

2024 Annual Town Report



Town Seal of the Town of Hardwick
Commissioned for the Town's 250th Anniversary

TOWN OF HARDWICK 2024 ANNUAL REPORT
Table of Contents

SECTION

Dedication	2
Town of Hardwick General Information	3
Legislative Delegations	4
Town Statistics	5
Elected Town Officials	6-7
Appointed Town Officials	8-12

TOWN REPORTS

Accountant	13-18
Board of Assessors	19
Board of Health	20-21
Building Inspector	22
Select Board	23
Capital Planning	24-25
Cemetery Commission	26
Conservation Commission	27-28
Council on Aging	29
Emergency Management	30
Fire Department	31-32
Gilbertville Public Library	33-34
Hardwick Youth Commission	35
Highway Department	36-37
Paige Memorial Library	38-39
Parks and Recreation Committee	40
Planning Board	41
Police Department	42
Recycling Center	43-44
Town House Advisory Committee	45
Treasurer’s Annual Report	46-48
Veterans Agent Report	49
Water Pollution Control Facilities	50
Wiring Inspector	51-52

SCHOOL REPORTS

Pathfinder Vocational Technical High School District Annual Report	53-57
Quabbin Regional School District Employee Salaries	58-94
Quabbin Regional School District Hardwick Elementary School Annual Report	95-96
Quabbin Regional School District Hardwick Middle School Annual Report	97-98
Quabbin Regional School District High School Annual Report	99-102
Quabbin Regional School District Superintendent’s Report	103-106

MEETINGS, VOTES, APPROVALS

Presidential Primary Election Results - March 5, 2024	107-109
Special Town Meeting – March 21, 2024	110-111
Annual Town Election Results – May 4, 2024	112
Annual Town Meeting – June 8, 2024	113-124
Special Town Meeting – October 17, 2024	125-126
November 5, 2024 State Election Results	127-130
Right to Farm By-Law	131-132
Annual Town Meeting Warrant – June 3, 2025	133-137

The 2024 Annual Report is dedicated to the memory of

Emily Mary (Fila) Bancroft

August 24, 1946 - October 9, 2024

Emily Bancroft was born and raised in Hardwick, and a graduate of Hardwick High School. She attended the University of Massachusetts and began a career as an art teacher in the Chicopee schools post-graduation, she later performed substitute teaching in the Hardwick and Ware public schools while her children were young.

She was a prolific writer and artist with publications such as, “The History of Hardwick, Massachusetts, 1865-1950”, “Pony Pictures - Photographs of the 1900’s”, “Hidden Hardwick”, and “I Remember”, a documentation of stories from Hardwick’s elders. Emily, along with her sister, co-produced a video titled, “We Once Called this Home” about the Hardwick homes lost to the Quabbin Reservoir.

Emily’s artwork and quilts were often highlighted at various exhibitions and Fairs, and she was also a 4-H leader, avid horse lover and rider.

Emily was a long-time member and Chairman of the Hardwick Historical Commission, volunteer at the Hardwick Fair, and member of the Hardwick Historical Society and served as the unofficial historian for the Town of Hardwick. Her smile, her charm and her graciousness will be greatly missed. May her contributions to Hardwick always be celebrated and remembered.



Town of Hardwick General Information

County: Worcester

Location: Central Massachusetts, bordered by the Town of Ware on the south, Quabbin Reservoir on the west, Petersham on the north, Barre on the northeast, and New Braintree on the east. The Town of Hardwick is approximately 73 miles from Boston, 30 miles from Springfield, 34 miles north of Worcester and 160 miles from New York City.

Land Area: 38.40 Square Miles

Elevation: At Town House: Approximately 880 feet above sea level.

Topographical Characteristics: From the Ware River at 600 feet above mean sea level, which forms the southeast boundary of the town, the land rises and becomes rugged as it extends to the northwest. Elevations reach 1000 to 1100 feet above mean sea level. The soil is mostly moist, somewhat stony, or rough and stony.

Type of Government: Town Meeting

Established: January 10, 1739

Condensed Early History: It is not known whether Indians actually occupied this area, but arrowheads found in local fields show that their hunting grounds were among these hills.

While the King Philip War was fought mostly in the eastern part of the colony, one conflict occurred in Winnimuset, a section that was later included in Hardwick. At the close of the King Philip War some of the Nipmuc Indians returned to this locality and their claim was recognized by the English who felt it was only just to obtain the land by purchasing it, which a group of inhabitants of Roxbury did. In 1687, eight purchasers paid a sum of twenty pounds to John Magus and other Indians sachems for the tract, which was established to be twelve miles long and eight miles wide.

In 1732, after much legal entanglement the proprietors were given legal titles to a smaller area of the land than what was deeded to them by the Indians. One provision of the grant was that sixty families had to settle in this area within the period of five years and in 1736 the condition had been fulfilled. A petition was then set forth asking the General Court for the incorporation of the township. This Bill of Incorporation was approved January 10, 1738/9 and the township received the name Hardwick in honor of Lord Hardwicke, an English nobleman.

Commonwealth of Massachusetts

TOWN OF HARDWICK Legislative Delegations 2024

PRESIDENT

Joseph R. Biden Jr.
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500
Phone: (202) 456-1414
E-mail: president@whitehouse.gov

GOVERNOR

Maura Healey
Office of the Governor
24 Beacon Street - Room 280
Boston, MA 02133
Phone: (617) 725-4005
(888) 870-7770
TTY: (617) 727-3666
FAX: (617) 727-9725
E-mail: www.mass.gov/governor

COMMONWEALTH OF MASSACHUSETTS CONGRESSIONAL DELEGATIONS - SENATE

Elizabeth Warren
Boston Office
2400 JFK Federal Building
15 New Sudbury Street
Boston, MA 02203
Phone: (617) 565-3170
<http://www.warren.senate.gov>
Washington D.C. Office
317 Hart Senate Office Building
Washington, D. C. 20510
(202) 224-4543

Edward J. Markey
Boston Office
975 JFK Federal Building
15 New Sudbury Street
Boston, MA 02203
Phone: (617) 565-8519
<http://www.markey.senate.gov>
Washington D.C. Office
255 Dirksen Senate Office Building
Washington, D. C. 20510
(202) 224- 2742

COMMONWEALTH OF MASSACHUSETTS REPRESENTATIVE - 2ND WORCESTER DISTRICT

James McGovern
Worcester Office
12 East Worcester Street Ste.1
Worcester, MA 01604
Phone: (508) 831-7356
FAX: (508) 754-0982

Washington, DC, Office
370 Cannon House Office Building
Washington, DC 20515
Phone: (202) 225-6101
FAX: (202) 225-5759

COMMONWEALTH OF MASSACHUSETTS - STATE LEGISLATORS

Senator Peter Durant
State House, Room 413-A
Boston, MA 02133
617-722-1540
peter.durant@masenate.gov

Representative Donald Berthiaume, Jr.
State House, Room 540
Boston, MA 02133
617-722-2090
donald.berthiaume@mahouse.gov

**TOWN OF HARDWICK
2024
STATISTICS**

POPULATION STATISTICS

Residents	
Under 17 years old	333
Over 17 years old	2324
Total Number of Residents	2657

DOGS REGISTERED

Kennels	8
Individual Dogs	529

VOTER STATISTICS

Democratic Party	297
Libertarian Party	11
Republican Party	242
Unenrolled in a Party	1538
All other designations	17
Total Number of Voters	2105

VITAL STATISTICS

Births, marriages, and deaths that occurred in 2024 may be verified by contacting the Town Clerk. Anyone wishing to obtain a certified copy of a birth, marriage, or death that is in the custody of the Town Clerk, may do so by emailing clerk@hardwick-ma.gov or by calling 413-477-6700.

BIRTHS	20
MARRIAGES	12
DEATHS	22

Respectfully submitted,
Ryan J. Witkos, CMMC
Town Clerk

TOWN OF HARDWICK
ELECTED OFFICIALS – 2024

MODERATOR

Ryan J. Witkos 2026

SELECTMEN

Kelly Kemp 2025

Eric W. Vollheim 2026

William F. Tinker 2027

TOWN CLERK

Ryan J. Witkos, CMMC 2026

ASSESSORS

Lucinda J. Childs 2025

Jennifer S. Kolenda 2026

Kathryn W. Hosley 2027

BOARD OF HEALTH

Ernest J. Warburton 2025

Paul R. Mailhot Jr. 2026

Dr. John S. Mott 2027

PLANNING BOARD

John J. Samek 2025

Harry T. Comerford 2026

Jennifer E. Garvey 2026

Erik L. Fleming 2027

William R. Cole 2027

K-12 QUABBIN REGIONAL SCHOOL COMMITTEE

Jennifer E. Garvey 2025

Kristyl B. Kelly (appointed) 2025

Emilly A. Cartier 2026

TOWN OF HARDWICK
ELECTED OFFICIALS – 2024

PAIGE AGRICULTURAL FUND TRUSTEES

Stephen A. Prouty	2025
Stanley D. White	2026
Joseph R. Raskett	2027
Curtis I. Stillman	2028
Halley E. Terry Stillman	2029

PAIGE MEMORIAL LIBRARY TRUSTEES

Edward N. Kelly	2025
Eric W. Vollheim	2025
James E. Barnes	2026
Jacqueline A. Easter	2026
Jennifer E. Garvey	2027
Christopher M. Buelow	2027

CONSTABLES

James D. Swett	2025
Eric W. Vollheim	2025
Ryan J. Witkos	2025

PATHFINDER REGIONAL VOCATIONAL SCHOOL COMMITTEE

Julie M. Quink	2026
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Respectfully submitted,
Ryan J. Witkos, CMMC
Town of Hardwick

APPOINTMENTS BY SELECT BOARD

Unless noted otherwise, all appointments expire June 30 in the year listed and by the Select Board. All appointed officers, members of boards, commissions, and committees whose term has expired continue to serve in their role unless and until a successor is duly qualified.

OFFICE/BOARD/COMMITTEE/ COMMISSION	FIRST NAME	LAST NAME	EXPIRES
Accountant	Laurie	Dell'Olio	At-will
Americans With Disability Act (ADA) Coordinator	Justine	Caggiano	2028
Agricultural Commission	Cathryn	Morreale	2026
Agricultural Commission	Steve	Prouty	2024
Agricultural Commission	John	Samek	2025
Agricultural Commission	Halley	Stillman	2026
Agricultural Commission	Harry	Webb	2024
Agricultural Commission - Alternate	Curtis	Stillman	2025
Animal Control Officer	Tina	Lindsey-Pease	2025
Animal Inspector - Appointed by Board of Health	Traci	Brearley	2025
Assistant Animal Inspector - Appointed by Board of Health	VACANT		
Board of Health - Health Agent	Matthew	Fortier	At-will
Board of Health Administrative Assistant	Patricia	Tinker	At-will
Board of Registrars - Republican	Marguerite	Crevier	2024
Board of Registrars -	VACANT		2025
Board of Registrars - Democrat	Philip J.	Lampi	2026
Board of Registrars - Unenrolled	Ryan J.	Witkos	2026
Building Commissioner	Paul	Stringham	2028
Local Inspector	Robert	Legare	2026
Building Inspector	William	Cantell	6/2024
Burial Agent - Appt. by Board of Health	Ryan J.	Witkos	2026

Capital Planning Committee - Select Board Representative	Eric	Vollheim	2026
Capital Planning Committee - Town Administrator	Nicole	Parker	6/2024
Capital Planning Committee - Town Administrator	Justine	Caggiano	2028
Capital Planning Committee - Treasurer	Jessica	Crawford	2024
Capital Planning Committee - Assessor Representative	Lucinda	Childs	2026
Capital Planning Committee - Finance Committee Representative	Mark	Korzec	2025
Capital Planning Committee - At Large Representative	Erik	Fleming	2024
Capital Planning Committee - School Committee	Jennifer	Garvey	2025
Cemetery Commission	Paula	Roberts	2024
Cemetery Commission	James	Swett	2025
Cemetery Commission	Benjamin	Hanson	2026
Chief Procurement Officer	Justine	Caggiano	2028
Conservation Commission	VACANT		
Conservation Commission	Rebecca	Bottomley	2026
Conservation Commission	VACANT		
Conservation Commission	William	Zinni	2026
Conservation Commission	Nick	Paydos	2026
Conservation Commission - Chair	William	Zinni	2026
Conservation Commission - Clerk	Marguerite	Baxter	At-will
Council on Aging	VACANT		
Council on Aging	Ned	Kelly	2026
Council on Aging	Stephanie	Calvitto	2026
Council on Aging	Kate	Morreale	2024
Council on Aging	Alice	Paradis	2025
Council on Aging - MART Driver	Bruce	Aldrich	At-will
Council on Aging - MART Driver	April	Gardner	At-will
Council on Aging - MART Driver	Edward	Gallant	At-will
Council on Aging - MART Backup Driver	Sharon	Hardaker	At-will
Council on Aging - MART Dispatcher	Sharon	Hardaker	At-will
Cultural Council	Lisa	Condit	2026
Cultural Council	Jennifer	Garvey	2024
Cultural Council	Jessica	Gearv	2025
Cultural Council	J. Edward	Hood	2026
Cultural Council	Linda	Tomasi	2024
Cultural Council	Maureen E.	Tobin	2025
Cultural Council	Elizabeth	Buck	2026

Custodian of Town Auctions	Jessica	Crawford	2025
Electrical Inspector	Donald	Manseau	2025
Assistant Electrical Inspector	Scott	Mansfield	2025
Election Worker - Warden	Joyce	Power	2025
Election Worker - Clerk	Marilyn	Shorrocks	2025
Election Worker - Teller	Nancy	Lemoine	2025
Election Worker - Teller	Joanne	O'Connell	2025
Election Worker - Inspector	Gail A.	Ashes	2025
Election Worker - Inspector	Frank	Hanson	2025
Election Worker - Inspector	Wendy	Bolognesi	2025
Election Worker - Inspector	Karen	Gerulaitis	2025
Election Worker - Inspector	Matthew	St. Germain	2025
Ethics Liaison	Ryan J.	Witkos	2026
Ethics Liaison	Justine	Caggiano	2028
Emergency Management - Civil Defense Director	Eric	Vollheim	2026
Emergency Management - Assistant Director	Zach	Spencer	2024
Emergency Planning Committee	Joshua	Pease	2026
Emergency Planning Committee	Martin	Grvszowka	2025
Emergency Planning Committee	Kelly	Kemp	2026
Fence Viewer	Eric	Vollheim	2025
Finance Committee - Appt. by Moderator	Christopher	Culross	2025
Finance Committee - Appt. by Moderator	Leon	Small	2026
Finance Committee - Appt. by Moderator	Glen	Wojick	2026
Finance Committee - Appt. by Moderator	Mark	Korzec	2027
Finance Committee - Appt. by Moderator	Warren	Johnson	2027
Fire Department - Chief	Joshua	Pease	2026
Gas Inspector	Edward	Kent Jr.	2025
Assistant Gas Inspector	Richard	Pluta	2025
Historical Commission	Penny	Hannon	2026
Historical Commission	Jeffrey	Schaaf	2026
Historical Commission	Elizabeth	Cyran	2024
Historical Commission	Emily	Bancroft	2024
Historical Commission	John	Petraglia	2025

Highway Superintendent of Streets	Martin	Grvszowka	2025
Highway Clerk	Lori	Hoffman	At-will
Master Plan Steering Committee	William	Cole	2026
Master Plan Steering Committee	Lisa	Condit	2026
Master Plan Steering Committee	Lisa	Cohen	2026
Master Plan Steering Committee	Mikaela	Ravmond	2026
Master Plan Steering Committee	Tammy	Bourgeois	2026
Master Plan Steering Committee	Owen	Rudd	2026
Master Plan Steering Committee	Devin	Rudd	2026
Master Plan Steering Committee	James	Lagomarsino	2026
Municipal Hearing Clerk	Paula	Roberts	2025
Municipal Hearing Officer	Paula	Roberts	2025
Municipal Parking Clerk	Paula	Roberts	2025
Non-Criminal Ticket Disposition clerk	Paula	Roberts	2025
New Braintree Dispatch Center Board of Overseers	Lt. Kevin	Landine	2025
Parks & Recreation Commission	Gail Ann	Anderson	2026
Parks & Recreation Commission	Angelique	Broussard	2024
Parks & Recreation Commission	James	Broussard	2025
Personnel Committee - Assessor	Jennifer	Kolenda	2024
Personnel Committee - Administrator	Nicole	Parker	6/2024
Personnel Committee - Administrator	Justine	Caggiano	2028
Personnel Committee - Select Board	Kelly	Kemp	2025
Personnel Committee - Select Board	Eric	Vollheim	2026
Personnel Committee - Select Board	William	Tinker	2027
Personnel Committee - Finance Committee	Chris	Culross	2025
Planning Board - CMRPC Planning Board Delegate	William	Cole	2026
Planning Board - CMRPC Alternate	Jeffrey	Schaaf	2026
Planning Board - Alternate	Jeffrey	Schaaf	2024
Planning Board Clerk	Lucinda	Childs	At-will
Plumbing Inspector	Edward	Kent, Jr.	2025
Assistant Plumbing Inspector	Richard	Pluta	2025
Police Chief	James	Ayotte	2025
Police Lieutenant	Kevin	Landine	2025
Police Sergeant	Robert	Toupin	2025
Police Corporal	Ryan	Gentile	2025
Public Records Access Officer	Ryan J.	Witkos	2026
Quaboag Valley Business Asst. Corp. Rep.	Robert	Bottomley	2025

Recycling Coordinator	Christine	Bellino	2026
Recycling Commission	Jacqueline	Easter	2024
Recycling Commission	Jed	Geary	2025
Recycling Commission	Philip	Lampi	2026
Recycling Commission	Shervl	McCrystal	2024
Recycling Commission	John	O'Donnell	2025
Recycling Commission	Lisa	Prouty	2026
Recycling Commission	Abbie	White	2024
Town Administrator	Nicole	Parker	6/2024
Town Administrator	Justine	Caggiano	2028
Town Administrator Executive Assistant	Sandra	Rosenthal	At-will
Town House - Bell Ringer	Randall	Noble	2025
Town House - Assistant Bell Ringer	Anne	Barnes	2025
Town House Advisory Committee	Anne	Barnes	2026
Town House Advisory Committee	Lucinda	Childs	2024
Town House Advisory Committee	Peter	Schmidt	2024
Town House Advisory Committee	Elizabeth	Cyran	2025
Town House Advisory Committee	Jacob	Stukuls	2026
Treasurer - Collector	Jessica	Crawford	2025
Assistant Collector	Tina	Gryszowka	At-will
Tree Warden	Marty	Gryszowka	2025
Veteran's Service Officer	Scott	Conner	2025
Wastewater Pollution Control Facilities - Superintendent	Scott	Potter	2024
Wastewater Pollution Control Facilities - Assistant Superintendent	Daniel	Stoodley	At-will
Youth Center - Director	Kim	Wright	2026
Youth Commission	Elizabeth	Reilly	2026
Youth Commission	Emily	Cartier	2026
Youth Commission	Angelique	Broussard	2026
Youth Commission	Wendy	Bolognesi	2026
Zoning Board of Appeals	Harry	Comerford	2026

HARDWICK

**Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2024
(Unaudited)**

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types Trust and Agency	Account Groups Long-term Debt	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services			
ASSETS								
Cash and cash equivalents	\$ 314,008	\$ 472,054	\$ (1,693,741)	\$ 556,381		\$ 1,429,881		\$ 1,078,582
Investments						9,227		\$ 9,227
Receivables:								
Personal property taxes	\$ 3,114							\$ 3,114
Real estate taxes	\$ 103,141							\$ 103,141
Allowance for abatements and exemptions	\$ (68,602)							\$ (68,602)
Tax liens	\$ 236,160							\$ 236,160
Deferred taxes								\$ -
Motor vehicle excise	\$ 51,547							\$ 51,547
Other excises								\$ -
User fees	\$ 2,143	\$ 14,727			\$ 129,008			\$ 145,878
Utility liens added to taxes					18,509			\$ 18,509
Departmental								\$ -
Special assessments								\$ -
Due from other governments								\$ -
Other receivables								\$ -
Foreclosures/Possessions	\$ 24,140							\$ 24,140
Prepays								\$ -
Due to/from other funds								\$ -
Working deposit								\$ -
Inventory								\$ -
Fixed assets, net of accumulated depreciation								\$ -
Amounts to be provided - payment of bonds							\$ 1,212,637	\$ 1,212,637
Amounts to be provided - vacation/sick leave								\$ -
Total Assets	<u>\$ 665,652</u>	<u>\$ 486,781</u>	<u>\$ (1,693,741)</u>	<u>\$ 703,897</u>	<u>\$ -</u>	<u>\$ 1,439,108</u>	<u>\$ 1,212,637</u>	<u>\$ 2,814,334</u>
LIABILITIES AND FUND EQUITY								
Liabilities:								
Warrants payable								\$ -
Accounts payable								\$ -
Accrued payroll								\$ -
Withholdings	\$ 14,715							\$ 14,715
Accrued claims payable								\$ -
Due to/from other funds								\$ -
Due to other governments								\$ -
Other liabilities	\$ 8,913							\$ 8,913
Deferred revenue:								
Real and personal property taxes	\$ 37,653							\$ 37,653
Tax liens	\$ 236,160							\$ 236,160
Deferred taxes								\$ -

HARDWICK

**Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2024
(Unaudited)**

	Governmental Fund Types			Proprietary Fund Types			Fiduciary Fund Types Trust and Agency	Account Groups Long-term Debt	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services				
Foreclosures/Possessions	\$ 24,140								\$ 24,140
Motor vehicle excise	\$ 51,547								\$ 51,547
Other excises									\$ -
User fees	\$ 2,143	\$ 14,727		\$ 129,008					\$ 145,878
Utility items added to taxes				\$ 18,509					\$ 18,509
Tailings									\$ 31,558
IBNR	\$ 31,558								\$ -
Agency Funds							\$ 5,005		\$ 5,005
Notes payable			\$ 2,215,620					\$ 1,212,637	\$ 2,215,620
Bonds payable									\$ 1,212,637
Vacation and sick leave liability									\$ -
Total Liabilities	\$ 406,830	\$ 14,727	\$ 2,215,620	\$ 147,517	\$ -	\$ 5,005	\$ 1,212,637	\$ 4,002,335	
Fund Equity:									
Reserved for encumbrances	\$ 35,190			\$ 11,464					\$ 46,655
Reserved for expenditures	\$ 9,762								\$ 9,762
Reserved for continuing appropriations	\$ 17,537								\$ 17,537
Undesignated fund balance	\$ 196,333	\$ 472,054	\$ (3,909,361)	\$ 544,916		\$ 1,434,103			\$ (2,696,058)
Unreserved retained earnings									\$ 1,434,103
Investment in capital assets									\$ -
Total Fund Equity	\$ 258,822	\$ 472,054	\$ (3,909,361)	\$ 556,381	\$ -	\$ 1,434,103	\$ -	\$ (1,188,001)	
Total Liabilities and Fund Equity	\$ 665,652	\$ 486,781	\$ (1,693,741)	\$ 703,897	\$ -	\$ 1,439,108	\$ 1,212,637	\$ 2,814,334	

**Massachusetts Department of Revenue, Division of Local Services
Bureau of Accounts ~ Automated Statement of Indebtedness**

City/Town/District of : Hardwick

FY **2024**

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	= Outstanding June 30, 2024	Interest Paid in FY 2024
Buildings				\$ -	
Departmental Equipment				\$ -	
School Buildings				\$ -	
School - All Other				\$ -	
Sewer				\$ -	
Solid Waste				\$ -	
Other Inside				\$ -	

SUB - TOTAL Inside	\$ -	\$ -	\$ -	\$ -	\$ -
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Long Term Debt Outside the Debt Limit	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	= Outstanding June 30, 2024	Interest Paid in FY 2024
Airport				\$ -	
Gas/Electric Utility				\$ -	
Hospital				\$ -	
School Buildings				\$ -	
Sewer	\$ 1,246,930		\$ 34,293	\$ 1,212,637	\$ 49,891
Solid Waste				\$ -	
Water				\$ -	
Other Outside				\$ -	

SUB - TOTAL Outside	\$ 1,246,930	\$ -	\$ 34,293	\$ 1,212,637	\$ 49,891
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TOTAL Long Term Debt	\$ 1,246,930	\$ -	\$ 34,293	\$ 1,212,637	\$ 49,891
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I certify to the best of my knowledge that this information is complete and accurate as of this date.

Treasurer: _____

Date: _____

I certify that long and short term debt as identified in this Statement of Indebtedness is in agree with the general ledger controls in my department and are also reflected on the balance sheet.

Accounting Officer: _____

Date: _____

Please complete all sections of this report and upload in Gateway no later than September 30, 2024.

Short Term Debt	Outstanding July 1, 2023	+ Issued	- Retired	= Outstanding June 30, 2024	Interest Paid in FY 2024
-----------------	-----------------------------	----------	-----------	--------------------------------	-----------------------------

RANs - Revenue Anticipation					0.00
BANs - Bond Anticipation:					
Buildings	\$ 183,480	\$ 131,692	\$ 183,480	\$ 131,692	\$ 1,560
School Buildings				\$ -	
Sewer	\$ 291,768	\$ 283,928	\$ 291,768	\$ 283,928	\$ 18,620
Water				\$ -	
Other BANs	\$ 1,800,000	\$ 1,800,000	\$ 1,800,000	\$ 1,800,000	\$ 103,213
SANs - State Grant Anticipation				\$ -	
FANs - Federal Gr. Anticipation				\$ -	
Other Short Term Debt				\$ -	

TOTAL Short Term Debt	\$ 2,275,248	\$ 2,215,620	\$ 2,275,248	\$ 2,215,620	\$ 123,393
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GRAND TOTAL All Debt	\$ 3,522,178	\$ 2,215,620	\$ 2,309,541	\$ 3,428,257	\$ 173,284
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Purpose	Authorized and Unissued Debt				
	Date of Vote	Article Number	Amount Authorized	- Issued - Retired - Rescined	= Unissued 6/30/2024
					0.00
CHAPTER 90 FY12	06/18/11	36	\$ 86,939		\$ 86,939
CHAPTER 90 FY13	06/16/12	19	\$ 370,269		\$ 370,269
CHAPTER 90 FY14	11/18/13	11	\$ 370,494		\$ 370,494
CHAPTER 90 FY16	06/13/15	11	\$ 370,011		\$ 370,011
CHAPTER 90 FY 17	06/18/16	12	\$ 369,995		\$ 369,995
CHAPTER 90 FY 18	06/17/17	9	\$ 363,241		\$ 363,241
CHAPTER 90 FY 19	06/16/18	8	\$ 360,000		\$ 360,000
CHAPTER 90 FY 20	06/19/19	9	\$ 359,360		\$ 359,360
CHAPTER 90 FY 21	06/29/20	12	\$ 358,266		\$ 358,266
SEWER IMPROV PROJEC	06/29/20	16	\$ 24,078,500		\$ 24,078,500
CHAPTER 90 FY 22	06/19/21	13	\$ 358,266		\$ 358,266
CHAPTER 90 FY 23	06/24/22	13	\$ 354,168		\$ 354,168
CHAPTER 90 FY 24	06/08/24	9	\$ 353,856		\$ 353,856
					0.00
					\$ 28,153,365

SUB - TOTAL from additional sheet(s)	\$ -
--------------------------------------	------

TOTAL Authorized and Unissued Debt	\$ 28,153,365
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Long Term Debt					
Outside the Debt Limit Report by Issuance	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	= Outstanding June 30, 2024	Interest Paid in FY 2024
				\$ -	
Sewer Project	\$ 1,246,930		\$ 34,293	\$ 1,212,637	\$ 49,891
				\$ -	
				\$ -	
				\$ -	
TOTAL	\$ 1,246,930	\$ -	\$ 34,293	\$ 1,212,637	\$ 49,891
				Must equal page 1 subtotal	

Short Term Debt					
Report by Issuance	Outstanding July 1, 2023	+ Issued	- Retired	= Outstanding June 30, 2024	Interest Paid in FY 2024
				0.00	
BAN 4/5/19 - wastewater improv	291,768.00	283,928.00	291,768.00	283,928.00	
BAN 4/5/19	183,480.00	131,692.00	183,480.00	131,692.00	20,180.35
				0.00	
				0.00	
Sewer Improv Project	1,800,000.00	1,800,000.00	1,800,000.00	1,800,000.00	103,212.50
				0.00	
				0.00	
TOTAL	2,275,248.00	2,215,620.00	2,275,248.00	2,215,620.00	123,392.85
				Must equal page 2 Total	

Massachusetts Department of Revenue Division of Local Services
BUREAU OF ACCOUNTS - AUTOMATED TREASURER'S YEAR-END CASH REPORT

TOWN OF HARDWICK MA , for the Year Ending Jun 30, 2024
(City, Town, County, District)

PART I: A. Cash and checks in office \$ -

B. Non - Interest Bearing Checking Accounts

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
			N/A	-	
			N/A		
			N/A		
			N/A		
			N/A		
			N/A		-

C. Interest Bearing Checking Accounts

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	UNIBANK	NEW PAYROLL ACCT 1890		\$ 177,970	
N	UNIBANK	FROZEN VENDOR ACCT 1908		\$ 22,105	
N	UNIBANK	NEW VENDOR ACCT 8254		\$ 182,680	
N	UNIBANK	GENERAL FUND 9002		\$ 969,258	
N	UNIBANK	ONLINE COLLECTIONS 5487		\$ 46,378	
N	UNIBANK	SEWER IMPROVEMENT FUND 8062		\$ 131	
N	EAST HAMPTON SAVINGS BANK	DEPOSITORY ACCOUNT 4431		\$ 1	
N	COUNTRY BANK	DEPUTY DEPOSITORY ACCT 1452		\$ 5,535	
N	COUNTRY BANK	DEPOSITORY ACCOUNT 7381		\$ 122,090	
N	COUNTRY BANK	DRUG FORFITURE 0217		\$ 1,555	
N	EAST HAMPTON SAVINGS BANK	CONSERVATION CONSULT FEES 0268		\$ 13	
N	COUNTRY BANK	CEMETARY PERPETUAL CARE 5578		\$ 2,408	\$ 1,530,124

D. Liquid Investments

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N		STOCKS 6379	0	\$ 25,187	
N	EAST HAMPTON SAVINGS	PENSION 0497		\$ 8,500	
N	EAST HAMPTON SAVINGS	PERPETUAL CARE 0546		\$ 59,333	
					\$ 93,020

Note: Attach additional sheets if needed.

E. Term Investments

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	COUNTRY BANK	PAIGE AGRICULTURE EXPENDABLE X8566		\$ 29,552	
N	ASB	CD FOR PAIGE LIBRARY ENDOWMENT X9239		\$ 81,599	
N	NBSB	CD FOR PAIGE LIBRARY ENDOWMENT X9903		\$ 105,717	
N	NBSB	CD FOR PAIGE LIBRARY ENDOWMENT X9911		\$ 105,717	
N	UB	CD FOR PAIGE LIBRARY ENDOWMENT X6797		\$ 192,823	
N	NBSB	CD FOR PAIGE AGRICULTURAL TRUST FUND X6742		\$ 52,840	
N	UB	CD FOR PAIGE AGRICULTURAL TRUST FUND X0117		\$ 52,515	
N	ASB	CD FOR PAIGE AGRICULTURAL TRUST FUND X5749		\$ 105,019	
N	ASB	CD FOR PAIGE LIBRARY ENDOWMENT from X9239 now xx6645		\$ 71,718	
N	UB	E MORSE SCHOLARSHIP FUND NONEXPENDABLE X8045		\$ 20,846	
				Sub - Total	\$ 818,347
	U.S. Treasury Bills				
	Repurchase Agreements				
	Other				
				Sub - Total	\$ -
				Sec. E Total	\$ 818,347

F. Trust Funds

Collateral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	UNIBANK	TRUST FUND X0563		\$ 83,762	
N	UNIBANK	ARTS / LOTTO		\$ 3,896	
					\$ 87,659

Part I Total: All Cash and Investments \$ \$ 2,529,149

BOARD OF ASSESSORS

TOTAL RAISE & APPROPRIATE TOWN MEETINGS:	7,608,605.74
OTHER AMOUNTS TO BE RAISED	
TOTAL CHERRY SHEET OFFSETS	8,689.00
STATE & COUNTY CHERRY SHEET CHARGES	19,719.00
OVERLAY	59,329.29
TOTAL AMOUNT TO BE RAISED:	7,696,343.03
ESTIMATED RECEIPTS - STATE:	
CHERRY SHEET	727,018.00
ESTIMATED RECEIPTS - LOCAL:	1,033,845.00
ENTERPRISE FUND - SEWER	839,037.44
APPROPRIATIONS FROM FREE CASH	213,312.00
APPROPRIATIONS FROM AVAILABLE FUNDS:	1550.00
TOTAL ESTIMATED RECEIPTS:	2,814,762.44
TOTAL AMOUNT RAISED FROM TAXATION:	4,881,580.59
VALUATION:	
PERSONAL PROPERTY	14,858,546
REAL ESTATE	356,364,312
TOTAL VALUATION:	371,222,858
TAX RATE	\$13.15

The Assessors met every Wednesday at 10.00 a.m.
We conducted an annual update required by Massachusetts General Law to ensure our property values are meeting the required market values and that we are assessing at full and fair cash valuation. The real estate market in Hardwick is still in an upswing with sales prices rising for both multi-family and single-family homes which resulted in an increase in values for Fiscal Year 2025. Assessors' forms, property record cards and maps can be accessed via www.hardwick-ma.gov.

Respectfully submitted,
Lucinda Childs, Chair
Kathy Hosley
Jennifer Kolenda, MAA
BOARD OF ASSESSORS

BOARD OF HEALTH REPORT
2024

Members of the Board of Health for 2024 were: Judith Kohn, Ernest Warburton, Paul Mailhot, John Mott, and Patricia Tinker, Administrative Clerk. Members stand for rotating three-year terms.

Judith Kohn concluded her term in May of 2024, and did not stand for re-election.

John Mott was elected in May of 2024.

Meetings are typically held on the first Thursday of the month at the Myron Richardson Municipal Office Building located at 307 Main Street in Gilbertville.

Review and approval of septic plans, septic installation inspections, witnessing of percolation tests and Title V Inspections are conducted by our Health Agent Matthew Fortier. Matt who joined us in 2023, also serves an invaluable role in advising the board members with regard to regulations and procedures for the proper conducting of the board's business.

In the spring of 2024, Hardwick renewed participation in the Leicester Regional Public Health Coalition. Through LRPHC, Hardwick shares an array of public health resources with the towns of Barre, Brookfield, Holden, Leicester, New Braintree, North Brookfield, and Oakham. The goal is to provide a broader range of public health services at an economy of scale that permits the individual towns to offer public health services that might otherwise be beyond the scope of available budgets.

The board's duties include a range of permitting activities, inspectional services, and the fielding of public health complaints, as well as the establishment of regulations and policies to protect the citizens.

During FY 25, the board initiated a Sharps collection program for our residents. Sharps may now be brought to the collection box at the Board of Health office for safe disposal per public health guidelines. There is no fee for this service.

During FY 2024, the following food related permits were issued:

21 Annual food permits, 37 temporary permits

Review and approval of septic plans, septic installation inspections, witnessing of percolation tests and Title 5 Inspections are conducted by our Board Health Agent Matt Fortier.

In responding to various complaints, inspections were performed and orders to correct were issued to ensure compliance with local and state health and safety regulations.

The board's web page continues to be updated, as needed, so as to provide easy online access to resources for our citizens.

The long and cumbersome process of digitizing our records continues.

Hardwick continues to remain a member of the Region II Public Health and Emergency Preparedness Coalition, which establishes a comprehensive management plan in the event of a regional or town-wide public health emergency situation.

The Board of Health remains committed to the safety and health of the residents of Hardwick and the environment.

Respectfully Submitted,

John Mott
Chair

Health Inspections By Hardwick BOH/ LRPHC Fiscal year 2024/25	
Housing/Nuisance Inspections	9
Food Inspections	55
Pool Inspections	3
Camp Inspections	4
Tobacco Inspections	2
Title 5 - PERC	13
Septic Plans	15
Septic Inspections	15
Wells	15
Dormitory Inspections	4
SUBTOTAL	135
Permits	
Food Permits	
Food Establishment	21
Temporary/ Mobile Food	40
Milk & cream, Frozen foods	16
Recreational camps	3
Well Permits	15
Tobacco Permits	2
Portable Toilet Permits	5
Beaver Permits	5
Trash Hauler Permits	5
Septage Hauler Permits	6
Septic Installer Permits	12
Swimming Pool Permits	3
SUBTOTAL	133



Town of Hardwick

Building Department

P.O. Box 575
Guilberville, MA 01031
(413) 477-6702 ext. 109

Building Department Activity Report for the calendar year 2024.

The Building Department received 151 Building permits applications and 5 Zoning Determination Request from 1-1-2024 to 12-31-2024. All required/requested inspections were performed.

Building Envelope Alterations	59
New Residential Homes	7
Renovation/Repairs	12
Residential Additions	7
ADU	1
Solar	25
Solid Fuel Appliances	7
Mechanical Systems	13
Pools	1
Commercial New	2
Commercial Additions/ Alterations	12
Misc.	4
Permit VOID	1

Town of Hardwick opted out of Regional Building Inspection Services during this year.

Respectfully submitted,

Paul F. Stringham CBOL #1179
Building Commissioner
Zoning Enforcement Officer

2024 Select Board/Town Administrator Report

During 2024, the Select Board hired a new Town Administrator. Out of three finalists, Justine Caggiano of Spencer was selected. Ms. Caggiano previously worked as the Human Resources Director for the Town of Ware and the Town of Millbury/Millbury Public Schools, worked for the Massachusetts House of Representatives, and currently serves on several boards and committees throughout the Commonwealth. The Select Board would like to thank Nicole Parker for her dedication and service to the community for nearly three years as the Town Administrator.

The Town and the Select Board closed on the USDA funding of almost \$28million loan/grant combination for much needed upgrades to our Wastewater Treatment Plants. Construction has been underway for much of the year as the Town has been under a consent order from the Environmental Protection Agency (EPA), unless these upgrades were going to be completed.

The Select Board adopted a visitor code of conduct policy for all municipal buildings. The Board has also prioritized safety and security not only the employees, but the volunteers and patrons of all town facilities.

The Town is working towards consistent personnel procedures including standardizing the interviewing, hiring, and onboarding process. The Town has initiated a performance review program to ensure effectiveness, compliance, and best practices within the organization. The Town hosted an Open Meeting Law training with KP Law for all staff and Board/Committee members to safeguard the town from future violations of the law.

With the remaining ARPA funds, the Town was able to purchase a radio for the Fire Department that has the correct frequencies, parts for a fire hydrant, and panic buttons for the Municipal Office Building. Through state earmarks, the town was able to purchase additional fire hydrant replacements for Gilbertville and prioritize improvements to the Municipal Office Building.

The community can hear the Town Administrator, Justine Caggiano on W.A.R.E 97.7 FM on a monthly rotating basis to inform residents of current and upcoming Town business with the intention to foster a transparent and authentic government.

If there is any way we can assist you presently or in the future, please call the Town Hall and speak to the Town Administrator. In addition, the Select Board can be reached by email or through the public comment at the beginning of each meeting which is held on the second and fourth Monday of each month. We encourage all residents to get involved in Town government and serve on Boards and Committees.

Respectfully Submitted,

Kelly Kemp, Chair

Eric Vollheim, Vice-Chair

William Tinker, Clerk

Justine Caggiano, Town Administrator

Capital Planning Annual Report

It is the Capital Planning Committee's unanimous recommendation to the community that the following five items be elevated to a priority status. Some of these items are currently under consideration at the time of this writing and others may not be immediate expenditures but some advanced planning and consideration should be done. We can no longer neglect these items because they are unaffordable or have limited advocacy.

1. Gilbertville Fire Hydrant System:

First and foremost, the Hydrant system's source of water is a 750,000-gallon cistern (commonly known as Green Waters) located on the side of Dougal Mountain.

The cistern has had a serious drop in capacity, likely due to a fire main leak. The fire department has been intervening when levels are critically low by routinely pumping river water back up the mountainside.

Not only does this compromise the effectiveness of the hydrant system, but it also is the source of fire sprinkler systems in three commercial/residential enterprises in Gilbertville.

The current method of pumping water to replenish the loss in the cistern is inefficient and presents a risk of limited capacity in case of an emergency. (the cistern has not been at full capacity in all of 2024). Combined with the issue of several hydrants in the system being out of service, the committee recommends that the town assign responsibility to the appropriate entity and makes a resolution of this situation a number one priority.

2. Police Station:

The police department, currently located in and shared with New Braintree, was intended to be a short-term means of addressing the loss of the municipal building as home to our community's police station. While engineering plans and purchasing property at the old Streeter Facility on the Lower Road were completed, it has been 9 years with no action to advance this initiative.

The Capital Planning Committee has begun an in-depth review of options that may be considered to address the need for a long-term solution to our police department's location.

It is our goal to make recommendations on this matter during the coming fiscal year.

3. Tree Removal Behind the Municipal Building:

The town owned property behind the municipal building has several large trees that present a risk to the municipal building and to the personnel and visitors that frequent it. We suggest that responsibility be assigned to the appropriate town entity and efforts be made immediately to remove the trees and assess the condition of the retaining wall directly behind the municipal building at the same time.

4. Hardwick Elementary School:

We were informed by the Quabbin Regional School District that the 28-year-old roof of Hardwick Elementary school needs repair and replacement. The Capital Planning Committee toured the school to assess the situation and indeed it needs replacement in the next two years. While touring the school it was also pointed out that the windows of the school are also at the end of their life expectancy, and they are no longer providing an efficient energy barrier (having lost their two-pane effectiveness).

We will stay in touch with the Quabbin Regional School District on this situation and have advised them to begin the process of notifying the State School Building Authority of these needs. The State School Building Authority oversees engineering, project management and the grant application, so early intervention is to the town's advantage as significant grant money is available with some smaller portion of community matching required.

The capital planning committee feels compelled to advise the town in advance and suggests that plans should be in place to finance this endeavor as we approach this in the next year or two.

5. Fireproofing Town Records:

The town's record keeping is somewhat organized but is by no means protected from fire or flood damage. Records such as maps, easements, and other town documents (some going back to the 1800's, many of which are irreplaceable) are at risk.

Our Selectboard is responsible for providing safe keeping of town records (which is mandated by Massachusetts state law chapter 66). The Capital Planning Committee has advised the town clerk to proceed with exploring options for storage and provide plans and cost estimates for protecting such town records and after doing so, provide the relative information to start the capital appropriation process.

FINAL COMMENTS

The Capital Planning Committee has created a capital needs planning grid which includes these 5 items and an additional 28 requests from the town boards, offices and committees. This is a dynamic list, many things are either consolidated with smaller capital needs, some of which are nice to have needs vs. absolute necessities, which will all require annual update.

This list becomes the roadmap and guideline for a robust grant program. In line with this, we advised the Selectboard to make provisions in this year's budget for grant services.

Our town's efforts must be focused on driving a revenue steam combining capital stabilization, grant writing, and if necessary, tax and fee revenue for any of these needs to be realized.

These first 5 recommendations (in our opinion) are priorities for Hardwicks best interest, and we look forward to collaborating with town boards and residents to make this town a better place to live.

Sincerely

Capital Planning Committee

Mark Korzec Chair (representing the Finance Committee)

Jenna Garvey (representing the School Committee)

Lucinda Childs (representing the Town Assessors)

Eric Volhiem (representing the Selectboard)

Erik Fleming (Citizen at Large)

CEMETERY COMMISSION

ANNUAL TOWN REPORT – 2024

The Caretakers Contract for F/Y 2025 beginning July 1, 2024 thru June 30, 2025 for the Caretaking & Mowing of Town Cemeteries and the Town Common was awarded to Lori Crevier, Barre, MA. Many trees in the Upper and Lower Cemeteries have been identified as needing to be taken down or trimmed. A reminder to families who own burial lots in Hardwick Cemeteries that no planting of flowers, trees and bushes of any kind are allowed to be planted at any burial lot as of March 8, 2018. As a reminder to families who had flowers, trees and bushes planted on a burial lot before March 8, 2018 that it is their responsibility to trim or remove plantings that are overgrown or rotted. We would like to thank the Town House Committee for allowing us to hold our meetings at the Town House. A big thank you to Marty Gryszowka, Highway Superintendent for the burials and installation of ground markers & foundations at the Upper Cemetery.

Respectfully submitted,

James Swett, Chairman

Benny Hanson, Vice Chairman

Paula Roberts, Clerk

Hardwick Cemetery Commission

Town of Hardwick Conservation Commission Report 2024

The Conservation Commission is constituted to have 5 members appointed by the Board of Selectmen to three-year terms to administer the State's Wetland Protection and Rivers Protection Acts. The Commission also has a Clerk/Secretary who is appointed annually by the Board of Selectmen.

All new construction in Hardwick, including additions to existing homes, is subject to a site inspection by the Conservation Commission prior to obtaining a building permit. Projects are reviewed in accordance with the MGL, Chapter 131, Section 40, and 310 CMR 10.00-10.99, the Wetlands Protection Act (WPA, including the Rivers Protection Act). The purpose of the WPA is to provide a public review and decision-making process for projects that affect a resource area that is subject to protection, including any wetland, marsh, or swamp bordering on any river, stream, pond, lake, or certified vernal pool. The interests that the Commission is most concerned with in Hardwick are:

- Protection of public and private water supply
- Protection of wildlife habitat
- Flood control
- Storm damage prevention
- Prevention of pollution

The Permits that the Commission issues include **Orders of Conditions**, which are issued after a **Notice of Intent (NOI)** has been approved; **Orders of Resource Area Delineation** after an **Abbreviated Notice of Resource Area Delineation (ANRAD)** has been approved; and **Determinations of Applicability** which are issued following a **Request for Determination of Applicability** to inform the Applicant whether their proposed project is subject to the regulations of the WPA. State forms for NOI, ANRAD, RDA, and other WPA permits are found on the DEP website, www.state.ma.us/dep.

Educational materials developed by the Conservation Commission and by the Commonwealth related to the WPA may be found on the Town website, www.hardwick-ma.gov. Click on the Conservation Commission under the Boards and Commissions tab.

Commission Activities: The year 2024 was a busy year for the Commission, which dealt with the following:

Notices of Intent: 6

Abbreviated Notices of Resource Area Delineation: 1 (ongoing)

Orders of Conditions: 5 (one NOI was denied on appeal.)

Extension Permits: 3

Certificates of Compliance: 6 (5 for outstanding OOCs for Eagle Hill School)

Requests for Determination of Applicability: 3

Conservation Restrictions: 4 baseline reports signed; 2 new CRs

Official Inquiries (listed on Agenda): 8

Site Visits: 17

Informal Inquiries: Inquiries were received in person, via email, and through phone calls. The Commission provided guidance to numerous residents regarding the permitting process and answered questions about activities in the town that affect wetlands.

Complaints: Multiple complaints, mostly about neighbors' alleged activities in or near wetlands, were received via phone or email. These concerns are forwarded to the members of the Commission who answer questions or investigate claims of violations of the WPA. The Commission conducted site visits when necessary to address these complaints.

Conservation Restrictions: The Commission accepted 2 CRs during the year on behalf of the Town, in collaboration with the East Quabbin Land Trust. The Commission also signed the Annual Reports for other, active CRs in the Town.

Ware River Park: A great amount of time and effort this year went into the upgrading of the Rail Trail at Ware River Park, including the mural of historical, agricultural, and cultural aspects of the Town on the fence across from the Hardwick House of Pizza. Many residents volunteered their time, materials, and talents to this project. The Park is designed to improve public access to the Ware River for fishing, boating, kayaking, bird watching, and picnicking. Becky Bottomley, Vice Chair of the Conservation Commission, spearheaded this project, in conjunction with the East Quabbin Land Trust. Funding for the project was provided through a Mass Trails Grant from DCR

Membership and Staffing: William “Bill” Zinni, Jr., Chair; Rebecca “Becky” Bottomley, Vice Chair, David Larson, Neil Halin, and Janet Sanquist-Skagerlind, Commission members; with Marguerite “Peggy” Baxter serving as Clerk/Secretary, a part-time paid position.

The Mass. Association of Conservation Commissions (MACC) provides training to members and staff of Commissions. Such training makes the Conservation Commission stronger, more knowledgeable, and better able to administer the interests of the Wetlands Protection Act, to assist residents in the permitting process, and to educate residents about conservation practices and wetlands protection.

Commission meetings and agendas are posted at www.mytowngovernment.org/01031 and at www.hardwick-ma.gov. Meetings are held on the 3rd Wednesday of each month (unless otherwise noted on the website) at 6:30 PM in the Conference Room of the Municipal Office Building, and all meetings are open to the public.

Respectfully Submitted, for the Commission

Marguerite L. Baxter

Marguerite L. Baxter, Clerk

Council on Aging/Senior Center FY2024

The Council on Aging Board in collaboration with the COA/Senior Center Director were able to bring programs and resources to the Senior Center in support of the Council on Aging's Mission Statement.

Our regular programs this year included: Art Group, Blood Pressure Clinic, Billiards, BINGO, Cards, Coffee Café, Coffee with an Officer, Congregate Lunches, Cornhole, Cribbage, Footcare, Meals on Wheels, Quilting Group, SHINE, State Representatives, Yoga,

We had several new programs: Art Workshops, Crafting Circle, Computer Classes, Fall Spooktacular, Holiday Party, Music BINGO, Strength & Balance, and Walking Club,

We offered community organization resources and events: CPR Training, Congressman McGovern held a Town Hall, Fire Safety, Frosty Flyer Ice Cream Truck, Information Fair, Making Opportunity Count Energy Program, Mass Advantage, Massachusetts Behavioral Hotline, Shot Clinic, UMASS Chan Cooking Classes, Voting,

With the Barre pharmacy closing, we were able to connect Participants with pharmacy services such as MedMinder (mail order service) and Chair City Pharmacy in Gardner (delivers to your home) to alleviate the burden of traveling outside of Barre for their prescriptions.

As the only public social service agency in the community, we also helped connect Participants with valuable resources such as; Supplemental Nutrition Assistance Program Massachusetts (SNAP), Health Benefits Counseling (SHINE Program) and consultants, fuel assistance, and more.

Goals for the Senior Center

1. Create a place that is inviting and inclusive
2. Build community relationships to help support necessary programs
3. Improve attendance and maximize the building usage
4. Improve and add programming specially themed on health, wellness (physical and mental), safety, and other pertinent issues
5. Apply for grants to help fund costs of running programs and to bring in new programs
6. Establish a 501(c)(3) for the purpose of fundraising

Future Planning/Capital Improvements

1. Generator (with engineering study)
2. ADA compliance
3. Replace air conditioning units
4. Install commercial gutters where necessary
5. Paint exterior doors
6. Add office space upstairs
7. Fire suppression hood for kitchen
8. Boiler pumps
9. Parking Lot Replacement/Line stripping, Signage
10. Landscape improvements

Outreach Work

1. Continue to assist with meeting the needs of the Seniors in the community while also procuring new resources and tools as needed in conjunction with the COA Mission Statement
2. Increase hours to accommodate increase in participation

Emergency Management Report for the 2024 Town Report

This past year was a fairly uneventful one in Hardwick. We didn't have a hurricane or any severe storms. We have been in a drought for several months and there have been numerous calls to respond to brushfires, here and in surrounding towns. There has been plenty of wind which obviously spreads the fire once it gets going. Keeping leaves and brush away from our residences helps to lessen this danger.

The Town voted to purchase a new fire engine to replace the old Pierce pumper which has too many mechanical problems to repair. The Town Administrator secured a grant from the State to help repair and replace several fire hydrants damaged in road construction. Emergency Management has applied for a yearly planning grant from MEMA. The \$2700 is earmarked for a generator that can power the Municipal Offices in the event of an outage. This would allow the building to continue operations with lights and computers, etc. As it is now, we are only able to keep the heat and phones running. Any extra funds could go to purchase of 'bluetooth' helmets for two of the Highway crew to communicate between the aerial bucket and the ground.

We've also applied for a Municipal Vulnerability Planning grant that is directed at building a rooftop solar array to power an air conditioning system at the Elementary School. This is our designated public shelter. We have upgraded the generator for lights and heat, but with increasing heatwaves we're thinking of a 'cooling' center. This grant is several years down the road.

As always, think about what you would need in a disaster. Check your flashlight batteries, fire extinguishers, food and water supplies, lists of contact numbers. Get to know your neighbors, make a plan with them. Make sure you are signed up with CodeRed, our town-wide alert system. The Town website has the information on how to do that. Anyone who's interested in joining CERT (Community Emergency Response Team), trained to assist in times of trouble, please contact Town Hall and someone will get back to you.

Submitted,

Eric Vollheim, EMD

TOWN OF HARDWICK
2024 FIRE DEPARTMENT REPORT

Responses:

In 2024 the Hardwick Fire Department responded to 144 total calls for service, a approximate 167% increase in call for service since 2023 and the busiest year in recent Hardwick Fire History. The Hardwick Fire Department responded to mutual aid, for other towns on 7 responses and received mutual aid for 11 incidents. The Hardwick Fire Department mitigated 9 fires in buildings, and 8 wildland or trash fires. The approximate dollar loss for all fires in 2023 was \$250,000. The Hardwick fire department responded to 23 rescue or emergency medical calls, 51 alarm calls, 3 hazardous material calls. The department continues to educate residents in the importance of proper maintenance of smoke detector and alarms systems and looks forward to participating in the youth fire program at Quabbin Regional High School in 2025.

Grants:

The Hardwick Fire Department in 2024, as every year, applied for grant funding from State and federal agencies, such as FEMA for fire apparatuses and related equipment, and was unsuccessful securing any funding. The Assistance to firefighter's grant is a very complete, national grant that allows a proposal for equipment and apparatus. As every year, the department will continue to apply. I'm happy to announce that the department was able to secure approximately \$7,400 in grant funding through the DFS firefighter safety grant. This money is being used to replace an outdated and non-functioning thermal imaging camera from 2010. The department is also purchasing ballistic gear for active shooter situations. Additional grants have been applied for at the time of this letter for wildland firefighting gear and equipment.

Personnel and Apparatus:

As for staffing in the end of 2024, the department has grown to 19 members. Members of the Fire Department train every Wednesday through the course of the year on firefighting and rescue activities such as fire attack, search and rescue, vehicle extrication, CPR and First Responder, by certified in-house instructor. The Department conducts live burn training quarterly at North Brookfield's live burn facility. Two firefighters recently passed their national exam for EMT Basic certification. The department looks forward to putting 5 members through the Call/vol recruit training program over the course of 2025. The department has also recently joined some training nights with our mutual aid partners in New Braintree. This works to strengthen the comradery and teamwork between the departments and get firefighters working together on a more personal level.

The department has an aging fleet of vehicles. Engine 1, our 1987, was put out of service in June-July for a critical issue with the pump. Town residents voted at the Special Town Meeting in October to fund the purchase of a new “demonstration” truck and passed a debt exclusion in January. I look forward to taking delivery of the new truck and putting it into service in early March.

Engine 2 our next newest Engine is a 1998 HME, this engine is currently our first due apparatus for all incidents in town and out. The recommended service life on Engine 2 by NFPA is replacement was in 2023. Our Tanker 1 is a 2006 Mack Granite and our Forestry 1 is a 2004 Ford F-350, these apparatuses also only have a 25-year shelf life. Car-1, the Chief’s cruiser is a 2016 Ford F-150. The town and department decided it was best to auction the 2011 Crown Victoria. Engine 1 will be auctioned as soon as it’s not in the running for any more grant funding.

I’d like to thank the citizens of the Town of Hardwick for their support over the year and their support in purchasing a new truck. I’d also like to thank everyone at the Town hall, the Hardwick New Braintree police department and the C8 Regional Dispatch Center for their assistance over the year. It truly “takes a village” to keep the Town running and safe! The members of the Hardwick Fire Department look forward to another great year and to providing quality service to the Town of Hardwick.

Respectfully submitted,

Chief Joshua Pease

Hardwick Fire Department

Gilbertville Public Library 2024

The Gilbertville Public Library was dedicated on March 29, 1913. The beautiful oak doors have been open to the community for 110 years. We hope patrons for the next 100 years will have this library to enjoy.

This was our opening statement for 2023. So now we are at year 111 and not sure how much longer we will be able to serve the town of Hardwick and surrounding towns. The library currently has 1478 registered patrons. We are in need of support from the townspeople, in order to keep our beautiful oak doors open.

For years the town gave us \$6000.00 in funds to help supplement staff salaries. That changed in 2006 when the Selectboard decided not to do it anymore. Presently the library needs \$20000 yearly for staff. This would only be half of what the other library in town receives for staffing.

We will be asking the townspeople to help with funding of the staff. Presently the town does not give us any funding for staff. This will be a problem in the future in keeping our library staffed with qualified personnel. Without this funding, the library will no longer be able to open the beautiful oak doors and be an asset to Hardwick and our surrounding towns. We would need to close by the end of FY26.

The Gilbertville Public Library building is owned and maintained by an Association. Endowments, donations and funds of the Association have been used over the 111 years to keep the building in tip-top shape, and handicapped accessible. After 2006 the funds have also been used to pay employees. The funds are now dwindling and without the support of the town the Library will run out of funds in a year or two.

If you would like to see the Gilbertville Public Library continue their services please let your voice be heard at town meeting. We the Gilbertville Public Library Association are hoping for another 100 years for the library.

Library hours are Tuesday and Wednesday, 12 pm-4pm and Thursdays and Fridays from 3pm-7pm.

Library Trustees: Eileen Giard, Chair; Anna Soos-Staiti, Vice Chair; Etelka Sarabia, Treasurer; Ruth Hamilton Dewey, Chloe Moriarty and Donna Nowak, Clerk.

Volunteers: Evelyn LaBelle - She has been a faithful volunteer for 17 years. Thank you Evelyn!

With heavy hearts we say goodbye to our good friend and Trustee Mary Ann Watson. She was a

great asset to the Gilbertville Public Library, our Clerk for several years and always ready to help out no matter what. She will be dearly missed by all of us.

As always we look forward to seeing you at the library.

Respectfully Submitted

Linda J. Payne, Library Director

Annual Town Report for the Hardwick Youth Center

We are happy to report that the youth center has gained a lot more kids this year. Everyone seems to be getting along well and helping each other out. This is such a great program the town offers and has a meaningful impact on the community and the children

We had a new hire this year. Nina, she helps with the Thursday group. Welcome Nina thank you for being part of our center.

This year we have done the following events with our youth:

Eagle Hill has let us use there pool again this year. The kids love being able to use the pool and swim.

Workshop 13 gave our older teens free art lessons

EQLT we painted the fence along the fitness trail in Gilbertville, we took the walk along the trail.

Stone Church we use their outdoor lawn area for our kids to play. They also let us use their kitchen where we have the teens come and help cook and we do a dinner. This gives kids a chance to learn how to cook healthy options.

In October we went to 13th world which is a haunted walk. This is an amazing place.

Christmas time- we brought the kids to the Botanical Gardens to have the walk through the light display

Bogey lanes to bowl.

Worcester Railers Hockey game, we had the older teens go and enjoy a game.

We would like to thank Beth and Brenda our volunteers who come and help out. We appreciate all that you do.

Sweet Babu, thank you for the case of granola you gave the youth center. All the kids have been enjoying it.

To all the parents who have donated their time driving some of the kids to the events we do outside of the youth center.

Thank you to Liz Reilly who helps advocate for the youth center and always showing your support for us and all that you do, not only for us, but for the Town.

To Laurie Desjardins our director, you are the glue that holds this together. We thank you for all that you do and the kids appreciate that you are always there for them.

A big thank you to the Town of Hardwick for funding this program.

Highway Department Report

2024

The Highway Department is run with a four-man crew consisting of the Superintendent of Streets, Martin Gryszowka, an Assistant Superintendent, Working Foreman, one Laborer and one part-time Laborer.

Gravel Roads were graded, and gravel was placed where it was needed.

Roadside mowing was done throughout the town, approximately 1,000 hours.

The Highway Department is mowing town-owned property and doing spring/fall cleaning up, approximately 20 hours per week.

Streets were swept in all the villages.

The Highway Department did various jobs for other departments and agencies in town. Including the Sewer Department with sewer blockages. Helped the Fire department with hydrant repairs.

Snow removal, plowing, salting & sanding were completed through the winter months as needed. This season our first ice/snowstorm started with the amount of about 2+” on November 21, 2023. The final storm of the season was April 3-4, 2024. We bought 892.7 tons of salt at \$73.00/ton for the season, down from the prior year.

Creamery Road Bridge failed inspection in April 2024 and was forced to close. The Bridge Replacement TIPS grant was able to be awarded 1 year early thanks to Marty Gryszowka and Nicole Parker, Town Administrator as this route is one of the emergency routes into/out of that secession of town. TIPS advertised in June and the project was award to Northern Construction Services, LLC, who started in November 2024.

A new metal roof was installed on the Old Highway Garage thanks to the ARPA funds.

Chapter 90 Improvements Completed:

- Drainage and Reclamation, on North Road and Thayer too was completed Fall 2024.

Chapter 90 Improvement projects scheduled:

- Final Section of North Road – Reconstruction
- Cross Culvert on Thresher Road
- Thresher Road – Reconstruction

2024 Fair Share Fund:

- North Road 2024 (Petersham Rd to Jacson Road Intersection – Reconstruction

Complete Streets Grant:

- Awarded Tier 2 Funding – Prioritization Plan Prepared by CMRPC – Awarded. Will be completed in 2025 so Tier 3 will be applied for.

CBDG Infrastructure Grant:

- Highland Terrace Grant – Applied and awarded - Plans to finish in 2025.

Upcoming Projects:

- Tree work will be ongoing.
- Fixing drainage along roadways

The Department would also like to thank Jake Stukuls and Gail Anderson for their help in the Highway Dept. Skip Witt for use of roller and his help throughout the year. Thank you to our snowplow contractors.

Respectfully Submitted,

Martin Gryszowka
Highway Superintendent



Paige Memorial Library

In 2024 the Paige Memorial Library continued to fulfill its mission to provide all residents with access to a full range of resources and activities that meet educational, cultural, and recreational needs in a friendly, professional, and welcoming environment.

The Paige Library is open 20 hours per week on Tuesdays and Thursdays from 2:00 to 7:00 pm, on Wednesdays from 10:00 am until 4:00 pm, and on Saturdays from 9:00 am to 1:00 pm.

Serving as staff of the Paige Memorial Library are Julie Bullock, Library Director, and Nancy Lamb, Assistant.

The Paige Library Board of Trustees held meetings on the first Thursday of each month at 7:00 pm at the library which were open to the public. Elected Trustees were Eric Vollheim, Chair, Chris Buelow, Clerk, James Barnes, Jackie Easter, Jenna Garvey, and Stacey Hill.

Dedicated library volunteers assisted in a variety of ways. Teen volunteers assisted with book sales and created a Christmas program for children. One family donated an air conditioner and installed it for the comfort of staff and patrons. Many volunteers are members of the Friends of the Paige Library. The Friends provided time, effort, and money for programs, books and materials, summer reading prizes and activities, workshops, the annual Seed Library (the first seed library established in MA), supplies for a multitude of presentations, and a Lego table. The Friends and Staff held the annual Hardwick Fair book sale, supported activities for the Hardwick Fair-y Village, participated in the annual Hardwick Trail of Treats, and Christmas on the Common. Friends paid to have the library “deep cleaned” by a cleaning service. The Friends acquired money through book sales, bake sales, and donations. At Christmas a Cookie Walk provided an annual donation to the Christmas for Kids program sponsored by the Hardwick/New Braintree Police Department. A Raffle provided money to help the Food Bank. The Friends are now registered as a 501 c3 non- profit organization.

As a community center the library offered over 100 opportunities for all ages to socialize, meet neighbors and new acquaintances, and attend workshops and presentations. Topics included Indigenous Americans, authors and entrepreneurs, music, fine arts, handcrafts, culture, nature, food, the environment, accessible places of interest, life skills, and self-care. Other highlights Included visits from the Paige and Mixter Families, work with the Hardwick Historical Society, East Quabbin Land Trust, and other community organizations with a focus on fostering tourism. Ongoing activities included the Paige Library Book Club, the Cookbook Club, the Paige Writers’ Group, and the weekly Story Hour. Children heard stories, worked with art and science projects,

played with toys, and interacted with other children. Their guardians created bonds with other parents and guardians.

The Paige Library has been part of the C/W Mars network since 2022. Total year-end circulations were just under 9,000. Over 4,437 patrons visited the library and others used online resources to acquire materials. \$11,853 was spent on circulating materials including museum passes, magazines, puzzles, books, audio books, and movies. One hundred twenty five programs were held. Twenty-two children participated in our Summer Reading Program “Read, Renew, Repeat”, checking out books, attending activities, and receiving prizes for participation.

The Paige Library offered space for meetings, tutors, and those seeking a workspace, providing three public computers, two printers for copying and scanning, and access to a projector and screen.

\$7,676.53 in State Aid was awarded to the two libraries of Hardwick with the Gilbertville Public Library and the Paige Memorial Library each receiving \$3,838.26. The Paige Memorial Library and the Gilbertville Public Library share the Hardwick Library budget and the State Aid. The libraries report their operating details both individually and together. Combining the total hours the libraries are available to the citizens of Hardwick impacts the State Aid granted to the Hardwick libraries.

Projects to preserve, restore, and make access safer for visitors to the town-owned Paige Library building included painting, restoration of the front doors, welding repair of the handrail at the front entry, installation of parking signs, and the creation of a path for those with limited mobility. The latter was paid for with a generous grant from the Barre Savings Charitable Foundation.

Respectfully submitted,

Julie Bullock

Director

**PARKS AND REC
2024 ANNUAL REPORT**

We are happy to have a Pickleball Court at Goddard Park in Hardwick Center. It continues to also be the Tennis Court. Many repairs to the court have been made, and we want to thank the Highway Department for all the hard work that they did.

The wooden boxes at Goddard Park and Memorial Park in Gilbertville are going to be replaced with lighter plastic ones. There will be different types of sports equipment stored inside for anyone's pleasure and then kindly place the equipment back in the boxes for others to enjoy.

We will try to have a 3rd Annual Easter Egg Hunt this year.

We are low on volunteers but continue to hope this works out for us.

Vandalism is low this year. We would like to commend our Police Department for doing such a great job and keeping a watchful eye on things.

Please feel free to use our parks with respect and have a wonderful time.

Respectfully submitted,

Gail Ann Anderson
James Broussard
Angelique Broussard

Planning Board
2024 Annual Report

The Hardwick Planning Board meets the second and fourth Tuesday of the month. Current members of the Board are Jenna Garvey (Chair), Harry Comerford (Vice Chair), Erik Fleming, John Samek and Bill Cole. Jeff Schaaf is serving as alternate member.

As the Town's Special Permit Granting Authority, the Board approved six Special Permits: one building extension, one stabling of horses on property of more than five acres, a dog kennel, an establishment of a retail/wholesale business and one for a ground mounted solar array. The Board held a Public Hearing on proposed zoning changes which would allow the reopening and expansion of the Hardwick Landfill and voted to not recommend adoption. Three Site Plan review applications were approved: one co-location of antennas, one accessory apartment and one ground mounted solar array. The application process necessitated thirteen public hearings.

The Board members reviewed and signed five ANR (Approval Not Required) plans indicating that the plans conformed to the Hardwick Zoning Bylaw and did not constitute a subdivision. Throughout the year, the Board members continued to edit the Zoning Bylaw to address changes in legislation and public needs.

Respectfully submitted

Lucinda Childs, Clerk

Hardwick Planning Board

Police Department

The Hardwick/New Braintree Police Department continues to work daily to provide the highest level of professional service to both communities. In 2024, we had 7 full time officers and 1 part time officer. We are still located in the New Braintree Town Hall (20 Memorial Dr) for all police business.

In 2024, we answered 12,697 calls between both communities. These call totals include officer initiated, phone calls into us for assistance, property/directed patrols, and all other call categories. Below is a summary:

Hardwick total calls: 8,982	New Braintree total calls: 3,715
Arrests/Summons: 106	Arrests/Summons: 22
Motor Vehicle Crashes: 41	Motor Vehicle Crashes: 23
Citations Issued: 238	Citations Issued: 67
Traffic Stops: 522	Traffic Stops: 152
Radar assignments: 358	Radar Assignments: 169
EMS Assist: 276	EMS Assist: 64

In 2024, we were able to award Officer Patrick Almstrom the police department's Life Saving Award. Officer Almstrom responded to a cardiac arrest call in Hardwick along with Hardwick Fire and West Brookfield Ambulance. Officer Almstrom using his cruisers AED was able to shock the party two times along with West Brookfield EMS one time to save his life. District Attorney Joseph Early also awarded all his HERO award for the same call.

Officers continue meeting POST-C and MPTC standards with all training and in-service which continue to expand yearly to over 40 hours.

Residents are reminded to mail in or drop off their LTC/FID applications at least six months prior to expiration so they are processed prior to expiration. Residents are highly encouraged to use the new state online portal to apply: <https://mircsportal.chs.state.ma.us/mircs-portal/login>

Residents are reminded to sign up for CodeRed, our town emergency and general notification system. The link can be found at both websites. We also now have MyTownAlert to download to your smart phone for push notifications. If you are having trouble, please contact the police department and we will be glad to assist you 413-477-6708 X. 0.

Public logs can be found on both town websites. Some calls do not appear as required by law.

Respectfully submitted,

James Ayotte

Chief of Police

HARDWICK RECYCLING CENTER 2024 REPORT

The Recycling Center is located at 2011 Barre Road in Wheelwright, MA and is open Wednesdays, from 9:00am to 11:00am and Saturdays, from 8:00am to 12:00pm.

The Recycling Commission consists of seven members that are appointed to three-year terms by the Board of Selectmen. Members serving are Abbie White-Chairperson, Jed Geary, Sheryl Mccrystal, Phil Lampi, Lisa Prouty and Jacqueline Easter. The Commission meets on a monthly basis, unless additional meetings are needed. The meetings are open to the public and participation is encouraged. Employees consist of Barry Koch, Bob Guevin and Dave Day. The center is operated by staff and volunteers all of whom demonstrate sincere commitment to the center's operation and its patrons.

Services offered include the collection of cardboard and comingle, mixed paper, plastic, aluminum cans and glass. The center is one of only nine municipal recycling centers in central Massachusetts that has the ability to collect what is considered "hard to recycle materials." Those include used oil, used oil filters, used antifreeze, used tires, mercury/lead thermometers, thermostats, batteries, fluorescent bulbs, PCB containing and non-PCB containing ballasts, white goods {appliances}, all electronics and equipment for a small fee.

This year we recycled:

- * tons of cardboard
- * tons co-mingle
- * tons in scrap metal
- * CRTs {Televisions and computer parts}
- * eyeglasses, to the Lions Club
- * cell phones
- * over 1 ton in used oil.
- * pounds textiles
- * mattresses
- * clear plastic jugs

We have 3 Planet Aid donation boxes, which generates income, and 2 book depository's that are accessible 24 hours a day, 7 days a week.

The center has a 'Swap Shed' on site run by Phil Lampi, that many patrons enjoy. He spends several hours a week to organize books and items. Sticker holders are able to drop off items that are in good, usable condition and often find a treasure to take home with them at no cost.

The small community of Hardwick has made huge contributions to the environmental benefits simply by collecting recyclables.

As of June 30th 2024, there were 201 residential stickers purchased and 49 non-residential stickers purchased generating to the town's revolving fund for the fiscal year.

The center offered two bulk waste and textile collection events this year. The events were open to the residents and surrounding towns/villages without the requirement of a recycling sticker to participate. This was an opportunity to remove unwanted large household items while conserving useful material and protecting the environment from impacts of land-filling and incineration. The items brought in ranged from furniture, sinks, toilets, carpeting, couches, styrofoam.

We have also recycled:

- **Miscellaneous project supplies to the Hardwick Youth Center, Municipal Office Building and other various municipal departments.**
- **Costumes and props that were set aside for the local theatre group.**
- * **Cardboard egg cartons to farmers.**
- **Bubble wrap and peanuts that are saved for patrons to take as needed. Many small businesses in town have a great need for these packing materials.**

The Recycling Center is also a gracious recipient of resources, man power and support given by local organizations, volunteers, staff, commissioners and municipal departments. Many thanks go out to the following:

- **Not only does the Highway Department assist in making the facility safe by providing prompt snow and ice removal, but this year the department has provided the mowing services to the Recycling Center.**
- **Throughout the year, Thomas Stott has made several donations of protective gloves.**
- **Quabbin Regional High School and Middle School students volunteered at the Bulk Waste & Textile Event as well as during the weekends. A big thank you goes out to all of the volunteers who worked loading the Planet Aid box truck with textiles collected.**

The Recycling Commission and staff look forward to the continued success and growth in providing additional services and resources to the community for the year 2026

We thank everyone who have donated their time, effort and support to the Hardwick Recycling Center.

Respectfully Submitted

**Christine Bellino
Recycling Coordinator**

Rev 11/02/24

Town House Advisory Committee 2024 Annual Report

The Town House Advisory Committee members are volunteers appointed by the Select Board to assist in the management and care of the Town House. The Committee strives to ensure that the Town House serves the needs of the Town and its residents as well as to preserve the historic 1837 building for future generations. The Committee members are: Chairperson Anne Barnes, Treasurer Lucinda Childs, Elizabeth Reilly, Jacob Stukuls and Peter Schmid.

The Town House Committee members continue to provide building checks, do minor repairs, some cleaning and facilitate the required inspections and maintenance. We work with groups who wish to use the building for meetings, events and rentals to help ensure that their needs are accommodated.

In 2024 we took in \$2,750.00 in rental fees for the use of the Town House. There were thirty-three meetings held, most by Town Boards. The Paige Library held four programs at the Town House and the Hardwick Fair, Christmas on the Common, and Trail of Treats drew Hardwick residents and others to the building.

In June of 2024 we worked with the Town Administrator and regional agencies to submit a proposal for the “Preservation Works in Western Mass Paul Bruhn Sub-Grant” funded by the Federal Historic Preservation Fund. On July 29, 2024 we were told that we had received the grant award for \$95,000. This grant does not require matching funds from the Town. The funds will pay for repairs to an opening in the North eaves, and to install commercial gutters. Water enters the building from around the stones in front of the building so work will be done there. To improve the energy efficiency of the windows, some of the interior windows will be repaired and new storms will be installed. The Principal Planner and Historic Preservationist from the Pioneer Valley Planning Commission is working to finish the plans for the work and is submitting them for technical review. The work is to be completed by August of 2026. We look forward to having a building that is not threatened by water intrusion several times a year.

Respectfully submitted,

Anne Barnes, Chairperson

Last Name	First Name	Department	Title	Total Gross
Aldrich	Bruce	Mart	MART Driver	\$ 18,692.08
Allen	Gabrielle	Fire	Firefighter	\$ 298.44
Almstrom	Patrick	Police	Police officer	\$ 97,199.60
Anderson	Gail	Sr. Abatement Prog.		\$ 1,500.00
Arsenault	Gabrielle	Fire	Firefighter	\$ 753.28
Ashes	Gail	Clerk	Election Inspector	\$ 960.00
Ayotte	Timothy	Highway	Labor/driver	\$ 525.00
Ayotte	James	Police	Police Chief	\$ 146,375.50
Bancroft	Emily	Sr. Abatement Prog.		\$ 581.25
Barnicle	Christopher	Highway	Mower/Laborer	\$ 2,940.00
Barrett	Zachary	Highway		\$ 2,645.68
Barroso	George	Highway	Working foreman	\$ 4,475.25
Baxter	Marguerite	Conservation	Conservation Clerk	\$ 9,865.13
Bellino	Christine	Recycling	Recycling	\$ 10,271.86
Bolognesi	Wendy	Clerk	Election Inspector	\$ 768.75
Borelli	Matthew	Highway	Asst Supt.	\$ 44,898.14
Broussard	Angelique	Administrator		\$ 300.00
Budney	Richard	Highway	LABOR 2	\$ 17,240.78
Bullock	Julie	Library	Library Director	\$ 22,547.04
Caggiano	Justine	Town Administrator	Town Administrator	\$ 43,332.40
Cartier	Emily	Youth		\$ 225.00
Caruso	Nicole	Youth		\$ 116.25
Childs	Lucinda	Assessor	Board of Assessors	\$ 9,713.34
Conner	Scott	100	Veterans' Agent	\$ 2,000.00
Cooley Jr.	Richard	Police	Police officer	\$ 10,739.00
Crawford	Jessica	Treas.-Coll.	Treas.-Coll.	\$ 67,010.54
Crevier	Marguerite	Board of Registrars	Sr Workoff	\$ 660.00
Cyran	Elizabeth			\$ 1,200.00
Cyran	Frank	Sr. Abatement Prog.		\$ 300.00
Day	David	Recycling	Recycling	\$ 5,695.97
Dell'Olio	Laurie	100	Accountant	\$ 40,112.80
Desjardins	Laurie	Youth		\$ 9,953.50
Despres	Jean-Paul	WPCF		\$ 59,934.41
Drake	Linda	100		\$ 1,484.10
Dupuis	Anthony	Fire	Firefighter	\$ 406.18
Eaves-Brearley	Traci	Dog Officer	Animal Inspector	\$ 2,000.00
Eck	Joel	Fire	Firefighter	\$ 513.60
Fowley	Francis	Highway		\$ 2,350.00
Gallant	Edward	Mart	MART Driver	\$ 10,700.26
Gardner	April	Mart	MART Driver	\$ 5,719.46
Gaumont	Louie	Fire	FF/ EMT	\$ 513.60
Gaumont	Nicholas	Fire	Firefighter	\$ 5,692.03
Gentile	Ryan	Police	FT Patrolman #2	\$ 105,352.31
Gerulaitis	Karen	Clerk	Election Inspector	\$ 397.50
Gryszowka	Martin	Highway	Highway Supervisor	\$ 122,338.37
Gryszowka	Justine	Treas-Coll.		\$ 34,988.47
Guevin	RObert	Recycling	Recycling	\$ 1,451.74
Gurney	Tessa	Fire	Firefighter	\$ 3,549.66

Last Name	First Name	Department	Title	Total Gross
Hanson	Benjamin	100		\$ 550.00
Hanson	Frank	Fire	Ret. Deputy Fire Chief	\$ 1,176.54
Hardaker	Sharon	Mart	MART Dispatcher/Director	\$ 15,780.33
Hausrath	Andrew	Highway	Labor/driver	\$ 25,862.10
Hoffman	Lori	Police	Police Clerk	\$ 31,018.90
Holbrook	Justine	Fire	Firefighter	\$ 4,081.77
Hosley	Kathryn	Assessor	Board of Assessors	\$ 2,206.63
Jillson	Leo	Highway		\$ 5,233.15
Johnson	Stanley	Mart	MART Driver	\$ 6,825.27
Johnson	David	WPCF		\$ 58,965.54
Judd	Gloria	Sr. Abatement Prog.		\$ 1,500.00
Kemp	Kelly	Select Board	Select Board member	\$ 1,425.00
Kennedy	John	Fire	Firefighter	\$ 218.52
Kent	Edward	Building Insp	Plumbing & Gas Insp.	\$ 3,239.80
Kirpichev	Nikita	Fire	Firefighter	\$ 3,441.12
Koch	Barry	Recycling		\$ 2,832.51
Kohn	Judith		Board of Health member	\$ 615.14
Kolenda	Jennifer	Assessor	Assessor	\$ 65,685.11
Lamb	Nancy	Library	Library Assistant	\$ 15,285.55
Lampi	Philip	Board of Registrars	Registrar	\$ 225.00
Landine	Kevin	Police	Lieutenant	\$ 99,195.86
Lemoine	Nancy	Clerk	Election Teller	\$ 160.00
Lindsey	Tina	Dog Officer	Animal Control Officer	\$ 3,500.00
Lowell	Christian	Fire	Firefighter	\$ 2,602.24
Mailhot	Paul	100	Board of Health member	\$ 922.71
Manseau	Donald		Electrical Inspector	\$ 9,687.20
Mott	John	100	Board of Health member	\$ 307.56
Murtagh	Grant	Police	Police officer	\$ 149,845.13
O'Connell	Joanne	Clerk	Election Teller	\$ 160.00
Parker	Nicole	Town Administrator	Town Administrator	\$ 42,844.44
Pease	Joshua	Fire	Fire Chief	\$ 24,676.76
Pluta	Michael		Asst. Plumbing Inspector	\$ 319.20
Pollock	Edward	Police	Police Officer	\$ 866.00
Potter	Scott	WPCF	Sewer Superintendent	\$ 105,067.35
Power	Joyce	Clerk	Election Warden	\$ 1,233.75
Power III	Edmond	Fire	Firefighter	\$ 349.20
Reed	Jonathan	Fire	Firefighter	\$ 2,625.00
Regin	Mary Ann	Police		\$ 372.46
Ribaudo	Peter	Police	Police officer	\$ 7,403.50
Rich	Brenda	100	Council on Aging	\$ 18,576.00
Roberto	Ruben	100	Police officer	\$ 1,829.40
Rohan	Timothy	Highway	Mower/Laborer	\$ 10,115.00
Ronnau	Andrew	Police	Police officer	\$ 114,661.49
Rosenthal	Sandra	Town Administrator	Executive Assistant	\$ 19,384.68
Ryel	Matthew	Police	Police officer	\$ 7,070.00
Shorrock	Marilyn	Clerk	Election Clerk	\$ 1,188.75
St. Germain	Matthew	Clerk	Election Inspector	\$ 217.50
Staiti	Anthony Jr.	Clerk	Poll Worker	\$ 97.50

Last Name	First Name	Department	Title	Total Gross
Stolgitis	Jill	Sr. Abatement Prog.	Sr Workoff	\$ 1,500.00
Stoodley	Daniel	WPCF	Asst. Chief Operator	\$ 7,192.00
Stringham	Paul	Building Insp	Building Inspector	\$ 15,600.00
Stukuls	Jacob	Recycling	Recycling Laborer	\$ 5,097.83
Tinker	Patricia	BOH	BOH Clerk	\$ 14,830.61
Tinker	William	Select Board	Select Board member	\$ 950.00
Toupin	Robert	Police	Corporal	\$ 111,910.34
Vollheim	Eric	Emer Mgmt Dir.	Emer. Mgmt/Civil Def.	\$ 3,293.00
Walker	Raymond	Fire	Seasonal Employee	\$ 688.40
Witkos	Ryan	Clerk	Moderator & Town Clerk	\$ 37,696.93
Young	Kenan	Selectman		\$ 300.00

Veterans Agent Report 2024

Town of Hardwick

The Town of Hardwick Veterans Agent (VA) works both remotely, and holds office hours at the Spencer Town Hall, to support the Veterans of the Hardwick community. Information sessions, assistance with paperwork or general support can be done at the Spencer office or a convenient location of the veteran or the veteran's family. The Veteran's Agent office has been able to provide services for Veterans and their families throughout the year. The Hardwick Veterans Department works with both the Massachusetts Executive Office of Veterans Services and the Federal Department of Veterans Affairs, in assisting all eligible Veterans and their families who find themselves in need of services, e.g. VA disability applications, financial, housing, medical access, employment or help with funeral expenses. As of December 2024, which is the most recent numbers available, a total of \$110,883.78 was paid out during 2024 in Federal Veterans Administration disability benefits to Veterans, or their surviving families in Hardwick. Additionally, the Veteran's Agent has been working with the local Service Organizations, assisting in needs to local Veterans and their families. The Veterans Office coordinates the materials (flags and markers) for the cemeteries located in the community. The residents of Hardwick have always honored the sacrifices of our Veterans who have served in the military and have been generous in both word and deed in the assistance they have provided. The gratitude and appreciation felt by our Veterans for this assistance is expressed by them to me every day. As their Veterans Agent and on behalf of the people of Hardwick, I always express the collective gratitude to them for their honorable service. Veterans or families seeking to contact this office can reach me at 508-885-7500 x-119, or email to: Sconner@Spencerma.gov

Scott M. Conner
Veterans Agent
Town of Hardwick

Water Pollution Control Facilities 2024

This report details the Operations and Maintenance of both the Gilbertville and Wheelwright Water Pollution Control Facilities for 2024. This includes the two Wastewater Treatment Plants, the four associated Pumping Stations, and collection systems. These facilities discharge treated and seasonally disinfected wastewater to the Ware River. In 2024, the Gilbertville WWTP, in operation around-the-clock since 1973 without an upgrade, treated a total of 29,400,000 gallons of wastewater with an average daily flow of 80,600 gallons per day. The Wheelwright WWTP treated a total of 4,820,000 gallons of wastewater and averaged 13,200 gallons per day.

DPC engineers have worked closely with the Town to design updated facilities at the Gilbertville and Wheelwright Wastewater Treatment Plants as well as one new pumping station. Construction of the new booster station on the Route 32A force main (Ricciardi Brothers) was completed in November and we are looking forward to getting it online pending National Grid connection. Wheelwright Wastewater Treatment Plant upgrades, by Waterline Industries, started in early 2024 and are progressing on schedule. Shultz Contracting was awarded the contract for the Gilbertville Wastewater Treatment Plant upgrades and are also on schedule.

Among many improvements, both treatment plants will be upgraded from Chlorination to Ultraviolet seasonal disinfection, which will eliminate residual chlorine being discharged into the river and offer more reliable, and safer, disinfection. These upgrades are facilitated by very generous funding back in 2019 by the USDA and State. All upgrades are scheduled to be completed by the end of 2025.

There was one (1) new residential connection added to the Gilbertville gravity system in 2024. There were a couple sewer blockages in town, notably one on East Street, Gilbertville in February. We handled them all with existing staff and the new jetting trailer purchased last year.

We would like to remind all residents and businesses how important it is to properly dispose of sanitary products (including so-called “flushable” wipes), greases, oils, food, and plastics. Please DO NOT flush them into a sewer system. There is a cost associated with removing these solids and correcting any failures they might cause.

Residents are urged to inform us as soon as possible of any problems discovered with the sanitary sewers throughout town including missing or damaged manhole covers, strange odors, or sewage overflows. We can be reached at (413) 477-6959 or via Police Dispatch. Sewer Regulations and all associated permit applications are now available on-line on the Town of Hardwick website under WPCF.

We've been fortunate to have stability within the department, having the same staff of 3 since 2019. In November, we were able to hire an Assistant Chief Operator with wastewater experience, and vast mechanical knowledge. This has enabled us to spend more time performing in-house maintenance and repairs while optimizing plant operations as much as possible with our aging and obsolete equipment, even throughout the ongoing WWTP upgrades. Thanks to the Highway Department, Municipal Building staff, and Police for their assistance whenever needed.

Respectfully,
Scott Potter, WPCF Superintendent

REPORT OF THE WIRING INSPECTOR
TOWN OF HARDWICK, MASSACHUSETTS

The following is a compilation of 110 Electrical Inspections performed by the Wiring Inspection Department during the year 2024:

- 13 Service Upgrades/Repairs
- 8 Residential Remodelings/Repairs/Renovations/Additions
- 4 Generators
- 21 Residential Solar Systems
- 6 New Homes
- 4 Mini-Split Heat/Cool Systems
- 2 Barn Renovations
- 2 EV Chargers
- 1 Kitchen Renovation
- 1 New Garage
- 1 Geothermo Units
- 3 Multiple Apartment Renovation
- 6 Commercial Renovations
- 2 New Commercial Services
- 4 Sub Panels
- 3 Underground Service Repairs
- 1 Meat Processing Facility
- 1 Power Disconnect from House to Barn

- 2 Waste Water Treatment Plant - Multiple Inspections
- 1 Septic Pump
- 1 Tesla Power Wall
- 1 Temporary Housing
- 5 Residential Bathroom Fan Replacement
- 1 Three Season Room
- 2 Electric Water Heaters
- 1 Hot Tub
- 1 Farm Stand
- 1 Residential Boiler Replacement
- 1 Hardwick Crossing Pavillion
- 1 Farm New Service
- 1 Hay Barn
- 1 Residential Electric Heat
- 3 Temporary Services
- 1 Cell Tower
- 1 Inground Pool
- 1 Underground Service

Respectfully submitted,

Donald R. Manseau
Electrical Inspector

Pathfinder Regional Vocational Technical High School District 2024 Annual Report

Introduction

The Pathfinder Regional Vocational Technical High School District Committee, together with Superintendent Eric Duda, is pleased to present this annual report to the citizens of the nine-town district. The report highlights key achievements, updates, and the fiscal health of the school district for the year 2024.

FY24 Budget Overview:

In 2024, the Pathfinder Regional School Committee approved a final FY25 budget of \$16,649,387, representing a 4.78% increase over the FY23 budget. This budget was unanimously approved by all nine towns within the district during their respective town meetings and town council meetings, in accordance with the regional school budget statute. The budget was formulated based on enrollment figures from October 1, 2023.

Pathfinder Tech continues to prioritize fiscal responsibility, employing cost reduction strategies such as health insurance adjustments, grant acquisition, utility net metering contracts, and internal infrastructure projects. These efforts ensure that Pathfinder Tech remains financially sustainable while providing high-quality technical education to our students.

Grants Funding:

In 2024, Pathfinder Tech received several significant grants, which contributed to expanding educational opportunities:

- **CSHS & SBHE Grants:** Supported nursing and counseling staff for student mental health.
- **Instructional Coaching:** Enabled the implementation of data-driven teaching strategies.
- **Perkins Equipment Grant:** Enhanced culinary arts training facilities.
- **Skills Capital Grant:** The school received \$1.25 million in funding for electrical and horticulture program upgrades (to be used in 2025 and 2026).

These grants have helped Pathfinder Tech improve the student experience and expand its offerings to meet evolving community needs.

Community Outreach and Admissions:

The Community Outreach and Admissions department has seen continued success in the past year, not only managing student enrollment but also overseeing community engagement, communication, event planning, and media relations.

- **Enrollment:** As of October 1, 2024, the school enrolled 660 students, marking an increase from the previous year. Total applications also grew, reflecting a sustained demand for career and technical education.
- **Summer Bridge Program:** The department hosted 180 new students for orientation in July and August, offering icebreaker activities, school tours, placement tests, and team-building exercises, including the signing of Class of 2028 t-shirts.
- **Career Night:** Pathfinder Tech hosted a record-breaking Career Night (Open House) in December with over 1,100 attendees, showcasing our diverse academic, technical programs, and extracurricular offerings.
- **Community Engagement:** Pathfinder Tech continued its presence at the Belchertown Fair, where Cosmetology students provided free face painting and manicures. Students and faculty participated in the Saturday morning parade. The department also maintained active engagement via social media, sharing updates on events, student achievements, and school highlights.

Cooperative Education and Technical Program Highlights:

Pathfinder Tech's Cooperative Education program continues to provide invaluable real-world experience to students, benefiting both the local workforce and community members. Key highlights include:

- 89 student placements in various local businesses and organizations.
- 23 students employed through the WIOA program.

In 2024, more than 600 work requests were received from municipalities and residents within the district, leading to significant savings for local taxpayers:

- **Automotive Technology:** Performed work on 243 vehicles, saving over \$105,000.
- **Carpentry:** Completed projects saving the community approximately \$68,000.
- **Collision Repair:** Saved \$30,000 on 48 vehicles.
- **Cosmetology:** Generated \$2,300 in revenue and supported senior center spa days.
- **Perso Restaurant:** Achieved \$51,000 in sales, catering for various community events, including a meal for over 60 veterans.
- **Electrical:** Saved \$108,000 for municipalities and \$20,000 for residents.

- **Horticulture:** Contributed to local town projects and annual plant sales, supporting the community with valued services.
- **Plumbing & Pipefitting:** Saved \$10,500 for residential clients and contributed to municipal projects.
- **Programming and Web Development:** Served 550 help-desk tickets and worked on web design projects for external clients.

Select Student Achievements:

Pathfinder Tech students continue to excel in regional and state-level competitions, showcasing their talent and skills across various technical and vocational fields.

- **Business Technology:** Five students placed in the top five at the Massachusetts Business Professionals of America State Leadership Conference.
- **SkillsUSA:** Students won 22 medals at the District V Leadership Conference, with several securing spots at the State Conference.
- **FRC Robotics:** The team ranked 30th out of 185 teams in the New England District and won the prestigious Gracious Professionalism Award.
- **Health Assisting:** Eleven students passed the Certified Nursing Assistant (CNA) exam, and the team earned bronze medals at the SkillsUSA State Leadership Conference.

Other notable accomplishments include students earning SolidWorks Expert certifications, and the Horticulture program winning third place at the FFA landscape competition at the Eastern States Exposition.

Student Services:

The Student Services Department supports students' diverse needs, including Special Education, Mental Health/Social Emotional Learning (SEL), and English Learners programs.

- **Individualized Education Plans (IEPs):** The department managed approximately 160 IEPs and implemented targeted interventions for students.
- **Social-Emotional Learning:** The ORI Learning curriculum was implemented for all 9th graders, with a Tiered Support System addressing students' mental health and emotional needs.
- **New Comfort Animal:** Pathfinder Tech introduced Scout, an English Cream Retriever, to provide emotional support for students and staff.

Curriculum and Professional Development:

Curriculum development and professional growth continue to be focal points at Pathfinder Tech. Highlights include:

- **Data-Driven Interventions:** Extra help sessions were introduced during school vacations to support students struggling with coursework.
- **Instructional Coaching:** The school moved towards a more traditional instructional coaching model in the 2024-2025 school year, focusing on teacher support and professional development.
- **IXL Integration:** The online platform IXL was integrated into the curriculum for grades 9-12 to reinforce academic skills.
- **Professional Development:** Monthly PD sessions were offered to staff, with focus areas ranging from best practices to peer-led learning.

Adult Continuing Education:

The Adult Continuing Education program at Pathfinder Tech proudly marked its second year of course offerings with successful Electrical and Plumbing programs. These initiatives, funded through a CTI grant from Commonwealth Corporation, are in direct alignment with our mission to engage and empower the community by providing valuable educational opportunities.

Both the Electrical and Plumbing programs concluded in June 2024, with graduates earning multiple industry-recognized credentials and acquiring a wide range of trade skills, significantly enhancing their employability in their respective fields. Many graduates secured relevant employment, demonstrating their strong drive for personal and professional growth.

We continue to collaborate closely with the MassHire Springfield Career Center and the Hampden County Workforce to ensure these programs meet the evolving needs of our community.

In 2024, several new offerings were introduced, and we are committed to expanding our course catalog with additional programs tailored to address the specific needs and demands of our community.

Conclusion:

As Pathfinder Tech celebrates its 52nd year of excellence in career and technical education, we extend our heartfelt thanks to our legislative partners, town officials, and all who continue to support our mission. Together, we are empowering the next generation of skilled professionals.

Respectfully submitted,

Julie Quink (Hardwick), Chair

David Droz (Palmer), Vice Chair

Lorraine F. Alves (Belchertown), Secretary

Robert Lavoie (Palmer)

Francesco Dell'Olio (Belchertown)

R. Keith Valley (Monson)

April Judicki (Granby)

Martin Goulet (New Braintree)

Richard Olson III (Oakham)

Marie Barbara Ray (Ware)

Richard Fly (Ware)

John Nason (Warren)

Emerson Boronski, Student Member (Ware)

Eric Duda, Superintendent-Director



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
ADAMS, JAMIE C	0.0000	Accrued Payroll (earned in FY23)	\$800.00
ADAMS, JAMIE C	1.0000	HS Special Education	\$88,961.00
ADAMS, JAMIE C	0.0000	Stipend-119	\$6,400.00
ADAMS, JAMIE C	0.0000	Stipend-309	\$520.00
ADAMS, JAMIE C	0.0000	Stipend-419	\$355.86
ADAMS, JAMIE C	0.0000	Stipend-995	\$800.00
ADAMS, JAMIE C	0.0000	Sub-HS Period	\$5,879.52
ADAMS, JAMIE C	0.0000	Sub-Proctor	\$197.70
ADAMS, LEAH M	1.0000	Elementary Teacher	\$79,462.00
ADAMS, MICHAEL D	0.0000	Athletic Coach (Winter)	\$6,223.45
ALBERTO, EMMA J	1.0000	Paraprofessional-Special Education	\$16,257.50
ALBERTO, EMMA J	0.0000	Sub-Middle School	\$126.00
ALBERTO, EMMA J	0.0000	Sub-Para Period	\$312.00
ALLEN, ANN M	0.0000	Longevity	\$1,250.00
ALLEN, ANN M	1.0000	Paraprofessional-Special Education	\$31,811.78
ALLEN, ANN M	0.0000	Sub-Middle School	\$126.00
ALLEN, ANN M	0.0000	Sub-Para Period	\$165.00
ALLEN, KELLEY L	1.0000	EL Teacher	\$89,435.00
ALLEN, KELLEY L	0.0000	Stipend-121	\$1,750.00
ALLEN, KELLEY L	0.0000	Stipend-Athletics	\$1,640.00
AMIDIO, MARY C	0.0000	Longevity	\$1,500.00
AMIDIO, MARY C	1.0000	Office Manager	\$57,710.00
ANDREWS, ELICIA A	0.0000	Advisor-HS	\$960.53
ANDREWS, ELICIA A	1.0000	HS Science	\$86,371.00
ANDREWS, ELICIA A	0.0000	Stipend-419	\$79.08
ANDREWS, ELICIA A	0.0000	Stipend-Mentor Program	\$500.00
ANDREWS, ELICIA A	0.0000	Stipend-PD	\$360.00
ANDREWS, ELICIA A	0.0000	Sub-HS Period	\$1,226.20
ARNOLD, MICHELLE L	1.0000	Elementary Special Education	\$96,629.00
ARNOLD, MICHELLE L	0.0000	Longevity	\$750.00
ARNOLD, MICHELLE L	0.0000	Stipend-121	\$1,750.00
ARNOLD, MICHELLE L	0.0000	Stipend-240 Summer	\$1,520.00
ARNOLD, MICHELLE L	0.0000	Stipend-Teacher Leader	\$1,500.00
ARSENAULT, EMILY B	1.0000	Paraprofessional-Soar Autism	\$1,610.40
AUBIE, REBECCA L	0.0000	Lunch Monitor	\$5,666.29
AUBIN, GINA M	0.0000	Lunch Monitor	\$4,971.05
AYER, DOROTHY M	1.0000	Office Manager	\$42,942.00
AYER, DOROTHY M	0.0000	Stipend-Athletics	\$320.00
BABCOCK, DANA R	0.0000	Stipend-119	\$4,800.00
BAGDIS, TYLER C	0.0000	Accrued Payroll (earned in FY23)	\$664.80
BAGDIS, TYLER C	1.0000	Custodian	\$37,018.16
BAGDIS, TYLER C	0.0000	Custodian-OT	\$427.17



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
BAGDIS, TYLER C	0.0000	Stipend-Shoe Allowance	\$200.00
BAKER, KAYLEIGH E	1.0000	HS English	\$70,601.00
BAKER, KAYLEIGH E	0.0000	Stipend-Mentor Program	\$500.00
BAKER, KAYLEIGH E	0.0000	Sub-HS Period	\$553.56
BALSER, MELANIE A	0.0000	Separation Benefits	\$4,582.20
BARRETT, DEBRA M	1.0000	MS Social Studies	\$73,282.16
BARRETT, DEBRA M	0.0000	Stipend-240 Summer	\$1,048.50
BARRETT, DEBRA M	0.0000	Stipend-589	\$40.00
BARRINGER, EVAN M	0.0000	Athletic Coach (Winter)	\$5,657.68
BARRINGER, EVAN M	0.0000	Longevity	\$1,250.00
BARRINGER, EVAN M	1.0000	MS Social Studies	\$90,939.00
BARRINGER, EVAN M	0.0000	Stipend-589	\$40.00
BARRINGER, EVAN M	0.0000	Sub-MS Period	\$228.10
BARRINGER, JANIS A	0.0000	Accrued Payroll (earned in FY23)	\$275.00
BARRINGER, JANIS A	0.0000	Longevity	\$1,250.00
BARRINGER, JANIS A	1.0000	MS Special Education	\$92,118.00
BARRINGER, JANIS A	0.0000	Stipend-654	\$760.00
BARROS, SONIA	1.0000	Custodian	\$29,253.81
BARROS, SONIA	0.0000	Custodian-OT	\$111.25
BARROS, SONIA	0.0000	Stipend-Shoe Allowance	\$200.00
BARRY, SHAWN D	0.0000	Accrued Payroll (earned in FY23)	\$901.38
BARRY, SHAWN D	1.0000	Custodian	\$47,932.88
BARRY, SHAWN D	0.0000	Custodian-OT	\$991.85
BARRY, SHAWN D	0.0000	Stipend-Shoe Allowance	\$200.00
BATES, NITA	0.0000	Longevity	\$1,000.00
BATES, NITA	1.0000	Secretary	\$59,378.46
BATES, NITA	0.0000	Stipend-Advanced Degree	\$500.00
BATTISTA, MARK G	0.0000	Athletic Coach (Spring)	\$5,197.54
BEAUDET, KRISTINE A	0.0000	Accrued Payroll (earned in FY23)	\$770.00
BEAUDET, KRISTINE A	1.0000	Elementary Special Education	\$101,174.00
BEAUDET, KRISTINE A	0.0000	Longevity	\$2,250.00
BEAUDET, KRISTINE A	0.0000	Stipend-525	\$7,040.00
BEAUDET, KRISTINE A	0.0000	Stipend-Mentor Program	\$1,800.00
BELLINO, CHRISTINE K	0.0000	Lunch Monitor	\$5,260.75
BENNETT, JESSICA A	0.0000	Executive Secretary to School Committee	\$2,875.00
BENNETT, JESSICA A	1.0000	Executive Secretary to Superintendent	\$72,577.61
BENNETT, JESSICA A	0.0000	Longevity	\$1,000.00
BENNETT, JESSICA A	0.0000	Stipend-991	\$1,600.00
BENNETT, RYA M	1.0000	School Nurse	\$68,543.00
BENNETT, RYA M	0.0000	Stipend-240 Summer	\$1,498.28
BERGER, BRITTANY A	0.0000	Athletic Coach (Spring)	\$2,469.24
BERGER, BRITTANY A	0.0000	Lunch Monitor	\$312.86



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
BERGER, BRITTANY A	0.0000	Sub-Hubbardston	\$157.50
BERGERON, JENNIFER M	1.0000	BCBA	\$62,396.00
BERGMAN, JASON C	0.0000	Advisor-HS	\$480.27
BERGMAN, JASON C	0.0000	Athletic Coach (Fall)	\$3,600.79
BERGMAN, JASON C	1.0000	HS Business	\$85,856.00
BERGMAN, JASON C	0.0000	Stipend-419	\$3,554.02
BERGMAN, JASON C	0.0000	Sub-HS Period	\$237.24
BERNER, JESSICA N	0.0000	Accrued Payroll (earned in FY23)	\$275.00
BERNER, JESSICA N	1.0000	Elementary Teacher	\$83,355.00
BERNER, JESSICA N	0.0000	Stipend-Teacher Leader	\$1,500.00
BERRIOS, BOBBIE JO	0.0000	Accrued Payroll (earned in FY23)	\$135.82
BERRIOS, BOBBIE JO	1.0000	School Nutrition Supervisor	\$16,307.09
BERRIOS, BOBBIE JO	0.0000	Stipend-Shoe Allowance	\$200.00
BERRIOS, BOBBIE JO	0.0000	Stipend-Training on own time	\$193.60
BERTHIAUME, GAIL L	0.0000	Lunch Monitor	\$4,799.37
BERTHIAUME, GAIL L	0.0000	Sub-Secretary/Office Manager	\$432.61
BERTHIAUME, GAIL L	0.0000	Sub-Teacher ALL	\$36.90
BERTHIAUME, SUSAN M	0.5700	School Nutrition Team Member	\$10,769.44
BERTHIAUME, SUSAN M	0.0000	Stipend-Shoe Allowance	\$200.00
BESAW, MICHAEL E	0.0000	Athletic Coach (Fall)	\$3,600.79
BESAW, MICHAEL E	0.0000	Athletic Coach (Spring)	\$3,087.77
BESAW, MICHAEL E	1.0000	Intervention Tutor	\$43,071.74
BESAW, MICHAEL E	0.0000	Stipend-After School Van Driver	\$140.00
BIANDO, OLIVIA N	1.0000	School Nutrition Director	\$56,307.69
BIANDO, OLIVIA N	0.0000	Stipend-Extra Hours	\$1,355.72
BIANDO, OLIVIA N	0.0000	Stipend-Travel	\$1,759.62
BIGGS, BRIANNA M	0.0000	Accrued Payroll (earned in FY23)	\$275.00
BIGGS, BRIANNA M	1.0000	Elementary Special Education	\$62,728.00
BIGOS, MATTHEW A	1.0000	Intervention Tutor	\$43,071.74
BISCEGLIA, EMILY J	1.0000	Paraprofessional-Soar Autism	\$33,028.95
BLACK, JEAN M	0.0000	Longevity	\$750.00
BLACK, JEAN M	1.0000	Paraprofessional-Special Education	\$33,417.02
BLACK, JEAN M	0.0000	Stipend-240 Summer	\$944.28
BLACK, JEAN M	0.0000	Sub-Hubbardston	\$63.00
BLACK, STEPHANIE T	1.0000	Paraprofessional-Special Education	\$27,989.78
BLACK, STEPHANIE T	0.0000	Sub-Oakham	\$66.50
BLISS, KRISTI L	1.0000	Elementary Teacher	\$82,263.00
BOISVERT, EMILY R	1.0000	Intervention Tutor	\$43,071.74
BOLGER, BRENT A	1.0000	HS Technology	\$94,379.00
BOLGER, BRENT A	0.0000	Longevity	\$1,750.00
BOLGER, BRENT A	0.0000	Sub-HS Period	\$79.08
BONDI, SARA A	1.0000	MHS Special Education-Soar	\$21,479.04



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
BOUCHER, JACOB T	0.0000	Sub-Teacher ALL	\$582.00
BOUCHER, RENEE M	1.0000	Athletic Trainer	\$50,339.77
BOUCHER, RENEE M	0.0000	Longevity	\$1,000.00
BOUCHER, RENEE M	0.0000	Stipend-CPR First Aid Training	\$117.90
BOUCHER, THERESA L	0.0000	Longevity	\$1,000.00
BOUCHER, THERESA L	1.0000	Technology Integration Specialist	\$96,050.36
BOUDREAU, JANET M	0.0000	Tutor-Offsite	\$2,120.00
BOURGEOIS, SAMANTHA N	0.0000	Accrued Payroll (earned in FY23)	\$77.32
BOURGEOIS, SAMANTHA N	1.0000	School Nutrition Supervisor-Interim	\$4,419.73
BOURGEOIS, SAMANTHA N	0.7100	School Nutrition Team Member	\$10,866.24
BOURGEOIS, SAMANTHA N	0.0000	Stipend-Shoe Allowance	\$200.00
BOURGEOIS, SAMANTHA N	0.0000	Stipend-Training on own time	\$160.00
BOURQUE, SARAH E	1.0000	Paraprofessional-Special Education	\$23,280.65
BOURQUE, SARAH E	0.0000	Sub-Middle School	\$187.74
BOURQUE, SARAH E	0.0000	Sub-MS Period	\$172.50
BOURQUE, SARAH E	0.0000	Sub-Para Period	\$611.25
BOUVIER, NANCY L	1.0000	Paraprofessional-Special Education	\$23,670.92
BOUVIER, NANCY L	0.0000	Sub-Para Period	\$307.50
BOWEN, MICHELLE L	1.0000	Elementary PE	\$74,900.00
BOYD, JOANNE	0.0000	Longevity	\$750.00
BOYD, JOANNE	1.0000	Paraprofessional-Kindergarten	\$30,881.76
BOYD, JOANNE	0.0000	Sub-Para Period	\$360.00
BOYD, JOANNE	0.0000	Sub-Teacher ALL	\$1,566.00
BOYER, CORICE M	0.0000	Paraprofessional-Soar Autism	\$6,017.52
BOYER, CORICE M	1.0000	Paraprofessional-Special Education	\$28,037.27
BOYER, CORICE M	0.0000	Stipend-PD	\$73.80
BRAY, ELECIA C	0.0000	Accrued Payroll (earned in FY23)	\$605.00
BRAY, ELECIA C	1.0000	Elementary Teacher	\$96,629.00
BRAY, ELECIA C	0.0000	Longevity	\$1,750.00
BRAY, ELECIA C	0.0000	Stipend-601	\$480.00
BRAY, ELECIA C	0.0000	Stipend-991	\$1,600.00
BRAY, ELECIA C	0.0000	Stipend-Mentor Program	\$100.00
BRAY, ELECIA C	0.0000	Stipend-Teacher Leader	\$1,500.00
BREEDS, CONNER B	0.0000	Accrued Payroll (earned in FY23)	\$360.00
BREEDS, CONNER B	0.0000	Custodian-Summer	\$3,587.30
BRENNOCK, DANIEL J	0.0000	Longevity	\$1,000.00
BRENNOCK, DANIEL J	1.0000	NJROTC Instructor	\$103,293.36
BRENNOCK, DANIEL J	0.0000	Stipend-Teacher Leader	\$600.00
BRETON, JENNIE M	1.0000	Guidance	\$60,901.00
BRETON, JENNIE M	0.0000	Stipend-332	\$1,040.00
BRETON, JENNIE M	0.0000	Stipend-419	\$960.00
BREWER, JULIE A	1.0000	Special Education Chair	\$92,118.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
BREWER, JULIE A	0.0000	Stipend-Mentor Program	\$785.00
BREWER, JULIE A	0.0000	Sub-HS Period	\$600.00
BROOKS, MICHAEL A	0.0000	Longevity	\$750.00
BROOKS, MICHAEL A	0.0000	Stipend-After School Van Driver	\$140.00
BROOKS, MICHAEL A	1.0000	Technology	\$85,922.25
BROWN, JULIE M	1.0000	Elementary STEM	\$73,597.00
BROWN, JULIE M	0.0000	Stipend-140	\$240.00
BROWN, JULIE M	0.0000	Stipend-Mentor Program	\$500.00
BROWN, JULIE M	0.0000	Stipend-Natures Classroom	\$481.20
BROWN, JULIE M	0.0000	Sub-Elementary Prep Period	\$135.16
BROWN, TONI	0.0000	Advisor-HS	\$3,090.19
BROWN, TONI	0.0000	Advisor-MS	\$1,810.71
BROWN, TONI	0.0000	Athletic Coach (Fall)	\$2,716.16
BROWN, TONI	1.0000	Elementary Music	\$89,844.00
BROWN, TONI	0.0000	Longevity	\$1,250.00
BROWN, TONI	0.0000	Stipend-Academic Coordinator	\$2,500.00
BROWN, TONI	0.0000	Stipend-Mentor Program	\$800.00
BULGER, CASSIDY S	1.0000	Elementary Teacher	\$60,901.00
BULGER, CASSIDY S	0.0000	Stipend-Natures Classroom	\$481.20
BURKE, TINA M	0.0000	Accrued Payroll (earned in FY23)	\$88.60
BURKE, TINA M	0.0000	Longevity	\$750.00
BURKE, TINA M	0.8600	School Nutrition Team Member	\$19,683.26
BURKE, TINA M	0.0000	Stipend-Shoe Allowance	\$200.00
BURKE, TINA M	0.0000	Stipend-Training on own time	\$144.16
BURKLE, SHERRY L	0.0000	Advisor-HS	\$959.93
BURKLE, SHERRY L	1.0000	HS Math	\$92,118.00
BURKLE, SHERRY L	0.0000	Longevity	\$1,250.00
BURKLE, SHERRY L	0.0000	Stipend-117	\$900.00
BURKLE, SHERRY L	0.0000	Stipend-995	\$800.00
BURKLE, SHERRY L	0.0000	Stipend-Flex Block Committee	\$240.00
BURKLE, SHERRY L	0.0000	Stipend-Teacher Leader	\$1,790.00
BURKLE, SHERRY L	0.0000	Sub-HS Period	\$158.16
BUTLER, SHEENA M	0.0000	Accrued Payroll (earned in FY23)	\$440.00
BUTLER, SHEENA M	1.0000	Elementary Special Education	\$85,320.00
BUTLER, SHEENA M	0.0000	Longevity	\$750.00
BUTLER, SHEENA M	0.0000	Stipend-121	\$1,750.00
CALLAHAN, ERIKA K	0.0000	Athletic Coach (Fall)	\$1,030.00
CALLAHAN, ERIKA K	0.0000	Athletic Coach (Spring)	\$1,030.00
CALLAHAN, ERIKA K	1.0000	Paraprofessional-Special Education	\$26,384.54
CALLAHAN, ERIKA K	0.0000	Stipend-Athletics	\$320.00
CALLAHAN, ERIKA K	0.0000	Sub-Middle School	\$75.81
CAMMUSO, NICHOLAS J	1.0000	Adjustment Counselor	\$66,547.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
CAPURSO, JANE M	1.0000	Elementary Teacher	\$101,174.00
CAPURSO, JANE M	0.0000	Longevity	\$1,750.00
CAPURSO, NICHOLAS S	0.0000	Custodian-Summer	\$228.63
CARLSON, CHRISTOPHER B	0.0000	Longevity	\$1,250.00
CARLSON, CHRISTOPHER B	1.0000	Principal	\$110,941.98
CARON, ELAINE A	1.0000	Bldgs, Grounds, School Security Coordinator	\$58,504.00
CARON, ELAINE A	0.0000	Stipend-991	\$1,600.00
CARR, CHRISTINE M	0.0000	Accrued Payroll (earned in FY23)	\$1,820.00
CARR, CHRISTINE M	0.0000	Advisor-HS	\$603.98
CARR, CHRISTINE M	1.0000	HS Social Studies	\$70,227.00
CARR, CHRISTINE M	0.0000	Stipend-119	\$3,200.00
CARR, CHRISTINE M	0.0000	Stipend-140	\$800.00
CARR, CHRISTINE M	0.0000	Stipend-419	\$672.18
CARR, CHRISTINE M	0.0000	Stipend-589	\$400.00
CARR, CHRISTINE M	0.0000	Stipend-991	\$1,600.00
CARR, CHRISTINE M	0.0000	Stipend-995	\$800.00
CARR, CHRISTINE M	0.0000	Sub-HS Period	\$1,581.60
CARTER, APRIL R	1.0000	HS Math	\$81,846.00
CARTER, APRIL R	0.0000	Stipend-117	\$240.00
CARTER, APRIL R	0.0000	Stipend-140	\$800.00
CARTER, APRIL R	0.0000	Sub-HS Period	\$39.54
CASTRIOTTA, MATTHEW	0.0000	Athletic Coach (Fall)	\$2,740.85
CASTRIOTTA, MATTHEW	0.0000	Athletic Coach (Spring)	\$4,567.66
CASTRIOTTA, MATTHEW	0.0000	Athletic Coach (Winter)	\$4,109.95
CASTRIOTTA, MATTHEW	0.0000	Longevity	\$1,750.00
CASTRIOTTA, MATTHEW	1.0000	MS Social Studies	\$101,174.00
CASTRIOTTA, MATTHEW	0.0000	Sub-MS Period	\$2,554.72
CASTRIOTTA, SHEA A	0.0000	Accrued Payroll (earned in FY23)	\$492.13
CASTRIOTTA, SHEA A	0.0000	Sub-Custodian	\$3,460.40
CASTRIOTTA, WENDY B	0.0000	Accrued Payroll (earned in FY23)	\$605.00
CASTRIOTTA, WENDY B	1.0000	Kindergarten Teacher	\$90,939.00
CASTRIOTTA, WENDY B	0.0000	Longevity	\$1,750.00
CASTRIOTTA, WENDY B	0.0000	Stipend-525	\$7,040.00
CASTRIOTTA, WENDY B	0.0000	Stipend-601	\$480.00
CASTRIOTTA, WENDY B	0.0000	Stipend-Teacher Leader	\$1,500.00
CATALDO, EMILY E	0.0000	Lunch Monitor	\$4,140.60
CATALDO, EMILY E	0.0000	Sub-Oakham	\$126.00
CEREZO, MONICA I	1.0000	Intervention Tutor	\$43,071.74
CEREZO, MONICA I	0.0000	Stipend-Natures Classroom	\$641.60
CHAFFEE, KATELYN M	1.0000	Behavior Support Interventionist	\$43,071.74
CHISHOLM, ETHAN T	0.0000	Custodian-Summer	\$604.50
CHISHOLM, PAMELA R	0.0000	Advisor-HS	\$480.27



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
CHISHOLM, PAMELA R	1.0000	HS Art	\$61,178.00
CHISHOLM, PAMELA R	0.0000	Stipend-419	\$7,231.00
CHISHOLM, PAMELA R	0.0000	Stipend-Extra Hours	\$720.00
CHISHOLM, PAMELA R	0.0000	Sub-HS Period	\$830.34
CHOBOT, WAYNE	0.0000	Accrued Payroll (earned in FY23)	\$323.20
CHOBOT, WAYNE	0.5000	Custodian	\$17,732.87
CHOBOT, WAYNE	0.0000	Stipend-Shoe Allowance	\$200.00
CHRISTENSEN, RONALD P	1.0000	District Treasurer	\$1,272.46
CHRISTIE, CAMERON J	1.0000	MS Science	\$57,902.00
CHRISTIE, CAMERON J	0.0000	Stipend-525	\$6,300.00
CHRISTIE, CAMERON J	0.0000	Sub-MS Period	\$547.44
CHURCHILL, JENNIFER E	0.0000	Accrued Payroll (earned in FY23)	\$275.00
CHURCHILL, JENNIFER E	1.0000	Elementary Teacher	\$94,379.00
CHURCHILL, JENNIFER E	0.0000	Longevity	\$1,250.00
CIFIZZARI, JACOB W	0.0000	Athletic Coach (Fall)	\$3,361.06
CIFIZZARI, JACOB W	0.0000	Athletic Coach (Spring)	\$3,361.06
CIFIZZARI, JACOB W	0.0000	Athletic Coach (Winter)	\$3,361.06
CIFIZZARI, JACOB W	0.0000	Athletic Coach-Strength & Conditioning	\$2,520.80
CLARK, BLYTHE L	0.0000	Accrued Payroll (earned in FY23)	\$605.00
CLARK, BLYTHE L	1.0000	Elementary Teacher	\$101,174.00
CLARK, BLYTHE L	0.0000	Longevity	\$1,250.00
CLARK, BLYTHE L	0.0000	Stipend-Natures Classroom	\$481.20
CLARK, KEVIN R	1.0000	Director of Buildings, Grounds & School Security	\$117,000.00
CLARK, KEVIN R	0.0000	Fixed Benefit Life/Disability Insurance	\$1,200.00
CLARK, KEVIN R	0.0000	Stipend-Travel	\$3,000.00
CLARK, KEVIN R	0.0000	Stipend-Vacation Buyback	\$4,500.00
CLEAVES, WENDY P	0.0000	Accrued Payroll (earned in FY23)	\$330.00
CLEAVES, WENDY P	1.0000	Math Coach	\$105,044.04
CLEAVES, WENDY P	0.0000	Stipend-140	\$1,080.00
CLEAVES, WENDY P	0.0000	Stipend-601	\$480.00
CLEAVES, WENDY P	0.0000	Stipend-Mentor Program	\$1,000.00
CLELAND, KENNETH E	0.0000	Sub-Custodian	\$384.00
CLOUTIER, MOLLY J	1.0000	Physical Therapist	\$49,385.19
COATES, MARIE A	1.0000	Kindergarten Teacher	\$79,824.00
COATES, MARIE A	0.0000	Longevity	\$1,250.00
COATES, MARIE A	0.0000	Separation Benefits	\$10,496.70
COFFILL, GINA L	1.0000	HS English	\$70,601.00
COFFILL, GINA L	0.0000	Sub-HS Period	\$632.64
COLLETTE, ANDREA L	0.0000	Accrued Payroll (earned in FY23)	\$495.00
COLLETTE, ANDREA L	1.0000	Elementary Teacher	\$78,568.00
CONATY, BRIAN T	0.0000	Assistant-Technology	\$16,460.00
CONGDON-LESLIE, LINDSAY I	0.0000	Sub-Teacher ALL	\$6,118.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
CONLEY, JAELYN M	0.0000	Custodian-Summer	\$640.00
CONLON, ELIZABETH M	0.0000	Accrued Payroll (earned in FY23)	\$440.00
CONLON, ELIZABETH M	1.0000	Elementary Special Education	\$60,901.00
CONLON, ELIZABETH M	0.0000	Stipend-240 Summer	\$1,600.00
CONSOLMAGNO, TERESA J	0.0000	Longevity	\$1,750.00
CONSOLMAGNO, TERESA J	1.0000	Office Manager	\$57,710.00
COOK, ERIN H	1.0000	Principal	\$103,000.00
COOK, JAMIE M	0.0000	Athletic Coach (Fall)	\$5,103.05
COOK, JAMIE M	0.0000	Camp Coach-Soccer	\$450.00
COOK, TAMMRA L	1.0000	Elementary Art	\$66,547.00
COOLEY, REBECCA M	0.0000	Accrued Payroll (earned in FY23)	\$220.00
COOLEY, REBECCA M	0.0000	Advisor-HS	\$799.23
COOLEY, REBECCA M	0.0000	Flex Block Coverage	\$1,050.00
COOLEY, REBECCA M	1.0000	HS World Language	\$82,833.00
COOLEY, REBECCA M	0.0000	Stipend-419	\$39.54
COOLEY, REBECCA M	0.0000	Stipend-Academic Coordinator	\$2,500.00
COOLEY, REBECCA M	0.0000	Stipend-Mentor Program	\$850.00
COOLEY, REBECCA M	0.0000	Stipend-PD	\$140.00
COOLEY, REBECCA M	0.0000	Sub-HS Period	\$2,175.16
COPPOLINO SR, PETER J	0.0000	Longevity	\$1,750.00
COPPOLINO SR, PETER J	1.0000	Project Engineer	\$80,090.41
COPPOLINO SR, PETER J	0.0000	Separation Benefits	\$10,934.04
COPPOLINO SR, PETER J	0.0000	Stipend-Shoe Allowance	\$200.00
COPPOLINO SR, PETER J	0.0000	Stipend-Vacation Buyback	\$6,776.88
CORMIER, JOANNE M	1.0000	EL/Special Education Chair	\$49,106.54
CORREIA, AMY L	0.0000	Accrued Payroll (earned in FY23)	\$34.62
CORREIA, AMY L	1.0000	Paraprofessional-Soar Autism	\$1,672.20
CORREIA, AMY L	0.5700	School Nutrition Team Member	\$11,771.20
CORREIA, AMY L	0.0000	School Nutrition-Catering	\$113.92
CORREIA, AMY L	0.0000	Stipend-Shoe Allowance	\$200.00
CORREIA, AMY L	0.0000	Stipend-Training on own time	\$128.00
COSTELLO II, SHAWN M	0.0000	Sub-Custodian	\$3,331.27
COSTELLO, SHAWN M	0.0000	Accrued Payroll (earned in FY23)	\$148.00
COSTELLO, SHAWN M	0.0000	Athletic Coach (Fall)	\$3,608.06
COSTELLO, SHAWN M	1.0000	Custodian	\$6,336.79
COSTELLO, SHAWN M	0.0000	Custodian-OT	\$2,941.93
COSTELLO, SHAWN M	0.0000	Sub-Custodian	\$6,819.20
COTTRELL, ELIZABETH M	0.0000	Accrued Payroll (earned in FY23)	\$440.00
COTTRELL, ELIZABETH M	1.0000	Elementary Teacher	\$72,718.00
COTTRELL, ELIZABETH M	0.0000	Stipend-Teacher Leader	\$1,500.00
COTTRELL, WILLA D	0.0000	Sub-Hubbardston	\$252.00
COUTSONIKAS, DANIELLE J	1.0000	Permanent Substitute	\$24,098.68



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
COUTSONIKAS, DANIELLE J	0.0000	Stipend-525	\$3,003.00
COVIELLO, ISABEL R	0.0000	Private Music Instructor	\$1,510.00
CRANSTON, ASHLEY B	1.0000	Assistant Principal & Team Chair	\$101,779.45
CRANSTON, ASHLEY B	0.0000	Longevity	\$1,250.00
CRANSTON, FRANCIS J JR	0.0000	Athletic Coach (Winter)	\$2,740.85
CRANSTON, KATHRYN A	1.0000	Instructional Assistant-Special Education	\$40,007.05
CRANSTON, KATHRYN A	0.0000	Longevity	\$1,500.00
CRANSTON, KATHRYN A	0.0000	Stipend-309	\$44.00
CRANSTON, KATHRYN A	0.0000	Sub-Para Period	\$1,785.01
CRANSTON, KATHRYN A	0.0000	Sub-Teacher ALL	\$1,163.75
CROSS, PETER A	0.0000	Custodian-Summer	\$3,770.75
CROSS, PETER A	0.0000	Custodian-Summer	\$372.00
CROSS, PETER A	0.0000	Sub-Custodian	\$660.00
CRUZ, DIEGO A	1.0000	Custodian	\$25,402.42
CRUZ, DIEGO A	0.0000	Custodian-OT	\$1,196.40
CRUZ, DIEGO A	0.0000	Stipend-Shoe Allowance	\$200.00
CSORBA, ASHLEY E	0.0000	Advisor-HS	\$646.42
CSORBA, ASHLEY E	1.0000	Guidance	\$78,568.00
CSORBA, ASHLEY E	0.0000	Stipend-332	\$1,040.00
CSORBA, ASHLEY E	0.0000	Stipend-419	\$1,000.00
CSORBA, ASHLEY E	0.0000	Stipend-Mentor Program	\$500.00
CSORBA, ASHLEY E	0.0000	Stipend-Teacher Leader	\$600.00
CURCI, MARCELLO A	1.0000	Elementary Special Education-Soar	\$53,771.97
D'AMATO, JASKA L	0.0000	Accrued Payroll (earned in FY23)	\$28.80
D'AMATO, JASKA L	1.0000	Permanent Substitute	\$25,871.81
D'AMICO, NICOLE J	0.7500	Purchasing & Payables Coordinator	\$43,878.00
DANIELS, MEAGHAN R	1.0000	Intervention Tutor	\$43,071.74
DANIELS, MEAGHAN R	0.0000	Stipend-525	\$7,000.00
DEGNAN, ANASTASIA	0.7900	School Nutrition Team Member	\$17,846.01
DEGNAN, ANASTASIA	0.0000	Stipend-Shoe Allowance	\$200.00
DEGNAN, ANASTASIA	0.0000	Stipend-Training on own time	\$173.20
DEGRAVE, SUSAN V	0.0000	Advisor-HS	\$960.53
DEGRAVE, SUSAN V	1.0000	HS World Language	\$75,188.00
DEGRAVE, SUSAN V	0.0000	Stipend-240 Summer	\$960.00
DEGRAVE, SUSAN V	0.0000	Stipend-419	\$118.62
DEGRAVE, SUSAN V	0.0000	Sub-HS Period	\$2,451.48
DEKKER, MELISSA A	1.0000	Occupational Therapist	\$72,718.00
DEMALIA, MEGAN L	0.0000	Lunch Monitor	\$1,147.16
DEMALIA, MEGAN L	0.0000	Sub-Teacher ALL	\$565.50
DEMARS, DANIEL R	1.0000	Intervention Tutor	\$16,004.80
DEMARS, DANIEL R	0.0000	Sub-Teacher ALL	\$9,775.50
DEMORAIS, PURNIMA	1.0000	Principal	\$141,625.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
DEMORAIS, PURNIMA	0.0000	Stipend-Advanced Degree	\$1,000.00
DEMORAIS, PURNIMA	0.0000	Stipend-EL Coordinator	\$750.00
DEMORAIS, PURNIMA	0.0000	Stipend-ESY & Credit Recovery Coordinator	\$2,500.00
DEMORAIS, PURNIMA	0.0000	Stipend-Homeschool Coordinator	\$750.00
DEMORAIS, PURNIMA	0.0000	Stipend-Vacation Buyback	\$2,723.55
DEPASQUALE, MARK S	1.0000	HS Social Studies	\$89,435.00
DEPASQUALE, MARK S	0.0000	Longevity	\$1,000.00
DEPASQUALE, MARK S	0.0000	Sub-HS Period	\$434.94
DESAUTELS, MELISSA A	1.0000	BCBA	\$99,536.32
DESAUTELS, MELISSA A	0.0000	Stipend-Mentor Program	\$2,400.00
DESKINS, JILL A	1.0000	Intervention Tutor	\$43,071.74
DEVINE, GREGORY J	0.0000	Fixed Benefit Life/Disability Insurance	\$1,166.28
DEVINE, GREGORY J	1.0000	Guidance Director for Ext Partnerships	\$137,174.70
DEVINE, GREGORY J	0.0000	Longevity	\$1,750.00
DEXTRADEUR, DENNIS M	0.0000	Accrued Payroll (earned in FY23)	\$110.00
DEXTRADEUR, DENNIS M	0.0000	Athletic Coach (Winter)	\$6,280.02
DEXTRADEUR, DENNIS M	0.0000	Sub-High School	\$506.00
DIAMOND, DEBRA L	0.0000	Sub-Teacher ALL	\$665.00
DICKSON, PAMELA J	0.0000	Athletic Coach (Fall)	\$3,427.43
DICKSON, PAMELA J	0.0000	Camp Coach-Field Hockey	\$300.00
DILLON, NOREEN E	1.0000	Psychologist	\$95,246.00
DOUCAS, KRISTIN M	0.0000	Athletic Coach (Fall)	\$2,056.89
DOUCAS, KRISTIN M	0.0000	Athletic Coach (Winter)	\$2,056.89
DOUCAS, KRISTIN M	1.0000	Permanent Substitute	\$18,750.00
DOWGIELEWICZ, JILL M	0.0000	Longevity	\$1,750.00
DOWGIELEWICZ, JILL M	1.0000	Special Education Chair	\$101,174.00
DOWGIELEWICZ, JILL M	0.0000	Stipend-Mentor Program	\$2,600.00
DOYLE, EMMA J	0.0000	Stipend-525	\$2,475.00
DOYLE, EMMA J	0.0000	Sub-Teacher ALL	\$4,095.00
DOYLE, KIMBERLY J	0.0000	Accrued Payroll (earned in FY23)	\$715.00
DOYLE, KIMBERLY J	1.0000	Elementary Teacher	\$96,629.00
DOYLE, KIMBERLY J	0.0000	Longevity	\$2,250.00
DOYLE, KIMBERLY J	0.0000	Stipend-589	\$440.00
DOYLE, KIMBERLY J	0.0000	Stipend-Natures Classroom	\$641.60
DOYLE, KIMBERLY J	0.0000	Stipend-Teacher Leader	\$1,500.00
DOYLE, THOMAS C	0.0000	Stipend-525	\$2,508.00
DUBOIS-GOULD, KERI A	1.0000	School Nutrition Director	\$5,688.53
DUBOIS-GOULD, KERI A	0.0000	Separation Benefits	\$2,844.26
DUBOIS-GOULD, KERI A	0.0000	Stipend-Advanced Training	\$61.54
DUBOIS-GOULD, KERI A	0.0000	Stipend-Travel	\$153.85
DUBOIS-GOULD, KERI A	0.0000	Substitute-SN Director	\$15,757.50
DUBRULE, PATRICIA A	0.5700	School Nutrition Team Member	\$12,036.16



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
DUBRULE, PATRICIA A	0.0000	Stipend-Shoe Allowance	\$200.00
DUBRULE, PATRICIA A	0.0000	Stipend-Training on own time	\$160.00
DUCOS, MIA L	0.0000	Custodian-Summer	\$515.30
DUCOS, PATRICIA	1.0000	Culture Support Interventionist	\$40,170.00
DUNIGAN, PAMELA J	1.0000	Elementary Teacher	\$61,925.00
DUNIGAN, PAMELA J	0.0000	Longevity	\$750.00
DUNIGAN, PAMELA J	0.0000	Stipend-Natures Classroom	\$481.20
DUPUIS, CHRISTINE M	1.0000	Paraprofessional-Soar Autism	\$32,118.45
DUVAL, ANN C	0.0000	Longevity	\$1,000.00
DUVAL, ANN C	1.0000	MS Science	\$101,174.00
DUVAL, ANN C	0.0000	Stipend-309	\$520.00
DUVAL, ANN C	0.0000	Stipend-601	\$120.00
DUVAL, ANN C	0.0000	Sub-MS Period	\$547.44
DUVAL, CHERYL A	1.0000	Director of Administrative Services	\$156,483.35
DUVAL, CHERYL A	0.0000	Longevity	\$1,250.00
DUVAL, CHERYL A	0.0000	Stipend-Travel	\$1,000.00
DUVAL, CHERYL A	0.0000	Stipend-Vacation Buyback	\$5,416.74
EATON, JESSIE L	1.0000	Paraprofessional-Soar Autism	\$10,311.90
EHRHARD, KAREN A	1.0000	Intervention Tutor	\$23,771.83
ELMORE, TAYLOR M	1.0000	Paraprofessional-Soar Autism	\$5,156.85
ERICKSON, BRITTNEY S	1.0000	Paraprofessional-Soar Autism	\$11,698.43
ERICKSON, BRITTNEY S	1.0000	Paraprofessional-Special Education	\$8,323.84
ERICKSON, BRITTNEY S	0.5700	School Nutrition Team Member	\$1,013.12
ERICKSON, TRISIA L	0.0000	Accrued Payroll (earned in FY23)	\$330.00
ERICKSON, TRISIA L	1.0000	Literacy Coach	\$99,536.32
ERICKSON, TRISIA L	0.0000	Longevity	\$1,250.00
ERICKSON, TRISIA L	0.0000	Stipend-Mentor Program	\$1,000.00
EVERITT, LAURA J	0.0000	Longevity	\$750.00
EVERITT, LAURA J	1.0000	Paraprofessional-Soar Autism	\$24,304.96
EVERITT, LAURA J	0.0000	Sub-High School	\$22.50
EWART, JOCELYN R	0.0000	Flex Block Coverage	\$25.00
EWART, JOCELYN R	1.0000	Inclusion Coach	\$69,092.51
EWART, JOCELYN R	0.0000	Stipend-117	\$240.00
EWART, JOCELYN R	0.0000	Stipend-240 Summer	\$1,640.00
EWART, JOCELYN R	0.0000	Stipend-332	\$1,040.00
EWART, JOCELYN R	0.0000	Stipend-654	\$760.00
EWART, JOCELYN R	0.0000	Stipend-991	\$1,600.00
EWART, JOCELYN R	0.0000	Stipend-MCAS Alt	\$100.00
EWART, JOCELYN R	0.0000	Stipend-Mentor Program	\$1,090.00
EWART, JOCELYN R	0.0000	Sub-HS Period	\$180.00
EYLER-PELLETIER, AMY L	0.0000	Advisor-MS	\$1,292.81
EYLER-PELLETIER, AMY L	0.0000	Advisor-MS	\$1,292.81



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
EYLER-PELLETIER, AMY L	0.0000	Advisor-MS	\$776.19
EYLER-PELLETIER, AMY L	0.0000	Longevity	\$1,000.00
EYLER-PELLETIER, AMY L	1.0000	MS Social Studies	\$92,118.00
FABRIZIO, JENNIFER E	1.0000	Guidance	\$96,629.00
FABRIZIO, JENNIFER E	0.0000	Longevity	\$750.00
FALVEY, SARAH E	0.0000	Accrued Payroll (earned in FY23)	\$605.00
FALVEY, SARAH E	1.0000	Intervention Specialist	\$80,097.98
FALVEY, SARAH E	0.0000	Stipend-140	\$1,080.00
FALVEY, SARAH E	0.0000	Stipend-525 Coordinator	\$5,000.00
FARRAJ, LORI J	0.0000	Longevity	\$1,250.00
FARRAJ, LORI J	1.0000	Paraprofessional-Soar Autism	\$39,702.30
FARRELL, MATTHEW J	1.0000	Elementary PE	\$89,844.00
FARRELL, MATTHEW J	0.0000	Longevity	\$2,250.00
FARRELL, MATTHEW J	0.0000	Stipend-Natures Classroom	\$481.20
FARRELL, NICHOLAS J	0.0000	Athletic Coach (Winter)	\$2,469.24
FARRELL, NICHOLAS J	0.0000	Sub-Ruggles Lane	\$315.00
FAUTEUX, CHRISTINE E	0.0000	Accrued Payroll (earned in FY23)	\$275.00
FAUTEUX, CHRISTINE E	1.0000	Elementary Teacher	\$101,174.00
FAUTEUX, CHRISTINE E	0.0000	Longevity	\$1,250.00
FAUTEUX, CHRISTINE E	0.0000	Stipend-Natures Classroom	\$481.20
FAVATA, JESSICA G	0.5700	School Nutrition Team Member	\$6,947.68
FAVATA, JESSICA G	0.0000	Stipend-Shoe Allowance	\$200.00
FAVREAU, CHLOE Y	1.0000	Social Worker-Secondary	\$59,126.00
FERRAGAMO, SARAH L	1.0000	Secretary	\$44,867.95
FERRAGAMO, SARAH L	0.0000	Stipend-Advanced Degree	\$500.00
FERRAGAMO, SARAH L	0.0000	Stipend-Athletics	\$200.00
FERRAGAMO, SARAH L	0.0000	Stipend-Co-Administrative Assistant	\$1,000.00
FERRAGAMO, SARAH L	0.0000	Stipend-Co-MS Events	\$375.00
FERREIRA, SARAH W	1.0000	MHS Special Education-Soar	\$33,558.15
FIKE, HEATHER M	1.0000	Intervention Tutor	\$43,051.31
FLAGG, MASON W	0.0000	Accrued Payroll (earned in FY23)	\$664.80
FLAGG, MASON W	1.0000	Custodian	\$36,569.61
FLAGG, MASON W	0.0000	Maintenance-OT	\$188.92
FLAGG, MASON W	0.0000	Stipend-Shoe Allowance	\$200.00
FLEMING, MARY E	0.0000	Accrued Payroll (earned in FY23)	\$687.50
FLEMING, MARY E	1.0000	Elementary Teacher	\$92,588.00
FLEMING, MARY E	0.0000	Longevity	\$750.00
FLEMING, MARY E	0.0000	Stipend-Teacher Leader	\$1,500.00
FLEMING, SETH E	0.0000	Accrued Payroll (earned in FY23)	\$948.40
FLEMING, SETH E	1.0000	Custodian	\$51,920.75
FLEMING, SETH E	0.0000	Custodian-OT	\$7,163.59
FLEMING, SETH E	0.0000	Longevity	\$750.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
FLEMING, SETH E	0.0000	Stipend-Shoe Allowance	\$200.00
FLETCHER, LYNSEY MAE	0.0000	Sub-Teacher ALL	\$266.00
FLYNN, TERESA R	1.0000	Permanent Substitute	\$26,996.89
FORD, LINDA J	1.0000	Elementary Teacher	\$96,629.00
FORD, LINDA J	0.0000	Longevity	\$1,000.00
FORS, COLLEEN Y	1.0000	Clinician	\$66,183.36
FORS, COLLEEN Y	0.0000	Stipend-332	\$1,040.00
FORS, COLLEEN Y	0.0000	Stipend-991	\$1,600.00
FORS, COLLEEN Y	0.0000	Stipend-Mentor Program	\$500.00
FORS, JACK P	0.0000	Accrued Payroll (earned in FY23)	\$372.00
FORS, JACK P	0.0000	Custodian-Summer	\$3,209.99
FOSTER, CAITLIN E	0.0000	Athletic Coach (Fall)	\$2,469.24
FOSTER, CAITLIN E	1.0000	Guidance	\$74,900.00
FOSTER, CAITLIN E	0.0000	Stipend-991	\$1,600.00
FOSTER, CAITLIN E	0.0000	Stipend-Mentor Program	\$800.00
FOSTER, CAITLIN E	0.0000	Stipend-Natures Classroom	\$481.20
FRAPPIER, JENNIFER	0.0000	Longevity	\$750.00
FRAPPIER, JENNIFER	1.0000	Paraprofessional-Soar Autism	\$39,702.30
FRAPPIER, JENNIFER	0.0000	Sub-Ruggles Lane	\$531.00
FREELAND, EMILY	1.0000	MS Science	\$61,428.00
FROST, ALICIA L	0.0000	Advisor-HS	\$799.23
FROST, ALICIA L	1.0000	HS World Language	\$90,939.00
FROST, ALICIA L	0.0000	Longevity	\$750.00
FROST, ALICIA L	0.0000	Sign Language Interpreter	\$60.00
FROST, ALICIA L	0.0000	Stipend-121	\$1,750.00
FROST, ALICIA L	0.0000	Sub-HS Period	\$672.18
FRYDEL, KATHLEEN A	0.0000	Advisor-HS	\$4,000.00
FRYDEL, KATHLEEN A	0.0000	Advisor-HS	\$1,500.00
FRYDEL, KATHLEEN A	0.0000	Longevity	\$750.00
FRYDEL, KATHLEEN A	1.0000	NJROTC Instructor	\$104,307.96
GAGE, TANYA D	0.0000	Accrued Payroll (earned in FY23)	\$81.01
GAGE, TANYA D	0.7900	School Nutrition Team Member	\$11,955.69
GAGE, TANYA D	0.0000	Stipend-Shoe Allowance	\$200.00
GAGE, TANYA D	0.0000	Stipend-Training on own time	\$163.20
GAGE, TANYA D	0.0000	Sub-Café All	\$800.64
GALARNEAU, LOREN A	0.7900	School Nutrition Team Member	\$4,694.08
GARDNER, EMILY A	1.0000	Speech	\$60,901.00
GARDNER, KATHLEEN	0.0000	Athletic Coach (Fall)	\$2,518.63
GARDNER, KATHLEEN	0.0000	Longevity	\$1,000.00
GARDNER, KATHLEEN	1.0000	MS Innovation Pathways	\$91,631.00
GARDNER, KATHLEEN	0.0000	Separation Benefits	\$14,694.35
GARDNER, KATHLEEN	0.0000	Sub-MS Period	\$1,459.84



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
GARDNER, PAUL A	0.0000	Accrued Payroll (earned in FY23)	\$440.62
GARDNER, PAUL A	0.5000	Custodian	\$22,187.41
GARDNER, PAUL A	0.0000	Custodian-OT	\$668.95
GARDNER, PAUL A	0.0000	Stipend-Shoe Allowance	\$200.00
GARREPY, HEATHER L	1.0000	Certified Nurse Assistant	\$4,835.68
GASPAR, MARY-CATHERINE	1.0000	Guidance	\$83,855.00
GASPAR, MARY-CATHERINE	0.0000	Longevity	\$750.00
GASPAR, MARY-CATHERINE	0.0000	Stipend-419	\$1,000.00
GIESE, ANDREW E	0.0000	Accrued Payroll (earned in FY23)	\$1,600.00
GIESE, ANDREW E	1.0000	STEM Coach	\$92,042.02
GIESE, ANDREW E	0.0000	Stipend-119	\$5,600.00
GIESE, ANDREW E	0.0000	Stipend-601	\$820.00
GIESE, ANDREW E	0.0000	Stipend-995	\$1,440.00
GIESE, ANDREW E	0.0000	Sub-HS Period	\$239.08
GILMARTIN, JASON M	1.0000	Assistant Principal	\$128,037.43
GILMARTIN, JASON M	0.0000	Fixed Benefit Life/Disability Insurance	\$1,200.00
GILMARTIN, JASON M	0.0000	Longevity	\$750.00
GLIDDEN, ERIN L	0.0000	Longevity	\$750.00
GLIDDEN, ERIN L	1.0000	Paraprofessional-Special Education	\$32,601.66
GLIDDEN, ERIN L	0.0000	Sub-Para Period	\$676.88
GLIDDEN, ERIN L	0.0000	Sub-Ruggles Lane	\$1,566.00
GLOVER, KRISTEN M	1.0000	Secretary	\$37,576.64
GLOVER, KRISTEN M	0.0000	Stipend-HS Guidance Events	\$1,500.00
GOEWY, PAUL N	0.0000	Athletic Coach (Fall)	\$4,526.51
GOEWY, PAUL N	1.0000	HS Math	\$96,629.00
GOEWY, PAUL N	0.0000	Longevity	\$1,000.00
GOEWY, PAUL N	0.0000	Sub-HS Period	\$316.32
GOTHING, STEVEN P	0.0000	Accrued Payroll (earned in FY23)	\$726.80
GOTHING, STEVEN P	1.0000	Custodian	\$39,893.14
GOTHING, STEVEN P	0.0000	Custodian-OT	\$1,050.92
GOTHING, STEVEN P	0.0000	Stipend-Shoe Allowance	\$200.00
GRAVES, BROOKE E	1.0000	Elementary Special Education	\$81,846.00
GRAVES, BROOKE E	0.0000	Stipend-Natures Classroom	\$481.20
GRETSCHER, MAX D	1.0000	Paraprofessional-Special Education	\$683.20
GRIFFIN, PATRICIA L	0.0000	Longevity	\$1,250.00
GRIFFIN, PATRICIA L	1.0000	Paraprofessional-Special Education	\$31,811.78
GRIFFIN, PATRICIA L	0.0000	Sub-High School	\$378.00
GRIFFIN, PATRICIA L	0.0000	Sub-Para Period	\$277.51
GRONER, MICHAEL H	0.0000	Athletic Coach (Spring)	\$2,617.38
GRONER, MICHAEL H	0.0000	Longevity	\$1,250.00
GRONER, MICHAEL H	1.0000	MS Social Studies	\$90,939.00
GRONER, MICHAEL H	0.0000	Stipend-589	\$40.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
GRONER, MICHAEL H	0.0000	Sub-MS Period	\$319.34
HALEY, CHRISTOPHER P	0.0000	Advisor-HS	\$960.53
HALEY, CHRISTOPHER P	1.0000	HS Math	\$90,939.00
HALEY, CHRISTOPHER P	0.0000	Longevity	\$1,750.00
HALEY, CHRISTOPHER P	0.0000	Stipend-419	\$39.54
HALEY, CHRISTOPHER P	0.0000	Sub-HS Period	\$237.24
HALL, MICHELLE L	0.0000	Longevity	\$1,750.00
HALL, MICHELLE L	1.0000	MS World Language	\$90,939.00
HALL, MICHELLE L	0.0000	Sub-MS Period	\$182.48
HANSGATE, ALLISON C	0.5700	School Nutrition	\$3,201.28
HARDING, BRANDYN J	0.0000	Accrued Payroll (earned in FY23)	\$708.64
HARDING, BRANDYN J	1.0000	Custodian	\$31,972.81
HARDING, BRANDYN J	0.0000	Custodian-OT	\$2,001.18
HARDING, BRANDYN J	0.0000	Stipend-Shoe Allowance	\$200.00
HARDING, CHRISTOPHER C	0.0000	Accrued Payroll (earned in FY23)	\$1,000.26
HARDING, CHRISTOPHER C	0.0000	Longevity	\$750.00
HARDING, CHRISTOPHER C	1.0000	Maintenance	\$53,822.62
HARDING, CHRISTOPHER C	0.0000	Maintenance-OT	\$3,062.67
HARDING, CHRISTOPHER C	0.0000	Stipend-Shoe Allowance	\$200.00
HARDING, PAITYN A	0.0000	Custodian-Summer	\$496.00
HARDING, TAWNIA L	0.0000	Longevity	\$1,250.00
HARDING, TAWNIA L	1.0000	Paraprofessional-Special Education	\$31,811.78
HARDING, TAWNIA L	0.0000	Sub-Oakham	\$342.00
HARDING, TAWNIA L	0.0000	Sub-Para Period	\$378.75
HARPER, TAMI L	0.0000	Accrued Payroll (earned in FY23)	\$275.00
HARPER, TAMI L	1.0000	Elementary Teacher	\$72,962.20
HARRIS, SHANNON L	1.0000	Adjustment Counselor	\$70,601.00
HARRIS, SHANNON L	0.0000	Advisor-MS	\$1,919.86
HARRIS, SHANNON L	0.0000	Stipend-140	\$1,880.00
HARRIS, SHANNON L	0.0000	Stipend-332	\$1,040.00
HARRIS, SHANNON L	0.0000	Stipend-419	\$600.00
HARRIS, SHANNON L	0.0000	Stipend-991	\$1,600.00
HARRIS, SHANNON L	0.0000	Stipend-995	\$800.00
HARRIS, SHANNON L	0.0000	Stipend-Mentor Program	\$500.00
HARRIS, SHANNON L	0.0000	Sub-HS Period	\$1,940.00
HART, MELISSA L	0.0000	Advisor-HS	\$603.98
HART, MELISSA L	1.0000	MS Special Education	\$59,638.00
HART, MELISSA L	0.0000	Stipend-117	\$1,030.00
HART, MELISSA L	0.0000	Stipend-240 Summer	\$1,290.24
HART, MELISSA L	0.0000	Sub-High School	\$80.00
HARTSHORN, ALLISON P	1.0000	MS Science	\$73,348.00
HARTSHORN, ALLISON P	0.0000	Stipend-601	\$220.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
HARTSHORN, ALLISON P	0.0000	Sub-MS Period	\$228.10
HARVEY, REBECCA B	0.0000	Stipend-Flex Block Committee	\$160.00
HARVEY, REBECCA B	0.0000	Sub-HS Period	\$640.00
HARVEY, REBECCA B	1.0000	Technology Integration Specialist	\$58,644.81
HAUPT, IAN M	0.0000	Accrued Payroll (earned in FY23)	\$263.50
HAUPT, IAN M	0.0000	Custodian-Summer	\$1,238.92
HAUPT, KRISTI K	0.0000	Accrued Payroll (earned in FY23)	\$330.00
HAUPT, KRISTI K	1.0000	Elementary Special Education	\$94,379.00
HAUPT, KRISTI K	0.0000	Longevity	\$750.00
HAYES, KEARA A	0.0000	Accrued Payroll (earned in FY23)	\$275.00
HAYES, KEARA A	1.0000	MS English	\$74,900.00
HAYES, KEARA A	0.0000	Sub-MS Period	\$319.34
HEBERT, MATTHEW R	0.0000	Accrued Payroll (earned in FY23)	\$704.06
HEBERT, MATTHEW R	1.0000	Custodian	\$37,617.59
HEBERT, MATTHEW R	0.0000	Custodian-OT	\$531.34
HEBERT, MATTHEW R	0.0000	Stipend-Shoe Allowance	\$200.00
HEBERT, RENEE M	1.0000	RN/Receptionist	\$44,458.11
HEBERT, RENEE M	0.0000	Stipend-121	\$280.00
HEBERT, RENEE M	0.0000	Stipend-240 Summer	\$1,881.00
HEBERT, RENEE M	0.0000	Stipend-Van Monitor	\$312.41
HEPPENSTALL, NANCY H	1.0000	Elementary Teacher	\$96,629.00
HEPPENSTALL, NANCY H	0.0000	Longevity	\$2,250.00
HICKS, JANET E	1.0000	Assistant Principal	\$113,645.15
HICKS, JANET E	0.0000	Stipend-Advanced Degree	\$1,000.00
HOBSON, MELISSA S	1.0000	Kindergarten Teacher	\$77,147.00
HOBSON, MELISSA S	0.0000	Stipend-601	\$480.00
HOBSON, MELISSA S	0.0000	Stipend-991	\$1,600.00
HOBSON, MELISSA S	0.0000	Stipend-Teacher Leader	\$1,500.00
HOLBROOK, LAURA L	1.0000	Educational Accountability Coordinator	\$58,504.00
HOLBROOK, LAURA L	0.0000	Longevity	\$750.00
HOLBROOK, LAURA L	0.0000	Stipend-Extra Hours	\$393.82
HOLBROOK, PAYTON L	0.0000	Accrued Payroll (earned in FY23)	\$493.95
HOLBROOK, PAYTON L	0.0000	Custodian-Summer	\$1,135.97
HOLBROOK, PAYTON L	0.0000	Sub-Custodian	\$2,491.19
HOLLAND, ALYSSA K	0.0000	Accrued Payroll (earned in FY23)	\$345.00
HOLLAND, ALYSSA K	0.0000	Custodian-Summer	\$1,797.08
HOLLAND, SOPHIA L	0.0000	Accrued Payroll (earned in FY23)	\$525.00
HOLLAND, SOPHIA L	0.0000	Custodian-Summer	\$1,423.42
HOLLAND, SOPHIA L	0.0000	Sub-Custodian	\$565.11
HOWDEN, ROBERT C	0.0000	Sub-Custodian	\$353.72
HOWELL, KIM M	0.0000	Sub-Teacher ALL	\$15,561.00
HUARD, JENNIFER A	1.0000	Elementary Teacher	\$96,629.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
HUARD, JENNIFER A	0.0000	Longevity	\$2,250.00
HUARD, JENNIFER A	0.0000	Stipend-Mentor Program	\$100.00
HUARD, JENNIFER A	0.0000	Stipend-Natures Classroom	\$481.20
HUARD, JENNIFER A	0.0000	Stipend-Teacher Leader	\$1,500.00
HUBBARD, DONNA I	1.0000	Guidance	\$94,379.00
HUBBARD, DONNA I	0.0000	Longevity	\$2,250.00
HUBBARD, DONNA I	0.0000	Separation Benefits	\$14,995.40
HUBBARD, HARRY J	1.0000	Permanent Substitute	\$26,996.89
HUBBARD, HARRY J	0.0000	Stipend-119	\$4,800.00
HUGHES, ANDREA L	1.0000	Elementary Teacher	\$89,844.00
HUGHES, ANDREA L	0.0000	Longevity	\$1,250.00
HUGHES, MELISSA J	1.0000	Permanent Substitute	\$26,396.84
HUME, STEPHANIE D	1.0000	Intervention Tutor	\$42,130.38
HUYNH, JENNIFER	0.0000	Lunch Monitor	\$5,463.08
HUYNH, JENNIFER	0.0000	Stipend-Extra Hours	\$3,053.70
HUYNH, JENNIFER	0.0000	Stipend-Vector Training on own time	\$124.50
JABLONSKI, MICHAEL J	0.0000	Flex Block Coverage	\$425.00
JABLONSKI, MICHAEL J	1.0000	HS Social Studies	\$101,174.00
JABLONSKI, MICHAEL J	0.0000	Longevity	\$1,250.00
JABLONSKI, MICHAEL J	0.0000	Stipend-589	\$400.00
JABLONSKI, MICHAEL J	0.0000	Stipend-Academic Coordinator	\$2,500.00
JACKSON, CHARLENE L	1.0000	Paraprofessional-Soar Autism	\$4,513.78
JACKSON, JANTA	0.0000	Sub-Café All	\$8,600.16
JENNETTE, NATALIE A	1.0000	Speech	\$66,547.00
JENNETTE, NATALIE A	0.0000	Stipend-Mentor Program	\$300.00
JOHNSON, DANIEL F	0.0000	Accrued Payroll (earned in FY23)	\$1,110.80
JOHNSON, DANIEL F	1.0000	Grounds Maintenance	\$62,365.64
JOHNSON, DANIEL F	0.0000	Maintenance-OT	\$3,002.29
JOHNSON, DANIEL F	0.0000	Stipend-Shoe Allowance	\$200.00
JOHNSON, HOLLY N	1.0000	Paraprofessional-Special Education	\$19,561.02
JOHNSON, HOLLY N	0.0000	Sub-Para Period	\$15.00
JOHNSON, MICHELLE L	1.0000	LPN	\$43,071.79
JOHNSON, MICHELLE L	0.0000	Stipend-Van Monitor	\$204.00
JONES, MELISSA J	1.0000	Elementary Teacher	\$57,902.00
JONES, MELISSA J	0.0000	Stipend-525	\$6,480.00
JOSEPHSON, KELLIE A	1.0000	Intervention Specialist	\$104,311.75
JOSEPHSON, KELLIE A	0.0000	Longevity	\$1,750.00
JOSEPHSON, KELLIE A	0.0000	Stipend-140	\$1,080.00
JOSEPHSON, KELLIE A	0.0000	Stipend-525 Coordinator	\$5,000.00
KANE, TIMOTHY DANIEL	1.0000	Elementary Music	\$55,835.91
KANE, TIMOTHY DANIEL	0.0000	Stipend-Musical Band	\$375.00
KELLEY, JASON T	0.0000	Sub-Teacher ALL	\$567.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
KELLY, REBECCA M	0.5000	Elementary Music	\$30,450.50
KELLY, REBECCA M	0.0000	Private Music Instructor	\$2,820.00
KELLY, SEAN T	0.0000	Advisor-HS	\$1,810.71
KELLY, SEAN T	0.0000	Advisor-MS	\$1,810.71
KELLY, SEAN T	1.0000	MS & Elementary Music	\$65,169.00
KELLY, SEAN T	0.0000	Stipend-Additional Classes	\$10,052.00
KELLY, SEAN T	0.0000	Stipend-Musical Band	\$475.00
KENNAN, MARCY	0.5700	School Nutrition Team Member	\$316.80
KENNAN, MARCY	0.0000	Sub-Café All	\$5,402.24
KENNEDY, MEGHAN E	1.0000	Elementary Teacher	\$61,925.00
KENNEDY, MEGHAN E	0.0000	Stipend-525	\$7,040.00
KESLAKE, KAREN M	1.0000	Administrative Support	\$25,442.70
KEVILLE, SHAELIN R	0.0000	Accrued Payroll (earned in FY23)	\$55.00
KEVILLE, SHAELIN R	1.0000	Elementary Teacher	\$62,728.00
KILMONIS, CHRISTINE M	1.0000	HS Special Education	\$93,815.00
KILMONIS, CHRISTINE M	0.0000	Stipend-117	\$900.00
KILMONIS, CHRISTINE M	0.0000	Stipend-240 Summer	\$2,122.40
KILMONIS, CHRISTINE M	0.0000	Stipend-Academic Coordinator	\$2,500.00
KILMONIS, CHRISTINE M	0.0000	Stipend-Flex Block Committee	\$160.00
KILMONIS, CHRISTINE M	0.0000	Stipend-Mentor Program	\$800.00
KILMONIS, CHRISTINE M	0.0000	Sub-HS Period	\$2,941.14
KING, CADEN P	1.0000	Paraprofessional-Special Education	\$20,842.11
KLEIN, KAYLA E	1.0000	Elementary Teacher	\$59,638.00
KOVACH, CYNTHIA M	0.0000	Custodian-Summer	\$4,615.01
KOWAL, SHAWNA L	0.0000	Longevity	\$1,250.00
KOWAL, SHAWNA L	1.0000	Paraprofessional-Special Education	\$31,811.78
KOWAL, SHAWNA L	0.0000	Sub-Oakham	\$1,620.00
KOWAL, SHAWNA L	0.0000	Sub-Para Period	\$491.25
LAMBERT, AMANDA L	1.0000	Speech	\$94,379.00
LAMBERT, AMANDA L	0.0000	Stipend-Mentor Program	\$1,120.00
LANDRY, NANCY A	0.0000	Fixed Benefit Life/Disability Insurance	\$272.50
LANDRY, NANCY A	1.0000	Human Resources Manager	\$101,342.85
LANDRY, NANCY A	0.0000	Stipend-Title IX Coordinator	\$2,500.00
LANGELIER, MICHELLE B	0.0000	Accrued Payroll (earned in FY23)	\$39.47
LANGELIER, MICHELLE B	0.5700	School Nutrition Team Member	\$9,057.40
LANGELIER, MICHELLE B	0.0000	Stipend-Shoe Allowance	\$200.00
LANGLOIS, JILL E	1.0000	Special Education Chair	\$15,103.12
LANGLOIS, JILL E	0.0000	Stipend-309	\$80.00
LANGLOIS, JILL E	0.0000	Stipend-Mentor Program	\$195.00
LAPATI, JESSLYN L	0.0000	Longevity	\$750.00
LAPATI, JESSLYN L	1.0000	Secretary	\$59,378.46
LAPATI, JESSLYN L	0.0000	Stipend-Co-Administrative Assistant	\$1,000.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
LAPATI, ROBERT M	0.0000	Accrued Payroll (earned in FY23)	\$953.28
LAPATI, ROBERT M	1.0000	Custodian	\$46,956.93
LAPATI, ROBERT M	0.0000	Custodian-OT	\$4,851.07
LAPATI, ROBERT M	0.0000	Stipend-Shoe Allowance	\$200.00
LAPOINTE, AMY M	0.0000	Sub-Ruggles Lane	\$189.00
LAPORTE, FRANCIS G	0.0000	Accrued Payroll (earned in FY23)	\$957.29
LAPORTE, FRANCIS G	1.0000	Custodian	\$18,352.62
LAPORTE, FRANCIS G	0.0000	Custodian-OT	\$97.94
LAPORTE, FRANCIS G	0.0000	Separation Benefits	\$5,029.44
LAPORTE, FRANCIS G	0.0000	Stipend-Shoe Allowance	\$200.00
LAPRADE, ERIN M	1.0000	Intervention Tutor	\$43,071.74
LAUGHLIN, KAYLEIGH E	1.0000	Kindergarten Teacher	\$74,505.00
LAUGHLIN, KAYLEIGH E	0.0000	Stipend-240 Summer	\$1,600.00
LAUGHLIN, KAYLEIGH E	0.0000	Stipend-Mentor Program	\$450.00
LAUGHLIN, KAYLEIGH E	0.0000	Stipend-Teacher Leader	\$1,500.00
LAUNDIS, JEFFREY J	0.0000	Accrued Payroll (earned in FY23)	\$240.16
LAUNDIS, JEFFREY J	0.2625	Custodian	\$11,548.49
LAUNDIS, JEFFREY J	0.0000	Stipend-Shoe Allowance	\$200.00
LAURSEN, NATHANIEL T	0.0000	Sub-Teacher ALL	\$378.00
LAVALLEE, NICOLE M	0.0000	Long Term Substitute	\$2,775.00
LAVALLEE, NICOLE M	0.0000	Sub-Hubbardston	\$4,056.50
LAVENTURE, REBECCA A	0.0000	Accrued Payroll (earned in FY23)	\$37.17
LAVENTURE, REBECCA A	0.5700	School Nutrition Team Member	\$11,968.64
LAVENTURE, REBECCA A	0.0000	Stipend-Shoe Allowance	\$200.00
LAVENTURE, REBECCA A	0.0000	Stipend-Training on own time	\$160.00
LAVIOLETTE, JAMES G	0.0000	Accrued Payroll (earned in FY23)	\$1,165.46
LAVIOLETTE, JAMES G	1.0000	Custodian Team Leader	\$58,357.78
LAVIOLETTE, JAMES G	0.0000	Custodian-OT	\$5,213.34
LAVIOLETTE, JAMES G	0.0000	Longevity	\$750.00
LAVIOLETTE, JAMES G	0.0000	Stipend-Shoe Allowance	\$200.00
LAZARICK, JESSIE I	1.0000	Elementary Teacher	\$56,216.00
LEAHY, DAVID M	0.0000	Advisor-HS	\$740.96
LEBEAU, DENNIS P	0.0000	Private Music Instructor	\$4,000.00
LEBLANC, JOANNE M	0.0000	Advisor-HS	\$4,845.10
LEBLANC, JOANNE M	0.0000	Advisor-MS	\$2,061.75
LEBLANC, JOANNE M	0.0000	Longevity	\$1,500.00
LEBLANC, JOANNE M	1.0000	Secretary	\$41,060.86
LEBLANC, JOANNE M	0.0000	Stipend-Athletics	\$440.00
LEBLANC, JOANNE M	0.0000	Stipend-Co-MS Events	\$375.00
LEBLANC, TRACY A	0.5000	Security Monitor	\$16,915.60
LEESHA, KIMBERLY M	1.0000	Special Education Chair	\$62,922.13
LEONARD, CAROLYN J	0.0000	Sub-Teacher ALL	\$7,715.50



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
LEROUX, ANDREA P	0.0000	Longevity	\$1,250.00
LEROUX, ANDREA P	1.0000	MS Math	\$98,907.00
LEROUX, ANDREA P	0.0000	Stipend-309	\$520.00
LEROUX, ANDREA P	0.0000	Stipend-Mentor Program	\$1,000.00
LEROUX, ANDREA P	0.0000	Sub-MS Period	\$547.44
LETOURNEAU, KRISTIN M	0.6400	School Nutrition Team Member	\$14,899.49
LETOURNEAU, KRISTIN M	0.0000	Stipend-Shoe Allowance	\$200.00
LETOURNEAU, KRISTIN M	0.0000	Stipend-Training on own time	\$166.40
LEWIS, KAREN A	1.0000	Paraprofessional-Special Education	\$25,110.54
LEWIS, KAREN A	0.0000	Sub-New Braintree	\$1,668.42
LEWIS, KAREN A	0.0000	Sub-Para Period	\$90.00
LINDSAY, JAIME	0.0000	Lunch Monitor	\$5,017.43
LINDSAY, JAIME	0.0000	Sub-Teacher ALL	\$88.20
LINDSTEN, RICHARD	0.0000	Athletic Coach (Spring)	\$4,115.01
LINDSTEN, RICHARD	0.0000	Athletic Coach (Spring)	\$411.50
LJUNGBERG, BRITTANY B	0.0000	Advisor-HS	\$1,066.05
LJUNGBERG, BRITTANY B	0.0000	Advisor-HS	\$959.93
LJUNGBERG, BRITTANY B	0.0000	Athletic Coach (Spring)	\$1,030.00
LJUNGBERG, BRITTANY B	1.0000	HS Math	\$66,547.00
LJUNGBERG, BRITTANY B	0.0000	Stipend-119	\$2,400.00
LJUNGBERG, BRITTANY B	0.0000	Stipend-419	\$197.70
LJUNGBERG, BRITTANY B	0.0000	Sub-HS Period	\$1,225.74
LJUNGBERG, DAVID E	0.0000	Advisor-HS	\$799.23
LJUNGBERG, DAVID E	0.0000	Athletic Coach (Fall)	\$1,030.00
LJUNGBERG, DAVID E	1.0000	HS Comp Science & Technology	\$59,638.00
LJUNGBERG, DAVID E	0.0000	Stipend-419	\$1,627.00
LJUNGBERG, DAVID E	0.0000	Stipend-419 PLTW	\$3,180.00
LJUNGBERG, DAVID E	0.0000	Sub-HS Period	\$158.16
LOCKE, CHRISTINE	0.5000	Intervention Specialist	\$42,283.67
LOCKE, CHRISTINE	0.0000	Stipend-Extra Hours	\$287.64
LOCKE, CHRISTINE	0.0000	Sub-MS Period	\$410.58
LOS, REBECCA L	0.0000	Accrued Payroll (earned in FY23)	\$27.54
LOS, REBECCA L	1.0000	School Nutrition Driver	\$20,153.12
LOS, REBECCA L	0.0000	Stipend-Shoe Allowance	\$200.00
LUDWIG, CAROLINE S	1.0000	Elementary Teacher	\$71,789.00
LUDWIG, CAROLINE S	0.0000	Stipend-Mentor Program	\$500.00
LYONS, DIANE M	1.0000	Intervention Specialist	\$101,909.27
MACDONNELL, ROBERT D	1.0000	HS English	\$75,243.00
MACDONNELL, ROBERT D	0.0000	Stipend-PD	\$440.00
MACDONNELL, ROBERT D	0.0000	Sub-HS Period	\$276.78
MACE, LAUREN A	0.0000	Sub-Teacher ALL	\$798.00
MACFANN, DESTINY L	0.0000	Lunch Monitor	\$5,024.47



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
MACFANN, DESTINY L	0.0000	Stipend-Vector Training on own time	\$63.30
MACFANN, DESTINY L	0.0000	Sub-on call para	\$2,023.77
MACFANN, DESTINY L	0.0000	Sub-Ruggles Lane	\$567.00
MACKAY, BRIAN D	0.0000	Accrued Payroll (earned in FY23)	\$822.60
MACKAY, BRIAN D	1.0000	Custodian	\$46,479.40
MACKAY, BRIAN D	0.0000	Custodian-OT	\$1,771.04
MACKAY, BRIAN D	0.0000	Stipend-Shoe Allowance	\$200.00
MADDEN, JILLIAN K	1.0000	Intervention Specialist	\$83,497.21
MADDEN, JILLIAN K	0.0000	Stipend-117	\$160.00
MADDEN, JILLIAN K	0.0000	Stipend-140	\$2,280.00
MADDEN, JILLIAN K	0.0000	Stipend-Teacher Leader	\$600.00
MADDEN, JILLIAN K	0.0000	Sub-MS Period	\$45.62
MADSEN, EMILY J	1.0000	Elementary Special Education-Soar	\$114,329.79
MAILLOUX, JAMIE L	0.0000	Private Music Instructor	\$870.00
MAILLOUX, RYAN W	1.0000	District Treasurer	\$25,000.00
MAIO, CHRISTINE M	0.0000	Longevity	\$1,250.00
MAIO, CHRISTINE M	1.0000	Paraprofessional-Kindergarten	\$31,811.78
MAJKA, NYCOLE S	0.0000	Athletic Coach (Spring)	\$1,030.00
MAJKA, NYCOLE S	1.0000	Paraprofessional-Soar Autism	\$36,160.12
MAJKA, NYCOLE S	0.0000	Sub-Middle School	\$1,297.62
MALLET, ELIZABETH C	0.0000	Accrued Payroll (earned in FY23)	\$1,600.00
MALLET, ELIZABETH C	1.0000	HS Special Education	\$94,379.00
MALLET, ELIZABETH C	0.0000	Stipend-119	\$3,200.00
MALLET, ELIZABETH C	0.0000	Stipend-140	\$800.00
MALLET, ELIZABETH C	0.0000	Stipend-309	\$80.00
MALLET, ELIZABETH C	0.0000	Sub-HS Period	\$39.54
MALLET, ELIZABETH C	0.0000	Tutor-Offsite	\$2,400.00
MALLOZZI, NICHOLAS C JR.	0.0000	Accrued Payroll (earned in FY23)	\$268.00
MALLOZZI, NICHOLAS C JR.	0.0000	Sub-Custodian	\$13,343.83
MANLEY, ASHLEY C	1.0000	HS Special Education	\$44,972.92
MANLEY, ASHLEY C	0.0000	Stipend-117	\$240.00
MANLEY, ASHLEY C	0.0000	Sub-HS Period	\$276.78
MANSFIELD, JOHN R	0.0000	Accrued Payroll (earned in FY23)	\$628.60
MANSFIELD, JOHN R	0.0000	Custodian-Summer	\$3,885.70
MARGOLA, ANN M	0.0000	Longevity	\$750.00
MARGOLA, ANN M	1.0000	Paraprofessional-Soar Autism	\$37,287.04
MARGOLA, ANN M	0.0000	Sub-Para Period	\$276.75
MARGOLA, ANN M	0.0000	Sub-Ruggles Lane	\$478.00
MARIANO, RANDY A	0.0000	Sub-Custodian	\$5,436.19
MARINELLI, ELENI	0.0000	Advisor-HS	\$1,919.86
MARINELLI, ELENI	1.0000	Literacy Coach	\$87,509.07
MARINELLI, ELENI	0.0000	Stipend-589	\$1,270.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
MARINELLI, ELENI	0.0000	Stipend-Academic Coordinator	\$1,120.22
MARKLAND, KATHLEEN F	1.0000	Social Worker-Elementary	\$89,892.00
MARKLAND, KATHLEEN F	0.0000	Stipend-140	\$400.00
MARKLAND, KATHLEEN F	0.0000	Stipend-332	\$1,040.00
MARLEY, ASHLEY M	1.0000	Intervention Tutor	\$43,071.74
MARSDEN, DAWN M	0.0000	Accrued Payroll (earned in FY23)	\$38.96
MARSDEN, DAWN M	0.0000	Longevity	\$1,250.00
MARSDEN, DAWN M	0.9300	School Nutrition Team Member	\$22,271.82
MARSDEN, DAWN M	0.0000	School Nutrition-Catering	\$266.15
MARSDEN, DAWN M	0.0000	Separation Benefits	\$1,390.76
MARSDEN, DAWN M	0.0000	Stipend-Shoe Allowance	\$200.00
MARSDEN, DAWN M	0.0000	Stipend-Training on own time	\$144.16
MARSDEN, KASSANDRA R	1.0000	Paraprofessional-Soar Autism	\$12,262.80
MARSH, MATTHEW H	0.0000	Custodian-Summer	\$3,705.07
MARSHALL, GLEN P	0.0000	Accrued Payroll (earned in FY23)	\$730.34
MARSHALL, GLEN P	1.0000	Custodian	\$40,778.75
MARSHALL, GLEN P	0.0000	Custodian-OT	\$937.54
MARSHALL, GLEN P	0.0000	Stipend-Shoe Allowance	\$200.00
MARSHALL, WHITNEY E	1.0000	HS English	\$92,588.00
MARSHALL, WHITNEY E	0.0000	Sub-HS Period	\$672.18
MARTINELLI, DENISE A	0.0000	Sub-Teacher ALL	\$2,329.25
MARTONE, MEGHAN E	1.0000	Permanent Substitute	\$26,996.89
MARTONE, MEGHAN E	0.0000	Stipend-140	\$640.00
MCCAFFREY, JAIME C	1.0000	Intervention Tutor	\$43,071.74
MCCARTHY, KATHLEEN	0.0000	Longevity	\$1,250.00
MCCARTHY, KATHLEEN	1.0000	Paraprofessional-Special Education	\$31,811.78
MCCARTHY, KATHLEEN	0.0000	Sub-Hardwick	\$1,512.00
MCCARTHY, KATHLEEN	0.0000	Sub-Para Period	\$300.00
MCCARTHY, MATTHEW D	0.0000	Accrued Payroll (earned in FY23)	\$1,074.51
MCCARTHY, MATTHEW D	0.0000	Longevity	\$1,750.00
MCCARTHY, MATTHEW D	1.0000	Maintenance	\$55,357.64
MCCARTHY, MATTHEW D	0.0000	Maintenance-OT	\$2,444.52
MCCARTHY, MATTHEW D	0.0000	Stipend-Shoe Allowance	\$200.00
MCCARTHY, RACHEL L	1.0000	Paraprofessional-Soar Autism	\$11,566.05
MCCARTHY, RACHEL L	1.0000	School Nutrition Driver	\$87.52
MCCARTHY, RACHEL L	0.7900	School Nutrition Team Member	\$8,686.56
MCCARTHY, RACHEL L	0.0000	Stipend-Shoe Allowance	\$200.00
MCCARTHY, RACHEL L	0.0000	Stipend-Training on own time	\$160.00
MCCARTHY, TERESA A	1.0000	Elementary Art	\$86,371.00
MCCORMICK, RACHEL C	1.0000	Paraprofessional-Soar Autism	\$37,047.00
MC GEE, KATHRYN M	0.0000	Stipend-Van Monitor	\$1,349.96
MC GEE, KATHRYN M	0.0000	Sub-Nurse	\$9,500.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
MCGILLOWAY, DAVID A	1.0000	Maintenance Technician	\$18,000.00
MCGINN, CHRISTOPHER G	0.0000	Longevity	\$750.00
MCGINN, CHRISTOPHER G	1.0000	Technology	\$67,911.42
MCHUGH, ERICA L	0.0000	Lunch Monitor	\$278.10
MCHUGH, ERICA L	0.0000	Sub-Teacher ALL	\$607.00
MCKINSTRY, DANIELLE M	1.0000	Paraprofessional-Special Education	\$7,025.52
MCMORROW, DIANE K	1.0000	HS Science	\$98,907.00
MCMORROW, DIANE K	0.0000	Longevity	\$1,250.00
MCMORROW, DIANE K	0.0000	Stipend-419	\$66.54
MCMORROW, DIANE K	0.0000	Stipend-Academic Coordinator	\$2,500.00
MCMORROW, DIANE K	0.0000	Stipend-Teacher Leader	\$1,790.00
MCMORROW, DIANE K	0.0000	Sub-HS Period	\$434.94
MCNIFF, PAUL S	0.0000	Sub-Ruggles Lane	\$1,056.00
MEDEIROS, CARLA M	0.0000	Accrued Payroll (earned in FY23)	\$605.00
MEDEIROS, CARLA M	1.0000	Elementary Teacher	\$89,844.00
MEDEIROS, CARLA M	0.0000	Longevity	\$1,250.00
MEDEIROS, RYAN N	1.0000	Technology	\$56,592.85
MELANSON, KRISTY E	1.0000	Behavior Support Interventionist	\$43,071.74
METCALF, BENJAMIN S	0.0000	Accrued Payroll (earned in FY23)	\$375.88
METCALF, BENJAMIN S	0.0000	Custodian-Summer	\$3,659.41
METCALF, KERRY D	1.0000	Administrative Assistant	\$50,033.28
METCALF, KERRY D	0.0000	Stipend-Travel	\$1,000.00
METZGER, NATALIE W	0.0000	Longevity	\$1,000.00
METZGER, NATALIE W	1.0000	Psychologist	\$104,077.00
MIKNAITIS, STANLEY J	0.0000	Accrued Payroll (earned in FY23)	\$201.00
MIKNAITIS, STANLEY J	0.0000	Custodian-Summer	\$209.38
MIKNAITIS, STANLEY J	0.0000	Sub-Custodian	\$13,380.29
MILES, KATHLEEN A	0.0000	Accrued Payroll (earned in FY23)	\$152.32
MILES, KATHLEEN A	1.0000	School Nutrition Supervisor	\$21,494.93
MILES, KATHLEEN A	0.0000	Stipend-Shoe Allowance	\$200.00
MILES, KATHLEEN A	0.0000	Stipend-Training on own time	\$193.60
MILLER, JENKINS A	0.0000	Custodian-Summer	\$4,477.42
MILLER, KAREN A	0.0000	Accrued Payroll (earned in FY23)	\$715.00
MILLER, KAREN A	1.0000	Elementary Teacher	\$94,379.00
MILLER, KAREN A	0.0000	Longevity	\$1,750.00
MILLER, KAREN A	0.0000	Stipend-589	\$440.00
MILLER, KAREN A	0.0000	Stipend-Mentor Program	\$500.00
MILLER, KAREN A	0.0000	Stipend-Natures Classroom	\$481.20
MINNUCCI, AMANDA L	0.5700	School Nutrition Team Member	\$3,916.80
MINNUCCI, AMANDA L	0.0000	Sub-Café All	\$811.04
MINTON, AARON P	0.0000	Accrued Payroll (earned in FY23)	\$220.00
MINTON, AARON P	1.0000	HS Social Studies	\$81,846.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
MINTON, AARON P	0.0000	Sub-HS Period	\$316.32
MINTON, CHRISTY L	0.0000	Flex Block Coverage	\$25.00
MINTON, CHRISTY L	1.0000	Media Specialist	\$74,900.00
MINTON, CHRISTY L	0.0000	Stipend-Media Director	\$7,490.00
MINTON, CHRISTY L	0.0000	Stipend-Teacher Leader	\$1,790.00
MINTON, CHRISTY L	0.0000	Sub-HS Period	\$79.08
MISTLER, ERIC	0.0000	Accrued Payroll (earned in FY23)	\$893.24
MISTLER, ERIC	1.0000	Grounds Maintenance	\$48,578.51
MISTLER, ERIC	0.0000	Maintenance-OT	\$1,465.42
MISTLER, ERIC	0.0000	Stipend-Shoe Allowance	\$200.00
MIVILLE, MARK A	1.0000	Athletic Director	\$98,318.65
MIVILLE, MARK A	0.0000	Fixed Benefit Life/Disability Insurance	\$1,200.00
MONTAGNA, LAURA L	0.0000	Longevity	\$750.00
MONTAGNA, LAURA L	1.0000	Paraprofessional-Media	\$35,293.44
MONTAGNA, LAURA L	0.0000	Stipend-240 Summer	\$1,163.52
MONTAGNA, LAURA L	0.0000	Sub-Para Period	\$416.26
MONTGOMERY, KERI LYN	0.0000	Sub-Teacher ALL	\$3,267.00
MORIN, ALLISON M	1.0000	Elementary Special Education	\$59,126.00
MORRIS, MEGHAN G	0.0000	Sub-Teacher ALL	\$126.00
MORRISSETTE, STEPHANIE L	1.0000	BCBA	\$79,462.00
MORRISSETTE, STEPHANIE L	0.0000	Stipend-309	\$80.00
MORRISSETTE, STEPHANIE L	0.0000	Tutor-Offsite	\$11,820.00
MUCHA, COLLEEN M	1.0000	Interim Superintendent	\$160,000.00
MUCHA, COLLEEN M	0.0000	Stipend-Travel	\$2,000.00
MULLINS, RYAN J	0.0000	Accrued Payroll (earned in FY23)	\$1,204.52
MULLINS, RYAN J	1.0000	Grounds Maintenance	\$62,137.62
MULLINS, RYAN J	0.0000	Maintenance-OT	\$2,610.35
MULLINS, RYAN J	0.0000	Stipend-Shoe Allowance	\$200.00
MURCH, GRIFFIN R	1.0000	Paraprofessional-Special Education	\$23,199.91
MURCH, GRIFFIN R	0.0000	Sub-New Braintree	\$126.00
MURCH, GRIFFIN R	0.0000	Sub-Para Period	\$78.75
MURPHY, KELLEE J	1.0000	Elementary Teacher	\$90,417.22
MURPHY, KELLEE J	0.0000	Longevity	\$2,250.00
MURPHY, KELLEE J	0.0000	Stipend-Natures Classroom	\$481.20
MURPHY, KELLEE J	0.0000	Stipend-PD	\$80.00
MURRAY, GEORGE V JR	0.0000	Longevity	\$1,500.00
MURRAY, GEORGE V JR	1.0000	Project Engineer	\$80,090.41
MURRAY, GEORGE V JR	0.0000	Stipend-Shoe Allowance	\$200.00
MURRAY, SHAWN G	1.0000	Custodian	\$37,421.68
MURRAY, SHAWN G	0.0000	Custodian-OT	\$3,997.11
MURRAY, SHAWN G	0.0000	Stipend-Shoe Allowance	\$200.00
MUSNICKI, SUSANNE R	0.0000	Sub-Principal	\$27,825.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
NAGLE, KRISTY L	0.0000	Accrued Payroll (earned in FY23)	\$36.30
NAGLE, KRISTY L	0.5700	School Nutrition Team Member	\$12,414.72
NAGLE, KRISTY L	0.0000	School Nutrition-Catering	\$188.64
NAGLE, KRISTY L	0.0000	Stipend-Shoe Allowance	\$200.00
NAGLE, KRISTY L	0.0000	Stipend-Training on own time	\$160.00
NAMEIKA, ALISON M	0.0000	Advisor-HS	\$603.98
NAMEIKA, ALISON M	1.0000	MS Special Education	\$78,568.00
NAMEIKA, ALISON M	0.0000	Stipend-117	\$1,270.00
NAMEIKA, ALISON M	0.0000	Stipend-240 Summer	\$880.00
NAMEIKA, ALISON M	0.0000	Stipend-419	\$640.00
NAMEIKA, ALISON M	0.0000	Sub-MS Period	\$364.96
NAMEIKA, ALISON M	0.0000	Tutor-Offsite	\$1,040.00
NARKEVICIUS, ALEX M	1.0000	Paraprofessional-Soar Autism	\$31,080.20
NICHOLSON, CHERYL A	0.0000	Lunch Monitor	\$4,326.00
NICORA, STEVEN P JR	1.0000	Assistant Principal	\$106,000.00
NOEL, ROBERT E	0.0000	Accrued Payroll (earned in FY23)	\$961.91
NOEL, ROBERT E	0.5000	Custodian	\$19,890.48
NOEL, ROBERT E	1.0000	Custodian	\$5,803.20
NOEL, ROBERT E	0.0000	Custodian-OT	\$82.82
NOEL, ROBERT E	0.0000	Longevity	\$1,750.00
NOEL, ROBERT E	0.0000	Longevity	\$201.92
NOEL, ROBERT E	0.0000	Separation Benefits	\$7,350.69
NOEL, ROBERT E	0.0000	Stipend-Shoe Allowance	\$200.00
NOGUEIRA, THERESA D	0.0000	Accrued Payroll (earned in FY23)	\$58.55
NOGUEIRA, THERESA D	0.5700	School Nutrition Team Member	\$1,938.17
NORMAND, MADELINE M	0.0000	Accrued Payroll (earned in FY23)	\$275.00
NORMAND, MADELINE M	1.0000	Elementary Special Education	\$52,898.33
NORMAND, MADELINE M	0.0000	Stipend-525	\$2,508.00
NORMAND, MADELINE M	0.0000	Stipend-PD	\$320.00
NORMAND, MADELINE M	0.0000	Sub-Oakham	\$332.50
NOSEK, CHRISTOPHER W	0.0000	Advisor-HS	\$799.23
NOSEK, CHRISTOPHER W	0.0000	Athletic Coach (Spring)	\$4,725.04
NOSEK, CHRISTOPHER W	0.0000	Athletic Coach (Winter)	\$3,394.61
NOSEK, CHRISTOPHER W	0.0000	Longevity	\$750.00
NOSEK, CHRISTOPHER W	1.0000	MS Math	\$81,846.00
NOSEK, CHRISTOPHER W	0.0000	Stipend-309	\$520.00
NOSEK, CHRISTOPHER W	0.0000	Stipend-601	\$45.62
NOSEK, CHRISTOPHER W	0.0000	Sub-MS Period	\$1,551.08
O'DONNELL, HANNAH M	1.0000	Paraprofessional-Soar Autism	\$24,723.00
O'DONNELL, JUSTINA M	0.0000	Lunch Monitor	\$4,883.73
O'DONNELL, JUSTINA M	0.0000	Stipend-Vector Training on own time	\$75.00
O'DONNELL, JUSTINA M	0.0000	Sub-Ruggles Lane	\$1,305.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
OLIVO, MICHAEL THOMAS	0.0000	Accrued Payroll (earned in FY23)	\$794.80
OLIVO, MICHAEL THOMAS	1.0000	Custodian	\$44,680.75
OLIVO, MICHAEL THOMAS	0.0000	Custodian-OT	\$3,779.23
OLIVO, MICHAEL THOMAS	0.0000	Stipend-Shoe Allowance	\$200.00
OLSON, BETHANY G	0.0000	Longevity	\$1,750.00
OLSON, BETHANY G	1.0000	MS Teacher	\$101,174.00
OLSON, BETHANY G	0.0000	Stipend-121	\$1,750.00
OLSON, BETHANY G	0.0000	Stipend-589	\$40.00
OLSON, BETHANY G	0.0000	Stipend-Athletics	\$200.00
OLSON, BETHANY G	0.0000	Stipend-Mentor Program	\$800.00
OLSON, BETHANY G	0.0000	Sub-MS Period	\$958.02
ORNE, KERI A	0.0000	Longevity	\$750.00
ORNE, KERI A	1.0000	Paraprofessional-Special Education	\$30,728.88
ORNE, KERI A	0.0000	Stipend-240 Summer	\$1,157.76
ORNE, KERI A	0.0000	Stipend-After School Media Support	\$4,657.00
ORNE, KERI A	0.0000	Sub-Para Period	\$303.75
ORNE, KRISTA M	0.0000	Accrued Payroll (earned in FY23)	\$32.68
ORNE, KRISTA M	0.8600	School Nutrition Team Member	\$18,039.04
ORNE, KRISTA M	0.0000	Stipend-Shoe Allowance	\$200.00
ORNE, KRISTA M	0.0000	Stipend-Training on own time	\$160.00
ORSINI, AMY	0.7500	Administrative Assistant-Student Services	\$31,518.00
ORSZULAK, JAMIE K	0.0000	Longevity	\$1,250.00
ORSZULAK, JAMIE K	1.0000	Paraprofessional-Special Education	\$34,245.12
ORSZULAK, JAMIE K	0.0000	Sub-New Braintree	\$1,264.50
ORTOLINO, SHANNON M	1.0000	Elementary Teacher	\$89,844.00
ORTOLINO, SHANNON M	0.0000	Longevity	\$1,750.00
ORTOLINO, SHANNON M	0.0000	Stipend-Natures Classroom	\$641.60
PAAKKONEN, LISA B	0.0000	Accrued Payroll (earned in FY23)	\$1,600.00
PAAKKONEN, LISA B	0.0000	Athletic Coach (Fall)	\$4,115.01
PAAKKONEN, LISA B	0.0000	Athletic Coach (Spring)	\$3,087.77
PAAKKONEN, LISA B	1.0000	HS Math	\$92,118.00
PAAKKONEN, LISA B	0.0000	Stipend-119	\$8,000.00
PAAKKONEN, LISA B	0.0000	Stipend-309	\$520.00
PAAKKONEN, LISA B	0.0000	Stipend-Academic Coordinator	\$2,500.00
PAAKKONEN, LISA B	0.0000	Stipend-Flex Block Committee	\$25.00
PAAKKONEN, LISA B	0.0000	Sub-HS Period	\$355.86
PAGE, WAYNE W	0.0000	Athletic Coach (Fall)	\$6,583.04
PAGE, WAYNE W	0.0000	Athletic Coach (Spring)	\$2,469.24
PAGE, WAYNE W	1.0000	HS PE	\$70,601.00
PAGE, WAYNE W	0.0000	Stipend-419	\$276.78
PAGE, WAYNE W	0.0000	Stipend-Athletics	\$320.00
PAGE, WAYNE W	0.0000	Sub-HS Period	\$237.24



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
PARADISE, NADINE A	0.0000	Longevity	\$750.00
PARADISE, NADINE A	1.0000	Paraprofessional-Kindergarten	\$30,881.76
PARADISE, NADINE A	0.0000	Sub-Hubbardston	\$315.00
PARADISE, NADINE A	0.0000	Sub-Para Period	\$468.75
PARENT, TYLER M	0.0000	Accrued Payroll (earned in FY23)	\$676.02
PARENT, TYLER M	1.0000	Custodian	\$36,581.04
PARENT, TYLER M	0.0000	Maintenance-OT	\$513.11
PARENT, TYLER M	0.0000	Stipend-Shoe Allowance	\$200.00
PARKER, MADISON J	1.0000	Elementary Teacher	\$57,902.00
PARKER, MADISON J	0.0000	Sub-Oakham	\$20.00
PASCALE, HEATHER L	0.0000	Athletic Coach (Fall)	\$1,030.00
PASCALE, HEATHER L	0.0000	Athletic Coach (Spring)	\$1,030.00
PASCALE, HEATHER L	1.0000	Paraprofessional-Soar Autism	\$29,542.20
PASCALE, HEATHER L	0.0000	Sub-Middle School	\$54.00
PASCALE, OLIVIA R	1.0000	Paraprofessional-Soar Autism	\$26,619.05
PASCALE, OLIVIA R	0.0000	Stipend-240 Summer	\$1,189.12
PASCALE, OLIVIA R	0.0000	Stipend-Natures Classroom	\$481.20
PATTI, AMANDA K	1.0000	HS Special Education	\$9,874.67
PATTI, AMANDA K	0.0000	Sub-HS Period	\$118.62
PAYNE, LISA A	0.0000	Advisor-HS	\$1,516.00
PAYNE, LISA A	0.0000	Advisor-MS	\$960.53
PAYNE, LISA A	0.0000	Longevity	\$1,000.00
PAYNE, LISA A	1.0000	MS Art	\$96,629.00
PAYNE, LISA A	0.0000	Stipend-419	\$237.24
PAYNE, LISA A	0.0000	Stipend-Musical Director	\$600.00
PAYNE, LISA A	0.0000	Sub-HS Period	\$514.02
PELOQUIN, REBECCA A	1.0000	Intervention Tutor	\$3,765.84
PELOQUIN, REBECCA A	1.0000	Kindergarten Teacher	\$50,686.56
PEREZ, LEESANDRA M	1.0000	Paraprofessional-Special Education	\$6,015.27
PERRAULT, KRISTEN M	1.0000	Elementary Special Education-Soar	\$68,818.79
PERRAULT, KRISTEN M	0.0000	Stipend-MCAS Alt	\$500.00
PERRAULT, KRISTEN M	0.0000	Stipend-Missed Prep	\$2,230.14
PETERSON, JILL A	1.0000	Principal	\$18,675.03
PETERSON, JILL A	0.0000	Separation Benefits	\$11,884.11
PETERSON, JILL A	0.0000	Stipend-After School Van Driver	\$60.00
PETERSON, JILL A	0.0000	Sub-Administrator	\$1,696.00
PETERSON, JILL A	0.0000	Sub-Teacher ALL	\$643.50
PETERSON, KAITLYN R	1.0000	Elementary Teacher	\$59,638.00
PETERSON, KAITLYN R	0.0000	Stipend-525	\$6,980.00
PETERSON, KAITLYN R	0.0000	Stipend-Teacher Leader	\$1,500.00
PETERSON, KARLA V	0.0000	Private Music Instructor	\$1,780.00
PETERSON, KARLA V	0.0000	Stipend-Accompianist	\$1,000.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
PETERSON, KARLA V	0.0000	Stipend-Musical Band	\$425.00
PIERCE, JEREMY E	1.0000	Guidance	\$64,609.00
PIERCE, JEREMY E	0.0000	Stipend-Natures Classroom	\$481.20
PIERCE, NICHOLAS M	1.0000	Technology	\$23,398.97
PIMENTAL, JOHN J JR	0.0000	Longevity	\$1,500.00
PIMENTAL, JOHN J JR	1.0000	Project Engineer	\$80,090.41
PIMENTAL, JOHN J JR	0.0000	Stipend-Shoe Allowance	\$200.00
POISSANT, DONNA L	0.5700	School Nutrition Team Member	\$17,968.27
POISSANT, DONNA L	0.0000	School Nutrition-Catering	\$125.37
POISSANT, DONNA L	0.0000	Stipend-Shoe Allowance	\$200.00
POISSANT, DONNA L	0.0000	Stipend-Training on own time	\$176.70
POTTER, JENNA L	1.0000	Kindergarten Teacher	\$74,505.00
POULIN, JILL K	1.0000	Elementary Teacher	\$92,118.00
POULIN, JILL K	0.0000	Stipend-654	\$760.00
POULIN, JILL K	0.0000	Stipend-Teacher Leader	\$600.00
POULIN, JILL K	0.0000	Sub-MS Period	\$456.20
POWERS, KATHLEEN M	1.0000	Speech	\$53,310.28
PRENTISS, MICHELLE K	1.0000	Intervention Tutor	\$9,000.00
PRENTISS, MICHELLE K	1.0000	Long Term Substitute	\$17,875.18
PRENTISS, MICHELLE K	0.0000	Stipend-240 Summer	\$8,280.00
PROULX, MONET M	0.5700	School Nutrition Team Member	\$4,468.09
PRUNESTI, TIFFANY K	1.0000	Paraprofessional-Special Education	\$24,256.96
PRUNESTI, TIFFANY K	0.0000	Sub-Oakham	\$180.00
PRUNESTI, TIFFANY K	0.0000	Sub-Para Period	\$86.25
QUIGLEY, MEGAN M	1.0000	Intervention Tutor	\$43,071.74
QUIGLEY, MEGAN M	0.0000	Stipend-240 Summer	\$1,440.00
RAMSEY, SARAH E	0.0000	Accrued Payroll (earned in FY23)	\$962.50
RAMSEY, SARAH E	1.0000	Elementary Teacher	\$68,543.00
RAPP, KAREN A	1.0000	MS Science	\$84,299.00
RAPP, KAREN A	0.0000	Stipend-601	\$60.00
RAPP, KAREN A	0.0000	Sub-MS Period	\$410.58
RAYMOND, AMANDA F	1.0000	Speech	\$27,422.40
REED, LAURIE J	1.0000	Payroll Coordinator	\$50,628.46
RICCHIAZZI, NICOLE K	1.0000	Elementary Special Education	\$91,084.00
RICCHIAZZI, NICOLE K	0.0000	Longevity	\$1,000.00
RICCHIAZZI, NICOLE K	0.0000	Stipend-240 Summer	\$1,600.00
RICE, JESSICA M	0.0000	Longevity	\$1,250.00
RICE, JESSICA M	1.0000	Paraprofessional-Special Education	\$32,601.66
RICE, JESSICA M	0.0000	Stipend-240 Summer	\$1,522.62
RICE, JESSICA M	0.0000	Sub-Oakham	\$189.00
RICE, JESSICA M	0.0000	Sub-Para Period	\$258.75
RICE, NIKKI J	1.0000	Kindergarten Teacher	\$74,061.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
RICE, NIKKI J	0.0000	Longevity	\$750.00
RICE, NIKKI J	0.0000	Stipend-601	\$480.00
RICE, NIKKI J	0.0000	Stipend-Teacher Leader	\$1,500.00
RICHARDS, REBECCA L	1.0000	Elementary Special Education	\$72,718.00
RICHARDS, REBECCA L	0.0000	Longevity	\$1,000.00
RICKERT-JENKINS, NATELLEN	1.0000	DFC Comm Grant Prog Dir	\$50,664.12
RICKERT-JENKINS, NATELLEN	0.0000	Stipend-Flex Block Committee	\$160.00
RIETH, JENNIFER M	1.0000	Occupational Therapist	\$87,581.00
RIGNEY, RICHARD B	0.0000	Athletic Coach (Fall)	\$3,087.77
RIOPEL, SADIE M	1.0000	Paraprofessional-Special Education	\$23,460.22
RIOPEL, SADIE M	0.0000	Stipend-121	\$770.00
RIOPEL, SADIE M	0.0000	Stipend-525	\$3,135.00
RIOPEL, SADIE M	0.0000	Sub-Teacher ALL	\$756.00
RIVARD, JEREMEY A	0.0000	Athletic Coach (Fall)	\$2,469.24
ROACH, JAMES R	0.0000	Sub-Oakham	\$6,950.00
ROBERGE, MARGARET E	1.0000	Speech	\$1,006.75
ROBILLARD, CHRISSY M	1.0000	Elementary Teacher	\$86,830.00
ROBILLARD, CHRISSY M	0.0000	Longevity	\$1,000.00
ROBILLARD, CHRISSY M	0.0000	Stipend-Mentor Program	\$500.00
RODRIGUEZ, JOCELYN Y	0.0000	Lunch Monitor	\$278.10
ROGOWSKI, LINDA M	0.0000	Separation Benefits	\$4,582.20
ROGOWSKI, NANCY R	0.0000	Longevity	\$750.00
ROGOWSKI, NANCY R	1.0000	Paraprofessional-Special Education	\$33,417.02
ROGOWSKI, NANCY R	0.0000	Sub-Para Period	\$177.75
ROGOWSKI, NANCY R	0.0000	Sub-Ruggles Lane	\$567.00
ROLLINS, LISA M	0.0000	Accrued Payroll (earned in FY23)	\$300.00
ROLLINS, LISA M	0.5000	Custodian	\$12,385.73
ROLLINS, LISA M	0.0000	Longevity	\$1,000.00
ROLLINS, LISA M	0.0000	Stipend-Athletics	\$640.00
ROSARIO, EDWIN	1.0000	Paraprofessional-Soar Autism	\$10,226.16
ROSEBERRY, ALICIA L	1.0000	Paraprofessional-Soar Autism	\$29,542.20
ROSEBERRY, ALICIA L	0.0000	Sub-Ruggles Lane	\$126.00
ROTTI, JANICE E	0.0000	Longevity	\$1,750.00
ROTTI, JANICE E	1.0000	Office Manager	\$57,710.00
ROTTI, JANICE E	0.0000	Separation Benefits	\$8,613.50
ROTTI, JANICE E	0.0000	Stipend-Advanced Degree	\$500.00
ROURKE, GINA M	1.0000	Paraprofessional-Soar Autism	\$5,959.36
ROURKE, GINA M	0.0000	Sub-High School	\$99.00
ROUSSEAU, SUSAN M	0.0000	Accrued Payroll (earned in FY23)	\$797.50
ROUSSEAU, SUSAN M	1.0000	Elementary Teacher	\$101,174.00
ROUSSEAU, SUSAN M	0.0000	Longevity	\$1,000.00
ROUTHIER, LU-ANN	0.0000	Longevity	\$1,250.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
ROUTHIER, LU-ANN	1.0000	Paraprofessional-Special Education	\$31,811.78
ROUTHIER, LU-ANN	0.0000	Sub-Para Period	\$641.25
ROWELL, KEVIN F	1.0000	HS Science	\$66,547.00
ROWELL, KEVIN F	0.0000	Sub-HS Period	\$118.62
ROY, ASHLEY C	1.0000	Employment & Community Specialist	\$41,522.43
ROY, NANCEE J	0.0000	Advisor-MS	\$1,068.47
ROY, NANCEE J	0.0000	Longevity	\$1,250.00
ROY, NANCEE J	1.0000	MS English	\$101,174.00
ROY, NANCEE J	0.0000	Stipend-117	\$1,270.00
ROY, NANCEE J	0.0000	Sub-MS Period	\$228.10
RYAN, KAIDANCE L	1.0000	Custodian	\$28,442.03
RYAN, KAIDANCE L	0.0000	Custodian-OT	\$106.02
RYAN, KAIDANCE L	0.0000	Stipend-Shoe Allowance	\$200.00
SACRAMONE, JASON D	0.0000	Longevity	\$1,750.00
SACRAMONE, JASON D	1.0000	MS English	\$96,629.00
SACRAMONE, JASON D	0.0000	Stipend-117	\$970.00
SACRAMONE, JASON D	0.0000	Sub-High School	\$80.00
SACRAMONE, JASON D	0.0000	Sub-MS Period	\$364.96
SACRAMONE, KARI M	0.0000	Lunch Monitor	\$3,422.19
SACRAMONE, KARI M	0.0000	Stipend-525	\$3,256.00
SACRAMONE, KARI M	0.0000	Sub-Hubbardston	\$1,696.25
SACRAMONE, KARI M	0.0000	Sub-Secretary/Office Manager	\$1,966.01
SAGER, JESSICA M	1.0000	Paraprofessional-Special Education	\$9,775.00
SAGER, KIRSTEN M	0.0000	Long Term Substitute	\$2,213.75
SAINT DENIS, LINDA R	0.0000	Longevity	\$1,250.00
SAINT DENIS, LINDA R	1.0000	Paraprofessional-Special Education	\$31,811.78
SAINT DENIS, LINDA R	0.0000	Sub-High School	\$567.00
SAINT DENIS, LINDA R	0.0000	Sub-Para Period	\$292.50
SALOVARDOS, JOHN M	1.0000	Director of Student Services	\$125,000.00
SALOVARDOS, JOHN M	0.0000	Stipend-Advanced Degree	\$1,000.00
SALOVARDOS, JOHN M	0.0000	Stipend-Travel	\$2,000.00
SALVADORE, AUSTIN T	0.0000	Accrued Payroll (earned in FY23)	\$650.23
SALVADORE, AUSTIN T	0.0000	Custodian-Summer	\$7,064.01
SALVADORE, HANNAH C	1.0000	Paraprofessional-Special Education	\$1,093.12
SALVADORE, HANNAH C	0.0000	Stipend-240 Summer	\$1,015.04
SALVADORE, LUKE D	0.0000	Accrued Payroll (earned in FY23)	\$625.43
SALVADORE, LUKE D	0.0000	Custodian-Summer	\$2,165.56
SALVADORE, THERESE L	0.0000	Flex Block Coverage	\$250.00
SALVADORE, THERESE L	1.0000	HS Innovation Pathways	\$88,961.00
SALVADORE, THERESE L	0.0000	Longevity	\$750.00
SALVADORE, THERESE L	0.0000	Stipend-419	\$7,084.00
SALVADORE, THERESE L	0.0000	Stipend-Academic Coordinator	\$2,500.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
SALVADORE, THERESE L	0.0000	Stipend-District Communication Coordinator	\$2,500.00
SALVADORE, THERESE L	0.0000	Stipend-Extra Hours	\$4,510.00
SALVADORE, THERESE L	0.0000	Sub-HS Period	\$474.48
SANDMAN, SHANE A	0.0000	Accrued Payroll (earned in FY23)	\$856.34
SANDMAN, SHANE A	1.0000	Custodian	\$48,084.46
SANDMAN, SHANE A	0.0000	Custodian-OT	\$4,160.59
SANDMAN, SHANE A	0.0000	Stipend-Shoe Allowance	\$200.00
SANDS, WALTER E	0.0000	Accrued Payroll (earned in FY23)	\$77.08
SANDS, WALTER E	0.7900	School Nutrition Team Member	\$16,901.36
SANDS, WALTER E	0.0000	Stipend-Shoe Allowance	\$200.00
SANDS, WALTER E	0.0000	Stipend-Training on own time	\$144.16
SANELLI, DIANA L	1.0000	Student Services Coordinator	\$58,504.00
SANSOUCY, ELIZABETH A	0.0000	Accrued Payroll (earned in FY23)	\$64.00
SANSOUCY, ELIZABETH A	0.0000	Copy Center Assistant	\$15,001.56
SANTIAGO, ANTHONY	1.0000	Adjustment Counselor	\$60,122.00
SCHROEDER, JOSHUA J	1.0000	HS Science	\$79,462.00
SCHROEDER, JOSHUA J	0.0000	Stipend-419	\$474.48
SCHROEDER, JOSHUA J	0.0000	Stipend-Mentor Program	\$500.00
SCHROEDER, JOSHUA J	0.0000	Sub-HS Period	\$6,560.44
SCHWARTZ, ASHLEY M	1.0000	Intervention Tutor	\$10,650.31
SCHWARTZ, ASHLEY M	0.0000	Sub-Ruggles Lane	\$1,512.90
SCZUCKA, MOLLY R	0.0000	Advisor-HS	\$1,854.00
SCZUCKA, MOLLY R	0.0000	Advisor-HS	\$603.98
SCZUCKA, MOLLY R	1.0000	HS Social Studies	\$72,718.00
SCZUCKA, MOLLY R	0.0000	Stipend-119	\$4,800.00
SCZUCKA, MOLLY R	0.0000	Stipend-140	\$1,880.00
SCZUCKA, MOLLY R	0.0000	Stipend-419	\$355.86
SCZUCKA, MOLLY R	0.0000	Stipend-589	\$400.00
SCZUCKA, MOLLY R	0.0000	Sub-HS Period	\$3,693.78
SELLEZ, JUDY A	1.0000	Paraprofessional-Soar Autism	\$18,916.69
SERIO, KEVIN J	1.0000	MS Math	\$57,902.00
SERIO, KEVIN J	0.0000	Stipend-601	\$45.62
SERIO, KEVIN J	0.0000	Sub-MS Period	\$456.20
SHELDON, ARTHUR G	0.0000	Athletic Coach (Winter)	\$4,109.95
SHELDON, ARTHUR G	0.0000	Longevity	\$1,750.00
SHELDON, ARTHUR G	1.0000	MS PE	\$92,118.00
SHELDON, ARTHUR G	0.0000	Stipend-991	\$1,600.00
SHELDON, ARTHUR G	0.0000	Stipend-Mentor Program	\$650.00
SHELDON, ARTHUR G	0.0000	Sub-MS Period	\$729.92
SHELDON, ELLA L	0.0000	Stipend-525	\$3,179.00
SHELDON, LAURIE A	1.0000	Elementary Teacher	\$94,379.00
SHELDON, LAURIE A	0.0000	Longevity	\$1,250.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
SHELDON, LAURIE A	0.0000	Stipend-525	\$7,040.00
SHELDON, LAURIE A	0.0000	Stipend-601	\$480.00
SHELDON, LAURIE A	0.0000	Stipend-Teacher Leader	\$1,500.00
SIMEONE, THERESE E	1.0000	Intervention Tutor	\$23,688.92
SIMEONE, THERESE E	1.0000	Paraprofessional-Soar Autism	\$5,375.24
SIMEONE, THERESE E	0.0000	Stipend-Natures Classroom	\$481.20
SIMONS, WILLIAM J	1.0000	HS Art	\$92,118.00
SIMONS, WILLIAM J	0.0000	Longevity	\$1,000.00
SKERRY, STACEY L	1.0000	Finance & Accounting Manager	\$89,943.16
SKERRY, STACEY L	0.0000	Fixed Benefit Life/Disability Insurance	\$1,200.00
SKERRY, STACEY L	0.0000	Longevity	\$1,000.00
SLATOR, NANCY E	0.0000	Tutor-Offsite	\$1,390.00
SMITH, CHANCE J	0.0000	Sub-Custodian	\$2,505.97
SMITH, ROBERT E III	0.0000	Stipend-240 Summer	\$2,377.08
SNIFFEN, MATTHEW S	1.0000	HS Science	\$96,629.00
SNIFFEN, MATTHEW S	0.0000	Sub-HS Period	\$197.70
SOPHOS, VALERIE C	0.0000	Tutor-Offsite	\$1,000.00
SOUCIE, KIMBERLY R	1.0000	Certified Nurse Assistant	\$22,747.15
SPRING, TRAVIS P	0.5000	Security Monitor	\$16,261.00
ST. GEORGE, SHELLY A	1.0000	Principal	\$124,438.65
ST. GEORGE, SHELLY A	0.0000	Stipend-991	\$3,200.00
ST. GEORGE, SHELLY A	0.0000	Stipend-Early Childhood Coordinator	\$2,500.00
STAGIAS, CASANDRA S	1.0000	Elementary Teacher	\$68,543.00
STAITI, KIM S	0.0000	Longevity	\$1,750.00
STAITI, KIM S	1.0000	School Nurse	\$87,225.00
STAITI, KIM S	0.0000	Separation Benefits	\$14,467.50
STAITI, KIM S	0.0000	Stipend-121	\$1,400.00
STAITI, KIM S	0.0000	Stipend-Extra Hours	\$6,979.23
STAITI, KIM S	0.0000	Stipend-Nurse Leader	\$1,500.00
STAITI, KIM S	0.0000	Stipend-Van Monitor	\$51.07
STANKAITIS, DANIELLE M	0.0000	Longevity	\$1,250.00
STANKAITIS, DANIELLE M	1.0000	MS Math	\$98,907.00
STANKAITIS, DANIELLE M	0.0000	Stipend-309	\$520.00
STANKAITIS, DANIELLE M	0.0000	Sub-MS Period	\$410.58
STEKL, NANCY A	1.0000	HS Science	\$94,379.00
STEKL, NANCY A	0.0000	Longevity	\$1,750.00
STEKL, NANCY A	0.0000	Sub-HS Period	\$553.56
STEWART, MICHAEL J	0.0000	Accrued Payroll (earned in FY23)	\$257.33
STEWART, MICHAEL J	1.0000	School Nutrition Supervisor	\$40,203.13
STEWART, MICHAEL J	0.0000	School Nutrition-Catering	\$664.53
STEWART, MICHAEL J	0.0000	Stipend-Shoe Allowance	\$200.00
STEWART, MICHAEL J	0.0000	Stipend-Training on own time	\$226.08



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
STOLGITIS, ASHLEY W	1.0000	Intervention Tutor	\$43,071.74
STOLGITIS, ASHLEY W	0.0000	Stipend-525	\$6,700.00
STOLGITIS, ASHLEY W	0.0000	Stipend-After School Van Driver	\$166.00
STOLZ, PATRICIA A	1.0000	Data Coordinator	\$66,187.80
STOLZ, PATRICIA A	0.0000	Longevity	\$1,500.00
STOLZ, PATRICIA A	0.0000	Stipend-Advanced Degree	\$500.00
STUNDTNER, APRIL P	1.0000	Paraprofessional-Special Education	\$33,251.40
STUNDTNER, APRIL P	0.0000	Sub-Para Period	\$521.25
SULLIVAN, JEANETTE M	0.0000	Sub-Ruggles Lane	\$17,896.00
SULLIVAN, JEANETTE M	0.0000	Sub-Teacher ALL	\$2,394.00
SULMASY, ELIJAH R	0.0000	Athletic Coach (Winter)	\$3,394.61
SWIATLOWSKI, THOMAS J	1.0000	School Nutrition Supervisor	\$631.25
SWIATLOWSKI, THOMAS J	0.5700	School Nutrition Team Member	\$1,082.02
SZABADOS, VINCENT M	1.0000	Intervention Tutor	\$35,540.07
TAGAN, JESSIE E	1.0000	Intervention Tutor	\$34,304.26
TARQUINIO, AMY C	0.0000	Lunch Monitor	\$4,125.15
TARQUINIO, AMY C	0.0000	Sub-Oakham	\$126.00
TESCHNER, RACHEL N	0.0000	Longevity	\$750.00
TESCHNER, RACHEL N	1.0000	Paraprofessional-Special Education	\$30,881.76
TESCHNER, RACHEL N	0.0000	Stipend-Natures Classroom	\$481.20
TESCHNER, RACHEL N	0.0000	Sub-Ruggles Lane	\$1,449.00
THERRIEN, REBECCA L	1.0000	MS Special Education	\$43,778.78
THERRIEN, REBECCA L	0.0000	Stipend-140	\$800.00
THOMASIAN, ROBIN J	0.0000	Longevity	\$750.00
THOMASIAN, ROBIN J	1.0000	Paraprofessional-Soar Autism	\$37,412.70
THUMANN, SIERRA N	1.0000	Paraprofessional-Soar Autism	\$29,279.93
THUMANN, SIERRA N	0.0000	Sub-Ruggles Lane	\$399.00
TOM, RAYMOND L	1.0000	Paraprofessional-Special Education	\$23,248.26
TOM, RAYMOND L	0.0000	Sub-High School	\$63.00
TOM, RAYMOND L	0.0000	Sub-Para Period	\$210.00
TOOMEY, CHRISTINE M	0.0000	Longevity	\$1,250.00
TOOMEY, CHRISTINE M	1.0000	Paraprofessional-Special Education	\$31,811.78
TOOMEY, CHRISTINE M	0.0000	Sub-Para Period	\$633.75
TOOMEY, CHRISTINE M	0.0000	Sub-Ruggles Lane	\$756.00
TOWLER, LEAH L	0.0000	Accrued Payroll (earned in FY23)	\$412.50
TOWLER, LEAH L	1.0000	Intervention Specialist	\$95,641.64
TOWLER, LEAH L	0.0000	Stipend-991	\$1,600.00
TREMBLAY, NOREEN B	0.0000	Longevity	\$1,250.00
TREMBLAY, NOREEN B	1.0000	School Nurse	\$87,581.00
TREMBLAY, NOREEN B	0.0000	Stipend-121	\$840.00
TREMBLAY, NOREEN B	0.0000	Stipend-240 Summer	\$7,828.37
TREMBLAY, NOREEN B	0.0000	Stipend-525	\$1,982.73



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
TRIFILO, LAUREN M	1.0000	Paraprofessional-Special Education	\$17,688.16
TRIFILO, LAUREN M	0.0000	Sub-Teacher ALL	\$1,431.00
TRUMBULL, REGINA Q	0.0000	Advisor-HS	\$1,066.05
TRUMBULL, REGINA Q	0.0000	Athletic Coach (Spring)	\$2,469.24
TRUMBULL, REGINA Q	1.0000	HS Math	\$83,855.00
TRUMBULL, REGINA Q	0.0000	Longevity	\$750.00
TRUMBULL, REGINA Q	0.0000	Stipend-117	\$240.00
TRUMBULL, REGINA Q	0.0000	Stipend-119	\$2,400.00
TRUMBULL, REGINA Q	0.0000	Sub-HS Period	\$2,591.94
TRUMBULL, REGINA Q	0.0000	Sub-Teacher ALL	\$180.00
TUTTLE, DIANA L	0.0000	Longevity	\$750.00
TUTTLE, DIANA L	1.0000	School Nurse	\$77,814.00
TUTTLE, DIANA L	0.0000	Stipend-121	\$280.00
TUTTLE, DIANA L	0.0000	Stipend-Van Monitor	\$7,275.33
TUTTLE, JULIA H	0.0000	Advisor-HS	\$2,669.36
TUTTLE, JULIA H	0.0000	Advisor-HS	\$1,516.00
TUTTLE, JULIA H	0.0000	Advisor-MS	\$1,810.71
TUTTLE, JULIA H	1.0000	Elementary Music	\$61,428.00
TUTTLE, JULIA H	0.0000	Private Music Instructor	\$260.00
TUTTLE, JULIA H	0.0000	Stipend-Musical Director	\$600.00
TWAROG, JESSE L	0.0000	Athletic Coach (Spring)	\$4,115.01
TWAROG, JESSE L	0.0000	Athletic Coach (Winter)	\$2,469.24
TYLER, DEBORAH A	0.0000	Accrued Payroll (earned in FY23)	\$165.00
TYLER, DEBORAH A	1.0000	Elementary Special Education	\$89,435.00
URE, ANDREA L	1.0000	Paraprofessional-Special Education	\$26,639.34
URE, ANDREA L	0.0000	Stipend-Natures Classroom	\$641.60
URE, ANDREA L	0.0000	Sub-Hubbardston	\$720.00
URE, ANDREA L	0.0000	Sub-Para Period	\$641.26
VACHON, ERIN P	1.0000	MS English	\$77,147.00
VACHON, ERIN P	0.0000	Stipend-117	\$820.00
VACHON, ERIN P	0.0000	Sub-MS Period	\$136.86
VAILLANCOURT, SASHA L	1.0000	Elementary Special Education	\$90,939.00
VAILLANCOURT, SASHA L	0.0000	Longevity	\$1,750.00
VAILLANCOURT, SASHA L	0.0000	Stipend-240 Summer	\$1,600.00
VALARDI JR, EDWARD J	0.0000	Accrued Payroll (earned in FY23)	\$1,060.80
VALARDI JR, EDWARD J	1.0000	Buildings & Grounds Supervisor	\$56,825.60
VALARDI JR, EDWARD J	0.0000	Longevity	\$1,750.00
VALARDI JR, EDWARD J	0.0000	Stipend-Shoe Allowance	\$200.00
VALARDI, BRENDA J	0.0000	Accrued Payroll (earned in FY23)	\$42.01
VALARDI, BRENDA J	0.0000	Longevity	\$1,250.00
VALARDI, BRENDA J	0.7900	School Nutrition Team Member	\$20,523.16
VALARDI, BRENDA J	0.0000	Stipend-Shoe Allowance	\$200.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
VALARDI, BRENDA J	0.0000	Stipend-Training on own time	\$144.16
VARNEY, KAREN M	1.0000	Permanent Substitute	\$26,996.89
VASSEUR, BENJAMIN M	0.0000	Private Music Instructor	\$1,680.00
VASSEUR, CARRIE A	0.0000	Accrued Payroll (earned in FY23)	\$1,600.00
VASSEUR, CARRIE A	1.0000	Director of Teaching, Learning, Support	\$106,000.00
VASSEUR, CARRIE A	0.0000	Fixed Benefit Life/Disability Insurance	\$993.80
VASSEUR, CARRIE A	0.0000	Longevity	\$1,000.00
VASSEUR, CARRIE A	0.0000	Stipend-119	\$3,200.00
VASSEUR, CARRIE A	0.0000	Stipend-Additional Classes	\$3,578.60
VAZQUEZ, ASHLEY	1.0000	Paraprofessional-Soar Autism	\$36,391.69
VERHAM, MICHELLE L	0.0000	Accrued Payroll (earned in FY23)	\$114.76
VERHAM, MICHELLE L	1.0000	School Nutrition Supervisor	\$25,122.86
VERHAM, MICHELLE L	0.0000	Stipend-Shoe Allowance	\$200.00
VERHAM, MICHELLE L	0.0000	Stipend-Training on own time	\$200.60
VERROCHI, EDWARD R III	0.0000	Longevity	\$1,000.00
VERROCHI, EDWARD R III	1.0000	MS English	\$94,379.00
VERROCHI, EDWARD R III	0.0000	Stipend-117	\$1,270.00
VERROCHI, EDWARD R III	0.0000	Stipend-601	\$45.62
VERROCHI, EDWARD R III	0.0000	Sub-MS Period	\$958.02
VILLANOVA, CAROL-ANNE	0.0000	Advisor-HS	\$776.19
VILLANOVA, CAROL-ANNE	1.0000	HS English	\$92,118.00
VILLANOVA, CAROL-ANNE	0.0000	Longevity	\$1,000.00
VILLANOVA, CAROL-ANNE	0.0000	Sub-HS Period	\$276.78
VINCENT, REBECCA T	1.0000	Elementary STEM	\$74,061.00
VINCENT, REBECCA T	0.0000	Stipend-140	\$240.00
VOILAND, COURTNEY K	0.0000	Lunch Monitor	\$4,380.10
VOILAND, COURTNEY K	0.0000	Stipend-525	\$2,805.00
VYCE, JANICE A	0.0000	Longevity	\$1,750.00
VYCE, JANICE A	1.0000	MS Science	\$94,379.00
VYCE, JANICE A	0.0000	Stipend-309	\$520.00
VYCE, JANICE A	0.0000	Stipend-601	\$45.62
VYCE, JANICE A	0.0000	Stipend-Mentor Program	\$1,000.00
VYCE, JANICE A	0.0000	Sub-MS Period	\$296.53
WADSWORTH, DALE G	1.0000	MS Math	\$72,718.00
WAGNER, ANDREW W	1.0000	Guidance	\$87,879.00
WAGNER, ANDREW W	0.0000	Longevity	\$750.00
WAGNER, ANDREW W	0.0000	Stipend-240 Summer	\$2,342.52
WAGNER, ANDREW W	0.0000	Stipend-Natures Classroom	\$481.20
WALSH, ANDREW A	1.0000	Director of Technology	\$125,000.00
WALSH, ANDREW A	0.0000	Longevity	\$750.00
WALSH, ANDREW A	0.0000	Stipend-Advanced Training	\$1,000.00
WALSH, ANDREW A	0.0000	Stipend-Travel	\$2,000.00



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
WALSH, ANDREW A	0.0000	Stipend-Vacation Buyback	\$4,807.70
WATSON, MELISSA A	1.0000	Paraprofessional-Special Education	\$27,830.27
WATSON, MELISSA A	0.0000	Sub-Para Period	\$757.50
WEEKS, SARAH N	1.0000	Clinician	\$64,373.31
WEIDERMAN, GARTH R	0.0000	Athletic Coach (Spring)	\$4,115.01
WEIDERMAN, GARTH R	1.0000	HS Special Education	\$94,379.00
WEIDERMAN, GARTH R	0.0000	Sub-HS Period	\$79.08
WEIDERMAN, KELLY A	1.0000	HS English	\$92,118.00
WEIDERMAN, KELLY A	0.0000	Sub-HS Period	\$355.86
WELCH, JOANNE L	0.0000	Longevity	\$750.00
WELCH, JOANNE L	1.0000	Paraprofessional-Special Education	\$31,646.16
WELCH, JOANNE L	0.0000	Sub-Hubbardston	\$2,452.50
WELCH, JOANNE L	0.0000	Sub-Para Period	\$933.76
WESTON, PATRICIA A	1.0000	Paraprofessional-Special Education	\$25,607.40
WESTON, PATRICIA A	0.0000	Sub-Middle School	\$66.50
WESTON, PATRICIA A	0.0000	Sub-Para Period	\$75.00
WHEELER, JAMES D III	0.0000	Accrued Payroll (earned in FY23)	\$220.00
WHEELER, JAMES D III	1.0000	HS Social Studies	\$66,547.00
WHEELER, JAMES D III	0.0000	Stipend-419	\$79.08
WHEELER, JAMES D III	0.0000	Stipend-589	\$1,270.00
WHEELER, JAMES D III	0.0000	Stipend-PD	\$600.00
WHEELER, JAMES D III	0.0000	Sub-HS Period	\$1,423.44
WHITAKER, SAMANTHA F	1.0000	Elementary Teacher	\$60,901.00
WHITCOMB, MARISOL T	1.0000	Intervention Tutor	\$43,071.74
WHITCOMB, MARISOL T	0.0000	Longevity	\$1,000.00
WHITCOMB, MARISOL T	0.0000	Stipend-121	\$770.00
WHITE, JOSEFINA C	0.0000	Accrued Payroll (earned in FY23)	\$220.00
WHITE, JOSEFINA C	1.0000	HS World Language	\$63,270.00
WHITE, JOSEFINA C	0.0000	Stipend-419	\$39.54
WHITE, JOSEFINA C	0.0000	Sub-HS Period	\$593.10
WHITELAW, ABIGAIL L	0.0000	Assistant-Technology	\$735.00
WHITELAW, BRENDAN L	0.0000	Accrued Payroll (earned in FY23)	\$380.14
WHITELAW, BRENDAN L	0.0000	Custodian-Summer	\$8,306.43
WHITELAW, MARY E	1.0000	Youth Engagement Coordinator	\$36,500.63
WHITELAW, ROBERT B JR	0.0000	Athletic Coach (Spring)	\$3,087.77
WHITELAW, ROBERT B JR	0.0000	Flex Block Coverage	\$325.00
WHITELAW, ROBERT B JR	0.5000	HS PE	\$29,819.00
WHITELAW, ROBERT B JR	0.0000	Sub-HS Period	\$3,777.00
WHITELAW, ROBERT B JR	0.0000	Sub-MS Period	\$91.24
WHITNEY, CAROL W	0.5700	School Nutrition Team Member	\$13,465.27
WHITNEY, CAROL W	0.0000	Stipend-Shoe Allowance	\$200.00
WHITNEY, CAROL W	0.0000	Stipend-Training on own time	\$144.16



QUABBIN REGIONAL SCHOOL DISTRICT
2023/2024 Employee Salaries for Town Reports

Name	FTE	Description	Amount FTD
WILCOX, ASHLEY L	1.0000	Paraprofessional-Soar Autism	\$29,298.33
WILK, EMMA M	0.0000	Athletic Coach (Fall)	\$1,030.00
WILK, EMMA M	0.0000	Athletic Coach (Spring)	\$1,030.00
WILK, EMMA M	1.0000	Paraprofessional-Soar Autism	\$25,361.69
WILK, EMMA M	0.0000	Sub-Middle School	\$378.00
WILSON, KYLIE T	1.0000	Therapeutic Teacher-Elementary	\$66,547.00
WINE, RYAN R	0.0000	Athletic Coach (Fall)	\$5,197.54
WIRF, KATHLEEN M	1.0000	Paraprofessional-Soar Autism	\$22,052.14
WORTHINGTON, PATRICIA A	0.0000	Longevity	\$2,250.00
WORTHINGTON, PATRICIA A	1.0000	Principal	\$128,968.11
WORTHINGTON, PATRICIA A	0.0000	Stipend-Additional Duties	\$4,000.00
WORTHINGTON, PATRICIA A	0.0000	Stipend-Advanced Degree	\$1,000.00
WYMAN, JOSEPH D	1.0000	Director of Teaching, Learning, Support	\$33,096.42
WYNNE, AILEY P	1.0000	HS English	\$91,631.00
WYNNE, AILEY P	0.0000	Longevity	\$1,000.00
WYNNE, AILEY P	0.0000	Stipend-419	\$27.00
WYNNE, AILEY P	0.0000	Stipend-Academic Coordinator	\$2,500.00
WYNNE, AILEY P	0.0000	Sub-HS Period	\$39.54
YOUNG, BRIAN T	0.0000	Athletic Coach (Fall)	\$4,567.66
YOUNG, HUNTER A	0.0000	Accrued Payroll (earned in FY23)	\$616.88
YOUNG, HUNTER A	0.0000	Sub-Custodian	\$6,904.31
YOUNG, JANE R	0.0000	Longevity	\$750.00
YOUNG, JANE R	1.0000	School Nurse	\$87,581.00
YOUNG, JANE R	0.0000	Stipend-991	\$1,600.00
YOUNG, SADIE J	1.0000	Elementary Special Education	\$60,901.00
ZACEK, MARIE M	1.0000	Kindergarten Teacher	\$86,830.00
ZACEK, MARIE M	0.0000	Longevity	\$1,000.00
ZACEK, MARIE M	0.0000	Stipend-121	\$1,750.00
ZACEK, MARIE M	0.0000	Stipend-991	\$1,600.00
ZALASKAS, CHERYL L	1.0000	Payroll Coordinator	\$3,375.23
ZALNERAITIS, MICHELLE M	0.0000	Athletic Coach (Fall)	\$5,244.80
ZALNERAITIS, MICHELLE M	0.0000	Camp Coach-Field Hockey	\$495.00
ZALNERAITIS, MICHELLE M	0.0000	Longevity	\$1,250.00
ZALNERAITIS, MICHELLE M	1.0000	MS Math	\$96,629.00
ZALNERAITIS, MICHELLE M	0.0000	Sub-MS Period	\$228.10
ZALNERAITIS, RICHARD P	0.0000	Athletic Coach (Fall)	\$2,737.44
ZALNERAITIS, RICHARD P	0.0000	Athletic Coach (Spring)	\$2,778.51
ZALNERAITIS, RICHARD P	0.0000	Longevity	\$1,750.00
ZALNERAITIS, RICHARD P	1.0000	MS Technology	\$87,581.00
ZALNERAITIS, RICHARD P	0.0000	Sub-MS Period	\$182.48

Hardwick Budget Narrative

2023-2024

Hardwick Elementary School is located in Gilbertville which is located in the town of Hardwick, Massachusetts. Within the town of Hardwick are the villages of Gilbertville, Wheelwright, and Old Furnace. Children residing in the town of Hardwick and the villages mentioned above attend Hardwick Elementary School. Based on the October 1st enrollment reporting data, there were 191 students enrolled in grades PK-5 for the 2023-2024 school year. Class sizes during the 2023-2024 school year ranged from 15 (kindergarten) up to 28 (grade 1). We began the year with 29 Kindergarteners in one class, then hired another teacher to split the group into two.. Hardwick has a transient population so these numbers fluctuate often. This school year we continued to qualify for free breakfast and lunch for all of our students at HES.

Hardwick Elementary School has a Parent Teacher Organization (PTO), a School Council, a Crisis/Safety Committee, PBIS committee, and we are actively searching out parents for our Title I Parent Advisory Council.

Hardwick Elementary held a Title I event in conjunction with an art show for parents and during the 23-24 school year and it was a huge success! We had about 75 families participate with over 150 attendees. We focused on themed literacy activities around the school and the focus for parents was ways to read aloud with kids. We also provided free resources for read alouds at home. Every child/family who attended engaged in literacy stations around the school and they received a free book to take home. As parents moved through the activities, they also had an opportunity to visit the art room to see a variety of art projects which were displayed around the room that the students from Hardwick Elementary School had worked on in their art class!

Our School's Parent Teacher Organization meets each month to plan student enrichment activities as well as fun family events on evenings and weekends. Our PTO plans several events which includes: Pumpkin Rolling Contest, Holiday Breakfast, Book Fair, Virtual Bingo for Books at each grade level, Spring Semi-formal dance, Tanglewood Marionettes, and some teacher appreciation events along with several fundraisers. These fundraisers allow the PTO to support HES students in attending a field trip at each grade level.

We also work with members of the community in supporting our students and families of Hardwick Elementary School. For example, *Jo's Jackets* provided needed winter clothing for students in need, our local Hardwick/New Braintree Police Department worked with us to donate and deliver 21 complete Thanksgiving feasts to some of our families along with food from the Food Pantry as well as family donations, to support families through the Christmas break. Several of our students attend the Youth Center where they can get help with their homework and participate in several different activities. Our students also have opportunities to give back by participating in our school recycling program, Hardwick's Christmas for Kids, and food drives for our local food pantry.

Here at Hardwick Elementary School we strive to provide rigorous instruction for all of our students along with differentiated supports at every level in order to ensure student learning and growth. School safety and following our school rules is also a daily expectation so that we can ensure a safe learning environment for all. Our social/emotional program is taught through grade level guidance lessons using Second Step and this also provides education on bullying and violence prevention. We also incorporate PBIS (Positive Behavior Interventions and Support) school-wide which helps to create a positive environment for students and reward students for positive behavior. Together, staff and students strive to provide a productive, amicable, and safe learning environment for all.

Hardwick Elementary School is committed to intervention and enrichment to increase skill development and strengthen learning for every student. We count on our Intervention Team and a supportive schedule so that every student's learning needs are met. This team consists of an Intervention Specialist, who is a full-time certified Reading Specialist, 4 full-time tutors who are all certified teachers, 2 certified Special Education Teachers, and 2 paraprofessionals. This team, along with classroom teachers, work together to meet with every child, every day, for 30 minutes to deliver targeted, specific, student-centered support for literacy and/or math. Data is collected to monitor student progress to celebrate gains and/or to make adjustments to the student's learning goals. This will help us meet the goal of closing the gap for the students reading below grade level or struggling in math.

Hardwick Elementary School continues to achieve its goal of providing our students with multiple opportunities to integrate technology within the curriculum. Curriculum is delivered through an interactive approach to learning which is both teacher led, embeds technology, and through the use of a blended learning approach. During the 2023-2024 school year, Hardwick Elementary School students all had a chrome book assigned to them in every classroom. Having access to technology each day allows students stay competitive in using the tools of their generation and succeed in learning. Our students also have opportunities to participate in physical education, art, music and STEM classes.

Hardwick Elementary School continues to move forward and bring the very best educational experiences to the children and families it serves. We will continue to follow the goals of the district and provide our students with an excellent education for many years to come.

QUABBIN REGIONAL MIDDLE SCHOOL
ANNUAL REPORT
For the 2023-2024 School Year

The Quabbin Regional Middle School is adjacent to the high school on the 109-acre Quabbin Regional Middle/High School campus. The buildings share common areas such as the cafeteria, media center, and the auditorium.

In the 2023-24 school year reaped the benefits of integrating into our House structure, which provides common support and interventions between 6th and 7th grade students and continuity of support for 8th and 9th grade students. This structure allowed for efficient and streamlined access to counselors and administrators and a clearer line of communication for students, staff, and families.

The 2023-24 school year saw a total of 497 enrolled in grades 6-8. In addition to the core subjects, English, math, social studies, and science, students are enrolled into different “Specials,” which vary by their grade. Students in 6th grade participated in Specials including: Music, STEM, Art, Physical Education, and two sections of Healthy Habits. Seventh grade students participated in Project Lead the Way (PLTW), Physical Education, and Introduction to Innovative Pathways (IP). Eighth grade students participate in Physical Education, PLTW, and Intro to World Language. Additionally, all students had weekly Social Emotional Learning (SEL) Lessons, which seek to build social skills and mental health strategies in support of students’ overall well-being.

Our support programs, including Special Education, offered an academic support class at each grade level, as well as specialized intervention with special education teachers and a reading specialist. Our substantially separate programs include Project Involve, which is a life skills program, and SOAR, serving students with exceptional needs. In addition, we creatively involved several high school students in tutoring programs for middle school students which fostered learning and growth for both age groups. High school students increased their skills through teaching while also earning internship credit or community service hours, while middle schoolers benefited from the guidance and support of high school role models.

The Middle/High school academic departments worked together to increase vertical alignment of curriculum and coordinate teaching pedagogy. The math department is in year two of implementing a new curriculum, which is increasing higher order thinking skills in the math classroom. The science department continues to expand curriculum to include Open SciEd, which is also intended to deepen critical thinking skills. Technology was used in class on a daily basis, with teachers utilizing Google classroom as the most accessible classroom platform to date. Students benefited significantly from the 1:1 Chromebook program, which provides them consistent access to technology while also fostering responsibility and accountability for the care and upkeep of their devices. Students and parents continued to have unprecedented access to teacher gradebooks and assignments (for their child) through the use of the Aspen parent portal and Google Classroom.

The middle school also expanded the “Back on Track” room, to include all grades 6-8. This program is supported through paraprofessional and interventionist support and is a time where students receive support in completing missing assignments and/or having extra individualized instruction on concepts for which they need extra help. This program was crucial in identifying and helping students that were academically struggling and allowed for those students to find success as seen through our data.

The middle school continued to have an active student council with representatives from both grades, as well as a chapter of the National Junior Honor Society for eligible 8th grade students. In addition, students participated in clubs on a biweekly schedule and our athletic teams participated in interscholastic competition in soccer, field hockey, cross country, basketball, softball, wrestling and baseball. Additionally, middle school students who choose to, were able to participate in high school athletics.

Three major field trips continued to take place this year. Our sixth graders went to Springfield Science museums and students learned and observed art, history and science, including a demonstration in the Planetarium. The day was very successful and the 6th grade is scheduled to visit the museums again this June. The 7th grade students went to Boston in June. Additionally, the 7th grade students participate in an “International Day” at school in which they experience elements of different cultures, including learning authentic music and dancing from other countries. This is an active learning day that students overwhelmingly report as one of their favorite days of middle school. The 8th graders had an amazing four-day trip to Washington, D.C in April.

For more information on data regarding Quabbin Regional Middle School, please refer to:

Our DESE School and District Profile [HERE](#)

Our newly designed website [HERE](#)

Respectfully submitted,

Purnima DeMorais
Principal
Quabbin Regional Middle High School

QUABBIN REGIONAL HIGH SCHOOL
END OF YEAR REPORT
2023-24 School Year

Quabbin Regional Middle High School is a collaborative learning community where all students have opportunities to achieve personal excellence in a safe and accepting environment. QRMHS is committed to creating future community leaders and citizens that embody the characteristics of our District's Vision of the Graduate: **Innovation, Resiliency, Respect, and Responsibility.**

The 2023-2024 school year supported continued expansion of the Blue and Gold House structures: Blue House for students in grades 6-9 and Gold House for students in grades 10-12. The organizational structure delineated the specific staff responsible for students in grades 6 & 7, 8 & 9, and 9 - 12. Students, staff, and parents reported improved communication, efficiency, accountability, and school climate.

At the conclusion of the 2023-24 school year, the graduating seniors headed off to a variety of exciting post-secondary opportunities. The class of 2024 saw approximately 50% of students attending a 4-year college, 18% attending a 2-year college or trade program, 28% sought full time employment, and 4% became active members of the US military. Students in the Class of 2024 were awarded over \$27,000 in scholarships on Senior Night last May. Additionally, 34 seniors received the John & Abigail Adams Scholarship, 30 seniors were named Quabbin Scholars, 23 seniors received Academic Achievement & Perseverance awards, and 16 received Citizenship Awards.

As of October 1, 2024, Quabbin Regional High School enrollment remained similar to the previous school year with a slightly larger student body when compared to the 2023-2024 school year: 107 Seniors, 116 Juniors, 152 Sophomores, and 160 Freshmen. Among the graduates, there were multiple students who completed International Baccalaureate, Advanced Placement, and Innovation Pathways courses/designations.

In the 2023-2024 school year, Quabbin Regional High School completed the NEASC accreditation evaluation cycle and was recognized for strengths in programming, student support resources, and teacher professional development opportunities. The rich and varied programming and services maintained by QRHS included successful Advanced Placement (AP), International Baccalaureate (IB), and extensive elective programs, classes, and opportunities: including learning opportunities in Music, Innovation Pathways, Navy Junior Reserve Officers Training Corp (NJROTC), Dual Enrollment/Off-campus learning, and both on-campus and off-campus internships.

It is important to note that in addition to offering a wide range of learning opportunities, student success also depends on a learning community's ability to support the diverse needs of students. To that end, QRMHS maintained special education programming with study skills and learning center courses that offered academic support and specialized skill-based instruction. Both Project Involve and SOAR exist as substantially separate programs providing specialized academic and social support. The Therapeutic Classroom Program provided a variety of support at varying levels in order to support students with a wide range of mental health needs. In addition to the special education support and services, QRMHS has also initiated a variety of intervention

programs student tutoring, 9-12 Back on Track Pilot, flex block clubs, Panther Pals, NHS Peer Tutoring, MCAS “boot camps,” and a variety of summer school and extended school year programs.

Quabbin has a proud athletic tradition dating back to the opening of the school in 1967. Quabbin is a member of the Midland-Wachusett League and a participating member of the Massachusetts Interscholastic Athletic Association (MIAA). Quabbin fields athletic teams in Baseball, Basketball (Boys & Girls), Cross Country (Boys & Girls), Field Hockey, Football, Golf (Boys & Girls), Ice Hockey (Boys’ coop with Gardner and Girls’ coop with Leominster), Indoor and Outdoor Track (Boys & Girls), Soccer (Boys & Girls), Softball, Swim (Boys’ and Girls’ coop with Gardner), Tennis (Girls), Cheerleading (Fall and Winter), and Wrestling.

In terms of athletics, the 2023-24 saw student athletes from 25 different towns participate in the athletic program with 307 in the fall, 200 in the winter and 295 spring athletes across 47 middle school, junior varsity, and varsity teams. Additionally, the Quabbin Regional Middle-High School is honored to have been named a 2023-24 National Banner School by Special Olympics North America! Quabbin was selected from a national certifying body for achieving standards of excellence in the areas of inclusion, advocacy and respect! The athletes, partners, students, coaches, volunteers, teachers, staff and administration at Quabbin have all played key roles in creating a social climate where everyone feels included and respected for who they are. We are honored to be recognized for the hard work and dedication we demonstrate daily to continuously grow and strengthen our program. The 2023-24 school year was the third season of the varsity Unified Track and Field team (spring) and the second season of the varsity Unified Basketball team (fall). Unified Sports bring together athletes with and without intellectual disabilities to train and compete on the same team. Participants improve their physical fitness, sharpen their skills and learn to appreciate peers with different abilities while participating in Unified Sports. Primary goals of Unified Sports include; equalizing the ability level of Special Olympic athletes with their peer partners and promoting inclusion through team practice and competition. We are proud to report we had 31 participants for Unified Track and Field in its third season, and 26 participants for Unified Basketball in its second year. Quabbin is 1 of only 19 schools in Massachusetts and among 202 schools nationwide to achieve this status for the 2023-24 school year.

The National Honor Society had many notable moments. In the fall of 2024, Senior Members were able to participate in a field trip to Boston, where they learned a great deal about the history of the Freedom Trail, while enjoying the beautiful scenery that the trail has to offer. In addition, they put on “Family Feud” in November to raise funds for the Winter Wishlist Project. During this fundraising event, students raised money to spend on purchasing gifts and clothing for children in need within the Quabbin Community who were identified by building counselors, teachers or principals. This year, the shopping trip served more than 100 individual gift recipients, a new record for this project. Tracing back to the Spring of 2024, in collaboration with Kelley Allen and Nikki Rice, many students recorded videos of themselves while reading English children's books to assist young students from Ruggles Lane whose first language was not English. These videos furthered learning for these students, who were struggling with the content. In addition, some students reported to Ruggles Lane after school to help in the final hour of class for classrooms that had ESL students in them, in an effort to increase understanding and

assist the classroom teacher. Throughout the entirety of the school year, students completed community service hours throughout the district, assisting with local events. Senior (2024) Kelsey Marsh put together a larger group of participants in the MS Walk to raise money for the MS foundation. Overall, the students in NHS made an amazing impact on the community.

The performing arts continued to thrive at QRMHS as the Quabbin Performing Arts presented a stellar performance of *Matilda, The Musical* in November 2023 and successfully competed in the METG festival in March 2024 with a performance of *Silenced on Barbour Street*. The Music Department continued to offer a four concert-cycle for the community at both the middle and high school levels as well as provide music for the ROTC Memorial Day Assembly, march in the Barre Memorial Day exercises, and perform at both the high school and 8th grade graduations. Students in both middle and high school band, chorus and orchestra also were selected to participate in the Central District Massachusetts Music Educators Festival, The UMASS honor band festival and the Quabbin Valley Music Festival with other students from across the state. The success of the clubs and activities continued to increase the number of available clubs, activities, leadership opportunities, and overall student engagement.

Our Quabbin Navy Junior Reserve Officers' Training (NJROTC) program continues with impressive accomplishments. With 84 Cadets in the company, they once again earned National Recognition as a Distinguished Unit with Academic Honors, the highest rating a unit can receive. This has been achieved by the Cadets in 18 of the past 19 years. Of the many significant accomplishments considered for this achievement are the number and type of Community Service and School Support hours completed by the Cadets, this year in excess of 4,650 hours. Retention and recruiting are essential to a successful organization and Quabbin NJROTC retained 95% from the previous year and then recruited 34 new Cadets, an increase of 20 percent. The Unit coordinated and conducted Basic Leadership Training (BLT) for Quabbin and two other units at Naval Station Newport, competed and won its 9th consecutive Drill Championship, and held two community-building spaghetti dinner fundraisers. There were several STEM field trips to Mystic Seaport Planetarium, Surface Warfare Officers School, and the Connecticut Science Center. The Unit coordinated the efforts of the Art, Science, and Music departments in honoring the sacrifice and service of those who gave their life to our country at the annual Memorial Day Assembly with the theme of "Liberty and Freedom" and the creation of a larger-than-life "Liberty Bell." Similarly, the Cadets once again conducted Flag Retirement ceremonies on Flag Day for all Quabbin 6th, 7th, and 8th grade students. In February, Quabbin NJROTC received "Outstanding" in all seven graded areas in the annual Area Manager Inspection. In April, 42 Cadets traveled to Germany, Austria, Switzerland, and Italy on an extended educational international tour. Finally, during the annual Change of Command, Awards, and Farewell to Senior Cadets Ceremony, Cadets received well-earned local, state, and national awards in leadership, academics, and aptitude. The ceremony witnessed the changing of Cadet leadership as the Cadet Class of 2024 was "piped ashore" and the Cadet Class of 2025 took the leadership reins of Quabbin NJROTC. As the year ended, because of a record of excellence and a successful "recruiting" campaign, the decision was made to increase opportunities in leadership and responsibility by returning four platoons in the 2024-2025 AY as the unit grew to 98 Cadets.

Finally, QRHS offered regular club/activity meetings every Friday during flex block. For example, Lego, D&D, International Club, and GSA. It is a priority to provide students with as many opportunities as possible to travel abroad, exposing themselves to other cultures and ways

of life. In February of 2024, 37 students traveled to Costa Rica, visiting tropical rainforests with many getting a glimpse of a sloth for the first time! The high school participated in a German exchange program hosting 25 students from Germany for a one-week educational experience in our school.

It was an amazing year for students and staff! For more information on data regarding Quabbin Regional High School, please visit the below resources:

Our DESE School and District Profile [HERE](#)

Our newly designed website [HERE](#)

Respectfully submitted,

Purnima DeMorais
Principal
Quabbin Regional Middle High School

**Quabbin Regional School District
Superintendent's Annual Report
School Year 2023-2024**

During the 2023-24 school year, the Quabbin Regional School District continued to pursue its mission:

- Forge strong and positive relationships with students to increase their confidence, independence and capacity for academic and social emotional success
- Engage students with rigorous, culturally responsive curriculum and instruction aligned with students' interests to promote curiosity and academic risk taking
- Utilize multiple sources of data to improve and adapt both instruction and support to meet the diverse needs of all students
- Foster open communication with families and the greater QRSD community to build effective partnerships and create meaningful and equitable opportunities for engagement.

District and School Configuration

Our postgraduate students continue to thrive at the New Braintree School. They have transformed the space to allow them to learn and practice a series of “real world” chores and activities. They have simulated an apartment setting complete with kitchen, laundry, and living space. Students are able to practice and gain skills to support their independent living. Additionally, the students have been able to expand the variety of experiences in the work environment. This past year, one of our preschool classes joined the postgraduate program in New Braintree. The preschool classroom is an integrated program for students with and without disabilities for students ages 3 & 4. Students from several of our district towns attend half day sessions at the New Braintree School.

Curriculum and Instruction

In the school year 2023-2024, QRSD adopted a new Math curriculum for students in Grades 6-11. This curriculum supports collaborative classroom activities, problem solving, and differentiation. At the high school level, it has an integrated approach for students in Grades 9-11. The topics of algebra, geometry, trigonometry, precalculus and statistics are combined into a sequence of courses. Its design allows students to build connections between topics and have real world applications.

QRSD also expanded its adoption of the OpenSci Ed curriculum for all middle school students. The program supports phenomenon-based learning, which emphasizes student inquiry to spark curiosity and investigation. Our students have responded very positively to the curriculum and have expressed increased interest and engagement in science.

Instructional strategies to support inclusive practices and co-teaching have been a focus in the 2023-2024 school year. Many of these practices also support culturally and linguistically responsive teaching. When visiting our classrooms, students are engaged in collaborative

activities, inquiry-based learning, and problem solving. Students exhibit engagement and resilience.

All educators in the QRSD engage in a cycle of continuous professional learning each year. Educator goals are established at the beginning of each school year, and professional growth is supported by online professional learning opportunities provided during early release days, professional days, after school sessions twice per month and during the summer. In the 2023-2024 school year the two primary focus areas for professional learning were: Culturally Responsive and Equitable Teaching Practices and Effective Literacy Practices.

Educators across the district engaged in professional learning sessions that help them to make their classrooms, our schools and our district more responsive to cultural and linguistic differences. The professional learning was based on the work of Dr. Sharroky Holлие, an esteemed author and educator who is widely known for his research on Culturally and Linguistically Responsive Teaching and Learning.

Educators have also been working in Professional Learning Communities on self-identified and selected topics where they engage in a series of identifying a problem of practice and working through continuous cycles of improvement. Data sources such as DIBELS, Mathia, and common assessments inform progress and adjustments.

Expanded Programing/District Partnerships

The QRSD began a partnership with Champions to offer before school, after school and school vacation programming at each elementary school and the middle school last year. Programs are currently offered at Hardwick Elementary School, Hubbardston Center School, Oakham Center School, and Ruggles Lane School. Due to low interest, we have not yet been able to offer a middle school program. Summer sessions were held at Ruggles Lane School and Hubbardston Center School. Feedback from families, students and school staff has been very positive, and enrollment in the Champions program continues to increase across the district.

Quabbin's partnership with CAPS Collaborative expanded this year as well. CAPS provides educational programming for students with disabilities who live in many central Massachusetts communities. CAPS has been leasing space in Hubbardston Center School, Ruggles Lane School and the middle high school, and due to increased enrollment is now leasing one additional classroom at the middle high school. Our partnership with CAPS is a wonderful asset to our district. Most importantly, locating CAPS classrooms in our district allows students who reside in our communities and who need the services of the CAPS program to attend school in one of our district schools. Secondly, the rent that CAPS pays helps defray some of our costs.

QRSD began to implement the first year of transition of our autism classrooms from New England Center for Children (NECC) partnership classrooms to QRSD autism classrooms. The QRSD autism program is called Soar. In the 2022-2023 school year our elementary autism classrooms located in Ruggles Lane School became Soar classrooms, and this year we transitioned our middle/high school classrooms from NECC to Soar. We value our long-standing partnership with the New England Center for Children, and we will continue to

collaborate with NECC to support our students and staff in the future. Overall, our transition has gone quite smoothly and we have seen wonderful student progress. Many more students are now able to participate in additional small group learning structures.

Our Innovation Pathway programs continue to thrive and we have experienced increased participation from our students. New courses that were added to the programming included Business and Personal Finance, Photography for Business, and Media for Business. Over 50 students participated in internships with local businesses and organizations. We value our partnerships with the local communities and strive to be able to contribute to a strong workforce.

Summer programming for students in the summer of 2024 included credit recovery options for middle high school students. This program is designed to help students who have fallen behind in credits during the previous school year to work at an accelerated pace with support and make-up classes that they failed and to keep on track to graduate.

Buildings and Grounds

Regular maintenance needs and implementation of energy efficiency strategies for our aging school buildings were ongoing during the 2023-2024 school year. Multiple flooring projects were completed over the summer. This included classroom carpeting, vinyl flooring, and gymnasium refinishing. We continue to take great pride in our building and grounds and were awarded a USDA grant to complete an air exchange project in the middle school. The work is slated for summer of '25.

Strategic Plan

We have been in the second year of our Strategic Plan and notable progress has been made.

- ALL students grades PK-12 have been engaged in social emotional learning curriculum and activities
- Data review cycles have been implemented in our middle school
- Increases in communication include: District Wide and School Based Newsletters, Features in the Barre Gazette, Academic showcases, and Open Houses Pk- Grade 12
- Curriculum adoption for literacy, math, and science

In summary

We have had a sense that Quabbin Pride has increased throughout this last year. Students began to participate in larger numbers in our offerings whether it was our music programs, athletics, International Baccalaureate programming, Innovation Pathways, AP offerings, PTO events, reading challenges, field trips and more. We believe that we are experiencing a bounce back after the pandemic and we could not be happier.

We appreciate the support from our local communities and continue to strive for strong partnership and we prepare our youth to achieve our QRSD Vision - *Students and graduates are lifelong learners who embody hard work, curiosity, excellence, diversity and inclusivity. They*

are productive local and global citizens whose respect, responsibility, resilience, and innovation will allow them to thrive in a rapidly changing world.

The Quabbin Regional School District remains committed to ensuring that our graduates leave us with the capacity to succeed throughout their lives and careers as capable, continuous learners who, as engaged citizens, will strive to improve their world. The support that our District receives from the citizens of our member communities and from parents and guardians of our students is paramount to achievement of our mission and to the future of our children. We sincerely appreciate the efforts that our communities make to ensure that our students have educational opportunities that will set them on the path for lifelong success.

This is an exciting time for the Quabbin Regional School District and the students that we serve. We look forward to continued success and partnership.

Respectfully submitted,

Colleen M. Mucha, M.Ed
Superintendent of Schools
Quabbin Regional School District

COMMONWEALTH OF MASSACHUSETTS - TOWN OF HARDWICK
 PRESIDENTIAL PRIMARY ~ OFFICIAL RESULTS, MARCH 5, 2024

DEMOCRATIC PARTY - 250

<u>PRESIDENTIAL PREFERENCE</u>	TOTAL
DEAN PHILLIPS	22
JOSEPH R. BIDEN	195
MARIANNE WILLIAMSON	7
NO PREFERENCE	18
ALL OTHERS	7
BLANK	1
TOTAL	250

<u>STATE COMMITTEE MAN</u>	TOTAL
DYLAN S. CLARK	184
MICHAEL JOSEPH NICHOLSON	25
ALL OTHERS	0
BLANK	41
TOTAL	250

<u>STATE COMMITTEE WOMAN</u>	TOTAL
SHEILA H. DIBB	199
ALL OTHERS	0
BLANK	51
TOTAL	250

<u>TOWN COMMITTEE - VOTE FOR 15</u>	TOTAL
ALL OTHERS	12
BLANK	3738
TOTAL	3750

A true copy. Attest.
 Ryan J. Witkos, CMMC
 Hardwick Town Clerk

COMMONWEALTH OF MASSACHUSETTS - TOWN OF HARDWICK
 PRESIDENTIAL PRIMARY ~ OFFICIAL RESULTS, MARCH 5, 2024

LIBERTARIAN PARTY - 5

<u>PRESIDENTIAL PREFERENCE</u>	TOTAL
JACOB GEORGE HORNBERGER	0
MICHAEL D. RECTENWALD	0
CHASE RUSSELL OLIVER	1
MICHAEL TER MAAT	0
LARS DAMIAN MAPSTEAD	1
NO PREFERENCE	3
ALL OTHERS	0
BLANK	0
TOTAL	5

<u>STATE COMMITTEE MAN</u>	TOTAL
ALL OTHERS	1
BLANK	4
TOTAL	5

<u>STATE COMMITTEE WOMAN</u>	TOTAL
ALL OTHERS	1
BLANK	4
TOTAL	5

<u>TOWN COMMITTEE - VOTE FOR 10</u>	TOTAL
ALL OTHERS	0
BLANK	50
TOTAL	50

A true copy. Attest.
 Ryan J. Witkos, CMMC
 Hardwick Town Clerk

COMMONWEALTH OF MASSACHUSETTS - TOWN OF HARDWICK
 PRESIDENTIAL PRIMARY ~ OFFICIAL RESULTS, MARCH 5, 2024

REPUBLICAN PARTY - 365

<u>PRESIDENTIAL PREFERENCE</u>	TOTAL
CHRIS CHRISTIE	4
RYAN BINKLEY	1
VIVEK RAMASWAMY	1
ASA HUTCHINSON	0
DONALD J. TRUMP	259
RON DeSANTIS	3
NIKKI HALEY	90
NO PREFERENCE	5
ALL OTHERS	2
BLANK	0
TOTAL	365

<u>STATE COMMITTEE MAN</u>	TOTAL
JESSE MICHAEL BARNABY	70
MICHAEL PAUL FOUNTAIN	213
ALL OTHERS	0
BLANK	82
TOTAL	365

<u>STATE COMMITTEE WOMAN</u>	TOTAL
REBECCA E. CONNORS	102
STEPHANIE R. MULROY	176
ALL OTHERS	1
BLANK	86
TOTAL	365

<u>TOWN COMMITTEE - VOTE FOR 35</u>	TOTAL
ALL OTHERS	0
BLANK	12775
TOTAL	12775

A true copy. Attest.
 Ryan J. Witkos, CMMC
 Hardwick Town Clerk

COMMONWEALTH OF MASSACHUSETTS
TOWN OF HARDWICK
WARRANT FOR SPECIAL TOWN MEETING
March 21, 2024
MYRON E. RICHARDSON MUNICIPAL BUILDING

Ryan J. Witkos, Moderator called the Special Town Meeting of March 21, 2024 to order at 6:00 p.m. at 307 Main Street, in the village of Gilbertville.

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Hardwick qualified to vote in Town affairs, to meet at Myron E Richardson Building, 307 Main Street Gilbertville, on Thursday, March 21, 2024 at 6:00 PM then and there to act on the following articles:

The Moderator read the call of the warrant and announced it had been duly posted and returned. Pledge of Allegiance was recited by the Meeting.

Article 1 To see if the Town will vote to: (a) authorize the Board of Selectmen to acquire, by purchase, gift and/or eminent domain and on such terms as the Board of Selectmen deems appropriate, the fee to and/or permanent and temporary easements in, on, under and over certain parcels of land for the Creamery Road bridge project over Ware Brook, as approximately shown on plans entitled "Massachusetts Department of Transportation Highway Division Plan and Profile of Creamery Road/Unitas Road (Bridge No. H-08-003=N-07-002) in the Towns of Hardwick/New Braintree Worcester County," dated December 1, 2021, prepared by BL Companies, on file with the Town Clerk, as said plans may be amended from time to time and/or incorporated into an easement plan, and land within 200 feet of said parcels, including without limitation, for the construction, installation, inspection, maintenance, improvement, repair, replacement and/or relocation of a bridge, rights of way, sidewalks, drainage, utilities, driveways, retaining walls, guardrails, slopes, grading, rounding, construction, landscaping, wetlands replication, and other structures and/or appurtenances, to enable the Town to undertake the Creamery Road over Ware Brook project, and for any and all purposes and uses incidental or related thereto; (b) raise and appropriate, transfer from available funds, and/or borrow a sum of money to fund the foregoing project and any and all costs incidental or related thereto, including, without limitation, the cost of any land/easement acquisitions, appraisals, and surveys; and (c) authorize the Board of Selectmen to enter into all agreements and take any and all actions as may be necessary or appropriate to effectuate the foregoing purposes; or take any other action relative thereto.

Motion made, seconded, and voted unanimously for the Town to adopt the article as printed in the Warrant. FCA

Article 2. To see if the Town will vote to accept as a public way a portion of the roadway known as Creamery Road as heretofore laid out by the Board of Selectmen and shown on a plan of land entitled "Plan of Creamery Road Layout and Easements Creamery road Over Ware River," dated October 19, 2023, prepared by Greenman-Pedersen, Inc., and on file with the Town Clerk, and authorize the Board of Selectmen to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in a portion of Creamery Road for all purposes for which public ways are used in the Town of Hardwick and any drainage, access, utility and/or other easements related thereto; or take any other action relative thereto.

COMMONWEALTH OF MASSACHUSETTS
TOWN OF HARDWICK
WARRANT FOR SPECIAL TOWN MEETING
March 21, 2024
MYRON E. RICHARDSON MUNICIPAL BUILDING

Motion made, seconded, and voted unanimously for the Town to adopt the article as printed in the Warrant. FCA

Article 3. To see if the Town will vote to transfer from available funds in the treasury, the sum of \$43,552.00, which is 65% of the total amount of \$67,002.00, (the other 35% has been acquired through the Community Facilities Program through USDA), for a police vehicle; or take any other action relative thereto.

Motion made, seconded, and voted unanimously for the Town to transfer from Free Cash, the sum of \$43,552.00 for the intentions of the article. FCA

And you are directed to serve this warrant by posting attested copies thereof in each of the Post Offices in said Hardwick, seven days at least before the time of said meeting. Hereof and fail not and make do return of this warrant with your doings thereon to the Town Clerk on or before the time of said meeting.

Given under our hands this 26th day of February, 2024.

Eric W. Vollheim
Kelly Kemp

**BOARD OF SELECTMEN
TOWN OF HARDWICK**

Motion made, seconded, and voted unanimously to dissolve the Meeting at 6:03 p.m.

This is a true copy attest:

Ryan J. Witkos, Constable. Date: 29 February 2024

This day I have posted attested copies as directed. Ryan J. Witkos, Constable. Date: 29 February 2024

15 Voters in attendance.

No quorum required by town by-law.

Respectfully submitted,



Ryan J. Witkos, CMMC
HARDWICK TOWN CLERK

COMMONWEALTH OF MASSACHUSETTS - TOWN OF HARDWICK ANNUAL ELECTION
 May 4, 2024 - OFFICIAL RESULTS - Ryan J. Witkos, CMMC - Hardwick Town Clerk

SELECTMAN - 3 YEARS		TOTAL
WILLIAM F. TINKER	Elected	121
BLANKS		7
TOTAL		128

BOARD OF ASSESSORS - 3 YEARS		TOTAL
KATHRYN W. HOSLEY	Re-Elected	117
BLANKS		11
TOTAL		128

K-12 QUABBIN REG. SCHOOL CMTE. - 3 YEARS		TOTAL
ANNE VAN ARSDELL	Declined - Failure to Elect	2
COLIN BROWN		1
FRANK HANSON		1
RODNEY WITKOS		1
BLANKS		123
TOTAL		128

BOARD OF HEALTH MEMBER - 3 YEARS		TOTAL
JOHN S. MOTT	Elected	124
BLANKS		4
TOTAL		128

PAIGE MEMORIAL LIBRARY TRUSTEE - 3 YEARS		TOTAL
VOTE FOR TWO		
CHRISTOPHER M. BUELOW	Re-Elected	112
JENNIFER E. GARVEY	Re-Elected	104
BLANKS		40
TOTAL	128 * 2	256

PAIGE MEMORIAL LIBRARY TRUSTEE - 1 YEAR		TOTAL
STACEY A. HILL	Elected	113
BLANKS		15
TOTAL		128

PAIGE AGRICULTURAL FUND TRUSTEE. - 5 YEARS		TOTAL
HALLEY E. TERRY STILLMAN	Re-Elected	120
BLANKS		8
TOTAL		128

PLANNING BOARD MEMBER - 3 YEARS		TOTAL
VOTE FOR TWO		
WILLIAM R. COLE	Re-Elected	119
ERIK L. FLEMING	Re-Elected	101
NELSON MALIN		1
LUCAS WRIGHT		1
BLANKS		34
TOTAL	128 * 2	256

128 out of 2,074 registered voters - 6.17% turnout

COMMONWEALTH OF MASSACHUSETTS
TOWN OF HARDWICK
WARRANT FOR ANNUAL TOWN MEETING
JUNE 8, 2024

Ryan J. Witkos, Moderator called to order at 9:00 a.m., the 286th Annual Town Meeting on June 8, 2024 at the Hardwick Elementary School, 76 School House Dr.

The Moderator declared a ten-minute recess to accommodate the admittance of voters. The Moderator reconvened the meeting at 9:10 a.m. and read the call of the warrant and announced it had been duly posted and returned. The Pledge of Allegiance was then recited by the Meeting. The Moderator asked for a moment of silence in memory of long time Hardwick official, Lillian "Pinky" Holden.

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Hardwick qualified to vote in Town affairs, to meet at the Hardwick Elementary School, 76 School House Drive, on Saturday, June 8, 2024, at 9:00 a.m., then and there to act on the following articles:

Voted unanimously to dispense with the reading of the articles.

Article 1. To see if the Town will vote to transfer a sum of money from available funds in the treasury to meet overdrawn and unprovided for accounts in the prior Fiscal Years, pursuant to the requirements of Massachusetts General Laws Chapter 44, section 64; or take any other action relative thereto.

Voted unanimously for the Town to transfer from Free Cash, the sum of \$12,157.50 to the following accounts: Legal:001-151-53000-0000, \$1,732.50; Monitoring: 001-510-5500-0000, \$10,250.00; Municipal Building Expense: \$175.00. FCA

Article 2. To see if the Town will vote to transfer a sum of money from available funds in the treasury to meet overdrawn and unprovided for accounts in the current Fiscal Year, pursuant to the requirements of Massachusetts General Laws Chapter 44, section 64; or take any other action relative thereto.

Voted unanimously for the Town to transfer from Free Cash, the sum of \$21,102.50 to Snow and Ice. FCA

Article 3. To see if the Town will vote to accept the reports of all officers and committees as printed in the 2023 Annual Report; or take any other action relative thereto.

The Moderator recognized Lisa Condit of the Master Plan Steering Committee who gave a verbal report on behalf of the Committee. Voted unanimously for the Town to accept the 2023 Annual Report.

Article 4. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Select Board to borrow from time to time in anticipation of revenue of the fiscal year beginning July 1, 2024 in accordance with the provisions of the General Laws, Chapter 44, Section 4, and to issue a note or notes, payable within one year, and to renew any note or notes therefore, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with the General Laws, Chapter 44, Section 17, or take any other action relative thereto.

Voted unanimously for the Town to authorize the Treasurer, with approval of the Board of Selectmen, to borrow money from time-to-time in anticipation of revenue for the fiscal year beginning July 1, 2024. FCA

Article 5. To see if the Town will vote to allow the Board of Assessors to appoint one of its members to a full-time position under its supervision as allowed by MGL Chapter 268A; section 21A; or take any other action relative thereto.

Voted unanimously for the Town to allow the Board of Assessors to appoint one of its members to a full-time position under their supervision as allowed by MGL Chapter 268A, Section 21A. FCA

Article 6. To see if the Town will vote to amend the action taken at the Special Town Meeting of April 26, 2018 under Article #3 of the General By-laws under "ARTICLE #V - Board of Selectmen – Section 6 – DEPARTMENTAL REVOLVING FUND BY-LAW" by adding under Section 5 the "REVOLVING FUND TABLE?" as follows:

REVOLVING FUND	DEPARTMENT, BOARD, COMMITTEE, AGENCY, OR OFFICER AUTHORIZED TO SPEND FROM FUND	FEES, CHARGES OR OTHER RECEIPTS CREDITED TO FUND	PROGRAM OR ACTIVITY EXPENSES PAYABLE FROM FUND	RESTRICTIONS OR CONDITIONS ON EXPENSES PAYABLE FROM FUND	OTHER REQUIREMENTS OR REPORTS	FISCAL YEARS
ELECTRICAL INSPECTOR	INSPECTOR, ASST. INSPECTOR	PERMIT FEES & INSPECTIONS OF ELECTRICAL INSPECTOR	WAGES	NOT TO EXCEED \$5,000.	80% OF FEE PAID TO THE INSPECTOR, 20% RETAINED BY THE TOWN	FY/2025 & SUBSEQUENT YEARS
ELECTRICAL INSPECTOR	INSPECTOR, ASST. INSPECTOR	PERMIT FEES & INSPECTIONS OF COMMERCIAL SOLAR PROJECTS	WAGES	50/50	50% OF FEE PAID TO THE INSPECTOR, 50% RETAINED BY THE TOWN	FY/2025 & SUBSEQUENT YEARS
RECYCLING COMMISSION	RECYCLING COMMISSION	FEES COLLECTED FOR HHW ITEMS, BULK WASTE	DISPOSAL OF HHW ITEMS, BULK WASTE	NOT TO EXCEED \$6,500.	NONE	FY/2025 & SUBSEQUENT YEARS
PLUMBING INSPECTOR	INSPECTOR, ASST. INSPECTOR	PERMIT FEES & INSPECTIONS OF PLUMBING INSPECTOR	WAGES	NOT TO EXCEED \$3,000.	NONE	FY/2025 & SUBSEQUENT YEARS
GAS INSPECTOR	INSPECTOR, ASST. INSPECTOR	PERMIT FEES & INSPECTIONS OF GAS INSPECTOR	WAGES	NOT TO EXCEED \$750.	NONE	FY/2025 & SUBSEQUENT YEARS
YOUTH COMMISSION	YOUTH COMMISSION	USER FEES & CHARGES COLLECTED BY THE YOUTH COMMISSION RELATING TO THE CONDUCT OF ITS PROGRAMS	TO MEET EXPENSES OF THE YOUTH COMMISSION	NOT TO EXCEED \$500.	NONE	FY/2025 & SUBSEQUENT YEARS
AGRICULTURAL COMMISSION	AGRICULTURAL COMMISSION	USER FEES & CHARGES COLLECTED BY THE AGRICULTURAL COMMISSION RELATING TO THE CONDUCT OF ITS PROGRAMS	TO MEET EXPENSES OF THE AGRICULTURAL COMMISSION	NOT TO EXCEED \$1,000.	NONE	FY/2025 & SUBSEQUENT YEARS
PARKS & RECREATION COMMISSION	PARKS & RECREATION COMMISSION	USER FEES & CHARGES COLLECTED BY PARKS & RECREATION COMMISSION RELATING TO THE CONDUCT OF ITS PROGRAMS	TO MEET EXPENSES OF PARKS & RECREATION COMMISSION	NOT TO EXCEED \$500.	NONE	FY/2025 & SUBSEQUENT YEARS
CEMETERY COMMISSION	CEMETERY COMMISSION	FEES & CHARGES COLLECTED BY THE CEMETERY COMMISSION	TO MEET EXPENSES OF THE CEMETERY COMMISSION	NOT TO EXCEED \$5,000.00	NONE	FY/2025 & SUBSEQUENT YEARS
TOWN HOUSE COMMITTEE	TOWN HOUSE COMMITTEE	RENTAL FEES & CHARGES COLLECTED BY THE TOWN HOUSE COMMITTEE	TO MEET ANNUAL EXPENSES OF THE TOWN HOUSE	NOT TO EXCEED \$500.	NONE	FY/2025 & SUBSEQUENT YEARS
PLANNING BOARD	PLANNING BOARD	SPECIAL PERMIT APPLICATIONS/SITE PLAN REVIEW	TO MEET THE PLANNING BOARD EXPENSES AND PAYROLL RELATED TO PROCESSING APPLICATIONS	NOT TO EXCEED \$3000.	NONE	FY/2025 & SUBSEQUENT YEARS
BOARD OF HEALTH	BOARD OF HEALTH	PERMIT FEES AND INSPECTIONS	EXPENSES AND PAYROLL RELATED TO PROCESSING APPLICATIONS AND PERMITS	NOT TO EXCEED \$20,000.	NONE	FY/2025 & SUBSEQUENT YEARS

or take any other action relative thereto.

Voted unanimously for the Town to adopt the Article as printed in the warrant. FCA

Article 7. To see if the Town will vote to transfer a sum of money from the Sale of Lots Fund Account to the Cemetery Commission Expense Account for the care, improvement and embellishment or enlargement of Town cemeteries; or take any other action relative thereto.

Voted unanimously for the Town to transfer the sum of \$775.00 from the Sale of Lots Fund Account #216-491-4320-0000 to the Cemetery Commission Expense Account #001-491-5700-0000 for the care, improvement and embellishment or enlargement of Town cemeteries. FCA

Article 8. To see if the Town will vote to transfer a sum of money from the Sale of Lots Fund Account to the Perpetual Care Account; or take any other action relative thereto.

Voted unanimously for the Town to transfer \$775.00 from the Sale of Lots Fund Account #216-491-4320-0000 to the Perpetual Care Account #554-950-4820-0000. FCA

Article 9. To see if the Town will vote to raise and appropriate, or otherwise fund a sum of money to be used in conjunction with, and in addition to, any funds allotted by the Commonwealth for the construction, and/or improvement of town roads, as requested by the Select Board, in their discretion, to be returned to the Treasury when reimbursed by the Commonwealth of Massachusetts; or take any other action relative thereto.

Voted unanimously for the Town to borrow the sum of \$353,856.34 to be used for the purposes contained in the Article. FCA

Article 10. To see if the Town will vote to raise and appropriate from sewer revenues, a sum of money to the Water Pollution Control Facilities Enterprise Fund for the operation of the Gilbertville and Wheelwright Water Pollution Control Facilities and all supporting apparatus; or take any other action relative thereto.

Voted unanimously for the Town to appropriate the sum of \$839,037.44 from Sewer Revenues to the Water Pollution Control Facilities Enterprise Fund for the operation of the Gilbertville and Wheelwright Water Pollution Control Facilities as printed in the handout titled Fiscal Year 2025 Sewer Budget. FCA

**ANNUAL TOWN MEETING
FY2025 WPCF BUDGET**

	Final for ATM			Note
	Approved	Recommended	Vote	
	FY24	FY25	FY25	
<u>Total Salaries:</u>	<u>Direct Costs</u>	<u>Direct Costs</u>	<u>Direct Costs</u>	
	\$ 220,145.00	\$ 299,704.00		
600.000.5110.0000 Superintendent, per contract	\$ 86,720.00	\$ 98,500.00	\$ 98,500.00	New contract 5/20/24
600.000.5110.0002 Superintendent OT (Wkend+Ho)	\$ 9,785.00			New contract 5/20/24
600.000.5110.0003 Asst.Chief Op. Grade 5	\$ -	\$ 70,000.00	\$ 70,000.00	Approved by Personnel 6-5-24
600.000.5110.0002 Asst.Chief OT (Wkend+Hol)	\$ -	\$ 7,330.00	\$ 7,330.00	Approved by Personnel 6-5-25
600.000.5110.0003 Operator 1 Grade 4	\$ 50,070.00	\$ 51,072.00	\$ 51,072.00	2% increase
600.000.5110.0002 Operator OT (Wkend+Hol)	\$ 11,500.00	\$ 11,730.00	\$ 11,730.00	New contract 5/20/24
600.000.5110.0006 Operator 2 Grade 4	\$ 50,070.00	\$ 51,072.00	\$ 51,072.00	2% increase
600.000.5110.0004 Substitute Operator	\$ -	\$ -	\$ -	
600.000.5110.0005 Emergency OT	\$ 12,000.00	\$ 10,000.00	\$ 10,000.00	
Subtotal:	\$ 220,145.00	\$ 299,704.00	\$ 299,704.00	
Operation and Maintenance				
600.000.5700.0001 Gilbertville Expense Total	\$ 162,910.00	\$ 151,050.00	\$ 151,050.00	
G'ville WPCF Electrical	\$ 30,000.00	\$ 33,000.00	\$ 33,000.00	Increase during upgrades
GIIPS Electrical	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00	
EHPS Electrical	\$ 3,650.00	\$ 2,600.00	\$ 2,600.00	Assumed drop with new station online
HPS Electrical	\$ -	\$ 2,600.00	\$ 2,600.00	New station online
PAC	\$ 6,000.00	\$ 5,600.00	\$ 5,600.00	Efforts to reduce chemical use are paying off
Bioxide	\$ 7,000.00	\$ 6,000.00	\$ 6,000.00	Efforts to reduce chemical use are paying off
Sodium Hypochlorite	\$ 2,660.00	\$ 2,250.00	\$ 2,250.00	Efforts to reduce chemical use are paying off
O&M, Fuel, Lab	\$ 105,000.00	\$ 90,000.00	\$ 90,000.00	Trending lower, more work done in-house
Clothing Allowance	\$ 1,100.00	\$ 1,500.00	\$ 1,500.00	New contract 5/20/24
600.000.5700.0000 Wheelwright Expense Total	\$ 117,750.00	\$ 113,340.00	\$ 113,340.00	
Wheelwright WPCF Electrical	\$ 40,000.00	\$ 44,000.00	\$ 44,000.00	Increase during upgrades
Wheelwright PS Electrical	\$ 2,200.00	\$ 2,400.00	\$ 2,400.00	Trending higher
PAC	\$ 3,500.00	\$ 3,200.00	\$ 3,200.00	Efforts to reduce chemical use are paying off
Sodium Hypochlorite	\$ 1,550.00	\$ 1,240.00	\$ 1,240.00	Efforts to reduce chemical use are paying off
O&M, Fuel, Lab	\$ 70,000.00	\$ 62,000.00	\$ 62,000.00	Trending lower, more work done in-house
Clothing Allowance	\$ 500.00	\$ 500.00	\$ 500.00	
600.000.5700.0003 Truck Expense (4 year lease)	\$ 9,198.17	\$ 9,198.17	\$ 9,198.17	Actual lease amount
USDA Requirement	\$ 65,000.00	\$ -	\$ -	Moved to Retired Earnings
600.750.5925.0000 Sewer Debt principle	\$ 52,499.79	\$ 61,270.35	\$ 61,270.35	Treasurer confirmed
600.710.5910.0000 Interest on Sewer Debt	\$ 156,148.99	\$ 61,830.54	\$ 61,830.54	Treasurer confirmed- Approx \$84K removed due to payoff from USDA
600.000.5705.0000 Contract Operation Services	\$ 5,000.00	\$ -	\$ -	Haven't been needed in over 7 years
600.000.5780.0000 Reserve for Abatements	\$ 15,000.00	\$ 10,000.00	\$ 10,000.00	
Subtotal:	\$ 803,651.95	\$ 706,393.06	\$ 706,393.06	
Indirect Costs				
Retirement Assessment	\$ 49,601.70	\$ 53,647.38	\$ 53,647.38	Treasurer confirmed
Health Insurance	\$ 58,845.47	\$ 61,879.00	\$ 61,879.00	Treasurer confirmed
Sewer - General Insurance & Workers Comp Ins.	\$ 6,969.69	\$ 7,000.00	\$ 7,000.00	Treasurer confirmed
Life Insurance, Superintendent per contract	\$ 2,750.00	\$ 2,658.00	\$ 2,658.00	Treasurer confirmed
Medicare	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	Treasurer confirmed
Town Admin	\$ 1,260.00	\$ 1,260.00	\$ 1,260.00	Treasurer confirmed
Workman Comp	\$ 600.00	\$ 600.00	\$ 600.00	Treasurer confirmed
Unemployment	\$ -	\$ 600.00	\$ 600.00	Treasurer confirmed
Indirect Costs (Retirement & Health Insurance)	\$ 125,026.86	\$ 132,644.38	\$ 132,644.38	
Total Budget	\$ 928,678.81	\$ 839,037.44	\$ 839,037.44	
	725 EDU's 2025			EHS CY23=110
\$ 1,157.29	Per EDU 2025			

Article 11. To see if the Town will vote to raise and appropriate, transfer from available funds in the treasury, borrow or any combination thereof a sum of money to pay the necessary Town charges for the Fiscal Year 2025 beginning July 1, 2024, and ending June 30, 2025; or take any other action relative thereto.

Voted unanimously for the Town to raise and appropriate the sum of \$6,557,706.30 to pay the necessary Town charges in the Fiscal Year 2025, beginning July 1, 2024 as set out more fully in the budget work sheet which has been distributed. FCA

Town of Hardwick Budget Line Items - June 8, 2024 ATM

BOARD OF APPEALS CLERK SALARY							
TOWN BUILDING (TOWN HOUSE) EXPENSE							
MUNICIPAL BUILDINGS. EXPENSE	\$ 7,500.00	\$ 7,500.00	\$ 12,000.00	\$ 12,000.00			
MUNICIPAL BUILDING FUEL EXPENSE	\$ 34,000.00	\$ 34,000.00	\$ 30,000.00	\$ 30,000.00			
MUNICIPAL BUILDING FUEL EXPENSE	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00			
GEO. GILBERT BUILDING REPAIRS	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00			
MUNICIPAL BUILDINGS REPAIRS	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00			
TOWN REPORT EXPENSE	\$ 465.00	\$ 450.00	\$ 2,000.00	\$ 1,500.00			
TOTAL GENERAL GOVT	\$ 700,574.70	\$ 731,614.65	\$ 764,480.61	\$ 712,910.28			
POLICE CHIEF SALARY (Contracted)	\$ 97,270.45	\$ 100,115.86	\$ 103,218.18	\$ 103,218.18			
POLICE LT. SALARY (Contracted)	\$ 82,974.92	\$ 87,184.41	\$ 88,928.09	\$ 88,928.09			
CLERK SALARY	\$ 10,930.44	\$ 20,259.20	\$ 20,664.38	\$ 20,664.38			
POLICE PATROLMAN SALARY #1	\$ 74,963.20	\$ 76,437.06	\$ 78,916.40	\$ 78,916.40			
POLICE PATROLMAN SALARY #2	\$ 63,585.60	\$ 66,310.40	\$ 79,686.00	\$ 79,686.00			
POLICE PATROLMAN SALARY #3	\$ 55,244.00	\$ 55,224.00	\$ 60,778.80	\$ 60,778.00			
NEW FULL-TIME OFFICER - OFFICER UNKNOWN (NBI)							
POLICE RESERVE OFFICERS SALARY	\$ 15,000.00	\$ 15,000.00	\$ 9,000.00	\$ 9,000.00			
POLICE OVERTIME	\$ 45,000.00	\$ 45,000.00	\$ 50,000.00	\$ 50,000.00			
POLICE TRAINING EXPENSE	\$ 22,000.00	\$ 22,000.00	\$ 25,000.00	\$ 25,000.00			
POLICE CRUISER REPAIRS/MAINTENANCE/ EXP	\$ 16,176.50	\$ 16,176.50	\$ 16,177.00	\$ 16,177.00			
POLICE 2022 VEHICLE - 3 YEAR LEASE	\$ 18,628.58						
POLICE 2017 F350 SUPERCAB LEASE PAYMENT							
POLICE 2017 FORD INTERCEPTOR LEASE PAYMENT							
POLICE 2017 FORD INTERCEPTOR LEASE PAYMENT							
CRUISER ACCOUNT (NEW) 4 year lease	\$ 17,043.26						
Shift Differential	\$ 6,320.00	\$ 6,450.00	\$ 6,450.00	\$ 6,450.00			
Officer Buy Out (sick/vacation)							
Fitness spend		\$ 2,250.00					
HARDWICK POLICE CRUISER(S) FUEL	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00			
BUILDING EXPENSE (402 LOWER ROAD)	\$ 9,650.00	\$ 9,650.00	\$ 9,650.00	\$ 9,650.00			
POLICE EXPENSE	\$ 25,500.00	\$ 25,500.00	\$ 26,500.00	\$ 26,500.00			
POLICE UNIFORMS	\$ 12,100.00	\$ 12,100.00	\$ 12,100.00	\$ 12,100.00			
HARDWICK FAIR DETAIL	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00			
POLICE PROTECTIVE VESTS	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00			
SUB TOTAL HARDWICK POLICE	\$ 603,386.95	\$ 590,657.43	\$ 618,068.85	\$ 618,068.05			
NEW BRAINTREE POLICE AGREEMENT							
CHIEF SALARY	\$ 16,713.81	\$ 17,215.22	\$ 17,731.70	\$ 17,731.70			
LT. SALARY	\$ 7,950.57	\$ 8,189.09	\$ 8,434.67	\$ 8,434.67			
FULL TIME OFFICER ACCOUNT	\$ 129,104.62	\$ 121,374.40	\$ 128,442.40	\$ 128,442.40			
	\$ 1,500.00	\$ 1,500.00					
HEALTH INSURANCE	\$ 31,500.72	\$ 14,620.00	\$ 10,914.03	\$ 10,914.03			
PART TIME RESERVE OFFICER ACCOUNT	\$ 10,000.00	\$ 10,000.00	\$ 6,000.00	\$ 6,000.00			
OT/Training/Shift Differential		\$ 17,800.00	\$ 22,800.00	\$ 22,800.00			

Town of Hardwick Budget Line Items - June 8, 2024 ATM

EXPENSE ACCOUNT	\$	20,999.87	\$	24,980.20	\$	24,980.00	\$	24,980.00
SDB TOTAL NEW BRAIN TREE POLICE	\$	217,769.59	\$	215,678.91	\$	219,303.00	\$	219,303.00
TOTAL POLICE	\$	821,156.54	\$	806,336.34	\$	837,371.85	\$	837,371.05
FIRE CHIEF SALARY (CONTRACTED)	\$	30,709.51	\$	31,323.70	\$	21,000.00	\$	21,000.00
FIRE CLERK SALARY	\$	-	\$	-	\$	1,000.00	\$	1,000.00
FIREFIGHTERS LABOR	\$	24,163.80	\$	24,164.00	\$	30,000.00	\$	30,000.00
DEPUTY FIRE CHIEF	\$	1,200.00	\$	1,224.00	\$	1,500.00	\$	1,500.00
FIRE TRAINING EXPENSE	\$	4,000.00	\$	4,000.00	\$	5,000.00	\$	5,000.00
FIREMEN TRAINING SALARY	\$	16,000.00	\$	16,000.00	\$	16,000.00	\$	16,000.00
FIRE DEPT. EXPENSE	\$	31,000.00	\$	31,000.00	\$	40,000.00	\$	31,000.00
EQUIPMENT MAINTENANCE	\$	20,000.00	\$	20,000.00	\$	25,000.00	\$	25,000.00
TOTAL FIRE	\$	127,073.31	\$	127,711.70	\$	139,500.00	\$	130,500.00
ASSESSMENT	\$	19,791.61	\$	26,000.00	\$	30,000.00	\$	33,000.00
BUILDING INSP/SALARY								
BUILDING COMMISSIONER SALARY								
BUILDING INSP EXPENSE	\$	1,400.00	\$	1,400.00	\$	1,400.00	\$	1,400.00
ELECTRICAL INSPECTOR EXPENSE	\$	277.00	\$	280.00	\$	280.00	\$	280.00
EMERGENCY MANAGEMENT DIRECTOR SALARY	\$	2,101.20	\$	2,200.00	\$	2,200.00	\$	2,200.00
EMERGENCY MANAGEMENT EXPENSE	\$	3,500.00	\$	3,500.00	\$	3,500.00	\$	3,500.00
TOTAL PROTECTION	\$	27,069.81	\$	33,380.00	\$	37,380.00	\$	40,380.00
K-12 ASSESSMENT	\$	2,774,275.33	\$	2,850,030.00	\$	2,964,063.00	\$	2,964,063.00
PATHFINDER ASSESSMENT	\$	212,061.00	\$	228,410.00	\$	278,172.00	\$	278,172.00
SMITH VOCATIONAL	\$	-	\$	-	\$	-	\$	-
SMITH VOCATIONAL TRANSPORTATION	\$	-	\$	-	\$	-	\$	-
ATRIUM /GREEN REPAIR PROJECT AND CHILLER	\$	21,106.00	\$	18,796.00	\$	32,123.00	\$	32,123.00
TANTASQUA REGIONAL TECHNICAL ASSESSMENT	\$	-	\$	-	\$	-	\$	-
TOTAL SCHOOLS	\$	3,007,442.33	\$	3,097,236.00	\$	3,274,358.00	\$	3,274,358.00
HIGHWAY SURVEYOR (Contracted)	\$	94,500.00	\$	96,350.00	\$	98,237.00	\$	98,237.00
LONGEVITY			\$	250.00	\$	250.00	\$	250.00
ASSISTANT SUPERINTENDANT			\$	50,265.60	\$	51,267.70	\$	51,268.00
FOREMAN	\$	41,800.00	\$	42,630.00	\$	43,492.90	\$	43,493.00
TR. DRIVER/LABORER 1	\$	41,800.00	\$	42,630.00	\$	43,492.90	\$	43,493.00
TR.DRIVER/LABORER 2	\$	8,549.78	\$	8,720.78	\$	8,895.19	\$	8,866.00
CLERK	\$	37,620.00	\$	37,620.00	\$	38,372.40	\$	-
MOWING & LABORER Full-Time	\$	14,420.00	\$	14,420.00	\$	14,708.40	\$	14,708.00
HIGHWAY OVERTIME	\$	29,400.00	\$	29,400.00	\$	32,340.00	\$	32,340.00
HIGHWAY GENERAL EXPENSE	\$	26,250.00	\$	26,250.00	\$	28,875.00	\$	28,875.00
TOWN ROADS EXPENSE	\$	-	\$	-	\$	-	\$	-
SNOW & ICE SALARY	\$	12,000.00	\$	12,000.00	\$	12,000.00	\$	12,000.00
SNOW & ICE EXPENSE	\$	75,000.00	\$	75,000.00	\$	75,000.00	\$	75,000.00
HIGHWAY FUEL	\$	40,000.00	\$	40,000.00	\$	40,000.00	\$	40,000.00
STREET LIGHTING	\$	25,000.00	\$	25,000.00	\$	25,000.00	\$	26,400.00

Town of Hardwick Budget Line Items - June 8, 2024 ATM

TREE MAINTENANCE	\$ 7,500.00	\$ 7,500.00	\$ 8,250.00	\$ 8,250.00
HIGHWAY ROAD MACH MAINT	\$ 42,000.00	\$ 42,000.00	\$ 44,520.00	\$ 44,520.00
TRUCK & EQUIPMENT REPLACEMENT	\$ 9,300.00			
TOTAL HIGHWAY	\$ 505,139.78	\$ 549,798.38	\$ 564,701.49	\$ 587,390.00
CEMETERY CONTRACT SERVICE	\$ 24,900.00	\$ 24,000.00	\$ 25,000.00	\$ 25,000.00
CEMETERY EXPENSE	\$ 663.00	\$ 665.00	\$ 665.00	\$ 665.00
TOTAL CEMETERY	\$ 25,563.00	\$ 24,665.00	\$ 25,665.00	\$ 25,665.00
BOARD OF HEALTH SALARY	\$ 2,171.09	\$ 2,214.51	\$ 2,215.00	\$ 2,215.00
BOARD OF HEALTH AGENT SALARY	\$ 7,000.00	\$ 7,000.00	\$ 15,000.00	\$ 7,000.00
BOARD OF HEALTH CLERK SALARY	\$ 7,243.92	\$ 7,388.80	\$ 14,000.00	\$ 7,388.00
BOARD OF HEALTH EXPENSE	\$ 3,700.00	\$ 3,700.00	\$ 4,500.00	\$ 3,700.00
MONITORING EXPENSE	\$ 13,100.00	\$ 13,100.00	\$ 13,100.00	\$ 15,000.00
ANIMAL INSPECTOR SALARY	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
ANIMAL CONTROL SALARY	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
ANIMAL INSPECTOR EXPENSE	\$ 350.00	\$ 350.00	\$ 700.00	\$ 700.00
ANIMAL CONTROL EXPENSE	\$ 2,323.75	\$ 2,324.00	\$ 2,324.00	\$ 2,324.00
TOTAL HEALTH & SANITATION	\$ 41,388.76	\$ 41,577.31	\$ 57,339.00	\$ 43,827.00
SR. CENTER INTERMUNICIPAL AGREEMENT	\$ 21,566.89	\$ 20,775.00	\$ 22,000.00	\$ 22,000.00
NUTRITION CONTRACT SERVICE	\$ 1,835.65	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
COUNCIL ON AGING OFFICE EXPENSE	\$ -			
COUNCIL ON AGING RECREATION	\$ -			
TOTAL COA	\$ 23,402.54	\$ 22,775.00	\$ 24,000.00	\$ 24,000.00
DIRECTOR/COORDINATOR SALARY	\$ 6,040.95	\$ 12,296.00	\$ 12,541.92	\$ 12,542.00
ASSISTANT COORDINATOR SALARY	\$ 6,040.95	\$ 6,161.77	\$ 6,285.00	\$ 6,162.00
NEW PARTTIME ASSISTANT				
YOUTH CENTER EXPENSE	\$ 1,750.00	\$ 1,750.00	\$ 1,750.00	\$ 1,750.00
TOTAL YOUTH	\$ 13,831.90	\$ 20,207.77	\$ 20,576.92	\$ 20,454.00
VETERAN AGENT SALARY	\$ 2,101.20	\$ 2,143.22	\$ 2,143.00	\$ 2,143.00
VETERAN AGENT EXPENSE	\$ 740.00	\$ 740.00	\$ 740.00	\$ 740.00
VETERANS BENEFITS	\$ 38,717.80	\$ 38,718.00	\$ 38,718.00	\$ 38,718.00
TOTAL VETERANS	\$ 41,559.00	\$ 41,601.22	\$ 41,601.00	\$ 41,601.00
PAIGE LIBRARY DIRECTOR SALARY	\$ 21,799.76	\$ 22,235.76	\$ 22,947.30	\$ 22,680.47
PAIGE LIBRARY ASSISTANT	\$ 15,868.80	\$ 16,186.18	\$ 16,704.13	\$ 16,509.90
PAIGE LIBRARY EXPENSE	\$ 26,348.00	\$ 26,348.00	\$ 30,000.00	\$ 30,000.00
GILBERTVILLE LIBRARY EXPENSE	\$ 26,036.00	\$ 26,036.00	\$ 26,687.00	\$ 26,687.00
TOTAL LIBRARIES	\$ 90,052.56	\$ 90,805.94	\$ 96,338.44	\$ 95,877.37
MEMORIAL DAY EXPENSE	\$ 900.00	\$ 900.00	\$ 900.00	\$ 900.00

Town of Hardwick Budget Line Items - June 8, 2024 ATM

MATURING DEBT	\$	9,000.00	\$	9,000.00	\$	9,000.00	\$	9,000.00
INTEREST	\$	15,700.78	\$	15,700.78	\$	8,078.00	\$	8,078.00
PRINCIPAL PAYDOWN ON B.A.N. debt exclusion	\$	25,894.00	\$	25,894.00	\$	32,220.00	\$	32,200.00
PRINCIPAL PAYDOWN ON B.A.N.PD land	\$	6,250.00	\$	6,250.00	\$	6,255.00	\$	6,255.00
PRINCIPAL PAYDOWN ON B.A.N. Town Hall	\$	1,590.00	\$	1,590.00	\$	1,590.00	\$	1,590.00
WORCESTER COUNTY RETIRE ASSESSMENT (TOWN)	\$	202,118.00	\$	230,784.00	\$	250,000.00	\$	250,000.00
UNEMPLOYMENT INSURANCE	\$	20,000.00	\$	20,000.00	\$	20,000.00	\$	20,000.00
HEALTH INS. TOWN SHARE	\$	220,372.00	\$	205,000.00	\$	213,000.00	\$	213,000.00
OPFB			\$	5,000.00	\$	5,000.00	\$	5,000.00
TOWN SHARE LIFE INSURANCE - TOWN SHARE	\$	7,910.00	\$	7,910.00	\$	7,910.00	\$	7,910.00
TOWN SHARE MEDICARE -	\$	12,000.00	\$	12,000.00	\$	12,000.00	\$	12,000.00
SEWER SHARE MEDICARE								
WORKMEN'S COMPENSATION INS.	\$	17,826.50	\$	17,672.16	\$	18,000.00	\$	18,000.00
GENERAL INSURANCE	\$	53,098.73	\$	54,426.20	\$	58,236.03	\$	60,000.00
POLICE & FIRE INSURANCE	\$	25,876.00	\$	28,463.60	\$	20,000.00	\$	20,000.00
TOTAL UNCLASSIFIED	\$	619,736.01	\$	641,790.74	\$	663,389.03	\$	665,133.00
RECYCLING COORDINATOR SALARY	\$	9,642.41	\$	9,835.26	\$	10,031.96	\$	10,032.00
LABORER 1								
LABORER 2	\$	5,206.95	\$	5,460.00	\$	5,569.20	\$	5,569.20
LABORER 3	\$	5,206.95	\$	5,460.00	\$	5,569.20	\$	5,569.20
LABORER 4	\$	5,206.95	\$	5,460.00	\$	5,569.20	\$	5,569.20
RECYCLING EXPENSES	\$	6,500.00	\$	6,500.00	\$	6,500.00	\$	6,500.00
TOTAL RECYCLING	\$	31,763.26	\$	32,715.26	\$	33,239.56	\$	33,239.60
WATER PAYROLL	\$	-						
WATER EXPENSE	\$	30,000.00	\$	25,000.00	\$	25,000.00	\$	25,000.00
TOTAL HCWD	\$	30,000.00	\$	25,000.00	\$	25,000.00	\$	25,000.00
GRAND TOTAL OF BUDGETS	\$	6,105,753.50	\$	6,287,215.30	\$	6,604,940.91	\$	6,557,706.30

Article 12. To see if the Town will vote to raise and appropriate, transfer from available funds in the treasury, borrow or any combination thereof, a sum of money for the Stabilization Fund; or take any other action relative thereto.

Voted unanimously for the Town to transfer \$50,000.00 from Free Cash to the Stabilization Fund. FCA

Article 13. To see if the Town will vote to raise and appropriate, transfer from available funds in the treasury, borrow or any combination thereof, a sum of money for the Capital Stabilization Fund; or take any other action relative thereto.

Voted unanimously for the Town to transfer \$25,000.00 from Free Cash to the Capital Stabilization Fund. FCA

Article 14. To see if the Town will vote to raise and appropriate or otherwise fund a sum of money for the Reserve Fund; or take any other action relative thereto.

Voted unanimously for the Town to transfer \$9,762.00 from Free Cash to the Reserve Fund. FCA

Article 15. To see if the Town will vote to raise and appropriate, transfer from available funds in the treasury, borrow or any combination thereof, the sum of \$8,000.00 to be used to supplement salaries for the Gilbertville Public Library for FY 2025.

Voted by the majority for the Town to not take any action on the Article.

Article 16. To see if the Town will amend the Town's General Bylaws under Article VII Capital Planning Committee, Section 1 by amending the following verbiage: "The Committee shall consist of seven members, which shall be comprised of one member of the Board of Selectmen, one member of the Finance Committee, one member of the School Committee, One member of the Board of Assessors, one at-large member representing the townspeople, the Town Treasurer (as a non-voting member), the Town Administrator (as a non-voting member), and the Town Accountant (as a non-voting member)." so that it will now read:

"The Committee shall consist of seven members, which shall be comprised of one member of the Select Board, one member of the Finance Committee, one member of the Planning Board, one member of the Board of Assessors, one at-large member representing the townspeople, the Town Treasurer (as a non-voting member), the Town Administrator (as a non-voting member). A quorum shall consist of a majority of the voting members."

Voted by a declared 2/3 majority* for the Town to adopt the amended language in the Article as written in the warrant. FCA

Article 17. To see if the Town will amend the Town's General bylaws under Article XVI, Section 10, by inserting at the end thereof, the following sentence: 'Alternatively, at the discretion of the Moderator, the meeting may use hand-held electronic devices, secret ballot, or other means, to make and tally votes', or take any other action relative thereto.

After reading the Article and no motion being made, the Moderator declared the Meeting would proceed to discussion of Article 18.

Article 18. To see if the Town will amend the Town's General bylaws under Article XX Town Clerk, Section 1 CONDUCT OF MEETINGS; MINUTES, by deleting Section 1 in its entirety and replacing with the following:

Section 1

In accordance with the Massachusetts General Laws (MGL) Open Meeting Law (MGL c.30A, § 18-25), all public bodies, boards, commissions, committees, and subcommittees of the town, including the Gilbertville Water District and the Wheelwright Water District, must conduct all meetings in compliance with these statutes.

Every public body must upload the approved minutes from each posted meeting to the Town's designated public meeting website. Additionally, a copy of these approved minutes, whether typewritten, computer-generated, or handwritten, must be sent to the Town Clerk. The minutes must include the date, time, and place of the meeting, a list of members present or absent, a summary of discussions on each subject, decisions made, and actions taken.

Executive session meeting minutes must be reviewed at reasonable intervals by the chair or their designee to determine if they should remain confidential or if the purpose of the executive session has been served. These minutes must be sent to the Town Clerk within 10 days of this determination. Executive session meeting minutes will be withheld from public disclosure as permitted by MGL c.4, § 7, clause 26(a).

And further by adding a new Section 4 under Article XX Town Clerk, - Failure to Comply with Training Requirement.

Additionally, all members of public bodies, boards, commissions, committees, and subcommittees must complete all required training by the Commonwealth. If, under Massachusetts General law, members of a board or commission are required to comply with the training requirements of the Commonwealth, the Town Clerk will notify the members of such requirements and shall report to the appointing authority the name of any member who fails to comply with such requirements.

Voted by a declared 2/3 majority* for the Town to adopt the language in the Article as written in the warrant. FCD

Article 17. Motion made and seconded to adopt Article 17 as written on the warrant. After discussion, a motion was made to table the Article which received a 2/3 vote* as declared by the Moderator. FCD

Voted unanimously to dissolve the Meeting at 10:09 a.m.

***(AS ALLOWED BY TOWN OF HARDWICK - ATM – 6/16/07 – A#27 & MGL, c. 39 § 15).**

And you are directed to serve this warrant by posting attested copies thereof in each of the Post Offices in said Hardwick, seven days at least before the time of said meeting. Hereof and fail not and make do return of this warrant with your doings thereon to the Town Clerk on or before the time of said meeting.

Given under our hands this 20th day of May, 2024.

Kelly Kemp, Chair
Eric Vollheim, Vice Chair
William Tinker, Clerk

SELECT BOARD OF HARDWICK

This is a true copy attest:

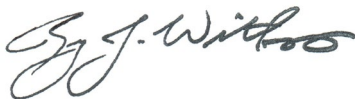
Ryan J. Witkos, Constable. Date: 21 May 2024

This day I have posted attested copies as directed. Ryan J. Witkos, Constable. Date: 21 May 2024

176 Voters in attendance.

No quorum required by town by-law.

Respectfully submitted,



Ryan J. Witkos, CMMC
HARDWICK TOWN CLERK

COMMONWEALTH OF MASSACHUSETTS
TOWN OF HARDWICK
WARRANT FOR SPECIAL TOWN MEETING
October 17, 2024
HARDWICK ELEMENTARY SCHOOL

Ryan J. Witkos, Moderator called the Special Town Meeting of October 17, 2024 to order at 6:00 p.m. at 76 School House Drive, in the village of Gilbertville.

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Hardwick qualified to vote in Town affairs, to meet at the Hardwick Elementary School, 76 School House Drive, Gilbertville, on Thursday, October 17, 2024 at 6:00 p.m. then and there to act on the following articles:

The Moderator read the call of the warrant and announced it had been duly posted and returned. The Pledge of Allegiance was recited by the Meeting and a moment of silence was offered for Hardwick historian Emily Bancroft, Chair of the Historical Commission and past president of the Hardwick Historical Society, who recently passed away. Voted to dispense with the reading of the articles.

ARTICLE 1:

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow a sum of money to fund the purchase and equipping a new fire pumper truck for the use of the Fire Department, including the payment of all costs incidental and related thereto provided that this appropriation shall be contingent on the passage of a Proposition two and ½ debt exclusion ballot question; or to take any other action relative thereto.

Voted 71-7 for the Town to borrow the sum of \$860,000.00 to pay for the costs of purchasing and equipping a new fire pumper truck, for the use of the Fire Department, including the payment of all costs incidental and related thereto, and further the Treasurer, with the approval of the Select Board, is authorized to borrow said sum under and pursuant to Chapter 44, Section 7(1) of the Massachusetts General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor. No amounts shall be borrowed or expended pursuant to this vote unless the Town shall have voted to exempt the repayment of any borrowing authorized by this vote from the property tax levy imitations of Proposition 2½. FCA CPCA

ARTICLE 2:

To see if the Town will vote to raise and appropriate, transfer from available funds, transfer from free cash, or otherwise provide the following sums for the following capital improvement projects or purchases and to supplement certain sums of money to the Town’s Fiscal Year 25 operational budget as approved by the vote taken under Article 11 of the June 8, 2024 Annual Town Meeting; or take any other action thereto.

Department	Request	Amount	Reason
Town Administrator	Replace townwide municipal municipal phone system	\$20,000.00	Obsolete equipment, not 911 compliant & unserviceable
Finance Committee	Reserve Fund	\$25,238.00	To fully fund reserve account.
Fire Department	Removal of oil tank at Ruggles Hill School	\$ 6,500.00	Prevent oil leak, environmental liability and use of the building.

Voted unanimously for the Town to transfer from Free Cash the sum of \$51,738.00 for the purposes listed and stated in the warrant for their intended purposes. FCA

And you are directed to serve this warrant by posting attested copies thereof in each of the Post Offices in said Hardwick, seven (fourteen) days at least before the time of said meeting. Hereof and fail not and make do return of this warrant with your doings thereon to the Town Clerk on or before the time of said meeting.

Given under our hands this 30th day of September, 2024.

Kelly Kemp
Eric Vollheim

**SELECT BOARD
TOWN OF HARDWICK**

Voted unanimously to dissolve the Meeting at 6:59 p.m.

This is a true copy attest:

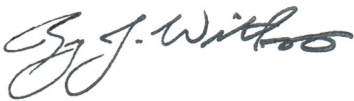
Ryan J. Witkos, Constable. Date: 1 October 2024

This day I have posted attested copies as directed. Ryan J. Witkos, Constable. Date: 1 October 2024

89 Voters in attendance.

No quorum required by town by-law.

Respectfully submitted,



Ryan J. Witkos, CMMC
HARDWICK TOWN CLERK

Commonwealth of Massachusetts - Town of Hardwick
 STATE ELECTION ~ NOVEMBER 5, 2024 - OFFICIAL RESULTS

ELECTORS OF PRESIDENT & VICE-PRES.	TOTAL
VOTE FOR ONE	
AYYADURAI & ELLIS	9
DE LA CRUZ & GARCIA	2
HARRIS & WALZ	706
OLIVER & TER MAAT	6
STEIN & CABALLERO-ROCA	5
TRUMP & VANCE	834
All Others	9
Blank	13
TOTAL	1584

SENATOR IN CONGRESS	TOTAL
VOTE FOR ONE	
ELIZABETH ANN WARREN	671
JOHN DEATON	883
All Others	0
Blank	30
TOTAL	1584

REPRESENTATIVE IN CONGRESS	TOTAL
VOTE FOR ONE	
JAMES P. McGOVERN	825
CORNELIUS SHEA	626
All Others	2
Blank	131
TOTAL	1584

COUNCILLOR - SEVENTH DISTRICT	TOTAL
VOTE FOR ONE	
PAUL M. DePALO	732
ANDREW J. COUTURE	734
All Others	0
Blank	118
TOTAL	1584

A true copy. Attest: Ryan J. Witkos, CMMC ~ Hardwick Town Clerk

Commonwealth of Massachusetts - Town of Hardwick
STATE ELECTION ~ NOVEMBER 5, 2024 - OFFICIAL RESULTS

SENATOR IN GEN. COURT - WORC. & HAMPS.	TOTAL
VOTE FOR ONE	
PETER J. DURANT	930
SHEILA H. DIBB	586
All Others	0
Blank	68
TOTAL	1584

REP. IN GENERAL COURT - 5th WORC.	TOTAL
VOTE FOR ONE	
DONALD R. BERTHIAUME, JR.	1194
All Others	14
Blank	376
TOTAL	1584

CLERK OF COURTS - WORCESTER CNTY.	TOTAL
VOTE FOR ONE	
DENNIS P. McMANUS	1059
All Others	28
Blank	497
TOTAL	1584

REGISTER OF DEEDS - WORCESTER DIST.	TOTAL
VOTE FOR ONE	
KATHRYN A. TOOMEY	1073
All Others	17
Blank	494
TOTAL	1584

REG. SCH. CMTE. - PATHFINDER - BELCHERTOWN	TOTAL
VOTE FOR ONE	
JOHN SULLIVAN	1030
All Others	4
Blank	550
TOTAL	1584

A true copy. Attest: Ryan J. Witkos, CMMC ~ Hardwick Town Clerk

Commonwealth of Massachusetts - Town of Hardwick
STATE ELECTION ~ NOVEMBER 5, 2024 - OFFICIAL RESULTS

REG. SCH. CMTE. - PATHFINDER - PALMER	TOTAL
VOTE FOR ONE	
DAVID DROZ	975
All Others	1
Blank	608
TOTAL	1584

REG. SCH. CMTE. - PATHFINDER - NEW BRAINTREE	TOTAL
VOTE FOR ONE	
MARTIN GOULET	989
All Others	1
Blank	594
TOTAL	1584

REG. SCH. CMTE. - PATHFINDER - OAKHAM	TOTAL
VOTE FOR ONE	
Write-In RICHARD J OLSON III	2
All Others	22
Blank	1560
TOTAL	1584

REG. SCH. CMTE. - PATHFINDER - WARE	TOTAL
VOTE FOR ONE	
RICHARD FLY	927
All Others	1
Blank	656
TOTAL	1584

QUESTION 1	TOTAL
YES	1041
NO	452
Blank	91
TOTAL	1584

QUESTION 2	TOTAL
YES	1005
NO	531
Blank	48
TOTAL	1584

A true copy. Attest: Ryan J. Witkos, CMMC ~ Hardwick Town Clerk

Commonwealth of Massachusetts - Town of Hardwick
STATE ELECTION ~ NOVEMBER 5, 2024 - OFFICIAL RESULTS

QUESTION 3	TOTAL
YES	704
NO	781
Blank	99
TOTAL	1584

QUESTION 4	TOTAL
YES	649
NO	880
Blank	55
TOTAL	1584

QUESTION 5	TOTAL
YES	472
NO	1063
Blank	49
TOTAL	1584

A true copy. Attest: Ryan J. Witkos, CMMC ~ Hardwick Town Clerk

RIGHT TO FARM BY-LAW

As required by Hardwick Town By-Laws, the Town is required to publish annually in the Town Report the “RIGHT TO FARM BY-LAW” passed at the Annual Town Meeting of June 11, 2005 – Article #40, as follows:

Right to Farm By-Law

Section 1. Legislative Purpose and Intent

This General By-Law encourages the pursuit of agriculture, promotes agriculture-based economic opportunities, and protects farmlands within the Town of Hardwick by allowing agricultural uses and related activities to function with minimal conflict with abutters and Town agencies. This By-Law shall apply to all jurisdictional areas within the Town.

The purpose and intent of this By-Law is to state with emphasis the Right to Farm accorded to all citizens of the Commonwealth under Article 97, of the Constitution, and all state statutes and regulations thereunder including by not limited to Massachusetts General Laws Chapter 40A, Section 3, Paragraph 1; Chapter 90, Section 9, Chapter 111 Section 125A and Chapter 128 Section 1A. We the citizens of Hardwick restate and republish these rights pursuant to the Town’s authority conferred by Article 89 of the Articles of Amendment of the Massachusetts Constitution (“Home Rule Amendment”).

Section 2. Definitions

The word “farm” shall include any parcel or contiguous parcels of land, or water bodies used for the primary purpose of commercial agriculture or accessory thereto.

The words “farming” or “agriculture” or their derivatives shall include, but not be limited to the following:

- Farming in all its branches and the cultivation and tillage of the soil
- Dairying
- Production, cultivation, growing, and harvesting of any agricultural, aquaculture, floricultural, viticultural or horticultural commodities.
- Growing and harvesting forest products upon forest land, any other forestry or lumbering operations
- Raising of livestock
- Keeping of horses as a commercial enterprise
- Keeping and raising poultry, swine, cattle, rarities (such as emus, ostriches and rheas) and camelids (such as llamas and camels) and other domesticated animals for food and other agricultural purposes, including bees and fur-bearing animals.

“Farming” shall encompass activities including, but not limited to the following:

- Operation and transportation of slow-moving farm equipment over roads within the Town
- Control of pests, including, but not limited to, weeds, insects, predators and disease organism of plants and animals
- Application of manure, fertilizers and pesticides
- Conduction agriculture related educational and farm-based recreational activities, including agri-tourism, provided that the activities are related to marketing the agricultural output of the farm
- Processing and packaging of the agricultural output of the farm and the operation of a farmers market or farm stand including signage thereto;
- Maintenance, repair or storage of seasonal equipment, or apparatus owned or leased by the farm owner or manager used expressly for the purpose of propagation, processing, management or sale of the agricultural products and;
- On-farm relocation of earth and the clearing of ground for farming operations

Section 3. Right to Farm Declaration

The Right to Farm is hereby recognized to exist within the Town of Hardwick. The above described agricultural activities may occur on holidays, weekdays and weekends, by night or day and shall include the attendant incidental noise, odors, dust and fumes associated with generally accepted agricultural practices. It is hereby determined that whatever impact may be caused to others through the normal practice of agriculture is more than offset by the benefits of farming to the neighborhood, community and society in general. The benefits and protections of this By-

Law are intended to apply exclusively to those commercial agricultural and farming operations and activities conducted in accordance with generally accepted agricultural practices. Moreover, nothing in this Right to Farm By-Law shall be deemed as acquiring any land, or as imposing any land use regulation, which is properly the subject of stat statute, regulation or local zoning law.

Section 4. Disclosure Notification

In order to ensure that prospective owners and prospective tenants are aware of the policy of the Town of Hardwick expressed in this Bylaw regarding agricultural uses, the following notification of this policy shall be prominently posted in the Municipal Building within 30 days of this bylaw becoming effective. Copies will also be made available for distribution.

“This notification is to inform persons and entities who are about to acquire or lease real property within the Town of Hardwick that it is the policy of the Town of Hardwick to conserve, protect and encourage the maintenance and improvement of the agricultural land, for the production of food and other agricultural products and for the preservation of its natural and ecological value. This notification is to further inform such owners and entities that farming activities, including the raising and keeping of livestock, take place in the Town of Hardwick and that such activities may cause or create noise, dust and odors which adversely impact or are incompatible with the use or enjoyment of property within the Town, including the property about to be acquired or leased.”

Property owners should make efforts to inform prospective tenants or buyers that Hardwick is a Right to Farm community. In addition, the notification language required by this section shall appear annually in the Town’s Annual Report.

Section 5. Resolution of Disputes

Any person who seeks to complain about the operation of a farm may, notwithstanding pursuing other available remedies, file a grievance with the Select Board, the Zoning Enforcement Officer, or the Board of Health, depending upon the nature of the grievance. The filing of the grievance does not suspend the time within which to pursue any other available remedies that the aggrieved may have. The Zoning Enforcement Officer or Select Board may forward a copy of the grievance to the Agricultural Commission or its agent, which shall review and facilitate the resolution of the grievance, and report its recommendations to the referring Town authority within an agreed upon time frame.

The Board of Health, except in cases of imminent danger or public health risk, may forward a copy of the grievance to the Agricultural Commission or its agent, which shall review and facilitate the resolution of the grievance, and report its recommendations to the board of Health within an agreed upon time frame.

Section 6. Severability Clause

If any part of this By-Law is for any reason held to be unconstitutional or invalid, such decision shall not affect the remainder of this By-Law. The Town of Hardwick hereby declares the provision of this By-Law to be severable, or take any other action relative thereto.



Commonwealth of Massachusetts

Town of Hardwick

Warrant for Annual Town Meeting

County of Worcester, ss

To the Town Clerk and Constables, Town of Hardwick

Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Hardwick qualified to vote in Town affairs, to meet at the Hardwick Elementary School, 76 School House Drive, on Saturday, June 7, 2025, at 9:00 a.m., then and there to act on the following articles:

Article 1. To see if the Town will accept the reports of all officers and committees as printed in the 2024 Annual Report; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Select Board

Article 2. To see if the Town will extend its acceptance of MGL Chapter 59, Section 5, Clause 56 as voted under Article 15 of the Annual Town Meeting held on June 18, 2011 to allow the Board of Assessors to continue to exempt up to 100% of real and personal property taxes assessed to the Massachusetts National Guard and military reservists for any fiscal year they are serving in a foreign country by extending the effective beginning date of such extension to Fiscal Year 2026; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Board of Assessors

Article 3. To see if the Town will authorize the Town Treasurer, with the approval of the Select Board to borrow from time to time in anticipation of revenue of the fiscal year beginning July 1, 2025 in accordance with the provisions of the General Laws, Chapter 44, Section 4, and to issue a note or notes, payable within one year, and to renew any note or notes therefore, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with the General Laws, Chapter 44, Section 17; or take any other action relative thereto.

(Required Vote: Majority)

Sponsor: Select Board

Article 4. To see if the Town will allow the Board of Assessors to appoint one of its members to a full-time position under its supervision as allowed by MGL Chapter 268A; section 21A; or take any other action relative thereto.

(Required Vote: Majority)

Sponsor: Board of Assessors

Article 5. To see if the will Town transfer a sum of money from the Sale of Lots Fund Account to the Cemetery Commission Expense Account for the care, improvement and embellishment or enlargement of Town cemeteries, including all costs incidental or related thereto; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Cemetery Commission

Article 6. To see if the Town will transfer a sum of money from the Sale of Lots Fund Account to the Perpetual Care Account; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Cemetery Commission

Article 7. To see if the Town will raise and appropriate, or otherwise fund a sum of money to be used in conjunction with, and in addition to, any funds allotted by the Commonwealth for the construction, and/or improvement of town roads, as requested by the Select Board, in their discretion, to be returned to the Treasury when reimbursed by the Commonwealth of Massachusetts; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Highway Superintendent

Article 8. To see if the Town will raise and appropriate from sewer revenues, a sum of money to the Water Pollution Control Facilities Enterprise Fund for the operation of the Gilbertville and Wheelwright Water Pollution Control Facilities and all supporting apparatus, including all costs incidental or related thereto; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Select Board

Article 9. To see if the Town will raise and appropriate, transfer from available funds in the treasury, or any combination thereof, a sum of money to pay the necessary Town charges for the Fiscal Year 2026 beginning July 1, 2025, and ending June 30, 2026; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Select Board

Article 10. To see if the Town will raise and appropriate, transfer from available funds in the treasury, or any combination thereof, a sum of money for the Stabilization Fund; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Select Board

Article 11. To see if the Town will raise and appropriate, transfer from available funds in the treasury, or any combination thereof, a sum of money for the Capital Stabilization Fund; or take any other action relative thereto.

(Required Vote: Majority);

Sponsor: Select Board

Article 12. To see if the Town will raise and appropriate or otherwise fund a sum of money for the Finance Committee Reserve Fund; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Finance Committee

Article 13. To see if the Town will accept the provisions of Chapter 64L, Section 2 of the General Laws to impose a local option excise upon the sale of restaurant meals originating within the Town by a vendor at a rate of 0.75 percent of the gross receipts of the vendor from the sale of restaurant meals, the local option to be effective on October 1, 2025; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Select Board

Article 14. To see if the Town will accept the provisions of MGL. Chapter 200A, section 9A, allowing an alternative simplified procedure for disposing of abandoned funds (often referred to as unclaimed checks or “tailings”) held by the Town; or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Select Board

Article 15. To see if the Town will accept the provisions of M.G.L. Chapter 140 § 139(c), allowing no fee to be charged for a license for a dog owned by a person aged 70 years or over; or take any other action relative thereto.

(Required Vote: Majority)

Sponsor: Town Clerk

Article 16. To see if the Town will amend the General By-laws under “ARTICLE #V - Board of Selectmen – Section 6 – DEPARTMENTAL REVOLVING FUND BY-LAW” by amending the Town House Committee Fund RESTRICTIONS OR CONDITIONS ON EXPENSES PAYABLE FROM FUND, from “Not to exceed \$500.00” to “Not to exceed \$1,000.00”, or take any other action relative thereto. (Required Vote: Majority)

Sponsor: Town House Committee

Article 17: To see if the Town will amend the Town of Hardwick General Bylaws to add the following as XXXXX.
General Bylaw Amendment Procedure

This bylaw is adopted pursuant to the Town’s authority to regulate internal procedures, consistent with Massachusetts General Laws Chapter 40A, Section 5 (the “Zoning Act”). This bylaw’s intent is not to modify, override, or conflict with any provisions of state law, nor does it regulate zoning use, dimensions, or restrictions. Its sole intent is to clarify and strengthen internal administrative practices relating to public notice, board coordination, and citizen engagement in the zoning amendment process.

Section 1. Purpose

The purpose of this bylaw is to establish a transparent, consistent, and legally sound process for the review of proposed amendments to the Town procedural bylaw. This bylaw is designed to enhance public accountability, prevent procedural loopholes, and ensure timely administrative actions by relevant boards, consistent with MGL Chapter 40A, Section 5.

Section 2. Submission and Referral

Upon receipt of any proposed zoning amendment submitted in accordance with MGL Chapter 40A, Section 5—whether by the Select Board, Planning Board, citizen petition, or other authorized body, within five (5) business days, forward the proposal to the Select Board for review. The Select Board shall submit to the Planning Board as required by the Zoning Act. The Select Board shall be notified of all submissions for inclusion on a future agenda if required.

Section 2A. Citizen Petition Amendments

Zoning amendments submitted by citizen petition under MGL Chapter 40A, Section 5 shall be subject to the procedures set forth in this bylaw. Upon receipt by the Town Clerk, the petition shall be forwarded to the Select Board and Town Counsel within five (5) business days. Town Counsel shall endeavor to provide legal comments as described in Section 3. The Select Board shall submit to the Planning Board as required by the Zoning Act. The Planning Board shall hold a public hearing and issue a written report consistent with Sections 4 and 5 of this bylaw.

Section 3. Legal Review

Town Counsel shall endeavor to provide comments or recommended edits within ten (10) business days of referral. The absence of legal review within this period shall not prohibit the Planning Board from proceeding with the public hearing, any legal concerns submitted thereafter shall be incorporated into the Planning Board’s report to the Select Board.

Section 4. Planning Board Hearing

The Planning Board shall hold a public hearing on any proposed zoning amendment within sixty-five (65) calendar days of receipt, in accordance with MGL Chapter 40A, Section 5. Public notice shall comply with state requirements and include posting on the Town website and in local distribution channels.

Section 4A. Early or Accelerated Scheduling

The Planning Board may, at its discretion, schedule a public hearing on a proposed zoning amendment prior to the expiration of the full sixty-five (65) day period provided by MGL Chapter 40A, Section 5, when doing so serves the interests of timely warrant preparation or efficient municipal review. Nothing in this bylaw shall require the Planning Board to expedite its review, but this provision shall not be construed to limit the Board’s ability to act promptly when appropriate.

Section 5. Planning Board Report

Following the close of the public hearing, the Planning Board shall, by recorded vote, approve, amend or disapprove the final draft of the proposed zoning amendment and the written report prior to submission to the Select Board. The Planning Board shall submit the approved report to the Select Board within twenty-one (21) calendar days after the close of the public hearing.

The report shall include:

- The Planning Board's vote and recommendation (approve, amend, or disapprove);
- The final draft of the bylaw text as voted by the Planning Board;
- Any legal concerns raised by Town Counsel;
- Planning rationale or consistency with the Master Plan;
- Any dissenting or minority board opinions;
- A summary of public comments and recommendations.

Section 5A. Final Draft Submission to Select Board

Except as required by the Zoning Act, before the Select Board may vote to include a zoning amendment article on the Town Meeting Warrant, the final version of the proposed bylaw amendment, as voted by the Planning Board, shall be submitted in its complete form.

The final draft shall:

- Contain the exact bylaw text voted on and approved by the Planning Board;
- Except as required by the Zoning Act, include any amendments adopted by vote;
- Be accompanied by the full written report and Town Counsel's legal comments, if applicable.

Section 6. Public Access and Transparency

The Planning Board's report and final proposed zoning language shall be made available at the Town Clerk's office and on the Town website no later than fourteen (14) calendar days before the scheduled Town Meeting.

Section 7. Enforcement

Except as required by the Zoning Act, failure of the Planning Board to submit a written report as required by this bylaw shall constitute a procedural defect. The Select Board shall serve as the enforcement authority for this bylaw and shall not place a zoning amendment article on the Town Meeting Warrant unless and until the Planning Board has submitted its approved written report and final draft text in accordance with Sections 5 and 5A. The Town Clerk shall maintain records of compliance and may notify the Select Board of any deficiencies.

(Required Vote: Majority)

Sponsor : Select Board

Article 18: To see if the Town will raise and appropriate, transfer from available funds in the treasury, to borrow or any combination thereof, the sum of \$10,000 to be used to supplement salaries for the Gilbertville Library for FY25; \$15,000 for FY26; or take any other action relative thereto. (Required Vote: Majority; borrowing is 2/3)

Sponsor: Citizen's Petition

And you are directed to serve this warrant by posting attested copies thereof in each of the Post Offices in said Hardwick, seven days at least before the time of said meeting. Hereof and fail not and make do return of this warrant with your doings thereon to the Town Clerk on or before the time of said meeting.

Given under our hands this 28th day of April, 2025.

Kelly Kemp

Eric Vollheim

William Tinker

SELECT BOARD
TOWN OF HARDWICK

This is a true copy attest:

Constable

Date: 19 May 2025

This day I have posted attested copies as directed.

Constable

Date: 19 May 2025



Town Seal of the Town of Hardwick

Adopted April 11, 1907

Voted to accept the design shown by Mr. F. A. Hitchcock for the use of the Town