

TOWN OF MILLIS



2018 ANNUAL TOWN REPORT

The Cassidy Farmhouse at 431 Exchange Street

Originally built in 1850, the farmhouse was constructed by Richard Richardson. Later on in the late 1800's, the Cassidy family purchased the farm from the Richardson's and established the Cassidy Farm. The Cassidy's expanded upon the original structure of the farmhouse and also constructed a barn as well as other multi-use buildings across the property. Throughout its history, the Cassidy Farm was known as a dairy farm, a grower of local produce including pumpkins and sweet corn, and was known to sell produce at its roadside stand. The farm remained in the family for the ensuing century until it finally changed hands once more in 1999 when the Maltinsky family purchased the property.

The 37 acres of land surrounding the farmhouse were purchased by the Town of Millis in 1998 and were established as conservation/municipal land. Pictured is a rendition of the farmhouse as it stood in 1999 by a local Millis artist, Jean Maier.

THE ONE HUNDRED AND
THIRTY-SECOND
ANNUAL REPORT
OF THE
TOWN OF MILLIS, MASSACHUSETTS



FOR THE YEAR ENDING
DECEMBER 31, 2018

MILLIS, MA

INCORPORATED FEBRUARY 24, 1885

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**2018
IN MEMORIAM**

Huna Rosenfeld
Centennial Park Committee
March 25, 2018
~ ~ ~ ~

Robert A. Volpicelli
Fire Chief
May 17, 2018
~ ~ ~ ~

Ellinor Harkins
Council on Aging
School Committee
Housing Authority
July 25, 2018
~ ~ ~ ~ ~

Theresa M. Cousens
Assessor's Office
December 1, 2018
~ ~ ~ ~ ~

Martha P. Menne
Library Trustee
2018
~ ~ ~ ~ ~

ELECTED TOWN OFFICERS 2018

Moderator	Erin T. Underhill	Term Expires 2019
Town Clerk	Lisa Jane Hardin	2020
Selectmen	Catherince C. MacInnes Loring Barnes James J. McCaffrey	2019 2020 2021
School Committee	Marc S. Conroy Denise D. Gibbons Kerriann Roche Steven G. Catalano Robyn L. Briggs	2019 2020 2020 2021 2021
Board of Health	Bonnie A. Hilton Jai Kaur LeBlanc Kathleen A. Lannon	2019 2020 2021
Library Trustees	Wendy S. Barry Jennifer Farrar Laura K. Satta	2019 2020 2021
Planning Board	Robert A. Cantoreggi James F. McKay Nicole M. Riley George J. Yered, Jr. Richard D. Nichols <i>Carlo Molinari (Assoc.-Appt)</i>	2019 2020 2021 2022 2023 2019
Housing Authority	Mary A. Skilling Raymond C. Normandin Carol Mancuso-Baker (State Appt) Leslie A. Devaney	2019 2020 2021 2022
Constables	Helen R. Kubacki Nathan R. Maltinsky	2020 2020

Appointments by the Moderator

Finance Committee	Term Expires
Jim Bullion	2020
Jodie Garzón	2020
Doug Riley	2020
Joyce Boiardi	2022
Peter Berube	2021
Jim Borgman	2022
Peter Jurmain	2019
Shawn Power	2021
Craig Schultze	2019

Memorial Day Committee

Listed below are all the members of the Memorial Day Committee involved in the planning of the Ceremonies on Memorial Day, May 28, 2018 in the Town of Millis;

Lawrence J. McCarter, Chairman
Robert Yeager, Secretary
Richard Barrett, Fire Chief
Alan Burch
Manual Goes
Kenneth Mitchell
Mark Slayton
Christopher Soffayer, Police Chief
William Surette

Oak Grove Farm Commission	Term Expires
Rob Elbery	2020
Julio Fontecchio	2021
Susan McAvoy	2021
John McAvoy	2019
Stephen MacInnes	2019

Town Meeting Study Committee

In accordance with Article 26 of the 2017 Millis Fall Town Meeting I hereby appoint to the committee to “study and report on the voting procedures at Town Meetings” as well as the day, date and time of the Town meeting and for such committee to report its findings to the Town meeting as determined by the Moderator. All appointment terms are one year.

James Angelo
Marc Conroy
James McCaffrey
Beth Murphy
Mary Russo
Craig Schultze
Eli Jacobson
Rick Neves
Tammy Coutts

BOARD OF SELECTMEN AND TOWN ADMINISTRATOR APPOINTMENTS

Agricultural Commission

Diane Hubbard, 2019
Charles Tangerini, 2019
Laura Tangerini, 2019

Animal Inspector

Brenda Hamelin, 2019

Board of Assessors

Brenda Cameron, 2020
Paul Keyes, 2021
David O'Brien, Resigned
Robert Veaner, 2019

Assistant Assessor

Paula Dumont, 2019

Cable TV Advisory Committee

Steven Catalano, 2019
Leonard Forman, 2019
Carter Koch, 2019
James McCaffrey, 2019
Raymond Normandin, 2019
Madeline Yusna, Ex-Officio, 2019

Capital Planning Committee

Jonathan Barry, 20120
John Corcoran, 2020
Peter Jurmain, 2020
James McCaffrey, 2020
Kerri Roche, 2020

Cemetery Committee

Marsha Collins, 2019
John Doyle, 2019
James McKay, 2019
Cathy MacInnes, 2019
Jeffrey Mushnick, 2019
Charles Vecchi, 2019

CPC Committee

David Baker, at large member 2018
Wendy Barry, at large member 2021
John Northgraves, at large member 2018

Nathan Maltinsky, Historical
Commission Rep 2012021
James McCaffrey, Board of Selectmen
Rep 2019
James McKay, Planning Board Rep
2021
Raymond Normandin, 2021
Pamela Rheaume-Mustard, Recreation
Department Rep 2021
Anne Rich, Conservation Commission
Rep 2021

Conservation Commission

Edward Chisholm, 2019
Timothy Chorey, Resigned
Christine Gavin, 2020
Cara Krinsky, 2020
James Lederer, 2021
Daniel Lee, 2019
Anne Rich, 2019
Charles Tangerini, 2021

Council on Aging

William Brown, 2020
Helen Daly, 2021
Kaplan Hasanoglu, 2018
Christine McCaffrey, 2020
Maria Neville, 2021
Lisette Walter, 2020
Patricia Kayo – Ex Officio, 2019
Kathleen Lannon -

Cultural Council

Stephanie Copice, 2019
Laura Doherty, 2019
Patrick Neville, 2019
Dove Quinlan, 2019
Steven Smith, 2019
Melany Ferrimy, 2019

Drinking Water Committee

Brian DeSouza, 2019
Michael Guzinski, 2019
Kathleen Lannon, 2019
James McCaffrey, 2019
James McKay, 2019
John McVeigh Ex Officio, 2019
Doug Riley, 2019

Economic Development Committee

James Sabitus, 2019
Beth Murphy, 2019
Mark Spangenberg, 2019
Nicole Riley, 2019
Nate Maltinsky, 2019
Amanda Borgman, 2019
Loring Barnes, 2019

Elementary School Building Committee

John Engler, Ex Officio, 2019
Michael Guzinski, 2019
Michael Banks, Ex Officio 2019
Sean Doherty, Ex Officio 2019
Denise Gibbons, 2019
Nancy Gustafson, Ex Officio, 2019
Diane Jurmain, 2019
Wayne Klocko, 2019
Catherine MacInnes, Ex Officio, 2019
Richard Nichols, Ex Officio, 2019
Jason Phelps, Ex Officio 2019
Craig Schultze, 2019
Kerri Roche, Ex Officio, 2019
Jeanne Thompson, Ex Officio, 2019

Emergency Management Agency: Director

David Byrne, 2019

Communications

Robert Yeager, 2019

Energy Committee

Jonathan Barry, 2019
Timothy Farrar, 2019
Craig Gibbons, 2019
Tom O'Connell, 2019
Kathleen Streck, 2019
Chris Jackson, 2019
Michael Guzinski, Ex Officio

Energy Manager

Robert Weiss

Ethics Commission Liaison

Karen Bouret, 2019

Fence Viewer

Michael Giampietro, 2019
Michael Guzinski, 2019

Finance Director/Town Accountant

Carol Johnston,

Historical Commission

Mitch Bobinski, 2021
Joanne Gannon, 2019
Jacqueline Graci, 2021
Nathan Maltinsky, 2019
Cheryl Prufer, 2019
Mark Slayton, 2021
Scott Fuzy—Associate, 2021
Charles Vecchi – Associate, 2021
Margaret Wilkes, 2019

Insurance Advisory Committee

Christopher Gove, 2019
Timothy Kane, 2019
Wayne Klocko, 2019
David Schofield, 2019
Karen Bouret – Ex Officio, 2019

Local Emergency Planning Committee

Loring Barnes, 2019
Richard Barrett, 2019
David Byrne, 2019
Karen D'Angelo, 2019
MaryJane Driscoll, 2019
John Engler, 2019
Michael Guzinski, 2019
Vincent Howley, 2019
Paul Jacobsen, 2019
Kathleen Lannon, 2019
James McKay, 2019
John McVeigh, 2019
Christopher Soffayer, 2019
Loring Barnes, 2019

Master Plan Implementation Committee

Loring Barnes, 2019
Michael Giampietro, 2019
Michael Guzinski, 2019
Bonnie Hilton, 2019
Craig Schultze, 2019
George Yered, 2019

**Metropolitan Area Planning Council
Representatives (MAPC)**

Michael Guzinski, 2019
Nicole Riley, 2019

MBTA Advisory Board Designee

Michael Guzinski, 2019
Nicole Riley, 2019

**Norfolk County Advisory Board
Designee**

Catherine MacInnes, 2019

Parking Clerk

Karen Bouret, 2019

Permanent Building Committee

Diane Jurmain, 2021
Wayne Klocko, 2021
Catherine MacInnes - Ex Officio, 2019
Craig Schultze, 2020
Patrick Sheehan, 2020
Jonathan Wine, 2021

Planning Board Associate

Carlo Molinari, 2019

Public Employees Committee

Jacqueline Anderson, 2018
Charles Bishop Jr., 2018
Susan Lappen, 2018
Robin Pitman, 2018
John Shearns, 2018
Paul Sims, 2018

Public Weighers

Kenneth Bianco, 2019
Michael Collins, 2019
Donald Gilleney, 2019
Paul Lapierre, 2019
Jason Lariviere, 2019
Arthur Murphy, 2019
Michael Pukanasis, 2019
Scott Rorrie, 2019
Francis Rossi, 2019
John Tresca, 2019
Robert Tresca, 2019
Steven Tresca, 2019

Recreation Committee

Michael Banks, 2019
Steven Cassidy, 2019
Timothy Davis, 2019
Kristen Fogarty – Ex Officio, 2019
Pamela Rheaume-Mustard, 2019
Susan Vara, 2019

**Regional Transportation Advisory
Council**

Edward Chisholm, 2019

Registrars of Voters

Marc Conroy, 2019
Rita Murphy, 2019
Lisa Hardin, 2019
Karen Bouret, 2019
Robert Yeager, 2019

Retail Marijuana Committee

Joyce Boiardi, 2019
James Borgman, 2019
Christine Maltinsky, 2019
James McCaffrey, 2019
James Riley, 2019
Nicole Riley, 2019
David Schofield, 2019

Right-To-Know Coordinator

John McVeigh, 2019

Safety Committee

Richard Barrett, 2019
Karen Bouret, 2019
John Engler, 2019
James McKay, 2019
John McVeigh, 2019
Christopher Soffayer, 2019
Kimberly Tolson, 2019

Sealer of Weights and Measures

W. James Allshouse, 2019

Sewer Study Committee

Joseph Bocchino, 2019
Robert Cantoreggi, 2019
Edward Chisholm, 2019
Michael Guzinski, 2019
Catherine MacInnes, 2019
James McKay, 2019
John McVeigh, 2019

**Southwest Area Planning Council
(SWAP)**

Michael Guzinski, 2019
Nicole Riley, 2019

Surveyor of Wood & Lumber

Michael Giampietro, 2019

Town Counsel

KP Law, 2019
Mead, Talerma, & Costa, LLC 2019

Treasurer/Collector

Jennifer Scannell, 2019

Tree Warden

Robert Cantoreggi, 2019

Deputy Tree Warden

Richard Vatour, 2019

Veterans Agent

Cynthia Harris, 2019

Zoning Board of Appeals

Wayne Carlson, 2021
Peter Koufopoulos, 2019
William Lawson, 2019
Donald Rivers, 2019
Donald Skendarian, 2020

APPOINTMENTS BY THE BOARD OF HEALTH EXPIRING 2019

Burial Agent	Thomas Caruso
Burial Agent	Lisa Jane Hardin
Burial Agent	Kathleen Smith
Health Agent	Karen D'Angelo
Health Agent	Angelo DeLuca
Health Agent	Bonnie Hilton
Health Agent	Kathleen Lannon
Health Agent	James McKay
Health Agent	John McVeigh
Health Agent	Robert Mullaney
Health Agent	James White

APPOINTMENTS BY THE TOWN CLERK

Assistant Town Clerk	Kathleen Smith
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**APPOINTMENT BY THE MODERATOR, CHAIRMAN OF THE SCHOOL COMMITTEE AND
CHAIRMAN OF THE BOARD OF SELECTMEN**

Tri-County Regional Vocational Technical School Committee	Heidi Perkins, 2019
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REPORT OF THE TOWN CLERK for 2018

This year the Town Clerk's office ran three elections and two town meetings. There was low voter turnout for both town meetings, even though there were warrant articles related to marijuana, which is a growing business sector in the State, and now in our town. At the May Town Meeting, 228 registered voters (4%) attended. At the November Town Meeting, 134 voters (2%) attended. The people who show up at town meetings are the people who decide how our tax dollars will be spent. In May, we spent over \$31 million. Please try to attend when you can.

The September State Primary election had turnout of 1,485 (24%) and the November State Election for Governor and other statewide offices and three questions had turnout of 4,314 (69%). There was some interest in the May Town Election (with contests for Moderator and School Committee) with 756 voters (12%).

We always appreciate a contest to encourage issues to be discussed and to get differing views. Please consider participating in your local town government in some capacity. We need you!

	Statistics for 2018	(+/- since 2017)
Population	8,807	(+ 178)
Senior citizens (60+)	2,189	(+ 62)
Residents (19-59)	4,946	(+ 115)
School age children (6-18)	1,197	(- 35)
Pre-school age children (0-5)	475	(+ 36)
(Females and Males can no longer be tracked in our system)		
Veterans	383	(- 4)
Registered Voters	6,255	(+ 353)
Unenrolled	3,828	(+ 235)
Democrat	1,520	(+ 71)
Republican	883	(+ 48)
Libertarian	24	(+ 5)
Births	76	(+ 13)
Marriages	31	(+ 8)
Deaths	53	(- 3)
Licenses issued: Dogs	1,032	(- 36)
Kennels (no longer issue)		
Business Licenses	82	(- 13)

In the office, my Assistant Town Clerk Kathi Smith has been managing the day-to day work of the department. Sue Vara is our part-time administrative assistant and, in addition to her usual work, has been doing a smashing job redecorating, putting up many historic photos. We also rely on our senior volunteers: Pat Sjogren and Pat Diatelevis, who assist with the Town Census and many other projects, June Bisson with dog licensing, and Enid Stepaner, with many projects, including digitizing an index to our Town Meetings. We couldn't manage without them.

Please let us know if you have any suggestions for ways we can improve our town meetings, elections and other services. Also, if you have any old Millis photos or other historic memorabilia or memories you would like to share, please consider donating them to us. We will keep them safe for future generations to enjoy and display if possible. You can contact us at 508-376-7046 or by coming to our office at the Town Hall or send me an email at ljhardin@millisma.net.

Submitted by your Town Clerk, *Lisa Jane Hardin*

Note: Town of Millis Management Letter and Annual Financial Statements for the Year Ended June 30, 2018 are available in the Office of the Town Clerk.

	TOWN ELECTION - May 7, 2018			
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
MODERATOR (1 yr)				
Robert A. Cantoreggi II	137	101	108	346
Erin T. Underhill	135	116	157	408
Scattering	0	0	0	0
Blanks	0	2	0	2
SELECTMAN (3 yr)				
James J. McCaffrey	214	186	229	629
Scattering	1	3	2	6
Blanks	57	30	34	121
SCHOOL COMMITTEE (3 yr) Vote for not more than TWO				
Steven G. Catalano	183	155	194	532
Robyn L. Briggs	181	140	180	501
Scattering	4	4	5	13
Blanks	176	139	151	466
BOARD of HEALTH (3 yr)				
Kathleen A. Lannon	220	188	233	641
Scattering	0	1	1	2
Blanks	52	30	31	113
LIBRARY TRUSTEE (3 yr)				
Laura K. Satta	207	183	229	619
Scattering	1	1	0	2
Blanks	64	35	36	135
PLANNING BOARD (5 yrs)				
Richard D. Nichols	214	178	225	617
Scattering	0	1	0	1
Blanks	58	40	40	138
Total Ballots:	272	219	265	756
(12.5% of 6,070 registered voters)				

TALLY SHEET - TOWN of MILLIS				
STATE PRIMARY - September 4, 2018				
CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
DEMOCRATIC PRIMARY				
Senator in Congress				
Elizabeth A. Warren	262	249	253	764
Scattering	7	3	8	18
Blanks	36	34	28	98
Governor				
Jay M. Gonzalez	169	144	186	499
Bob Massie	71	66	54	191
Scattering	3	6	3	12
Blanks	62	70	46	178
Lieutenant Governor				
Quentin Palfrey	142	110	145	397
Jimmy Tingle	96	99	94	289
Scattering	2	2	0	4
Blanks	65	75	50	190
Attorney General				
Maura Healey	264	261	264	789
Scattering	4	0	1	5
Blanks	37	25	24	86
Secretary of State				
William Francis Galvin	219	202	212	633
Josh Zakim	79	72	70	221
Scattering	1	0	0	1
Blanks	6	12	7	25
Treasurer				
Deborah B. Goldberg	235	228	242	705
Scattering	3	0	1	4
Blanks	67	58	46	171
Auditor				
Suzanne M. Bump	233	220	237	690
Scattering	2	0	0	2
Blanks	70	66	52	188
Rep. In Congress (Fourth District)				
Joseph P. Kennedy, III	274	266	264	804
Gary J. Rucinski	24	14	21	59
Scattering	0	0	0	0
Blanks	7	6	4	17

CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
Councillor (2nd District)				
Robert L. Jubinville	216	212	227	655
Scattering	0	0	0	0
Blanks	89	74	62	225
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Kristopher K. Aleksov	16	15	18	49
Jacqueline S. Katz	154	152	148	454
Rebecca L. Rausch	89	69	85	243
Scattering	1	0	0	1
Blanks	45	50	38	133
Rep. In General Court (Ninth Norfolk District)				
Brian P. Hamlin	220	////////////////////	////////////////////	(I) 220
Scattering	1	////////////////////	////////////////////	(I) 1
Blanks	84	////////////////////	////////////////////	(I) 84
Rep. In General Court (Fifth Middlesex District)				
David Paul Linsky	////////////////////	235	256	(II&III) 491
Scattering	////////////////////	0	0	(II&III) 0
Blanks	////////////////////	51	33	(II&III) 84
District Attorney				
Michael W. Morrissey	239	233	246	718
Scattering	2	0	0	2
Blanks	64	53	43	160
Clerk of Courts				
Walter F. Timilty, Jr.	235	226	240	701
Scattering	2	0	0	2
Blanks	68	60	49	177
Register of Deeds				
William P. O'Donnell	241	229	242	712
Scattering	1	0	0	1
Blanks	63	57	47	167
County Commissioner				
Peter H. Collins	222	220	231	673
Scattering	2	0	0	2
Blanks	81	66	58	205
County Treasurer				
James E. Timilty	237	231	241	709
Scattering	2	0	0	2
Blanks	66	55	48	169
Total Democratic Ballots:	305	286	289	880

CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
REPUBLICAN PRIMARY				
Senator in Congress				
Geoff Diehl	95	102	86	283
John Kingston	42	50	40	132
Beth Joyce Lindstrom	49	53	48	150
Scattering	0	0	0	0
Blanks	12	9	17	38
Governor				
Charles D. Baker	129	160	133	422
Scott D. Lively	68	51	56	175
Scattering	0	1	0	1
Blanks	1	2	2	5
Lieutenant Governor				
Karyn E. Polito	146	172	159	477
Scattering	3	1	1	5
Blanks	49	41	31	121
Attorney General				
James R. McMahon, III	84	102	85	271
Daniel L. Shores	69	69	71	209
Scattering	0	0	0	0
Blanks	45	43	35	123
Secretary of State				
Anthony M. Amore	131	154	144	429
Scattering	0	1	0	1
Blanks	67	59	47	173
Treasurer				
Keiko M. Orrall	120	142	135	397
Scattering	0	0	0	0
Blanks	78	72	56	206
Auditor				
Helen Brady	120	137	131	388
Scattering	0	0	0	0
Blanks	78	77	60	215
Rep. In Congress (Fourth District)				
Scattering	20	3	14	37
Blanks	178	211	177	566
Councillor (Second District)				
Scattering	16	0	10	26
Blanks	182	214	181	577

CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
LIBERTARIAN PRIMARY				
Senator in Congress				
Scattering	0	0	0	0
Blanks	0	0	2	2
Governor				
Scattering	0	0	0	0
Blanks	0	0	2	2
Lieutenant Governor				
Scattering	0	0	0	0
Blanks	0	0	2	2
Attorney General				
Scattering	0	0	0	0
Blanks	0	0	2	2
Secretary of State				
Scattering	0	0	0	0
Blanks	0	0	2	2
Treasurer				
Scattering	0	0	0	0
Blanks	0	0	2	2
Auditor				
Daniel Fishman	0	0	2	2
Scattering	0	0	0	0
Blanks	0	0	0	0
Rep. In Congress (Fourth District)				
Scattering	0	0	0	0
Blanks	0	0	2	2
Councillor (2nd District)				
Scattering	0	0	0	0
Blanks	0	0	2	2
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Scattering	0	0	0	0
Blanks	0	0	2	2
Rep. In General Court (Ninth Norfolk District)				
Scattering	0	////////////////////	////////////////////	(l) 0
Blanks	0	////////////////////	////////////////////	(l) 0

BALLOT QUESTIONS - NOVEMBER 6, 2018

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 2, 2018?

SUMMARY

This proposed law would limit how many patients could be assigned to each registered nurse in Massachusetts hospitals and certain other health care facilities. The maximum number of patients per registered nurse would vary by type of unit and level of care, as follows:

- In units with step-down/intermediate care patients: 3 patients per nurse;
- In units with post-anesthesia care or operating room patients: 1 patient under anesthesia per nurse; 2 patients post-anesthesia per nurse;
- In the emergency services department: 1 critical or intensive care patient per nurse (or 2 if the nurse has assessed each patient's condition as stable); 2 urgent non-stable patients per nurse; 3 urgent stable patients per nurse; or 5 non-urgent stable patients per nurse;
- In units with maternity patients: (a) active labor patients: 1 patient per nurse; (b) during birth and for up to two hours immediately postpartum: 1 mother per nurse and 1 baby per nurse; (c) when the condition of the mother and baby are determined to be stable: 1 mother and her baby or babies per nurse; (d) postpartum: 6 patients per nurse; (e) intermediate care or continuing care babies: 2 babies per nurse; (f) well-babies: 6 babies per nurse;
- In units with pediatric, medical, surgical, telemetry, or observational/outpatient treatment patients, or any other unit: 4 patients per nurse; and
- In units with psychiatric or rehabilitation patients: 5 patients per nurse.

The proposed law would require a covered facility to comply with the patient assignment limits without reducing its level of nursing, service, maintenance, clerical, professional, and other staff.

The proposed law would also require every covered facility to develop a written patient acuity tool for each unit to evaluate the condition of each patient. This tool would be used by nurses in deciding whether patient limits should be lower than the limits of the proposed law at any given time.

The proposed law would not override any contract in effect on January 1, 2019 that set higher patient limits. The proposed law's limits would take effect after any such contract expired.

The state Health Policy Commission would be required to promulgate regulations to implement the proposed law. The Commission could conduct inspections to ensure compliance with the law. Any facility receiving written notice from the Commission of a complaint or a violation would be required to submit a written compliance plan to the Commission. The Commission could report violations to the state Attorney General, who could file suit to obtain a civil penalty of up to \$25,000 per violation as well as up to \$25,000 for each day a violation continued after the Commission notified the covered facility of the violation. The Health Policy Commission would be required to establish a toll-free telephone number for complaints and a website where complaints, compliance plans, and violations would appear.

The proposed law would prohibit discipline or retaliation against any employee for complying with the patient assignment limits of the law. The proposed law would require every covered facility to post within each unit, patient room, and waiting area a notice explaining the patient limits and how to report violations. Each day of a facility's non-compliance with the posting requirement would be punishable by a civil penalty between \$250 and \$2,500.

The proposed law's requirements would be suspended during a state or nationally declared public health emergency.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would limit the number of patients that could be assigned to one registered nurse in hospitals and certain other health care facilities.

A NO VOTE would make no change in current laws relative to patient-to-nurse limits.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 2, 2018?

SUMMARY

This proposed law would create a citizens commission to consider and recommend potential amendments to the United States Constitution to establish that corporations do not have the same Constitutional rights as human beings and that campaign contributions and expenditures may be regulated.

Any resident of Massachusetts who is a United States citizen would be able to apply for appointment to the 15-member commission, and members would serve without compensation. The Governor, the Secretary of the Commonwealth, the state Attorney General, the Speaker of the state House of Representatives, and the President of the state Senate would each appoint three members of the commission and, in making these appointments, would seek to ensure that the commission reflects a range of geographic, political, and demographic backgrounds.

The commission would be required to research and take testimony, and then issue a report regarding (1) the impact of political spending in Massachusetts; (2) any limitations on the state's ability to regulate corporations and other entities in light of Supreme Court decisions that allow corporations to assert certain constitutional rights; (3) recommendations for constitutional amendments; (4) an analysis of constitutional amendments introduced to Congress; and (5) recommendations for advancing proposed amendments to the United States Constitution.

The commission would be subject to the state Open Meeting Law and Public Records Law. The commission's first report would be due December 31, 2019, and the Secretary of the Commonwealth would be required to deliver the commission's report to the state Legislature, the United States Congress, and the President of the United States.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would create a citizens commission to advance an amendment to the United States Constitution to limit the influence of money in elections and establish that corporations do not have the same rights as human beings.

A NO VOTE would not create this commission.

QUESTION 3: REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on July 7, 2016?

SUMMARY

This law adds gender identity to the list of prohibited grounds for discrimination in places of public accommodation, resort, or amusement. Such grounds also include race, color, religious creed, national origin, sex, disability, and ancestry. A “place of public accommodation, resort or amusement” is defined in existing law as any place that is open to and accepts or solicits the patronage of the general public, such as hotels, stores, restaurants, theaters, sports facilities, and hospitals. “Gender identity” is defined as a person’s sincerely held gender-related identity, appearance, or behavior, whether or not it is different from that traditionally associated with the person’s physiology or assigned sex at birth.

This law prohibits discrimination based on gender identity in a person’s admission to or treatment in any place of public accommodation. The law requires any such place that has separate areas for males and females (such as restrooms) to allow access to and full use of those areas consistent with a person’s gender identity. The law also prohibits the owner or manager of a place of public accommodation from using advertising or signage that discriminates on the basis of gender identity.

This law directs the state Commission Against Discrimination to adopt rules or policies and make recommendations to carry out this law. The law also directs the state Attorney General to issue regulations or guidance on referring for legal action any person who asserts gender identity for an improper purpose.

The provisions of this law governing access to places of public accommodation are effective as of October 1, 2016. The remaining provisions are effective as of July 8, 2016.

A YES VOTE would keep in place the current law, which prohibits discrimination on the basis of gender identity in places of public accommodation.

A NO VOTE would repeal this provision of the public accommodation law.

		TALLY SHEET - TOWN of MILLIS			
STATE ELECTION - November 6, 2018					
CANDIDATES		PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
Senator in Congress					
Elizabeth A. Warren	(D)	739	735	765	2239
Geoff Diehl	(R)	590	642	622	1854
Shiva Ayyadurai	(I)	56	54	45	155
Scattering		0	3	3	6
Blanks		21	20	19	60
TOTAL		1406	1454	1454	4314
Governor					
Baker and Polito	(R)	1036	1094	1080	3210
Gonzalez and Palfrey	(D)	330	318	337	985
Scattering		3	7	0	10
Blanks		37	35	37	109
TOTAL		1406	1454	1454	4314
Attorney General					
Maura Healey	(D)	891	929	925	2745
James R. McMahon, III	(R)	488	485	505	1478
Scattering		0	0	1	1
Blanks		27	40	23	90
TOTAL		1406	1454	1454	4314
Secretary of State					
William Francis Galvin	(D)	945	941	973	2859
Anthony M. Amore	(R)	387	413	413	1213
Juan G. Sanchez, Jr.	(G-R)	35	46	30	111
Scattering		0	0	0	0
Blanks		39	54	38	131
TOTAL		1406	1454	1454	4314
Treasurer					
Deborah B. Goldberg	(D)	869	847	872	2588
Keiko M. Orrall	(R)	450	485	491	1426
Jamie M. Guerin	(G-R)	34	45	31	110
Scattering		0		0	0
Blanks		53	76	60	189
TOTAL		1406	1453	1454	4313

CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
Auditor				
Suzanne M. Bump (D)	771	755	773	2299
Helen Brady (R)	483	514	522	1519
Daniel Fishman (L)	64	59	67	190
Edward J. Stamas (G-R)	26	31	22	79
Scattering	0	0	0	0
Blanks	62	95	70	227
TOTAL	1406	1454	1454	4314
Rep. In Congress (Fourth District)				
Joseph P. Kennedy, III (D)	1048	1049	1058	3155
Scattering	36	41	31	108
Blanks	322	364	365	1051
TOTAL	1406	1454	1454	4314
Councillor (2nd District)				
Robert L. Jubinville (D)	1009	986	994	2989
Scattering	28	31	16	75
Blanks	371	437	444	1252
TOTAL	1408	1454	1454	4316
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Richard J. Ross (R)	698	720	713	2131
Rebecca L. Rausch (D)	661	642	669	1972
Scattering	0	1	2	3
Blanks	47	91	70	208
TOTAL	1406	1454	1454	4314
Rep. In General Court (Ninth Norfolk District)				
Shawn C. Dooley (R)	717	////////////////////////////////////	////////////////////////////////////	(I) 717
Brian P. Hamlin (D)	636	////////////////////////////////////	////////////////////////////////////	(I) 636
Scattering	0	////////////////////////////////////	////////////////////////////////////	(I) 0
Blanks	53	////////////////////////////////////	////////////////////////////////////	(I) 53
TOTAL	1406	////////////////////////////////////	////////////////////////////////////	1406
Rep. In General Court (Fifth Middlesex District)				
David Paul Linsky (D)	////////////////////////////////////	1016	1061	(II&III) 2077
Scattering	////////////////////////////////////	32	15	(II&III) 47
Blanks	////////////////////////////////////	406	378	(II&III) 784
TOTAL	////////////////////////////////////	1454	1454	2908

CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
District Attorney				
Michael W. Morrissey (D)	1029	1001	1024	3054
Scattering	21	24	17	62
Blanks	356	429	413	1198
TOTAL	1406	1454	1454	4314
Clerk of Courts				
Walter F. Timilty, Jr. (D)	1029	1000	1018	3047
Scattering	22	25	14	61
Blanks	355	429	422	1206
TOTAL	1406	1454	1454	4314
Register of Deeds				
William P. O'Donnell (D)	1030	1003	1023	3056
Scattering	18	24	15	57
Blanks	358	427	416	1201
TOTAL	1406	1454	1454	4314
County Commissioner				
Peter H. Collins (D)	998	983	995	2976
Scattering	19	26	16	61
Blanks	389	445	443	1277
TOTAL	1406	1454	1454	4314
County Treasurer				
James E. Timilty (D)	1017	983	997	2997
Scattering	19	24	14	57
Blanks	370	447	443	1260
TOTAL	1406	1454	1454	4314
(see Questions on following pages)				

STATE ELECTION - November 6, 2018 (continued)				
QUESTIONS	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
QUESTION #1 Patient Limits				
YES	427	404	446	1277
NO	956	1027	993	2976
Blanks	23	23	15	61
TOTAL	1406	1454	1454	4314
QUESTION #2 Citizens Commission re: Citizens United				
YES	966	948	980	2894
NO	386	456	435	1277
Blanks	54	50	39	143
TOTAL	1406	1454	1454	4314
QUESTION #3 Transgender Civil Rights				
YES	907	943	944	2794
NO	459	487	490	1436
Blanks	40	24	20	84
TOTAL	1406	1454	1454	4314
	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
Total Ballots:	1406	1454	1454	4314
Turnout %: 69%				
Total Registered Voters: 6255 (Dem. 1520,Rep. 883,Libertarian 24,Green 6,Unenrolled 3764,Other 58)				
(See text of Ballot Questions on following pages)				

SPRING 2018 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY18 Additional Wages and Expenses
3. SEIU 888 & Firefighters Local 4704 Contract Ratification
4. FY19 Operating Budget
5. Sewer Enterprise Fund
6. Water Enterprise Fund
7. Stormwater Enterprise Fund
8. Amendments to Personnel Plan
9. Independent Audit
10. Board of Health Appointing Authority
11. Revolving Funds
12. Capital Items
13. Community Preservation Fund
14. CPC Digitization of Hindy Rosenfeld Collection
15. CPC Currier & Ives Reprints Framing Project
16. Revaluation FY19
17. Previously Approved School Bus Lease
18. Previously Approved Computer Lease
19. Medicare/Medicaid Reimbursement Services
20. OPEB Funding
21. Stabilization Fund
22. Capital Planning Committee Bylaw
23. DPW Director Bylaw
24. Finance Director Bylaw
25. Release of Drainage Easement at Acorn Street
26. Retail Marijuana (1) Special Permit/Zoning
27. Retail Marijuana (2) Limitation
28. Retail Marijuana (3) 3% Sales Tax
29. Site Evaluation & Preliminary Design of Walnut St. Pump Station
30. Board of Selectmen Report – Unfunded Capital Project Requests
31. Citizen's Petition: Town Clerk Stipend Increase/Full Time Elected Official

TOWN OF MILLIS
SPRING ANNUAL TOWN MEETING
MONDAY, MAY 14, 2018

The Spring Annual Business Meeting of the Town of Millis was held on Monday, May 14, 2018 in the George C. Roy Auditorium of the Millis Middle/ High School and was called to order by the Moderator, Erin Underhill, at 7:40 p.m. [Note: this is the first Town Meeting for Ms. Underhill, who was elected on May 7, 2018.]

The Town Warrant calling this business meeting was signed on April 11, 2018 by Selectmen James J. McCaffrey, Catherine C. MacInnes, and Loring Barnes was posted on April 18, 2018, by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:

Janet McCarron	Susan Conte	Christine McCaffrey
Marsha Collins	Carole McColl	Mary Skilling
Kathryn Carlson	Anne Baima	Helen Daly
Mary Walsh	Joanne Gannon	Patricia Sjogren

Tellers appointed and sworn in for the auditorium:

Susan Ferzoco	Bonnie Hilton
Janet McCarron	Nathan Maltinsky
Scott Fuzy	

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag.

The Moderator thanked board members, committee members, and all members of the community who volunteer their time and expertise in assisting in the operation of the Town of Millis.

The Moderator then made opening remarks concerning the thirty-one business articles to be acted upon this evening. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools prepare article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. Town Meeting members present tonight will make the final decision on these budgets and articles.

The Moderator then gave a brief description of the procedures to be followed this evening. A simple majority vote is required for most articles. This will be done through a voice vote. A standing vote count will be taken should there be any question of the voice vote. It will be clearly stated when a two-thirds or four-fifths majority vote is required. Procedural issues such as: Main Motion and Amendment, Moving the Question, Point of Order, Standing Count, and Reconsideration of Articles were explained by the Moderator.

A Finance Committee member will make the initial motion which will be seconded. This person will be recognized to present the rationale for acceptance or defeat of the article under consideration. The Moderator will then open the subject for discussion. All commentary must be directed through the Moderator.

Ms. Underhill introduced Craig Schultze, Chairman, Millis Finance Committee, for opening remarks. Mr. Schultze introduced members of the Finance Committee, as follows: Jodie Garzon, Peter Jurmain, Doug Riley, Jerry Nunnaley, Peter Berube, and Jim Bullion. Tayana Antin was unable to attend.

These are some of the issues your Finance Committee, Town Administrator, and Board of Selectmen are trying to resolve on a regular basis. The Finance Committee attempts to balance all concerns of the Town and make appropriate recommendations. However, the final decisions will be made tonight by Town meeting members.

Motion was made by Craig Schultze and seconded that the reading of the warrant and return of service thereof be omitted and it was voted.

Motion was made by Craig Schultze and seconded that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was Voted.

ARTICLE 1. To see if the Town will vote to transfer from available funds or by transfer from the Stabilization Fund, a sum of money to pay **unpaid bills** incurred by Town departments from previous fiscal year(s), or take any other action in relation thereto. (Submitted by Board of Selectmen)

Department	Vendor	Amount	Source
Weights/Measures	James Allshouse	\$87.54	Weights&Measures Exp.
Fire	Konica Minolta	\$47.60	Fire Expenses

VOTED UNANIMOUSLY (4/5 VOTE REQUIRED) that the Town transfer from the Free Cash the sum of \$135.14 for unpaid bills incurred by Town departments from previous fiscal years as follows:

Department	Vendor	Amount	Source
Weights/Measures	James Allshouse	\$87.54	Weights&Measures Exp.
Fire	Konica Minolta	\$47.60	Fire Expenses

ARTICLE 2. To see if the Town will vote to transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for **additional wages or expenses** not sufficiently funded under Article 7, Operating Budget, of the June 5, 2017 Annual Town Meeting, or take any other action in relation thereto. (Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town dismiss Article 2.

ARTICLE 3. To see if the Town will vote to raise and appropriate or transfer from available funds or transfer from the Stabilization Fund a sum of money to **fund the estimated first-year cost items contained in the contracts between the Town of Millis and SEIU Local 888, and the Town of Millis and Professional Firefighters Local 4704**, both to be effective July 1, 2018, or take any other action in relation thereto. (Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE required) that the Town vote to raise and appropriate the sum of **\$55,000** to fund the estimated first-year cost items contained in the contracts between the Town of Millis and SEIU Local 888, and the Town of Millis and Professional Firefighters Local 4704, both to be effective July 1, 2018.

Point of order Town Clerk Lisa Jane Hardin made a motion to take Article 31 out of order. Standing Count was taken: Passed by majority vote: 98 to take Article 31 out of order and 79 not to take Article 31 out of order.

ARTICLE 31. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the stabilization fund, a sum of money **to increase the stipend of the Town Clerk, for the purpose of making the elected Town Clerk position a full-time elected position**; or act in any manner relating thereto. (Submitted by Citizens' Petition)

Finance Committee made initial motion that the Town vote to Dismiss Article 31.

VOTED BY MAJORITY (MAJORITY VOTE REQUIRED) to not Dismiss Article 31.

Discussion followed regarding making the Town Clerk's position a full time, elected position which would increase the stipend another \$78,000 which would come from the stabilization fund. Craig Schultze (Finance Committee) spoke against Article 31 as there is no money to fund this request. Lisa Jane Hardin (Town Clerk) requested a full time salary of \$90,000 (currently \$12,000). Ms. Hardin stated the town is able to find money to fund many things and she has been trying to get a full time salary for many years. She is the only Department Head in Town that does not have a full-time position. All comparable towns, as well as all towns in the immediate vicinity, have full-time Town Clerks. Significant discussion relating to the merits and consequences of this article followed.

VOTED BY MAJORITY (2/3 VOTE REQUIRED to take funds out of stabilization fund) to not fund the stipend of the Town Clerk with any additional funds.

*As noted, Article 31 was a Point of Order that was moved to be heard after Article 3.

ARTICLE 4. To see if the Town will vote to fix the compensation of elected officers, provide for a reserve fund, and determine what sums of money the Town will raise and appropriate, including appropriations from taxation, by transfer from available funds, and/or the Stabilization Fund to **defray charges and expenses to the Town, including debt and interest, and a reserve fund**, for the fiscal year beginning July 1, 2018, or take any other action in relation thereto. (Submitted by Board of Selectmen) (see all Budget documents at end of this report)

When the Town Clerk’s Budget was referenced, Town Clerk Lisa Jane Hardin spoke again requesting money be found to fund her full time town clerk position. She stated that the Department Head position should be an elected position with a \$90,000 salary. Significant discussion relating to the merits and consequences of this article followed. No motion or vote was taken.

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town fix the compensation of elected officers, provide for a reserve fund, and to raise and appropriate, including appropriations from taxation, by transfer from available funds, the sum of \$30,898,428.98 to defray charges and expenses to the Town, including debt and interest, and a reserve fund, for the general fund, for the fiscal year beginning July 1, 2018 and ending June 30, 2019 as outlined in Table 2 of the Finance Committee Report with the following revenue sources:

Taxation	\$29,950,677
Ambulance Fund	\$255,000
Perpetual Care Interest	\$332
Sale of Cemetery Lots	\$7,000
Cell Tower Revenue	\$53,000
Overlay Surplus	\$64,173

And to authorize the following transfers:	
Sewer Fund Indirect Costs to General Fund:	\$197,539
Water Fund Indirect Costs to General Fund:	\$241,436
Stormwater Fund Indirect Costs to General Fund:	\$129,272

ARTICLE 5. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to **operate the sewer enterprise fund beginning July 1, 2018**, including a reserve fund, or take any other action in relation thereto. (Submitted by Board of Selectmen)

Discussion followed whether the town can spend this money because the rate has not been set. Is the town setting a rate to meet that amount? Ms. Hannah York (consultant) answered questions about this issue. Mr. Brutus Cantoreggi asked if the Town is spending money we don’t have yet.

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town appropriate, from Sewer Department Receipts, the following sums to operate the sewer enterprise fund beginning July 1, 2018:

Salaries/Wages	\$247,074.83
Expenses	<u>\$933,975.92</u>
Total	\$1,181,050.75

ARTICLE 6. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to **operate the water enterprise fund beginning July 1, 2018**, including a reserve fund, or take any other action in relation thereto. (Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town appropriate, **from Water Department Receipts**, the following sums to operate the water enterprise fund beginning July 1, 2018:

Salaries/Wages	\$335,967.88
<u>Expenses</u>	<u>\$763,634.10</u>
Total	\$1,099,601.98

ARTICLE 7. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to **operate the Stormwater enterprise fund beginning July 1, 2018**, including a reserve fund, or take any other action in relation thereto.
(Submitted by Board of Selectmen)

VOTED BY MAJORITY (One Vote opposed) (MAJORITY VOTE REQUIRED) that the Town appropriate, **from Stormwater Receipts**, the following sums to operate the Stormwater enterprise fund beginning July 1, 2018:

Salaries/Wages	\$132,048.87
<u>Expenses</u>	<u>\$338,679.00</u>
Total	\$470,727.87

ARTICLE 8. To see if the Town will vote to adopt **amendments to Schedule A-Salary Plan of the Town of Millis Personnel Plan** effective July 1, 2018, or take any other action in relation thereto. (see personnel plan at end of this report) (Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town adopt the following amendments to Schedule A-Salary Plan of the Town of Millis Personnel Plan effective July 1, 2018:

- 2% Salary/Wage Increase
- Add DPW Director - Grade 17
- Remove Deputy DPW Director - Grade 16
- Adjust Payment Schedule of Inspectors

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for **an independent audit** of all accounts of all departments of the Town, or take any other action in relation thereto. (Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town raise and appropriate the sum of **\$36,000** for an independent audit of all accounts of all departments of the Town.

ARTICLE 10. To see if the Town will vote in accordance with M.G.L., Chapter 41, section 4A, and Chapter 268A, to **authorize the Board of Health to appoint any of its members to another town office or position for which it has appointing authority**, for the term provided by law, if any, otherwise for a term not exceeding one year, and fix the salary of such appointee, not-

withstanding the provision of M.G.L. Chapter 41, Section 108, or act in any manner in relation thereto. (Submitted by the Board of Health)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town vote in accordance with M.G.L., Chapter 41, section 4A, and Chapter 268A, to authorize the Board of Health to appoint any of its members to another town office or position for which it has appointing authority, for the term provided by law, if any, otherwise for a term not exceeding one year, and fix the salary of such appointee, notwithstanding the provision of M.G.L. Chapter 41, Section 108.

ARTICLE 11. To see if the Town will vote pursuant to the provisions of M.G.L. Chapter 44, Section 53E½, to:

Amend Article VI, Section 12 of the Town’s General Bylaws by adding two new revolving funds to the existing table of revolving funds, as follows:

Tobacco Control Program	Permit fees from Tobacco vendors	Board of Health
Recreation Department	Fees from Recreation Programs	Recreation Department

And Establish the following fiscal year spending limit for the Town’s established revolving funds for Fiscal year 2019:

<u>AUTHORIZED REVOLVING FUNDS</u>	<u>FISCAL YEAR EXPENDITURE LIMIT</u>
Oak Grove Farm Maintenance Fund	\$35,000.00
Animal Control Shelter Fund	\$3,000.00
Fire Alarm Fund	\$10,000.00
Historical Commission Fund	\$12,000.00
Ambulance Department Fund	\$20,000.00
Council on Aging Transportation Fund	\$5,000.00
VMB Custodial/Maintenance Fund	\$6,000.00
Food Service Fund	\$4,500.00
Stormwater Management Fund	\$10,000.00
BOH Medical Services/Vaccination Fund	\$8,500.00
BOH Rabies Clinic/Program Fund	\$2,500.00
Continuing Education Fund	\$50,000.00
School Athletic Fields Fund	\$35,000.00
School Extracurricular Fund	\$8,000.00
Library Special Use Fund	\$10,000.00
Recreation Fund	\$60,000.00
Tobacco Control Program	\$1,000.00

Or take any other action in relation thereto. (Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town, pursuant to the provisions of M.G.L. Chapter 44, Section 53E½, do:

Amend Article VI, Section 12 of the Town’s General Bylaws by adding two new revolving funds to the existing table of revolving funds, as follows:

Tobacco Control Program	Permit fees from Tobacco vendors	Board of Health
Recreation Department	Fees from Recreation Programs	Recreation Department

And Establish the following fiscal year spending limit for the Town’s established revolving funds for Fiscal year 2019:

AUTHORIZED REVOLVING FUNDS	FISCAL YEAR EXPENDITURE LIMIT
Oak Grove Farm Maintenance Fund	\$35,000.00
Animal Control Shelter Fund	\$ 3,000.00
Fire Alarm Fund	\$10,000.00
Historical Commission Fund	\$12,000.00
Ambulance Department Fund	\$20,000.00
Council on Aging Transportation Fund	\$ 5,000.00
VMB Custodial/Maintenance Fund	\$ 6,000.00
Food Service Fund	\$ 4,500.00
Stormwater Management Fund	\$10,000.00
BOH Medical Services/Vaccination Fund	\$ 8,500.00
BOH Rabies Clinic/Program Fund	\$ 2,500.00
Continuing Education Fund	\$50,000.00
School Athletic Fields Fund	\$35,000.00
School Extracurricular Fund	\$ 8,000.00
Library Special Use Fund	\$10,000.00
Recreation Fund	\$60,000.00
Tobacco Control Program	\$ 1,000.00

ARTICLE 12. To see if the Town will vote to raise and appropriate or transfer from available funds, by transfer from the Stabilization Fund, or by borrowing the sum of **\$596,573** to fund the following capital items:

Department	Capital Item	Amount
Buildings	VMB- HVAC for Gym	\$107,000
Buildings	VMB Drainage/HVAC Re-piping	\$ 15,150
IT	IT/Data Processing Infrastructure	\$ 11,000
Fire	ALS Equipment	\$ 40,537
Fire	ALS Medications & Equipment	\$ 14,761
Fire	Fire Department Vehicle	\$ 51,872

DPW	Fuel Dispense System	\$ 50,000
DPW	E45 T4 Bobcat Excavator	\$ 56,253
COA	Senior Van (Town Share)	\$ 15,000
School	Leased School Bus Purchase	\$ 45,000
School	Auditorium Repairs	\$ 90,000
School	Varsity Baseball Field Reconstruction	\$ 60,000
School	Upgrade MS/HS Bathrooms	\$ 40,000
Total		\$596,573

Or take any other action in relation thereto. (Submitted by Board of Selectmen)

Discussion included borrowing and the effect on the tax burden.

VOTED BY 2/3RDS VOTE (One Vote opposed) (2/3RDS VOTE REQUIRED) that the Town borrow the sum of **\$596,573** to fund the Capital Items as listed in Article 12, with the following adjustment: the Senior Van be reduced to **\$0** (because one is being donated), and the VMB Drainage/HVAC Re-piping be increased to **\$30,150**, and that the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said sum under Massachusetts General Laws, Chapter 44 or any other enabling authority.

ARTICLE 13. To see if the Town will vote to raise and appropriate a sum of money or reserve a sum of money from the **Community Preservation Fund**, for the Historic Resources Reserve, the Community Housing Reserve, the Open Space Reserve, or the Budgeted Reserve from annual revenues in the amounts recommended by the Community Preservation Committee for administrative expenses, community preservation projects and/or other expenses in fiscal year 2019, with each item to be considered a separate appropriation or act in any manner in relation thereto.

(Submitted by the Community Preservation Committee)

VOTED **UNANIMOUSLY** (MAJORITY VOTE REQUIRED) that the Town appropriate and reserve from the Community Preservation Fund annual revenues in the amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and/or other expenses in Fiscal Year 2019, with each item to be considered a separate appropriation as follows:

Appropriations:

From 2019 estimated revenues for Committee Administrative Expenses	\$8,477
(To be divided equally: \$4,238.50 CPC Salary Account: \$4,238.50 CPC Expenses)	
From Undesignated Fund Balance for Long Term Debt- Principal:	\$25,000
From Undesignated Fund Balance for Long Term Debt-Interest:	\$13,075

Reserves:

From FY2019 Estimated revenues for Historic Resource Reserve	\$17,300
From FY2019 Estimated revenues for Community Housing Reserve	\$17,300
From FY2019 Estimated revenues for Open Space Reserve	\$17,300
From FY2019 Estimated revenues for Budgeted Reserve	\$80,000

ARTICLE 14. To see if the Town will vote to appropriate a sum of money from the Community Preservation Historic Resource Reserve Fund for the **Preserving & Disseminating of Millis Town History Through Digitization and Publicizing the Hindy Rosenfeld Collection Project**, or act in any manner relating thereto.

(Submitted by the Community Preservation Committee)

It was explained that this would be a project of a High School student and would fund supplies.

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town appropriate the sum of **\$250** from the Community Preservation Historic Resource Reserve Fund for the Preserving & Disseminating of Millis Town History Through Digitization and Publicizing the Hindy Rosenfeld Collection Project.

ARTICLE 15. To see if the Town will vote to appropriate a sum of money from the Community Preservation Historic Resource Reserve Fund for the **Currier & Ives Reprints Framing Project**, or take any other action in relation thereto.

(Submitted by the Community Preservation Committee)

VOTED BY MAJORITY (A Few NO Votes) (MAJORITY VOTE REQUIRED) that the Town appropriate the sum of **\$2,390.81** from the Community Preservation Historic Resource Reserve Fund for the Currier & Ives Reprints Framing Project.

ARTICLE 16. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the stabilization fund, a sum of money for **revaluing fiscal year 2019 Personal Property values**, data collection, as required by M.G.L. Chapter 40, Section 56, or act in any manner relating thereto. (Submitted by Board of Assessors)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town raise and appropriate the sum of **\$5,000** for revaluing fiscal year 2019 Personal Property values, data collection, as required by M.G.L. Chapter 40, Section 56.

ARTICLE 17. To see if the Town will vote to raise and appropriate or transfer from available funds, or by transfer from the Stabilization fund, or by borrowing under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of money for **previously approved lease/purchase(s) for School buses**, or take any other action in relation thereto.

(Submitted by the School Committee)

VOTED BY MAJORITY (One Vote opposed) (MAJORITY VOTE REQUIRED) that the Town transfer from Free Cash the sum of **\$87,000** for the lease/purchase(s) of School buses.

ARTICLE 18. To see if the Town will vote to raise and appropriate or transfer from available funds, or by transfer from the Stabilization fund, or by borrowing under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of money for **previously approved lease/purchase(s) for School computers**, or take any other action in relation thereto.

(Submitted by the School Committee)

VOTED BY MAJORITY (Two NO Votes) (MAJORITY VOTE REQUIRED) that the Town raise and appropriate the sum of **\$45,872.14**, and transfer from Free Cash the sum of **\$24,027.86**, for a total sum of **\$69,900** for previously approved lease/purchase(s) for School computers.

ARTICLE 19. To see if the Town will vote to raise and appropriate or transfer from available funds, or by transfer from the Stabilization fund, or by borrowing under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of money for **Medicare/Medicaid Reimbursement Services**, or take any other action in relation thereto.
(Submitted by the School Committee)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town raise and appropriate the sum of **\$5,000** for Medicare/Medicaid Reimbursement Services

ARTICLE 20. To see if the Town will vote to raise and appropriate or transfer from available funds, a **sum of money for the Other Post-Employment Benefits (OPEB) fund**, or take any other action in relation thereto.
(Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town dismiss Article 20.

ARTICLE 21. To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for the **Stabilization Fund**, or take any other action in relation thereto.
(Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town transfer from Free Cash the sum of **\$233,013** for the Stabilization Fund.

ARTICLE 22. To see if the Town will vote to amend Article V, Section 23 of the Millis General Bylaws by the following:

Delete Article V, Section 23 in its entirety and replace with the following:

Capital Planning Committee

- a. There shall be a Capital Planning Committee (the “Committee”) appointed by the Board of Selectmen consisting of seven voting members, including one member of the Board of Selectmen, one member of the Finance Committee, and one member of the School Committee. Members shall serve for a term of two years. The Town Administrator shall also serve on the Committee as an ex-officio non-voting member.
- b. Definition: For the purposes of this bylaw, a capital improvement shall be defined to include, but not be limited to, all equipment, vehicles, buildings, roads and bridges with expected cost in excess of \$10,000 per item. At the discretion of the Town Administrator and/or Board of Selectmen, certain items less than \$10,000 may be considered by the Committee as capital improvements.
- c. Administration:

1. The Committee shall develop forms on which each department's capital budget shall be submitted.
2. By August 1st, the Town Administrator shall provide the Committee with a calendar of relevant events for the fiscal year.
3. Each department shall submit its capital budget recommendations to the Town Administrator annually at an agreed upon date. Upon receipt of each department budget, the Town Administrator shall immediately transmit a copy of the capital budget request to the Committee.
4. The Town Administrator shall include capital budget recommendations in the budget plan submitted to the Finance Committee and Board of Selectmen. The Committee shall submit their recommendations to the Board of Selectmen and Finance Committee by a date determined by the Town Administrator. The Committee's recommendation shall include:
 - i. A summary of its contents;
 - ii. A list of all capital improvements proposed to be undertaken during the next five (5) years, with supporting information as to the needs of each such capital improvement;
 - iii. Cost estimates, possible methods of financing, recommended priorities and time schedules and expected useful life for each improvement; and
 - iv. The estimated annual cost of operating and maintaining each facility and the price and cost of maintenance of all major equipment involved.
 - v. This information, including priorities, is to be revised annually with regard to the capital improvements still pending and/or in the process of being acquired, improved or constructed and capital equipment to be purchased and maintained.
- d. Report: The resulting review and summary shall be known as the Annual Capital Improvement Summary. This summary, along with the Finance Committee's relevant recommendations, shall be included in and published as a separate section in the Town Report

Or take any other action in relation thereto.

(Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town amend Article V, Section 23 of the Millis General Bylaws as above and as printed in the warrant with the one correction that the first line of the Article should have read Article V, Section 23 (not 27).

ARTICLE 23. To see if the Town will vote to amend Article V Section 27 of the Millis General Bylaws by the following:

Delete the title of Section 27 and replace it with the following:

"27. DPW Management by Director of Public Works"

And by deleting the first sentence of the text of Section 27 and replacing it with the following:

“The Town Administrator, with the approval of the Board of Selectmen, shall appoint a Director of Public Works, who shall exercise and perform the duties of said office under the supervision and direction of the Town Administrator. The Director of Public Works shall be specially fitted by education, training and experience to perform the duties of said office, and may or may not be a resident of the town.”

Or take any other action in relation thereto.

(Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town amend Article V Section 27 of the Millis General Bylaws as printed above and in the warrant.

ARTICLE 24. To see if the Town will vote to accept the provisions of M.G.L. Chapter 71 Section 37M and **authorize consolidation of the financial functions of the school committee with those of the town**, provided that such consolidation only occur upon a majority vote of the School Committee. If so accepted by the Town Meeting and School Committee, and further to delete Section 30 of Article V of the Millis General Bylaws in its entirety, and replace with the following:

“30. Finance Department

The Finance Department shall be managed by the Finance Director appointed by the Board of Selectmen under the supervision of the Town Administrator and, with respect to school finances, the Superintendent of Schools. The Finance Director shall be responsible for the operations of the Finance Department and shall oversee the activities of and be responsible for day to day supervision of the following offices:

1. Accounting
2. School Finance
3. Treasury
4. Tax Collection
5. Assessing
6. Data Processing/IT”

Or take any other action in relation thereto.

(Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town accept the provisions of M.G.L. Chapter 71 Section 37M and authorize consolidation of the financial functions of the school committee with those of the town, provided that such consolidation shall not otherwise impact the School Committee and School Department’s independent hiring authority with respect to employees under its jurisdiction, and further provided that such consolidation only occur upon a majority vote of the School Committee, and further, if so accepted by the School Committee, to delete Section 30 of Article V of the Millis General Bylaws in its entirety, and replace with the following:

“30. Finance Department

The Finance Department shall be managed by the Finance Director appointed by the Board of Selectmen under the supervision of the Town Administrator and, with respect to school finances, the Superintendent of Schools. The Finance Director shall be responsible for the operations of

the Finance Department and shall oversee the activities of and be responsible for day to day supervision of the following offices:

- 1. Accounting
- 2. School Finance
- 3. Treasury
- 4. Tax Collection
- 5. Assessing
- 6. Data Processing/IT”

ARTICLE 25. To see if the Town will vote to authorize the Board of Selectmen to **release a drainage easement** conveyed to the Town by Grant of Drain Easement filed with the Norfolk County Registry of Deeds Land Court Section as Document #114000 in which easement being released affects solely the parcel of land shown as “Drain easement over and Through Land of Clifton E. Thomas et ux” on a plan filed with said Deeds Land Court Section with Document #14000 and also shown as “Drain Easement” on Land Court Plan No. 11412 F filed with Norfolk County Registry of Deeds Land Court Section, said easement being no longer required for drainage purposes, or take any action in relation thereto. (Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (2/3RDS VOTE REQUIRED) that the Town authorize the Board of Selectmen to release a drainage easement conveyed to the Town by Grant of Drain Easement filed with the Norfolk County Registry of Deeds Land Court Section as Document #114000 in which easement being released affects solely the parcel of land shown as “Drain easement over and Through Land of Clifton E. Thomas et ux” on a plan filed with said Deeds Land Court Section with Document #14000 and also shown as “Drain Easement” on Land Court Plan No. 11412 F filed with Norfolk County Registry of Deeds Land Court Section, said easement being no longer required for drainage purposes.

ARTICLE 26. To see if the Town will vote to **amend the Zoning Bylaws**, as most recently amended, by amending the various sections identified herein as follows, or to take any other action related thereto.

By amending Section V, Use Regulations, by repealing Subsection G. "Temporary Moratorium On Recreational Marijuana Establishments" adopted by Town Meeting during November, 2017.

By amending Section V, Use Regulations, Table 1, Use Regulations, Retail & Service uses, by adding a new use #42, "Recreational Marijuana Establishments" so that such use is allowed by special permit in the I-P-2 zoning district, as follows:

	R-T	R-S	R-V	R-V-C	C-V	C-V-2	V-B	I-P	I-P-2
42. Recrea- tional Mariju- ana Estab- lishments	N	N	N	N	N	N	N	N	SPB

By amending Section XIII, Special Permit Conditions, by adding a new Subsection V. Recreational Marijuana Establishments, as follows, and to amend the Table of Contents to add Section XIII, Subsection V. Recreational Marijuana Establishments:

V. Recreational Marijuana Establishments

1. Purpose: To provide for the placement of Marijuana Establishments, in accordance with G.L. c. 94G, and 935 CMR 500.000, in locations suitable for lawful Marijuana Establishments and to minimize adverse impacts of Marijuana Establishments on adjacent properties, residential neighborhoods, historic districts, schools, playgrounds, and other locations where minors congregate, by regulating the siting, design, placement, security, and removal of Marijuana Establishments.

2. General Regulations: Marijuana Establishments, as defined in G.L. c. 94G, § 1, and 935 CMR 500.000, may be permitted in the I-P-2 district pursuant to a Special Permit issued by the Planning Board, subject to the provisions of this Bylaw.

a. Location

(1) Marijuana Retailers, as that term is defined in G.L. c. 94G, § 1 and 935 CMR 500.000, may not be located within 500 feet of a pre-existing public or private school providing education in kindergarten or any of grades 1 through 12, and 1,500 feet of the following other uses within the Town of Millis:

- (a) child care facility;
- (b) library;
- (c) playground;
- (d) public park;
- (e) youth center;
- (f) public swimming pool;
- (g) video arcade facility;
- (h) similar facility in which minors commonly congregate in an organized, ongoing basis;
- (i) place of worship; or
- (j) residential zoning district as identified in Section III. A. of the Millis Zoning Bylaws.

There shall be a minimum separation of 300 feet between Marijuana Retailers, as that term is defined by 935 CMR 500.00 and G.L. c. 94G, § 1.

(2) Marijuana Establishments, other than Marijuana Retailers, may not be located within 500 feet of the following uses within the Town of Millis:

- (a) pre-existing public or private school providing education in kindergarten or any of grades 1 through 12;
- (b) child care facility;

- (c) library;
- (d) playground;
- (e) public park;
- (f) youth center;
- (g) public swimming pool;
- (h) similar facility in which minors commonly congregate in an organized, ongoing basis; or
- (i) place of worship.

(3) The distance under this section is measured in a straight line from the nearest point of the property line of the protected uses identified in this section to the nearest point of the property line of the proposed Marijuana Establishment.

(4) Marijuana Establishments shall be located in stand-alone facilities and shall not be allowed within a building or structure containing other retail, commercial, residential, industrial, or other uses, except for co-location with another licensed Marijuana Establishment or Medical Marijuana Treatment Center.

b. Location waiver: The distance requirements may be reduced by twenty-five percent or less, but only if:

(1) the applicant demonstrates that the Marijuana Establishment would otherwise be effectively prohibited within the municipality; and

(2) the applicant demonstrates that the Marijuana Establishment will employ adequate security measures to prevent diversion of marijuana to minors.

c. Procedure

(1) Application: In addition to the materials required under Section XII.Q., the applicant shall include:

- (a) a copy of its license issued by the Massachusetts Cannabis Control Commission ("CCC");
- (b) a detailed floor plan of the premises of the proposed Marijuana Establishment that identifies the square footage available and describes the functional areas of the Marijuana Establishment;
- (c) detailed site plans that include the following information:
 - (i) compliance with the requirements for parking and loading spaces, for lot size, frontage, yards and heights and coverage of buildings, and all other provisions of this Bylaw;
 - (ii) convenience and safety of vehicular and pedestrian movement on the site and for the location of driveway openings in relation to street traffic;
 - (iii) convenience and safety of vehicular and pedestrian traffic off the site, if vehicular and pedestrian traffic off-site can reasonably be expected to be substantially affected by on-site changes;

- (iv) adequacy as to the arrangement and the number of parking and loading spaces in relation to the proposed use of the premises, including designated parking for home delivery vehicle(s), as applicable.
 - (v) design and appearance of proposed buildings, structures, freestanding signs, screening and landscaping; and
 - (vi) adequacy of water supply, surface and subsurface drainage and light.
- (d) a description of security measures, including employee security policies, approved by the CCC;
 - (e) a copy of the emergency procedures approved by the CCC;
 - (f) a copy of the policies and procedures for the transfer, acquisition, or sale of marijuana products, as those are defined by G.L. c. 94G, § 1;
 - (g) a copy of proposed waste disposal procedures; and
 - (h) a description of any waivers from the CCC regulations issued for the Marijuana Establishment.

(2) The Planning Board shall refer copies of the application to the Building Department, Fire Department, Police Department, Board of Health, Conservation Commission, Department of Public Works and the Board of Selectmen, acting as Board of Water Commissioners. These boards/departments shall review the application and shall submit their written recommendations to the Planning Board. Failure to make written recommendations within 35 days of referral of the application shall be deemed lack of opposition.

(3) After notice and public hearing and consideration of application materials, consultant reviews, public comments, and the recommendations of other town boards and departments, the Planning Board may act upon the application.

3. Special Permit Conditions on Marijuana Establishments: The Planning Board shall impose conditions reasonably appropriate to improve site design, traffic flow, public safety, protect water quality, air quality, and significant environmental resources, preserve the character of the surrounding area and otherwise serve the purpose of this Bylaw. In addition to any specific conditions applicable to the applicant's Marijuana Establishment, the Planning Board shall include the following conditions in any special permit granted under this Bylaw:

- a. Hours of operation, including dispatch of home deliveries;
- b. The permit holder, or the Marijuana Establishment Agent, as defined by 935 CMR 500.002, shall file a copy of any Incident Report required under 935 CMR 500.000 with the Zoning Enforcement Officer and the Planning Board within 24 hours of creation by the Marijuana Establishment. Such reports may be redacted as necessary to comply with any applicable state or federal laws and regulations;
- c. The permit holder, or the Marijuana Establishment Agent, shall file a copy of any deficiency statement, plan of correction, limitation of sales, summary cease and desist order, cease and desist order, quarantine order, summary suspension order, notice of violation, notice of hearing, and notice of final action issued by the CCC, or any other adjudicatory agency, as applicable, regarding

the Marijuana Establishment, with the Zoning Enforcement Officer and Planning Board within 48 hours of receipt by the Marijuana Establishment or Marijuana Establishment Agent;

- d. The permit holder, or the Marijuana Establishment Agent, shall provide to the Zoning Enforcement Officer and Chief of the Police Department, the name, telephone number, and electronic mail address of the Marijuana Establishment Agent in the event that such person needs to be contacted after regular business hours to address an urgent issue. Such contact information shall be kept updated by the permit holder and the Marijuana Establishment Agent;
- e. The special permit shall terminate on the five (5) year anniversary of its issuance. If the permit holder wishes to renew the special permit, an application to renew the special permit must be submitted to the Planning Board at least 120 days prior to the expiration of the special permit;
- f. The special permit shall be limited to the original applicant and is not transferable;
- g. The special permit shall lapse if the permit holder ceases operation of the Marijuana Establishment for a period of thirty (30) days, or upon the expiration, termination or nonrenewal of the applicant's license issued by the CCC;
- h. The permit holder, or the Marijuana Establishment Agent, shall annually provide the Zoning Enforcement Officer and the Planning Board with a copy of the renewed license issued by the CCC, as well as any modification of the existing license, as approved by the CCC;
- i. The permit holder, or the Marijuana Establishment Agent, shall notify the Zoning Enforcement Officer and Planning Board in writing within 48 hours of the cessation of operation of the Marijuana Establishment or the expiration, termination or nonrenewal of the license issued by the CCC;
- j. No marijuana shall be smoked, eaten or otherwise consumed or ingested on the premises.

4. Prohibition Against Nuisance: No Marijuana Establishment shall be permitted to create a nuisance to abutters or to the surrounding areas, or create any hazard, including by not limited to, fire, explosion, fumes, gas, smoke, odors, obnoxious dust, vapors, offensive noise, or vibration, flashes, glare, objectionable effluent or electrical interference, which may impair the normal use and peaceful enjoyment of any property, structure or dwelling in the area. Any Marijuana Establishment that the Zoning Enforcement Officer or Planning Board finds has become a nuisance for any reason may be found in violation of the special permit.

5. Severability: The provisions of this Bylaw are severable. If any provision, paragraph, sentence, or clause of this Bylaw or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this Bylaw.

Or take any other action relative thereto. (Submitted by Board of Selectmen).
There was Discussion for and against changing the Zoning Bylaws.

VOTE FAILED BY STANDING COUNT OF 99-YES VOTES, 79-NO VOTES (2/3RDS VOTE REQUIRED) that the Town amend the Zoning Bylaws, as most recently amended, by

amending Section V, Use Regulations, by repealing Subsection G. "Temporary Moratorium On Recreational Marijuana Establishments" adopted by Town Meeting during November, 2017, and as further described in the warrant.

ARTICLE 27. To see if the Town will vote to **amend the Zoning Bylaw**, as most recently amended, by amending Section XIII.V., Marijuana Establishments, **to limit the number of Marijuana Retailers to no more than the greater of one (1) or 25%** of the number of licenses issued within the Town under § 15 of M.G.L. c. 138, for the retail sale of alcoholic beverages not to be drunk on the premises where sold, as follows:

Amend section XIII.V.2., General Regulations: Marijuana Establishments, by adding the underlined language to the existing paragraph 2, as follows:

2. General Regulations: Marijuana Establishments, as defined in G.L. c., 94G, § 1, and 935 CMR 500.000, may be permitted in the I-P-2 district pursuant to a Special Permit issued by the Planning Board, subject to the provisions of this Bylaw, provided that the number of Marijuana Retailers, as defined in G.L. c. 94G, § 1, and 935 CMR 500.000, that shall be permitted in the Town of Millis is limited to the greater of one (1) or twenty-five percent (25%) of the number of licenses issued within the Town under § 15 of M.G.L. c. 138 for the retail sale of alcoholic beverages not to be drunk on the premises where sold. Or take any other action relative thereto. (Submitted by Board of Selectmen)

The Finance Committee explained that, since Article 26 failed, this Article should be dismissed.

VOTED UNANIMOUSLY TO DISMISS Article 27.

ARTICLE 28. To see if the Town will vote to accept the provisions of M.G.L. Chapter 64N, Section 3, to impose a local sales tax upon sale or transfer of marijuana or marijuana products by a marijuana retailer operating within the Town of Millis to anyone other than a marijuana establishment at a rate of three (3%) percent, or the highest amount that may be permitted by law, of the total sales price received by the marijuana retailer as a consideration for the sale of marijuana or marijuana products, said excise to take effect on the first day of the calendar quarter commencing at least thirty days after such vote of this Town Meeting. Or take any other action relative thereto. (Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town accept the provisions of M.G.L. Chapter 64N, Section 3, to impose a local sales tax upon sale or transfer of marijuana or marijuana products by a marijuana retailer operating within the Town of Millis to anyone other than a marijuana establishment at a rate of three (3%) percent, or the highest amount that may be permitted by law, of the total sales price received by the marijuana retailer as a consideration for the sale of marijuana or marijuana products, said excise to take effect on the first day of the calendar quarter commencing at least thirty days after such vote of this Town Meeting.

ARTICLE 29. To see if the Town will vote to transfer from available funds, a sum of money for **the evaluation of a potential site and preliminary design of the Walnut Street pump station**, or take any other action in relation thereto. (Submitted by Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town transfer from Water Enterprise-Retained Earnings, the sum of **\$10,000** for the evaluation of a potential site and preliminary design of the Walnut Street pump station.

ARTICLE 30. To see if the Town will hear and accept the report of the Board of Selectmen on the status of **all unfunded current capital project requests**. (see report at end of this Town Report) (Submitted by Board of Selectmen)

The Report (a handout at the meeting) was read by a member of the Finance Committee. It was explained that there were insufficient funds at this time for these projects, but they would be looked at again at a later date.

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town hear and accept the report of the Board of Selectmen on the status of all unfunded current capital project requests.

ARTICLE 31. Citizen's Petition

To See if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the stabilization fund, a sum of money to increase the stipend of the Town Clerk, for the purpose of making the elected Town Clerk position a full-time elected position; or act in any manner relating thereto. (Submitted by Citizens' Petition)

*As noted, Article 31 was a Point of Order that was previously moved to be heard after Article 3.

Motion made by Craig Schultze, Chairman, Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn sine die at 11:40 p.m., the business of the Warrant having been completed.

Lisa Jane Hardin
Millis Town Clerk

OPERATING BUDGET Department Breakdown		FY15 ACTUAL	FY16 ACTUAL	FY17 ACTUAL	FY18 ADOPTED	FY19 DEPT REQUESTS	FY19 TA/BOS BUDGET	FY19 FINAL
GENERAL GOVERNMENT								
SELECTMENTA								
FINANCE DIR/ACCOUNTANT								
SALARIES	\$238,066.32	\$251,061.70	\$233,816.78	\$240,869.08	\$245,599.00	\$244,878.00		\$244,878.00
EXPENSES	\$63,681.94	\$49,867.05	\$66,734.55	\$63,915.00	\$68,915.00	\$73,915.00		\$73,915.00
TOTAL	\$301,748.26	\$300,928.75	\$300,551.33	\$304,784.08	\$314,514.00	\$318,793.00		\$318,793.00
ASSESSORS								
SALARIES	\$198,192.94	\$192,063.26	\$205,293.93	\$210,954.73	\$230,547.18	\$213,496.58		\$213,496.58
EXPENSES	\$5,199.86	\$5,188.00	\$11,136.06	\$5,128.00	\$6,138.00	\$6,138.00		\$6,138.00
TOTAL	\$203,392.80	\$197,251.26	\$216,429.99	\$216,082.73	\$236,685.18	\$219,634.58		\$219,634.58
TREASURER/COLLECTOR								
SALARIES	\$111,562.09	\$116,260.80	\$122,338.69	\$127,845.40	\$130,541.66	\$130,543.00		\$130,543.00
EXPENSES	\$6,391.33	\$8,083.31	\$5,447.85	\$6,596.00	\$6,846.00	\$6,596.00		\$6,596.00
TOTAL	\$117,953.42	\$124,344.11	\$127,786.54	\$134,441.40	\$137,387.66	\$137,139.00		\$137,139.00
DATA PROCESSING								
SALARIES	\$182,247.31	\$183,309.98	\$186,291.49	\$195,979.56	\$209,845.00	\$210,311.20		\$210,311.20
EXPENSES	\$25,785.78	\$25,169.95	\$25,109.98	\$28,135.00	\$27,685.00	\$27,685.00		\$27,685.00
TOTAL	\$208,033.09	\$208,479.93	\$211,401.47	\$224,114.56	\$237,530.00	\$237,996.20		\$237,996.20
TOWN COUNSEL								
SALARIES	\$15,462.00	\$15,472.00	\$15,935.88	\$16,415.00	\$16,415.00	\$16,415.00		\$16,415.00
EXPENSES	\$108,172.18	\$115,073.46	\$121,798.92	\$118,170.00	\$130,620.64	\$130,620.64		\$130,620.64
TOTAL	\$123,634.18	\$130,545.46	\$137,734.80	\$134,585.00	\$147,035.64	\$147,035.64		\$147,035.64
TOWN CLERK								
EXPENSES	\$105,916.35	\$101,438.64	\$92,131.27	\$100,000.00	\$95,000.00	\$90,000.00		\$90,000.00
TOTAL	\$105,916.35	\$101,438.64	\$92,131.27	\$100,000.00	\$95,000.00	\$90,000.00		\$90,000.00
TOWN CLERK								
SALARIES	\$81,334.56	\$83,448.79	\$86,842.06	\$94,947.35	\$162,346.00	\$82,813.62		\$82,813.62
EXPENSES	\$4,400.00	\$4,398.75	\$4,906.78	\$5,775.00	\$5,775.00	\$5,775.00		\$5,775.00
TOTAL	\$85,734.56	\$87,847.54	\$91,748.84	\$100,722.35	\$168,121.00	\$88,588.62		\$88,588.62

OPERATING BUDGET Department Breakdown	FY15 ACTUAL	FY16 ACTUAL	FY17 ACTUAL	FY18 ADOPTED	FY19 DEPT REQUESTS	FY19 TA/BOS BUDGET	FY19 FINAL
REGISTRARS							
SALARIES	\$625.00	\$638.00	\$643.76	\$663.07	\$1,163.00	\$1,163.00	\$1,163.00
EXPENSES	\$4,584.43	\$2,975.00	\$3,150.00	\$3,900.00	\$3,900.00	\$3,900.00	\$3,900.00
TOTAL	\$5,209.43	\$3,613.00	\$3,793.76	\$4,563.07	\$5,138.00	\$5,063.00	\$5,063.00
ELECTIONS							
SALARIES	\$13,016.72	\$9,678.00	\$22,447.08	\$9,854.04	\$19,121.00	\$19,121.00	\$19,121.00
EXPENSES	\$8,945.04	\$9,558.00	\$10,629.66	\$9,630.00	\$11,950.00	\$9,630.00	\$9,630.00
TOTAL	\$21,961.76	\$19,236.00	\$33,076.74	\$19,484.04	\$31,071.00	\$28,751.00	\$28,751.00
PLANNING BOARD							
SALARIES	\$17,330.80	\$18,564.20	\$20,532.82	\$18,561.40	\$18,561.00	\$18,561.40	\$18,561.40
EXPENSES	\$4,886.46	\$3,431.05	\$3,704.35	\$9,425.00	\$9,425.00	\$9,425.00	\$9,425.00
TOTAL	\$22,017.26	\$22,095.25	\$24,237.17	\$27,986.40	\$27,986.00	\$27,986.40	\$27,986.40
CONSERVATION							
SALARIES	\$12,469.20	\$13,720.00	\$15,427.26	\$13,351.00	\$13,401.00	\$13,401.00	\$13,401.00
EXPENSES	\$1,694.85	\$3,200.09	\$2,345.74	\$4,777.00	\$4,777.00	\$4,777.00	\$4,777.00
TOTAL	\$14,164.05	\$16,920.09	\$17,773.00	\$18,128.00	\$18,178.00	\$18,178.00	\$18,178.00
ZONING BOARD							
SALARIES	\$3,084.01	\$4,408.18	\$5,525.38	\$3,942.60	\$4,612.00	\$4,612.00	\$4,612.00
EXPENSES	\$872.46	\$2,176.14	\$2,863.40	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00
TOTAL	\$3,956.47	\$6,584.32	\$8,378.78	\$5,742.60	\$6,412.00	\$6,412.00	\$6,412.00
TOWN BUILDINGS							
SALARIES	\$44,846.59	\$45,427.17	\$73,531.07	\$88,168.40	\$87,693.00	\$93,193.00	\$93,193.00
EXPENSES	\$201,423.50	\$175,232.82	\$249,469.86	\$212,343.00	\$219,676.00	\$205,375.56	\$205,375.56
TOTAL	\$246,270.09	\$220,659.99	\$323,000.93	\$300,511.40	\$307,369.00	\$298,568.56	\$298,568.56
FINANCE COMMITTEE							
SALARIES	\$3,597.26	\$3,968.83	\$5,149.71	\$4,560.00	\$5,200.00	\$5,200.00	\$5,200.00
EXPENSES	\$9,723.61	\$8,809.94	\$7,660.76	\$8,436.00	\$15,936.00	\$15,936.00	\$15,936.00
TOTAL	\$13,320.87	\$12,778.77	\$12,810.47	\$12,996.00	\$21,136.00	\$21,136.00	\$21,136.00

OPERATING BUDGET Department Breakdown		FY15 ACTUAL	FY16 ACTUAL	FY17 ACTUAL	FY18 ADOPTED	FY19 DEPT REQUESTS	FY19 TA/BOS BUDGET	FY19 FINAL
RESERVE FUND								
EXPENSES	\$20,851.00	\$74,155.00	\$88,420.00	\$100,000.00	\$75,000.00	\$50,000.00	\$50,000.00	\$50,000.00
TOTAL	\$20,851.00	\$0.00	\$88,420.00	\$100,000.00	\$75,000.00	\$50,000.00	\$50,000.00	\$50,000.00
GENERAL INSURANCE								
EXPENSES	\$320,038.00	\$329,759.00	\$361,356.00	\$408,803.00	\$442,450.00	\$442,450.00	\$442,450.00	\$442,450.00
TOTAL	\$320,038.00	\$329,759.00	\$361,356.00	\$408,803.00	\$442,450.00	\$442,450.00	\$442,450.00	\$442,450.00
EMPLOYEE BENEFITS								
EXPENSES	\$3,846,937.00	\$4,073,798.00	\$4,353,841.00	\$4,614,608.00	\$4,998,859.10	\$4,925,058.10	\$4,925,058.10	\$4,925,058.10
TOTAL	\$3,846,937.00	\$4,073,798.00	\$4,353,841.00	\$4,614,608.00	\$4,998,859.10	\$4,925,058.10	\$4,925,058.10	\$4,925,058.10
LINE 1 - GENERAL GOVT	\$5,661,138.59	\$5,893,357.61	\$6,404,472.09	\$6,727,552.63	\$7,269,872.58	\$7,062,790.10	\$7,062,790.10	\$7,062,790.10
PUBLIC SAFETY								
POLICE DEPARTMENT								
SALARIES	\$1,568,199.76	\$1,592,195.25	\$1,691,409.11	\$1,703,320.55	\$1,875,194.70	\$1,752,231.86	\$1,752,231.86	\$1,752,231.86
EXPENSES	\$143,970.40	\$132,876.07	\$121,016.30	\$191,000.19	\$242,143.44	\$242,143.44	\$242,143.44	\$242,143.44
TOTAL	\$1,712,170.16	\$1,725,071.32	\$1,812,425.41	\$1,894,320.74	\$2,117,338.14	\$1,994,375.30	\$1,994,375.30	\$1,994,375.30
FIRE/RESCUE DEPARTMENT								
SALARIES	\$870,794.00	\$893,936.53	\$1,052,733.69	\$1,114,631.00	\$1,439,439.00	\$1,269,854.76	\$1,269,854.76	\$1,269,854.76
EXPENSES	\$98,909.18	\$105,361.24	\$116,463.21	\$150,000.00	\$170,467.00	\$170,567.00	\$170,567.00	\$170,567.00
TOTAL	\$969,703.18	\$999,297.77	\$1,169,196.90	\$1,264,631.00	\$1,609,906.00	\$1,440,421.76	\$1,440,421.76	\$1,440,421.76
DISPATCH								
SALARIES	\$216,694.69	\$226,244.34	\$271,133.56	\$240,902.14	\$255,757.50	\$255,757.50	\$255,757.50	\$255,757.50
EXPENSES	\$2,952.02	\$6,559.57	\$3,232.74	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00
TOTAL	\$219,646.71	\$232,803.91	\$274,366.30	\$249,902.14	\$264,757.50	\$264,757.50	\$264,757.50	\$264,757.50
BUILDING DEPT.								
SALARIES	\$139,141.91	\$174,050.05	\$163,786.40	\$163,950.88	\$210,010.72	\$207,739.00	\$207,739.00	\$207,739.00
EXPENSES	\$6,949.92	\$7,345.01	\$8,352.27	\$8,740.00	\$9,775.00	\$8,775.00	\$8,775.00	\$8,775.00
TOTAL	\$146,091.83	\$181,395.06	\$172,138.67	\$172,690.88	\$219,785.72	\$216,514.00	\$216,514.00	\$216,514.00

OPERATING BUDGET Department Breakdown		FY15 ACTUAL	FY16 ACTUAL	FY17 ACTUAL	FY18 ADOPTED	FY19 DEPT REQUESTS	FY19 TA/BOS BUDGET	FY19 FINAL
SEALER W&M								
SALARIES	\$3,387.00	\$3,000.00	\$3,090.00	\$3,183.00	\$3,183.00	\$3,183.00	\$3,183.00	\$3,183.00
EXPENSES	\$14.03	\$178.38	\$305.34	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00
TOTAL	\$3,401.03	\$3,178.38	\$3,395.34	\$3,333.00	\$3,333.00	\$3,333.00	\$3,333.00	\$3,333.00
EMERG MGMT COMM								
SALARIES	\$694.00	\$694.00	\$715.00	\$737.00	\$737.00	\$737.00	\$737.00	\$737.00
EXPENSES	\$779.49	\$1,127.94	\$1,419.80	\$1,619.00	\$1,619.00	\$1,619.00	\$1,619.00	\$1,619.00
TOTAL	\$1,473.49	\$1,821.94	\$2,134.80	\$2,356.00	\$2,356.00	\$2,356.00	\$2,356.00	\$2,356.00
ANIMAL CONTROL								
SALARIES	\$68,867.33	\$69,611.42	\$76,516.18	\$77,341.60	\$78,166.00	\$78,166.00	\$78,166.00	\$78,166.00
EXPENSES	\$13,417.67	\$11,625.62	\$24,807.62	\$11,300.00	\$11,300.00	\$11,300.00	\$11,300.00	\$11,300.00
TOTAL	\$82,285.00	\$81,237.04	\$101,323.80	\$88,641.60	\$89,466.00	\$89,466.00	\$89,466.00	\$89,466.00
LINE 2 - PUBLIC SAFETY	\$3,134,771.40	\$3,224,805.42	\$3,534,981.22	\$3,675,875.36	\$4,306,942.36	\$4,011,223.56	\$4,011,223.56	\$4,011,223.56
EDUCATION								
MILLIS SCHOOLS								
SALARIES	\$11,055,818.73	\$11,203,453.71	\$11,839,084.55	\$12,230,986.00	\$12,839,543.00	\$12,839,543.00	\$12,839,543.00	\$12,839,543.00
EXPENSES	\$2,284,918.36	\$2,521,004.89	\$2,311,993.13	\$2,569,287.00	\$2,763,556.00	\$2,763,556.00	\$2,763,556.00	\$2,763,556.00
TOTAL	\$13,340,737.09	\$13,724,458.60	\$14,151,077.68	\$14,800,273.00	\$15,603,099.00	\$15,603,099.00	\$15,603,099.00	\$15,603,099.00
LINE 3 - MILLIS SCHOOLS	\$13,340,737.09	\$13,724,458.60	\$14,151,077.68	\$14,800,273.00	\$15,603,099.00	\$15,603,099.00	\$15,603,099.00	\$15,603,099.00
TRICOUNTY SCHOOL								
EXPENSES	\$340,399.00	\$354,847.00	\$347,430.00	\$445,572.00	\$618,089.00	\$618,089.00	\$618,089.00	\$618,089.00
TOTAL	\$340,399.00	\$354,847.00	\$347,430.00	\$445,572.00	\$618,089.00	\$618,089.00	\$618,089.00	\$618,089.00
LINE 4 - TRICOUNTY	\$340,399.00	\$354,847.00	\$347,430.00	\$445,572.00	\$618,089.00	\$618,089.00	\$618,089.00	\$618,089.00

OPERATING BUDGET Department Breakdown		FY15 ACTUAL	FY16 ACTUAL	FY17 ACTUAL	FY18 ADOPTED	FY19 DEPT REQUESTS	FY19 TA/BOS BUDGET	FY19 FINAL
PUBLIC WORKS								
DPW HIGHWAY								
SALARIES	\$272,386.22	\$281,603.44	\$280,239.27	\$296,307.29	\$313,196.51	\$220,040.56		\$220,040.56
EXPENSES	\$337,019.81	\$294,499.02	\$307,425.86	\$352,484.45	\$340,079.00	\$335,579.00		\$335,579.00
TOTAL	\$609,406.03	\$576,102.46	\$587,665.13	\$648,791.74	\$653,275.51	\$555,619.56		\$555,619.56
STREET LIGHTS								
EXPENSES	\$32,832.23	\$35,634.97	\$47,326.07	\$55,849.56	\$55,850.00	\$40,850.00		\$40,850.00
TOTAL	\$32,832.23	\$35,634.97	\$47,326.07	\$55,849.56	\$55,850.00	\$40,850.00		\$40,850.00
TRANSFER STATION								
SALARIES	\$25,183.18	\$26,572.47	\$29,853.10	\$28,932.48	\$29,581.00	\$29,581.44		\$29,581.44
EXPENSES	\$71,006.14	\$71,976.17	\$66,463.43	\$85,023.18	\$85,023.00	\$75,662.00		\$75,662.00
TOTAL	\$96,189.32	\$98,548.64	\$96,316.53	\$113,955.66	\$114,604.00	\$105,243.44		\$105,243.44
SNOW & ICE								
SALARIES	\$99,374.30	\$39,627.67	\$58,649.13	\$48,000.00	\$51,376.00	\$48,000.00		\$48,000.00
EXPENSES	\$332,361.44	\$202,533.65	\$271,095.88	\$170,727.00	\$170,727.00	\$170,727.00		\$170,727.00
TOTAL	\$431,735.74	\$242,161.32	\$329,745.01	\$228,727.00	\$222,103.00	\$218,727.00		\$218,727.00
LINE 5 PUBLIC WORKS		\$1,170,163.32	\$952,447.39	\$1,061,052.74	\$1,037,323.96	\$1,045,832.51	\$920,440.00	\$920,440.00
HEALTH & HUMAN SERVICES								
BOARD OF HEALTH								
SALARIES	\$103,726.09	\$121,721.35	\$124,838.10	\$130,550.56	\$131,107.88	\$131,108.16		\$131,108.16
EXPENSES	\$6,447.01	\$5,624.72	\$4,890.42	\$7,215.00	\$7,215.00	\$7,215.00		\$7,215.00
TOTAL	\$110,173.10	\$127,346.07	\$129,728.52	\$137,765.56	\$138,322.88	\$138,323.16		\$138,323.16

OPERATING BUDGET <i>Department Breakdown</i>		FY15	FY16	FY17	FY18	FY19	FY19	FY19
<i>COUNCIL ON AGING</i>		ACTUAL	ACTUAL	ACTUAL	ADOPTED	DEPT REQUESTS	TA/BOS BUDGET	FINAL
COUNCIL ON AGING								
VETERANS								
SALARIES	\$84,512.16	\$88,657.37	\$86,993.62	\$101,546.72		\$134,296.00	\$114,818.87	\$114,818.87
EXPENSES	\$8,345.99	\$8,434.00	\$8,434.00	\$8,434.00		\$8,434.00	\$8,434.00	\$8,434.00
TOTAL	\$92,858.15	\$97,091.37	\$95,427.62	\$109,980.72		\$142,730.00	\$123,252.87	\$123,252.87
VETERANS								
SALARIES	\$3,764.82	\$4,078.54	\$10,399.92	\$10,712.00		\$10,930.00	\$10,930.00	\$10,930.00
EXPENSES	\$39,623.16	\$33,932.96	\$29,567.32	\$34,050.00		\$39,350.00	\$34,350.00	\$34,350.00
TOTAL	\$43,387.98	\$38,011.50	\$39,967.24	\$44,762.00		\$50,280.00	\$45,280.00	\$45,280.00
LINE 6 HLTH/HUMN SERV	\$246,419.23	\$262,448.94	\$265,123.38	\$292,508.28		\$331,332.88	\$306,856.03	\$306,856.03
CULTURE & RECREATION								
MEMORIAL DAY								
EXPENSES	\$0.00	\$1,084.46	\$1,827.00	\$1,828.00		\$1,828.00	\$1,828.00	\$1,828.00
TOTAL	\$0.00	\$1,084.46	\$1,827.00	\$1,828.00		\$1,828.00	\$1,828.00	\$1,828.00
LEGION								
EXPENSES	\$3,935.00	\$3,935.00	\$4,053.00	\$4,053.00		\$4,053.00	\$4,053.00	\$4,053.00
TOTAL	\$3,935.00	\$3,935.00	\$4,053.00	\$4,053.00		\$4,053.00	\$4,053.00	\$4,053.00
LIBRARY								
SALARIES	\$234,388.58	\$231,894.66	\$239,384.31	\$254,529.05		\$266,480.00	\$257,179.82	\$257,179.82
EXPENSES	\$121,349.79	\$133,961.27	\$134,766.66	\$136,104.00		\$150,991.00	\$136,104.00	\$136,104.00
TOTAL	\$355,738.37	\$365,855.93	\$374,150.97	\$390,633.05		\$417,471.00	\$393,283.82	\$393,283.82
RECREATION								
SALARIES	\$20,202.00	\$27,725.18	\$31,266.62	\$31,267.00		\$64,343.00	\$31,267.00	\$31,267.00
EXPENSES	\$0.00	\$9,368.91	\$1.00	\$1.00				
TOTAL	\$20,202.00	\$37,094.09	\$31,266.62	\$31,268.00		\$64,343.00	\$31,267.00	\$31,267.00

OPERATING BUDGET Department Breakdown		FY15 ACTUAL	FY16 ACTUAL	FY17 ACTUAL	FY18 ADOPTED	FY19 DEPT REQUESTS	FY19 TA/BOS BUDGET	FY19 FINAL
HISTORICAL								
EXPENSES		\$6,493.00	\$6,234.67	\$6,489.02	\$6,493.00	\$6,493.00	\$6,493.00	\$6,493.00
TOTAL		\$6,493.00	\$6,234.67	\$6,489.02	\$6,493.00	\$6,493.00	\$6,493.00	\$6,493.00
OAK GROVE FARM COMM								
EXPENSES		\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00
TOTAL		\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00	\$1,636.00
LINE 7 CULTURE & RECREATION		\$388,004.37	\$415,840.15	\$419,422.61	\$435,911.05	\$495,824.00	\$438,560.82	\$438,560.82
DEBT SERVICE								
PRINCIPAL		\$824,275.50	\$809,480.50	\$1,349,460.00	\$1,338,024.00	\$1,277,675.00	\$1,277,674.50	\$1,277,674.50
INTEREST		\$228,165.63	\$193,038.42	\$568,243.86	\$602,924.81	\$1,084,552.40	\$1,084,552.57	\$1,084,552.57
TOTAL		\$1,052,441.13	\$1,002,518.92	\$1,917,703.86	\$1,940,948.81	\$2,362,227.40	\$2,362,227.07	\$2,362,227.07
LINE 8 DEBT SERVICE		\$1,052,441.13	\$1,002,518.92	\$1,917,703.86	\$1,940,948.81	\$2,362,227.40	\$2,362,227.07	\$2,362,227.07
TOTAL BUDGET		\$25,334,074.13	\$25,830,724.03	\$28,101,263.58	\$29,355,965.09	\$32,033,219.73	\$30,898,428.98	\$30,898,428.98
TOTAL BUDGET								
DISCRETIONARY		\$25,334,074.13	\$25,830,724.03	\$28,101,263.58	\$29,355,965.09	\$32,033,219.73	\$30,898,428.98	\$30,898,428.98
NON-DISCRETIONARY**		\$19,774,259.00	\$20,069,801.11	\$21,120,932.72	\$21,946,033.28	\$23,611,594.23	\$22,550,604.81	\$22,550,604.81
		\$5,559,815.13	\$5,760,922.92	\$6,980,330.86	\$7,409,931.81	\$8,421,625.50	\$8,347,824.17	\$8,347,824.17
		\$25,334,074.13	\$25,830,724.03	\$28,101,263.58	\$29,355,965.09	\$32,033,219.73	\$30,898,428.98	\$30,898,428.98

** General Insurance
Benefits
Tri-County
Debt

WATER ENTERPRISE FUND

	2015	2016	2017	2018	2019	
	ACT	ACT	ACT	ACT	PROJ	
WATER ENTERPRISE REVENUE						
WATER USER CHARGES	\$ 720,681.09	\$ 853,744.62	\$872,104.23	\$814,608.62	\$905,638.44	
PRIOR YR USE CHARGES	\$ 52,866.76	\$ 86,607.99	\$50,147.67	\$62,014.42	\$0.00	
CAP ASSESSMENT	\$ 281,299.88	\$ 322,104.86	\$329,170.76	\$355,860.41	\$300,000.00	
PENALTIES/INTEREST	\$ 10,152.72	\$ 14,566.70	\$10,642.37	\$13,218.65	\$10,500.00	
LIENS	\$ 66,630.76	\$ 53,336.34	\$50,119.59	\$43,922.59	\$50,000.00	
ENTRANCE FEES	\$ 29,300.00	\$ 52,800.00	\$57,200.00	\$74,590.00	\$54,450.00	
METER ON OFF	\$ 140.00	\$ 350.00	\$1,025.00	\$812.00	\$500.00	
CROSS CONNECTIONS	\$ 6,800.00	\$ 6,850.00	\$6,500.00	\$7,374.73	\$6,500.00	
INVESTMENT INCOME	\$ 702.48	\$ 951.48	\$1,383.67	\$1,426.91	\$750.00	
MISC	\$ 9,587.71	\$ 18,790.07	\$19,500.13	\$14,343.13	\$12,700.00	
SUBTOTAL	\$ 1,178,161.40	\$ 1,410,102.06	\$ 1,397,793.42	\$ 1,388,171.46	\$ 1,341,038.44	
SURPLUS (BALANCE BUDGET)					\$ -	
SURPLUS (ARTICLES)	\$ 293,686.00	\$ 294,128.00	\$ 194,019.14	\$ -	\$ 29,955.63	
WATER REVENUE TOTAL	\$ 1,471,847.40	\$ 1,704,230.06	\$ 1,591,812.56	\$ 1,388,171.46	\$ 1,370,994.07	
WATER ENTERPRISE COSTS						
WAGES	\$ 302,491.86	\$ 290,147.25	\$287,710.03	\$328,323.42	\$335,968.00	
EXPENSES	\$327,552.90	\$ 309,116.87	\$350,171.89	\$328,284.89	\$387,651.98	
DEBT	\$293,368.00	\$ 285,441.05	\$357,757.95	\$442,335.63	\$375,982.00	\$1,099,601.98
ARTICLE	\$ 43,686.00	\$ 12,980.00		\$20,100.00	\$0.00	\$0.00
CAPITAL OUTLAY/misc	\$ 250,000.00	\$ -			\$24,389.33	
RESERVE FUND		\$ 30,000.00	\$20,000.00	\$0.00	\$0.00	
UNPAID BILLS		\$ 3,105.72	\$780.00	\$0.00	\$5,566.30	
OTHER		\$ -	\$0.00	\$0.00	\$0.00	
HEALTH	\$ 43,443.00	\$ 45,615.15	\$47,895.91	\$50,290.70	\$53,284.23	
PENSION	\$ 17,231.00	\$ 18,092.55	\$18,997.18	\$19,947.04	\$21,134.37	
SHARED EMPLOYEES	\$ 30,937.00	\$ 32,483.85	\$34,108.04	\$35,813.44	\$37,945.22	
ADDITIONAL W/S CLK HRS		\$ 30,000.00	\$31,500.00	\$33,075.00	\$35,043.77	
AUTO LIAB/COMP	\$ 16,980.00	\$ 17,829.00	\$18,720.45	\$19,656.47	\$20,826.51	
OTHER - ADMIN	\$ 59,682.00	\$ 62,666.10	\$65,799.41	\$69,089.38	\$73,201.89	\$271,391.62
WATER COSTS TOTAL	\$ 1,385,371.76	\$ 1,137,477.54	\$ 1,233,440.85	\$ 1,346,915.97	\$ 1,370,993.60	\$1,370,993.60
SURPLUS/DEFICIT	\$ 86,475.64	\$ 566,752.52	\$ 358,371.71	\$ 41,255.49	\$ 0.47	
SUB TOTAL TRANSFERS TO GENERAL FUND	\$ 168,273.00	\$ 206,686.65	\$ 217,020.98	\$ 227,872.03	\$241,435.99	
NET WATER OPERATING COSTS	\$ 1,217,098.76	\$ 930,790.89	\$ 1,016,419.87	\$ 1,119,043.94	\$1,099,601.98	
WATER ARTICLES					\$29,955.63	
TOTAL ENTERPRISE COSTS	\$ 1,385,371.76	\$ 1,137,477.54	\$ 1,233,440.85	\$ 1,346,915.97	\$1,370,993.60	
NOTE: BORROWING AUTHORIZATION	\$ 500,000.00					
					DOR Certified	
					Surplus Available	\$591,574.00

	2015 ACT	2016 ACT	2017 ACT	2018 ACT	2019 PROJ	
SEWER ENTERPRISE REVENUE						
SEWER USER CHARGES	\$ 789,479.29	\$ 1,023,817.17	\$ 1,012,907.79	\$ 993,833.90	\$ 1,083,000.00	
PRIOR YEAR SEWER CHARGES	\$ 73,313.37	\$ 77,114.17	\$ 62,912.10	\$ 89,799.16	\$ -	
INTEREST	\$ 440.92	\$ 634.09	\$ 1,325.63	\$ 1,388.15	\$ 1,000.00	
PENALTIES	\$ 9,595.04	\$ 11,676.03	\$ 9,488.09	\$ 12,779.88	\$ 9,500.00	
LIENS	\$ 66,502.34	\$ 45,484.48	\$ 46,610.75	\$ 40,488.74	\$ 47,000.00	
ENTRANCE FEES	\$ 36,000.00	\$ 73,500.00	\$ 140,400.00	\$ 81,180.00	\$ -	
OTHER REVENUE	\$ 600.00	\$ 4,300.00	\$ 1,550.00	\$ 650.00	\$ 36,090.00	
SUBTOTAL	\$ 975,930.96	\$ 1,236,525.94	\$ 1,275,194.36	\$ 1,220,119.83	\$ 1,178,590.00	
BETTERMENTS	\$ 282,997.00	\$ 275,787.50	\$ 263,640.63	\$ 234,235.00	\$ 200,000.00	
SURPLUS	\$ 228,116.00	\$ 134,350.00	\$ 146,016.84		\$ 183,691.33	
TOTAL SEWER ENTERPRISE REVENUE	\$ 1,487,043.96	\$ 1,646,663.44	\$ 1,684,851.83	\$ 1,454,354.83	\$ 1,562,281.33	
SEWER ENTERPRISE COSTS						
WAGES	\$ 217,154.68	\$ 207,764.15	\$ 206,174.76	\$ 229,563.18	\$ 247,075.00	
EXPENSES	\$ 109,921.77	\$ 76,424.22	\$ 60,843.84	\$ 84,057.43	\$ 129,281.00	
CHARLES RIVER POLLUTION CONTROL	\$ 350,660.00	\$ 466,870.00	\$ 457,980.00	\$ 476,007.00	\$ 548,620.00	
DEBT	\$ 319,144.84	\$ 365,861.50	\$ 307,482.47	\$ 324,300.46	\$ 256,075.00	\$ 1,181,051.00
ARTICLE	\$ -					
CAPITAL OUTLAY	\$ 228,116.00	\$ 159,220.00	\$ 21,000.00	\$ -	\$ 183,691.33	\$ 183,691.33
RESERVE FUND						
UNPAID BILLS		\$ 1,350.00				
HEALTH	\$ 40,321.25	\$ 42,337.31	\$ 44,454.18	\$ 46,676.88	\$ 53,077.00	
PENSION	\$ 14,097.87	\$ 14,802.76	\$ 15,542.90	\$ 16,320.04	\$ 18,557.80	
SHARED EMPLOYEES	\$ 30,937.13	\$ 32,483.98	\$ 34,108.18	\$ 35,813.59	\$ 40,724.24	
OTH - AUTO LIAB/COMP	\$ 13,892.85	\$ 14,587.50	\$ 15,316.88	\$ 16,082.72	\$ 18,287.93	
OTH - ADMIN	\$ 50,816.04	\$ 53,356.84	\$ 56,024.68	\$ 58,825.92	\$ 66,891.95	\$ 197,538.92
SEWER COSTS TOTAL	\$ 1,375,062.43	\$ 1,435,058.26	\$ 1,218,927.88	\$ 1,287,647.22	\$ 1,562,281.25	\$ 1,562,281.25
SURPLUS/(DEFICIT)	\$ 111,981.53	\$ 211,605.18	\$ 465,923.95	\$ 166,707.61	\$ 0.08	
SUB TOTAL TRANSFERS TO GENERAL FUND	\$ 150,065.14	\$ 157,568.39	\$ 165,446.81	\$ 173,719.15	\$ 197,538.92	
NET SEWER OPERATING COSTS	\$ 1,224,997.29	\$ 1,277,489.87	\$ 1,053,481.07	\$ 1,113,928.07	\$ 1,181,051.00	
SEWER ARTICLES					\$ 183,691.33	
TOTAL ENTERPRISE COSTS	\$ 1,375,062.43	\$ 1,435,058.26	\$ 1,218,927.88	\$ 1,287,647.22	\$ 1,562,281.25	

DOR Certified	
Surplus Available	\$ 578,226.00

THIS BUDGET DOES NOT INCLUDE FORM 8 REQUESTS

MILLIS PERSONNEL PLAN SCHEDULES

FY2019

7/1/18 Effective Date

SCHEDULE A
CLASSIFICATION PLAN
SALARIED-WEEKLY AND STIPENDS
GRADE POSITION

	STEP	1	2	3	4	5	6	7	8	9	10	
17	DIRECTOR OF PUBLIC WORKS	\$ 2,075.57	\$ 2,128.79	\$ 2,183.37	\$ 2,239.36	\$ 2,296.78	\$ 2,354.20	\$ 2,413.05	\$ 2,473.38	\$ 2,535.21	\$ 2,598.59	
16	VACANT	\$ 1,676.70	\$ 1,713.25	\$ 1,751.74	\$ 1,791.22	\$ 1,832.14	\$ 1,873.56	\$ 1,915.46	\$ 1,957.86	\$ 2,001.71	\$ 2,048.49	
15	VACANT	\$ 1,580.22	\$ 1,616.29	\$ 1,652.34	\$ 1,689.86	\$ 1,727.86	\$ 1,766.85	\$ 1,806.80	\$ 1,846.77	\$ 1,888.67	\$ 1,931.54	
12	OPERATIONS SUPPORT MANAGER	\$ 1,290.78	\$ 1,320.02	\$ 1,348.77	\$ 1,380.44	\$ 1,410.17	\$ 1,442.33	\$ 1,474.97	\$ 1,508.60	\$ 1,541.72	\$ 1,576.32	
11	UNFILED	\$ 1,194.79	\$ 1,223.05	\$ 1,249.85	\$ 1,278.60	\$ 1,305.89	\$ 1,337.07	\$ 1,365.34	\$ 1,397.99	\$ 1,427.71	\$ 1,460.84	
11A*	COA DIRECTOR*	\$ 746.75	\$ 764.41	\$ 781.16	\$ 799.12	\$ 816.19	\$ 835.67	\$ 853.34	\$ 873.75	\$ 892.32	\$ 913.04	
9C*	PLUMBING&GAS INSPECTOR WIRING INSPECTOR	Slipend of \$6,240/year plus \$40 per inspection Slipend of \$4,811/year plus \$40 per inspection										
8A*	DEP. BUILDING INSPECTOR DEP. PLUMB/GAS INSPECTOR DEP. WIRING INSPECTOR DEP. WIRING INSPECTOR 2	Slipend of \$12,480/year plus \$40 per inspection Slipend of \$11,155/year plus \$40 per inspection Slipend of \$11,155/year plus \$40 per inspection Slipend of \$3,000/year plus \$40 per inspection										
* = Part time												
	HOURLY GRADE	POSITION										
4	DISPATCHER/PART TIME	\$ 17.91	\$ 18.32	\$ 18.76	\$ 19.18	\$ 19.60	\$ 20.05	\$ 20.50	\$ 20.97	\$ 21.45	\$ 21.93	
	PUBLIC SAFETY	POSITION										
PS9	DEPUTY FIRE CHIEF/EMT*	1	2	3	4	5	6	7	8	9	10	
		\$ 30.87	\$ 31.57	\$ 32.29	\$ 32.98	\$ 33.75	\$ 34.49	\$ 35.28	\$ 36.08	\$ 36.89	\$ 37.70	
	FF ST/PEND/YEAR	\$ 1,454.00										
PS8	VACANT	\$ 28.60	\$ 29.23	\$ 29.88	\$ 30.56	\$ 31.24	\$ 31.95	\$ 32.66	\$ 33.40	\$ 34.15	\$ 34.91	
PS6	FIRE CAPTAIN/EMT											
		\$ 25.48	\$ 26.05	\$ 26.63	\$ 27.22	\$ 27.83	\$ 28.46	\$ 29.10	\$ 29.76	\$ 30.41	\$ 31.11	
	FF ST/PEND/YEAR	\$ 926.00										
PS4	FIRE LIEUTENANT/EMT											
		\$ 22.47	\$ 22.97	\$ 23.49	\$ 24.00	\$ 24.57	\$ 25.09	\$ 25.67	\$ 26.23	\$ 26.82	\$ 27.43	
	FF ST/PEND/YEAR	\$ 740.00										
PS2	FIRE FIGHTER/EMT											
		\$ 20.00	\$ 20.45	\$ 20.76	\$ 21.37	\$ 21.85	\$ 22.33	\$ 22.84	\$ 23.34	\$ 23.87	\$ 24.41	
	FF ST/PEND/YEAR	\$ 553.00										
PS2	PERM. INTER. POLICE OFFICER LOCKUP KEEPER	\$ 19.41	\$ 19.84	\$ 20.15	\$ 20.75	\$ 21.21	\$ 21.68	\$ 22.17	\$ 22.67	\$ 23.17	\$ 23.70	
	EMT STIPEND											
		\$ 1,092.00										
	SCHOOL TRAFFIC SUPERVISORS	\$ 17.50	\$ 18.38	\$ 19.82								

FY2019

7/1/18 Effective Date
SCHEDULE A
CLASSIFICATION PLAN
SALARIED-WEEKLY AND STIPENDS
GRADE POSITION
APPOINTED SPECIALS

EMERG MGMT DIR	\$ 737.00	PER	YEAR	CLASS A MOTOR VEHICLE OPERATOR	\$ 1038.84	PER	YEAR
DEPUTY CHIEF OF POLICE	\$ 737.00	PER	YEAR	VETERAN SERVICES TAKER	\$ 10712.00	PER	YEAR
DEPUTY CHIEF OF POLICE	\$ 737.00	PER	YEAR	ELECTRONIC WORKER	\$ 11.57	PER	YEAR
DATA PROCESSING MANAGER	\$ 3,160.00	PER	YEAR	PERMANENT INTRINMT. SPECIAL RESERVE			
ASST. DATA PROC. MANAGER	\$ 2,449.00	PER	YEAR	POLICE DETAIL RATE	\$ 51.12	PER	YEAR
CERTIFIED WATER OPERATOR I	\$ 1,385.00	PER	YEAR	DPW SEASONAL WORKER	\$ 12.36	PER	YEAR
CERTIFIED WATER OPERATOR II	\$ 1,731.00	PER	YEAR	LIBRARY PAGE	STATE MIN. WAGE		
ZONING BOARD OF APPEAL MEMBER	\$ 158.00	PER	YEAR	BOARD OF REGISTRARS -CHAIR	\$ 344.80	PER	YEAR
RESPIRE CARE PROGRAM MANAGER	\$ 19.14	PER	HOUR	BOARD OF REGISTRARS MEMBER	\$ 106.09	PER	YEAR
RESPIRE CARE ACTIVITIES COORDINATOR	\$ 11.16	PER	HOUR	SNOW CONTRACTOR MEMBER	\$ 1.03	PER	YEAR
RESPIRE CARE ACTIVITIES COORDINATOR	\$ 12.75	PER	HOUR	SNOW CONTRACTOR MEMBER WEEKEND	\$ 33.08	PER	YEAR
COA DISPATCHER	\$ 14.85	PER	HOUR	SNOW MANAGEMENT STIPEND AFTER 8 STORMS	\$ 2,250.81	PER	YEAR
PLANNING BOARD MEMBER	\$ 50.00	PER	YEAR	SNOW MANAGEMENT STIPEND AFTER 12 STORMS	\$ 1,125.40	PER	YEAR
				BOARD OF ASSESSORS MEMBER	\$ 321.00	PER	YEAR
				DEPUTY ANIMAL CONTROL WEEKEND COVERAGE	\$ 89.14	PER	DAY
				DEPUTY ANIMAL CONTROL WEEKNIGHT COVERAGE	\$ 21.64	PER	NIGHT



TOWN OF MILLIS

James J. McCaffrey
Catherine C. MacInnes
Loring Barnes Edmonds

OFFICE OF THE BOARD OF SELECTMEN

Veterans Memorial Building
900 Main Street • Millis, MA 02054
Phone: 508-376-7040
Fax: 508-376-7053

Michael Guzinski
Town Administrator
mguzinski@millis.net

Karen M. Bouret
Operations Support Manager
kbouret@millis.net

Fiscal Year 2019 Unfunded Capital Project Report

Department	Project	Cost
School	Instructional Resources	\$20,000
School	(40) Teacher Laptops	\$17,200
School	Outdoor Sound System	\$9,750
School	Entrance/Stairwell Runners/Mats	\$7,000
School	Mower/Parts for current John Deere	\$14,750
School	Floor Washing Machine	\$10,000
School	HVAC Units	\$16,500
School	Skid Steer Tractor/Plow	\$40,000
School	Convert Storage Area into Office	\$8,500
Public Works	Ford F450 Bucket Truck	\$95,000
Public Works	DPW Complex-Reconstruction/Repair	\$2,250,000
Public Works	Local Road Improvements	\$5,000,000

The Town of Millis is an equal opportunity employer.

FALL 2018 TOWN MEETING ARTICLE LIST

1. Unpaid Bills (\$19,505.12)
2. Unemployment Account
3. Sanitary Landfill Monitoring Services
4. FY18 Snow & Ice Deficit
5. FY19 Financial & Economic Development Director/Planner Consulting
6. Increase Spending Authorization on Recreation Revolving Fund
7. Rescind Balance of Unneeded Borrowing Authorizations
8. Purchase of Used Bus (from Bus Stabilization Account)
9. Capital Items
10. Police Cruisers Lease Payment
11. OPEB
12. Stabilization Fund
13. Retail Marijuana (1) Licensing Limitations/Zoning
14. Retail Marijuana (2) Special Permit/Zoning
15. Retail Marijuana (3) Board of Selectmen as Licensing Authority
16. Retail Marijuana (4) Public Consumption
17. Cell Tower Lease Authorization

TOWN OF MILLIS
FALL ANNUAL TOWN MEETING
MONDAY, NOVEMBER 5, 2018

The Fall Annual Business Meeting of the Town of Millis was held on Monday, November 5, 2018 in the George C. Roy Auditorium of the Millis Middle/ High School and was called to order by the Moderator, Erin Underhill, at 7:35 p.m.

The Town Warrant calling this business meeting was signed on October 15, 2018, by Selectmen Catherine C. MacInnes, Loring Barnes Emonds and James J. McCaffrey, and was posted on October 17, 2018, by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:

Susan Ferzoco
Joanne Gannon
Susanne Locklin
Christine McCaffrey
Carol McColl
Mary Walsh

Constable at the meeting was Nathan Maltinsky

Tellers appointed and sworn in for the auditorium:

Joyce Boiardi	Patricia Sjogren
Susan Ferzoco	Susan Vara
Scott Fuzy	Charlie Vecchi
Joanne Gannon	Mary Walsh
Bonnie Hilton	

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag.

The Moderator thanked Robert Volpicelli for his 40 years of service to the Town of Millis in several capacities including Fire Chief.

The Moderator thanked board members, committee members, and all members of the community who volunteer their time and expertise in assisting in the operation of the Town of Millis.

The Moderator then made opening remarks concerning the seventeen business articles to be acted upon this evening. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools prepare article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Commit-

tee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. Town Meeting members present tonight will make the final decision on these budgets and articles.

The Moderator then gave a brief description of the procedures to be followed this evening. A simple majority vote is required for most articles. This will be done through a voice vote. A standing vote count will be taken should there be any question of the voice vote. It will be clearly stated when a two-thirds or four-fifths majority vote is required. Procedural issues such as: Main Motion and Amendment, Moving the Question, Point of Order, Standing Count, and Reconsideration of Articles were explained by the Moderator.

A Finance Committee member will make the initial motion which will be seconded. This person will be recognized to present the rationale for acceptance or defeat of the article under consideration. The Moderator will then open the subject for discussion. All commentary must be directed through the Moderator.

Ms. Underhill introduced Ms. Jodie Garzon, Chairman, Millis Finance Committee, for opening remarks. Ms. Garzon introduced members of the Finance Committee, as follows: Peter Berube - Vice Chairman, Doug Riley - Clerk, Jim Bullion, Peter Jurmain, Shawn Power and Craig Schultze.

These are some of the issues your Finance Committee, Town Administrator, and Board of Selectmen are trying to resolve on a regular basis. The Finance Committee attempts to balance all concerns of the Town and make appropriate recommendations. However, the final decisions will be made tonight by Town meeting members.

Motion was made by Jodi Garzon and seconded by Peter Berube that the reading of the warrant and return of service thereof be omitted and it was voted.

Motion was made by Jodi Garzon and seconded by Peter Berube that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was voted.

Moderator Underhill introduced Representative David Linsky and thanked him for his continued support.

Craig Schultz explained to the meeting members that Free Cash is \$1.4 million (much higher than normal) due to a one-time accounting error of \$600,000.

ARTICLE 1. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds the sum of **\$19,505.12** for unpaid bills, or act in any manner relating thereto.
(Submitted by the Board of Selectmen)

DEPARTMENT	VENDOR	AMOUNT
VARIOUS	Patriot Disposal	\$515.25
SELECTMEN T	CG NETWORK SERVICES	\$1,080.00
SELECTMEN	Mead, Talerman & Costa	\$6,693.25
SELECTMEN	Eversource	\$700.16
SELECTMEN	Eversource	\$2,000.66
LIBRARY	Commercial Boiler Systems	\$1,900.00
DPW	SiteOne	\$259.50
ZBA	Member Stipend	\$790.00

TOTAL GENERAL FUND UNPAID BILLS	\$13,938.82
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DEPARTMENT	VENDOR	AMOUNT
DPW	Bartlett & Brillon	\$ 5,566.30

TOTAL WATER ENTERPRISE UNPAID BILLS \$ 5,566.30

TOTAL UNPAID BILLS	\$19,505.12
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VOTED UNANIMOUSLY (4/5 VOTE REQUIRED) that the Town appropriate and raise by taxation the sum of \$13,938.82, and to transfer from the Water Enterprise Fund the sum of \$5,566.30 for a total sum of \$19,505.12 for unpaid bills as printed in the warrant.

ARTICLE 2. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds the sum of **\$16,500** to the Unemployment Account, or act in any manner relating thereto. (Submitted by the Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town appropriate and raise by taxation the sum of **\$16,500** to the Unemployment Account.

ARTICLE 3. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds the sum of **\$10,000** to replenish the Sanitary Landfill Monitoring Services Account, or act in any manner relating thereto. (Submitted by the Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town transfer from Certified Free Cash the sum of **\$10,000** to replenish the Sanitary Landfill Monitoring Services Account.

ARTICLE 4. To see if the Town will vote to transfer from available funds the sum of **\$197,591.50** to fully fund the FY18 Snow & Ice Deficit, or act in any manner relating thereto. (Submitted by the Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town transfer from Certified Free Cash the sum of **\$197,591.50** to fully fund the FY18 Snow & Ice Deficit.

ARTICLE 5. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds the sum of **\$42,500** to increase the Board of Selectmen Expenses - Professional Consulting Line Item from Article 4 of the Annual Town Meeting of May 14, 2018, or act in any manner relating thereto. (Submitted by the Board of Selectmen)

PASSED BY MAJORITY VOTE (MAJORITY VOTE REQUIRED) that the Town appropriate and raise by taxation the sum of **\$42,500** to increase the Board of Selectmen Expenses - Professional Consulting Line Item from Article 4 of the Annual Town Meeting of May 14, 2018.

ARTICLE 6. To see if the Town will vote to increase the spending authorization on the MGL Chapter 44, Section 53-1/2 **Recreation Revolving fund** up to **\$200,000**, or act in any manner relating thereto.

Town Clerk Lisa Jane Hardin asked what the current Recreation Revolving Fund is now. Answer was \$60,000.

PASSED BY MAJORITY (MAJORITY VOTE REQUIRED) that the Town increase the spending authorization on the MGL Chapter 44, Section 53-1/2 Recreation Revolving fund up to **\$200,000**.

ARTICLE 7. To see if the Town will vote to rescind the following approved but unissued debt authorizations:

\$30,000 - Article 8 of the ATM of November 2, 2009 for the water main at the Pleasant Street Bridge.

\$96,000 - Article 29 of the ATM of May 13, 2013 for the water system improvements.

\$25,000 – Article 49 of the ATM of May 12, 2014 for masonry repair at the Veterans Memorial Building.

\$16,400 – Article 20 of the ATM of November 15, 2012 for culvert improvements on Main Street.

Or act in any manner relating thereto. (Submitted by the Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town rescind the approved but unissued debt authorizations as listed in the Warrant.

ARTICLE 8. To see if the Town will vote to transfer from the School Bus Stabilization Fund the sum of **\$45,000** for the purchase/buy-out of one used school bus at the end of lease, or act in any manner relating thereto. (Submitted by the School Committee)

VOTED UNANIMOUSLY (2/3 VOTE REQUIRED) that the Town transfer from the School Bus Stabilization Fund the sum of **\$45,000** for the purchase/buy-out of one used school bus at the end of lease.

ARTICLE 9. To see if the Town will vote to appropriate and raise by taxation, transfer from available funds, or borrow the sum of **\$663,018** to fund the following capital items:

Department	Item	Cost
Elections	Purchase of Poll Pads & Voting Booths	\$20,000
IT	Purchase of Hardware & Software	\$50,000
Buildings/COA	Replace Flooring in Room 21 of VMB	\$10,000
Police	New Police Cruiser	\$41,143
DPW	Sewer I/I Phase V	\$169,302
DPW	4X4 Pickup Truck & related equipment	\$43,168
DPW	Pavement Management Plan	\$39,800
School	MS/HS Intercom/Phone/PA System	\$100,000
School	MS/HS Library Floor Replacement	\$45,000
School	MS/HS Auditorium Repair	\$104,605
School	MS/HS Locker Replacement	\$20,000
School	MS/HS Furniture Replacement	\$20,000
Total		\$663,018

Or act in any manner relating thereto.

(Submitted by the Board of Selectmen)

VOTED UNANIMOUSLY (2/3 VOTE REQUIRED) after discussion, that the Town transfer from Certified Free Cash the sum of \$314,060.34, transfer from the Sewer Enterprise Reserve the sum of \$183,691.33, transfer from the Water Enterprise Reserve the sum of \$14,389.33, for a total sum of **\$512,141.00** to fund the following capital items, and to authorize the Board of Selectmen to enter into a three year Lease/Purchase of One (1) 2018 Police Interceptor Utility and related appurtenances for use by the Police Department:

Department	Item	Cost
Elections	Purchase of Poll Pads & Voting Booths	\$20,000
IT	Purchase of Hardware & Software	\$50,000
Buildings/COA	Replace Flooring in Room 21 of VMB	\$10,000
Police	New Police Cruiser	\$14,871
DPW	Sewer I/I Phase V	\$169,302
DPW	4X4 Pickup Truck & related equipment	\$43,168
DPW	Pavement Management Plan	\$39,800
School	MS/HS Intercom/Phone/PA System	\$100,000
School	MS/HS Library Floor Replacement	\$45,000
School	MS/HS Furniture Replacement	\$20,000
Total		\$512,141

ARTICLE 10. To see if the Town will vote to appropriate and raise by taxation, or transfer from available funds the sum of **\$50,302.31** for the payment of year two of a three year lease/purchase of 4 police cruisers, or act in any manner relating thereto.

(Submitted by the Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town appropriate and raise by taxation the sum of **\$50,302.31** for the payment of year two of a three year lease/purchase of 4 police cruisers.

ARTICLE 11. To see if the Town will vote to appropriate and raise by taxation, or transfer from available funds a sum of money for the **OPEB Trust Fund**, or act in any manner relating thereto.

(Submitted by the Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town transfer from Certified Free Cash the sum of \$50,000 for the **OPEB Trust Fund**.

ARTICLE 12 . To see if the Town will vote to appropriate and raise by taxation, or transfer from available funds a sum of money for the **Stabilization Fund**, or act in any manner relating thereto.

(Submitted by the Board of Selectmen)

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town transfer from Certified Free Cash the sum of \$300,000 for the **Stabilization Fund**.

ARTICLE 13 To see if the Town will vote to amend the Zoning Bylaw by amending Section V., Use Regulations, by repealing Subsection G., “Temporary Moratorium On Recreational Marijuana Establishments” adopted by Town Meeting in November, 2017, and replacing it with the following new Subsection G, the purpose of which is **to limit the number of Marijuana Retailers to no more than greater of one (1) or 25% of the number of licenses issued within the Town** under § 15 of M.G.L. c. 138, for the retail sale of alcoholic beverages not to be drunk on the premises where sold, as follows:

G. Marijuana Retailers.

The number of Marijuana Retailers, as defined in G.L. c., 94G, § 1, and 935 CMR 500.000, that shall be permitted in the Town of Millis is limited to the greater of one (1) or twenty-five percent (25%) of the number of licenses issued within the Town under § 15 of M.G.L. c. 138 for the retail sale of alcoholic beverages not to be drunk on the premises where sold.

Or take any other action relative thereto.

(Submitted by the Board of Selectmen)

Moderator Erin Underhill informed Town Meeting members that the Planning Board, at an open public hearing held on Tuesday, September 11, 2018 and continued on Tuesday, September 25, 2018 at the Veterans Memorial Building, voted unanimously to recommend approval of this article as written.

Motion made and seconded that Article 13 be amended to state limit to the greater of two (2) and 50% instead of limited to the greater of one (1) or twenty-five percent (25%) of the number of

licenses issued within the Town under § 15 of M.G.L. c. 138 for the retail sale of alcoholic beverages not to be drunk on the premises where sold.

Per Voice Vote Motioned Failed.

Town Clerk Lisa Jane Hardin stood and stated if seven (7) people stand to question the vote it can be requested that a Standing Count be taken. Seven additional residents stood.

Motion to amend Article 13 by changing the stated limit to two (2) and 50% FAILED BY STANDING COUNT OF YES 32 NO 83.

The original motion was then voted.
VOTED BY MAJORITY VOTE (STANDING COUNT 123 IN FAVOR, 9 OPPOSED) that the Town amend Section V. Subsection G. of the Zoning Bylaw as described above and in the warrant.

ARTICLE 14. To see if the Town will vote to **amend the Zoning Bylaws**, as most recently amended, by amending the various sections identified herein as follows, or to take any other action related thereto.

By amending Section V, Use Regulations, Table 1, Use Regulations, Retail & Service uses, by adding a new use #42, "Recreational Marijuana Establishments" so that such use is allowed by special permit in the I-P-2 zoning district, as follows:

	R-T	R-S	R-V	R-V-C	C-V	C-V-2	V-B	I-P	I-P-2
42. Recreational Marijuana Establishments	N	N	N	N	N	N	N	N	SPB

By amending Section XIII, Special Permit Conditions, by adding a new Subsection V. Recreational Marijuana Establishments, as follows, and to amend the Table of Contents to add Section XIII, Subsection V. Recreational Marijuana Establishments:

V. Recreational Marijuana Establishments

1. Purpose: To provide for the placement of Marijuana Establishments, in accordance with G.L. c. 94G, and 935 CMR 500.000, in locations suitable for lawful Marijuana Establishments and to minimize adverse impacts of Marijuana Establishments on adjacent properties, residential neighborhoods, historic districts, schools, playgrounds, and other locations where minors congregate, by regulating the siting, design, placement, security, and removal of Marijuana Establishments.

2. General Regulations: Marijuana Establishments, as defined in G.L. c., 94G, § 1, and 935 CMR 500.000, may be permitted in the I-P-2 district pursuant to a Special Permit issued by the Planning Board, subject to the provisions of this Bylaw.

a. Location

(1) Marijuana Retailers, as that term is defined in G.L. c. 94G, § 1 and 935 CMR 500.000, may not be located within 500 feet of a pre-existing public or private school providing education in kindergarten or any of grades 1 through 12, and 1,500 feet of the following other uses within the Town of Millis:

- (a) child care facility;
- (b) library;
- (c) playground;
- (d) public park;
- (e) youth center;
- (f) public swimming pool;
- (g) video arcade facility;
- (h) similar facility in which minors commonly congregate in an organized, ongoing basis;
- (i) place of worship; or
- (j) residential zoning district as identified in Section III. A. of the Millis Zoning Bylaws.

(2) Marijuana Establishments, other than Marijuana Retailers, may not be located within 500 feet of the following uses within the Town of Millis:

- (a) pre-existing public or private school providing education in kindergarten or any of grades 1 through 12;
- (b) child care facility;
- (c) library;
- (d) playground;
- (e) public park;
- (f) youth center;
- (g) public swimming pool;
- (h) similar facility in which minors commonly congregate in an organized, ongoing basis; or
- (i) place of worship.

(3) The distance under this section is measured in a straight line from the nearest point of the property line of the protected uses identified in this section to the nearest point of the property line of the proposed Marijuana Establishment.

(4) Marijuana Establishments shall be located in stand-alone facilities and shall not be allowed within a building or structure containing other retail, commercial,

residential, industrial, or other uses, except for co-location with another licensed Marijuana Establishment or Medical Marijuana Treatment Center.

b. Location waiver: The distance requirements may be reduced by twenty-five percent or less, but only if:

(1) the applicant demonstrates that the Marijuana Establishment would otherwise be effectively prohibited within the municipality; and

(2) the applicant demonstrates that the Marijuana Establishment will employ adequate security measures to prevent diversion of marijuana to minors.

c. Procedure

(1) Application: In addition to the materials required under Section XII.Q., the applicant shall include:

(a) a copy of its license issued by the Massachusetts Cannabis Control Commission ("CCC");

(b) a detailed floor plan of the premises of the proposed Marijuana Establishment that identifies the square footage available and describes the functional areas of the Marijuana Establishment;

(c) detailed site plans that include the following information:

(i) compliance with the requirements for parking and loading spaces, for lot size, frontage, yards and heights and coverage of buildings, and all other provisions of this Bylaw;

(ii) convenience and safety of vehicular and pedestrian movement on the site and for the location of driveway openings in relation to street traffic;

(iii) convenience and safety of vehicular and pedestrian traffic off the site, if vehicular and pedestrian traffic off-site can reasonably be expected to be substantially affected by on-site changes;

(iv) adequacy as to the arrangement and the number of parking and loading spaces in relation to the proposed use of the premises, including designated parking for home delivery vehicle(s), as applicable.

(v) design and appearance of proposed buildings, structures, freestanding signs, screening and landscaping; and

(vi) adequacy of water supply, surface and subsurface drainage and light.

(d) a description of security measures, including employee security policies, approved by the CCC;

(e) a copy of the emergency procedures approved by the CCC;

(f) a copy of the policies and procedures for the transfer, acquisition, or sale of marijuana products, as those are defined by G.L. c. 94G, § 1;

(g) a copy of proposed waste disposal procedures; and

(h) a description of any waivers from the CCC regulations issued for the Marijuana Establishment.

(2) The Planning Board shall refer copies of the application to the Building Department, Fire Department, Police Department, Board of Health, Conservation Commission, Department of Public Works and the Board of Selectmen, acting as Board of Water Commissioners. These boards/departments shall review the application and shall submit their written recommendations to the Planning Board. Failure to make written recommendations within 35 days of referral of the application shall be deemed lack of opposition.

(3) After notice and public hearing and consideration of application materials, consultant reviews, public comments, and the recommendations of other town boards and departments, the Planning Board may act upon the application.

3. Special Permit Conditions on Marijuana Establishments: The Planning Board shall impose conditions reasonably appropriate to improve site design, traffic flow, public safety, protect water quality, air quality, and significant environmental resources, preserve the character of the surrounding area and otherwise serve the purpose of this Bylaw. In addition to any specific conditions applicable to the applicant's Marijuana Establishment, the Planning Board shall include the following conditions in any special permit granted under this Bylaw:

- a. The permit holder, or the Marijuana Establishment Agent, as defined by 935 CMR 500.002, shall file a copy of any Incident Report required under 935 CMR 500.000 with the Zoning Enforcement Officer and the Planning Board within 24 hours of creation by the Marijuana Establishment. Such reports may be redacted as necessary to comply with any applicable state or federal laws and regulations;
- b. The permit holder, or the Marijuana Establishment Agent, shall file a copy of any deficiency statement, plan of correction, limitation of sales, summary cease and desist order, cease and desist order, quarantine order, summary suspension order, notice of violation, notice of hearing, and notice of final action issued by the CCC, or any other adjudicatory agency, as applicable, regarding the Marijuana Establishment, with the Zoning Enforcement Officer and Planning Board within 48 hours of receipt by the Marijuana Establishment or Marijuana Establishment Agent;
- c. The permit holder, or the Marijuana Establishment Agent, shall provide to the Zoning Enforcement Officer and Chief of the Police Department, the name, telephone number, and electronic mail address of the Marijuana Establishment Agent in the event that such person needs to be contacted after regular business hours to address an urgent issue. Such contact information shall be kept updated by the permit holder and the Marijuana Establishment Agent;
- d. The special permit shall be limited to the original applicant and is not transferable;
- e. The special permit shall lapse if the permit holder ceases operation of the Marijuana Establishment for a period of thirty (30) days, or upon the expiration, termination or nonrenewal of the applicant's license issued by the CCC;
- f. The permit holder, or the Marijuana Establishment Agent, shall annually provide the Zoning Enforcement Officer and the Planning Board with a copy of

the renewed license issued by the CCC, as well as any modification of the existing license, as approved by the CCC;

- g. The permit holder, or the Marijuana Establishment Agent, shall notify the Zoning Enforcement Officer and Planning Board in writing within 48 hours of the cessation of operation of the Marijuana Establishment or the expiration, termination or nonrenewal of the license issued by the CCC;
- h. No marijuana shall be smoked, eaten or otherwise consumed or ingested on the premises.

4. **Prohibition Against Nuisance:** No Marijuana Establishment shall be permitted to create a nuisance to abutters or to the surrounding areas, or create any hazard, including but not limited to, fire, explosion, fumes, gas, smoke, odors, obnoxious dust, vapors, offensive noise, or vibration, flashes, glare, objectionable effluent or electrical interference, which may impair the normal use and peaceful enjoyment of any property, structure or dwelling in the area. Any Marijuana Establishment that the Zoning Enforcement Officer or Planning Board finds has become a nuisance for any reason may be found in violation of the special permit.

5. **Severability:** The provisions of this Bylaw are severable. If any provision, paragraph, sentence, or clause of this Bylaw or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this Bylaw.

Or take any other action relative thereto.

(Submitted by the Planning Board)

Many residents spoke both in favor and against changing the Zoning By-laws. Many residents asked questions regarding the proposed plans for the property located at 1073 Main Street converting to a marijuana cultivation facility. Main topics were: the town would benefit from the tax money, odor will be too strong, location too close to the elementary school and businesses in the center of town. After a lengthy discussion it was moved and seconded to Move the Question.

PASSED BY 2/3 VOTE (STANDING COUNT: 84 IN FAVOR, 29 OPPOSED) (2/3 VOTE REQUIRED) that the Town vote to **amend the Zoning Bylaws**, as most recently amended, by amending the various sections identified above and in the warrant.

ARTICLE 15. To see if the Town will vote to amend the Town of Millis General By-laws, by adding the following section 49 to Article VIII, Police Regulations, or take any action thereto:

(Submitted by the Board of Selectmen)

49. Marijuana License

No person shall carry on the business to cultivate, process, package, deliver, obtain, manufacture, process, package, brand, sell or otherwise transfer, or test marijuana or marijuana products, or otherwise operate a Marijuana Establishment as defined by Massachusetts General Laws Chapter 94G within the Town unless annually licensed therefore by the Board of Selectmen.

The Board may adopt reasonable rules and regulations related to the issuance of such licenses, including the fees to be paid therefore and the conditions to be satisfied by any applicant for such a license.

Applicants for a license annually shall file an application on a form by the Board of Selectmen, signed under the penalties of perjury by the applicant, containing such information as the Board of Selectmen may reasonably require from time to time. Each applicant annually shall pay an application fee as may be reasonably determined from time to time by the Board of Selectmen.

The Board of Selectmen must act upon the application at one of their next two regularly scheduled meetings, holding a public hearing thereon, with due written notice provided to the applicant of the time, date and location where such hearing will be heard.

The Board of Selectmen may approve, deny or approve the application with conditions. Such decision shall be based on the evidence taken at the public hearing, consistent with the protection of the health, safety and welfare of the public, and consistent with the regulations promulgated by such board.

The Board of Selectmen may issue orders as appropriate to aid in the enforcement of this regulation and may enforce these provisions in equity, including the request for injunctive relief, in a court of competent jurisdiction. Any failure to comply with any Order issued hereunder shall result in the issuance of a formal warning. Any failure to comply with such a warning shall result in a fine of \$100.00. Any failure to comply after the issuance of said initial fine may be punishable by a subsequent fine of \$300.00. Each day of continued non-compliance shall constitute a separate violation. Further, the Board of Selectmen may hold a hearing, with notice to the licensee, to determine if such license should be modified, suspended or revoked.

Authority. Home Rule Amendment [art. 89 of the Amendments to the Massachusetts Constitution]; Charter, Article III, Section III-2, Massachusetts General Laws, Chapter 94G, § 3, 935 CMR 500.000.

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town amend the Town of Millis General By-laws, by adding section 49 to Article VIII, Police Regulations, as described above and in the warrant.

ARTICLE 16. To see if the Town will vote to amend the Town of Millis General By-laws, by adding the following section 50 to Article VIII, Police Regulations, or take any action thereto:
(Submitted by the Board of Selectmen)

50. Public Consumption Of Marijuana Or Tetrahydrocannabinol

No person shall smoke, ingest, or otherwise use or consume marijuana or tetrahydrocannabinol (as defined in G.L. c. 94C, § 1, as amended) while in or upon any street, sidewalk, public way, footway, passageway, stairs, bridge, park, playground, beach, recreation area, boat landing, public building, schoolhouse, school grounds, cemetery, parking lot, or any area owned by or under the control of the town; or in or upon any bus or other passenger conveyance operated by a common carrier; or in any place accessible to the public.

This by-law may be enforced through any lawful means in law or in equity including, but not limited to, enforcement by criminal indictment or complaint pursuant to G.L. c. 40, § 21, or by noncriminal disposition pursuant to G.L. c. 40, § 21D, by the Board of Selectmen, the Town Administrator, or their duly authorized agents, or any police officer. The fine for violation of this by-law shall be three hundred dollars (\$300) for each offense. Any penalty imposed under this by-law shall be in addition to any civil penalty imposed under G.L. c. 94C, § 32L.

VOTED UNANIMOUSLY (MAJORITY VOTE REQUIRED) that the Town amend the Town of Millis General By-laws, by adding section 50 to Article VIII, Police Regulations as described above and in the warrant.

ARTICLE 17. To see if the Town will vote to authorize the Board of Selectmen to lease a portion of the Town-owned land located 121 Norfolk Road for wireless communication purposes for a period not to exceed 30 years and upon such terms and conditions as the Board of Selectmen shall determine to be in the best interest of the Town and subject to the approval of the Massachusetts Department of Environmental Protection; and to authorize the Board of Selectmen to enter into any and all agreements and execute any and all instruments as may be necessary on behalf of the Town to effectuate the purposes of this article; or act in any manner relating thereto.
(Submitted by the Board of Selectmen)

VOTED UNANIMOUSLY (2/3 VOTE REQUIRED) that the Town authorize the Board of Selectmen to lease a portion of the Town-owned land located at 121 Norfolk Road for wireless communication purposes for a period not to exceed 30 years and upon such terms and conditions as the Board of Selectmen shall determine to be in the best interest of the Town and subject to the approval of the Massachusetts Department of Environmental Protection or any other applicable State entity; and to authorize the Board of Selectmen to enter into any and all agreements and execute any and all instruments as may be necessary on behalf of the Town to effectuate the purposes of this article.

Motion made by Jodi Garzon, Chairman, Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn sine die at 9:48 p.m., the business of the Warrant having been completed.

Lisa Jane Hardin
Town Clerk

BIRTHS RECORDED IN MILLIS - 2018

<u>Date</u>	<u>Child</u>	<u>Parents</u>
Jan. 15	Thalia Rose Levatt	Christopher T. & Kasey E. Dull
Jan. 15	Emily Anne Servideo	Andrew T. & Kristen L. Baker
Jan. 18	Mason Richard Hall	Jeffrey W. & Jillian T. Anelauskas
Feb. 02	Madeleine A. M. Kiyooka	Sumio M. & Anne-Sophie M. Decaux
Feb. 02	Jacob Peter Lucash	Seth A. & Megan N. Keery
Feb. 05	Colin DaSilva Pinto	Josenei D. & Jennifer L. Barr
Feb. 07	Henry James Ferraro	Michael J. & Danielle M.H. Horton
Feb. 08	Tessa Mariella McCarthy	Brendan F. & Shannon M. Hoey
Feb. 09	Ethan Alexander Coelho	Paulo D. & Amanda F. Coelho
Feb. 20	Carter Neil Schulz	William J. & Lindsay M. LeBlanc
Feb. 23	Oliver Joseph Heady	Kyle D. & Jennifer A. Ehrlich
Mar. 07	Gwen Mary Gore	John R. & Meghan R. Slattery
Mar. 30	Madison Renee Reece	Joshua R. & Jessica M. Lupien
Apr. 07	Avery Marguerite Kennis	Matthew T. & Leanne M. Deleon
Apr. 07	Brian Davis Cullinane	Kevin M. & Caroline Davis
Apr. 13	James Evan Gray	Christopher E. & Melissa J. Trumbor
Apr. 21	Samuel Stephan Olibrice	Sadrac & Stephanina Leonard
Apr. 28	Aria Evelyn Tosi	Jonathan M. & Kathryn E. Simoni
Apr. 30	Charlotte Elizabeth Kam	Joshua E. & Michelle A. Dumas
May 02	Ellery Rose Stone	Matthew J. & Sara K. Payton
May 21	Emma Marion Ballute	Michael J. & Kate Foley
May 25	Charlotte Rose Saltis	Jeremy R. & Cynthia Dib
May 26	Jerome Stanley Drumm	Joshua D. & Melissa R. Herrick
May 27	Jonathan Degnan Hough	David D. & Courtney A. McDonough
June 5	Scarlett Marie Anderson	Derek A. & Tiffany M. Barr
June 6	Keira Riley Ngo	Huy H. & Janet Y. Yu
June 10	Hannah Lily Ciccariello	Thomas R. & Katie A. Sawyer
June 12	Olivia Grace Tompkins	Keith W. & Briana L. Lane
June 14	Birdie Lillian Fuller	Matthew S. & Catherine L. Carden
June 19	Caleb Thomas Levangie	Stephen G. & Kelly P. Ryan
June 22	Aidan Edward Albertian	Michael H. & Erin K. Mislak
June 25	Lillian Rose Velez	Pablo & Nicole L. Jaques
June 29	Ayla Joanna Spiess	Stephen A. & Lindsey J. Braverman
June 30	Benjamin Thomas Landry	Evan D. & Lauren E. Stanisce
July 6	Ava Grace Ryan	Patrick W. & Sharon K. Griffin
July 10	Cali Elisabeth Duvall	Dennis A. & Andrea J. McPherson
July 11	Harrison Parker Gatto	Daniel F. & Elizabeth M. Parker
July 11	Gavin Michael O'Connor	Paul M. & Kristie L. Antonitto
July 18	Brynn Miana O'Fallon	Kevin S. & Lindsay P. Holton
July 19	Logan James Alfeld	Zachariah A. & Karen B. Bock
July 20	Veronika Kristine Maestrey	Kiril J. & Olga Belova
July 23	Charlotte Elizabeth Kazakis	Daniel A. & Caroline E. Fischer

July 23	Lyla Maryn McCarthy	Richard M. & Courtney L. Sybertz
July 23	Natalia – Rodriguez Crespo	Radames J. & Omayra Crespo Cuevas
July 27	Reese Carolyn Narciso	Michael J. & Kristen L. Killeen
Aug. 2	Julene Michael Asaad	Michael S. & Christina A. Rasla
Aug. 3	Connor J. Philpott	James S. & Julie M. Lochhead
Aug. 4	Luke Daniel Dillon	Daniel W. & Caroline J. Walsh
Aug. 6	Audrey Kate Pierce	Keith M. & Ashley N. Sullivan
Aug. 12	Liam Andres McCarron	Stephen T. & Melisa E. Burgos Cruz
Aug. 13	George Normand Mason	Kevin B. & Susan T. St. Martin
Aug. 19	Jackson Richard Hillberg	Matthew R. & Emilie R. Codogni
Aug. 19	Owen Matthew Hillberg	Matthew R. & Emilie R. Codogni
Aug. 21	Quinn Ana Peneda	Celso D. & Kayleen E. Hebelers
Aug. 28	Lara Lynn Wrigley	Brendan R. & Lauren M. Krone
Sept. 2	Mallory Jane Ward	Cullen A. & Sarah A. Davis
Sept. 15	Eric Michael Boales	Joseph A. & Allison G. Pfiffner
Sept. 21	Lincoln Thomas McMahon	Chad R. & Nicole A. Richardson
Sept. 25	Ryan Trevor Henney	Trevor M. & Colleen P. McGuire
Sept. 28	Mariano Giuseppe Sorrenti	Joseph M. & Janine M. Higgins
Sept. 29	Jacob Raymond Munn	Nicholas S. & Karen E. Potter
Oct. 3	Lucas Paul Caruso	Paul J. & Kathryn A. Delger
Oct. 8	Edward Simon Teasdale	John W. & Amy C. Crotty
Oct. 18	Connor Jason Graham	Jason K. & Nicole P. Peebles
Oct. 28	Zachary Joseph Crompton	Jeffrey A. & Sarah K. Webber
Nov. 1	Athanasios Andreas Kritikos	Andreas -- & Vassiliki A. Chrisidis
Nov. 1	Mason Richard Tarara	Michael R. & Maryland – Aponte Velez
Nov. 7	Luke Leo Diamond Brommelhoff	Michael R. & Lauren E. Diamond
Nov. 9	Cora James Doyle	Matthew F. & Elizabeth A. Jackson
Nov. 14	Francis Edward Anzlovar	Jarrod M. & Susan M. Scotton
Nov. 16	Charlotte Lee McQuillan	James W. & Pamela C. Jennett
Dec. 18	Patrick Henry McDonald	David J. & Jessica L. Frederiksen
Dec. 18	Jasmin Saffire Manzano	Richard E. & Sondra R. Discher
Dec. 21	Makena Paula Depari	Christine A. & Jennifer B. Furano
Dec. 28	Annabelle Steele Wilson	David D. & Edith B. Birney
Dec. 31	Cain Robert Tyo	Brett J. & Sarah L. Farnham

MARRIAGES RECORDED IN MILLIS - 2018

Date	Party A & Party B	Age	Residence	By Whom	Place
Jan. 20	Cassandra M. Piorkowski Matthew D. Dion	25 27	Millis, MA Millis, MA	Father Linus Mendis Catholic Priest	Millis, MA
May 3	Mary C. Banis Mark J. Bilancieri	27 30	Millis, MA Millis, MA	Peter C. Banis Justice of the Peace	Millis, MA
May 5	Sheila A. DeLuco Steven P. McManus	54 56	Millis, MA Millis, MA	Tracy F. Lavender Interfaith Minister	Brewster, MA
May 5	Taylor N. Troy Brendan R. Molloy	31 32	Millis, MA Millis, MA	Michael Sampson One Day Solemnizer	Bellingham, MA
May 22	Stephanie I. Sousa Tony J. Ferro	29 30	Millis, MA Millis, MA	Nancy Danello Justice of the Peace	Franklin, MA
May 27	Alicia N. DeLuca Paul G. Sawyer, Jr.	28 30	Millis, MA Millis, MA	Donna Buja Member of the Clergy	Spencer, MA
June 2	Esther W. Maina Kwaku ---Ayebi-Awuah	28 33	Marlborough, MA Marlborough, MA	Rev. Dr. Anthony Karimi Member of the Clergy	Millis, MA
June 9	Courtney A. Miceli David A. McGloin	38 37	Millis, MA Millis, MA	David C. Michael Catholic Priest	Needham, MA
June 16	Tess T. Thurlow Timothy O. Hanson	27 42	Millis, MA Plymouth, MN	Jerold D. Cibley Justice of the Peace	Millis, MA

Date	Party A & Party B	Age	Residence	By Whom	Place
June 22	Kimberly L. McLaughlin Joseph S. Gorman	32 30	Medfield, MA Medfield, MA	William T. Millhomme Member of the Clergy	Foxborough, MA
July 6	Kristen A. Mahony Matthew S. Scully	42 42	Millis, MA Millis, MA	Teresa M. Burr Justice of the Peace	Franklin, MA
July 14	Margaret F. Courtney Doueihi Jamil ElDoueihi	32 34	Millis, MA Millis, MA	Keshini A. Abeyaratne Episcopal Priest	Medway, MA
July 14	Correna L. LeBeau William J. Kilgallon	52 51	Wrentham, MA Wrentham, MA	Tracy D. Galloway Justice of the Peace	Wrentham, MA
August 18	Christina Marie Buonomo Alexander Stephen Herald	30 30	Seekonk, MA Seekonk, MA	Deborah M. Goodwin Justice of the Peace	Millis, MA
August 18	Katelyn Mae Atwater Zachary Angelo Santucci	28 29	Millis, MA Medfield, MA	Harvey E. Brandt Justice of the Peace	East Bridgewater, MA
August 30	Jean Elizabeth Morin Dave Brian Oakland	54 51	Millis, MA Millis, MA	Sandra L. Golebiewski Justice of the Peace	Franklin, MA
September 2	Krissana Lee Allen Timothy John Wallace	27 28	Millis, MA Millis, MA	John R. Mulvehill Catholic Priest	Cohasset, MA
September 2	Kristi Lynn Marie Emery Joshua David Kuphal	31 31	Ft. Lauderdale, FL Ft. Lauderdale, FL	Michelle A. Lydon Justice of the Peace	Foxborough, MA
September 8	Ashlee Samantha Revell Zachary Taylor Walker	25 27	North Attleboro, MA North Attleboro, MA	Leslie Holden Dixon One Day Solemnizer	Millis, MA

Date	Party A & Party B	Age	Residence	By Whom	Place
September 14	Rossemary Steysi Calderon Hydn Pasquenal Vales	33 39	Millis, MA Millis, MA	Cuthbert Joseph Pastor	Mendon, MA
September 14	Allyson Marie Gordon Errick Michael Tinkham	31 30	Cumberland, RI Cumberland, RI	Keith Planite Member of the Clergy	Millis, MA
September 15	Thea Wallace Koufopoulos Steve Floyd Mullen, Jr.	35 36	Millis, MA Millis, MA	David Penenoot Member of the Clergy	West Dennis, MA
September 15	Kelsey Erin Heinemann Jeffrey Abraham Beshansky	34 38	Millis, MA Millis, MA	Rachel Cushing One Day Solemnizer	Foxborough, MA
September 21	Courtney Lynn Mascis Austin Michael Piscia	29 31	Waltham, MA Waltham, MA	Richard A. Scioli Catholic Priest	Millis, MA
October 6	Lisa Susan Neitlich Todd Abbot Rowean	50 49	Millis, MA Millis, MA	Susan B. Green Justice of the Peace	Millis, MA
October 6	Catherine Lee Kilmartin Steven James Cavagnet	33 34	Philadelphia, PA Philadelphia, PA	Jess Reaves One Day Solemnizer	Sharon, MA
October 7	Paula Marie Gagen Rodrigo Antonio Berganza	61 56	Millis, MA Millis, MA	Barbara A. Phillips Justice of the Peace	Millis, MA
October 20	Lisa Ann Richmond Graham Avery Butler	29 28	Millis, MA Millis, MA	Stoddard H. Melhado Justice of the Peace	Ashland, MA
October 20	Mirla Ofelia Matos Jose Luis Sanchez	33 41	Millis, MA Millis, MA	Milagros Cruz Justice of the Peace	Boston, MA

Date	Party A & Party B	Age	Residence	By Whom	Place
December 8	Cara Anne Wulf Christopher Matthew Maycock	33 39	Quincy, MA Quincy, MA	Denice Suriano Justice of the Peace	Lee, MA
December 20	Maureen Ellen O'Connell Kevin Michael McCarthy	64 66	Millis, MA Millis, MA	John F. Kendrick Justice of the Peace	Millis, MA

DEATHS RECORDED IN MILLIS - 2018

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
January 4	John W. Shea	205 Village Street	74
January 5	Charles Patrick DeAngelis	174 Spring Street	95
January 6	Louise Ann Thomas (Geary)	37 Island Road	74
January 7	Jack L. Briggs	5 Hemlock Circle	74
January 30	Dorothy Mae Ingraham (Lydon)	155 Plain Street	83
February 4	James Roger Colello	174 Plain Street	89
February 11	Constantina --- Botana (Nasos)	56 Key Street	91
February 11	Leo Carroll Braun	371 Village Street	77
February 11	Sean T. Moore	142 Village Street	29
February 20	Jean --- Bigelow (Agnew)	411 Union Street, Apt. 9B	94
February 25	Leonora -- D'Innocenzo (Giammatteo)	195 Village Street	97
February 27	Donald F. Ackerman	161 Village Street	85
March 10	John P. Harcovitz	416 Orchard Street	70
March 11	Rose --- Generazio (Bodozian)	94 Village Street	93
March 25	Veronica M. Lyons	411 Union Street, Apt. 6B	62
March 30	Michael F. Pellegrini	209 Farm Street	61
April 3	Debbi A. Bates	63 Pleasant Street	52
April 9	Annette L. Danaher	20 Country Village Way	71
April 18	Ronald John Tomassini	1 Meadowbrook Road	78
April 25	Rebecca J. Richardson (Washer)	37 Myrtle Street	83
May 4	Frank Tze-Pu Chang	124 Dover Road	63
May 6	John Paul DiFrancesco	1049 Main Street	45
May 15	Mary Christine Flatley	419 Main Street	48
May 17	Barbara Patricia Coghlan	20 Himelfarb Street	78
May 17	Robert A. Volpicelli	32 Spencer Street	87
May 17	Mary Constance Reid (Chapman)	488 Main Street	65
May 24	Lorraine --- Forman (Bromberg)	84 Village Street	80
May 28	Eva --- Tarara (Pucino)	411 Union Street, 10A	103
June 3	Helen --- Stavros (Avtgis)	125 Village Street	97
June 18	Norman H. Bloom	95 Van Kleeck Road	67
June 19	Genevieve M. Knoetgen (Calo)	36-2 Stoney Brook Drive	87
June 21	John F. Doherty	123 Farm Street	61
July 25	Ellinor L. Harkins (Jacobsen)	1279 Main Street	99
August 8	Denise --- Newcomb (O'Toole)	13 Pollard Drive	60
September 22	Rhoda --- Burstyn (Lowenstein)	330 Village Street	90
September 20	Theresa --- Shotwell (Federico)	33 Dover Road	90
September 30	Joan M. Clancy (McLean)	60 Forest Road	87
October 8	Sadie --- Stepner (Adelman)	136 Middlesex Street	104
October 10	Frank Cono Cashman	207 Orchard Street	90
October 20	Julia --- Burke (Tenney)	293 Village Street	72
October 21	Halem --- Mezini (Karalli)	108 Plain Street	98
October 25	Putnam --- Clark	102 Village Street	85

November 15	Edward F. McBride	41 Village Street	84
December 1	Theresa M. Cousens (Morton)	500 Main Street	89
December 6	Nancy L. McBride (Silvernail)	411 Union Street, 2A	83
December 8	Elmo J. Orciani	59 Key Street	89
December 5	Barbara A. Johnson	1032 Main Street	96
December 5	Susan E. Mulcahy	359 Village Street	51
December 16	Thomas J. Weston	18-9 Stoney Brook Drive	65
December 18	Rita Mary Bagdasarian (Holt)	29 Ross Avenue	93
December 25	John Kevin Burns	263 Orchard Street	68
December 26	Dolores --- Dawson (Young)	203 Pleasant Street	97
December 29	John David Reilly	11 Rockville Meadows	84

VETERANS DEATHS RECORDED IN MILLIS - 2018

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Service</u>	<u>Age</u>
January 4	John W. Shea	205 Village Street	Vietnam/Navy	74
January 5	Charles Patrick DeAngelis	174 Spring Street	WWII/Navy	95
February 27	Donald F. Ackerman	161 Village Street	Korea/Army	85
May 17	Robert A. Volpicelli	32 Spencer Street	Korea/Army	87
October 10	Frank Cono Cashman	207 Orchard Street	Korea/Navy	90
October 25	Putnam --- Clark	102 Village Street	Korea/Army	85
November 15	Edward F. McBride	41 Village Street	Korea/Marines	84

Prospect Hill Cemetery
Burials 2018

<u>Deceased Name</u>	<u>Residence</u>	<u>Date</u>	<u>Veteran</u>
Charles P. DeAngelis	Millis, MA	January 11, 2018	Vietnam/Navy
Leo C. Braun	Millis, MA	February 15, 2018	
Sean T. Moore	Millis, MA	February 19, 2018	
John P. Harcovitz	Millis, MA	March 16, 2018	WWII / Army
Jose A. Cuesta	Millis, MA	March 19, 2018	
Huna Rosenfeld	Ashland, MA	March 28, 2018	
Olga G. Johnson	Falmouth, MA	March 30, 2018	
Rose Generazio	Millis, MA	April 7, 2018	
Robert J. Power	Hudson, MA	April 9, 2018	
Veronica M. Lyons	Millis, MA	April 13, 2018	
Rebecca J. Richardson	Millis, MA	May 3, 2018	Korea/Army
Dorothy M. Ingraham	Millis, MA	May 15, 2018	
Jeremy Wailes	Concord, MA	May 21, 2018	
Robert A. Volpicelli	Millis, MA	May 23, 2018	
Lorraine Forman	Millis, MA	May 29, 2018	
Sara Toffling	Lowell, MA	June 1, 2018	
Sean R. Kelly	Hoboken, NJ	July 21, 2018	
Brenda S. Levine	Natick, MA	July 23, 2018	Army
John C. Hurley, Jr.	Douglas, MA	July 26, 2018	
Lawrence Maguire	Dorchester, MA	August 10, 2018	
Rhoda Burstyn	Millis, MA	September 26, 2018	
Joan M. Clancy	Millis, MA	October 6, 2018	
Keith J. Cushman	Bradenton, FL	October 19, 2018	
Marie A. Bianchi	Haverhill, MA	October 24, 2018	
Halem Mezini	Millis, MA	October 24, 2018	Army
Theresa Shotwell	Millis, MA	October 26, 2018	
Madeline Griffin	Wellesley, MA	November 1, 2018	
Dominic E. Luppino	Wellesley, MA	November 19, 2018	
Charlotte Doliner	Westboro, MA	November 27, 2018	
Florence Eaton	Needham, MA	November 28, 2018	
Theresa M. Cousens	Millis, MA	December 6, 2018	Korea/Army
Edward F. McBride	Millis, MA	December 10, 2018	
Christopher F. Clancy	Dover, MA	December 14, 2018	

Employee Last Name	Employee First Name	Position	Salary	Other	OT	Detail	Total Gross
SCHOOL-TEACHER							
CONNER	LAURA	COACH	\$ 15,746.00				\$ 15,746.00
DUPUIS	JOSEPH	COACH	\$ 10,290.00				\$ 10,290.00
DANEHY	DIANE	School Nurse	\$ 89,913.84	\$ 3,744.26			\$ 93,658.10
MOLINARI	LYNN	School Nurse	\$ 58,325.26	\$ 1,543.85			\$ 59,869.11
ADAMS	MICHELLE	Teacher	\$ 72,599.41	\$ 2,094.70			\$ 74,694.11
ALAN	RACHEL	Teacher	\$ 68,231.37	\$ 461.50			\$ 68,692.87
ALCONADA	SCOTT	Teacher	\$ 86,334.69	\$ 4,812.65			\$ 91,147.34
AL-HAZA	SARAH	Teacher	\$ 89,394.63	\$ 411.50			\$ 89,806.13
AMES	SARA	Teacher	\$ 99,166.03	\$ 703.52			\$ 99,869.55
ANNUNZIATO	KELLY	Teacher	\$ 17,750.00				\$ 17,750.00
AWDYCKI	MARK	Teacher	\$ 99,166.03	\$ 4,742.73			\$ 103,908.76
BAGLIONI	KRISTA	Teacher	\$ 77,049.24	\$ 1,462.35			\$ 78,511.59
BALL	AMY	Teacher	\$ 46,222.78	\$ 800.10			\$ 47,022.88
BARTLEY	VICTORIA	Teacher	\$ 88,546.56	\$ 2,748.00			\$ 91,294.56
BASILE	CAELAH	Teacher	\$ 99,166.03	\$ 936.48			\$ 100,102.51
BENHAM	LANCE	Teacher	\$ 85,956.53	\$ 9,095.18			\$ 95,051.71
BERNIER-GARZON	CATHLEEN	Teacher	\$ 98,633.68	\$ 5,758.35			\$ 104,392.03
BIGELOW	STEPHEN	Teacher	\$ 99,166.03				\$ 108,459.33
BOTELHO	KRISTINE	Teacher	\$ 90,136.88	\$ 2,240.66			\$ 92,377.54
BRODEUR	MARISSA	Teacher	\$ 16,559.73	\$ 25.00			\$ 16,584.73
BROWNING	SARAH	Teacher	\$ 72,472.65	\$ 775.10			\$ 73,247.75
CANTOREGGI	WENDI	Teacher	\$ 90,590.77	\$ 1,584.57			\$ 92,175.34
CARLSON	JENNIFER	Teacher	\$ 99,166.03	\$ 524.98			\$ 99,691.01
CARR	BARBARA	Teacher	\$ 88,546.56	\$ 1,362.00			\$ 89,908.56
CARTER	MICHAEL	Teacher	\$ 78,523.81	\$ 6,547.50			\$ 85,071.31
CAULFIELD	MARK	Teacher	\$ 88,546.56	\$ 990.86			\$ 89,537.42
CHENEY	ERIN	Teacher	\$ 66,860.37	\$ 468.10			\$ 67,328.47
CHISHOLM	JENNIFER	Teacher	\$ 83,200.99	\$ 1,240.72			\$ 84,441.71
COHEN	ADRIA	Teacher	\$ 99,166.03	\$ 1,449.90			\$ 100,615.93
COLCORD	AMIE	Teacher	\$ 89,394.75	\$ 4,090.50			\$ 93,485.25
COLE	KELSEY	Teacher	\$ 25,753.75				\$ 25,753.75
COLWELL	JULIE	Teacher	\$ 70,960.86				\$ 70,960.86
COPICE	STEPHANIE	Teacher	\$ 90,590.77	\$ 7,175.23			\$ 97,766.00
CORCORAN	TIMOTHY	Teacher	\$ 25,425.43				\$ 25,425.43
COTTER	DIANE	Teacher	\$ 62,517.50	\$ 4,516.41			\$ 67,033.91
DAY	AMY	Teacher	\$ 48,559.53	\$ 450.00			\$ 49,009.53
DEGON	DEANNA	Teacher	\$ 3,817.92				\$ 3,817.92

DEL VALLE PEREZ	JAVIER	Teacher	\$ 70,650.15	\$ 872.16	\$ 71,522.31
DENMARK	LAUREN	Teacher	\$ 29,612.08		\$ 29,612.08
DESMARIS	PAULA	Teacher	\$ 45,900.70	\$ 1,000.00	\$ 46,900.70
D'ESPINOSA	MARY-ELLEN	Teacher	\$ 92,445.48	\$ 6,706.45	\$ 99,151.93
DIGIAMMERINO	DAVID	Teacher	\$ 99,589.64	\$ 370.32	\$ 99,959.96
DIVVER	PATRICIA	Teacher	\$ 99,166.03	\$ 7,729.85	\$ 106,895.88
DOHERTY	MARGARET	Teacher	\$ 99,166.03	\$ 549.98	\$ 99,716.01
DOOLING	SIOBHAN	Teacher	\$ 30,912.57		\$ 30,912.57
DUNN	RILEY	Teacher	\$ 65,754.64		\$ 65,754.64
EATON	JENNIFER	Teacher	\$ 96,276.86	\$ 1,161.60	\$ 97,438.46
FALLON	DAVID	Teacher	\$ 99,166.03	\$ 8,949.60	\$ 108,115.63
FALLON	ANTHONY	Teacher	\$ 91,241.20	\$ 5,801.98	\$ 97,043.18
FEMINO	MARK	Teacher	\$ 78,772.68	\$ 4,498.07	\$ 83,270.75
FITZGERALD	YVONNE	Teacher	\$ 93,788.91	\$ 940.10	\$ 94,729.01
GEORGE	ARPAÑA	Teacher	\$ 29,513.74		\$ 29,513.74
GHEITI	ALAINA	Teacher	\$ 32,149.20	\$ 461.76	\$ 32,610.96
GIORDANO	JAIME	Teacher	\$ 16,074.72		\$ 16,074.72
GIUNTA	LINDSEY	Teacher	\$ 86,790.99	\$ 806.00	\$ 87,596.99
GRANCHELLI	PATRICIA	Teacher	\$ 77,049.24	\$ 386.50	\$ 77,435.74
GUERTIN	JENNIFER	Teacher	\$ 88,328.41	\$ 1,985.03	\$ 90,313.44
HACKETT	MIRANDA	Teacher	\$ 93,788.91	\$ 985.10	\$ 94,774.01
HAGGERTY	CAROL	Teacher	\$ 83,726.77	\$ 1,747.48	\$ 85,474.25
HERNANDEZ	MIGUELINA	Teacher	\$ 99,166.03	\$ 5,708.35	\$ 104,874.38
HICKEY	DEBORAH	Teacher	\$ 99,166.03	\$ 3,197.76	\$ 102,363.79
HODGE	APRIL	Teacher	\$ 92,970.48	\$ 411.50	\$ 93,381.98
HOWDEN	TIMOTHY	Teacher	\$ 73,798.97	\$ 3,174.00	\$ 76,972.97
HURVITZ	MICHELLE	Teacher	\$ 83,452.39	\$ 235.00	\$ 83,687.39
INGRAHAM	THOMAS	Teacher	\$ 82,741.71	\$ 8,653.90	\$ 91,395.61
JAIN	SUREKHA	Teacher	\$ 18,308.48		\$ 18,308.48
JONES	MICHELLE	Teacher	\$ 98,101.33	\$ 5,237.98	\$ 103,339.31
KALAITZIDIS	CHRISTINA	Teacher	\$ 23,612.60		\$ 23,612.60
KALMBACH	FAYE	Teacher	\$ 96,276.86	\$ 750.10	\$ 97,026.96
KEANE	KRISTEN	Teacher	\$ 18,541.84		\$ 18,541.84
KENDRICK	SCOTT	Teacher	\$ 99,166.03	\$ 834.98	\$ 100,001.01
KEPPLE	JESSICA	Teacher	\$ 17,494.67		\$ 17,494.67
KRABY	BRIAN	Teacher	\$ 99,166.03	\$ 8,993.00	\$ 108,159.03
LAFFERTY	LISA	Teacher	\$ 84,930.84	\$ 444.50	\$ 85,375.34
LAHAH	MICHELE	Teacher	\$ 96,276.86	\$ 2,105.50	\$ 98,382.36
LANEY	SAMANTHA	Teacher	\$ 84,930.84	\$ 3,048.64	\$ 87,979.48
LANG	PAULA	Teacher	\$ 64,393.45	\$ 5,898.36	\$ 70,291.81
LAUX	KEVIN	Teacher	\$ 33,885.05	\$ 5,510.51	\$ 39,395.56

LEMAN	APRIL	Teacher	\$ 90,590.77	\$ 499.98	\$ 91,090.75
LINDGREN	BERNADETTE	Teacher	\$ 89,394.75	\$ 2,050.00	\$ 91,444.75
LOVETRE	KAITLIN	Teacher	\$ 67,616.50	\$ 3,262.33	\$ 70,878.83
LUNG	BECKET	Teacher	\$ 33,206.72	\$ 1,218.66	\$ 34,425.38
MAGUIRE	JANET	Teacher	\$ 90,590.77	\$ 790.10	\$ 91,380.87
MANNION	DANIELLE	Teacher	\$ 86,019.51	\$ 6,306.87	\$ 92,326.38
MANTHEI	HEIDI	Teacher	\$ 96,276.86	\$ 4,045.38	\$ 100,322.24
MANZON	SUSAN	Teacher	\$ 34,318.11		\$ 34,318.11
MCKAY	MICHAEL	Teacher	\$ 83,563.99	\$ 394.50	\$ 83,958.49
MELIN	JACLYN	Teacher	\$ 64,404.34	\$ 411.50	\$ 64,815.84
MERUSI	CAMILLE	Teacher	\$ 99,166.03	\$ 919.48	\$ 100,085.51
MIGOS	VASILIA	Teacher	\$ 63,084.20	\$ 394.50	\$ 63,478.70
MONAGHAN	SHARON	Teacher	\$ 93,872.72	\$ 2,654.33	\$ 96,527.05
MULDOON	JULIE	Teacher	\$ 65,015.48	\$ 1,600.92	\$ 66,616.40
NARDONE	CHRISTOPHER	Teacher	\$ 63,061.03	\$ 386.50	\$ 63,447.53
NEVILLE	PATRICK	Teacher	\$ 63,084.20	\$ 50.00	\$ 63,134.20
NORTON	JANICE	Teacher	\$ 88,546.56	\$ 3,359.10	\$ 91,905.66
PALADINO	NICOLE	Teacher	\$ 96,689.13	\$ 984.07	\$ 97,673.20
PANCIOCCO	GLEN	Teacher	\$ 99,166.03	\$ 8,240.60	\$ 107,406.63
PANCIOCCO	MICHELLE	Teacher	\$ 88,448.16	\$ 1,223.92	\$ 89,672.08
PERACHIO	MOLLIE	Teacher	\$ 77,046.92	\$ 911.48	\$ 77,958.40
PHINNEY	DEREK	Teacher	\$ 68,964.04	\$ 2,626.00	\$ 71,590.04
POULOS	JAMES	Teacher	\$ 63,084.20	\$ 432.50	\$ 63,516.70
RAO	KELLY	Teacher	\$ 82,418.45		\$ 82,418.45
ROBINSON	MARA	Teacher	\$ 82,650.53	\$ 1,559.02	\$ 84,209.55
ROONEY	CHRISTINA	Teacher	\$ 72,472.65	\$ 2,152.56	\$ 74,625.21
SACCARDO	MOLLY	Teacher	\$ 88,546.56	\$ 2,731.30	\$ 91,277.86
SAEGH	JOHN	Teacher	\$ 72,316.62	\$ 1,205.00	\$ 73,521.62
SCOTLAND	LAUREN	Teacher	\$ 59,790.76		\$ 59,790.76
SEARS	ALLISON	Teacher	\$ 71,010.86		\$ 71,010.86
SEYBERT	SHAWN	Teacher	\$ 99,166.03	\$ 2,781.00	\$ 101,947.03
SHAUGHNESSY	DIANE	Teacher	\$ 89,394.54	\$ 1,648.04	\$ 91,042.58
SHEA	ELIZABETH	Teacher	\$ 22,720.50	\$ 67.50	\$ 22,788.00
SHEPARDSON	MICHELLE	Teacher	\$ 86,334.69	\$ 1,854.80	\$ 88,189.49
SHOCKLEY	JANET	Teacher	\$ 84,578.95	\$ 1,233.50	\$ 85,812.45
SKELLY	CAROLYN	Teacher	\$ 82,741.71	\$ 1,819.82	\$ 84,561.53
SULLIVAN	ERIN	Teacher	\$ 90,590.77		\$ 90,590.77
TAFT	DIANA	Teacher	\$ 87,727.59	\$ 25.00	\$ 87,752.59
TALMADGE-KEIMIG	BARBARA	Teacher	\$ 77,021.47	\$ 750.10	\$ 77,771.57
TASHIAN	KELLY	Teacher	\$ 93,788.91	\$ 800.10	\$ 94,589.01
TUCKER	ANNETTE	Teacher	\$ 67,857.59	\$ 50.00	\$ 67,907.59

VALLUZZI	ANNE	Teacher	\$ 96,505.47	\$ 1,446.71	\$ 97,952.18
VERDY	DOROTHY	Teacher	\$ 9,983.85		\$ 9,983.85
WEBER	MADISON	Teacher	\$ 30,342.02		\$ 30,342.02
WHITE	JANINE	Teacher	\$ 54,117.23	\$ 7,829.87	\$ 61,947.10
WHITE	JOEL	Teacher	\$ 70,024.81	\$ 197.25	\$ 70,222.06
WHITE	PATRICIA	Teacher	\$ 86,669.48	\$ 240.00	\$ 86,909.48
YOUNG	MEREDITH	Teacher	\$ 82,265.59	\$ 1,003.25	\$ 83,268.84
ZIEMBA	MARYANN	Teacher	\$ 86,790.99	\$ 2,631.50	\$ 89,422.49
MOLLOY	ELISE	Teacher/Admin	\$ 93,074.20	\$ 482.50	\$ 93,556.70
SCHOOL-ADMINISTRATION					
BUSH	DAVID	Lead Comp Tech	\$ 60,066.66	\$ 4,000.00	\$ 68,066.66
GRANT	CHARLES	Dir Stu Aff/A.D.	\$ 132,271.44	\$ 4,090.00	\$ 136,361.44
GUSTAFSON	NANCY	Superintendent	\$ 186,159.62	\$ 3,531.10	\$ 189,690.72
KNOWLTON	MAUREEN	MS Principal	\$ 126,151.94	\$ 3,000.00	\$ 129,151.94
LYNN	JOAN	Curriculum Dir	\$ 130,287.06	\$ 3,423.88	\$ 133,710.94
MARKS-HENNING	SUE	Dir Stu Services	\$ 137,501.84	\$ 1,500.00	\$ 139,001.84
MULLANEY	ROBERT	Principal	\$ 144,389.05	\$ 10,000.00	\$ 154,389.05
PHELPS	JASON	ES Principal	\$ 124,688.66	\$ 5,365.10	\$ 130,053.76
STARR	JENNIFER	Tech Director	\$ 101,265.46		\$ 101,265.46
TIRRELL	DONALD	Lead Comp Tech	\$ 74,024.27	\$ 1,716.54	\$ 860.00
WIGGIN	TERRY	Business Mgr	\$ 49,615.44		\$ 76,600.81
YU	CHUNLIN	Business Mgr	\$ 61,361.02		\$ 49,615.44
SCHOOL-OTHER					
ABREU	MIGUEL	Custodian	\$ 228.16		\$ 228.16
ADAMS	PAUL	COACH	\$ 6,812.00		\$ 6,812.00
AKINS	MARY ELLEN	Ext Day Instructor	\$ 17,825.17		\$ 17,825.17
ALONZO	ALMA	Paraprofessional	\$ 25,669.88	\$ 550.00	\$ 26,219.88
ASHIAGBOR	KWEKU	Ext Day Aide	\$ 6,774.78		\$ 6,774.78
BAILEN	STEVEN	COACH	\$ 6,183.00		\$ 6,183.00
BAILEN	CAMERON	COACH	\$ 3,508.00		\$ 3,508.00
BANNISTER	RICHARD	Bus Driver	\$ 2,104.51		\$ 2,104.51
BARR	JACQUELINE	Cafeteria	\$ 19,669.80	\$ 650.00	\$ 302.57
BARRETT	GRETCHEN	Substitute	\$ 2,250.00		\$ 20,622.37
BEDARD	TERI	Secretary	\$ 45,995.10	\$ 2,550.00	\$ 2,250.00
BERGMAN	ALLISON	Ext Day Aide	\$ 2,599.17		\$ 2,599.17
BLANCHETTE	KAREN	Paraprofessional	\$ 53,071.33	\$ 1,750.00	\$ 54,821.33
BOISSY	KATHERINE	Paraprofessional	\$ 27,490.60	\$ 650.00	\$ 28,140.60
BORIA	ROBIN	Ext Day Instructor	\$ 2,283.09		\$ 2,283.09
BREEN	MOLLY	COACH	\$ 3,437.00		\$ 3,437.00

BRYNCZA	RACHEL	Ext Day Coord.	\$ 20,821.34	\$ 20,821.34
BUCHANAN	JAMES	Bus Driver	\$ 8,475.23	\$ 8,475.23
BURNS	DOREEN	Paraprofessional	\$ 25,923.92	\$ 750.00
BURR NYBERG	MARGARETA	Substitute	\$ 1,200.00	\$ 1,200.00
BUTLER	CAROL	Bus Driver	\$ 1,726.78	\$ 1,726.78
CADMAN	MELISSA	Ext Day Instructor	\$ 2,045.07	\$ 2,045.07
CAIRNEY	MICHELLE	Paraprofessional	\$ 1,375.36	\$ 1,375.36
CALLAHAN	ANNMARIE	Paraprofessional	\$ 34,760.51	\$ 34,760.51
CAPRIGNO	JOHN	Bus Driver	\$ 25,889.15	\$ 25,889.15
CARBEAU	CYNTHIA	Bus Driver	\$ 23,280.86	\$ 450.00
CARR	JOHANNA	Ext Day Aide	\$ 167.75	\$ 1,521.00
CASEY	MARGUERITE	Paraprofessional	\$ 17,523.88	\$ 650.00
CASSIDY	JENNINE	Tutor	\$ 9,140.65	\$ 167.75
CENATUS	MIRADIEU	Bus Driver	\$ 667.33	\$ 9,140.65
CHAMIDES	HELEN	Substitute	\$ 4,590.00	\$ 667.33
CLARK	ZACHARY	Ext Day Aide	\$ 530.75	\$ 4,590.00
CLARK	KATHLEEN	Substitute	\$ 1,760.00	\$ 530.75
CLEARY	JOANNE	Secretary	\$ 52,371.34	\$ 1,760.00
COLANTONI	JEAN	Bus Driver	\$ 19,933.92	\$ 7,475.00
COLLINS	OLIVIA	Ext Day Aide	\$ 4,060.30	\$ 19,933.92
CONROY	SAMANTHA	Paraprofessional	\$ 20,462.33	\$ 4,060.30
CORSI	KAREN	Paraprofessional	\$ 33,659.46	\$ 20,462.33
COUTTS	DOUGLAS	COACH	\$ 2,702.00	\$ 34,824.46
CRUZ	PAROUSIA	Paraprofessional	\$ 720.00	\$ 2,702.00
DANIEL	RYAN	Summer Custodian	\$ 1,518.00	\$ 720.00
DAOULABANI	JOY	Bus Driver	\$ 1,480.17	\$ 1,518.00
DARON	TREVOR	Summer Tech	\$ 2,567.00	\$ 1,480.17
DAVENPORT	LAUREN	Paraprofessional	\$ 33,668.70	\$ 2,567.00
DAVIES	JUDITH	Computer Tech	\$ 23,538.48	\$ 33,668.70
DENMAN	COURTNEY	Paraprofessional	\$ 23,923.21	\$ 23,538.48
DEUTSCH	LAUREN	Substitute	\$ 12,015.00	\$ 24,373.21
DIDONATO	ARLENE	Cafeteria	\$ 19,891.17	\$ 12,015.00
DOHERTY	LAURA	Paraprofessional	\$ 19,467.38	\$ 650.00
DOHERTY	CAROLYN	Substitute	\$ 7,695.00	\$ 19,467.38
DONAHUE	LINDA	Secretary	\$ 35,015.76	\$ 7,695.00
DOYLE	JOHN	COACH	\$ 2,824.00	\$ 35,015.76
DOYLE	ABIGAIL	Ext Day Aide	\$ 5,002.64	\$ 2,824.00
DREW	KENNETH	Substitute	\$ 10,000.00	\$ 5,002.64
DRISCOLL	MARYJANE	Trans. Director	\$ 46,007.95	\$ 10,000.00
DRON	BEVERLY	Paraprofessional	\$ 8,617.47	\$ 46,007.95
EDMUNDS-JEHU	TARCIA	Substitute	\$ 375.00	\$ 8,617.47
				\$ 375.00

ELDRIDGE	ELLEN	Ext Day Instructor	\$ 25,773.77	\$ 1,000.00	\$ 26,773.77
ENGLER	JOHN	Dir of Operations	\$ 101,384.58		\$ 101,384.58
FAGAN	CHARLES	Substitute	\$ 134.93		\$ 134.93
FAGAN	BRIDGET	Tutor	\$ 1,278.24		\$ 1,278.24
FALLON	KILEY	Sub Nurse	\$ 8,796.59		\$ 8,796.59
FALLON	DARCY	Substitute	\$ 1,080.00		\$ 1,080.00
FARESE	LISA	COACH	\$ 9,636.00		\$ 9,636.00
FARIAS	JAMIE-LYNNNE	Athletic Trainer	\$ 14,475.00	\$ 525.00	\$ 15,000.00
FARRAR	LINDSEY	COACH	\$ 2,278.00		\$ 2,278.00
FITZGERALD	LORETTA	Substitute	\$ 920.00		\$ 920.00
FURINO	KRISTIN	Substitute	\$ 9,966.00		\$ 9,966.00
FURINO	NICHOLAS	Summer Tech	\$ 900.00		\$ 900.00
GALLON	KIMBERLY	Substitute	\$ 6,000.00		\$ 6,000.00
GALLON	ELIZABETH	COACH	\$ 3,070.00		\$ 3,070.00
GATZ	PAUL	Bus Driver	\$ 11,528.73		\$ 11,528.73
GEARY	PAUL	COACH	\$ 3,109.00		\$ 3,109.00
GEDDES	CATHERINE	Bus Driver	\$ 19,964.06	\$ 50.00	\$ 20,014.06
GEDDES	ROBERT	Bus Driver	\$ 19,298.13	\$ 50.00	\$ 19,348.13
GELASCO	TYLER	Seasonal Custodian	\$ 2,750.00		\$ 2,750.00
GLEDHILL	TRACY	Paraprofessional	\$ 26,786.04	\$ 750.00	\$ 27,536.04
GONZALEZ	ARCADIO	COACH	\$ 1,162.00		\$ 1,162.00
GRAHAM	SHANNON	Paraprofessional	\$ 22,678.92	\$ 4,086.00	\$ 26,764.92
GUINAN	JOSEPH	COACH	\$ 9,403.00		\$ 9,403.00
HANSEN	JULIE	clerk	\$ 17,816.88		\$ 17,816.88
HARKEY	ERIKA	Secretary	\$ 26,093.00	\$ 550.00	\$ 26,643.00
HARRINGTON	SARA	Ext Day Aide	\$ 5,044.59		\$ 5,044.59
HARRINGTON	GRACE	Ext Day Aide	\$ 1,840.79		\$ 1,840.79
HEINZ	JOHN	Bus Driver	\$ 22,261.33	\$ 450.00	\$ 22,711.33
HENNESSY	KERRY	Tutor	\$ 4,443.76		\$ 4,443.76
HIDALGO	DULCE	Bus Driver	\$ 7,108.00		\$ 7,108.00
HOCKMAN	MICHELLE	Substitute	\$ 125.00		\$ 125.00
HORGAN	KATIE	Paraprofessional	\$ 1,023.13		\$ 1,023.13
HOWELL	CATHERINE	Cafeteria	\$ 13,627.67	\$ 450.00	\$ 14,275.79
HOWLEY	CHARLENE	Paraprofessional	\$ 27,296.51	\$ 650.00	\$ 27,946.51
HUME	ANASTASIA	Bus Monitor	\$ 14,857.76	\$ 550.00	\$ 15,407.76
HURNEY	MAYA	Ext Day Aide	\$ 5,812.05		\$ 5,812.05
IZQUIERDO	MONICA	Paraprofessional	\$ 21,715.13	\$ 450.00	\$ 22,165.13
JOHNSON	ARTHUR	Custodian	\$ 47,198.69	\$ 2,861.11	\$ 54,665.40
JOSEPH	KIM	clerk	\$ 22,084.92	\$ 950.00	\$ 23,034.92
JOSEPH	SHANE	Summer Tech	\$ 1,908.50		\$ 1,908.50
JUBB	RYAN	Summer Tech	\$ 2,119.00		\$ 2,119.00

KALE	SHALAKA	Substitute	\$	5,009.00			\$	5,009.00		
KAZIS	JENNIFER	Cafeteria	\$	17,412.41		\$	264.42	\$	17,676.83	
KELLY	BRENDA	Ext Day Instructor	\$	17,739.73	\$	750.00		\$	18,489.73	
KELLY	CHERILEE	Paraprofessional	\$	6,146.65				\$	6,146.65	
KEMP	CATHERINE	Substitute	\$	13,294.00				\$	13,294.00	
KIRCHHOFF	CYNTHIA	Tutor	\$	10,041.93				\$	10,041.93	
KNOWLES	RICHARD	Computer Tech	\$	57,098.65	\$	561.77		\$	57,660.42	
KRAMER	BETH	Substitute	\$	625.00				\$	625.00	
KRAUSS	JESSICA	Ext Day Aide	\$	528.00				\$	528.00	
LABARGE	SANDRA	Bus Driver	\$	38,793.44	\$	650.00		\$	39,443.44	
LADUKE	KEVIN	COACH	\$	2,768.00				\$	2,768.00	
LADUKE	JONATHAN	coach	\$	2,123.00				\$	2,123.00	
LAFFERTY	CERISSA	Paraprofessional	\$	23,147.01				\$	23,147.01	
LAGOS	JAMES	Paraprofessional	\$	8,079.89				\$	8,079.89	
LANGLEY	AMANDA	Paraprofessional	\$	12,047.44				\$	12,047.44	
LAPPEN	SUSAN	Paraprofessional	\$	29,502.33	\$	1,000.00		\$	30,502.33	
LATOSEK	BRYCE	Substitute	\$	2,145.00				\$	2,145.00	
LAURIA	CHRISTINE	Sub Nurse	\$	187.50				\$	187.50	
LAVERGNE	REBECCA	school clerk	\$	7,698.50				\$	7,698.50	
LAZARE	PATTEE	Cafeteria	\$	15,141.91		\$	893.48	\$	16,035.39	
LERCH	ERICA	Substitute	\$	8,737.50				\$	8,737.50	
LIOTTA	JANE	school clerk	\$	45,311.24	\$	2,950.00		\$	48,261.24	
LOBISSER	TYLER	Substitute	\$	3,210.00				\$	3,210.00	
LOFTUS	LAURA	Substitute	\$	4,140.00				\$	4,140.00	
LONG	IRENE	Cafeteria	\$	5,571.37				\$	5,571.37	
LOPEZ	ANGEL	Custodian	\$	44,851.53	\$	111.11	\$	5,881.52	\$	50,844.16
LORTIE	SUZANNE	Substitute	\$	11,062.50				\$	11,062.50	
LUND	JENNIFER	Paraprofessional	\$	21,088.12	\$	450.00		\$	21,538.12	
LUND	MICHAEL	Seasonal Custodian	\$	1,628.00				\$	1,628.00	
LUTTON	JENNIFER	bcbs	\$	24,742.30				\$	24,742.30	
MAGGOWAN	BRETT	COACH	\$	3,853.00				\$	3,853.00	
MAGGOWAN	BRETT	Paraprofessional	\$	24,846.42				\$	24,846.42	
MAGNONE	MELISSA	Substitute	\$	500.00				\$	500.00	
MAINES	DEREK	Substitute	\$	910.00				\$	910.00	
MAKI	DALE	COACH	\$	4,330.00				\$	4,330.00	
MALONEY	MARIANNE	Bus Driver	\$	16,319.13				\$	16,319.13	
MALONEY	JOHN	Bus Driver	\$	18,108.11				\$	18,108.11	
MALONEY	KATHERINE	Ext Day Aide	\$	6,355.89				\$	6,355.89	
MALVOSO	CAITLIN	Paraprofessional	\$	11,548.01				\$	11,548.01	
MALZONE	NANCY	Paraprofessional	\$	23,853.33	\$	550.00		\$	24,403.33	
MANCUSO	JOANN	Bus Driver	\$	12,229.35				\$	12,229.35	

MANSON	BENJAMIN	Custodian	\$ 47,601.73	\$ 111.11	\$ 6,831.58	\$ 54,544.42
MARDEN	NANCY	data specialist	\$ 27,467.27			\$ 27,467.27
MARLBOROUGH	JESSICA	Ext Day Instructor	\$ 22,722.92			\$ 22,722.92
MATEOS	ANA	Tutor	\$ 34,485.00			\$ 34,485.00
MATURO	RALPH	COACH	\$ 5,673.00			\$ 5,673.00
MCALUIFFE	CHRISTINE	Substitute	\$ 1,520.00			\$ 1,520.00
MCCARTER	JOANNE	Ext Day Instructor	\$ 30,071.09	\$ 2,538.00	\$ 234.86	\$ 32,843.95
MCCOMB	TRICIA	Paraprofessional	\$ 12,065.96			\$ 12,065.96
MCCORMICK	SARAH	Paraprofessional	\$ 23,038.61			\$ 23,038.61
MCDERMOTT	MAUREEN	school A/P	\$ 13,950.53	\$ 1,000.00	\$ 36.90	\$ 14,987.43
MCGURK	ALYSSA	Paraprofessional	\$ 7,304.82			\$ 7,304.82
MEEK	JANE	Bus Driver	\$ 21,029.19	\$ 450.00		\$ 21,479.19
MIGA	KATHERINE	Paraprofessional	\$ 4,686.17			\$ 4,686.17
MODESKI-BUSH	JESSICA	Substitute	\$ 1,995.00			\$ 1,995.00
MOHAMED	ASHRAF	Bus Monitor	\$ 22.49			\$ 22.49
MORAN	STACEY	Ext Day Coord.	\$ 2,575.93			\$ 2,575.93
MORRISSEAU	TAMMY	aba therapist	\$ 30,305.35	\$ 450.00		\$ 30,755.35
MORROW	RUSSET	Substitute	\$ 600.00			\$ 600.00
MOULTON	DORI	Paraprofessional	\$ 13,092.60			\$ 13,092.60
MULLALLY	CHERI-ANN	Secretary	\$ 40,429.95	\$ 3,877.00	\$ 556.20	\$ 44,863.15
MULLANEY	ERICA	school clerk	\$ 23,405.76			\$ 23,405.76
MULLEN	NICOLE	Substitute	\$ 875.00			\$ 875.00
MUNICHIELLO	ERIN	Paraprofessional	\$ 26,285.21			\$ 26,285.21
MUNICHIELLO	CLAIRE	Paraprofessional	\$ 660.00			\$ 660.00
MURPHY	CINDY	Paraprofessional	\$ 21,350.86	\$ 550.00		\$ 21,900.86
MYERS	ERICA	Paraprofessional	\$ 4,396.41			\$ 4,396.41
NAIR	SHALINI	Substitute	\$ 2,975.00			\$ 2,975.00
NEALON	KATIE	Tutor	\$ 3,420.00			\$ 3,420.00
NEVILLE	FATIMA	Paraprofessional	\$ 3,745.00			\$ 3,745.00
NOONAN	JEANNE	Ext Day Director	\$ 78,319.70			\$ 78,319.70
O'BRIEN	JASON	COACH	\$ 5,783.00			\$ 5,783.00
O'CONNELL	KRISTINA	Substitute	\$ 385.00			\$ 385.00
O'CONNOR	PAUL	Bus Driver	\$ 11,733.26			\$ 11,733.26
OLSON	DANA	COACH	\$ 1,683.20			\$ 1,683.20
OLSON	DALE	Custodian	\$ 43,375.11	\$ 661.11	\$ 3,016.90	\$ 47,053.12
OLSON	WILLIAM	Custodian	\$ 29,153.47	\$ 111.11	\$ 2,006.27	\$ 31,270.85
PAGE	STUART	Bus Driver	\$ 12,482.47			\$ 12,482.47
PANASUK	JAMES	COACH	\$ 4,330.00			\$ 4,330.00
PERKINS	JOE	COACH	\$ 3,192.00			\$ 3,192.00
PEROS	ZOE	Ext Day Instructor	\$ 21,995.83			\$ 21,995.83
PHILLIPS	BARBARA	Cafeteria	\$ 24,705.11	\$ 650.00	\$ 413.69	\$ 25,768.80

PIZZI	KAREN	aba therapist	\$ 31,803.61	\$ 550.00		\$ 32,353.61
POSTLER	ROBERT	School Custodian	\$ 69,907.66	\$ 661.11	\$ 3,100.58	\$ 73,669.35
PROGRI	EDUARD	Bus Driver	\$ 23,758.18	\$ 450.00		\$ 24,208.18
QUINZANI	KRISTIN	Ext Day Instructor	\$ 34,792.72		\$ 63.99	\$ 34,856.71
RAFFI	MICHELLE	Paraprofessional	\$ 10,999.24			\$ 10,999.24
REILLY	JUDY	Ext Day Instructor	\$ 29,890.26		\$ 192.49	\$ 30,082.75
RICE	DUANE	Bus Driver	\$ 23,084.71	\$ 500.00		\$ 23,584.71
RIGGS	PATRICK	Ext Day Coord.	\$ 8,488.04			\$ 8,488.04
ROGERS	LISA	bus driver/cafe	\$ 36,724.86	\$ 1,050.00	\$ 3,615.41	\$ 41,390.27
ROJEE-TAILLEFER	ROBIN	Paraprofessional	\$ 27,475.88	\$ 650.00		\$ 28,125.88
RYAN	CAROLYN	Ext Day Instructor	\$ 12,512.08			\$ 12,512.08
SALISBURY	MARK	COACH	\$ 4,175.00			\$ 4,175.00
SARNIE	SUSAN	school clerk	\$ 11,308.20			\$ 11,308.20
SCAVONE	JAMIE	Substitute	\$ 1,720.00			\$ 1,720.00
SELTNER	LINDA	sub coordinator	\$ 11,639.12	\$ 2,000.00		\$ 13,639.12
SHANNON	ROBERT	Bus Driver	\$ 28,284.17	\$ 650.00		\$ 28,934.17
SHEA	JEAN	Tutor	\$ 13,041.91			\$ 13,041.91
SHERIDAN	PATRICIA	aba therapist	\$ 24,650.77	\$ 450.00		\$ 25,100.77
SHOCKLEY	JADE	Ext Day Aide	\$ 1,391.50			\$ 1,391.50
SIMPSON	SUSAN	Paraprofessional	\$ 25,704.92	\$ 550.00		\$ 26,254.92
SINKS	STACY	Paraprofessional	\$ 23,267.39	\$ 550.00		\$ 23,817.39
SMITH	RYAN	Summer Custodian	\$ 1,716.00			\$ 1,716.00
STEEVES	MELANIE	Substitute	\$ 2,331.25			\$ 2,331.25
STRECK	KATHLEEN	Substitute	\$ 10,007.50			\$ 10,007.50
SUGRUE	HILLARY	Substitute	\$ 5,424.00			\$ 5,424.00
SUMMERS	JOANNE	Substitute	\$ 22,240.24			\$ 22,240.24
TALANIAN	ROGER	Substitute	\$ 1,545.00			\$ 1,545.00
TARARA-WOODS	GINA	Cafeteria	\$ 9,757.34		\$ 147.84	\$ 9,905.18
THORP	CATHERINE	Paraprofessional	\$ 2,596.09			\$ 2,596.09
TINGLEY	PAUL	Custodian	\$ 51,372.20	\$ 3,111.11	\$ 7,782.63	\$ 62,265.94
TINGLEY	BRYON	Custodian	\$ 46,996.40	\$ 111.11	\$10,179.16	\$ 57,286.67
TOWNE	ANDREW	Custodian	\$ 33,662.76	\$ 111.11	\$ 3,840.17	\$ 37,614.04
VILLANI	KATHY	school payroll	\$ 50,015.04			\$ 50,015.04
VOLPE	SHAILEEN	school clerk/ap	\$ 29,362.27		\$ 17.25	\$ 29,379.52
WHALL	JAMES	Custodian	\$ 984.00			\$ 984.00
WHITE	PAMELA	bus driver	\$ 20,139.37	\$ 550.00		\$ 20,689.37
WHITE	ERIK	Cafeteria	\$ 23,636.17		\$ 2,098.88	\$ 25,735.05
WHITE	SEAN	Summer Custodian	\$ 1,590.00			\$ 1,590.00
WIERZBICKI	KATHRYN	bus driver	\$ 21,868.10	\$ 850.00		\$ 22,718.10
WORKS	JENNIFER	Ext Day Instructor	\$ 8,481.03			\$ 8,481.03
YOUNG	ALLISON	Paraprofessional	\$ 13,334.42			\$ 13,334.42

ZITOLI	OLIVIA	COACH	\$ 1,462.00	\$ 1,462.00
ZITOLI	OLIVIA	Paraprofessional	\$ 20,846.74	\$ 21,846.74
ZONFRELLI	PAUL	COACH	\$ 4,430.00	\$ 4,430.00
ZWICKER	CASSIDY	Ext Day Aide	\$ 1,108.25	\$ 1,108.25
TOWN ADMINISTRATOR				
BOURET	KAREN	Operations Mgr	\$ 71,468.72	\$ 72,218.72
GUZINSKI	MICHAEL	Town Administrator	\$ 145,791.77	\$ 158,385.24
CANESI	MAUREEN	Clerk	\$ 19,229.43	\$ 19,916.85
FINANCE DEPARTMENT				
BROE	DEBRA	Payroll Administrator	\$ 21,876.75	\$ 21,969.35
GERACI	KARA	Payroll Administrator	\$ 16,737.45	\$ 16,783.75
JOHNSTON	CAROL	Finance Director	\$ 22,499.79	\$ 22,499.79
LAPLANT	KATHLEEN	Finance Director	\$ 94,590.40	\$ 96,017.93
MORIN	LISA	Assistant Town Acct	\$ 55,239.68	\$ 67,939.18
ASSESSING DEPARTMENT				
DUMONT	PAULA	Assessor	\$ 83,034.07	\$ 83,684.07
KENNALLY	LESLEY	Department Assistant	\$ 15,932.62	\$ 16,582.62
PEREZ-BACZKOWSKI	ELIZABETH	Department Assistant	\$ 35,452.98	\$ 35,670.70
TREASURER/COLLECTOR DEPARTMENT				
BURRUSS	ALLISON	Department Assistant	\$ 13,808.26	\$ 13,854.14
MORAIS-PEROBA	RAPHAELA	Department Assistant	\$ 13,920.14	\$ 13,920.14
SCANNELL	JENNIFER	Treasurer	\$ 89,312.84	\$ 89,962.84
SILVA	SUSAN	Department Assistant	\$ 11,121.84	\$ 11,121.84
SMITH FRYE	MARY	Assistant Treasurer	\$ 46,412.57	\$ 48,954.22
TOWN CLERK				
ACKERMAN	JUDITH	Election Worker	\$ 266.12	\$ 266.12
BAIMA	ANNE	Election Worker	\$ 983.46	\$ 983.46
BRYANT	BARBARA	Election Worker	\$ 289.26	\$ 289.26
COAKLEY	CAROL	Election Worker	\$ 277.68	\$ 277.68
COLLINS	MARSHA	Election Worker	\$ 989.24	\$ 989.24
CONTE	SUSAN	Election Worker	\$ 335.54	\$ 335.54
DALY	HELEN	Election Worker	\$ 329.75	\$ 329.75
DIATELEVI	JOHN	Election Worker	\$ 92.56	\$ 92.56
FERZOCO	SUSAN	Election Worker	\$ 491.73	\$ 491.73
FERZOCO	YOLANDA	Election Worker	\$ 277.69	\$ 277.69
FRASER	PAULA	Election Worker	\$ 277.69	\$ 277.69

GALBRAITH-TRUCHON	JOANNE	Election Worker	\$	1,353.49	\$	1,353.49
GANNON	JOANNE	Election Worker	\$	1,000.81	\$	1,000.81
GILLIS	PATRICIA	Election Worker	\$	248.76	\$	248.76
HARDIN	LISA JANE	Town Clerk	\$	12,412.56	\$	12,412.56
HILTON	BONNIE	Election Worker	\$	804.12	\$	804.12
HUBBARD	DIANE	Election Worker	\$	231.40	\$	231.40
LANNON	HERBERT	Election Worker	\$	254.54	\$	254.54
LIPSETT	MICKEY	Election Worker	\$	468.59	\$	468.59
LOCKLIN	SUSANNE	Election Worker	\$	1,452.05	\$	1,452.05
MCCAFFREY	CHRISTINE	Election Worker	\$	1,411.55	\$	1,411.55
MCCOLL	CAROLE	Election Worker	\$	1,047.09	\$	1,047.09
NEVILLE	MARIA	Election Worker	\$	254.55	\$	254.55
NEVILLE	MARIA	Library Director	\$	7,200.00	\$	7,200.00
NORTON	M. PAULA	Election Worker	\$	266.11	\$	266.11
PHILBEN	VICKIE	Election Worker	\$	248.76	\$	248.76
SCOTLAND	DONNA	Election Worker	\$	17.36	\$	17.36
SHEA	MARY	Election Worker	\$	185.13	\$	185.13
SIMPSON	MARY JANE	Election Worker	\$	306.61	\$	306.61
SITTA	NANCY	Election Worker	\$	92.56	\$	92.56
SIJGREN	PATRICIA	Assistant Town Clerk	\$	563.73	\$	563.73
SIJGREN	PATRICIA	Election Worker	\$	242.98	\$	242.98
SKILLING	MARY	Election Worker	\$	850.40	\$	850.40
SMITH	KATHLEEN	Assistant Town Clerk	\$	51,984.84	\$ 750.00	\$ 4,536.72
SPEARING	PATRICIA	Election Worker	\$	208.26	\$	208.26
STEPNER	ENID	Election Worker	\$	1,139.65	\$	1,139.65
THOMPSON	PATRICIA	Election Worker	\$	300.83	\$	300.83
VARA	SUSAN	Dept Asst Town Clerk/Rec	\$	33,802.08	\$	2,313.63
WALSH	MARY	Election Worker	\$	850.40	\$	850.40
WALSH	JANET	Election Worker	\$	352.89	\$	352.89
DIATELEVI	PATRICIA	Election Worker	\$	196.69	\$	196.69
CARLSON	KATHRYN	Election Worker	\$	254.54	\$	254.54
MCCARRON	JANET	Election Worker	\$	225.62	\$	225.62
BOARDS/COMMITTEES						
STANDLEY	CAMILLE	Planning Board Secretary	\$	40,674.96	\$ 750.00	\$ 41,424.96
SUTHERLAND	AMY	Zoning Board Secretary	\$	3,969.00		\$ 3,969.00
TOWN BUILDING DEPARTMENT						
BARLOW	MICHAEL	Building Maintenance	\$	1,468.60		\$ 1,468.60
GREENO	SARAH	Building Maintenance/On-call FF	\$	36,096.60	\$ 1,926.32	\$ 38,022.92
SIMS	PAUL	Building Maintenance	\$	44,888.61	\$ 650.00	\$ 4,876.77

RECREATION DEPARTMENT		KRISTEN	Rec Department Director						
FOGARTY			\$	60,296.60	\$	850.00			\$ 61,146.60
POLICE DEPARTMENT									
ADAMS	PAUL	Police Officer	\$	79,612.48	\$	3,440.00	\$	3,964.75	\$ 87,017.23
AFENKO	ROBERT	Police Officer	\$	63,348.84	\$	2,000.00	\$	5,116.46	\$ 71,173.40
BICKFORD	DALE	Police Officer	\$	77,918.02	\$	3,250.00	\$	31,888.80	\$ 115,930.30
DWYER	WILLIAM	Detail Officer	\$	22,602.90					\$ 62,776.78
FORSYTHE	ZACHARY	Police Officer	\$	51,620.85	\$	1,267.12	\$	2,510.60	\$ 58,392.73
GONZALEZ	ARCADIO	Police Officer	\$	70,917.80	\$	2,350.00	\$	24,362.66	\$ 103,995.10
GRAY	FARRAH	Police Officer	\$	59,981.01	\$	1,700.00	\$	16,156.88	\$ 80,875.93
LEAVITT	TRACY	Department Assistant	\$	26,395.51	\$	750.00			\$ 27,145.51
MACDOUGALL	ASHLEY	Matron	\$	198.40					\$ 198.40
MARAGGIO	ROBERT	Police Officer	\$	37,022.18	\$	17,669.41			\$ 54,691.59
MAXANT	KRISTOPHER	Police Sgt.	\$	102,982.57	\$	3,150.00	\$	17,279.90	\$ 137,530.27
MELESKI	NICHOLAS	Police Sgt.	\$	81,691.36	\$	2,725.00	\$	28,466.01	\$ 191,090.40
NELSON	SEAN	Police Officer	\$	72,491.46	\$	1,700.00	\$	16,087.33	\$ 96,016.47
OPANASETS	PETER	Police Officer	\$	72,784.98	\$	4,361.00	\$	22,805.76	\$ 99,951.74
SHEARNS	JOHN	Police Officer	\$	90,443.26	\$	3,125.00	\$	32,700.04	\$ 170,170.10
SMITH	PAUL	Police Officer	\$	74,287.51	\$	2,725.00	\$	16,342.32	\$ 177,476.35
SOFFAYER	CHRISTOPHER	Police Chief	\$	133,365.38	\$	5,049.90			\$ 138,415.28
SULLIVAN	MATTHEW	Police Officer	\$	51,113.35	\$	1,267.12	\$	2,411.27	\$ 56,633.48
THOMPSON	CRAIG	Police Officer	\$	74,908.64	\$	2,000.00	\$	21,099.05	\$ 126,064.35
TIBERI	DOMENIC	Police Sgt.	\$	106,263.85	\$	5,704.50	\$	66,066.72	\$ 211,363.07
VOLPICELLI	COREY	Police Sgt.	\$	81,458.25	\$	3,936.00	\$	25,653.77	\$ 117,213.02
TRAFFIC SUPERVISORS									
PITMAN	ROBIN	Traffic Supervisor	\$	9,484.67	\$	75.00			\$ 9,559.67
FALZONE	PETER	Traffic Supervisor	\$	9,797.89	\$	75.00			\$ 9,872.89
MONROE	JOANNE	Traffic Supervisor	\$	7,775.04	\$	75.00			\$ 7,850.04
GORMAN	CLAIRE	Traffic Supervisor	\$	9,183.71	\$	75.00			\$ 9,258.71
FIRE DEPARTMENT									
ALGER	JOHN	Firefighter		82,391.66	\$	1,122.00	\$	7,941.78	\$ 91,455.44
BARRETT	RICHARD	Fire Chief		119,946.80	\$	3,699.90			\$ 123,646.70
BISHOP	CHARLES	Firefighter		69,121.53	\$	1,836.50	\$	1,306.90	\$ 72,264.93
BRADBURY	GAVIN	On-Call Firefighter		740.00					\$ 740.00
CONRAD	ROBERT	Fire lieutenant		106,820.06	\$	2,395.00	\$	18,010.78	\$ 127,225.84
ERRICO	ANDREW	On-Call Firefighter		680.00					\$ 680.00
FARRAGHER-GEMMA	ANTHONY	On-Call Firefighter		6,635.55	\$	1,629.00			\$ 8,264.55

GILES	JAMES	On-Call Firefighter	274.40	\$ 1,093.50	\$ 1,367.90
GOES	MANUEL	On-Call Firefighter	1,209.46	\$ 547.50	\$ 1,756.96
HENDON	MATTHEW	Firefighter	95,133.52	\$ 2,211.50	\$ 112,866.79
HLADICK	ANDREW	On-Call Firefighter	6,462.08	\$ 1,998.00	\$ 8,460.08
HOWLEY	VINCENT	On-Call Firefighter	85,077.18	\$ 2,988.12	\$ 95,639.07
JONES	GERARD	On-Call Firefighter	42.84		\$ 42.84
KELLEY	JASON	On-Call Firefighter	92,615.84	\$ 1,861.50	\$ 112,451.02
KENNIS	MATTHEW	On-Call Firefighter	680.00		\$ 680.00
LABARGE	SEAN	On-Call Firefighter	118.50		\$ 118.50
LENEHAN	DENIS	On-Call Firefighter	11,607.54	\$ 1,629.00	\$ 13,236.54
PERKINS	LUCAS	On-Call Firefighter	2,663.29	\$ 547.50	\$ 3,210.79
PERKINS	DONALD	On-Call Firefighter	2,642.35	\$ 732.50	\$ 3,374.85
PIORKOWSKI	KAZIMIERZI	On-Call Firefighter	2,909.70	\$ 1,009.00	\$ 3,918.70
POLIMENO	BRIAN	Firefighter	91,852.88	\$ 4,011.50	\$ 104,461.73
SANTAFE	WILLIAM	On-Call Firefighter	16,571.25	\$ 1,629.00	\$ 18,200.25
SCHULZ	MICHAEL	Fire lieutenant	88,444.69	\$ 2,695.00	\$ 100,904.42
SCOTLAND	PAUL	Firefighter	72,602.56	\$ 2,211.50	\$ 81,087.42
SHAW	JOSEPH	Paramedic	98,480.91	\$ 2,411.50	\$ 114,840.13
SULLIVAN	STEPHEN	Firefighter	29,607.35	\$ 1,621.00	\$ 34,877.55
TYNER	WALLACE	On-Call Firefighter	79,641.45	\$ 1,661.50	\$ 93,259.37
WENZEL	CAMERON	On-Call Firefighter	1,060.00		\$ 1,060.00
			17,647.24	\$ 1,629.00	\$ 19,570.48

DISPATCH	ROBIN	Dispatch	\$ 54,509.39	\$ 1,400.00	\$ 22,877.85	\$ 78,787.24
CAHILL	KEVIN	Dispatch	\$ 30,883.19	\$ 350.00	\$ 5,145.79	\$ 36,378.98
CONLEY	PAUL	Dispatch	\$ 15,888.69		\$ 140.40	\$ 16,029.09
CURTIN	PAUL	Dispatch	\$ 54,437.41	\$ 850.00	\$ 3,729.04	\$ 83,104.13
KEARNS	JAMES	Dispatch	\$ 13,418.28		\$ 45,251.36	\$ 58,669.64
LOPEZ	JOHN	Dispatch	\$ 35,584.67	\$ 350.00	\$ 9,680.12	\$ 45,614.79
MCLAUGHLIN	TROY	Dispatch	\$ 2,000.70		\$ 2,000.70	\$ 2,000.70
MONTVILLE	CLAUDIA	Dispatch	\$ 7,710.30			\$ 7,710.30
RODAS	DAVID	Dispatch	\$ 1,474.20			\$ 1,474.20
SHEARNS	COLBY	Dispatch	\$ 2,417.85			\$ 2,417.85
ZITOLI						

BUILDING DEPARTMENT	DAVID	Electrical Inspector	\$ 22,426.15		\$ 22,426.15
BYRNE	JAMES	Bldg/Plumbing/Wiring Inspector	\$ 641.19		\$ 641.19
COAKLEY	TIMOTHY	Gas/Plumbing Inspector	\$ 22,158.03		\$ 22,158.03
COSTELLO	MICHAEL	Building Inspector	\$ 2,597.50		\$ 90,269.50
GIAMPIETRO	GARY	Asst. Bldg Inspector	\$ 87,672.00	\$ 19,391.92	\$ 19,391.92
PELLETIER					

RAND	ELIZABETH	Department Assistant	\$ 17,965.64	\$ 17,965.64
ROSE	JOHN	Bldg/Plumbing/Wiring Inspector	\$ 713.69	\$ 713.69
SWEET	JENNIFER	Bldg/Plumbing/Wiring Inspector	\$ 2,570.00	\$ 2,570.00
SEALER WEIGHTS & MEASURES				
ALLSHOUSE	W.	Sealer Weights & Measures	\$ 3,183.00	\$ 3,183.00
ANIMAL CONTROL				
HAMELIN	BRENDA	Animal Control Officer	\$ 63,053.54	\$ 63,053.54
MALLETTE	ERIN	Weekend Officer	\$ 3,755.85	\$ 3,755.85
BAILEY	KAYCEE	Weekend Officer	\$ 2,425.84	\$ 2,425.84
DPW DEPARTMENT				
BUSSAGLIA	MARK	HEO/Laborer	\$ 36,556.09	\$ 36,556.09
CLINTON	JOSEPH	HEO/Laborer	\$ 47,646.70	\$ 47,646.70
DONOVAN	MATTHEW	HEO/Laborer	\$ 49,215.00	\$ 49,215.00
EARL	ERIC	HEO/Laborer	\$ 14,766.35	\$ 14,766.35
FARRICY	FRANCIS	HEO/Laborer	\$ 50,571.12	\$ 50,571.12
GALLAGHER	MARIE	Department Assistant	\$ 8,349.78	\$ 8,349.78
GERACI	DANIEL	Seasonal	\$ 352.50	\$ 352.50
GILMORE	DEIRDRE	Department Assistant	\$ 57,196.89	\$ 57,196.89
HILLERY	MICHAEL	HEO/Laborer	\$ 60,336.78	\$ 60,336.78
KANDOLA	KEVIN	Mechanic	\$ 63,290.40	\$ 63,290.40
LOPEZ	KYLE	HEO/Laborer	\$ 7,505.09	\$ 7,505.09
MAIN	STEPHEN	HEO/Laborer	\$ 52,496.17	\$ 52,496.17
MAIN	ZACHARY	Seasonal	\$ 5,607.96	\$ 5,607.96
MCCOLL	KENNETH	Seasonal	\$ 2,437.18	\$ 2,437.18
MCDONALD	SHAWN	HEO/Laborer	\$ 33,683.61	\$ 33,683.61
MCKAY	JAMES	DPW Director	\$ 111,644.02	\$ 111,644.02
MCKENNEY	RONALD	Water/Sewer Tech	\$ 65,107.12	\$ 65,107.12
RACHMAGIEJ	DAVID	General Foreman	\$ 68,559.72	\$ 68,559.72
ROLLINS	ALEXANDER	Seasonal	\$ 2,373.12	\$ 2,373.12
SOUZA WAGNER	RYAN	HEO/Laborer	\$ 52,213.39	\$ 52,213.39
SOUZA	FREDERICK	Seasonal	\$ 1,278.36	\$ 1,278.36
WANDERS	JONATHAN	HEO/Laborer	\$ 54,911.52	\$ 54,911.52
BOARD OF HEALTH				
KIGGEN	JENNIFER	Department Assistant	\$ 27,633.28	\$ 27,633.28
MCVEIGH	JOHN	Director	\$ 73,072.48	\$ 73,072.48
MCLAUGHLIN	ROBIN	Nurse	\$ 5,149.30	\$ 5,149.30
D'ANGELO	KAREN	Nurse	\$ 5,684.83	\$ 5,684.83



2018 REPORT OF THE BOARD OF SELECTMEN

It is with great pleasure that, as chair of the Board of Selectmen (Board), I present our annual report to the residents of Millis.

There were a great many positive developments in Town government over the past year, and we hope to carry that forward into 2019.

Fire Department

The town continued its multi-year investment of ALS (Advanced Life Support) service with the appointment of an additional full-time paramedic, thereby achieving the service level required to be licensed. The Fire Department was formally ALS Certified on November 18, 2018. The department has been running ALS since that time. The Board congratulates Chief Rick Barrett and his staff on all their hard work in achieving this major accomplishment.

Clyde F. Brown School Project

“On time and under budget,” is what residents heard throughout 2018. The school is scheduled to open for the 2019-2020 school year. Many thanks to the Elementary School Building Committee for their great work in successfully guiding the largest capital project in Millis’ History.

Tri-Board Meetings

Throughout the year, the School Committee, the Finance Committee, and the Board of Selectmen met jointly to discuss how to better work together in making improvements to the Town’s financial processes, its policies and procedures, and opening better lines of communication with all areas of government. Those meetings and that important work will continue into 2019 and beyond.

Retail/Cultivation Marijuana Facilities

After failing at the May 2018 Town Meeting, the Fall Town Meeting voted to amend or adopt zoning by-laws regarding retail marijuana establishments, including the imposition of a 3% sales tax on marijuana and marijuana products sold in town. These changes have been approved by the Attorney General and the Town is poised to move forward with these projects which will bring in much needed revenue and lessen the pressure for additional property tax increases for the residents.

Capital Planning Committee (CPC)

The May 2018 Town Meeting approved the creation of a Capital Planning Committee. The CPC has enthusiastically moved forward with their charge of developing a comprehensive Capital Plan to present to the Town. The CPC is charged with working with all Department Heads and Committees to develop a list of capital improvements proposed to be undertaken during the next five years which shall contain cost estimates, methods of financing, how facilities are to be maintained and their estimated costs of operating, and recommended priorities. The Board would like to thank the members of this new committee for all the work they have done to move this process forward.

Stormwater Management

Program development for Stormwater Management is an ongoing effort. Less than one percent (1%) of stormwater utility bills have been appealed, which is mainly the result of Town Officials being able to provide quality customer service, clear answers to questions, and the commitment of Town staff to resolve issues to the satisfaction of Town residents. The Board and staff will continue to work with residents and property owners to make sure the program is responsive to their needs and contributes to the health, safety, and quality of life in Millis. The Board recognizes that the Stormwater Utility is a necessary means of meeting federal and state environmental requirements and providing the important functions to improve and properly maintain the vital infrastructure of Millis.

Appointment of DPW Director

In 2018 the Board approved the Town Administrator's recommendation and appointed James McKay, the long-time Deputy Director of the Department of Public Works, as the town's Director of that Department. The Board agreed with the Town Administrator that Jim's twelve years of dedicated public service as the town's Deputy Director was solid evidence that he was eminently qualified to assume this role.

Appointment of New Finance Director

In September, after a long search process, the Board announced the appointment of a new Finance Director for the Town of Millis. Carol Johnston began work with the Town this past Fall as our new Finance Director. Carol brings with her over 30 years of financial management experience from the private/non-profit sectors and we are thrilled with her performance in her new role. We firmly believe that we are truly fortunate to have an individual with such skill, knowledge, and enthusiasm working for the Town in this important role.

Financial Management Structure

At the beginning of 2018, the Board decided to conduct a study/review of the financial management structure of the Town. As a result of the study's recommendations, the Board and the School Committee discussed the integration of the Municipal and School Finance Functions. The result of these discussions was the establishment of a consolidated more efficient and effective financial management structure under the supervision of the Finance Director. The new financial management structure is working well. The system will further improve once the Town implements a new (state grant funded) financial software program for the school finances which will streamline all financial systems town-wide.

Recognition and Thanks

We'd like to recognize and thank all the appointed and elected town officials and employees (too many to mention) who have contributed to the success of the Town this past year. Your hard work and caring for this beautiful community is truly appreciated.

We would like to take a moment for a special thanks to Karen Bouret, our Operations Support Manager, and Maureen Canesi, our Department Assistant. These two individuals are critical to the effective administration of the Board of Selectmen's office, and we thank them for their dedication over the past year.

Finally, a heartfelt thank you to all the volunteers in our community who step forward, to donate their time, energy, and talents for the betterment of Millis.

Respectfully Submitted,

Catherine MacInnes

Chair, Board of Selectmen

BOARD OF ASSESSORS

The Assessor's office is responsible for measuring the value of Real and Personal Property and to insure that owners of such property pay their fair and equitable share of the tax burden based upon those values.

The Town Assessor is also responsible for meeting the certification requirements on a yearly basis with the Department of Revenue. To meet these requirements, the Town Assessor is obliged to revalue properties if necessary, on a yearly basis and once every five years undergo a state recertification audit. Every nine years, properties are also required to be inspected.

The Board of Assessors an appointed position is responsible for signing off on all reports and reviewing all applications during Board of Assessors monthly meetings. The Board of Assessors is responsible for all valuations. The Town Assessor not only reports to the Board of Assessors but also to the Finance Director.

In addition to certification duties, the Town Assessor and Administrative Assistant make themselves available to assist homeowners and those who utilize public information such as appraisers, realtors, lawyers, etc. The Town Assessor reviews all real estate permits, inspections, processes all reports the Board of Assessors and for the Department of Revenue. The Administrative Assistant processes motor vehicle abatements, motor vehicle commitments along with data entry of permits and exemptions, betterments and data entry of monthly real estate deeds.

Our overall mission is to provide outstanding public service.

Valuations and Levy of the four classes of property for FY2018 are listed below:

Residential	\$ 1,044,561,357.	Levy 89.988%
Commercial	\$ 74,346,023.	Levy 6.404%
Industrial	\$ 17,242,520.	Levy 1.485%
Personal Property	<u>\$ 24,629,400.</u>	<u>Levy 2.121%</u>
Total Assessed Value	\$ 1,160,779,300.	100%

The tax rate for FY2018 was \$18.02 per \$1,000 for all classes of property. In FY2018 there were 3,528 parcels in the Town of Millis. I would also like to thank Camille Standley for her dedication in providing my office with my Board of Assessors minute reports, also my new Administrative Assistant, Ellie Baczkowski.

Respectfully Submitted,

Paula Dumont, Town Assessor
Ellie Baczkowski, Admin. Assistant

Town of Millis Board of Assessors

Brenda Cameron, Chairperson
Robert Venear

Tax Rate \$18.02	Nature of	Fiscal 2018	Fiscal 2018	% of
Name	Business	Assessed	Tax	Assessed
		Value	Levy	Value
Milliston Common, Rosenfeld	Office, Retail, Land	\$ 18,521,900	\$ 333,765	1.63%
Stoneybook Apartments	Apartments	\$ 17,051,700	\$ 307,272	1.50%
Tresca Brothers	Concrete Manf.	\$ 4,235,200	\$ 76,318	0.37%
C & A	Retail Warehouse	\$ 3,995,000	\$ 71,990	0.35%
Malevich	Warehouse	\$ 3,201,300	\$ 57,687	0.28%
Gaita, Jerry	Retail	\$ 2,804,600	\$ 50,539	0.25%
Sikh Dharma	Yoga Village	\$ 2,906,200	\$ 52,370	0.26%
Whelan	Apartments	\$ 2,859,200	\$ 51,523	0.25%
Acorn of Millis, LLC	Developer	\$ 2,653,700	\$ 47,820	0.23%
Glen Ellen Country Club	Golf Club	\$ 2,180,200	\$ 39,287	0.19%
		\$ 60,409,000	\$ 1,088,570	5.31%
	TOTAL REAL ESTATE VALUE	\$ 1,136,149,900		

BOARD OF HEALTH

Annual Report 2018

Public Health Director:	John McVeigh, MBA, CHO, RS
Public Health Nurse:	Robin McLaughlin, RN, MS
Administrative Assistant:	Jennifer Kiggen
Board of Health Chair:	Jaikaur LeBlanc
Member:	Kathleen Lannon, RN, MS
Member:	Bonnie Hilton, PHD

The Health Department staff consists of a part-time Nurse, a part-time Administrative Assistant and a full-time Director. The Director reports to the Board of Health, which consists of three, Town-elected members. Our mission and responsibility are to protect the community by creating and maintaining conditions that keep our people healthy. Licensing, permitting, health surveillance, health promotion and emergency preparedness are several key components of our efforts.

Licensing

In 2018, the department processed 171 business licenses to food establishments, septic installers, septic haulers, trash haulers, hazardous material storage facilities, public and semi-public pools, tanning establishments and body art establishments. State and local government require that these licenses be renewed annually. The department generated \$24,365 in revenue from the issuance of licenses.

The following is a list of notable licenses issued in 2018:

Food Service (All)	57
Hazardous Materials Storage	33
Septic Installers	22
Septic Haulers	21
Tobacco	8
Trash Haulers	9
Swimming Pools (public & semi-public)	2
Body Art Practitioners	2
Body Art Establishment	1
Funeral Director	1
Tanning	0

Permitting

The department issued 98 permits in 2018. These permits were issued for camps, the construction of private septic systems, the abandonment of private septic systems, installation of private swimming pools, beaver management and site developments that exceed Environmental Health Impact Report (EHIR) thresholds. Unlike licenses, permit applications are received from residents throughout the year as needed. The department generated \$16,150 from the issuance of permits.

The following is a list of notable permits issued in 2018:

Septic system construction permits	29
Temporary food event permits	24
Soil testing (both septic and stormwater) permits	26
Septic abandonment permits	9
Septic Plan reviews	29
Title V reviews	11
Residential swimming pool construction permits	3
Beaver management permits	2
Permit to raise domestic fowl	2
Camp permits	0
Environmental Health Permits	3

Health Surveillance

The department conducted routine inspections of food establishments, recreational camps, public swimming pools, hazardous waste storage facilities, and tanning facilities. In 2018, the department conducted 52 food establishments inspected twice a year, 2 swimming pool inspections and no camp inspections.

The department responded to the community’s complaints of air quality, noise, odor, trash, dust and other nuisances. In 2018, the department investigated 16 housing related complaints, 2 food related complaints and 15 environmental complaints (noise, trash, air quality).

Emergency Preparedness and Health Promotion

Emergency Preparedness

As required by the United States Centers for Disease Control and Prevention, (CDC) and the Office of Preparedness and Emergency Management (OPEM) the department continues to be involved with Bioterrorism and Emergency Preparedness planning. The department is actively involved in the Local Emergency Planning Committee and with the Health and Medical Coordinating Coalition Region 4AB.

The department also leads a group of local volunteers that are committed to assisting the community in the event of a natural or manmade emergency. The Millis Medical Reserve Corps (MRC) is comprised of both medically trained and non-medically trained residents. Residents interested in joining the MRC are urged to call the department at (508) 376-7042. Information about the regional MRC can be accessed online at: <http://region4a-ma.org/MRC>

Health Fair and Flu Clinics

The Millis Health Department continued its commitment to the prevention of communicable disease with several fall Flu Clinics in 2018. A Flu Clinic for ages 8 years and over along with a Health Fair was held in the Veterans Memorial Building on Saturday, November 17th. The department wishes to thank the Millis Lions Club, Council on Aging, Norfolk County Sheriff’s Office, Norfolk District Attorney’s Office and Millis Ashram for participating in the Health Fair.

A second clinic for those 8 years of age and over, was held on Saturday, November 24th in the Veterans Memorial Building.

MRC volunteers assisted at the flu clinics by administering flu shots and by helping with paper work and clinic traffic flow. The well-attended flu clinics would not be possible without the help of these volunteers. The department wishes to extend a sincere thanks to our dedicated MRC volunteers.

The Town's Public Health Nurse also hosted clinics in her office to accommodate people unable to attend the weekend clinics. Several afternoon clinics were held to vaccinate town employees and students.

All flu vaccine was provided free of charge to residents regardless of insurance status. A total of 284 doses of flu vaccine were distributed this past season.

Annual Rabies Clinic

The Town ran its annual Rabies Clinic at the DPW garage on April 7th 2018. There were 30 dogs and cats vaccinated and \$300 in fees collected.

Collaboration with Town Agencies

Working with various Town boards, departments and committees, the department worked to promote healthy living in the community.

Representatives from the department were active participants in the Drinking Water Committee, the Local Emergency Planning Committee, the Master Planning Implementation Committee, the Safety Committee and the Sewer Study. The Board continues to assist the Marijuana Study Committee regarding the many complex issues involved.

Responsible Disposal of Household Hazardous Waste

The department continued to collaborate with Millis Public Works Department, the Norfolk Recycling Center and Wheelabrator Technologies, Inc. to provide environmentally safe means of household hazardous waste disposal.

For an established fee, Millis residents were allowed to obtain a visitor's pass for the disposal of common household hazardous waste items at the Norfolk Recycling/Transfer Station from April 1st through September 30th. This program will continue in 2020.

Working with Wheelabrator Technologies, Inc. the department offered Millis residents an opportunity to drop off mercury switches, thermostats and thermometers at our office for recycling. This program will continue in 2020. Residents disposing of mercury thermometers at Health office will be given digital thermometers, while supplies last!

Responsible Disposal of Household Medical Waste and unwanted Prescription Drugs

The department continued to collaborate with the Millis Fire and Rescue Department to provide residents an opportunity to dispose of used medical sharps. This program will continue in 2020. Residents are encouraged to bring used medical syringes to a kiosk located in the Fire Station.

Residents are encouraged to remove and discard unwanted prescription drugs from their homes. Drug drop boxes are located in several neighboring communities. These drop boxes, (located at the Millis Police Department Lobby) that are free of charge, allow an environmentally safe means of disposing of unwanted drugs. The following website offers a comprehensive list of drug drop boxes available for use: <http://www.mass.gov/eohhs/docs/dph/substance-abuse/opioid/ma-cities-and-towns-with-prescription-dropboxes.pdf>. The department will be happy to help locate the nearest drop box for residents. Please call (508) 376-7042 for assistance.

Food Recalls

Throughout the year the department was notified of food recalls through the Health and Homeland Alert Network (HHAN). Once notified, the department documented the recall, posted the information in Town Hall and contacted businesses distributing the recalled food items. For updated recall information: <https://www.fsis.usda.gov>

Temporary Food Permits

In accordance with Federal/State food regulations, organizations that sell or distribute food items are required to obtain a Temporary Food Permit prior to their events. Foodborne illnesses are often caused by improper food preparation and storage. The department reviews temporary food permit applications for compliance with State food regulations prior to the issuance of permit. There is no fee required for these non-profit permits.

The department issued 24 Temporary Food Permits in 2017.

Mosquito Control

The department serves as a liaison between the Norfolk County Mosquito Control District (NCMCD) and the Town. The NCMCD notifies the department of planned mosquito-control application activities. Once notified the department posts this information on the Town website.

The 2019 Larvacide spray schedule, when available, will be posted on both the Town website and the NCMDC website, www.norfolkcountymosquito.org. Residents are encouraged to request services or to opt-out of the spray application on their private property via the NCMDC website.

In 2018, the NCMCD continued to apply an Integrated Pest Management (IPM) approach to mosquito control. This approach included mosquito surveillance, water management, larval mosquito control and adult mosquito control. In an effort to reduce mosquito breeding areas in our community in 2018, the NCMCD investigated and where necessary cleared 41 culverts and 6,850 feet of drainage ditches. 0 Discarded tires were collected. 530 Acres of land were treated with aerial larvicide applications. 8.4 Acres of land were treated by hand applications of briquette and glandular larvicide. 4,894 Acres of land were treated with adult aerosol ultra-low volume adult mosquito applications from trucks. There was zero Virus Isolation in Town during 2018. There were 323 requests for service from Millis to NCMCD.

Because many species of mosquitos are found to breed in stagnant water, the NCMCD encourages people with unused tires to call the NCMCD for a free pick up and disposal of automotive tires.

Should a mosquito-borne virus be identified in Town, the department would work with the Millis School, Police and Fire and Public Works Departments to immediately notify residents. Reverse 911, Millis Public Schools' listserv and message boards would all be utilized. The department would then work with the NCMCD and the Centers of Disease Control (CDC) to limit public exposure.

Public Health Nurse Report

In addition to administrating vaccine throughout the fall season, the nurse is responsible for documenting all vaccinations and for seeking reimbursement for the cost of the program. Each vaccine dose is recorded as required by the Department of Public Health in the online network Massachusetts Immunization Information System (MIIS). The nurse submits insurance information for reimbursement from commercial plans and from Medicare. The Town received \$8,186 in reimbursements for the former season's flu vaccine administration. This money was used to purchase

medical supplies, to fund sharps collection services for the Town and to finance the purchase of future vaccine.

The nurse is the treasurer for the Metrowest-Central chapter of the Massachusetts Association of Public Health Nurses. Through this organization, she has participated in trainings related to communicable disease investigation and reporting as well as emergency planning.

Communicable disease investigation is an ongoing requirement of municipal health departments. The nurse uses the Massachusetts Virtual Epidemiologic online network (MAVEN) to investigate and report communicable diseases of Town residents. Education of the public and prevention of further spread of communicable disease are important components of this mandate.

The nurse has presented “Health Topics” in the senior center on several occasions. Information on various medical themes is presented and discussed with the seniors. The nurse also conducted a brief Alzheimer’s screening program for seniors.

The nurse conducted health consultations, blood pressure screenings and referrals during her usual office hours: Tuesdays and Thursdays from 10-3:30 PM. Residents may call the office (508) 376-7042 or email the nurse at mhockman@millisma.gov for an appointment to come in for these free services.

The following communicable diseases were recorded for the year 2018:

Campylobacteriosis	3
Influenza A&B	18
Anaplasmosis	4
Babesiosis	1
Legionellosis	1
Hepatitis B	2
Hepatitis C	9
Lyme Disease	36
Tuberculosis (latent)	0
Strep Pneumoniae	0
Varicella	2
HGA	1
TOTAL	77

In Memoriam

Public Health Nurse Karen D’Angelo, RN

It is with sadness that our Towns recently retired Public Health Nurse for 18 years passed away. Karen was a dedicated nurse for the Town and committed to the public health of the residents in the Town of Millis. Karen dedicated over 35 years of her life to nursing, working as a hospital nurse, a visiting nurse, and then a public health nurse.

Respectfully Submitted,
John McVeigh, MBA, CHO, RS
Health Director

REPORT OF THE BUILDING DEPARTMENT
Receipts from January1, 2018 - December 31, 2018 were:

Building permits \$201,822.17
Wiring permits \$34,388.80
Plumbing permits \$22,965.83
Gas permits \$16,018

BUILDING –

1,028 building permits were issued for all construction categories in 2018. The estimated construction value is \$ **59,309,527** as follows:

Permits Issued

Single family dwellings	28
New Multi-Family	4
Additions	9
Alterations	33
Fire repair	0
Bath/Kitchen renovations	23
Windows/Doors/Siding/ Roof	125
Barns, Sheds, Garages	8
Porches, Decks	4
Swimming Pools	4
Wood stoves, Fireplace inserts	6
Commercial	7
Signs	2
Demolition	3
Function tents	2
106/304	5
Sheet Metal	26
Trench	5
Fence	0
Permits Amended	0
Insulation	44
Foundation Only	18
Basement Renovation	5
Solar Panels	20
Deck	26

ELECTRICAL – 311 wiring permits were issued in 2018.

PLUMBING - 155 plumbing permits were issued in 2018.

GAS – 155 gas permits were issued in 2018.

It should be noted that building permits are required for most construction whether it is new work or renovations. Massachusetts building code is now in the 9th addition, which includes 2015 International Codes with Massachusetts amendments. Permit applications and fee schedules can be found on the town website or outside the building department office. If there is any doubt concerning the need for a permit, a quick telephone call to our office (376-7044) should provide the answer.

Our thanks to all Town personnel who have provided assistance during the past year and a special thanks to Liz for her continued dedication to the Department.

Respectfully submitted,

Michael Giampietro, C.B.O., Building Commissioner

Department Personnel

Gary Pelletier, C.B.O., Local Inspector

Elizabeth Rand, Department Assistant

David Byrne, Wiring Inspector

Jennifer Sweet, Assistant Wiring Inspector

Timothy Costello Plumbing/Gas Inspector

James Coakley, Assistant Plumbing/Gas Inspector

Jack Rose, Assistant Plumbing/Gas Inspector

Capital Planning Committee Report – May 2019

The Capital Planning Committee is pleased to present the Town with our first annual capital planning report. As background, the Committee was established by the Board of Selectmen in August 2017 with the mandate of creating a long term capital plan for the Town of Millis which could help citizens attain a more complete understanding of expenditures that the Town may need to undertake in coming years. The Committee has worked with the Board of Selectmen, School Committee, Finance Committee, Town Administrator, department heads, and other key constituencies around town to compile and organize estimated capital needs for the Town over the next 10 years. Through this process, the Committee has identified approximately 150 capital items with total estimated costs of nearly \$50 million.

This report summarizes the Committee's recommendations for capital items for Fiscal Year 2020. For this fiscal year, the Committee reviewed 35 capital items identified by various departments as potentially needed in the coming fiscal year. The Committee asked each department head to categorize these items as either a high, medium or low priority, and to rank order the items within each of those categories. Based on this priority ranking, the committee then grouped the various capital items into 4 categories 1) highest priority 2) second tier of priorities 3) third tier of priorities and 4) deferred to subsequent year(s). A high-level breakdown of these requests is shown in the table below:

	# of projects	Total estimated cost
Highest priorities	9	\$4,616,950
Second tier of priorities	8	2,387,120
Third tier of priorities	6	145,250
Deferred to subsequent year(s)	12	2,642,994
Total	35	\$9,792,314

High priorities include a new DPW building, computers for the school, commissioning a feasibility study on the needs for the Town's senior center, a facilities audit for the Lansing Millis building and a new dump truck. Most of these highest priority items are on the Town Warrant under Articles 13, 14 and 19. Two of the highest priority items related to infiltration/inflow investigations & repairs and stormwater improvements and infrastructure have been deferred at this time, as the DPW works through a comprehensive plan on how to best approach these projects.

As there was some funding available to cover additional capital needs, the Committee worked with the Town Administrator to recommend an additional 4 capital items to be included in Article 13. These include improvements to the current Senior Center space, continuing ongoing work related to installing new lockers in the Middle/High School, new window shades for the Veterans Memorial Building, and improvements to the Town's information technology infrastructure, much of which will be funded by grants, with the Town only responsible for a fraction of the total cost.

It is noted that there are many capital needs that appear on the attached schedule that need to be deferred into the future when funding is available to proceed on these items.

As this is the first year that the Committee has compiled this information, we recognize that there are areas that will need to be further developed within the capital planning process, and as such, the Committee expects that the long term capital plan and the annual recommendation process will evolve over time to meet the needs of the Board, other relevant committees, department heads, and most

importantly, the citizens of the Town of Millis. The Committee is also working on a report that outlines the full 10-year capital needs for the Town that will be shared later in the calendar year.

We also note that the Committee currently has two positions open for additional members and would be happy to meet with any member of the community who might be interested in taking a seat on the Committee.

The members of the Committee are available to answer any questions regarding this report and we look forward to working with all interested parties on this important initiative.

Respectfully submitted,

Town of Millis Capital Planning Committee

Jonathan Barry – Chair

John Corcoran

Peter Jurmain

James McCaffrey

Kerri Roche

Capital Planning Committee Priorities for Fiscal Year 2020

Highest priorities			
Department	Description	Estimated cost	Comment
DPW	International Dump Truck	173,370	On Article 13
General	Facilities audit	115,000	\$30,000 of this item related to the Lansing Millis building is on Article 13.
COA	Senior center feasibility study	35,000	On Article 13
Fire	Turnout gear	23,680	On Article 13
School	Computer Replacement	20,725	On Article 19
School	Computer Replacement	49,175	On Article 19
DPW	DPW Facility	3,900,000	On Article 14
DPW	Infiltration/Inflow Investigations & Repairs	200,000	Project to be deferred until broader plan developed
DPW	Stormwater improvements and infrastructure	100,000	Project to be deferred until broader plan developed
	Subtotal	4,616,950	
Next tier of priorities			
COA	Flooring & Paint	3,000	On Article 13
VMB	New window shades	14,000	On Article 13
School	Engineering Study for Roof and for Mechanical system, including but not limited to boilers, control systems, air handlers, hot water, and HVAC at the Middle High School	100,000	Funds not currently available to proceed
DPW	Road Repairs	500,000	Funds not currently available to proceed
DPW	Dover Road Sewer Station	220,000	Funds not currently available to proceed
VMB	Keyless entry system	20,120	Funds not currently available to proceed
School	Curriculum & Instructional Materials	30,000	Funds not currently available to proceed
DPW	Dover Road Bridge repair	1,500,000	In discussions with State regarding cost and funding
	Subtotal		

		2,387,120	
Third tier of priorities			
School	Lockers	20,000	On Article 13.
Town administration	Annual IT upgrades	30,000	On Article 13. Project moving forward as significant additional funding was secured through a grant.
School	Furniture	30,000	Funds not currently available to proceed
School	Wireless Network	40,000	Funds not currently available to proceed
School	Scoreboard	20,000	Funds not currently available to proceed
School	Drinking fountains protection	5,250	Funds not currently available to proceed
	Subtotal	145,250	
Deferred items			
DPW	Volvo Dump Truck	120,000	
DPW	Ford 2600 Farm Tractor	52,000	
DPW	Compressor	11,000	
School	Vehicle Lease	89,999	
School	Vehicle Purchase	58,000	
School	Computer Replacement	6,795	
School	Smart boards	43,200	
School	Cooling Systems	50,000	
DPW	Walnut Hill Booster Station	300,000	
DPW	Stormwater Recharge Structures	40,000	
DPW	Walnut Street Water Tank	1,200,000	
DPW	Water System Master Plan	697,000	

General	Facilities audit	85,000	
	Subtotal	2,642,994	
Total capital items potentially needed for FY 2020		\$9,815,814	

**PROSPECT HILL CEMETERY
2018 ANNUAL REPORT**

- Prospect Hill Cemetery had 33 burials in 2018.
- Prospect Hill Cemetery sold 10 graves in 2018.
- The committee continues to review the existing Rules and Regulations to determine if they are meeting current, as well as foreseeable needs of the Cemetery.
- The committee will recommend to the Board of Selectmen that an area in section D be laid out for future lots to be sold, in addition a number of lots that have been sold back to the Town will also be sold at the same time.
- The committee also inspects the Cemetery for physical conditions.
- Various areas in the cemetery had trees that were diseased or damaged due to storms and had to be removed or trimmed accordingly in 2018.
- Thank you to the people of Millis for their continued support given to keeping our cemetery the beautiful and historic treasure that it is today.
- The Millis Recreation Department again offered a program "Cemetery Stroll" with Steve Main so that Millis residents may learn the great history of the Prospect Hill Cemetery in the Fall of 2018.

Respectfully submitted for the Cemetery Review Committee:

Members: Marsha Collins
John Doyle
Charles Vecchi
Jeffrey Mushnick
Catherine MacInnes
James McKay

Ex officio: Steven Main

2018 ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

The Massachusetts Community Preservation Act (CPA) was adopted by the Town of Millis in 2006, when a one percent property tax surcharge was approved by Millis voters. These funds are to be used for open space, recreation, community housing, and historic buildings and landscapes.

The Millis Community Preservation Committee (CPC) consists of representatives from the Board of Selectmen, Conservation Commission, Historical Commission, Planning Board, Recreation Committee, Housing Authority, and three member-at-large citizens appointed by the Board of Selectmen. The purpose of the CPC is to review all project proposals, vote to approve or reject projects for submittal to Town meeting, and review the needs of the Town and make recommendations for the use of CPA funds. The CPC wishes to extend its thanks to Mr. John Northgraves for his years of service as Treasurer, who resigned from the Committee in June. Currently, there is an available member-at-large opening.

The CPC welcomes project proposals from any resident or group of citizens of Millis. The CPC developed guidance in March 2009 to assist Millis citizens in developing proposals. This document/application may be downloaded from the Town of Millis website.

The CPC has funded several projects through the approval of Town Meeting. In 2018, projects included appropriating \$2,390.00 for framing reprints from the previously approved Currier & Ives Lithographs from "The Life of a Fireman" series, and \$250.00 for Ms. Emma Barry for digitization and preservation of part of the Hindy Rosenfeld Collection. This digitization project was part of Ms. Barry's Girl Scout project and the CPC wishes to extend its thanks to her for a job well done! The continued repair/restoration of Niagara Firehouse is ongoing.

All Millis residents are welcomed to attend our meetings to discuss ideas and/or project proposals. The CPC generally meets on the first Thursday of each month. Meetings are posted at the Veterans Memorial Building and the Town of Millis website. Please visit our website for additional information and regularly posted agendas and meeting minutes at: www.millis.net.

Respectfully submitted,

The Millis Community Preservation Committee:

Nathan Maltinsky, Chair (Historical Comm.)	Dave Baker (Member at Large)
Wendy Barry (Member at Large)	Pam Mustard (Recreation Comm)
Catherine MacInnes (Board of Selectmen)	James McKay (Planning Board)
Ray Normandin (Housing Authority)	
Anne Rich (Conservation Commission)	
Camille Standley, Administrative Assistant	

TOWN OF MILLIS
COMMUNITY PRESERVATION FUND

THROUGH 12/31/18

TOTAL CASH RECEIVED FY 2008	\$101,695.01
TOTAL CASH RECEIVED FY 2009	\$179,671.27
TOTAL CASH RECEIVED FY 2010	\$145,237.14
TOTAL CASH RECEIVED FY 2011	\$138,468.83
TOTAL CASH RECEIVED FY 2012	\$137,684.53
TOTAL CASH RECEIVED FY 2013	\$142,525.75
TOTAL CASH RECEIVED FY 2014	\$178,900.71
TOTAL CASH RECEIVED FY 2015	\$164,736.51
TOTAL CASH RECEIVED FY 2016	\$169,675.91
TOTAL CASH RECEIVED FY 2017	\$169,543.82
TOTAL CASH RECEIVED FY 2018	\$177,319.91

TOTAL LIFE TO DATE **1,705,459.39**

FY 2019	06/30/18	appropriation	transfer	12/31/18
RESERVED FOR OPEN SPACE	\$53,735.05	\$17,300.00	\$0.00	\$71,035.05
RESERVED FOR HISTORIC RESOURCE	\$42,344.37	\$17,300.00	\$0.00	\$59,644.37
RESERVED FOR COMMUNITY HOUSING	\$71,956.00	\$17,300.00	\$0.00	\$89,256.00
BUDGETED RESERVE	\$0.00	\$80,000.00	\$0.00	\$80,000.00
UNDESIGNATED FUND BALANCE 6/30/18	\$381,027.56	\$0.00	\$0.00	\$381,027.56
TOTAL	\$549,062.98	\$131,900.00	\$0.00	\$680,962.98

FY 2019	07/01/18 BUDGETED	EXPENDED	12/31/18 AVAILABLE
OPERATING BUDGET			
SALARY BUDGET	\$4,238.50	\$1,878.75	\$2,359.75
EXPENSE BUDGET	\$4,238.50	\$0.00	\$4,238.50
LONG TERM DEBT PRINCIPAL	\$25,000.00	\$25,000.00	\$0.00
SHORT TERM DEBT PRINCIPAL	\$0.00	\$0.00	\$0.00
LONG TERM DEBT INTEREST	\$13,075.00	\$6,725.00	\$6,350.00
SHORT TERM DEBT INTEREST	\$0.00	\$0.00	\$0.00
SUB-TOTAL	\$46,552.00	\$33,603.75	\$12,948.25

ARTICLES

CONTINUE REPAIRS ON NIAGARA HALL	\$97,000.00	\$90,583.12	\$6,416.88
CURRIER & IVES REPRINT FRAMING PROJECT	\$2,390.81	\$2,390.81	\$0.00
HOUSING PRODUCTION	\$7,500.00	\$0.00	\$7,500.00
NIAGARA HALL RECORD PRESERVATION	\$7,000.00	\$0.00	\$7,000.00
DIGITIZATION OF HINDY ROSENFELD COLLECT.	\$250.00	\$88.94	\$161.06

SUB-TOTAL	\$114,140.81	\$90,583.12	\$21,077.94
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TOTAL OPERATING BUDGET & ARTICLES	\$160,692.81	\$124,186.87	\$34,026.19
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2018 REPORT OF THE MILLIS CONSERVATION COMMISSION

The Millis Conservation Commission is responsible for protecting the natural resources of Millis and protecting the town's watershed resources. The Commission remains dedicated to administering the Town of Millis Wetlands Protection Bylaws – Article XIX – and the Commonwealth of Massachusetts Wetlands Protection Act Regulations 310 CMR 10.00. We continue to meet to hear and discuss issues pertaining to wetlands in the Town of Millis. In 2018, the Conservation Commission conducted its schedule of public hearings to review applications pertaining to the Massachusetts Wetlands Protection Act and the Town of Millis Wetlands Protection Bylaw.

Applications, in part, consisted of Abbreviated Notices of Resource Area Delineations, Notices of Intent, Requests for Determination of Applicability and Certificates of Compliance. These applications included numerous site visits conducted by the Commission. Site visits/walks to judge compliance with Orders of Conditions and issuance of Certificates of Compliance (COC) for a number of completed projects were also conducted by the Commission members during 2018. We are pleased to report that permit conditions were satisfactorily met for a majority of projects. The highlights included the approval for construction of a 48 Unit Senior Residential Community Development called "Acorn Place" and numerous single-family home construction approvals.

The Conservation Commission is the official agency specifically charged with the protection of natural wetland resources in the Town of Millis. The Commission is authorized to administer the State Wetlands Protection Act and additionally, the Conservation Commission is charged with administering the Town's Wetland Protection Bylaw (Article XIX). The Commission also continues to investigate further changes to better protect Millis' resources by working on amending the Town of Millis, Wetlands Protection, Rules and Regulations, promulgated under the Town of Millis Wetlands Protection Bylaw.

The Conservation Commission typically meets once a month, on Monday evenings. Our meeting times and dates are posted on the Town of Millis website and in the Veterans Memorial Building, Main Street, Millis. All meetings are open to the public. Public hearing notices are also printed in the Milford Daily News. We encourage residents to attend our meetings if they have questions or concerns pertaining to wetland protection.

The Conservation Commission comprises seven volunteer residents and is currently operating at full strength. The Commission wishes to extend it thanks to Ms. Cara Krinsky for her years of service, who resigned from the Commission in March. The Commission would like to welcome Mr. Ramcharan Khalsa, who joined in April. The varied expertise of these members greatly enhances the efficacy of the Millis Conservation Commission. The Commission wishes to thank Mr. Wayne Carlson for his helpful service throughout the year as the Commission's volunteer agent. Also, thank you to Camille Standley, our dedicated Administrative Assistant.

The Millis Conservation Commission also oversees parcels of land that were purchased in part by the Town of Millis or were acquired through donations. An example is the property at 72 Pleasant Street, the former Verderber Farm, which is comprised of a diverse mixture of wooded uplands, open grassy meadows and wetlands. The Commission would like to thank those individuals and families who have donated precious wetland and upland areas to the Commission for perpetuity. By your kindness, you have acted to preserve part of your hometown for yourself and future generations to enjoy.

Please visit our website for additional information and regularly posted agendas and meeting minutes at: www.millis.net.

Respectfully submitted,
The Millis Conservation Commission

Dr. James Lederer, Chair
Anne Rich, Vice Chair
Edward Chisholm
Charles Tangerini

Daniel Lee
Ramcharan Khalsa
Christine Gavin
Camille Standley, Administrative Assistant

REPORT OF THE MILLIS COUNCIL ON AGING

The Council on Aging is pleased to present its 2018 Annual Report to the residents of Millis. We provide information on a wide range of local, state and federal programs and services. Programs such as: Fuel Assistance, Food Stamps, Senior Citizen Tax Work- Off Program, USDA Grants and Loans, SHINE, Home Modification Loan Programs, The Millis Fund and many other age friendly programs are accessible here. The Council's mission is to provide health promotion, educational, socialization, consultation and advocacy resources to those over 60. The Council is located on the ground floor of the Veteran's Memorial Building. The facility is open Monday through Thursday from 8:30a.m. to 2:00p.m. with extended hours until 4:30p.m. on Tuesdays and Fridays 8:30a.m. to 12:30p.m. There are monthly presentations on topics that are pertinent to successful aging. The Center offers books for loan, a meeting room with a large flat screen television, piano and organ; and a separate room that houses our six computers that are available for community use. There is a dining area that is used for daily congregate lunches, and a drop-in room with complimentary coffee and pastries.

Statistical Overview

During this reporting year, 627 Millis residents visited our Center for Outreach services, Medicare counseling, presentations, exercise programs, lunch or to just drop in. Over the past year, we have received 4,545 requests for information from our over-60 population, their families and disabled Millis residents. Our vans traveled 13,429 miles making 1,696 trips to medical appointments, shopping and other destinations.

2018 Highlights

Some of the presentations offered within the past year that inform and empower our older residents: Department of Revenues' Circuit Breaker Tax Credit, Norfolk County Sheriff's Office Identification Card Program, Mass Bar Association: Protecting your home, HESSCO Elder Services: Aging Well are some of the presentations offered within this past year that inform and empower our older residents. We also offered an array of health and wellness programs such as the YMCA's Enhance Fitness Program, Diabetes Prevention Program, Cogniciti's Memory Screenings, and Baypath's A Matter of Balance Workshop. We also provided weekly blood pressure/blood sugar testing and bi-monthly podiatry appointments.

Although our main focus has been education and information for older residents, we did have a number of extracurricular activities in 2018. Holiday celebrations featured a St. Patrick's Day Feast, a traditional Thanksgiving Day Feast and a Christmas luncheon sponsored by our Police and Fire Departments. Special events included our annual Antique Road Show, BBQ's, quiche breakfasts, ice-cream/ pizza socials all sponsored by our Friends group.

Millis Council on Aging Boards

Funding for activities at the center is largely supported by The Friends of Millis' COA Inc. This private non-profit 503(c) organization raises monies through a variety of events; and in turn supports programs and purchases equipment that cannot be provided by state and local government. All that we do here at the COA is made possible with the support and direction of our Council on Aging Board. They are a group of residents appointed by the Town Administrator to set the policy and direction of the COA; to help the staff identify community needs and to explore ways to meet those needs. They are directly

involved in many of our programs, giving freely of their time, talents and patience to improve the quality of life in Millis for older and disabled residents.

Our staff and Board of Directors steer the COA in the right direction, but it is our volunteers who provide the energy to make the following programs possible: transportation, "Meals on Wheels", blood pressure clinics, newsletter mailings, computer tutoring, Crafty Ladies, and bingo to name a few. We honor these dedicated individuals each May/June at our annual Volunteer Recognition Luncheon. Without their efforts, we would be unable to provide the wide range of services which Millis has offered. We are deeply appreciative of their contributions. Other agencies that assist us throughout the year are Millis Police and Fire, Town Hall Employees, The Millis DPW, The Millis Cultural Arts Council, Roche Brothers, Shaw's Supermarket, Blue Moon Café, our community service students and the local Daisy Girl Scout Troop. We are appreciative of our many volunteers. On behalf of the Millis COA, I extend our heartfelt gratitude to each and every one of you for your commitment to our mission.

Respectfully submitted,
Patty Kayo, Senior Center Director

Council on Aging Board:

Chairperson- Maria Neville
Secretary- Helen Daly
HESSCO Representative- Maria Neville
Member- William Brown
Member- Herbert Lannon
Member- Lisette Walter
Member- Christine McCaffrey

Senior Center Staff

Outreach- Carol LaFreniere
Department Assistant- Gunbhushan Kaur
Clerk Dispatch- Maureen Puopolo
Supportive Day Director- Patty Kayo

The Millis Cultural Council

The Millis Cultural Council is part of a grassroots network of 329 local councils that serve cities and towns across Massachusetts. The state legislature provides an annual appropriation to the Massachusetts Cultural Council, which then allocates funds to each local council. The local councils decide how the funds will be awarded to grant applicants. Millis Cultural Council members are community volunteers appointed by the Board of Selectmen.

The mission of the Millis Cultural Council is to promote excellence, access, and diversity in the arts, humanities, and interpretive sciences to enhance the quality of life in our community. The MCC strives to achieve these goals through the funding of local arts projects and programs with grants, and by hosting special events in Millis. The MCC's local funding priorities include:

- Proposals that are free and open to the public to benefit the Millis community
- Proposals that will take place in Millis
- Funding priority is given to new applicants

Decisions about which activities to support are made at the community level by a board of municipally appointed volunteers. More information about the annual grant funding and the MCC can be found at www.mass-culture.org and on the Millis town website at www.millis.org under boards and committees.

In 2018, the Millis Cultural Council awarded number nine grants totaling \$4517.00 for cultural programs in Millis. The MCC received number eighteen grant applications for 2018, with nine applicants from the town of Millis. Of the number awarded grants, number six were from Millis, receiving 69% of our granted funds. The 2018 Millis Cultural Council grant recipients were:

- Audrey Anderson - A Day in Millis - \$600.00
- John Root - Organic Gardening for Everyone - \$500.00
- Patsy Divver - Read Write Create - \$557.00
- Big Smile Entertainment LLC - The Magic Of Irelean - \$400.00
- Greg Maichaik - Monet's Magic: Pastel Paint Monet's Wondrous Water - \$495.00
- Charles River Sinfonietta - String Duo Concert at Library - \$450.00
- Theater Group of Millis - Musical Theater Performance of Shrek -\$800.00
- Evelyn Zepf - Not for Publication: The Art of Personal Writing - \$215.00
- Grace Steeves - Youth in Government - \$500.00

To provide the community of Millis with expose to local art and artists the council sponsored a Community Art Show at the Niagara Building with the cooperation of the Millis Historic Commission on June 10, 2018. The council presented this activity free of charge to the community. Approximately 35 local artists displayed their works, including the prints of the restored Currier and Ives lithographs by the Millis Historical Commission.

Approximately one hundred community members attended the event and refreshments were provided by Roche Bros and Millis House of Pizza.

During the year we had some changes to our membership with Patrick Neville and Arlene Lagos resigning and Melany Ferrimy joining the council. In 2019, we are looking for three new members to join the council. Anyone interested in joining the Millis Cultural Council can download a volunteer form on the town website or call 508-376-1295 for more information.

The 2018 Millis Cultural Council Members:

Stephanie Copice, Chairperson - 36 Van Kleeck Rd.

Patrick Neville, Treasurer through October 2018 – 151 Village Street

Laura Doherty, Clerk - 10 Cottage Ave

Arlene Lagos, Member through June 2017 – 53 Daniels Street

Dove Quinlan, Member – 42 Stoney Brook Drive Apt 1

Steven Smith, Member - 5 Granite Drive

Melany Ferrimy- Treasure starting 10/2017 - 2 Rolling Meadow Drive

Respectfully submitted,

Stephanie Copice

Chairperson, Millis Cultural Council

DEPARTMENT OF PUBLIC WORKS

The Millis DPW is responsible for maintaining and operating the following:

- 55 miles of roads;
- Stormwater drainage systems;
- Water system with 2 storage tanks, 6 water production wells, 2 high pressure booster pumps, 47.5 miles of water main and scada system;
- Sewer collection system that serves more than 2/3 of Millis residents, with 5 sewer pump stations, 3-meter stations and a scada system;
- Prospect Hill Cemetery;
- Parks and playground equipment;
- Athletic fields;
- Recycling center and Transfer Station;
- Maintenance and repair of Town owned equipment and vehicles; maintenance of a closed landfill; and
- Overhead street lighting and ornamental street lights.
- Stormwater management, 55 miles of drainage system, approximately 162 outfalls.

The DPW maintains all of the above with the following staff:

- 1 General Foreman;
- 3 Highway Staff;
- 1 Parks and Cemetery Staff;
- 1 Mechanic;
- 1 Transfer Station Operator;
- 4 Water/Sewer Staff;
- 1 Stormwater Staff;
- 1.25 Administrative Staff; and
- 1 Management Staff.

The Department also accomplished the following work in 2018:

- Maintained the Town owned Tree Nursery, located on Island Road.
- As part of the Town's annual catch basin cleaning program: 1,100 catch basins were cleaned, and 210 yards of material was removed and put in the Town owned Tree Nursery.
- Trimming and removal of 8 dead trees in the Prospect Hill Cemetery.
- In conjunction with the Millis Garden Club, the Town helped maintain the islands at the intersections of Village and Main streets, Norfolk Road Sewer Pump Station, Millis Public Library, Dover Road, Veterans Memorial Building, Old Town Hall and Prospect Hill Cemetery.
- Highway Department crews responded to 27 snow emergencies.
- Reconstructed or replaced catch basins and manholes: (1) on Spring Street and (2) on Main Street.

- Culverts were inspected and maintained for beavers at the following locations: Farm Street, Richardson Pond, Main Street, Larch Road, Pleasant Street and Causeway Street. A new culvert was replaced by DPW crews on Orchard Street and Environmental Drive.
- DPW crews installed a new sidewalk on Village Street from Plain Street to Gerald Avenue.
- The following streets were paved: Main Street from Exchange Street to Spring Street, Dyer Street from Village Street to Pleasant Street, and Middlesex Street from Ridge Street to the Town Line.
- The following is a list of streets that were crack sealed: Tara Terrace, Rose Road, Pleasant Street, Turner Street, Paddock Lane, Rolling Meadow Drive, Lexington Lane, Blueberry Lane, Apple Rock Road, Pine House Road, and Baltimore Street.
- A new 12-inch water main was installed on Old Dover Road and Main Street from Union Street to Dover Road approximately 2,343 feet.
- A new 12-inch water main was installed on Orchard Street from Walnut Hill Road to the second entrance to the new Glen Ellen senior residential community approximately 2,350 feet.
- Water Department crews made repairs to the following water mains: Main Street, and Walnut Street.
- Water Department crews made repairs to the following service lines: High School Road, Clyde Brown Road, (both new construction of school) Milliston Road, and Concord Circle.
- Enforced a mandatory outside water ban: no watering between 9:00 AM - 5:00 PM from May 01, 2018, to September 30, 2018.
- As part of the Town's Stormwater Management Act, crews inspected outfalls throughout the drainage system.

Transfer Station

The Transfer Station continues to operate 1 1/2 days per week. The Transfer Station operated a total of 72 full days in 2018. The facility was opened 2 1/2 additional hours during summer months. The facility received 420 tons of municipal solid waste, 33 tons of scrap metal, 185 tons of commingled recyclables and paper, 4.50 tons of TV's and electronics for recycling. 4.40 tons of carpet, mattresses and upholstered furniture. The Town collected for composting approximately 550 tons of organic materials. The Town actively recycles and delivers the containers to the various recycling plants. The Transfer Station has containers for bottles/cans for pickup by the Lions Club as well as a clothing receptacle for donations. There is also a mercury thermometer receptacle which is periodically picked up by a field chemist sent by Wheelabrator. This service is free to the Town.

Respectfully Submitted,
James F. McKay,
Director
Department of Public Works

REPORT OF EMERGENCY MANAGEMENT

Requirements and reporting established by the State are up to date.

Our radio officers have taken part in all alert drills. Trips have been made to Area 2 Headquarters for various meetings and seminars.

We attended all Local Emergency Planning Committee meetings throughout the year to discuss various areas of concern for the safety, welfare of the public and continued planning.

The meetings were held at the Veterans Memorial Building.

Millis was represented at the quarterly Director's meetings held at the area II bunker in Bridgewater MA.

Armored vests were procured for EMS service personnel through a FEMA grant.

New committee members in 2018 were given an overview of unified incident command by The Millis Fire Department.

The Local Emergency Planning Committee was invited to a Board of Selectmen's meeting for public awareness of LEPC. MEMA community Director Doug Forbes presented an overview of MEMA resources and the role of Emergency Management at the local level.

In closing we would like to give a very special thank you to the Millis Fire Department and Police Department for their support.

Our Emergency planning committee is well represented by all core departments and very active. Millis is very fortunate to have all of these dedicated people that are always on duty.

Respectfully submitted,

David Byrne

Director of Millis Emergency Management

ANNUAL REPORT

For the year ending December 31st, 2018

The Millis Energy Committee (MEC) worked on the following issues:

Net-Metering aggregation for Town-owned electrical accounts. The MEC reviewed a proposal for the Town to annually purchase over 800,000 kilowatt hours of clean solar powered energy from a solar farm located in southeastern Massachusetts. The power will be distributed to six Town and School buildings. The net-metering agreement should save the Town \$22,900 each year.

Reviewed the proposed Community Shared Solar installation at 1280 Main Street.

The Millis Community Electrical Aggregation program, which was passed at the Town Meeting in 2016, has been delayed throughout the year. The Town's energy manager kept MEC updated on the Town's application to the state's Dept. of Public Utilities (DPU).

The committee reviewed projects and priorities for its first Green Communities Competitive Grant. 15 energy efficiency projects were proposed by the Town's energy consultant. The committee worked with the Town's energy manager on rating and prioritizing the projects. The Town applied to the Dept of Energy Resources for six projects to be funded. The application was submitted in March. The Green Communities division awarded the Town \$219,160 to help fund 5 of those projects.

The committee began working with the Energy Manager on Municipal Vulnerability Preparedness Program (MVPP), which also includes an update of the Town's Open Space and Recreation Plan (OSRP).

MEC welcomed Chris Jackson as its newest member. This brings the committee's membership to six.

At the suggestion of Board of Selectmen Chair, Catherine McInnes, MEC prepared and presented a Home Solar Forum that was broadcast on Millis Community Media on November 8th. At the Forum, members of the Committee along with Massachusetts Clean Energy Center's (MassCEC) Program Coordinator for Commonwealth Solar Programs presented information on how Millis residents and businesses can install solar on their own buildings.

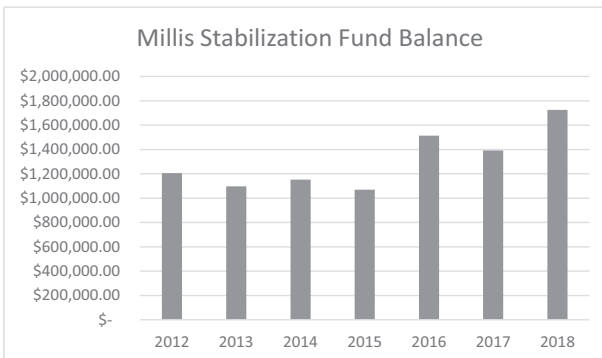
The committee helped to sponsor a private consultant's study to apply micro-grid technology to support the Town's climate resilience. The consultant's final report was presented to the Millis' Local Emergency Planning Committee.

At its final meeting of 2018 MEC began preparing to review projects for the 2019 round of the Green Communities Competitive Grant.

Finance Committee 2018 Annual Report

Under Massachusetts General Laws, each town is required to have a standing committee whose job it is to consider any or all municipal requests for the purpose of making reports or recommendations to the town. In Millis, the Finance Committee consists of nine members appointed by the Moderator to study and make recommendations on all Warrant Articles presented by the Board of Selectmen. As of the end of 2018, the Finance Committee had seven members, with one woman and six men. Two of the members are retired and several have school age children. A balance of members from different demographics within Millis helps the committee function better for the town.

Each year, the Board of Selectmen and the Town Administrator as well as the School Committee, Library Trustees, Police and Fire Departments, Council on Aging, Planning Board and other town departments make budget requests based on the needs of the various departments and boards. The job of the Finance Committee is to weigh those various requests against the monies available to the town. Neither the Finance Committee nor the Board of Selectmen has the authority to spend funds or make zoning, bylaw or charter changes on their own. These responsibilities rest solely with Town Meeting, so it is important that everyone who cares about how the town is run attend and vote at Town Meeting.



Each year the Finance Committee also balances an effort to maintain the Town's Stabilization Fund at a target of 5% of the overall Operating Budget. Maintaining the Stabilization Fund at this level or above helps maintain the town's bond rating as well as providing a "rainy day fund" to provide for unexpected needs. The Finance Committee also looks at the various issues confronting the Town and various town departments and establishes financial priorities. After consideration and open discussion, the Finance Committee makes

its recommendations and explains those recommendations at the Town Meetings. In essence, the role of the Finance Committee is to provide guidance to the residents at Town Meeting. In its recommendations, the Finance Committee presents to Town Meeting the fiscal implications of approving and not approving various Warrant Articles. It is the job of the residents at Town Meeting to make the final decisions.

In 2018, some of the issues on which the Finance Committee made recommendations at the Town Meetings include: additional By-Laws for a Marijuana Moratorium and Stormwater Management Utility; recommendations on the purchase of a DPW Front End Loader; the lease of (4) Police Vehicles and funding (2) Advanced Life Support Students; and the replacement of SCBA Pack/Bottles for the Fire Department. Furthermore, the vote to replace the Clyde F. Brown Elementary School at the June 2018 Town Meeting was a significant decision for the town.

The members of the Finance Committee at the end of 2018 were: Jodie Garzon, Chairman; Peter Berube, Vice Chairman; Doug Riley, Clerk; Jim Bullion, Peter Jurmain, Shawn Power and Craig Schultze.

Respectfully Submitted,
Jodie Garzón, Chair

REPORT OF THE FINANCE DIRECTOR

It is with pleasure that I submit the annual town report for Fiscal Year ending June 30, 2018.

I would like to thank the Town Administrator, Board of Selectmen, Departments, Boards and Commissions for their continued cooperation and support.

Fiscal Year 2018 was a time of change and transition for the Finance Team. During Fiscal Year 2018, the team was able to work through the departure of the former Finance Director Kathleen LaPlant and were valuable resources for the Interim Finance Director Hannah York.

I would like to thank the staff in the Treasurer/Collector's Office and the Assessor's Office for their continued hard work and dedication to the town during this transition period.

I would like to especially thank the continued hard work and dedication of Ms. Lisa Morin who has been with this office for many years and has done a great job in her position as Assistant Town Accountant. She is a very committed and dedicated employee. Lisa continued to be the strength of the Accounting Team during 2018 which also saw the departure of Kara Geraci Payroll Manager.

Last, but most definitely not least, I want to thank Hannah York for her guidance to the Finance Team during the transition and her continued support for the Town of Millis.

Respectfully submitted,

Carol E. Johnston
Finance Director

TOWN OF MILLIS MASSACHUSETTS
COMBINED BALANCE SHEET-ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2018

	GOVERNMENTAL FUND TYPES				FUND TYPE	ACCOUNT GROUP	TOTAL (MEMORANDUM ONLY)
	GENERAL	SPECIAL REVENUE	CAPITAL PROJECTS	ENTERPRISE	TRUST AND AGENCY	GENERAL LONG- TERM DEBT	
ASSETS							
INVESTED CASH	\$ 4,383,714.36	\$ 3,452,192.54	\$ 8,342,478.05	\$ 1,427,898.98	\$ 1,741,589.83		\$ 19,347,833.76
RECEIVABLES							
TAX RECEIVABLES	\$ 352,325.16						\$ 352,325.16
TAX LIEN/STITLE/FORECLOSURES	\$ 606,363.79						\$ 606,363.79
TAXES IN LITIGATION							
MOTOR VEHICLE EXCISE	\$ 226,561.47			\$ 304,467.63			\$ 226,561.47
DEPARTMENTAL	\$ 50.00	\$ 455,234.28					\$ 759,751.91
SPECIAL ASSESSMENTS							\$ -
DUE FROM OTHER GOVERNMENTS							\$ -
STATE/FEDERAL		\$ 102,559.33					\$ 102,559.33
AMOUNTS TO BE PROVIDED FOR							
RETIREMENT OF DEBT-TOWN						\$ 21,706,630.00	\$ 21,706,630.00
AMOUNT TO BE PROVIDED BY STATE							\$ -
TOTAL ASSETS	\$ 5,569,014.78	\$ 4,009,986.15	\$ 8,342,478.05	\$ 1,732,326.61	\$ 1,741,589.83	\$ 21,706,630.00	\$ 43,102,025.42
LIABILITIES							
WARRANTS PAYABLE	\$ 445,725.46	\$ 46,309.12	\$ 174,714.20	\$ 37,150.23	\$ -		\$ 703,899.01
WITHHOLDINGS	\$ 245,442.33						\$ 245,442.33
UNCLAIMED ITEMS/TAILINGS	\$ 458.89						\$ 458.89
MISCELLANEOUS LIABILITIES					\$ 878.00		\$ 878.00
BANS PAYABLE			\$ 14,727,733.00			\$ 2,416,630.00	\$ 17,144,363.00
GAOS PAYABLE							\$ -
PERFORMANCE DEPOSITS							\$ -
FISH & GAME							\$ -
EXCISE TAX CLEARING	\$ 166,733.42						\$ 166,733.42
RESERVE FOR ABATEMENTS & EXEMPTIONS							\$ -
DEFERRED REVENUE	\$ 1,018,567.00	\$ 557,793.61	\$ -	\$ 304,467.63		\$ 19,290,000.00	\$ 1,880,828.24
GENERAL OBLIGATION DEBT PAYABLE							\$ 19,290,000.00
NOTES PAYABLE							\$ -
TOTAL LIABILITIES	\$ 1,876,927.10	\$ 604,102.73	\$ 14,902,447.20	\$ 341,617.86	\$ 878.00	\$ 21,706,630.00	\$ 39,432,002.89
FUND EQUITY							
RESERVED							
ENCUMBRANCES	\$ 534,332.59	\$ 20,916.88		\$ 210,908.92			\$ 766,158.39
EXPENDITURES	\$ 344,040.86	\$ 315,000.00		\$ 10,000.00	\$ 332.00		\$ 699,372.86
APPROPRIATION	\$ 64,172.71	\$ 168,035.42					\$ 232,208.13
DEBT (PREMIUM)	\$ 1,290,263.20						\$ 1,290,263.20
EXTRAORDINARY/UNFORSEEN	\$ (197,591.50)						\$ (197,591.50)
CAPITAL							\$ -
UNDESIGNATED	\$ 1,656,869.82	\$ 2,901,931.12	\$ (6,559,969.15)	\$ 1,169,799.83	\$ 1,740,379.83		\$ 909,011.45
DESIGNATED							\$ -
APPROPRIATION DEFICITS							\$ -
OTHER PURPOSES-FINAL COURT JUDGMENT							\$ -
TOTAL FUND EQUITY	\$ 3,692,087.68	\$ 3,405,883.42	\$ (6,559,969.15)	\$ 1,390,708.75	\$ 1,740,711.83	\$ -	\$ 3,669,422.53
TOTAL LIABILITIES AND FUND EQUITY	\$ 5,569,014.78	\$ 4,009,986.15	\$ 8,342,478.05	\$ 1,732,326.61	\$ 1,741,589.83	\$ 21,706,630.00	\$ 43,102,025.42
PROOF	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -



On behalf of the Fire Rescue department I am proud to present the 2018 Annual Report. I would like to thank the men and women of the Fire Rescue department for their dedication to serving Millis, and most importantly to the community for your continued support as we build our department to better serve and protect you.

Mission Statement: The mission of the Millis Fire Rescue department is to minimize the loss of life and property resulting from fire, medical emergencies and other disasters through prevention, preparedness and response. The Fire Rescue department will strive for excellence in the performance of duty and service to the community and the customers it serves. The department is committed to find better ways to protect the lives and property of its citizens from fire and other disasters and is dedicated to work together for the betterment of our community.

Good bye to a Chief: On May 17, 2018 we lost Retired Chief Robert Volpicelli. Chief Volpicelli was the first Full Time Fire Chief for the Town of Millis. Chief Volpicelli dedicated his life to serving his town, his country and his family. He was very well respected and admired by all who knew him and he will be deeply missed.

2018 Accomplishments: In 2018 the Millis Fire Department achieved our goal of providing the highest level of service to our residents. In November of 2018 the Department became certified at the Advanced Life Support level of service. Since November we have been able to provide 100% ALS response to all medical emergencies in town and to our mutual aid communities.



With increased multiple calls the department has been staffing a second ambulance or First responder Engine to all calls, relying less on our mutual aid communities.

This is directly related to our committed staff responding while off duty or on call.

Medical Emergencies:

Allergic Reactions: 14

Cardiac Arrest: 11

Chest Pains: 37

Falls: 61

Motor Vehicle Crash: 162

Mutual Aid Given: 31

Overdose: 27

Psych Evaluations: 44

Seizures: 31

Stroke: 17

Syncope: 22

Well Being Check: 22

Difficulty Breathing: 49

Second Medical Calls: 121

Total EMS Calls: 876

Fire Responses:

Structure Fires: 6

CO Alarms: 41

Life flight: 6

Private Fire Alarm: 83

Electrical Fire: 12

Brush Fire: 6

Smoke in the Building: 22

Chimney Fire: 6

Gas Leak: 27

Master Box Alarms: 48

Mutual Aid Given: 30

Inspections: 520

Vehicle Fires: 8

Motor Vehicle Crashes: 162

Total Responses: 814

Addition of Staff:

In 2018 the Department added 2 more fulltime Firefighter/Paramedics. This helped us reach the minimum staffing required to meet state requirements for ALS staffing. This brought our fulltime staff to 13, the Chief and four groups that consist of a Lieutenant and 2 firefighters.

Steve Tyner came to us from the Town of Walpole where he had over 15 years of ALS experience.

Joseph Sullivan has been on our Call department for over 5 years and was 1 of the 3 call members we sponsored to attend paramedic training.

The other Call members who attended and became State and Nationally certified Paramedics were Cameron Wenzel and Will SantaFe. All have proven to be assets to the department and we look forward to a long career.

Additionally, the department added an EMS Coordinator to work closely with our Hospital medical control director. The position was awarded to FF/Paramedic Brian Polimeno.

To bring our Call department back to its full staffing we hired 7 new on Call firefighters. Congratulations to Sarah Greeno, Kyle Lopez, Matt Donovan, Matt Kennis, Andrew Errico, Alan Wallace and Gavin Bradbury. They will complete recruit training and become Certified through the Mass Fire Academy to the Firefighter I/II level.

From the Chief:

2018 was an Historic year for the Millis Fire Rescue Department. We accomplished several goals that we set for our department. Becoming certified to provide ALS medical service to our community has been a goal for over 10 years and to finally accomplish that makes our department and community better. The addition of staff will help us better respond to emergencies and prepare for the growth of the community in the upcoming years. We continue to be involved in the community by participating in several events, sponsoring blood drives, teaching CPR, Millis beautification day, Special Olympics and many others.

Our focus moving forward will be to prepare, train and educate our members on the ever-changing Fire and EMS service.

It is our commitment to you that we stand ready to assist you in your time of need day or night, with compassion, professionalism, respect and dignity.

Respectfully Submitted,

Richard Barrett-Fire Chief



Firefighter/Paramedic Joseph Sullivan and his family



Firefighter/Paramedic Steve Tyner and his family



Cam Wenzel, Joe Sullivan, Will SantaFe, Denis Lenehan



The Millis Historical Commission is a municipal agency of the town government. The members of the Historical Commission are volunteers that are appointed by the Selectman. Members serve as local preservation advocates and as an important resource for the conservation and planning of the town's historic assets. They also work closely with the Massachusetts Historical Commission.

The Niagara Fire House restoration will be completed in the summer 2019. The engine room will serve as fire museum where new display cases have been added to display historical fire artifacts, and the main hall located on the second floor will act as a function hall. The building has been completely restored to its original condition with a few new updated amenities including restrooms, lighting, and emergency exits.

GAF Plant in February, the Commission with the assistance from the Board of Selectman, the planning board and Millis citizens negotiated with the owners of the GAF Corporation in hopes of saving all or part of the historic property. The stone structure was slated for demolition. After lengthy meetings GAF agreed to save the stone tower that stood in the center of the stone building and will now be incorporated into the future development of the site.

Cultural Council in June the commission hosted an art show in conjunction with the Millis cultural council. Artwork from Millis residents was displayed in the main hall along with the Currier and Ives etchings (Life of a Fireman) that hung in Niagara previously. The art show had many visitors on a sunny June day.

We wish to thank all of the volunteers from the Millis Historical Commission and community who have spent countless hours devoted to the Niagara restoration project. Without their efforts this project never would have reached fruition. The Historical Commission is excited about the grand re-opening of the building and of the wonderful history that can be viewed by future generations of residents to come.

You can find us at: www.millishistory.org and on Facebook at: <https://www.facebook.com/MillisMAHistoricalCommission/>

Respectfully submitted:

Nathan Maltinsky: Chairman
Dennis Anderson
Mitch Bobinski
Scott Fuzi
Joanne Gannon
Jacqueline Graci
Carolyn McNiff
Marc, Prufer
Mark Slayton
Charlie Vecchi

Annual Report Calendar Year 2018
Millis Public Library

The Millis Public Library continued to focus on its mission to inspire lifelong learning by providing services, materials, and activities that engage the imagination, foster literacy, inspire intellectual curiosity, and advance the pursuit of knowledge for all members of the community.

The Library continues to be a valued resource for the community. In 2018, we saw over 111,000 visitors, the highest in the Library's history. Nearly 120,000 books, magazines, DVDs, audiobooks, tools, games, and other items were borrowed by Library users during the year. This is an average of over 13 checkouts per resident. The Library also continued providing access to a variety of E-Library resources, including eBooks, downloadable audiobooks, streaming and downloadable music and video, language learning resources, and more. In 2018, these E-Library resources were used nearly 20,000 times.

In April 2018, we were able to add Monday morning hours to be open from 10 am – 12 noon. This change has allowed increased access to Library technology (desktops, laptops, WIFI, printing services), study and meeting spaces, and Library collections. In 2018, Library desktops and laptops were used nearly 9,000 times. Many people brought their own technology to take advantage of the free Wi-Fi 33 (over 57,000 connections). Study rooms and meeting spaces were used 1,773 times, an average of 34 times per week and a 17% increase from 2017. The Library also partnered with the town to install solar panels on the Library roof, leading to reduced energy costs for the town.

Library staff are at the core of all our services. Their dedication, creativity, and caring help to create a welcoming environment where library users can access all the resources available to them. In January 2018, the Library welcomed new Director, Kim Tolson. Early in the year, Kim implemented a staff goal setting and review process. This has helped staff to further refine efforts to accomplish their professional goals as well as the Library's strategic objectives. Thank you to our wonderful staff!

Library staff work hard to provide an ever-evolving schedule of programming, designed to meet the educational, recreational, and social needs of everyone in the community. Popular programs for young children include early literacy story times, toddler playgroups, toddler dance classes, and music programs. Programs for older kids and teens include arts and crafts programs such as Perler Bead Art and Painting Miniatures, technology and literacy programs such as 3D printer workshops and a middle school book club, and fun social opportunities such as trivia tournaments. The library also hosted senior project presentations, AP exams, and final exam study nights. Adult programs include concerts, author talks, film screenings, art openings, technology tutorials, and multiple book clubs. In 2018, a number of new programs were added, including Girls Who Code Club, a Teen Volunteer Group, and Tech Thursdays (weekly drop-in Tech Help). A total of 13,888 people attended 544 total programs events in 2018!

It is thanks to the generous support of the Friends of the Millis Library, that we are able to offer this array of programming. The Friends, through membership drives, book sales, and other fundraising, sponsor the majority of Library programs. They also provide financial support for our Museum Pass program, support capital improvements and grant writing, and give many hours of volunteer time. Thank you to all our Friends members!

We would also like to thank our dedicated Board of Trustees, Wendy Barry, Jennifer Farrar, and Laura Satta, who volunteer their time to support the Library's mission and provide their expertise to help the Library meet its strategic goals. We are also grateful for our invaluable volunteers and our community of library users; whose engagement and support are key to the Library's successes.

LIBRARY TRUSTEE

This year has been a year of positive change for the Millis Public Library (the Library). In January we welcomed Kim Tolson to the Library Director (the Director) position. Kim holds a Professional Certificate of Librarianship from the Massachusetts Board of Library Commissioners, a Bachelor's degree in Sociology and Social Service from University of Massachusetts at Amherst and a Master's degree in Library and Information Science from Simmons College. Kim comes to us most recently from the Concord Free Public Library where she was a Branch Librarian, directing operations for a standalone facility in that system. Prior to that she was Head of Youth Services at the Medfield Memorial Public Library. Kim picked up the baton immediately and has already proved an asset to the Library in better serving our community. In her first few months on the job, the Director able to adjust the current staffing to allow the Library to increase its opening hours on Monday mornings without affecting the Library budget. This moved the Library one step closer to having standardized hours of operation (opening and closing times). The Trustees are confident that the New Director's work will further our Library's ability to deliver on its mission to inspire and support lifelong learning within the Millis community.

The Director is overseeing a shift with regards to the Library facilities and systems management. The building needed some more than routine repairs this year. Most notably, in March of this year, the hot water heater near the public restrooms burst, flooding a large portion of the Library back entry way, front desk area and young adult room. To ensure public safety and allow for remediation and repairs the Library was closed for six days. While this system had been under routine maintenance and was well within its life expectancy, this event highlights the need for facilities and systems vigilance. The Library is no longer new. The Director has added the Library to a request for a full facilities and systems audit (to be completed in conjunction with other Town properties) to ensure the infrastructure is optimally maintained and to plan for future capital needs. With proper upkeep, the Library will continue serve the community for decades upon decades to come.

This year, under the new Director, the Library completed many internal and external improvements that will better align staffing and Library resources with the Library's service mission. Specific achievements include:

- Designing and implementing a staff goal setting and review process
- Formalizing volunteer positions, job descriptions and oversight
- Updated Staff Guide (policies, procedures and protocols)
- Implemented standardized material cataloging details
- Updated/"Weeded" Audiobooks, DVDs, and Large Print
- Completed a full technology inventory
- Updated software and content on laptops and e-readers
- Launched Princh, a wireless printing and payment system for patrons
- Revamped the Library website to include more content (elibrary, volunteer opportunities, Friends of the Library page, memorial donations, etc.,)
- Created a bi-monthly eNewsletter highlighting library events and services

As always, the Library works diligently to improve as an operational entity and as a service organization. Our goal is to use funds efficiently while striving to meet our mission and serve the Millis community effectively.

Services/Programs

The Library provides many services for Millis citizens. Through the Library people can access physical and electronic materials of all types. The Library provides programs and workshops that educate and engage the community. The Library is the main "free-use" technology provider for the community, offering free WIFI, laptops, desktops, printers, tablets, video game systems, etc. without charge. The Library provides work, study and recreational space for Town citizens. The Library staff offer guidance to Millis residents in accessing any and all available resources.

Many Millis residents already use the Libraries resources:

- Millis residents checked out nearly 140,000 items in 2018 and increase of 12% over 2017. Over 14% of total circulation was e-Library usage (eBooks, audiobooks, music, language learning, etc.), more than doubling last year's portion.
- In excess of 380 people came to the Library each day it was open (on average). This is more than ever before.
- Library provided technology is used extensively by the public with about 32 people using building computers (either desk and laptop) each day and over 160 daily Wi-Fi connections.
- The Library held over 544 public programs this year including police forums, music performances, early-literacy times, resume workshops, science workshops, book groups for all ages, computer programming seminars, history experts, author-visits, multiple movie series, art installations, play times, painting workshops, overnight events and writing workshops. Note: Programming expenses are primarily paid for through the Friends of the Millis Public Library fundraising.

As part of the continuing process to ensure the Library meets the Millis community's needs, the Library began a 5-year strategic planning process this fall. The Massachusetts Board of Library Commissioners (MBLC) requires all libraries receiving state funding to update their mission statement and goals periodically. The Library's process includes a Strategic Steering Committee, focus groups, individual interviews and a public survey. By the end of the year, the Library will have an updated strategic plan developed in conjunction with the Millis community to focus Library services and programming efforts for the next 5 years.

Library Staff

Again, the Trustees welcome our new Library Director Kim Tolson to Millis. The Trustees look forward working with Kim and to continued success for the Library under her able leadership.

The Trustees would like to express our appreciation for the dedication of the Library staff, Rebecca Appelbaum, Kim Borst, Donna Brooks, Mary Carney-Philips, Esther Davis, Karen Mortimer and Rachel Silverman, and the on-call personnel. Their ongoing commitment to serving this community allows the Library to continue to evolve to better meet Millis' diverse needs.

We encourage everyone to stay informed about the Library's offerings and activities by visiting the Library, the Library website, www.millislibrary.org, or the Facebook page facebook.com/millislibrary.

We also encourage membership and involvement in the *Friends of the Millis Public Library (the Friends)*. The Friends is a non-profit organization created and dedicated to supporting the Library in serving the Millis community. The Friends do this through fundraising, volunteering and other activities (see Library website for more information).

As always, the Trustees welcome your feedback at trustees@millislibrary.org.

Respectfully Submitted,

Wendy Barry, Chair
Jennifer Farrar, Secretary
Laura Satta

Memorial Day Remembrance

Every day, this country loses forty veterans of the “greatest generation”.

It is in their remembrance and of all of those subsequent defenders of our liberty who have answered our country’s call, giving of themselves, and some, their lives, that we honor them on this day. This we do by a ceremonial march to the town cemetery and to the two memorials of the other wars to remind all of their sacrifice. We also place new flags at their graves and at the eleven town memorials of the World War II veterans. This year, the weather favored our efforts by providing a sunny day.

This year we lost seven veterans and rang the Holbrook Bell at the ceremony in front of the Veteran’s Town Hall, for each of them: John W. Shea, Charles Patrick DeAngelis, Donald F. Ackerman, Robert A. Volpicelli, Frank Cono Cashman, Putnam Clark and Edward F. McBride.

We wish to thank all who participated in these activities with us and we appreciate those who watched the parade and ceremonies and supporting us in this effort.

Respectfully submitted,

Robert Yeager, Commander

Millis American Legion, Post 208

PROCLAMATION

Whereas, Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in service of the United States of America. Over two dozen cities and towns claim to be the birthplace of Memorial Day. While Waterloo N.Y. was officially declared the birthplace of Memorial Day by President Lyndon Johnson in May 1966, it's difficult to prove conclusively the origins of the day.

Whereas, regardless of the exact date or location of its origins, one thing is clear – Memorial Day was borne out of the Civil War and a desire to honor our dead. It was officially proclaimed on 5 May 1868 by General John Logan, national commander of the Grand Army of the Republic, in his General Order No. 11. "The 30th of May, 1868, is designated for the purpose of strewing with flowers, or otherwise decorating the graves of comrades who died in defense of their country during the late rebellion, and whose bodies now lie in almost every city, village and hamlet churchyard in the land," he proclaimed. The date of Decoration Day, as he called it, was chosen because it wasn't the anniversary of any particular battle.

Now, Therefore, Be It Resolved that the Millis Board of Selectmen do hereby proclaim Monday, the 28th day of May 2018 as Memorial Day in the Town of Millis, and urge all citizens of this community to join us in support of Memorial Day.

Respectfully,

Catherine C. MacInnes, Chair

Loring Barnes Edmonds, Vice Chair

James J. McCaffrey, Clerk

Report of the Town Moderator

Twice per year, all registered Millis voters are encouraged to attend Town Meeting to speak out and vote to enact the business of the town. The Town Meeting members make all decisions regarding the town budget, zoning issues and other matters included on the warrant.

Our town meetings consider a broad range of fiscal and policy issues. This is the basis for our government operations and our opportunity to set priorities as residents of Millis. In 2018, our annual Spring and Fall town meetings were held in the Millis Middle/High School Auditorium. A combined total of 48 Articles were considered and acted upon and in each case, business was conducted in one night. An operating budget approximately \$30,898,428 was approved to support the functioning town government (including Police, Fire and DPW departments) and the School Department. Town meeting acted on proposals to approve retail marijuana zoning, licensing, and public consumption. It is important for registered voters in our community to participate in this important process.

I wish to thank all Millis Voters who attended Town Meeting this year and special thanks to Town Clerk Lisa Hardin and Assistant Town Clerk Kathleen Smith, Constables, voting list inspectors and tellers for their support at Town Meeting to assist in keeping the meeting running smoothly. Thanks also to Millis Community Media who make sure we are televised.

This year, some changes were made to town meeting. Together, with the suggestions of the Town Meeting Review Committee the following changes were made: the moderator no longer repeats the motions prior to discussion, printed copies of motions are available for Town Meeting members to reference instead. Additionally, when a standing count is necessary, two tellers will count the same rows together and verify the results before allowing Town Meeting members to be seated. This increases accuracy in the vote counts when standing votes are necessary. I look forward to working with the committee to make future changes to improve the efficiency and experience of Town Meeting for the Millis voters.

Millis is a great community to live in with a top-notch school system and hardworking public officials who are successful in part because of the support of Town Meeting members. On behalf of all I would like to thank the Finance Committee for their efforts to inform and guide us through the issues presented and for breaking down complicated matters to a level we can better understand. Thanks also to the efforts of the Board of Selectmen, Board of Health, School Committee, Planning Board and all elected officials that are so important to our Town Meeting process. I also want to give a special thanks to our Town Administrator and School Superintendent for their many contributions to the town and its day to day functions.

Finally, I want to say thank you to the voters of Millis for electing me to serve as your Town Moderator. As the first female moderator for the town, I am honored to serve and hope to continue to do so. I appreciate your support.

Respectfully yours,

Erin Underhill, Town Moderator

MILLIS

2018 REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

NCMCD is engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town:	7 samples submitted, with 0 isolations in 2018
Requests for service:	323

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

Culverts cleared	41 culverts
Drainage ditches checked/hand cleaned	6,850 feet
Intensive hand clean/brushing*	0 feet
Mechanical water management	0 feet
Tires collected	80

** Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program, aides in our decision to effectively target culprits locations.

Spring aerial larvicide applications	(April)	530.0 acres
Summer aerial larvicide applications	(May – August)	0 acres
Larval control - briquette & granular applications by hand		6.1 acres
Abandoned/unopened pool or other manmade structures treated		0 briquettes

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra-low volume (ULV) applications from trucks	4,894 acres
Barrier applications on municipal property	0

Respectfully submitted,

David A. Lawson, Director

Norfolk County Registry of Deeds
2018 Annual Report to the Town of Millis
William P. O'Donnell, Register
649 High Street, Dedham, MA 02026

This year was a very special year for the Norfolk County Registry of Deeds as we celebrated our 225th anniversary, making us one of the oldest registries in the United States. The public event, which took place last June, was highlighted by the publication of a historical booklet illustrating the many advances that had taken place at the Registry over the past two and a quarter centuries. The booklet also exhibited some of the notable land records of famous people who have lived in Norfolk County, including 4 United States Presidents, Nobel Prize winners and a person from each one of the county's twenty-eight communities.

The Registry of Deeds is the principal office for real property records in Norfolk County. Its mission is to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 8.5 million land documents dating back to 1793 when George Washington was President. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipal officials, homeowners, title examiners, real estate attorneys, genealogists and others with a need for land record information.

The Registry operates under the supervision of the elected Register, William P. O'Donnell, who has held the position since 2002.

2018 Registry Achievements

- Register William P. O'Donnell and his staff continued their direct outreach to town halls, senior centers, businesses, historical commissions and civic groups across Norfolk County. The Register was the guest speaker at the Millis Public Library on November 25th and the Register held office hours at the Veterans Memorial Building on May 31st.
- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. **This year alone, the Center handled more than 5,000 requests.** These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101. Hours of operations are 8:30am to 4:30pm, Monday through Friday.
- In calendar year 2018, **the Registry collected more than \$55 million in revenue.**
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2019, we will continue to advocate for mortgage transparency by refining legislation requiring mortgage assignments be recorded at the appropriate Registry of Deeds.
- This year saw a record number of electronic recording filers, **approximately 1,530.**
- In 2018, we hit a record high of recording our **36,490 Registry of Deeds book.** For the sake of security and redundancy, we store our documents 3 different ways: hard copy, electronically and by microfiche.
- In calendar year 2018, the Registry processed over **12,000 Homestead applications.** The law Chapter 188 (M.G.L.) provides limited protection of one's primary residence against unsecured creditor claims.

- The Registry continues to fine tune its completed History Comes Alive Transcription program. The initiative, the first in New England, makes land recorded documents written by scribes of the 18th and 19th centuries in the old cursive hand writing style much easier to read by converting the words into easy-to-read electronic text. **The program earned the praise of two-time Pulitzer Prize historian, David McCullough.**
- During the end of 2018, the Registry of Deeds started a major renovation project which included updating its electrical system, repairing the ceilings, remodeling the recording area and public work stations.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today, all documents dating back to the first ones recorded in 1793 are available for viewing.
- For the first year, patrons had the ability in Land Court to scan their plans in color.
- We also continued our commitment to cyber security with annual training of our employees.
- In 2018, we have expanded our website by including a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes, noted authors and leaders in their fields of education, environment and the law
- The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, the latest schedule for our community outreach initiatives, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly press release to alert residents of the latest happenings as well as to remind them of our consumer services.
- The Registry's free Consumer Notification Service **experienced a 21% increase in enrollment from the previous year.** This consumer/public safety program allows any county resident to opt in to this free notification service and be alerted when any document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: www.norfolkdeeds.org.
- Register O'Donnell hosted several free computer seminars at the Registry to provide hands-on-training to the general public, municipal officials, real estate professionals, genealogists and the legal community.
- The Registry continued its community outreach commitment by working with Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy and the VA Boston Healthcare System, Voluntary Service Program on our 'Suits for Success' program and supporting the New Life Furniture Bank of MA in Walpole to assist those who are in need of household items. ***Our Toys for Tots' Drive has collected over the years 1,950 presents. Our Annual Holiday Food Drive continues to support Food Pantries in Norfolk County. This year's food drive collected enough groceries and household products to be able to visit multiple food pantries. Finally, the Registry has received more than 4,000 pieces of clothing donations for our "Suits for Success" programs.***

**Millis Real Estate Activity Report
January 1, 2018 – December 31, 2018**

During 2018, Millis real estate activity saw increases in both total sales volume and average sales price.

There was an 11% decrease in documents recorded at the Norfolk County Registry of Deeds for Millis in 2018, resulting in a decrease of 222 documents from 1,957 to 1,735.

The total volume of real estate sales in Millis during 2018 was \$93,542,547, an 8% increase from 2017. The average sale price of homes and commercial property was also up 26% in Millis. The average sale was \$581,009.

The number of mortgages recorded (326) on Millis properties in 2018 was down 14% from the previous year. Also, total mortgage indebtedness decreased 12% to \$95,131,610 during the same period.

There were 7 foreclosure deeds filed in Millis during 2018, representing a 17% increase from the previous year when there were 6 foreclosure deeds filed.

Homestead activity decreased 17% in Millis during 2018 with 166 homesteads filed compared to 200 in 2017.

The Millis notable land deeds selection for the 225 Anniversary Commemoration booklet was Charles Wesley Emerson, founder of Emerson College. He was born in Boston in 1837. He enrolled in Boston University's School of Oratory where he studied Delsarte and Swendenborg. In 1879 he studied medicine in Philadelphia. He was also a minister who preached in Congregational and Unitarian parishes until 1885. He purchased a farm in Millis in 1885. Mr. Emerson opened the Boston Conservatory of Elocution, Oratory and Dramatic Art in 1880. The Conservatory was renamed Emerson College after Emerson's death in 1908.

Finally, our objective at the Registry will always be to maintain, secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

Respectfully submitted by,



William P. O'Donnell
Norfolk County Register of Deeds



Register O'Donnell speaking at the
Millis Public Library



Register O'Donnell with staff and a
constituent at Randolph Town Hall
Office Hours.



President John Adams, Register O'Donnell
and Governor John Hancock celebrated
the 225th Anniversary of Norfolk County,
June 20, 2018

Oak Grove Farm Commission Annual Town Report 2018

On March 20, 1984, a Special Town Meeting was held to consider the purchase of a 108 acre parcel of land known as Izbicki's Farm or as many longtime residents knew it as, Oak Grove Farm. This was the last parcel of Lansing Millis's Oak Grove Farm that was still in agricultural use. This town meeting voted to purchase this parcel of land by a vote 478 in favor and 19 opposed. March 20, 2019, is the 35th anniversary of a that very important vote, and throughout those years, Oak Grove Farm has and continues to be for many a place for peaceful respite; to walk, sit, and enjoy. For others it provides various recreational activities; to watch our children hone their athletic skills, to play with friends at the playground, and to enjoy and explore a little bit of nature.

The OGF Commission's work continues to remain the same. We work to maintain and improve all the areas of Oak Grove Farm that so many people enjoy. OGF maintenance is completed through our own or other's volunteer work. Some maintenance or improvement projects may need more specific skills, or materials that require funds, some significant, to be expended. The Commissioners continue to work within their approved yearly town budget of \$1,636 to maintain all 108 acres. This budget has remained the same for many years. We supplement that budget with fees collected through permitting of Oak Grove Farm usage. However, there may be certain usages that are not charged fees.

Tree maintenance is ongoing at Oak Grove due to the ages of the trees, their proximity to the roads, walking paths, and playing fields. No pruning took place this year but many trailers of branches were hauled away by volunteers. Gypsy moths have become a concern with damage done to trees along Ridge Street. Some of these trees may not recover. We're seeking some funding to spray three particular areas of the farm that were damaged in 2018 and if the damage continues in 2019 these large oak trees will die. If this occurs this would require us to remove these trees for safety reasons at a significant cost. The commission is considering when to take down the last of the large Norway Maples to the east of the playground. The playground continues to be monitored for repairs and maintenance. There is not a town budget provided for the playground so that has been paid for by OGF. The Children's Garden fall cleanup has also fallen to OGF the last two years and has been paid for from our revolving account. A large soccer goal was welded and repaired due to vandalism. Guard rails were installed in the lower parking lot, the top parking lot and the corner of the top playing field.

We are contacted and meet with many groups and individuals who request the use of Oak Grove Farm. Some of these requests include Tinkergarten, an early childhood group, fund raisers, Girl Scouts, Millis High School Senior projects, professional photographers, as well as the requests for use of the athletic fields. The playing fields at Oak Grove continue to be used by Millis youth soccer and softball organizations. The Millis High School in cooperation with the Commissioners was once again able to schedule cross country meets and middle school soccer games at Oak Grove. All users are required to have a permit issued by the Commission.

The Millis DPW continues to mow the athletic fields and is taking the responsibility for removing the trash from all marked receptacles throughout the year. We would also like to acknowledge those responsible dog owners who clean up after their pets and encourage all to be responsible for everyone's enjoyment.

Many thanks to administrative assistant Kathy Smith, DPW Director Jim McKay, Foreman Dave Rachmaciej and the DPW staff, Diedre Gilmore, Town Administrator Mike Guzinski, Karen Bouret, Maureen Canesi, Finance Director Carol Johnston, Police Chief Soffayer and his staff, gardener Jean Maier, Alan and Peter Works.

Respectfully, Oak Grove Farm Commission

PERMANENT BUILDING COMMITTEE

The committee continued its evaluation of the DPW site and the functional requirements for long-term use. Geotechnical testing was completed in an area considered for a new vehicle repair and wash-bay facility. Late in the year, it was learned that the ability to service and wash school vehicles, including the large school buses needs to be considered in the long-term planning of the site. That consideration required a re-evaluation of the placement of facilities on the site.

A new office and restroom facilities are also planned, adjacent to the existing garage. The offices in that building are to be removed and the building will be used exclusively as an unheated garage for the Town's equipment. This will eliminate the need to upgrade ventilation and other code and life-safety requirements in the current structure.

The Permanent Building Committee has been working with its consultants, Simpson, Gumpertz & Heger and architects Taylor and Burns to evaluate the best location of these facilities on the site. That work should be complete in the first half of 2019, at which time it will be available for review by the appropriate Town committees for approval.

Respectfully submitted,

Wayne Klocko, Chairman

Diane Jurmain

Pat Sheehan

Craig Schultze

Jon Wine

Kim Borst, secretary

ANNUAL REPORT OF THE PLANNING BOARD

The Planning Board administers the division of land, subdivision control, and zoning in an effort to accommodate long-term growth, maintain the positive aspects, and work to mitigate or eliminate the negative aspects of land in Millis. The Board is charged with administering the State's Subdivision Control Law, the local zoning by-laws and the land subdivision rules and regulations. The Planning Board also makes recommendations to the Board of Selectmen on Zoning By-Law amendments. The Planning Board consists of five members and one associate member.

Throughout 2018, the Planning Board conducted statutorily required public hearings and continued public hearings on various applications and proposed projects (special permit/site plan review applications, definitive subdivision approval applications; earth removal permits, etc.); informal discussions with individuals, including attorneys, architects, and engineers regarding land located in Millis; consistent review of existing zoning by-laws and subdivision rules and regulations for conformance with State statute and revisions as necessary. The highlights included the approval for construction of a Medical Marijuana Dispensary at 1525 Main Street, approval of a rooftop solar installation at 1375 Main Street, and approval of a 48-unit Senior Residential Community Development ("Acorn Place"). Numerous 81-P Plan applications (Subdivision Approval Not Required - "ANR") were reviewed and approved/endorsed by the Board. An application currently under review is for approval of a gasoline filling station and convenience store at 1105-1115 Main Street.

Board recommendations approved at Town Meetings included, in part, a "Recreational Marijuana Establishments" zoning bylaw.

Sincere thanks go to Town Administrator, Michael Guzinski; the Selectmen and staff; Paula Dumont, Assistant Assessor; the Town's Building Commissioner, Mike Giampietro; Clerk Lisa Hardin and staff, Kathi Smith and Sue Vara; Fire Chief Barrett; Police Chief Soffayer; Madeline Yusna and all the fine workers of the Millis cable group, whose broadcast of our meetings continues to keep the residents of Millis informed; and, of course, the Board's most organized assistant, Camille Standley.

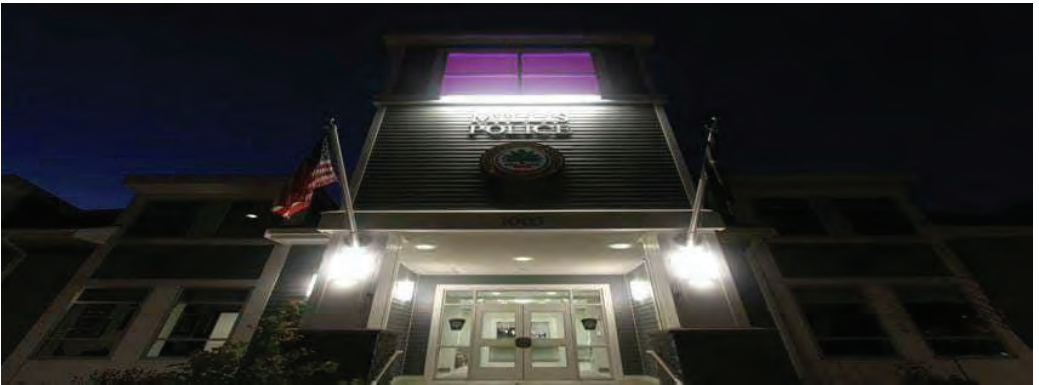
We especially want to thank all the residents who attend and participate in discussions at the Board meetings. We value and appreciate your comments.

Please visit our website for additional information including application forms, checklists, and regularly posted agendas and meeting minutes at: www.millis.net.

Respectfully submitted,

Robert Cantoreggi, Chairman
George Yered, Clerk
James McKay, Member
Camille Standley, Administrative Assistant

Nicole Riley, Esq., Member
Richard Nichols, Member
Carlo Molinari, Associate Member



Millis Police Department 2018 Annual Report

Dear Millis Residents,

It is my pleasure to present to you the annual report for the Millis Police department. It is my privilege to work with an outstanding team of dedicated professionals. The mission of the Millis Police Department is to consistently find ways to promote, preserve, and deliver a sense of security, safety and quality of life to the residents of Millis. To fulfil our mission, we are committed to:

- Acknowledge our responsibility to the citizens of Millis, our source of authority;
- Performing our duties within the spirit and the letter of our laws and constitution;
- Remaining sensitive to human needs and treating each person with respect, compassion and dignity;
- Approaching each situation as unique and responding creatively with empathy and prudent use of discretion;
- Promoting mutual trust between the Department and the citizens and businesses of Millis;
- Enhancing safety and a feeling of security for our residents; fostering a quality work environment that encourages open communications and affords trust, respect, and support for each member.



The Millis Police Department is a proactive department that takes pride in working with the community to address issues that help improve the quality of life. We have hosted a series of meetings and presentations that engage the community, “coffee with a cop”, Millis Police Public Forum, Rape Aggression Defense, Crime Prevention, and Millis Police Leadership Academy. We will continue to deliver these effective programs to the

residents of Millis. We are currently working on the curriculum for a Citizen’s Police Academy that we will offer this fall.

Internally, the department has experienced numerous changes as well. We welcomed Officer Forsythe and Officer Sullivan to the department. Both officers are a welcome addition to our proactive and community-oriented department. Officer Robert Maraggio retired from the Millis Police Department this past year. He was a dedicated member of the Millis Police Department and best know for his role as the departments motor officer.

As a profession, policing is on the verge of significant change. We are constantly looking at how we can better prepare and train our officers. We have been actively reviewing our policies and procedures, to provide the Millis community with the best services possible. We are actively working with our community to build and strengthen the relationships that will ensure we are a reflection of this community.

The Communications Officers continue to serve as the vital link between the community and the sworn members of the department. The dispatch center was responsible for handling 15,168 calls for service in 2018. In addition to those calls for service, the dispatch center responded to hundreds of other walk in requests from citizens.

CALL TYPE STATISTICS

Restraining Orders	42	Alarm	455
911 Calls	961	Assault (Simple, Felony, Domestic)	12
Citizen Request for Services	473	Assist Other Agency	234
Breaking and Entering	12	Civil Complaint	47
Disabled MV	135	Disturbance & Disturbed Person	111
Domestic Abuse	47	Credit Card Fraud	87
Motor Vehicle Accident	101	Investigation	68
Larceny	56	Lockout MV	12
Lockout Building	79	Well Being Check	156
Motor Vehicle Stop	3576	Wires Down	35
Property Check	4289	Sexual Assault	5
Trespassing	19	Suspicious MV, Person, & Activity	844
Sudden Death	7	Suicide & Suicide Attempt	13
Vandalism	29	Youth Gathering	39
Missing Persons	11	Court Process Service	243

Every year police departments across the commonwealth face new challenges, for 2018 those challenges were diverse, and brought out the very best of our police department. The level of support displayed by the citizens of Millis towards their police department is best described as outstanding. I could not be prouder of the members of the department for the manner in which they conduct business on a daily basis.

While all of us appreciate the relative safety of Millis, the reality of the world today brings with it societal challenges that need to be faced. We must be prepared to respond to those challenges in a manner that respects and ensures the rights of our free society while protecting us from those who would do harm.

CUSTODY STATISTICS

Protective Custodies	41
Assault & Battery Dangerous Weapon	3
Operating Motor Vehicle with a Suspended License	12
Warrant Arrests	44
Domestic Assault and Battery	13
Operating Under the Influence	29
Possession of Class A drug	2
Possession of Class E drug	1
Receiving Stolen Property	5

MILLIS POLICE DEPARTMENT STAFF

Chief Christopher J. Soffayer

Sgt. Kristopher Maxant Sgt. Nicholas Meleski Sgt. Corey Volpicelli
Sgt. John Shearns Sgt. Dominic Tiberi

Ptl. Peter Opanasets Ptl. Paul Smith Ptl. Farrah Gray
Ptl. Paul Adams Ptl. Dale Bickford Ptl. Robert Afienko
Ptl. Sean Nelson Ptl. Craig Thompson Ptl. Jason Gonzalez
Ptl. Matthew Sullivan Ptl. Zachary Forsythe

Permanent-Intermittent Officers

Ptl. James Lopez
Ptl. Paul Kearns

Communications Officers

Robin Cahill
Paul Kearns
Paul McLaughlin
Kevin Conley
Paul Curtin
Colby Zitoli
Claudia Rhodas

Crossing Guards

Peter Falzone
Claire Gorman
Joanne Monroe
Robin Pitman

Department Assistant

Tracy Leavitt

Respectfully Submitted,
Christopher J. Soffayer
Chief of Police

REPORT OF THE MILLIS RECREATION DEPARTMENT

The Recreation Department is dedicated to providing the Millis community with extracurricular, informative, educational, entertaining activities and recreation sports programs. The wide variety of opportunities the Recreation Department works to offer address the needs and preferences of the entire community, offering programs for all citizens from infancy to adulthood. In working to fulfill our mission, the Recreation Department stays in close contact with the community to ensure Department policy and activity reflects the community's interests and needs. Recreation is a vital part of a community and our programs provide:

- Physical Benefits
- Lower Stress Levels and Depression
- Improves Quality of Life
- Creates a Sense of Community
- Makes the Town more attractive who are looking to move here
- Lower health care costs

The Millis Recreation Department publishes program brochures for Fall, Winter, Summer and Spring courses and registrations are always open. Fees charged for programs cover the cost of materials, pay salaries and help defray other costs. The Recreation Department is completely self-supporting. The Recreation Committee consists of appointed members who are working to better your community.

Our Motto is: Be Fun, Give Fun, Have Fun



Recreation Committee and Volunteers: Mike Banks, Steve Cassidy, Tim Davis, Kris Fogarty, Director, Deb Juhl, Judy Malouf, Pam Mustard, Paula Norton, and Susan Vara.

Your Recreation Department is successful because of the cooperation between the Department and the Town Administrator, Board of Selectmen, School Department, Veterans Memorial Building Staff, Police and Fire Department, Public Works Department, the Millis Public Library, and local businesses. A well-deserved thank-you also goes to the many volunteers and professional involved with the Recreation programs who are so generous with their time and talents. The Recreation Department also helps to support the students with their Community Service hours.

A sample of typical programs available through the Millis Recreation Department follows:

Pre-school: Soccer, T-ball, Karate, Yoga for Moms & Tots and Songs, Rhymes & Games, Mommy and Me Music, Dance and Tumble, Ballet, Ice Skating Lessons, Messy Mixtures, Mini Sports and Gymnastics,

Youth: American Ninja Warrior, Archery, Blast Babysitting, Junior Volleyball, Golf Lessons, Performing the Arts, Karate, Basketball, Basic Drawing & Cartooning, Dance Lessons, Flag Football, Home Alone Safety, Horseback Riding, Learn to Skate, Nashoba Valley Ski and Snowboard Lessons, Kids Self Defense, Healthy Cooking for Kids Classes, Kung Fu, Floor Hockey, RAD for Teens, Soccer, Swim Team Yoga, and Gymnastics, Intro to Cheerleading, Charles River Children's Chorale, Sewing Lessons, Chemistry Club, Superhero Science, Survivor Day, Splat Science.

Adults: Basketball, Cooking Classes, CPR Course, Evening Boot Camp, Golf Lessons, Hiking Club, Ladies Night Out Specials, Learn to Draw, Learn to Sew and Knit, Nutrition/Wellness Series, Paint and Sip, Photography, Pickleball, RAD, Self Defense, Stage Home to Sell, Volleyball, Yoga.

Trips and Special Events: 80's Night, Cemetery Stroll, Father's Day Fishing Derby, NYC Trip, Mother of the Year Contest, Annual Easter Egg Hunt, Santa's Holiday House, Splash Day, Newport Mansion Tour and Halloween Touch a Truck.

Kris Fogarty
Recreation Director

Millis School Committee 2018 Chairman's Report

In 2018 the Millis School Committee's membership changed with Robyn Briggs' election to her first term. Steven Catalano was also re-elected to a three-year term.

The Superintendent, administration, teachers and support staff continue to provide a high level of education at one of the lowest per pupil expenditures across both surrounding towns as well as compared to districts of similar size. Our administration, teachers and students continue to excel despite fiscal limitations.

Construction on the new Clyde Brown School continued in 2018. The project is both on time and on budget and is scheduled to open in September of 2019.

Our district continues to expand curriculum offerings at all levels, elementary through high school. In addition, the District is broadening students' exposure to STEM (Science, Technology, Engineering and Math) starting with a new maker space at the Clyde Brown elementary school through project based learning in all three schools. Our commitment to technology continues with the expansion of the one to one technology initiative, all in support of readying students for their post high school plans.

Thanks to the support of the Millis community and the District's staff we continue to be able to provide opportunities for our children to thrive.

Sincerely,
Steven Catalano, Chairman
Marc Conroy
Denise Gibbons,
Kerri Roche
Robyn Briggs

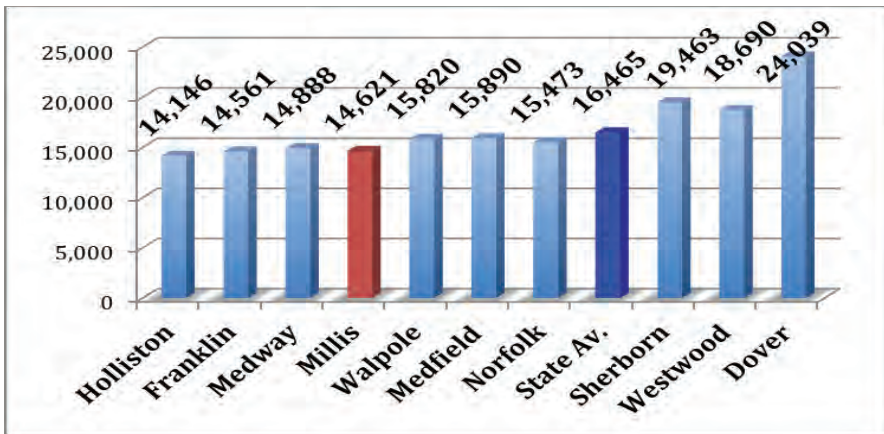
SUPERINTENDENT OF SCHOOLS

Small School, Big Family

Millis Public Schools 2018 Annual Report

A viable democracy with an informed and responsible citizenry is founded on strong public education. As a high performing district in the highest performing state in the nation, the Millis Public Schools provide a very strong foundational education. Our exemplary programming and instruction help prepare our students to be responsible, productive, healthy and successful. We have developed innovative programs such as Spanish Immersion, Elementary Foreign Language instruction, utilizing blended and project-based learning to promote 21st century skills in all grades, the Tools of the Mind program in Kindergarten and Pre-School, an exemplary secondary Fitness and Leadership program, and project-based engineering design integrated throughout the grades.

Quality of life, civic health, economic growth and property values all depend on good schools. The Millis Public Schools prepare students well for higher education and careers as well as for responsible global citizenship and stewardship of our planet. The 2018 per pupil expenditure of \$14,621 (including costs for out of district tuitions for special education programs) reflects the lower enrollment we have experienced due to lower birth rates in the region and a lack of housing stock for families who wish to move to Millis. This is \$1,844 lower than the state average. Funding at the state average would yield an additional 2,290,248 for the Town of Millis. As always, we must be creative in how to meet students' needs within a tight budget. We have done so with a targeted vision, creative programming, personnel reorganization and by creating a collaborative culture in which staff connect well with students, go the extra mile, and focus on developing the skills and attributes that lead to success in 21st century life.



Important initiatives, accomplishments and awards in 2018 have been:

- One hundred percent of our students participate in community service. We consider civic awareness and engagement to be essential for students.
- The Millis Public Schools has a 0% drop-out rate due to our personalized and tenacious approaches with students and the relationships they form with staff.

- Students in Kindergarten through grade 12 all received Spanish instruction and approximately 40% of our students enroll in Advanced Placement Spanish and pass the college level test. By starting early, children learn easily and naturally while developing cultural awareness and respect.
- Millis High School was awarded an AP School of Distinction for increasing the number of students taking the most rigorous Advanced Placement courses and passing the tests.
- We now have a Virtual 3-D Innovation Lab in each school due to MERIT Educational Foundation funding that is used to provide students with virtual experiences.
- At the Middle School, Robotics and Computer Science increase Math and Science skills in real-world scenarios and further develop coding skills.
- K-5 teachers also integrate Engineering and creative problem solving into the curriculum. Students learn real-world skills while making things that solve problems and adapting them through the creative Engineering Design process in the Maker Space/Engineering room.
- All three Millis schools, as official International Spanish Academies, have received top awards in the Spanish government's School of the Year competition with over 100 entrants from the US and Canada. Spanish Immersion students receive diplomas from the Spanish government attesting to their fluency in Spanish language and Hispanic culture.
- Millis has twice been recognized as a district that provides "a very strong return on investment according to the Center for American Progress, a public policy research organization.
- Our students have earned several Regional Emmy Awards for their video productions. The annual Lights, Camera, Action Conference hosted in Millis that is entirely put on by the students under the direction of Danielle Mannion. Other students have won competitions and awards for Public Service Announcements. Our New Media/TV Production program is one of the finest in the New England region and many students from Millis go on to major in this at the university level.
- Millis High School continues to be recognized as one of the Top High Schools in the United States each year as determined by the Washington Post, Newsweek magazine and US News and World Reports, in the top 5-6% of schools nationwide.
- 95% of our Middle school students and 81% of our high school students are engaged in extra curricular activities. 75% participated in school sponsored athletics last year.

Other Indicators of Success

Recent research indicates that character attributes such as perseverance, grit, curiosity and interpersonal skills are better indicators of success in life than standardized test scores. (Paul Tough, 2012, *How Children Succeed: Grit, Curiosity, and the Hidden Power of Character.*) In Millis these character attributes are a focus for development alongside academic skills. Some data that supports the effectiveness of our focus on developing these attributes:

- Ninety five percent (95%) of the 2018 graduating class went on to higher education, 74% to four-year colleges.

- A very high percentage of our students (93%) take the SAT tests and score above the national averages.
- 80% of the 111 students who took Advanced Placement (AP) classes score a 3 or above and over 62% of the Class of 2018 took an AP class, up 10% from 2017.
- Many 2018 graduates were accepted in one of the top two categories of colleges - Most Competitive or Highly Competitive, according to Barron's ratings. A sampling of those schools includes: Baylor University, Boston College, Boston University, Bentley University, Clark University, Fordham University, Hampshire College, Lehigh University, University of Miami, Northeastern University, Tufts University, Tulane University, Union College and Worcester Polytechnic Institute.
- All of our seniors are required to complete extensive Senior Projects with adult mentors from the community and with a focus on giving back to the community.
- We have a 96% attendance rate, which means fewer than three students per grade level are out on any given day. Family partnerships are key to high student achievement.
- A crucial aspect of a Millis education is the personalized instruction and learning that we are able to provide due to our small size and caring staff. Small Schools, Big Family is a motto that we live by. Hard work and perseverance are proven to be critical factors in one's success in life and we specifically develop these attributes through challenging and supporting all students to become self-directed learners, athletes, leaders and community contributors.

MCAS Highlights

Even though there are many other indicators of student achievement and growth on which Millis students do well, the state MCAS test remains the most widely reported. Massachusetts is the highest scoring state in the United States on the NAEP (National Assessment of Educational Progress) test, of which Millis has been a participant. In fact, when Massachusetts students are tested on international tests such as the PISA test, they perform nearly as well as the highest performing nations in the world even though we assess everyone and do not track students early toward "non-college" options.

The MCAS was revised in grades 3-8 this past year in order to try to capture more application of skills and problem solving.

On average, Gr. 3-12, Millis students scored 12.6% higher than the state average in Math (up from 9% in 2017) and 8.3% better in the 2018 English Language Arts Next Generation MCAS test, an 8 point gain over 2017. This is especially good news since the Next Generation MCAS attempts to capture more application of knowledge and problem solving than previous tests that were more content focused.

COMPREHENSIVE PROGRAMS AND EXTRA- CURRICULAR ACTIVITIES

Many of our students achieved recognition for their academics, extra-curricular involvement and leadership:

- Georgia Riordan received the Massachusetts Association of School Superintendents Certificate for Academic Achievement for Millis for excellence in academics and leadership in co-curricular activities and in the community.
- Kweku Ashiagbo and Jessica Krauss received the National School Development Council Award for Academic Growth and Student Leadership.

The Millis Public Schools offer a comprehensive educational experience with some outstanding programs. The number of students participating in Band, Marching Band and Chorus are increasing. The drama and dance programs are growing in numbers and present two or three productions each year, giving our students great opportunities for creative self-expression. The strong collaboration between the Millis Theater group and the Millis Schools ensures dramatic experiences of a high quality are open to Millis students. Terpsichore, the Millis School Dance Club, produced the fifth annual Nutcracker performance with expanded performances and different casts ranging in age from 3-18, an event that unites the town of Millis.

Student awards for Band for 2018 are:

2018 John Phillip Sousa Instrumental award- Ryan Locke
MVP Band - Nolan Thum
Determination Award- Dominic Spada
Marine Band Award- Jacob Magilligan
Musicianship- Baxter Hall

Chorus Awards for Middle School 2018 are:

Outstanding chorus student in 8th grade - Devon Gatz
Eastern Junior Districts Chorus - Nicole Davies

2018 High School Chorus Awards:

National Choral Award - Noah Day
MVP Award - Justin Matthews
Determination Award - Annalisa Molinaro
Musicianship Award - Nicholas Steiner

Excellence In Chorus (Class Day Awards) - Nicholas Furino and Kasey LeVie
Excellence In Chorus (underclassmen awards day) - Joseph Scolponeti

The Millis High School Chorus finished in first place at the 6 Flags Music in the Park competition.

Notable High School Art Achievements:

Julia Krauss of the Class of 2018 and Adriana Gutierrez Arguijo of the Class of 2019 each received Scholastic Art and Writing recognition in 2018.

Millis High School's newspaper, The Mohawk Post, received a Superior Achievement recognition from the New England Scholastic Press Journalism Award.

Our TV/New Media program is one of the most highly regarded in New England and even the US due to our instructor, Danielle Mannion's, service as President of the New England Television Arts and Sciences and service on the national board! These students won awards in 2018:

TV/Film Awards

- Force for Good, University of Notre Dame Festival:

- Funny Preacher by Jane Pasquentionio & Catherine Nolan
- Cine Student Film Festival in Illinois:
 - Memorial Day Parade by Adriana Arguijo
 - Crushing It by Morgan Kane, TJ Hourigan, Jacquie Mullally, Abigail Miller
- IUPFF in Pennsylvania:
 - Crushing It by Morgan Kane, TJ Hourigan, Jacquie Mullally, Abigail Miller
- Metrowest Film Festival
 - Crushing It by Morgan Kane, TJ Hourigan, Jacquie Mullally, Abigail Miller
 - 80 lbs by Hadley Mcfee with cinematography by Gavin Arthur, Nathan Lipsey
- Salem Film Festival:
 - 80 lbs by Hadley Mcfee with cinematography by Gavin Arthur, Nathan Lipsey
 - Latin American Dance by Adriana Arguijo
 - T-Joshua White
- All American High School Film Festival in New York
 - WL Denman by Lily Denman
- You Tube Burn Awareness Honorable Mention:
 - Michael Lund, Cody Rossi, Peter Sanchioni, James Works, Tyler Gelasco, Zach Whooten
- Student Award for Excellence Regional Winner & National Honoree from The National Academy of Television Arts & Sciences:
 - Four Track by Merry Curtis
- Regional Student Award for Excellence honorable mention from The National Academy of Television Arts & Sciences:
 - Lighten The Load by Erin Mundy, Reporter, Stephanie Hubbell, Claire Sheehan
 - Dr. Distracted by Madeline Pudelka, Maggie Stefanowicz
 - Breaking News by Shane Joseph
 - My Name Is Hannah by Madeline Pudelka

Several programs such as **Robotics and Destination Imagination** augment students' educations by developing problem solving and creativity as well as technical skills.

Our **Youth in Government** program won, for the fourth year in a row, recognition as a Premier Delegation in Massachusetts.

Athletics Achievements and Recognitions:

Girls Soccer repeated as the 2018 Division 4 Girls State Soccer Champions



Millis Girls Soccer 2018 State Champions

All Scholastic Recognition: Alexi Vaillancourt, Girls Soccer

Selected for Shriners Football All Star Classic: Thomas Fallon
Qualifier for Indoor Girls Track Nationals: Bethany Steiner
2018 Outdoor track all stars: Katie Malewicz, Bethany Steiner, Lucy Clayton
2018 Outdoor Track Girls TVL small MVP: Bethany Steiner

League All Stars:

- Girls Soccer: Alexi Vaillancourt and Jordyn Farrantino
- Boys Soccer: Kyle Wilcox
- Girls Volleyball: Abby Clark and Morgan Kane
- Football: James Works, Hayden Olmsted, Thomas Fallon, Stephen Melia, Chris Edwards
- Girls Basketball: Abby Clark
- Baseball: Andrew Brooks
- Softball: Emily Malewicz

Spanish Immersion and FLES

The Spanish Immersion program is unique in that students from English speaking families are taught in a 100% Spanish environment and gain native fluency in the same way that native speakers do. They learn the core academic content through Spanish in grades 1-5 and continue learning and refining the language in elective courses throughout the middle and high school years. Due to the benefits of early language learning, students become fully bilingual and score higher on MCAS in all subjects than their non-Immersion counterparts. There are only two full 100% Spanish Immersion programs in the state, attracting families that value foreign language learning and cultural fluency and those that recognize that speaking another language adds great cognitive value and skills for the 21st century global economy.

All three Millis schools have placed in the School of the Year Award competition for the US and Canada sponsored by the Spanish government and Santander Bank. Each school has earned the official International Spanish Academy designation which certifies that our Immersion students have achieved proficiency in Spanish and able to attend Spanish Universities.

We have implemented a Foreign Language at the Elementary School (FLES) program in which students from Kindergarten through Gr. 5 learn Spanish one period per week. In Grade 6 Spanish becomes a core academic course that all students attend daily. Our students achieve outstanding AP Spanish results and many students continue on with their studies and careers with an international focus.

HIGH QUALITY STAFF

The quality of teaching is the main determinant influencing student achievement. Millis's greatest strength is the quality of our teaching team. Each year we hire and retain the highest qualified and dedicated staff possible. A highly qualified and dedicated teacher is the most important determinant of a student's learning in school and our teaching and other staff are the reasons the Millis Public Schools have been able to continue to improve, receive accolades and ensure that students needs are met and they are learning at high levels in preparation for their futures.

MISSION AND VALUES

The Millis Public Schools have a laser-like focus on improving student well-being and learning. To accomplish this we, for the past ten years, have adhered to foundational values and have deepened

our focus and implementation rather than jump from initiative to initiative. Even so, we are at the forefront of implementing innovative practices and strategies that enable our mission and vision. Educational research supports this approach.

Our Vision

The Millis Public Schools are respected for high academic standards, committed to social responsibility, and dedicated to educating and inspiring every student to achieve personal excellence.

Our Mission

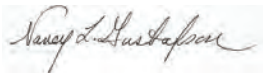
The Millis Public Schools Community is firmly committed to developing students as independent, lifelong learners and leaders who will contribute to a changing and complex society.

Overarching Personalized Learning Goal

In Millis, we honor each student as an individual learner, recognizing that each student has his or her own learning styles, interests, passions, challenges to learning, strengths and skill levels. We engage, support and challenge all students through varied instructional approaches that help students take ownership of their learning. Students are afforded voice, choice and flexibility in how they learn and are allowed to demonstrate their understanding in various ways to improve student well-being and ensure that they are “future ready”.

The Millis Public Schools serve the community and our students well but we are always seeking to improve quality and cost-effectiveness. We take a very personalized approach to meeting the needs of our students and their families and truly try to fulfill the motto of “Small Schools, Big Family”. The recognitions our schools have received are a credit to students, parents and staff. In addition to those accomplishments awards, we also recognize there are many areas in which we can continue to improve. Thus, our resolve remains, to do “whatever it takes” to ensure the academic achievement, character development, and social/emotional well-being of our students and to continue to reach out to the community for the benefit of all. Millis is a wonderful community with many assets, the most precious of which are our children. I enlist your support and welcome your input to ensure that they grow to their fullest potentials. I look forward to meeting and hearing from you.

Respectfully submitted,



Nancy L. Gustafson
Superintendent of Schools

The Millis Public Schools is committed to the education of our students. We are constantly focused on providing teachers with learning opportunities to enhance their teaching skills for today's world. We understand the importance of providing students with the skills they will need to be effective, contributing members of society. The skills necessary include their ability to communicate effectively, to collaborate with others, to be critical thinkers, and to be creative, effective problem solvers. We believe that we can accomplish this in Millis with our dedicated teachers and supportive community. We have focused on personalizing the learning for our students to meet the individual needs of our students and provide them with the tools to become independent learners. Technology is a key component for allowing the teachers to plan lessons to meet the diverse needs of their students. We are fortunate in Millis to have a robust technology department that not only provides appropriate devices for all but also the infrastructure to support those devices.

We continue to implement standards based report cards in our district. This year, we have implemented them in grade 7 and are in the process of planning for grade 8. Our teachers have continued to engage in professional development and school wide planning to develop common understanding and processes for engaging students and families in the learning process. We believe standards based report cards are an enhanced way to communicate with families as to how well their children are doing in acquiring skills. "Average" grades by subject area did little to inform students and parents as to the growth in the specific skill areas. The new cards break down the subject areas into key skills and rather than "averaging" grades give students and their families specific information as to whether or not the student has met that standard. This new reporting system has required teachers to look differently at their instruction, assessment and communication. We continue to focus on standards based assessments in order for students to demonstrate their knowledge. As the year goes on and the goals become more complex, our commitment is to provide families with accurate information regarding their child's continued understanding.

Professional development continues to be a major component of improving instruction in the Millis Public Schools. Our teachers are committed to being lifelong learners. Our "Professional Learning Communities" are strong and vibrant. The teachers continue to work collaboratively in their teams with a primary focus on teaching and learning. The teachers are using data to inform their decision-making and thus improve instruction. Our focus continues to be personalized learning. Our main focus continues to be the personalization of learning for our students. This year we have had several of our teachers participate in the FUSE MA program. This program allows for coaching and consulting services to be offered between districts. While one of our fourth grade teachers has been working with the Dedham Public Schools, we have had a teacher from Medfield Public Schools and a teacher from Norwood Public School work with teachers in the Middle School and Clyde F Brown. The focus is to provide our staff with the support, supervision, and professional development necessary for them to be equipped to meet the individual needs of our students. We are very fortunate to afford our staff the opportunities to enhance their teaching skills through our in-house professional development workshops and by attending workshops outside the district.



Grade 4 and 6 teachers work with the FUSE Fellows on Personalized Learning training.



CFB teachers learning new math software to support classroom instruction.

As always, we continue to look for ways we can enhance and enrich the learning experience for the students of Millis.

Respectfully submitted,
Joan E. Lynn
Director of Curriculum

Digital Learning, Technology & Innovation Annual Report



This is an inside view of the construction in-progress at the new Clyde F. Brown Elementary School. This image was captured using a 360 degree camera that is part of our new virtual reality (VR) kits - with a special thanks to MERIT for funding the VR kits! When the image is viewed through the VR headsets, one is able to look around in all directions and experience what it is like to be in the room.

The picture that you see, above, is analogous with so much of what is embodied by Millis Public Schools - a culture of innovation and collaboration with staff and students who have a growth mindset that nurtures student achievement through personalized learning. The digital tools that we use on a daily basis help support and help scale personalized learning, and these tools are at the center of our communication, collaboration, and organizational systems. Because of the district's dedicated and skilled staff, the shared leadership and vision of the learning community, a supportive Millis School Committee, and continued support from the community, Millis Schools were able to meet many digital learning and technology goals that continue to help transform our learning community.

Digital Learning and Technology Highlights for 2018-19:

Innovation distinguishes between a leader and a follower. ~ Steve Jobs

Beyond Building a School

Preparing for the New Clyde F. Brown Elementary School has been a big focus for our schools this year! The new building will bring about significant improvements relative to teaching and learning with digital tools, as this will be the first time that the CFB learning community will have high-functioning devices for all grade levels, access to 1:1 devices in grades 2-5, Apple TVs in all learning spaces, and a highly reliable, robust network able to support more than 700 devices and network-based systems (phones, doors, security, climate control, and more!).

Students and Mobile Devices

We are fortunate in Millis to have a robust network that supports the mobile devices used across the district. This year, with the support of families and the community, students in grades 4-12 are one-to-one with mobile devices. This means that students have ready access to myriad digital learning tools, including: itslearning and Google Classroom, Google Suite tools (Docs, Sheets, Drawings, etc.), adaptive learning platforms, and digital assessments. Students in grades 4-6 and grades 9-10 are assigned Chromebooks. Students in grades 7-8 and 11-12 are assigned iPads. We are in the process of assigning all Chromebooks to grades 9-12, while keeping carts of iPads available for project-based learning (PBL).



Virtual Reality (VR)

Thanks to a grant from MERIT, Millis students have been able to incorporate elements of virtual reality (VR) in their learning. Each building now has a VR kit comprising 30 headsets and equipment that creates a local area network on which teachers and students may “visit” virtually anywhere in the world. Not only that, the VR experience also include opportunities to create virtual tours and projects. Imagine, rather than creating a diorama in a shoebox, now students may create a virtual environment and take their classmates on a tour.

Creativity and Community

The Google Drawing app has inspired a monthly drawing contest in which grades 3-6 participating. The app is part of the Google Suite of tools, and the middle school contest inspired the CFB students to begin their own contest. Creativity and creative activity are integral to developing iterative planning, critical thinking, and problem solving skills. Here are some examples of student work:

<https://sites.google.com/millisschools.org/drawingcontest/home>



are



Coding and Computer Science

There is a tremendous amount of research available about the importance of exposing students to coding and computer science at all grade levels. Some of the ways Mills Schools is accomplishing that is with robotics, various programming applications, and sites, such as Code.org. Elementary students have access to BeeBots, Dash and Dot, and Lego robotics. Middle and high school students have access to robotics equipment, STEAM (science, technology, engineering, arts, and mathematics) classes and STEAM integrated projects within the regular curriculum. There are also computer science courses, and

with the voice and choice associated with personalized learning, students may opt to use their computer science skills to demonstrate their learning and illustrate their thinking.

Online Assessments

Grades 3-10 are all participating on online MCAS testing this year - a first for 10th grade students, who have completed the assessments on paper up until this year. The Technology Team has done an amazing job supporting the online testing process with a reliable network, prepared devices, as well as technical and application support. It truly takes a village to successfully implement online

assessments. Students report that they prefer completing the assessments on a mobile device (we use iPads and Chromebooks), as typing is sometimes easier than handwriting, there are helpful tools built into the assessments, and no bubbles to fill in!

Integration of Systems

This year has brought about some exciting progress with regard to integrating some of our district's systems. When systems are integrated, it means that they can "talk" to each other and share data. The following systems are now integrated:

- Our student information system (PowerSchool) and learning management system (Itslearning)
- PowerSchool and our health application (SNAP)
- Itslearning (LMS) and Google, including single sign-on with Google
- Library application (Follett) and PowerSchool
- School Messenger (notification system) and PowerSchool

It's in the Cloud

We know it's not really a cloud, but it certainly does help with streamlining processes! This year we have been migrating certain process to online, cloud-based systems:

- Online registration for returning and new students
- PowerTeacher Pro - our gradebooks are migrating to the browser-based application
- Adding CFB to Follett library system

Collaboration and Community

The extent and breadth of how digital learning tools are used in our schools is something to highlight, as staff and students continually find innovative ways to create and deliver curriculum content, engage students, and provide opportunities to personalize measures student learning and achievement. The tools we use to personalize also support the district's focus on competency-based learning and standards-based grading.

Millis Schools actively participate in a number of collaboratives and initiatives with neighboring districts, and our district is among several that are regularly visited and highlighted for our commitment and success with personalizing learning and innovative use of digital learning tools.

- MAPLE Consortium - Millis is a *Catalyst District* in the Massachusetts Personalized Learning EdTech (MAPLE) Consortium. Staff have presented at MAPLE/LearnLaunch conferences, participated in Learning Circle Breakfasts, hosted Learning Tours to Millis, and hosted superintendent mentors who want to see personalized learning in action. Millis has been featured as a MAPLE "Bright Spot" for blended and personalized learning. Some current initiatives with MAPLE include: dCURATE (curation of vetted digital learning tools), which aligns with the Commonwealth's CURATE initiative to curate vetted curriculum content for Massachusetts schools.
- Highlander Institute and Fuse MA – This year was the first cohort of Fuse Fellows and Lighthouse Classrooms, and inter-district collaboration around instructional practices that expand and enhance blended and personalized learning. Millis had one Fuse Fellow and two visiting Fellows worked with eight Lighthouse Classrooms in grades 4, 5, and 6 to implement priority classroom practices. Millis will have additional Fuse Fellows in the second cohort of Fuse beginning this summer.

- Mass Small/Rural Schools Data Consortium - Millis is one of the founding districts of this consortium that is being established with the guidance of CELT under a grant from the Dell Foundation. This consortium focuses on the use of Ed-Fi technology to develop systems for allowing districts to access and apply analytics to our various and often disparate data sources.
- The Education Cooperative (TEC) - Student Data Privacy alliance and acquiring signed agreements from edtech vendors relative to data collection and privacy.

Sincerely,

Jennifer Starr
Director of Digital Learning, Technology & Innovation
Millis Public Schools

OFFICE OF STUDENT SUPPORT SERVICES ANNUAL REPORT 2018

The Student Support Services Office oversees a variety of areas including Health Services, Special Education, Guidance Counseling, Home and Hospital Instruction, Child/Student Find, Integrated Preschool, Civil Rights and homeless education support. A full description of these programs can be found on the district website.

One Mission of the Office of Student Support Services is to protect the rights of students found to have disabilities that impact learning. This office is charged to provide comprehensive and high quality services to students with learning difficulties; these can address students' academic, social and/or health needs for students age three to twenty-two (3-22). Students found to have disabilities which impact learning, have Individual Education Plans (IEP) designed by a team of educators and parents. In June of 2018, one-hundred eighty one (181) Millis Public Schools students had IEPs. IEP services may include specialized instruction in academic areas and related services such as speech and language therapy, occupational therapy, physical therapy, vision services, psychological services, school adjustment counseling, crisis intervention training, special education evaluations, behavioral interventions, and nursing care.

The Millis School District, in accordance with state and federal laws, remains committed to the principle of including students with disabilities to the greatest extent possible, within the general education classroom in our schools, this principle requires strong collaboration among general education teachers, special education teachers, therapists, counselors and paraprofessionals. Further, an increased focus on a "universal design for learning" and personalized learning in our schools, provide frameworks that enhance the accessibility of the curriculum for all learners. In an effort to further Millis Public Schools capacity to provide an excellent education for all learners, each school has developed an action plan to develop a tiered system of supports (TSS). Given this strong instructional support intervention system designed to accommodate students' learning needs within the general education classroom, the referrals for an evaluation to determine special education eligibility continue to be appropriate. Forty-five (45) students were evaluated to determine initial special education eligibility during the 2017-2018.

Millis Public Schools strives to educate students with disabilities in the least restrictive environment (LRE) frequently developing practices to keep students in home schools here in Millis. Through membership in the ACCEPT Metrowest Education Collaborative and TEC Collaborative, services are provided to students with low incidence disabilities. In addition, both Collaboratives provide programs, personnel and consultation services and professional development to instructional personnel to member communities to increase our capacity to address the diverse needs of our students. Occasionally, IEP teams will recommend private special education school placement for students with specific needs. In June of 2018, nineteen (19) students were being educated in 12 public, private and collaborative programs outside of the district.

Related services are provided within all Millis Public Schools to address identified special needs and to support student participation in the general education curriculum in Millis Public Schools. Therapists and special education teachers work with the students both in the general classroom and in small group settings. Teachers and specialists coordinate services and collaborate regarding student needs on a regular basis. A district-wide school psychologist is available to provide in-depth assessment, interventions with students and to consult with teachers regarding student mental health issues. In addition, a team of paraprofessionals provides essential educational and social-emotional supports to students across settings and district wide. School Adjustment Counselors meet with individual students, small groups, whole classes, parents and teachers. The counselors are able to

problem solve with students in order to support students in all educational settings. All schools implement a Tiered System of Support (TSS) for Social Emotional Learning that includes screening, intervention and progress monitoring of learning standards at each level.

Millis Public Schools strives to provide educational programs that address the needs of all students. Opportunities for inclusion continue on all levels with most students receiving services in the general education classroom. The supportive and nurturing environment of Millis Public Schools makes it possible for students with learning challenges to reach their full potential.

The Office of Student Support Services ensures that the district complies with mandated special education laws and regulations. On-going training has been presented in the area of designing and implementing Individualized Educational Plans (IEP), particularly in regard to making accommodations and modifications in the classroom in order to support all types of learners with academic as well as social/emotional needs. Procedures and regulations are reviewed regularly, keeping special education personnel and general education personnel informed of all administrative advisories and changes to the laws and regulations.

During the 2017-2018 school year, the office worked on identifying and implementing corrective steps resulting from the Department of Elementary and Secondary's Coordinated Program Review of Special Education, Civil Rights and English Language Learner Education. The results of the review and corrective measures were published in September 2017 and completed by April 2018.

Respectfully submitted,
Sue Anne Marks Ed.D.
Director of Student Support Services

Millis HS Athletics

2018 winter sports included: Boys/girls ski team, boys/girls basketball, boys/girls indoor track, coop boys/girls ice hockey, and coop gymnastics. We have been able to offer a wide variety of competitive opportunities to meet virtually all our winter sports interests.

Our basketball teams competed hard with the girls, 11-9, beginning a new era in division 3 central. We lost in round one of the state tournament to a tough Oakmont team. The boys' basketball team posted a 5-17 season record and lost in the first round of the state tournament to Assabet Valley Regional High School. Our indoor track team numbers continue to grow and our scores continue to improve. Bethany Steiner qualified for Nationals in girls indoor track. Our ski team had a good showing in the Ski Central League at Ski Ward in Shrewsbury and our gymnastics team continues to compete at a high level finishing at 5-5.

2018 spring sports teams included: girls' tennis, baseball, softball, boys' volleyball, boys/girls outdoor track and Coop boys lacrosse. Baseball 8-11, softball 9-13, and outdoor track all enjoyed post-season competition. Our girls' outdoor track relay team did well in state competition.

2018 fall sports teams: football, boys/girls soccer, girls volleyball, boys/girls cross country, and golf. For the second time in school history (football did it last year) Millis High School posted back to back state champions in the same sport! Girls soccer did it again!! Football began its new era under former Mohawk player and now Millis teacher, Brian Kraby. The fire/police services were kept busy with a parade and escort honoring our state champion girls soccer team! Boys' soccer qualified for state tourney for the second year in a row as did the girls' volleyball team. Cross Country (competing at Oak Grove Farm) continues to enjoy growing popularity as does golf. Golf earned their first win in four years under new head coach Lance Benham.

Overall, 2018 was an exciting year full of all kinds of outstanding accomplishments! Go Mohawks!

ELEMENTARY SCHOOL BUILDING COMMITTEE



Construction of the new Clyde Brown Elementary School began in earnest in January once the initial site work was completed in the fall of 2017. Construction of the building began with concrete footings, then structural steel. Walls (both exterior and interior), floors and roof were completed throughout the year, with the building being “weathered in” before the onset of winter in December. The \$52 million project remains on budget and on schedule with the opening of the school in September of 2019.

Work on the interior of the building will continue throughout the winter and spring of 2019. Site improvements will commence in the spring and continue through the summer. There is no anticipated impact to the Town’s playing fields during this period of time.

Demolition of the existing school building and site improvements will follow. The entire project is scheduled for completion in the first half of 2020.

Progress can be tracked on Facebook and on the Town website where the committee posts its “Two week look-ahead” of construction progress. Committee monthly meetings are recorded and posted on Facebook.



Respectfully submitted,

Wayne Klocko, Chairman

Diane Jurmain, Vice Chairman

Michael Banks

Sean Doherty

John Engler

Denise Gibbons

Nancy Gustafson

Michael Guzinski

Catherine MacInnes

Richard Nichols

Jason Phelps

Kerri Roche

Craig Schultze

Jeanne Thompson

Kim Borst, secretary

Enrollment / Retirements

- 492 students enrolled in Grades PreK-4 (as of 10/1/18), which represents a decrease of 9 student from 2017-18 due to enrollment trends
- Retirements – Mrs. Paula Lang, Grade 2 teacher; Mrs. Marguerite Casey, paraprofessional

Clyde F. Brown Home and School Association

- HSA provides curriculum enhancement events for each grade that expand learning for all students. In 2018, CFB HSA enriched learning through the following events: *Language Arts enrichment* - poet-in-residence program, local author visits; *Science enrichment* – field studies to Stony Brook Sanctuary, Tower Hill Botanical Garden, The Children’s Museum, Museum of Science school visits around electricity and magnetism, Birds of Prey visit; *Social Studies enrichment* – field study to Plimouth Plantation, visit from the Bay State Educators with focus on colonial life; *the Arts* – CFB Art Show,
- HSA partners with CFB in promoting learning for all students through support in technology acquisition – in 2018, HSA contributed funding for the purchase of Chromebooks for school wide use, and has funded apps necessary for online learning
- Family events sponsored at CFB connect families with the school community, and include: Kindergarten and PreK Socials, Family Fun Nights, Ice Cream Socials, Family Movie Nights, and Scholastic Book Fair events
- In 2018, HSA conducted a *Boosterthon School Fun Run* event to fundraise for curriculum enhancement; students were challenged to reach out to family and friends in all 50 states as sponsors, and CFB recorded the states on a large map – CFB students attained this goal!
- HSA supports young children’s love of reading through the semi-annual Scholastic Book Fair events in September and in March; proceeds from each Book Fair result in book give-aways for students following each of the Book Fairs



CFB HSA provides all students with books at Book Give-Aways

- HSA support community communication by compiling and distributing the CFB School directory to all families at CFB; in SY 2017-18, an online directory was compiled in assisting the district’s efforts to remain as “green” as possible by minimizing the use of paper

The entire CFB school community is grateful for the role that HSA plays in partnering in the education of our students!

Literacy and Numeracy

- During SY 2017-18, CFB continued to assess student learning through the use of the web-based AIMS in Kindergarten and Grade 1, and STAR Reading in Grades 2-4; Mathematics learning was assessed using STAR Math as all students in Grades 1-4 took part in benchmark assessments in the fall, winter, and spring. The data collected by STAR assessments helps

teachers in identifying student skill areas of competency and those needing direct instructional support. Additionally, 1:1 student learning and assessment was conducted through the use of online adaptive learning platforms in Grades Kindergarten through 4. This ongoing leveled assessment, combined with benchmark assessments in fall, winter and spring, promotes practice in both Math and Literacy skills as students work towards mastery of learning; teachers are able to use data collected from this app to further individualize and differentiate learning for students

- During SY 2017-18, CFB teachers worked as grade level teams to refine the integration of writing and assessment of writing within the curriculum by creating additional writing prompts that align writing skills with cross curricular themes to closely assess development of students writing skills
- The CFB School Council has continued work begun during SY 2016-17 in furthering the evolution of our Maker/STEAM (Science, Technology, Engineering, Arts and Mathematics) learning space. During SY 2017-18, a subcommittee of the School Council worked with the Director of Curriculum and the principal in creating introductory lessons for STEAM learning at each grade level which encourages all students to both understand core concepts while providing opportunities for students to work collaboratively on problem solving through thinking and engineering design; students identify problems and work together to design solutions using technology like coding, circuitry, and simple robots, as well as use green screen technology to create presentations about what they are learning. Additionally, the Instructional Technology teacher, the Library Media instructor, and the Art teacher have worked collaboratively to open the Maker /STEAM lab for every grade level to use in enhancing cross curricular learning at CFB, providing instruction for all students in problems-based learning and the development of creative solutions
- Reading Specialists Cathy Bernier-Garzon and Marnie Doherty created the first annual “Battle of the Books” event for students in Grades 3 and 4 to promote a love of reading and team building as students read a variety of books and worked, as teams, to answer comprehension questions posed in game-show format – this highly successful event was enjoyed by all!



First Annual Battle of the Books winners

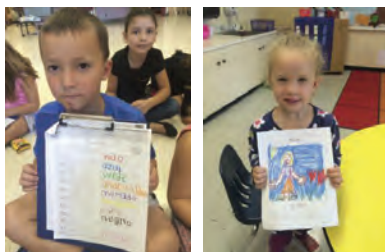
- Grades K through 4 continue to use the *Everyday Mathematics* program – in assessment learning at the state level, CFB students in Grades 3 and 4 performed at higher levels than the state: Grade 4 students realized a percentage of 13% of all students in Meeting or Exceeding Expectations categories on the 2018 MCAS beyond the state average.
- In literacy, Grades 1 through 4 continue to use the Pearson *Reading Street* program; this core program provides foundational curriculum in literacy and is enhanced by instructional differentiation that is based upon ongoing student learning data. Students in Grades 3 and 4 performed at higher levels than the state on the 2018 MCAS in English Language Arts: Grade 4 students scored 16% beyond the state average in all students Meeting or Exceeding Expectations, and realized a Student Growth Percentile of 69.8%.

Technology Updates

- In Grades 1 through 4, carts of laptop computers, Chromebooks, and iPads continue to promote further support in our quest to bring 1:1 learning to the elementary grades; the devices provide students with opportunities to access information digitally as part of daily classroom learning. In SY 2017-18, 1:1 learning was piloted in the “Personalized Learning Lab classroom”, comprised of 12 Grade 3 and 12 Grade 4 students who learn primarily using digital materials accessed through Chromebooks; additionally, teachers in Grades 2, 3, and 4 used devices for small group instruction and personalized learning, as well as in promoting small group learning and presentations
- In SY 2017-18, personalized learning at CFB was enhanced by the selection of a Grade 4 teacher, Chris Nardone, as a FUSE MA fellow to promote, through mentorship, best practices in personalized learning at the elementary level. This work will continue in SY 2018-19 with Grade 4 classrooms identified as “Lighthouse classrooms” who will model these best practices for the school community
- Technology-based learning occurs in every classroom at CFB; teachers choose to expand their professional learning through coursework designed to promote more active use of technology in the classroom

World Languages at Clyde Brown School

- Spanish Immersion program, Gr. 1 through High School, in its twenty-second year!
- ISA (International Spanish Academy) designation by the Spanish Department of Education – students are awarded diplomas of Spanish competency at the end of Grade 4
- FLES (Foreign Language in Elementary School) Program continues in all grades, Kindergarten through Grade 5, thereby providing all students at CFB with second language instruction – an accomplishment that is unique to Millis amongst all other local districts
- Evening classes and events highlighting the cultures of Spanish-speaking nations are offered for parents in the CFB community



All students at CFB learn Spanish!

Student Recognition

- The entire CFB school community joined together on December 8, 2017, to mark the groundbreaking of the new Clyde F. Brown Elementary School – students from each grade level were selected to be part of this historic event!



New CFB Groundbreaking Ceremony – 12/8/17

- Grade wide and school wide PBIS events recognize students for their success in citizenship – whole-school participation in broadening student awareness through events like Random Acts of Kindness Week and Anti-Bullying Awareness Week, along with our monthly Character Education traits study (like Respect, Grit, and Honesty), help our students learn by example how to gain strong citizenship skills
- CFB “Golden Bears” - students who demonstrate exemplary success in Taking Care of Yourself, Taking Care of Others, and Taking Care of the Environment – continue to be recognized on the bulletin board outside of the Main Office; these students serve as role models for all students seeking to be responsible and contributing members of the CFB school community
- In 2017, CFB’s Peer Leadership Training Program, which was designed to develop leadership potential of highly responsible third and fourth graders, evolved into a Student Leaders Group; inclusive of all students in Grade 4, students now have the ability to use voice and choice to participate in any number of school community projects, thereby developing leadership potential in all CFB fourth graders!

Respectfully submitted,

Jason D. Phelps, Principal

Millis Middle School Annual Report - 2018

In 2018, Millis Middle School continued to focus on its commitment to the district vision of personalized learning and student well-being. Teachers worked collaboratively to engage students in authentic learning activities that require them to think critically and creatively to solve problems. We continued to strengthening our student culture through integration of social-emotional learning in the areas of perspective taking, social skills development, and self-regulation; strong relationships with students are the key to our culture. Staffing remained consistent; one new teacher joined the grade five team and one teacher returned from maternity leave.



All Middle School teachers are prepared to differentiate and personalize learning for students. Through Blended Learning, Universal Design for Learning, a Tiered System of Support and Challenge, Co-teaching, and technology integration, we aim to meet the needs of each individual child. Students are learning to set goals and monitor their own progress to develop agency. Millis Middle School teachers remain on the forefront of new developments in education, as evidenced by the transition to a system of standards-based learning, assessment and grading. Get a glimpse into our school at:

<https://youtu.be/QapEUc50Evk>

- ❖ All teachers have identified Power Standards from the Massachusetts Curriculum Frameworks and design learning opportunities to help students meet standards; science teachers implemented the Next Generation Science Standards and social studies teachers are planning for a transition to include civics instruction.
- ❖ In 2018, grades five through seven issued a standards-based report card in line with our system of standards-based learning, assessment, and grading.
- ❖ Students with learning challenges are supported by increased small-group intervention and co-teaching.
- ❖ A growing English Language Learner population is supported by an ELL teacher and by general education teachers trained in strategies to give ELL students better access to the curriculum.
- ❖ Middle School teachers continue to work with teams from Clyde Brown Elementary School and Millis High School to vertically align standards, curriculum, and instruction.
- ❖ Math teachers have integrated adaptive online learning platforms to support both review and reteaching of skills and to accelerate learning for some students.
- ❖ English Language Arts teachers continue to instill a love of reading through robust classroom libraries. They help children develop strategies to read challenging and complex informational text across the curriculum, utilizing technology to differentiate for varied skill levels.
- ❖ Fifth grade students continue to participate in the Spanish FLES program during Unified Arts as an extension of the program at Clyde Brown Elementary School.
- ❖ Students engaged in Project Based Interdisciplinary Learning that encouraged creative thinking for problem solving. One project involved finding solutions for plastic pollution. Sixth graders submitted their solutions to the National Geographic Geochallenge.
- ❖ The 5th grade DARE program continues our ongoing quest to keep our school drug-free. The Unified Arts Health and Careers curriculum in grades six, seven, and eight addresses social/emotional/ behavioral and health related topics to help keep middle school students safe and on track for success. New programs such as Project HERE, Big Sisters, and MOVE also support social-emotional development.

Student performance on the 2018 MCAS is evidence that teachers work together to build knowledge, deep understanding, and critical thinking skills as students move through the grades. All students took the computer-based version of the Next Generation MCAS 2.0 in ELA and Math, and those in grades five and eight took the Science, Technology and Engineering test. On the ELA and Math MCAS, the percentage of students who scored in the 'Meets or Exceeds Expectations' category was between 1 and 22% above the state average. In

Math, percentages were 10% or more above the state average. All average Student Growth Percentiles were within or above the expected range of 40-60% growth. On the State Accountability Report, the Middle School met both achievement and growth targets.

Millis Middle School continues to be recognized for integrating technology, which helps to personalize learning and develop communication, collaboration, creativity, and critical thinking skills. Teachers use itsLearning, our online Learning Management System, to design lessons and provide resources that can be accessed anytime, anywhere; they also design personalized learning paths for students. Teachers also use the Google Education Suite of tools, including Google Classroom, to deliver lessons and resources. A 1:1 iPad program is well established in 7th and 8th grade and in 2018, all students in 5th and 6th grade had 1:1 access to Chromebooks.

The Middle School continues to identify and address various factors that have an impact on student learning:

- ❖ A rotating schedule accommodates the variability in student engagement at different times during the school day. A seven-period day allows for movement between classes and a walk before or after lunch.
- ❖ Teachers integrate strategies, such as mindfulness, to address the impact of stress and develop self-regulation in middle school students. All students in grade six participate in a mindfulness/self-regulation class once per cycle with the School Adjustment Counselor. Counseling is available to all as needed.
- ❖ Grade level meetings and huddles build community and recognize students for academic success and citizenship. Students are recognized for achieving goals and demonstrating core values.



Research highlights the importance of developing a school culture where students feel they belong and feel supported and respected. The Middle School continues to promote acceptance and respect and encourages students to inspire one another through their words and actions. Schoolwide expectations are communicated and reinforced frequently. We continue to look to student leaders to deter bullying, which is supported through volumes of research. Bullying is addressed through direct instruction and daily reinforcement of appropriate behavior. This year, the Middle School again implemented the Massachusetts

Aggression Reduction Center (MARC) anti-bullying curriculum, and themes of kindness and tolerance are woven throughout the curriculum, in classroom lessons, all year long. Fifth and sixth graders participated in an interactive presentation run by MARC and Bridgewater University. Through a strong community we aim to educate and guide middle school students to self-monitor their own behavior and take the perspective of others.

Middle School offers a variety of extracurricular opportunities. Many 7th and 8th grade students fill spots on sub-varsity high school sports teams, and in 2018 the MMS football team enjoyed its third season of play. Students also participate in dance, theater, music, chess, technology and other after-school clubs and activities; drama club, run by a parent volunteer, continues to be quite popular. The Student Leadership Team and Student Council have organized many community service activities, including support for a local family, a Relay for Life, collections for the Millis Food Pantry, volunteering at the Senior Center, a Pennies for Patients Drive, and a Coat Drive. Our 8th grade Project 351 Ambassador also led a Spring Service clothing drive. By extending students' views to local and global community challenges we hope to develop empathy and citizenship.



In 2018 the Millis Middle School welcomed it's last class of 5th graders. When the district opens a new Clyde Brown elementary school building in September 2019, the Middle School will transition to serving students in grades six through eight. We look forward to welcoming our next group of incoming students in sixth grade in September 2020!

Millis High School

Annual Report 2018

2018 was another successful year at Millis High School. Boston Magazine ranked MHS 59th among Massachusetts high schools. Ninety-five percent of our grade 10 students scored at proficient or advanced on the 2018 MCAS English/Language Arts (ELA) exam and 89% scored at proficient or advanced on the 2018 MCAS Mathematics exam. For grade 9, 83% of our students scored proficient or advanced on the 2017 Science, Technology, and Engineering (STE) MCAS exam. 2018 saw 111 Millis High School students taking Advanced Placement courses, the highest number in the school's history. Eighty percent of Millis High School students who took AP classes scored 3 or above on their exams. 54.1% of the Class of 2018 took and passed an AP course (passing=3 or above on the AP exam) at some point during their high school career. This was the highest percentage in school history. Millis students had a mean score of 3.34 exceeded the state average of 3.17. Millis High School students continue to challenge themselves academically.

Millis High School students received state and national recognition for academic and co-curricular achievement during 2018. Nicholas Steiner, Class of 2018 was selected as a

Commended Students Vivian Hurwitz



and Caroline Lebak of the Class of 2019

National Merit Scholarship finalist, scoring in the top 1.25% of all students who took the PSAT nationwide. Vivian Hurwitz and Caroline Lebak were recognized as Commended Students by the National Merit Scholarship corporation for finishing in the top 3% of the 1.6 million students who took the PSAT. Twenty-five members of the Class of 2019 have received John and Abigail Adams Scholarships for their outstanding performance on the Spring 2017 MCAS tests. Thirty-three Millis High School students were recognized as AP Scholars by the College Board. Elana Carleton, Julia Krauss and Nicholas Steiner qualified for the AP Scholar with Distinction Award by earning a score of 3.5 or higher on all AP exams taken and scores of 3 or higher on at least five exams. Benjamin Clark, Taylor Davis, Amanda Guindon, Julianna Liebert, Evan Mustard, Emily Riley, and Grace Steeves, all from the Class of 2018, and Rose Kohler, from the Class of 2019, qualified for the AP Scholar with Honor Award by earning an average grade of at least 3.25 on all AP exams taken, and grades of 3 or higher on four or more of these exams. Rebecca Asir, Yasmine Azzouz, Andrew Brooks, Trevor Daron, Patrick Doherty, Cassandra Ford, Amanda Gokey, Katherine Govoni, Shane Joseph, Bailey Kierstead, Ryan Locke, Justin Matthews, Jason Parker, Joshua Price, Pauliny Smith, and Dominic Spada, of the Class of 2018, and Declan Butler, Vivian Hurwitz, Anna Pasquantonio, Madeline Pudelka, Georgia Riordan, and Jade Shockley, of the Class of 2019, all qualified for the AP Scholar Award by completing three or more AP exams with grades of 3 or higher. Julia Krauss of the Class of 2018 and Adriana Gutierrez Arguijo of the Class of 2019 each received Scholastic Art and Writing recognition in 2018. Millis High School's newspaper, The Mohawk Post, received Superior Achievement recognition from the New England Scholastic Press Journalism Award. Millis High School's delegation to the Youth in Government conference at the State House in Boston once again earned Premier Delegation status. The Millis High School Chorus finished in first place at the 6 Flags Music in the Park competition.



Class of 2018 Band Members at 6 Flags

Extracurricular activities continue to be a vital part of Millis High School. For the 2018-2019 school year, student clubs and activities include ACS Chemistry Club, Amnesty International, Art Club, Big Sisters, Common Ground, Debate Club, Drama Club, Gaming Club, High School Book Group, Jazz Ensemble, Leo's Club, Marketing Team, National Honor Society, Peer Leaders, School Library Teen Council, School Newspaper, STEAM Society, Students Against Destructive Decisions (SADD), Student Council, Terpsichore (Dance Club), Woodworking and Yearbook. Over 80% of our students are involved in at least one extracurricular activity with many involved in multiple clubs. These clubs and activities reflect the varied interests and diversified talents of our students and staff.



Millis High School Game Change Leaders



Millis Girls Soccer 2018 State Champions

The community of Millis continues to demonstrate its commitment to education, and has been incredibly supportive of our school and students.

Respectfully submitted,

Robert Mullaney
Principal

The Millis High School Council for the 2018-2019 school year is as follows:

Principal	Robert Mullaney
Teachers	Riley Dunn
	Brian Kraby
Parents	Paula Sullivan



**Members of Millis High School
Class of 2018**

Millis High School's Class of 2018 consisted of 107 students. Ninety-five percent of the graduates are continuing their education. Ninety percent are attending four-year colleges, 5% are attending two-year schools, 3% are entering the workforce, and 2% were undecided at the time of graduation. Below is the Millis High School Class of 2018:

Andrea Abreu	Trevor Daron	Katrina Garrity
Paul Adams	Taylor Davis	Katelyn Geddes
Rebecca Azir	Anthony Day	Amanda Gokey
Yasmine Azzouz	Noah Day	Katherine Govoni
Jacob Battaglino	Sabrina DiBona	Nicholas Guccione
Emily Bicalho	Patrick Doherty	Amanda Guindon
Andrew Brooks	Brian Donahue	Baxter Hall
Nicholas Budlong	Haley Donovan	Casey Hann
Colin Burgess	Owen Driscoll	Rudolfo Hasenfus
Elana Carleton	Shayla Driscoll	Raymond Hilaire
Christopher Chambers	Kyle Farrington	Kurt Hopkins
Benjamin Clark	Lydia Flaherty	Meaghan Hourigan
Lucy Clayton	Cassandra Ford	Ciaran Hourihan
Zachary Costa	Kaylee Francis	Shane Joseph
Margeaux D'Aprile	Devon Frasca	Molly Kane
Ryan Daniel	Nicholas Furino	Abigail Keenan
Bailey Kierstead	Emily Malewicz	Evan Mustard
Jennifer Krauss	Joseph Malewicz	Robin Oliver
Julia Krauss	Katherine Malewicz	D. Alex Olmstead
Bryce Latosek	John Manning	Kelechukwu Osuagwu
Kasey LeVie	Justin Matthews	Jason Parker
Juliana Liebert	Jacob McKee	Elizabeth Pateuk
Ryan Locke	Sean McManus	Amanda Payne
Kyle Lopez	Emily Miga	Joshua Price
Shannon Lorte	Matthew Mikami	Dennis Puopolo
Elizabeth Lucas	Annalisa Molinaro	Emily Riley
Emma Madison	Kelan Monahan	Robert Saltalamacchia
Jacob Magilligan	Gordon Morrison	Patrick Seller

Madison Shearns
 Riley Shearns
 Brian Sheehan
 Lucy Slowe
 Allison Smith
 Pauliny Smith
 Timothy Smith
 Tyler Smith

Matthew Soares
 Dominic Spada
 Grace Steeves
 Nicholas Steiner
 Abigail Sullivan
 Joseph Tannetta
 Paul Tapia
 Katya Taylor

Cameron Tessler
 James Thisse
 Nolan Thum
 Kylee Vaillancourt
 Samuel Wine
 Nathan Wong
 Dominic Zonfrelli

MILLIS HIGH SCHOOL CLASS OF 2018 AWARD WINNERS AND SCHOLARSHIP RECIPIENTS

MEDALS	
Valedictorian Award	Nicholas Steiner
Richard Pixley Memorial Salutatorian Award	Elana Carleton
Art Award	Katya Taylor
Band Award	Ryan Locke
Chorus Award	Noah Day
English Award	Nicholas Steiner
Mary K. Galvin Award	Andrew Brooks
Math Award	Nicholas Steiner
Physical Education Outdoor Pursuits Award	Jacob McKee Taylor Davis
Physical Education Fit for Life Award	John Manning Jennifer Krauss
Science Award	Julia Krauss
Spanish Immersion AP Award	Nathan Wong
Spanish Non-Immersion AP Award	Andrew Brooks
Student Council Award	Joshua Price
Technology Award	Trevor Daron
TV Production Award	Dennis Puopolo
U.S. History Award	Grace Steeves
President's Gold Award For Educational Excellence:	Rebecca Azir
	Yasmine Azzouz
	Jacob Battaglini
	Emily Bicalho
	Andrew Brooks
	Elana Carleton
	Benjamin Clark

	Trevo Daron
	Taylor Davis
	Sabrina DiBona
	Lydia Flaherty
	Cassandra Ford
	Devon Frasca
	Nicholas Furino
	Amanda Gokey
	Katherine Govoni
	Amanda Guindon
	Kurt Hopkins
	Ciaran Hourihan
	Shane Joseph
	Bailey Kierstead
	Julia Krauss
	Jennifer Krauss
	Bryce Latosek
	Kasey LeVie
	Julianna Liebert
	Shannon Lortie
	Elizabeth Lucas
	Emily Malewicz
	Katherine Malewicz
	John Manning
	Justin Matthews
	Sean McManus
	Emily Miga
	Evan Mustard
	Jason Parker
	Joshua Price
	Emily Riley
	Ahjanee Sharpe
	Brian Sheehan
	Lucy Slowe
	Allison Smith
	Timothy Smith
	Pauliny Smith
	Dominic Spada
	Grace Steeves

	Nicholas Steiner
	Katya Taylor
President's Silver Award For Educational Excellence:	Paul Adams
	Nicholas Budlong
	Colin Burgess
	Lucy Clayton
	Margaux D'Aprile
	Anthony Day
	Noah Day
	Patrick Doherty
	Haley Donovan
	Kyle Farrington
	Kaylee Francis
	Katrina Garrity
	Rodolfo Hasenfus
	Meaghan Hourigan
	Ryan Locke
	Jacob Magilligan
	Joseph Malewicz
	Annalisa Molinaro
	Robin Oliver
	D. Alexander Olmsted
	Kelechukwu Osuagwu
	Elizabeth Pateuk
	Amanda Payne
	Robert Saltalamacchia
	Madison Shearns
	Riley Shearns
	Tyler Smith
	Matthew Soares
	Abigail Sullivan
	Cameron Tessler
	Dominic Zonfrelli
Spanish Immersion Diploma from the Spanish Ministry of Education	Colin Burgess
	Sean McManus
	Emily Riley

	Pauliny Smith
	Ciaran Hourihan
	Bailey Kierstead
	Julianna Liebert
	Dominic Spada
	Nicholas Steiner
	James Thisse
	Nathan Wong
	Shane Joseph
	Shannon Lortie
	Kylee Vailancourt
SCHOLARSHIPS	
Millis Teacher's Association Scholarship	
Morris C. and Judith Mushnick Memorial Scholarship	Elana Carleton
James & Margaret Tabarani Scholarship	Amanda Guindon
Pauline L. Smith Medical Services Scholarship	Rebecca Azir
Attorney Peter J. Kenney Memorial Scholarship	Andrew Brooks
Frank L. "Lorry" McDonough Scholarship	Analisa Molinari
Dexter M. Gould Scholarship	Sean McManus
The William and Sylvia Vellante Memorial Scholarship	Grace Steeves
G.R.I.T. Scholarship #1	Lydia Flaherty
G.R.I.T. Scholarship #2	Amanda Gokey
G.R.I.T. Scholarship #3	Amanda Guindon
G.R.I.T. Scholarship #4	Jennifer Krauss
G.R.I.T. Scholarship #5	Emily Malewicz
G.R.I.T. Scholarship #6	John Manning
Clay and Michael Larcom Scholarship	Shane Joseph
Bab-Far Equipment Corporation Scholarship #1	Amanda Gokey
Bab-Far Equipment Corporation Scholarship #2	Katherine Govoni
Bab-Far Equipment Corporation Scholarship #3	Ryan Locke
Diane Hatch Memorial Scholarship	Kylee Vaillancourt
Middlesex Savings Bank Scholarship	Emily Riley
Jim and Mary Monaghan Memorial	Julia Krauss

Scholarship	
Stone Family Scholarship	Grace Steeves
Millis Booster's Club	Lydia Flaherty
Millis Booster's Club	Lydia Flaherty
Niles Rosenfeld Memorial Scholarship	Julia Krauss
Niles Rosenfeld Memorial Scholarship	Allison Smith
Dr. George C. Roy Student Council Scholarship	Jennifer Krauss
Nicholas Diamandis Memorial Scholarship	Lucy Clayton
The Warsofsky Memorial Fund	Taylor Davis
Jack Warsof Memorial Scholarship	Elizabeth Lucas
Aram Karoghlanian Tennis Scholarship	Allison Smith
Friends of the Millis Public Library	Julia Krauss
Amvets Ladies Auxiliary Post 495, Village Street, Millis MA Scholarship #1	Meaghan Hourigan
Amvets Ladies Auxiliary Post 495, Village Street, Millis MA Scholarship #2	Amanda Payne
Amvets Ladies Auxiliary Post 495, Village Street, Millis MA Scholarship #3	Allison Smith
Amvets Post 495, Village Street, Millis MA Scholarship #4	Kurt Hopkins
Ed Winiker Scholarship	Nicholas Steiner
V. Gayle Kendall Scholarship #1	Elana Carleton
V. Gayle Kendall Scholarship #2	Benjamin Clark
Millis Lions Club Scholarship #1	Julia Krauss
Millis Lions Club Scholarship #2	Allison Smith
Millis Lions Club Scholarship #3	Elana Carleton
Millis Youth Baseball Scholarship #1	Andrew Brooks
Millis Youth Baseball Scholarship #2	Timothy Smith
Millis Youth Softball Scholarship	Sabrina DiBona
Alyssa Gagne Scholarship	Lydia Flaherty
Professional Firefighter's of Millis Local 4704 Scholarship #1	Julia Krauss
Democrat Town Committee Scholarship	Julia Krauss

SEALER OF WEIGHTS AND MEASURES

To the Honorable Board of Selectmen
and the Residents of Millis:

The following is the Annual Report for the Sealer of Weights and Measures for calendar year ending December 31, 2018.

Measuring devices tested and sealed as required by
Massachusetts law:

Weighing Devices	56
Liquid measuring meters (in motor fuel pumps)	57
Linear measures (yardsticks and tape measures)	3
Bottle refund machines	5
Price accuracy (scanning system) inspections	4
Other inspections and tests (packaged grocery Items etc.) for weight and marking	80

Respectfully submitted,
W. James Allshouse
Sealer of Weights and Measures

Report of the Treasurer

The following is the Treasurer's Report for the year ending December 31,2018.

Library Trust Funds	\$	68,849.24
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Griswold Trust Fund	25,728.55
Ida & Joe Warsofsky Endowment	10,634.35
George W. Wolvert Fund	4,122.86
C. Wesley Emerson Library Memorial	319.15
Sibbel Purdy Memorial Fund	2,049.02
Richard A. Housely Memorial Fund	11,049.76
Jack Warsof Endowment Fund	14,945.55

Other Trust Funds	\$	2,136,001.03
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Conservation Commission Fund	12,187.17
Cemetery Fund	143,400.93
Stabilization Fund	1,833,486.41
Scholarship Trust Funds	146,926.52

Cash in the custody of the treasurer by purpose, is as follows:

<u>Purpose</u>	<u>01-Jan-18</u>	<u>31-Dec-18</u>
Depository & Checking Accounts	980,661.45	4,132,367.39
School Agency & Lunch Accounts	127,776.76	214,207.34
Investment Accounts	18,012,075.75	18,543,459.80
Other Post Employment Benefits Fund	115,084.15	157,671.48
Revolving Accounts	58,942.25	59,211.68
Playground Project	22,208.79	22,264.69
Trust Funds & Scholarship Accounts	452,643.31	457,102.02
Stabilization Funds	1,330,009.48	1,833,486.41
Performance Bond (Escrow) Accounts	2,130.98	2,140.72
	<u>\$ 21,101,532.92</u>	<u>\$ 25,421,911.53</u>

Respectfully submitted,
Jennifer S. Scannell
Treasurer



TRI-COUNTY REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT ANNUAL REPORT – 2018

The School Committee reorganized in July of 2017, and elected Steve Trask from Franklin as its Chair, David Bento from Medfield its Vice Chair, and Douglas Brown from Seekonk as its Secretary. Monthly meetings continued to be held on the third Wednesday of each month at the school. Subcommittee meetings were held as needed.

Tri-County's secondary program, postsecondary program and continuing education program experienced continued enrollment growth. The ongoing increase in numbers is recognition of our successful three-fold mission: high vocational standards to train the workforce; high academic standards to prepare students for college; and high community service standards to prepare good citizens. These standards are visible in the achievements of our students and in their services throughout our member towns.

The vocational and civic skills of Tri-County students are extremely useful in these stressful economic times. Plumbing, carpentry, electrical and other programs work on public sector buildings and projects to save our district towns' labor costs. The vocational skills of our students can also be witnessed by a visit to Tri-County to take advantage of services such as Culinary Arts, Cosmetology, Auto Collision and Auto Technology.

Their citizenship skills are also to be observed throughout the member towns. Look for them as they undertake projects to improve their local community oftentimes utilizing skills learned in their respective program majors here at Tri-County RVTHS.

Tri-County again hosted a Manufacturing Round Table attended by local and state government representatives and several local manufacturing representatives.

It has been forty years since Tri-County opened its doors to its students, and to celebrate this milestone, Tri-County held a *Celebration and Benefit*, hosting alumni, retirees, current faculty, parents and friends.

Graduation

Two hundred eight students graduated in an outdoor afternoon ceremony on Sunday, June 3, 2018. Superintendent-Director Stephen Dockray presided over the ceremony. School Committee Chair, Steven Trask, and School Committee Vice Chair, David Bento, presented diplomas to the graduates. John Martin, Director of Special Education, presented scholarships and awards to deserving seniors. The grand total of scholarships and awards that are given solely to Tri-County graduates was \$76,000.

Guidance

September 5, 2017, Tri-County welcomed 983 students to the new school year. The respective number of students from member towns was as follows: Franklin – 180, Medfield – 10, Medway – 60, Millis – 41, Norfolk – 29, North Attleborough – 323, Plainville – 91, Seekonk – 82, Sherborn – 0, Walpole – 43, and Wrentham – 53.

During the 2017-2018 school year, the Guidance department continued its programs to provide information to students, parents, sending schools and district communities. The Guidance department provided counseling for students in career pathways and postsecondary education. Tri-County continues to work with the Department of Elementary and Secondary Education on its development of *Your Plan For The Future*, a no-cost, comprehensive college and career planning portal designed to help Massachusetts students manage their educational and career pathways. The guidance department started the year with the announcement that the YPFTF program was “updated” and renamed *MEFA Pathways*.

Tri-County hosted Career Days for Grade 8 students from the regional districts. We hosted a Saturday community open house and an evening grade 8 open house. The Guidance department, with assistance of personnel from the Massachusetts Educational Financing Authority (MEFA), presented programs on college preparation. In addition, the Guidance department hosted a very successful evening College Fair.

The Guidance department organized and implemented PSAT (practice SAT), ASVAB (military entrance exam), and began to implement the college placement exam called the Accuplacer through their growing relationship with the CVTE coordinators at Bristol Community College.

Academics

Tri-County Regional Vocational Technical High School continues to earn wide-spread recognition for academic and vocational success by combining rigorous and challenging academic courses with modern vocational studies. Implementation of the newest technology as well as innovative vocational technical programs ensures student success. Their success is measured in the classroom and ultimately in a chosen career path whether it is higher education, entrance in their vocational trade or military careers.

The class of 2020 scored exceptionally well in all three areas of MCAS. In ELA, 97% of students scored Proficient/Advanced. In Mathematics, 84% of students scored Proficient/Advanced. In Biology, 80% of students scored Proficient/Advanced. Tri-County earned a 79% under the All Students Indicator and a 49% under the Lowest Performing Students Indicator. This earned Tri-County a 64% as their Criterion-Referenced Target Performance under the new accountability rating.

All students completed the Mass Core Curriculum requirement which is the Department of Elementary and Secondary Education recommended academic program for college and career readiness.

Fifty-three seniors from the Class of 2018 were awarded John and Abigail Adams Scholarships. These scholarships are awarded to students who achieve a minimum of two proficient and one advanced score on the Grade 10 English Language Arts, Mathematics, and Biology MCAS exams. Student scores must be in the top 25% of tested students.

Tri-County continued its implementation of the *itsLearning* platform this year. Teachers have embraced this learning platform, using it for lessons, power point slides, class notes, embedding video, remediation links, textbook links, uploading worksheets, collecting homework, online polls, data collection, submitting work and taking exams. All academic and many of our vocational teachers have

been trained and are using *itsLearning* on a regular basis. Academic standards are all on *itsLearning* and can be used for both formative and summative assessments.

Tri-County continued year three of training our teachers in an in-house professional development focused on Differentiation this year. This year, we utilized the Instructional Technology Specialist along with both the Academic Coordinator and the Vocational Director to lead the training. Approximately 12 teachers were added to the cohort, in addition to the 27 teachers trained the last two years. Teachers from academics, vocational, and special education, all worked together during the course of the year to learn about the different types of differentiation, observe colleagues from cohorts past years, and take place in learning walks, in an effort to enhance their teaching practice. Mentors were also added to the Differentiation PD, in an effort to match each new member of the cohort with a teacher who had been trained in previous years. This enabled the new participant to have a “go to” person to help plan, observe, and discuss differentiated strategies in addition to the ongoing meetings of the cohort group. The mentor program was a huge success. The Academic Coordinator, Vocational Coordinator, and Instructional Technology Specialist all participated in each meeting and worked with the cohort groups in an effort to bring all areas together, plan, debrief, and most of all, learn from one another, in an effort to understand the value and need for differentiation to occur in all classrooms on a regular basis.

Tri-County purchased one hundred additional Chromebooks this year for use in the academic classrooms. Over the course of the year, Chromebook use increased and students commented on how much they enjoyed using this additional technology in their classes. There are multiple Chromebook carts placed in all core departments: Science, Social Studies, Math, and English. Teachers must go through training in order to sign out the carts and each year, more teachers are certified and utilizing this technology to enhance their classroom experience.

Tri-County has completed year two with Mass Insight to not only increase our AP scores in the future, but to also improve how we teach both our AP and pre-AP courses. Several of our teachers attended pre-AP strategies workshops in an effort to improve vertical teaming to attract more students to enroll and be successful in our AP programs. Our hope is to improve our qualifying scores on AP exams through our partnership with Mass Insight. Teachers attended extensive trainings through Mass Insight this year and students spent three Saturdays at workshops with other AP students to learn strategies, curriculum, and take mock exams. Tri-County offers AP Physics 1, AP Calculus (AB), AP Language and Composition, AP Literature and Composition, AP Statistics, and AP Computer Science Principles.

In an effort to successfully transition to the new Common Core State Standards (CCSS), Tri-County continues its work at rewriting curriculum using the Understanding by Design (UbD) model. Teams of teachers worked this summer to write curriculum for math and English that included common assessments, on-line assessments aligned to standards, and updated curriculum in anticipation of MCAS 2.0.

Finally, Tri-County continued its leadership efforts within the vocational math community by hosting the Twenty-first Annual Vocational Mathematics Competition with over 17 teams competing from vocational schools from throughout the State. Topics covered are Algebra I, Geometry, Algebra II, and Related Technical Math. Tri-County’s Mathematics teams consisted of freshmen, sophomores, and juniors and placed second and fourth place this year.

Vocational Technical Programs

Students in the seventeen Vocational Technical Programs experienced many successes, both in their individual programs and school wide. All grade 10 students achieved their OSHA 10 Hour Safety

credentials. The training included interactive and specialized curriculum for both general industry and construction trades.

Students in Early Education, Dental Assisting, Culinary Arts, Medical Careers, Legal and Protective Services and Construction Craft Laborers received American Red Cross CPR and First Aid Training. All students in grades 10 – 12 in those programs are now certified and able to work in companies requiring their employees to have these credentials.

The Tri-County Robotics Team, named "Tri-Force", was busy this year. They began preparing for the FIRST Robotics Regional Competition at WPI in January. They qualified to then move on to compete at the FIRST Robotics State Competition in March. The team then qualified for the World Championships in Detroit.

Finally, Tri-County SkillsUSA achieved much success as nine students competed at the National Conference in Kentucky. Career Pathway in Business Management and Technology team achieved a silver medal. Other participants were Action Skills, Additive Manufacturing and Career Pathways Arts & Communication, all finishing in the top ten.

Auto Collision Repair: The Auto Collision Repair Program continued to be a NATEF Accredited program. With the NATEF accreditation, our students are able to take advantage of the rich curriculum offered to achieve Certificates of Achievement in the NATEF Standards. All grade 11 and 12 students achieved the ASE Welding Certification. Grade 12 students achieved some of the ASE Auto Collision Repair student certifications. Tri-County students practice using water based paint and other environmentally safe materials to meet the most current industry standards. Students in this program continued to serve the community needs and the Tri-County School District by repairing and restoring vehicles under the supervision of their instructors. Students also participated in field trips to emphasize the diverse career opportunities available upon graduation from the program.

Auto Technology: Students in the Auto Technology program performed well in the ASE student certification exams that were administered in May. All students achieved ASE Certification in at least 6 of 9 categories. The program continues to have Master Automobile Service Technology Accreditation through NATEF. Students practice their skills on state of the art diagnostic equipment. Students in the Auto Technology program experience a real world application of the skills by diagnosing and repairing school vehicles, staff automobiles and cars and trucks owned by members of our eleven town district.

Carpentry: Under the supervision of the Carpentry teachers, students in the program worked at several community projects this past year. In Franklin the Carpentry program worked on the Housing Authority garage. In Millis they built display cabinets for the Historical Society and a shed for the library. The Carpentry students also teamed up with our Early Education and Graphics programs to build a creative play set for the library. Two lecterns for the town hall in Seekonk were designed and built over the winter as well as wall cabinets for the Sherborn Fire Department. Graduates of the Carpentry program with a GPA of at least 3.0 and who have met or exceeded the standards for graduation from a Chapter 74 program attained pre-apprenticeship cards through the Massachusetts Division of Apprenticeship Training. Many seniors and a few juniors participated in the Cooperative Education Program this year, earning money while practicing the skills learned at Tri-County in real work experiences.

Computer Information Systems: The students in the Computer Information Systems program are being trained in the Cisco Networking Academy curriculum. All students in the program are able to take CISCO exams and attain certifications in many aspects of the curriculum. All grade 11 students

take AP Principles of Computer Science as part of the CIS curriculum. A team of students participated in the Cyber Patriot Competition with other students around the state and achieved the gold standard for their region. Students in this program work closely with the IT department at Tri-County to update the school's website.

Construction Craft Laborer: Students in this program are trained in all aspects of large construction, including highway construction. During this school year, under the supervision of their teacher, the CCL students framed and poured a concrete pad for the Franklin Recreation Department, as well as stairs to the Franklin Police Department. They work collaboratively with our Carpentry students to create concrete forms and construct foundations for buildings which are then constructed by students in Carpentry.

Cosmetology: The Cosmetology Program continues to operate a full service hair and nail salon for the members of the eleven towns in the Tri-County School District. Senior citizen groups from the towns patronize the salon several times during the school year. The students also performed community service by assisting at the Miss Amazing Beauty Pageant this past year, helping developmentally delayed young adult women enjoy an exciting event. Students also helped the Franklin Best Buddies group get ready for their prom night with hair, make-up and nails. Seniors met the 1000-hour requirement to sit for the Cosmetology License exam prior to graduation. In fact, this year a junior student has already achieved her Cosmetology License and will be prepared to participate in Tri-County's Cooperative Education program in September.

Culinary Arts: Gerry's Place Restaurant and Bake Shop enjoyed another successful year serving lunch and baked goods to the public. Students in the program received their certification in Serve Safe and OSHA, as well as meeting all standards set forth by the American Culinary Foundation. Students in the program continue to tend and nurture the school garden, which has been successful for the last five years. Bounty from the garden is donated to local food pantries. Students also create Farm to Table recipes using some of the produce grown in the garden. Our students continue to work with Franklin TV to film "Cooking Thyme", a cooking show featuring students preparing culinary delights to be enjoyed by the community through the Franklin Cable TV programming.

Dental Assisting: Students in the Dental Assisting Program have practiced their skills in several community service projects this past year. Students in the Dental Assisting program also assisted the Massachusetts Department of Public Health to dispense fluoride to school age children in a local elementary schools and Medfield Middle School. Grade 11 students continued to participate in the clinical practicum at local dental offices. Students in grade 10 took the DANB Infection Control exam and students in grade 11 took the DANB Radiography exam at the end of the school year and achieved certifications in each. They also received CPR and First Aid training.

Early Education: Students in the Early Education program continued to supervise and educate preschool age children in the Tri-County Preschool Program. The EEC students teamed up with our Carpentry and Graphics students to design a play center for children at the Plainville Library. All grade 11 students participated in a field placement at local child care centers and public kindergarten classrooms to expand their experiences working with young children. Along with certifications in First Aid, CPR and OSHA, students in this program achieved certificates for successful completion of the Strengthening Families Workshop. They also participated in training to work with traumatized children through the Life is Good Corporation. Students accompanied their teachers to the Massachusetts State House for Advocacy Day for Early Education and Care in February, where they were able to communicate their views on providing the highest quality programs and services to children birth to age eight. One of the junior students in Early Education attained a Gold Medal at the State Skills USA Conference in April, 2017 and competed in Louisville Kentucky at the Skills USA National conference where she attained a fourth place finish!

Electrical Technology: Students in the Electrical Technology program are trained in all aspects of residential and commercial applications. Students in this program assisted the Technology Director and the Director of Facilities in performing electrical wiring projects at the school. Students in this program also gain valuable training in renewable and sustainable technology by practicing installation and monitoring energy conservation at the photovoltaic system on school grounds. Students will accrue up to 300 hours of Electrical Code instruction and 1500 hours of practical application toward their Journeyman license requirements upon graduation. Students also wired a large garage in Medfield this past year. With donations from local companies, students are also being trained to install and troubleshoot all types of motor controls and fire alarm systems.

Engineering Technology: The Engineering Technology program incorporates Digital Electronics, Introduction to Engineering Design, Principles of Engineering, Computer Integrated Machining, Architectural Design, and Bio Engineering into their curriculum. This past year, the program was expanded to include training in Advanced Manufacturing. Students practice programming, operating and troubleshooting CNC turning and milling machines. All HAAS machines were purchased through grant money provided by the Massachusetts Skills Grant Program. Students also have gained skill in using 3D printing technology and a robotic arm. With Project Lead the Way Certification, the students are able to transfer their skills to many PLTW affiliated colleges upon graduation. Students once again participated in the HUNCH (High School Students United with NASA to Create Hardware) program. Their goal was to develop a device that could make an astronaut's life easier in space. Students also participated in the Boston Society of Civil Engineers sponsored competition to design a bridge online as well as the Zero Robotics competition in which the students programmed robots, known as SPHERES.

An Inaugural Robotics Expo was held at Tri-County which paired the Tri-County Robotics Team members with first graders from a Plainville Girl Scout group and local middle-schoolers. The event encouraged younger students to participate and older students to feel a sense of pride in their work.

Graphic Communications: Design, pre-press, and printing skills are honed by students enrolled in this program. Students continued to practice their skills on the digital press, serving the printing needs of many sending towns and non-profit organizations. Some projects completed by the Graphic program include business cards for the Town of Seekonk and teaming up with EEC and Carpentry on the Plainville Library project for small children. Students achieve several Adobe certifications as a result of successfully completing the curriculum and passing the comprehensive online exams. Students in the Graphic Communications program can be proud of their contributions to all Tri-County publications.

HVAC&R: Students are trained in all aspects of heating, cooling, and ventilation of both residential and commercial buildings. Students in grades 11 and 12 succeeded at attaining their EPA 608 certifications after passing intensive curriculum and taking the national exam. With this certification, graduates will be well prepared for high paying employment and further education. Students also honed their sheet metal skills this year and they prepared to take the sheet metal license upon graduation. Students who complete 200 hours as a refrigeration apprentice and achieve a trade certificate upon graduation may sit for the Refrigeration Technician's License exam.

Legal and Protective Services: Students in this program gain skill and knowledge in various aspects of the justice and protective services occupations. The students learn how to secure a crime scene and look for evidence using state of the art equipment. They also hone their skill in utilizing research methods to conduct a mock trial, roleplaying defense attorney, prosecuting attorney, and other members of the trial. Students participated in field trips to local courts to observe the system in practice. Guest speakers were invited to the class to inform the students of the many career

opportunities in the criminal justice field. This past year, the students learned about installing and monitoring security systems and surveillance equipment. We want to congratulate the first graduating class from the Legal and Protective Services Program. All students will be either attending college in the fall or beginning a career in the military.

Medical Careers: Students in the Medical Careers program are trained in various aspects of health care. Grade 11 students achieved their Certified Nursing Assistant credentials. Grade 12 students received a Home Health Aide certification and those students who did not participate in the Cooperative Education program received training in EMT. Grade 10 Medical Careers students received Epi-pen training and therapeutic feeding training. Tri-County continues to enjoy a partnership with Golden Pond Assisted Living Center as well as HMEA (Horace Mann Education Associates) where students participate in clinical experiences each year. During the last school year, Medical Careers students again trained students in all vocational programs in Hands Only CPR. The Medical Careers program received the Department of Public Health annual evaluation and met or exceeded all standards and requirements of Massachusetts and Federal Guidelines for Nursing Assistant Training Programs. The Medical Career students assisted pharmacists from Rite Aid Pharmacy to conduct a Flu Clinic for all staff at Tri-County. Students in this program conducted several public service programs in which they educated the public in the dangers of sun exposure and other potentially harmful lifestyle habits. Students graduating from this program are well prepared to pursue highly competitive health care careers.

Metal Fabrication and Joining: Students in the Metal Fabrication program achieve several AWS welding certifications, including GMAW-V, GMAW-O, GTAW-ST, and GTAW-SS. Students used their special skills in welding and fabricating aluminum to repair posts for the King Philip Regional School District. They also learn the fundamentals of metal fabrication and joining processes. Students participated in field trips to local metal fabrication companies to observe various business practices. The graduates from this program will be prepared for occupations in not only welding but in metal forming, cutting and fabricating. They are also trained in sheet metal processes and may pursue the sheet metal license upon graduation. Seniors who are eligible for cooperative education employment are consistently placed in an industry of high need in the community.

Plumbing: Plumbing students are trained in residential and commercial plumbing applications. Students in grade 11 completed their Tier I Plumbing course and grade 12 students completed Tier II. All students take the exams at the end of the course. Successful completion of the courses allows students to be prepared to take Tier III immediately upon graduation. Plumbing students work closely with the Director of Facilities here at Tri-County to perform plumbing repairs throughout the school building, further honing their skills. Students from the Plumbing program may begin their formal apprenticeships with their employers while still in high school.

Adult Education

Tri-County offers both Postsecondary and Continuing Education courses through its Adult Education Office. The majority of adults served through the various continuing education programs are from within the school district; however, students represent cities and towns from all over Central and Eastern Massachusetts, as well as Rhode Island. In addition to classes held at the school in the traditional manner Tri-County now offers a large selection of online courses. Tri-County offers online registration allowing community members to register for Continuing Education classes on the internet. The online registration system also extends to summer camps and summer school programs run by Tri-County.

Postsecondary Cosmetology and Practical Nursing programs are available on either a day or evening schedule. Additional postsecondary courses available with an evening schedule include Aesthetics,

and Nursing Assistant programs. Tri-County's postsecondary programs have an average placement rate of over 90 percent. Tri-County offers access to Federal Financial Aid in the form of Pell Grants, to qualifying students in our Practical Nursing and Adult Cosmetology programs with about 20 percent of our students taking advantage of the PELL grants. This offering continues to improve community access to these programs through this need-based support.

Adult Cosmetology: There were 10 graduates from the Adult Day Cosmetology program in 2018. The Adult Day Cosmetology program is a full-time program that follows the high school calendar and runs from September to June. The student learns hairstyling, cutting, permanent waves, coloring, manicuring and skin care. This program provides students with the mandated 1,000 hours of schooling and prepares them to pass the State Board of Cosmetology's licensing exam. Registration for the program begins in the spring and details are available by contacting the Adult Education office at Tri-County.

Adult Day Practical Nursing: Graduating 27 students in 2018, the Practical Nursing program continues to flourish. This is a full-time day program which follows the high school calendar as classes are held from September through June. The Practical Nursing program at Tri-County is designed to prepare graduates for the National Council Licensure Examination for Practical Nurses (NCLEX-PN), which tests for entry-level competency. Successful completion of this examination permits practice as a Licensed Practical Nurse (LPN). Registration for this program requires that prospective students take the TEAS (Test of Essential Academic Skills) exam. The pre-admission tests are administered from October to March. Details are available by contacting the Practical Nursing office at Tri-County.

Adult Evening Practical Nursing: Tri-County's two-year evening program began its new class schedule in September 2017 after graduating 11 students from the program in June of 2017. The evening Practical Nursing program is an eighteen-month program that is held on Tuesdays, Wednesdays and Thursdays, 4:00-9:30 p.m. After successful completion of the course, the students are eligible to sit for the NCLEX-PN examination for licensure. Successful completion of this examination permits practice as a Licensed Practical Nurse.

Continuing Education Program: The evening Continuing Education program at Tri-County consists of more than 100 traditional style courses offered in the fall and spring semesters. Additionally an expanding menu of distance learning (online) courses are offered through the continuing education program. Registration for fall courses begins in July while registration for spring courses begins in December. Registration for distance learning classes is available anytime of the year. Continuing Education course information is found in brochures available to the public via direct mail or the Tri-County Website. Program information along with online course registration is available at the Tri-County RVTHS website at <http://www.tri-county.us>, or by calling the Continuing Education office.

Summary

Tri-County Regional Vocational Technical High School is proud to provide a quality career education to the residents of its eleven member towns. Tri-County students are highly visible in our sending districts in a variety of roles. They serve as interns, summer employees, and cooperative education students, and have completed a number of outside projects within our member communities. Each of these experiences assists our students in demonstrating what they have learned in their vocational programs.

Vocational training is only part of our success. Academic preparation is noted through the growing number of scholarships acquired from local associations and organizations, as well as the increased number of students now attending college upon graduation. We have completed our second year

with Mass Insight Education. In addition, our seniors must complete and pass all aspects of the Senior Project. The Senior Project is an excellent example of the integration of vocational and academic skills. Tri-County continues to prepare students as good citizens and this is witnessed through the actions of individual accomplishment of students through community service projects organized through a number of extra-curricular organizations. Our students participate in the annual *Holiday Gift Drive*, coordinated by the Santa Foundation. In another outstanding example of community school collaboration, Medical Careers students teamed up with Franklin Police and Arbella Insurance to educate teens about risky behavior behind the wheel. In addition, we are most excited to report that our Culinary Arts students and their teachers collaborated with Franklin Cable TV to produce *Cooking Thyme* with Tri-County.

Tri-County is your town's vocational technical school. Our goal is to prepare our students to be good citizens who serve their community. Many of the programs offered at Tri-County are available to the public and service programs are open to residents. Our facilities continue to be available to town administrators for meeting use.

Projects for member towns which were completed by Tri-County students included: *Carpentry Students* – completed a garage for the Franklin Housing Authority, display cabinets for the Millis Historical Society, a shed for the Millis Public Library, lecterns for the Town of Seekonk, and wall cabinets for the Sherborn Fire Department; *Metal Fabrication Students* - repaired aluminum poles for the King Philip Regional School District; *Dental Students* – provided fluoride treatments for students at Medfield Middle School; *Graphic Students* - provided business cards for the Town of Seekonk and designed help design a reading center for the Plainville Public Library.

Tri-County students also completed many projects located here at the school. Plumbing students repaired and replaced plumbing fixtures in the school; Electrical students installed lighting in various areas; Construction Craft Laborers completed masonry repairs; HVAC students installed an ice machine in our Athletic Trainer's room; Carpentry students built raisers for the school garden; CIS students re-designed the Tri-County website; Legal and Protective students developed a Public Safety Fair; and Medical Careers students developed a Hands-Only CPR campaign and a Summer Safety Fair.

Tri-County lives by its mission statement, specifically in the charge to prepare tomorrow's workforce; to provide a solid academic foundation for further education; and to prepare good citizens. Over the past year, this mission statement continued to move from words on a page, to action.





MILLIS VETERANS' SERVICES 2018

Veterans/Family Members Assisted (State/Federal Applications, VA Appeal Letters, Access to VA Healthcare, Bonus Applications, G.I. Bill Benefits, etc.)	73
Veterans on Chapter 115 (as of 12/31)	7
Chapter 115 Pending	1
Burial Benefits Provided (Assistance with Federal Process)	4

2018 provided the Veterans of Millis another opportunity to hear from an Operation Iraqi Freedom/Operation Enduring Freedom and Student Veteran as a guest speaker. The Veterans Office continued to be an approved Veterans Administration Work Site for Student Veterans to perform Work Study hours. We expanded our knowledge of the VA claims process and therefore have helped more Veterans, Dependents, Widows/Widowers access Federal Assistance. Additionally, we received authorization to process Salvation Army Grocery Vouchers and help the hearing impaired receive phones through CapTel (Captioned Telephones). We still continue to enjoy a close relationship with our First Responders and local National Service Organizations; American Legion Post 208 and American Veterans Post 495!















Zoning Board of Appeals 2018 Approvals

McDonald's Restaurant: 800 Main Street – Approved a Finding to reconfigure parking area, utilities and other associated site improvements in order to construct a new McDonald's at 808 Main Street.

Julie Arace: 209 Village Street - Approved a Finding allow for a 20' by 32' two-story addition.

Gary Pelletier: 419 Union Street – Approved a Finding for a proposed addition and deck.

Peter Temple: 326 Orchard Street – Approved a Special Permit and Variance to construct a driveway crossing in the special flood hazard district.

Jane Hardin: 0 Walnut Street – Approved a Variance to construct a single-family dwelling.

Albert Kavanaugh: 10 J William Heights Street – Approved a Finding for a Farmer's Porch.

Marie Pozniak: 23 Bow Street – Approved a Finding for an addition to their kitchen.

David Acerka: 202 Village Street - Approved a Finding for a deck.

Greg Whelan: 6 Village Street – Approved a finding for an addition off kitchen.

Cindy and Edward Spies: 40 Spencer Street – Approved a Variance to build an addition.

Jay Theise: 313 Village Street – Approved a Finding to expand a single-story home to a two-story home.

Anthony Todesca: 6 Conway Road – Approved a Variance for construction of a 12' by 20' one car garage.

Thomas Travers: 64 Plain Street – Approved a Variance the construction of a deck.

1105-1115 LLC: 1105-115 Main Street - Approved a Variance for redevelopment of a gas station and convenient store.

SPECIAL PERMIT RENEWALS
2018

Baker, Stephen, 43 Bullard Lane, Approved, Accessory Family Unit.

Brown, Robert and Pamela, 244 Exchange Street, Approved, In-Law Apartment.

Brynczka, Christopher & Rachael, 219 Orchard Street, Approved, Accessory Family Unit.

Cofer, John I., IV, 1 Rose Road, Approved, In-Law Apartment.

Diotalevi, Penny, 15 A Dyer Street, Approved, Accessory Family Unit.

DiPaola, DVM, Jeffrey, 825 Main Street, Approved, Veterinary Hospital.

Durand Brian, 171 Farm Street, Approved, Accessory Family Unit, Property.

Elbery, Donna, 47 Railroad Avenue, Approved, to be allowed to house cats/kittens awaiting adoption.

Furry, Mary Susan, c/o Harlan Ketterling, 194 Ridge Street, Approved, to keep Livestock.

Flaherty, Robert and Betty, 30 Bow Street, Approved, In-law Apartment.

Gagne, Amy and James, 37 Exchange St. Approved, Two residential apartments and commercial space.

Guthrie, Kendra, 2 Chelsea Way, Approved, In-Law Apartment.

Gonzalez, Betsy C, 4 Ryan Road, Approved, In-Law Apartment.

Hansen, Kathleen Hanson ,7 Alma Road, Approved, Accessory Family Unit.

Hiler, Cari Leah, DVM, 1175 Main Street, Approved, Veterinary Hospital.

Hopkins, Gerard and Robin 7 Southwoods Circle, Approved, In-Law Apartment.

Jonson, Sabine, 7 Pleasant Street, Approved Amendment to change the operating hours.

Johnson, Sabine, 7 Pleasant Street, Approved Special Permit, to allow for a name change.

Keenan, Walter, 5 Windcrest Lane, Approved, In-Law Apartment.

Kramer, Kenneth, 101 Spring Street, Approved Special Permit for baking custom cakes.

Kubacki, Helen R, 22 Middlesex Street, Approved, Handcraft Classes.

Luppino, Richard, 128 Norfolk Rd, Approved, In Law Apartment.

Lynch/McCaronJudith, 106 Forest Rd., Approved, Keeping of four horses.

Martin, 590 Main Street, Approved, Accessory Family Unit.

William MacInnes, 78 Island Street, Approved, Accessory Family Unit.

Maltinsky, Nathan and Christine, 431 Exchange Street, Approved, In-Law Apartment.

Millis Animal Hospital, 1175 Main Street, Approved, Animal Hospital.

Nicholson, Richard, 8 Saratoga Terrace, Approved, In-Law Apartment.

Nolan, Tracy & Todd, 34 Pollard Drive, Approved, In-Law Apartment.

Picklesmier, Dorman and Claudette, 183 Farm Street, Approved, To stable two horses.

Pitt, Janet, 1365-1367, Approved, to operate a dog day care, grooming and boarding business.

Smith-McCarthy, Jennifer, 14 Independence Lane, Approved, In-Law Apartment.

Squier, John, 32 Pollard Drive, Approved, In-Law Apartment.

Sullivan, Robert, 310 Village Street, Approved, Accessory Family Unit.

Tobin, Nate and Noreen, 63 Island Road, Approved, Accessory Family Unit.

Toll Bros, Inc., 84 Orchard Street, Approved Special Permit.

Tresca Brothers Sand & Gravel, Inc., 66 Main Street, Approved for installation water and sewer services within the FEMA flood plain.

Vogt, Angela, 280 Ridge Street, Approved, Art Classes.

Wainwright, Charles, 165 Farm Street, Approved, Accessory Family Unit.

Wassell, Deirdre, 34 Village Street, Approved 3 hens.

Williamson, Lois Anne, 68 Bullard Lane, Approved, Private Nursery School.