie	Community School	\$3,049.99	\$0.00	\$0.00	\$0.00	\$3,049.99
Myers, Marilyn	Elections & Reg.	\$1,420.00	\$0.00	\$0.00	\$0.00	\$1,420.00
Myrick, Mary	Substitutes	\$140.00	\$0.00	\$0.00	\$0.00	\$140.00
Names, Nancy	Teacher	\$73,532.68	\$2,100.00	\$0.00	\$0.00	\$75,632.68
Naples, Kathleen P	Community School	\$1,775.00	\$0.00	\$0.00	\$0.00	\$1,775.00
Neill, David A	Teacher	\$52,630.27	\$8,135.00	\$0.00	\$0.00	\$60,765.27
Nelson, Alison R	Teacher	\$50,083.00	\$84.00	\$0.00	\$0.00	\$50,167.00
Nelson, Jeanne Marie	Teacher	\$46,447.19	\$0.00	\$0.00	\$0.00	\$46,447.19
Neville, William A.	Department Of Public Works	\$42,831.16	\$3,260.87	\$533.31	\$0.00	\$46,625.34
Newell, Brenda J	Secretarial	\$41,031.27	\$0.00	\$0.00	\$0.00	\$41,031.27
Newell, Janice M	Teacher	\$37,169.96	\$0.00	\$0.00	\$0.00	\$37,169.96
Newman, Sarah	Teacher	\$48,052.00	\$0.00	\$0.00	\$0.00	\$48,052.00
Newton, Gilbert D	Teacher	\$73,532.68	\$3,234.50	\$0.00	\$0.00	\$76,767.18
Nichol, Margaret	Teacher	\$72,762.04	\$2,120.00	\$0.00	\$0.00	\$74,882.04
Nickerson, Dianne L	Conservation Comm.	\$23,652.93	\$1,526.06	\$0.00	\$0.00	\$25,178.99
Noble, Anna	Teacher	\$41,173.48	\$798.00	\$0.00	\$0.00	\$41,971.48
Noonan, Danielle	Community School	\$546.00	\$0.00	\$0.00	\$0.00	\$546.00
Nordman, Betsy	Tutors	\$12,197.50	\$0.00	\$0.00	\$0.00	\$12,197.50
Norton, Catherine A	School Lunch	\$7,285.65	\$446.61	\$0.00	\$0.00	\$7,732.26
Norton, Elaine	School Lunch	\$1,121.76	\$0.00	\$0.00	\$0.00	\$1,121.76
Norton, Jane F.	Community School	\$5,145.95	\$0.00	\$0.00	\$0.00	\$5,145.95
Norton, Kathleen	Teacher	\$66,071.03	\$3,200.00	\$0.00	\$0.00	\$69,271.03
Novero, Elena M	Teacher	\$63,666.59	\$11,262.35	\$0.00	\$0.00	\$74,928.94
Novero, Elena M	Community School	\$1,505.00	\$0.00	\$0.00	\$0.00	\$1,505.00
Nurse, Michael	Police Special Detail	\$0.00	\$304.00	\$0.00	\$0.00	\$304.00
Nurse, Michael J.	Police	\$83,141.60	\$0.00	\$33,816.44	\$0.00	\$116,958.04
Nurse, Toni S	Recreation	\$3,013.01	\$0.00	\$0.00	\$0.00	\$3,013.01
O'Brien, Deborah S.	Teacher	\$73,532.68	\$2,430.00	\$0.00	\$0.00	\$75,962.68
O'Brien, Katelynn	Community School	\$335.02	\$0.00	\$0.00	\$0.00	\$335.02
O'Brien, Matthew J	Police	\$65,970.48	\$0.00	\$30,707.00	\$0.00	\$96,677.48
O'Brien, Matthew J	Police Special Detail	\$0.00	\$6,095.00	\$0.00	\$0.00	\$6,095.00
O'Brien, Michael	Community School	\$5,138.00	\$0.00	\$0.00	\$0.00	\$5,138.00
O'Brien, Michael	Teacher	\$67,784.75	\$13,866.00	\$0.00	\$0.00	\$81,650.75

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
O'Connell, Daniel J	Police Special Detail	\$0.00	\$23,846.00	\$0.00	\$0.00	\$23,846.00
O'Connell, Daniel J	Police	\$78,023.36	\$0.00	\$34,027.52	\$0.00	\$112,050.88
O'Connor, James R	Community School	\$1,960.00	\$0.00	\$0.00	\$0.00	\$1,960.00
O'Connor, Lisa A	Community School	\$14,516.65	\$0.00	\$0.00	\$0.00	\$14,516.65
O'Donnell, Maureen D	Teacher	\$67,684.75	\$0.00	\$0.00	\$0.00	\$67,684.75
O'Gara, Christine Marie	Educational Support Personnel	\$18,009.48	\$380.96	\$0.00	\$0.00	\$18,390.44
O'Leary, Timothy	Child Care Center	\$3,238.29	\$0.00	\$0.00	\$0.00	\$3,238.29
O'Neil, Shawn	Police	\$71,616.48	\$0.00	\$23,901.18	\$0.00	\$95,517.66
O'Neil, Shawn	Police Special Detail	\$0.00	\$14,639.00	\$0.00	\$0.00	\$14,639.00
O'Neill, Cynthia	Community School	\$1,150.00	\$0.00	\$0.00	\$0.00	\$1,150.00
O'Neill, Phyllis M	Accounting	\$39,955.02	\$375.00	\$0.00	\$0.00	\$40,330.02
O'Neill, Robert	Community School	\$1,786.00	\$0.00	\$0.00	\$0.00	\$1,786.00
Oakes, Betsy	Educational Support Personnel	\$7,248.55	\$146.83	\$0.00	\$0.00	\$7,395.38
Oliver, Duncan B	Community School	\$216.00	\$0.00	\$0.00	\$0.00	\$216.00
Ouellette, Pamela J	Educational Support Personnel	\$18,980.22	\$1,118.32	\$0.00	\$0.00	\$20,098.54
Owen, Suellyn	School Lunch	\$15,082.13	\$986.97	\$0.00	\$0.00	\$16,069.10
Pabedinkas, Andrius L	Community School	\$425.00	\$0.00	\$0.00	\$0.00	\$425.00
Pacheco, Taylor L	Community School	\$1,839.05	\$0.00	\$0.00	\$0.00	\$1,839.05
Page, Jessica B	Child Care Center	\$449.28	\$0.00	\$0.00	\$0.00	\$449.28
Palmatier, Elizabeth A	Community School	\$1,671.17	\$0.00	\$0.00	\$0.00	\$1,671.17
Palmer, Beth AF	Substitutes	\$14,733.30	\$279.84	\$0.00	\$0.00	\$15,013.14
Palombo, Giulia	Community School	\$283.50	\$0.00	\$0.00	\$0.00	\$283.50
Palombo, Teresa A	Educational Support Personnel	\$18,009.48	\$380.96	\$0.00	\$0.00	\$18,390.44
Paltrineri, Linda	Teacher	\$73,532.68	\$5,018.75	\$0.00	\$0.00	\$78,551.43
Pannorfi, Frank	Administration	\$1,500.00	\$0.00	\$0.00	\$0.00	\$1,500.00
Pare, Mary L	Community School	\$6,375.00	\$0.00	\$0.00	\$0.00	\$6,375.00
Pare, Michelle	Community School	\$120.00	\$0.00	\$0.00	\$0.00	\$120.00
Paris, Edward M	Teacher	\$64,417.45	\$2,100.00	\$0.00	\$0.00	\$66,517.45
Parisi, Douglas P	Child Care Center	\$918.09	\$0.00	\$0.00	\$0.00	\$918.09
Parker, Daniel D	Department Of Public Works	\$9,396.00	\$0.00	\$148.50	\$0.00	\$9,544.50
Parker, Diana L	Teacher	\$64,417.45	\$1,690.00	\$0.00	\$0.00	\$66,107.45
Parker, John Michael	Teacher	\$64,317.45	\$6,186.00	\$0.00	\$0.00	\$70,503.45
Parma, Michael J	Maintenance Supervisors	\$26,344.56	\$20,954.03	\$1,817.98	\$350.00	\$49,466.57
Parsons, Stuart W	Library	\$48,236.30	\$375.00	\$0.00	\$0.00	\$48,611.30
Patellos, Deborah A	Tutors	\$480.00	\$0.00	\$0.00	\$0.00	\$480.00
Patton, William R	Police Special Detail	\$0.00	\$320.00	\$0.00	\$0.00	\$320.00
Patton, William R	Police	\$50,799.04	\$0.00	\$17,112.61	\$0.00	\$67,911.65
Paxton, Donald G	Municipal Golf Course	\$4,197.66	\$0.00	\$0.00	\$0.00	\$4,197.66
Pearl, Nancy G	School Lunch	\$3,480.62	\$54.98	\$0.00	\$0.00	\$3,535.60
Pearsall, Brent F	Teacher	\$63,722.24	\$12,201.00	\$0.00	\$0.00	\$75,923.24
Pearsall, David A	Municipal Golf Course	\$6,537.36	\$0.00	\$0.00	\$0.00	\$6,537.36
Pearsall, Linda M	Teacher	\$64,417.45	\$2,100.00	\$0.00	\$0.00	\$66,517.45
Pearson, Pamela A	School Lunch	\$7,239.23	\$96.12	\$0.00	\$0.00	\$7,335.35
Pells, Stanley	Custodians	\$41,337.60	\$3,304.78	\$2,398.36	\$200.00	\$47,240.74
Perdigao, Suzanne E	Teacher	\$64,317.45	\$2,400.00	\$0.00	\$0.00	\$66,717.45
Perin, Heather M	Community School	\$2,020.00	\$0.00	\$0.00	\$0.00	\$2,020.00
Perkins, Daniel	Police	\$8,336.00	\$0.00	\$0.00	\$0.00	\$8,336.00
Perrin Jr., HENry W	Administration	\$99,915.66	\$1,500.00	\$0.00	\$0.00	\$101,415.66
Perry, Bonnie A	Community School	\$1,450.00	\$0.00	\$0.00	\$0.00	\$1,450.00
Perry, Carolyn P	Secretarial	\$34,052.55	\$0.00	\$0.00	\$0.00	\$34,052.55
Perry, Christopher L	Municipal Golf Course	\$6,906.99	\$0.00	\$140.34	\$0.00	\$7,047.33
Perry, Kelly	Educational Support Personnel	\$2,445.67	\$190.11	\$0.00	\$0.00	\$2,635.78
Peterson, Carol Ann	Tax Collector	\$46,721.68	\$550.00	\$0.00	\$0.00	\$47,271.68
Petipas, Catherine E	Teacher	\$43,718.65	\$0.00	\$0.00	\$0.00	\$43,718.65
Petit, James	Custodians	\$35,911.20	\$944.70	\$499.20	\$200.00	\$37,555.10
Philie, Alexandra D	Community School	\$630.00	\$0.00	\$0.00	\$0.00	\$630.00
Philie, Andrew G	Community School	\$1,053.00	\$0.00	\$0.00	\$0.00	\$1,053.00
Philie, Michelle A	Community School	\$1,736.00	\$0.00	\$0.00	\$0.00	\$1,736.00
Philie, Pauline C	Community School	\$8,350.00	\$0.00	\$0.00	\$0.00	\$8,350.00
Phillips, Anne B	School Lunch	\$518.18	\$11.70	\$0.00	\$0.00	\$529.88
Philpott, Kathleen M	Teacher	\$33,522.84	\$0.00	\$0.00	\$0.00	\$33,522.84

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Phinney, Lynne	Tutors	\$662.50	\$0.00	\$0.00	\$0.00	\$662.50
Pierce, Wendy	Community School	\$3,762.73	\$0.00	\$0.00	\$0.00	\$3,762.73
Pihl, Benjamin G	Conservation Comm.	\$880.00	\$0.00	\$0.00	\$0.00	\$880.00
Pike, Susan E	Teacher	\$57,218.07	\$0.00	\$0.00	\$0.00	\$57,218.07
Pilkington, John	East Boat Basin	\$11,088.00	\$0.00	\$18.00	\$0.00	\$11,106.00
Pimental, John	Bldg/Gas/Plmb/Insp.,Wire Insp.	\$24,083.00	\$362.61	\$0.00	\$0.00	\$24,445.61
Pimentel, Tammy	Fire Special Detail	\$0.00	\$1,520.00	\$0.00	\$0.00	\$1,520.00
Pimentel, Tammy	Fire	\$67,787.01	\$415.00	\$34,935.19	\$50.00	\$103,187.20
Pisch, Patricia A	Community School	\$360.00	\$0.00	\$0.00	\$0.00	\$360.00
Poirier, Elizabeth G	Child Care Center	\$4,023.40	\$0.00	\$0.00	\$0.00	\$4,023.40
Polesky, Kara	Teacher	\$17,718.49	\$0.00	\$4.86	\$0.00	\$17,723.35
Polidor, David B	Municipal Golf Course	\$78,651.09	\$300.00	\$0.00	\$0.00	\$78,951.09
Ponte, Paul E	Custodians	\$39,603.41	\$1,300.62	\$321.56	\$200.00	\$41,425.59
Porteus, Richard	Substitutes	\$4,172.00	\$0.00	\$0.00	\$0.00	\$4,172.00
Potter, Pamela J	Teacher	\$67,684.75	\$0.00	\$0.00	\$0.00	\$67,684.75
Powers, Ann I	Educational Support Personnel	\$19,134.30	\$718.48	\$0.00	\$0.00	\$19,852.78
Powers, Elizabeth F	Teacher	\$68,622.53	\$2,100.00	\$0.00	\$0.00	\$70,722.53
Powers, Madeline A	Tutors	\$1,470.00	\$0.00	\$0.00	\$0.00	\$1,470.00
Powers, Shelby	Community School	\$460.00	\$0.00	\$0.00	\$0.00	\$460.00
Pozerski, Peter M	Fire	\$66,200.48	\$645.00	\$7,074.07	\$50.00	\$73,969.55
Quinn, Michelle	Teacher	\$30,445.14	\$75.00	\$0.00	\$0.00	\$30,520.14
Quinn-Robb, Cheryl	Teacher	\$58,987.38	\$1,600.00	\$0.00	\$0.00	\$60,587.38
Ramos, Myrna	School Lunch	\$14,851.32	\$1,076.85	\$0.00	\$0.00	\$15,928.17
Ramsay, Lorraine M	Teacher	\$63,437.55	\$0.00	\$0.00	\$0.00	\$63,437.55
Randall, Kristin L	Teacher	\$40,973.60	\$0.00	\$0.00	\$0.00	\$40,973.60
Ranney, Heather Anne	Child Care Center	\$3,172.39	\$0.00	\$0.00	\$0.00	\$3,172.39
Ranta, Karen	Substitutes	\$3,150.00	\$0.00	\$0.00	\$0.00	\$3,150.00
Raye, Heather M	Substitutes	\$1,050.00	\$0.00	\$0.00	\$0.00	\$1,050.00
Raymond, Michelle Y	Conservation Comm.	\$25,484.43	\$1,877.25	\$0.00	\$0.00	\$27,361.68
Reardon, Erin	Community School	\$72.00	\$0.00	\$0.00	\$0.00	\$72.00
Recker, Beth	Teacher	\$29,536.85	\$300.68	\$0.00	\$0.00	\$29,837.53
Recker, Jaqueline	Substitutes	\$6,020.00	\$0.00	\$0.00	\$0.00	\$6,020.00
Regan, Teri L	Educational Support Personnel	\$8,222.68	\$128.64	\$0.00	\$0.00	\$8,351.32
Reilly, Colleen	Child Care Center	\$4,964.78	\$0.00	\$0.00	\$0.00	\$4,964.78
Reilly, Consuela M	Child Care Center	\$33,518.97	\$700.00	\$307.34	\$0.00	\$34,526.31
Reilly, Kathleen	Community School	\$638.90	\$0.00	\$0.00	\$0.00	\$638.90
Reilly, R. Kevin	Child Care Center	\$68.40	\$0.00	\$0.00	\$0.00	\$68.40
Reino, Richard	Administration	\$100,886.56	\$3,000.00	\$0.00	\$1,560.00	\$105,446.56
Rezendes, Janice L	Police	\$47,028.96	\$375.00	\$0.00	\$0.00	\$47,403.96
Rhoades, Rosemary F	Recreation	\$2,874.90	\$0.00	\$0.00	\$0.00	\$2,874.90
Richard, Joshua D	Department Of Public Works	\$11,449.26	\$56.38	\$30.76	\$0.00	\$11,536.40
Richard, Laura	Community School	\$1,786.00	\$0.00	\$0.00	\$0.00	\$1,786.00
Richard, Laura	Teacher	\$47,833.50	\$612.00	\$0.00	\$0.00	\$48,445.50
Richard, Maria	Community School	\$42,511.09	\$375.00	\$0.00	\$0.00	\$42,886.09
Richards, Casey	Community School	\$168.98	\$0.00	\$0.00	\$0.00	\$168.98
Rigazio, Brett	Community School	\$3,090.00	\$0.00	\$0.00	\$0.00	\$3,090.00
Rigazio, Brett	Teacher	\$43,248.47	\$1,339.00	\$0.00	\$0.00	\$44,587.47
Rigo, Julie	Teacher	\$41,455.62	\$4,010.00	\$80.00	\$0.00	\$45,545.62
Rigordaeva, Kathleen	Teacher	\$68,622.53	\$2,100.00	\$0.00	\$0.00	\$70,722.53
Ringawa, Irene	Community School	\$880.00	\$0.00	\$0.00	\$0.00	\$880.00
Ritch, Jacob	Community School	\$1,034.82	\$0.00	\$0.00	\$0.00	\$1,034.82
Robado, Michelle	School Lunch	\$2,027.07	\$121.12	\$0.00	\$0.00	\$2,148.19
Robbins, Lori	Community School	\$900.00	\$0.00	\$0.00	\$0.00	\$900.00
Roberts, Kara	Child Care Center	\$2,042.78	\$0.00	\$0.00	\$0.00	\$2,042.78
Robichaud, Albert	Police	\$70,268.56	\$0.00	\$25,130.34	\$0.00	\$95,398.90
Robinson, Deborah	Educational Support Personnel	\$5,642.01	\$367.77	\$0.00	\$0.00	\$6,009.78
Robinson, Lauren L	Library	\$56,819.59	\$525.00	\$0.00	\$0.00	\$57,344.59
Romanelli, Laura O	Educational Support Personnel	\$17,967.46	\$380.12	\$0.00	\$0.00	\$18,347.58
Romanelli, Reilly M	Child Care Center	\$407.16	\$0.00	\$0.00	\$0.00	\$407.16
Romano, Stanley	Municipal Golf Course	\$43,500.06	\$1,046.98	\$173.09	\$0.00	\$44,720.13
Romanowicz, Sherry A	Community School	\$1,267.36	\$4,925.00	\$0.00	\$0.00	\$6,192.36

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Rose Jr, Robert	Community School	\$13,618.51	\$0.00	\$0.00	\$0.00	\$13,618.51
Rose, Julie	School Lunch	\$3,883.97	\$88.50	\$0.00	\$0.00	\$3,972.47
Rubino, Michele P	Municipal Golf Course	\$6,284.52	\$0.00	\$0.00	\$0.00	\$6,284.52
Rumul, Judy A	Assessors	\$45,252.69	\$425.00	\$0.00	\$0.00	\$45,677.69
Russell Jr, George P.	Fire	\$108,565.14	\$525.00	\$0.00	\$0.00	\$109,090.14
Russell, E Marilyn	Secretarial	\$41,031.27	\$0.00	\$0.00	\$0.00	\$41,031.27
Russell, Jean	Substitutes	\$0.00	\$5,568.00	\$0.00	\$0.00	\$5,568.00
Russo, Martin P	Teacher	\$71,891.91	\$6,458.00	\$0.00	\$0.00	\$78,349.91
Rutty, Sherrill L	Educational Support Personnel	\$18,980.22	\$1,118.32	\$0.00	\$0.00	\$20,098.54
Ryan, Colleen	Community School	\$1,529.85	\$0.00	\$0.00	\$0.00	\$1,529.85
Ryan, Patricia	Council On Aging	\$17,451.54	\$1,280.00	\$0.00	\$0.00	\$18,731.54
Ryan, Patrick M	Teacher	\$9,291.78	\$0.00	\$0.00	\$0.00	\$9,291.78
Ryer, Sandra M	Teacher	\$59,190.00	\$0.00	\$0.00	\$0.00	\$59,190.00
Sabetta, Karen Lee	Teacher	\$68,522.53	\$3,432.00	\$0.00	\$0.00	\$71,954.53
Sacco, Judith	School Lunch	\$8,936.65	\$122.46	\$0.00	\$0.00	\$9,059.11
Sadeck, Ryan	Department Of Public Works	\$0.00	\$1,692.00	\$0.00	\$0.00	\$1,692.00
Saline, Richard R	Department Of Public Works	\$51,451.75	\$4,744.32	\$422.80	\$0.00	\$56,618.87
Salzillo, Maryann	Community School	\$1,200.00	\$0.00	\$0.00	\$0.00	\$1,200.00
Santoni, Julie A	Teacher	\$67,684.75	\$1,507.00	\$0.00	\$0.00	\$69,191.75
Sargent, Charmaine	Fire	\$47,653.99	\$425.00	\$8,000.36	\$0.00	\$56,079.35
Savery, Lucinda A	Teacher	\$68,732.92	\$0.00	\$0.00	\$0.00	\$68,732.92
Scalse, Jeannette E	Municipal Golf Course	\$45,048.95	\$375.00	\$3,086.90	\$0.00	\$48,510.85
Scarpellini, Maryann E	Accounting	\$30,753.45	\$0.00	\$0.00	\$0.00	\$30,753.45
Schaefer-Catten, Aurelia	Teacher	\$69,761.03	\$1,600.00	\$0.00	\$0.00	\$71,361.03
Schechtman, Jesse	Municipal Golf Course	\$37,975.30	\$0.00	\$0.00	\$0.00	\$37,975.30
Schermerhorn III, Horace	Teacher	\$67,784.75	\$2,843.00	\$0.00	\$0.00	\$70,627.75
Schermerhorn, Patricia	Teacher	\$71,991.91	\$2,480.00	\$0.00	\$0.00	\$74,471.91
Schmidt, John L	School Lunch	\$213.05	\$9.00	\$0.00	\$0.00	\$222.05
Schmidt, Susan K	Teacher	\$72,839.03	\$669.00	\$0.00	\$0.00	\$73,508.03
Schofield, Catherine T	Teacher	\$58,059.01	\$0.00	\$0.00	\$0.00	\$58,059.01
Schulz, Victoria J	Teacher	\$71,891.91	\$1,790.00	\$0.00	\$0.00	\$73,681.91
Scichilone, Judith S	Substitutes	\$11,983.75	\$0.00	\$0.00	\$0.00	\$11,983.75
Scoglio, Alfred J	Community School	\$247.50	\$0.00	\$0.00	\$0.00	\$247.50
Scott, Zachary	Community School	\$1,808.92	\$0.00	\$0.00	\$0.00	\$1,808.92
Sculos, Bryant	Community School	\$157.50	\$0.00	\$0.00	\$0.00	\$157.50
Seaman, Jane	Community School	\$125.00	\$0.00	\$0.00	\$0.00	\$125.00
Sears, Jessica	Community School	\$777.00	\$0.00	\$0.00	\$0.00	\$777.00
Sears, Julie L	Substitutes	\$1,960.00	\$0.00	\$0.00	\$0.00	\$1,960.00
Senese, Audrey	Community School	\$77,537.59	\$1,357.00	\$0.00	\$0.00	\$78,894.59
Sewall, William L	Public Facilities	\$49,557.42	\$300.00	\$1,623.32	\$0.00	\$51,480.74
Sgro, Vincent J	Library	\$22,065.44	\$0.00	\$0.00	\$0.00	\$22,065.44
Shanahan, Kathy L	Child Care Center	\$38,337.84	\$0.00	\$51.88	\$0.00	\$38,389.72
Shanley, Ryan M	Recreation	\$2,048.75	\$0.00	\$16.50	\$0.00	\$2,065.25
Shapiro, Jonathan E	Administration	\$95,627.79	\$0.00	\$0.00	\$0.00	\$95,627.79
Sharpe, Kathi	Educational Support Personnel	\$17,889.57	\$4,228.68	\$0.00	\$0.00	\$22,118.25
Shastany, Kerry	Educational Support Personnel	\$18,566.17	\$3,888.29	\$0.00	\$0.00	\$22,454.46
Shea, Ann F	Teacher	\$67,684.75	\$1,600.00	\$0.00	\$0.00	\$69,284.75
Sheehan, Antoinette A	Secretarial	\$41,031.27	\$0.00	\$0.00	\$0.00	\$41,031.27
Sheehan, Kimberly	Child Care Center	\$18,697.16	\$0.00	\$40.47	\$0.00	\$18,737.63
Sheehan, Kristine A	Teacher	\$45,084.76	\$0.00	\$0.00	\$0.00	\$45,084.76
Sheldon, Linda	Community School	\$270.00	\$0.00	\$0.00	\$0.00	\$270.00
Sherwin, Alden	Bldg/Gas/Plmb/Insp.,Wire Insp.	\$45,029.54	\$300.00	\$0.00	\$0.00	\$45,329.54
Sherwood, Karen E	Transportation	\$23,754.16	\$1,419.61	\$1,028.31	\$0.00	\$26,202.08
Shewchuk, Donald G	Community School	\$1,786.00	\$0.00	\$0.00	\$0.00	\$1,786.00
Shewchuk, Donald G	Teacher	\$67,967.89	\$963.75	\$0.00	\$0.00	\$68,931.64
Shiever, Savannah	Child Care Center	\$2,417.60	\$0.00	\$70.50	\$0.00	\$2,488.10
Shorten, David	Recreation	\$1,667.25	\$0.00	\$0.00	\$0.00	\$1,667.25
Shorten, Maryalice	Community School	\$36,336.07	\$0.00	\$54.24	\$0.00	\$36,390.31
Shurtleff, Harold	Grist Mill	\$4,741.00	\$0.00	\$0.00	\$0.00	\$4,741.00
Sibson, James H	Substitutes	\$5,221.00	\$65.00	\$0.00	\$0.00	\$5,286.00
Sicard, Nancy Young	Teacher	\$57,840.61	\$0.00	\$0.00	\$0.00	\$57,840.61

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Silbret, Roberta L.	Community School	\$2,352.00	\$0.00	\$0.00	\$0.00	\$2,352.00
Silva, Lisa M	Teacher	\$8,114.41	\$30,247.21	\$0.00	\$0.00	\$38,361.62
Silverman, Lisa C	Community School	\$17,417.70	\$0.00	\$0.00	\$0.00	\$17,417.70
Simkins, John	Coaching	\$2,356.00	\$0.00	\$0.00	\$0.00	\$2,356.00
Simkins, Penny Jane	Educational Support Personnel	\$17,773.82	\$342.97	\$0.00	\$0.00	\$18,116.79
Simoneau, Linda M	Substitutes	\$1,606.00	\$0.00	\$0.00	\$0.00	\$1,606.00
Simpson, Gerald A	Community School	\$1,281.85	\$0.00	\$0.00	\$0.00	\$1,281.85
Simpson, Janet C	Teacher	\$66,468.24	\$3,340.00	\$0.00	\$0.00	\$69,808.24
Simpson, Marcia	Teacher	\$64,417.45	\$2,249.00	\$0.00	\$0.00	\$66,666.45
Sisk, Jodi A	Teacher	\$20,046.14	\$0.00	\$0.00	\$0.00	\$20,046.14
Sjoo, Teresa	Community School	\$4,010.50	\$0.00	\$0.00	\$0.00	\$4,010.50
Skeary, John J	Municipal Golf Course	\$10,563.27	\$0.00	\$0.00	\$0.00	\$10,563.27
Skirvan, Christine	Teacher	\$41,374.30	\$0.00	\$0.00	\$0.00	\$41,374.30
Skwar, Krystal	Teacher	\$26,619.68	\$250.00	\$0.00	\$0.00	\$26,869.68
Slagle, Karen	Teacher	\$66,916.37	\$907.00	\$0.00	\$0.00	\$67,823.37
Slepchuk, Walter M	Assessors	\$48,492.53	\$0.00	\$0.00	\$0.00	\$48,492.53
Small Johns, Leslie Ann	Child Care Center	\$11,022.24	\$0.00	\$0.00	\$0.00	\$11,022.24
Smith, Cynthia L	School Lunch	\$14,652.67	\$839.40	\$0.00	\$0.00	\$15,492.07
Smith, Daniel J.	Department Of Public Works	\$23,569.22	\$424.99	\$404.86	\$0.00	\$24,399.07
Smith, Elizabeth	Teacher	\$59,792.97	\$0.00	\$0.00	\$0.00	\$59,792.97
Smith, Grace K	Community School	\$6,975.00	\$0.00	\$0.00	\$0.00	\$6,975.00
Smith, Greg	Fire	\$63.60	\$66,753.80	\$710.40	\$50.00	\$67,577.80
Smith, Gregory M	Planning & Development	\$34,192.12	\$0.00	\$0.00	\$0.00	\$34,192.12
Smith, Joan M	Teacher	\$67,684.75	\$450.00	\$0.00	\$0.00	\$68,134.75
Smith, Joseph W	Community School	\$8,056.41	\$0.00	\$0.00	\$0.00	\$8,056.41
Smith, Joseph W	Educational Support Personnel	\$18,524.46	\$388.48	\$0.00	\$0.00	\$18,912.94
Smith, Kyle	Department Of Public Works	\$5,775.88	\$0.00	\$53.83	\$0.00	\$5,829.71
Smith, Mary	Hoxie House	\$1,134.00	\$0.00	\$0.00	\$0.00	\$1,134.00
Smith, Patrick R.	Substitutes	\$490.00	\$0.00	\$0.00	\$0.00	\$490.00
Smith, Sharon M	Assessors	\$17,632.09	\$0.00	\$0.00	\$0.00	\$17,632.09
Snider Jr, George L	Teacher	\$59,680.05	\$529.00	\$0.00	\$0.00	\$60,209.05
Soderberg, Janice	Community School	\$1,147.86	\$0.00	\$0.00	\$0.00	\$1,147.86
Sollows, Kimberly A	Teacher	\$10,104.41	\$0.00	\$0.00	\$0.00	\$10,104.41
Soltis, Paula L	Teacher	\$71,991.91	\$2,275.00	\$0.00	\$0.00	\$74,266.91
Somerville, Brendan S	Community School	\$2,542.25	\$0.00	\$0.00	\$0.00	\$2,542.25
Sorocco, Christine M	Hoxie House	\$1,242.00	\$0.00	\$0.00	\$0.00	\$1,242.00
Sorocco, John P	Grist Mill	\$2,079.00	\$0.00	\$0.00	\$0.00	\$2,079.00
Souke, Nicholas C	Fire	\$42,093.56	\$13,642.96	\$2,914.35	\$50.00	\$58,700.87
Souza, James D	Child Care Center	\$2,519.08	\$0.00	\$0.00	\$0.00	\$2,519.08
Souza, Janice	Recreation	\$29,666.65	\$1,484.00	\$72.68	\$0.00	\$31,223.33
Spencer, Leslie	Community School	\$1,572.00	\$0.00	\$0.00	\$0.00	\$1,572.00
Spielman, Aletta H.	Administration	\$6,063.56	\$0.00	\$0.00	\$0.00	\$6,063.56
Spofford, James R	Police Special Detail	\$0.00	\$7,658.00	\$0.00	\$0.00	\$7,658.00
Sprague, Luz	Tutors	\$39,104.00	\$40.00	\$0.00	\$0.00	\$39,144.00
St Pierre, Laurie L	Teacher	\$71,891.91	\$510.00	\$0.00	\$0.00	\$72,401.91
Stallings, Kathleen A	Teacher	\$64,317.45	\$362.00	\$0.00	\$0.00	\$64,679.45
Stanford, Jeffrey A	Teacher	\$54,353.53	\$140.00	\$0.00	\$0.00	\$54,493.53
Stanford, Melissa	Teacher	\$73,532.68	\$2,600.00	\$0.00	\$0.00	\$76,132.68
Stanton, Debra	Teacher	\$56,910.11	\$0.00	\$0.00	\$0.00	\$56,910.11
Stanton, John	Community School	\$2,212.56	\$0.00	\$0.00	\$0.00	\$2,212.56
Stapleton, Karen L	Teacher	\$73,532.68	\$2,600.00	\$0.00	\$0.00	\$76,132.68
Steele, Aimee M	Educational Support Personnel	\$15,123.64	\$370.77	\$0.00	\$0.00	\$15,494.41
Steele, Patrick R	Department Of Public Works	\$4,479.25	\$0.00	\$0.00	\$0.00	\$4,479.25
Steeves, James	Recreation	\$1,805.00	\$0.00	\$0.00	\$0.00	\$1,805.00
Steeves, Mary-Ellen	Council On Aging	\$35,240.10	\$375.00	\$0.00	\$0.00	\$35,615.10
Stepper, Eda W	Community School	\$373.92	\$0.00	\$0.00	\$0.00	\$373.92
Stewart, Jeanne C	Substitutes	\$630.00	\$0.00	\$0.00	\$0.00	\$630.00
Stillings, Carl F	Custodians	\$39,698.40	\$1,358.74	\$2,659.90	\$200.00	\$43,917.04
Stinson, Diana L	Child Care Center	\$38,889.92	\$1,357.00	\$93.65	\$0.00	\$40,340.57
Stobbart, John D.	Custodians	\$42,525.60	\$1,195.33	\$1,546.20	\$200.00	\$45,467.13
Stocker, Anne Terry	Community School	\$3,857.74	\$0.00	\$0.00	\$0.00	\$3,857.74

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Stone, Barbara	Community School	\$890.00	\$0.00	\$0.00	\$0.00	\$890.00
Styche, Sally A	Tax Collector	\$30,818.45	\$0.00	\$0.00	\$0.00	\$30,818.45
Sullivan, Alaina C	Community School	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00
Sullivan, Cara	Educational Support Personnel	\$17,805.24	\$373.44	\$0.00	\$0.00	\$18,178.68
Sullivan, David	Department Of Public Works	\$4,469.00	\$0.00	\$0.00	\$0.00	\$4,469.00
Sullivan, Elisa	Community School	\$954.00	\$0.00	\$0.00	\$0.00	\$954.00
Sullivan, Nancy L	Teacher	\$34,525.00	\$676.60	\$0.00	\$0.00	\$35,201.60
Suomala, Diane	Educational Support Personnel	\$18,608.06	\$656.00	\$0.00	\$0.00	\$19,264.06
Sutton, Ian K	Department Of Public Works	\$6,872.63	\$0.00	\$0.00	\$0.00	\$6,872.63
Swan, James	Municipal Golf Course	\$6,190.65	\$0.00	\$0.00	\$0.00	\$6,190.65
Swift, James	Police Special Detail	\$0.00	\$20,482.00	\$0.00	\$0.00	\$20,482.00
Sykes, Collin	Recreation	\$1,748.02	\$0.00	\$0.00	\$0.00	\$1,748.02
Sylvester, Kathleen J	Community School	\$394.20	\$0.00	\$0.00	\$0.00	\$394.20
Taddia, Alan	Custodians	\$245.87	\$0.00	\$0.00	\$0.00	\$245.87
Talerman, Elizabeth M	Community School	\$480.00	\$0.00	\$0.00	\$0.00	\$480.00
Tavares, Robert P	Custodians	\$40,658.10	\$869.88	\$0.00	\$200.00	\$41,727.98
Taylor, Timothy	Custodians	\$6,178.37	\$0.00	\$0.00	\$0.00	\$6,178.37
Tedeschi, Laura L	Child Care Center	\$10,043.33	\$0.00	\$0.00	\$0.00	\$10,043.33
Tedeschi, Linda J	Teacher	\$64,317.45	\$0.00	\$0.00	\$0.00	\$64,317.45
Tedeschi, Silvio	Coaching	\$0.00	\$11,585.00	\$0.00	\$0.00	\$11,585.00
Teehan, Jan L.	Moderator	\$450.00	\$0.00	\$0.00	\$0.00	\$450.00
Teehan, Michael	Municipal Golf Course	\$1,679.44	\$0.00	\$0.00	\$0.00	\$1,679.44
Tellez, Marcos	Community School	\$1,910.88	\$0.00	\$0.00	\$0.00	\$1,910.88
Tetreault, Ralph E	Maintenance Supervisors	\$66,181.82	\$181.24	\$271.86	\$0.00	\$66,634.92
Thayer, Alexis J	Tutors	\$5,725.00	\$0.00	\$0.00	\$0.00	\$5,725.00
Thayer, Margaret E	Teacher	\$73,532.68	\$4,551.98	\$0.00	\$0.00	\$78,084.66
Thomas, Colleen	Teacher	\$61,468.82	\$0.00	\$0.00	\$0.00	\$61,468.82
Thomas, James M	Teacher	\$25,403.52	\$7,252.00	\$0.00	\$0.00	\$32,655.52
Thomas, Jessica A	Community School	\$168.00	\$0.00	\$0.00	\$0.00	\$168.00
Thomas, Kirsten M	Community School	\$465.08	\$0.00	\$0.00	\$0.00	\$465.08
Thomas, Scott M	Educational Support Personnel	\$10,212.80	\$456.82	\$0.00	\$0.00	\$10,669.62
Thompson, Matthew	Fire	\$63,093.23	\$415.00	\$26,991.80	\$50.00	\$90,550.03
Thompson, Matthew	Fire Special Detail	\$0.00	\$712.00	\$0.00	\$0.00	\$712.00
Tilly, David	Municipal Golf Course	\$38,883.23	\$300.00	\$3,900.10	\$0.00	\$43,083.33
Tilton, Benjamin	Teacher	\$38,879.73	\$837.00	\$0.00	\$0.00	\$39,716.73
Tilton, Paul	Department Of Public Works	\$96,140.78	\$1,508.83	\$0.00	\$0.00	\$97,649.61
Timmons, Janet	Council On Aging	\$57,282.48	\$525.00	\$0.00	\$0.00	\$57,807.48
Ting, Anastasia	Substitutes	\$8,610.00	\$0.00	\$0.00	\$0.00	\$8,610.00
Tobia, Elizabeth A	Teacher	\$67,784.75	\$2,295.00	\$0.00	\$0.00	\$70,079.75
Tocci, James G.	Department Of Public Works	\$3,474.00	\$0.00	\$0.00	\$0.00	\$3,474.00
Toczylowski, Natalie	Recreation	\$3,384.00	\$0.00	\$0.00	\$0.00	\$3,384.00
Tofteroo, Karen	Teacher	\$61,853.08	\$1,579.00	\$0.00	\$0.00	\$63,432.08
Tomasini, Brian F	Community School	\$1,503.00	\$0.00	\$0.00	\$0.00	\$1,503.00
Tompkins, Kristin	Teacher	\$61,468.82	\$0.00	\$0.00	\$0.00	\$61,468.82
Torres, Adriana A	Educational Support Personnel	\$10,251.54	\$359.12	\$0.00	\$0.00	\$10,610.66
Torrey, Dorothy	Community School	\$705.70	\$0.00	\$0.00	\$0.00	\$705.70
Tremarche, Pamela V	Teacher	\$72,762.04	\$2,100.00	\$0.00	\$0.00	\$74,862.04
Trimble, Denise M	East Boat Basin	\$32,027.34	\$0.00	\$49.00	\$0.00	\$32,076.34
Trimble, Peter B	Teacher	\$67,784.75	\$6,908.00	\$0.00	\$0.00	\$74,692.75
Triplett, Sarah	Community School	\$315.00	\$0.00	\$0.00	\$0.00	\$315.00
Triplett, Sarah H	Tutors	\$119.50	\$0.00	\$0.00	\$0.00	\$119.50
Trudeau, George	Community School	\$1,287.00	\$0.00	\$0.00	\$0.00	\$1,287.00
Tucker Brown, Sharon	Community School	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00
Tucker, Steven M	Police	\$4,256.00	\$0.00	\$0.00	\$0.00	\$4,256.00
Tucker, Steven M	Police Special Detail	\$0.00	\$1,074.00	\$0.00	\$0.00	\$1,074.00
Tuohy, Donna M	Teacher	\$71,991.91	\$2,355.00	\$0.00	\$0.00	\$74,346.91
Twomey, Michael S	Data Processing	\$88,240.06	\$0.00	\$0.00	\$0.00	\$88,240.06
Untiet, Matthew	Community School	\$882.00	\$0.00	\$0.00	\$0.00	\$882.00
Vagenas, Valorie A	Teacher	\$67,784.75	\$3,100.00	\$0.00	\$0.00	\$70,884.75
Valente, Janet	Police	\$210.00	\$0.00	\$0.00	\$0.00	\$210.00
Vallee, Janet A	Teacher	\$71,991.91	\$1,600.00	\$0.00	\$0.00	\$73,591.91

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
Van Cleef, Mary H	Teacher	\$55,213.09	\$25.00	\$0.00	\$0.00	\$55,238.09
Vargus, Nicole E	Substitutes	\$560.00	\$0.00	\$0.00	\$0.00	\$560.00
Varjian, Karen E	Library	\$36,432.99	\$467.04	\$0.00	\$0.00	\$36,900.03
Varney, Cheryle M	Teacher	\$63,468.24	\$1,144.89	\$0.00	\$0.00	\$64,613.13
Varney, Jeanne M.	Assessors	\$39,819.77	\$658.64	\$0.00	\$0.00	\$40,478.41
Varney, Katelyn M	Community School	\$1,786.00	\$0.00	\$0.00	\$0.00	\$1,786.00
Vetrano, Kerri Marie	Educational Support Personnel	\$9,591.16	\$357.41	\$0.00	\$0.00	\$9,948.57
Viglas, Geraldine C	Educational Support Personnel	\$20,783.06	\$5,406.00	\$0.00	\$0.00	\$26,189.06
Vinciguerra, Ellen L	Tutors	\$325.00	\$0.00	\$0.00	\$0.00	\$325.00
Vineis, Patrice M	Library	\$51,199.10	\$525.00	\$0.00	\$0.00	\$51,724.10
Viola, Kathleen	Community School	\$141.37	\$0.00	\$0.00	\$0.00	\$141.37
Viola, Kathryn J	Tutors	\$212.50	\$0.00	\$0.00	\$0.00	\$212.50
Vitacco, Debra	Substitutes	\$910.00	\$0.00	\$0.00	\$0.00	\$910.00
Vitacco, Debra P	School Lunch	\$2,483.07	\$14.40	\$0.00	\$0.00	\$2,497.47
Viveiros, Jason	Fire	\$66,922.85	\$415.00	\$67,751.09	\$50.00	\$135,138.94
Viveiros, Jason	Fire Special Detail	\$0.00	\$304.00	\$0.00	\$0.00	\$304.00
Voelxen, Suzanne E	Teacher	\$66,071.03	\$0.00	\$0.00	\$0.00	\$66,071.03
Volmer, Scott G	Teacher	\$26,745.86	\$80.00	\$0.00	\$0.00	\$26,825.86
Von Alt, Mary	Teacher	\$74,969.87	\$0.00	\$0.00	\$0.00	\$74,969.87
Vosburgh, John M	Teacher	\$22,871.07	\$0.00	\$0.00	\$0.00	\$22,871.07
Vreeland, Madeline B	Teacher	\$71,891.91	\$1,750.00	\$0.00	\$0.00	\$73,641.91
Vreeland, Robert	Teacher	\$64,417.45	\$0.00	\$0.00	\$0.00	\$64,417.45
Vrontas, Marilyn H	Teacher	\$50,338.93	\$172.00	\$0.00	\$0.00	\$50,510.93
Wade, Anne	Educational Support Personnel	\$18,820.77	\$680.96	\$0.00	\$0.00	\$19,501.73
Wakefield, Lauren M	Substitutes	\$1,274.00	\$0.00	\$0.00	\$0.00	\$1,274.00
Waldman, Susan E	Teacher	\$67,684.75	\$1,600.00	\$0.00	\$0.00	\$69,284.75
Walker, Wanda G	Grist Mill	\$2,450.00	\$0.00	\$0.00	\$0.00	\$2,450.00
Wallace, Cinthia	Tutors	\$650.00	\$0.00	\$0.00	\$0.00	\$650.00
Wallin, Virginia M	Teacher	\$71,991.91	\$3,680.00	\$0.00	\$0.00	\$75,671.91
Walling, Barbara J.	Town Clerk	\$54,687.36	\$525.00	\$0.00	\$0.00	\$55,212.36
Walsh, Allison	Educational Support Personnel	\$7,488.24	\$3,169.51	\$0.00	\$0.00	\$10,657.75
Walsh, Christopher	Community School	\$225.00	\$0.00	\$0.00	\$0.00	\$225.00
Walsh, Julie C	Teacher	\$50,600.31	\$0.00	\$0.00	\$0.00	\$50,600.31
Walsh-Holmes, Anna M	Community School	\$2,383.50	\$0.00	\$0.00	\$0.00	\$2,383.50
Walter, Katherine D	Board Of Health	\$39,087.93	\$784.51	\$0.00	\$0.00	\$39,872.44
Ward, Anna Marie	Treasurer	\$4,852.82	\$2,248.00	\$0.00	\$0.00	\$7,100.82
Warren, Blanchard D	Community School	\$450.00	\$0.00	\$0.00	\$0.00	\$450.00
Warren, Christina E	Teacher	\$41,730.15	\$0.00	\$0.00	\$0.00	\$41,730.15
Washburn, Mary	Teacher	\$69,209.75	\$3,350.00	\$0.00	\$0.00	\$72,559.75
Wass, Martel	Community School	\$2,871.93	\$0.00	\$0.00	\$0.00	\$2,871.93
Watson, Louise	Teacher	\$64,417.45	\$2,100.00	\$0.00	\$0.00	\$66,517.45
Webber, David L	Department Of Public Works	\$779.00	\$0.00	\$0.00	\$0.00	\$779.00
Webber, Joseph R	Department Of Public Works	\$7,113.53	\$0.00	\$0.00	\$0.00	\$7,113.53
Weber, Ashley L	Educational Support Personnel	\$765.00	\$0.00	\$0.00	\$0.00	\$765.00
Weber, Barbara	Educational Support Personnel	\$14,299.38	\$807.08	\$0.00	\$0.00	\$15,106.46
Weekes Jr., Norman E.	Custodians	\$25,183.50	\$5,079.97	\$1,766.40	\$200.00	\$32,229.87
Weekes, Harold A	Maintenance Supervisors	\$51,954.76	\$819.38	\$1,663.39	\$350.00	\$54,787.53
Weekes, Nicholas A	Custodians	\$39,698.40	\$2,303.18	\$1,822.63	\$200.00	\$44,024.21
Weiner, Lori E	Teacher	\$8,792.42	\$0.00	\$0.00	\$0.00	\$8,792.42
Welch Jr., Michael	Teacher	\$59,190.00	\$425.50	\$0.00	\$0.00	\$59,615.50
Welch, Marie	Community School	\$225.00	\$0.00	\$0.00	\$0.00	\$225.00
Wenzel, Catherine	Teacher	\$13,585.50	\$0.00	\$0.00	\$0.00	\$13,585.50
Werner, Judith C	Teacher	\$48,887.73	\$2,459.50	\$0.00	\$0.00	\$51,347.23
Wesley, Michelle A	Educational Support Personnel	\$18,668.10	\$1,196.13	\$0.00	\$0.00	\$19,864.23
Whearty Jr, Robert D.	Substitutes	\$840.00	\$0.00	\$0.00	\$0.00	\$840.00
Whearty, David R	East Boat Basin	\$52,550.62	\$2,395.35	\$0.00	\$0.00	\$54,945.97
Whelan, Paul J	Municipal Golf Course	\$11,946.33	\$0.00	\$0.00	\$0.00	\$11,946.33
White Jr, Robert E	Conservation Comm.	\$1,602.00	\$0.00	\$0.00	\$0.00	\$1,602.00
White, Angela Piccolo	Teacher	\$68,622.53	\$1,604.00	\$0.00	\$0.00	\$70,226.53
White, Bradley	Recreation	\$1,774.50	\$0.00	\$0.00	\$0.00	\$1,774.50
White, Daniel	Custodians	\$3,524.38	\$258.43	\$0.00	\$0.00	\$3,782.81

<u>Employee Name</u>	<u>Department</u>	<u>Regular</u>	<u>Other</u>	<u>Overtime</u>	<u>Fringe</u>	<u>Total</u>
White, John P	Substitutes	\$630.00	\$0.00	\$0.00	\$0.00	\$630.00
White, Kim	Teacher	\$41,172.48	\$0.00	\$0.00	\$0.00	\$41,172.48
White, Richard P	Police Special Detail	\$0.00	\$4,483.00	\$0.00	\$0.00	\$4,483.00
Wiehe, Janice	Teacher	\$63,568.24	\$4,903.80	\$0.00	\$0.00	\$68,472.04
Wieman, Patricia	Department Of Public Works	\$48,685.97	\$1,126.28	\$0.00	\$0.00	\$49,812.25
Wiklund, Katherine M	Community School	\$963.00	\$0.00	\$0.00	\$0.00	\$963.00
Wiklund, Maureen	Teacher	\$61,753.04	\$2,394.00	\$0.00	\$0.00	\$64,147.04
Wilbur, Marilyn	Educational Support Personnel	\$5,369.92	\$1,559.76	\$0.00	\$0.00	\$6,929.68
Willette, Dorothy	Transportation	\$24,514.81	\$1,633.06	\$1,037.40	\$0.00	\$27,185.27
Williams, John P	Administration	\$91,681.74	\$1,750.00	\$0.00	\$0.00	\$93,431.74
Wilson, Alexander	Community School	\$1,918.11	\$0.00	\$0.00	\$0.00	\$1,918.11
Wilson, John	Community School	\$550.00	\$0.00	\$0.00	\$0.00	\$550.00
Wilson, Kreg C	Tutors	\$1,882.50	\$0.00	\$0.00	\$0.00	\$1,882.50
Woebcke, Diana	Substitutes	\$2,100.00	\$0.00	\$0.00	\$0.00	\$2,100.00
Wohler, Robert E	Child Care Center	\$1,184.04	\$0.00	\$0.00	\$0.00	\$1,184.04
Wong, Holli	Teacher	\$14,957.82	\$120.00	\$0.00	\$0.00	\$15,077.82
Wood, Christina L	Recreation	\$1,486.40	\$0.00	\$0.00	\$0.00	\$1,486.40
Wood, Marsha Lee	Teacher	\$62,308.36	\$0.00	\$0.00	\$0.00	\$62,308.36
Wood, Michael P	Police	\$57,497.12	\$0.00	\$30,587.18	\$0.00	\$88,084.30
Wood, Michael P	Police Special Detail	\$0.00	\$12,739.00	\$0.00	\$0.00	\$12,739.00
Young, Kristen L	Teacher	\$43,467.29	\$220.00	\$0.00	\$0.00	\$43,687.29
Young, Meghan T	Recreation	\$3,517.67	\$0.00	\$0.00	\$0.00	\$3,517.67
Young, Nancy E	Administration	\$73,512.47	\$12,930.00	\$0.00	\$0.00	\$86,442.47
Zappala, Sarah	School Lunch	\$5,925.07	\$97.35	\$0.00	\$0.00	\$6,022.42
Zenopoulos, Jacqueline B	Substitutes	\$6,206.00	\$0.00	\$0.00	\$0.00	\$6,206.00
Zontini, Ellen M	Teacher	\$40,016.67	\$1,227.50	\$0.00	\$0.00	\$41,244.17

Report of the BOARD OF ASSESSORS

2008 was an extremely busy year for the Assessing Department.

The year saw two years of actual bills issued nine months apart, instead of the normal twelve. This was due to delays in the FY2008 certification of values with the Department of Revenue – Bureau of Local Assessment. The Fiscal 2008 actual bills were issued at the end of March. The legal value date for these bills was January 1, 2007, and was based on 2006 calendar year sales, in accordance with State Law. The department reviewed 295 appeals of value, while preparing for the Fiscal 2009 preliminary bills, which were issued in June.

The Fiscal 2009 actual bills were issued at the end of December. The legal value date for these bills was January 1, 2008, and was based on 2007 calendar year sales. The appeal period had just expired at the writing of this report, with 161 appeals turned in, and in process of review.

In talking with the public, we have heard, in this declining market, a lot of commentary as to why the Assessment process is a year behind, and how unfair it is that the current market is not immediately reflected.

The Board wants to remind everyone that the valuation procedures are a matter of State Law, and the same law is in place regardless of the condition of the market. There were no complaints as to the timing of valuation when the market was increasing by double-digit percentage annually. It should not be an expectation that law would be abandoned only in a declining market.

The market changes, the laws do not.

The appraisal staff of the department will continue their high visibility during the 2009 calendar year. Ongoing programs Building permit inspections, Personal Property listing and review, commercial income and expense review, and sales property review program. Fiscal 2010 is an interim update year, and the department will be reviewing calendar 2008 sales in setting values as of January 1, 2009.

The department will continue the DOR/Bureau of Local Assessment mandated “cyclical inspection program” – where the department visits and re-inspects a percentage of residential and commercial properties each year in an effort to maintain data quality. As we continue with these annual programs, please remember that statistical accuracy leads to assessment accuracy, which benefits both Town and Taxpayer equally. We ask for your continued cooperation in these efforts.

The continuing GIS project has moved forward with the hosting of mapping, aerial and some assessing information on-line. We are successfully conducting most of our abutters certifications from

on-line submissions, and are close to having all Assessment field cards hosted on line. The field cards contain legal and valuation data for all properties.

The Board would also like to thank the staff of the Assessing Department for their continued outstanding service to the Board and to the residents of Sandwich.

Judy Rumul, Office Manager
Jeanne Varney, Senior Clerk
Sharon Smith, Senior Clerk
Walter Slepchuk, Assistant Assessor
Ed Childs, Director

We also want to thank Gary Fryxell, who has assisted the department on a contract basis since March.

Wishing all residents a happy and prosperous 2009.

Respectfully submitted,

Lawrence B. Harrington, Chair
Madlon Jenkins-Rudziak
Nicholas Fernandes
SANDWICH BOARD OF ASSESSORS

Town Clerk



Photo courtesy of Sandwich Archives

The present Green Briar Nature Center about 100 Years Ago.

BIRTHS AND MARRIAGES 2008

Births and Marriages are no longer published in the Town Report due to the passing of M. G. L. Chapter 43, Section 1. The total number of births to Sandwich residents in 2008 was 155. The total number of marriages filed in Sandwich in 2008 was 106.

DEATHS

Recorded in Sandwich in 2008

JANUARY

	<u>AGE</u>
5	Mary (Doherty) Olsen 90
6	Ellen M. (Fair) Sweeney 84
11	Austin L. Rounds 83
13	Ann Beth (Kovick) Hollis 57
13	Ethel (Chrostowski) Gilbert 90
17	Walter Jeffrey Dropo 50
18	Warren Thomas Jones 81
18	Barbara Ann (Bresch) Tinker 77
19	Janet (DeGroot) White 84
22	Doris E. (Duncan) Walls 77
23	Wladyslawa (AKA Gladys) Veronica (Furtek) Szala 85
24	James R. Hurton 68
26	Martha (Shurtleff) Clark 88
26	Leslie A. (Rabbitt) Felix 49
30	Lillian E. (Frizzell) Kelly 85

FEBRUARY

1	Robert Earle Blackwell, Sr. 87
4	Linda Claire Barker 62
4	James Apelt Reagen 79
5	Stuart Charles Benedict 84
12	Rita A. (Kiernan) Behrle 90
14	Mary Agnes (Caron) Earle 67
15	Ann S. (Benson) King 75
15	Ann F. (Marr) O'Hara 81
18	Ernest B. Crockett 88
18	John F. Rooney, Jr. 80
19	Helen (Tempesta) Papandrea 72
20	Christie Francis Rennie 93
22	Eva B. Silva 96
23	Peter Layard Noyes 53
27	Charles F. Devine 90
28	David Leslie Tucker 72
28	Priscilla Battis 69
28	Marie Barbara Kelleher 86
29	Alice Virginia Chadwick 91

MARCH

1	Helen M. (Freitag) Smith 87
5	Paul Francis Daigneault, Sr. 64
11	Robert Sinclair Jones 78
11	Joseph William Clinton Whitmore 95
15	Simon Alexander Yogis 90
15	Darryl Lance Enders 58
16	Arthur Southall 92
17	Russell Edward Morse, Jr. 56
18	John L. Tripp, III 63

MARCH (continued)

	<u>AGE</u>
19	Alan F. Lyons, Jr. 70
24	Joseph L. Giunta 78
26	Lawrence Earle Paige 84
29	Esther L. (Holland) McCarthy 86
31	Esther Ingeborg Damon 97

APRIL

1	John N. Leitao 82
2	Kira Louise (Roche) Rice 38
2	Jean (Mackenzie) Volpe 91
4	John Francis Fitzgerald 65
11	Betty June (Dempsey) Simon 86
12	Sylvia M. Rose 69
13	Richard Joseph Fuhrman 86
17	Michael Augustine Walker 82
17	Anita May (Sanford) Hansen 81
17	Albert Fulton Johnson 83
18	Helen (Kakareka) Tyndall 81
20	Teresa G. (Gaudette) Armstrong 65
22	Richard J. White 91
24	Janet (Ross) Walsh 79

MAY

4	Greta (Anderson) Medeiros 87
4	Thelma R. (Vacca) Hayes 74
8	Barbara Lee (Finley) Murphy 71
9	Helen Marion (Coots) Moran 86
11	Mario DelVecchio 72
12	Eunice Ruth (Hart) Kastner 98
12	Thomas Martin Feeney 86
15	Alfred J. Alberti 79
20	Michael Joseph Smith 55
23	Walter Holmquist 80
27	Lois M. (Jaffe) Simmons 67
28	George J. Haley 90
29	Arthur Edward Lindroos 85
30	Ellen (Kittila) Childs 86

JUNE

4	Jacob M. Atwood 74
5	William R. Turner 69
9	Richard Jackson Symonds 86
10	Dorothy Nerine (Buskirk) Dilliplane 84
13	Thomas E. Parsons, Sr. 80
13	Bruce Douglas Martin 55
14	Richard Elmer Hutchins 90
14	Louise Theresa (Frattasio) Saluti 86
17	Frank J. Saluti 89
17	Thomas Patrick McCole 85
18	Christopher R. Overshiner 57
22	Dana Martin Freitas 50
24	Charles Henry Parks 87
26	Edward Kerwin 78
30	Doris Mae (Perkins) McNamara 84
30	Natalie (Balcom) Crosby 84
30	Frederick Plofchan Hitchcock 49

JULY	AGE
1	Marie F. (Waywood) Munroe 83
2	Alexander J. Jankowski 79
4	Miriam Patricia MacLeod 78
6	Christopher Tanner 38
8	Jennie Carmen (Palombo) Larsen 96
14	Shirley G. (Gale) Cross 95
15	Ellen P. (Callahan) Parrott 79
15	Susan Helen Pierson 53
18	Russell Bernard Rosander 83
18	Carl Emil Swanson, Jr 86
26	Margaret Ann (Chapman) Chapman-Whicher 50
26	Joseph Coelho 90
27	Emma (Clark) Welch 66
29	Edward William Stupack 88
31	John Edmund Pisani 61

AUGUST	AGE
1	Raymond S. Syrjala 94
2	Anna (Sestito) Lovejoy 98
2	Mary V. (Stowe) Cullotta 53
3	William J. Murphy 81
5	Wilbur M. Selander, Jr. 96
6	Donald Charles Sweeney 81
6	Henry Bersanini 86
8	Herbert Stanley Weaver 87
10	Louis Albert Trilsch 84
12	Elsie Jean (MacCormack) Townley 80
16	Charles Henry Deacon 81
22	John George Detroy, Jr. 85
23	Joseph Raymond Giacobbe 78
29	Louise (Sarno) McEnteggart 95
31	Barbara Jean (Gage) Walling 72

SEPTEMBER	AGE
1	Walter Polovina 89
4	Natalie (Gatti) Castagna 92
5	Rose Lillian (Crowell) Midgley 85
10	Sarah Sally (O'Callaghan) Latimer 87
10	Jacqueline Gertrude Maglott 82
12	Lorraine Frances (Sullivan) Tosi 92
23	Gary Steven Beedle 44
30	Paul Madden 70

OCTOBER	AGE
2	Elbert Francis Powell 91
3	Alyce A. (Hanna) Baker 92
6	George Francis Thomas 85
8	Arne George Christiansen 86
11	Helen Gertrude (Quinlan) Darrah 93
12	Anthony Aquilano 85
13	Nancy A. (Cummings) Donahue 62
20	John MacQuade 65
26	Michele J. Hedges 49
26	Marjorie Lois (Williams) Andrews 89
27	Richard Rodier 77
27	Helen E. (Arnold) McGrath 91
28	Joseph P. Sauro 81

OCTOBER (continued)	AGE
29	Richard D. Friend 69
31	Michael P. Leighton 58
31	Rosemary Jane (Gorman) Harding 75

NOVEMBER	AGE
2	Elizabeth C. (McIntosh) O'Laughlin 85
2	Kathleen C. (Clements) VanLenten 75
3	Douglas C. Graves, Jr. 86
4	Marvin Morris Konigsburg 86
4	Harriet (Harriman) Hayward 79
5	Donald Luke Work 85
6	Pauline Claire (Heath) Sanna 71
6	Joshua A. Mogardo 30
9	Alfred Borgen Rygh 82
10	John Lawrence McCarthy 58
12	Hans Peter Boyce 65
14	Kathryn Knapp 84
14	Lucy H. D. (Everett) Klund 95
15	Edward Charles Ford 66
16	Thomas Paul Flynn 75
17	Roseta Hatim (Electricwala) Patwa 72
18	James Hodgdon 64
18	Alice Evelyn (Fleury) King 80
18	Jennie S. (Silva) Rose 79
19	Elizabeth May (Bryant) Herpich 83
21	Frederick S. Minkovitz 77
21	William H. Tucker 85
21	Leonard Sager 47
28	Donna Marie (Flood) Boardman 61

DECEMBER	AGE
1	William Howard Strubbe 86
7	Richard Allen Kenerson 76
8	Lawrence Erwin Jacobs 71
8	Alice A. (Carson) Moorehead 67
10	Arthur Loring Blanchard 85
10	Bertha Pauline (Hanson) Carlson 84
11	Paula (Boardman) Thomas 85
11	Barbara Louise (Morris) Powell 79
16	Merrill C. Oxner 76
17	Mary Elizabeth (Maginnis) French 89
18	Ruth Margaret (Sutherland) MacLean 84
21	John J. VanNostrand 62
21	Edward Joseph Couture 90
23	Eleanor (Pyz) Sable 98
25	Harriet Louise (Andersen) Messina 95
25	Wilton Douglas Painten 64
27	David Rodney White 66
28	Thomas Charles McGowan 83
28	Harriette (Dwork) Wasserman 84
28	Mary Louise (Davis) Ferguson 88
28	Leslie (Coolbrith) Dean 66
31	William W. Stephen 91

DELAYED RETURN – DECEMBER 2007	AGE
29	Louise Joan (Fischer) Peterson 67

PASSPORTS

The Town Clerk's Office is an official agent authorized to accept and process passport applications. The Office processed a total of 428 passports in 2008 and generated \$11,025.00 in revenue for the Town.

DOG AND CAT LICENSES

2008, 2009, 2010 and 2011 Dog Licenses Issued in 2008

Males	68
Males Neutered	227
Females	21
Females Spayed	209
5 Kennel Licenses	
TOTAL AMOUNT COLLECTED	\$5,069.00

2008, 2009, 2010 and 2011 Cat Licenses Issued

Males	0
Males Neutered	2
Female	0
Females Spayed	3
TOTAL AMOUNT COLLECTED	\$7.00

TOWN OF SANDWICH
2008 SPECIAL TOWN MEETING
January 14, 2008

The Special Town Meeting was called to order in the Sandwich High School auditorium by Moderator Jan Levin Teehan at 7:00 p.m. The clerks checked in a total of 339 voters. The total number of eligible voters was 14,936. The Reverend Sandra L. Smith gave the invocation, and Thomas F. Keyes, Chairman of the Board of Selectmen, led the Pledge of Allegiance. The Moderator had sworn in the following Sandwich residents as counters: Nancy Crossman, Cynthia Denmat, Rene Douglas, Elizabeth Fox, Deborah Gannett, Jennifer Hamilton, Donald Hewitt, Rebecca Hewitt, James McIntosh, Karol Maybury, Regina Peters, and Priscilla Raftery. Douglas Lapp, Assistant Town Administrator, was timekeeper.

ARTICLE 1

To see if the Town will vote to appropriate under the Community Preservation Act - historic resources program, the sum of \$2,050,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of preserving, restoring, and rehabilitating Sandwich Town Hall; that to meet this appropriation the Town transfer from the Community Preservation Fund a sum of money for this purpose, and that the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow up to \$2,050,000.00 and issue bonds and notes therefor pursuant to M.G.L. c.44B, §11, or any other enabling authority; or take any other action relative thereto.

VOTED: That the Town appropriate \$2,050,000 from the Community Preservation Fund historic resources reserve for historic resource purposes under the Community Preservation Act, to be expended under the direction of the Board of Selectmen, for the purpose of preserving, restoring, and rehabilitating Sandwich Town Hall, and authorize the Treasurer, with the approval of the Board of Selectmen, to borrow up to \$2,050,000.00 and issue bonds and notes therefor pursuant to M.G.L. c.44B, §11, or any other enabling authority. This was a voice vote and declared passed by the required two-thirds vote.

ARTICLE 2

To see if the Town will vote in accordance with the provisions of M.G.L. c.44, §53F1/2 to raise and appropriate or transfer from available funds a sum of \$25,000.00, or any other amount, from the Golf Enterprise Fund, to be expended under the direction of the Board of Selectmen, for the purpose of increasing the FY'08 operating budget for Sandwich Hollows Golf Club, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town transfer and appropriate \$25,000 from the Golf Enterprise Fund surplus revenue in accordance with the provisions of M.G.L. c.44, §53F1/2, to be expended under the direction of the Board of Selectmen, for the purpose of increasing the FY'08 operating budget for Sandwich Hollows Golf Club.

ARTICLE 3

To see if the Town will vote in accordance with the provisions of M.G.L. c.44, §53F1/2 to raise and appropriate or transfer from available funds a sum of \$80,000.00, or any other amount, from the Golf Enterprise Fund to be expended under the direction of the Board of Selectmen, for the purpose of replacing and make extraordinary repairs to the Sandwich Hollows Golf Club clubhouse windows, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town transfer and appropriate \$80,000 from the Golf Enterprise Fund surplus revenue in accordance with the provisions of M.G.L. c.44, §53F1/2, to be expended under the direction of the Board of Selectmen, for the purpose of replacing and make extraordinary repairs to the Sandwich Hollows Golf Club clubhouse windows.

ARTICLE 4

To see if the Town will vote to authorize the Board of Selectmen to accept restrictive covenants from the Housing Assistance Corporation to the Town, as outlined in documents entitled "Restrictive Covenants" and "Acceptance of Deed" and dated July 31, 2007, copies of which are on file with the Town Clerk's Office, or take any action relative thereto.

UNANIMOUSLY VOTED: That Town authorize the Board of Selectmen to accept restrictive covenants from the Housing Assistance Corporation to the Town, as outlined in documents entitled "Restrictive Covenants" and "Acceptance of Deed" and dated July 31, 2007, copies of which are on file with the Town Clerk's Office.

ARTICLE 5

To see if the Town will vote pursuant to M.G.L. c.40, §4A to authorize the Board of Selectmen to enter into an intermunicipal agreement with one or more other governmental units to amend and extend the intermunicipal agreement for the Otis Regional Transfer Station on such terms and conditions as the Board of Selectmen deems to be in the best interests of the Town, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town authorize the Board of Selectmen pursuant to M.G.L. c.40, §4A to enter into an intermunicipal agreement with one or more other governmental units to amend and extend the intermunicipal agreement for the Otis Regional Transfer Station on such terms and conditions as the Board of Selectmen deems to be in the best interests of the Town.

ARTICLE 6

To see if the Town will vote to authorize the Board of Selectmen to enter into lease or operating and management contracts with respect to any or all of the so-called Roberti Farm property identified as Assessors Map 87, Lot 80 for such period of time as the Board of Selectmen deems to be in the best interests of the Town, which may be in excess of ten years, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town authorize the Board of Selectmen to enter into lease or operating and management contracts with respect to any or all of the so-called Roberti Farm property identified as Assessors Map 87, Lot 80 for such period of time as the Board deems to be in the best interests of the Town.

ARTICLE 7

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to increase the number of annual all alcohol package licenses issued to the Town by one, with said license to be issued to a business located in downtown Sandwich, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town authorize the Board of Selectmen to petition the General Court to increase the number of annual all alcohol package licenses issued to the Town by one, with said license to be issued to a business located in downtown Sandwich.

ARTICLE 8

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation, substantially in the form as set forth below, relating to the establishment of a Sandwich Economic Initiative Corporation; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition:

AN ACT ESTABLISHING THE SANDWICH ECONOMIC INITIATIVE CORPORATION.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

SECTION 1.

- (a) The general court finds that:
- (1) in the town of Sandwich unused, underused, substandard, undeveloped or underdeveloped areas exist;
 - (2) these areas constitute a menace, injurious and inimical threat to the health, safety and welfare of the residents of the town;
 - (3) these areas constitute an economic liability substantially impairing or arresting the sound growth of the town and retarding the economic well-being of the commonwealth;
 - (4) these areas decrease the value of private investments and threaten sources of public revenue;
 - (5) redevelopment of these areas in accordance with locally-approved community and economic development, capital improvement or other plans, including the town's master plan, for the elimination of these conditions and prevention of their recurrence is necessary to retain existing en-

terprises, attract new commercial, industrial or residential development and to promote the sound and orderly growth of the town;

- (6) the existence of these unused, underused, undeveloped or underdeveloped areas makes persons unwilling or unable to do business in the town;
 - (7) the menace of these unused, underused or underdeveloped areas is beyond remedy and control solely by the regulatory process in the exercise of the police powers and cannot be dealt with effectively by the ordinary operations of private enterprise without the assistance provided in this act;
 - (8) that to prevent a recurrence of these conditions in these areas the improvement of sites for commercial, industrial or residential uses or for necessary public facilities in the areas, the disposition of property for redevelopment incidental to these improvements, the exercise of powers by the corporation, and any assistance which may be given by the town or any other public body in connection with these actions, are public uses and purposes for which public money may be expended; and
 - (9) the acquisition, planning, clearance, development, rehabilitation or rebuilding of these unused, underused, substandard and undeveloped areas for commercial, industrial, residential, institutional and public facility purposes are public benefits for which public funds may be expended for the welfare of the town and the commonwealth.
- (b) The general court further finds that:
- (1) there exists in the town conditions of underemployment which cause hardship to many individuals and families, wastes vital human resources, increases the public assistance burden, impairs the security of family life, impedes the economic and physical development of the town and adversely affects the welfare and prosperity of its people;
 - (2) obsolete, inefficient or inadequate public facilities and infrastructure are causing injury to the town's economy; and
 - (3) the unaided efforts of private industry have not provided and cannot provide the necessary sites within the development zone due to problems in the assembly of suitable sites, the provision of adequate public facilities and services, the unavailability of private capital for development and the inability of private enterprise alone to plan, finance and coordinate feasible development projects.
- (c) The general court further finds that:
- (1) the town of Sandwich has a dire need to develop or redevelop public facilities and infrastructure to stimulate and support economic growth;
 - (2) without these public facilities and services the town cannot

arrest the decline of, revitalize, stabilize or expand its economy or develop a sound, vibrant economic base; and

- (3) the development, management and operation of public facilities in support of economic development are essential to the preservation and enhancement of the town's tax base and economy.
- (d) The general court further finds that:
 - (1) the town of Sandwich has a dire need to protect and preserve open space and to develop affordable housing in order to support the objectives of balanced growth;
 - (2) without sufficient open space and housing affordable to a broad range of incomes, the town cannot develop and sustain a vibrant economic base; and
 - (3) the protection of open space and the provision of affordable housing are essential to the preservation and enhancement of the town's tax base and economy.
- (e) The general court further finds that the purpose of the corporation shall be to serve as a catalyst for stimulating projects that improve the quality of life and help achieve Sandwich's vision for its future, while also being a catalyst for positive change and an advocate of solutions and opportunities for the town's business and economic development through programs, including but not limited to, cultural, historical, economic, housing, educational, industrial, professional, tourism and sports growth.
- (f) The general court further finds that the purpose of the corporation shall also be to create a suitable living environment and to strengthen partnerships between all levels of government and non-profit and for-profit organizations in an effort to maximize social and economic opportunities available to the citizens of the town.
- (g) The general court further finds that the purpose of the corporation shall also be to enhance the position, image and perception of the town as a desirable place to live, work, visit and invest by providing increased revenue and jobs to the town through programs of planned cultural, historical, economic, housing, educational, industrial, professional, and tourism and sports growth.
- (h) The general court further finds a public corporation is necessary to address these and related public purposes. It is the purpose of the corporation created by this act to aid the town, other public agencies, private enterprises and non-profit organizations in the speedy and orderly development or redevelopment of unused, obsolete, underused or underdeveloped areas and in the development, operation and management of facilities and infrastructure necessary to support the economic vitality of the town.

SECTION 2. As used in this act the following words shall, unless the context clearly requires otherwise, have the following meanings:

"Board of selectmen", the duly elected board of selectmen of the town of Sandwich.

"Board of directors", the managing body of the corporation consisting of members appointed thereto in accordance with section eight.

"Corporation", the Sandwich Economic Initiative Corporation established pursuant to this act.

"Development project",

- (1) a project to be undertaken in furtherance of the purposes of this act for acquisition or leasing by the corporation of land and improvements thereon and the development of the property so acquired;
- (2) a project to be undertaken in furtherance of the purposes of this act for the rehabilitation or conservation of property or for the demolition, removal, rehabilitation or addition of improvements whenever necessary to carry out the purposes of this act;
- (3) a project entailing the construction, improvement, or rehabilitation of infrastructure, public facilities, or both, in furtherance of the purposes of this act; or
- (4) a project involving a combination of the foregoing types of projects. A development project may include improvements necessary for carrying out the objectives of the project together with such site improvements as are necessary for the preparation of any site for uses in accordance with locally-approved development plans as well as for making any land or improvements acquired in the area of the project available for redevelopment or rehabilitation by private enterprise, including the sale, initial leasing or retention by the corporation for industrial, commercial, business, manufacturing or residential uses contemplated by a development plan. A development project may include the construction by the corporation of any of the buildings, structures or other facilities for industrial, commercial, business, manufacturing or residential uses contemplated by a development plan and the repair, removal or rehabilitation by the corporation of any of the buildings, structures or other facilities located in a development area which are to be repaired, moved or rehabilitated. A development project may also include a preservation project as defined by this act where limited development of land to be preserved primarily for conservation, farming, forestry, recreation or open space uses may be carried out by the corporation in order to finance the cost of acquiring the land and improvements thereon.

"Financial institution", a banking corporation or institution, trust company, savings bank, cooperative bank, savings or loan association, insurance company or related corporate partnership, foundation or other institution engaged primarily in lending or investing funds.

“**Town**”, the town of Sandwich.

“**Town administrator**”, the duly appointed Town Administrator of the Town.

“**Town meeting**”, the direct democracy of town voters acting in lawfully convened session.

SECTION 3.

(a) There shall be a body politic and corporate to be known as the Sandwich Economic Initiative Corporation. The corporation shall be a public instrumentality separate from the town, and shall not be considered an authority, board or committee of the town. The corporation is empowered to carry out the provisions of this act, and the exercise by the corporation of the powers conferred by this act shall be considered the performance of essential public and governmental functions.

(b) The purposes of the corporation shall be to promote the objectives set forth in section 1 as well as to promote the common good and general welfare of the town, to improve the living standards of its citizens by fostering the improvement of their employment opportunities and to solicit, encourage and induce business organizations and educational institutions to locate in the town with an emphasis on expanding the tax base of the town. The corporation shall assist and promote the development and expansion of business activities and business organizations in the town. In furtherance of the purposes named in this section, and in addition to the powers conferred on the corporation under the provisions of this act, the corporation shall, subject to the restrictions and limitations hereinafter provided, have the following powers:

- (1) to sue and be sued in its own name, to plead and to be impleaded;
- (2) to adopt by-laws and rules for the regulation of its affairs and the conduct of its business and to alter those by-laws and rules;
- (3) to make and enter into all contracts and agreements necessary or incidental to the performance of its duties;
- (4) to receive and accept from any federal agency, the commonwealth or any political subdivision thereof any grants, loans or advances for or in aid of a development project or projects and to receive and accept contributions from any other source of either money, property, labor or other things of value, to be held, used and applied for the purposes for which these grants, loans, advances and contributions may be made;
- (5) to invest any funds not required for immediate use or disbursement in certificates of deposit or in obligations of the government of the United States or in obligations guaranteed by the government of the United States; and, subject to a specific vote of the board of directors, to invest funds

in any fashion in which municipal funds may be invested pursuant to the provisions of chapter 44 of the General Laws;

- (6) to own and manage real property;
- (7) to make relocation payments to persons and businesses displaced as a result of carrying out a development project under this act, in accordance with chapter 79A of the General Laws;
- (8) to provide advisory services and technical assistance necessary or desirable to carry out the purposes of this act;
- (9) to prepare or cause to be prepared plans, designs, drawings, specifications and estimates of cost for the construction, reconstruction, development, redevelopment, rehabilitation, remodeling, alteration or repair of development projects and, from time to time, modify these plans, designs, drawings, specifications and estimates;
- (10) to designate property for development and preservation projects, except that when the property is owned by the town, the designation and use shall have the concurrence of the town meeting;
- (11) to procure insurance against any loss in connection with its property, other assets and operations;
- (12) to arrange or contract with the town for the planning, preplanning, opening or closing of streets, roads, alleys or other places or for the furnishing of facilities or for the acquisition by the town of property or property rights or for the furnishing of property or services in connection with a development project or projects;
- (13) to manage or lease any development project, whether owned or leased by the corporation, and to enter into agreements with the commonwealth or the town or any agency or instrumentality thereof, or with any person, firm, partnership or corporation either public or private for the purposes of causing any development project to be managed;
- (14) To establish subsidiary or affiliate legal entities convenient or necessary to advance the purposes of this act;
- (15) to establish and collect fees for the use of any properties owned or leased by the corporation, or for the provision of infrastructure, facilities, services and amenities;
- (16) To act with respect to one or more development projects as a corporation organized under chapter 121A of the General Laws;
- (17) To borrow money for the purposes of aiding in the construction of equipment required by the commonwealth or the United States to abate air or water pollution;

- (18) To borrow money for the purposes of aiding in the construction of public facilities, infrastructure and utilities necessary for economic development;
- (19) to apply to the federal government or to the commonwealth for housing or economic development assistance grants to carry out approved economic development projects, to receive and administer these grants, to contract with the commonwealth for financial assistance, to apply for and receive advances for the estimated costs of surveys and plans and administrative expenses in preparation for economic development projects, and to apply for, receive and administer community development action grants, all to the same extent and subject to the same terms and conditions as an urban renewal agency pursuant to sections 53 to 57A, inclusive, of chapter 121B of the General Laws.
- (20) To do all acts and things necessary or convenient to carry out the powers expressly granted in this act;
- (21) to employ consulting engineers, an executive director, superintendents, managers, and other employees, agents and consultants as may be necessary in its judgment and to fix their compensation;
- (22) to accept, acquire, other than by eminent domain, receive and hold by bequest, devise, grant, gift, purchase, exchange, lease, transfer, judicial order or decree or otherwise, for any of its objects and purposes, any property, both real and personal, from any source, including grants, loans or advances for or in aid of the corporation from any federal agency or the commonwealth or any political subdivision thereof;
- (23) to sell, convey, mortgage, lease, transfer, exchange, or otherwise dispose of any property, both real and personal, that the objectives and purposes of the corporation may require, subject to any limitations as may be prescribed by law;
- (24) to borrow money and, from time to time, to make, accept, endorse, execute and issue bonds, debentures, promissory notes, bills of exchange and other obligations of the corporation for monies borrowed or in payment for property acquired or for any of the other purposes of the corporation and to secure the payment of these obligations by mortgage, pledge, deed, indenture, agreement or other instrument of trust, or by lien upon, assignment of or agreement in regard to all or any part of the corporation's property, rights or privileges, whether now owned or later acquired;
- (25) to make loans to any person, firm, corporation, joint stock company, association or trust located or doing business in the town, or proposing a development project within the town, for the purpose of promoting and developing business activities;
- (26) to acquire improved and unimproved real estate for the purposes of developing, demolishing, constructing or reconstructing commercial, industrial, residential, institutional, or other establishments thereon, or for developing, redeveloping or constructing public facilities, or for the purpose of disposing of such real estate to others for the development, redevelopment, demolition, construction, operation or management of commercial, industrial, residential, institutional or other establishments, or for public facilities, as the objects and purposes of the corporation may require; but nothing contained in this act shall be construed to grant the corporation the power of eminent domain. Acquisition of land from the town of Sandwich shall not be subject to section sixteen of chapter thirty B, and shall only be authorized by a two-thirds vote of town meeting;
- (27) To acquire, demolish, construct, reconstruct, alter, maintain, sell, convey, transfer, mortgage, pledge or otherwise dispose of commercial, industrial, residential or business establishments or other property as the objects and purposes of the corporation may require. Notwithstanding the provisions of any general or special law to the contrary, the corporation may enter into a contract, in conformance with chapter thirty B, for the construction, reconstruction, installation, demolition, maintenance or repair of any public building or public work without said contract being subject to the competitive bid process as set forth in sections thirty-eight A1/2 to thirty-eight O, inclusive, of chapter seven, section thirty-nine M of chapter thirty, or sections forty-four A to forty-four J, inclusive, of chapter one hundred and forty-nine.
- (28) to acquire, subscribe for, own, hold, sell, assign, transfer, mortgage, pledge or otherwise dispose of the bonds, debentures, notes or other securities and evidences of interest in or indebtedness of any person, firm, corporation, joint stock company, association or trust, and, while the owner or holder thereof, to exercise all the rights, powers and privileges of ownership;
- (29) to cooperate with and avail itself of the facilities and programs of various governmental agencies including, but not limited to, those of the Small Business Development Corporation, the Massachusetts office of business and development, the United States Department of Commerce, the New England Regional Commission and any similar governmental agencies; provided, however, that the corporation shall notify the town administrator of all grant applications prior to the submission of such applications by the Corporation;
- (30) To receive stocks, bonds, donations and gifts, and to otherwise raise money for the above purposes;
- (31) To promote the town as a retail, commercial, industrial, professional and financial center.

(c) The corporation shall not participate or intervene in any political campaign on behalf of any candidate for public office or publish or distribute any statements with respect thereto. Notwithstanding any other provision of this act, neither the members, directors, officers, nor the corporation shall participate in any prohibited transactions, as defined in section 503 of the Internal Revenue Code, nor shall the corporation accumulate income or engage in any activities if the accumulation of income or the activities so engaged in are, or would be, within the prohibitions of section 504 of said Internal Revenue Code, nor shall the corporation be operated at any time for the primary or sole purpose of carrying on a trade or business for profit.

SECTION 4. The principal office of the corporation shall be located in the town of Sandwich.

SECTION 5. The corporation shall not be subject to chapter 63 of the General Laws, nor shall the corporation be liable for any taxes based upon or measured by income. The securities and evidences of indebtedness issued by the corporation shall be free from taxation by the commonwealth.

SECTION 6. In order to carry out the purposes of this act and exercise the powers of the corporation, the town may raise and appropriate, or may borrow in aid of the corporation, such sums as may be necessary to make a loan or grant to the corporation. The town of Sandwich shall not incur any financial obligation to the corporation or resulting from any action of the corporation absent a two-thirds vote of town meeting. Notwithstanding the provisions of section twenty-three B of chapter thirty-nine, the board of selectmen of the town of Sandwich is hereby authorized to meet with the board of directors in executive session for the purpose of considering proposed development plans of the corporation. The board of directors is hereby authorized to meet with persons proposing a development plan in executive session.

SECTION 7. Notwithstanding any general or special law to the contrary, or any provision in their respective charters, agreements of associations, articles of organization, or trust indentures, domestic corporations organized for the purpose of carrying on business within the commonwealth, including without implied limitation any electric or gas company as defined in section 1 of chapter 164 of the general laws, railroad corporations as defined in section 1 of chapter 160 of the general laws, financial institutions, trustees and the town may acquire, purchase, hold, sell, assign, transfer, or otherwise dispose of any bonds, securities or other evidence of indebtedness of the corporation and may make contributions to the corporation, all without the approval of any regulatory authority of the commonwealth.

A contribution made under this section to the corporation shall be in addition to contributions authorized by section 12C of chapter 155 of the general laws and by other general or special law.

SECTION 8. The corporation shall be managed by a board of directors consisting of nine voting members, each serving a term of three years. The board of selectmen shall make the initial appoint-

ments to the board of directors. Initial appointments shall be for staggered terms of one, two, and three years so that an even number of seats as nearly as possible shall be subject to reappointment in subsequent years. In making the initial appointments, the board of selectmen shall designate, as to each appointment, the seat being filled as set forth herein. Thereafter, membership on the board of directors shall be determined as follows: the Sandwich board of selectmen shall choose three directors, including one director from the persons among the current membership of the board of selectmen, one director from the general citizenry of the town of Sandwich, and one director from those individuals, entities, or organizations engaged in non-profit enterprises in the town of Sandwich; the Sandwich chamber of commerce shall choose one director; and the board of directors shall choose five directors from the general citizenry of the town of Sandwich with education and experience in the fields of economic development, finance, real estate, retail, and related business activities. The power to appoint such directors shall include the power to fill vacancies for those directors.

Each member shall be sworn to the faithful performance of his official duties as a member of the board of directors. A majority of the nine members shall constitute a quorum for the transaction of any business; provided, however, that any action of the board of directors shall require the affirmative vote of a majority of the entire board.

A member of the board of directors may be removed for cause after a hearing by a majority vote of all of the members of the board of selectmen and the remaining members of the board of directors. The members of the board of directors shall be deemed to be special municipal employees for the purposes of chapter 268A of the General Laws.

There shall be elected by and from the board of directors a president, treasurer, secretary/clerk, and any other officers as may be considered necessary by the board.

The members of the board of directors shall not receive compensation for the performance of their duties under this act, but each member may be reimbursed by the corporation for expenses actually incurred in the performance of his duties.

SECTION 9. The board of directors shall adopt a corporate seal for the corporation and designate the custodian thereof. The board of directors shall cause at all times accurate accounts to be kept of all receipts and expenditures of the funds of the corporation and shall make a report annually to the board of selectmen, containing an abstract of such accounts and detailed information of all receipts and expenditures, including prices paid for property acquisition, contracts for construction of facilities and for the leasing thereof, and such other detailed information as may be helpful. The corporation shall cause an audit of its books and accounts to be made biannually by certified public accountants and the cost thereof shall be treated as a current expense. Except as otherwise provided in this act, the corporation shall have the full power to exercise care of its property and the management of its business and affairs. The treasurer shall give bond for the faithful performance of his duties, with a surety company authorized to do business in the commonwealth as surety,

in such sum as the board of directors may determine, the premium of which shall be paid by the corporation.

SECTION 10. The corporation, from time to time, may provide by resolution for the issuance of revenue bonds of the corporation for the purposes of paying all or any part of the cost of a development project or projects. The principal of and interest on the bonds shall be payable solely from the funds herein provided for the payment. The bonds of each issue shall be dated, shall bear interest at the rates and shall mature at the time or times not exceeding 20 years from their date or dates, as determined by the corporation, and may be redeemable before maturity, at the option if the corporation, at the price or prices and under the terms and conditions fixed by the corporation before the issuance of the bonds. The corporation shall determine the form of the bonds, including any interest coupons to be attached thereto, and the manner of execution of the bonds, and shall fix the denomination or denominations of the bonds and the place or places of payment of principal and interest, which may be at any bank or trust company within the commonwealth. In case any officer whose signature, or a facsimile thereof, shall appear on any bonds or coupons shall cease to be an officer before the delivery of the bonds, the signature or facsimile shall nevertheless be valid and sufficient for all purposes as if that officer had remained in office until the delivery. The bonds may be issued in coupon or registered form or both, as the corporation may determine, and provision may be made for the registration of any coupon bonds as to principal alone and also as to both principal and interest. The corporation may sell the bonds in a manner and for a price, either at public or private sale, as it may determine to be for the best interests of the corporation.

The proceeds of the bonds shall be used solely for the payment of the cost of a development project and shall be disbursed in a manner and under such restrictions, if any, as the corporation may provide. Before the preparation of definitive bonds, the corporation may, under like restrictions, issue interim receipts or temporary bonds, with or without coupons, exchangeable for definitive bonds when the bonds have been executed and are available for delivery. The corporation may also provide for the replacement of any bonds which shall become mutilated or shall be destroyed or lost. Revenue bonds may be issued under this act subject only to those proceedings, conditions or things which are specifically required by this act.

The corporation may provide by resolution for the issuance of revenue refunding bonds of the corporation for the purpose of refunding any revenue bonds then outstanding and issued under this act, including the payment of any redemption premium thereon on any interest accrued or to accrue to the date of redemption of the bonds and, if deemed advisable by the corporation, for the additional purpose of construction or reconstructing and extensions or improvements of the development project. The issue of the bonds, the maturities, and other details thereof, the rights of the holders thereof, and the duties of the corporation relative thereto shall be governed by this act insofar as it is applicable.

While any bonds issued by the corporation remain outstanding, the powers, duties or existence of the corporation shall not be dimin-

ished or impaired in any way that will adversely affect the interests and rights of the holders of the bonds.

Revenue and revenue refunding bonds issued under this act, unless otherwise authorized by law, shall not constitute a debt of the commonwealth or the town, or a pledge of the full faith and credit of the commonwealth or of the town, but the bonds shall be payable solely from the funds herein provided therefore from revenues generated by the corporation. If the corporation or the town or commonwealth is not obliged to pay the revenue or revenue refunding bonds, all the revenue and revenue refunding bonds shall contain on the face thereof a statement to the effect that neither the corporation nor the commonwealth nor the town shall be obliged to pay the same or the interest thereon except from revenues, and that neither the faith and credit nor taxing power of the commonwealth or of the town is pledged to the payment on the bonds.

All revenue and revenue refunding bonds issued under this act shall have all the qualities and incidents of negotiable instruments as defined in section 3-104 of chapter 106 of the General Laws.

SECTION 11. In the discretion of the corporation, the revenue bonds or revenue refunding bonds may be secured by a trust agreement by and between the corporation and a corporate trustee, which may be any trust company or bank having the powers of a trust company within the commonwealth. The trust agreement may pledge or assign the revenues to be received, but shall not convey or mortgage any development project or part thereof.

Either the resolution providing for the issuance of bonds or the trust agreement may contain provisions for protecting and enforcing the rights and remedies of the bondholders, including, without limitation, provisions defining defaults and providing for remedies in the event thereof, which may include the acceleration of maturities, and covenants setting forth the duties of and limitations on the corporation in relation to the acquisition, construction, improvement, enlargement, alteration, equipping, furnishing, maintenance, operation, repair, insurance and disposition of property, the custody, safeguarding, investment and application of moneys, the use of any surplus bond or note proceeds and the establishment of reserves. The resolution or trust agreement may also contain covenants by the corporation in relation to:

- (1) the establishment, revision and collection of rents and charges for services of facilities furnished or supplied by the corporation that provide revenues sufficient with other revenues of the development project, if any, to pay
 - (i) the cost of maintaining, repairing and operating the development project and of making renewals and replacements in connection therewith,
 - (ii) the principal of and the interest on the revenue bonds as they become due and payable,
 - (iii) payments in lieu of taxes, betterment and special assessments, and

- (iv) reserves for such purposes;
- (2) the purpose or purposes for which the proceeds of the sale of the bonds will be applied and the use and disposition thereof;
- (3) the use and disposition of the gross revenues of the corporation from the development project, any additions thereto and extensions and improvements thereof, including the creation and maintenance of funds for working capital and for renewals and replacements to the development project;
- (4) the amount, if any, of additional revenue bonds payable from the revenues of the development project and the limitations, terms and conditions on which the additional revenue bonds may be issued; and
- (5) the operation, maintenance, management, accounting and auditing of the development project and of the income and revenues of the corporation.

It shall be lawful for any bank or trust company incorporated under the laws of the commonwealth to act as depository of the proceeds of the bonds or of revenues and to furnish indemnifying bonds or to pledge securities as required by the corporation. The trust agreement may set forth the rights and remedies of the bondholders and of the trustees and may restrict the individual right of action by bondholders as is customary in trust agreements or trust indentures securing bonds and debentures of corporations. The trust agreement may contain other provisions as the corporation considers reasonable and proper for the security of the bondholders. All expenses incurred in carrying out the trust agreement may be treated as a part of the cost of the operation of the development project. The pledge by any trust agreement or resolution shall be valid and binding from the time when the pledge is made; the revenues or other moneys so pledged and then held or later received by the corporation shall immediately be subject to the lien of the pledge without any physical delivery thereof or further act; and the lien of the pledge shall be valid and binding as against all parties having claims of any kind in tort, contract or otherwise against the corporation, irrespective of whether the parties have notice thereof. Neither the resolution nor any trust agreement by which pledge it is created need be filed or recorded except in the records of the corporation, and no filing need be made under chapter 106 of the General Laws.

SECTION 12. Revenue bonds and revenue refunding bonds issued under this act are hereby made securities in which all public officers and public bodies of the commonwealth and its political subdivisions, all insurance companies, trust companies in their commercial departments and within the limits set by section 6 of chapter 167E of the General Laws, banking associations, investment companies, executors, trustees and other fiduciaries, and all other persons who are now or may hereafter be authorized to invest in bonds or other obligations of a similar nature may properly and legally invest funds, including capital in their control and belonging to them; and the bonds are hereby made obligations which may properly and legally be made eligible for the investment of savings deposits and income thereof in the manner provided by section 2 of said chapter 167F.

The bonds are hereby made securities which may properly and legally be deposited with and received by any state or municipal officer or any agency or political subdivision of the commonwealth for any purpose for which the deposit of bonds or other obligations of the commonwealth is now or may hereafter be authorized by law.

SECTION 13. To provide funds for the general purposes of the corporation, including working capital, the corporation may, from time to time, issue debentures which, unless otherwise authorized by law, shall not constitute a debt of the commonwealth or of the town, or a pledge of the full faith and credit of the commonwealth or of the town, and shall be subordinated to all other obligations of the corporation and shall be payable at the time and in installments, if any, as the corporation shall determine, but solely out of the net assets of the corporation; and the holders thereof shall be entitled to interest thereon, but only out of the net earnings of the corporation, and in no event at a rate higher than the rate specified therein.

The debentures may be secured by a trust agreement by and between the corporation and a corporate trustee, which shall be a trust company or bank located within the commonwealth having the powers of a trust company. The trust agreement shall contain provisions for protecting and enforcing the rights and remedies of the debenture holder. It shall be lawful for any bank or trust company incorporated under the laws of the commonwealth which may act as a depository under the trust agreement to furnish indemnifying bonds or to pledge securities as required by the corporation. The trust agreement shall set forth the rights and remedies of the debenture holders and of the trustee, and may restrict individual right of action by debenture holders. The trust agreement may contain such other provisions as the corporation may consider reasonable and proper for the security of the debenture holders. All expenses incurred in carrying out the trust agreement may be treated as an item of current expense.

Debentures may be issued under this act without obtaining the consent of any department, division, office, commission, board, bureau or agency of the commonwealth or the town, and without any other proceedings or the happenings of any other condition or things other than those proceedings, conditions or things which are specifically required by this act.

SECTION 14. Any holder of bonds or debentures issued under this act or of any coupons appertaining thereto, and the trustee, except to the extent the rights herein given may be restricted by the trust agreement, may, either at law or in equity, by suit, action, mandamus or other proceeding, protect and enforce all rights under the laws of the commonwealth or granted hereunder or under the trust agreement, and may enforce and compel the performance of all duties required by this act or by the trust agreement, to be performed by the corporation or by any officer thereof.

SECTION 15. The corporation shall not deposit any of its funds in a banking institution not authorized to provide banking services in the Commonwealth of Massachusetts. The designation of a banking institution as a depository shall be subject to a vote of a majority of the directors present at an authorized meeting of the board of directors, exclusive of any director who is an officer or director of the

depository so designated. Said corporation shall not receive money on deposit.

SECTION 16. The corporation shall be liable in contract and in tort in the same manner as a municipal corporation. The directors, employees, officers and agents of the corporation shall be liable in contracts and tort, in the same manner as municipal employees under the General Laws. The corporation shall indemnify the directors, officers, employees and agents of the corporation under sections 9 and 13 of chapter 258 of the General Laws as public employees. The property or funds of the corporation shall not be subject to attachment or to levy and sale on execution, but if the corporation refuses to pay a judgment entered against it in any court of competent jurisdiction, the superior court may direct the treasurer of the corporation to pay the judgment. The real estate owned by the corporation shall not be subject to liens under chapter 254 of the General Laws, but sections 28 and 29 of chapter 149 of the General Laws shall be applicable to any construction work by the corporation.

SECTION 17. The corporation shall file annual reports with the state secretary and the board of selectmen. These annual reports shall also be published in a newspaper of general circulation in the town within 60 days after the close of the corporation's fiscal year. The state secretary shall make copies of such reports available to the commissioner of insurance and to the commissioner of banks, and the corporation shall also furnish such other information as may, from time to time, be required by the state secretary.

SECTION 18. The corporation is hereby designated as a community-based development organization for purposes of carrying out community or economic development projects with federal financial assistance.

SECTION 19. The corporation is hereby designated as a non profit organization that may act as a land trust for purposes of carrying out preservation projects as defined in section 2 and for receiving assignment of the town's first refusal options under chapter 61, chapter 61A or chapter 61B of the General Laws.

SECTION 20. The corporation may, upon the affirmative vote of two-thirds of its members and upon an authorization vote of town meeting, petition for its dissolution by order of the supreme judicial or superior court, in the manner provided in section 11A of chapter 180 of the General Laws.

SECTION 21. If the corporation shall fail to commence operations within 6 years after the effective date of this act, then the provisions of this act shall cease to be effective.

SECTION 22. This act shall take effect upon its passage.

or take any action relative thereto.

A motion was made and seconded to indefinitely postpone this article. This was a counted vote, 172 yes and 94 no, and declared carried by the Moderator.

It was moved, seconded and voted to take Article 17 out of order. The Moderator stepped down, and Kevin M. Kirrane, having been sworn in as Assistant Moderator, took over the duties.

ARTICLE 17

To see if the Town will vote to authorize The Board of Selectmen to petition the General Court for a special act, as set forth below, amending The Town Charter to change the procedures used to appoint The Finance Committee for The Town of Sandwich provided that the General Court may make clerical changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, which amendments shall be within the scope of the specific public objectives of the petition.

An act relative to the Charter of The Town of Sandwich

Section 1. The Charter of The Town of Sandwich, which is on file in the office of the archivist of the Commonwealth as provided in Section 12 of Chapter 43B of the General Laws, is hereby amended by striking out Section 4.4.1. paragraph (b) and inserting the following:

The Moderator will chair an interview and appointing committee consisting of two members of the current Finance Committee, the Chair of the School Committee or an appointed member of that committee and the chair of the Board of Selectmen or an appointed member of that board.

The Moderator will be responsible for receiving applications from candidates for the Finance Committee, scheduling the interview meetings and presenting the candidates to the Interview and Appointment Committee.

In the case of a candidate who receives equal votes for and against his or her appointment to the Finance Committee, the Moderator will have the tie-breaking vote.

The new appointees to the Finance Committee will be scheduled by the Moderator and/or the Chair of the Finance Committee to meet with the Board of Selectmen and School Committee in open session to introduce themselves to these elected bodies and the general public.

If these changes were enacted, they would not in force until after the next election for Town Moderator in May of 2009.

Should the Interview and Appointment Committee fail to fill a vacancy on the Finance Committee within forty-five (45) days of having been notified in writing by the Town clerk of said vacancy a majority of the remaining members of the Finance Committee may nominate a person for each such vacancy. Should the Interview and Appointment Committee fail to take action on said nomination within 21 days, the nominee shall become a member of the Finance Committee.

Section 2. Article VII, Section 7.2 (a) is hereby amended by striking out "appointed by the Moderator" and inserting "appointed by the Interview and Appointment Committee".

Section 3. The act shall take effect upon passage with the exception noted in Section 1, or take any action relative thereto.

(Submitted by Petition)

It was moved and seconded to indefinitely postpone this article. This was a voice vote and declared not carried by the Moderator. Voted to move the main motion.

VOTED: This was a voice vote and declared NOT CARRIED by the Moderator.

ARTICLE 9

To see if the Town will vote to amend the Sandwich Town Charter, as printed below, by deleting those portions of the Town Charter highlighted with strikethrough formatting and inserting those portions of the Town Charter with underline formatting; and further, to authorize the Board of Selectmen to petition the General Court to the end that legislation be adopted precisely as follows in accordance with the special act charter process; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition; or take any action relative thereto:

CHARTER TOWN OF SANDWICH

PREAMBLE

Good government can only be defined as that which is wholly and justly participated in by the people who are under its jurisdiction. For that purpose the citizens of Sandwich, in exercising their rights of self-government, do ordain the provisions set forth in the ensuing Charter of this town.

ARTICLE I INCORPORATION, FORM OF GOVERNMENT

Section 1.1 INCORPORATION

The inhabitants of the Town of Sandwich, residing within its corporate boundaries as heretofore established, are hereby constituted and shall continue to be a body politic and corporate in perpetuity under the name of "The Town of Sandwich."

Section 1.2 FORM OF GOVERNMENT

The municipal form of government provided by this Charter shall consist of a Town Meeting open to all voters; a Board of Selectmen, elected by the people and accountable to the people; and a Town Manager, appointed by and accountable to the Board of Selectmen for proper administration of the affairs of the town.

ARTICLE II POWERS OF THE TOWN

a) The town shall have all the powers granted to towns by the Constitution and General Laws together with all of the implied powers necessary to execute such granted powers.

- b) The powers of the town under the Charter shall be construed and interpreted liberally in favor of the town, and the specific mention of any particular power is not intended to limit in any way the general powers.
- c) The town may enter into agreements with any other agency of municipal government, agency of the Commonwealth, other states, or the United States government to perform jointly, by contract, or otherwise, any of its powers or functions and may participate in the financing thereof.

ARTICLE III LEGISLATIVE BRANCH

Section 3.1 OPEN TOWN MEETING

The legislative powers of the town shall be exercised by a Town Meeting open to all voters.

Section 3.2 PRESIDING OFFICER

All sessions of the Town Meeting shall be presided over by a Moderator, elected as provided in Section 4.4 of the Charter. The Moderator shall regulate the proceedings, decide questions of order, and make public declarations of all votes. The Moderator shall have all of the powers and duties given to Moderators under the Constitution and the General Laws, and such additional powers and duties as may be authorized by the Charter, by By-law or by other Town Meeting vote.

Section 3.3 ANNUAL TOWN MEETING

The Annual Town Meeting shall be held on such date or dates as may be fixed by the Board of Selectmen as provided in paragraph (e) of Section 4.2.5 of the Charter.

Section 3.4 SPECIAL TOWN MEETINGS

Special Town Meetings shall be held at the call of the Board of Selectmen at such times as it may deem appropriate and whenever a special meeting is requested by the voters in accordance with procedures made available by the General Laws.

Section 3.5 QUORUM

The quorum for both the Annual Town Meeting and any Special Town Meeting shall be set by By-law.

Section 3.6 CLERK OF THE MEETING

The Town Clerk shall serve as the clerk to the Town Meeting. In the event that the Town Clerk is absent, the Assistant Town Clerk will serve.

Section 3.7 WARRANT ARTICLES

- a) Except for procedural matters all subjects to be acted on by Town Meeting shall be placed on warrants issued by the Board of Selectmen.
- b) The Board of Selectmen shall receive all petitions addressed to it which require the submission of particular subject matter to the Town Meeting in accordance with the General Laws. Ten (10) signatures shall be required on a petition to have an article inserted in the warrant for an Annual Town Meeting, and one

hundred (100) signatures shall be required on a petition to have an article inserted in a warrant for a Special Town Meeting.

- c) Any warrant article that seeks to raise, transfer, appropriate or expend any funds shall show comparative figures including actual figures for the preceding year, appropriations for the current year, requests for the next fiscal year and amounts recommended by the Finance Committee.

Section 3.8 PUBLICATION AND DISTRIBUTION OF THE WARRANT

In addition to any notice required by the General Laws, the Board of Selectmen shall cause the Annual Town Meeting warrant to be posted on the town bulletin board and otherwise distributed as provided by paragraph (e) of Section 4.2.5 of the Charter. Additional copies shall be kept available for distribution by the Town Clerk. In addition, the Board of Selectmen shall cause the Town Meeting warrant to be posted on the Town's website for the convenience of the residents of the Town; provided, however, that failure to post the warrant on the website or to post it one or more weeks prior to the date of the Town Meeting shall not invalidate or otherwise affect the legality or validity of the actions taken at the Town Meeting.

ARTICLE IV ELECTED TOWN OFFICES

Section 4.1 ELECTED TOWN OFFICES, IN GENERAL

The offices to be filled by the voters shall be: a Board of Selectmen, five (5) members; a School Committee, seven (7) members; a Moderator; a Town Clerk; a Board of Assessors, three (3) members; a Board of Health, three (3) members; a Planning Board, seven (7) members; Trustees of the Sandwich Library, nine (9) members; Trustees of the Weston Memorial Fund, three (3) members; Sandwich Historic District, five (5) members; Housing Authority, 5 members, 4 elected 1 appointed by the Governor; and such other regional authorities, districts, or committees as may be required by the General Laws or inter-local agreement. All elected or appointed multiple member boards shall be arranged so that as nearly an equal number of terms as possible shall expire each year. Notwithstanding any other provision of the Charter, all elected officials and officers shall have the powers and duties as prescribed by the General Laws.

Section 4.2 BOARD OF SELECTMEN

The Board of Selectmen shall be composed of five (5) members. Each member shall be elected from the town at-large to a three (3) year term.

Section 4.2.1 QUALIFICATIONS

In addition to any other qualifications prescribed by law, each Selectman shall be a qualified voter of the town, and shall reside within the town while in office.

Section 4.2.2 COMPENSATION

Selectmen shall receive such compensation as may be specified in the annual budget, provided, however, that they shall be entitled to all necessary expenses incurred in the performance of their official duties upon approval by the Board of Selectmen.

Section 4.2.3 CHAIRMAN AND VICE CHAIRMAN

- a) A chairman shall be elected by the Board of Selectmen at the first meeting following each regular town election. The chairman shall preside at all meetings of the Board. The chairman shall perform such other duties consistent with this Charter, or as may be imposed on him by the Board.
- b) A vice chairman shall be elected by the Board of Selectmen at the first meeting following each regular town election. The vice chairman shall act as chairman during the disability or absence of the chairman, and in this capacity shall have the rights and duties conferred upon the chairman.

Section 4.2.4 VACANCIES

Vacancies in the office of Selectman shall be filled by special election ~~if there is more than six (6) months remaining for the term of that position~~ if the vacancy occurs eight (8) months or more prior to the next annual election. In this case, ~~the~~ Board of Selectmen shall, within ten (10) days after the occurrence of a vacancy, call a special election that shall be held not less than sixty-five (65) days nor more than ninety (90) days after issuing the call. Any vacancy which occurs less than eight (8) months prior to the next annual election shall be filled at the next annual election.

Section 4.2.5 GENERAL POWERS AND DUTIES

- a) Except as otherwise provided by the General Laws or this Charter, all executive powers of the Town shall be vested in the Board of Selectmen. The Board of Selectmen shall provide for the exercise thereof and for the performance of all duties and obligations imposed on the Town by law.
- b) At least a majority of the Board of Selectmen shall sign all official documents, and approve the financial warrants.
- c) The Board of Selectmen shall serve as the Board of Directors and policy making body of the Town. They shall appoint a Town ~~Manager~~ Administrator to carry out the day-to-day operations of the Town within the policies set by the Board of Selectmen. The Board of Selectmen shall appoint members of committees.
- d) No member of the Board of Selectmen may serve in any other elected and/or appointed Town office or committee during his or her term as Selectman, excluding ex-officio positions, except that Selectmen may serve on committees when authorized by State law or Town bylaw. Service as a representative from the Town to another body other than the Town shall not be prohibited by this provision.
- e) The Board of Selectmen shall set guidelines for the preparation of the annual budget and present the budget to the Town Meeting. The Board of Selectmen shall set the date and Warrant Articles for the Town Meeting and any Special Town Meeting. The Board of Selectmen shall make available sufficient copies of the warrant for the Town Meeting for all registered voters. The Board of Selectmen shall either provide direct mailings to households, or publish notice of the availability of said warrants at town facilities and other common locations throughout

the town at least two (2) weeks prior to the Town Meeting; provided, however, that failure to post the warrant on the website or to post it one or more weeks prior to the date of the Town Meeting shall not invalidate or otherwise affect the legality or validity of the actions taken at the Town Meeting.

- f) The Board of Selectmen shall be a licensing board for the Town and shall have the power to issue licenses as authorized by law, to make all necessary rules and regulations regarding the issuance of such licenses, and to impose restrictions on any such license as it deems to be in the public interest, and to enforce all laws, rules, regulations, and restrictions relating to all such businesses for which it issues licenses.
- g) The Board shall require bonds for all municipal officers and employees who receive or pay out any moneys of the town. The amount of such bonds shall be determined by the Board and the cost thereof shall be borne by the town.
- h) The Board of Selectmen shall be authorized to institute, prosecute, compromise or defend any claim, action, suit or other proceeding in the name of the Town and to settle any claim, action, suit or other proceeding brought by or on behalf or against the Town. In the event that a settlement requires the issuance of a permit or license or the transfer of property, and such matter is not within the Board of Selectmen's jurisdiction, the Town board or officer with legal jurisdiction over the matter shall retain sole authority to act on behalf of the Town.
- i) The Board of Selectmen shall annually review a Long Range Plan to project the future needs of the Town and report on this at Town Meeting.
- j) The Board of Selectmen shall serve as custodians of all Town property except as otherwise provided by the General Laws or by vote of the Town.
- k) The Board of Selectmen shall exercise any other responsibilities as set forth in the General Laws.

Section 4.2.6 MEETINGS OF THE BOARD

- a) The Board of Selectmen shall hold at least two regular meetings each month. The board shall fix, by resolution, the days, times and location of its regular meetings.
- b) The Board of Selectmen may hold such special meetings as it deems necessary and appropriate, which may be called for by three members of the Board. In no event shall a regular or special meeting be held in any facility or at any locations which are not readily accessible to the public or handicap accessible.

Section 4.2.7 RULES OF PROCEDURE

- a) The Board of Selectmen shall by resolution, determine its own rules and order of business; however, the rules shall provide that citizens of the town shall have a reasonable opportunity to be heard at any meeting in regard to any matter under consideration.

- b) Voting except on procedural motions, shall be by roll call if requested by a Selectman, and the ayes and nays shall be recorded in the minutes.
- c) Three Selectmen shall constitute a quorum for the purposes of transaction of business.
- d) No action of the Board of Selectmen shall be valid or binding unless adopted by the affirmative vote of three or more members of the Board.

Section 4.2.8 PROHIBITIONS

- a) Except where authorized by law, no Selectman shall hold any other town office or town employment during his term as Selectman, nor any former Selectman shall hold any compensated appointed town office or town employment until one year after the expiration of his term as Selectman.
- b) The Selectmen shall not in any manner dictate the appointment or removal of any town administrative officers or employees whom the Town ~~Manager Administrator~~ or any of his subordinates are empowered to appoint. The Board of Selectmen may express its views and fully and freely discuss with the Town ~~Manager Administrator~~ anything pertaining to appointments and removal of such officers and employees.
- c) Except for the purpose of inquiries and investigations, the Board of Selectmen and its members shall deal with town officers and employees who are subject to the direction and supervision of the Town ~~Manager Administrator~~, solely through the Town ~~Manager Administrator~~, and neither the Board of Selectmen nor any of its members shall give orders to any such officer or employee, either publicly or privately.

Section 4.3 SCHOOL COMMITTEE

The School Committee shall be composed of seven (7) members. Each member shall be elected from the town at-large to a three (3) year term. The three (3) year terms of office for school committee shall be staggered.

Section 4.3.1 GENERAL POWERS AND DUTIES

The School Committee shall have all the powers and duties given to school committees by the General Laws. The School Committee shall have the power to select, oversee, and to terminate the Superintendent of Schools, establish educational goals and policies for the schools consistent with requirements of the General Laws and standards established by the Commonwealth.

Section 4.3.2 BUDGET HEARING

The School Committee shall hold a public hearing on its proposed annual budget pursuant to General Laws, Chapter 71, Section 38N, on or before the first day of March.

Section 4.3.3 VACANCIES

Vacancies in the School Committee shall be filled by special election ~~if there is more than six (6) months remaining for the term of that position~~ if the vacancy occurs eight (8) months or more prior to

the next annual election. In this case, the Board of Selectmen shall, within ten (10) days after the occurrence of a vacancy, call a special election that shall be held not less than sixty-five (65) days nor more than ninety (90) days after issuing the call. Any vacancy which occurs less than eight (8) months prior to the next annual election shall be filled at the next annual election.

Section 4.4 MODERATOR

A Moderator shall be elected by the voters for a term of three years. In the event of absence of the Moderator, the Town Meeting may elect a temporary Moderator, for the purpose of presiding over the Town Meeting.

Section 4.4.1 POWERS AND DUTIES

- a) The Moderator shall have the powers and duties provided by the General Laws, by this Charter, by By-law or by any other Town Meeting vote.
- b) The Moderator shall appoint members of the Finance Committee which shall consist of nine (9) members. Should the Moderator fail to fill a vacancy on the Finance Committee within forty-five (45) days of having been notified in writing by the Town Clerk of said vacancy, a majority of the remaining members of the Finance Committee may nominate a person for each such vacancy. Should the Moderator fail to take action on said nomination within 21 days, the nominee shall become a member of the Finance Committee.
- c) The Moderator shall appoint members to other committees as directed by Town Meeting.

Section 4.5 TOWN CLERK

A Town Clerk shall be elected by the voters at the annual town election, for a term of three years.

Section 4.6 TOWN COLLECTOR

~~A Town Collector shall be elected by the voters at the annual town election, for a term of three years.~~

Section 4.67 BOARDS, COMMITTEES AND OFFICERS

- a) Each Board or Committee will be organized and charged with the powers and duties specified in the General Laws and Special Acts of the Commonwealth, Town By-law or elsewhere in this Charter. The Board of Selectmen may also, from time to time, establish boards or committees to address specific needs or issues. Each board or committee shall, at its annual organization meeting, elect a presiding officer and shall cause the Board of Selectmen and the Town Clerk to be notified of its selection. Such boards and committees shall make a written annual report of its activities to the Board of Selectmen.
- b) Members of permanent committees shall be elected for a staggered term of three years unless otherwise provided for by the General Laws or this Charter. Appointees to temporary and special committees shall be appointed by the Board of Selectmen for the duration of the charge of the board or committee. Boards, committees or officers specifically provided for by the General

Laws or this Charter may be continued or terminated only by the Board of Selectmen.

ARTICLE V ADMINISTRATIVE SERVICES

Section 5.1 TOWN MANAGER ADMINISTRATOR

Section 5.1.1 APPOINTMENT AND QUALIFICATIONS

The Board of Selectmen by majority vote of the entire Board shall appoint a Town Manager. The method of selection shall be left to the discretion of the Board of Selectmen so long as the method of selection insures orderly, nonpartisan action toward securing a competent and qualified person to fill the position. The Town ~~Manager Administrator~~ shall be chosen solely upon the basis of his/her executive and administrative training, education, experience and ability and need not, when appointed, be a resident of the Town of Sandwich; however, ~~during the tenure of his/her office he/she shall reside within the town~~ the Town Manager shall establish such residence within six (6) months following the effective date of appointment, provided that the Board of Selectmen may, by a unanimous vote of all members of the Board of Selectmen then in office, extend to a time certain the time for establishing residence or waive this requirement in its entirety. The Town ~~Manager Administrator~~ shall be bonded at town expense.

Section 5.1.2 COMPENSATION

The Town ~~Manager Administrator~~ shall receive compensation as may be fixed by the Board of Selectmen according to his/her expertise, education and training. Any contract between the Board of Selectmen and the Town ~~Manager Administrator~~ shall be made pursuant to Section 108N of Chapter 41 of the General Laws.

Section 5.1.3 TERM AND REMOVAL

The Town ~~Manager Administrator~~ may be appointed for a definite term but may be removed at the discretion of the Board of Selectmen, by vote of the majority of the entire Board. The action of the Board of Selectmen in suspending or removing the Town ~~Manager Administrator~~ shall be final. It is the intention of this Charter to invest all authority and fix all responsibilities of such suspension or removal in the Board of Selectmen.

Section 5.1.4 POWERS AND DUTIES

The Town ~~Manager Administrator~~ shall be responsible to the Board of Selectmen for the proper administration of all the affairs of the town consistent with the General Laws and this Charter, and shall:

- a) appoint, discipline, suspend, or remove Town employees, including Civil Service positions, except that the approval of the Board of Selectmen shall be required for appointment of Department Heads and the Assistant Town ~~Manager Administrator~~;
- b) supervise and direct all appointed Department Heads;
- c) administer and enforce all provisions of General Laws or Special Acts of the Commonwealth, or Town By-laws, and all regulations established by the Board of Selectmen;

- d) coordinate activities of all town departments;
- e) attend all sessions of the Town Meeting and answer all questions addressed to the Town Manager Administrator which are related to the warrant articles and to matters under the general supervision of the Town Manager Administrator;
- f) keep the Board of Selectmen fully informed as to the needs of the town, and recommend to the Selectmen for adoption such measures requiring action by them or by the town as the Town Manager Administrator deems necessary or expedient;
- g) ensure that complete and full records of the financial and administrative activity of the town are maintained and render reports to the Board Selectmen as may be required;
- h) be responsible for the rental, use, maintenance, repair and the development of a comprehensive maintenance program for all town facilities;
- i) serve as the chief procurement officer and be responsible for the purchase of all supplies, materials, and equipment, and approve the award of all contracts. Any contract over \$500,000 will require approval by the Board of Selectmen;
- j) develop and maintain a formal and complete inventory of all town owned real and personal property and equipment;
- k) administer personnel policies, practices, rules and regulations, any compensation plan and any related matters for all municipal employees and to administer all collective bargaining agreements entered into by the town;
- l) fix the compensation of all town employees and officers appointed by the Town Manager Administrator; within the limits established by appropriation and any applicable compensation plan and collective bargaining agreements;
- m) be responsible for the negotiation of all contracts with town employees regarding wages, and other terms and conditions of employment, except employees of the School Department. The Town Manager Administrator may, subject to the approval of the Board of Selectmen, employ special counsel to assist in the performance of these duties. Collective bargaining agreements shall be subject to the approval of the Board of Selectmen, and to Chapter 150E of the General Laws;
- n) prepare and submit an annual operating budget and capital improvement program as provided in paragraph (b) of Section 7.1 of this Charter and be responsible for its administration after its adoption. The Town Manager Administrator may transfer funds between individual line items within a department account at any time during the fiscal year, and further, may transfer during the last two (2) months of any fiscal year or during the fifteen (15) days of the new fiscal year to apply to the previous fiscal year, any amount appropriated for the use of any department other than a municipal light department or the school depart-

ment to the appropriation for any other department, but the amount transferred from one department to another may not exceed three per cent (3%) of the annual budget of the department from which the transfer is made, with the approval of the Selectmen and Finance Committee;

- o) keep the Board of Selectmen and the Finance Committee fully informed as to the financial condition of the town and make recommendations to the Board of Selectmen;
- p) prepare and submit to the Board of Selectmen at the end of the fiscal year a comprehensive report on the finances and the activities and operations of all departments, boards and committees of the town;
- q) investigate or inquire into the affairs of any town department or office;
- r) delegate, authorize or direct any subordinate or employee in the town to exercise any power, duty, or responsibility which the office of Town Manager Administrator is authorized to exercise, provided, that all acts performed under such delegation shall be deemed the acts of the Manager Administrator; and
- s) perform such other duties as necessary or as may be assigned by this Charter, Town By-law, Town Meeting vote, or vote of the Board of Selectmen.

Section 5.1.5 ACTING TOWN MANAGERADMINISTRATOR

The Assistant Town Manager Administrator shall perform the duties of the Town Manager in his/her absence. In the event of long-term disability, resignation, termination, or vacancy of both the Town Manager Administrator and the Assistant Town Manager Administrator at the same time, the Board of Selectmen shall appoint an Acting Town Manager Administrator for the duration of any such disability, or until appointment of a permanent Town Manager Administrator or Assistant Town Manager Administrator. No member of the Board of Selectmen shall serve as Acting Town Manager Administrator.

Section 5.2 TOWN COUNSEL

The Board of Selectmen shall appoint a competent and duly qualified and licensed attorney practicing in the Commonwealth, who shall be the counsel for the town. He/she shall receive for his/her services such compensation as may be fixed by the Board of Selectmen and shall hold his/her office at the pleasure of the Board. The Town Counsel shall be the legal adviser of all of the offices and departments of the town, and he/she shall represent the town in all litigation and legal proceedings; provided, that the Board of Selectmen may retain special counsel at any time they deem appropriate and necessary. He/she shall review and concur or dissent upon all documents, contracts, and legal instruments in which the town may have an interest. The Town Counsel shall perform other duties prescribed by this Charter, Town By-law, or as directed by the Board of Selectmen. No employee, committee or board, elected or appointed, other than the Board of Selectmen, shall contact or otherwise interact with the Town or Labor Counsel in a manner inconsistent with

the policy relative to access to counsel established by the Town Manager.

Section 5.3 PUBLIC FACILITIES

The Town Administrator shall, under the provisions of clause (a) of Section 5.1.4 of this Charter, appoint an individual as Director of Public Facilities. The Director shall, under the general supervision and direction of the Town Administrator, have general care of all town buildings and property, including but not limited to schools, fire, police, highway, cemetery, recreation and other municipal buildings and property. The Director shall in consultation with department heads, boards and the Capital Planning Committee develop and implement scheduled maintenance and repair of all public properties, excepting that daily maintenance and janitorial duties shall remain the responsibility of each department. The Director shall have overall supervision of all funds specifically appropriated for the purpose of extraordinary maintenance of town property.

ARTICLE VI

COMPLIANCE WITH LAW- PUBLIC RECORDS, AND OPEN MEETINGS, AND CONFLICT OF INTEREST

All boards, committees, and commissions shall comply with Sections 23A, 23B, and 23C of Chapter 39 of the General Laws, popularly known as the "Open Meeting Law", in the conduct of any town business.

All officers or employees of any agency, office, department, board, commission, bureau, division or authority of the Town shall comply with the provisions of Chapter 66, Section 10 and Chapter 4, Section 7, clause twenty six (26) of the General Laws, popularly known as the "Public Records Law."

All employees of the Town, as that term is defined in Chapter 269A, Section 1, shall comply with the requirements of Chapter 268A, Section 1, et. seq., commonly known as the "Conflict of Interest Law."

ARTICLE VII

FINANCIAL PROVISIONS AND ADMINISTRATION

Section 7.1 SUBMISSION OF BUDGET AND BUDGET MESSAGE

- a) Annually, prior to the first day of November, the Town Manager Administrator shall establish and issue a budget schedule which shall set forth the calendar dates for developing the annual budget for the next fiscal year.
- b) On or before the first day of February, the Town Manager Administrator and School Committee shall each submit to the Board of Selectmen and Finance Committee a proposed line item budget and accompanying message.
- c) The Budget shall provide a complete financial plan of all town funds and activities, including details on debt and debt service, anticipated income, and proposed expenditures. The Budget shall include proposals for capital improvements for the next five (5) years. The budget message shall begin with a clear general sum-

mary of its content, and explain in both fiscal terms and work program objectives, proposed expenditures for each department, capital expenditures, and the projected tax rate.

- d) The Board of Selectmen shall review the proposed Town Budget and refer it, including the School Department Budget and recommendations, to the Finance Committee, on or before the first day of March.
- d) The Board of Selectmen shall review the proposed Town Budget and refer it, including the School Department Budget and recommendations, to the Finance Committee, on or before the first day of March.

Section 7.2 FINANCE COMMITTEE

- a) There shall be a permanent committee known as the Finance Committee, composed of nine (9) registered voters of the town appointed by the Moderator. They shall serve for three (3) year terms. Terms shall be staggered. Members shall serve without compensation and no member shall be an employee of the Town nor hold an elected or appointed town position during their term of office, excluding ex-officio positions.
- b) The Finance Committee shall conduct a detailed line item review of the Town and School budgets and submit a written budget report to the Annual Town Meeting and a written report to the Annual Town Meeting and any Special Town Meeting with its advisory recommendations on all financial warrant articles, and the projected tax impact consistent with its recommendations.
- c) The Finance Committee can require that the Town Manager, School Committee, any town department, office, board, commission or committee furnish appropriate additional financial information, as needed.
- d) The Finance Committee shall elect a Chairman and such other officers from among its members and form subcommittees as the Finance Committee deems necessary to accomplish its duties.

Section 7.3 PUBLIC NOTICE AND PUBLIC HEARING

- a) The Finance Committee shall within sixty (60) days following the submission of the draft budget by the Town Manager, review the proposed budget, and shall return it to the Board of Selectmen with their recommendations.
- b) The Board of Selectmen shall conduct at least one public hearing on the proposed budget, including the school budget, prior to the Town Meeting, and include the recommendations of the Finance Committee.
- c) The Board of Selectmen shall post in the Town Hall and publish in a daily newspaper of general circulation and on the Town website, a summary of the proposed budget and notice stating:
 - 1) the times and places where copies of the message and budget are available for inspection by the public, and

- 2) the date, time and place where the Board of Selectmen shall conduct the public hearing on the budget.

Section 7.4 BUDGET ADOPTION

Town Meeting shall adopt the annual operating budget, with or without amendments prior to the beginning of the fiscal year.

Section 7.5 ANNUAL AUDIT

At the close of each fiscal year, and at such times as it may be deemed necessary, the Board of Selectmen shall cause an independent audit to be made of all accounts of the Town by a certified public accountant. The certified public accountant so selected shall have no personal interest, directly or indirectly in the financial affairs of the Town or any of its offices. Upon completion of the audit, the results in a summary form shall be placed on file in the Town Clerk's office and on the Town website as a public record and in the Sandwich Public Library for public information.

Section 7.6 EMERGENCY APPROPRIATIONS, REDUCTIONS, and TRANSFERS

Any and all emergency appropriations, reductions, and transfers will be made in accordance with the General Laws and the Town By-laws.

ARTICLE VIII RECALL

Section 8.1 RECALL

Any holder of an elected office in the Town of Sandwich may be recalled there from by the qualified voters of the Town as provided in Chapter 408 of the Acts of 1987 for reasons which include but are not limited to the following: embezzlement; influence peddling; refusal to abide by or not comply with the Conflict of Interest Law, Open Meeting Law, Public Records Law, rules and regulations thereto, and the By-laws of the Town of Sandwich which pertains to same; destruction or alteration of public records; nepotism; conviction for a felony; failure to perform the duties of the elected office; or other willful acts of omission or commission which betray the public trust.

Section 8.2 RECALL PETITION

A recall petition shall be initiated by request of ten (10) qualified voters. The recall petition shall be signed by twenty-five percent (25%) of the qualified voters and returned within twenty (20) days in accordance with Chapter 408 of the Acts of 1987.

ARTICLE IX CHARTER

Section 9.1 SEVERABILITY

If any section, or part of a section of this Charter, shall be held invalid by a court of competent jurisdiction, such holding shall not affect the remainder of this Charter.

Section 9.2 CHARTER REVIEW COMMITTEE

At least every five (5) years the Selectmen shall appoint a Charter Review Committee to be composed of seven (7) members for a pe-

riod not longer than six (6) months, who shall submit their recommendations to the Board of Selectmen and shall file proceedings of their deliberations.

Section 9.3 AMENDMENT TO CHARTER

This Charter may be amended or revised by special act of the General Court, upon the recommendation of Town Meeting, and/or pursuant to Chapter 43B of the General Laws.

VOTED: That the Town amend the Sandwich Town Charter, as printed in the Warrant under Article 9, by deleting those portions of the Town Charter highlighted with strikethrough formatting and inserting those portions of the Town Charter with underline formatting; and authorize the Board of Selectmen to petition the General Court to the end that legislation be adopted precisely as follows in accordance with the special act charter process; provided that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition. This was a voice vote and declared carried by the Moderator.

ARTICLE 10

To see if the Town will vote to petition the General Court for special legislation to amend the Sandwich Town Charter, as set forth below, by deleting reference to an elected Town Clerk, thereby creating an appointed Town Clerk, such amendment to be effective at the conclusion of the current Town Clerk's elected term on May 6, 2010; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition:

An Act Amending the Charter of the Town of Sandwich to Create An Appointed Town Clerk

Section 1. Notwithstanding any general or special law to the contrary, the charter of the Town of Sandwich, as on file with the archivist of the Commonwealth in accordance with section 12 of chapter 43B of the general laws of the Commonwealth of Massachusetts, is hereby amended to create an appointed town clerk by deleting Section 4.5, Town Clerk, in its entirety and by deleting in Section 4.1, Elected Town Offices, the words:- a Town Clerk.

Section 2. The amendments set forth in Section 1 of this Act shall take effect on May 6, 2010.

Section 3. This act shall take effect upon passage.

or take any action relative thereto.

A motion was made and seconded to indefinitely postpone this article. This was a voice vote and declared carried by the Moderator.

ARTICLE 11

To see if the Town will vote to petition the General Court for special legislation to amend the Sandwich Town Charter, as set forth below, to impose a residency requirement on future Superintendent of Schools provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition:

An Act Amending the Charter of the Town of Sandwich to Impose a Residency Requirement on the Superintendent of Schools

Section 1. Notwithstanding any general or special law to the contrary, the charter of the Town of Sandwich as on file with the archivist of the Commonwealth in accordance with section 12 of chapter 43B of the general laws of the Commonwealth of Massachusetts, is hereby amended by inserting at the conclusion of Section 4.3.1 of said charter, the following new sentence:- The Superintendent of Schools need not, when appointed, be a resident of the Town of Sandwich; provided, however, the Superintendent of Schools shall establish such residence within six (6) months following the effective date of appointment, and provided further that the School Committee may, by a unanimous vote of all members of the School Committee then in office, extend to a time certain the time for establishing residence or waive this requirement in its entirety. The residency requirement established by the preceding sentence shall not apply to the Superintendent of Schools holding office as of the effective date of this act, and such requirement shall not be triggered by the reappointment of said Superintendent or execution of any contract between said Superintendent and the Town.

Section 2. This act shall take effect upon passage.

or take any action relative thereto.

It was voted to allow Dr. Nancy Young, Superintendent of Schools and a non-resident, to speak to this article.

VOTED: This was a voice vote on Article 11 and declared NOT CARRIED by the Moderator.

ARTICLE 12

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws by inserting a new Section 4160, Residential Wind Turbines in order to further regulate this use to ensure safe siting, control size, limit visual and noise impacts, and stipulate operations and maintenance, to read as follows:

4160. Residential Wind Turbines.

4161. Purpose. The purpose of this section is to provide for the development and use of residential wind power as an alternative en-

ergy source, while protecting public health, safety and welfare, and preserving environmental, historic and scenic resources.

4162. Applicability. A Residential Wind Energy System may be constructed and used as accessory to a residential use permitted in the zoning district in which it is located, in accordance with the requirements of this Section 4160.

4163. Definitions. The following definitions shall apply to this Section 4160.

Residential Wind Turbine (RWT) - A single device that converts wind to electricity or other forms of energy, typically consisting of a rotor and blade assembly, electrical generator, and tower, or appropriate mounting device, and associated control or conversion electronics which has a rated capacity of not more than 10 kw, located on a single lot, intended as an accessory use in areas zoned to allow residential use in an area zoned residential.

Height - The height of the RWT measured from the base to the blade tip at its highest point in rotation.

Fall Zone - A circle with its center at the base of the RWT and its radius equal to the RWT height.

4164. Special Permit Granting Authority. The Zoning Board of Appeals is hereby established as the Special Permit Granting Authority (SPGA) in connection with construction and use of a RWT. The SPGA shall grant a Special Permit only if it finds that the proposal complies with the purpose of this bylaw and the standards contained in Section 4166(unless waived), and is otherwise consistent with the Section 1342 criteria for granting special permits.

4165. Special Permit Application Filing Requirements. In addition to special permit application requirements contained in Section 1340 the following must be submitted for an application to be considered complete.

- a. A certified abutters list.
- b. A site plan at a scale of 1"=40' which shall show the following:
 1. Location of RWT, including any guy wires, and tower height.
 2. Accessory buildings, structures, or proposed structures.
 3. Existing access and parking.
 4. Public and private roads adjacent to the subject property.
 5. Direct abutters.
 6. Lot boundaries.
 7. Distance to all lot boundary lines from RWT.
 8. Above ground utility lines and other significant structures on or adjacent to the lot.
 9. Existing vegetation, including the average height of trees on the lot, and identification of any vegetation to be removed.
- c. Applications shall be accompanied by standard drawings of the wind turbine structure, including the tower, base, and footings. Documentation showing compliance with the Massachusetts State Building Code shall also be submitted. (Manufacturer specifications may be suitable at the discretion of the SPGA).
- d. Proposed RWT shall conform to all applicable local, state and

federal requirements, including but not limited to all applicable electrical, construction, noise, safety, environmental and communications requirements.

- e. Applicants shall provide a complete description of proposed RWT including technical, economic, environmental, and other reasons for the proposed location, height and design.
- f. Provisions for inspection and maintenance must be submitted to the satisfaction of the SPGA.
- g. RWT must comply with applicable FAA regulations, including any necessary approvals for installations close to airports.

4166. Standards.

- a. There may be no more than one (1) RWT per lot or one RWT on contiguous lots held in common ownership.
- b. Overall height or the RWT shall be measured from the land in its natural state prior to grading or filling to the highest point reached by any part of the wind turbine. The height of the RWT may not exceed 150 feet, including blade length, provided however that:
 - 1. the SPGA may waive the 150 foot height restriction and allow a greater height, not to exceed 180 feet if the applicant demonstrates that the additional height is needed and that the additional benefits of the higher RWT do not increase any adverse impacts;
 - 2. the maximum height, including blade length, shall be at least equal to, but no greater than the overall fall zone from the closest lot boundary; and
 - 3. the Height of the RWT may be subject to FAA review and approval. Applications that are within the Route 130 United States Coast Guard Emergency Visual Routes Safety Zone (see map) require mandatory FAA review and approval, should the height of the tower exceed (100) feet. All applications for RWTs within this Safety Zone will be referred at the time of submittal to the SPGA to the USCG Air Station Cape Cod for comment. If the USCG fails to submit its comments to the SPGA within thirty five (35) days of receipt of the referral request by said SPGA there shall be deemed to be no USCG opposition or desire to comment.
- c. The minimum setback (See Figures A and B) for the RWT shall be maintained equal to the overall fall zone from all boundaries of the lot(s) on which the RWT is located, provided that:
 - 1. No part of the RWT support structure, including guy wire anchors, may extend closer to the property boundaries than the applicable front rear and side yards (setbacks) for accessory structures in the district where the lot is located;
 - 2. RWT shall be set back a distance of at least two times the rotor diameter from public ways, easements, and above ground utility lines;
 - 3. The SPGA may reduce setback distances for the RWT provided that the abutting property owner(s) have notified the SPGA, in writing, that they have no objection.
- d. The RWT and associated equipment shall conform to the Massachusetts noise regulation (310 CMR 7.10) or the applicable provisions of the Massachusetts State Building Code as may be in effect at the time of application.
 - 1. The applicant shall provide documentation demonstrating compliance with these noise standards and be consistent

with Massachusetts Department of Environmental Protection guidance for noise measurement. Manufacturer's specifications may be accepted when in the opinion of the SPGA the information provided satisfies the above requirements.

- e. The applicant shall take reasonable measures to protect the RWT from unlawful access.
- f. The applicant may be required to employ landscaping and/or alternative siting locations, to minimize the visual impact of all RWT components.
- g. The SPGA shall consider the height of existing vegetation including the average height of trees on or adjacent to the subject lot and any proposed vegetation removal on the subject lot. The SPGA shall also consider the height of existing and proposed vegetation at maturity.
- h. All components of the RWT and its support structure shall be painted plain non-reflective muted colors without graphics or other decoration.
- i. No RWT installation shall cause electromagnetic interference. Manufacturer's specifications may be accepted when in the opinion of the SPGA the information provided satisfies the above requirements.
- j. A RWT shall not be artificially lighted unless the FAA or other applicable authority requires such lighting. A temporary light may be used to inspect the turbine, tower, and associated equipment, providing said light is only used for inspection purposes and not left on for an extended period of time.

4167. Other Conditions:

- a. The SPGA may require the applicant to retain a technical expert/consultant, acceptable to the SPGA, to address issues relevant to the application. The cost for such a technical expert/consultant will be at the expense of the applicant.
- b. The applicant shall be required to maintain the RWT in good condition. Such maintenance shall include, but not be limited to, the structural integrity of the RWT structure and other apparatus, proper blade maintenance, and inspections, in accordance with the manufacturer's guidelines.

4168. Modification. All modifications to a RWT proposed to be made after issuance of the Special Permit shall require additional approval by the SPGA.

4169. Abandonment Or Discontinuation Of Use. An RWT special permit shall lapse if the RWT is not operated for a period of two years, or if the Building Inspector has designated the RWT as a safety hazard and ordered it removed. Once a RWT special permit has lapsed, the owner shall be required to physically remove the RWT within 90 days of written notice. "Physically remove" shall include, but not be limited to:

- a. Removal of RWT, any equipment shelters and security barriers from the subject property.
- b. Proper disposal of the waste materials from the site in accordance with local and state solid waste disposal regulations.

4170. Monitoring. Upon written notification of a complaint of excessive noise, the Building Inspector or a designee shall record the filing of such complaint. The Building Inspector or a designee shall

promptly investigate. If noise levels are determined to be excessive, per (310 CMR 7.10) or the Massachusetts State Building Code applicable sections in effect at the time of application, the Building Inspector or a designee shall require the property owner to perform ambient and operating decibel measurements at the nearest point from the wind turbine to the property line of the complainant and to the nearest complainant inhabited residence. If the noise levels are found to have exceeded allowable limits the Building Inspector or a designee shall notify in writing the owner of the property to correct the violation. If the noise violation is not remedied within 30 days the RWT shall remain inactive until the noise violation is remedied.

And further,

To amend the Sandwich Protective Zoning By-laws, Section 2320, Use Regulation Schedule, in order to make it consistent with the proposed new Section 4160, Residential Wind Turbines by eliminating the use, “Wind generation or turbines” and replacing it with “Residential Wind Turbines (See Section 4160)” and allowing the use with a Special Permit in residential areas and prohibiting the use in non-residential areas so that Section 2320 will read as follows:

	Zoning District						
	R-1 R-2 (6)	BL-1 BL-2	IND	MAR	RD-1 RD-2	S	GD
2320. ACCESSORY USES Residential Wind Turbines (See Sec. 4160)	S	N	N	N	S	S	N

And further,

To amend the Sandwich Protective Zoning By-laws, Section 2600, Intensity of Use Schedule, Notes: g.) in order to make it consistent with the proposed new Section 4160, Residential Wind Turbines by deleting it in its entirety and replacing it with reference to the new Section 4160, Residential Wind Turbines so that it reads as follows:

g.) A special permit may be granted by the Board of Appeals in accordance with Section 4160 for a height greater than the maximum building height for the District.

or take any action relative thereto.

The following amendment was moved and seconded: “In no case shall a Special Permit be issued for the Sandwich Historic District.” This amendment was voted on by a voice vote and declared failed by the Moderator.

VOTED: That the Town amend the Sandwich Protective Zoning By-laws by adding a new Section 4160, Residential Wind Turbine, as printed in the Warrant under Article 12. This was a voice vote and the Moderator declared it carried by the necessary two-thirds.

ARTICLE 13

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Section 2550(c), Non-Conforming Lots, in order to clarify its intent by adding the phrase “and at all times thereafter” so that Section 2550(c) will read as follows:

And the lot was held in ownership separate from all abutting property on December 31, 1998 and at all times thereafter.

or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town amend the Sandwich Protective Zoning Bylaws, Section 2550(c), Non-Conforming Lots, as printed in the Warrant under Article 13.

ARTICLE 14

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Definitions, Contractor’s Yard, by deleting the current definition and replacing it with a new definition to read as follows:

CONTRACTOR’S YARD - A lot with or without structures in the Industrial District used by an individual building contractor or sub-contractor for storage of equipment, supplies, and sub-assemblies, or parking of wheeled equipment.

or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town amend the Sandwich Protective Zoning Bylaws, Definitions, Contractor’s Yard, by deleting the current definition and replacing it with a new definition, as printed in the Warrant under Article 14.

ARTICLE 15

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Sections 4800, Swimming Pools, by deleting Sections 4810, 4820, and 4830 in their entirety and inserting in place thereof, a new Section 4810, Swimming Pools, to read as follows:

Section 4810. Swimming pools, whether public or private as defined in the Massachusetts State Building Code, shall comply with the applicable provisions of said State Building Code as may be in effect at the time of their construction.

or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town amend the Sandwich Protective Zoning Bylaws, Sections 4800, Swimming Pools, by deleting Sections 4810, 4820, and 4830 in their entirety and inserting in place thereof, a new Section 4810, Swimming Pools, as printed in the Warrant under Article 15.

ARTICLE 16

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Section 2420, Change, Extension or Alteration, to allow by-right activities in accordance with M.G.L. c.40A, §6 by inserting a new, second paragraph in Section 2420 to read as follows:

Provided, however, that alteration, reconstruction, extension or structural change to a lawfully existing single or two-family residential

structure shall not be subject to the special permit requirements of this Section 2420 if the alteration, reconstruction, extension or structural change does not increase the nonconforming nature of the structure.

or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town amend the Sandwich Protective Zoning Bylaws, Section 2420, Change, Extension or Alteration, to allow by-right activities in accordance with M.G.L. c.40A, §6 by inserting a new, second paragraph in Section 2420, as printed in the Warrant under Article 16.

The meeting was adjourned at 10:45 p.m.

Respectfully submitted,

Barbara J. Walling
Town Clerk

PRESIDENTIAL PRIMARY February 5, 2008

Pursuant to the foregoing warrant, the polls opened at 7:00 a.m. The Ballot boxes showed zero count. The ballots were delivered to the Ballot Clerks and the following elections officers were administered an oath to faithful performance of their duties.

<u>Precinct</u>	<u>Ballot Clerks</u>	<u>Ballot Checkers</u>	<u>Ballot Box Clerk</u>	<u>Warden</u>
One	Barbara A. Gates Barbara A. Knight	Loretta M. Sibson Mary T. Helie	Daniel DiGiandomenico	Thomas A. Cummings
Two	Jacquelyn Elvander Sandra J. Sullivan	Marsha P. Kirrane Louise A. Velsor	James H. Sibson	Richard D. Lawrence
Three	June B. Everett Jean M. Cook	Barbara M. Ames Lorraine E. Jacobs	Wanda G. Walker	Barbara L. Gill
Four	Harriet A. Dean Lorraine R. McCabe	Jean E. Dennison Rosemary F. Rhoades	Theodore Wahl	Carolyn A. Weimar
Five	Barbara A. Buchenan Carolyn J. Motta	Janet M. Hart Judith E. Johansen	William M. Hoxie	Marie F. Harrington
Six	Helen E. Gillis Irene Jacinto	Eileen E. Burns Ellen A. Jones	James M. Foley	Clinton M. Jones
Seven	Joann L. Nordmark Jeanette A. Jones	Bernice B. Hoffman Phyllis M. Mason	John W. Walling	Charles A. Burke

There were absentee ballots cast as follows: Precinct 1, 76; Precinct 2, 78; Precinct 3, 52; Precinct 4, 45; Precinct 5, 37; Precinct 6, 45; Precinct 7, 29; for a Total of 372 ballots. The total ballots cast were divided into Parties as follows: Democratic, 3,972; Republican, 3,007; Green-Rainbow, 2; and Working Families, 2, for a total of 6,983.

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
DEMOCRATIC PARTY								
PRESIDENTIAL PREFERENCE								
Vote for Not More Than One								
John R. Edwards	11	11	3	8	3	10	4	50
Hillary Clinton	377	311	301	283	282	263	229	2045
Joseph R. Biden, Jr.	1	0	1	1	0	2	0	5
Christopher J. Dodd	0	0	0	1	0	1	0	2
Mike Gravel	0	1	0	0	0	0	0	1
Barack Obama	328	329	284	262	200	219	189	1808
Dennis J. Kucinich	1	1	2	0	0	3	0	7
Bill Richardson	2	1	1	1	1	1	2	9
No Preference	6	2	2	2	2	1	6	21
All Others	2	0	0	2	1	1	1	9
Blanks	0	0	4	5	0	2	2	13
Totals	728	656	598	565	489	503	433	3970

STATE COMMITTEE MAN, PLYMOUTH & BARNSTABLE DISTRICT

Vote for One Man								
Philip F. Mackey, Jr.	447	380	362	347	333	313	280	2462
David D. Fitzgerald	81	83	53	78	50	67	51	463
All Others	3	0	4	1	0	0	3	16
Blanks	197	193	179	139	106	123	99	1029
Totals	728	656	598	565	489	503	433	3970

STATE COMMITTEE WOMAN, PLYMOUTH & BARNSTABLE DISTRICT

Vote for One Woman								
Patricia L. Mosca	287	243	234	230	218	208	195	1614
Elizabeth Benotti	50	43	43	54	45	51	46	332
Lucia Fulco	179	154	121	124	114	119	82	892
All Others	0	0	1	1	0	1	3	14
Blanks	212	216	199	156	112	124	107	1118
Totals	728	656	598	565	489	503	433	3970

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
DEMOCRATIC TOWN COMMITTEE, SANDWICH								
Vote For Not More Than 29								
Karen L. Ellery-Jones	2	1	5	3	3	1	3	18
Paul W. Schrader	2	3	5		5	1	1	17
Louis F. Cerrone	2	2	4		2	1	2	13
Clare M. Schrader	2	1	4		4		1	12
Tobin C. Wirt	2	1	4		3	1	1	12
Linell M. Grundman	2	2	4		1	1	1	11
James E. Mahoney	2	1	4	1	1	1	1	11
John A. Tanionos	2	1	4		2	1	1	11
Jan Levin Teehan	2	2	4		2	1		11
Elaine Davis	2		4		2	1	1	10
Johnson, Paula M	2		4		2	1	1	10
Ruth W. Provost	3	1	4		1	1		10
Sean Michael Downey	2		5		1	1		9
Lance W. Lambro	2		4		1	1	1	9
Paul J. Sylvia	2	1	4		1	1		9
Ellen R. Yaffe	2	1	3		2	1		9
Ronald K. Davis	2		4		1	1		8
John R. Edmonston	1	1	4		1	1		8
Jacqueline Perry Fields	2		4		1	1		8
Steven Carl Grundman	2	1	3		1	1		8
James M. Schneider	2	1	3		1	1		8
Nancy G. Sylvia	2		4		1	1		8
Jon R. Valbert	2	1	3		1	1		8
Garry N. Blank	1	1	3		1	1		7
Kathleen Marie Egan	2		3		1	1		7
Phyllis B. Helfrich	2		3		1	1		7
Marylyn F. Humphrey	2		3		1	1		7
Christine Johnson-Staub	2		3		1	1		7
Susan Mary Nugent	2		3		1	1		7
All Others	4	19	7	1	12	11	5	60
Blanks	25419	22919	20785	19735	17057	12978	15136	138610
Total	25480	22960	20895	19740	17115	17605	15155	138950

REPUBLICAN PARTY

PRESIDENTIAL PREFERENCE

Vote For Not More Than One

John McCain	149	134	142	115	124	112	133	909
Fred Thompson	0	3	0	3	0	1	0	7
Tom Tancredo	0	0	0	0	0	0	0	0
Duncan Hunter	0	0	0	0	0	0	0	0
Mike Huckabee	19	13	8	21	15	14	15	105
Mitt Romney	281	289	344	280	242	232	224	1892
Ron Paul	8	2	10	3	6	8	8	45
Rudy Giuliani	1	2	2	5	3	3	1	17
No Preference	2	0	6	0	0	1	3	12
All Others	1	0	2	1	0	0	2	6
Blanks	4	2	1	2	1	1	3	14
Totals	465	445	515	430	391	372	389	3007

STATE COMMITTEE MAN PLYMOUTH & BARNSTABLE DISTRICT

Vote For One Man

Christopher L. Fava	274	261	323	272	222	246	250	1848
All Others	1	2	5	1	1	0	1	13
Blanks	190	182	187	157	168	126	138	1146
Totals	465	445	515	430	391	372	389	3007

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
STATE COMMITTEE WOMAN PLYMOUTH & BARNSTABLE DISTRICT								
Vote For One Woman								
Barbara A. McCoy	282	263	322	281	231	243	254	1876
All Others	1	0	5	1	0	1	1	13
Blanks	182	182	188	148	160	128	134	1118
Totals	465	445	515	430	391	372	389	3007

REPUBLICAN TOWN COMMITTEE, SANDWICH

Vote For Not More Than 35

Dennis M. Fonseca	224	230	238	174	165	183	157	1371
Carol S. Fonseca	208	218	222	162	152	165	146	1273
Merilyn Myers	194	188	201	157	127	144	138	1149
Jeffrey Davis Perry	336	320	356	302	270	299	252	2135
Lisa Davis Perry	272	259	267	233	204	236	193	1664
Karen R. Neal	185	183	203	154	131	145	139	1140
David G. Neal	185	188	207	154	131	148	138	1151
John Delanier Harris	181	177	199	166	127	145	129	1124
Taylor D. White	210	223	217	161	148	175	149	1283
Jennifer Lynn White	198	194	210	157	141	162	138	1200
Gerald Joseph Fortin	184	179	202	153	124	146	143	1131
Pauline M. Fortin	182	180	197	150	127	147	145	1128
Michele E. Merolla	194	190	202	155	134	144	133	1152
Mary Hodges Hunt	205	203	211	163	144	161	152	1239
Randy Hunt	243	227	248	192	176	202	180	1468
Kevin Michael Flannigan	183	192	215	178	150	168	155	1241
Nancy W. Sandborg	199	188	206	155	127	149	145	1169
Paul W. Sandborg, Jr.	204	190	212	157	130	155	144	1192
Frank Pannorfi	236	224	242	185	161	186	164	1398
Richard E. Longueil	182	178	195	151	128	143	133	1110
Thomas Francis Keyes	244	222	246	193	162	189	168	1424
Melissa J. Keyes	208	206	224	174	145	162	150	1269
Douglas S. Dexter	220	210	234	171	143	167	152	1297
Trish Lubold	192	185	199	167	139	156	146	1184
Robert W. Lubold, Jr.	183	183	196	156	131	153	133	1135
Robert J. Gilkie	180	191	200	144	123	138	132	1108
Barbara R. Lewis	183	188	198	153	127	143	132	1124
David A. Merrell	201	184	199	155	126	144	135	1144
Karyl Ann Merrell	193	181	198	156	124	143	132	1127
Mary E. Wagner	184	189	194	153	126	142	133	1121
William Diederling	215	197	225	166	149	168	143	1263
Cynthia M. Russell	197	185	196	154	129	147	138	1146
Richard J. England	186	182	209	153	137	147	149	1163
Steven J. Chapman	185	185	210	169	131	148	140	1168
Gerald D. Nye	210	202	214	165	132	154	147	1224
Blanks	9089	8554	10433	9162	8664	7316	8412	61630
Totals	16275	15575	18025	15050	13685	13020	13615	105245

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
<u>GREEN-RAINBOW PARTY</u>								
<u>PRESIDENTIAL PREFERENCE</u>								
<u>Vote For Not More Than One</u>								
Jared Ball	0	0	0	0	0	0	0	0
Ralph Nader	0	0	1	0	0	0	0	1
Elaine Brown	0	0	0	0	0	0	0	0
Kat Swift	0	0	0	0	0	0	0	0
Cynthia McKinney	0	0	0	0	0	0	0	0
Kent Mesplay	0	0	0	0	0	0	0	0
No Preference	0	0	0	0	0	0	0	0
All Others	1	0	0	0	0	0	0	1
Totals	1	0	1	0	0	0	0	2

STATE COMMITTEE MAN, PLYMOUTH & BARNSTABLE DISTRICT

<u>Vote For One Man</u>								
All Others	1	0	0	0	0	0	0	1
Blanks	0	0	1	0	0	0	0	2
Totals	1	0	1	0	0	0	0	2

STATE COMMITTEE WOMAN, PLYMOUTH & BARNSTABLE DISTRICT

<u>Vote for One Woman</u>								
All Others	0	0	0	0	0	0	0	0
Blanks	1	0	1	0	0	0	0	2
Totals	1	0	1	0	0	0	0	2

GREEN-RAINBOW TOWN COMMITTEE, SANDWICH

<u>Vote For Not More Than 10</u>								
All Others	1	0	0	0	0	0	0	1
Blanks	9	0	10	0	0	0	0	19
Totals	10	0	10	0	0	0	0	20

WORKING FAMILIES PARTY

PRESIDENTIAL PREFERENCE

<u>Vote For Not More Than One</u>								
No Preference	0	0	0	0	0	0	0	0
All Others	1	1	0	0	0	0	0	2
Blanks	0	0	0	0	0	0	0	0
Totals	1	1	0	0	0	0	0	2

STATE COMMITTEE MAN, PLYMOUTH & BARNSTABLE DISTRICT

<u>Vote For One Man</u>								
All Others	0	0	0	0	0	0	0	0
Blanks	1	1	0	0	0	0	0	2
Totals	1	1	0	0	0	0	0	2

STATE COMMITTEE WOMAN, PLYMOUTH & BARNSTABLE DISTRICT

<u>Vote For One Woman</u>								
All Others	0	0	0	0	0	0	0	0
Blanks	1	1	0	0	0	0	0	2
Totals	1	1	0	0	0	0	0	2

WORKING FAMILIES TOWN COMMITTEE, SANDWICH

<u>Vote For Not More Than 10</u>								
All Others	0	0	0	0	0	0	0	0
Blanks	10	10	0	0	0	0	0	20
Totals	10	10	0	0	0	0	0	20

The polls closed at 8:00 PM. The total vote cast was 6982, of which 3,971 were Democratic, 3,007 were Republican, 2 were Green-Rainbow, and 2 were Working Families. The voter turnout was 46.27 per cent of the total number of registered voters.

The total number of voters at the close of registration prior to the election were: Precinct 1, 2,268; Precinct 2, 2,398; Precinct 3, 2,272; Precinct 4, 2,274; Precinct 5, 2,116; Precinct 6, 1,829; and Precinct 7, 1,931; for a total of 15,088.

I hereby certify that this is a true record of the 2008 Presidential Primary held on February 5, 2008.

Barbara J. Walling
Town Clerk

TOWN OF SANDWICH
2008 ANNUAL TOWN MEETING
May 5, 2008

The Annual Town Meeting was called to order in the Sandwich High School auditorium by Moderator Jan Levin Teehan at 7:02 p.m. The clerks checked in a total of 450 voters. The total number of eligible voters was 15,018. The Reverend Warren "Buddy" Washburn, USCG Auxiliary, representing the USCG Sector SENE Chaplain's Office, gave the invocation, and Thomas F. Keyes, Chairman of the Board of Selectmen, led the Pledge of Allegiance.

The Moderator had sworn in the following Sandwich residents as counters: Nancy Crossman, Elaine Davis, Rene Douglas, Katherine Heras, John Peters, Reggie Peters, Priscilla Raftery, Carl Watters, and Mary Watters. Jacqueline Sayer served as Timekeeper. The Moderator called for a moment of silence in memory of David J. Boles, William G. Bryden, Herbert A. "Red" Hamlen, Robert S. Jones, and Robert W. Singleton, all of whom served the Town in various capacities for many years.

ARTICLE 1

To see if the Town will vote to hear the reports of all Town Officers and Committees and to act thereon, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town accept the Report of all Town Officers and Committees as printed in the 2007 Annual Town Reports.

ARTICLE 2

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money, said funds to be expended under the direction of the Board of Selectmen, for the purpose of reducing a projected FY'08 deficit in the Snow and Ice Account, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town transfer and appropriate \$50,000 from Free Cash for funding the Fiscal Year 2008 Snow and Ice deficit.

ARTICLE 3

To see if the Town will vote to hear the report of the Finance Committee and to see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$62,317,098.00, or any other amount, to defray Town expenses for the Fiscal Year July 1, 2008 to June 30, 2009 as itemized below in the third column entitled FY'09 Recommendation, or take any action relative thereto.

Finance Committee Budget Message:

Hank Sennott, Chair of the Finance Committee, gave the following report: By an 8-1 vote, the Finance Committee is taking the historic step tonight of recommending to Annual Town Meeting a budget different than the one supported by the Board of Selectmen.

You are being asked in Article 3 to approve a Town operating budget that represents a 3.5% increase in spending. The following article with additional spending of \$153,473 – for a 4.0% total increase - represents the added difference in the Finance Committee recommendation.

The Finance Committee did not make this decision lightly or without considerable debate. In the end, however, it was the opinion of the majority that additional funding was necessary to give General Government the resources needed to function properly without increasing the risk of transfers from the Reserve Fund, as well as provide the School Department with the support it needs to continue its improvement plan.

Specifically, a 4.0% budget will provide the General Government departments with more realistic funding for the Legal and Data Processing accounts. It will cover expected increases in SEMASS tipping fees, help the Library maintain additional hours and services that were added through a donation effort, and more realistically fund the Fuel and Oil Account in the Police budget.

With a 4.0% increase, the School Department will be able to add a High School Biology teacher to help address the new 10th grade MCAS Science requirement, as well as retain one Speech & Language teacher and a 0.5 FTE Music Teacher for the K-8 schools. These are among the positions that would be eliminated with a 3.5% budget increase.

The 4.0% increase is in line with the Board of Selectmen's Long Range Plan. It does not immediately impact the tax rate beyond the 3.5% budget as the additional monies will come from the Stabilization Fund.

The fact that budgets are increasing under either scenario should not be taken as a sign that all is well. Employees are being laid off, budget and staffing remain at a bare minimum and the specter of a potentially insurmountable deficit looms.

For example:

- Overtime in the Police Department continues to run higher than it potentially could because of understaffing by three officers who could support patrol efforts. Hiring civilian dispatchers would put more officers on the road and reduce overtime.
- While touring Town facilities last Fall, Finance Committee members witnessed a situation where the Fire Chief was temporarily the only available firefighter in Town as all other on duty firefighters were responding to incidents.
- We continue to barely fund accounts for street repair and related items at levels below accepted national standards.
- In order for the School Department to continue its improvement plan within budget increases, positions are being eliminated. While this has occurred in other recent budgets, this is the first time staffers are being laid off instead of reductions being made through retirements or turnover.

Sandwich's opportunity to move forward is blocked by a structural deficit made up primarily of salary and benefit increases that consume the Proposition 2-1/2 allowed increase in tax revenue. With a deficit of more than \$2 million projected for FY 2010, difficult decisions are on the horizon.

Our options are limited. Budgets are slim and staffing below that of other neighboring towns and communities of similar size across the Commonwealth. Reductions would be devastating to Town services and our quality of life. It would also discourage economic development. The answer would seem to lie in savings, new development and potential Proposition 2-1/2 options.

Shifting Town employees away from the highest cost insurance choice is a good start on the road to making the savings necessary to address the structural deficit. The Finance Committee acknowledges and thanks our union employees for recognizing the important impact this action will have on our financial picture in future years.

We look forward to the revenue that will be generated by development at the Golden Triangle and urge that work continue to make that a reality in the not too distant future, including consideration of relevant zoning changes later this year. The Finance Committee also acknowledges that a Proposition 2-1/2 override is no doubt likely in the near term and recommends that a discussion of options begins well in advance of presenting a proposal to voters.

The time has also come to end the yearly debate over Sandwich Hollows Golf Course.

An overwhelming majority of Town Meeting members voted almost ten years ago in 1999 to purchase 471 acres of private property off the Service Road more than half of which happens to include what was known at the time as Round Hill Country Club. This property is a key link in an open space corridor between Exits 3 and 4. Part of the purchase was paid for by Land Bank Funds, the rest was assigned to the golf course. This purchase was ratified by Town Meeting four years ago. What's needed now is to support funding the compilation of a long term business plan that will allow Sandwich Hollows to continue to be self sufficient operationally and to generate funds to help pay debt service, something no other land purchase in Town history has been asked to do. To date, SHGC has contributed more than \$1.4 million towards debt service.^o

The job description of the Finance Committee can be summarized very simply: to be curious. With that as the standard, we believe we have met our charge. We've asked questions until we've received complete answers. We've engaged in spirited and sometimes heated debate – all done with the best interest of Sandwich and its residents in mind. The Committee will continue to tackle the difficult issues in the years ahead in the same manner as we try to find the balance between the taxpayer's ability to pay and the services we expect from our Town Government.

FY'09 BUDGET TOTALS

<u>No.</u>	<u>Department</u>	<u>FY'07 Appropriation</u>	<u>FY'08 Appropriation</u>	<u>FY'09 Recommendation</u>
114	Moderator	450	450	450
123	Selectmen/Administrator	293,380	315,317	360,172
	Personnel Expenses	255,178	233,693	131,209
131	Finance Committee	2,200	2,200	2,200
135	Accounting	142,056	146,918	168,310
141	Assessing	299,204	313,686	323,884
145	Treasurer	166,744	171,617	171,762
146	Tax Collector	205,539	207,151	224,586
147	Tax Title	15,000	15,000	15,000
151	Legal	200,000	200,000	215,000
152	Human Resources	101,000	107,419	123,329
161	Town Clerk	130,012	136,986	150,801
162	Elections & Registrations	53,400	51,400	51,500
171	Natural Resources	167,597	218,760	225,126
175	Planning & Development	136,919	141,003	143,549
190	Facilities Management	376,006	387,281	394,463
195	Town Reports	13,000	13,000	13,000
196	Bind Town Records	1,000	1,000	1,000
197	Data Processing	281,269	295,678	312,520
	Total 100s	2,839,954	2,958,559	3,027,861
210	Police Department	2,772,018	2,973,135	3,005,303
220	Fire Department	3,152,535	3,486,970	3,560,155
241	Inspections	196,696	208,807	222,944
244	Weights & Measures	1,200	1,200	1,200
291	Emergency Management	1,000	2,000	5,250
294	Forest Warden	1,200	1,500	1,500

<u>No.</u>	<u>Department</u>	<u>FY'07</u> <u>Appropriation</u>	<u>FY'08</u> <u>Appropriation</u>	<u>FY'09</u> <u>Recommendation</u>
297	Bourne Shellfish	4,000	4,000	4,000
299	Greenhead Fly	1,500	1,500	1,500
	Total 200s	6,130,149	6,679,112	6,801,852
300	School Department	27,691,505	28,549,981	29,795,614
313	UCCRVTS	1,261,967	1,606,650	1,755,017
	Total 300s	28,953,472	30,156,631	31,550,631
410	DPW – Engineering	121,297	125,235	117,795
420	DPW – Highways	1,157,677	1,203,710	1,441,213
421	Snow & Ice	250,005	250,006	250,007
424	Streetlights	23,500	30,000	30,000
435	DPW – Sanitation	780,069	780,069	780,069
	Total 400s	2,332,548	2,389,020	2,619,084
510	Health Department	146,986	152,803	161,236
522	Nursing Department	90,902	115,172	121,865
541	Council on Aging	122,671	131,515	140,043
543	Veterans Services	28,991	29,349	31,759
547	Disabilities Commission	500	500	500
	Total 500s	390,050	429,339	455,403
610	Library	759,826	800,219	846,725
629	Youth Task Force	500	500	500
630	Recreation Department	58,239	61,439	69,258
650	DPW – Parks	23,250	23,250	13,850
670	Archives	2,500	0	0
671	Hoxie House / Grist Mill	0	20,000	20,000
693	Memorial Day	1,200	1,200	1,200
694	Historic District	<u>11,000</u>	<u>11,500</u>	<u>11,500</u>
	Total 600s	856,515	918,108	963,033
OPERATING SUBTOTAL:		41,502,688	43,530,769	45,417,864
135	Marina & SHGC Indirect Costs Transfers			22,200
210	Ambulance Fund Transfer			125,000
630	Beach and Recreation Account Transfers (incl. Sandy Neck)			167,191
645	Community Preservation Act Debt			972,725
650	Cemetery Trust Fund Transfer			22,000
INTER-FUND TRANSFERS SUBTOTAL:				1,309,116
132	Reserve Fund			400,000
540	Social Services Programs & Senior Tax Credit Program			30,000
710	Short Term Debt			75,000
750	Debt			4,607,236
910	Group Health Insurance			7,400,000
912	Medicare			414,849
940	Property & Liability Insurance			650,000
941	Unemployment Account			0
950	Retirement Assessment			<u>2,013,033</u>
OTHER ACCOUNTS SUBTOTAL:				15,590,118
FY'09 BUDGET TOTAL:				62,317,098

VOTED: That the Town hear the report of the Finance Committee and raise and appropriate \$58,386,728; transfer and appropriate \$1,671,254 from Free Cash; transfer and appropriate \$875,000 from the ambulance receipts reserved for appropriation account; transfer and appropriate \$200,000 from overlay surplus; transfer and appropriate \$972,725 from the Community Preservation Fund Fiscal Year 2009 estimated annual revenues; transfer and appropriate \$7,200 from Sandwich Marina funds; transfer and appropriate \$167,191 from the beach parking receipts reserved for appropriation account; transfer and appropriate \$22,000 from cemetery trust funds; and transfer and appropriate \$15,000 from the Sandwich Hollow Golf Club enterprise fund to defray Town expenses for the Fiscal Year 2009 as itemized in the third column entitled FY'09 recommendation, as printed in the Warrant under Article 3, and set the compensation of elected officials as follows:

**Moderator 450.
 Chairman, Board of Selectmen 2,000.
 Selectmen – 4 each 1,500.
 Chairman, Board of Assessors 1,500.
 Assessors – 2 each 1,000.
 Town Clerk (including longevity) 66,045.**

This was a voice vote and declared passed by the Moderator.

ARTICLE 4

To see if the Town will vote to raise and appropriate or transfer from available funds an additional sum of \$153,473.00, or any other amount, to defray Town expenses for the Fiscal Year July 1, 2008 to June 30, 2009 as itemized below, or take any action relative thereto.

Dept. No.	Sub. Acct.	Department Name	Additional FY'09 Approp.
123	5101	Selectmen / Administrator	14,371
151	5301	Legal	10,000
197	5202	Data Processing	2,500
300		School Department	111,602
420	5480	DPW – Highways	5,000
435	5610	DPW – Sanitation	7,500
610		Library	2,500
Total Additional FY'09 Appropriations:			153,473

It was moved that the Town transfer and appropriate \$150,000 from the Stabilization Fund and raise and appropriate \$3,473, to defray Town expenses for the Fiscal Year 2009, as itemized in the Warrant under Article 4.

Hank Sennott, Chair of the Finance Committee, offered the following amendment: Move that the Town vote to raise and appropriate an additional sum of \$153,473. to defray town expenses for the FY'09 budget as itemized in the warrant under Article 4.

The amendment **passed** by a vote of 230 yes, 131 no.

VOTED: That the Town raise and appropriate an additional sum of \$153,473 to defray town expenses for the FY'09 budget as itemized in the warrant under Article 4. It was a counted vote, and the amended article passed by a vote of 269 yes, 137 no.

ARTICLE 5

To see if the Town will vote to hear the report of the Capital Improvement Planning Committee, and further, to see if the Town will vote to raise and appropriate or transfer from available funds a sum of \$500,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of purchasing and repairing equipment, vehicles, and buildings, and providing related services in accordance with the following list, with any unexpended balance for each item identified below to be placed in the Building Repairs / Capital Purchases account to be expended under the direction of the Board of Selectmen:

Fire Department – Engine Lease Payment	72,500.00
Fire Department – Ambulance Replacement	155,000.00
Health Department – Mass. Estuaries Program	166,000.00
School Department – HTW Triangular Window Repairs	100,000.00
Building Repairs / Capital Purchases	6,500.00

or take any action relative thereto.

It was moved that the Town hear the report of the Capital Improvement Planning Committee and transfer and appropriate \$350,000 from the Stabilization Fund, to be expended under the direction of the Board of Selectmen, for the purpose of purchasing and repairing equipment, vehicles, and buildings, and providing related services as listed in Article 5 of the warrant, with any unexpended balance for each item identified below to be placed in the Building Repairs/ Capital Purchases account to be expended under the direction of the Board of Selectmen.

Hank Sennott, Chair of the Finance Committee, offered the following amendment: Move that Article 5 be amended to read: Move that the town hear the report of the Capital Improvement Planning Committee and transfer and appropriate \$500,000 from the stabilization fund, to be expended as itemized in the warrant under Article 5.

The amendment **passed** by a vote of 242 yes, 84 no.

VOTED: That the Town hear the report of the Capital Improvement Planning Committee and transfer and appropriate \$500,000 from the stabilization fund, to be expended as itemized in the warrant under Article 5.

This was a counted vote, and the amended article **FAILED** by a vote of 192 yes, 125 no, having not met the requirements of a two-thirds vote.

Stephen C. Grundman moved reconsideration of Article 5. This was a voice vote and the motion for reconsideration was declared **passed** by the Moderator.

VOTED: That the Town hear the report of the Capital Improvement Planning Committee and transfer and appropriate \$500,000 from the stabilization fund, to be expended as itemized in the warrant under Article 5.

This was a voice vote and declared **PASSED** by the Moderator.

Christopher E. Richards, Chairman, gave the report of the Capital Improvement Planning Committee, describing the items listed in Article 5 of the warrant.

ARTICLE 6

To see if the Town will vote to transfer and appropriate the sum of \$20,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, from the Beach and Recreation Account for the purpose of providing beach facility improvements and maintenance, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town transfer and appropriate \$20,000 from the beach parking receipts reserved for appropriation account, to be expended under the direction of the Board of Selectmen, for the purpose of providing beach facility improvements and maintenance.

ARTICLE 7

To see if the Town will vote to transfer and appropriate the FY'08 income from the Hoxie House and Grist Mill for the FY'09 operation and maintenance of the Hoxie House and Grist Mill, including salaries and expenses, to be expended under the direction of the Board of Selectmen, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town transfer and appropriate \$40,000 from the Fiscal Year 2008 income from the Hoxie House and Grist Mill for the Fiscal Year 2009 operation and maintenance of the Hoxie House and Grist Mill, including salaries and expenses, to be expended under the direction of the Board of Selectmen.

ARTICLE 8

To see if the Town will vote in accordance with the provisions of M.G.L. c.44, §53F-1/2 to raise and appropriate or transfer from available funds a sum of money, to be expended under the direction of the Board of Selectmen, for the purpose of establishing the FY'09 operating budget for Sandwich Hollows Golf Club, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$1,005,508 to be expended under the direction of the Board of Selectmen for establishing the Fiscal Year 2009 Enterprise Fund operating budget for Sandwich Hollows Golf Club.

This was a voice vote and declared passed by the Moderator.

ARTICLE 9

To see if the Town will vote in accordance with the provisions of M.G.L. c.44, §53F-1/2 to raise and appropriate or transfer from avail-

able funds a sum of \$250,000.00, or any other amount, from the Golf Enterprise Fund to be expended under the direction of the Board of Selectmen, for the purpose of completing extraordinary repairs to the Sandwich Hollows Golf Club clubhouse to meet accessibility requirements and purposes, and for the purpose of completing a business and management plan for Sandwich Hollows Golf Club operations, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$250,000 from the Golf Enterprise Fund, to be expended under the direction of the Board of Selectmen, for the purpose of completing extraordinary repairs to the Sandwich Hollows Golf Club clubhouse to meet accessibility requirements and purposes, and for the purpose of completing a business and management plan for Sandwich Hollows Golf Club operations.

This was a voice vote and declared passed by the Moderator.

ARTICLE 10

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of \$22,874.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of funding the FY'09 Sandwich Promotions Fund as established under Chapter 227 of the Acts of 1997, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$28,762.50 from the Sandwich Promotions Fund, to be expended under the direction of the Board of Selectmen, for funding the Fiscal Year 2009 Sandwich Promotions Fund as established under Chapter 227 of the Acts of 1997.

This was a voice vote and declared passed by the Moderator.

ARTICLE 11

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation, substantially in the form as set forth below, to amend Section 3 of Chapter 227 of the Acts of 1997 which established the membership requirements for the Town of Sandwich Promotions Fund Visitor Services Board by deleting Section 3 in its entirety and replacing it with the following; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition:

SECTION 3. There is hereby established in the Town of Sandwich a Visitor Services Board consisting of seven members to be appointed by the Board of Selectmen, one of whom shall be nominated by the Cape Cod Canal Region Chamber of Commerce, one of whom shall be nominated by the Sandwich Chamber of Commerce, one of whom shall be nominated by the Sandwich Economic Development Committee, one of whom shall represent the hospitality interests within the town, and three of whom shall be members at large. If any of the

organizations with nominating privileges hereunder cease to exist or operate, the Board of Selectmen may appoint in place of such nominee a member at large to serve on said Visitor Services Board. The Board of Selectmen shall fill any vacancies on said Visitor Services Board in a like manner.

or take any action relative thereto.

VOTED: That the Town authorize the Board of Selectmen to petition the General Court for special legislation to amend Section 3 of Chapter 227 of the Acts of 1997 which established the membership requirements for the Town of Sandwich Promotions Fund Visitor Services Board by deleting Section 3 in its entirety and replacing it with the wording printed in the Warrant under Article 11, provided that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

This was a voice vote and declared passed by the Moderator.

ARTICLE 12

To see if the Town will vote to appropriate the sum of money, received or to be received, from the Chapter 90 State Aid to Highways Program for highway construction and/or maintenance on any State approved road during FY'09, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town appropriate money received, or to be received, from the Chapter 90 State Aid to Highways Program for highway construction and/or maintenance on any State approved road during Fiscal Year 2009.

ARTICLE 13

To see if the Town will vote to reduce the rate of interest that accrues on property taxes deferred by eligible seniors under M.G.L. c.59, §5, Clause 41A, the so-called Property Tax Deferral for Seniors program, from 8.0% to 5.0%, with such reduced rate to apply to taxes assessed for any fiscal year beginning on or after July 1, 2008, or take any action relative thereto.

VOTED: That the Town vote to reduce the rate of interest that accrues on property taxes deferred by eligible seniors under M.G.L. c.59, §5, Clause 41A, the so-called Property Tax Deferral for Seniors program, from 8.0% to 5.0%, with such reduced rate to apply to taxes assessed for any fiscal year beginning on or after July 1, 2008. This was a voice vote and declared passed by the Moderator.

ARTICLE 14

To see if the Town will vote to hear and act on the report of the Community Preservation Committee on the Fiscal Year 2009 Community Preservation budget and to appropriate from the Community

Preservation Fund Fiscal Year 2009 estimated annual revenues the sum of \$75,000.00, or any other sum, to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2009; and further to reserve for future appropriation a sum of money from the Community Preservation Fund estimated annual revenues for open space, historic resources, and community housing purposes, as well as a sum of money to be placed in the 2009 Budgeted Reserve for general Community Preservation Act purposes; and further to appropriate from the Community Preservation Fund a sum or sums of money for Community Preservation projects or purposes as recommended by the Community Preservation Committee; or take any other action in relation thereto.

UNANIMOUSLY VOTED: That the Town hear and act on the report of the Community Preservation Committee on the Fiscal Year 2009 Community Preservation budget and transfer and appropriate \$75,000 from the Community Preservation Fund Fiscal Year 2009 estimated annual revenues, to be expended under the direction of the Board of Selectmen, to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2009; and further reserve for future appropriation from the Fiscal Year 2009 Community Preservation Fund estimated annual revenues the following sums: \$202,420 for open space; \$152,290 for historic resources; \$48,410 for community housing purposes; and \$369,223 to be placed in the 2009 Budget Reserve for general Community Preservation Act purposes.

ARTICLE 15

To see if the Town will vote to transfer from the Community Preservation Fund for historic resources purposes under the Community Preservation Act the sum of up to \$340,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of replacing and completing repairs, renovations, improvements and related professional services to the Upper Shawme Pond Dam, or take any other action relative thereto.

VOTED: That the Town transfer and appropriate \$340,000 by transferring and appropriating \$289,870 from the Community Preservation Fund historic resources reserve and \$50,130 from the Community Preservation Fund Fiscal Year 2009 estimated annual fund revenues for historic resource purposes under the Community Preservation Act, to be expended under the direction of the Board of Selectmen, for the purpose of replacing and completing repairs, renovations, improvements and related professional services to the Upper Shawme Pond Dam. This was a voice vote and declared passed by the Moderator.

ARTICLE 16

To see if the Town will vote to transfer from the Community Preservation Fund for open space and recreation purposes under the Community Preservation Act the sum of \$41,497.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of completing professional surveying and engineering

at the Ryder and Cook Farm Conservation Properties, or take any other action relative thereto.

UNANIMOUSLY VOTED: That the Town transfer and appropriate \$41,497 from the Community Preservation Fund general undesignated fund balance for open space and recreation purposes under the Community Preservation Act, to be expended under the direction of the Board of Selectmen, for the purpose of completing professional surveying and engineering at the Ryder and Cook Farm Conservation Properties.

ARTICLE 17

To see if the Town will vote to transfer from the Community Preservation Fund for community housing purposes under the Community Preservation Act the sum of \$50,000.00 per affordable home, up to a maximum of \$250,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of supporting the Sea Shell Village affordable housing project owned by Asa Meiggs, LLC; and further, to authorize the Board of Selectmen to enter into a grant agreement with said Asa Meiggs, LLC, on such terms and conditions as the Board of Selectmen deems appropriate, setting forth the conditions under which such funds may be expended; or take any other action relative thereto.

VOTED: That the Town transfer and appropriate from the Community Preservation Fund community housing reserve the sum of \$95,991 and from the Community Preservation Fund Fiscal Year 2009 estimated annual revenues, for community housing purposes, the sum of \$154,009, to be expended by the Board of Selectmen for the purpose of supporting the Sea Shell Village affordable housing project owned by Asa Meiggs, LLC, provided that the Board of Selectmen shall not be authorized to expend more than \$50,000 for each affordable unit created for this project, with the funds appropriated from the Community Housing Reserve to be expended first, and further provided that any unexpended balance remaining after completion of the project shall be returned to the Community Preservation Fund, Community Housing Reserve; and to authorize the Board of Selectmen to enter into a grant agreement with said Asa Meiggs, LLC, on such terms and conditions under which such fund may be expended consistent with this vote; and further to authorize the Board of Selectmen to acquire an affordable housing restriction on the project consistent with the Community Preservation Program.

At 10:50 p.m. in accordance with the Town Bylaw, a vote to continue the meeting after 11 p.m. was taken. This was voice vote and declared carried by the Moderator.

ARTICLE 18

To see if the Town will vote to authorize the Board of Selectmen to apply for membership in the Cape and Vineyard Electric Cooperative, Inc., and further, to authorize the Board of Selectmen to negotiate membership in said Cooperative on such terms as conditions as

the Board of Selectmen determines to be in the best interests of the Town, or take any action relative thereto.

It was moved and seconded to indefinitely postpone Article 18.

UNANIMOUSLY VOTED: To indefinitely postpone Article 18.

ARTICLE 19

“**WHEREAS**, the United States has been at war in Iraq for over six years, and;

WHEREAS, the “Coalition of Forces” supporting the war has dissipated, and;

WHEREAS, a majority of American citizens call for an end to the war in Iraq, and;

WHEREAS, the Bush administration has rejected calls for an end to U.S. Military activity, and;

WHEREAS, under the Constitution, Congress is the ultimate check on the Executive branch which is perpetrating the continued occupation of Iraq, and;

WHEREAS, under the Constitution, Congress has the sole responsibility to allocate funds, and;

WHEREAS, almost \$500 billion of taxpayer money has already been spent on the war, depriving American citizens of funds for support for returning veterans, education, health care, other vital human needs and reparations to the people of Iraq.

NOW THEREFORE BE IT RESOLVED, that we call upon our Congressional representatives to vote only for military funding that provides for a safe and rapid withdrawal of all US troops from Iraq, and;

FURTHER IT BE RESOLVED, that the Town Clerk is instructed to send a copy of this resolution to Senator Edward Kennedy, Senator John Kerry, Representative William Delahunt, Senator Harry Reid, Representative Nancy Pelosi, and President George W. Bush.”

Paul W. Schrader moved the above article.

(Submitted by Petition)

Taylor D. White proposed the following amendment:

WHEREAS, the brave men and women of the United States Military have proudly served their Country in the global battle on terrorism, and;

WHEREAS, a majority of Americans and the Town of Sandwich send our appreciation and gratitude for their service and hope and pray for their safe return, and;

WHEREAS, we send our support and well wishes to all those in uniform serving at home and abroad.

NOW THEREFORE BE IT RESOLVED, that the Town of Sandwich proclaims its support of our troops and urges Congress to express their support for these brave men and women as they complete their mission, and;

FURTHER IT BE RESOLVED, that the Town Clerk is instructed to send a copy of this resolution to Senator Edward Kennedy, Senator John Kerry, Representative William Delahunt, Senator Harry Reid, Representative Nancy Pelosi, President George W. Bush, and the men and women of Sandwich and Cape Cod serving in the armed forces.

Town Counsel ruled the amendment out of order.

This was a voice vote and Article 19 was declared **FAILED** by the Moderator.

VOTED: To send a copy of the resolution in Article 19 to Senator Edward Kennedy, Senator John Kerry, Representative William Delahunt, Senator Harry Reid, Representative Nancy Pelosi, and President George W. Bush.

The meeting was adjourned at 11:39 p.m.

ARTICLE 20

To Elect the following Officers:

Two Selectmen for a term of three years;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Thomas Francis Keyes	273	263	216	130	160	178	132	1352
Dana Patrick Barrette	281	217	249	108	164	183	180	1382
John G. Kennan, Jr.	313	230	269	131	158	187	163	1451
Mike Merolla	199	198	145	106	113	137	86	984
All Others	0	1	0	0	0	0	4	5
Blanks	106	77	73	39	53	43	45	436
Total	1172	986	952	514	648	728	610	5610

One Assessor for a term of three years;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Madlon Jenkins-Rudziak	376	289	343	168	214	262	206	1858
All Others	2	0	1	0	0	0	0	3
Blanks	208	204	132	89	110	102	99	944
Total	586	493	476	257	324	364	305	2805

One Constable for a term of three years;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Clyde S. Gill	408	315	369	165	234	276	217	1984
All Others	2	0	2	1	0	0	1	6
Blanks	176	178	105	91	90	88	87	815
Total	586	493	476	257	324	364	305	2805

Two School Committee members for a term of three years;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Sharron L. Marshall	326	260	319	144	183	235	174	1641
Barbara A. Susko	355	289	336	168	225	253	237	1863
All Others	1	2	6	1	1	3	1	15
Blanks	490	435	291	201	239	237	198	2091
Total	1172	986	952	514	648	728	610	5610

One Board of Health member for a term of three years;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Sean Patrick Grady	391	292	355	171	225	269	212	1915
All Others	0	0	1	0	1	1	0	3
Blanks	195	201	120	86	98	94	93	887
Total	586	493	476	257	324	364	305	2805

Three Trustees of the Sandwich Public Library for a term of three years;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Jeanie M. Vander Pyl	378	296	350	163	211	253	195	1846
Jessica Moon Germain	328	254	317	148	189	225	186	1647
Mark A. Wiklund	355	281	338	146	200	245	179	1744
All Others	0	1	4	0	0	1	0	6
Blanks	697	647	419	314	372	368	355	3172
Total	1758	1479	1428	771	972	1092	915	8415

One Trustee of the Weston Memorial Fund for a term of three years;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Peter N. Conathan	413	314	368	174	229	267	210	1975
All Others	0	0	1	0	0	0	0	1
Blanks	173	179	107	83	95	97	95	829
Total	586	493	476	257	324	364	305	2805

Three Planning Board members for a term of three years;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Taylor D. White	363	298	334	148	196	258	188	1785
Alan G. Trebat	325	255	292	139	192	219	181	1603
Ralph Anthony Vitacco	329	251	304	147	199	230	194	1654
All Others	1	1	2	1	0	1	0	6
Blanks	740	674	496	336	385	384	352	3367
Total	1758	1479	1428	771	972	1092	915	8415

One Planning Board member for an unexpired term of one year;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Amy L. Lipkind	379	289	351	175	227	268	207	1896
All Others	0	1	3	0	0	0	0	4
Blanks	207	203	122	82	97	96	98	905
Total	586	493	476	257	324	364	305	2805

One Sandwich Housing Authority member for a term of five years;

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Total</u>
Harry Earl Lantery, Jr.	394	291	344	165	230	269	216	1909
All Others	1	2	2	1	0	0	0	6
Blanks	191	200	130	91	94	95	89	890
Total	586	493	476	257	324	364	305	2805

and all other candidates that may appear on the official ballot, The polls for the election were opened at 7:00 a.m. and closed at 8:00 p.m. The total vote cast was 2,805, which is 18 per cent of the voters. The total number of voters at the close of registration prior to the election was 15,088. The lists of Ballot Clerk and Checkers were checked and found in order and agreed with Ballot Box totals.

The number of absentee ballots cast was: Precinct 1, 38; Precinct 2, 23; Precinct 3, 28; Precinct 4, 9; Precinct 5, 11; Precinct 6, 13; Precinct 7, 13, for a total of 135 voters.

I hereby certify that this is a true record of the Annual Town Meeting held on May 5, 2008.

Julia C. Hendy
Assistant Town Clerk

I hereby certify that this is a true record of the Annual Town Election held on May 8, 2008.

Barbara J. Walling
Town Clerk

STATE PRIMARY September 16, 2008

Pursuant to the foregoing warrant, the polls opened at 7:00 a.m. The Ballot boxes showed zero count. The ballots were delivered to the Ballot Clerks and the following elections officers were administered an oath to faithful performance of their duties.

<u>Precinct</u>	<u>Ballot Clerks</u>	<u>Ballot Checkers</u>	<u>Ballot Box Clerk</u>	<u>Warden</u>
One	Barbara A. Gates Barbara A. Knight	Marsha P. Kirrane Almena R. Rynders	Frank S. Bess	Barbara A. Buchenan
Two	Jacquelyn Elvander Sandra J. Sullivan	Carol E. Bess Louise A. Velsor	Daniel DiGiandomenico	Richard D. Lawrence
Three	June B. Everett Barbara M. Ames	Emily Rose Ware Lorraine E. Jacobs	Wanda G. Walker	Barbara L. Gill
Four	Karen H. Collings Linda J. Stoll	Bernice B. Hoffman Rosemary F. Rhoades	Theodore Wahl	Carolyn A. Weimar
Five	Barbara A. Kashar Carolyn J. Motta	Janet M. Hart Mary Jeanne Rivoira	William M. Hoxie	Marie F. Harrington
Six	Susan M. Pommrehn Eileen E. Burns	Rosemary Durant Ellen A. Jones	James M. Foley	Clinton M. Jones
Seven	Joann L. Nordmark Jeanette A. Jones	Constance A. Carr Judith E. Johansen	John W. Walling	Charles A. Burke

There were absentee ballots cast as follows: Precinct 1, 36; Precinct 2, 33; Precinct 3, 25; Precinct 4, 10; Precinct 5, 19; Precinct 6, 15; Precinct 7, 15; for a Total of 153 ballots. The total ballots cast were divided into Parties as follows: Democratic, 1,351; Republican, 805; Green-Rainbow, 0; and Working Families, 1, for a total of 2,157.

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
DEMOCRATIC PARTY								
SENATOR IN CONGRESS								
Vote for Not More Than One								
John F. Kerry	184	139	113	99	96	91	89	811
Edward J. O'Reilly	81	102	67	64	64	65	73	516
All Others	0	0	0	0	0	0	1	1
Blanks	7	3	1	2	2	2	6	23
Totals	272	244	181	165	162	158	169	1351

REPRESENT ATIVE IN CONGRESS, TENTH DISTRICT

Vote for Not More Than One								
William D. Delahunt	202	174	144	125	121	119	125	1010
All Others	1	0	0	1	1	5	2	10
Blanks	69	70	37	39	40	34	42	331
Totals	272	244	181	165	162	158	169	1351

COUNCILLOR, FIRST DISTRICT

Vote for Not More Than One								
Carole A. Fiola	81	66	58	56	57	39	47	404
Oliver P. Cipollini, Jr.	119	108	85	78	80	87	84	641
All Others	0	0	0	0	1	1	0	2
Blanks	72	70	38	31	24	31	38	304
Totals	272	244	181	165	162	158	169	1351

SENATOR IN GENERAL COURT, PLY MOUTH & BARNSTABLE DISTRICT

Vote for Not More Than One								
Therese Murray	212	183	144	125	124	113	130	1031
All Others	0	0	0	1	1	2	4	8
Blanks	60	61	37	39	37	43	35	312
Totals	272	244	181	165	162	158	169	1351

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
REPRESENTATIVE IN GENERAL COURT, FIFTH BARNSTABLE DISTRICT								
Vote for Not More Than One								
Glenn S. Paré	183	151	123	116	112	103	104	892
All Others	2	1	0	0	1	0	4	8
Blanks	87	92	58	49	49	55	61	451
Totals	272	244	181	165	162	158	169	1351

REGISTER OF PROBATE, BARNSTABLE COUNTY

Vote for Not More Than One								
Eric T. Turkington	184	153	127	104	111	97	106	882
All Others	0	0	0	2	1	3	4	10
Blanks	88	91	54	59	50	58	59	459
Totals	272	244	181	165	162	158	169	1351

COUNTY COMMISSIONERS, BARNSTABLE COUNTY

Vote for Not More Than Two								
Lance William Lambros	178	146	117	108	95	106	126	876
Thomas P. Bernardo	23	14	21	21	24	9	12	124
Mary Pat Flynn	63	74	39	38	45	53	51	363
Sheila R. Lyons	69	61	47	44	46	44	39	350
J. Gregory Milne	42	54	37	27	32	27	15	234
All Others	0	0	1	0	0	0	0	1
Blanks	169	139	100	92	82	77	95	754
Totals	544	488	362	330	324	316	338	2702

REPUBLICAN PARTY

SENATOR IN CONGRESS

Vote for Not More Than One								
Jeffrey K. Beatty	125	127	111	66	64	83	76	652
All Others	1	0	0	0	0	3	1	5
Blanks	33	23	27	7	19	19	20	148
Totals	159	150	138	73	83	105	97	805

REPRESENTATIVE IN CONGRESS, TENTH DISTRICT

Vote for Not More Than One								
All Others	2	3	1	1	0	1	5	13
Blanks	157	147	137	72	83	104	92	792
Totals	159	150	138	73	83	105	97	805

COUNCILLOR, FIRST DISTRICT

Vote for Not More Than One								
All Others	1	0	0	0	0	1	4	6
Blanks	158	150	138	73	83	104	93	799
Totals	159	150	138	73	83	105	97	805

SENATOR IN GENERAL COURT, PLYMOUTH AND BARNSTABLE DISTRICT

Vote for Not More Than One								
All Others	0	1	0	0	1	0	4	6
Blanks	159	149	138	73	82	105	93	799
Totals	159	150	138	73	83	105	97	805

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
REPRESENTATIVE IN GENERAL COURT, FIFTH BARNSTABLE DISTRICT								
Vote for Not More Than One								
Jeffrey Davis Perry	152	147	123	72	74	100	92	760
All Others	0	0	2	0	1	5	5	13
Blanks	7	3	13	1	8	0	0	32
Totals	159	150	138	73	83	105	97	805

REGISTER OF PROBATE, BARNSTABLE COUNTY

Vote for Not More Than One								
Anastasia Welsh Perrino	58	63	78	30	41	59	41	370
Priscilla J. Young	92	80	54	37	41	43	47	394
All Others	0	0	0	0	0	1	2	3
Blanks	9	7	6	6	1	2	7	38
Totals	159	150	138	73	83	105	97	805

COUNTY COMMISSIONERS, BARNSTABLE COUNTY

Vote for Not More Than Two								
Ricardo M. Barros	106	96	87	42	51	68	60	510
William B. Crowell	97	85	77	42	43	44	48	436
All Others	2	2	2	0	3	0	5	14
Blanks	113	117	110	62	69	98	81	650
Totals	318	300	276	146	166	210	194	1610

GREEN-RAINBOW PARTY

SENATOR IN CONGRESS

Vote For Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

REPRESENTATIVE IN CONGRESS, TENTH DISTRICT

Vote For Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

COUNCILLOR, FIRST DISTRICT

Vote for Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

SENATOR IN GENERAL COURT, PLYMOUTH & BARNSTABLE DISTRICT

Vote for Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

REPRESENTATIVE IN GENERAL COURT, FIFTH BARNSTABLE DISTRICT

Vote for Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
REGISTER OF PROBATE, BARNSTABLE COUNTY								
Vote for Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

COUNTY COMMISSIONER, BARNSTABLE COUNTY								
Vote for Not More Than Two								
All Others	0	0	0	0	0	0	0	0
Blanks	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

<u>WORKING FAMILIES PARTY</u>								
SENATOR IN CONGRESS								
Vote For Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	1	0	0	0	0	0	0	1
Totals	1	0	0	0	0	0	0	1

REPRESENTATIVE IN CONGRESS, TENTH DISTRICT								
Vote for Not More Than One								
All Others	1	0	0	0	0	0	0	1
Blanks	0	0	0	0	0	0	0	0
Totals	1	0	0	0	0	0	0	1

COUNCILLOR, FIRST DISTRICT								
Vote for Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	1	0	0	0	0	0	0	1
Totals	1	0	0	0	0	0	0	1

SENATOR IN GENERAL COURT, PLYMOUTH & BARNSTABLE DISTRICT								
Vote for Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	1	0	0	0	0	0	0	1
Totals	1	0	0	0	0	0	0	1

REPRESENTATIVE IN GENERAL COURT, FIFTH BARNSTABLE DISTRICT								
Vote for Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	1	0	0	0	0	0	0	1
Totals	1	0	0	0	0	0	0	1

REGISTER OF PROBATE, BARNSTABLE COUNTY								
Vote for Not More Than One								
All Others	0	0	0	0	0	0	0	0
Blanks	1	0	0	0	0	0	0	1
Totals	1	0	0	0	0	0	0	1

COUNTY COMMISSIONERS, BARNSTABLE COUNTY								
Vote for Not More Than Two								
All Others	1	0	0	0	0	0	0	1
Blanks	1	0	0	0	0	0	0	1
Totals	2	0	0	0	0	0	0	2

The polls closed at 8:00 PM. The total vote cast was 2,157, of which 1,351 were Democratic, 805 were Republican, 0 were Green-Rainbow, and 1 was Working Families. The voter turnout was 14.14 per cent of the total number of registered voters.

The total number of voters at the close of registration prior to the election were: Precinct 1, 2,262; Precinct 2, 2,442; Precinct 3, 2,296; Precinct 4, 2,290; Precinct 5, 2,164; Precinct 6, 1,825 and Precinct 7, 1,971; for a total of 15,250.

I hereby certify that this is a true record of the 2008 State Primary held on September 16, 2008

Julia C. Hendy
Temporary Town Clerk

**TOWN OF SANDWICH
SPECIAL TOWN MEETING
October 27, 2008**

The Special Town Meeting was called to order in the Sandwich High School auditorium by Moderator Jan Levin Teehan at 7:00 p.m. The clerks checked in a total of 287 voters. The total number of eligible voters was 15,665. Linell Grundman of the Board of Selectmen, led the Pledge of Allegiance. The Moderator recognized the death of Barbara J. Walling, Town Clerk on August 31, 2008. Julia C. Hendy was elected Temporary Town Clerk for the purpose of this Special Town Meeting. Jacqueline Fields, Chairperson of the Barnstable County Human Rights Commission, gave the Invocation.

The Moderator had sworn in the following Sandwich residents as counters: Robert Coolidge, Nancy Crossman, Carolyn Crowell, Elaine Davis, Cynthia Denmat, Rene Douglas, Rebecca Hewitt, Alan MacKay, James McIntosh, Blake Raftery, Jonathan Shaw. Matthew Teehan was timekeeper.

ARTICLE 1

To see if the town will vote to raise and appropriate or transfer from available funds, the sum of \$179,300.00, or any other amount, to supplement the budget of the School Department for the Fiscal Year July 1, 2008 to June 30, 2009 as voted at the 2008 Annual Town Meeting, or take any other action relative thereto.

VOTED: That the Town raise and appropriate \$179,300.00 to supplement the budget of the School Department for the Fiscal Year July 1, 2008 to June 30, 2009 as voted at the 2008 Annual Town Meeting. This was a voice vote and declared carried by the Moderator.

ARTICLE 2

To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$1,545.91, or any other amount, to pay an outstanding invoice from a prior fiscal year for the Cape Libraries Automated Materials Sharing system, said funds to be expended under the direction of the Board of Selectmen, or take any action relative thereto. *(9/10 Vote Required)*

UNANIMOUSLY VOTED: That the Town raise and appropriate \$1,545.91 to pay an outstanding invoice from a prior fiscal year for the Cape Libraries Automated Materials Sharing system, said funds to be expended under the direction of the Selectmen.

ARTICLE 3

To see if the Town will vote to reappropriate the sum of \$22,255.62, or any other amount, and to redesignate the purpose for which these funds were originally appropriated at the May 7, 2007 Special Annual Town Meeting under Article 1, from the purpose of completing a feasibility study for the Town Neck Beach bath house facilities to the purpose of conducting an endangered species enforcement program, said funds to be expended under the direction of the Board of Selectmen, or take any action relative thereto.

VOTED: That the Town reappropriate \$22,255.62 and redesignate the purpose for which these funds were originally appropriated at the May 7, 2007 Special Town Meeting under Article 1, from the purpose of completing a feasibility study for the Town Neck Beach beach house facilities to the purpose of conducting an endangered species enforcement program, said funds to be expended under the direction of the Board of Selectmen. This was a voice vote and declared carried by the Moderator.

ARTICLE 4

Move that the Town transfer and appropriate \$150,000.00 from the Stabilization Fund to complete a public safety master plan, study and analysis, said funds to be expended under the direction of the Board of Selectmen. Article 4 was originally declared passed by the Moderator. Seven voters rose to question the vote. A counted vote resulted in 123 Yes, 119 No. This article required a two-thirds vote to be passed.

VOTED: That the Town transfer and appropriate \$150,000.00 from the Stabilization Fund to complete a public safety master plan, study and analysis, said funds to be expended under the direction of the Board of Selectmen. This article FAILED since the counted vote of 123 Yes, 119 No did not meet the two-thirds requirement.

ARTICLE 5

To see if the Town will adopt the provisions of M.G.L. c. 40, §§42A-42F, inclusive, in order to grant the Mashpee Water District the authority to collect water rates and unpaid and delinquent water charges for Town of Sandwich residents served by the Mashpee Water District in accordance with the April 24, 2008 Intermunicipal Agreement between the Mashpee Water District and the Town of Sandwich and Chapter 71 of the Acts of 2008, An Act Authorizing the Mashpee Water District to Enter into a Certain Agreement with the Town of Sandwich, or take any action relative thereto.

VOTED: That the Town adopt the provision of M.G.L. c.40, §§42A-42F, inclusive, in order to grant the Mashpee Water District the authority to collect water rates and unpaid and delinquent water charges for Town of Sandwich residents served by the Mashpee Water District in accordance with the April 24, 2008 Intermunicipal Agreement between the Mashpee Water District and the Town of Sandwich and Chapter 71 of the Acts of 2008, An Act Authorizing the Mashpee Water District to Enter into a Certain Agreement with the Town of Sandwich. This was a voice vote and declared passed by the Moderator.

ARTICLE 6

To see if the Town will vote to transfer the care, custody, management and control of the parcel of land described below for the purposes for which it is currently held to the Board of Selectmen for the purposes of sale or conveyance; and further, to authorize the Board of Selectmen to convey by sale or other exchange of land a portion of the land off of Water Street, described as Assessors Map 73, Lot 150, and more specifically identified as "Parcel A" on a plan pre-

pared for Richard Cunningham and Sarah DeWalt, entitled "Approval Not Required Plan, 8 Water Street, Sandwich, Massachusetts", dated August 28, 2008, prepared by Daniel W. Mackenzie, PLS, which plan is on file with the Town Clerk's Office upon such terms and conditions as it shall determine to be in the best interests of the Town; and further to authorize the Board of Selectmen to petition the General Court of the Commonwealth of Massachusetts for approval of such change in use, transfer and conveyance pursuant to Article 97 of the Amendments to the Constitution of the Commonwealth of Massachusetts; and further, to authorize the Board of Selectmen to acquire by gift, purchase or otherwise and to accept the deed to Parcel "B" shown on the above-referenced plan, upon such terms and conditions as it shall determine to be in the best interests of the Town, for purposes set forth in Article 97 of the Amendments to the Constitution of the Commonwealth of Massachusetts, or take any action relative thereto.

UNANIMOUSLY VOTED: That the Town transfer the care, custody, management and control of the parcel of land described as Assessors Map 73, Lot 150, and more specifically identified as "Parcel A" on a plan prepared for Richard Cunningham and Sarah DeWalt, entitled "Approval Not Required Plan, 8 Water Street, Sandwich, Massachusetts", dated August 28, 2008, prepared by Daniel W. Mackenzie, PLS, for the purposes for which it is currently held to the Board of Selectmen for the purposes of sale or conveyance; and further, authorize the Board of Selectmen to convey by sale or other exchange of land a portion of the land off of Water Street, described which plan is on file with the Town Clerk's Office upon such terms and conditions as it shall determine to be in the best interests of the Town; and further authorize the Board of Selectmen to petition the General Court of the Commonwealth of Massachusetts for approval of such change in use, transfer and conveyance pursuant to Article 97 of the Amendments to the Constitution of the Commonwealth of Massachusetts; and further, authorize the Board of Selectmen to acquire by gift, purchase or otherwise and to accept the deed to Parcel "B" shown on the above-referenced plan, upon such terms and conditions as it shall determine to be in the best interests of the Town, for purposes set forth in Article 97 of the Amendments to the Constitution of the Commonwealth of Massachusetts.

ARTICLE 7

To see if the Town will vote to authorize the Board of Selectmen to accept by gift on such terms and conditions as the Board of Selectmen shall deem appropriate, the parcels of land identified on Assessors Map 7, as Lots 227 and 228, and also shown as Lots 7 and 8 on a plan of land entitled "Plan of Land in Sandwich, Massachusetts, Pimlico Pond Road, prepared for Phyllis P. Thompson" dated May 19, 2000 by David C. Thulin PE, PLS, which plan is recorded with Barnstable County Registry of Deeds in Plan Book 558, Page 82, located on Pimlico Pond Road, owned by Cranberry Run Realty, LLC, said parcels to be held for general municipal purposes; and further, to authorize the Board of Selectmen to accept a 30' wide drainage easement on land shown as Lot 2 on a plan entitled "Plan

of Land of Hittie F. Thompson in Sandwich & Mashpee" dated February 5, 1948 and recorded with Barnstable County Registry of Deeds in Plan Book 83, Page 79 located on Pimlico Pond Road, owned by Pimlico Pines Realty, LLC, and on file with the Town Clerk's Office, on such terms and conditions as the Board of Selectmen may deem appropriate or take any action relative thereto.

VOTED: That the Town authorize the Board of Selectmen to accept by gift on such terms and conditions as the Board of Selectmen shall deem appropriate, the parcels of land identified on Assessors Map 7, as Lots 227 and 228, and also shown as Lots 7 and 8 on a plan of land entitled "Plan of Land in Sandwich, Massachusetts, Pimlico Pond Road, prepared for Phyllis P. Thompson" dated May 19, 2000 by David C. Thulin PE, PLS, which plan is recorded with Barnstable County Registry of Deeds in Plan Book 558, Page 82, located on Pimlico Pond Road, owned by Cranberry Run Realty, LLC, said parcels to be held for general municipal purposes; and further, authorize the Board of Selectmen to accept a 30' wide drainage easement on land shown as Lot 2 on a plan entitled "Plan of Land of Hittie F. Thompson in Sandwich & Mashpee" dated February 5, 1948 and recorded with Barnstable County Registry of Deeds in Plan Book 83, Page 79 located on Pimlico Pond Road, owned by Pimlico Pines Realty, LLC, and on file with the Town Clerk's Office, on such terms and conditions as the Board of Selectmen may deem appropriate.

ARTICLE 8

To see if the Town of Sandwich will vote to raise and appropriate or transfer from available funds the sum of \$960,000, or any other amount, to hire, train and staff twelve (12) firefighter positions to reopen the East Sandwich Fire Station (Station #2) and to provide living quarters for said firefighters through the purchase of a trailer and corresponding utility improvements, or take any action relative thereto. *(Submitted by Petition)*

After considerable discussion, It was moved and seconded to indefinitely postpone the article, but this motion failed by a counted vote of 79 Yes, 165 No. After more discussion, a counted vote was taken on the main motion, with the result being 135 Yes and 95 No.

VOTED: That the Town vote to transfer and appropriate from Certified Free Cash the sum of \$710,980. to hire, train and staff eight (8) firefighter positions and to provide living quarters for said firefighters through the purchase of a trailer and corresponding utility improvements for the purpose of reopening and staffing the East Sandwich Fire Station (Station #2). This was a counted vote, 135 yes, 95 no, and declared passed by the Moderator.

The meeting was adjourned at 9:27 pm.

I hereby certify that this is a true record of the Special Town Meeting held on Monday, October 27, 2008.

Julia C. Hendy
Temporary Town Clerk

STATE ELECTION November 4, 2008

Pursuant to the foregoing warrant, the polls opened at 7:00 a.m. The Ballot boxes showed zero count. The ballots were delivered to the Ballot Clerks and the following elections officers were administered an oath to faithful performance of their duties.

<u>Precinct</u>	<u>Ballot Clerks</u>	<u>Ballot Checkers</u>	<u>Ballot Box Clerk</u>	<u>Warden</u>
One	Nancy Lawrence Barbara A. Buchenan	Susan M. Pommrehn Almena R. Rynders	Frank S. Bess	Marsha P. Kirrane
Two	Jacquelyn Elvander Sandra J. Sullivan	Carol E. Bess Louise A. Velsor	Daniel DiGiandomenico	Richard D. Lawrence
Three	June B. Everett Jeanne M. Varney	Emily Rose Ware Lorraine E. Jacobs	Wanda G. Walker	Barbara L. Gill
Four	Harriet A. Dean Lorraine R. McCabe	Bernice B. Hoffman Rosemary F. Rhoades	Theodore Wahl	Carolyn A. Weimar
Five	Barbara A. Kashar Carolyn J. Motta	Janet M. Hart Mary Jeanne Rivoira	William M. Hoxie	Marie F. Harrington
Six	Karen H. Collings Eileen E. Burns	Judith Johansen Ellen A. Jones	James M. Foley	Clinton M. Jones
Seven	Constance A. Carr Phyllis M. Mason	Joann L. Nordmark Jeanette A. Jones	John W. Walling	Charles A. Burke

There were absentee ballots cast as follows: Precinct 1, 284; Precinct 2, 276; Precinct 3, 234; Precinct 4, 178; Precinct 5, 170; Precinct 6, 173; Precinct 7, 128; for a Total of 1,443 ballots. The total ballots cast were 12,508. The total number of voters was 15,654, and the percent of voters casting ballots was 79.9 per cent.

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
ELECTORS OF PRESIDENT AND VICE PRESIDENT, Vote for ONE								
Baldwin and Castle	2	4	4	3	2	0	5	20
Barr and Root	3	4	6	7	7	3	6	36
McCain and Palin	779	892	913	916	874	759	809	5942
McKinney and Clemente	0	7	2	1	0	3	5	18
Nader and Gonzales	13	19	9	10	10	10	13	84
Obama and Biden	1006	1026	932	885	822	721	734	6126
All Others	7	4	7	8	7	4	1	38
Blanks	57	53	39	19	32	18	26	244
Totals	1867	2009	1912	1849	1754	1518	1599	12508

SENATOR IN CONGRESS, Vote for ONE								
John F. Kerry	1025	975	900	913	840	747	745	6145
Jeffrey K. Beatty	740	905	899	854	797	699	755	5649
Robert J. Underwood	25	41	29	31	40	28	34	228
All Others	2	0	2	0	0	1	4	9
Blanks	75	88	82	51	77	43	61	477
Totals	1867	2009	1912	1849	1754	1518	1599	12508

REPRESENT ATIVE IN CONGRESS, TENTH DISTRICT, Vote for ONE								
William D. Delahunt	1341	1354	1341	1353	1234	1141	1175	8939
All Others	14	33	27	16	16	18	16	140
Blanks	512	622	544	480	504	359	408	3429
Totals	1867	2009	1912	1849	1754	1518	1599	12508

COUNCILLOR, FIRST DISTRICT, Vote for ONE								
Carole A. Fiola	1178	1182	1161	1187	1098	1000	1041	7847
All Others	10	10	7	3	2	8	5	45
Blanks	679	817	744	659	654	510	553	4616
Totals	1867	2009	1912	1849	1754	1518	1599	12508

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
SENATOR IN GENERAL COURT, PLY MOUTH & BARNSTABLE DISTRICT, Vote for ONE								
Therese Murray	1318	1330	1312	1299	1191	1091	1127	8668
All Others	10	12	13	8	9	13	9	74
Blanks	539	667	587	542	554	414	463	3766
Totals	1867	2009	1912	1849	1754	1518	1599	12508

REPRESENTATIVE IN GENERAL COURT, FIFTH BARNSTABLE DISTRICT, Vote for ONE								
Jeffrey Davis Perry	1192	1304	1298	1309	1214	1084	1117	8518
Glenn S. Paré	573	579	511	459	431	353	395	3301
All Others	0	1	1	0	2	0	2	6
Blanks	102	125	102	81	107	81	85	683
Totals	1867	2009	1912	1849	1754	1518	1599	12508

REGISTER OF PROBATE, BARNSTABLE COUNTY, Vote for ONE								
Anastasia Welsh Perrino	881	1025	1041	978	876	796	800	6397
Eric T. Turkington	690	662	582	606	576	493	546	4155
James A. Feeney	80	100	91	106	102	102	109	690
All Others	0	2	2	1	0	0	1	6
Blanks	216	220	196	158	200	127	143	1260
Totals	1867	2009	1912	1849	1754	1518	1599	12508

COUNTY COMMISSIONERS, BARNSTABLE COUNTY, Vote for not more than TWO								
Ricardo M. Barros	599	706	709	726	625	594	575	4534
William B. Crowell	544	623	623	556	505	453	462	3766
Mary Pat Flynn	727	692	647	618	600	547	578	4409
Sheila R. Lyons	536	527	491	454	440	400	561	3409
All Others	0	1	0	2	7	2	0	12
Blanks	1328	1469	1354	1342	1331	1040	1222	9086
Totals	3734	4018	3824	3698	3508	3036	3398	25216

BARNSTABLE ASSEMBLY DELEGATE, SANDWICH, Vote for ONE								
Thomas F. Keyes	1316	1364	1375	1367	1248	1166	1188	9024
All Others	8	5	8	1	4	1	5	32
Blanks	543	640	529	481	502	351	406	3452
Totals	1867	2009	1912	1849	1754	1518	1599	12508

REGIONAL TECHNICAL SCHOOL COMMITTEE, BOURNE, Vote for ONE								
Joseph A. Agrillo, Sr.	774	782	809	820	784	732	771	5472
Donald DuBerger	323	343	287	323	268	261	289	2094
All Others	4	1	5	4	3	6	5	28
Blanks	766	883	811	702	699	519	534	4914
Totals	1867	2009	1912	1849	1754	1518	1599	12508

REGIONAL TECHNICAL SCHOOL COMMITTEE, FALMOUTH, Vote for ONE								
Donald P. Haynes	1070	1033	1082	1114	1007	953	995	7254
All Others	7	3	6	3	7	6	6	38
Blanks	790	973	824	732	740	559	598	5216
Totals	1867	2009	1912	1849	1754	1518	1599	12508

REGIONAL TECHNICAL SCHOOL COMMITTEE, MARION, Vote for ONE								
Eunice C. Manduca	1028	1007	1052	1077	971	929	969	7033
All Others	7	1	9	2	5	3	4	31
Blanks	832	1001	851	770	778	586	626	5444
Totals	1867	2009	1912	1849	1754	1518	1599	12508

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
REGIONAL TECHNICAL SCHOOL COMMITTEE, SANDWICH, Vote for ONE								
Steven L. Chalke	1149	1105	1172	1171	1068	1036	1050	7751
All Others	5	2	4	0	5	4	4	24
Blanks	713	902	736	678	681	478	545	4733
Totals	1867	2009	1912	1849	1754	1518	1599	12508

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
REGIONAL TECHNICAL SCHOOL COMMITTEE, WAREHAM, Vote for ONE								
Robert N. Fitchenmayer	1044	1000	1055	1064	967	920	967	7017
All Others	3	1	6	3	6	5	7	31
Blanks	820	1008	851	782	781	593	625	5460
Totals	1867	2009	1912	1849	1754	1518	1599	12508

QUESTION 1 (STATE INCOME TAX)

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 6, 2008?

SUMMARY: This proposed law would reduce the state personal income tax rate to 2.65% for all categories of taxable income for the tax year beginning on or after January 1, 2009, and would eliminate the tax for all tax years beginning on or after January 1, 2010.

The personal income tax applies to income received or gain realized by individuals and married couples, by estates of deceased persons, by certain trustees and other fiduciaries, by persons who are partners in and receive income from partnerships, by corporate trusts, and by persons who receive income as shareholders of “S corporations” as defined under federal tax law. The proposed law would not affect the tax due on income or gain realized in a tax year beginning before January 1, 2009.

The proposed law states that if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would reduce the state personal income tax rate to 2.65% for the tax year beginning on January 1, 2009, and would eliminate the tax for all tax years beginning on or after January 1, 2010.

A NO VOTE would make no change in state income tax laws.

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
Yes	660	833	778	771	682	606	709	5039
No	1068	1051	1013	999	971	869	838	6809
Blanks	139	125	121	79	101	43	52	660
Totals	1867	2009	1912	1849	1754	1518	1599	12508

QUESTION 2 (MARIJUANA)

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 6, 2008?

This proposed law would replace the criminal penalties for possession of one ounce or less of marijuana with a new system of civil penalties, to be enforced by issuing citations, and would exclude information regarding this civil offense from the state’s criminal record information system. Offenders age 18 or older would be subject to forfeiture of the marijuana plus a civil penalty of \$100. Offenders under the age of 18 would be subject to the same forfeiture and, if they complete a drug awareness program within one year of the offense, the same \$100 penalty.

Offenders under 18 and their parents or legal guardian would be notified of the offense and the option for the offender to complete a drug awareness program developed by the state Department of Youth Services. Such programs would include ten hours of community service and at least four hours of instruction or group discussion concerning the use and abuse of marijuana and other drugs and emphasizing early detection and prevention of substance abuse.

The penalty for offenders under 18 who fail to complete such a program within one year could be increased to as much as \$1,000, unless the offender showed an inability to pay, an inability to participate in such a program, or the unavailability of such a program. Such an offender’s parents could also be held liable for the increased penalty. Failure by an offender under 17 to complete such a program could also be a basis for a delinquency proceeding.

The proposed law would define possession of one ounce or less of marijuana as including possession of one ounce or less of tetrahydrocannabinol (“TLC”), or having metabolized products of marijuana or THC in one’s body.

Under the proposed law, possessing an ounce or less of marijuana could not be grounds for state or local government entities imposing any other penalty, sanction, or disqualification, such as denying student financial aid, public housing, public financial assistance including unemployment benefits, the right to operate a motor vehicle, or the opportunity to serve as a foster or adoptive parent. The proposed law would allow local ordinances or bylaws that prohibit the public use of marijuana, and would not affect existing laws, practices, or policies concerning

operating a motor vehicle or taking other actions while under the influence of marijuana, unlawful possession of prescription forms of marijuana, or selling, manufacturing, or trafficking in marijuana.

The money received from the new civil penalties would go to the city or town where the offense occurred.

A YES VOTE would replace the criminal penalties for possession of one ounce or less of marijuana with a new system of civil penalties.

A NO VOTE would make no change in state criminal laws concerning possession of marijuana.

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
Yes	1102	1232	1070	1116	1062	973	1013	7568
No	629	641	723	647	587	498	539	4264
Blanks	136	136	119	86	105	47	47	676
Totals	1867	2009	1912	1849	1754	1518	1599	12508

QUESTION 3 (GREYHOUNDS)

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 6, 2008?

This proposed law would prohibit any dog racing or racing meeting in Massachusetts where any form of betting or wagering on the speed or ability of dogs occurs.

The State Racing Commission would be prohibited from accepting or approving any application or request for racing dates for dog racing.

Any persons violating the proposed law could be required to pay a civil penalty of not less than \$20,000 to the Commission. The penalty would be used for the Commission’s administrative purposes, subject to appropriation by the state legislature. All existing parts of the chapter of the state’s General Laws concerning dog and horse racing meetings would be interpreted as it they did not refer to dogs.

These changes would take effect January 1, 2010. The proposed law states that if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would prohibit dog races on which betting or wagering occurs, effective January 1, 2010.

A NO VOTE would make no change in the laws governing dog racing.

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
Yes	1089	1178	1078	1084	983	855	914	7181
No	628	677	703	669	664	603	635	4579
Blanks	150	154	131	96	107	60	50	748
Totals	1867	2009	1912	1849	1754	1518	1599	12508

QUESTION 4 (STABILIZATION FUND)

THIS QUESTION IS NOT BINDING

Shall the state representative from this district be instructed to vote in favor of legislation distributing \$450 million from the state’s “rainy day” stabilization fund to the cities and towns of the Commonwealth for residential property tax relief?

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>Totals</u>
Yes	1036	1178	1038	1100	1011	900	973	7236
No	451	460	512	446	410	395	392	3066
Blanks	380	371	362	303	333	223	234	2206
Totals	1867	2009	1912	1849	1754	1518	1599	12508

The total number of voters at the close of registration prior to the election were: Precinct 1, 2,326; Precinct 2, 2,491; Precinct 3, 2,351; Precinct 4, 2,354; Precinct 5, 2,210; Precinct 6, 1,878 and Precinct 7, 2,044; for a total of 15,654.

I hereby certify that this is a true record of the 2008 Presidential Primary held on September 16, 2008

Julia C. Hendy
Temporary Town Clerk

**Report of the
DIVISION OF FISHERIES & WILDLIFE**

2008 Licenses Issued in 2008

<u>License Class Issued</u>	<u># Sold</u>	<u>Fees</u>	<u>Total</u>	<u>Town Fees</u>	<u>Balance</u>
Resident Fishing	102	23.50	2,397.00	1.50	153.00
Resident Fishing Minor	9	7.50	67.50	1.50	13.50
Resident Fishing, Age 65-69	13	12.25	159.25	1.50	19.50
Resident Fishing, Handicapped	35	N/A	-	-	-
Non-Resident Fishing	10	33.50	335.00	1.50	15.00
Non-Resident Fishing, 3-Day	1	19.50	19.50	1.50	1.50
Resident Fishing, 3-Day	0	8.50	0.00	1.50	0.00
Non-Resident Minor Fishing	0	7.50	0.00	1.50	0.00
Resident Trapping	0	31.50	0.00	1.50	0.00
Resident Trapping Minor	0	7.50	0.00	1.50	0.00
Resident Trapping, Age 65-69	1	16.25	16.25	0.00	0.00
Duplicate Fishing	0	2.50	0.00	0.00	0.00
Duplicate Trapping	0	2.50	0.00	0.00	0.00
Resident Citizen Hunting	22	23.50	517.00	1.50	33.00
Resident Hunting, Age 65-69	0	12.25	0.00	1.50	0.00
Resident Hunting Paraplegic	0	N/A	-	0.00	0.00
Resident Alien Hunting	0	23.50	0.00	1.50	0.00
Non-Resident Hunting, Big Game	0	95.50	0.00	1.50	0.00
Non-Resident Hunting, Small Game	2	61.50	123.00	1.50	3.00
Resident Citizen Minor Hunting	4	7.50	30.00	1.50	6.00
Resident Sporting	25	41.00	1,025.00	1.50	37.50
Resident Sporting, Age 65-69	5	21.00	105.00	1.50	7.50
Resident Citizen Sporting, Over 70	21	N/A	-	0.00	0.00
Duplicate Hunting	0	2.50	0.00	0.00	0.00
Duplicate Sporting	0	2.50	0.00	0.00	0.00
Archery Stamp	21	5.10	107.10	0.10	2.10
Waterfowl Stamp	23	5.00	115.00	0.25	5.75
Primitive Firearms Stamp	27	5.10	137.70	0.10	2.70
Wildlife Conservation Stamp (Resident)	181	5.00	905.00	0.00	0.00
Wildlife Conservation Stamp (Non-Resident)	13	5.00	65.00	0.00	0.00
			\$6,124.30		\$300.05

REMITTED TO DIVISION OF FISHERIES AND WILDLIFE

\$5,824.25

2009 Licenses Issued in 2008

<u>License Class Issued</u>	<u># Sold</u>	<u>Fees</u>	<u>Total</u>	<u>Town Fees</u>	<u>Balance</u>
Resident Fishing	17	23.50	399.50	1.50	25.50
Resident Fishing Minor	3	7.50	22.50	1.50	4.50
Resident Fishing, Age 65-69	1	12.25	12.25	1.50	1.50
Resident Fishing Handicapped	4	N/A	-	-	-
Non-Resident Fishing	1	33.50	33.50	1.50	1.50
Non-Resident Fishing, 3-Day	0	19.50	0.00	1.50	0.00
Resident Fishing, 3-Day	0	8.50	0.00	1.50	0.00
Non-Resident Minor Fishing	0	7.50	0.00	1.50	0.00
Resident Trapping	0	31.50	0.00	1.50	0.00
Resident Trapping Minor	0	7.50	0.00	1.50	0.00
Resident Trapping, Age 65-69	1	16.25	16.25	0.00	0.00
Duplicate Fishing	0	2.50	0.00	0.00	0.00
Duplicate Trapping	0	2.50	0.00	0.00	0.00
Resident Citizen Hunting	1	23.50	23.50	1.50	1.50
Resident Hunting, Age 65-69	0	12.25	0.00	1.50	0.00
Resident Hunting Paraplegic	0	N/A	-	0.00	0.00
Resident Alien Hunting	0	23.50	0.00	1.50	0.00
Non-Resident Hunting, Big Game	0	95.50	0.00	1.50	0.00
Non-Resident Hunting, Small Game	0	61.50	0.00	1.50	0.00
Resident Citizen Minor Hunting	3	7.50	22.50	1.50	4.50
Resident Sporting	9	41.00	369.00	1.50	13.50
Resident Sporting, Age 65-69	3	21.00	63.00	1.50	4.50
Resident Citizen Sporting, Over 70	5	N/A	-	0.00	0.00
Duplicate Hunting	0	2.50	0.00	0.00	0.00
Duplicate Sporting	0	2.50	0.00	0.00	0.00
Archery Stamp	5	5.10	25.50	0.10	0.50
Waterfowl Stamp	6	5.00	30.00	0.25	1.50
Primitive Firearms Stamp	9	5.10	45.90	0.10	0.90
Wildlife Conservation Stamp (Resident)	38	5.00	190.00	0.00	0.00
Wildlife Conservation Stamp (Non-Resident)	1	5.00	5.00	0.00	0.00
			\$1,258.40		\$59.90
REMITTED TO DIVISION OF FISHERIES AND WILDLIFE					\$1,198.50

SANDWICH HISTORIC DISTRICT ELECTION
Old Kings Highway Regional Historic District
November 25, 2008

The Sandwich Historic District Election was held in the lobby of the Henry T. Wing School to elect one member for a four-year term. The polls were open from 7:30 P.M. to 9:00 P.M. There were three votes cast.

The election results are as follows:

Patricia L. McArdle.....3

I hereby certify that this is a true record of the 2008 Sandwich Historic Election.

Julia C. Hendy
Temporary Town Clerk

Planning and Environment



Photo courtesy of Sandwich Archives

Break through the dunes at Sandwich Beach in the late 1800's.

Report of the PLANNING & DEVELOPMENT DEPARTMENT

The Planning and Development Department works to protect the Town's natural and cultural resources while also encouraging development and redevelopment in appropriate areas of town. The department works with the two land use boards- the Planning Board and the Zoning Board of Appeals, and often coordinates with the Health Department, Building Inspector and Natural Resources Department. The daily activities of the department are overseen by a dedicated staff of two full time employees and one half time employee. Joyce Bartlett, Head Clerk, and Maureen Carty, part time Principal Clerk, provide a high level of service to the public and ensure that the land use boards and volunteer committees are kept abreast of all ongoing projects and planning activities. The Planning Board transitioned from the Chairmanship of Taylor White to that of Amy Lipkind. Taylor has done a terrific job as chair and presently serves as the board's vice-chairman. Fred Watt also stepped down as Chair of the Zoning Board of Appeals and has been replaced by Erik Van Buskirk. Erik has served on the Zoning Board of Appeals for several years and the department welcomes his leadership.

Over this past year the department staff has worked closely with the Local Planning Committee (LPC) on the drafting of the Local Comprehensive Plan. The Plan provides for low impact design master plans for new and infill development in commercial districts, evaluation of the fiscal impacts to the tax base, and transportation plans to link new and existing commercial districts including pedestrian and bicycle access. The Plan also designates four Strategic Planning Areas that will be the subject of revised zoning to channel new development to these areas. The LPC was made up of a cross section of interested citizens with a variety of technical interests whose assistance was instrumental in the completion of the Plan. The consultant team, led by Stantec Planning and Landscape Architecture, did a fine job of ensuring that this comprehensive planning document was completed on time, on budget and complied with the detailed scope of services.

The Cape Cod Commission has granted Preliminary Certification for the Plan, which allows the town to take advantage of certain growth management tools exclusive to the Cape Cod Commission. These tools include entering into "Development Agreements", designating "Growth Incentive Zones" and adopting "Impact Fee structures". These tools make it easier to permit projects that would typically be classified as Developments of Regional Impact by the Commission while affording the town the assurances that both regional and local environmental concerns are addressed. The Plan will be on the warrant for town meeting in May 2009.

In its regulatory role the Department continues to work with the Planning Board on a host of planning issues. The Department has sought support from the Board and the Selectmen on the formation of a Zoning Bylaw Committee that will work to amend the existing zoning regulations and incorporate the many zoning recommendations outlined in the Local Comprehensive Plan. Permitting

has again dropped off as the town continues to experience the effects of the state-wide slump in the housing market. This economic slump is being looked at positively by the department as it affords us an opportunity to update bylaws, finalize the Local Comprehensive Plan, and work with the Health Department on an application for grant funds from the State for a Comprehensive Water Management Plan. Furthermore, the department continues to work with the Cape Cod Commission on a host of planning activities, including a zoning update for South Sandwich Village Center, the designation of Economic Centers on the County's Land Use Vision Map, and the completion of the update to the Regional Policy Plan. Future planning efforts include working with both the Planning Board and Selectmen on the potential benefits of a development agreement, updating the town's affordable housing plan, updating the Pre-Disaster Mitigation Plan and working with the Department of Public Works on a new long-term solid waste disposal contract.

The Department also continues to provide administrative support to the Economic Development Committee and the Sandwich Historical Commission. The Department staff looks forward to continuing working with the EDC on a host of activities that will make Sandwich a more economically viable community.

A goal of the Department is to conduct its daily business in an efficient and positive manner while streamlining the permitting process and making it predictable to those seeking to do business in town. We would like to thank all Town staff who make this effort possible including Paul Tilton, Town Engineer, Sam Jensen, Assistant Town Engineer, Pete Sherwin, Assistant Building Inspector, Dave Mason, Health Agent, Mark Galkowski, Natural Resources Officer and Dave Deconto, Conservation Agent. Also, our thanks to those elected and appointed Board members who have the authority and responsibility to protect the Town and guide its development. Your commitment and tireless effort on behalf of the Town is very much appreciated.

The coming year affords the department an opportunity to assist the town and the land use boards in meeting the many challenges that face the community over the next several years. It is our intent to continue providing the high level of public service that the community has come to expect and receive.

Respectfully submitted,

Gregory M. Smith
Director of Planning & Development

Report of the CONSERVATION COMMISSION

In 2008, the Conservation Commission fulfilled its regulatory responsibilities under the Sandwich Wetlands Protection Bylaw, Chapter 7 and the Massachusetts Wetland Protection Act, MA General Laws, Chapter 131, Section 40 by reviewing 14 Requests for Determination, 34 Notices of Intent, and 9 Requests to Amend existing Orders of Conditions. Commission staff evaluated 62 requests for Administrative Review permits. Of particular note is the drop in numbers of Notices of Intent that were filed. This past year we saw a twenty percent decrease in the number of filings. Administrative Review permits continued at the same pace confirming the usefulness of this process. The Commission also conducted numerous site reviews and consulted with other town officials on regulatory and land management issues.

Goals for this year include:

- Adopting additional local wetlands regulations
- Revising existing policies and guidelines,
- Revising land acquisition and management priorities (a particular priority given the decrease of overall CPA funds going to land acquisition)
- Streamlining and improving enforcement efforts,
- Increased coordination with other town departments
- Supporting and leading efforts to open up portions of Town Neck to shell fishing
- Increased public awareness and outreach
- Producing an updated trails map on conservation lands

Several of our commissioners attended the Massachusetts Association of Conservation Commissions (MACC) Annual Environmental Conference held at Holy Cross College, Worcester, MA, in March, and took part in various MACC Fundamentals for Conservation Commissioners training program throughout the year. Michael Zylich, David Sullivan and Elizabeth Desaulniers attended MACC Coastal Conservation training. One of the presenters at the conference, Jim O'Connell of the Woods Hole Oceanographic Institute provided an invaluable evaluation and proposal for a series of hearings on some beach stabilization projects. Jeff Wilgis continues to serve on the Community Preservation Committee as the board's representative. Michael Zylich remains the representative to the Water Quality Advisory Board, where they are diligently working to de-

velop a Comprehensive Wastewater Management Plan to address nutrient impacts to the groundwater and estuaries. David Sullivan finished up his service to the planning commission. Elizabeth Desaulniers received a Certificate of Achievement for completing the MACC Fundamentals for Conservation Commissioners course. Jim Corven joined the board and Bob Silva rejoined the board as associate members. John McGrath, Julie Conroy, and Timothy Condon resigned from the commission.

Overall, thanks to the dedication and hard work of all its members, the Commission remains strong with a larger membership than in past years and with a diverse and expert skill set in many areas. There are currently two full member openings and one associate member opening available for anybody who would like to volunteer.

We would like to express our gratitude to the DPW Parks/Grounds division and volunteers who have helped maintain our conservation lands in the past year including those who served as work campers for the Ryder Conservation area and the Oakcrest Cove recreation area.

This past year we saw the departure of Dianne Nickerson to a well deserved retirement. Dianne served the board and the applicants that came before the board in many ways. Dianne was a fount of knowledge and made everybody's life easier through her hard work and dedication. The commission would like to express their gratitude for Dianne's service and best wishes for her retirement. Luckily, Michelle Raymond decided to take on the challenge of dealing with the board. Michelle brings a great deal of experience and talent to the job. It has been very enjoyable working with her in 2008 and the board looks forward to many more years of her assistance.

As always, the Conservation Commission is grateful for the hard work and assistance of Mark S. Galkowski, Natural Resources Director and David DeConto, Natural Resources Officer. We also acknowledge the Board of Selectmen, and all other town officials and officers for their cooperation and help in 2008.

Respectfully submitted,

Jeffery B. Wilgis
Chairman, Sandwich Conservation Commission

Report of the NATURAL RESOURCES DEPARTMENT

Reconstruction of the Upper Shawme Pond Dam project began in earnest in October following the receipt of all applicable permits and additional funding from the Community Preservation Act (CPA) Fund. In addition, the department received two (2) grants to pay for the new Alaskan Steep Pass fish ladder. Monies were received from the Gulf of Maine Council and the National Association of Counties. Thirteen (13) firms submitted construction bids. Rocchio Corporation of Smithfield, RI was the lowest qualified bidder. The environmental firm ENSR monitored the movement of Eastern Box turtles across the haul road during construction and the Public Archeological Laboratory (PAL) from Pawtucket, RI was engaged to observe the excavation of the old dam. These hires were required to fulfill the permit conditions of the Massachusetts Natural Heritage and Endangered Species Program permit and the Army Corps of Engineers individual permit. As of this writing the construction of the concrete works is complete. However, due to severe winter conditions, I do not believe the construction of the earthen embankment will be completed by the end of the projected timetable date of January 15, 2009.

2008 was the 3rd year of the Massachusetts Division of Marine Fisheries (DMF) statewide prohibition on *harvest* and *possession* of alewives and blue back herring. Again this year I witnessed only a few fish ascending the Lower Shawme Pond fish ladder in the spring. I hope to see a marked increase in the returning spawning stock following the construction of the upper dam and stocking of adults into the upper pond. Assisting our efforts to monitor fish passage through the new structure, twenty-four (24) hours a day, the DMF will lend us an electronic fish counter next year. Continuing in its efforts to re-build the herring stock, the Massachusetts Division of Marine Fisheries has extended the prohibited *harvest* and *possession* of herring for the next three (3) years (2009 – 2011), statewide.

This spring the department assumed responsibility for wildlife emergency responses. This was done to allow the Animal Control Officer to focus his efforts on handling domestic animal calls. The Natural Resources Officer, David J. DeConto, provided me with a great deal of assistance this year. Along with his wetlands administration, enforcement, supervising department staff in my absence, and staff support for the Community Preservation Committee (CPC), Mr. DeConto has taken on supervision of the Animal Control Officer and initial response to wildlife emergencies. Also, Dave and I handled domestic animal calls during the period February through mid-June.

Our seasonal Deputy Natural Resource Officers (DNRO) completed a number of projects, again this year, along with the execution of our waterways patrol schedule. We continue to focus our efforts on Peters Pond, where the largest concentration of boating activity occurs. Approximately twenty-eight (28) assists were made by DNR patrols on various waterways including Scorton Creek, Lawrence, Spectacle and Snake Ponds. Other projects completed include; improvements to the Ryder Conservation Lands trail head

and trails; maintenance of parking areas, trails, fields and roadways on other town lands; rehabilitation of the wildlife fields at Boyden Farm funded by the Barnstable County Extension Service; trail maintenance at other properties, installation of seasonal protective fencing at Town Beach to protect the nests and habitat; maintenance of No Shellfishing signs; and installation of our seasonal signage and buoys on our waterways.

The department inaugurated an off-hours hotline for reporting natural resources and boating violations. The hotline number is 508-477-2589. With the exception of Peters Pond and government craft, outboard motors in excess of fifteen (15) horsepower can not be operated on any of the town's fresh water ponds after December 31, 2008. Informational pamphlets describing the town's Boat Operations and Use of Waterways Bylaw are available at our office.

In September, we conducted a firewood give-away at the Ryder-Wakeby Park, for residents. Approximately, eleven (11) cords of wood were harvested from various projects on our town properties and distributed to twenty-two (22) households. Recipients were determined by lottery.

The department received additional funding from the CPA to survey and delineate the property boundaries of the Ryder and Cook Farm Conservation Lands, continue with the design, permitting and construction of a new boardwalk, and re-constructing the old cranberry bog dike to complete the trail system at Ryder.

The US Fish and Wildlife Service, the MA Natural Heritage and Endangered Species Program and enforcement personnel met with the department and Board of Selectmen in June to discuss the town's efforts in protecting the nests and habitat of the Piping Plovers plover and terns at Town Neck Beach and adjacent areas. As a result the town committed to placing police details at Town Neck during the active nest and fledgling season. We continue to coordinate plover and tern populations monitoring through Massachusetts Audubon Society funded through the beach parking fees.

Additional improvements and upgrades continue to be made to the facilities at Ryder and Oak Crest Cove. Improvements include; grading and compacting the parking lot, thinning the road edges, construction of a permanent facility for the rest room trailer at Oak Crest Cove and trail improvements. Our workcampers continue to carry out a number of maintenance projects and provide continuous onsite security. Also, our Ameri-Corps placement, Maria Downs will be assisting the department with a survey of all of the trails on our conservation properties, completing an update of the lands trails map, updating the conservation lands regulations and assisting with documentation of the Upper Shawme Pond dam project.

State Shellfish Biologist, J. Michael Hickey of the Massachusetts Division of Marine Fisheries (DMF) and I met with the Town Manager and the Board of Selectmen in January to summarize our plan to complete the water quality sampling in the Old Harbor estuary. As of this writing, sampling is finished and the DNR, Board of Health and DMF will conduct a walking sanitary survey in early

January (2009). We hope to announce a seasonal opening of the Old Harbor estuary, early next year.

In the interim, all Town of Sandwich coastal waters remain **CLOSED** to the taking of shellfish at **ALL** times of the year. Areas are clearly posted with orange No Shellfishing signs. Consumption of **ANY** shellfish from Sandwich's marshes or shorelines could be *extremely dangerous* to the health of all individuals, resident and visitors alike. Sandwich residents remain eligible to purchase a *resident shellfish* permit from the Town of Bourne and fish Bourne's open shellfish areas each year. Sandwich continues to provide Bourne with financial assistance to support their propagation efforts.

Complying with the town's request, the US Army Corps of Engineers (Corps) initiated a *Section 206* study to ascertain if the Old Harbor Inlet Restoration and Beach Management project meets the suitability test for a cost share from the Corps to assist with the placement of sand on along our westerly coastline. Town staff tendered data as requested by the Corps in June.

Our goals for the upcoming year include; continued improvements to the current walking trails and access points at various conservation lands, update the Waterways Use Bylaw, Wetlands Bylaw Regulations, complete the Upper Shawme Dam project, complete the survey and bounding of the Ryder and Cook Farm Conservation Lands, complete the update of the Sandwich Conservation Lands Map and to continue operational and security improvements to town conservation lands and facilities.

As is the case each year, I appreciate the efforts of all my staff, our seasonal workcampers and DNR crew, our Parks/Grounds Superintendent, Dick Saline and his crew, the Facilities Department along with other town departments for the assistance they provide to me each year. Also, I would like to acknowledge the support of the State Shellfish Biologist and staff at the MA DMF, the Mass Wildlife Southeast District and Sandwich Fish Hatchery crew, and the Ameri-Corps crew from the 'West House' for their assistance with various department projects.

Citizens who have questions regarding animal control, wildlife issues, shellfish inquiries, anadromous fish (herring), conservation lands management, boating laws, sale and/or donation of land for conservation purposes and/or other natural resources related matters, should contact our department, Monday – Friday, 8:30 AM to 4:30 PM. We will endeavor to provide answers to your questions or direct you to agencies or organizations that may be better qualified to respond to your inquiries.

Respectfully submitted,

Mark S. Galkowski
Director

Report of the ANIMAL CONTROL DIVISION

The Staff of the Animal Control Division continues to strive for excellence by providing the best services for the people and animals within the Town of Sandwich.

This summer we accepted delivery of the new state-of-the-art animal control vehicle. The full size four-wheel drive pickup truck allows us to transport up to five animals at the same time allowing animal control officers to respond to more than one problem at a time.

During 2008 we experienced an increase in animals left behind or abandoned by their owners. Sadly not only were people turned out onto the street during this housing crisis but we also saw that these people were leaving their pets inside of their foreclosed homes, in some cases in desperation and in other cases with no regard or care for what happens to their animal. The economic slump has affected our non-profit animal welfare shelters across the state and throughout the country; this ripple effect has made it much more difficult finding space within non-profits and adopting pets into permanent homes. In each case of an unclaimed or abandoned animal we try to set up placement days before the end of the ten-day holding time in order to maximize their chances of having a spot for adoption. An unusual case over the summer was an abandoned Luscious Texas Rat Snake that someone abandoned on the side of the road in Canterbury Estates.

In April of 2009, we plan to hold our annual low cost rabies clinic for cats and dogs. Our goal is to continue providing affordable services to the community and try to help offset some of the costs that come with animal ownership. This is especially important during these tough economic times.

Rabies prevention starts with the animal owner. Protect yourself, your pet and our community by taking animals to be vaccinated. Avoid stray animals and wildlife.

We are available if you need our help with your pet, need animal advice or having a domestic animal problem in your neighborhood, please call our office, 508-833-8004 between 8:30 A.M. – 4:30 PM, Monday – Friday, or leave a message for us, after hours.

I would like this opportunity to thank the community for their patience, assistance and support throughout the year. A special thanks to our Part-time Clerk Carol Barr. Carol connected so many people to their missing pets and telephoned worried and distraught pet owners with valuable information in her short three and one half hour shift each day.

Respectfully submitted,

Timothy E. Houlihan
Animal Control Officer

Report of the HARBOR MASTER

I respectfully submit my annual report for the 2008-2009 season. Revenues were down last year; the cost of fuel was prohibitive for recreational activity. Due to this fact boating was down as a whole. However, we continue to lease our recreational and commercial slips to capacity.

Due to the difficult economy I will not be requesting any rate increases for this upcoming year. Recreational activities are one of the first items to be cut from a budget. I do not want to jeopardize this.

I am pleased to announce we were able to complete our reconstruction project for E dock. All the work was done in-house and on schedule. By constructing the dock in-house we saved approximately half the cost of what it would have been to outsource the project. In addition to the above mentioned project, we were also successful in completing our maintenance pile project.

This year we are reconstructing Dock B. The dock is made from pressure treated wood and is fifteen years old. Due to the location of B dock, located in the southwest corner of the basin, there is little wave action and therefore reconstructing the dock again in wood makes sense. All work on this project will be completed in-house with marina staff.

Secondly, we have replaced our 1996 Chevrolet one ton flat bed with a new vehicle. We purchased the new vehicle through the state bid at a cost of \$29,000. This vehicle has now become our snow plowing truck in conjunction with serving many other purposes.

Lastly, we continue to keep the lines of communication open with the town and the ACOE in hopes of negotiating a site for a new office building.

In conclusion, I would like to thank the Board of Selectmen, the Town Administrator, the Assistant Town Administrator and all town departments who assist us in various ways throughout the year. In addition, I would like to extend a special thank you to my year round staff: David Whearty, Troy Lima, Brenda Manley and Denise Trimble, as well as to my seasonal staff.

Sincerely,

Gregory E. Fayne
Harbor Master

Report of the ECONOMIC DEVELOPMENT COMMITTEE

The Economic Development Committee is composed of five full members and two alternates, and meets on the first and third Wednesday of the month at Jan Sebastian Town Hall Annex. The committee's charge of duties is to assist and advise the Town in its efforts to broaden and expand commercial and industrial development in Sandwich.

Essential to this responsibility is working with the Cape Cod Commission, more so in 2008, as the Cape Cod Commission's Regional Policy Plan (RPP) was being revised. Increasing our commercial tax base is the only answer to helping homeowners with increasing property taxes, properly funding our schools, and providing good town services which include fire and police.

Our economic prosperity, our culture, and our environment are dependent on the regulatory oversight by the Cape Cod Commission as stated in the Regional Policy Plan. Therefore, the Sandwich Economic Development Committee met with Cape Cod Commission staff members many times, and hosted a joint meeting with the Board of Selectmen, the Zoning Board, the Planning Board, the Local Planning Committee, and the Sandwich Chamber of Commerce to thoroughly vet the plan, and discuss our concerns and suggestions. We would like to thank Cape Cod Commission staff Sharon Rooney, Chief Planner; Leslie Richardson, Economic Development Officer; and Paul Niedzwiecki, Executive Director; for their collaborative nature and kind consideration of our comments.

Since the adoption of the RPP in December, the EDC has been working on the following projects:

1. Revision of the Sign Code. Compiled Statement of Work. Draft should be completed and presented to BOS by the end of May.
2. Local Comprehensive Economic Development Goals.
 - a. Working with the Board of Selectmen, the Cape Cod Commission and the Planning Director on all elements of a Scope of Work for a Market Analysis.
 - b. Find funding for Market Analysis
3. Complete Permit Review Process and post it on the town website.

These projects are only possible through the diligence of the committee members and the total support and excellent guidance of Greg Smith, our Director of Planning and Development; John Kennan, our Selectman Liaison; and Joyce Bartlett.

Respectfully submitted,

Economic Development Committee

Cindy Russell, Chair
Shawn Murray, Vice Chair
Kate Bavelock
John Dymecki
John D. Harris
Joanne O'Keefe

Report of the ZONING BOARD of APPEALS

2008 saw the first substantial decrease in applications in quite a while. Even so, the board received and reviewed 22 applications. These included 10 special permits, 4 variances, 8 special permit amendments, and 1 comprehensive permit.

The board strives to apply the Zoning By-laws fairly and uniformly. This can be challenging due to the need for an overdue rewrite of the current by-law. The board currently has 5 regular members and 3 alternate members, ensuring that a quorum is usually met.

In July, Mr. Gregory Smith was hired as the new Director of Planning and Development, and the board looks forward to working with him on the some of the zoning challenges the town faces in the future.

As always, the board would like to thank the staff at the Planning and Development office, Joyce Bartlett and Maureen Carty, for their unparalleled services. Without their dedication and professionalism, properly functioning boards would be nearly impossible. The board would also like to thank other boards, departments, committees, and individuals who contribute their experience. On a sad note, we would also like to acknowledge the passing of our Town Building Inspector and Zoning enforcement officer, Donna Boardman. Her help was always appreciated and she will be missed.

Respectfully submitted,

Erik J. Van Buskirk, Chair
Christopher Neeven, Vice-Chair
Robert Jensen
James Killion
Frederick Watt
Joseph Cavaco, Alternate
Ralph Crossen, Alternate
Robert D. Whearty, Alternate

Report of the PLANNING BOARD

This past year, the Planning Board reviewed approximately fifteen applications for special permits, approval not required plans, and other miscellaneous determinations. Nearly all were approved and granted. The board continued to strive to guide applicants toward positive approvals by following the local rules and regulations under its jurisdiction.

There was a full board this year beginning with Amy Lipkind as Chair, Taylor White as Vice-Chair, and members Richard Claytor, Daniel Marsters, Alan Trebat, Joseph Vaudo, and Ralph Vitacco.

The board members look forward to implementation of the Local Comprehensive Plan and streamlining some of the Zoning By-Laws and Subdivision Rules & Regulations in the coming year.

The board members would especially like to thank the staff of the Planning and Development Office, Joyce Bartlett and Maureen Carty, whose organizational skills and communication with the board are invaluable. We would also like to thank Greg Smith, Director of Planning and Development who filled the vacancy this year and has quickly become an asset to the department.

We would also like to thank all of the other Town of Sandwich Departments, Boards, Commissions, and Counsel who respond to our inquiries and requests on an ongoing basis.

Respectfully submitted,

Amy Lipkind, Chair
For the Planning Board:
Taylor White, Vice-Chair
Richard Claytor
Daniel Marsters
Alan Trebat
Joseph Vaudo
Ralph Vitacco

Report of the COMMUNITY PRESERVATION COMMITTEE

The Sandwich Community Preservation Committee is charged with making recommendations to Town Meeting for funding of projects from the trust fund created by the Community Preservation Act. Community Preservation Act funding includes the 3% property tax surcharge (formerly used for the Land Bank) as well as matching funds provided by the Commonwealth of Massachusetts. Community Preservation Act receipts for Fiscal Year 2009 will total approximately \$1,236,000. Of that amount, approximately \$973,000 has been previously obligated for debt service on bonds issued to purchase land for open space under the Land Bank.

Community Preservation Act funds may be appropriated for projects related to: preservation or acquisition of open space; historic preservation; creation or preservation of community housing (housing for persons with income at or below the area median income), and recreation.

Projects recommended by the Committee and approved by the 2008 Annual Town Meeting included:

- \$340,000 in additional funding for the construction of the Upper Shawme Pond Dam
- \$41,497 in additional funding for survey and engineering work for the Ryder and Cook Farm conservation lands
- \$250,000 for the construction of five deed-restricted affordable homes in a ten unit development on Asa Meiggs Road

The Committee is continuing with the process of formulating a formal Community Preservation Plan for the town. The Community Preservation Plan will set forth the needs and priorities of the town with respect to open space, historic preservation, community housing and recreation. The Community Preservation Plan will comply with the Local Comprehensive Plan (LCP) prepared by the Sandwich Local Planning Committee provided that the LCP is adopted by Town Meeting. Tim Cooney, Vice Chairman of the Committee, served as the Committee's representative on the Sandwich Local Planning Committee.

Many of the projects previously recommended by the Community Preservation Committee are progressing. The restoration of the Hoxie House was done over the past fall and winter. The town has entered into design and project management contracts for the Town Hall restoration. The high school track project had been moving forward to construction in the spring and summer of 2009. However, a recent Massachusetts Supreme Judicial Court decision may prevent the use of community preservation funds for this project unless the Legislature enacts an amendment to the Community Preservation Act.

The Community Preservation Committee continues to seek applications for appropriate projects in the areas of open space, historic preservation, recreation, and community housing.

Respectfully submitted,

Stephen P. Hayes
Chairman

Report of the CAPE COD COMMISSION

The Cape Cod Commission is the regional land use planning and regulatory agency created in 1990 to serve the citizens and the 15 towns of Barnstable County. Its mission is to manage growth, to protect Cape Cod's unique environment and character, and to foster a healthy community for present and future generations.

The Cape Cod Commission provides regional services and coordinates many projects and activities that affect all of Barnstable County. The Commission also provides technical assistance to each Cape town. Activities involve promotion of affordable housing and economic development; protection of coastal, water, and natural resources; preparation of maps and analysis of geographic data; preservation of historic resources; preparation of transportation plans and analysis of traffic congestion and safety issues; and more.

The Cape Cod Commission is charged with reviewing and regulating Developments of Regional Impact, recommending designation of Districts of Critical Planning Concern, and preparing and overseeing the implementation of the Regional Policy Plan, the set of planning policies and objectives that guide development on Cape Cod.

Regional Activities in FY2008

The Cape Cod Commission's new executive director, Paul Niedzwiecki, joined the agency in September 2007. Throughout the year he met with town councilors, selectmen, and other town boards and civic organizations across Cape Cod to discuss activities related to the recommendations of the "21st Century Task Force on the Cape Cod Commission," revisions to the Regional Policy Plan, development of a Regional Land Use Vision Map, and reorganization of the Commission's staff for Fiscal Year 2009. The restructuring is intended to better reflect the Commission's primary activities: planning, technical services, and regulation.

Implementation of Task Force Recommendations

The agency continued to pursue implementation of the recommendations of the Task Force throughout the year. Activities focused on working with towns to develop the Regional Land Use Vision Map, changing the Regional Policy Plan, introducing more flexible Development of Regional Impact (DRI) thresholds (part of the Commission's Enabling Regulations), and establishing a "Limited DRI Review" process (also part of the Enabling Regulations).

Regional Land Use Vision Map

The Commission's staff worked with municipal staff and officials in Cape towns to develop each town's portion of the proposed Regional Land Use Vision Map, which, among other uses, will help define the regional regulatory thresholds and development review standards. The Regional Land Use Vision Map is being developed using information about sensitive resources, local planning knowledge, and existing patterns of development to identify discrete areas to focus growth and redevelopment efforts, and to identify resource

protection areas that require additional planning or where significant change may not be appropriate. The goal, through identifying appropriate growth areas, planning and implementing necessary infrastructure improvements, and making appropriate regulatory changes, is to create incentives that direct growth and reinvestment to areas where it can be accommodated, and away from areas that require increased protections for ecological, historical, or other reasons.

Up to five broad land use categories have been identified for the Regional Land Use Vision Map: Economic Centers, Villages, Industrial/Service Trade Areas, Resource Protection Areas, and Other areas. Upon completion of a public forum and endorsement of the town's draft map by the town planning board, the town's draft map will be incorporated into a Regional Land Use Vision Map. Once the map is adopted, DRIs will be eligible for minimum performance standards pertaining to Economic Centers to create some initial incentives for investment in these areas.

DRI Thresholds

The Commission is also proposing a flexible framework for DRI thresholds that will allow towns, at their initiative, to customize regional thresholds to address local planning goals for these mapped areas. Towns seeking changes to DRI thresholds will be required to have a design and infrastructure plan adopted by town meeting to address anticipated growth in Economic Centers and Industrial/Service Trade Areas, and may adopt a local impact fee system to provide infrastructure funding. In addition, the Commission may require lower DRI thresholds for Resource Protection Areas as part of the town's request for higher thresholds in some mapped areas. The Commission will hold a public hearing on any proposed DRI threshold changes. Upon approval by the Commission, the revised DRI thresholds for the town will be activated on the Regional Land Use Vision Map.

Regional Policy Plan

The Commission's Planning Committee and staff continued to update the Cape Cod Regional Policy Plan, refining and reorganizing the plan and incorporating new initiatives prompted by the 2006–2007 review of the Cape Cod Commission by the 21st Century Task Force. Many parts of the proposed 2008 Cape Cod Regional Policy Plan remain unchanged from the existing 2002 version. Many changes are technical clarifications of existing standards; in some cases, to make the standards more specific and/or more readable. Major changes include:

- The proposed 2008 Cape Cod Regional Policy Plan (RPP) has been restructured for a greater emphasis on regional planning. The Regional Regulation section follows the Regional Planning section.
- The new Regional Land Use Vision Map (see above) is the basis for all regional planning and regulation.
- The Regional Planning section focuses the Commission's work plan on actions intended to be both measurable and achievable in the next five years.
- The Regional Regulation section includes measures that make the Development of Regional Impact (DRI) requirements more predictable through the application of the Regional Land Use Vision Map and through new options for cash

mitigation. In addition, "Best Development Practices" replace the 2002 "Other Development Review Policies"; the language is clarified to make explicit that the Cape Cod Commission may use the Best Development Practices in DRI benefits/detriment analyses.

The Commission voted to release a draft of the proposed plan for public comment on May 29, 2008.

Other Regional Activities

Highlights of other Cape-wide activities by Cape Cod Commission staff members during Fiscal Year 2008 include:

- Working with Yarmouth's municipal staff and boards on the town's proposal for a Growth Incentive Zone (GIZ) along a 5.2-mile corridor on Route 28 – The Commission board approved the GIZ designation that set the framework for changes in regional DRI thresholds to allow hotel/motel properties within the zone to be renovated or converted to residential units or mixed-use developments with less regulatory involvement by the Commission. Yarmouth's zone is only the second GIZ on Cape Cod; the first, the Downtown Hyannis Growth Incentive Zone has been in place since April 2006 and is having a significant positive effect related to development goals for that area.
- Developing a regional affordable housing "best practices" toolkit (guidebook) and holding a workshop in June 2008 for more than 80 participants.
- Coordinating the state-funded Local Technical Assistance/Expedited Permitting Program on Cape Cod – The state provided funds to regional planning agencies for technical assistance to towns for expedited permitting and related support services, as requested. The Commission's work helped the towns of Barnstable, Bourne, Eastham, Falmouth, Sandwich, and Truro.
- Initiating the first phase of the Comprehensive Economic Development Strategy Five-year Update for the region – The first phase includes development of a virtual data center, a set of benchmarks for a balanced economy, a series of briefs about economic "myths and facts," and a narrative summary of the Cape's current economic and demographic conditions. Future phases will involve planning workshops and forums to identify and adopt economic development goals and priorities for the next five years.
- Providing extensive 3D geographic/topographic analysis for OpenCape Corporation's efforts to design a network of radio transmitters to allow high-capacity broadband Internet service across Cape Cod.
- Continuing to pursue pre-disaster mitigation (PDM) planning and participate on the Barnstable County Regional Emergency Planning Committee – In September 2007, the staff developed a grant application to the Massachusetts Emergency Management Agency (MEMA) for technical assistance to towns. The staff also worked with partners on a grant-funded project entitled "Effectively Managing Coastal Floodplain Development: Use of Case Studies on Cape Cod, Massachusetts, to Develop a National Model Floodplain Bylaw."

- Participating in the Renewable Fuels Partnership for the use of renewable fuels for transportation and heating, and working with the Barnstable County procurement officer to develop a grant proposal to the US Environmental Protection Agency to subsidize biodiesel purchased through county procurement.
- Coordinating all Cape towns to review and plan for renewal or alternatives to contracts with the SEMASS waste-to-energy facility for the long-term disposal of municipal solid waste – Activities included organizing outreach to all towns, developing a work outline, forming a regional contract committee, and preparing and presenting a comprehensive analysis (“Phase One Report”) in December 2007.
- Coordinating water education festivals and educational events related to groundwater in area elementary schools.
- Coordinating the Cape Cod Pathways program, including organizing a fall Walking Weekend and a spring Cape Walk, to promote the development of an interconnected walking trail system Cape-wide.

ment review standards. At fiscal year end, the next steps were to involve further discussions and revisions with town staff and officials, followed by a public forum.

Transportation

- Began work on an update to the 1995 Route 6A Scenic Byways “Corridor Management Plan.” Work by year end included the identification of data and analysis needs and the creation of an online questionnaire to enhance public participation.
- Provided \$87,290 in Development of Regional Impact (DRI) mitigation funds toward a sidewalk along a portion of Quaker Meetinghouse Road.
- Conducted traffic counts at 32 Sandwich locations (intersections and road segments) in the summer of 2007, as part of the Commission’s annual Cape-wide traffic-counting program.
- Coordinated a special collection of traffic data, at the town’s request.

Services and Activities in Sandwich, FY2008

The Cape Cod Commission and its planning and technical staff directly assisted the Town of Sandwich during Fiscal Year 2008 as follows:

Affordable Housing

- Committed \$150,000 in HOME funds to the Dana’s Fields 55-unit affordable rental housing development by Housing Assistance Corporation.
- Provided more than \$55,000 in HOME down-payment funds to eight households.
- Provided 11 Soft Second Loan Program mortgages to first-time homebuyers.

Geographic Information System

- Provided extensive mapping assistance and data to the town’s consultant working on the update of the official local zoning map.
- Provided maps and data to help the town’s consultant perform a build-out analysis to assist work on the Local Comprehensive Plan.

Planning and Community Development

- Helped the town pursue “smart growth” and enhanced economic development through an active public-participation process for local planning and potential zoning changes (funded through the state Local Technical Assistance/Expedited Permitting Program). The purpose is to help foster suitable development in the Cotuit Road-Quaker Meetinghouse Road-Route 130 area.
- Submitted a comment letter to the Massachusetts Environmental Policy Act (MEPA) office for the proposed Sandy Neck Beach Facility Expansion.
- Worked with Sandwich town staff and the Local Planning Committee to develop the town’s portion of the Regional Land Use Vision Map, which, among other uses, will help define the Commission’s regulatory thresholds and develop-

Water Resources

- Participated in wastewater planning discussions with the town’s new wastewater committee and the Board of Selectmen.
- Developed a scope of work for a potential water-quality assessment of ponds.
- Continued to coordinate the Cape-wide Pond and Lake Stewardship Project; as part of the annual water-quality monitoring program, samples were collected and analyzed from three ponds in Sandwich.
- Assisted with the state Department of Environmental Protection pilot implementation project for the Three Bays estuary, and developed scenario runs with the Massachusetts Estuaries Project (MEP) technical team.
- Supported the MEP pilot implementation program for Popponeset Bay.

Report of the ENERGY COMMITTEE

The Board of Selectmen formed the Sandwich Energy Committee (SEC) on January 24, 2008. The SEC was created in response to The Alternative Energy Initiative Report of October 30, 2007, which recommended, “the formation of an energy committee with a broad scope of duties.” The SEC consists of up to nine citizen members and four alternate members appointed annually. The initial members were Jorgen Birkeland, Kevin Burgess, Anna Burroughs-Merrill, Thomas Doherty, Robert Gottsche, Laura Gregorio-Tanguilig, Damien Houlihan, Eric Nelson, John Shane, and Kathleen Yetman. Randal Hunt assists the SEC as a Selectman liaison.

Following the selection of committee officers, the first task was to develop a Mission Statement, which follows:

The charge of the Sandwich Energy Committee (SEC) is to investigate, study, and recommend viable methods for achieving energy and resource conservation, as well as renewable and alternative energy production. The SEC also will promote energy education within our town. The SEC will strive to do this through cooperation with governmental agencies, businesses, non-profit organizations, as well as the general public.

Having just completed our first year of volunteer municipal service, the SEC can already celebrate three significant achievements – a 3 kW solar array project out to bid for the Jan Sebastian office installation, town membership in the U.S. Environmental Protection Agency Community Energy Challenge, and serving as the first host town and originator of the now quarterly joint meetings of Cape-wide Town Energy Committees with Cape Light Compact.

Since Barbara Walling swore us in as individuals to serve our town, we have become a coherent group of public servants well-educated in the language of energy, learning from each other’s expertise, hearing opposing views in a spirit of cordiality and respect, and always moving the needs and best interests of our town forward. Our discussions are lively, current, and optimistic. We remain in close contact with our Selectman liaison Randy Hunt, Assistant Town Manager Doug Lapp, and Town Hall Administrative Assistant Diane Hanelt, and maintain a budget of zero dollars with a capacity for nine voting members and four alternates.

The SEC formed three subgroups to more fully engage in the arenas of Energy Production, Energy Efficiency, and Energy Outreach. The Production subgroup began the work of evaluating sites for the allocation of our Massachusetts Technology Council Clean Energy Choice funds for renewable energy. After much debate and research, we decided to recommend that our Selectmen purchase a photovoltaic array to be installed on the south-facing roof of our Town Offices at Jan Sebastian. This fund continues to grow as Sandwich citizens choose to sign up for the Cape Light Compact Green option on our NSTAR electric bills. As this money accrues, we are able to examine future town investments in on-site renewable energy. We strongly encourage our fellow townspeople to consider

choosing the 100% or 50% Green option for your energy generation.

Concurrently, our Efficiency subgroup gathered and reviewed our town’s energy audit results to begin the long process of tallying current energy usage in order to prioritize potential efficiencies. We researched national town energy challenge programs, deciding to recommend that our Selectmen join the United States Environmental Protection Agency’s Community Energy Challenge.

Our Outreach subgroup created and hosted the first Cape-wide Town Energy Committees joint meeting with Cape Light Compact in May 2008 at Sandwich Hollows Golf Course. A tremendous success, this meeting is now hosted quarterly throughout the Cape. Offering camaraderie and a chance for different energy committees to learn from each other’s successes and challenges, these meetings are crucial to us as a new committee. We were honored to hold our August 2008 monthly SEC meeting at the Green Briar Nature Center’s Putnam Education Building where we were joined by State Representative Jeff Perry and the Thornton W. Burgess Society’s Director Gene Schott. We learned about the Green Communities Act and five additional pieces of related legislation.

Since the fall, several of our members have been selected to serve on the Planning Board’s Non-Residential Non-Municipal Wind Energy Bylaw Subcommittee, on schedule to present the bylaw for consideration at Town Meeting. As well, we have been actively engaged in evaluating the benefits of joining the Cape and Vineyard Electric Cooperative, the state’s only rural electric cooperative that seeks to develop local renewable energy projects. Through the end of 2008, we continued to mentor the Forestdale School’s eighth-grade honors students’ Solar Power Intelligence Team, a group that studies general photovoltaics and analyzes and reports out data collected on the school’s rooftop solar array. This data can be accessed via www.capelightcompact.org, go to energy education, then solarize our schools, then Forestdale.

Respectfully submitted,

Sandwich Energy Committee

Eric Nelson, Chair
Damien Houlihan, Vice Chair
Anna Burroughs-Merrill, Clerk
Kevin Burgess
Thomas Doherty
Robert Gottsche
Laura Gregorio-Tanguilig
Charles Kleekamp
Sarah Murray
Kathleen Yetman

Historic



Photo courtesy of Sandwich Archives

*East Sandwich – the present Route 6A at Ploughed Neck Road
as it was 100 years ago.*

Report of the SANDWICH HISTORICAL COMMISSION

The Sandwich Historical Commission was established by Town Meeting in 1971 and acts in part as the local branch of the Massachusetts Historical Commission. The Commission usually meets the first Wednesday of each month in the Sandwich Public Library. The Commission is made up of seven members who are appointed by the Select Board to identify, preserve, develop, and protect the historical assets of the Town, including structures, burial grounds, monuments, natural features and other landmarks and sites of significant value to the Town's cultural heritage.

We welcome Sandwich citizens to attend our meetings and to consider becoming Associate members (Associate members are allowed under Mass Law 40c Section 8) and eventually to become appointed members when vacancies occur. During the year Holly Amans-Kaiser stepped down from the Commission. We thank Holly for her assistance to the work of the Commission.

Over the last few years several members of the Commission have participated in the Implementation Team for the Preservation Plan for Sandwich. Kaethe O. Maguire chairs and is the driving force for that ad hoc group of volunteers. Thanks to her efforts in the summer of 2008 community bulletin boards, imprinted with the words Sandwich Town Crier, were installed in four locations. The major board is at the Sandwich Public Library. This has been a totally volunteer effort with various sponsors who either contributed services or funds to accomplish this goal.

We continue to remind citizens of the Historic Asset List, which is continuously updated by Town Archivist Barbara Gill, aided by several members of the Commission. The Historic Asset List is a record of all of the oldest buildings and structures in the Town and includes the date of construction and photographs. Citizens who own one of the Town's older houses are welcome to come to the MacKnight Archive Room of the Sandwich Public Library and peruse the file on their particular house.

The Commission submitted two applications to the Community Preservation Committee (CPC) for Community Preservation Act (CPA) funds in 2007. Both were recommended by the Community Preservation Committee and subsequently approved by a vote of the May 2007 Town Meeting. We are pleased to report that the first application, **A Project to Preserve the Town's Historical Manuscripts and Photographs**, which was co-sponsored by the Friends of the Sandwich Town Archives and focused on the preservation of our historic archives at ten different locations throughout the Town (including Sandwich non-profit organizations, churches, and the Town itself) will be nearing completion in the spring of 2009. The second project, **A Preservation Master Plan for the Sandwich Old Town Cemetery**, involves the creation of a plan of documentation and restoration for the Town's oldest burial ground which in turn will be a model for work on all eighteen Town-owned burial grounds and cemeteries. Because of the complexity of preparing the

proposal and the need to ensure a carefully organized selection process, this was not completed until the end of 2008. Ivan Myjer, Building Monuments and Conservation, was selected and his work will begin in the spring of 2009. Mr. Myjer is the foremost cemetery conservator in New England and worked on some of the Boston's oldest cemeteries, the oldest in the nation.

One of our earlier CPA projects approved under administrative funds in 2006 by the CPC is presently on-going. This project which is under the direction of historic preservationists Eric Dray and Gretchen Schuler has resulted in three plans: proposed expansion of the current Town Hall Square National Historic Register District to include the historic houses of Main Street and two new National Historic Register Districts – one for the Spring Hill area, one of the oldest residential areas in Town, and the other for Jarvesville, including east of Main Street, first settled around 1825 at the time of the creation of the Boston and Sandwich Glass Works by Deming Jarves and the awakening of Sandwich to the Industrial Age. It is expected that in about a year the Massachusetts Historical Commission, which is currently short-staffed, will be able to initiate a public hearing and undertake final authorization by submitting the proposals to the National Park Service.

The Commission continues to be concerned about the demolition by neglect of historically significant buildings. Three such buildings are: 1890 Victorian "Pope Boat House" on Shawme Lower Pond; "Aunt Sally's House" at the corner of 6A and Gully Lane, constructed 1760 - Aunt Sally's love of wildlife inspired Sandwich author Thornton W. Burgess; and the old "1747 House" at 204 Old King's Highway (Route 6A). We are also concerned about the Seth Pope House, located next to the Town Hall and one of Sandwich's most beautiful residences, which may be taking the same path. We have brought the issue to the attention of the owners through letter and direct contact, but the ultimate solution may be a town initiative, as has been done in a number of towns concerned with preserving the historic fabric of their towns and protecting adjacent property owners from deteriorating property values.

In 2008 the Commission undertook to explore a program whereby owners of 100-year-old properties could purchase a plaque for their homes or businesses to record and display the date of construction and the name of the original owner. It is expected that this program will be initiated in the spring of 2009.

The earliest Commission-initiated historic preservation project, a project for preservation work on the Hoxie House approved by the CPC and voted and approved by the Town Meeting in May 2006, is expected to be completed in the spring of 2009. The reason is that the bidding document was delayed by the Town and when finally prepared neglected to include a reference to the historic character of the house and the legal requirement of Massachusetts state law to adhere to the Secretary of the Interior's standards. Fortunately, the Town ultimately selected an outstanding contractor to undertake the work and together with Facilities Director Ted Hamilton and with the assistance of local restoration architect and engineer John Dymecki the work is being guided to completion.

The SHC representative on the Community Preservation Committee is Jonathan Shaw with Kaethe Maguire as CPC alternate and both attending the enormously useful CPA Cape Cod Roundtables.

Acknowledgements

The SHC wishes to thank the volunteers who regularly attend meetings and help with on-going projects. We wish especially to voice our appreciation to the Planning and Development office staff, Joyce Bartlett and Maureen Carty for their expertise and on-going support and to Assistant Town Manager Douglas Lapp for his assistance, administrative skills, and advice. Additionally, we wish to acknowledge the constant support and information provided to the Commission by Barbara L. Gill, our Town Archivist.

Respectfully submitted,

Carolyn Crowell
Robert Gunshor
Jennifer Y. Madden
Kaethe O. Maguire, Clerk
Barbara Shaner, Vice-Chair
Jonathan A. Shaw, Chair and CPC Member

Report of the ARCHIVES AND HISTORICAL CENTER

The Archives is located in the Macknight Room of the Sandwich Public Library and open Tuesday, Wednesday and Thursday from 9:30 am to 4:30 pm. When the Archives is not regularly open, access can be obtained through the Reference Librarian. The e-mail address for the archivist is: archivesbgill@comcast.net.

In 2008, CPA funds were granted for a project to Preserve Sandwich's Historic Manuscripts and Photographs by History Preserved. The Archives is one of a number of Sandwich organizations and churches whose collections are being studied, with the aim to prepare finding aids for researchers.

The Archives collections are open to researchers with interest in the history of Sandwich and the families who lived here. Included in the collections are family papers and photographs, genealogical files on families that lived here and vertical files on cultural and civic information covering more than 360 years since the founding of the town. In addition, the files of the Sandwich Historical Commission which contain information on houses, buildings, cemeteries and landmarks in Sandwich are housed at the Archives.

The Archives continues to collect materials that pertain to Sandwich and its people, past and present. Anyone wishing to donate materials may contact the archivist. All donated materials are preserved in acid-free folders and boxes. If one does not wish to donate the original photographs, copies can be made to add to our visual history of Sandwich.

The Archives wishes to thank the following donors this past year: Mr. and Mrs. Carlo Pola, Jennifer Madden, Carolyn Crowell, Russell A. Lovell, Jr., Kaetha Maguire, David Crocker, Jonathan Shaw, Stauffer Miller, Julia Hendy, Barbara Gill, Sandwich Realtors Scholarship Committee, Friends of the Sandwich Public Library, and Friends of the Sandwich Archives.

Respectfully submitted,

Barbara Gill,
Archivist

Report of the DEXTER GRIST MILL

This season was slow, as everyone expected. The tourist attendance was uneven with the European visitors being more of an influence than in previous years, as the world economy favored travel for the European countries.

However, our income totals were not very different from last years performance with the sale of ground cornmeal holding up quite well. Although we did end the season with more full bags of corn ready to be ground than in previous years. We have asked our supply house to wrap and store these bags of corn in the hope that we can use this corn to start off this coming season.

I am very hopeful that we can retain our staff as they have developed into a very stable and productive team. I have received many compliments from the tourists that have passed through the grist mill this year. It is very interesting that so many visitors have spoken to me about their annual visits to the grist mill. It seems to be a part of their Cape Cod experience and they truly enjoy the presentation of the story of the mill and its place in the history of this geographic area. My special thanks to the staff of: Fran and Joe Cosgrove, Tom Cummings, Jack Dunn, Sharon DiCisto, Frank Gillis, Jane Govoni, Howard Gregory, Bruce Hartshorn, Lee Johnson, Bruce Mason, Cathy Mortenson, Jack Sorocco and Wanda Walker.

The years have taken their toll on the mill machinery and building as well as the ticket office. It is of constant concern that some tourist could be injured as a result of a lack of maintenance. The original design and construction of the mill has many built-in hazards which we are constantly alerting our tourists to guard against. Part of the charm of the grist mill is its historic construction which we do not wish to bring up to date; however, it is the deterioration of the building that causes our concern about maintenance.

Over the past several years we have experienced a definite interest in the grist mill and its activities as expressed by individuals who are part of the many bus tours that cover the town each year. They are given an abbreviated tour of the mill which they enjoy but leaves them unsatisfied. They are vocal in their dissatisfaction, feeling that they do not have enough time to get a full tour of the mill because their bus driver must round them and load them onto their busses in order to maintain their schedule. A few of our personnel who have experience in the tourist industry have suggested that we should try to insert the mill into the bus tour's schedule. We are prepared to contact the various tour companies to make these suggestions. If the Town approves of this idea, it will require a great deal of planning and thought in order to put together a realistic presentation for the tour companies to consider, so I hesitate to undertake this sales effort without the town's approval.

As always, the staff and our tourists are very pleased with the mill's location and the overall maintenance of the property. We all look forward to the upcoming season with anticipation.

Respectively submitted,

Harold Shurtleff
Town Miller

Report of the HOXIE HOUSE

This past summer the Hoxie House had an unusually large attendance of foreign visitors. Tourists and staff alike enjoyed finding out about each others cultures. We did have some challenges with explanations of the past of both the town and the house, due to language differences. We were grateful to find that many different travel guides from various countries had us listed with very positive and favorable comments. We are hoping that we have a comparable year this summer with continued success with our foreign visitors.

The Sandwich Chamber of Commerce with their very helpful staff has been a continued source of support and advertising for the Hoxie House. This has been a big help both with foreign visitors and more local tourists learning about the House and the Grist Mill being open and available for tours.

We again enjoyed the third grade classes, the French Exchange Students, and the veterinary students from Woods Hole. They continue to include the history of the Hoxie House with every years classes. The age appropriate garden as well as the free standing Early American figures continued to be great photo opportunities for all ages. The "world famous" pub chair and other hands on features of the tour as well as the sayings from the past have always stayed hits with all visitors.

The Hoxie House is very fortunate to have a staff of knowledgeable, friendly and reliable docents who both entertain, enlighten and educate those who join each tour.

Respectfully submitted,

Charlotte Kuzava
Curator

Public Safety and Inspections



Photo courtesy of Sandwich Archives

*Sandwich Soccer Team vs. Falmouth.
Can you identify the players?*

Report of the POLICE DEPARTMENT

The Sandwich Police Department had a busy year with a total of 8084 complaints investigated which was a decrease of 494 as compared to 2007. Below is a statistical summary from 2007 to 2008. Breaking and entering is still one of our most serious problems up from 21 in 2007 to 355 this year, 135 of these were breaking and entering into vehicles which was a decrease of 40 from 2007.

There were 5 reports of sex offenses resulting in 3 suspects charged with sexual assault.

July was our busiest month with a total of 805 complaints followed by: August 787, June 724, May 699, January 666, September 654, October 649, December 648, March 644, November 628, February 596, April 584

Saturdays and Wednesdays were the busiest days with a total of 1230 complaints for both, followed by: Tuesdays 1172, Fridays 1162, Sundays 1146, Thursdays 1119, and Mondays 1025.

	<u>2007</u>	<u>2008</u>	<u>Increase</u>	<u>Decrease</u>
Calls (Sandwich)	8578	8084		494
Sandwich Village	2467	2255		212
Forestdale	4041	3842		199
E. Sandwich	2070	1987		83
Breaking & Enter (All)	334	355	21	
Larcenies	166	174	8	
Murder Investigations	0	0		
Malicious Destruction	172	153		19
Assault	54	125	71	
Auto Thefts	17	8		9
Drug Violations	35	43	8	
Domestic Violence	204	165		39
Arrests	669	524		145
Protective Custody	140	102		38
OUI	52	44		8
Motor Vehicle Citations	1203	792		411
Accidents investigated				
Accidents	267	303	36	
Minor	454	442		12
Stops	89	77		12
Abandoned	2	5	3	
Fatal	3	1		2
Suspicious Persons/ vehicle/incident	261	238		23
Requests to see officer	1281	1218		63
Burglar and hold up alarms	330	274		56
Summons and R/O's	105	103		2
False Alarms	712	801	89	

The Department, as the designated *E911 Public Safety Answering Point* for the town, received **5682** calls on our 911 lines. The calls transferred to the Fire Department because the callers were

requesting emergency medical services or reporting fires were **1,856**. Hang up calls requiring a Police response were **541** which included calls that were other non-emergency due to misdial, problems programming phones or just plain nuisance types requiring a police officer to confirm all occupants of the home are safe. Our policy mandates that officers respond to **all 911** calls received, including those where the caller reports an error on their part.

In 2007 the E911 system was upgraded to include software that will map all 911 calls. It will place the caller on a GPS Map, which aids police and fire response.

Assists to the Fire Department and Ambulance that were not included in the 911 calls above were **1746**. There were **168** calls to assist other law enforcement agencies and town departments, **62** disabled motorist assists, **13** escort/transport, **17** civil matters, and **183** animal related calls all handled by the police.

FID Cards and Pistol Permits issued for 2008 were 249 and total fees collected were \$20,725.00. 75 % of these fees were paid to the State. Administrative fees on details collected were \$10,416.68, False Alarm Fees \$3,398.00, and report fees \$2,998.00.

New Hires

Lauren Boyd and Daniel Perkins are in the Police Academy and will graduate March 13, 2009.

The Sandwich Police Department received several major grant awards in 2008:

The Police Department received the **“Community Policing”** Grant in the amount of \$38,100, which will allow the Department to continue its Community Policing efforts. This year, we conducted our 6th Citizens Police Academy and our 8th Junior Police Academy. This Grant also funds many other initiatives within the department such as ATV patrols, Bicycle Patrols, and extra patrol officers on holiday weekends. A new program started this year was the Project Life Saver. This program involves locater bands for citizens that have a tendency to wander.

The Town of Sandwich also received \$33,600 from the State E911 system. This grant is being used to offset salaries and funds for the newly install E911 equipment.

The Detective Division

The Detective Division with the assistance of the Patrol Division solved numerous housebreaks as well as other larcenies. Detectives were involved with many investigations including embezzlement, identity thefts, and drugs, which resulted in criminal charges. Breaking and entering into motor vehicles and the larceny of personal property continued to escalate.

The Detective Division continues to be successful due to the active participation from the Patrol Division, other outside agencies, and assistance from the public.

From the Chief of Police

Our goal is to ensure the safety of our community and to promote, preserve and deliver the best police service to our citizens. I would also like to thank Sandwich for the continued support in continuing with the philosophy of Community Policing, which has been so successful. The department has completed its 6th Citizens Police Academy, and our 8th Junior Police Academy. There is a concern that the Governors State Budget has eliminated the Community Police Grant funding for all towns. The funding, \$38,100, was responsible for making all programs possible.

Our patrol staff and detective division always takes the initiative with tireless, proactive policing by solving many crimes in progress, or through working leads that produced the suspects. I commend the members of the department for their dedication and commitment to the town.

Respectfully submitted,

Michael J. Miller
Chief of Police

Report of the FIRE DEPARTMENT

Fire, rescue and related incidents totaled 3,497 in 2008. This included 2,430 medical calls, 106 fires and related incidents with damages totaling \$978,252.00 and 961 other emergencies, including but not limited to: 151 hazardous incidents including flammable or toxic chemical spills, power lines down, attempted arsons, fuel leaks, structures hit by lightning, assistance to other agencies, and investigations. Fourteen (14) firefighters sustained injuries, they were: 2 exposures to chemicals or other dangerous foreign substances, 13 with sprains, lacerations or objects falling on them, while performing their duties at incidents, and 1 with tachycardia. We averaged 9.58 emergencies a day, with Tuesday being our busiest day (570 calls), and Thursday being the slowest (471 calls). Our busiest hours are 8AM to 4PM = 48% of all calls, 4PM to 12 Midnight = 35% of all calls, and Midnight to 8AM = 17% of all calls respectively.

This year 60 or 83% of the structure fires were in residential occupancies, with a dollar loss of \$145,252.00. Additionally, we transported a resident to the hospital with injuries from a structure fire. This underscores the need to properly locate and maintain smoke detectors. In 2006, the Center for Disease Control released a grant funding program for the State Department of Public Health in conjunction with the Massachusetts State Fire Marshal's Office to offer free smoke detectors to those Massachusetts residents who qualify. The qualifications are your home must have been constructed prior to 1975 and have battery operated smokes. If you qualify please contact the Sandwich Fire Department Fire Prevention Division to schedule installation.

This year we were chosen by Senate President Therese Murray to host a carbon monoxide awareness event. Senate President Therese Murray, State Fire Marshal Steve Coan and Tom Sri, the Government Affairs Manager for the Kidde Company spoke about Nicole's Law and the dangers of carbon monoxide poisoning. The Kidde Company donated 300 carbon monoxide detectors to give away on a first come first serve basis. The event was a huge success.

Of the 76 carbon monoxide incidents we responded to, 14 had serious levels of carbon monoxide in the building. Sadly, one resident died as a result of carbon monoxide poisoning. Residents must not take chances with carbon monoxide; it is odorless, tasteless and colorless and is easily overlooked. In many cases it is the poor maintenance of heating system that has caused the problem, followed by vehicles running in attached garages. Nicole's Bill which requires that every dwelling, building or structure including those owned by the Commonwealth, occupied in whole or in part for residential purposes that, (1) contain fossil fuel burning equipment or (2) incorporate closed parking within its structure, be equipped by the owner with approved carbon monoxide alarms. All residential properties were mandate to have installed CO alarms as of March 31, 2006.

Emergency medical calls numbered 2,430 involving 2,589 patients, of whom we transported 1,750 patients to area hospitals. Out of those 2,430 calls, 665 required more than one ambulance and

1,141 required Advanced Life Support. We responded to 278 motor vehicle accidents and used the Jaws of Life and other heavy-rescue equipment to extricate numerous people.

The Department's 11 CPR/AED instructors taught 378 people in 37 Classes; including community/lay people, local Doctors, Nurses, Police, and Firefighters. Additionally, 472 blood pressure screenings were conducted between the Headquarters and Forestdale stations.

Fire Prevention conducted 732 inspections, issued 655 permits and reviewed numerous commercial and residential plans, visited numerous homes and businesses to answer questions, performed 18 public, private, and school safety programs.

The Sandwich Fire Prevention office received a grant from the Department of Fire Services to go forward with a joint presentation with members of the Department of Defense on trespassing and hazards associated with the Massachusetts Military Reservation. This is a pilot program targeting middle school students at the Forestdale School to start and will expand to the other schools. The Sandwich Fire Department is also looking forward to teaming up with a representative from the Department of Transportation in a Railroad Safety Pilot Program which will target students at the Wing School who live in close proximity to the Cape Cod rail line. The training is targeted to begin in the spring of 2009.

Sandwich is divided into the 5 response districts listed below:

District 1

Includes Quaker Meetinghouse Road west to the Bourne town line and from power lines north. **1065** medical calls, **29** fires totaling **\$747,000.00** in damages, and **299** other emergencies for a total of **1,393** emergencies in this area, with average response times: Ambulance 5.14 min. Fire 5.51min.

District 2

Includes Quaker Meetinghouse Road east to the Barnstable town line and from power lines north. **401** medical calls, **31** fires totaling **\$8,200.00** in damages, **218** other emergencies for a total of **649** emergencies in this area, with average response times: Ambulance 8.94 min. Fire 10.89 min.

District 3

Includes power lines south to the Mashpee line and east from the Military boundary to Stowe Road. **721** medical calls, **34** fires totaling **\$115,850.00** in damages, and **305** other emergencies for a total of **1,060** emergencies in this area, with average response times: Ambulance 6.47 min. Fire 6.90 min.

District 4

Includes power lines south to the Mashpee line and from Stowe Road east to the Barnstable town line had **223** medical calls, **12** fires totaling **\$107,002.00** in damages, and **82** other emergencies for a total of **317** in this area, with average response times: Ambulance 10.31 min. Fire 13.12 min.

District 5

Includes all areas north of the Cape Cod Canal had **13** medical calls, and **3** other emergencies for a total of **17** in this area, with average response time to this district is 12.36 minutes

Mutual Aid

As part of the county mutual aid agreement, assistance was provided to other communities **56** times and we received their help **91** times. The times we have multiple calls at once and no personnel in either station, causes us to call for Mutual Aid.

Of the 3,497 emergencies we responded to 1,214 or 34% occurred while another emergency was being handled. To meet the many and varied specialized needs presented to us at the various incidents 4,142 pieces of apparatus were needed, with the total number of 12,029 personnel responding to those incidents, much of which involves bringing additional personnel to complete vital tasks or relieve the first in crews. The volume and frequency of our incidents has a direct impact on our response times, the time from the receipt of the call to our arrival at the incident. In 2008, 1,784 or 50% of the incidents took 6 minutes or less from the receipt of the phone call to arrival on scene. However, as the call volume steadily increases it can and does in some cases extend response times until off duty personnel can get to the stations. Many of the longer times are for incidents that happen when we have three or more calls at the same time, are on the outer edges of the town, non-emergency requests for assistance or when we went mutual aid to another community.

The importance of response times is significant when you consider that the human brain suffers severe damage in only 4 to 6 minutes, making recovery very difficult at best. Response time also impacts residential fires, as a room will flash over consuming the entire contents in 2.5 minutes preventing escape. Response times in Sandwich suffer because of poor station placement, no personnel in the East Sandwich station and the number of emergencies that come in at the same time as other emergencies.

Comprehensive Training of emergency response personnel is an ongoing major concern and need. The challenges that are thrown at emergency responders today are becoming more and more difficult requiring specialized tools and techniques. Failure to properly train our personnel will some day come back to haunt the community. This must be dealt with sooner rather than later.

The Fire Department took part in two major exercises last year. One was the evacuation of the Cape Cod Collaborative School, where all the students and faculty were moved from the school to Human Services building and back. This was to simulate an emergency evacuation and was coordinated by the Sandwich School Safety Group. I would like to congratulate them for the excellent job they did. The other major drill was the Emergency Dispensing Site exercise held on November 14, 2008. The Health Department coordinated a flu vaccine drive-thru at the Corpus Christi Parish, where 961 people were inoculated. I would like to thank the Corpus Christi Parish, Health Agent Dave Mason, Lieutenant David Guillemette, Public Health Nurse Joanne Geake, Assistant Town Administrator Douglas Lapp, and Fire Prevention Officer JJ Burke for the work they did on this exercise.

Last year the Sandwich Fire Department sponsored a Citizens Fire Academy. This was a 10-week course where 11 residents of Sandwich learned about the Sandwich Fire Department. They were shown how we operate, what equipment we have, and some of the services we provided to the town. I would like to thank Fire Fighter Larry Machado, who started this program, along with the other fire fighters who took part in the academy, they did an excellent job.

As I stated last year: A full time mechanic position is needed to safely and properly maintain the Fire Department's apparatus. With nearly 4.5 million dollars in rolling stock alone, not including the several hundred thousand dollars of specialized equipment that is carried on all of the units, it is critical that the maintenance of that equipment get the proper attention of a full time mechanic. With the age of our engines 14 and 21 years old respectfully, without a proactive maintenance and in house repair person, higher out of town repair costs and longer down times are inevitable. While we are fortunate to have a Firefighter/EMT who is knowledgeable and capable of doing much of the work, he is hampered by interruptions requiring his response on calls. Maintenance and repairs are very time consuming on the larger specialized fire and rescue equipment, making it difficult at best, for that member to handle during a shift that requires him to also respond to emergency calls. I strongly recommend that this become a full time position as soon as possible.

The Fire Stations are bursting at the seams from both old age and increased functions that must be carried out in them. None of our fire stations are insulated causing very high-energy costs. There is also a serious lack of space for every facet of our operation from office and medical supplies to vehicles and equipment. Closets have been turned into offices with files and supplies placed in the attics, hallways and in the apparatus bays. Vehicles must be specially ordered to fit in the buildings adding to their cost. Several specialized pieces of equipment must be parked outside, or at other locations within the town, delaying response, especially during the winter months, and adding to maintenance costs.

The East Sandwich Fire Station still remains unmanned and is of great concern. On many occasions residents call for our response and then complain that we took so long to get there. Right now 98 out of a 100 times that a fire truck (there is no ambulance there) from this station signs on the air, when the station is activated, it has only one member on board.

The community faces many critical challenges over the next few years with public safety one of the key issues. A third of the community receives less than reasonable fire and ambulance response times and coverage. Two of the fire stations sit in a flood plain, the third sits too far south to benefit the greater population. All are too small for our busy operation. We are unable to store and maintain our equipment, supplies, files, etc. in a cost effective manner. Separate studies have recommended, along with the community asking for better Fire and Ambulance coverage. We will continue to try to accomplish this, while keeping in mind the fiscal effect this would have on the Town. We are faced with the possibility of going backwards to 1992 capabilities knowing that we have over 1,600 more emergency incidents now than then.

I would like to thank the Board of Selectmen, other town boards, departments, and committees, the citizens and various organizations of Sandwich, other Fire/Rescue Departments, but most importantly the members of the Sandwich Fire Department and their families for their support and cooperation throughout the year.

Respectfully submitted,

George P. Russell
Fire Chief

Report of the FOREST WARDEN

Below is a breakdown of the activities of the Forest Warden's department:

Written seasonal burning permits issued	4,609
Daily burning permits issued	2,955
Cook permits issued	1,215
Agricultural permits issued	68
Burning without a permit	55
Burning permits out of control that required a fire department response	6
Investigation of an outside odor of smoke	34
Woodland, brush, and grass fires	15
Cost and dollars lost in damage to woodland and exposures	\$10,050.

Massachusetts provides an open burning season, however, it has strict guidelines that must be adhered to. We do not have any discretion to expand the guidelines, change the hours, or extend the burning season. I ask that persons who wish to burn respect others and the law, as the right to burn brush is limited and not guaranteed.

The Fire Department should have three brush trucks. However one of our brush trucks is out of service for safety reasons. It is our hope to replace this truck in the near future, however, funds and other limitations have put this off. The other two brush trucks are: a 1953 Studebaker, and a 1970 Kaiser. Both of these trucks were military surplus and it is getting more and more difficult to obtain parts for them.

On the Upper Cape we have some of the largest contiguous tracks of natural woodlands, with much of it in and around Sandwich. Sandwich has the distinction of having two of the largest acreage, 2,000 and 2,500 acre. Forest fires on Cape Cod in size, are second in the Northeast only to Plymouth. With the increase in the number of homes and their proximity to the woods, the losses will be high without quick action. The types of vegetation and weather conditions, including ever changing winds, put Cape Cod in the top three in the United States for forest fire spread and severity. Rapid response to and the control of outside fires are imperative to prevent the major fires this town has experienced in the past.

I would like to thank the Board of Selectmen, other town boards, departments, and committees, the citizens and organizations of Sandwich, other Fire Departments and especially the members of the Sandwich Fire Department and their families for their support and cooperation throughout the year.

Respectfully submitted,

George P. Russell, Jr.
Forest Warden

Report of the ELECTRICAL DEPARTMENT

During the year 2008 a total of 486 electrical permits were issued, 12 were for new dwellings and 6 were for demolish and re-builds which required two or more inspections. The monies collected and paid to the town were \$21,660.00, \$6,465.00 less than the previous year.

As the Electrical Inspector for the Town of Sandwich I wish to thank the office staff for keeping track of the paper work in the office.

Respectfully submitted,

John Pimental
Inspector of Wires

Report of the PLUMBING/GAS DEPARTMENT

2008 proved to be a slow year for plumbing and gas inspections. Gas permits that were issued were 339 and 294 plumbing permits issued all requiring at least two or more inspections.

Monies collected and paid to the town were \$11,255.00 for gas permits and \$17,315.00 for plumbing permits. This totals to \$28,570.00 a large decrease from 2007.

I would like to thank everyone in the office for their work and professionalism in assisting me with the paperwork and record keeping required.

Respectfully submitted,

Walter Fagnant, Jr.
Plumbing and Gas Inspector

Report of the BOARD OF HEALTH

Public Health is the science and art of preventing disease, prolonging life and promoting health through the organized efforts and informed choices of society, organizations, public and private, communities and individuals. The focus of Public Health intervention is to prevent rather than treat or respond to disease through surveillance of issues and the promotion of healthy behaviors.

The economy has impacts not only nationally on public health, but locally. As financial resources dwindle on the Federal and State level there is a higher expectation that local Boards of Health will address issues no longer funded at the higher level. With a failure of the Federal Government to address adequate protection of this country's food supply, the local Health Departments have had an increase in participation in food protection. Food Recalls due to contaminated or adulterated food products has resulted in local Health Department response to insure food retailers are educated on the recall process and the removal of recalled product from store shelves.

The mortgage failure in the Commonwealth has also resulted in a greater burden on the local health department. There has been an increase in rental complaints, inspections and enforcement action. Due to foreclosures there has been an increase in the rental market which results in rental of substandard units, thus an increase in complaints to the Health Department. The Health Department is responsible for the implementation of the State of Massachusetts Minimum Standards of Human Habitation. Consideration is being given to implement a local rental regulation which would require the inspection and permitting of rental units prior to habitation. The intent of such a regulation would be to insure compliant housing and a reduction of enforcement action.

Additionally, with the loss of employment due to the economy, residents of the Town of Sandwich search to secure financial stability. The Health Department has seen an increase in permitting of "home food business". This can consist of baking, hot dog carts, ice cream and other products. An example of this is the success of the farmers market initiated this past year. For the protection of public health, the Health Department is critical of such ventures to ensure a safe food product while cognizant of the needs of these enterprising individuals.

The Health Department continues to fulfill the Federal CDC and the State Department of Public Health mandated development of the Emergency Dispensing Site Plan (EDS). The EDS plan shall be utilized in the event of the need for mass distribution of medication to the residents of the Town of Sandwich. The plan has been developed through the EDS Committee comprised of David Mason the Health Agent, James Silva Emergency Director, Doug Lapp the Assistant Town Administrator, Joanne Geake the Public Health Nurse, Chief Michael Miller of the Police, Lt. David Guillemette of the Police Department, Chief George Russell, John Burke and Brian

Leary of the Fire Department. The committee meets consistently to meet the time frames and mandates to ensure the development of a viable plan to protect the residents of Sandwich. A vital process to any emergency plan is exercising the plan. The Committee exercised the plan utilizing the Annual Flu Clinic as an opportunity to test the Town of Sandwich Emergency Dispensing Site. This year's exercise conducted in November was designed to test the "drive thru" component of the EDS Plan. The exercise successfully inoculated 960 participants without incidence. Thanks are given to the Sandwich Police Department, the Sandwich Fire Department, the Public Health Nurse and the Town Administrators Office for their participation and support.

Wastewater continues to demand the attention of the Board and the entire Cape. The Sandwich Health Department, the only Health Department in the Commonwealth to implement the MEP program is awaiting the results from SMAST. Meanwhile, there is a need for the Town to initiate the Comprehensive Wastewater Management Plan. Due to the expense of such a process the Water Quality Advisory Committee has applied to Natural Resource Defense Fund administered by the EEOA. There is approximately \$960,000.00 available that could be utilized in the CWMP process. Obtaining these funds would also allow the MEP work with Barnstable, Mashpee, and Falmouth. Portions of the Town of Sandwich are the headwaters to groundwater that feeds major embayments to our South. The Town needs to review nitrogen issues affecting these embayment's and determine a plan of action if needed to assist in nitrogen reduction. The Massachusetts Estuaries Program is a tool that can be utilized to develop the scientific data that is necessary to determine the nitrogen impacts on Sandwich's estuaries. This data can then be utilized to determine what type of wastewater plan is necessary for the Town of Sandwich. To simply state that the Town of Sandwich requires sewerage and wastewater treatment plants is premature and scientifically unfounded at this time. The program was initiated during the summer of 2005 due to the identification of funds in a former line item for the study of sewerage portions of town.

The Health Agent was again appointed as the Animal Inspector for the Town of Sandwich as approved by the Massachusetts Department of Agriculture. This position is responsible for the inventory of large animals.

The Board witnessed the re-election of Sean Grady to the Board of Health in May. The Board elected Sandra Lee Tompkins as Chairman and Rebecca Lovell Scott as Clerk. The Board and Agent express their gratitude to the Assistant Health Agent Darren Meyer for his continued efforts and professionalism. Additionally, Darren maintains a committed schedule for timely permit approval and all efforts to assist the citizens. As always, the Board and Agent thanks the Board's Secretary Katherine Walter for her patience, professionalism and organization of the office on a daily basis. Katherine consistently addresses all permitting issues, processing of licenses and general questions.

Report of the EMERGENCY MANAGEMENT DIRECTOR

This past year has been another quiet one as far as major storms have been concerned. Emergency Management urges all residents of the Town of Sandwich not to become complaisant in their emergency preparedness. Information on emergency preparedness may be obtained on the Town's Web site: www.sandwichmass.org or www.ready.gov

In the past year, emergency management has help personnel in various departments and disciplines to become NIMS compliant as required by Federal and State mandates. The Town of Sandwich is a NIMS (National Incident Command System) compliant community. These are required as a part of State and Federal reimbursement to the Town of Sandwich. In this regard, the community is well ahead of other communities throughout Massachusetts by being 100% compliant, as off September 26 2008. We are still trying to keep up with all the unfunded mandates and changes from Homeland Security, FEMA and MEMA.

Also this year the Sandwich Police, Sandwich Fire, Sandwich DPW, MA State Police, MEMA and Sandwich Emergency Management completed the Cape Cod Emergency Traffic Plan.

This year the Board of Health held a drive through all hazard flu shot clinic drill combination with over 100 workers with over 1100 vaccinations given. The EOC was set up and in contact by radio with the site and the MEMA command bunker for this. We were also evaluated by FEMA and MEMA for our participation in using NIMS and web EOC direct to the State bunker.

The Town of Sandwich has four shelters located throughout the Town and an emergency operation center located at the Human Services Building. The Oakridge School is now one of six Regional Shelters for the County; it is also a pet friendly shelter and is the primary emergency shelter. This Regionalization of shelters lowers the costs to the community's in Barnstable County. The Forestdale School and the High School and the upstairs portion of the Human Services Building will be used as secondary shelters. You may call the Police or Fire Department non- emergency phone numbers to find out if a shelter is open during a storm and a major emergency. Of course if you have an emergency call 911.

The emergency operations center has been upgraded with new radios, computers and work stations to handle any emergency needs of the residents in the event of a major incident within the Town. I would like to thank Mike Twomey and all the people who have volunteered their time to accomplish this task.

The Town of Sandwich Emergency Comprehensive Plan is still in the process of being updated by all the departments within our community. It is a daunting task being done by department heads, Town Administrator and also Doug Lapp. Thank you for your assistance in helping with this task.

	<u>2007</u>	<u>2008</u>
Percolation Tests Witnessed	193	175
Title 5 Engineered Septic Plans Reviewed	233	200
Septic Permits Issued (New)	44	17
Septic Permits Issued (Repair/Upgrade)	1152	120
Septic Installation Inspections	310	289
State Septic Inspection Reports Reviewed	181	172
Well Permits Issued	48	31
Composting Operation Permit	0	0
Septic Disposal Works Installation Licenses Issued ...	79	82
Offal (Septage Haulers) Licenses Issued	23	23
Sewage Complaint Investigations	33	47
Food Service Permits Issued	134	134
Food Service Establishment Inspections	318	322
Home Baking Permits Issued	4	18
Bed & Breakfast Licenses Issued:		
(3 or fewer bedrooms)	12	12
(4 or more bedrooms)	10	10
Camps/Cabins,etc. Licenses Issued	23	23
Camp Inspections	17	17
Pool Licenses Issued	20	20
Pools Inspections	47	42
Rental Housing Inspections/Complaint Responses	27	54
Massage Licenses Issued	39	0
Tanning Permits Issued	6	6
Funeral Directors	1	1
Stable Permits Issued	28	32
Total Animals:		
Equine	101	97
Cattle/Dairy/Beef/Oxen	3	2
Goats	11	24
Sheep	4	11
Llamas/Alpacas	2	2
Swine	8	10
Turkeys	0	0
Chickens	27	34
Recreational Pond Samplings	441	446
Rubbish Haulers Licenses Issued	6	6
General Public Health Complaints	226	249

Respectfully submitted,

David B. Mason, RS, CHO
Health Agent

The Local Emergency Planning Committee (LEPC) is currently working on two projects that will greatly help the Town provide better service to sheltering and providing food to people within our community in the event of a major emergency. More on these projects will be forthcoming.

Emergency Management has been involved in providing various training with other departments and agencies. We have participated in exercises to sharpen our communications network so that we are compatible with other agencies including all schools. Our emergency management radio operator participated in the ARES exercise network that was conducted in Sandwich, for the entire Cape.

At this time, I would like to thank the American Red Cross and the Amateur Radio for Emergency Services (ARES) for their continued support to the Town of Sandwich. Also, I want to thank the members of the Local Emergency Planning Committee for their support and help during the last year, to the Town Officials that gave of their time and energy to help this committee achieve our goals.

Respectfully submitted,

James W. Silva
EM Director

Report of the FACILITIES DEPARTMENT

FY08 proved to be a productive year for the Facilities Department. The Facilities Department continued to achieve the goal of providing cost effective maintenance and repairs of town facilities.

With the help of the Barnstable County Sheriff's Department, we completed a major renovation project at the Police Department headquarters, providing much needed office and storage space. We look forward to working with the Sheriff's Department in the coming year to complete various projects throughout the Town's buildings. The Barnstable County Sheriff's Department Community work program offers substantial savings and valuable improvements to our Town's assets.

We continue working with the Work Camper Program to provide grounds keeping and building maintenance for Oak Crest Cove.

Projects completed in FY 08 included: new roofing on the Cemetery building, replacement areas of siding and roofing at the Fire Department Headquarters and the Police Station. We upgraded exterior lighting at the DPW and Transfer Station. Also, new flooring for the Building Department and the Assessing Department. With funds from the Community Preservation Act, we contracted the restoration of the Hoxie House siding, roofing and exterior trim. We also assisted the Natural Resources Department with drainage and septic system projects at Oak Crest Cove.

Increasing utility cost has put a strain on budgets. The continuation of a preventative maintenance schedule for HVAC equipment is a top priority to minimize down time, contain cost and extend working life of the equipment.

As always I appreciate the efforts of Bill Sewall and Mike Little of the Facilities Department. I would like to extend my appreciation to Jan Hagberg and Mark Galkowski for the assistance they provide this department.

Respectfully submitted,

Ted Hamilton
Director of Public Facilities

Report of the SCHOOL SAFETY GROUP

Based on the continued strong support from the School Committee and Board of Selectmen, the School Safety Group continued to make progress in 2008.

One of the most significant actions during the year was the \$25,000 FY09 operating budget appropriation voted at the May 2008 Annual Town Meeting. This was an important step for the community, which demonstrated its ongoing commitment to fund school safety initiatives in our schools. To date, \$24,575 from this appropriation has been spent to purchase surveillance cameras, digital video recorders, and entry buzzer systems at selected locations at the four schools. This technology, while not a panacea for all potential problems, is a necessary step to help ensure a safe environment for our students and staff. In 2008 the Safety Group also purchased additional portable radio equipment using a previous Town Meeting capital appropriation for school safety. We greatly appreciate the Town's support for this funding, as well as the cooperation from the School Administration, principals and, most importantly, staff, in implementing this technology.

The Safety Group also helped coordinate a reunification simulation with Sandwich students from the Cape Cod Collaborative. This important exercise – in which participants and observers made suggestions for improvement – was an excellent example of inter-agency cooperation among the Collaborative, the Sandwich School Department, the Town's public safety departments, and the Safety Group.

The Safety Group also continued its work to help develop Building Emergency Response Teams (BERTs). The BERTs, which will be composed of School Department personnel at each school, will require an ongoing investment from the Town in order to properly equip and periodically train the team members. The Safety Group is committed to assist in establishing, training, and funding these teams which we believe will be a critical component of the Town's ongoing safety efforts in our schools. We look forward to continuing to work with the School Administration to help implement these teams. The next phase will be to analyze the culture and climate of the Sandwich community as it impacts student safety, so that data can help guide decision making in this area.

Lastly, we would again like to express our gratitude to the School Committee, Board of Selectmen, School Department Administration, Town Manager, School Councils, and the community at large for their continued support of our efforts.

Respectfully submitted,

James Lehane, Chairman, Community School Director
J.J. Burke, Fire Prevention Officer, Fire Dept.
Lt. David Guillemette, Police Dept.
Douglas Lapp, Assistant Town Manager
Juvenile Detective Bruce Lawrence, Police Dept.
Dr. Walter Lesiak, Community Representative
Skip Tetreault, Director of Buildings and Grounds,
School Dept.

Public Works



Photo courtesy of Sandwich Archives

Main Street after the "Portland Storm" – November 1898.

Report of the DEPARTMENT OF PUBLIC WORKS

The mission of the Department of Public Works is to maintain, preserve and protect the infrastructure and resources of the Town of Sandwich in the most efficient and effective manner. In order to fulfill this mission, the DPW strives to provide responsive and high quality public service to the residents of Sandwich. Each of the DPW departments plays a vital role in providing this service.

2008 was another productive year for this Department. Despite rising construction costs and limited staffing, this Department was able to complete numerous maintenance and construction projects.

Highways

The Department continued to implement its pavement management plan to maintain, repair and reconstruct Sandwich's 150 miles of public roads, the Town's most valuable asset. Paving treatments included reclamation, resurfacing, cracksealing, microsurfacing and patching.

The process of rehabilitating poor-conditioned roads is called pavement reclamation. The existing pavement and sub-grade are pulverized to create a homogeneous pavement base, which is then paved with a new surface. Pavement reclamation replaces the old method of destruction, removal and replacement with new materials. This saves on labor, fuel, equipment and most importantly, natural resources by reusing the existing pavement. This process was used on Checkerberry Lane, Grandwood Drive, Little Acorn Lane, Lady Slipper Lane and Golf Links Circle.

Roads that are experiencing minor deficiencies but not in need of base rehabilitation (e.g., reclamation), are good candidates for pavement resurfacing (overlays). Resurfacing effectively addresses pavement deficiencies and is best placed on roads that show no sign of significant structural deterioration. This method was performed on Great Hill Road Extension. In cases where the top pavement layer is distressed and needs replacement, cold planing (aka milling or grinding) is performed prior to installation of an overlay. This procedure was performed on Chipman Road.

To maintain our good roads, the Department uses preventative maintenance measures such as crack and surface seals. These techniques cost-effectively extend the life of our good-conditioned roads. Sealing cracks, one of the most effective methods of preventative maintenance, helps reduce moisture infiltration that causes many pavement distresses. Surface sealing (e.g., microsurfacing), similar to sealing a driveway, provides a watertight surface, fills ruts and remedies a wide range of problems on our streets. Both of these maintenance treatments are essential to extending the life of our good-conditioned roads. 56 public roads were treated with crack sealing, surface sealing or both.

Pothole patching, berm work, aprons, sidewalk repairs and paving around drainage structures were also completed throughout Town.

Drainage projects were accomplished on Pinkham Road, Lakeview Drive, Great Hill Road, Regents Gate, Harper's Hollow Road, Woodridge Road, Pine Street, Checkerberry Lane, Grandwood Drive, Little Acorn Lane, Chipman Road and Discovery Hill Road.

General maintenance performed by the highway crew included catch basin cleaning and repairs, clearing catch basin grates, pipe cleaning, street sweeping, sign construction and installation, road-side litter pick up, and various routine services to the residents.

Construction began on the Quaker Meetinghouse Road sidewalk project. The sidewalk was constructed for the first phase (Route 130 to Cotuit Road), with only landscaping remaining to be completed. Design has been nearly finalized for the other two sections of the project (Cotuit Road to Route 6 and Route 6 to Route 6A). Construction will begin on these sections once funding sources are secured. Construction for the first phase and design for the entire project was funded by the Cape Cod Commission's Development of Regional Impact Mitigation program.

Using State Aid Funds, construction began on the Town Hall Square Intersection Improvement Project. This project enhances traffic safety, pedestrian accessibility, drainage and landscaping. Elements include a reconfigured island, new sidewalks, brick crosswalks, wheelchair ramps, fences, plantings and other landscape features. The project will be completed in the summer of 2009.

Another Village project, Jarves Street at Main Street Improvements, commenced this past summer. This project improves safety, pedestrian accessibility, aesthetics and landscaping at Post Office Square and will be completed in 2009. Design elements of this project include brick sidewalks and crosswalks, wheelchair ramps, redesigned island with new landscaping, fencing and an improved war memorial viewing area.

New stairs were installed at the end of the boardwalk. The stairs were designed with more structural integrity (e.g., pilings) to withstand storms that have, in the past, washed away pedestrian access to Town Neck Beach. We will keep our fingers crossed when the next major storm arrives!

The Department installed new poles, backboards and rims at the Wing School basketball court, used by many throughout the community.

Sanitation

The clearly visible project at the Transfer Station this year was the reconstruction of the retaining wall and recycling facility. Capital funds were used to rebuild this area to improve safety, operational efficiency and convenience for both workers and residents. New compactors and commingling of recyclables have reduced vehicle delays and encouraged more recycling. Increased recycling not only generates revenue for the Town but also reduces the disposal costs of solid waste. With these facility changes and additional recycling promotions we anticipate that the residents will continue the trend to recycle more. This is important given the potential cost increase for solid waste anticipated in the near future.

The Department thanks the residents of Sandwich for their patience during the wall construction and for their increased recycling efforts.

The Department began separation of recyclable metals at the Transfer Station. Non-ferrous (non-magnetic) metals such as iron, brass and copper were separated from ferrous metals in an effort to generate more recycling revenue for the Town. Even under volatile market conditions toward the end of the year, the Department was able to increase recycling income as a result of this new program. The Department will continue to seek other revenue generating measures to lessen the impact of rising solid waste disposal costs.

The Department expanded its municipal recycling program by coordinating with the schools to recycle paper at the three elementary schools. Paper generated by the schools will be transported by the Department to recycling facilities, thereby reducing the solid waste stream. This effort has both monetary and environmental benefits to the Town of Sandwich.

Parks Department and Tree Warden

2008 marked the return of the Periodical Cicada after spending 17 years underground as a nymph, feeding on tree roots. The Cicada's emerged for a three week mating period in June, exciting some residents while agitating others, then burrowed themselves back into the ground, not to be seen again until 2025. The distinctive high-pitch sound heard from males was part of their mating ritual. The premature brown leaves seen at the tip of branches, particularly oaks, were a result of the females laying eggs under the branches. This "natural pruning" typically does not have a detrimental effect on established, healthy trees.

The Big Three Caterpillars (Tent, Gypsy and Winter Moth), somewhat held in check this year, continue to feed on many of our local trees. The frequency of the December 2008 Winter Moth flight indicated that we may see heavy feeding from these caterpillars come May and June of 2009. Trees that have experienced consecutive years of early defoliation are dying or at risk of dying soon in some areas of Town. It is critical to perform periodic deep watering of these trees to reduce stress and, in turn, increase their chance of survival.

Pest information pertaining to local issues can be seen on the town web site: www.sandwichmass.org (see Public Works/Tree Warden/Documents).

The Department continued its tree management plan by pruning and planting trees and clearing invasive undergrowth to preserve Sandwich's public trees. Trees were planted along Quaker Meetinghouse Road coinciding with the new sidewalk construction. Additional trees will be planted with this project as funding allows.

Coordinating with NSTAR and the Upper Cape Cod Regional Technical School (UCCRTS), the Department completed a landscape enhancement project along Tupper Road, including work at the historic Roberti Farm, identified as a threatened cultural landscape. As part of their Vegetation Management Program, NSTAR pruned trees and removed invasive vegetation near the

historic Roberti Farm to reveal an old stonewall. With assistance from the UCCRTS landscape program, the Department planted trees along Tupper Road in an effort to maintain the scenic canopy of this corridor.

Several wind and snow storms wreaked havoc on our public trees causing branch, limb or total tree loss. The Tree Warden continued efforts to identify and remove hazard trees to ensure safety along public roads.

The Town continued its aggressive program to brush and prune roadsides in an effort to maintain good sight distances and vertical clearance along roads while preserving aesthetically pleasing tree canopies.

Our parks crew again demonstrated their ability to maintain our grounds in beautiful condition. The crew enthusiastically maintained our flower beds, roadsides, cemeteries and numerous other highly visible public areas that are enjoyed by residents and visitors alike. In the tradition of Sandwich, the parks crew continued to beautifully decorate the Town during the holiday seasons.

Engineering Department

The Engineering Department assisted the DPW with the design, maintenance and repair of Town infrastructure including roadways, parking lots, sidewalks, and drainage. In particular, development of new sidewalks along Quaker Meetinghouse Road progressed steadily during 2008. The Engineering Department assisted with design and utility coordination for construction between Route 130 and Cotuit Road. The Department also facilitated design and permitting for sections from Cotuit Road to Route 6A. Preliminary designs for those sections are complete and permitting is under way. Construction-ready final designs are anticipated to be complete in 2009.

Assistance was also provided for on-going improvements at Town Hall Square, Main Street and Jarves Street, various road projects throughout Town, construction of replacement stairs at the Boardwalk, and planned improvements to the Adventure Playground near the Oak Ridge School. The Department also provided technical assistance related to sign requests and general traffic safety assessments.

Efforts continued toward eliminating stormwater pollution from entering our local waterways. As mandated by the Environmental Protection Agency (EPA), the Department continued implementation of the Town's Stormwater Management Plan. This included educating the public and schools, adopting and enforcing regulations and improving drainage systems on public roads. The Department also began a three-year project to construct stormwater treatment systems along Tupper Road between Town Hall and Route 6A. Funding for the project has been made available through a competitive grant obtained from the State. Design is underway and construction of the first system is anticipated for early 2009. Once complete, these systems will improve water quality at local swimming beaches and aid the reopening of shellfish beds in Mill Creek and Sandwich Harbor. The Town's new Geographical Information Sys-

tem (GIS) has enabled the Department to better track, maintain and respond to drainage issues and infrastructure throughout Town.

Technical support was provided to various Town departments, boards, and committees. GIS mapping assistance was provided for various projects ranging from the Town's bid for Canal dredging sand to maps supporting the drive-through flu clinic. Working closely with both the Planning Board and Zoning Board of Appeals, the Department provided technical reviews and construction inspections for new developments across Town. At the request of the Planning Board, the Department has begun the process of updating the Subdivision Rules and Regulations. This is expected to be a lengthy project and may continue well into and possibly beyond 2009. Support was also provided to the newly formed Sandwich Energy Committee and the Facilities Department regarding potential improvements for Town buildings.

The Department has continued efforts to improve services for the public. All film records have been digitized, which improves record retrieval and distribution capabilities. Efforts are also under way to improve storage and indexing of paper plans. These together will provide for better services for the public, particularly those who regularly access Department records. The Department has also continued to update GIS drainage and infrastructure data layers as data gaps and inconsistencies have been discovered. These updates will be incorporated into the Town's online maps.

I wish to thank all the Town Boards, Committees and Departments, particularly the Engineering Department, for their assistance and cooperation over the past year. I would like to commend all DPW employees for their tireless efforts and commitment to keep the Town of Sandwich safe and beautiful.

Respectfully submitted,

Paul S. Tilton, P.E.
Director of Public Works/Town Engineer

Culture, Recreation and Leisure



Photo courtesy of Sandwich Archives

Upper Falls – Shawme Lake 100 years ago.

Report of the RECREATION DEPARTMENT

The mission of the Recreation Department is to promote healthy lifestyles and the general well being of individuals in the community by providing a wide range of affordable recreational classes, programs and events. While physical fitness, arts & crafts, and sports are an integral component of recreation, it is our goal to incorporate, in these activities, a sense of community, personal growth, social interaction, broadening of horizons, and general enjoyment.

We extend our sincerest appreciation to the countless number of dedicated volunteers who generously offer their time and expertise for the benefit of all Sandwich residents and visitors alike, with special thanks to all the Youth Sports Board Members and coaches, and Town Departments who assist the Recreation Department in accomplishing our goals. We are extremely grateful to Rosie Rhoades for her valued contribution and continued dedication volunteering for the Department. Please contact the Department if you are interested in volunteering.

The Sandwich Recreation Committee's objective is to provide support to the Recreation Department along with leadership and a sense of town spirit and unity. We thank and recognize the contribution, efforts, time and energy of Ted Mullin, Chair; Ken Mooney, Vice-Chair; and Committee Members Joanne Sykes, Lisa Bates, Vinnie Harrington, Mickie Young, Peter Brady, Peter Lambrinos, and we welcome the newest member, Kathryn Heras. The Recreation Committee meets the 1st Tuesday of each month at 7 PM downstairs in the Human Services Building.

The Department would like to acknowledge the service of Recreation Director, Daniel Landesman who resigned in May. We wish him well as he moves on to new professional challenges. Janice Souza, Assistant Director, filled in as Interim Director until my appointment as Recreation Director in August 2008. Thank you to Janice for a job well done as the Interim Director, the success of this past summer and fall is a direct reflection of her leadership, hard work and dedication. I would like to also thank the leadership of Sandwich for entrusting me to lead the Recreation Department into the future and for the warm welcome that my family and I have received thus far; we could not be happier to be living and working here in Sandwich.

The Recreation Department works with volunteers to oversee, clean, maintain, lock and unlock the Kenneth Benjamin Fleet Skate Park, located on Quaker Meetinghouse Road. The park is open year round, 7 days a week, from 8 AM – dusk. Public forums are periodically held to address issues at the park. The annual re-painting and clean-up of the park is scheduled each spring. Volunteers are needed.

The Sports Council (consisting of presidents of the Recreation Department sponsored youth groups and the Recreation Department staff) continues to meet on a regular basis to discuss issues and share information to promote youth sports in Sandwich.

Our ice skating program, in March, at Gallo Ice Arena continues to be a favorite program for 120 children in grades K–6. Lessons are taught by professional instructors from the Bourne Skating Club. This 6 week program is designed to introduce skaters to the fundamentals of skating; the curriculum is fun, challenging and rewarding.

Beachgoers, fishermen and sunbathers kept our summer staff busy. Wakeby and Oakcrest Cove beaches were staffed with lifeguards. Gate attendants managed the beach parking lots at the Boardwalk, Town Neck and East Sandwich. Snake Pond, East Sandwich and Town Neck Beaches were monitored for trash twice a week and meticulously cleaned by conscientious gate attendants. Jen Clancy, Head Lifeguard and Walter Kelliher, Gate Attendant Supervisor were outstanding in the supervisory roles. Our summer staff (instructors and guards) are valued and appreciated for a job well done as they consistently continue to go above and beyond the call of duty. Traditional summer programming (swimming, sailing and tennis) was filled to near capacity and new programming was well received.

The 4th of July activities drew the largest amount of participation ever in the history of the festivities! Over 400 runners entered this year's early morning 3-mile road race. The Ellis family's newly restored 1924 REO Speed Wagon (Sandwich's original school bus) made its debut in the parade and bedazzled the spectators, in addition to other patriotic floats, marching groups and antique vehicles. Once again, the Field Events were enjoyed by all ages. Our renowned "egg toss" game had over 600 participants! We had water games, sack races, parachute and beach ball fun, and a new addition this year – the Rain Gutter Regatta which was offered by Boy Scout Pack 46. Dale & the Duds had the crowd of 500+ dancing and singing along to their "oldies but goodies" on picturesque Shawme Pond at the evening concert...and the perfect ending to the perfect day was the Town's treasured boat parade where spectators stood mesmerized and awed by the creativity and ingenuity of the candle lit boats. We are grateful to the Ellis family for continuing to sponsor this valued tradition. This July 4th was one to remember! Many, many thanks to the Recreation Committee, Fire and Police Departments and **all** the volunteers that helped make this year's event so fabulous!

Once again, our annual October Scarecrow Contest was spectacular thanks to the creativity and participation of the community. There were 30 impressive entries exhibited on the front of the Sandwich Public Library lawn; hundreds of residents and visitors were captivated by this delightful exhibit. Nearly 300 people cast ballots for their favorite scarecrow. Refreshments were enjoyed by all; children made Halloween crafts, wore costumes, enjoyed a spooky story, and were spellbound by Rosie the Witch. We appreciate the support from the Library staff, volunteers, and thank all those who participated.

Our first Story Hike at Oakcrest Cove was overwhelming received by 100+ participants. Families hiked the trail, read pages of *The Little Old Lady Who Was Not Afraid of Anything* at stations throughout the trail. They collected pieces of a craft along the way and assembled their "Great Scarecrow" in the function hall. Plans

for a February vacation story hike are in the works.

In December, over 150 busy Sandwich 'Elves' made holiday gifts, cards, decorations for family and friends at our 2nd annual Elves Workshop held at Oakcrest Cove. A visit from Mrs. Claus added to the excitement and the festive, fun-filled day!

The following programs/events were offered in 2008:

- Youth Swimming Lessons
- Youth Sailing Lessons
- Youth Tennis Lessons
- Skating Lessons at Gallo Ice Arena
- Yoga Classes
- Racquetball
- Kayaking
- Golf
- Learn to Row
- Drop in Basketball – high school students
- Drop in Basketball – elementary students
- Sports Squirts/Multi Sports Clinic/Cricket
- Smart Soccer
- Exploring the Under Water
- Boston Duck Tour
- Adventures in Space
- Jump Rope
- Running class
- NE Revolution Soccer Camp
- Photographic Scavenger Hunt
- Parents Night Out
- Road Race T-shirt Design Contest
- July 4th Road Race
- July 4th Street & Boat Parade
- July 4th Field Events
- July 4th Band Concert
- Red Sox Ticket Day
- Canal Walking Club
- Bob Bigelow Presentation
- NY City Bus Trip
- Scarecrow Contest & Voting Day Festivities
- Story Hike
- Elves Workshop

We are the proud sponsors of:

- Sandwich Little League
- Girls Softball
- Babe Ruth/Senior Babe Ruth
- Sandwich Youth Soccer
- Sandwich Youth Lacrosse
- Pop Warner Football & Cheerleading
- Sandwich Youth Basketball
- Men's & Women's Tennis Leagues
- Men's & Women's Pick-up basketball
- Adult Over 30 Soccer League
- Adult Co-Ed Softball

We have many exciting programs in the works for 2009. Keep your eye out for flyers and information on a ballet performance, a cardboard box regatta, kite flying, nature walks, Frisbee fun and more. Flyers are available at the Recreation Department, Town Hall, Sandwich Public Schools, and are viewable on line at www.sandwichmass.org

We welcome your comments and suggestions. Office hours are 8:30 AM – 4:30 PM Monday – Friday.

Respectfully submitted,

Guy J. Boucher
Recreation Director

Report of the SANDWICH PUBLIC LIBRARY

The Sandwich Library continued to grow in 2008 despite severe limitations due to building size and parking accommodations. Programs at the library have drawn an increasing number of patrons for adult, teen, and children's programs. Additional staff hours, which had been funded through the fund raising efforts of the Trustees and the Friends of the Library, were funded in 2008 by an increase in the Town's appropriation to the Library. The Friends of the Library continue to provide resources to support all levels of programming at the Library. In addition, Friends fund raising efforts went toward increasing the shelving in both circulation areas, shades for windows and skylights and washing of all Library windows. The Friends also included landscape improvements among their activities.

The Friends of the Sandwich Town Archives were also busy raising funds for the archives, which they applied to programs and necessary archival preservation equipment not included in the regular budget.

Circulation numbers continue to rise as more and more residents take advantage of the large number of resources available through Ocln, our automated network, and the Southeastern Massachusetts Regional Library System (Semls). Staff also took advantage of Semls' continuing education programs to increase professional skills.

The consultant working on the new branch-building program completed his work during the summer and the report was accepted by the Board of Trustees and disseminated to the relevant boards in September.

In October the Selectmen, acting on a request from the Board of Trustees, voted to set aside three acres of the Agilent Property for a branch library. The action by the Selectmen makes it possible for the Trustees to apply for state construction funds for the new branch.

In November, the Town's Finance Committee provided emergency funds to replace the aging and troublesome heating, ventilating and air conditioning system, which will lead to savings in our energy costs.

Progress toward the construction of the branch library and provision of resources for increased service demands will be the major objectives for the coming year.

Respectfully submitted,

Richard J. Connor
Sandwich Town Librarian

LIBRARY STATISTICS

<u>Circulation</u>	<u>Fiscal 2006</u>	<u>Fiscal 2007</u>	<u>Fiscal 2008</u>
Children's	85,905	91,492	94,930
Adult	152,496	166,387	172,659
Total Circulation	238,401	257,879	267,589

Interlibrary Loan

Items borrowed from other libraries	21,626	27,049	27,634
Items loaned to other libraries	25,993	24,820	25,575

Collection

<u>Fiscal 2006</u>	<u>Fiscal 2007</u>	<u>Fiscal 2008</u>	
Children's Books	18,919	20,288	21,484
Adult Books	36,409	38,010	38,770
Audio (cassettes and CDs)	2,446	2,653	2,679
Videocassettes and DVDs	4,374	5,050	5,609
Materials in Electronic Format (CD-ROMS)	18	18	18
Miscellaneous	222	76	78
Periodical Subscriptions	254	255	258
Microforms	28	28	28
Online Databases	3	3	5
Museum Passes	17		
Total Library Collection	62,690	66,390	68,950

Report of the WESTON MEMORIAL FUND

The Trustees of the Weston Memorial Fund are elected by the Voters to serve the Town by managing endowment funds for the Sandwich Public Library.

The Fund distributed \$18,367.64 to the Town for library purposes for fiscal year 2008. This compares to \$17,188 in fiscal year 2007 and \$14,657 in fiscal year 2006. Modestly higher interest rates accounted for part of the increase in revenue. The allocation of assets in the Fund reflects a balanced investment approach with long-term objectives of increasing the Fund value and income. We are pleased to report the market value of the Fund was \$638,710 as of June 30, 2008, compared to \$574,594 as of June 30, 2007, and \$522,632 as of June 30, 2006. This is another record high for the Fund.

This year, we received the second largest gift in the history of the Weston Fund in the amount of \$50,000 in memory of Virginia L. Harvey. The gift was received from an anonymous Donor. Ms. Harvey was a graduate of Russell Sage College, Troy, New York. She retired as a dean of student affairs at Russell Sage College and moved to Sandwich in 1968. She taught English at Cape Cod Community College from 1970 to 1978. She was an active volunteer for the Town of Sandwich, serving on the following town boards: H.T. Wing Building Needs Committee, Finance Committee 1978 to 1984; Government Study Committee; and Library Building Committee 1984 to 1985. She was well known for a direct, informed, well-prepared and humorous style of communication. Our generous Donor believes Ms Harvey's career contributions as a Professor at Russell Sage College and as Volunteer here in the Town of Sandwich would best be honored by making a gift that will grow in perpetuity and forever help the Sandwich Public Library.

The Trustees of the Sandwich Public Library help us coordinate an annual appeal to residents of the Town. We continue to generate more each year from this initiative. This year donations increased the overall funds by \$4,505. The accumulated donations are assigned to the Endowment Fund, which has grown to be the second largest component of the Weston Memorial Fund. **We encourage everyone to make an annual donation to this important fund for the library.**

<u>Name of Fund</u>	<u>Year Started</u>	<u>Book Value 6/30/08</u>
Baker, Mary C.	1964	\$22,361
Belcher, Hannah	1942	\$15,895
Boyden, Willard	1999	\$8,666
Chamberlin, Annie	1945	\$945
Endowment Fund	1997	\$61,531
Faunce, Harriet M.	1910	\$2,356
Giles, John Frank	1934	\$2,356
Harvey, Virginia	2007	\$50,000
Nolan, Robert & Marjorie	2003	\$30,557
MacKnight, W. Dodge	1964	\$211,984
Macy, Charles, H.	1925	\$19,971
Nye, Nathaniel		\$1,401
Weston, William & Sophia	1907	\$41,250
Total Book Value		\$469,290
Market Value 6/30/08		\$638,710

Respectfully submitted,

Geoffrey F. Lenk, Chairman
Peter N. Conathan, Treasurer
Charles E. Scribner, Secretary

Report of the DIRECTOR OF GOLF OPERATIONS/ SANDWICH HOLLOWES GOLF CLUB

Sandwich Hollowes Golf Club is an 18-hole municipal golf facility overlooking Cape Cod Bay. Calendar year 2008 marked the eighth year of ownership and management of Sandwich Hollowes Golf Club by the Town of Sandwich. Mid-year 2007 (beginning of FY '08) displayed an appreciable increase in rounds of golf and revenue over prior years.

All phases of successful club operations are largely dependant on increasing our total number of rounds on a yearly basis. All efforts - marketing, staffing, capital improvements and policy planning are analyzed and executed with this goal in mind, and with an eye toward FY '09, Sandwich Hollowes is confident this progress will continue.

Modest course renovations took place in 2008, including the addition of several golf cart paths, along with some minor tree management.



Impact of new policies affected all facets of golf operations. Most notably, increased attention toward and the establishment of discounted rates for Sandwich charity golf outings. Relationships forged between community leaders and the golf club were extremely productive for all parties involved. Outings have become and will continue to play a significant role in the success of this golf course, with local charitable outings leading the way.

Some of the local groups who held substantial golf functions at Sandwich Hollowes in 2008 were:

SANDWICH BABE RUTH
SANDWICH BOOSTERS CLUB
CANAL YOUTH HOCKEY
SANDWICH FIRE DEPARTMENT
SANDWICH POP WARNER FOOTBALL
CYSTIC FIBROSIS (LOCAL CHAPTER)

Many other groups, most new to the club, participated in holding outings or weekly leagues, or both, in 2008.

WEEKLY LEAGUES

MONDAY DRIVERS WOMEN'S LEAGUE
PUBLIC SAFETY GOLF LEAGUE
PLAYERS CLUB
SANDWICH HOLLOWES MEMBERS
WOMEN'S LEAGUE
SANDWICH HOLLOWES SENIOR MENS
WEEKDAY LEAGUE
DOUBLE BONUS QUOTA LEAGUE

REGIONAL LEAGUES

CAPE COD PRO-AM LEAGUE
CAPE COD SENIOR 4-BALL LEAGUE
CAPE COD WOMENS LEAGUE
BAY COLONY WOMENS LEAGUE
RETIRED MEN'S CLUB OF CAPE COD
MID-CAPE MEN'S CLUB
CAPE COD JUNIOR GOLF ASSOCIATION
SANDWICH HIGH SCHOOL GOLF TEAM
UPPER CAPE TECH GOLF TEAM

GOLF OUTING PARTNERS

SANDWICH SPORTS COMPLEX
WOODSIE GOLF CLASSIC
ST. MARGARET'S TOURNAMENT
THOMAS O'BRIEN MEMORIAL
HARRY THE HAT
BOGILIANI TOURNAMENT
MATTY OLIVERIA MEMORIAL
TIGER LONG MEMORIAL
SHEPLEY WOOD PRODUCTS
JO JO MEMORIAL
ALS RESEARCH CHARITY OUTING
DANIEL MURRAY MEMORIAL



NORTHEASTERN UNIVERSITY
CAPE COD COMMUNITY COLLEGE
JEFF HAYES TOURNAMENT
SAINT MARGARET'S
SEASCAPE CLASSIC
PLYMOUTH YOUTH HOCKEY

Sandwich Hollows has also hosted the Cape Cod PGA Chapter, the New England PGA Junior Championship sponsored by The Westfield Group, and last but not least, over 30 Member Tournaments spread throughout the year. Sandwich Hollows takes tremendous pride in congratulating a pair of 2008 Club Champions – Mr. Peter Hartmann and repeat winner Miss Brittany Weddell. It should be pointed out that Miss Weddell brought much positive attention, via the regional media, to Sandwich Hollows by her extraordinary achievements in both the local and regional junior golf circuit.

The Sandwich Hollows Golf Advisory Committee (GAC) continues to advise management in important areas of both short and long term planning. New GAC Chairman, John Tzimirangas, is currently assisted by the following: Brian Jordan, Sue James, Mike Regan, Norm Theriault, and Al Lanoie

The Sandwich Board of Selectmen have instituted periodic reviews throughout the year with management regarding general department policies, accomplishments, goals, planning for the future and accountability of existing management.

The recent success of Sandwich Hollows could not have been achieved without the ever-present assistance of Town Administrator Bud Dunham, Assistant Town Administrator Doug Lapp, and many other department heads that lent a helping hand when requested. Ted Hamilton, Director of Public Facilities, has been generous with his time and helpful with many projects at the club.

The Casual Gourmet, Inc. continues to manage the increasingly successful Food & Beverage operations, hosting numerous golf functions along with weddings, bar mitzvahs, baby showers, local corporate breakfast meetings, etc.

Our marketing strategies are expanding daily, with emphasis shifting from printed materials to online solutions. Bulk emails, interactive website capability, database collection, and the like are now in place. Our partnership with two chambers of commerce continues to attract visiting golfers, as do our trade show presence and carefully placed advertisements in regional publications. New logos are established and our officially new tag line, "Best Deal On Cape Cod", (with accompanying photo of Cape Cod Bay) has been featured in over eight golf magazines.

Please visit our website, www.sandwichhollows.com.

Respectfully submitted,

John R. Johnson Jr.
Director of Golf Operations

Housing and Human Services



Photo courtesy of Sandwich Archives

Main Street in Sandwich over 100 years ago.

Report of the HOUSING AUTHORITY

The Sandwich Housing Authority is an independent governmental entity administered by a Board of Commissioners consisting of four members elected by the voters of Sandwich and a fifth member appointed by the Governor of the Commonwealth.

The mission of the Sandwich Housing Authority is to provide safe and affordable housing for low and moderate income persons, encourage self-sufficiency, and continuously pursue opportunities for the expansion of affordable housing units whenever financial or regulatory opportunities may exist.

The Authority currently provides housing for families, senior citizens and people with special needs at properties located on George Fernandes Way and at Hansen Village on Tom's Way.

These properties include:

- 28 units of state-funded Section 667 elderly housing
- 8 units of state-funded Section 667 congregate housing
- 13 units state-funded Section 705 family housing
- 12 units of state-funded Section 689 special needs housing
- 1 unit of CPC-funded rental housing

The Authority also administers State and Federal rental vouchers which can be utilized at non-SHA rental properties throughout the area including:

- 13 state-funded MRVP vouchers for low-income families and individuals
- 20 state-funded AHVP vouchers for low-income & disabled individuals
- 28 HUD Section 8 vouchers for low-income families and individuals.

2008 was both a challenging and an exciting year for the Sandwich Housing Authority.

The Board of Commissioners was very pleased to welcome Paula Schnepf as the new Executive Director of the Authority. Paula was the former Executive Director of the Community Health Center of Cape Cod, and is also an elected Commissioner in the Barnstable Housing Authority and a member of the Barnstable Community Preservation Committee. Paula is responsible for overseeing the operation of the Authority's existing housing units, administration of rental vouchers, coordination of all staff activities as well as being an integral part of the SHA's expansion efforts. We wish her well in her efforts!

As with housing agencies across the Commonwealth, the SHA continued to see a growing demand which far exceeded its supply of available housing. The Authority also saw escalating utility and operating costs compounded by stagnant or shrinking rental income.

There were many bright spots, however, over the past year and the SHA is very appreciative to the Community Preservation

Committee and the members of Town Meeting for their continued confidence and support on two new affordable housing initiatives.

Sandwich RAP Program – The Authority is very pleased to announce that a Sandwich family is now occupying a home which was acquired and renovated using a portion of the \$235,000 in RAP funds which were approved by the Community Preservation Committee (CPC) and Town Meeting in 2006 and 2007. Under the RAP program, CPC funds are used by the SHA as a down payment to acquire and renovate an existing housing unit for a qualified family. The income generated through the rental of the unit is then used to fund the monthly mortgage payment to a local bank. The SHA continues to review available properties and expects to acquire additional units in the very near future.

Expansion of George Fernandes Way — The Authority is also very pleased to announce CPC approval of \$1.8 million in funding for the development of 24 additional affordable, elderly & handicapped housing units on SHA-owned land adjacent to George Fernandes Way. Once this funding is approved by Town Meeting, the SHA will begin to work with county, state and federal agencies, as well as local banks in order to procure the remaining financing. Once completed, this project will be funded entirely through rental income.

The SHA is very enthusiastic about the opportunity of bringing additional affordable housing opportunities to the Town of Sandwich and would like to thank Marc Slotnick of New England Communities LLC and attorney Jonathan Fitch for their tremendous technical assistance with this project.

Other Expansion Efforts - In a further effort to increase acquisition opportunities, the SHA has been designated as an approved buyer for future Mass Housing Partnership and Massachusetts Department of Housing and Community Development (DHCD) funded affordable units. This will allow the SHA to acquire affordable housing units which may be included within a planned 40(b) subdivision.

The SHA has also been recommended by both the Sandwich Planning Board and the Sandwich Board of Appeals as the recommended monitoring agent for affordable housing in the Town of Sandwich. This will allow the Authority to monitor planned affordable developments to ensure that they remain in compliance with local and state policies. Fees earned from these services will be utilized to further expand SHA services.

The Board of Commissioners would like to thank our Executive Director and Staff for all of their efforts during the year and their constant ability to keep the ship going in the right direction – regardless of the number of icebergs in the water!

The Authority would also like to thank Town Manager Bud Dunham, the Board of Selectmen, the Police and Fire Departments, the Department of Public Works, the Council on Aging, the Board of Health, and all the other town agencies for their continued assistance, cooperation and support throughout the year.

Regular public meetings of the Board of Commissioners are scheduled for the first Thursday of each month at 6:00 PM in the Community Room at Hansen Village, 20 Tom's Way. To confirm meeting times, or for more information on eligibility or unit availability, please contact the Sandwich Housing Authority at (508) 833-4979.

For more information, please visit our website at www.sandwichhousing.org

Respectfully submitted,

The Sandwich Housing Authority Board of Commissioners
Robert F. Simmons, Jr., Chairman
Daniel DiGiandomenico, Vice Chairman
H. Earl Lantery, Treasurer
Richard Johnson, Assistant Treasurer

And the Staff of the Sandwich Housing Authority:
Paula K. Schnepf, Executive Director
Cynthia Roberts, Office Manager
Sue Murphy, Office Assistant
Phil Egan, Maintenance

Report of the PUBLIC HEALTH NURSE DEPARTMENT

Our goal is to provide the residents of Sandwich with health information and services allowing them to make informed choices, prevent disease, and optimize their health.

We continue to offer Well Women's Clinics. Dr. Wendy Bone and Cathy Gwynn RN scheduled 4 clinics in April, May, and September for 29 patients. Referrals for bone density exams, mammograms, and specialized follow-up were made and appropriate literature provided. Clinic appointments can be made by calling the Nursing Department.

This year we partnered with Dr. Avi Traum and Massachusetts General Hospital and the Sandwich Public School system to screen 6th graders for prehypertension and hypertension. Recent medical literature documents the common occurrence of hypertension in children and the potential for long term health risks such as cardiovascular disease, damage to the central nervous system, and kidney damage. Currently, we have screened 283 children and anticipate screening several hundred more in an effort to prevent early, chronic illness in our pediatric population.

Once again we worked with other town departments to offer a drive-thru flu/emergency dispensing site clinic for residents. This year we gave 952 doses of flu vaccine at Corpus Christi Church from 12 noon – 7 PM. This drill further helped us evaluate and strengthen our response during a disaster when mass dispensing of pharmaceuticals or other goods is necessary. We were fortunate to have a large group of volunteers including medical staff, residents, Air Force and Coast Guard personnel.

We also held 2 pediatric flu clinics, an employee clinic, and 4 adult clinics which allowed us to give 463 additional doses of flu vaccine. We continue to provide flu shots as requested.

Immunizations are an important part of prevention and we were able to provide 163 adult and pediatric vaccines which included Hepatitis A, Hepatitis B, Tetanus/Diphtheria, Tetanus/Diphtheria/Acellular Pertussis, Varicella, Mumps/Measles/Rubella, Menactra, Pneumovax, and 50 visits for Mantoux testing. Immunizations are given the 1st Tuesday of every month by appointment.

Zostavax has become an important immunization during the past 2-1/2 years for the prevention of shingles. The Centers for Disease Control recommends it for adults, who meet the criteria, and are 60 years and older. This past year we immunized 42 people with Zostavax. We anticipate maintaining a supply of Zostavax throughout the year. Interested residents should speak with their physicians about receiving this vaccine and call to schedule an appointment.

The Massachusetts Department of Public Health requires that we do surveillance and reporting on a large number of diseases. We reviewed 202 cases and followed up and reported on approximately 150 of them. Tick borne and enteric diseases were the majority of those reported.

We had 54 office visits for teaching, administration of medications, dressing changes, weights, and consultations and made 11 home visits where we assessed residents for medical needs.

Blood pressure clinics are held the first Thursday of each month. Two clinics are held at Shawme and 1 at Hansen Village. The office clinic is held for all Sandwich residents 11 AM-12 Noon in the Human Services Building, Nursing office. We took over 450 blood pressures at these clinics last year and made appropriate MD referrals.

The Durable Medical Equipment shed provided 91 pieces of medical equipment free to Sandwich residents. The equipment included walkers, wheelchairs, canes, commodes, cushions, and shower chairs and benches. The medical equipment garage is located behind the Human Services Building and can be accessed by any resident. Equipment may be signed out in the Nursing Office.

We are grateful to the many volunteers who assist us with our programs. I also wish to thank Cathy Gwynn, RN and Marilyn Bassett, my co-workers, who, because of their foresight, flexibility, and humor allow us to continue to search out potential programs/projects which will benefit the residents of Sandwich.

Respectfully submitted,

Joanne Geake, MPH, BSN, RN

Report of the COUNCIL ON AGING

The mission of the Council on Aging is to 1) advocate on behalf of Sandwich elders in addressing their needs by identifying and developing resources of assistance; 2) provide information, referral, outreach, nutrition and health services, in cooperation with other Town departments and area agencies; 3) enhance quality of life for seniors and the community by providing educational, recreation, cultural programs and activities; and 4) set policy for operation of Senior Center.

Our **Outreach Program** is vital to the safety, security and well being of our senior citizens and their families. Senior population (age 60+) is 4,909 (21.3% of population). Living independently and safely in one's own home as long as possible is important to most senior citizens and our Outreach Program is vital to that goal. We work closely with many local, state and federal agencies to leverage as much assistance as possible. We continue to try and meet the challenge to supplement funding cuts to programs that are important to senior citizens. Much of the help we receive comes from donations and the willingness of Sandwich citizens of all ages to help in so many ways.

We provide programs to address outreach needs and/or concerns, information and referrals, advocacy for senior citizens and their family members. In FY 08, our Outreach Program assisted 673 senior citizens. We also assist community members under age 60 and assisted 132 families in 2008.

As a service to community members of all ages, we continue to oversee the Global Petroleum Oil donation as well as continue to be an intake site for the State Fuel Assistance Program through South Shore Community Action. We encourage residents of any age struggling with heating bills to contact us at 508-888-4737 to inquire about program guidelines.

The Council on Aging initiates a study each year of what the services/programs accessed for Sandwich seniors citizens and/or their families translated to in dollars saved for these clients. The result was a staggering \$780,161 for F/Y 08. This is for such programs as: Transportation, Fuel Assistance, Food Stamps, Mass Health buy in for Medicare and co-pays deductible – pharmacy; Prescription Advantage, Global Petroleum, medical appointments transportation as well as assistance from Cape Cod Free Clinics, Salvation Army, St. Vincent de Paul, Upper Cape Homeless Council, Veterans Agent, Cape Cod Times Needy Funds, Dentistry for all. (Dollars saved "Under 60" clients totaled \$407,080.

Our **Volunteer Program** is crucial to our operation. Talented and dedicated volunteers deserve most of the credit for the success of the work of the Council on Aging. If you are interested in helping out please contact our Volunteer Coordinator at 508-888-4737. You do not have to be over age 60 to volunteer! Our volunteers make possible many programs such as: Reception Desk coverage, Triad, Friendly Visitors, Handyman Repair Program, Telephone Reassurance, Intergenerational Programs, Transportation and our Newslet-

ter collating. Our Board Members are also volunteers as are the Friends of Sandwich Council on Aging Board. In FY 08, our 130 volunteers gave 6,755 hours valued at \$135,100.00. Our volunteers are vital not only to the Council on Aging but to all Sandwich residents. We honor them each year with a recognition luncheon made possible with Formula Grant funds.

Our Transportation Program: We operate our passenger vans to transport seniors to grocery shopping, pharmacy and a bank on Thursdays and/or Fridays. Twice a month, the second and fourth Wednesdays, the van transports senior citizens to shopping at area Malls. We also transport to Sight Loss Support Group once a month. *These programs are possible through the generous donation of time by our van volunteers.* More are needed! *We receive no town funds for this program.* The users of this service pay a donation to support this program.

We also have volunteer drivers available to drive seniors to medical appointments. This program is critical, as many seniors can no longer drive.

The Council on Aging was once again awarded a **grant to provide transportation** from Elder Services of Cape Cod & Islands in the amount of \$5,700. This grant enables us to fund a part-time driver two days a week (usually Tuesdays and Wednesdays) to provide additional opportunities for seniors who cannot or should not drive to travel to area malls, movie theatre, hairdressers, friends, and/or the Council on Aging to attend programs. We encourage your participation in our transportation program. Leave the driving to us!

Until the Council on Aging has a paid professional driver to drive our van, the Council on Aging is unable to adequately provide for the transportation needs of elders who no longer (or should not) drive.

Other Programs: We provide many social, educational and wellness programs and we encourage you to explore our offerings.

23,537 Telephone calls (20,422 in FY07) for general information and referral, transportation, social programs, outreach requests, fuel assistance, financial assistance, health issues/screenings, and insurance counseling — SHINE (Serving the Health Information Needs of Elders) as well as 19,018 (*increase over FY07-18,278*) participation units in our programs such as our many classes, seminars, socials, TRIAD programs, luncheons, transportation to medical appointments, grocery shopping, appointments for lawyers, tax preparation, health screenings, support groups, wellness programs were handled during fy08.

THE NEWSLETTER: Is made possible with the support of local merchants who advertise in our Newsletter. *We receive no town funds.* They make possible the in-house printing and mailing of our Newsletter (23,709 in FY08) to 2,000+ businesses and residents. This Newsletter communicates the programs and services being offered at the Council on Aging as well as information on health, legal and financial issues. As many as 28 volunteers address and collate the Newsletter each month. We thank our advertising sponsors for their ongoing support.

Report of the DEPARTMENT OF VETERANS' SERVICES

Many organizations provide support and assistance to the programs and services at the Council on Aging. They are: Friends of the Sandwich Council on Aging, Sandwich Senior Citizen's Club, Cape Cod VNA, American Legion Post #188, Falmouth Hospital Community Programs, Rotary Club of Bourne/Sandwich, Lion's Club, Kiwanis Club, Sandwich Women's Club, Sandwich COA Monday quilt group — Sandwich Stitchers, Shawme Heights Management, Inc. We thank them and ask you to support their fund raising efforts. We also thank private citizens who support us through their donations of funds and items such as craft items, supplies and services.

We continue to work closely with other Town Departments, especially Nursing, Recreation, Park Department, Town Clerk, Town Assessor, Tax Collector, Board of Health, Public Library, Fire and Police Departments. These men and women are always ready to assist the Council on Aging and Sandwich Senior Citizens. We thank them and sincerely appreciate their support.

Nine members comprise the policymaking Board of the Council on Aging. They each have added responsibilities of expertise in various senior issues and activities. The Board would like to thank the citizens of Sandwich and officials for their assistance and support during the year. *The Board continues to advocate the need for a Senior Center and has made this their number one priority. We hope to be sharing with you encouraging news soon for a timeline for the building of our Senior Center.*

We are fortunate to have the services of a knowledgeable and caring staff. Town funded positions are Gayle Moniz, Outreach Coordinator who advocates so well for services for clients; Patricia Ryan, Volunteer and Special Projects Coordinator who provides the much needed organization for our volunteer program as well as the coordination of some of our special programs and Mary-Ellen Steeves, Administrative Assistant, who provides assistance and support in so many ways to the staff and program participants as well as coordinating the Tax Credit program and the Transportation Program. We receive State Formula Grant funding for Patricia Ryan, Volunteer/Special Projects Coordinator and Barbara Buchenan, Clerk who helps with data entry for our stats. We will continue to work to provide interesting and meaningful programs and services.

Respectfully submitted,

Janet A. Timmons, Director
Jan Teehan, Chair
Jennifer Hamilton, Vice Chair
Marian McLoughlin, Secretary
Maureen Schneider, Treasurer
Kathryn Heras
Regina Peters,
Carol Vigliano
Emmanuel Freddura
Robert Sheehan
Robert Uebele, Friends of COA Liaison

The Department of Veterans' Services is a full-service center that provides benefits and services to veterans and/or their dependents.

We provide financial aid for ordinary living expenses, food, heat, and medical coverage to veterans and/or their dependents who have met our criteria. We aided local sandwich veterans this year with over \$20,000.00 in these benefits.

We also provide assistance in obtaining veterans benefits from the federal, state and local programs. We file claims for compensation, pension, education, health care enrollments with the VA.

During this year, we obtained over 2.9 million dollars for the 1897 veterans claims in the Town of Sandwich, in compensation/pension benefits and well over that amount in medical care at the VA Clinic in Hyannis, the VA Hospitals in Providence, West Roxbury, Jamaica Plain and Brockton.

The following is a breakdown in caseload work for this period:

Active cases – 2,297
Appointments – 43
Incoming telephone calls – 8,722

We encourage any veteran or dependent of a veteran to contact us at our location: First Citizens Federal Credit Union building, 66 Falmouth Road, Hyannis, MA. Our telephone number is 1-888-778-8701 or contact us locally in Sandwich at the Council On Aging building, Quaker Meeting House Road, Sandwich on Wednesday afternoons from 1 pm to 3 pm or anyday by appointment.

Respectfully submitted,

Sidney L. Chase, Veterans' Agent
Norman W. Gill, Assistant Veterans' Agent
Edward Merigan, Assistant Veterans' Agent

Blake Dawson, Service Officer

Education

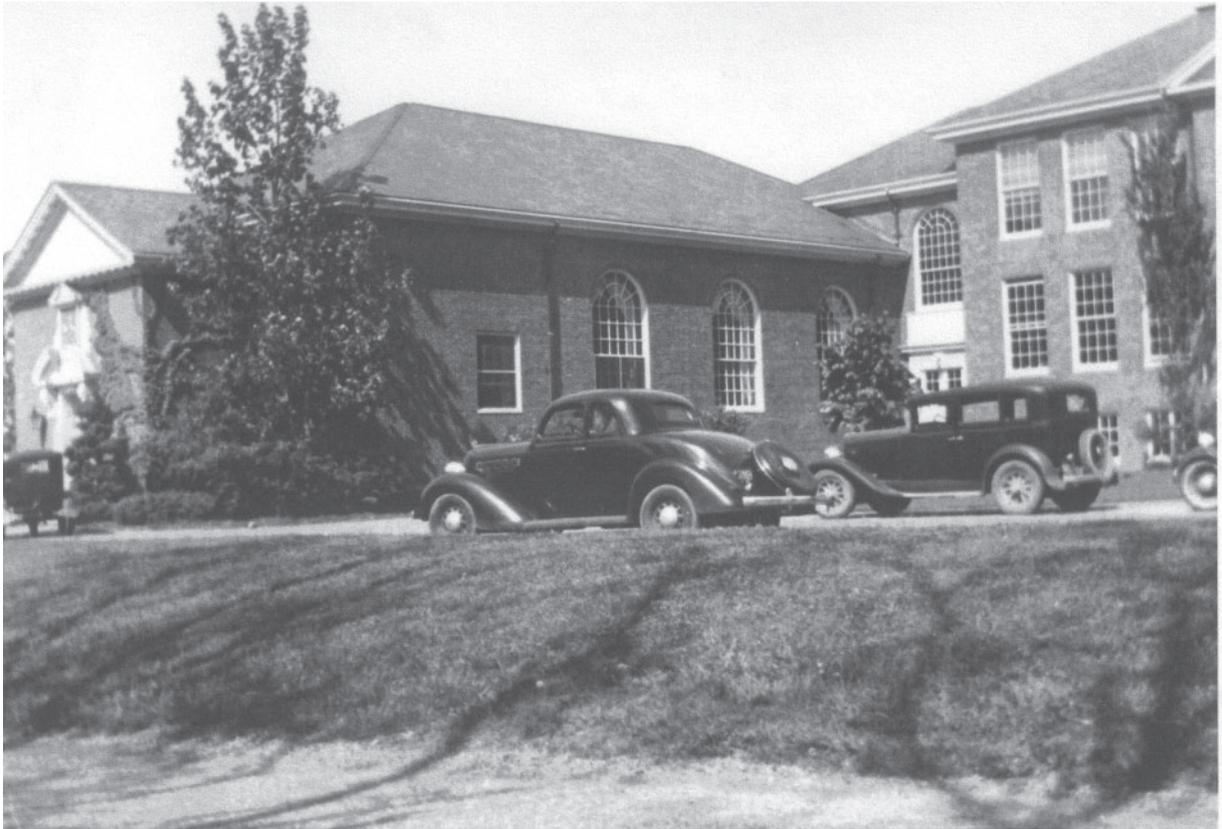


Photo courtesy of Sandwich Archives

Henry T. Wing School, which celebrated 80 years in 2008-9.

Report of the SANDWICH PUBLIC SCHOOLS

School Committee:

Robert Guerin, Chair	2009
Robert Simmons, Vice Chair	2010
Aleta Barton, Secretary	2010
Shaun Cahill	2009
Patricia Lubold	2009
Sherry Marshall	2011
Barbara Susko	2011
Kaitlin Meiss, Student Rep.	

Superintendent of Schools:

Dr. Mary Ellen Johnson

School Business Administrator:

Richard Reino

Office Personnel:

Joan Caulkins, Administrative Assistant
Janet Horton, Payroll
Brenda Newell, Bookkeeper/Secretary
Toni Sheehan, Bookkeeper/Secretary

Office Address:

365 Quaker Meetinghouse Road, Suite A
East Sandwich, MA 02537
Telephone: 508 888-1054
Fax: 508 833-8023

GENERAL INFORMATION

School Committee Meetings:

Regular School Committee Meetings are held at 7:00 PM, Sandwich High School, on the first and third Wednesdays of each month, unless otherwise posted.

School Entrance Ages:

School Committee Policy states: "Children must be five (5) years of age by September 1st to be eligible for Kindergarten, and six (6) years of age by September 1st to be eligible for first grade.

Birth Certificate:

A birth certificate is required for all children entering either Kindergarten or Grade 1.

Medical Requirements:

Medical requirements for school entrance are immunizations according to the General Laws of Massachusetts, certified by a doctor.

State Regulations:

The School Committee or Board of Health shall cause every child in the public schools to be separately and carefully examined by a physician duly registered in Massachusetts within six months before entrance to school or during the first year after entrance and at intervals of either three or four years thereafter.

No School Information:

Every effort will be made to have school whenever feasible. If the conditions are severe, school will be canceled. If conditions are almost safe but the Highway Department needs extra time to plow,

the school day will be shortened. Under this alternative plan the opening of all schools and all bus pickups will be delayed two hours. When the schools are on a two-hour delay, there will be no morning kindergarten. The No School Announcement or the Two Hour Delayed Opening will be carried, starting at or before 6:00 AM, by radio stations WQRC 99.9 FM, CAPE 104, WCOD 106.1 FM, WXTK 94.9 FM, WPLM-AM 1390, as well as television stations WBZ Channel 4, WCVB Channel 5, WHDH Channel 7, and WLVI Channel 56.

ENROLLMENTS IN SANDWICH As of October 1, 2008

<u>School</u>	<u>Grade</u>	<u>Total</u>
Forestdale	Kindergarten	76
	One	84
	Two	98
	Three	79
	Four	101
	Five	76
	Six	105
	Seven	96
	Eight	124
	Total:	839
Oak Ridge	Kindergarten	65
	One	99
	Two	84
	Three	104
	Four	102
	Five	99
	Six	116
	Seven	131
	Eight	112
	Total:	912
Wing	Pre-School	58
	Kindergarten	60
	One	77
	Two	95
	Three	83
	Four	90
	Five	85
	Six	87
	Seven	72
Eight	81	
	Total:	788
High School	Nine	274
	Ten	248
	Eleven	249
	Twelve	264
		Total:
Total Enrollment as of 10/01/08		3,574

2008 SCHOOL BUDGET REPORT

FY-08

School Budget	\$29,014,401
Revised Budget	\$29,014,401
School Expended	\$29,014,401

<u>Revolving Accounts</u>	<u>Previous years balance</u>	<u>Receipts as of as of 6/30/08</u>	<u>Expended as of as of 6/30/08</u>	<u>Balance as of as of 6/30/08</u>
Athletic Revolving Account	26,160	203,954	229,499	615
Special Education Tuition Acct. Balance	320,831	1,279,720	1,060,347	540,204
Pre School Tuition Account Balance	28,588	55,699	50,240	34,048
Music Account Balance 6/30/08	3,684	5,828	8,083	1,429
Brennan Account Balance 6/30/08	191	3,000	2,184	1,007
Admin/Bus Fees 6/30/08	6,913	190	7,043	60
Impact Aid 6/30/08	624	0	509	115
Insurance Fund 6/30/08	5,684	3,392	3,543	5,534
Comm Electric	14,127	0	9,213	4,914
Total Revolving Accounts	406,802	1,551,783	1,370,661	587,926

<u>Grants</u>	<u>Grant amount</u>	<u>Expended as of as of 6/30/08</u>	<u>Balance as of as of 6/30/08</u>
Nurse Leadership	64,199	64,199	0
expanded learning #226	7,000	0	7,000
Enhanced Ed thru Technology #160F	1,730	1,280	450
E C Allocation #262	9,704	9,704	0
Project Adjust #240	714,743	638,132	76,61
Safe & Drug Free #331	9,609	9,609	0
Title 1 #305	139,663	125,418	14,244
Ed Quality #140	64,641	38,456	26,184
Title V #302	4,706	2,393	2,312
Community Partnership #391	153,027	150,779	2,248
SPED Professional Development #274	22,849	22,849	0
CTF	5,000	0	5,000
Total Grants	1,196,871	1,062,819	134,048

Report of the SCHOOL COMMITTEE

Our Vision: The Sandwich Public Schools are committed to excellence and continuous improvement in all aspects of teaching and learning. We will provide a safe, supportive and respectful learning environment that encourages each student to develop the knowledge, skills and character necessary to reach his or her potential. We will instill in students the high standards of performance and self-discipline required to complete their public school education fully prepared for success in higher education, career training, public service or the workforce.

2008 was a year of transition and transformation within the Sandwich Public Schools.

Consistent with our commitment to providing clear direction for teaching and learning through planning and instruction and the development and implementation of curriculum aligned to the Massachusetts Frameworks, we continued our efforts to recruit, train and retain excellent administrators and teachers, as it is these education professionals who help inspire students to learn and grow. During the year we hired a new Superintendent and two Principals and we began to actively recruit for a new Business Manager, Community School Director and Assistant Superintendent.

We also committed new and additional resources to enhancing and reinvigorating our professional growth and development through a new, vibrant staff training and development program. While we all share the responsibility, it is the teacher who ultimately ensures our mission of providing each child with the core values, knowledge and skills needed to achieve full potential in his or her personal and work life and to contribute actively in our diverse and changing democratic society. Keeping their skills and knowledge current is a fundamental commitment of this Committee. We continue to support professional development for teachers in the implementation of Responsive Classroom Practices for grades kindergarten through grade five and Advisories for grades 6 through 12. Both Responsive Classroom and Advisories support our commitment to providing each student with a warm and nurturing environment where students demonstrate a strong sense of belonging and have a personal connection to school as well as a commitment to their own learning. In addition, funding has been provided to continue training in Writers' Workshop taught through the Reading and Writing Project of Teachers' College at Columbia University. A program of professional development in reading instruction for the intermediate and high schools grades with consultant, Laura Robb furthers the important work we began this year at the high school level in the area of Professional Learning Communities where teachers are engaged in collaborative learning supported by Teachers 21

We continue to support our goal of continuous student performance improvement. Today, student achievement is closely moni-

tored through formative and summative assessments including the Benchmark Assessment System as well as the Massachusetts Comprehensive Assessments Systems. We are pleased to report great progress with the implementation of new curriculum in English Language Arts, Mathematics and Science at grades kindergarten through eight. This reflects our strong commitment to ensuring that all of our students graduate as highly literate young adults. More specifically, we have and continue to support the implementation of Reading Recovery, Leveled Literacy Interventions and literacy instruction that is aligned with best practices and current research. This work is supported through the Lesley University Literacy Collaborative. In the area of technology, we have and continue to support continuous improvement including the lease/purchase of hardware and the implementation of the Renzulli Learning Systems at the K-8 schools and the Virtual High School where our students will be challenged and better prepared to compete within the global society.

We continue to support our goal of excellent resource management. We recognize and appreciate the economic times we are facing. In light of this, the Committee and the entire administrative team has and continues to approach the development of the budget as an opportunity to reflect upon best practices, refine our programs, and our staffing patterns, while ultimately staying focused on our primary mission of providing a high quality education to each and every one of our students.

The Sandwich Public Schools are committed to developing strong school/community partnerships and active engagement within our schools. The School Committee would like to thank our Superintendent, Dr. Mary Ellen Johnson, and her management team for their tireless efforts on the behalf of our students over the past year. The Committee would also like to thank The Board of Selectmen, Finance Committee, Town Manager Bud Dunham, the Chiefs of Police and Fire, and the Department of Public Works, and many other town employees for all of their assistance and cooperation over the past year. All of these people have played an important part in providing a quality education to every student and in maximizing each tax dollar that the residents of Sandwich invested in education.

Finally, as Chairman, I would like to thank the members of my Committee. While we may not all have agreed on every issue, everyone believed in the concept of "agreeing without being disagreeable" and worked toward our common goal of providing the best education possible to the students of Sandwich.

We recognize that only by working closely together, we will indeed be able to not only achieve all of our goals, but go beyond to become the world's best school district where everyone thrives as lifelong learners and we do indeed create a beautiful tapestry of learning.

Respectfully submitted,

Bob Guerin, Chairman
Sandwich School Committee

Report of the SUPERINTENDENT OF SCHOOLS

The Sandwich Public Schools, which has a long history of tradition and pride, are the home of 3,574 engaged students and 465 dedicated staff members who are devoted to educational excellence.

The Sandwich Public Schools are committed to excellence and continuous improvement in all aspects of teaching and learning. We believe that all children can learn and can meet high standards. This fundamental belief provides the foundation for establishing high expectations for all children with the goal that they will be able to lead productive, fulfilling and successful lives in an increasingly diverse and complex world.

The Sandwich Public Schools places a strong emphasis on emergent literacy with students beginning to learn to read and write in kindergarten. In grades kindergarten through eight, our students are engaged in Reader's and Writers' Workshops and receive the benefits of shared reading, guided reading and independent reading. Our student's literacy skills are assessed through ongoing assessments including the Fountas/Pinnell Benchmark Assessment Systems which provide valuable information when planning for instruction. Our literacy instruction is supported in each of our K-8 schools through the services of 2 Reading Recovery Teachers and a Literacy Teacher and Special Education Teacher for grades K-2, 3-5 and 6-8. These teachers not only provide direct services to the students but provide ongoing professional development and support to teachers thereby embedding continuous improvement in the fabric of the schools. This year we have initiated an additional program, Leveled Literacy Instruction, which is geared to both general education and special education students in grades 2-5 who need additional reading support. Our strong partnership with the Literacy Collaborative at Lesley University supports professional growth within the district where teachers are engaged in ongoing dialogue and reflection upon best practices.

The Sandwich Public School has continued to refine the curriculum and ensure that it is aligned to the Massachusetts Frameworks. This year the teachers in grades K-8 are using a newly updated mathematics curriculum and English Language Arts Curriculum. This year, grade one teachers are using the Everyday Mathematics program to support the implementation of the new curriculum. In addition, the Science curriculum for grades K-8 has been recently refined and aligned to the standards and new units of study are being developed.

Sandwich High School is a fully accredited high school having been celebrated as a school of excellence during and since its decennial accreditation visit. In the five years since the decennial visit from New England Association of Schools and Colleges (NEASC), Sandwich High School has remained focused on sustaining areas of commendation while responding to all areas articulated in the recommendations. A committee of teachers was formed which works closely with the principal to care take the NEASC process and to implement new programs and initiatives. In the past five years,

we have systematically expanded the Program of Studies in a manner which focuses on our commitment to 21st century teaching and learning. New courses place emphasis on project based assessment, integration of technology, development of critical and creative thinking and while providing students with the opportunity to engage in meaningful problem solving. We have conducted thorough studies of high school scheduling patterns, restructured our Guidance Department to provide developmentally responsive services to students and families, implemented an Alternative Learning Program for students at risk of dropping out, and focused year long professional development on differentiated instruction, established a nationally recognized peer mediation program, and implemented a highly successful capstone senior project. Teachers at Sandwich High School have flourished in our five year commitment to peer coaching.

Sandwich High School is organized into the following departments: English, Foreign Language, Fine and Applied Arts, Technology and Business, Mathematics, Physical Education and Wellness, Science, Social Studies, Special Education and Guidance. There is increased focus on interdisciplinary teaming.

Sandwich High School boasts outstanding test scores in AP, SAT and MCAS. Specifically, 90% of our students score advanced or proficient in math, and 88% score advanced or proficient in ELA. Since the inception of MCAS as a condition of receiving a high school diploma, no student at Sandwich High School has been denied graduation due to failing test scores.

We encourage our students to take rigorous coursework in order to be prepared for college entrance. In addition, this year all of our 10th grade students were given the PSAT to prepare them for the SAT as juniors. As a result, 90% of Sandwich High School seniors advance to higher education. Each year, students are accepted into prestigious colleges including Ivy League schools, NESCAC schools, and service academies. Sandwich ranks among the lowest dropout rates in the state averaging 1% with 0% for freshmen. Perhaps one of greatest success stories is the Freshman Experience. Recognizing that schools cannot educate 14 year olds in the same way they educate seniors, we have redesigned our grade 9 curriculum to respond to the unique developmental attributes and needs of young adolescents. Emphasis is placed on interdisciplinary teaming, authentic assessment, hands on learning, and an integration of arts and technology. The Sandwich High School Freshman Experience was selected as a model program among high schools throughout all the New England states. The success of the Freshman Experience is measured in the reduction/elimination of discipline issues, the highly successful introduction of a Grade 9 counselor position and the data celebrating honor roll and attendance.

Sandwich High School continues to provide well balanced offerings in the arts and athletics. In conformance with the Mass Core standards, all students take at least one arts offering and most students enroll in additional course work in the fine and applied arts. Student work is celebrated at state music festivals as well as the *Boston Globe* All Scholastic Art show. Sandwich athletes continues a proud tradition of sportsmanship winning numerous league championships, the 2008 Massachusetts State Championship in hockey,

and have earned a banner for the MIAA Hall of Fame for Sportsmanship. Well over two-thirds of our students participate in a wide array of clubs and SHS students perform hundreds of hours of community service each year.

We are fortunate to have active parent organizations in all of our schools and view them as true partners in the educational process. We are most appreciative of our School Committee, the Board of Selectmen, the Finance Committee and our parents and community who provide ongoing strong support to our students and our entire school community. Through our collaborative efforts we will continue to ensure that all of our students thrive and flourish in our ever changing world.

We welcome your questions and comments.

Sincerely,

Dr. Mary Ellen Johnson
Superintendent

SANDWICH HIGH SCHOOL

School Telephone: 508-888-4900

Fax: 508-833-8392

<http://www.sandwich.k12.ma.us/shs>

Reflecting back on the 2008 calendar year at Sandwich High School is an opportunity to revisit a year replete with success in virtually all areas. Blue Knight Pride was manifested in the classrooms, appreciated in our fine and performing arts, and celebrated on the playing fields in a manner which continued to call positive attention to Sandwich High School. Each month, our talented and dedicated students spoke at School Committee meetings about the many initiatives and new programs which make their high school a very special and student centered institution. The year of 2008 was a year when the student voice reached a new level of authenticity and genuine passion for rigorous learning and meaningful service. Week after week in the local press, stories unfolded about a wide array of student accomplishments. The Class of 2008 was referred to at its commencement as having the potential to be the "next greatest generation". The theme of that spectacular day in June was one of promise and commitment. Graduates were ready and eager to define and to embrace challenges that would usher in the next level of their maturity and to provide avenues for them to display their character and citizenship.

Sandwich High School is the envy of many surrounding secondary schools as it continues to boast outstanding MCAS scores with 90% of our students scoring advanced or proficient in math and 88% scoring advanced or proficient in ELA. Students exceed state and national norms in SAT scores and continue to perform admirably in all areas of Advanced Placement tests. While the above statistics provide an impressive resume for our high school, the real story of 2008 emerged in the form of service to others. Students initiated new programs such as peer tutoring centers and FOCUS, an aca-

ademic and social support group for program for freshmen, and volunteered as mentors working closely with our special needs population. Students engaged in senior projects took their work to a new level of excellence. In the fall of 2008, Sandwich High School was recognized as one of the top twelve high schools throughout New England as we were invited to present our Freshman Experience Program at the Showcase Conference of Best Practices. Teams of teachers and administrators from surrounding states visit SHS to learn more about our exemplary success with grade 8 to 9 transition. Our commitment to creating "smallness within bigness" through interdisciplinary instruction and teaming in grade 9 is a source of great pride. Our current focus on Professional Learning Communities will enhance opportunities for staff and students as we work towards enhanced collaboration.

In March, 2008, the Sandwich High School Blue Knights Men's Hockey team won the State Championship at Boston Garden. The emotions leading up to this event and the enduring pride that we all still feel for these outstanding student athletes serves as a stunning example of what SHS is capable of accomplishing. All our sports programs continue in our strong history of success with several teams winning league championships and several teams winning sportsmanship awards.

Sandwich High School has a proud past and a promising future. Feedback from its graduates continues to speak to a sincere gratitude to the faculty and to the community of Sandwich for the rigor, relevance and relationships that characterize the excellence of their high school years.

SANDWICH HIGH SCHOOL ADMINISTRATION/STAFF

ADMINISTRATION

Ellin Booras, Principal
Robert Biehl, Assistant Principal
Jonathan Shapiro, Assistant Principal

OFFICE STAFF

Linda Bass, Reception Desk
Joanne DeConto, School Accounts
Susan Lindholm, Administrative Assistant
Rachel Cronin, Guidance
Deborah Lacroix, Secretary

SCHOOL NURSES

Kathleen Grant, RN
Elizabeth Dean, RN

SCHOOL SOCIAL WORKER

Susan Coutinho

SCHOOL PSYCHOLOGIST

Lynda Brennan

LIBRARIANS

Deborah O'Brien
Barbara Daley, ESP

ATHLETIC DIRECTOR

Marty Cosgrove

ACADEMIC, COLLEGE AND CAREER COUNSELING CENTER

Beth Thayer, Counselor
Juniors and Seniors A-K

Christine Carroll, Counselor
Juniors and Seniors L-Z

COUNSELOR, GRADE 10

Nicole Baumgartner

COUNSELOR, GRADE 9 TRANSITION

Ashley McPherson

IN-SCHOOL SUSPENSION ESP

Cara Sullivan

ALTERNATIVE EDUCATION ESP

Phoebe Fitzgerald

FACULTY BY DEPARTMENT

ENGLISH

Michael Brennan
Laura Carlyle
Marc Galvin
Megan Gayton
Candice Hunt
Erin Jodoin
Martha Martin
Michael O'Brien
Martin Russo
Horace Schermerhorn
Jeannie Wallin

MATHEMATICS

Merry Sue Ahlgren
Therese Alcorn
David Aycock
Kirsten Ermi
Lawrence Gisetto
Louis Grimaldi
David Neill
Margaret Nichol
Lucinda Savery
Benjamin Tilton

SCIENCE

Sheryl Burlingame
Tara Cardoza
Annie Cloutier
Christopher Dumas
Mark Gilmore
Owen Hill
Michael Lavers
Justine McLoughlin
Melissa Meara
Gilbert Newton
Diana Parker
Laurie St. Pierre

PHYSICAL EDUCATION/WELLNESS

William Luetze
Brent Pearsall
Kristen Young

SOCIAL STUDIES

Joseph Dawe
Donald Franke
Johanna Kaufman
Gary Linehan
Zachary McLaughlin
Michael McNeill
David Mills
Anna Noble
Michael Parker
Jan Simpson
Jeffrey Stanford
Holli Wong

WORLD LANGUAGE

Denise Benjamin
Kathy Coppola
Liam Kelly
Pamela Potter
Susan Schmidt
George Snider

FINE ARTS

Tony Carafone
Kristen Curtis
Brett Rigazio
Marcia Simpson

APPLIED ARTS

Kevin Coakley
Robert Fawcett

BUSINESS & TECHNOLOGY

Christine Clark
Ann Coolidge
Mary Kelly
Debra Klier
Karen McGrath

SPECIAL EDUCATION

Kathi Duffy
Carolyn Hite
Susan McDonald
Lorraine Ramsay
Laura Richard
Julie Rigo
Victoria Schulz
Donald Shewchuk

LANGUAGE SPEECH PATHOLOGIST

Kathy Norton

SPECIAL NEEDS ESPs

Joanne Abbott
Anne Balcom
Lesla Dovell
Kelly Henson
Pamela Horn
Kathi Sharpe
Joseph Smith
Diane Suomala
Geraldine Viglas

MAINTENANCE

Jamie Booth, Supervisor
David Archambeault
Richard Connelly
James Douglas
David Elskamp
John Guilliano
Douglas Hill
Stanley Pells
Carl Stillings

HENRY T. WING SCHOOL

The year 2008 was very successful for the Wing School. With an outstanding staff and a very supportive P.T.A., we continue to further promote a strong academic and inclusive Professional Learning Community.

We are very proud of the outstanding professional development our staff has enthusiastically embraced with our collaboration with the Lesley Literacy initiative, Lucy Caulkins Writing Program and all classrooms incorporating the guiding principles of the Responsive Classroom.

All students have been administered the Benchmark Reading Assessment to determine reading levels of which has provided staff with diagnostic measures as to what books students should be reading to enhance fluency and comprehension skills.

It has also been a fantastic year where “shared leadership” is embraced at all levels and staff are actively engaged in the mission of the Wing School Improvement Plan.

Through a grant written by our librarian, Janet Vallee and Art teacher, MaryEllen McDonald a partnership with the Sandwich Kiwanis organization evolved where a Monet Garden was transformed under the guidance of Wing School graduate and Master gardener, Paul Miskovsky.

We are very fortunate to have the support of our amazing P.T.A. and the programs offered for the Wing School Community.

We are proud of all of our students at the Wing School, where we maintain high academic and social expectations in a positive, enthusiastic learning environment.

FACULTY 2008 - 2009

<u>Name</u>	<u>Position</u>	<u>Education</u>	<u>Began</u>
Aldrich, Kathryn	Grade 1 Teacher	Northeastern University, B.S.	2002
Allietta, Patricia	Pre-School Teacher	University of Connecticut, M.A., Boston College, B.A.	1992
Alty, Katie	Grade 4 Teacher	Bridgewater State College, B.S., BA El. Ed., Fitchburg State College, M.Ed.	2008
Bandzak, Mary	Kindergarten Teacher	Youngstown State University, B.S. El. Ed.	1986
Berry, Elaine	Grade 3 Teacher	Bridgewater State College, B.S.	1997
Blount, Stacey	Grade 6 Teacher	Lesley College, B.S. Cambridge College, M.Ed.	1992
Bridges, Matthew J.	Principal	Bridgewater State College, B.S., M.Ed., School Administration	1984
Budzynkiewicz, Suzanne	Reading Recovery Teacher	Kean College	1989
Cahill, Lisa	Adaptive Phys. Ed.	Bridgewater State College, B.S., Ed., Oregon State University, M.Ed.	1994
Chilson, Ruth	Speech/Language Therapist	Ithaca College, B.S., University of Rhode Island, M.A.	1989
Clifford, Brandy	Math Teacher	Salem State College, B.S., Bridgewater State College, M.Ed.	2001
Cote, James	Grade 4 & 5 Intervention Specialist	Lesley University, B.A., Harvard University, Ed.M.	2004
Crosby, Julia	Grade 1 Teacher	Lesley University, B.A., Cambridge College, M.Ed.	2001
DeVellis, Richard	Psychologist	U. Mass. Boston, M.Ed., C.A.G.S.	1998
Dintino, Christopher	Phys. Ed. Teacher	Bridgewater State College, B.S.	1991
Driscoll, Clare	District Placement Specialist	Framingham State College, B.S., Lesley College, M.Ed.	1989
Dumas, Sharon	Grades 7 & 8 E.S.P.	Assumption College, B.A., Fitchburg State College, B.S. Early Ed.	2001
Dunham, Michele	Grade 7 & 8 Intervention Specialist	Providence College, B.A.	1988
Dunn, Laura	Grade 1 Teacher	North Adams State College, B.S., E.C.E.	1986
Ferris, Stephanie	Grade 2 Teacher	U. Mass., Dartmouth, B.A., Bridgewater State, Post-B. Cambridge College, M.Ed.	2000
Freeman, Constance	Grade 6 English Language Arts Teacher	Boston College, B.A., Bridgewater State, Lesley University, MA Literacy	2008
Garrity, Patricia	Grade 6 Mathematics	College of New Rochelle, N.Y., B.A.	1992
Gruen, Lynn	Speech/Language	Indiana University of Pennsylvania, M.S.	1992
Harrington, Maureen	Grades 1 & 2 E.S.P.		1980
Harrison, Virginia	Grade 6 Science & Social Studies Teacher	Glassboro State College, B.A., Plymouth State, M.Ed.	1985
Hickson, Beth	Pre-school Teacher	Bridgewater State College, B.S., Fitchburg State College, M.Sp.Ed.	2007
Hoover, Diane E.	District Testing Specialist	Bridgewater State College, SPED, N-9, Michigan State University, M.A., Goshen College, B.A.	1995
Horan, Lori	Grade 8, English	University of Georgia, B.A., Simmons College, M.Ed. Lesley Univ., M.Lit.	2006
Hughes, Joanna	Grades K-2 Literacy Teacher	Southeastern Mass. University, B.S., Framingham State College, M.Ed., Lesley College, Reading Recovery	2001
Kelliher, Susan	Grade 2 Teacher	Fitchburg State College, B.S., El. Ed./Special Education	1999
Kepper, Carol	Wilson Reading Tutor	Boston State College, B.A., Regis College, M.Ed.	1999
Kerr, Jonathan	Grade 4 Teacher	Springfield College, B.S.	1989
Kessler, Robert	Grade 8 Social Studies	Southeastern Mass. Univ., B.A.	1987

<u>Name</u>	<u>Position</u>	<u>Education</u>	<u>Began</u>
Lacina, Leah	Intervention Specialist Grades K-3	Lesley University, B.A., M.Ed.	2008
Lally, Maryanne	Grade 3 Teacher	Bridgewater State, B.S. El.Ed.Spec.Ed., Boston University, M.S.	1998
Lemay, Catherine	Grade 3 Teacher	S.U.N.Y. Geneseo, B.S. El Ed./Spec.Ed., Lesley University, M.Ed.	1989
Lima, Kathy	I.L.C., E.S.P.	University of Lowell, B.S.	2000
Lima, Sheila	Assistant Principal	Rosary College, B.A., M.S., Illinois Institute of Tech. School Psych.Certif., Ed. Psych. Lic.	1989
Lyons, Lenore	Grade 2 Teacher	Roger Williams College, B.A., Bridgewater State College, M.Ed.	1996
Macdonald, Eugenia	School Nurse, Part Time	Northeastern University, College of Nursing, B.S.N.	2006
MacDonald, Maryellen	Art Teacher	Boston State College, B.S.Ed.	1984
Maciel, Susan	Grade 3 Teacher	Illinois State University, B.S.Ed.	2001
Manganella, Eileen	Social Intervention/ School Adjustment	King's College, B.S.W., Marywood University, M.S.W.	2004
Meyer, Deborah	Reading E.S.P.	Univ. of Mass., B.A., El.Ed.	2006
Morris, Debra	Grade 7 English & Social Studies	Principia College, B.A.	1998
Morris, Donna	Kindergarten Teacher	Bridgewater State College, B.S.Ed.	1975
Morrison, Lawrence	Grade 8 Science	Boston State College, U. Mass., Boston, B.S.	1984
Moynahan, Mary Alice	Grades 7 & 8 Latin	College of the Holy Cross, B.A., Tufts University, M.A.	1992
Names, Nancy	Grade 4 Teacher	Grinnell, B.A., Goucher, M.El.Ed.	1986
Nelson, Jeanne	Spanish Teacher, Gr. 7 & 8	Boston College, B.A.	2005
Novero, Elena	Physical Ed. Teacher	Northeastern University, B.S.	1991
Oakes, Betsy	E.S.P.	University of Vermont, B.S.	2007
O'Donnell, Maureen	Grades 2-6 Intervention Specialist	East Carolina Univ. B.S., Simmons College, M.S.Ed.	1996
O'Gara, Christine	E.S.P.	Lesley College, MA, L.M.H.C.	2007
Ouellette, Pamela	Pre-school E.S.P.	Bryant College, Assoc.	1989
Palombo, Teresa	Technology E.S.P.	Boston College, B.A.	2007
Petipas, Cathy	Grade 1 Teacher	Eastern Nazarene College, B.S., E.C.E.	2005
Randall, Kristin	Grade 5 English Language Arts Teacher	Villanova University, B.A., College of Notre Dame of Maryland, M.Ed.	2007
RigordaEva, Kathleen	Grade 4 Teacher	Stonehill College, B.A., Lesley College, M.A.	1988
Rutty, Sherrill	Grades 4 & 5 E.S.P.	University of Southern CT., B.A.	1991
Schermerhorn, Patricia	Grade 8 Mathematics	Bridgewater State College, B.A., M.Ed.	1987
Sicard, Nancy	Reading Recovery Teacher	University of Mass, B.A. El.Ed., Framingham State College, M.Ed.	2000
Smith, Elizabeth	Grade 6 Intervention Specialist	Wheelock College, B.S.El.Ed. Spec.Ed.	1998
Soltis, Paula	Grade 7 Science & Social Studies	Bridgewater State, B.S., Worcester State, M.Ed.	1984
Stallings, Kathleen	Grade 7 Mathematics & Social Studies	University of Minnesota, B.A.	1996
Stanton, Deb	Grade 6 English Language Arts Teacher	Salem State College, B.S. El.Ed., M.Ed.	2005
Tofteroo, Karen	Music Teacher	Westfield State College, B.A. Music	2001
Tobia, Elizabeth	Grade 5 English Language Arts Teacher	Kutztown University, B.S. Ed., Cambridge College, M.Ed.	1986
Tuohy, Donna	Grade 5 Science, Social Studies & Math Teacher	Bridgewater State, B.S.Ed., M.Ed.	1986
Vallee, Janet	Librarian	Fitchburg State College, B.S., Bridgewater State College, M.UMS	1989
von Alt, Mary	Technology Integration Specialist	Univ. of Vermont, B.S., Lesley Univ. M.Ed., Technology Education	2001
Vosburgh, John	Literacy Teacher, Grades 6 - 8	Univ. of Delaware, B.S.Ed., Gratz College, MA.Ed.	2008
Vreeland, Madeline	Speech & Language Therapist	Northeastern University, M.S., Univ. of Maine, Farmington, B.S.	1989
Walsh, Julie	French Teacher, Gr. 7 & 8	Universite de Sherbrooke, Quebec, BA.C	1999
Washburn, Mary	Pre-school Teacher	Univ. of Southern Conn., B.S.	1983
Watson, Louise	Grade 2 Teacher	Bridgewater State College, B.S.Ed.	1988
Weber, Barbara	Pre-school E.S.P.	SUNY @ Cobleskill, A.A.S Nursery Education, SUNY @ Plattsburgh, B.S.	2002
Wenzel, Catherine	Health Teacher	Bridgewater State, B.S. Phys. Ed., M.Ed. Health	2008
Wesley, Michelle	Reading E.S.P.	Cape Cod Community College, A.A., Bridgewater State College, Spec. Ed.	2000
White, Kimberly	Grade 1 Teacher	Westfield State College, BS.Ed.	2007
Wiehe, Janice	School R.N.	Cape Cod Community College, A.D., Lesley College, B.S.	1988
Wiklund, Maureen	Literacy Teacher, Grades 3 - 5	University of CT., B.A., Lesley College, M.Ed.	1999

FORESTDALE SCHOOL

151 Route 130, Forestdale, MA 02644

As of October 1st, the student population at Forestdale School stood at 841. In addition to a K-8 heterogeneous configuration of regular and special education students who attend regular education classrooms, Forestdale houses four district wide Communication Skills Development Special Education Programs.

Forestdale began the year with the placement of 3 literacy teachers, in grades K-2, 3-5, and 6-8 classrooms who are in the process of completing training which will allow them to train all teachers at Forestdale. We also increased support at grade one with two Reading Recovery teachers. A K-8 math intervention specialist provides support in math to students who require reinforcement of skills that will enable them to better access curriculum in their math classrooms. Classroom libraries have been expanded and teachers have begun to implement strategies and instruction from professional development provided by the district in Responsive Classroom, Laura Robb Strategies for Reading Instruction, Writer's Workshop, and a pilot program in Everyday Math. With this increased instructional support and proposals for scheduling that will provide intervention and enrichment for students during the school day next year, Forestdale is working as a team and prepared to make it to the top!

We have continued to expand our use of technology in the classrooms and teachers have enjoyed utilizing and sharing with their colleagues lessons on the SmartBoard and Elmo that make learning more interactive, visual, and fun for students.

Students enjoy a wide variety of co-curricular classes during the school day which includes art, music, physical education, health, drama, graphic arts, and technology. Students also may avail themselves of opportunities after school such as intramural sports, drama, and art classes.

Parents and the community support Forestdale Students through volunteering in classrooms and funding for enrichment programs and student field trips.

We are grateful for the community, parents, staff, and students at Forestdale School who work together each day on making the Forestdale School a positive and productive learning community. Forestdale forms the future!

FORESTDALE SCHOOL STAFF

Principal:	Sharon Bellao
Assistant Principal:	John P. Williams
Office Personnel:	Christine Flannigan, Secretary Brenda Newell, Secretary Carolyn Perry, Secretary Janet Eshbaugh, Special Ed. Secretary
School Psychologist:	Christine Brown Kristen Francis
School Nurse:	Kathy Philpott, R.N. Judy Chicco, R.N.
Custodial Personnel:	Harold Weekes, Supervisor Harald Lowry Robert Tavares Nicholas Weekes
Cafeteria Personnel:	Priscilla Byron, Supervisor Cynthia Smith Susan Burbank Mary Beth Anderson Virginia Burnelli Kathleen Ahari Karen Hamilton

FORESTDALE SCHOOL FACULTY 2007 - 2008

<u>Name</u>	<u>Position</u>	<u>Education</u>	<u>Began</u>
Abbott, Amy	SPED Teacher	Bridgewater St. College, B.A. Elem Ed..	
Abbott, James	Physical Thpt	Bridgewater St. College, Med	2008
Adams, Barbara	SPED Teacher	Marquette University, B.S., Daemen College, Doc.	1978
Ahonen, Jean	Grade 3 Teacher	Westfield State College, B.S., Salem State College M Ed.	1996
Aiello, Kim	Grade 3 Teacher	Boston University, B.A., Simmons College, M.A.T.	1981
Anderson, Cheryl	ESP, Literacy	SUNY at Oswego, B.A.	1996
Archambeault, Carol	Grade 2 Teacher	ELMS College, B.A..	1996
Babineau, Kathleen	Grade 6 Teacher	UCONN, B.A., Bridgewater State College M Ed.	1999
Bahman, Susan	Speech/Language	University of New Hampshire, B.S., M.S.	2004
Balkam, Pamela	Grade 6 Teacher	Wells College, B.A.; Cambridge College M. Ed.	1996
Blaney, Ellen	ESP SPED	Stonehill College, B.S.	2006
Beikes, Linda	SPED Teacher	Regis College, B.A., Bridgewater State College, M.A.	2008
Bellao, Sharon	Principal	Bridgewater State College, B. A.	2005
Bradley, Joe	Principal	Bridgewater State College, B.S. Elem Ed, Lesley Univ, M Ed, Spc. Ed	2008
Brown, Christine	Music Teacher	Plymouth State University, B.S. Music Ed	2006
Brown, Duncan	Psychologist	Tufts University, B.S.; UMASS Boston, M Ed., C.A.G.S.	2006
	Grade 4 Teacher	Drew University, B.A., Bridgewater State College, M. Ed.	1978

<u>Name</u>	<u>Position</u>	<u>Education</u>	<u>Began</u>
Burns, Juleanne	Grade 8 Teacher	St. Elizabeth College, B.S.;	
		Lesley College M. Ed.; Seton Hall, Ed S.	1986
Cahill , Lisa	A.P.E. Teacher	Bridgewater State College, B.S., Oregon State University, M. Ed.	1994
Carl, Catherine	Grade 8 Teacher	UMASS Lowell, B.S.; UMASS Lowell M Ed	2005
Carter, Jeffrey	Teacher, SPED	SUNY, Cortland, B.S., New York Institute of Technology, M.Ed	1999
Chicco, Judy	School Nurse	Southeastern Mass. University, BSN	2008
Clabault, Colleen	Literacy Tch Gr. 6-8	St Lawrence University, B.A., Nova Southeastern Univ. M.S.	1996
Codner, Connie	Grade 6 Teacher	Central Connecticut State University, B.S., M. S.	1996
Collins, Ellen	ESP, SPED	Aquinas Junior College, A.S.	2004
Colona, Nancy	For. Lang. Grade 7	New England College, B.A.	1997
Condon, Jennifer	ESP	U MASS, Amherst	2008
Congro, Carolyn	ESP SPED	Plattsburgh State University, B.S.	2006
Coughlin-Crowley, Erin	Grade 2 Teacher	Bridgewater State College, B.S., Cambridge College, M. Ed.	1986
Curran, Susan	ESP, SPED	SUNY College at Fredonia, NY	1996
Delano, Theresa	Grade 1 Teacher	Wheelock College, B. S., M Ed.	1984
Depin, Kelly	Librarian	Kentucky Christian College, B. A., Univ. Rhode Island, M.A.	2008
Doyle, Joan	SPED Teacher	Simmons College, B.A., Bridgewater State College, M. Ed.	1998
Drake, Karen	ESP	Cape Cod Comm. College, A.S.	2005
Dugas, Marcy	Grade 4 Teacher	Curry College, B.A., Wheelock College, M Ed.	1994
Dwyer, Elizabeth	ESP	Burdett Secretarial	2007
Eident, Donna	Literacy Tch Gr. 3-5	Bridgewater St. College, B.S. Elem Ed,	
		Bridgewater St. College, M Ed.	2008
Eldredge, Patricia	P.E. Teacher	Austin Peay State University, B.S., Ball State University M.A.	1996
Elliott, Mary	Kindergarten Tch	Bridgewater State College, B.S.	2001
Emerson, Kim	Grade 3 Teacher	University of New Hampshire, B.S.,	
		Bridgewater State Univ., M Ed.	1997
Felicetti, Tara	ESP	Northeastern University, B.S.	2006
Fessler, Kathryn	Grade 1 Teacher	Boston College, B.A.,	
		Tufts University, M. Ed.	1987
Flanigan, Deb	ESP, SPED		2000
Francis, Kristen	Pyschologist	Simmons College, B.A., Northeasten Univeristy, M.S., C.A.G.S.	2004
Garrity, Barbara	Grade 4 Teacher	Boston University, B.S., Lesley College, M Ed.	1993
Gerrity, Laura	ESP, Literacy	UMASS Boston, B.A., Lesley University M Ed.	2006
Graham, Patricia	SPED Teacher	Fitchburg State University, B.S., Bridgewater State Univ., M Ed.	1993
Grise, Susan	Grade 5 Teacher	Worcester State College, B.S.	1984
Hardy, Celine	Nurse Leader	Boston College, BSN	1984
Hart, Kelly	SPED Teacher	UMASS Boston, B.S.	2007
Howell, Christine	.5 Gr. 1 Teacher	Wheelock College, B.S.; Rhode Island College, M. Ed.	2007
Husson, Laura	ESP	University of New Hampshire, B.A.	2004
Iadonisi, Susan	Grade 4 Teacher	Trinity College, B.S., Cambridge College, M Ed.	1992
Jones, Alison	ESP, SPED	Fairfield University, B.A.	2006
Kelley, Marissa	ESP	Cape Cod Comm. College, A.S.	2004
Kennison, Merrill	Grade 2 Teacher	Bridgewater State College, B.A., Lesley University M Ed.	1987
Kern, Susan	Rdg Recovery Teacher	Bridgewater St. College, B.S. Elem Ed,	
		Worcester St. College, M. Ed.	2008
Kittredge, Jane	Grade 7 Teacher	University of New Hampshire, B.S.	1999
Kittredge, Walter	Grade 7 Teacher	Penn State University, B.A., Bridgewater State College	1998
Kondratowicz, Kathleen	ESP, SPED	Stonehill College, B.S.	2007
Kozak, Donna	ESP, SPED		1990
Lamb, Hannah	Social Worker	UMASS Amherst, B.S. Rhode Island College, MS	2007
Leary, Patricia	Literacy Tch - K-2	SUNY at Geneseo, S.U.C. at Buffalo M Ed.	1997
Lehane, Michael	Grade 7 Teacher	Bridgewater State College, B.A.	1988
Linkkila, Jenny	Rdg Recovery Teacher	Stonehill College, B.A., North Carolina State University M. Ed.	1999
Lynch, Kathleen	ESP, Technology	UMASS Amherst, B. S.	2005
Machon, George	Band Teacher	Boston Conservatory of Music, B.S.	1989
Martin, Deb	SPED Teacher	Harvard Ext, B.A., Chapman University M. Ed.	2007

<u>Name</u>	<u>Position</u>	<u>Education</u>	<u>Began</u>
McFarland, Cate	School Nurse	Villanova University, BSN	2008
McGuire, Amy	ESP, SPED	Bristol Community College	2001
McNabb, Gail	Grade 8 Teacher	Bridgewater State College, B.A.	1992
Montgomery, Elise	Art Teacher	Tufts University, B. S.	1998
Moore, Linda	ESP, SPED	Dean Junior College, A.S.	2004
Murray, Helen	ESP	Arizona State University, B.S.	2006
Murray, Sarah	Math Inv. Teacher	Suffolk Univeristy, B.S.; Wheelock College, M Ed.	1999
Newman, Sarah	For. Lang. Teacher	Stonehill College, B.A.	2003
Paltrineri, Linda	Grade 2 Teacher	University of Vermont, B.S., Bridgewater State College, M Ed.	1987
Paris, Ed	Grade 6 Teacher	North Adams State College, B.S.	1986
Perdigao, Suzanne	Kindergarten Teacher	Bridgewater State University, B.S.	1993
Philpott, Kathleen	Nurse	UMASS Dartmouth, BSN	2004
Powers, Elizabeth	Grade 3 Teacher	Boston College, B.S., Cambridge College, M. Ed.	1986
Quinn, Michelle	.5 Grade 1 Teacher	Wheelock College, B. S.	1998
Romanelli, Laura	ESP	Bridgewater State College, B.S., Northeastern University M. Ed.	2006
Ryer, Sandra	Speech/Language	Bridgewater State College, B.A., M.A.	2000
Sabetta, Karen	Grade 7 Teacher	University of New Hampshire, B.A., UMASS Boston, M Ed.	1993
Santoni, Julie	Grade 6 Teacher	Fitchburg State College, B.S., M Ed.	1994
Shea, Ann	Grade 5 Teacher	UMASS Amherst, B.A.	1993
Simkins, Penny	ESP, SPED	Dean Junior College, A.S.	2007
Skirvan, Christine	Grade 2 Teacher	St. Joseph College, B.S., Lesley University, MS	2001
Slagle, Karen	Grade 3 Teacher	Central Missouri State University, B.S., Simmons College, M.Ed	1997
Smith, Joan	SPED Teacher	Bridgewater State College, B.S., M Ed	1994
Stapleton, Karen	Grade 5 Teacher	UMAINE, Farmington, B.S.; Bridgewater State College, M Ed.	1983
Steele, Aimee	ESP, SPED	UMASS Dartmouth, B.A.	2007
Tremarche, Pam	P.E. Teacher	Springfield College, B.S., Bridgewater State College, P.B.T.C., M.S.	1988
Trimble, Peter	Grade 8 Teacher	UCONN, B.S.	1983
Warren, Christine	SPED Teacher	Northeastern University, B.A., Fitchburg State College, Med	2008
Werner, Judith	Grade 3 Teacher	UMASS Boston, B.S, Curry College, M Ed.	2004
White, Angela	For. Lang. Grade 8	Bridgewater State College, B.S., Harvard Ext, A.L.M.	2000
Williams, John	Assistant Principal	College Misericordia, B. A., UMASS Boston, M. Ed	2000
Wood, Marsha	Grade 1 Teacher	UCONN, B.S., Bridgewater State College M. Ed	1996

OAK RIDGE SCHOOL

260 Quaker Meetinghouse Road, East Sandwich, MA 02537, 508-833-0111

The Oak Ridge School ended the calendar year with a student population of 912 in kindergarten through grade eight. In most cases, five classes comprised each grade level and class sizes were generally within acceptable ranges. Students in grades 1-8 continued to attend classes in art, music, and physical education on a weekly basis as a part of their "specials" program. The middle school grades, 6-8, have drama and health and technology classes. The Oak Ridge School now has two Reading Recovery teachers to further develop our emergent readers at the K-1 grades. In addition our Reading Recovery and Special Education teachers received training in Lesley College's Leveled Literacy Intervention model to further support students who read below grade level.

The student population at Oak Ridge has made it necessary to utilize all available space within the building to meet and work with the children. Despite this, Oak Ridge is proud to contribute classroom space to the Cape Cod Collaborative. The Collaborative provides educational programs to students with special needs from Sandwich and other towns within the collaborative area.

In 2008, the Oak Ridge School continued efforts to provide an educational program in alignment with the requirements of the Sandwich Public School curriculum Massachusetts State Frameworks. MCAS testing of students has resulted in favorable results for the vast majority of students tested. Students in need of assistance to boost their performance were identified and offered remedial opportunities.

The Oak Ridge School has a very active PTA that supports the work of staff members and students throughout the academic year, and there is a great sense of community throughout the school. Parents volunteer and contribute in myriad ways to support and enhance school projects during the course of the year, and there is effective collaboration in the best interests of children. Among the many extracurricular activities in which students participate are the Student Council in grades 5-6 and 7-8, Family Math Night, Family Movie Night and Chess Club. Parents are kept updated on school events through the monthly PTA newsletter and through frequent Alertnow emails and phone calls.

In 2008, the Oak Ridge School staff in conjunction with the district engaged in a great deal of professional development. A few of the many activities included: a week long Responsive Classroom workshop in the summer for teachers of grades kindergarten through 5 and a week long writing workshop in the summer. Responsive classroom is about creating a strong sense of belonging, significance and fun for every student while giving teachers tools for personal-

ization, community building and effective classroom management. The goals of the writer's workshop are to develop each writer's fluency through the development of voice and passion and to get writers to write often and from the heart. Many teachers also took workshops in differentiated reading instruction and reading in the content areas with Laura Robb while others attended a two day session on differentiated instruction with the renowned middle school presenter, Rick Wormeli. Our school and district continue to focus on improving literacy instruction through our work with Lesley College in the Literacy Collaborative Program. We look forward to continuing and deepening this work next year and in the years to come. Additionally our first grade teachers piloted Everyday Math this year and this program will extend to grades kindergarten and 2 next year.

In the 2009 year the Oak Ridge School will focus on improving our existing positive school climate and culture, developing our professional learning community, and will build on our culture and community to improve our students' literacy and math achievement. We will implement Responsive Classroom practices such as Morning Meeting and Buddy Classes K-5 and will explore professional development in the middle school analogue program of Responsive Classroom which is called Developmental Designs for Middle School. Our 6-8 teachers are eager to implement an Advisory program to personalize the experience for our older students and improve their capacity to meet students' social/emotional as well as academic needs.

OAK RIDGE SCHOOL STAFF

Principal	Tom Daniels
Assistant Principal	Debra A. Landry
Office Personnel	Judi Fish, Secretary Heidi Anderson-Walsh, Secretary Patricia Morrison, Secretary
School Psychologist	Amber Camelio
School Nurse	Cheryle Varney, R.N. Beth Recker, R.N.
Custodial Personnel	Douglas Loud, Supervisor Michael Maier Paul Ponte Richard Auclair
Cafeteria Personnel	Nancy Looney, Supervisor Lucille Lupien Sally Gosselin Linda Liimatainen Nancy Pearl Pamela Pearson Sarah Zappala

OAK RIDGE SCHOOL FACULTY 2008 - 2009

<u>Name</u>	<u>Position</u>	<u>Education</u>	<u>Began</u>
Ackerman, Melissa	Tch. Gr. 8		2008
Anderson-Walsh, Heidi	Secretary	Dean Jr., A.S.	1993
Auclair, Richard	Custodian	n/a	2008
Barclay, Holly	Tch. Spec. Ed.	Lesley Univ., M. Ed.	2007
Bartlett-Kelly, Ann	Tch. Gr. 6	Stonehill, B.A.	2002
Beane, Pamela	ESP		2005
Bovat, Sandy	ESP	U. Mass.	2002
Bukata, Michael	Tch. Gr. 6	Worcester St., B.S. English; M. Ed.	1996
Burke, Kathleen	Tch. Gr. 4	Regis, B.A. English	1988
Burr, Natasha	Tch. Drama	U. of California, B.A.	2007
Cahill, Lisa	OT		—
Camelio, Amber	School Psyc.	U. Mass, B.A.; M. Ed.; C.A.G.S	2005
Chagnon, Doreen	Tch. Gr. 6	Lesley College, B.A.; M. Ed.	2005
Colona, Nancy	Tch. Spanish	New England College, B.A.	2008
Chambers, Paula	Tch. Gr. 7	U. Mass Dartmouth, B.S. Biology	2006
Crosby, William	Tch. Gr. 4	U MA Dartmouth; Lesley, B.A. Psy/Ed.; M. Ed.	1996
Dallaire, Pamela	Tch. Gr. 3	Wagoner C., B.A. Ed.	1985
D'Amato, Karen	Tch. Gr. 3	Boston C., B.A. Spec. Ed. / El. Ed.	1976
Daniels, Tom	Principal	Dartmouth; Lesley Univ., BA Phil.; M. Ed.	2008
Davis, Frances	ESP	U of NC, B.S.	2004
Diemer, Jennifer	ESP	Briarwood C., A.S.	2001
Dunphe, MaryBeth	Tch. Gr. 5	Framingham St; Bridgewater St., B.A.; M. Ed.	1968
Duquette, Daralyn	Tch. Gr. 6	Lesley C.; Bridgewater St; Lesley U, B.S. Ed.; M. Ed.; MA	1980
Esbaugh, Janet	Secretary		2008
Ferrick, Marian	Math Interven	Bridgewater St, B.S. El. Ed.	1976
Ferris, Betsy	Tch. Gr. 5	Bridgewater St, B.S.	1993
Fish, Judith	Secretary	CCCC, A.S.	1980
Flannery, Maureen	ESP	Aquinas Jr C, A.S.	2000
Gallagher, Catherine	ESP	Bryant & Stratton, Med Sec Science	2001
Gauthier, Vicki	ESP	U. of Oklahoma, B.A. Acctg.	2003
Gibbons, Melissa	Tch. Spec. Ed.	Bridgewater St; Fitchburg State, B.A.; M.E.	2002
Gill, Michelle	Tch. Gr. 2	Salve Regina, B.A.	1987
Goins, Erin	Tch. PE	SUNY Cortland, B.S. Ed.	2008
Goode, Patricia	Tch. Rdg. Rec.	William Jewel College, B.S.	2008
Gosselin, Sally	Cafeteria		1988
Green, Ellen	Tch. Spec. Ed.	Boston State, B. E. Ed.	2002
Greenberg-Carroll, Suzanne	Speech		2008
Hood, Molly	Tch. Gr. 3	Providence College; Lesley U., B.A.; M. El. Ed. Special Needs	2001
Hunnewell, Kathryn	Tch. Gr. 4	U MA Amherst; Bridgewater St, B.S.; M. Ed.	1995
Hunt, Yvonne	Literacy Tch.	Westfield St, B.S. & B.A.,; Psy/M. Ed.	2001
Johnson, Rebecca	Tch. Gr. 7	Mary Washing College, International Affairs	2006
Kerwin, Stephen	Tch. Spec. Ed.	North Adams, B.A.	1987
Konowicz, Robert	Tch. PE	U MA Amherst, B.S.	2001
Konowicz, Sara	Tch. Gr. 6	U MA Amherst, B.A.	1988
Kucia, Lisa	Tch. Rdg. Rec.	Goucher Gollege, B.A.	2007
Lamb, Hannah	Soc. Worker		2007
Landry, Debra	Asst. Prin.	Keene St; Salem St, B.S. Ed.; M. S.	1988
Liimatainen, Linda	Cafeteria		2006
Linton, Susan	Tch. Music	College of St. Benedict, B.A. Music	1999
Looney, Nancy	Cafeteria		2003
Lornell, Eric	Tch. Gr. 8	SUNY, B.S.; M. Ed.	1989
Loud, Douglas	Custodian		1987
Lupien, Lucille	Cafeteria		1990
Lupone Stonis, Susan	Literacy Tch.	Boston U, B.S.W.; M. Ed.	1989
Lyver, Michele	Tch. Gr. 7	Suffolk U. , B.S. Ed.	2000
Machnick, Lauren	Tch. Gr. 1	Quinnipiac University; Bridgewater State, B.A. Sociology; El. Ed.	2006
Machon, Alice	Tch. Gr. K	Anna Maria, B.A.	1984

<u>Name</u>	<u>Position</u>	<u>Education</u>	<u>Began</u>
Machon, George	Inst Music		1989
MacPherson, Marian	Tch. Spec. Ed.	Boston College; Framingham St; Bridgewater, B.A.; M. Ed.; C.A.G.S.	1998
Maier, Michael	Custodian		1986
Maki, Shauna	ESP		2008
Mann, Peter	Tch. Art	U. MA Amherst; Brooklyn C., B.F.A.; M. Ed.	1997
Mantenfel, Ellen	Literacy Tch.	Northeastern ; Case Western ; Bridgewater, B.S. Ed.; Speech Path.; M.Ed. Rdg.	1989
McAdams, Kathryn	Tch. Gr. 2	Framingham St, M.Ed. Spec	1999
McGuire, Mary Jane	ESP	Alphonsus Jr., A.A.S.	2001
Melillo, Anna	Adapt. Curr.		2008
Morgan, Lynne	Tch. Gr. 1	Emmanuel C.; Curry C., B.A.El. Ed.; M. Ed.	1996
Morrison, Patricia	Secretary	Aquinas Jr., A.S.	1999
Mosca, Jamie	Tech. Tch.		2007
Mulkeen, John	Tch. Gr. 8	Bridgewater St.; Worcester St., B.S. Ed.; M. Ed.	1975
Nelson, Alison	Tch. Spanish	U. of Delaware; U. Mass Boston, B.A. For. Lang.; M. Ed.	2006
Newman, Sarah	Tch. Latin	Stonehill C., B.A.	2003
Orbach, Debbie	OT		
Pearsall, Linda	Tch. Gr. 3	Plymouth St., B.S.	1988
Pearson, Pamela	Cafeteria		2006
Pike, Susan	Tch. Gr. 1	R.I. College, B.A. El. Ed./Psyc.	1997
Polesky, Kara	Tch. Gr. 4	U. Mass. Amherst, M. Ed.	2008
Ponte, Paul	Custodian		2002
Powers, Ann	ESP		2007
Recker, Beth	Nurse	SUNY; Tompkins-Courtland, B.S. Biology; R.N.	1999
Robb Quinn, Cheryl	Librarian	SUNY; Bridgewater St., B.S.; M.S.	1989
Ryan, Patrick	Inst. Music		2008
Schaefer-Catten, Rea	Tch. Gr. 5	Orange Coast ; Butler U.; Lesley C., A.A.; B. S. Sec. Ed.; M. Ed.	1992
Schofield, Catherine	Tch. Gr. 5	UNH at Keene, B.S. El. Ed.	1997
Shastany, Kerry	ESP	Becker Jr. College, A.S.	2003
Sheehan, Kristine	Speech	Bridgewater St.; Emerson, B. S.; M. S.	2003
Sollows, Kimberly	Tch. PE	Fitchburg State, B.E. Ed.; PE License	2008
Stanford, Melissa	Tch. Gr. 1	U. Montana; Worcester St., B.A.; M. El. Ed.	1982
Sullivan, Nancy	ESP	Framingham State, B.S. ECE	2007
Tedeschi, Linda	Tch. Gr. 1	Lyndon St., B.E. Ed.	1991
Thomas, Colleen	Tch. Gr. 7	Rutgers U.; Cambridge C., B.A. ; M. Ed.	1996
Tompkins, Kristin	Tch. Gr. 2	Assumption; Framingham St., B. S. Psy-El. Ed.; M. S. Sped	1997
Vagenas, Valorie	Tch. Gr. 3	U. Mass, B. A. El. Ed.	1976
Van Cleef, Mary	Tch. K	Framingham St, B.S. Ed.	1997
Varney, Cheryle	Nurse	Curry C., B.S.N.	1994
Voelxen, Suzanne	Tch. Gr. 2	U. Mass, B. S. Ed.	1996
Vreeland, Robert	Tch. Gr. 4	Keene St., B.A. Psyc.	1999
Vrontas, Marilyn	Tch. Spec. Ed.	U. of CT, B.S. El. Ed.	2002
Wade, Ann	ESP	Lesley College, B.S.	2005
Waldman, Susan	Speech	N.E. U.; Trenton St., B.S. Ed.; M.A.	1993
Walsh, Julie	Tch. French	U. Quebec, Cert. En Education	1999
Weiner, Lori	Tch. Spec. Ed.	Bloomsburg Univ.; Lesley Univ., B.A.; Masters	2008
Welch, Michael	Tch. Gr. 8	Stonehill C.; Bridgewater St., B.A.; M.A.	2000
Wenzel, Catherine	Tch. Health		2008
Zappala, Sarah	Cafeteria	Wheelock, B.S.	2007
Zontini, Ellen	Tch. Spec. Ed.	U. Mass; Providence C., B.A.; M. Ed.	1999

Cape Cod Collaborative

Archambeault, Paula	CCC	1987	Nathan, John	CCC	Chicago Med, P.T.	1996
Blaha, Susan	CCC	Cleveland Metro, R.N. 1989	O'Connell-Lowder, Ellen	CCC	Bridgewater St.	
Borden, Caroline	CCC		Richards, Tammy	CCC		2008
Collins, Suzanne	CCC	2008	Rose, Dyana	CCC		2008
DeMello, Deb	CCC	Boston U., B.S. 2001	Smith, Andrea	CCC	Westfield St.	
Harris, Susan	CCC		Way, Doreen	CCC		

SCHOLARSHIP AWARDS 2008

- Grace Sydney Archambeault
Cape Cod Association
- Brett Thomas Avery
Gilbert D. Newton Environmental Scholarship
- Katherine Luise Bahrawy
PTSA
- John Clayton
- * Skylar Marion Belinski
PTSA
Sandwich Realtors
Sandwich Health Association Frances M. Silva
American Legion Clifford W. Collins
Eugene Clark Jr.
Christine Ann Bestford
Sandwich Administrators -
Mary Celata Memorial
- * Lauren Marie Boudreau
Elizabeth VanBuskirk
- * Leo Michael Bracken
PTSA
Andrew Tyler Brennan
Wayne H. Gilmore Memorial
Sandwich Alumni
- ++*Daniel Kirby Burke
Rotary Club of Bourne-Sandwich
- * Michaela Ryan Choate Burns
Sandwich Alumni
The Grace Swift Nye and Alfred Gibbs Nye
Scholarship
Coca-Cola Bottling Company of
Northern New England
- Tracie Marie Calvert
Rebekah Assembly of MA
Sandwich Health Association
Shawme Fish and Game Club -
Donald Ashley Memorial Grant
- Lauren Elizabeth Carroll
Hannah Belcher
George S. Wing
- * Beverly Rose Chagnon
Barnstable County 4-H Advisory Council
- Ashley Patrice Cohen
Knights Theater Company -
Jennifer Geertz Memorial
Sandwich Health Association
Winthrop Trenholm Memorial
- * Timothy George Condon
Jack Alves Memorial Scholarship
- Kaylee Rebecca Costa
MA Elks Scholarship
- Michael Loring Crocker
Ron and Tracy Beals Scholarship
- Augusta Rose Cullity
Sandwich Realtors
Sandwich Alumni
Cape Cod Association
- * John Hugh Culverhouse
Sandwich Education Association
Kiwanis Gerald Leverault Grant
American Legion Clifford W. Collins
The Grace Swift Nye and Alfred Gibbs Nye
Scholarship
- * Jaynie Nicole Davis
Sandwich Education Association
Cape Cod Hospital RN Scholarship
- * Mary Kathleen Denmat
Mary Crocker Baker
Sandwich Women's Tennis
- * Bridget Grace Dobbins
Sandwich Women's Tennis
- * Zachary Lee Dorado
PFLAG of Cape Cod
Falmouth Theater Guild
Stephen V. Choate
Lindsey Marie Elliott
SHS Girls Swim Team Support Group
- Maureen Patricia Fair
Kiwanis
Mark Michael Ferrara
The Grace Swift Nye and Alfred Gibbs Nye
Scholarship
- Brooke Courtney Fisher
Knights Theater Company -
Jennifer Geertz Memorial
The Grace Swift Nye and Alfred Gibbs Nye
Scholarship
- Jennifer Marie Fishman
Knights Theater Company -
Jennifer Geertz Memorial
Sandwich Democratic Town Committee
- Benjamin Chisholm Flagg
PTSA
Christopher Melanson Memorial
- * Kathleen Claire Flannery
Saint Katherine Greek Orthodox
Ladies Philoptochos Society
David W. Allen Jr. Memorial
Samantha Danielle Foley
PTSA
American Legion Clifford W. Collins
Sandwich Police
- * Hailee Alyssa Fuller
Eugene Clark Jr.
Sandwich Health Association
Kiwanis Claire Leveault Grant
- * Amelia Bourget Gagnon
Sons of the American Legion
Physicians of Cape Cod
- * Christopher Matthew Golden
Jack Alves Memorial Scholarship
- * Benjamin Egan Gould
PTSA
- * Ellery Elizabeth Gould
Kiwanis
PTSA
Sandwich Athletic Boosters
Captain Gerald F. DeConto Memorial
Sandwich Women's Club
- * Connor Dennis Green
Shawme Fish and Game Club
- Kyle Borek Grotevant
Gilbert D. Newton Environmental Scholarship
- James Patrick Haley
American Legion Clifford W. Collins
- * Patrick Joseph Hanlon
Sandwich Education Association
Class of 2000
Anne and Sarah Chamberlain
Alvah B. Holway
- * Steven James Hill
Finnish American Society of Cape Cod
Harold Magnusson
Amy Kathryn Hutchinson
Sandwich Health Association
- * Roisin Mary Bartlett Kelly
Sandwich Athletic Boosters
Donald W. Hackett Memorial
American Legion Mary A. Earle Memorial
Sandwich Women's Tennis
PTSA
Jon Gmeiner - Sandwich Community School
Eva G. Strain
Sandwich Women's Club
Cape Cod Foundation Megan Tripp Memorial
Barrett Malcolm Kendrick
Sandwich Fire Fighters
Justin David Killeen
Cape Cod Association
- ++*David Koren
Eugene Clark Jr.
Brian Joseph Lacroix
Cape Cod Community College
- * Rebecca Elyse Lamb
Sandwich Health Association
Craig Mathew LaRocco
David W. Allen Jr. Memorial
Corey Talbot Lawrence
Sandwich Police Department
Sandwich Fire Fighters
Stephanie Jean Leeman
Harold Magnusson
Sandwich Health Association
Cayla Joelle Lemire
Cape Cod Community College
Cape Cod Foundation Joseph F. Woodson
Cassaus Gage Lessa
Cape Verdean Multicultural Auxiliary
David B. Laffoon
Abigail Elizabeth Lynch
Forestdale Student Council Award
Don Long
Christopher Laurence McCabe
Sandwich Police Department
Kristin Margaret McCarthy
Harold Magnusson
- * Shannon Leigh McElhinney
Mary Crocker Baker
Rebecca Ann McMahon
Sandwich Alumni
Sandwich Fire Fighters
Matthew John Melia
Jeff Hayes Scholarship Award
Sandwich Police Department
Megan Elizabeth Moselsky
Cape Cod Five Cents Savings Bank - laptop
Steven James Myrick
PTSA
Michael Matthew Newell
Harold Magnusson
Kimberly Ann Norton
American Legion Auxiliary Unit 188
Lauren Elizabeth O'Connor
The Grace Swift Nye and Alfred Gibbs Nye
Scholarship
Massachusetts Lobstermen's Association Inc.
- * Taylor Leigh Pacheco
SHS Girls Swim Team Support Group
- ++Valedictorian
+ Salutatorian
- * National Honor Society

Jessica Page
 American Legion Auxiliary Unit 188
 American Legion Clifford Collins
 Ryan Glenn Pike
 John P. Hunter Memorial
 Christina Elizabeth Prairie
 Sandwich Alumni
 * Elizabeth McCormick Regan
 John A. and Ruth M. Tyback
 Kiwanis John O'Hare Memorial
 Shawme Fish and Game Club -
 Bunny DiPietro Memorial Grant
 Sandwich Athletic Boosters
 The Grace Swift Nye and Alfred Gibbs Nye
 Scholarship
 * Colleen Erin Reilly
 Sandwich Alumni
 Knights Theater Company -
 Jennifer Geertz Memorial
 The Grace Swift Nye and Alfred Gibbs Nye
 Scholarship

Rachelle Alexandra Ryan
 Sarah Bradley
 Paul Curtis Ewer Jr.
 * Andrew Frank Scichilone
 Sandwich Athletic Boosters
 Wareham Police Association
 PTSA
 American Legion Auxiliary Unit 188
 Wareham Lodge of Elks
 Jessica Mary Silva
 Sandwich Police Department
 Sandwich Fire Fighters
 Alexa Lynn Smith
 Gilbert D. Newton Environmental Scholarship
 Brian Edward Sparrow
 Sandwich Fire Fighters
 Kimberly Ann Steele
 Henry L. & Mary E. Hall
 Suzanne Marie Steele
 Cape Cod Region Chamber of Commerce

* Meghan Elizabeth Sullivan
 American Legion Clifford W. Collins
 * Jennifer Lynn Thiesing
 Sandwich Athletic Boosters
 American Legion Clifford Collins
 * Jessica Anne Thomas
 Dr. Sylvester McGinn
 Jordan Scott Turgeon
 The Grace Swift Nye and Alfred Gibbs Nye
 Scholarship
 * Sarah Elizabeth Vaccaro
 Cape Cod Association
 Kevin Peter Van Cleef
 Cape Cod Five Cents Savings Bank - laptop
 Katherine Mary Wiklund
 Sandwich Administrators
 Monique Ann Williams
 Edwin Zion Memorial



++Valedictorian

+ Salutatorian

* National Honor Society

COMMENCEMENT – JUNE 7, 2008 – 12 NOON

* Processional		<u>Class Advisors</u>
“Pomp and Circumstance” (Elgar)	SHS Concert Band Mr. Tony Carafone, Conductor	Meghan E. Gayton, Class of 2000 and Gary Linehan
* Pledge of Allegiance	Elizabeth M. Regan, Class Secretary	<u>Class Officers</u>
* National Anthem	SHS Style Choir and Seniors Mr. Joseph Marchio, Conductor	President – Katherine Luise Bahrawy Secretary – Elizabeth McCormick Regan Treasurer – Morgan Lawry Morris Activities Director – Joseph Anthony Hickey
Salutatorian	Daniel K. Burke	
Greetings	Dr. Nancy E. Young, Superintendent of Schools	<u>Marshals</u>
Farewell to SHS	Katherine L. Bahrawy, Class President	Maria Papapietro Nicole Cannavo
Recognition of Class Advisors	Joseph A. Hickey, Class Activities Director and Elizabeth Regan, Class Secretary	<u>Ushers</u>
“The Irish Blessing” (J.E. Bacak)	SHS Style	Gregory J. Bailey Micaela H. Berger Frances A. Davis Jacob D. Dorado William T. Fair Kelly R. German Amy S. Jordan Emily S. Khazeie Gregory W. Monfette Victoria W. Simmons
Valedictorian	David Koren	<u>Sincere Thanks To</u>
Class Gift	Joseph A. Hickey, Class Activities Director and Morgan L. Morris, Class Treasurer	Ms. Ellin Booras, Principal Mr. Robert Biehl, Assistant Principal Mr. Jonathan Shapiro, Assistant Principal SHS Faculty and Staff Mr. Donald Franke, Graduation Coordinator Mrs. Laura Carlyle – Mrs. Jeannie Wallin Mr. Michael O’Brien Mrs. Susan Lindholm – Mr. Bud Schermerhorn Ms. Deborah O’Brien – Ms. Michelle Raymond Mr. Skip Tetreault – Mr. Jamie Booth The SHS Custodial and Maintenance Staff Mrs. Linda Bass – Mrs. Joanne DeConto – Mrs. Brenda Kinchla Mrs. Rachel Cronin – Mrs. Debra Lacroix Friends and Families of The Class of 2008 Mr. Mark Bridges and the Building/Grounds Team Sandwich Hollows – Sandwich Agway Robbie Jarvis Sound & Lighting – Sound Design Mr. Joe Armellino, Executive Director SACAT
Presentation of Yearbook	Katherine L. Bahrawy, Class President	
Presentation of Diplomas	Ms. Ellin Booras, Principal Mr. Dana Barrette, Chairman, Sandwich School Committee Mr. Robert Biehl, Assistant Principal Mr. Jonathan Shapiro, Assistant Principal	
“Acclamation” (James Curnow)	SHS Concert Band	
* Please Stand		

SANDWICH HIGH SCHOOL CLASS OF 2008

<p>Matthew John Adam Derek Hans Andersen Coleman Francis Anderson Cole Alexander Antonowicz Grace Sydney Archambeault Jessica Lynn Archino Brett Thomas Avery Katherine Luise Bahrawy Michael Anthony Bedford * Skylar Marion Belinski Charles Lee Bennett Chelsey Rachel Bennett Ingrid Alona Berger Christine Ann Bestford Christopher Michael Blount Sarah Elizabeth Boen William Michael Bokanovich Bryan Dean Bolton Eileen Brittany Boudreau * Lauren Marie Boudreau Bradford Todd Bourque * Leo Michael Bracken Philip Joseph Braunwald Andrew Tyler Brennan * Andrew William Brown Jessica Lee Bucci Jonathan Roger Bumstead William Samuel Burchill Caroline Elaine Burke ++ Daniel Kirby Burke * Michaela R. Choate Burns Tracie Marie Calvert Andrew Standish Cannon Meghan Elizabeth Carmichael Lauren Elizabeth Carroll Christina Marie Cavallini Nicholas Attilio Cercone * Beverly Rose Chagnon Lindsay Kaitlin Clarkson Ashley Patrice Cohen Ryan Edward Colameco Adam Joseph Coleman Jared Thomas Collinson * Timothy George Condon Adam Conefrey Brendan C. Connolly</p>	<p>Madeline Cordeiro Cassandra Mae Cornwell Kaylee Rebecca Costa Alexander Timothy Crimmins Shirley Gardner Crivelli Michael Loring Crocker Jason Drew Crowell Augusta Rose Cullity * John Hugh Culverhouse * Jaynie Nicole Davis Danielle Catherine Denmat * Mary Kathleen Denmat Kevin Michael Desmarais Leah Marie DeMasi Zachary Charles Dias Nicole Kate DiMatteo Adam Peter DiPetta * Bridget Grace Dobbins * Zachary Lee Dorado Sean Alexander Dougherty Lindsey Marie Elliott Maureen Patricia Fair Peter Arthur Falk Kathleen Janet Fedele Melissa Marie Fernald Mark Michael Ferrara Brooke Courtney Fisher Jennifer Marie Fishman Benjamin Chisholm Flagg * Kathleen Claire Flannery Brian Scott Fleckles Samantha Danielle Foley * Hailee Alyssa Fuller * Amelia Bourget Gagnon Brendan Joseph Gattoni Bryan Charles German Andrew Hassan Ghadban Lauren Nicole Gingrich Brittany Suzanne Gitlin William Gerard Godinho * Christopher Matthew Golden * Benjamin Egan Gould * Ellery Elizabeth Gould Catherine Marie Goulet Brittany Katarina Govoni Michael Keith Grass * Connor Dennis Green James Ryan Griffin Kyle Borek Grotevant Andrea Marie Gualtieri James Patrick Haley * Patrick Joseph Hanlon * Colleen Elizabeth Hayes * Meghan Cathleen Hayes</p>	<p>Adam Whitney Hazard Joseph Anthony Hickey * Steven James Hill Megan Joan Hood Peter Reusch Horn Christopher David Husson Amy Kathryn Hutchinson Michael Anthony Iarocci Kyle Michael Jacob Sarah Rae Johnson Joanna Elizabeth Joly Jesse Daniel Josselyn Peter Joseph Karas Andrew Douglas Keil Conor Garvin Kelley * Roisin Mary Bartlett Kelly Barrett Malcolm Kendrick Justin David Killeen Daniel Joseph Kinchla Jenifer Lyn Koger ++* David Koren Kelly Ann Kramer Brian Joseph Lacroix Isaree Laksanakorn * Rebecca Elyse Lamb Amanda Lynn Lansing Christopher William Larson Jacques Pierre Lavallee Corey Talbot Lawrence Darryl Anderson Lawrie Craig Mathew LaRocco Stephanie Jean Leeman Jessica Kelley Lehmann Cayla Joelle Lemire Cassaus Gage Lessa Michelle Caitlin Levesque Abigail Elizabeth Lynch David Brendan Macdonald Maria Maragozakis Sarah Jane Marchant Daniel R. Martillotta-Cohen Kristopher A Martinez Catherine Barron McAlpine Christopher L. McCabe Kristin Margaret McCarthy Nicholas James McDermott Casey Robert McDonough * Shannon Leigh McElhinney * Diane Saras McKiernan Rebecca Ann McMahan Giacomo Nicola McNabb Matthew John Melia Todd Reilly Milliken Carson Broderick Mills</p>
<hr style="width: 25%; margin-left: 0;"/> <p>++ Valedictorian + Salutatorian * National Honor Society Multicolored tassels denote Art Honor Society</p>		

Richard Michael Mola
 Trevor Robert Moody
 Joshua Richard Morris
 * Morgan Lawry Morris
 Megan Elizabeth Moselsky
 Steven James Myrick
 Tracy Marie Naylor
 Michael Matthew Newell
 Kimberly Ann Norton
 Joseph David Nurse
 George Francis O'Brien
 Honee O'Brien
 John Edward O'Brien
 Lauren Elizabeth O'Connor
 Olivia Noelle O'Grady
 Brandon David Odell
 Trevor Mattson Overshiner
 * Taylor Leigh Pacheco
 Jessica Page
 Dana Jill Paice
 Douglas Patrick Parisi
 Jonathan Antonio Pasquale
 Anna Patricia Pavao
 Michelle Lauren Penney
 Evan Chester Perrotta
 Crissy Huyen Phan
 Ryan Glenn Pike
 Sara Yamuna Ponte

Christina Elizabeth Prairie
 Bethany Lynn Prendergast
 Taylor Kathryn Quigley
 Kerry Elizabeth Quirk
 * Elizabeth McCormick Regan
 * Colleen Erin Reilly
 Jacob Paul Reitler
 Andrew R. Rice
 Casey Catherine Richards
 Sarah Beth Robinson
 Jessie Lynn Robitille
 Meredith Ellen Russell
 Rachelle Alexandra Ryan
 Abbigail Elizabeth Santos
 Rachael Corey Sarkisian
 Melissa Jeanne Savoy
 Timothy James Schilling Jr.
 * Andrew Frank Scichilone
 Colleen M. Shaughnessy
 Jessica Mary Silva
 Melissa Claire Silver
 Corey Michael Simpson
 Christopher Lee Slagle
 Ashley Marie Smallidge
 Alexa Lynn Smith
 Brandon Watson Smith
 Daniel Philip Smith
 Michael Wayne Smith
 Brian Edward Sparrow

Todd Lee Spring
 Kimberly Ann Steele
 Suzanne Marie Steele
 Zachary Daniel Stenstrom
 Nicholas James Storer
 * Meghan Elizabeth Sullivan
 Ian Kirkland Sutton
 Nicholas Ross Sylvia
 * Jennifer Lynn Thiesing
 * Jessica Anne Thomas
 Justin Robert Tierney
 * Lacey Anne Titus
 Jordan Scott Turgeon
 John Alexander Tyo
 Chad Geoffrey Urban
 * Sarah Elizabeth Vaccaro
 Kevin Peter Van Cleef
 Christopher Louis Viera
 Hannah Rachael Vigliano
 Garrett Dante Watterson
 Ashley Nicole Webb
 Katherine Mary Wiklund
 Catherine Frances Wilcox
 Monique Ann Williams
 Ryan Robert Williamson
 Brittany Marie Wolfe
 Alexandra Holly Yorke
 Mark Anthony Zurlo

++ Valedictorian
 + Salutatorian
 * National Honor Society
 Multicolored tassels denote
 Art Honor Society

Report of the SANDWICH COMMUNITY SCHOOL

This year marked the thirty-fourth anniversary of the Sandwich Community School (SCS). True to its tradition, the SCS continued to innovate while remaining true to its mission of offering a wide range of programs to the broadest constituency possible. We expanded the distribution of our popular brochure while continuing our support of the arts, featuring outstanding artists' work on our covers. We are grateful to our students, both veteran and newcomers, who have chosen to pursue life-long learning with us. We were especially blessed with instructors who have shared their passion for their subject with our students. From the very young to the wisest of our elders, we have been pleased to serve our local as well as our wider community.

Almost 500 applications for facilities use were handily processed this year, representing almost 16,000 hours of activities across four school buildings, auditoriums, gyms, classrooms and 30 or more fields. Our partnership with the Recreation Department remained strong, and we appreciate their commitment to serving the youth of Sandwich. Our challenge continues to be adding play and recreation space for all our citizens.

The School for Early Learning (SEL) operated as a beacon of education for our youngest citizens. Almost 300 families chose the SEL for the care and educational advancement of their children. Our core faculty, fully-degreed teachers all, their teaching assistants and educational support staff provided a unique and energizing learning experience for our children and prepared them fully for the successful transition to first grade.

Maintaining the balance between tried-and-true Adult Education classes and the "next new thing" was a thrill a minute. Determining how long course offerings will remain popular requires a crystal ball. Keeping the menu fresh in order to retain loyal students while attracting new ones requires divine inspiration. Nevertheless, our team was up to the challenge by offering close to 800 courses to 5,000 students. Our students became part of the business as they had a chance to rate each class, offer suggestions for improvement and, with their instructors, proffer new course ideas.

Our computer lab was also very busy offering 130 different classes to over 1000 students. Working adults, small business employees and retirees improved their skill for advancement in the world so influenced by technology for even the most basic transactions and tasks. We were blessed with instructors who swept away the mystery of computing for our students and did so, not in a dry, pedantic way but rather with verve and joy.

At the pool, almost 1700 students participated in 170 swim courses. Memberships were up, many of our youngest citizens learned to swim, Lap Swimmers took advantage of our early 5:00am opening time to exercise before work or at noon, a convenience that they much valued. Most inspirational were our aerobic swimmers, mostly retired folk who can put our younger swimmers to shame. No matter what the weather, how cold the temperature, or how difficult the driving, these hardy souls never missed their time in the pool. A salute to our lifeguards, many of them high school students and swim team members, who coached our swimmers and kept them safe. Of course, we remain proud to provide a place for our top-notch boys and girls swim teams to practice and compete.

We were happy to offer classroom and on-the-road training to 185 new drivers. New this past year, we provided training for the parents of our prospective new drivers, over 150 parents in all. This new Registry of Motor Vehicles directive helps parents understand what their children will learn in their own classes so that a strong partnership between parent and new driver about safe operation will result.

The Sandwich Community School is a 12-month operation which adds 2 more programs for the July and August months. Summer school was attended by 116 students, 26 of whom came from schools districts outside of Sandwich. We are happy to report that all successfully passed with full credit in Mathematics, English, History and Science.

Summer camps opened its doors in the first week of July for campers from the second to eight grade. Over 6 weeks we saw 1500 children taking part in a wide range of outdoor and indoor activities totaling 100 in all. And once again our counselors were Sandwich High School students, many former campers themselves, whose enthusiasm and skills were much in evidence as they allowed "kids to be kids". Special thanks go to Mrs. McDonald, Henry T. Wing School art teacher and her fabulous students, who provided all the art work for our summer camp brochure.

As always, special thanks goes to our Executive Council and our program sub-committee members for their invaluable guidance and counsel. And to the staff and all our teachers, stand up and take a bow. A finer bunch never existed.

Respectively submitted,

James Lehane, Director
Sandwich Community School

Report of the UPPER CAPE COD REGIONAL TECHNICAL SCHOOL

To the citizens of Bourne, Falmouth, Marion, Sandwich, and Wareham:

Elected School Committee Representatives:

Town of Bourne Kenneth Pereira, Treasurer
Rose Merritt

Town of Falmouth Donald Haynes, Vice-chair
Edmund Zmuda

Town of Marion Eunice Manduca

Town of Sandwich Penny Blackwell, Chair
Steven Chalke

Town of Wareham Kim Carman
Kent Pearce

Superintendent Kevin C. Farr

Upper Cape Cod Regional Technical School foundation enrollment, as of October 1, 2007 consisted of one hundred twenty-six (126) students from Bourne, one hundred eighty-seven (187) from Falmouth, twenty-four (24) from Marion, one hundred thirty-nine (139) from Sandwich, and one hundred ninety-four (194) from Wareham. For several years now, the school remains enrolled beyond capacity with a large waiting list that continues to grow each year. The school also has a full-time, self-sufficient adult Licensed Practical Nursing program with satellite programs on Martha's Vineyard and at Cape Cod Regional Technical School in Harwich.

Upper Cape Tech continues to expand its offerings for adults and other out of school individuals. Adult tuition students, specialized afternoon and evening occupational programs, and summer programs are additional to the 714-pupil school day enrollment. Upper Cape Tech continues to offer valuable cost-effective services to its communities via its day and evening programs. 1,243 adult students were enrolled in evening courses during this fiscal year.

Upper Cape Tech has recently completed a feasibility study regarding the installation of a second larger wind turbine, 600kw to 1.25 mw, on school property. There is currently a ten-kilowatt wind turbine in operation. At this point, research is underway regarding financing options and possible owner partnerships.

During the summer months work was started on the existing Bus Barn to renovate the space into the new location for the Marine Services technical program. This renovation will provide the growing program with additional classroom space and work areas.

The Bourne Braves of the Cape Cod Baseball League played their third season on the newly constructed ball field. This season included the much anticipated addition of night games to the Brave's schedule after field lighting was installed this past spring at the expense of the Brave's organization.

The Regional School District Committee extends its appreciation to the many advisory boards that assist us in developing and maintaining educational programs, various town and school officials who support our efforts, and school staff members. It is the combined effort of all of these individuals that has enabled the success of the school and its graduates. We look forward to your continued support.

Respectfully submitted,

Kevin C. Farr,
Superintendent

UPPER CAPE COD REGIONAL TECHNICAL SCHOOL CLASS OF 2007

SANDWICH

Joseph Andrade
Olivia Beane
Ashley Beaton
John Blackwell
Matthew Bridges
Marysa Casey
Monica Chalke
Brian Cooke
Ryan Dower
David Dyke
Jeffrey Earle
Adam Fenton
Nicole Hamblin
Amenda Hasbani
Eric Jenkins
Andrew Johnson
Abby Keir
Russell Kriehn

Adam Laffoon
Renee Leary
Kenneth Lynch
Greta Marrs
Jonathan Moran
Meaghan O'Brien
Christopher Perry
Amanda Quindley
Natalie Schelle
Alicia Schott
John Simmons
Meghan Smith
Scott Spencer
Jeffrey Tarantino
Jennafer Tenney
Jacob Thomas
Hope Wright

