

**ANNUAL  
REPORTS**

**For the year  
2015**



**TOWN OF ASHBY  
MASSACHUSETTS**

Accountant	8
Animal Enforcement Agent/Dog Officer	54
Assessors	3
Boards of Health	
Ashby Board of Health	62
Nashoba Associated Boards of Health	58
Building Inspector	63
Cemetery Commission	57
Conservation Commission	56
Council on Aging	64
Cultural Council	66
Definitions	iii
Electrical Inspector	64
Emergency Management	50
Emergency Medical Services	48
Finance Committee	2
Fire Department	47
Fire Department Roster	48
Gas & Plumbing Inspector	64
Highway Department	50
Library	
Library Trustees	67
Library Director	68
Parks Department	70
Planning Board	55
Police Department	45
Police Fire Signal Operators	
Registrar's Report	39
Schools	
NMRSD Superintendent	71
Ashby Elementary School	76
Hawthorne Brook Middle School	78
Squannacook Early Childhood Center	79
North Middlesex Regional High School	80
Montachusett Regional Vocational Technical	81
Selectmen	1
Tax Collector	6
Town Clerk Financial Report	39
Town Officials	
Appointed	41
Elected	39

Treasurer	5
Tree Warden	53
Town Elections & Meetings	
Special Election Warrant March 30, 2015	106
Results Special Election March 30, 2015	107
Annual Town Election Warrant April 27, 2015	108
Results Annual Town Election April 27, 2015	109
Special Town Meeting Warrant May 2, 2015	112
Results Special Town Meeting May 2, 2015	114
Annual Town Meeting Warrant May 2, 2015	115
Results Annual Town Meeting May 2, 2015	137
Ballot for Annual Town Election, April 25, 2016	146

**The Town of Ashby web site:  
[www.ashbyma.gov](http://www.ashbyma.gov)**

<b>Available Funds</b>	Free cash, reserves, and unexpected balances available for appropriation.
<b>Chapter 90</b>	General Law which provides for contributions by the State for construction and maintenance of certain town road; usually roads leading from one town to another.
<b>Cherry Sheet</b>	Details of State and County charges and reimbursements used in determining the tax rate; known as “Cherry Sheet” due to color of the paper originally used.
<b>Estimated Receipts</b>	Estimate of miscellaneous receipts based on previous year’s receipts deducted by the Assessors from gross amount to be raised by taxation.
<b>Free Cash</b>	Amount certified by the Department of Revenue determined by any excess revenue and unexpended appropriations of the prior year.
<b>Matching Funds</b>	Amount made available by special State and Federal acts to supplement local appropriations for specific types of projects.
<b>Provision for Abatements &amp; Exemptions (formerly OVERLAY)</b>	Amount raised by Assessors for purpose of creating a fund to cover abatements granted.
<b>Provision for Abatements &amp; Exemptions Surplus (formerly Overlay Surplus)</b>	Excess determined by the Assessors (exceeding tax balance for that year) which may be voted for extra-ordinary or unforeseen purposes.
<b>Reserve Fund</b>	Amount appropriated for unforeseen or emergency purposes, controlled exclusively by the Finance Committee.



## BOARD OF SELECTMEN

The Board of Selectmen wishes to acknowledge the contributions of any former board or committee members that resigned during 2015. The Board also wishes to acknowledge the many contributions of Mary Krapf who passed away in 2015. Mary served on the Ashby Board of Health, as MART Advisory Board Representative, as MJTC Representative, as MBTA Representative, as Emergency Management Co-Director and as Cable Advisory Board member. Mary Krapf also worked with the senior citizens in various capacities.

2015 was a year of change and challenge:

- A Special Recall election was held and Mark Haines won the election replacing Steven Ingerson as Selectman for his remaining year of term.
- At the Annual Town Election Mike McCallum was elected Selectman for three years.
- Marcia Zaniboni replaced Kathy Becker who resigned as Council on Aging Director in May. Marcia has done a lot getting the seniors more involved in their community including Cafe meetings, wellness clinics at Town Hall and bus trips to various events.
- The Board developed a new plan to supply water from the well behind the Ashby Elementary School to the Town Hall and the Town Common area; funding was provided at the May 3, 2014 Annual Town Meeting.
- The North Middlesex Regional High School project began. The Chairman attended the opening ceremony representing the Town of Ashby and took part in the ceremonial ground breaking.
- Kinder-Morgan has filed a preliminary proposal to FERC and we are entering into the intervener stage to try to stop them from going forward with the project. Although the pipeline has chosen a route through New Hampshire they are still holding the Northern Massachusetts route as a backup.
- The Selectmen approved and signed the Highway Union Contract.

The Board wishes to recognize all of the volunteers, elected officials and employees of the Town who work every day to solve the issues facing the Town. To those that have retired from positions on Town boards and committees in 2015, we want to thank you for your hard work; your service to the community of Ashby is greatly appreciated.

Respectfully submitted,

Janet L. Flinkstrom, *Chairman of the Board of Selectmen*

## FINANCE COMMITTEE

The Finance Committee held regular meetings on the second and fourth Tuesdays of each month. During summer months, we switch to a once per month schedule and during “budget season” we may meet more often. Public notices with the agenda items are posted on the bulletin board in front of the town hall. The atmosphere in our meetings is informal to encourage participation by all in attendance. We welcome members of the public to attend and join in our discussion.

This year there have been a few changes to the Finance Committee. One member resigned and we gained one new member, bringing our committee to five representatives. We are always looking for additional members. If you're interested please contact Lorraine Pease at town hall.

I am pleased to report that the Finance Committee and the Town Administrator have held several productive working sessions on the town budget. The town finances are in fair condition with some debt and a good-funded stabilization plan. In order to maintain this fund, the town needs to be careful in spending free cash which has greatly been reduced over the last few years.

The town is facing many financial challenges for years to come that requires ALL Town departments to pay attention to the financial planning. All of the town buildings are in need of repair and we need to be diligent and begin to fund building maintenance projects to prevent more costly repairs in the future. The allocation of funding for a new police station has been a priority for the Finance Committee, but without Grant money, or even an override this might never happen.

The ongoing Ashby Elementary School roof/window project is 2+ years away from being paid-off, and the new high school is under construction. These are the largest expenses our town has faced in many years. Even with state funding, the money needed to service this debt will consume a significant part of our 2.5% tax increase.

It is very important to note that even with all possible cuts once again the Town could not balance the FY2015/2016 budget. We again needed to rely on the Assessor's Office to transfer the funds out of the Overlay Budget Reverse Fund. As always we encourage residents to participate in any and all meetings held by the town and school district. These meeting will keep you better informed about the upcoming projects and give you the opportunity to provide input.

Respectfully submitted,  
Kevin Stetson, *Chair*

## BOARD OF ASSESSORS

The Board of Assessors is responsible for the valuation of real estate and personal property subject to taxation. The Registry of Motor Vehicles is responsible for motor vehicle valuations and supplies the data for excise bills. Assessed values for Real and Personal Property are based on “full and fair cash value” as of the January 1st preceding each fiscal year.

As always, if you have any questions regarding any assessing issues, please feel free to contact Lois Raymond, Administrative Assessor, at 978-386-2427 x15 or by email at [assess@ashbyma.gov](mailto:assess@ashbyma.gov) Office hours are from Monday, Wednesday, Thursday 9:00 AM to 1:00 PM. Friday 9 AM to 12 PM. Wednesday evenings 4:00 PM to 8:00. Tuesdays closed. The Board of Assessors normally meets on the first Wednesday of the month at 4:30 PM.

Respectfully submitted by the Board of Assessors,  
 Charles Perna, *Chairman*  
 Oliver Mutch, *Member*  
 Kevin Sierra, *Member*  
 Harald M. Scheid – *Regional Tax Assessor*  
 Linda Couture – *Regional Associate Assessor*  
 Lois Raymond – *Administrative Assessor*

### Fiscal 2015 Assessments and Revenues by Major Property Class

Property Class	Levy Percent	Valuation by Class	Tax Rate	Tax Levy
Residential	93.1305	249,013,224	19.68	4,900,580.25
Open Space	-0-	-0-	19.68	-0-
Commercial	3.1574	8,442,155	19.68	166,141.61
Industrial	0.2473	661,300	19.68	13,014.38
Personal Property	3.4648	9,264,288	19.68	182,321.19
TOTALS	100.0000	267,380,967	19.68	5,262,057.43

### Valuation and Tax History

Fiscal Year	Tax Rate	Total Valuation	Accounts	Tax Levy	Change(%)
2015	19.68	267,380,967	1,715	5,262,057	.0311
2014	19.10	267,193,652	1,725	5,103,399	.0325
2013	17.47	282,920,377	1,741	4,942,619	.0659
2012	16.42	282,400,824	1,752	4,637,022	.0294
2011	14.90	302,321,755	1,752	4,504,594	.0346
2010	13.64	319,193,905	1,826	4,504,594	.0357
2009	11.96	351,803,275	1,836	4,203,690	.0405

**Fiscal Year 2015 Abstract of Assessments**

Property Class Code/Description	Accts	Class Valuation	Avg. Value
012 – 043 Mixed Use Properties	15	17,253,020	1,150,201
101 Residential Single Family	1,088	217,011,100	199,459
102 Residential Condominiums	0	0	
104 Residential Two Family	12	2,450,200	204,183
105 Residential Three Family	2	655,000	327,500
Miscellaneous Residential	12	1,388,700	115,725
111 – 125 Apartments	1	222,000	222,000
130 – 132, 106 Vacant Land	342	12,607,000	36,863
300 – 393 Commercial	21	4,960,300	236,205
400 – 442 Industrial	4	661,300	165,325
501 – 508 Personal Property	103	9,264,288	89,944
600 – 821 Chapter 61, 61A, 61B	115	908,059	7,896
<b>TOTALS</b>	<b>1,715</b>	<b>267,380,967</b>	

**Assessor's Account for Exemptions and Abatements**

Description	FY2014	FY2013	FY2012	FY2011	FY2010
Assessor's Overlay	74,259.98	82,240.41	123,339.89	63,902.05	125,570.42
Overlay Deficits	-0-	-0-	-0-	-0-	-0-
Charges to 6/30/2015	68,401.71	32,471.88	47,232.50	37,748.91	33,819.56
Amount Released	5,858.27	49,768.53	76,107.39	26,153.14	91,750.86

**New Growth Revenue**

Fiscal Year	Added Valuation	Tax Rate	New Revenues	Change (%)
2015	1,654,636.00	19.68	31,604.00	-.1363
2014	2,094,435.00	19.10	36,590.00	.2052
2013	1,849,016.00	17.47	30,361.00	.6528
2012	1,232,817.00	16.42	18,369.00	-.7320
2011	5,025,493.00	14.90	68,548.00	2.1902
2010	1,796,600.00	13.64	21,487.00	-.5619

## TREASURER

As of December 31, 2015 available cash was equal to \$1,190,255.13 and a total of \$1,351.61 was earned in interest from the general fund accounts.

The sum of \$42,950.63 was collected in tax title receipts and foreclosure redemptions.

The following trust fund balances as of December 31, 2015 are:

John Forbes Memorial Clock Fund	\$ 1,327.17
School Funds	
Jesse Foster	\$ 1,102.74
Samuel P. Gates	\$22,015.84
Sumner Taylor	\$ 2,911.25
Cemetery Funds	
Sale of Lots	\$ 39,512.63
Perpetual Care	\$ 99,540.50
Rosanna Robbins	\$ 94,670.65
Open Space Acquisition Fund	\$ 19,725.59
Federal Forfeiture Fund	\$ 1,983.01
Stabilization Fund	\$523,247.23
Police-Law Enforcement Trust	\$ 824.61
Library Trust Funds	\$327,031.48
Memorial Trusts	\$ 5,958.66

The Town currently has no long-term borrowing.

Respectfully submitted,  
Kate E. Stacy, *Treasurer*

## REPORT OF THE COLLECTOR

These charts summarize calendar year 2015 collection activity, including a history of tax delinquency rates for the past ten years. Answers to commonly asked tax questions, payment options, and other informative links can be found at the town website within the Tax Collector department pages at: [www.ci.ashby.ma.us](http://www.ci.ashby.ma.us).

Respectfully submitted,  
 Beth Ann Scheid, CMMC  
 (*Certified Massachusetts Municipal Collector*)

<b>COLLECTION ACTIVITY as Turn-Over Deposits to Treasurer</b>		
January 1, 2015 - December 31, 2015		
2016	Real Estate Tax	2,519,108.77
2015	Real Estate Tax	2,521,834.66
2015	Personal Property Tax	181,122.90
2014	Personal Property Tax	131.52
2013	Personal Property Tax	87.00
2015	Motor Vehicle Excise Tax	397,303.31
2014	Motor Vehicle Excise Tax	12,779.94
2013	Motor Vehicle Excise Tax	1,414.08
2012	Motor Vehicle Excise Tax	186.36
2011	Motor Vehicle Excise Tax	267.08
2010	Motor Vehicle Excise Tax	143.23
2008	Motor Vehicle Excise Tax	50.31
2007	Motor Vehicle Excise Tax	333.75
	Title V Liens (amortized payments)	742.64
	Past Due Interest on Taxes	14,641.23
	Demand & Warrant Fees	8,425.03
	Deputy Notice & Service Fees	8,903.00
	RMV Non-renewal Mark Fees	3,640.00
	In Lieu Of Tax - City of Fitchburg	11,485.62
	Chapter Rollback Penalty RE Tax	0.00
	Municipal Lien Certificate Fees	2,475.00
	Tax Service Billing File Fees	1,207.00
	NSF Returned Check Fees	50.00
	Tax Title Fees	124.92
	Deferred Tax Liens	0.00
	Title V Liens (full payoff)	0.00
	CDBG Liens (full payoff)	0.00
	Other Miscellaneous Receipts	0.00
	<b>\$</b>	<b>5,686,457.35</b>

<b>Net COLLECTION ACTIVITY by Tax Year and Levy</b>						
January 1, 2015 - December 31, 2015						
<b>REAL ESTATE TAX BILLINGS</b> (includes Title V & Supplement Taxes)						
	Balance on 12/31/2014	Commitments during 2015	Payments (-) Refunds (+)	Exemptions(-) Abatements(-)	Transfer to Tax Title (-)	Balance on 12/31/2015
FY2016	0.00	5,235,387.65	2,516,516.14 1,584.52	54,542.23		2,665,913.80
FY2015	2,560,482.31	370.94	2,519,994.54 8,517.27	1,582.00 8,890.43	31,078.66	7,824.89
FY2014	-11.73		11.73			
<b>PERSONAL PROPERTY TAX BILLINGS</b>						
		Commitments	Payments (-)	Abatements (-)	Refunds (+)	Balance on 12/31/2015
FY2015	0.00	182,321.18	181,121.73		53.67	1,253.12
FY2014	1,182.52		131.52			1,051.00
FY2013	1,114.23		87.00			1,027.23
<b>MOTOR VEHICLE EXCISE TAX BILLINGS</b>						
		Commitments	Payments (-)	Abatements (-)	Refunds (+)	Balance on 12/31/2015
FY2015	0.00	420,003.68	397,173.51	12,449.03	5,019.54	15,400.68
FY2014	13,551.68	2,297.06	12,774.45	747.20	845.96	3,173.05
FY2013	2,515.54		1,414.08	49.06	32.50	1,084.90
FY2012	1,039.69		186.36		43.75	897.08
FY2011	1,188.22		267.08	5.10		916.04
FY2010	1,322.70		143.23			1,179.47
FY2008	1,990.83		50.31			1,940.52
FY2007	2,090.47		333.75			1,756.72
FY2006	472.71			472.71		0.00
FY2005	1,085.94			1,085.94		0.00
FY2004	937.19			937.19		0.00
FY2003	790.94			790.94		0.00
FY2002	335.20			335.20		0.00
FY2001	1,039.80			1,039.80		0.00
FY2000	547.50			547.50		0.00
FY2000-FY2006 MVX are active for Deputy collections; abated for accountant to close older levy years.						

<b>UNCOLLECTED RECEIVABLES - % by Levy Year as of 12/31/2015</b>						
Excise	PersProperty	Fiscal Year	Unpaid Real Estate tax transferred to Tax Title			
			added to existing (#)	vs. new accounts (#)	Totals	%
3.67%	0.68%	FY2015	31,078.66 (12)	0.00	31,079	0.61%
0.80%	0.68%	FY2014	14,554.20 (7)	27,709.89 (13)	42,264	0.86%
0.29%	0.75%	FY2013	14,070.34 (7)	12,358.67 (8)	26,429	0.55%
0.26%	0.48%	FY2012	16,169 (10)	24,012 (12)	40,182	0.89%
0.26%	0.27%	FY2011	5,170 (4)	19,124 (14)	22,564	0.55%
0.35%	0.56%	FY2010	20,280 (7)	7,786 (5)	28,066	0.66%
0.30%	0.29%	FY2009	1,422 (1)	29,311 (14)	30,733	0.74%
0.54%	0.30%	FY2008	6,416 (7)	22,620 (10)	29,035	0.72%
0.47%	0.19%	FY2007	5,905 (9)	17,322 (13)	23,227	0.57%
0.13%	0.13%	FY2006	18,026 (17)	4,055 (2)	22,081	0.62%
0.29%	0.14%	FY2005	11,921 (16)	39,581 (16)	51,502	1.50%
This chart reports a rolling 10 year history.						

Town of Ashby  
 Combined Balance Sheet All fund Types & Groups  
 June 30, 2015

Assets	General Fund	Special Revenue	Capital Projects	Enterprise Fund Recycle/Transfer	Trust/Agency Funds	Group Total
Cash & Investments	1,130,024	361,833	30,276	42,046	1,172,514	2,736,692
Receivables:						
Personal Property	5,430					5,430
Real Estate	70,570					70,570
Tax Liens Receivable	93,238					93,238
Tax Foreclosures	13,900					13,900
Motor Vehicle Excise	59,832					59,832
Dept Receivable-Ambulance	30,815					30,815
Betterments - Not Yet Due		52,149				52,149
Deferred Revenue-Due from other Gov		28,875				28,875
<b>Total Assets</b>	<b>1,403,809</b>	<b>442,857</b>	<b>30,276</b>	<b>42,046</b>	<b>1,172,514</b>	<b>3,091,501</b>
<b>Liabilities</b>						
Warrants & Payroll Payable	113,354	326	-	1,922	7,681	123,283
Withholdings	13,083					13,083
Provision for Abatements	104,638					104,638
Deferred Revenue Property Tax	(28,638)					(28,638)
Deferred Revenue Tax Foreclosure	13,900					13,900
Deferred Rev. Ambulance	30,815					30,815
Deferred Rev Motor Vehicle Excise	59,832					59,832
Deferred Revenue Tax Liens	93,238					93,238
Deferred Revenue Special Assessmnt		52,149				52,149
Deferred Revenue Intergovernmental		28,875				28,875
Agency Accounts				1,922	3,055	3,055
<b>Total Liabilities</b>	<b>400,222</b>		<b>-</b>	<b>1,922</b>	<b>10,737</b>	<b>494,230</b>



Town of Ashby  
 Combined Balance Sheet All fund Types & Groups  
 June 30, 2015

Assets	General Fund	Special Revenue	Capital Projects	Enterprise Fund Recycle/Transfer	Trust/Agency Funds	Group Total
<b>Fund Equity</b>						
Reserve for Encumbrances	38,711			10		38,721
Reserve for PY Expenditures	201,579					201,579
Reserve for Expenditures	263,754			6,903		270,657
Reserve for Special Purposes		361,507	30,276		1,161,778	1,553,560
Unreserved Fund Balance	499,543			33,212		532,754
<b>Total Fund Equity</b>	1,003,587	361,507	30,276	40,124	1,161,778	2,597,271
<b>Total Liab. &amp; Fund Equity</b>	1,403,809	442,857	30,276	42,046	1,172,514	3,091,501

TOWN OF ASHBURY/FY15 BUDGET

Acct #	REVENUE	FY15 ESTIMATE	FY15 ACTUAL	FY15 DIF
	<b>TAXES &amp; EXCISE</b>			
110	Personal Property	\$ 182,321	181,631.72	\$ (689)
120	Real Estate Taxation	\$ 4,973,872.26	4,970,789.31	\$ (3,083)
	New Growth	\$ 31,604.00	\$	(31,604)
	<b>Total Property Taxes:</b>	<b>\$ 5,187,797.45</b>	<b>5,152,421.03</b>	<b>\$ (35,376.42)</b>
	<b>STATE AID</b>			
800	Lottery	\$ 389,623.00	389,623.00	\$ -
800	State Owned Land	\$ 94,746.00	94,746.00	\$ -
800	Exemptions:Vets, Blind, Surv Spouse,Eld	\$ 12,970.00	17,666.00	\$ 4,696
800	Veterans Benefit	\$ 30,745.00	48,925.00	\$ 18,180
	<b>Total State Aid</b>	<b>\$ 528,084.00</b>	<b>550,960.00</b>	<b>\$ 22,876.00</b>
	<b>LOCAL RECEIPTS</b>			
	Tax Liens	\$ -	16,279.86	\$ 16,280
	<b>Total Tax Liens</b>		<b>16,279.86</b>	<b>16,279.86</b>
150	MV Excise	\$ 335,797.00	393,687.24	\$ 57,890
170	Tax Interest	\$ 12,000.00	11,431.05	\$ (569)
170	MV Tax Interest	\$ 2,160.00	2,707.81	\$ 548
170	Tax Lien Interest	\$ 5,000.00	351.85	\$ (4,648)
180	PILOT	\$ 6,313.00	11,485.62	\$ 5,173
	<b>Penalties &amp; Interest/MV Excise</b>	<b>\$ 361,270.00</b>	<b>419,663.57</b>	<b>\$ 58,393.57</b>

TOWN OF ASHBY/FY15 BUDGET

Acct #	REVENUE	FY15 ESTIMATE	FY15 ACTUAL	FY15 DIF
	<b>Licenses &amp; Permits -</b>			
122	Liquor	\$ 955.00	\$ 1,440.00	\$ 485
122/161	Business License	\$ -	\$ 0.00	\$ -
122	Common Vic	\$ 210.00	\$ 210.00	\$ -
122	Used Car	\$ 250.00	\$ 250.00	\$ -
122	Junk Car	\$ 60.00	\$ 60.00	\$ -
122	BOS Permits/old	\$ -	\$ 0.00	\$ -
122	Video Licensing	\$ 35.00	\$ 35.00	\$ -
161	Animal Control/Dog	\$ 2,100.00	\$ 2,379.50	\$ 280
161	Business License	\$ 250.00	\$ 460.00	\$ 210
241	Building	\$ 15,000.00	\$ 22,306.00	\$ 7,306
243	Gas and Plumbing	\$ 3,300.00	\$ 2,754.00	\$ (546)
245	Electrical	\$ 3,500.00	\$ 6,665.00	\$ 3,165
510	Board of Health	\$ 1,500.00	\$ 1,328.00	\$ (172)
	<b>Total Licenses and Permits</b>	<b>\$ 27,160.00</b>	<b>\$ 37,887.50</b>	<b>\$ 10,727.50</b>
	<b>Fines &amp; forfeitures</b>			
772	Court Fines/Dog Fines	\$ 9,000.00	\$ 9,327.50	\$ 328
210	Fines/District Court	\$ -	\$ 875.00	\$ 875
800	RMV	\$ 2,000.00	\$ 3,200.00	\$ 1,200
	<b>Total - Fines &amp; Forfeitures</b>	<b>\$ 11,000.00</b>	<b>\$ 13,402.50</b>	<b>\$ 2,402.50</b>
	<b>Other Departmental Revenue</b>			
422	Highway Miscellaneous	\$ -	\$ 0.00	\$ -
	<b>Total Other Dept. Revenue:</b>	<b>\$ -</b>	<b>\$ 0.00</b>	<b>\$ -</b>

TOWN OF ASHBY/FY15 BUDGET

Acct #	REVENUE	FY15 ESTIMATE	FY15 ACTUAL	FY15 DIF
	<b>Miscellaneous</b>			
820	Bank Interest	\$ 2,000.00	1,755.54	\$(244)
	<b>Total Miscellaneous:</b>	<b>\$ 2,000.00</b>	<b>1,755.54</b>	<b>\$(244.46)</b>
	<b>Charges for services</b>			
232	Ambulance	\$ 77,000.00	99,051.82	22,052
	<b>Total chgs. For Services</b>	<b>\$ 77,000.00</b>	<b>99,051.82</b>	<b>22,051.82</b>
	<b>Rentals</b>			
122	Comm Tower Lease Payments	\$ 15,000.00	12,417.84	\$(2,582)
691	Historical Lease	\$ -	0.00	1.00
	<b>Total Rentals</b>	<b>\$ 15,000.00</b>	<b>12,417.84</b>	<b>\$(2,581.16)</b>
	<b>Fees</b>			
122	Selectmen - Public Hearings	\$ -	200.03	200
122	Selectmen Misc. Fees	\$ 200.00	2.38	\$(198)
141	Board of Assessors-misc	\$ 165.00	210.00	45
141	Board of Assessors-abutters list	\$ 20.00	50.00	30
145	Treasurer	\$ 500.00	362.58	\$(137)
146	Collector	\$ 2,000.00	1,006.82	\$(993)
161	Substance Citations	\$ 250.00	0.00	\$(250)
161	Town Clerk Fees/Street Listings	\$ 100.00	275.30	175
161	Town Clerk Zoning Variances	\$ -	0.00	-
161	Town Clerk Zoning By-laws	\$ 45.00	0.00	\$(45)
161	Town Clerk Misc Rcpts	\$ 1,000.00	1,366.92	367
161	Town Clerk Compost Bin Sales	\$ 100.00	0.00	\$(100)

TOWN OF ASHBY/FY15 BUDGET

Acct #	REVENUE	FY15		FY15 ACTUAL	FY15 DIF
		ESTIMATE			
175	Planning Board	\$ 100.00		\$ 925.00	\$ 825
176	Zoning Board of Appeals	\$ 125.00		\$ 600.00	\$ 475
210	Police/Dispatch	\$ -		\$ 0.00	\$ -
210	Police FID	\$ 3,200.00		\$ 2,200.00	\$ (1,000)
210	Police Court	\$ 500.00		\$ 0.00	\$ (500)
210	Police Adm chrgs/Detail	\$ 3,500.00		\$ 5,545.27	\$ 2,045
210	Police-Reports	\$ 300.00		\$ 273.50	\$ (27)
210	Police-Misc	\$ 200.00		\$ 1,982.45	\$ 1,782
220	Fire	\$ -		\$ 100.00	\$ 100
220	Fire Smoke Detector	\$ 375.00		\$ 1,075.00	\$ 700
220	Fire-Fuel Storage	\$ 50.00		\$ 25.00	\$ (25)
220	Fire-Burn Permits	\$ 200.00		\$ 150.00	\$ (50)
220	Fire-Propane	\$ 500.00		\$ 425.00	\$ (75)
220	Fire-Tank Removal	\$ -		\$ 200.00	\$ 200
220	Fire-Cargo Permit	\$ 50.00		\$ 0.00	\$ (50)
220	Fire-Open Air	\$ 3,500.00		\$ 2,825.00	\$ (675)
220	Fire-Tank Install	\$ 100.00		\$ 100.00	\$ -
220	Fire-Misc	\$ 25.00		\$ 5.00	\$ (20)
610	Library-Misc	\$ -		\$ 4.00	\$ 4
<b>Total Fees</b>		<b>\$ 17,105.00</b>		<b>\$ 19,909.25</b>	<b>\$ 2,804.25</b>
<b>Misc Non-recurring</b>					
121	Supplemental Taxes	\$ -		\$ 6,797.38	\$ 6,797
118	Chapter 61	\$ -		\$ 477.45	\$ 477
<b>Total Misc Non-recurring</b>		<b>\$ -</b>		<b>\$ 7,274.83</b>	<b>\$ 7,274.83</b>
<b>Total Local Recpt's</b>		<b>\$ 510,535.00</b>		<b>\$ 611,362.85</b>	<b>\$ 100,828.85</b>

TOWN OF ASHBY/FY15 BUDGET

Acct #	REVENUE	FY15 ESTIMATE	FY15 ACTUAL	FY15 DIF
	<b>OTHER REVENUE</b>			
	ARCTS Enterprise Fund	\$ 34,132.00		
	Free Cash	\$ 158,165.00		
	Overlay Surplus	\$ 78,000.00		
	Stabilization	\$ 248,000.00	248,000.00	
	Ch. 90	\$ 230,019.00		
	<b>Total Other Revenue</b>	<b>\$ 748,316.00</b>	<b>248,000.00</b>	<b>\$ -</b>
	<b>TOTAL</b>	<b>\$ 6,974,732.45</b>	<b>6,579,023.74</b>	

Not of auditors

July 1, 2014 - June 30, 2015

EXPENSE CATEGORY	ACCOUNT	ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET	ACTUAL EXPENDED	BALANCE	% Exp
<b>ENCUMBERED</b>							
Collector Expense Encumbered	015146-900	453.23	-	453.23	437.93	15.30	97%
Technology Expense Encumbered	011555-900	2,869.06	-	2,869.06	2,869.06	-	100%
Town Clerk Encumbered	015161-900	1,500.00	-	1,500.00	1,500.00	-	100%
Records Preservation Encumbered	015161-901	480.49	-	480.49	480.49	-	100%
Elect & Registration Encumbered	015161-902	3,000.00	-	3,000.00	2,990.00	10.00	100%
Cons Commission Encumbered	015171-900	170.57	-	170.57	170.57	-	100%
Planning Board Encumbered	015175-900	1,303.20	-	1,303.20	1,301.75	1.45	100%
Town Offices Encumbered	015192-900	6,111.84	-	6,111.84	6,111.84	-	100%
Municipal Bldg Repairs Encumbered	015198-900	22,273.00	-	22,273.00	17,067.90	5,205.10	77%
Fire Encumbered	015220-900	46.89	-	46.89	46.89	-	100%
Waste Oil Encumbered	015221-900	509.00	-	509.00	509.00	-	100%
Highway Expense Encumbered	015422-902	281.17	-	281.17	281.17	-	100%
Board of Health Encumbered	015510-900	9.84	-	9.84	9.84	-	100%
Library Bldg Maint Encumbered	015610-900	3,069.84	-	3,069.84	3,069.84	-	100%
<b>TOTAL ENCUMBERED</b>		42,078.13	-	42,078.13	36,846.28	5,231.85	88%
<b>GENERAL GOVERNMENT</b>							
Town Clerical Staff Wages	015122-505	51,156.71	-	51,156.71	51,156.71	-	100%
Admin & Operations Expense	015122-520	6,550.00	-	6,550.00	5,229.25	1,320.75	80%
Town Administrator Salary	015123-500	38,000.00	-	38,000.00	38,000.00	-	100%
Finance Committee Expense	015131-520	500.00	-	500.00	155.00	345.00	31%
Reserve Fund	015132-520	31,000.00	(28,431.26)	2,568.74	-	2,568.74	0%
Town Accountant Salary	015135-500	33,457.36	-	33,457.36	29,534.32	3,923.04	88%
Town Accountant Clerical	015135-505	5,000.00	-	5,000.00	3,794.68	1,205.32	76%
Town Accountant Expense	015135-520	3,400.00	-	3,400.00	2,873.75	526.25	85%
Audit of Records	015135-530	21,000.00	-	21,000.00	16,500.00	4,500.00	79%
Assessor Clerical Wages	015141-505	17,100.78	-	17,100.78	15,454.25	1,646.53	90%
Assessors Assessing Services	015141-519	28,500.00	-	28,500.00	28,500.00	-	100%
Assessor Expense	015141-520	1,380.00	-	1,380.00	1,378.98	1.02	100%

EXPENSE CATEGORY	ACCOUNT	Not of auditors		ORIGINAL BUDGET	REVISED BUDGET	ACTUAL EXPENDED	BALANCE	% Exp
		July 1, 2014 - June 30, 2015	BUDGET REVISIONS					
GENERAL GOVERNMENT								
Map Maintenance	015141-535	1,700.00	-	1,700.00	1,700.00	-	100%	
CAMA Expense	015142-545	2,200.00	-	2,200.00	2,200.00	-	100%	
Treasurer Salary	015145-500	25,643.07	-	25,643.07	25,643.07	-	100%	
Treasurer Expense	015145-520	4,826.00	-	4,826.00	4,727.60	96.40	98%	
Tax Title Expense	015145-540	9,000.00	-	9,000.00	3,832.78	5,167.22	43%	
Collector Salary	015146-500	32,435.41	-	32,435.41	32,435.41	-	100%	
Collector Expense	015146-520	10,435.00	392.00	10,827.00	10,667.33	159.67	99%	
Collector Software	015146-545	2,393.75	-	2,393.75	2,393.75	-	100%	
Legal Counsel Services	015151-520	27,000.00	8,000.00	35,000.00	31,821.58	3,178.42	91%	
Technology & Systems	015151-520	43,000.00	-	43,000.00	35,892.52	7,107.48	83%	
Town Clerk Salary	015161-500	31,143.11	-	31,143.11	31,143.11	-	100%	
Asst. Town Clerk Wages	015161-505	7,191.15	-	7,191.15	6,943.80	247.35	97%	
Elec and Reg Stipend	015161-510	6,127.13	-	6,127.13	6,127.13	-	100%	
Town Clerk Expense	015161-520	2,705.00	-	2,705.00	1,455.93	1,249.07	54%	
Town Clerk Dog Lic. Expense	015161-550	332.00	-	332.00	332.00	-	100%	
Public Records Preservation	015161-555	2,000.00	-	2,000.00	1,980.51	19.49	99%	
Elec and Reg Expense	015161-558	5,800.00	-	5,800.00	5,020.63	779.37	87%	
Town Reports	015163-520	1,600.00	-	1,600.00	1,431.65	168.35	89%	
Conservation Commission	015171-520	1,700.00	-	1,700.00	1,105.73	594.27	65%	
Planning Board Expense	015175-520	750.00	-	750.00	750.00	-	100%	
Zoning Board Expense	015176-520	580.00	-	580.00	375.56	204.44	65%	
Land Use Agent	015177-500	10,000.00	-	10,000.00	9,528.75	471.25	95%	
Land Use Expense	015177-520	700.00	-	700.00	444.33	255.67	63%	
Mont Plan Comm Assessment	015177-060	951.59	-	951.59	951.59	-	100%	
T. Office Expense	015192-595	16,190.00	-	16,190.00	10,690.58	5,499.42	66%	
T. Office Custodian	015192-565	1,980.00	-	1,980.00	1,980.00	-	100%	
T. Office Fuel and Electric	015192-590	28,000.00	-	28,000.00	25,170.20	2,829.80	90%	
Care of Town Clock	015193-520	500.00	-	500.00	250.00	250.00	50%	
Municipal Grounds Wages	015198-505	3,900.00	300.00	4,200.00	4,194.24	5.76	100%	
Municipal Building Repair	015198-520	16,100.00	(300.00)	15,800.00	10,943.19	4,856.81	69%	
<b>TOTAL GENERAL GOVERNMENT</b>		533,925.06	(20,039.26)	513,885.80	464,709.91	49,175.89	90%	



EXPENSE CATEGORY	ACCOUNT	Not of auditors		ACTUAL EXPENDED	BALANCE	% Exp
		ORIGINAL BUDGET	BUDGET REVISIONS			
PROTECT PERSONS & PROP						
		July 1, 2014 - June 30, 2015				
		ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET		
Police Chief Salary	015210-500	84,278.00	-	84,278.00	-	100%
Police Wages	015210-505	419,739.22	-	419,739.22	73,777.10	82%
Police Expense	015210-520	118,956.24	3,114.64	122,070.88	29,355.28	76%
Police Station Fuel/Electric	015210-590	11,557.00	-	11,557.00	(112.74)	101%
Police Station Bldg Maint	015210-595	3,970.00	-	3,970.00	428.31	89%
Police Cruiser/Lease Purchase	015210-600	26,440.05	-	26,440.05	-	100%
Fire Chief Salary	015220-500	54,540.83	-	54,540.83	-	100%
Firefighters Wages	015220-505	13,637.33	1,800.00	15,437.33	440.15	97%
Firefighter EMT Wages	015220-507	38,963.81	-	38,963.81	22.61	100%
Firefighter Stipends	015220-510	5,000.00	-	5,000.00	-	100%
Firefighter/EMT Overtime Wages	015220-515	5,000.00	5,000.00	10,000.00	6.46	100%
Fire Dept. Expenses	015220-520	29,712.70	1,330.00	31,042.70	(794.39)	103%
Fire Station Fuel	015220-590	2,350.00	-	2,350.00	(687.45)	129%
Fire Station-Equipment Replacement	015220-610	4,660.00	-	4,660.00	6.16	100%
Fire Station - Hoses/Hydrants	015220-635	1,500.00	-	1,500.00	1,500.00	0%
Waste Oil Coordinator Slip	015221-510	1,164.65	-	1,164.65	0.40	100%
Waste Oil Expense	015221-520	950.00	21.45	971.45	-	100%
EMT Director Salary	015232-500	-	2,000.00	2,000.00	-	100%
EMT Wages	015232-505	12,170.89	(1,200.00)	10,970.89	237.25	98%
EMT Stipends	105132-510	4,215.00	-	4,215.00	-	100%
EMT Expense	015232-520	12,123.00	1,200.00	13,323.00	11.64	100%
EMS ALS Charges & Fees	015232-615	25,000.00	4,344.50	29,344.50	20.81	100%
EMS Wages	015232-505	626.20	-	626.20	-	100%
Emergency Management Exp	015235-520	1,000.00	-	1,000.00	-	100%
E-911 Expenses	015238-520	100.00	-	100.00	-	100%
Hazardous Waste Coord. Stipend	015240-510	345.86	-	345.86	345.86	0%
Bldg/Zoning Insp Salary	015241-500	10,629.54	-	10,629.54	-	100%
Bldg/Zoning Insp Expense	015241-520	907.74	-	907.74	219.99	24%
Plumbing/Gas Inspct Salary	015243-500	6,287.24	-	6,287.24	-	100%
Plumbing/Gas Inspct Expense	015243-520	165.00	-	165.00	112.50	32%

Not of auditors

July 1, 2014 - June 30, 2015

EXPENSE CATEGORY	ACCOUNT	ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET	ACTUAL EXPENDED	BALANCE	% Exp
Electrical Insp Salary	015245-500	6,287.24	-	6,287.24	6,287.24	-	100%
Electrical Insp Expense	015245-520	1,200.00	-	1,200.00	275.95	924.05	23%
Dog Off/Animal Enrl Salary	015292-500	14,283.79	-	14,283.79	14,283.79	-	100%
Dog Off/Animal Enrl Expense	015292-520	1,500.00	-	1,500.00	1,333.00	167.00	89%
Dispatcher Wages	015299-505	176,083.97	-	176,083.97	173,139.02	2,944.95	98%
Dispatcher Expenses	015299-520	2,297.04	-	2,297.04	2,092.61	204.43	91%
<b>TOTAL PROTECT PERS &amp; PROP</b>		1,097,642.34	17,610.59	1,115,252.93	1,005,654.80	109,598.13	90%
<b>EDUCATION</b>							
Reg Voc Tech School Expense	015300-560	389,951.00	-	389,951.00	389,951.00	-	100%
NMRSD Reg School Assessment	015305-560	2,593,269.00	-	2,593,269.00	2,593,269.00	-	100%
NMRSD Reg School Transportation	015305-705	286,993.00	-	286,993.00	286,993.00	-	100%
NMRSD Debt Service	015305-710	102,300.00	-	102,300.00	102,300.00	-	100%
<b>TOTAL EDUCATION</b>		3,372,513.00	-	3,372,513.00	3,372,513.00	-	100%
<b>PUBLIC WORKS AND FACILITIES</b>							
Highway Super. Wages	015422-500	61,000.00	-	61,000.00	60,990.48	9.52	100%
Highway Department Wages	015422-505	160,233.12	-	160,233.12	120,243.28	39,989.84	75%
Highway Regular Overtime	015422-515	2,000.00	-	2,000.00	1,888.64	111.36	94%
Highway Department Expense	015422-520	15,951.00	-	15,951.00	13,385.59	2,565.41	84%
Highway Barn Fuel	015422-590	11,250.00	-	11,250.00	9,239.49	2,010.51	82%
Highway Road Maintenance	015422-620	65,000.00	-	65,000.00	49,689.28	15,310.72	76%
Highway Machinery Expense	015422-625	36,000.00	-	36,000.00	30,515.38	5,484.62	85%
Highway Gas & Diesel	015422-630	24,000.00	-	24,000.00	21,476.87	2,523.13	89%
Hwy Winter Operation Overtime	015423-515	13,000.00	7,694.00	20,694.00	20,694.00	-	100%
Highway Winter Expense	015423-520	87,000.00	89,224.96	176,224.96	176,224.96	-	100%
Street Lights	015424-520	800.00	-	800.00	800.00	-	100%
Tree Warden Expenses	015425-520	2,000.00	-	2,000.00	600.00	1,400.00	30%
Cemetery Wages	015491-505	8,670.53	-	8,670.53	7,122.35	1,548.18	82%
Cemetery Maintenance	015491-520	2,000.00	-	2,000.00	1,764.28	235.72	88%
<b>TOTAL PUBLIC WORKS AND FAC.</b>		488,904.85	96,918.96	585,823.61	514,634.60	71,189.01	88%

EXPENSE CATEGORY	ACCOUNT	ORIGINAL BUDGET	Not of auditors		REVISED BUDGET	ACTUAL EXPENDED	BALANCE	% Exp
			July 1, 2014 - June 30, 2015	BUDGET REVISIONS				
<b>HUMAN SERVICES</b>								
Board of Health Expense	015510-520	911.00	-	-	911.00	8.22	902.78	1%
Town Nurse Assessment	015510-560	4,536.00	-	-	4,536.00	2,987.16	1,538.84	66%
Nashoba Board of Health Assess	015510-562	5,835.00	-	-	5,835.00	6,695.16	(860.16)	115%
Landfill Operations	015510-660	7,000.00	-	-	7,000.00	4,780.27	2,219.73	68%
Animal Inspector	015515-510	420.24	-	-	420.24	420.24	-	100%
Council on Aging Wages	015541-505	2,184.63	-	-	2,184.63	2,184.63	-	100%
Council on Aging Expense	015541-520	1,850.00	-	-	1,850.00	904.38	945.62	49%
Veterans Agent Salary	015543-500	1,749.05	-	-	1,749.05	1,749.05	-	100%
Memorial Day	015543-655	2,500.00	-	-	2,500.00	2,232.00	268.00	89%
Veterans Benefit Expense	015543-660	39,500.00	-	-	39,500.00	36,816.66	2,683.34	93%
<b>TOTAL HUMAN SERVICES</b>		66,485.92	-	-	66,485.92	58,787.77	7,698.15	88%
<b>CULTURE AND RECREATION</b>								
Librarian Salary	015610-500	22,550.40	-	-	22,550.40	22,608.00	(57.60)	100%
Library Assist. Wages	015610-505	18,741.13	-	-	18,741.13	18,683.53	57.60	100%
Library Expenses	015610-520	4,300.00	-	-	4,300.00	4,161.12	138.88	97%
Library Custodial Services	015610-565	1,874.91	-	-	1,874.91	2,090.00	(215.09)	111%
Library Building Maintenance	015610-595	20,651.91	650.00	-	21,301.91	20,891.09	410.82	98%
Library Books	015610-665	16,900.00	-	-	16,900.00	17,203.42	(303.42)	102%
Band Concerts	015630-520	7,500.00	-	-	7,500.00	7,500.00	-	100%
July 3rd Band Expense	015632-520	1,200.00	-	-	1,200.00	1,200.00	-	100%
Allen Field Expense	015650-520	1,400.00	-	-	1,400.00	1,357.37	42.63	97%
Town Common Expense	015651-520	4,025.00	-	-	4,025.00	3,707.45	317.55	92%
<b>TOTAL CULTURE AND REC</b>		99,143.35	650.00	-	99,793.35	99,401.98	391.37	100%

Not of auditors

July 1, 2014 - June 30, 2015

EXPENSE CATEGORY	ACCOUNT	ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET	ACTUAL EXPENDED	BALANCE	% Exp
<b>DEBT SERVICE</b>							
Temporary Loan Interest	015752-520	1,000.00	-	1,000.00	-	1,000.00	0%
<b>TOTAL DEBT SERVICE</b>		1,000.00	-	1,000.00	-	1,000.00	99%
<b>INTERGOVERNMENTAL Expense</b>							
RMV Non Renewal Surcharge	015810-560	2,920.00	-	2,920.00	2,920.00	-	100%
Air Pollution Assessment	015811-560	818.00	-	818.00	818.00	-	100%
Mont RTA Assessment	015812-560	6,602.00	-	6,602.00	6,602.00	-	100%
MBTA Trans Assessment	015813-560	13,877.00	-	13,877.00	13,877.00	-	100%
<b>TOTAL INTERGOV EXP</b>		24,217.00	-	24,217.00	24,217.00	-	100%
<b>MISCELLANEOUS Expense</b>							
Middlesex Retirement System	015911-560	153,299.00	-	153,299.00	150,378.00	2,921.00	98%
Unemployment Compensation	015913-520	2,000.00	12,842.12	14,842.12	8,671.07	6,171.05	58%
Employee Benefit Expense	015914-520	360,543.13	-	360,543.13	306,293.26	44,249.87	87%
Workers Comp. Insurance	015915-520	11,000.00	-	11,000.00	6,321.28	4,678.72	57%
Insurance-Liab, Prop & Caus, Fire Police	015916-520	80,000.00	(1,063.45)	78,936.55	66,966.69	11,979.86	85%
FICA	015919-520	23,740.00	-	23,740.00	22,623.18	1,116.82	95%
<b>TOTAL MISCELLANEOUS EXP.</b>		620,582.13	11,778.67	632,360.80	561,243.48	71,117.32	89%

		Not of auditors								
		July 1, 2014 - June 30, 2015								
EXPENSE CATEGORY	ACCOUNT	ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET	ACTUAL EXPENDED	BALANCE	% Exp			
<b>SPECIAL ARTICLES</b>										
<b>FY12</b>										
A19ATM5/7/11 Replace Body Armor	015210-764	202.00	-	202.00	-	202.00	0%			
A13ATM5/7/11 Purchase&Equip Fire Truck	015220-768	855.13	-	855.13	827.00	28.13	97%			
A3STM5/5/12 Purch/Cable Ladder Truck	015220-771	745.82	-	745.82	-	745.82	0%			
A5STM5/5/12 Repairs to Station	015220-773	876.56	-	876.56	876.56	-	100%			
A9STM5/5/12 Pavement Preservation	015422-777	43,004.58	-	43,004.58	41,363.90	1,640.68	96%			
A10ATM5/7/11 Repair Courts& Playground	015650-762	1,008.42	0.00	1,008.42	1,008.42	-	100%			
<b>FY13</b>										
A7STM5/4/13 Municipal Bldg/Water Upgrade	015198-778	19,660.65	0.00	19,660.65	4,990.00	14,670.65	25%			
<b>FY14</b>										
A10ATM5/3/14GIS Services	015141-791	2,000.00	-	2,000.00	2,000.00	-	100%			
A13ATM5/4/13Repeater Sys/Consulting Services	015210-790	5,000.00	-	5,000.00	190.00	4,810.00	4%			
A14ATM5/4/13Repair Chiefs Car/Ambulance	015220-783	1,300.00	-	1,300.00	1,300.00	-	100%			
A15ATM5/4/13Laptop/Computer-Fire & Ambulance	015220-784	588.58	-	588.58	585.93	2.65	100%			
A20ATM5/4/13New Dump Truck/Highway	015422-789	349.00	-	349.00	330.14	18.86	95%			
A17ATM5/4/13Insulation - Library Ceiling	015610-786	2,992.74	-	2,992.74	-	2,992.74	0%			
A8STM5/4/13New Mower/Trailer	015650-779	398.88	-	398.88	392.03	6.85	98%			
<b>FY15</b>										
A20ATM5/3/14Water Improvement	015198-794	165,000.00	-	165,000.00	-	165,000.00	0%			
A17ATM5/3/14Police Generator	015210-792	38,000.00	-	38,000.00	32,538.95	5,461.05	86%			
A1STM5/2/15Police Copier	015210-796	6,000.00	-	6,000.00	-	6,000.00	0%			
A18ATM5/3/14New Highway Pickup	015422-793	45,000.00	-	45,000.00	45,000.00	-	100%			
<b>TOTAL SPECIAL ARTICLES</b>		332,982.36	-	332,982.36	131,402.93	201,579.43	39%			
<b>TOTAL EXPENSE</b>		\$ 6,679,476.94	\$ 106,918.96	\$ 6,786,395.90	\$ 6,269,411.75	\$ 516,984.15	92%			

TOWN OF ASHBY  
 COMBINING BALANCE SHEET - ALL SPECIAL REVENUE FUNDS  
 JUNE 30, 2015

	CDBG 620 FUND 22	SPECIAL REVENUE 24	CDBG 580 FUND 25	TITLE 5 FUND 26	MEMAFEMA FUND 27	CHAPTER 90 FUND 30	JUNE 30, 2015
<b>ASSETS</b>							
=====							
Cash		\$ 4,050	\$ 317,728	\$ 36,893	\$ 9,247	\$ 22,789	\$ 361,833
Investments, at cost							
Receivables:							
Departmental			52,149				52,149
Due from Other Governments						28,874	28,874
<b>TOTAL ASSETS</b>		\$ 4,050	\$ 369,877	\$ 36,893	\$ 9,247	\$ 22,789	\$ 442,856
=====							
<b>LIABILITIES AND FUND EQUITY</b>							
=====							
<b>Liabilities:</b>							
=====							
Warrants Payable							326
Notes Payable			326				
Deferred Revenue - Other Receivables			52,149			28,874	81,023
<b>Total Liabilities</b>		-	52,475	-	-	28,874	81,349
=====							
<b>Fund Equity:</b>							
=====							
Fund Balances:		4,050	317,402	36,893	9,247	22,789	361,507
Reserved for Encumbrances							
Reserved for Expenditures						(28,874)	
Reserved for Special Purposes							
Unreserved:							
Undesignated							
<b>Total Fund Equity</b>		4,050	317,402	36,893	9,247	22,789	361,507
=====							
<b>TOTAL LIABILITIES AND FUND EQUITY</b>		\$ 4,050	\$ 369,877	\$ 36,893	\$ 9,247	\$ 22,789	\$ 442,856
=====							

Town of Ashby  
**CHANGES IN FUND BALANCE FOR SPECIAL REVENUE FUNDS**  
 July 1, 2014 - June 30, 2015

REVENUE CATEGORY	BEGINNING BALANCE	RECEIPTS	EXPENDED	TRANSFER IN/OUT	ENDING BALANCE
<b>FEDERAL GRANTS - PUBLIC SAFETY</b>					
DOJ-Bullet Proof Vest Grant (FY12)	2,170.00	-	-	-	2,170.00
<b>Total Federal Public Safety Grants</b>	<b>2,170.00</b>	<b>-</b>	<b>0.00</b>	<b>-</b>	<b>2,170.00</b>
<b>FEDERAL GRANTS - COMMUNITY BLOCK GR</b>					
CDBG CDFII - Rehab Grant	4,049.99	-	-	-	4,049.99
CDBG CDFII - Rehab Grant	12,145.26	24,747.45	-	-	36,892.71
<b>Total Federal Com Block Grants</b>	<b>16,195.25</b>	<b>24,747.45</b>	<b>0.00</b>	<b>-</b>	<b>40,942.70</b>
<b>FEDERAL GRANTS - OTHER</b>					
State - Public Health Emerg Response Grnt	922.50	-	-	-	922.50
<b>Total Federal - Other Grants</b>	<b>922.50</b>	<b>-</b>	<b>0.00</b>	<b>-</b>	<b>922.50</b>
<b>STATE GRANTS - TITLE V</b>					
Septic Title V Grant	32,619.72	19.53	-	-	32,639.25
<b>Total State - Title V Grants</b>	<b>32,619.72</b>	<b>19.53</b>	<b>0.00</b>	<b>-</b>	<b>32,639.25</b>

Town of Ashby  
**CHANGES IN FUND BALANCE FOR SPECIAL REVENUE FUNDS**  
 July 1, 2014 - June 30, 2015

REVENUE CATEGORY	BEGINNING BALANCE	RECEIPTS	EXPENDED	TRANSFER IN/OUT	ENDING BALANCE
<b>OTHER SPECIAL REVENUE - GIFTS &amp; DONATIONS</b>					
Garden Club Donations	278.64				278.64
PEG Access Fund - Capital	9,754.77	20,000.00			29,754.77
PEG Access Fund - Operating	155,522.19	27,803.41	2,087.18		181,238.42
Centennial Commission	321.62	12.53			334.15
Police Dept Donation	459.46				459.46
Fire-General Donation	917.19				917.19
Dog/Kennel Donations	55.37				55.37
Town Common Tree Donations	125.00				125.00
Council on Aging Donations	305.74	225.00			530.74
Allen Field Donations	584.69				584.69
Allen Field Playground Donations	229.34				229.34
Library - Donations/Gifts	197.00	248.00			445.00
Hist Commission - Old Fire House Donations	1,519.83	3.05			1,522.88
Title V Septic	8,504.75	742.64			9,247.39
<b>Other Spec Rev - Gifts &amp; Donations</b>	<b>178,775.59</b>	<b>49,034.63</b>	<b>2,087.18</b>	<b>-</b>	<b>225,723.04</b>



Town of Ashby  
**CHANGES IN FUND BALANCE FOR SPECIAL REVENUE FUNDS**  
 July 1, 2014 - June 30, 2015

REVENUE CATEGORY	BEGINNING BALANCE	RECEIPTS	EXPENDED	TRANSFER IN/OUT	ENDING BALANCE
Conservation Wetland Act	20,199.80	1,077.50	-	-	21,277.30
<b>Total State - Wetlands</b>	<b>20,199.80</b>	<b>1,077.50</b>	<b>0.00</b>	<b>-</b>	<b>21,277.30</b>
<b>REVOLVING FUNDS</b>					
Cemetery Revolving Burial Fund	15,357.69	8,025.90	4,324.25	-	19,059.34
Library - Book Fine Revolving Fund	321.31	1,225.42	752.02	-	794.71
<b>Revolving Funds</b>	<b>15,679.00</b>	<b>9,251.32</b>	<b>5,076.27</b>	<b>-</b>	<b>19,854.05</b>
<b>OTHER SPECIAL REVENUE</b>					
Insurance Receipts Payable	382.50	-	-	-	382.50
Landfill Operations/Monitor	13,805.50	-	-	-	13,805.50
Insurance Receipts - Highway	161.34	-	-	-	161.34
<b>Total - Other Spec Rev</b>	<b>14,349.34</b>	<b>-</b>	<b>0.00</b>	<b>-</b>	<b>14,349.34</b>

Town of Ashby  
**CHANGES IN FUND BALANCE FOR SPECIAL REVENUE FUNDS**  
 July 1, 2014 - June 30, 2015

REVENUE CATEGORY	BEGINNING BALANCE	RECEIPTS	EXPENDED	TRANSFER IN/OUT	ENDING BALANCE
<b>STATE - PUBLIC SAFETY</b>					
Police Community Policing FY07	197.81				197.81
Police GHSB - Traffic Safety Grant	2,756.85		27.42		2,729.43
FY13 Safe Grant	1,014.17				1,014.17
FY12 EMPG Thermo-Imaging Camera	-	4,435.00	4,435.00		-
E-911 Incentive Grant-FY11	0.86		0.86		-
E-911 Training Grant-FY15	-	3,862.56	3,862.56		-
E-911 Dept Support & Inc Grant	-	136.87	2,400.00		-
E-911 Training Grant-FY13	(814.66)	844.72	30.06		(2,263.13)
E-911 Dept Support & Inc Grant FY13	(646.00)	646.00			-
E-911 Training Grant&EMD Reg FY14	(4,574.04)	9,601.39	5,027.35		-
E-911 Dept Support & Inc Grant FY14	(12,822.00)	12,822.00			-
<b>Total State - Public Safety</b>	<b>(14,887.01)</b>	<b>32,348.54</b>	<b>15,783.25</b>	<b>-</b>	<b>1,678.28</b>
<b>STATE GRANTS-PUBLIC WORKS</b>					
Chapter 90 Funds	(35,474.15)	218,081.30	211,481.30		(28,874.15)
WRRRP Program	-	41,662.60	49,069.15		(7,406.55)
<b>Total State - Public Works</b>	<b>(35,474.15)</b>	<b>259,743.90</b>	<b>260,550.45</b>	<b>-</b>	<b>(36,280.70)</b>
<b>STATE GRANTS - MEMA</b>					
State - Emerg Mangmnt Grants	22,788.79				22,788.79
<b>Total State Grants - MEMA</b>	<b>22,788.79</b>	<b>-</b>	<b>0.00</b>	<b>-</b>	<b>22,788.79</b>

Town of Ashby  
**CHANGES IN FUND BALANCE FOR SPECIAL REVENUE FUNDS**  
 July 1, 2014 - June 30, 2015

REVENUE CATEGORY	BEGINNING BALANCE	RECEIPTS	EXPENDED	TRANSFER IN/OUT	ENDING BALANCE
<b>STATE GRANTS - CULTURE &amp; RECREATION</b>					
Arts Lottery Council - Cultural Council Grant	3,093.83	4,304.01	3,600.00		3,797.84
<b>Total State Grants - Culture &amp; Recreation</b>	<b>3,093.83</b>	<b>4,304.01</b>	<b>3,600.00</b>	<b>-</b>	<b>3,797.84</b>
<b>STATE GRANT - COUNCIL ON AGING</b>					
Council on Aging Grant	-	4,000.00	3,638.95		361.05
<b>State Grant - Council on Aging</b>	<b>-</b>	<b>4,000.00</b>	<b>3,638.95</b>	<b>-</b>	<b>361.05</b>
<b>STATE GRANT - LIBRARY</b>					
State Aid to Libraries	2,929.93	4,136.88	1,887.18		5,179.63
<b>Total State Grants- Library</b>	<b>2,929.93</b>	<b>4,136.88</b>	<b>1,887.18</b>	<b>-</b>	<b>5,179.63</b>
<b>STATE GRANTS - OTHER</b>					
Town Clerk - State Extended Polling	3,258.70	1,397.00	351.86		4,303.84
Green Community Funding	5,503.00		5,503.00		-
Recycling Dividend	-	1,800.00			1,800.00
DEP-Sustainable Mtrls Rcvry Prgm Grant	(500.00)	500.00			-
<b>Total State Grants - Other</b>	<b>8,261.70</b>	<b>3,697.00</b>	<b>5,854.86</b>	<b>-</b>	<b>6,103.84</b>
<b>TOTAL ALL SPECIAL REVENUE</b>	<b>267,624.29</b>	<b>392,360.76</b>	<b>298,478.14</b>	<b>-</b>	<b>361,506.91</b>

TOWN OFASHBY  
 COMBINING BALANCE SHEET - ALL CAPITAL PROJECT FUNDS  
 JUNE 30, 2015

	LANDFILL CLOSURE		JUNE 30, 2015
ASSETS =====			
Cash	\$	30,276	\$ 30,276
Investments, at cost			
Amounts for be Provided for			
Payment of Notes			
Payment of Bonds			
Long-term Obligations			
TOTAL ASSETS	\$	30,276	\$ 30,276
=====			
LIABILITIES AND FUND EQUITY =====			
Liabilities:			
Warrants Payable	-		-
Notes Payable			-
Deferred Revenue - Other Receivables			-
Total Liabilities	-		-
Fund Equity:			
Fund Balances:			
Reserved for Encumbrances	30,276		30,276
Reserved for Expenditures			-
Unreserved:			
Undesignated			-
Total Fund Equity	30,276		30,276
TOTAL LIABILITIES AND FUND EQUITY	\$	30,276	\$ 30,276

Town of Ashby  
**CHANGES IN FUND BALANCE FOR CAPITAL PROJECTS FUNDS**  
 July 1, 2014 - June 30, 2015

REVENUE CATEGORY	BEGINNING BALANCE	RECEIPTS	PAYROLL	EXPENDED	TRANSFER IN/OUT	ENDING BALANCE
<b>CAPITAL PROJECTS FUNDS</b>						
Library Expansion	59.84			59.84		-
Landfill Closure	30,275.50				-	30,275.50
<b>TOTAL CAPITAL PROJECTS</b>	<b>30,335.34</b>	<b>-</b>	<b>-</b>	<b>59.84</b>	<b>-</b>	<b>30,275.50</b>

TOWN OFASHBY  
 RCTS - ENTERPRISE FD  
 JUNE 30, 2015

	RECYCLING CTR TRANSFER STATION		JUNE 30, 2015 (memo only)
ASSETS =====			
Cash	\$	42,046	\$ 42,046
Investments, at cost			
Amounts for be Provided for			
Payment of Notes			
Payment of Bonds			
Long-term Obligations			
<b>TOTAL ASSETS</b>	<b>\$</b>	<b>42,046</b>	<b>\$ 42,046</b>
=====	=====	=====	=====
LIABILITIES AND FUND EQUITY =====			
Liabilities:			
Warrants Payable		1,922	1,922
Notes Payable			-
Deferred Revenue - Other Receivables			-
<b>Total Liabilities</b>		<b>1,922</b>	<b>1,922</b>
-----		-----	-----
Fund Equity:			
Fund Balances:			
Reserved for Encumbrances		10	10
Reserved for Expenditures		6,903	6,903
Unreserved:			
Undesignated		33,212	33,212
<b>Total Fund Equity</b>		<b>40,124</b>	<b>40,124</b>
-----		-----	-----
<b>TOTAL LIABILITIES AND FUND EQUITY</b>	<b>\$</b>	<b>42,046</b>	<b>\$ 42,046</b>
	=====	=====	=====

Town of Ashby

Ashby Recycling and Transfer Station Enterprise Fund  
 FY2015 Statement of Revenue & Expenses  
 July 1, 2014 - June 30, 2015

	ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET	ACTUAL EXPENDED	BALANCE	
<b>Expense</b>						
Salary and Wages	6,300.00		6,300.00	5,622.95	677.05	89%
General Operating Exp	3,000.00		3,000.00	2,506.80	493.20	84%
Trash Disposal Exp	8,000.00		8,000.00	8,117.00	(117.00)	101%
Trucking Services	3,400.00		3,400.00	2,275.00	1,125.00	67%
Equipment	2,500.00		2,500.00	9.79	2,490.21	0%
Recycling Exp	8,000.00		8,000.00	7,025.32	974.68	88%
Emergency Reserve Fund	1,500.00		1,500.00	0.00	1,500.00	0%
Encumbered Funds	235.00		235.00	160.80	74.20	68%
Warrant Article	1,432.00		1,432.00	1,432.00	-	
			-	-	-	
			-	-	-	
<b>Total Expenses RCTS</b>	<b>\$ 34,367.00</b>	<b>\$ -</b>	<b>\$ 34,367.00</b>	<b>27,149.66</b>	<b>\$ 7,217.34</b>	
					<b>\$ 7,217.34</b>	

Town of Ashby

Ashby Recycling and Transfer Station Enterprise Fund  
 FY2015 Statement of Revenue & Expenses  
 July 1, 2014 - June 30, 2015

	ORIGINAL BUDGET	BUDGET REVISIONS	REVISED BUDGET	ACTUAL RECEIPTS	BALANCE Over/(Under) Budget
<b>Revenue</b>					
Recyclable Fees	5,000.00	-	5,000.00	3,487.35	(1,512.65)
Hauler Fees	3,000.00	-	3,000.00	3,000.00	0%
Trash Disposal Fees	17,250.00	-	17,250.00	16,948.00	(302.00)
Recyclable Sales	2,500.00	-	2,500.00	1,216.34	(1,283.66)
Interest Earned	30.00	-	30.00	46.05	16.05
<b>Total IRCTS Receipts</b>	<b>\$ 27,780.00</b>	<b>\$ -</b>	<b>\$ 27,780.00</b>	<b>24,697.74</b>	<b>(3,082.26)</b>
<b>Other Sources</b>					
Retained Earnings	4,920.00	-	4,920.00	0.00	(4,920.00)
Encumbrance	235.00	-	235.00	235.00	-
Warrant Article	1,432.00	-	1,432.00	1,432.00	-
<b>Total Sources</b>	<b>6,587.00</b>	<b>-</b>	<b>6,587.00</b>	<b>1,667.00</b>	<b>(4,920.00)</b>
<b>Total All Funding Sources</b>	<b>\$ 34,367.00</b>	<b>\$ -</b>	<b>\$ 34,367.00</b>	<b>26,364.74</b>	<b>(8,002.26)</b>

Net \$ (784.92)



TOWN OF ASHBY, MASSACHUSETTS  
 ALL TRUST AND AGENCY FUNDS  
 JUNE 30, 2015

	NON-EXPENDABLE TRUSTS FD.81	NON-EXPENDABLE TRUSTS FD.82	OTHER LIB TRUSTS FD83	OTHER TRUSTS FD84	AGENCY FD85	TOTALS (MEMORANDUM) (ONLY) JUNE 30, 2015
Cash	351,182 \$	120,191 \$	24,294 \$	666,110 \$	10,737 \$	1,172,514
Investments, at cost						
TOTAL ASSETS	351,182 \$	120,191 \$	24,294 \$	666,110 \$	10,737 \$	1,172,514
=====						
LIABILITIES AND FUND EQUITY						
=====						
Liabilities:						
Warrants Payable					7,681	7,681
Unclaimed Items - Uncashed Checks					44	44
Abandoned Property/Tailings						
Excess on Sales - Land of Low Value						
Due to Police Officers -						
Off-Duty Work Details					(13,824)	(13,824)
Due to Com of Ma - Sales Tax					6	6
Due to Com of Ma - Firearms Records					538	538
Due to Dept Fees					317	317
Due to First Parish Church					15,840	15,840
TOTAL LIABILITIES	-	-	-	-	10,602	10,602
=====						

ASSETS  
 =====  
 Cash  
 Investments, at cost

TOTAL ASSETS  
 =====

LIABILITIES AND FUND EQUITY  
 =====

Liabilities:  
 Warrants Payable  
 Unclaimed Items - Uncashed Checks  
 Abandoned Property/Tailings  
 Excess on Sales - Land of Low Value  
 Due to Police Officers -  
 Off-Duty Work Details  
 Due to Com of Ma - Sales Tax  
 Due to Com of Ma - Firearms Records  
 Due to Dept Fees  
 Due to First Parish Church

TOTAL LIABILITIES  
 =====

TOWN OF ASHBY, MASSACHUSETTS  
ALL TRUST AND AGENCY FUNDS  
JUNE 30, 2015

	NON-EXPENDABLE TRUSTS FD 81	NON-EXPENDABLE TRUSTS FD 82	OTHER LIB TRUSTS FD83	OTHER TRUSTS FD84	AGENCY FD85	TOTALS (MEMORANDUM) (ONLY) JUNE 30, 2015
Fund Equity:						
Fund Balances:						
Reserved for Endowments	351,182	120,191	24,294	666,110		1,161,778
Reserved for Expenditures					135	135
Unreserved:						
Designated						-
Undesignated						-
TOTAL FUND EQUITY	351,182	120,191	24,294	666,110	135	1,161,912
TOTAL LIABILITIES AND FUND EQUITY	\$ 351,182	\$ 120,191	\$ 24,294	\$ 666,110	\$ 10,736	\$ 1,172,514
	X	X	X	X	X	

Town of Ashby  
Ashby Free Public Library Trust Funds  
July 1, 2014 - June 30, 2015

	7/1/14 BALANCE	CONTRIBUTIONS	EXPENDED	INTEREST	TRANSFER	6/30/15 BALANCE
<b>Non - Expendable Library Trust Funds</b>						
Library Group Trust	2,791.97			2.80	-	2,794.77
Alonzo Carr Trust	5,518.41			7.03	-	5,525.44
Dr. Haskell Trust Fund	2,776.44			3.85	-	2,780.29
Freida Lyman Library	5,516.57			7.20	-	5,523.77
Freida Lyman Scholarship	32,677.48			30.59	-	32,708.07
Ruth Brooks Trust Fund	189,612.62			177.01	-	189,789.63
Ashby Alumni Trust	8,598.38			8.11	-	8,606.49
AAW Locke Trust	5,515.47			5.22	-	5,520.69
Edward & Barbara Lyman Trust	5,541.83			5.91	-	5,547.74
Todd Wright Memorial Fund	25,917.63	100.00		25.39	-	26,043.02
Grace E. & Everett W. Coats Fund	18,823.19				-	18,823.19
<b>Total Non Exp. Trust Funds</b>	<b>\$ 303,289.99</b>	<b>\$ 100.00</b>	<b>\$ -</b>	<b>\$ 273.11</b>	<b>\$ -</b>	<b>\$ 303,663.10</b>
<b>Library Expendable Trust Funds</b>						
Library Group Trust	270.50			25.19	-	295.69
Alonzo Carr Trust	2,528.83		1,710.00	63.27	-	882.10
Dr. Haskell Trust Fund	1,434.09			34.61	-	1,468.70
Freida Lyman Library	2,362.58			79.74	-	2,442.32
Freida Lyman Scholarship	857.67		290.00	260.22	-	827.89
Ruth Brooks Trust Fund	4,213.28			1,338.07	-	5,551.35
Ashby Alumni Trust	272.19			72.90	-	345.09
AAW Locke Trust	200.34			46.99	-	247.33
Edward & Barbara Lyman Trust	922.11			53.12	-	975.23
Todd Wright Memorial Fund	526.91	2,450.00	255.00	428.44	-	3,150.35
Francis Marston Scholarship	-		485.75	18.60	-	-
Francis Marston General	2,253.05		71.89	190.51	-	1,785.90
Grace E. & Everett W. Coats Fund	2,047.97				-	2,166.59
<b>Total Expendable Trust Funds</b>	<b>\$ 17,889.52</b>	<b>\$ 2,450.00</b>	<b>\$ 2,812.64</b>	<b>\$ 2,611.66</b>	<b>\$ -</b>	<b>\$ 20,138.54</b>

Town of Ashby  
Ashby Free Public Library Trust Funds  
July 1, 2014 - June 30, 2015

	7/1/14 BALANCE	CONTRIBUTIONS	EXPENDED	INTEREST	TRANSFER	6/30/15 BALANCE
<b>Expendable Memorial Funds</b>						
Barbara Lyman Memorial	3,703.86		-	33.84	-	3,737.70
Edward Connor Memorial	28.72			0.30	-	29.02
General Library Memorial	231.05	155.00		3.05	-	389.10
<b>Total Memorial Funds</b>	<b>\$ 3,963.63</b>	<b>\$ 155.00</b>	<b>\$ -</b>	<b>\$ 37.19</b>	<b>\$ -</b>	<b>\$ 4,155.82</b>
<b>Total Expendable Trust Funds</b>	<b>\$ 21,853.15</b>	<b>\$ 2,605.00</b>	<b>\$ 2,812.64</b>	<b>\$ 2,648.85</b>	<b>\$ -</b>	<b>\$ 24,294.36</b>
<b>Total Trust Funds in Custody of Library Trustees</b>	<b>\$ 325,143.14</b>	<b>\$ 2,705.00</b>	<b>\$ 2,812.64</b>	<b>\$ 2,921.96</b>	<b>\$ -</b>	<b>\$ 327,957.46</b>
<b>Funds Held in Custody by Banknorth</b>						
Bank North Marston Francis Scholarship	29,350.69			2,328.80	-	31,679.49
Bank North Marston Francis General	14,675.31			1,164.41	-	15,839.72
<b>Total Funds Held Banknorth</b>	<b>\$ 44,026.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,493.21</b>	<b>\$ -</b>	<b>\$ 47,519.21</b>

Town of Ashby  
Trust Funds - Statement of Activity  
July 1, 2014 - June 30, 2015

Expendable Trust Funds in Custody of Treasurer Account	7/1/14 BALANCE	CONTRIBUTIONS	EXPENDED	INTEREST	TRANSFER	6/30/15 BALANCE
Summer Taylor School Fund	231.01			26.19		257.20
Jesse Foster School Fund	86.99			9.90		95.89
Samuel P. Gates School Fund	1,681.27			198.06		1,879.33
Rosanna Robbins Chapel Fund	93,231.98			851.66		94,083.64
Stabilization Fund	747,999.85			5,778.99	(248,000.00)	505,778.84
Cemetery Perpetual Care Interest	3,227.77	400.00	1,756.04	897.62		2,769.35
Cemetery Sale of Lots Fund	37,387.94	1,200.00	59.08			38,528.86
Open Space Land Aquis Trust Fund	19,425.87			177.41		19,603.28
John Forbes Memorial Clock Fund	307.02			11.93		318.95
Federal Forfeiture Police	1,952.88			17.87		1,970.75
Law Enforcement Trust Fund	824.27					824.27
<b>Total Expendable Trust Funds</b>	<b>\$ 906,355.85</b>	<b>\$ 1,600.00</b>	<b>\$ 1,815.12</b>	<b>\$ 7,969.63</b>	<b>\$ (248,000.00)</b>	<b>\$ 666,110.36</b>
Non-Expendable Trust funds in Custody of Treasurer						
Cemetery Perpetual Care Principal	95,154.50					95,554.50
Summer Taylor School Fund Principal	2,636.00	400.00				2,636.00
Jesse Foster School Fund	1,000.00					1,000.00
Samuel P. Gates School Fund	20,000.00					20,000.00
John Forbes Memorial Clock Fund	1,000.00					1,000.00
<b>Total Non-Expendable Trust Funds</b>	<b>\$ 119,790.50</b>	<b>\$ 400.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 120,190.50</b>
<b>Total Trust Funds in Custody of Treasurer</b>	<b>\$ 1,026,146.35</b>	<b>\$ 2,000.00</b>	<b>\$ 1,815.12</b>	<b>\$ 7,969.63</b>	<b>\$ (248,000.00)</b>	<b>\$ 786,300.86</b>

Town of Ashby  
Agency Funds  
July 1, 2014 - June 30, 2015

	7/1/14 BALANCE	RECEIPTS	INTEREST	EXPENDED TRANSFERRED	6/30/15 BALANCE
<b>BID DEPOSIT</b>					
PLANNING BRD - DLR Realty Trust	134.50				134.50
	<b>\$ 134.50</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 134.50</b>
<b>OTHER AGENCY</b>					
Due to Commonwealth - Firearms	2,137.50	5,575.00		7,175.00	537.50
Due to Commonwealth - Sales Tax	8.20	5.41		8.11	5.50
Due to Assist Town Clerk	79.00	317.25		292.50	<b>103.75</b>
Due to Town Clerk	(24.70)	317.25		292.50	<b>0.05</b>
Due to Tax Collector	914.90	9,635.02		10,230.02	<b>319.90</b>
Due to Deputy Collector	(114.20)	7,677.00		7,669.00	<b>(106.20)</b>
Police Special Detail	(4,368.78)	80,993.30		90,448.19	(13,823.67)
Fire/EMS Special Detail	-				-
Due to Vendor	30.00				30.00
Abandoned Property (tailings)	312.58	14.24		312.58	14.24
Due to First Parish Church	15,839.71				15,839.71
	<b>\$ 14,814.21</b>	<b>\$ 104,534.47</b>	<b>\$ -</b>	<b>\$ 116,427.90</b>	<b>\$ 2,920.78</b>
<b>TOTAL \$</b>	<b>\$ 14,948.71</b>	<b>\$ 104,534.47</b>	<b>\$ -</b>	<b>\$ 116,427.90</b>	<b>\$ 3,055.28</b>

## TOWN CLERK'S FINANCIAL REPORT

### 2015 DOG LICENSES ISSUED

---

		EACH	TOTAL
49	MALES/ FEMALES	\$10.00	\$ 490.00
332	SPAYED/ NEUTERED	6.00	1992.00
3	KENNEL \$25.00	25.00	75.00
2	KENNEL \$50.00	50.00	100.00
3	KENNEL \$75.00	75.00	225.00
	TOTAL		\$2882.00
	MISCELLANEOUS		\$2725.72
	PAYMENTS TO TOWN TREASURER		\$5607.72

### REGISTRARS REPORT

A voter registration session was held on Tuesday, March 10, 2015 from 9:00 AM until 8:00 PM to register new voters for the Special Recall Election held March 30, 2015.

The Town Clerk's office was open Tuesday, April 7th from 9:00 AM to 8:00 PM to register new voters for the Annual Town Election held Monday, April 27, 2015.

A registration session was held on Wednesday, April 22nd from 9:00 AM to 8:00 PM to register new voters for the Annual Town Meeting held May 2, 2015.

Lorraine Pease, *Town Clerk*

### ELECTED TOWN OFFICIALS 2015

		TERM
MODERATOR	Nancy E. Chew	2016
TOWN CLERK	Lorraine Pease	2016
SELECTMEN	Michael McCallum	2018
	Mark Haines	2016
	Janet Flinkstrom	2017
	Steven Ingerson	2016- Recalled

2015 Annual Reports

ASSESSORS	Oliver H. Mutch	2018
	Charles Perna	2016
	Kevin Sierra	2017
TREASURER	Kate Stacy	2016
COLLECTOR	Beth Ann Scheid	2018
NORTH MIDDLESEX SCHOOL DISTRICT COMMITTEE		
	Crystal Epstein	2016
NORTH MIDDLESEX SCHOOL DISTRICT SCHOOL COMMITTEE AT-LARGE		
	Michael L Morgan	2017
	Randee J. Rusch	2017
LIBRARY TRUSTEES		
	Dwight F. Horan	2017
	David Jordan	2016
	Martha Morgan	2017
	John Mickola	2018
	Michelle Thomas	2018
	Roberta Flashman	2018
	Douglas Leab	2016
	Anne P. Manney	2016
	Claire Hutchinson-Lavin	2017
CONSTABLE	William A. Davis	2016
TREE WARDEN	Allan B. Dawson	2017
BOARD OF HEALTH		
	Cedwyn Morgan	2016
	William Stanwood	2017
	Scott Leclerc	2018
PARK COMMISSIONERS		
	William Ladue	2017
CEMETERY COMMISSIONERS		
	Daniel Harju	2017
	Rebecca Thatcher	2016
PLANNING BOARD	Alan W. Pease	2017
	Jean Lindquist	2018
	James H. Hargraves	2019
	Wayne A. Stacy	2020
	Andrew Leonard	2016



**APPOINTED TOWN OFFICIALS  
2015**

TOWN ADMINISTRATOR	Robert Hanson
ASSISTANT TO BOARD OF SELECTMEN	Jennifer Collins
ASSISTANT TOWN CLERK	Barbara Faulkenham, res. Christina Ewald
TAX COLLECTOR'S CLERK	Barbara Faulkenham
TOWN ACCOUNTANT	Julie Costello Theresa Walsh, res. Tanya Gaylord, res. Lisa O'Brien
ACCOUNTING CLERK	Vacant
ADMINISTRATIVE ASST. TO POLICE DEPT.	Harald Scheid
REGIONAL ASSESSOR	Lois Raymond
ADMINISTRATIVE ASSESSOR	Peter Niall
ADA COORDINATOR	John Mickola
AGRICULTURAL COMMISSION	Tom Cason William Duffy, Jr. Paula Packard Heather Leonard Sue Chapman, alt. Nadine Callahan, alt. Charles Perna, alt.
ASHBY CULTURAL COUNCIL	Kathryn Becker, chair, Faith Anttila Katherine Stanwood Joanne Boudreau Maureen Davi Peggy Mosher Wayne Stacy Wayne Patnaude
CEMETERY GROUNDSKEEPERS	Michael Bussell
CERTIFIED WATER OPERATOR	Tim Bauman, chair
CONSERVATION COMMISSION	Robert Leary Roberta Flashman Cathy Kristofferson
COUNCIL ON AGING	Marcia Zaniboni, Outreach Coord. Oliver Mutch Johanna Grutchfield

DISPATCH MANAGER	Nancy Catalini
DOG OFFICER/ ANIMAL ENFORCEMENT OFFICER E-911 COORDINATORS	Jan Miller Linda Stacy Elsie Fredrickson Faith Anttila Kathryn Becker, Outreach coor., res. Police Chief Fred Alden Mary Letourneau
EARTH REMOVAL BOARD	Elmer S. Fitzgerald, Jr. Alan Pease Cedwyn Morgan James Hargraves Robert Leary Garry Baer Mark Haines Betty Tiilikkala Jill Niemi Florence Bryan Donna Fors Linda Stacy Bertha Tiilikkala Jan Miller
ELECTION OFFICERS	William Seymour, Jr. Michael Bussell Timothy Seymour Alan Pease James Hubert William Stanwood Veijo Kopsala Robert Hanson Mary Letourneau Kevin Stetson, chair Richard Doucette Kathleen Panagiotis Liryc Donald Sharon Stetson Rebecca Walsh William Seymour, Jr.
EMS DIRECTOR	
EMERGENCY MANAGEMENT DIRECTOR	
DEPUTY MANAGEMENT DIRECTOR	
ENERGY EFFICIENCY COMMITTEE	
ETHICS COMMISSION LIASON OFFICER	
FIELD DRIVER	
FINANCE COMMITTEE	
FIRE CHIEF	

FULL TIME FIREFIGHTER/EMT	Wanda Goodwin, res. Daniel Murphy Vacant
HAZARDOUS WASTE COORDINATOR HEALTH AGENT, Nashoba Board of Health	Rick Metcalf
HIGHWAY SUPERINTENDENT	William A. Davis
HISTORICAL COMMISSION	Claire Hutchinson-Lavin Sally Bauman Jamie Coyle
HISTORIC DISTRICT COMMISSION	Paul Lieneck, chair Michael Reggio Claire Hutchinson-Lavin Mark Haines
INSPECTORS:	
ANIMAL	Mary Letourneau
BUILDING/ZONING OFFICER	Peter Niall
BUILDING INSP. ALTERNATE	Richard Hanks
ELECTRICAL	Paul Lessard
ASS'T ELECTRICAL	Harry Parviainen
PLUMBING & GAS	Richard Kapenas
PLUMBING & GAS ALTERNATES	Gary Williams
KEEPER OF THE TOWN CLOCK	Vacant
LAND USE AGENT	Mark Archambault
LEGAL COUNSELS	
TOWN COUNSEL	Kopelman & Paige
LAND USE COUNSEL	Kopelman & Paige
LABOR COUNSEL	Kopelman & Paige
SPECIAL COUNSEL	Kathleen O'Donnell
LIBRARY DIRECTOR	Mary Murtland
LIBRARY ASSISTANTS	Christina Ewald Tiffany Call Vacant
MART ADVISORY BOARD	
MONTACHUSETT JOINT TRANSPORTATION COMMITTEE	Wayne Stacy
MONTACHUSETT METRO PLANNING ORG. (MRO)	Vacant
MONTACHUSETT REGIONAL PLANNING COMMISSION	Alan Pease Wayne Stacy, alt.
MONTACHUSETT REGIONAL TECH SCHOOL COMMITTEE	Peter Capone
MOTH SUPERINTENDENT	Charles E. Pernaa

MUNICIPAL GROUNDSKEEPER  
MUNICIPAL HEARINGS OFFICER  
NEW ENERGY RESOURCE COMMITTEE

William Ladue  
Michael McCallum  
Paul McGrail  
Roberta Flashman  
Mark Haines  
Cathy Kristofferson

NORTH MIDDLESEX AREA EMERGENCY  
PLANNING COMM. (NMAEPC)

Michael Bussell  
William Seymour, Jr.  
Timothy Seymour

PEG BROADCAST TECNICIANS

John Pankowsky  
Joseph Laszlo  
Joseph Monseur  
Michael Keniston  
Samuel Laszlo  
Sam Armstrong-Champ, res

POLICE & FIRE SIGNAL OPERATORS

Kathy Bezanson  
Joyce Hopkins  
Marilyn Cronin  
Amanda Pender  
Glenn Casey

POLICE CHIEF  
REGISTRARS OF VOTERS

Fred Alden  
Donna Leonard, res.  
Lorraine Pease  
Carlton Mountain  
Catherine Foster  
Krishnabai.

RIGHT-TO-KNOW-LAW  
COORDINATOR  
SENIOR TAX WORK-OFF PROGRAM

William Seymour, Jr.  
Oliver Mutch  
Joan Chandley

SOLID WASTE DEPARTMENT SUPERVISOR  
SOLID WASTE DEPARTMENT ATTENDANT

John Pankowsky  
Daniel Ewald  
Andrew Blouin

RECYCLING COORDINATOR  
SUPERINTENDENT OF SCHOOLS

Daniel Lacross  
William Stanwood  
Joan Landers

TELLERS

Nancy Peeler  
Deborah Pillsbury  
Pamela Peeler  
Cathy Kristofferson  
Jan Miller  
Patricia Wayrynen  
Stephanie Lammi

VETERANS' AGENT

Joe Mazzola

VETERANS' GRAVES AGENT

Christopher Travers

BACKUP VETERANS' GRAVES AGENT

Lorraine Pease

WASTE OIL COORDINATOR

Paul Lasorsa

WIITA CONSERVATION LAND MANAGEMENT COMMITTEE

(BLOOD HILL MANAGEMENT COMMITTEE)

Cedwyn Morgan  
Matthew Leonard  
Cathy Kristofferson  
Paula Packard  
Robert Leary  
Roberta Flashman

ZONING BOARD OF APPEALS

Alan Pease  
Garry Baer  
Justin Baer  
Scott Young, alt.

ADDITIONAL INFORMATION:

ASHBY'S JUSTICE OF THE PEACE

Carleton J. Mountain

## **POLICE DEPARTMENT AND POLICE FIRE AND SIGNAL OPERATOR DIVISION**

In 2015 the Ashby Police Department responded to 6018 incidents (including directed patrols, house watches and building checks). Our officers made 38 arrests, filed 32 additional criminal complaints and completed 1057 motor vehicle violation stops of which 493 resulted in citations. The department conducted patrol services, criminal investigations, medical assists, drug investigations, firearms licensing and crime prevention activities as well as numerous other calls for service.

The Communications Department received and dispatched 980, E911 calls for service, a 6.5% increase from 2014. In addition to 911 calls, dispatchers receive thousands of calls for the police, fire, and highway departments. Dispatchers also receive and handle calls for animal control, coordinate with public utilities, and

provide assistance to the public over the telephone as well as to the walk-in traffic at the police station. The dispatcher's workload and technical complexities of the position increases yearly and the successful work of the emergency services could not have been achieved without the support and hard work of our dispatch staff.

The police and communications departments continue to provide services to the residents of Ashby 24 hours a day 7 days a week. The police department was able to maintain staffing levels from 2014 and saw the promotion of Officer Derek Pepple to the rank of Sergeant. Sergeant Pepple has been a full-time officer with the Ashby Police Department since July 1998. A part-time Administrative Assistant position shared with Town Hall was filled for only 3 months before the resignation of Pamela Sager in March.

The communications department received approval at Town Meeting to add an additional full-time dispatcher. The process of selecting a candidate is in progress and an appointment is expected early 2016. The addition of a full-time dispatcher will bring staffing in the communications department to 4 full-time dispatchers. This will allow relief to the current staff who have worked significant amounts of over-time to cover vacant shifts.

The communications department continues to receive grant funding from the State 911 Department. The department received a training grant for ten thousand (\$10,000) dollars and has applied for a support & incentive grant that application is pending at the time of this report. These grants provide funding which is used in part to operate the department, allow for the purchase of equipment to be used by the communication department, as well as to support training for dispatch personnel. As a result of the training grant, all communication personnel received additional training in Domestic Violence Intervention; this comes as a number of changes were enacted to domestic violence laws.

The final installation of the emergency generator including fencing and landscaping for the police station was completed in the spring of 2015. The generator installation included critical upgrades to the electrical system within the police station which eliminated the tripping of electrical circuits during normal operations. We are proud to report the generator installation was completed under budget; this was only possible with the assistance of the Fire Department, Highway Department, and Electrical Inspector's Office.

Essential upgrades to the police department's radio system were undertaken and began to address some of the communications problems. While additional work is necessary, some of the more prevalent problems were able to be addressed.

The Police and Communications Department would like thank all of the Town Departments and the residents of Ashby for their continued support and assistance throughout the year. Without everyone's support and cooperation we could not be successful in our mission.

Additional information, safety tips, and current activity can be viewed on the police department's webpage at [www.AshbyPolice.org](http://www.AshbyPolice.org) or via Facebook.

Respectfully submitted,  
Fred Alden, *Chief of Police*

## FIRE DEPARTMENT

Ashby Firefighters responded to 189 calls for assistance. Motor vehicle accidents continue to be the type of incident we respond to the most. There were twelve regularly scheduled training sessions as well as several special sessions.

Other training included water pumping exercises, annual Hazardous Materials refresher, Chimney fire operations, Carbon Monoxide operations, Ice rescue, and Electric Vehicle extrication operation.

This past year The Ashby Fire Department had tremendously talented and dedicated members retire from our department. We would like to honor and thank them for their dedication and service to the Ashby Fire Department.

- 51 years: Former Chief of Department, Elmer "Fitzy" Fitzgerald
- 50 years: Former Chief of Department, Wayne Stacy
- 30 Years: Former Assistant Chief of Department, Paul Lasorsa

The Fire Department would once again like to remind all homeowners to dispose of ashes from a wood stove or fireplace properly by placing them in a metal container with a lid and putting them outside. Never place hot ashes/coins in a cardboard box or other combustible container as they can stay hot for days and possibly start a fire. Hot ashes/coins also give off carbon monoxide (CO) and should never be stored inside a building. We have had many CO related calls that were directly related to wood stoves.

The Fire Department would like to ask any residents that are interested in joining the department as a Firefighter or EMT, to please either stop at the Fire station or call 978-386-5522 .

I would also like to thank the Firefighters and EMTs for their continued support and professionalism, as well as all other town departments and committees.

Respectfully submitted,  
David Pillsbury, *Acting Fire Chief*

## EMERGENCY MEDICAL SERVICES

Ashby EMTs responded to 302 calls for assistance during the 2015 calendar year which is similar to the number of medical calls from the previous year. We currently have 19 EMTs on the roster. We are still looking for residents who would consider joining the Department as an EMT. If interested, please call (978) 386-5522 or stop by the Fire station for a visit.

The State of Massachusetts adopted the National Registry Standards as the basis for Emergency Medical Services. With this new curriculum came additional training requirements which were achieved in 2015 by our EMTs, allowing them to successfully recertify.

As the opiate drug abuse has increased in the state, regulations were adopted to allow basic EMTs to administer Narcan. All of our EMTs have been trained and Narcan is carried on the ambulance for use.

I would like to thank the EMTs and Firefighters for their commitment and dedication to the EMS, as well as the town departments and committees.

Respectfully submitted,  
David Pillsbury, *Acting Chief*

## FIRE DEPARTMENT AND EMT ROSTER

Alejandro Jose Correae	EMT
Beals, Aaron	Firefighter
Beals, Gary	Firefighter
Bell Kate	EMT
Berlinger, Sarah	FF/EMT
Bigwood, Daniel	Firefighter
Borneman, Chris	Firefighter
Borneman, Shawn	Firefighter
Bosch, Ashton	FF/EMT
Bosch, Estelle	EMT
Boudreau, Amanda	EMT
Paul Brown	Auxiliary
Brown, Eric	Firefighter
Bussell, Mike	Asst. Chief
Cauvel, John R.	Firefighter
Crouteau Evan	EMT
Davis, William	Captain
Dawson, Allan	Firefighter



Dickhaut, Patrick	Firefighter
Emslie Joshua	Auxiliary
Fredrickson, Eileen	EMT
Fredrickson, Paul	FF/EMT
Fitzgerald Elmer	Firefighter
Gabriel Gavrilov	EMT
Haas, Chris	Firefighter
Irish, Craig	Captain
Joseph, James	Asst. Chief
Lammi, David	Captain
Lasorsa Paul	Asst. Chief
Lane, Don	Captain/EMT
Leslie Chris	Auxiliary
Longley-Martin Sergio	Auxiliary
Martin, Jim	Captain
McMurray, Peter	Captain
Murphy JR Dan	FF/EMT
Patnaude, Wayne	Firefighter
Pillsbury, David	Acting Chief
Priest Danielle	Auxiliary
Rantala, Kari	EMT
Roy Patrick	EMT
Seymour, Kim	EMT
Seymour, Tim	Captain/EMT
Seymour, William Jr.	Chief
Stacy, Randy	Firefighter
Stacy, Wayne	Firefighter
Swenor, Josh	FF/EMT
Ward, Kim	EMT
Ward, Libby	Auxiliary
Ward, Ethan	FF/EMT
Neilson, Brian	FF/EMT
Ward, Eric	FF/EMT
Kimball, Nick	Firefighter
Poulin, Shelbi	Firefighter
Paul Brown	Auxiliary

## EMERGENCY MANAGEMENT

The Emergency Management Department continues to support the planning and preparedness functions for the town of Ashby in the event of a large scale incident, natural or manmade. A substantial effort is required to analyze and develop these plans. During the course of the year, Emergency Management tracks all potential significant weather events in order to react in a timely and efficient manner for the citizens of Ashby.

Emergency Management in 2015:

Ashby experienced multiple blizzards during the winter. The State of Massachusetts declared a “State of Emergency” during many of these events. This declaration allowed cities and towns the ability to apply for federal funding reimbursement for snow removal.

Emergency Management worked with MEMA during the spring to secure snow removal reimbursement funding from FEMA. Ashby was reimbursed 75% of eligible costs of snow removal during the declared period, amounting to over \$20,000. Lastly I would like to recognize the Ashby Police, Fire, and Highway Departments, and our Town Hall staff for their partnership during the year.

Respectfully submitted,

Mike Bussell, *Emergency Management Director*

Tim Seymour, *Deputy Emergency Management Director*

## HIGHWAY DEPARTMENT

This report covers work performed by the Ashby Highway Department between January 1, 2015 and December 31, 2015.

### Road Mileage Breakdown for the Town of Ashby:

Unaccepted .84, State 11.62, Local 53.21, Total 65.67.

### Road Maintenance and Construction:

General cold patching was done on all town roads this year as many times potholes made it necessary. Spring, midsummer, and fall gravel road grading was completed on all gravel roads. Roadside drainage edging was done on various roads in town.

### Sign Installation/Replacement:

Street names and number of signs installed as follows: Jones Hill Rd -3, New Ipswich Rd -4, Mason Rd -3, County Rd-3, Mill Creek Dr -1, Page Rd -1, Taylor Rd -2, Hos-

mer Rd -1, Pine Rd-1, Fort Hill Rd -1, Rindge Rd -3, Piper Rd -3, Erickson Rd -1, Mayo Rd -1, Jewett Hill Rd -1. Two 25MPH were installed on Heywood Rd and two more on Locke Rd. One stop sign was installed on Pine at Hosmer. \$2,135.28 was spent on signs, posts & mounting brackets.

**Guard Rail Replacement:**

None at the time of this report

**General Brush Cutting:**

The town received the benefit of road side mowing this year at a cost of \$6,602.50.

**Equipment:**

Highway #12, a 2008 Chevy C30 dump truck, lost its engine. We bought a rebuilt replacement engine at a cost of \$3550. The highway crew changed the engine in house over three days, thus saving the town on the removal and installation.

**Personnel:**

This year Bruce Vinal and Jesse Johnson have joined the highway dept. Both of these gentlemen filled open positions within the department and with their hiring we are now back to five full time personnel. Welcome gentlemen!

**PLEASE-Note:**

We still need to restore the sixth position to fully staff the department. With new housing, adding vehicles and new roads to the town's infrastructure, we need to expand road services, not cut them back. I cannot express enough how much it would improve our level of service to you all.

**Winter Operations**

All town snow removal equipment was repaired and prepared for service during the summer months. We have also stockpiled 3,337.72 tons of winter sand in anticipation of storms this year. Note: The types and numbers of storms may make it necessary to bring in more materials. Winter sand pile breaks down as follows.

<i>Materials</i>	<i>Quantity</i>	<i>Costs</i>
Sand	2,863.19 tons	\$34,902.27
Salt	474.53 tons	\$32,196.86
Total Stockpile	3,337.72 tons	\$67,099.13

**Cross Culverts Replaced, Installed:**

One replaced on Taylor road.

**Bridge Repairs:**

None

**Catch Basin and Dropped Inlet Structure Repairs, Replacements,  
New Installations:**

Structure	Quantity	Location	Action
Catch Basin	1	South Rd	Repaired
Catch Basin	3	West Rd	Repaired
Catch Basin	1	South Rd	Rebuilt

**New Side Drain Installations:**

Roadside drainage was installed on a 560' section of Piper Rd. The pipe cost \$5219 and the stone cost \$5880, with a total cost for materials of \$11,099. (This one project brings things into the light when compared to a \$65,000 road maintenance line (used for materials purchases & contractors when needed) for an entire town, for 1 year (not including winter operations).

**Drainage Maintenance:**

All town drainage structures were cleaned this year at a cost of \$10,540.

**Road Shimming:**

Thanks to a WRAP state grant we were able to apply pug mix utilizing the Highway Department as seen below:

Location	Amount of material used	Cost
Jones Hill Rd	493.77 tons	\$34,503

**Road Sealing:**

None performed this year

**State Funded Chapter 90 Projects:**

No chapter 90 projects were accomplished this construction season due to vendor scheduling conflicts. We intend to move forward with the surface reclamation and paving of Jewett Hill Rd during the upcoming construction season. Project estimated cost \$369,384.25.

**Town Resurfacing Projects:**

None funded

**Pavement Marking:**

As some of you have probably noticed, we have started line marking on some of our most heavily used roads. We have come to find out that these markings assist our residents driving under poor visibility conditions. Rindge Rd, Turnpike Rd and New Ipswich roads have been marked. Though these markings will never be appropriate on our back roads, I do intend to try and expand the project on more of our main roads. The Ashby Police department has also expressed their approval of this process since it helps them when they are investigating accidents and filing reports.

**Assist Other Departments:**

Several test holes were dug next to the school and behind the police dept. It is my understanding that this was performed in an attempt to find a potential route for a water line from the school to the legion and Congo church. In addition, various trees around town were picked up that were taken down by the tree warden.

**General Information:**

The Ashby Highway Department is now operating with fewer personnel and with less town funding for roadwork than was expended in 1987 (29 years ago). I cannot stress hard enough the fact that we need to replace personnel on the department! Lack of personnel affects us greatly year round for both snow removal and road repairs.

At this time, I extend my thanks to all local contractors who have assisted the town this year by loaning the Highway Department equipment which it does not possess. I thank all Town Boards and Departments for their cooperation throughout the year. I also thank the Highway Personnel themselves for their year of service.

Respectfully, at your service,  
William A. Davis, *Highway Superintendent*

## TREE WARDEN

This report spans from January 4, 2015 to January 4, 2016.

There were no reports of hazardous trees by property owners to be removed at the Town's expense. All direct inquiries for tree related issues pertained to trees on Town property including the right-of-way and the Town Common.

Efforts to monitor the advance of the Emerald Ash Tree Borer and the Asian Long-horned Beetle were conducted in the Willard Brooke State Park; there were no serious indicators of the advance of these parasites in the park. The overall condition of the Ash trees within Ashby is however continuing to decline which will require action for hazardous removal in the near future.

Stump removal was conducted on the Town Common with funds held in reserve from the last fiscal year. This was a cooperative effort with the Tree Warden, the Park Commissioner and MP Landscaping. This service was performed by EMS Stump Grinding from Bedford NH. They did a thorough and professional job! On behalf of the Town I extend my thanks to MP Landscaping for providing labor and materials at no cost to the Town to restore the grass areas where the stumps had been removed.

The large Red Maple tree on the Common adjacent to the gazebo dropped a major bow during the summer; this occurred when no one was on the Common. The bow weighed in at over 700 pounds and was removed by the Tree Warden (at no expense). After this event a careful assessment of the viability of the Red Maple was conducted and a subsequent report offered to the Board of Selectmen who agreed to the diagnosis for removal. Curtis Tree Service was contracted for the removal of the tree which had substantial structural damage in the trunk and main bows. This removal resulted in complaints by a few citizens; the Tree Warden promptly issued email and phone call responses offering an explanation of the decision to remove the tree. The trees that have been planted on the Common to re-establish aesthetic quality and shade are doing very well and should show good growth progress this year.

The Tree Warden plans the remainder of last year's budget in reserve for any unforeseen event which may arise. See below for balance information:

Annual budget for the department of the Tree Warden: \$2,000.00

Expenditures as of January 02, 2015: \$1,500.00

Respectfully submitted,  
Allan Dawson, *Tree Warden*

## **DOG OFFICER/ANIMAL ENFORCEMENT OFFICER**

A lot of cats showed up this year. If you need help with spay or neuter costs, give me a call. I occasionally get notifications of reduced spay/neuter clinics being held in the area.

Loose livestock was a problem again this year. Please make it a habit of checking your fences on a weekly basis, especially after high winds.

All dogs must be licensed annually. Dog licenses expire every year on December 31. Please renew at the Town Clerk's Office. Bring your dog's current Rabies Certificate(s) with you.

Rabies Vaccinations are required by MA Law for dogs and cats. Local clinics are held at the local Petco stores. Both Nashua and Leominster hold clinics on a weekly

basis. Call “Luv My Pet” at 508-481-0580 for their schedule. Another option is our annual Rabies Clinic held in March at the West Townsend Fire Station. Call the Nashoba Board of Health for the date and time.

As the economy gets tighter, more pets will be left without families and/or homes. If I can be of any assistance, or if you know someone who might need help with their animals, please don't hesitate to contact me at 978-597-5868.

Respectfully Submitted,  
Mary L Letourneau, *Animal Control Officer*

## PLANNING BOARD

The Planning Board brought three Zoning Bylaw amendments before the 2015 Annual Town Meeting. The largest was to add a section regulating large solar energy systems. This amendment was approved. The second amendment was to expand the Residential/Commercial district south to include the area at the intersection of Main Street, Fitchburg State Road, and Greenville Road. This amendment was defeated. The third amendment corrected references in section 4.5 of the Bylaws, Site Plan Review.

In July, the Board updated its Site Plan regulations. In December, we approved updates to the housing and the transportation sections of the Community Development Plan. These updates were funded with District Local Technical Assistance (DLTA) grants from the Montachusett Regional Planning Commission (MRPC). In November we began the application process for two more DLTA grants from MRPC. We expect the applications will be approved and we hope to receive funding in 2016.

The Board would like to thank Mark Archambault, Ashby's Land Use Agent, for his considerable work this year.

The Planning Board approved six lot splits and signed two building permits in 2015.

Respectfully submitted,

James Hargraves, *Chairman*  
Alan W. Pease, *Clerk*  
Jean Lindquist, *Executive Secretary*  
Wayne A. Stacy  
Andrew Leonard

## CONSERVATION COMMISSION

The Ashby Conservation Commission is given charge of wetlands protection in the Town of Ashby. The Commission follows the Wetlands Protection Act as written by the Commonwealth of Massachusetts. (Massachusetts General Law Chapter 131 Section 40). Specific duties and responsibilities are found in M.G.L. Chapter 131 Section 40 Chapter 8C.

The importance of wetlands and the surrounding buffer zones have long been recognized and include: protecting private and public water supplies, groundwater protection, pollution protection, flood and storm damage prevention, and preservation and protection of fisheries and wildlife habitat.

The Commission meets regularly in the Town Hall's Land Use Room on the first and third Wednesday of each month and by special posting whenever necessary. Meetings are open to the public and anyone with questions or concerns is encouraged to attend. We prefer to be proactive rather than reactive. To this end, the Commission has produced a "Self-Help" brochure for citizens who may wish to manage their own projects. This hand-out is available at the Town Hall.

In general, anyone who intends to alter wetland areas, land within 100 feet of any wetland or within 200 feet of any stream must apply to the Conservation Commission prior to such activity. This application is done through written application of a Notice of Intent or a Request for Determination Applicability. In each case a public hearing is held and site inspection made before decision is rendered. In all cases State Regulations provide the guiding principles for best practices.

The 2015 calendar year continued to be very active for the Commission with approximately 30 filings. The Commissioners continue to see a high rate of activity within Town and we will continue with diligence to protect our wetlands according to regulations.

For over 30 years, the Commission has maintained membership in the Massachusetts Association of Conservation Commissions (MACC) and all members have completed the eight-unit Fundamentals for Conservation Commissions certification program as well as qualifying for the Advanced Certification status.

The Commission continued in a leadership role in the efforts to "Stop the Pipeline," a coalition of organizations joined in opposition to the proposed "Kinder Morgan/Tennessee Gas Pipeline" identified as the Northeast Energy Direct Project. The Commission teamed with the Ashby Board of Selectman to sponsor an article opposing the project which was passed unanimously by the Ashby Town Meeting. As voted: "A Resolution to Ban 'Fracked Gas' Pipelines and Champion Sustainable Energy."

Commissioners have been very active within state and regional groups as well as with the Legislature with the goal to stop the construction of this environmentally harmful transporter of "fracked" methane gas.



Ashby's Commission members, all serving as appointed officials, are appointed by the Selectmen to serve three-year terms and are as follows:

Robert Leary - Vice Chair

Roberta Flashman - Secretary

Tim Bauman - Chair

Cathy Kristofferson – Treasurer

(With currently one open seat)

Respectfully submitted,

George A. "Tim" Bauman, *Chair*

## CEMETERY COMMISSION

The Cemetery Commission is responsible for the care and management of all public burial grounds in the town. The commission meets periodically throughout the year to discuss and plan cemetery operations. When the need arises for a meeting, time and date are posted at town hall.

This past year the Cemetery Commission approved purchase of CIMS cemetery record keeping software. This will allow us to transition all records on to a digital format over the next year. At the end of the process we hope to have a searchable online database for the cemeteries. We will continue to maintain the paper record as well.

The maintenance shed in Glenwood cemetery will be getting a new roof and some much needed attention this year. If you happen to visit while work is ongoing, we apologize for any inconvenience this may cause. Work should not impact any services being held in the cemetery.

There is a part time position available this year in the cemeteries 15-20 hrs. per week, interested parties should contact the commission for details.

The Commission would like to thank Wayne Stacy and Wayne Patnaude for their continued maintenance efforts over the past year.

Again, thanks to all the people of Ashby and everyone who visits the cemeteries for your interest and involvement. It is greatly appreciated.

Respectfully submitted,

Daniel Harju, *Chair*

Rebecca Thatcher

## NASHOBA ASSOCIATED BOARDS OF HEALTH

Nashoba Associated Boards of Health continues to serve the local Board of Health in meeting the challenges of environmental and public health needs in Ashby. In 2015 particular efforts were made to respond to continued demands in the Environmental Division while adjusting to changes in the Nursing Division created by national trends in health care. In addition to the day to day public health work Nashoba provides Ashby with the following services.

- Maintaining Nashoba's internet web site to provide information for the public. (See [nashoba.org](http://nashoba.org))
- Through our involvement in the Bioterrorism Regional Coalition we are keeping the Ashby Board of Health up-to date on matters of emergency preparedness planning.
- Response to health related impacts of beavers through coordination with the local Board of Health in the issuance of the necessary permits.
- Providing stepped-up enforcement of public health laws through the use of the Housing Court system.

We look forward to continuing our work with Ashby's Board of Health. Included in highlights of 2015 are the following:

- Through membership in the Association, Ashby benefited from the services of the Nashoba staff including: Registered Sanitarians, Certified Health Officers, Registered Nurses, Registered Physical & Occupational Therapists, Licensed Social Workers, Nutritionists, Certified Home Health Aides, and Registered Dental Hygienists.
- Reviewed 30 Title 5 state mandated private Septic System Inspections for Ashby Board of Health. Received, reviewed, and filed these state mandated (but unfunded) Title 5 inspections. Corresponded with inspectors regarding deficiencies; referred deficient inspections to Ashby Board of Health for enforcement action.

By the Ashby Board of Health's continued participation in the Association you can shape your future local public health programs and share in the benefits of quality service at a reasonable cost!

## TOWN OF ASHBY

### Environmental Health Department

#### Environmental Information Responses Ashby Office (days)

100

The Nashoba sanitarian is available for the public twice a week at the Ashby Board of Health Office. (This does not reflect the daily calls handled by the secretarial Staff at the Nashoba office in Ayer.)

<b>Food Service Licenses &amp; Inspections</b>	<b>5</b>
Nashoba annually mails out and receives application from both restaurants and retail food businesses. Licenses are renewed for existing facilities. Plans are submitted and reviewed prior to initial licensing. All licensees are inspected at a minimum twice a year. Where deficiencies are found, a re-inspection is scheduled to insure compliance. When a complaint from the public is received an inspection is also conducted. During this inspection health factors of food handlers is also investigated, and where appropriate medical consultation and laboratory testing may be required.	
<b>Beach/Camp Inspections</b>	<b>11</b>
Camps are inspected at least annually at opening for compliance with State Sanitary Code, Chapter IV, 105CMR430.00. Public swimming beaches are sampled for water quality every week during the summer and more often if a problem is suspected.	
<b>Housing &amp; Nuisance Investigations</b>	<b>9</b>
Nashoba, as agent for the Ashby Board of Health, inspects dwellings for conformance with State Sanitary Code, 105 CMR 410.00, issues orders for correction, and re-inspect for compliance. Similarly, complaints from residents concerning unsanitary conditions or pollution events are investigated.	
<b>Septic System Test Applications</b>	<b>21</b>
Applications from residents proposing to build or upgrade a septic system are accepted, a file created, and testing dates are coordinated with the applicants engineer.	
<b>Septic System Lot Tests</b>	<b>83</b>
Nashoba sanitarian witnesses soil evaluations, deep hole tests, and, usually on a separate date, percolation tests conducted by the applicant's engineer which serve as the basis of the design of the septic system.	
<b>Septic System Plan Applications</b>	<b>17</b>
Detailed plans created by engineers hired by residents proposing to build or upgrade a septic system are received, filed, and routed to the Nashoba sanitarian for review.	
<b>Septic System Plan Reviews</b>	<b>24</b>
Engineered plans are reviewed according to state code, Title 5, and local Board of Health regulations and review forms are created and sent to engineer for revision. Subsequent re-submittals by the engineer are also reviewed.	
<b>Septic System Permit Applications (new lots)</b>	<b>7</b>
<b>Septic System Permit Applications (upgrades)</b>	<b>11</b>

Applicants' approved plan submittals and Board of Health requirements are incorporated into a permit to construct the septic system.

**Septic System Inspections** 27

Nashoba Sanitarian is called to construction sites at various phases of construction to witness & verify that system is built according to plans.

**Septic System Consultations** 36

During all phases of application, design, and construction the Nashoba Sanitarian is called upon for legal details and interpretation.

**Well Permits** 12

**Water Quality/Well Consultations** 30

Private wells are regulated solely by local Board of Health regulations. The Nashoba Sanitarian assist the BOH by reviewing well plans, securing well water samples, and interpreting water quality test results.

**Rabies Clinics - Animals Immunized** 16

Nashoba arranges for local clinics with cooperating veterinarians, arranging for dates and location, placing ads in local newspapers, and sending home flyers through local schools. In addition, since the recent raccoon rabies epizootic Nashoba has arranged for delivery of over 500 animal specimens to the State lab in Boston for analysis and has counseled possible exposure victims to seek medical assistance.

**Nashoba Nursing Service & Hospice**

*Home Health*

---

**Nursing Visits** 167

Nashoba's Certified Home Health Registered Nurses visits provide skilled services to patients in their home under physician's orders. These services include assessment of physical, psychological, and nutritional needs. Skills include teaching/supervision of medications, wound care, ostomy care, IV therapy on a 24 hour basis, catheter care, case management and referral to other services as needed.

**Rehabilitative Therapy Visit** 80

Nashoba Therapists provide skilled physical, occupational, speech, and dietary therapeutic interventions through assessment, treatment and education. Their integration of client, caregiver, and medical outcomes aims at attaining maximum functional dependence.

## *Community Health Nursing*

---

Nashoba's Community Health Nursing program provides an essential public health service to its member communities guided by the American Nurses Association (ANA) 16 Standards of Public Nursing Practice. Our staff serves as a resource to the community, addressing questions and concerns from the public on a variety of health and safety issues (immunizations, head lice, chronic disease management, safe drug/sharps disposal etc.) in a variety of ways:

- We conduct regular well-being clinics for health assessment, screenings and education to all, especially the underserved and at-risk populations.
- We report and investigate communicable diseases to formulate and implement control guidelines and strategies that protect the health of individual and the community at large (mandated by the Massachusetts Department of Public Health).
- We make well-being visits to assess needs, coordinate appropriate care and services and provide case management as needed (health promotion).
- We provide public health education.
- We address psych-social issues that may impact general health and safety (i.e. hoarding).
- We are available to collaborate with all municipal staff to address public health nursing questions, work closely with Councils on Aging to assist elders in the communities and are available for consultation with school nurses caring for children and families. The nursing staff also works with the Sanitarian for your community, as needed, to address issues of unhealthy living conditions.

Listed below is summary of the activities of the Community Health Nursing program:

- Nashoba conducted 7 clinics in your community; those clinics offered your citizens: blood pressure screening, annual sugar and eye screenings, flu shots and an opportunity to consult with the nurse to address questions.
- Our staff conducted 13 health promotion/well-being visits in your communities.
- We administered 80 flu shots through our annual clinics.

Nashoba reviewed, investigated and reported on the following cases of communicable diseases from your community. Though the daily reporting and investigating work is not always visible it is vital to protect the public from the spread of disease.

Investigated	11
Confirmed	7

Communicable Disease Number of Cases

Anaplasmosis	1
Campylobacter	1
Influenza	3
Lyme Disease	1
Salmonella	1

*Dental Health Department*

---

**Examination, Cleaning & Fluoride - Grades K, 2 & 4**

Nashoba's Registered Dental Hygienists, operating out of the school nurse's office and records, provide these services to those children whose parents have given written consent.

Students Eligible	128
Students Participating	94
Referred to Dentist	17

**Instruction - Grades K, 1 & 5**

Nashoba's Registered Dental Hygienists also provide classroom instruction of cleaning and maintaining health teeth to all children in these grades.

Number of Programs	4
--------------------	---

**ASHBY BOARD OF HEALTH**

The Ashby Board of Health consists of Scott Leclerc, William Stanwood, and Cedwyn Morgan, and meets the 4th Wednesday of every month in Town Hall at 8:00 pm. We are assisted by our agent Rick Metcalf of Nashoba Board of Health.

The Board conducted numerous variance hearings to accommodate upgrades to failing septic systems. There was slight uptick in permitting for new homes as well.

After outreach to affected vendors, the Board passed updated regulations governing youth access to tobacco. The new regulations incorporate requirements for a variety of tobacco-related products that were not in common use when the original regulations were passed.

Other permitting/enforcement activities include waste hauling, food service and housing code. One uninhabitable house was condemned by agreement with the owner.

The Board continues to monitor the progress of the Kinder Morgan Northeast Development Pipeline. The Board has registered as an intervenor with NED, and a Board member spoke in opposition to the pipeline at several public hearings.

Respectfully submitted,  
Cedwyn Morgan, *member*

### BUILDING COMMISSIONER

The building department issued 175 permits in 2015. The following is a summary of the year's activities.

Permits

New Homes	3
Barns & sheds	6
Remodel, repair and additions	47
Wood stoves, Pellet Stoves & chimneys	11
Pools	2
Demolition	1
Solar panels	64
Insulation	41
Misc.	2
Total Permits	177
Annual Inspections	6
Yearly inspection fees	\$250.00
Total Permit Fee Revenue	\$34,213.19
Total value of work	\$3,168,104.00

Respectively submitted,  
Peter Niall, *Building Commissioner*

## ELECTRICAL DEPARTMENT

Wiring Permits for 2015 are on the rise because of the amount of Solar installations in town. Along with Solar there are permits ranging from remodeling, alarms, new construction and also special permits for the Fire department and Unitil.

Permits pulled for 2015 = 113 for total revenue of \$9300.00  
Number of inspections for Unitil and the Fire Department was 16

Respectfully submitted,  
Paul Lessard, *Wiring Inspector*

## PLUMBING AND GAS INSPECTOR

Number of permits for the year 2015	39
Plumbing permits	16
Gas permits	23
Number of inspections (approximately)	61
Plumbing inspections	32
Gas inspections	29
Total revenue generated	\$2434.00

Respectfully submitted,  
Richard Kapenas, *Plumbing and Gas Inspector*

## COUNCIL ON AGING

### **Our Mission Statement:**

The mission of the Ashby Council on Aging is to enhance the quality of life for Ashby senior citizens and to promote healthy, successful aging.

Council on Aging meets on the second Wednesday of each month at 3:30 p.m. in the COA office on the 3rd floor of the Lyman Building. Meetings are open to the public

The Ashby COA provides outreach visits and assessments, meals on wheels, blood pressure clinics, Friendly Visitor program, assistance with yard clean-up (Chore Corps), rides to medical appointments (Angels on Wheels), welfare checks during extended power outages for seniors living alone or at-risk (Safe Seniors Program), Sand for Seniors, medical equipment loan, inter-age activities, newsletters



plus information and referral for Ashby seniors and caregivers. Assistance with applications for financial programs is also available including Fuel Assistance and SNAP food stamps. Please call the office at (978) 386-2424 ext. 27 for information or to make an appointment. Our office is located on the 3rd floor of Town Hall.

**The COA Supports:**

- Nashoba Nursing Services (800) 698-3307 provides Health Clinics at the American Legion Hall
- Montachusett Home Care Corporation (800) 734-7312 provides plans of care that enable elders to live at home
- SHINE (Serving the Health Information Needs of Elders) (800) 410-5288 provides free health insurance information, assistance and counseling to Medicare beneficiaries and their caregivers
- Montachusett Opportunity Council – Ashby COA volunteers deliver hot lunches through the Meals on Wheels program on Monday through Friday with frozen meals available for weekends.
- MART Shuttle Service is available Monday through Friday for medical appointments and shopping. Call Jennifer Collins (978) 386-2501 ext. 11 by 2:30 p.m. the day before travel.
- File of Life magnets are free for all seniors in town and available at the COA office or they can be mailed to you. Please call the office at (978) 386-2424 ext. 27.

**Highlights:**

- Craft classes started in November 2015
- Day Trips started in December 2015
- Breakfasts at 873 Cafe with monthly speakers
- Senior Yoga/Chair Yoga class meets at Town Hall Saturday and Sunday mornings at 9 a.m. with instructor Roberta Flashman. Charge is \$5/per class; subsidy available for those in need.
- The Council offers it's sincere thanks to the American Legion Post #361 for the generous use of their hall and for holding the Annual Holiday Dinner for Ashby seniors.

In July of 2015, a new Director was appointed. The COA would like to thank Kathryn Becker for her years of dedication to the seniors of Ashby and the Ashby COA. Kathy was the very first COA Director in Ashby.

Respectfully submitted,

Marcia Zaniboni, *Director*

Elsie Fredrickson, *Secretary*

Nancy Catalini, *Vice Chairperson*

Jan Miller, *Chairperson*

Linda Stacy

Oliver Mutch, *Treasurer*

Jann Grutchfield

## ASHBY CULTURAL COUNCIL

The Ashby Cultural Council is a committee of at least 5 members appointed by the Board of Selectmen to serve three-year terms. The primary responsibility of the Council is to disburse funds received from the Massachusetts Cultural Council for the Arts whose purpose is: “to support public programs that promote access, education, diversity and excellence in the arts, humanities and interpretive sciences in communities across the Commonwealth.”

The Massachusetts Cultural Council granted the allotment of \$4,400 for the year 2016. The Ashby Cultural Council members met on Dec. 14, 2015 and voted to allocate a total of \$4,410 toward the approved applications. Seventeen grant applications were received requesting funding of \$7,498. Fourteen applications were approved and funded in the amount of \$4,410.

The approved requests and amounts to be disbursed for 2016 are:

Ashby Free Public Library	To the Museum and Beyond	\$550
Friends of Ashby Library	Marka Music	250
Friends of Ashby Library	Museum of Fine Arts Stories in Art	220
Squannacook Early CC	Rick Goldin	100
Squannacook Early CC	Bubbles by Acton Discovery Museum	200
John Root	Songbirds of the Northeast	550
Hawthorne Brook MS	Animal Adventures	178
Project Graduation NMRHS	DJ & Photo Booth	300
Project Graduation NMRHS	Caricature Artist	450
Ed Cope	Magic – Pumpkin Festival	362
Barry Art Studio	Summer Art Workshops	200
Fruitlands Museum	Family Fun at Fruitlands	400
Denis Cormier	Hands on History	200
Roger Tincknell	This Land is Your Land	450
		\$4,410

Cultural Council members are: Kathryn Becker, Chairperson; Joanne Boudreau, Secretary; Katherine Stanwood, Publicist; Faith Anttila, Peggy Mosher and Maureen Davi.

Respectfully submitted,  
Kathryn Becker, *Chairperson*

## **ASHBY FREE PUBLIC LIBRARY BOARD OF TRUSTEES**

Mission Statement: It is the mission of The Ashby Free Public Library (AFPL) to provide free and equal access to meet the informational, education, and cultural needs of the community in order to support lifelong learning.

The Library Board Officers this year were: John Mickola, Chair; Michelle Thomas, Vice-Chair; Doug Leab, Treasurer, and Dave Jordan, Secretary. Additional members of the board: Dwight Horan, Anne Manney, Claire Lavin, Martha Morgan, and Roberta Flashman (partial year). The Board meets the 4th Wednesday of the month, except November and December, when the meeting is the 3rd Wednesday.

Building upgrades and issues this year: insulation project competed at a considerable savings; frozen pipes and water damage in February; computers upgraded to Windows 7; elevator inspection and maintenance cost savings (switched companies); proposal approved to upgrade lights to more energy efficient LED fixtures – total cost is \$18,102, our cost is \$3,620, to be paid for with state aid and Marston Trust General Funds.

The library is now open an additional hour each week – one more hour on Saturday, for a total of 25 hours. The cost of the additional hour is off-set by a reduction in the percentage of the budget that must be allotted for books, from 19.5% to 19.0%.

Scholarships distributed this year totaled \$4,100.

Many thanks to our dedicated senior volunteers, the teen laptop program volunteers, and to the Friends of the AFPL for their hours of work on the Pumpkin Festival and numerous programs they brought to the library this year.

Library Page Jackie Edwards left to continue her education; the position was filled by Julia Airey. Many thanks to them, and to Tiffany Call, Christina Ewald, and Director Mary Murtland for their dedication to the library.

## LIBRARY DIRECTOR

The Ashby Free Public Library continues to adapt to allow it to remain a vital resource for the community. The library has become a hub for community activities that serve people of all ages and has provided the community with greater access to a larger variety of materials.

We continue to host meetings of the Girl Scout and Boy Scout troops, the Weight Loss Challenge group, the Friends of the Wapack, the Ashby Historical Society, the Boy Scout and Girl Scout leaders group, the Nashoba Board of Health visiting nurse flu clinic, Summer Reading Programs, programs sponsored by Montachusett Opportunity Council (MOC) and a Girl Scout CPR course. The Library also provides the following interest groups: Preschool Story and Craft time, Lego Club, Adult Book Group, the Dropped Stitch Club, the Middle School Book Club, Family Movie Night, and the High School Book Club. The library also continues to be a drop off place for donations to the Ashby Food Pantry and the Halloween candy drive.

During tougher economic times it is even more important to fund libraries. A recent survey done in New York Suffolk County showed that the average library provides the community \$4 worth of resources for every \$1 spent. The library offers patrons public access to computers for internet access and word processing, a printer, and to our wireless internet. The Ashby Library continues to make available to the community the Teen Laptop Program, AFPL college scholarship opportunities, and it also provides potential volunteer opportunities for those in need of community volunteer hours.

This year the Ashby Elementary third graders and fourth graders have made many planned trips to the library. We continue to make our collection more appealing to young readers by expanding our juvenile biographies and graphic novels. We also continue to encourage collaboration between the teachers and the library to supplement school learning materials.

The Ashby Free Public Library card serves even more uses now than it did in the past. In addition to visiting the library, patrons can access a variety of materials from home. Patrons can now order books, renew books, and download e-books and audio books. There are currently three resources for both e-books, audio books and academic research material for our patrons: the Commonwealth E-book Collection, CWMARS digital collection, and the Boston Public Library e-book collection.

The Friends of the Ashby Free Public Library, through all of their fund raising efforts at the Pumpkin Festival and the Holiday Open House, made it possible for us to continue to provide summer reading programs and prizes for children. They have also provided materials for the Preschool Story and Craft Time and hosted family events throughout the year.

We would like to thank the Friends of the AFPL, the Ashby Cultural Council, and the Ashby Fund for sponsoring a variety of programs held at the library.

The Ashby Free Public Library Fund made it possible for the library to update its computers, provided a museum pass to Tower Hill, and sponsored summer programs for middle school and teen patrons.

The Ashby Free Public Library has once again had a change in staffing. After working and volunteering at the library for the last six years, the library does not seem the same without Jackie Edwards. We thank her for her hard work and will miss the many ways that she made a difference at the library. We welcome Julia Airey as the new Library Page. We encourage patrons to come to the library to meet her.

The Ashby Free Public Library would like to thank Linda Miles Lapham for providing her artwork to the library for patrons to enjoy.

The Ashby Free Public Library would like to thank the many volunteers that continue help us serve the community. Many of the volunteers have participated in one or more of the following groups: the Friends of the Ashby Free Public Library, the Senior Tax Work-Off program, the Teen Laptop Scholarship Program, the Ashby Public Library Fund, or the Ashby Free Public Library Board of Trustees. We thank these volunteers for their ongoing support of our public library.

**All Circulations and Renewals at Ashby Free Public Library — 2015**

---

	Total	%
Adult and Young Adult Books	5526	31.32
Juvenile Books	5278	29.91
DVDs and Videos	3540	20.06
Audio, Games, Music, and Software	3086	17.49
Magazines	215	1.22
Total	17,645	100

Respectfully submitted,  
 Mary E. Murtland, *Library Director*

## PARKS DEPARTMENT

Another great year of 2015 has passed for the Town of Ashby. A new basketball goal was installed at the basketball court, giving us two “safe” basketball goals. The fencing around the tennis courts, basketball courts, and Allen Field have been repaired, including a new gate at the entrance to Allen Field.

Allen Field was very busy hosting softball, baseball, soccer, bonfire, car show, “fun days” for different organizations, and a fund-raising road race.

The Town Common had many events as well. Weddings, pumpkin fest, tractor parade, Memorial Day parade, music concerts, craft shows and the band concerts, with the help of Dan Johnson, ran very well.

Thanks go out to Stephanie Lammi and Eric Rantala for their continued support of the Parks Dept. Also, thanks go out to “Murray Waste”, the Ashby Fire and EMS, Ashby Police, Lammi Plumbing and Heating, softball people, Boy Scouts, Girl Scouts, Julian Wright for his never ending help, and many other people that helped with the many functions.

I am sure that 2016 will be as great a year.

Respectfully submitted,  
William LaDue, *Parks Commissioner*

## NORTH MIDDLESEX REGIONAL SCHOOL DISTRICT

Susan Robbins, Chair, Townsend  
Jonna Clermont, Vice Chair, Pepperell  
Anne Adams, Member, Pepperell  
Brian Edmonds, Member, Pepperell  
Crystal Epstein, Member, Ashby  
William Hackler, At-Large, Member  
Michael Morgan, At-Large Member  
Randee Rusch, At Large Member  
Robert Templeton, Member, Townsend

Joan Landers – Superintendent of Schools

Student Representatives to the School Committee  
2014-2015 School Year  
Amber Edmonds  
Taylor Templeton

### **Report of School Committee Chairperson**

The North Middlesex Regional School District Chair acknowledged and congratulated Anne Adams, Jonna Clermont, and Rob Templeton for being re-elected to the school committee. Their continued commitment to the children of the North Middlesex Regional School District will have a lasting positive impact on the district.

At the committee's reorganizational meeting on May 4, 2015, Randee Rusch was appointed Chair and William Hacker was appointed Vice-Chair of the North Middlesex Regional School Committee. I would like to extend thanks and appreciation to Susan Robbins and Jonna Clermont for their outstanding leadership role as Chair and Vice Chair of the 2014-2015 school committee.

### **Report of the Superintendent of Schools**

#### **Students**

The Superintendent of Schools presented the Superintendent's Award of Excellence to seniors Yannis Halkiadakis and Linda Zheng. This award is presented to the highest ranking male and female student and is presented at the Senior Awards Ceremony in May.

## **Volunteerism and Donations**

North Middlesex Regional School District is a community of volunteers. The School Committee and administration are grateful to all the individuals and groups who have made contributions to programs throughout the district, and to those who have donated thousands of hours to help deliver educational services to the students of North Middlesex.

## **Personnel**

The North Middlesex Regional School District saw twenty-three of its staff retire over the last year: Sylvia Addante, Lucy Alexander, John Anderson, Dorothy Ayott, Karen Baer, Linda Charron, Susan Cudmore, Mary-Alice DeCesare, Susan Ellis, Nancy Gregg, Barbara Guerriero, Peter Holder, Donna Horvath, Diane Mastandrea, Lyssa Morin, Kevin Nelson, Allison Read, Linda Rakiey, Crissey Safford, Ralph Slavik, Carol Shonak, Kevin Tellier, and Wanda Wilson. These staff members will leave their positive mark on education in Ashby, Pepperell, and Townsend through their dedication to the students of the North Middlesex Regional School District.

## **School District Budget**

### **Highlights of the Fiscal 2015 Budget:**

- The district's FY 2015 operating budget consisted of \$45 million in current year appropriations. There were no increases or decreases to the operating budget during the year. There were some minor adjustments in line item funds to account for changes in nursing due to district programs and increase of health needs at the schools. The district saw savings in the liability and worker's compensation insurance lines but experienced much higher than anticipated utility costs due to the severe winter.
- The Special Education costs were significantly higher than anticipated in FY2015. The circuit breaker fund is used to account for financial resources generated by state funding to offset the costs of special education. At the end of the current year, the fund had an accumulated fund balance of \$404,000, which is a decrease of \$446,000 from the prior year. This decrease was due to the increase in costs of funding out of district placements for FY2015.

## **Capital Costs**

- The district did upgrade some classrooms at the Hawthorne Brook Middle School resulting in renovated space for students. Additional security devices were installed in the building entrances for most schools. The district continues to maintain the high school infrastructure while the ongoing building project continues.
- The Squannacook Early Childhood Center experienced significant damage due to ice dams that formed during the severe winter storm conditions.



The district is currently working with the insurance company to address the repairs needed at the building.

- The North Middlesex Regional High School capital building project is underway, and accumulated expenditures as of 6/30/15 were just over \$5,413,000. The district continues to work with the Owner’s Project Manager, Heery International, architect Symmes Maini & McKee Associates and the General Contractor, CTA Construction. More information on the project can be found on the project website [www.nmhsproject.com](http://www.nmhsproject.com).

**Debt Service:**

- The district continues to borrow short term for the Ashby Elementary School window and roof project, Spaulding Memorial School roof project, Hawthorne Brook Septic Project, and the North Middlesex Regional High School construction project.
- The district refunded the Nissitissit Middle School Construction Bond on 5/1/15 for \$ 2,565,000 to be paid back over ten years. The resulting savings for Pepperell taxpayers was approximately \$50,000 in interest savings over the remaining ten years of the bond.

**The General Fund expenditures for the school year were as follows:**

Personnel services	\$25,614,825
Contractual Services	\$3,499,351
Supplies	\$1,291,948
Utilities	\$1,617,615
Insurance retirement	\$6,044,203
Out of District Placement and Transportation	\$6,010,139
Debt Service	\$946,545
<b>Total</b>	<b>\$45,024,625</b>

**2015 Federal and State Grants**

140 Title-II A Improving Educator Quality	\$76,337
249 IDEA Special Education Allocation	\$834, 306
262 SPED Early Education Allocation	\$35,903
274 SPED Program Improvement	\$30, 454
298 EEC SPED Program Improvement	\$6,700
305 Title 1	\$271,946
625 Summer Academic Support	\$14,900
701 Kindergarten Enhancement	\$94,510
<b>Total (FY 15 grant awards)</b>	<b>\$1,365,056</b>

### **North Middlesex Regional High School Building Committee**

The district would like to extend its sincere thanks to the members of the NMRHS Building Committee for their commitment to the children of North Middlesex. The committee is comprised of members from each town, administration, teachers and town officials.

Robert Templeton, Chair, Townsend  
Gary Shepherd, Vice Chair, Townsend  
Susan Robbins, Alternate School Committee Representative (Townsend)  
Nancy Haines, Business Manager  
Isaac Taylor, Principal, NMRHS  
Oscar Hills, Director of Buildings & Grounds  
Jeremy Hamond, Director of Technology  
James Landry, Teacher, NMRHS  
Sue Lisio, Town Official, Townsend  
Stephen Themelis, Town Official, Pepperell  
Heide Messing, Member, Townsend  
David Amari, Member, Ashby  
Craig Hansen, Member, Pepperell  
Ronald Scaltreto, Member, Townsend

The historic groundbreaking ceremony for the new North Middlesex Regional High School was held on Thursday, June 4, 2015, at the site. Thank you to everyone who turned out for the groundbreaking ceremony for the new high school. The committee continues to appreciate the support from our community.

### **Special Education**

In April of 2015, the district hired Brad Brooks as the new Director of Special Education. Mr. Brooks replaced longtime NMRSD Special Education Director, Linda Rakiey, who retired after 25 years in the district.

The Special Education Department coordinates and provides services to students who require specialized instruction and support. These services may include:

- Specially Designed Instruction
- Guidance and Psychological Services
- Nursing Services
- Specialized Transportation
- Related Services (speech, OT, PT, interpreting, mobility, etc.)
- Homeless Education
- 504 Plans

The Special Education Department continues to provide a variety of high-quality inclusive programs for students with disabilities in the North Middlesex Regional School District.

### **Curriculum and Professional Development**

The North Middlesex Regional School District outlined six, strategic priorities as its focus over the last two years, they include:

- Guaranteed and Viable Curriculum
- Collaboration
- Instructional Leadership
- Creating a Data Culture
- Supporting a Sound Budget
- Engaging all Stakeholders

Through these priorities, professional development opportunities were, and continue to be, developed to help teachers and staff meet these goals.

### **Guaranteed and Viable Curriculum**

The first priority for the district is to develop Prek-12 curriculum maps, including standards-based units that encompass our desired outcomes for students, rigorous common assessments, and resources available across the district. Creating these maps allow the district to guarantee all students consistent outcomes for specific grade levels or courses. Although not all learning experiences will look the same across classrooms, students will leave with the same knowledge and skills to apply moving forward. Creating maps that are viable means that teachers and students have time to work deeply with new knowledge and skills with the appropriate amount of time.

### **Collaboration**

As you can see from our District calendar, there has been a focus to include additional early release days over the course of the year. The purpose of these days is to bring staff together to collaborate and work together to reflect upon and enhance our teaching and learning experiences.

### **Instructional Leadership**

Our goal is to support the work of teacher leaders through time, training, and professional development to create a system of sustainability for teaching and learning needs. As the education profession has changed dramatically over the past 15 years, effective school districts have moved toward a distributive leadership structure which empowers teachers to be leaders alongside administration. These structures are powerful and necessary for school districts to successfully sustain effective teaching practices as well as new initiatives at the district, state and federal level.

### **Creating a Data Culture**

Although data has always been used to make instructional decisions, research has shown that teachers, schools, and districts continue to refine and improve their data analysis skills in an era of accountability. It is the goal to create a culture that holds “A universal commitment among all constituencies that the thoughtful collection and analysis of educational data, in support of improved student learning and school effectiveness, is not merely a best practice, but a fundamental responsibility.” This culture requires our district to look closely at the data we are currently collecting for both internal and external reasons and to make sure that data is used systematically and purposefully. With many requirements at the state and national level, we are committed to collecting data that helps drive our instructional decisions daily.

### **Guidance**

The North Middlesex Regional High School Guidance Department assisted 229 students graduating in June 2015. Students reached post-secondary goals in various forms; 84% went on to two or four-year colleges/universities, 7% joined the workforce, and 9% went to trade school, prep school or joined the armed forces. One hundred and seventy-one (171) students took 231 Advanced Placement exams in eleven (11) subject areas. Sixty-five (65) percent (111 out of 171 exams) of the students received a grade of three (3) or better, which earns college credits from the colleges/universities they plan to attend.

## **ASHBY ELEMENTARY SCHOOL** **Principal, Anne Cromwell-Gapp**

As a school, Ashby Elementary works closely with the town officials, community members and district office staff to provide an excellent environment in which all students can achieve their full potential.

Ashby Elementary School had a total student population of 200 students, ranging from kindergarten to grade 4, and includes a comprehensive special education program. Enrollment figures include school choice students from neighboring towns such as Ashburnham, Fitchburg, Gardner, Leominster, and Lunenburg.

The mission of AES is to provide students with the highest quality educational opportunities in a safe and secure environment. We strive to foster individual academic success and social growth through partnerships with students, staff, families, and the community. The vision of our school is to promote a safe environment where all students can learn and succeed, each in their own way. Our school fosters a love of learning by promoting high expectations for each student. We provide a standards-based curriculum that supports all learning styles and is informed by ongoing assess-

ments. We continue to utilize our code of conduct, which is based on our core values (responsibility, integrity, caring, citizenship, and communication). Ashby Elementary School Council members (Mrs. Diane Bjornson, Mrs. Sue Clement, Mrs. Tricia Foster, Mrs. Jessica Harrington, Mrs. Rebecca Pincott, Mrs. Stephanie Thompson, and Mrs. Cromwell-Gapp) meet monthly to develop the School Improvement Plan, which is aligned with our District Strategic Goals. School Council members along with the principal and the staff continue to work on obtaining our goals through our school mission.

Ashby Elementary School has an active Parent Teacher Cooperative (PTC) group, which provides the students with a variety of cultural and curriculum-based assembly programs, organizes many family events such as the Annual Family Dance, and Bunny Breakfast. There are a number of opportunities for parents to be involved such as annual fundraisers, and schools events such as BOKS (Build Our Kids Success) and Silver Graphics.

The school has many annual traditions including fourth grade yearbook, fourth grade “Wall of Fame”, Dr. Seuss’ Book Give-Away, a holiday food drive, Spirit and Theme Days, Community Reading Day, Field Day, Jump Rope for Heart Event, Annual Walk to School Day and our third annual Celebration of School from the Ashby Alumni Associations. We are also pleased to offer band to our fourth graders who then perform at holiday and spring concerts.

There are a host of activities after the regular school day ends. We offer a Before and After School Care for Kids (BACK Program), which runs from 6:30 AM to 8:50 AM and then again from 3:05 PM to 5:30 PM to assist with Ashby families’ need for child care. During the summer, we offer a sports camp, as well as an arts/crafts camp. The spring 2015 MCAS results classified Ashby as a level 2 school, with 1 being the highest on a 5 point scale. To improve student achievement in the area of writing, we will continue to build student writing stamina, work with Teachers for Teachers Consulting Group and develop individual classroom (K-4) Writer’s Workshop models. Also, students continue to strengthen their reading comprehension skills. We can accomplish this goal through the use of our ever-increasing leveled school library. This year alone we have added more than 1100 titles to our reading library bins.

We are proud of our kindergarten accreditation late last spring through NAEYC (National Association for the Education of Young Children). Accreditation has ten categories with numerous standards under each heading, and we must be able to provide evidence for the following areas: Relationships, Health, Curriculum, Teaching, Assessment of Child Progress, Teachers, Families, Community Relationships, Physical Environment, and Leadership and Management.

We follow the Massachusetts Curriculum Frameworks and use Reader’s and Writer’s Workshop models with supplements from Scott Foresman Reading, (Kindergarten and Grade 1 students are using a new phonics program called Foundations), enVision Math, and Pearson for science & social studies. We are proud to be

the recipient of 2015 Educational Alliance Math & Science Grant (\$500.00) to enhance our science programs. We continue to make adjustments to our curriculum to ensure alignment with the Massachusetts State Standards incorporating the Common Core, which provides a consistent, clear understanding of what students are expected to learn, relevant to the real world, with knowledge and skills that prepare students for college and careers. We are in our fourth year of partnership with Teachers for Teachers to integrate the district's current curriculum with researched-based practices in reading/writing. In addition, we are improving our ISST process (Instructional Support Services Team), and utilizing DCAP (District Curriculum Accommodation Plans) with all students.

We encourage you to become involved in helping us improve our school. To find out what is happening at our school, please log onto [www.aes.nmrso.org](http://www.aes.nmrso.org) to check out our school blog. Some of the ways you can become involved are: encouraging your child's learning at home, attending parent-teacher meetings and informational meetings, serving as a volunteer in our school or district, and encouraging other parents to become involved.

### **SQUANNACOOK EARLY CHILDHOOD CENTER** **Principal, Anne Cromwell Gapp**

I am pleased to submit our fourth North Middlesex Regional School District Preschool Report. I have been overseeing the district preschool program since July of 2011. The preschool program is an integrated model that follows the Massachusetts Curriculum Standards, which emphasizes a range of developmentally appropriate open-ended, hands-on activities. These activities offer each child the opportunity to gain competence in skill areas, and to develop their self-esteem. All children participate in choice time, circle time, structured learning activities, snack time, outside play, music, story time and social skill development daily. The child's daily program often includes expressive activities such as art, music, and dramatic play. Children also have numerous opportunities to work on independent decision making, group cooperation, conflict resolution, social skill development, as well as classroom responsibility. Children are instructed in activities that develop fine motor, gross motor and communication skills. Each child is unique and grows at a different rate. Children are treated with respect and are encouraged to learn about their world through exploration and discovery. We provide a safe and accepting environment where preschoolers have fun while being encouraged to learn cooperation/socialization skills necessary for beginning their school career.

Our district preschool serves all three towns: Ashby, Townsend and Pepperell and is located at the Squannacook Early Childhood Center in Townsend, Ma. The school offers an array of different programming opportunities to meet the individual

needs of children ages 3-5. Each and every one of the programs is designed to promote a child's emotional, social, physical, and cognitive development.

Each classroom is taught by a certified early childhood/special education teacher and a paraprofessional. We have been busy realigning our curriculum to the Teaching Strategies Gold, which is state recommended. Adult/child ratios are one to seven. The program has a team, which consists of early childhood/special education teachers, speech/language pathologist, an occupational therapist, and a physical therapist. A unique feature of our program is the integration of specialists/therapists into the daily routine. All staff members collectively have many years of early childhood experience. The school works with the local kindergarten staff at each of the elementary schools to ensure a smooth transition for students heading to kindergarten.

We have a small PTO that is dedicated to bringing enrichment programs to our students. October is fire safety month, and annually the Townsend Fire Department visits, talks about safety, and the students receive a detailed tour of the fire truck. Other opportunities have included apple picking, puppet shows, and other enrichment programs. Since we are located behind Hawthorne Brook Middle School; we have had the pleasure of having middle school students create science fair projects and bring them to our students. Sometimes we work along with the middle school PTO to bring programs to both schools. We also have field trips to the Townsend Public Library and the police station.

If you would like more information, or would like to book an appointment to come and visit our preschool, please call us at 978-433-6150 or go to our school website to find out more about us ([www.nmrsd.org](http://www.nmrsd.org)).

## **HAWTHORNE BROOK MIDDLE SCHOOL** **Principal, Stephen Coughlan**

Hawthorne Brook Middle School is an institution committed to educational excellence, and a community committed to supporting one another. We are dedicated to using our resources to provide the best educational experience possible for our students, and we continually look for ways to improve our school.

Each team follows a common schedule, which provides the teachers with the flexibility to modify and adjust student schedules to best meet the needs of each group. We are also committed to looping students in grades 7 and 8, which helps teachers to target instruction to the specific needs of their students over the course of two years. Ultimately, our model allows us to create a strong web of support to enhance student success.

The staff at Hawthorne Brook has participated in professional development opportunities offered in the district and throughout the area. A significant initiative

within the district, which HB teachers have consistently supported, is revising curricula in all subjects by reviewing and systematically mapping what is taught and when it is taught. Curriculum mapping is an ongoing process that begins with the documentation process and then yearly revisions. This work brings teachers from across the district together to ensure consistency and viability for our students. In addition to the curriculum work, the staff continues to explore best practices for improving student engagement in the learning process. One goal in our classrooms is for students to take an active role in the learning, understanding, and sharing of the important ideas and knowledge in our society.

We continue to work to foster a positive, supportive climate at Hawthorne Brook. Our focus is on developing individual character and respect within a culture where we all take responsibility for each other, our community, and ourselves. The safety of our students continues to be our priority. The administration meets regularly with law enforcement and safety personnel to review and modify procedures and protocols. We have a culture where everyone in the Hawthorne Brook community is responsible and enabled to report safety concerns.

We are very proud of our students and witness numerous acts of kindness and generosity throughout Hawthorne Brook on a daily basis. Our students are generally kind and supportive of their peers. They maintain a high level of energy and enthusiasm and exhibit their talents and determination in the classroom, during athletic competitions, and on the stage. Hawthorne Brook students are a constant source of pride for the staff, parents, and the entire community.

Thank you to the PTO for their continued support and for providing items and programs that otherwise would not be possible. In addition to their fundraising efforts, parents have volunteered their time and talents whenever needed.

Communication is an essential component of a successful middle school. Feel free to contact the school with questions, comments, or concerns. We can be reached via email at [HBadmin@nmrsd.org](mailto:HBadmin@nmrsd.org) or through our website at <http://hbms.nmrsd.org>.

## **NORTH MIDDLESEX REGIONAL HIGH SCHOOL** **Principal, Christine Battye**

North Middlesex Regional High School serves students in grades nine through twelve and had 920 students enrolled for the 2014-2015 school year.

Over the past year, we have continued in our mission of supporting all students in their pursuit of academic excellence and good character. Student learning and growth is at the center of everything we do.

We are proud to support three honor societies: the National Honor Society (NHS), the Tri-Music Honor Society, and the National Art Honor Society.



NMRHS continued to make excellent progress in addressing the recommendations of the NEASC visiting committee. Our most important project has been mapping our curriculum in a common format, and much of our professional development time has been dedicated to this process. This process will ensure that all students will have access to a common curriculum and be graded against common assessment rubrics regardless of their teacher. This work has required teachers to spend many hours sharing expertise, and will have a huge impact on student academic growth. The NEASC committee met in October 2015 to review the progress report for last year and commended the high school for the progress we have made so far. Our two-year report will be reviewed in October of 2016.

The School Committee approved a major update to our Program of Studies this year. These updates have enabled NM students to make the most of the new rotating schedule. There are more electives, including a number of half-year courses, allowing increased flexibility for students in selecting courses that meet their academic needs and spark their interests. Additional opportunities are also available to students that enhance the rotating schedule; these include our internship and virtual high school.

NMRHS is an extremely busy and active place. Hardly a day goes by when the school is not teeming with students, staff, volunteers, and parents from well before dawn to well after dusk. There truly is something for everyone at our school. NMRHS has a wide and varied range of service learning opportunities, clubs, and societies. I am continually amazed at how well our students balance their many interests and commitments. Many of our students are three sports athletes, or involved in multiple activities including paid work, and manage to maintain their attendance and grades.

## **MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL**

The 2014-2015 school year was my first year as Superintendent-Director of Montachusett Regional Vocational Technical School District, and it seemed to come and go in a minute; I would be remiss if I did not take time to reflect upon the numerous achievements our talented students, faculty and staff accomplished throughout the school year. These awards, recognitions, and distinctions are the result of years of high quality education and vocational-technical training. They are the hallmark of a Monty Tech education, earned by both individuals' and team efforts. While they are, in deed, an honor, they are simply a snapshot of the wonderful experiences happening on a day-to-day basis here at Monty Tech. I am delighted to present the District's 2014-2015 annual report to you, highlighting some of the year's most notable achievements, including:

- A talented team of three Monty Tech Engineering students won the gold medal for Engineering Technology and Design at the SkillsUSA national competitions held in Louisville, KY. Nicolas Wicker of Fitchburg, Leon Gaulin of Winchendon and Devan Kumar, also of Winchendon, led by instructor Dennis Cormier, created a portable game console designed with retro gaming in mind. The team has developed patents on their prize-winning efforts, and continues to expand their business and engineering acumen.
- The Machine Technology program aligned curriculum to MASSMEP (Massachusetts Manufacturing Extension Partnership) standards, and as a result students are now able to earn Level 1 and Level 2 Applied Manufacturing Technology Pathway Certifications. Having these certifications will ensure program graduates stand-out when they enter the workforce upon graduation, as employers are better able to verify technical skills and expertise with this widely accepted training model. Also, our instructors are now able to access the manufacturing curriculum developed through Worcester Polytechnic Institute, adding rigor and relevance to our very popular Machine Technology program.
- The Monty Tech Auto Body/ Collision Repair Department was featured in the April 2015 edition of the New England Automotive Report, applauded for its dedication to excellence. Molly Brodeur, President of the Alliance of Automotive Service Providers, Massachusetts cited the program's innovative technologies, spacious facilities, and specialized equipment as among the best in New England.
- Outpacing more than 1,000 teams across the United States, and competing in three categories: network security, digital forensics, and Cisco networking, a team of six talented students captured first place at the CyberPatriot event, a national high school cyber defense competition, founded by the Air Force Association.
- Students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement. In the spring of 2015, Monty Tech's passing rate on the MCAS English Language Arts exam was 100%, Mathematics 98%, and Biology 98%.

We are so proud of the educational programs offered here at Monty Tech, yet we continually strive to improve upon them. Collaborating with area colleges and universities, we are ensuring our curriculum and instruction are rigorous and relevant. Sharing best practices with vocational-technical colleagues from across the state – and nation – we give and take some of the best ideas, with one thing in mind – what is best for our students. And what is best, I believe, is preparing students for both college and career.

We hope you will find this report a comprehensive review of the quality education you have come to know and expect from Montachusett Regional Vocational Technical School. You may notice that each of the eighteen member cities and towns are reflected in this report, and that students performed services in almost every community last year. Providing our students with an opportunity to give back to the communities that support them – and support our school – is a pleasure.

Respectfully submitted,  
Sheila M. Harrity, Ed.D., *Superintendent-Director*

### **Our Mission**

Every student will graduate from Montachusett Regional Vocational Technical School with the skills, knowledge, and abilities to be a productive and effective member of an ever-changing society.

### **Our District**

Montachusett Regional Vocational Technical School is a four-year career and technical high school serving the member towns of:

Ashburnham	Ashby	Athol
Barre	Fitchburg	Gardner
Harvard	Holden	Hubbardston
Lunenburg	Petersham	Phillipston
Princeton	Royalston	Sterling
Templeton	Westminster	Winchendon

### **Leadership**

The leadership team at Montachusett Regional Vocational Technical School is comprised of ten talented administrators whose varied educational backgrounds, professional experiences, and areas of expertise contribute to the success of the school. Working collaboratively, and under the direction of the Superintendent and Principal, the team has been able to transform the school into one of the most sought-after high schools in North Central Massachusetts.

Sheila M. Harrity, *Superintendent-Director*  
Tom Browne, *Principal*  
Dayana Carlson, *Assistant Principal*  
Tammy Crockett, *Business Manager*  
Francine Duncan, *Director of Technology*  
Christina Favreau, *Director of Academic Programs*  
Jim Hachey, *Director of Vocational Programs*

Richard Ikonen, *Director of Facilities*

Katy Whitaker, *Development Coordinator*

Victoria Zarozinski, *Director of Student Support Svcs*

## **Enrollment**

On June 1, 2015, student enrollment at Monty Tech included 1,418 students in grades nine through twelve. Students are represented from every community in the district: Ashburnham (61), Ashby (35), Athol (88), Barre (37), Fitchburg (368), Gardner (146), Harvard (5), Holden (71), Hubbardston (62), Lunenburg (78), Petersham (4), Phillipston (18), Princeton (20), Royalston (18), Sterling (61), Templeton (93), Westminster (81), and Winchendon (146). The remaining 26 students were from out-of-district towns, including Ayer, Clinton, Lancaster, Leominster, Orange, Shirley, Webster and Worcester.

Throughout 2014-2015, Monty Tech offered a variety of opportunities for students, parents, and community members to learn about and visit the school. In October 2014, approximately 1,000 district eighth graders participated in the annual "Tour Day" event. Students toured our twenty vocational-technical areas and learned about the school's challenging academic offerings and exciting athletic and extracurricular programs. Career Awareness Night offered interested students the opportunity to return in the evening with their family members, to further explore the facilities and talk with staff members.

Each year, the Dean of Admissions conducts school visits, student interviews, and accepts applications for admissions. 2014-2015 proved to be an exceptionally busy year for her, as the school received 631 applications for admission. Of those, 575 were from students hoping to enter our incoming freshman class. The balance of the applications came from students hoping to enter the school as upperclassmen. Because there are only a limited number of students the school can accept each year, 338 freshmen and 3 upperclassmen were admitted.

The Vocational Interest Program (V.I.P.) offers area seventh and eighth grade students the chance to visit Monty Tech after school, and participate in hands-on learning experiences across a variety of vocational/technical areas. The program continued to attract a large number of students during the 2014-2015 school year, serving approximately 600 area students.

## **Class of 2015 Awards**

Members of the Class of 2015 were awarded approximately \$55,000 in scholarships. The Monty Tech Foundation generously provided \$35,000 in scholarships to graduating seniors, ranging in amounts of \$200 to \$2,000. The Foundation also awarded \$6,000 to the Practical Nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of

Monty Tech graduates in the form of financial donations. The School Committee, administration, faculty, and graduates themselves, are grateful for this support. Articulation Agreements with local colleges also play an important role in helping reduce the cost of higher education. Qualified Monty Tech students are eligible to receive college credits through a number of articulation agreements with public and private colleges across the country. Approximately 54% of the graduating class of 2015 reported plans to enroll at either a 2-year college, 4-year college/university, or a technical/trade school upon graduation. By earning college credits while still in high school, these students will benefit by saving both time and money as they pursue advanced educational programs.

### **Financial Report**

In an effort to develop a cost-effective budget for the fiscal year 2014-2015, a great deal of effort was put forth by the School Committee, administration, and staff. The final fiscal year 2014-2015 Educational Plan totaled \$25,640,833, which represents a 3.5% increase over the 2013-2014 Educational Plan. The District's FY15 budget, once again, only meets the minimum spending required by Massachusetts General Law Chapter 70.

The District was audited in August 2015 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA and a very good report is anticipated.

### **Grants and Contracts**

Monty Tech continues to pursue grant funding on an annual basis. These funds assist in providing many educational and social services to the student population. For fiscal year 2015, state and federal grant sources provided the school with \$866,668. Programs funded by these grants include: Essential Health Services, Social Intervention and Mediation, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, and Perkins Postsecondary Education. Using these allocation funds, the school was able to purchase a variety of instructional technology, equipment and supplies to enhance the learning experience across both academic and vocational programs.

### **Academic Achievement**

In 2014-2015, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable MCAS scores in English Language Arts, Mathematics and Biology. For Spring 2015, Monty Tech's passing rate on the English Language Arts was 100%, Mathematics 98%, Biology 98%. The district is particularly proud of the number of students earning Advanced scores, and is pleased to report significant increases in this cat-

egory. On the English Language Arts exam, students scoring Advanced increased by 16% from 2014. On the Math exam, we saw a 10% increase in Advanced from 2014, and on the Grade 10 Biology exam, there was a 3% increase in students scoring Advanced.

<b>English Language Arts</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
Students Tested	352	364	374
Passing	99%	100%	100%
Advanced/ Proficient	95%	95%	96%
Needs Improvement	5%	5%	4%
Failing	1%	0%	0%

<b>Mathematics</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
Students Tested	352	366	375
Passing	98%	98%	98%
Advanced/Proficient	80%	84%	87%
Needs Improvement	18%	14%	11%
Failing	2%	2%	2%

<b>Biology</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
Students Tested	398	351	347
Passing	97%	99%	98%
Advanced/ Proficient	73%	74%	77%
Needs Improvement	24%	25%	21%
Failing	3%	1%	2%

The district continues to make progress toward narrowing proficiency gaps. Students in all subgroups have met their progress and performance targets, securing the school's Level 1 Status distinction.

**Vocational Projects in the District Communities**

Unlike students in traditional, comprehensive high schools, students at Monty Tech are asked to put their education into practice on a daily basis. Students across the twenty different vocational-technical education programs are building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services.

The 2014-2015 school year was a busy one for our vocational educators, as each trade aimed to provide practical, hands-on learning experiences for our students, while helping to improve each of the eighteen member communities.

**Auto Body: Collision Repair Technology:**

A highlight of the 2014-2015 school year was the addition of new instructor, Michael Forhan, who brings wonderful industry experience and expertise to the popular Auto Body program. The program received an I-CAR Education Foundation Grant, and as a result, sophomores and juniors will receive a Level I I-CAR certification. Students detailed, repaired, and repainted more than eighty automobiles and trucks, including a dump truck for the Winchendon Housing Authority. Six ski chairs were coated for the Johnny Appleseed Trail Association, and trail brackets were painted for Baldwinville Department of Conservation. A state-of-the-art fresh-air system was installed in the spray booth, providing our students with clean air while working in the booth, eliminating the need for respirators. (Total enrollment: 62; 34 males, 28 females)

**Automotive Technology:**

As in past years, the Automotive Technology program continues to service a variety of vehicles for faculty, staff, municipalities, and district residents. 2014-2015 proved to be a very busy year for the program, as more than 400 vehicles were serviced by talented students and instructors. The Automotive Technology program continues to work to align instruction to the 2014 CVTE frameworks, as well as the recently revised NATEF standards. Instructors are pleased to report an increase in student enrollment, and offer congratulations to Senior student, Cody Caley, who placed third at the State SkillsUSA competition. A total of seven students participated in the Co-Op program, applying their technical skills in real work settings. (Total enrollment: 67; 54 males, 13 females)

**Business Technology:**

Students graduating from Monty Tech's Business Technology program may qualify for up to nine college credits, taking advantage of articulation agreements with either Mount Wachusett Community College or New England Institute of Technology. Recognizing the work that these students have done throughout their high school year, college officials have agreed to provide qualified Business Technology students with college credits, at no charge, saving the students time and money as they pursue higher education. During the 2014-2015 school year, four students participated in the school's popular Co-Operative Education Program. Additionally, Business Technology stand-out Rebecca Parker was named SkillsUSA National Voting Delegate, and traveled to Louisville in June 2015. Business Technology students continue to post the daily menu on the Monty Tech website for the Mountain Room, distribute, collect, and maintain the Community Service database for all shops, and run a successful school store, the Gear House, refining their skills in cash handling, customer service, organization, and marketing. (Total enrollment: 66; 15 males, 51 females)

### **Cabinetmaking:**

Throughout 2014-2015, Monty Tech's Cabinetmaking instructors and students built and installed custom cabinetry and casework in the Westminster Senior and Community Center, the City of Gardner Mayor's Office, and in each of the school's three house-building projects. At the Westminster Senior Center, the talented Cabinetmaking students were charged with finishing all interior architectural woodworking, and did a beautiful job on that project. More than \$20,000 in materials and five months of labor was devoted to that job, saving the Town of Westminster a substantial amount of money. The students also built a beautiful podium and hepplewhite table, and personally delivered the furniture with historical significance to Governor Baker at the Massachusetts State House. Incorporating antique designs into today's Cabinetmaking curriculum has been challenging and has also provided students with additional career opportunities within the trade. Finally, eleven Cabinetmaking students participated in the school's Co-Op program. (Total enrollment: 70; 51 males, 19 females)

### **Cosmetology:**

The Monty Tech Cosmetology program introduced students to a talented new instructor, Lirazol Alie, who brings tremendous industry experience, expertise, and enthusiasm to the popular program. 2014-2015 also brought new educational initiatives, including computer literacy objectives. Programs such as Quizlet, Remind, and Google Classroom were introduced, and have been providing additional avenues for students and instructors to communicate and share ideas. The program accepted twenty-four Freshmen, all first choice students. In addition to serving more than 1,500 clients throughout the 2014-2015 school year, students provided mothers from Head Start in Athol with a complimentary "Day of Beauty" in honor of Mother's Day. Also in line with the program's commitment to community service, a portion of all fees collected from October through March were donated to support Horizons for Homeless. More than half of the graduates from the Cosmetology program reported plans to work in the trade, while the remaining graduates went on to pursue higher education. (Total enrollment: 91, 0 males, 91 females)

### **Culinary Arts:**

Students and instructors in the Monty Tech Culinary Arts program are among the busiest in our school. In addition to operating a full-service dining room and bakery, serving more than one hundred patrons daily, culinary students showcase their talents throughout the year at various catering events and trade shows in our sending districts, and at meetings and workshops within the school. Throughout the 2014-2015 school year, Culinary Arts students and staff prepared food for: United Way Day of Caring (150 people), Advisory Dinner/Meetings (Over 600 people), Monty Tech Homecoming Dance (500 people), Monty Tech Retirees Holiday Buffet



(90 people), Women in Technology Event (150 people), Graduation reception (125 people), Department of Elementary and Secondary Education meeting (25 people), four Monty Tech Foundation breakfast meetings, the annual Superintendent's Dinner, and all school committee and subcommittee meetings. Additionally, we participated in the Greater Gardner Chamber of Commerce Chowder & Chili fest, and hosted private events for Gardner AARP, Chairtown Lumber, and Montachusett Home Care. (Total enrollment: 101; 34 males, 67 females)

**Dental Assisting:**

During 2014-2015, the Dental Assisting program introduced twenty-one students to industry experience through externships, while seven students participated in affiliation, and one student earned a co-operative educational placement, working with an area dentist. All sophomore, junior, and senior students attended the Yankee Dental Convention in Boston, and learned about the most current trends and practices in the field. While national passing averages for Dental Assisting National Board (DANB) exams range from 69% - 78%, the Monty Tech dental students earned a 100% passing rate on the Infection Control exam and an outstanding 100% passing rate on the Radiology exam. For the fifth consecutive year, Monty Tech welcomed Community Health Connections, a school-based dental hygiene program, whose goal is to provide dental services to students in need. Through this initiative, more than thirty students were examined by a dentist, had their teeth cleaned, and had sealants or temporary fillings applied as needed. Monty Tech Dental Assisting students were given hands-on, practical experience, as they assisted the staff from CHC during each dental procedure that was performed. (Total enrollment: 57; 5 males, 52 females)

**Drafting Technology:**

The 2014-2015 school year was a busy one for Drafting Technology students and instructors. A total of five students (three Juniors and two Seniors) participated in the school's Co- Operative Education program, and ten students advanced to the SkillsUSA state competitions. Instructors are pleased to report that a majority of the graduating seniors intend to pursue careers in the field of drafting. Like most programs in the school, the Drafting Technology program is committed to community service, and throughout the year worked to provide food and household products for a family in the community. The students and instructors also gathered items to donate for Project Shoebox, which provides personal care items to children in the foster care system, offered design services to the Lunenburg Cemetery Building project, and designed landscape and general layout for Railroad Park in Fitchburg. Students also created countless banners and signage for area community organizations and Monty Tech's graduation, college fair, greenhouse, JROTC, and Drama Club, to name a few. (Total enrollment: 56; 33 males, 23 females)

### **Early Childhood Education:**

The Early Childhood Education program began the 2014-2015 school year with a dynamic new instructor, Karla Boudreau. The program received three new Baby Care Parent Simulation dolls, each with car seat detections, as well as temperature detectors. Also, two new cameras were purchased to document students' work for individual professional portfolios. The program participated in the Massachusetts Association for the Education of Young Children's Recognition Dinner, and in preparation for the event, students created thirty games for this recognition dinner. Students and instructors worked to raise critical funds for Lucy's Love Bus, an agency that provides grants for children with cancer who are not covered by health insurance, and contributed to a number of other child-centered causes, including: SkillsUSA Change for Children, Salvation Army Christmas Angel, and the school's National Honor Society food and supplies drive. All of the program's graduating seniors are college bound and report plans to continue in the field of education. (Total enrollment: 62; 2 males, 60 females)

### **Electrical:**

The Electrical program continues to be one of the busiest trades in the school. During 2014-2015, students completed more than 90 work orders throughout the building, including wiring the following: a new CNC milling machine in Cabinet-making, new milling machines in machine shop, new lifts in Auto Technology, a new grinder in HVAC & Property Maintenance, a new smart board in Drafting, a new shear in Welding/ Metal Fabrication, new shapers and chop saws in Cabinet-making, a new scoreboard in the gym, new office space for both the Vice Principal and the Dean of Admissions, and new charger outlets for calculators in an academic room. Students also rewired the Engineering department's storage room and relocated much of their equipment, and a new Prototrak machine in Machine Technology. In addition to wiring equipment, students performed numerous repairs and installations throughout the school as needed, including lights, outlets, computers, sensors, and CATV jacks. The Electrical program was instrumental in ensuring the school responded to all aspects in the most recent Coordinated Program Review's safety audit, and completed each of the recommended findings in a very timely manner. Students and instructors participated in the two house building projects in 2014-2015, again ensuring their work was done in a timely and efficient manner. The program's instructional space was updated to create a more conducive learning environment. Finally twelve students were awarded co-op positions, and more than half of the graduating senior class entered the workforce upon graduation, continuing into the electrical apprenticeship. (Total enrollment: 92; 76 males, 16 females)

### **Engineering Technology:**

The Monty Tech Engineering Technology program continued to enhance their curriculum and instruction by embedding four Project Lead the Way courses into the already rigorous vocational-technical curriculum. Students performed well on the end of course assessments affiliated with the Project Lead the Way coursework, with four students earning college credit in Principles of Engineering, eleven students earning college credit in Introduction to Engineering Design, and six students earning credit in Computer Integrated Manufacturing. These students may apply these credits at colleges and universities across the country. The exploratory program during the 2014-2015 school year yielded positive results for the program, with 12 students selecting Engineering Technology as their first choice and one as second choice. All sixteen seniors graduated, and a majority reported plans to continue their education or continue working in the engineering field. The instructors are pleased with the work done in their instructional space, citing better organization and increased safety. Some of the major improvements included a dropped ceiling, new work benches and stools, insulated front wall and fresh paint and the installation of a second SMART board. The Junior class went on a field trip to EASTEC, in Springfield to see the latest technology in manufacturing technologies and techniques. All Freshmen and Sophomores completed OSHA 10 hour training, and earned an OSHA 10 card. Six Seniors presented capstone projects to sponsors, parents and fellow students, demonstrating individual creativity and a deep understanding of engineering principles. Finally, the Monty Tech Engineering students were top performers at SkillsUSA contests throughout the year. At the district competitions, students earned two gold, two silver, and six bronze medals. At the state competitions, three gold and two bronze medals were captured. And at the national competitions held in Louisville, KY, a talented team of three Monty Tech Engineering students won the gold medal for Engineering Technology and Design. (Total enrollment: 55; 42 males, 13 females)

### **Graphic Communications:**

Instructors in Monty Tech's Graphic Communications program are pleased to report that all graduating seniors had plans to attend college, and many expected to pursue advanced degrees in the field. Throughout the 2014-2015 school year, the shop continued to produce large quantities of print projects for district towns and community service organizations, completing more than 300 print projects. Because Graphic Communications provides print and design services at deep discounts to local agencies, instructors report saving these offices more than \$100,000 this school year. Students and instructors also completed numerous in-house jobs, resulting in a savings to the school district of more than \$220,000 from black and white copies, wide format printing, yearbook print and production. Three students were placed in co-op experiences, applying and refining their technical skills in local businesses. The program also received six new iMac computers with CS6 Soft-

ware, and the computer lab was reconfigured and equipped with new desks and a new SMART board. (Total enrollment: 86; 32 males, 54 females)

### **Health Occupations:**

The Health Occupations program at Monty Tech continues to educate a large number of students, providing a rigorous education grounded in current medical knowledge and practice. During the 2014-2015 school year, students and instructors organized a large baby shower, benefiting Battered Womens' Resources, Inc. All items collected through that event were donated to expectant mothers living in the shelter. Students and instructors also participated in Pediatric Day, in conjunction with the school's Early Childhood Education program. The Health Occupations program was awarded a grant of \$42,400, which was used to purchase simulation devices for advanced training and simulated patient scenarios and case studies. Fifteen seniors passed the National Healthcare Association (CCMA) exam, while the program continues to offer students opportunities to earn an array of industry-recognized credentials, including: Occupational Safety and Health Administration (OSHA) 10-hour certification; Cardiopulmonary Resuscitation (CPR) and First Aid Certificate through the American Heart Association; and Certified Nursing Assistant License through the American Red Cross. Finally, Health Occupations students performed quite well throughout the year at various SkillsUSA competitions, earning a silver medal in Medical Assisting and a bronze medal in Freshman Commentary. Two students were also named State Officer Elect and National Voting Delegate, representing the school and program well. Twenty-three of the graduating seniors in 2015 reported plans to enroll in college, and a majority intend to stay close to the medical field. (Total enrollment: 106; 7 males, 99 females)

### **House Carpentry:**

Unlike other vocational-technical programs at Monty Tech, a majority of the work done by students and instructors in the House Carpentry program is completed off-campus, completing renovation, building, and repair work for member communities. Last year was no exception, as students and instructors worked together to complete the following projects: a duplex in Fitchburg for Habitat for Humanity, a two-story colonial home in Ashburnham for Montachusett Enterprise Center, Inc. (MEC), and a set of stairs in the school's Plumbing department. Mr. Morrison, the most recent addition to the House Carpentry staff, and Mr. Pearson, a Monty Tech science teacher, completed an Academic/Vocational Integration project, in an effort to further connect academic elements to practical, real-world applications. The result of the unique lesson was twenty-five bluebird houses, handcrafted by each student, and taken home to share with families and friends. (Total enrollment: 57; 40 males, 17 females)

### **HVAC & Property Maintenance:**

The 2014-2015 school year saw some changes in the HVAC & Property Maintenance Program. For many years this program had been named Industrial Technology, but when the Department of Elementary and Secondary Education outlined changes in the program's curriculum frameworks in 2014, it seemed an appropriate time to update the name of the program and refine curriculum so that students and graduates will be better prepared to pursue a variety of career pathways in the Building & Property Maintenance and HVAC fields. Combining elements from both programs, the instructors have developed a broad curriculum that continues to engage students and impress area business owners. Throughout the year, students and instructors collaborated with other Monty Tech programs to complete a number of "outside jobs", including: installing sheetrock and vinyl siding on a duplex home for Habitat for Humanity in Fitchburg, installing siding and wood molding products in a single family home in Ashburnham, and installing brackets for the Holden Recreation Department snowmobile trail. The program was proud to have thirteen students (6 seniors and 7 juniors) participate in the school's popular Co-Operative Education program – more students than in any other program at Monty Tech! (Total enrollment: 64; 57 males, 7 females)

### **Information Technology:**

As with any school, Information Technology provides key services to the educational community. In addition to the critical in-house Help Desk services offered by the program, students and instructors performed in excess of 400 hours of repair, upgrading, and troubleshooting computer problems for Monty Tech community members. Competing in the Cyber Patriot event, a national high school cyber defense competition, founded by the Air Force Association, Information Technology and Engineering students, led by program instructor Richard Duncan, captured first place at the March competition. A team of twelve Information Technology students participated in the Fitchburg State University Programming Competition, and there our students placed 13th, 24th, and 25th from the 32 teams in attendance. To ensure program graduates are armed with valuable industry-recognized certifications, program instructors offer students the following certification opportunities: TestOut PC Pro certification, IC3 Certification, Cisco IT Essential Course for Computer Repair and Maintenance, and Cisco Introduction to Networking. (100% passing rate for Sophomores). Instructors are proud to report a 98% passing rate for the juniors who took the first test of the CIW Web Foundation certification exams. Two students applied their skills, working with area non-profit agencies, building user-friendly websites for the following: Big Cheese 5K Road Race for the Town of Athol, Community Health Connections website, and Fitchburg East Rotary website. Two talented students, Derick Kay and Ryan Perenzin, earned gold medals at the SkillsUSA District competitions, traveled to the state event and continued their

winning streak with another gold medal. The pair earned the right to travel and compete on the national level in June 2015, for the third time in their high school career. (Total enrollment: 61; 60 males, 1 female)

### **Machine Technology:**

Machine Technology students and instructors had the opportunity to take part in several field trips throughout 2014-2015, including: MTD in Charlton, NyproMold in Clinton, Rocheleau Tool & Die in Fitchburg, LS Starrett in Athol, and the EASTEC show in Springfield. These field trips provided students with opportunities to see how their education connects to local industry, as well as some of the emerging technologies in the machining field. Students were also fortunate to hear from local experts, including a guest speaker from LS Starrett, who discussed proper band saw blade selection. Perhaps one of the program's greatest accomplishments was aligning curriculum to MASSMEP (Massachusetts Manufacturing Extension Partnership) training efforts. This exciting new relationship will provide our students opportunities to earn level 1 and level 2 machinist certifications, and will grant the instructors access to manufacturing curriculum developed through Worcester Polytechnic Institute. Finally, students successfully completed a number of machining jobs to benefit the school and community offices, which included: plaques for the "Ride of your Life" suicide prevention fundraiser, plaques for the school's space shuttle mission, gifts for various visitors and guests, memorial tile engraving, parts for engineering technology projects, dental base components, for plumbing projects, and parts needed to repair the district's field lawn mowers. (Total enrollment: 60; 57 males, 3 females)

### **Masonry:**

The Masonry program introduced a new instructor, Christopher Giardina to the program in 2014-2015. Students and instructors continued to focus on a number of community projects, including: brick steps and tiles for Habitat for Humanity House in Fitchburg; tile and concrete floor for Montachusett Enterprise Center, Inc. (MEC) house in Ashburnham; brick step repairs and concrete floor for Sterling Municipal Light; stone veneer and tile for the Westminster Senior Center; block dug outs for Gardner Little League; stone wall repair for St. Bernard's Elementary School; and, repointed brick for Winchendon Senior Center. When the students weren't busy in our district communities, they were preparing for and competing in the Massachusetts Trowel Trades Association (MTTA) competition, where they earned top recognitions and awards. (Total enrollment: 68; 57 males, 11 females)

### **Plumbing:**

The Monty Tech Plumbing program, like other trades throughout the school, is committed to community service. As a result, students and instructors worked throughout the year to complete a duplex house in Fitchburg for Habitat for Hu-

manity and a single-family home in Ashburnham for Montachusett Enterprise Center, Inc. (MEC). Both projects included lessons in high efficiency heating and cooling systems. The students successfully installed gas piping for the homes, as well. A senior student was named Vocational Technical All-Star from the Plumbing, Heating and Cooling Contractors Association of Massachusetts, and as a result, he received tools and a scholarship for continuing his education in the plumbing licensure program. Another stand-out student was recognized by the Central Massachusetts Plumbing & Gas Fitting Inspectors Association, and was also awarded a scholarship to continue his education in the field. Instructors are proud to partner with a number of local companies that have committed to hiring program graduates, and throughout the 2014-2015 school year, the program saw eight students (5 seniors and 3 juniors) earn co-op jobs, where they were challenged to take their technical skills to a new level. On campus, students repaired leaks, cleaned drains, replaced a hot water heater, worked on water coolers, and repaired and maintained the plumbing system throughout the school. The teachers' area within the shop was improved with custom made desks and a counter top, designed and crafted by Monty Tech's Cabinetmaking students. (Total enrollment: 71; 69 males, 2 females)

#### **Welding/Metal Fabrication:**

Throughout the 2014-2015 school year, the Welding/Metal Fabrication program successfully completed numerous projects on the Monty Tech campus, and more than eighty projects for residents of our community. Some of the more notable community service projects included: fabricating and welding a twenty-one foot tall, multi-section statue for the Fitchburg Art Museum, which is now the focal point to their main entrance; repairing a band cart for Fitchburg High school; fabricating and welding panels for Winchendon Housing Authority's dump truck; fabricating and welding trail marking brackets for the Department of Conservation & Recreation of Winchendon; fabricating and welding stainless steel counter tops and trim at the Westminster Senior Center; and repairing net for Templeton, Narragansett Youth Baseball. In addition, the program benefited from added technology, including a portable fume extractor donated by industry partner Airgas East, and various portable power hand tools donated by Tractor Supply, Inc. The program's hydraulic power shear blades were also rotated and adjusted to specifications. Two juniors and eight seniors participated in the school's popular Co-Operative Education program, applying and refining their technical skills in area businesses. (Total enrollment: 64; 55 males, 9 females)

#### **Student Support Services**

During the 2014-2015 school year, Montachusett Regional Vocational Technical School District provided special services to approximately three hundred and fifteen students – measuring progress of over two hundred students on Individual Educa-



tion Plans (IEPs) and just under one hundred students adhering to individualized Section 504 plans. While the Student Support Services (SSS) Department encompasses special education, the department provides support and is available to all Monty Tech students.

The department includes a full-time nursing staff that administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student's IEP meeting. The department benefits from a full-time school social worker who participates in departmental meetings and assists students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. The school is also fortunate to have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three-year re-evaluation. In addition, we have a full-time speech language pathologist, who is available to assist students with disabilities, assess these students and consult with teachers. Our students also have access to the services of a full-time adjustment counselor and part-time school psychologist. All of these individuals are available for scheduled counseling sessions and mental health emergency treatment, as well as crisis intervention.

The school's Director of Student Support Services oversees the District's Special Education Program, which is reviewed annually in May, in accordance with regulatory requirements. The comprehensive review and evaluation are done in collaboration with the Parent Advisory Council, and the results of the evaluation are used to improve the special education procedures and programs in place at Montachusett Regional Vocational Technical School.

## **Technology**

In 2014-2015 Monty Tech continued the process of improving our network infrastructure to meet future needs. Additional access points were added to our wireless network to broaden connectivity. Internet bandwidth was increased, and multiple carriers were contracted to reduce the possibility of Internet downtime. A back up generator was installed and connected to our network servers to decrease the possibility of unexpected shutdown of vital equipment.

Monty Tech successfully completed two Massachusetts Department of Elementary and Secondary Education initiatives involving technology. Pilot testing for PARCC, an online student assessment program, was conducted in Spring 2015, and state reporting of SIMS (student data) and SCS (student course schedule data) via SIF (Schools Interoperability Framework) commenced in March 2015.

Monty Tech continued the process of enhancing and automating procedures. Teachers began using x2 Aspen's Teacher Recommendations to enter student course requests, and the school improved parent communication by including email addresses as part of our parent/student notification system. The school also initiated



improvements to technical support through the automation of computer builds and updates.

Monty Tech began the transition of becoming a Google for Education school by changing our email system to Gmail for staff and students. Three Chromebook mobile labs were purchased late in the school year and will be ready for classroom use in 2015-2016. Monty Tech will plan professional development and support for additional Google apps as they are introduced during 2015-2016, and will consider a Chromebook 1:1 initiative.

### **SkillsUSA**

SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. Through our association with SkillsUSA, our students develop job skills, leadership and professional skills, as well as provide community service.

The 2014-2015 school year was an extraordinary one for the Monty Tech chapter of SkillsUSA. The students met the challenges of the district competitions, performed well at the state level, and winners advanced to the coveted National Conference in June 2015. Co-advisors Kelsey Moskowitz (English Instructor), Anne Marie Cataldo (Early Childhood Education Instructor), and Brad Pelletier (Special Education Instructor), helped students successfully complete several community service projects, raising money for selected charitable organizations. Highlights of the year include:

- In November, fifteen students, consisting of chapter officers and Leadership Team members, attended a three-day Annual Fall State Leadership Conference, developed leadership skills and performed community service at an area YMCA Day Camp. They also donated nonperishable food items for the local food bank, as well as hats, mittens, and books for underprivileged children.
- The local competition was held in December 2014, and spanned three weeks consisting of a variety of skill and leadership events.
- In March 2015, qualified Monty Tech students traveled to Bay Path Regional Vocational Technical School to compete at the SkillsUSA District Competition. There, Monty Tech students were awarded 44 medals, including: 12 gold, 11 silver and 21 bronze medals. Additionally, Grace Kirrane qualified to run for the State Executive Council.
- Rebecca Parker, a Class of 2015 Business Technology student, and Cassandra Campbell, a Class of 2016 Drafting Technology student, served on the State Advisory Committee to help aid in the planning of the State Conference.
- Twenty-three district medalists and qualifiers, sixteen local leadership and skill-related event contestants, one state officer candidate, and twenty-three voting delegates - a total of 63 students - attended the State Leader-

ship and Skills Conference, held April 30 – May 2, 2015, at Blackstone Valley Vocational Technical School and the Best Western Royal Plaza (Marlboro). Monty Tech finished the competition with fourteen medals. Seven students were awarded gold medals and earned the right to compete at the National Leadership & Skills Conference held in Louisville, Kentucky in late June. Grace Kirrane was elected to the State Executive Council and will serve as a National Voting Delegate in Louisville along with Alyanna Giuliano, Cassandra Campbell, and Rebecca Parker who were also selected to serve.

- Twelve students and five instructors attended the National Leadership & Skills Conference in Louisville, KY. from June 22 – 27, 2015.
- A team of three talented Engineering Technology students received a Gold Medal for their performance at the National Engineering Technology/Design Contest. Working closely with their instructor, Dennis Cormier, Nicolas Wicker (Class of 2015), Leon Gaulin (Class of 2017), and Devan Kumar (Class of 2017) brought home this well-deserved honor.
- Taryne Swan and Cassandra Campbell were also recognized at the National Conference, receiving the President's Volunteer Service Award, Gold Standard.
- Throughout the year, students participated in a number of community service projects, including: a "Change for Children" Campaign; a holiday party and celebration for children in the Fitchburg area; Salvation Army "Christmas Angels" were distributed to collect toys and gifts for underprivileged children; Raffle to benefit Be Like Brit Foundation and The Doug Flutie Jr. Foundation for Autism.

### **Marine Corps JROTC**

The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC) had a sensational school year. All program objectives for the 2014-2015 school year were achieved, most notable was the JROTC Cyber Security Team, led by First Sergeant Paul Jornet and Information Technology Instructor Richard Duncan, once again capturing national recognition by placing first in the Air Force Association's National Cyber Security Competition held in Washington, DC.

The 2014-2015 Corps of Cadets completed over eighty-eight hundred hours (8800+) of community service throughout the district. The corps conducted a major canned food drive, worked side-by-side with the Marine Corps Reserve in a national Toys 4 Tots campaign, and spent four weekends working with the local Salvation Army helping to raise over \$26,000 for needy families. The cadets conducted their annual 10 mile "March-A-Thon" to support NEADS (National Education of Assistance Dogs Services) from Princeton, MA, raising \$25,000 for their Service Dogs for Veterans program.

Sixty Monty Tech cadets attended a leadership camp at the Citadel in Charleston, SC. The camp provided cadets with individual and team development opportunities, as well as the opportunity to visit many historical sites.

During the summer of 2015, our Cadet Cyber Team was again asked to support a Cyber STEM camp for the National Marine Corps JROTC program. The Cyber Team coordinated the 12-day camp that focused on defending cyber networks from attacks. The camp also offered an introduction to robotics programming using the VEX Robotics System. The camp was attended by 200 students, representing thirty-five states.

The Cyber team along with community financial support and a group of Monty Tech staff volunteers also conducted a week-long Cyber Security camp for 50 middle school students. The camp, which was offered at no cost to the students, focused on computer operating systems, security and cyber ethics. In partnership with Fitchburg State University and Mount Wachusett Community College, the students also had an opportunity to visit both campuses to explore STEM pathways.

The Monty Tech JROTC program received an incredible honor, having been named a Marine Corps Honor School by the Commanding General Marine Corps Training & Education Command. Only ten percent of Marine Corps JROTC programs nationwide receive this recognition. The selection was based on several criteria, including cadet citizenship, the percentage of cadets involved in student government organizations, the number of cadets active in school activities and clubs, the number of community service hours for the unit as a whole and per cadet, the number of organizations assisted by the unit, and scholastic achievements including the number of academic awards and scholarships given to cadets. The units were also measured by participation in public affairs events, drill team competitions, rifle team competitions, physical fitness team competitions, and field trips.

Because of this prestigious status, we are pleased to announce that the Monty Tech JROTC instructors unit will now have the opportunity to make nomination recommendations to the U.S. Naval Academy, U.S. Air Force Academy, and the Military Academy at West Point under the Honor School Category.

### **Women in Technology**

Monty Tech is one of the original members of the North Central Massachusetts Women In Technology Program and the 2014-2015 school year marked the school's 13th year in this innovative school-to-business partnership. The highly successful collaborative program continues to grow with membership including students from six area high schools, introducing female students to well-paying careers in business and technology. Participants spend two days a month working on real-world work projects under the mentorship of company managers at SimplexGrinnell and Tyco Safety Products in Westminster, subsidiaries of Tyco International, a Fortune 500 company.

The program has been so successful in its mission of providing a proven pathway to corporate America, that it was recently recognized as one of the region's premier experience-based educational programs of its kind. Affiliation with the program, and skills acquired through participation, open doors to career opportunities not otherwise available to high school students. Graduates of the program are also equipped with a foundation to better meet the challenges of an ever-changing and demanding work force.

Each year, graduates of the program go on to rewarding and well-paying careers, made possible by this unique experience.

### **Student Athletics**

The Monty Tech athletic program continues to expand in scope and skill each year. More students and teams compete every season. In fact, during the 2014-2015 school year, the Monty Tech Athletic program saw a record number of student athletes participating in competitive sports programs, more than 614 participants! During the fall of 2014, Monty Tech was well-represented by seventeen teams. In the winter months, there were fourteen teams, and wrapping up the year, spring saw another fourteen teams come together at Monty Tech.

In the Fall of 2014, the Monty Tech Varsity Football team finished with a record of 2 – 9, but with a lot of younger players, the coaches expect a rebound in 2015. The JV Football team was 2 – 6 - 1 and the Freshman Football team was 2 – 4. The Varsity Boys Soccer team finished at 11 – 5 – 2 and qualified for the post-season tournament. They finished third in the Colonial Athletic League with a 6 – 4 – 2 record. The JV Boys Soccer team was 7 – 4 – 2. The Varsity Golf team was 4 – 12, and the JV Golf team played in three tournaments getting much valuable experience on the links. The Varsity Field Hockey team was 13 - 3 - 3, qualifying for the Central Mass Tournament for the fifth consecutive year. They lost to Grafton, 1 – 0 in an exciting match. The JV Field Hockey team finished at 5 – 3 – 1. The Boys Cross Country team was 7 - 8 and finished 3rd in the Colonial Athletic League with a 4 – 3 record. The Girls Cross Country team was 6 – 5 overall and 2 – 2 in the Colonial Athletic League, finishing 2nd. The Varsity Girls Volleyball team went 8 – 12. The team hosted its annual Bump-Set-Spike competition, to fight Breast Cancer, in October 2014, and raised over \$3,000. The JV Girls Volleyball team was 18 - 1 and the Freshmen Girls team continued to improve with a 6 – 6 record. The Varsity Girls Soccer team was 11 – 6 – 1 and qualified for the post-season, where they lost to Northbridge 6 – 0. The JV Girls Soccer team finished at 12 – 2 and will send some fine players to the varsity next year.

The Girls Varsity Basketball finished at 7 – 13 on the season, while the Junior Varsity Girls were 12 - 4 and the Freshman Girls finished with a record of 8 – 3. The Varsity Boys Basketball team finished at 14 – 9 and qualified for both the State Vocational Tournament and the Districts. They lost to Worcester Tech in the first

round of the Vocational Tournament and beat Ayer in the first game of the Districts before losing to Hopedale in the quarterfinals. The JV Boys Basketball team was 16 – 2, and the Freshman Boys were 2 – 16. The Co-Op Wrestling team, a group of student-athletes from Fitchburg, Oakmont and Murdock, participated in many dual meets and tournaments finishing at 3 – 11. The Co-Op Boys Ice Hockey team, a partnership with Fitchburg High School, finished at 11 – 9 and qualified for the Districts, where they beat Littleton in the first round and lost to Worcester in the semi-finals. The Junior Varsity Ice Hockey team played very well, and is expected to send some talent up to the varsity in 2015-2016. Monty Tech also participated in a Co-op Swim team with Leominster, North Middlesex and Oakmont (in partnership with Fitchburg State University) and had 7 swimmers participating. Indoor Track & Field for both boys and girls participated in the Dual Valley Conference this year, as a guest. Both teams finished with a record of 2 – 3 on the season.

In the spring of 2015, the Monty Tech Varsity Softball team qualified for the Central Mass Tournament for the 22nd consecutive year with an 11 - 9 record. There, they lost a tight match against Maynard 7 - 6. Coach Reid is just 6 wins shy of 600 for his career at Monty Tech. The JV Softball team was 6 – 8. The Varsity Boys Volleyball team was 15 – 8 and 8 – 2 in the Colonial Athletic League. They beat Assabet 3 - 1 in the first round of the State Vocational Tournament before losing to Greater New Bedford Regional Vocational Technical High School 3 – 0 in the finals. The boys also lost to Wachusett 3 – 1 in the District Tournament. The JV Boys Volleyball team played strong all year and finished with a record of 8 – 8. The Varsity Baseball team finished at 5 – 15, while the JV Baseball team was 10 – 4 and the Freshman Baseball team was 3 – 9. Both the Varsity and JV teams played a majority of their home games on the Fitchburg State University and Oakmont fields, while the freshmen played a number of their games at the Westminster Babe Ruth field, as the conditions of our baseball fields were not acceptable due to the very wet spring. The Boys Track & Field team was 6 - 2, finishing 3rd in the Colonial Athletic league, and the Girls Track & Field team was 5 – 3, with a 4th place finish in the Colonial Athletic League. The Varsity Boys Lacrosse team played in 16 games going 7 – 9, missing the playoffs by only one win. The JV Boys Lacrosse was 7 – 4 – 3, and are expecting improved results in the coming years. The Girls Lacrosse team was a Co-Op with North Central Charter Essential School (Sizer). There were fifteen girls from Monty Tech on the team, and the district hopes to form its own team by 2017. Finally, there were seven total students (2 boys and 5 girls) playing in a Co-Op Tennis program with Fitchburg High School.

Congratulations to the Outstanding Male and Female athletes for 2014-2015, Kyle Morris and Kaitlyn MacAlister.

### **Postgraduate and Continuing Studies**

The Post Graduate and Continuing Studies Program, also known as Monty Tech Nites, continues to update and add courses that emphasize a commitment to excellence by offering affordable, quality, and enjoyable educational experiences. For the Fall of 2014, Monty Tech offered 78 in-house classes with 626 registrations. We also offered a number of online course options, with a total of 27 registrations. For the Spring 2015 semester, we offered 73 in-house courses with 568 registrations and an additional 47 registrations for online programs.

In March 2015 the postgraduate program successfully graduated our third class of nine Emergency Medical Technicians. The very successful EMT program is pleased to report increased acceptance/ enrollment numbers, as the program accepted a class of 16 students for the 2015-2016 school year.

The Director of the Postgraduate & Continuing Studies Program actively seeks information to develop new (and expand existing) certificate and licensure programs that align with regional workforce needs and employment trends.

### **Practical Nursing Program**

The Practical Nursing Program is designed to prepare graduates to practice safely, ethically and in a caring manner for patients who are experiencing common variations in health status in diverse health care settings. This mission, which is consistent with the philosophy and goals of the Montachusett Regional Vocational Technical School District, accomplishes the following:

- Identifies a strong relationship between academic and vocational preparation
- Stresses the importance of developing critical thinking skills to function safely, effectively, and productively in an ever-changing technical and diverse society
- Supports the maintenance of a positive and caring learning and practice environment

On June 18, 2015, the Monty Tech Practical Nursing Program saw one of its largest graduating classes - forty (40) students - complete the Practical Nursing Program and enter the nursing profession. The class achieved an initial NCLEX pass rate of 88%, and just over 75% of the 2015 graduates are currently working in the North Central area, in various health care settings including long-term care, sub-acute care, clinics, medical offices, and prison health care.

The Monty Tech Practical Nursing Program continues to develop the "LPN to BSN Bridge" relationship with Fitchburg State University. Both institutions were awarded a grant from the Massachusetts Department of Higher Education, supporting the "Nurse of the Future" initiative. The grant funding will assist veterans hoping to transition from military to civilian healthcare fields, granting academic credits for previous military training and experience in related military specialties.

In January, the program added a technology component called Shadow Health, a virtual patient-centered clinical experience software package. Students were asked to complete assignments at home, and were assessed according to their patient/student interaction and clinical practice interactions. The added technology proved to be beneficial, allowing the educational program to continue despite the challenging weather and school closings.

Finally, the Monty Tech PN Class of 2015 completed a meaningful community service project, adopting a Monty Tech family in need referred by the school's Student Support Services Department. The nursing students purchased holiday gifts and food for the family, making sure they were consistent with the family requests and needs.

### **Looking Ahead**

While the Montachusett Regional Vocational Technical School District educational community is certainly proud of the achievements of our talented students, faculty, and staff, we continue to have an eye toward the future, always committed to improving our vocational and academic programming, strengthening key partnerships, and maintaining facilities that contribute to student success and achievement. As we look ahead, there are a number of programs and initiatives that we expect will have a positive impact on our school and students for years to come.

**Expand partnerships with area businesses:** To support the school's popular Business Technology program, specifically addressing the financial elements found within the program's frameworks, school leaders began exploring opportunities to bring banking to Monty Tech students. In collaboration with Workers' Credit Union, school officials are pleased to announce a developing partnership that will result in a full-service branch located on the school's campus, offering students opportunities to develop authentic financial literacy skills and experience while still in high school. Additionally, students studying in the school's Business Technology program will be trained as bank tellers, effectively preparing them for entry-level jobs in banking institutions across North Central Massachusetts.

**Expand partnerships with area colleges and universities:** Students in Monty Tech's very busy Health Occupations program may just be getting busier in the coming years. While the program already offered a number of industry-recognized credentials, school leaders began working with college partner, Mount Wachusett Community College, to determine if a college-level Emergency Medical Technician (EMT) training program could be embedded into the senior year of study. We are pleased to announce that this collaboration has resulted in an agreement that will effectively allow seniors to earn 8 college credits, at no charge, and the opportunity to sit for the certification exam in June 2016. By providing additional career pathways in the medical field, and access to college level coursework while still enrolled in high school, school administrators and teachers are confident that program grad-



uates will not only be more qualified for entry level positions, they will be more apt to find an area of interest within the medical field, and continue to refine the technical skills they developed while at Monty Tech.

**Expand Access to Instructional Technology:** A Monty Tech education is effective because efforts are made to continually access our programming, instructional equipment, and our educational resources. Through this assessment, it has become clear that while so many students have access to technology away from the school, many do not. It is important, then, to arm every student with the tools necessary to succeed not only in the workplace, but in the classroom, as well. The district is pleased to announce a large-scale technology initiative that began in August 2015, when every educator at Monty Tech was provided with a Chromebook and individualized professional development on how to best incorporate this added technology into daily instruction. So many teachers have embraced the concept, and continued to explore learning opportunities that have resulted in classroom instruction that better reflects our 21st Century school. The Monty Tech technology initiative continues, and in August 2016, every student at Monty Tech will also be provided with a Chromebook to support his/her learning, more efficiently communicate with teachers, and to promote collaboration among student peers.

**Expand vocational-technical educational opportunities:** As you know, Montachusett Regional Vocational Technical School is home to twenty vocational-technical programs, and currently serves over 1,400 students from eighteen cities and towns in North Central Massachusetts. We are so proud of our students and accomplishments, and every year we strive to provide only the best educational programs, both academic and vocational, to each and every student. As we review our student demographic, the regional workforce data, and feedback we have received from students interested in attending our school, we consider the benefits of adding new vocational programs. We are pleased to announce that Monty Tech is in the development stages of bringing a new program – our 21st program – to the school – Animal/Veterinary Science. The new program will respond to much-needed workforce training and community services, and will effectively prepare students to enter both college and career pathways upon graduation. Students and instructors, in collaboration with program partner, Becker College, will effectively learn concepts associated with a high school veterinary assisting program, while running a fully-functioning veterinary clinic, designed to provide care for pets in low-income families. Students will have access to college level coursework, and earn industry-recognized credentials, so that they may either advance to related post-secondary programs, or enter into the workforce to fill the projected 25.32% growth in veterinary technician opportunities through 2022. While this program is only in its development stages, a great deal of work has already been done to assure its success. Student surveys have been collected, collaborative working groups have been established, and industry experts across North Central Massachusetts have been called upon to offer expertise to help ensure the innovative facility is de-



signed with both education and service in mind, and that all equipment and services align with industry standards.

### **The Monty Tech School Committee**

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures.

Our students continue to benefit from the broad scope of their experiences and varying perspectives, and we are thankful to the following members of the 2014-2015 School Committee for their outstanding service.

Eric Olson, Phillipston, *Chair*  
Barbara Reynolds, Lunenburg, *Vice Chair*  
Diane Swenson, Ashburnham  
Peter Capone, Ashby  
Toni L. Phillips, Athol  
John Scott, Barre  
Claudia Holbert, Fitchburg  
Brian J. Walker, Fitchburg  
Dr. Ronald Tourigny, Fitchburg  
LeRoy Clark, Fitchburg  
Helen Lepkowski, Gardner  
Eric D. Commodore, Gardner  
TBD, Harvard  
James Cournoyer, Holden  
Kathleen Airoidi, Hubbardston  
Edward Simms, Petersham  
John P. Mollica, Princeton  
Mary C. Barclay, Royalston  
Dr. Kenneth I.H. Williams, Sterling  
James M. Gilbert, Templeton  
Walter Taylor/Ross Barber, Westminster  
Burton E. Gould, Jr., Winchendon  
Terri Hillman, Winchendon, *Secretary*  
Norman J. LeBlanc, *District Treasurer*

Respectfully Submitted By:

Sheila M. Harrity, Ed.D., *Superintendent-Director*

**COMMONWEALTH OF MASSACHUSETTS  
TOWN OF ASHBY  
SPECIAL ELECTION  
March 30, 2015**

Middlesex, ss:

To: Constable of the Town of Ashby in said County:

Greeting:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby, qualified to vote in elections and town affairs, to meet at the Ashby Elementary School Auditorium in said Ashby, Monday, the 30th day of March next, at 12:00 noon, to give in their votes on one ballot for the following questions:

**RECALL ELECTION**

SELECTMAN, One year (April 2016)

The polls will be open at 12:00 noon and shall close at 7:30 PM

And you are hereby directed to serve this warrant by posting an attested copy in three (3) public places in said Ashby at least fourteen days before holding of said election.

Hereof, fail not, and make due return of this warrant with your doings thereon, to the Town Clerk at the time and place of election aforesaid.

Given under our hands this 25th day of February, 2015.

\_\_\_\_\_  
Janet Flinkstrom  
*Chair*

\_\_\_\_\_  
Michael McCallum  
*Clerk*

\_\_\_\_\_  
Steven Ingerson  
*Procurement*

ASHBY BOARD OF SELECTMEN

By virtue of this precept, I have posted three (3) copies of the foregoing warrant in three (3) public places in said Ashby fourteen days at least before time of said Special Town Election.

DATE: 3/2/2015

\_\_\_\_\_  
William A. Davis, *Constable of Ashby*

**RESULTS OF SPECIAL TOWN ELECTION  
March 30, 2015**

The warrant was returned to the Town Clerk on Monday, March 30, 2015 at 9:50 AM by Constable William Davis.

Election officers on duty and duly sworn in were as follows: Bertha Tiilikkala, Jill Niemi, Donna Fors, Florence Bryan, Chris Ewald, Betty Tiilikkala, Jan Miller, Linda Stacy.

The Polls opened at 12:00 noon.

The following is a list of the questions and the votes and blanks each received as they appeared on the official ballot.

<b>RECALL PROPOSITION</b>	<b>VOTES</b>
For the Recall of Steven Ingerson	377
Against the Recall of Steven Ingerson	155
Blanks	3
Total ballots cast	535

<b>CANDIDATES FOR SELECTMAN</b>	
Steven Ingerson	110
Mark Haines	386
G. Lillian Whitney	29
All others	1
Blanks	9
Total ballots cast	535

The polls closed at 7:30 PM.

Tellers on duty and duly sworn in were as follows: Pam Peeler, Deborah Pillsbury, Stephanie Lammi, Jan Miller, Patricia Wayrynen, and Cathy Kristofferson.

At the close of the polls the ballot box read 535 voters had cast a ballot; the checkers' tally sheets read 535 voters had cast a ballot.

Lorraine Pease, *Town Clerk*

**COMMONWEALTH OF MASSACHUSETTS  
ANNUAL TOWN ELECTION  
APRIL 27, 2015**

Middlesex, ss:

To: Constable of the Town of Ashby:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby, qualified to vote in elections and town affairs, to meet at the Ashby Elementary School Auditorium in said Ashby, Monday, the twenty-seventh day of April, next at 12 Noon, to give their votes on one ballot for the following officers:

- SELECTMAN, Three Years
- ASSESSOR, Three Years
- ASSESSOR, Two Years
- COLLECTOR, Three Years
- BOARD OF HEALTH, Three Years
- PLANNING BOARD, Five Years
- CEMETERY COMMISSIONER, Three Years
- CEMETERY COMMISSIONER, Two Years
- PARK COMMISSIONER, Three Years
- PARK COMMISSIONER, One Year
- 3 LIBRARY TRUSTEES, Three Years

The polls will be open at 12:00 PM and shall close at 7:30 PM.

And you are hereby directed to serve this warrant by posting an attested copy in three (3) public places in said Ashby at least seven days before holding of said election.

Hereof, fail not, and make due return of this warrant with your doings thereon, to the Town Clerk at the time and place of election aforesaid.

Given under our hands this 8th day of April, 2015.

---

Janet Flinkstrom  
*Chair*

---

Michael McCallum  
*Clerk*

---

Steven Ingerson  
*Procurement*

#### ASHBY BOARD OF SELECTMEN

By virtue of this precept, I have posted three (3) copies of the foregoing warrant in three (3) public places in said Ashby seven days at least before time of said Town Election.

DATE: 4/9/2015

---

William A. Davis, *Constable of Ashby*

#### **RESULTS OF ANNUAL TOWN ELECTION APRIL 27, 2015**

The warrant was returned to the Town Clerk at 8:57 AM on Monday, April 27, 2015 by Constable William Davis.

Election officers on duty and duly sworn in were as follows: Bertha Tiilikkala, Jill Niemi, Betty Tiilikkala, Donna Fors, Florence Bryan, Robert Raymond, and Barbara Faulkenham.

The polls opened at 12:00 PM.

The following is a list of candidates and the votes and blanks each received as they appeared on the official ballot.

	VOTES
SELECTMAN, Three years	
Michael McCallum	241
John Hourihan	83
All Others	1
Blanks	5
<b>Total ballots cast</b>	<b>330</b>
ASSESSOR, Three years	
Oliver H. Mutch	294
All Others	3
Blanks	33
<b>Total ballots cast</b>	<b>330</b>
ASSESSOR, Two years	
Kevin Sierra	278
All Others	3
Blanks	49
<b>Total ballots cast</b>	<b>330</b>
COLLECTOR, Three years	
Beth Ann Scheid	275
All others	5
Blanks	50
<b>Total ballots cast</b>	<b>330</b>
BOARD OF HEALTH, Three years- write in	
Scott Leclerc	39
All others	13
Blanks	278
<b>Total ballots cast</b>	<b>330</b>
PLANNING BOARD, Five years	
Wayne Stacy	291
All Others	4
Blanks	35
<b>Total ballots cast</b>	<b>330</b>

CEMETERY COMMISSIONER, Three years- write in	
Daniel Harju- declined position	32
All others	12
Blanks	286
<b>Total ballots cast</b>	<b>330</b>

CEMETERY COMMISSIONER, Two years- write in	
Daniel Harju	7
Wayne Stacy	6
All others	6
Blanks	311
<b>Total ballots cast</b>	<b>330</b>

PARK COMMISSIONER, Three years- write in	
Peter McMurray- declined position	3
Bill Ladue	2
Lillian Whitney	2
All others	10
Blanks	313
<b>Total ballots cast</b>	<b>330</b>

PARK COMMISSIONER One year- write in	
Steve Ingerson	3
John Hourihan	2
Lillian Whitney	2
All others	6
Blanks	317
<b>Total ballots cast</b>	<b>330</b>

LIBRARY TRUSTEES, Three years	
John P. Mickola	287
Michelle Thomas	273
Roberta Flashman	249
All Others	4
Blanks	177
Total votes cast	990
<b>Total ballots cast</b>	<b>330</b>

The polls closed at 7:30 PM.

Tellers on duty and duly sworn in were as follows: Nancy Peeler, Pamela Peeler, Deborah Pillsbury, Cathy Kristofferson, Patricia Wayrynen and Stephanie Lammi.

At the close of the polls the ballot box read 330 voters had cast a ballot: the checker' tally sheet read 330 voters had cast a ballot.

Lorraine Pease, *Town Clerk*

## **Commonwealth of Massachusetts Special Town Meeting**

Middlesex, ss:

To: Constable of the Town of Ashby in said County:

Greeting:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby, qualified to vote in elections and town affairs, to meet at the Ashby Elementary School, 911 Main Street in said Ashby, Saturday, May 2, 2015 at 9:30 a.m. to act on the following articles:

### **SPECIAL TOWN MEETING ARTICLES**

Article 1. To see if the Town will vote to appropriate from available funds the sum of \$6,000 to purchase a copier for the Police Department; or take any other action relative thereto.

Finance Committee action:   \_\_\_ Approved   \_\_\_ Disapproved   ✓ No Action

Article 2. To see what sum of money the Town will vote to appropriate from available funds, to extinguish the deficit incurred in the Winter Operations budget in the current fiscal year; or take any other action relative thereto.

*Brief Explanation: There is no possible way to accurately predict the volume of snow, the length of time necessary for snow removal, or the complexities of activities resulting from any given storm. As in all other municipalities in this fiscal year, the actual cost of snow removal activities has exceeded the budget provided. This appropriation will allow for payment of all costs in excess of appropriation that have been incurred during this snow season.*



Finance Committee action: ✓ Approved \_\_\_ Disapproved \_\_\_ No Action

Article 3. To see if the Town will vote to appropriate from available funds the sum of \$10,000, to be deposited into the Reserve Fund in the current fiscal year; or take any other action relative thereto.

*Brief Explanation: Currently, the Reserve Fund is entirely depleted. This appropriation will provide for shortfall coverages during the remainder of this fiscal year.*

Finance Committee action: ✓ Approved \_\_\_ Disapproved \_\_\_ No Action

And you are hereby directed to serve this warrant by posting an attested copy in at least three (3) public places in said Ashby fourteen (14) days at least before holding of said meeting. Hereof, fail not, and make due return of this warrant with your doings thereon, to the Town Clerk at the time and place of meeting aforesaid.

Given under our hands this 14th day of April, 2015.

\_\_\_\_\_  
Janet Flinkstrom  
*Chair*

\_\_\_\_\_  
Michael McCallum  
*Clerk*

\_\_\_\_\_  
Steven Ingerson  
*Procurement*

ASHBY BOARD OF SELECTMEN

By virtue of this precept, I have posted three (3) attested copies of the foregoing warrant in three (3) public places in said Ashby at least fourteen days before the time of said Special Town Meeting.

Date: 4/16/2015

\_\_\_\_\_  
William A. Davis, *Constable of Ashby*

**RESULTS OF SPECIAL TOWN MEETING  
May 2, 2015**

The warrant was returned to the Town Clerk by Constable William Davis at 8:45AM.

With a quorum present, the Moderator Nancy Chew called the meeting to order at 9:38AM.

Janice Miller presented a quilt she has made to donate to the Town to hang in the Selectman's Room in the Town Hall, commemorating Ashby's 250th Anniversary.

The warrant showed it had been properly served.

The motion was made and seconded to waive the reading of the warrant, and so voted.

The rules of the meeting were read.

The motion was made and seconded to allow the moderator to declare a two-thirds vote, and so voted.

**SPECIAL TOWN MEETING ARTICLES**

Article 1. The motion was made and seconded to appropriate from Free Cash the sum of \$6,000 for the purchase a copier appropriate to the special-ized needs of the Police Department.

VOTE: UNANIMOUS

Article 2. The motion was made and seconded to appropriate from Free Cash the sum of \$96,918.96 to extinguish the deficit incurred in the Winter Operations budget of the current fiscal year.

VOTE: UNANIMOUS

Article 3. The motion was made and seconded to appropriate from Free Cash the sum of \$10,000, said sum to be deposited into the Reserve Fund in the current fiscal year.

VOTE: PASSED

The motion was made and seconded to dissolve the Special Town Meeting at 9:49 AM and so voted.

Lorraine Pease, *Ashby Town Clerk*

**Commonwealth of Massachusetts  
Annual Town Meeting  
May 2, 2015**

Middlesex, ss:

To: Constable of the Town of Ashby in said County:

Greeting:

In the name of the Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Ashby, qualified to vote in elections and town affairs, to meet at the Ashby Elementary School, 911 Main Street in said Ashby, Saturday, May 2, 2015 at 9:30 a.m. to act on the following articles:

**ANNUAL TOWN MEETING ARTICLES**

Article 1. To see if the Town will vote to elect all other town officers not required to be on the official ballot.

*Brief Explanation: This article allows the voters at Town Meeting to elect officials to open elected positions that are not filled at the time of the Town Meeting. This typically consists of a Field Driver, but could be any other open position.*

Finance Committee action: \_\_\_ Approved \_\_\_ Disapproved ✓ No Action

Article 2. To see if the Town will vote to hear the reports of the various town officials and committees.

*Brief Explanation: In response to this motion, the Town Moderator usually asks if the Town Meeting will vote to dispense with the reading of all the annual reports that appear in the Town Annual Report.*

Finance Committee action: \_\_\_ Approved \_\_\_ Disapproved ✓ No Action

Article 3. To see if the Town will vote to authorize the Treasurer to borrow funds as necessary in anticipation of revenue, in accordance with Chapter 44, Sections 23 to 27 of the Massachusetts General Laws; or take any other action relative thereto.

*Brief Explanation: This article allows the Town Treasurer to take out short term loans throughout the fiscal year if necessary to address cash flow timing issues.*

Finance Committee action:  Approved  Disapproved  No Action

Article 4. To see if the Town will vote to accept the following sums in trust, the income therefrom to be expended for the perpetual care of lots as follows:

**Glenwood Cemetery**

Amount	Name	Ave.	Lot	Section
\$200.00	Robert & Mary Jane Purvis	E	28	Lyman II
\$400.00	Cynthia Honkala	E	4	Lyman II

or take any other action relative thereto.

*Brief Explanation: The Cemetery Commissioners are responsible to report all monies collected from the sale of lots for perpetual care during the year so that the voters at Town Meeting can formally accept the funds for the Town.*

Finance Committee action:  Approved  Disapproved  No Action

Article 5. To see if the Town will vote to authorize the renewal of the Cemetery Burial and Foundations Revolving Fund in accordance with Massachusetts General Laws, Chapter 44, Section 53E½, to receive monies collected for burials, said funds to be expended by the Cemetery Commissioners to pay for said burials to be performed, for grave foundations, and for general cemetery maintenance and improvements with total expenditures not to exceed \$15,000; or take any other action relative thereto.

*Brief Explanation: This motion asks the voters to renew their authority to the Cemetery Commissioners to maintain a revolving account for the specific purpose of maintaining the cemeteries.*

Finance Committee action:  Approved  Disapproved  No Action

Article 6. To see if the Town will vote to authorize the renewal of the Library Books Revolving Fund in accordance with Massachusetts General Laws, Chapter 44, Section 53E½, to receive monies collected for book late fees and replacement fees, said funds to be expended by the Library Trustees to pay for book and media repairs, replacements, supplies and expenses with total expenditures not to exceed \$3,000; or take any other action relative thereto.

*Brief Explanation: This motion asks the voters to renew their authority to the Library Trustees to maintain a revolving account for the specific purpose of maintaining library books and media.*

Finance Committee action:  Approved  Disapproved  No Action

Article 7. To see if the Town will vote to appropriate all funds received from the state under the provisions under the “Chapter 90” program to provide for eligible road resurfacing and/or other improvement projects for Town roads; said sum to be 100% reimbursable by the Commonwealth under the provisions of the “Chapter 90” program; or take any other action relative thereto.

*Brief Explanation: This article asks the voters to formally accept the state funding granted to the Town for road work.*

Finance Committee action:  Approved  Disapproved  No Action

Article 8. To see if the Town will vote to appropriate from available funds the sum of \$31,032 for the purpose of operating the Ashby Recycling Center & Transfer Station for FY2016, or take any other action relative thereto.

*Brief Explanation: This article is the proposed annual budget of the Recycling Center and Transfer Station (RCTS) for FY16; funding is derived from the funds generated by the RCTS, and does not come from the tax levy.*

Finance Committee action:  Approved  Disapproved  No Action

Article 9. To see if the Town will vote to appropriate from Overlay Surplus the sum of \$80,000, said monies to be applied to the Town’s FY16 Overlay; or take any other action relative thereto.

*Brief Explanation: Each fiscal year, the Town sets aside estimated funding (“the Overlay”) to cover projected tax revenue lost due to abatements and other factors. Over time, those funds are expended accordingly, but, because the originally requested amounts were only estimates in the first place, there can be balances remaining for prior years. The Assessors may release those excess funds, and they become “the Overlay Surplus”. This article uses applied surplus monies set aside for the Overlay in prior fiscal years to provide the Overlay required for FY16 – without needing to tap any other funding source within the Town’s limited resources.*

Finance Committee action:    ✓ Approved    \_\_\_ Disapproved    \_\_\_ No Action

Article 10.    To see what sum of money the Town will vote to raise and appropriate or transfer from available funds to defray the expenses of the Town for the fiscal year commencing July 1, 2015 and to set the salaries of elected officials; or take any other action relative thereto.

*Brief Explanation: This article will establish a departmentalized budget that has been proposed by the Finance Committee and the Board of Selectmen after careful deliberation.*

Finance Committee action:    ✓ Approved    \_\_\_ Disapproved    \_\_\_ No Action

*Amounts shown for prior fiscal years may include funds received through warrant articles, reserve fund transfers, etc. as well as transfers out and do not necessarily reflect budget amounts voted initially by Town Meeting.*

**TOWN OF ASHBY**

LINES	FY14 SPENT	FY15 BUDGET	FY16 FINCOM RECOMMEND
<b>Administration</b>			
1     Salaries & Wages	\$ 51,156.71	\$ 51,156.71	\$ 52,691.41
2     Expenses	\$ 6,246.76	\$ 6,550.00	\$ 6,550.00
	\$ 57,403.47	\$ 57,706.71	\$ 59,241.41
<b>Town Administrator</b>			
3     Salaries & Wages	\$ 38,000.00	\$ 38,000.00	\$ 39,140.00
	\$ 38,000.00	\$ 38,000.00	\$ 39,140.00
<b>Finance Committee</b>			
4     Expense Budget	\$ 155.00	\$ 500.00	\$ 500.00
5     Reserve Fund	\$ 33,945.38	\$ 31,000.00	\$ 41,000.00
	\$ 34,100.38	\$ 31,500.00	\$ 41,500.00

LINES		FY14 SPENT	FY15 BUDGET	FY16 FINCOM RECOMMEND
<b>Town Accountant</b>				
6	Salaries & Wages	\$ 33,457.36	\$ 33,457.36	\$ 33,960.00
7	Clerical	\$ 2,545.82	\$ 5,000.00	\$ 4,100.00
	Expenses	\$ 24,522.59	\$ 24,400.00	\$ 24,523.60
		\$ 60,525.77	\$ 62,857.36	\$ 62,583.60
<b>Board of Assessors</b>				
10	Assessing Services	\$ 27,800.00	\$ 28,500.00	\$ 22,000.00
11	Wages	\$ 15,036.93	\$ 17,100.78	\$ 20,897.60
	Expenses	\$ 4,612.37	\$ 5,280.00	\$ 7,590.00
		\$ 47,449.30	\$ 50,880.78	\$ 50,487.60
<b>Treasurer</b>				
15	Salaries & Wages	\$ 25,643.07	\$ 25,643.07	\$ 26,382.36
	Expenses	\$ 6,464.43	\$ 13,826.00	\$ 13,826.00
		\$ 32,107.50	\$ 39,469.07	\$ 40,208.36
<b>Tax Collector</b>				
18	Salaries & Wages	\$ 32,435.41	\$ 32,435.41	\$ 32,435.41
	Expenses	\$ 13,571.41	\$ 12,828.75	\$ 13,153.44
		\$ 46,125.82	\$ 45,264.16	\$ 45,588.85
<b>Legal Services</b>				
21	Expenses	\$ 41,284.79	\$ 27,000.00	\$ 30,000.00
		\$ 41,284.79	\$ 27,000.00	\$ 30,000.00
<b>Technology and Systems</b>				
22	Expenses	\$ 38,485.11	\$ 43,000.00	\$ 43,000.00
		\$ 53,299.97	\$ 43,000.00	\$ 43,000.00
<b>Town Clerk</b>				
23	Town Clerk Salary	\$ 29,543.11	\$ 31,143.11	\$ 32,077.40
24	Clerical	\$ 5,900.18	\$ 7,191.15	\$ 7,647.64
25	Election & Registrar	\$ 4,172.75	\$ 6,227.13	\$ 6,127.13
	Stipend			
	Expenses	\$ 5,538.89	\$ 10,837.00	\$ 10,837.00
		\$ 45,154.93	\$ 55,298.39	\$ 56,689.17
<b>Town Reports</b>				
30	Expenses	\$ 1,407.08	\$ 1,600.00	\$ 1,600.00
		\$ 1,407.08	\$ 1,600.00	\$ 1,600.00
<b>Conservation Commission</b>				
31	Expenses	\$ 690.85	\$ 1,700.00	\$ 1,700.00
		\$ 690.85	\$ 1,700.00	\$ 1,700.00

2015 Annual Reports

LINES		FY14 SPENT	FY15 BUDGET	FY16 FINCOM RECOMMEND
<b>Planning</b>				
32	Expenses	\$ 646.80	\$ 750.00	\$ 750.00
		\$ 646.80	\$ 750.00	\$ 750.00
<b>Zoning</b>				
33	Zoning Bd Expense	\$ 370.98	\$ 580.00	\$ 580.00
		\$ 370.98	\$ 580.00	\$ 580.00
<b>Land Use</b>				
34	Agent Budget	\$ 8,671.25	\$ 10,000.00	\$ 10,000.00
	Expenses	\$ 1,524.50	\$ 1,651.59	\$ 1,675.38
		\$ 10,195.75	\$ 11,651.59	\$ 11,675.38
<b>Town Office</b>				
	Expenses	\$ 42,533.70	\$ 46,170.00	\$ 60,020.00
		\$ 43,698.20	\$ 46,170.00	\$ 60,020.00
<b>Town Clock</b>				
40	Stipend	\$ 500.00	\$ 500.00	\$ 500.00
		\$ 500.00	\$ 500.00	\$ 500.00
<b>Municipal Buildings</b>				
47	Wages/Stipend	\$ 3,470.48	\$ 3,900.00	\$ 4,005.00
	Expenses	\$ 11,988.57	\$ 16,100.00	\$ 16,100.00
		\$ 25,798.40	\$ 20,000.00	\$ 20,105.00
<b>Police</b>				
49	Police Chief Wages	\$ 63,870.52	\$ 84,278.00	\$ 84,278.00
50	Wages - Coverage	\$ 383,852.20	\$ 419,739.22	\$ 445,952.49
	Expenses	\$ 118,994.78	\$ 160,923.29	\$ 188,826.56
		\$ 566,717.50	\$ 664,940.51	\$ 719,057.05
<b>Fire</b>				
54	Chief Salary	\$ 54,540.83	\$ 54,540.83	\$ 56,177.05
55	Firefighters Wages	\$ 11,905.29	\$ 13,637.33	\$ 14,500.00
56	FF/ EMT Wages	\$ 38,941.20	\$ 38,963.81	\$ 40,132.72
57	Firefighter Stipends	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
58	FF/EMT Overtime	\$ 8,140.00	\$ 5,000.00	\$ 8,000.00
	Expenses	\$ 41,417.63	\$ 39,222.70	\$ 45,897.70
		\$ 171,541.44	\$ 156,364.67	\$ 169,707.47
<b>Waste Oil</b>				
62	Wages	\$ 1,262.67	\$ 1,164.65	\$ 1,164.65
63	Expenses	\$ 440.30	\$ 950.00	\$ 950.00
		\$ 1,702.97	\$ 2,114.65	\$ 2,114.65



LINES		FY14 SPENT	FY15 BUDGET	FY16 FINCOM RECOMMEND
<b>EMS</b>				
64	Wages - Coverage	\$ 10,512.92	\$ 12,170.89	\$ 13,000.00
65	Stipend - training	\$ 4,215.00	\$ 4,215.00	\$ 4,215.00
	Expenses	\$ 36,773.00	\$ 37,123.00	\$ 43,123.00
		\$ 51,528.92	\$ 53,508.89	\$ 60,338.00
<b>Emergency Management</b>				
67(2)	Salaries & Wages	\$ 623.95	\$ 626.20	\$ 644.99
68	Expenses	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
		\$ 1,623.95	\$ 1,626.20	\$ 1,644.99
<b>E-911</b>				
69	Expenses	\$ 100.00	\$ 100.00	\$ 100.00
		\$ 100.00	\$ 100.00	\$ 100.00
<b>Hazardous Waste Coor.</b>				
69(2)	Stipend	\$ 28.82	\$ 345.86	\$ 345.86
		\$ 28.82	\$ 345.86	\$ 345.86
<b>Building Inspector</b>				
70	Salaries & Wages	\$ 10,629.54	\$ 10,629.54	\$ 10,948.43
	Expenses	\$ —	\$ 907.74	\$ 907.74
		\$ 10,629.54	\$ 11,537.28	\$ 11,856.17
<b>Plumbing Inspector</b>				
72	Salaries & Wages	\$ 6,287.24	\$ 6,287.24	\$ 6,475.86
73	Expenses	\$ 105.00	\$ 165.00	\$ 165.00
		\$ 6,392.24	\$ 6,452.24	\$ 6,640.86
<b>Electrical Inspector</b>				
74	Salaries & Wages	\$ 6,287.24	\$ 6,287.24	\$ 6,475.86
75	Expenses	\$ —	\$ 1,200.00	\$ 1,200.00
		\$ 6,287.24	\$ 7,487.24	\$ 7,675.86
<b>Dog Officer</b>				
76	Salaries & Wages	\$ 14,283.79	\$ 14,283.79	\$ 14,712.30
77	Expenses	\$ 1,479.38	\$ 1,500.00	\$ 1,500.00
		\$ 15,763.17	\$ 15,783.79	\$ 16,212.30
<b>Emergency Dispatch</b>				
78	Salaries & Wages	\$ 170,998.16	\$ 176,083.97	\$ 208,006.96
79	Expenses	\$ 1,961.57	\$ 2,297.04	\$ 6,694.04
		\$ 173,631.73	\$ 178,381.01	\$ 214,701.00
<b>Monty Tech</b>				
80	Assessment	\$ 327,562.00	\$ 389,951.00	\$ 359,204.00
		\$ 327,562.00	\$ 389,951.00	\$ 359,204.00

LINES	FY14 SPENT	FY15 BUDGET	FY16 FINCOM RECOMMEND
<b>NMRSD</b>			
Assessment	\$2,941,144.00	\$2,982,562.00	\$3,123,301.00
	\$2,941,144.00	\$2,982,562.00	\$3,123,301.00
<b>Highway</b>			
83 (2) Wages Supt.	\$ 50,091.12	\$ 61,000.00	\$ 62,830.00
84 Wages - Regular	\$ 148,553.20	\$ 160,233.12	\$ 160,233.12
85 Wages -Overtime	\$ 585.60	\$ 2,000.00	\$ 2,000.00
Expenses	\$ 178,772.00	\$ 152,201.00	\$ 158,601.00
	\$ 547,152.92	\$ 375,434.12	\$ 383,664.12
<b>Snow &amp; Ice</b>			
91 Winter Operation	\$ -	\$ -	\$ -
Wages			
92 Winter Overtime	\$ 34,092.03	\$ 13,000.00	\$ 13,000.00
93 Winter Expenses	\$ 154,192.30	\$ 87,000.00	\$ 87,000.00
	\$ 188,284.33	\$ 100,000.00	\$ 100,000.00
<b>Street Lights</b>			
94 Expense	\$ 692.76	\$ 800.00	\$ 1,080.00
	\$ 692.76	\$ 800.00	\$ 1,080.00
<b>Tree Warden</b>			
95 Expenses	\$ 2,200.00	\$ 2,000.00	\$ 2,000.00
	\$ 2,200.00	\$ 2,000.00	\$ 2,000.00
<b>Cemetery</b>			
96 Wages - Coverage	\$ 8,349.62	\$ 8,670.53	\$ 8,930.65
97 Expense	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
	\$ 10,409.62	\$ 10,670.53	\$ 10,930.65
<b>Board of Health</b>			
Expenses	\$ 11,007.33	\$ 18,282.00	\$ 17,991.02
	\$ 11,007.33	\$ 18,282.00	\$ 17,991.02
<b>Animal Inspector</b>			
102 Stipend	\$ 420.24	\$ 420.24	\$ 420.24
	\$ 420.24	\$ 420.24	\$ 420.24
<b>Council on Aging</b>			
103 Wages	\$ 2,184.63	\$ 2,184.63	\$ 2,250.00
103A Expense	\$ 1,657.20	\$ 1,850.00	\$ 1,850.00
	\$ 3,841.83	\$ 4,034.63	\$ 4,100.00
<b>Veterans' Services</b>			
104 Salaries & Wages	\$ 1,749.05	\$ 1,749.05	\$ 1,801.52
Expenses	\$ 41,878.21	\$ 42,000.00	\$ 42,000.00
	\$ 43,627.26	\$ 43,749.05	\$ 43,801.52

LINES		FY14 SPENT	FY15 BUDGET	FY16 FINCOM RECOMMEND
<b>Library</b>				
107	Librarian Salary	\$ 17,648.00	\$ 22,550.40	\$ 25,152.00
108	Library Ast. Wages	\$ 19,365.82	\$ 18,741.13	\$ 19,303.36
	Expenses	\$ 41,507.16	\$ 43,726.82	\$ 45,117.00
		\$ 100,228.24	\$ 85,018.35	\$ 89,572.36
<b>Band Concerts</b>				
113	Expenses	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00
		\$ 7,500.00	\$ 7,500.00	\$ 7,500.00
<b>July 3rd</b>				
114	Expenses	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
		\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
<b>Allen Field</b>				
115	Expenses	\$ 664.20	\$ 1,400.00	\$ 1,800.00
		\$ 740.37	\$ 1,400.00	\$ 1,800.00
<b>Town Common</b>				
116	Expenses	\$ 1,967.31	\$ 4,025.00	\$ 4,550.00
		\$ 1,967.31	\$ 4,025.00	\$ 4,550.00
<b>Debt Service</b>				
118	Temporary Loan Interest	\$ —	\$ 1,000.00	\$ 1,000.00
		\$ —	\$ 1,000.00	\$ 1,000.00
<b>Middlesex Retirement</b>				
123	Middlesex Retirement System	\$ 141,772.00	\$ 153,299.00	\$ 163,640.00
		\$ 141,772.00	\$ 153,299.00	\$ 163,640.00
<b>Unemployment</b>				
124	Unemployment Compensation	\$ 429.45	\$ 2,000.00	\$ 10,000.00
		\$ 1,428.08	\$ 2,000.00	\$ 10,000.00
<b>Employee Ins. Benefits</b>				
125	Employee Benefits Expense	\$ 320,057.50	\$ 343,615.13	\$ 408,674.79
		\$ 320,057.50	\$ 343,615.13	\$ 408,674.79
<b>Workers Compensation</b>				
126	Insurance Not Health	\$ 5,441.57	\$ 11,000.00	\$ 11,000.00
		\$ 5,441.57	\$ 11,000.00	\$ 11,000.00

LINES		FY14 SPENT	FY15 BUDGET	FY16 FINCOM RECOMMEND
<b>Insurance P &amp; C</b>				
127	Liability P&C, E,F&P	\$ 66,081.36	\$ 80,000.00	\$ 80,000.00
		\$ 66,081.36	\$ 80,000.00	\$ 80,000.00
<b>FICA</b>				
128	Employee Costs	\$ 20,307.39	\$ 23,740.00	\$ 25,010.00
		\$ 20,307.39	\$ 23,740.00	\$ 25,010.00
	<b>Total</b>	<b>\$6,287,773.62</b>	<b>\$6,280,199.45</b>	<b>\$6,626,203.28</b>

Setting of Elected Salaries under Article 10:

- a. Town Clerk: \$32,077.40
- b. Town Collector: \$32,435.41 (Includes \$1,000 certification stipend)
- c. Town Treasurer: \$26,382.36 (Includes \$1,000 certification stipend)

Article 11. By petition: To see if the Town will vote to accept the following Bylaw or take any action there on:

The purpose of this investment policy is to set general guidelines for the investment of the Town of Ashby's available general, enterprise, and agency funds in a manner that ensures the following: The preservation of capital of the overall portfolio through diversification and prudent selection of investment instruments; sufficient liquidity to meet all operating and debt service requirements and cash flow characteristics of the portfolio.

1. The primary objectives, in priority order, of investment activities shall be safety, liquidity, and yield.
2. The Town funds shall be the responsibility of the Treasurer.
3. Massachusetts General Laws, Chapter 44, Section 55B, requires that all funds of the Town which are not required to be kept liquid for purposes of immediate distribution shall be invested at the highest possible rate reasonably available while meeting the daily cash requirements for the operation of the Town's business.
4. The Town of Ashby will invest in securities limited to Massachusetts General Laws, Chapter 44, and Section 55B. These investment options are: Certificate of Deposit (CD's) with maturity of less than 90 days, Pooled Investment Fund operated under the authority of the State

Treasurer, and U.S. Treasury Instruments or the U.S. Government Agency obligation with a maturity of less than one year.

5. The Town of Ashby will diversify its investments by security type, institution and maturity.

6. It is the responsibility of the Treasurer to assess the financial condition of the banks that the Town of Ashby invests in according to Massachusetts General Laws, Chapter 44, and Section 55B.

7. The Town Treasurer shall prepare an investment report yearly for the Finance Committee that includes a detailed management summary that provides a clear picture of the status of the current investment portfolio. The report shall include the weighted average yield, diversification by Financial Institution, diversification by Security type and Current Fund balances.

8. Investments shall be made with judgment and care, under circumstances prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived.

9. The Treasurer shall be responsible for the investment of all Public Funds. There are no provisions in MGL allowing for the custody of Public Funds to be delegated by Town Official, citizens or investment brokers.

Finance Committee action:   \_\_\_ Approved   ✓   Disapproved   \_\_\_ No Action

Article 12. To see if the Town will vote to amend the By-laws of the Town of Ashby, by deleting the text of Section 4.1 of Article V (“Financial Affairs”), authorizing the Collector to retain certain fees relating to issuance of certificates, in its entirety and replacing same with the following new text:

Section 4.1. Pursuant to the provisions of MGL, Chapter 40, s.21 (13), the Collector of Taxes shall pay all fees received by virtue of his/her office into the Town Treasury.

And further, to appropriate from available funds, the sum of \$10,000, to supplement the amount voted under line item 18 of Article 10 of this warrant; \$7,500 of said monies to be accounted as supplemental to the sum voted under Article 10 of this warrant as the salary for the Town Collector, and the balance to provide for hourly compensation of other individuals to provide coverage in the Collector’s office, as needed; or take any other action relative thereto.

*Brief Explanation: MGL, Ch. 60, s. 23 authorizes Tax Collectors in towns under 5,000 in population, subject to local authorization, to retain Municipal Lien Certificate fees as part of the position's overall compensation; other fees were retained automatically (i.e. Town approval not required) under MGL Ch. 40, s. 21 (13). The Town of Ashby passed an authorizing by-law relative to the MLC fees in 1977; the resulting process employed in Ashby has been vetted by counsel (and others) several times since, and found to be perfectly legal and proper. The effect of this article is to eliminate the current practice by having all the subject fees pass to the Town as revenue, and to appropriate additional funds (based on a five-year average of fees collected and retained by the Collector) to maintain the total compensation for the Collector's position as salary, near to the level previously authorized by the Town.*

Finance Committee action:    ✓ Approved    \_\_\_ Disapproved    \_\_\_ No Action

Article 13.    By petition: To see if the Town will vote to rescind the vote of the 1977 Annual Town Meeting, Article 24 in reference to MGL Chapter 60, Section 23 and vote to remove the fees now paid to the Tax Collector. The revenue received to be placed in the General Fund or take any action thereto.

Finance Committee action:    \_\_\_ Approved    ✓ Disapproved    \_\_\_ No Action

Article 14.    By petition: To see if the Town will vote to amend the zoning map by extending Residential/Commercial District A northwesterly along Fitchburg State Road so as to include a portion of Greenville Road as shown on the map entitled Proposed Zoning Map Amendment, May 2, 2015; or take any action relative thereto.

Finance Committee action:    \_\_\_ Approved    \_\_\_ Disapproved    ✓ No Action

Article 15.    To see if the Town will vote to amend the Ashby Zoning By-law, Section 4.5 Site Plan Permits, as shown below, with the new provisions being added shown in bold, deleted text being shown with a strike out, and the text not being changed shown in regular type for informational purposes only:

4.5 Site Plan Permits:

A Site Plan Permit granted by the Planning Board in accordance with the standards set forth in Section 12.5 of this by-law shall be required for the following uses:

4.5.1 The initial development of land in the Industrial District.

4.5.2 The initial development of land for commercial uses or mixed residential-commercial uses in the Residential/Commercial district and Residential/Agricultural district.

4.5.3 The expansion of any building used for commercial or industrial uses by more than 1000 square feet of gross floor area.

4.5.4 Site Plan review required for uses other than single family homes in section 9.8 Ashby Village Center Overlay District.

Or take any other action relative thereto.

*Brief Explanation: This amendment to the Zoning By-law removes the word permit from section 4.5 in recognition of the fact that site plan review is not a discretionary permitting process. It also adds references to site plan review requirements in section 9.8 Village Center Overlay District, which was adopted last year.*

Finance Committee action:   \_\_\_ Approved   \_\_\_ Disapproved   ✓ No Action

Article 16. To see if the Town will vote to amend the Ashby Zoning By-law by adding the following section:

#### 9.9 Solar Energy Systems

##### 9.9.1 Intent and Purpose

The purpose of the Ashby Solar Energy Systems Bylaw (hereafter ‘the bylaw’) is to provide for the construction and operation of solar energy systems and to establish standards for the placement, design, construction, monitoring, modification and removal of solar energy systems that address public safety, minimize impacts on scenic, natural and historic resources of the Town, and provide adequate financial assurance for decommissioning. The provisions set forth in this section shall take precedence over all other sections of the Ashby Zoning Bylaws when considering applications related to the construction, operation and/or repair of solar energy systems.

##### 9.9.2 Establishment

The Ashby Solar Energy Systems Bylaw is adopted pursuant to MGL Chapter 40A. This bylaw applies to the installation, siting and approval of solar energy systems within the various zoning districts of the Town.

##### 9.9.3 Definitions

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

**Rated Nameplate Capacity:** The maximum rated output of electric power production of the photovoltaic system in watts of Direct Current (DC).

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

**Solar Energy:** Radiant energy received from the sun that can be collected in the form of heat or light by a solar collector.

**Solar Energy System:** A device or structural design feature, a substantial purpose of which is to provide daylight for interior lighting or provide for the collection, storage and distribution of solar energy for space heating or cooling, electricity generation, or water heating.

**Solar Energy System, Active:** A solar energy system whose primary purpose is to harvest energy by transforming solar energy into another form of energy or transferring heat from a collector to another medium using mechanical, electrical, or chemical means.

**Solar Energy System, Ground-Mounted:** An Active Solar Energy System that is structurally mounted to the ground and is not roof-mounted; may be of any size (small-, medium- or large-scale).

**Solar Energy System, Large-Scale:** An Active Solar Energy System that occupies 40,000 or more square feet of area.

**Solar Energy System, Medium-Scale:** An Active Solar Energy System that occupies more than 1,750 but less than 40,000 square feet of area.

**Solar Energy System, Roof-Mounted:** An Active Solar Energy System that is structurally mounted to the roof of a building or structure; may be of any size (small-, medium- or large-scale).

**Solar Energy System, Small-Scale:** An Active Solar Energy System that occupies 1,750 sq.ft. or less of area.



9.9.4 Authority

The Planning Board shall act as the administering authority for any Site Plan Review procedure associated with this bylaw according to Section 12.5. The Planning Board shall also serve as the Special Permit Granting Authority for any use that requires a Special Permit under the terms of this bylaw.

9.9.5 Solar Energy Use Provisions

The following table of uses describes what type of solar energy systems are allowed by right (Y), allowed through site plan review (Site Plan), allowed by Special Permit with Site Plan review (SP), or prohibited (PR) in each of Ashby’s four major zoning districts. Descriptions of what constitutes roof mounted, small-scale ground, medium-scale ground, and large-scale ground systems are found in the Definitions section of this bylaw.

<b>Principal Use</b>	<b>Residential Agricultural</b>	<b>Residential Commercial (A &amp; B)</b>	<b>Residential</b>	<b>Industrial</b>
Small-Scale Ground-Mounted Solar Energy Systems	Y	Y	Y	Y
Medium-Scale Ground-Mounted Solar Energy Systems	SP	SP	SP	Site Plan
Large-Scale Ground-Mounted, Solar Energy Systems	SP	SP	PR	Site Plan
<b>Accessory Use</b>	<b>Residential Agricultural</b>	<b>Residential Commercial (A &amp; B)</b>	<b>Residential</b>	<b>Industrial</b>
Roof-mounted Solar Energy Systems*	Y	Y	Y	Y
Small-Scale Ground Mounted System	Y	Y	Y	Y
Medium-Scale Ground Mounted System	Site Plan	Residential/Commercial A: Site Plan Residential/Commercial B: SP	SP	Site Plan
Large-Scale Ground Mounted System	PR	PR	PR	PR

Y = Permitted By-Right with building permit

Site Plan = Requires Site Plan review and approval

SP = Requires Special Permit and Site Plan review

PR = Prohibited

\* Roof mounted systems to serve an individual residential, commercial or industrial structure

## 9.9.6 Dimensional, Design and General Requirements

### 9.9.6.1 General Requirements for all solar energy systems

The following requirements are common to all solar energy systems:

9.9.6.1.1 Compliance with laws: The construction and operation of all proposed solar energy systems shall be consistent with all applicable local, state and federal requirements, including but not limited to all applicable safety, construction, environmental, electrical, communications and aviation requirements.

9.9.6.1.2 Construction Deadlines. If the solar energy system is not installed and functioning within 24 months from the date the building permit is issued, the solar energy system is considered abandoned unless an extension of the special permit has been approved.

9.9.6.1.3 System conditions: Owners of solar energy systems shall be responsible for maintaining them in good condition. Maintenance shall include, but not be limited to, structural repairs and integrity of security measures. Site access shall be maintained to a level acceptable to the local Fire Chief and Emergency Services. The project owner shall be responsible for the cost of maintaining the solar energy system and any access road(s), and the cost of repairing any damage occurring as a result of operation and construction.

9.9.6.1.4 Modifications: All material modifications, including but not limited to alterations to the type, size, location or configuration of a solar energy system, made after issuance of any approval issued pursuant to this bylaw shall require approval by the Planning Board as provided in this bylaw.

### 9.9.6.2 Roof Mounted Solar Energy Systems

9.9.6.2.1 Roof mounted solar energy systems shall not be erected, constructed, installed or modified without first obtaining a building permit from the Ashby Building Inspector.

.9.6.2.2 Roof mounted solar energy systems that are not flush mounted to an existing roof but are "slanted or tilted" to meet desired angles must not exceed the overall building height limits of the underlying district. The height shall be measured to the highest protruding point of the solar system at its fullest extension.

### 9.9.6.3 Small and Medium Scale Ground Mounted Systems

9.9.6.3.1 Small and medium scale ground-mounted solar energy systems shall not be erected, constructed, installed or modified as provided in this section without first obtaining a building permit from the Ashby Building Inspector.

9.9.6.3.2 Small and medium scale ground-mounted solar energy systems shall meet the setbacks for buildings from all property lines in the district in which they are located.

9.9.6.3.3 All small and medium scale ground-mounted solar energy systems in residential districts shall be installed either in the side yard or rear yard.

9.9.6.3.4 All medium-scale ground mounted solar energy systems shall not increase stormwater runoff or increase the impervious area of a lot as compared to pre-development levels.

9.9.6.3.5 Whenever possible, utility lines for medium-scale ground-mounted systems shall be located underground unless the presence of ledge and/or wetlands or other obstacles prevents such location.

### 9.9.6.4 Large-Scale Ground Mounted Systems

9.9.6.4.1 Large-scale ground mounted solar energy systems shall adhere to the same setbacks as are required for principal buildings in the underlying Ashby zoning districts.

9.9.6.4.2 Whenever possible, utility lines for large-scale ground-mounted systems shall be located underground unless the presence of ledge and/or wetlands or other obstacles prevents such location.

9.9.6.4.3 Siting Criteria for large-scale ground mounted solar energy systems:

Large-scale ground mounted solar energy systems shall be located so as to minimize the potential impacts on the following:

- a. Visual/aesthetic: Large-Scale Solar Energy Systems shall, when possible, be sited off ridgelines to locations where their visual impact is least detrimental to valuable historic and scenic areas, and established residential areas;
- b. General health, safety, and welfare of residents;
- c. Natural habitats, forests and wetlands;
- d. Lands with prime agricultural soils;
- e. Glare from the solar panels onto any abutting or nearby properties;
- f. Potential vehicular traffic conflicts; and
- g. Diminution of residential property values;

#### 9.9.7 Planning Board Action / Findings

The Ashby Planning Board may approve solar energy systems requiring either site plan approval and/or a special permit subject to the applicable general Site Plan Review Criteria, found in Section 12.5.5 of the Ashby Zoning Bylaw; as well as satisfactorily meeting the siting criteria of section 9.9.6.4.3 of this section in the case of large-scale ground mounted solar energy systems.

#### 9.9.8 Regulations

After public notice and public hearing, the Ashby Planning Board may promulgate regulations to achieve the purposes and assist in the implementation of this bylaw. Such regulations will be added to Ashby's Rules and Regulations for Site Plan Approval.

Failure to promulgate such regulations, or the invalidation by a court of law of one or more of such regulations, shall not act to suspend or invalidate any provision of this bylaw.

#### 9.9.9. Plan Submittal Requirements.

Plan submittal requirements are specified in the accompanying solar energy systems regulations as adopted by the Ashby Planning Board.

#### 9.9.10 Site Plan Review

The site plan review standards for solar energy projects in Ashby are found in the Town of Ashby Rules and Regulations for Site Plan Approval and in Section 12.5 of the Ashby Zoning Bylaws.

#### 9.9.11 Special Permits

Applicants for medium and large-scale ground mounted solar energy systems requiring a Special Permit pursuant to section 9.9.5 of this bylaw, shall adhere to the Special Permit criteria and procedures found in section 12.3 of the Ashby Zoning Bylaws, the requirements for Site Plans as specified in Section 9.9.8 and 9.9.9 above.

9.9.11.1 Expiration. A special permit issued pursuant to this bylaw shall expire if: i) the solar energy system is not installed and functioning within 24 months from the date the permit is issued; or ii) the solar energy system is abandoned. The Ashby Planning Board may extend the special permit if it deems there are unique circumstances that justify a delay in the installation and/or functioning of the solar energy system.

#### 9.9.12 Operation, Monitoring and Maintenance

These operation, monitoring and maintenance requirements shall apply to medium-scale and large-scale ground mounted solar energy systems developed as the principal use of a lot.

9.9.12.1 Facility Conditions. The medium-scale or large-scale ground mounted solar energy systems owner or operator shall maintain the facility in good condition. Maintenance shall address all elements of the project, including but not limited to, structural repairs, landscaping and screening, fencing and other security measures, stormwater management, and access. The project owner shall be responsible for the cost of maintaining the solar energy system and any access road(s), and the cost of repairing any damage occurring as a result of operation and construction.

9.9.12.2 Operation and Maintenance Plan. The project applicant shall submit a plan for the operation and maintenance of the large-scale solar energy system as part of the special permit application. This plan shall include measures for maintaining safe access to the installation, stormwater management control, and general procedures for operational maintenance of the facility.

9.9.12.3 Modifications. All material modifications to a solar energy facility made after issuance of the permit shall require approval by the special permit granting authority as provided in this bylaw.

### 9.9.13 Abandonment and Decommissioning

These abandonment and decommissioning requirements shall apply to medium-scale and large-scale ground mounted solar energy systems developed as the principal use of a lot.

9.9.13.1 Removal requirements. Any medium-scale or large-scale ground mounted solar energy system which has reached the end of its useful life or has been abandoned shall be removed. When the solar energy system is scheduled to be decommissioned, the owner or operator shall notify the Town by certified mail of the proposed date of discontinued operations and plans for removal. The owner/operator shall physically remove the solar system installation no more than 150 days after the date of discontinued operations. At the time of removal, the solar system site shall be restored to the state it was in before the system was constructed or to any other legally authorized use, subject to all Town approvals.

More specifically, decommissioning shall consist of the following:

- a. Physical removal of all solar photovoltaic installations, including structures, equipment, security barriers, and transmission lines from the site;
- b. Any utility connections shall be disconnected to the satisfaction of the Ashby Fire Department and the Town's Wiring Inspector;
- c. Disposal of all solid and hazardous waste in accordance with local and state waste disposal regulations and standards; and

d. Stabilization or re-vegetation of the site as necessary to minimize erosion. The Planning Board may allow the owner/operator to leave landscaping or any designated below-grade foundations in order to minimize erosion and disruption to vegetation.

9.9.13.2 Abandonment. Absent notice of a proposed date of decommissioning or written notice of extenuating circumstances, a large-scale ground mounted solar energy system shall be considered abandoned when it ceases to operate for more than twelve (12) months, without written consent of the Planning Board. "Cease to operate" is defined as not performing the normal functions associated with the large-scale solar energy system and its equipment on a continuous and ongoing basis for a period of one year. The Planning Board shall provide written notification of abandonment to the owner/operator.

If the owner/operator fails to remove the solar energy system in accordance with the requirements of this section within 150 days of abandonment or the proposed date of decommissioning, the Town shall have the authority to enter the property, to the extent it is duly authorize by law, and physically remove the solar energy system.

9.9.13.3 Financial Surety Applicants for principal-use medium-scale and large-scale ground-mounted solar energy system projects shall provide a form of surety to cover the cost of removal in the event the town must remove the installation and remediate the landscape, in an amount determined to be reasonable by the Ashby Planning Board and the applicant.

The applicant may choose to provide the surety in the form of a bond or escrow account. In no event shall the amount exceed more than 125 percent of the cost of removal and compliance with the additional requirements set forth herein, as determined by the applicant and the Ashby Planning Board. Such surety will not be required for municipally- or state-owned facilities. The applicant shall submit a fully inclusive estimate of the costs associated with removal, prepared by a qualified engineer. The estimated cost of removal shall include a mechanism for calculating increased removal costs due to inflation.

9.9.14 Severability

If any section or provision of this bylaw is held invalid by a court of competent jurisdiction, the remainder of the bylaw shall not be affected thereby.

9.9.15 Conflict with Other Laws

All development activities undertaken through this solar energy systems bylaw shall comply with all applicable laws, regulations, and standards of the Town of Ashby. In the event of a conflict between this bylaw and any section of the zoning bylaw the provisions of this section shall control, provided it is consistent with state and federal law; or take any other action relative thereto.

*Brief Explanation: The current Zoning By-law prohibits solar energy systems except as accessory to a single family dwelling. The proposed amendment would permit small, medium or large scale solar energy systems in all districts by right or by special permit and would regulate such systems.*

Finance Committee action:  Approved  Disapproved  No Action

Article 17. To see what sum of money the Town will vote to appropriate from available funds for deposit into the Stabilization Fund; or take any other action relative thereto.

Brief Explanation: This article allows Town Meeting to deposit any or all monies available and not otherwise appropriated or committed into the Stabilization Fund.

Finance Committee action:  Approved  Disapproved  No Action

And you are hereby directed to serve this warrant by posting an attested copy in at least three (3) public places in said Ashby seven (7) days at least before holding of said meeting. Hereof, fail not, and make due return of this warrant with your doings thereon, to the Town Clerk at the time and place of meeting aforesaid.

Given under our hands this 14th day of April, 2015.

\_\_\_\_\_  
Janet Flinkstrom  
Chair

\_\_\_\_\_  
Michael McCallum  
Member

\_\_\_\_\_  
Mark Haines  
Clerk

ASHBY BOARD OF SELECTMEN



By virtue of this precept, I have posted three (3) attested copies of the foregoing warrant in three (3) public places in said Ashby at least fourteen days before the time of said Special Town Meeting.

Date: 4/16/2015

---

William A. Davis, *Constable of Ashby*

## **RESULTS OF ANNUAL TOWN MEETING May 2, 2015**

The warrant was returned to the Town Clerk by Constable William Davis at 8:45 AM.

With a quorum present, the Moderator Nancy Chew called the meeting to order at 9:49 AM.

The motion was made and seconded to waive the reading of the warrant, and so voted.

The moderator states that the rules of the meeting are to be the same as the Special Town Meeting.

The motion was made and seconded to allow the moderator to declare a two-thirds vote, and so voted.

### **ANNUAL TOWN MEETING ARTICLES**

Article 1. The motion was made and seconded to elect all other town officers not required to be on the official ballot.

VOTE: UNANIMOUS

Article 2. The motion was made and seconded to waive the reading of the reports of the various Town officials and committees.

VOTE: UNANIMOUS

Article 3. The motion was made and seconded to authorize the Treasurer to borrow funds as necessary, in anticipation of revenue, in accordance with Chapter 44, Sections 23 to 27 of the Massachusetts General Laws.

VOTE: UNANIMOUS

Article 4. The motion was made and seconded to accept the following sums in trust, the income therefrom to be expended for the perpetual care of lots as follows:

**Glenwood Cemetery**

Amount	Name	Ave.	Lot	Section
\$200.00	Robert & Mary Jane Purvis	E	28	Lyman II
\$400.00	Cynthia Honkala		E	4
Lyman II				

VOTE: UNANIMOUS

Article 5. The motion was made and seconded to authorize the renewal of the Cemetery Burial and Foundations Revolving Fund in accordance with Massachusetts General Laws, Chapter 44, Section 53E½, to receive monies collected for burials, said funds to be expended by the Cemetery Commissioners to pay for said burials, for gravestone foundations and for general cemetery maintenance and improvements, with total expenditures not to exceed \$15,000.

VOTE: UNANIMOUS

Article 6. The motion was made and seconded to authorize the renewal of the Library Books Revolving Fund in accordance with Massachusetts General Laws, Chapter 44, Section 53E½, to receive monies collected from book late fees and replacement fees, said funds to be expended by the Library Trustees to pay for book and media repairs, replacements, and related supplies and expenses, with total expenditures not to exceed \$3,000.

VOTE: UNANIMOUS

Article 7. The motion was made and seconded to appropriate all funds received from the state under the provisions under the “Chapter 90” program to provide for eligible road resurfacing and/or other improvement

projects for Town roads; said sum to be 100% reimbursable by the Commonwealth under the provisions of the “Chapter 90” program.

VOTE: UNANIMOUS

Article 8. The motion was made and seconded to appropriate \$24,129.40 from Transfer Station Revenue and \$6,902.60 from Transfer Station Retained Earnings, for the purpose of operating the Ashby Recycling Center & Transfer Station for FY 2016.

VOTE: UNANIMOUS

Article 9. The motion was made and seconded to appropriate from Overlay Surplus the sum of \$80,000, and apply said sum to the Town’s FY2016 Overlay.

VOTE: UNANIMOUS

Article 10. The motion was made and seconded to approve the budget for the expenses of the Town for the fiscal year commencing July 1, 2015, as printed in the Warrant; and that, to fund said budget, \$6,466,676.30 be raised and appropriated, and \$159,526.98 be appropriated from Free Cash; and, further, that the Town set the salaries of elected officers as printed in the Warrant.

VOTE: UNANIMOUS

**TOWN OF ASHBY**

	LINES	FY16 APPROVED
Administration		
1	Salaries & Wages	\$ 52,691.41
2	Expenses	\$ 6,550.00
		\$ 59,241.41
Town Administrator		
3	Salaries & Wages	\$ 39,140.00
		\$ 39,140.00
Finance Committee		
4	Expense Budget	\$ 500.00
5	Reserve Fund	\$ 41,000.00
		\$ 41,500.00

2015 Annual Reports

	LINES	FY16 APPROVED
Town Accountant		
6	Salaries & Wages	\$ 33,960.00
7	Clerical	\$ 4,100.00
	Expenses	\$ 24,523.60
		\$ 62,583.60
Board of Assessors		
10	Assessing Services	\$ 22,000.00
11	Wages	\$ 20,897.60
	Expenses	\$ 7,590.00
		\$ 50,487.60
Treasurer		
15	Salaries & Wages	\$ 26,382.36
	Expenses	\$ 13,826.00
		\$ 40,208.36
Tax Collector		
18	Salaries & Wages	\$ 42,435.41
	Expenses	\$ 13,153.44
		\$ 55,588.85
Legal Services		
21	Expenses	\$ 30,000.00
		\$ 30,000.00
Technology and Systems		
22	Expenses	\$ 43,000.00
		\$ 43,000.00
Town Clerk		
23	Town Clerk Salary	\$ 32,077.40
24	Clerical	\$ 7,647.64
25	Election & Registrar Stipend	\$ 6,127.13
	Expenses	\$ 10,837.00
		\$ 56,689.17
Town Reports		
30	Expenses	\$ 1,600.00
		\$ 1,600.00
Conservation Commission		
31	Expenses	\$ 1,700.00
		\$ 1,700.00
Planning		
32	Expenses	\$ 750.00
		\$ 750.00

Zoning		
33	Zoning Bd Expense	\$ 580.00
		\$ 580.00
Land Use		
34	Agent Budget	\$ 10,000.00
	Expenses	\$ 1,675.38
		\$ 11,675.38
Town Office		
	Expenses	\$ 60,020.00
		\$ 60,020.00
Town Clock		
40	Stipend	\$ 500.00
		\$ 500.00
Municipal Buildings		
47	Wages/Stipend	\$ 4,005.00
	Expenses	\$ 16,100.00
		\$ 20,105.00
Police		
49	Police Chief Wages	\$ 84,278.00
50	Wages - Coverage	\$ 445,952.49
	Expenses	\$ 188,826.56
		\$ 719,057.05
Fire		
54	Chief Salary	\$ 56,177.05
55	Firefighters Wages	\$ 14,500.00
56	FF/ EMT Wages	\$ 40,132.72
57	Firefighter Stipends	\$ 5,000.00
58	FF/EMT Overtime	\$ 8,000.00
	Expenses	\$ 45,897.70
		\$ 169,707.47
Waste Oil		
62	Wages	\$ 1,164.65
63	Expenses	\$ 950.00
		\$ 2,114.65
EMS		
64	Wages - Coverage	\$ 13,000.00
65	Stipend - training	\$ 4,215.00
	Expenses	\$ 43,123.00
		\$ 60,338.00

LINES		FY16 APPROVED
Emergency Management		
67(2)	Salaries & Wages	\$ 644.99
68	Expenses	\$ 1,000.00
		\$ 1,644.99
E-911		
69	Expenses	\$ 100.00
		\$ 100.00
Hazardous Waste Coord.		
69(2)	Stipend	\$ 345.86
		\$ 345.86
Building Inspector		
70	Salaries & Wages	\$ 10,948.43
	Expenses	\$ 907.74
		\$ 11,856.17
Plumbing Inspector		
72	Salaries & Wages	\$ 6,475.86
73	Expenses	\$ 165.00
		\$ 6,640.86
Electrical Inspector		
74	Salaries & Wages	\$ 6,475.86
75	Expenses	\$ 1,200.00
		\$ 7,675.86
Dog Officer		
76	Salaries & Wages	\$ 14,712.30
77	Expenses	\$ 1,500.00
		\$ 16,212.30
Emergency Dispatch		
78	Salaries & Wages	\$ 208,006.96
79	Expenses	\$ 6,694.04
		\$ 214,701.00
Monty Tech		
80	Assessment	\$ 359,204.00
		\$ 359,204.00
NMRS		
	Assessment	\$3,123,301.00
		\$3,123,301.00

	LINES	FY16 APPROVED
Highway		
83 (2)	Wages Supt.	\$ 62,830.00
84	Wages - Regular	\$ 160,233.12
85	Wages -Overtime	\$ 2,000.00
	Expenses	\$ 158,601.00
		\$ 383,664.12
Snow & Ice		
91	Winter Operation Wages	\$ -
92	Winter Overtime	\$ 13,000.00
93	Winter Expenses	\$ 87,000.00
		\$ 100,000.00
Street Lights		
94	Expense	\$ 1,080.00
		\$ 1,080.00
Tree Warden		
95	Expenses	\$ 2,000.00
		\$ 2,000.00
Cemetery		
96	Wages - Coverage	\$ 8,930.65
97	Expense	\$ 2,000.00
		\$ 10,930.65
Board of Health		
	Expenses	\$ 17,991.02
		\$ 17,991.02
Animal Inspector		
102	Stipend	\$ 420.24
		\$ 420.24
Council on Aging		
103	Wages	\$ 2,250.00
103A	Expense	\$ 1,850.00
		\$ 4,100.00
Veterans' Services		
104	Salaries & Wages	\$ 1,801.52
	Expenses	\$ 42,000.00
		\$ 43,801.52

	LINES	FY16 APPROVED
Library		
107	Librarian Salary	\$ 25,152.00
108	Library Assistant Wages	\$ 19,303.36
	Expenses	\$ 45,117.00
		\$ 89,572.36
Band Concerts		
113	Expenses	\$ 7,500.00
		\$ 7,500.00
July 3rd		
114	Expenses	\$ 1,200.00
		\$ 1,200.00
Allen Field		
115	Expenses	\$ 1,800.00
		\$ 1,800.00
Town Common		
116	Expenses	\$ 4,550.00
		\$ 4,550.00
Debt Service		
118	Temporary Loan Interest	\$ 1,000.00
		\$ 1,000.00
Middlesex Retirement		
123	Middlesex Retirement System	\$ 163,640.00
		\$ 163,640.00
Unemployment		
124	Unemployment Compensation	\$ 10,000.00
		\$ 10,000.00
Employee Ins. Benefits		
125	Employee Benefits Expense	\$ 408,674.79
		\$ 408,674.79
Workers Compensation		
126	Insurance Not Health	\$ 11,000.00
		\$ 11,000.00
Insurance P & C		
127	Liability P&C, E,F&P	\$ 80,000.00
		\$ 80,000.00
FICA		
128	Employee Costs	\$ 25,010.00
		\$ 25,010.00



**Total**

**\$ 6,636,203.28**

Setting of Elected Salaries under Article 10:

d. Town Clerk: \$32,077.40

e. Town Collector: \$39,935.41 (Includes \$1,000 certification stipend)

f. Town Treasurer: \$26,382.36 (Includes \$1,000 certification stipend)

Article 11. The motion was made and seconded to take no action on Article 11.

VOTE: UNANIMOUS

Article 12. The motion was made and seconded to amend the By-laws of the Town of Ashby, by striking the text of Section 4.1 of Article V (“Financial Affairs”), and replacing same with new text, as printed in the Warrant; and, further, to appropriate from Free Cash the sum of \$10,000, to supplement the amount voted under line item 18 of Article 10 of this Warrant, with \$7,500 of said sum to be accounted as supplemental to the sum voted under Article 10 of this Warrant as the salary for the Town Collector, and the balance to be accounted as hourly compensation for other individuals to provide coverage in the Collector’s office, as needed.

VOTE: UNANIMOUS

Article 13. The motion was made and seconded to take no action on Article 13.

VOTE: UNANIMOUS

Article 14. The motion was made and seconded to amend the Ashby zoning map, as described in the Warrant.

VOTE: DEFEATED  
(2/3 DECLARED BY MODERATOR)

Article 15. The motion was made and seconded to amend Section 4.5 (“Site Plan Permits”) of the Ashby Zoning By-law, as printed in the Warrant.

VOTE: UNANIMOUS

Article 16. The motion was made and seconded to amend the Ashby Zoning By-law by adding a new section 9.9 (“Solar Energy Systems”), as printed in the Warrant.

VOTE: UNANIMOUS

Article 17. The motion was made and seconded to appropriate \$14,227.06 from Free Cash for deposit into the Stabilization Fund.

VOTE: UNANIMOUS

The motion was made and seconded to dissolve the May 2, 2015 Annual Town Meeting at 10:30 AM, and so voted.

Lorraine Pease, *Ashby Town Clerk*

**BALLOT FOR ANNUAL TOWN ELECTION  
APRIL 25, 2016**

MODERATOR, Three Years  
Nancy E. Chew  
775 Piper Rd.

VOTE FOR ONE  
*Candidate for Re-Election*

SELECTMAN, Three Years  
Mark Haines  
10 Frost Rd

VOTE FOR ONE  
*Candidate for Re-Election*

John Hourihan  
99 Deer BayRd.

TOWN CLERK, Three Years  
Lorraine Pease  
328 Richardson Rd.

VOTE FOR ONE  
*Candidate for Re-Election*

TREASURER, Three Years  
Kate Stacy  
75 Frost Rd.

VOTE FOR ONE  
*Candidate for Re-Election*

ASSESSOR, Three Years  
Charles E. Perna  
571 Jones Hill Rd.

VOTE FOR ONE  
*Candidate for Re-Election*

NORTH MIDDLESEX SCHOOL COMMITTEE,  
Three years

VOTE FOR ONE

CONSTABLE, Three Years  
William A. Davis  
202 Nourse Rd.

VOTE FOR ONE  
*Candidate for Re-Election*

BOARD OF HEALTH, Three Years  
Cedwyn Morgan  
593 Erickson Rd.

VOTE FOR ONE  
*Candidate for Re-Election*

PLANNING BOARD, Five Years  
Andrew Leonard  
675 Jones Hill Rd.

VOTE FOR ONE  
*Candidate for Re-Election*

CEMETERY COMMISSIONER, Three Years  
Rebecca L. Thatcher  
984 Main St.

VOTE FOR ONE  
*Candidate for Re-Election*

CEMETERY COMMISSIONER, Two Years

VOTE FOR ONE

PARK COMMISSIONER, Three Years

VOTE FOR ONE

PARK COMMISSIONER, Two Years

VOTE FOR ONE

LIBRARY TRUSTEES, Three Years  
David A. Jordan  
370 Frost Rd.

VOTE FOR THREE  
*Candidate for Re-Election*

Anne P. Manney  
260 New Ipswich Rd.

*Candidate for Re-Election*

Angela M. Jack  
98 Heywood Rd.

Barbara A. Thorpe  
30 Wilder Rd.