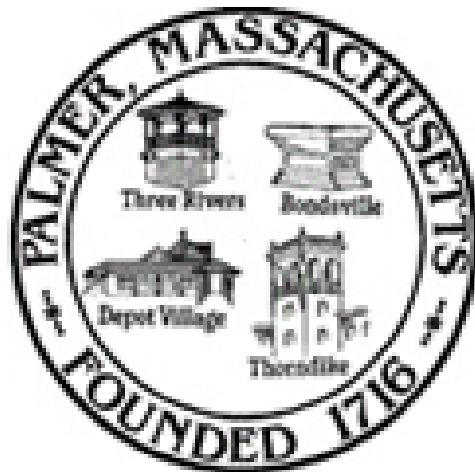


# TOWN OF PALMER

## FISCAL YEAR 2023

### ANNUAL REPORT



JULY 1, 2022 – JUNE 30, 2023

## Town Council/Town Manager

The Town Manager is the Chief Executive Officer of the municipality and is responsible for the day-to-day operations of the town. The Manager ensures that town services are performed in accordance with Town Council's policies and within the capability of the town's resources. In addition, the Manager keeps the Town Council apprised of the town's financial condition and the future needs of the town. The Town Manager is appointed by the Town Council and works very closely with them. The Town Council is responsible for setting the policy direction of the town.

Throughout all town departments, we strive to deliver the best possible services to our community. We are dedicated to our organization's values of responsiveness, integrity, passion, innovation, and partnership.

We want to express our sincere appreciation for all the dedicated department heads, town staff, elected officials and the numerous volunteers who serve on the many boards, commissions, and committees for all their hard work and commitment to make Palmer a great community in which to live, and for their contributions to this year's important accomplishments.

New hires during the fiscal year included Nicole Gauthier, Health Agent and Andrew St. George, Recreation Director.

Palmer provides a breadth of high-quality services to its residents through the concerted efforts of many employees and volunteers serving on boards and committees. A sincere "Thank you" is extended to each of them for their commitment to making Palmer a very special place to live.

The East-West Rail took a step forward with the Massachusetts Department of Transportation's capital plan allocated funds for preliminary projects, including a potential stop in Palmer.

For economic growth, we are at the beginning stages of a large-scale commercial development on Rt. 32 commenced, which will bring new multinational chain corporations and additional office and retail space. In addition, we had the grand opening of our first cannabis retail establishment Silver Therapeutics

Respectfully Submitted,

*Town Council & Town Manager's Office*

**The following projects were approved in FY23 by the Town Council**

<b>Department</b>	<b>Project Description</b>	<b>Approval Amount</b>	<b>Source of Funds</b>
Library	Roof Repairs	15,200.00	CIP Stabilization
WWTP	Forklift	49,918.00	Sewer Surplus
Public Works	Church Street Bridge	2,310,860.00	Gen. Stabilization
School	Duke Track Repair	2,403,100.00	Free Cash/ARPA/Gift
COA	Hot Water Expansion Tank Replacement	3,489.00	CIP Stabilization
WWTP	Main Junction Siphon Vault Design	35,000.00	Sewer Surplus
WWTP	Ultraviolet Process Design	208,700.00	Sewer Surplus
WWTP	Boiler Design	68,000.00	Sewer Surplus
Town Manager	Consulting Services (park)	12,500.00	Cap Stabilization
WWTP	Vactor Truck	551,407.00	Sewer Surplus
Town Building/Parking	Outside lighting	11,215.00	CIP Stabilization
Public Works	Loader Forks	7,012.00	Free Cash/CP bal
Demo Pink House	Demo Pink House	75,000.00	Stabilization
Town Manger	Depot Park Electrical work	5,585.00	CIP Stabilization
Town Manager	CMS Doorway Roof Repair	54,890.32	CIP Stabilization
Public Works	Legion Field Irrigation system	31,250.00	Gen. Stabilization



## Town Clerk

### Marriages FY 2023

#### July 2022

2	Julio C. Manzanares	Westfield, MA	Gloria Maria Rivera	Westfield, MA
16	Thomas H. Arnold III	Palmer, MA	Erin E. Messier	Palmer, MA
19	David B. Reddy	Palmer, MA	Fenghua Zhou	Beijing, China
21	Michael J. Grimes	Palmer, MA	Karen J. Royea	Palmer, MA
22	Adrian Ortiz	Palmer, MA	Osmary Lopez-Melendez	Palmer, MA
28	Thomas P. Dreivers	Palmer, MA	Ashley D. Brown	Palmer, MA
31	Andrew O. Skarzynski-Sarlan	Chittenango, NY	Ember R. Goodspeed	Chittenango, NY

#### August 2022

2	Jacob J. Delisle Sr.	Palmer, MA	Emily R. Sturgeon	Westfield, MA
6	Justin M. Clark	Palmer, MA	Kara S. Picard	Palmer, MA
7	Justin T. Bren	Palmer, MA	Jaclyn A. Fluet	Palmer, MA
12	Curt Cournoyer	Palmer, MA	Dawn E. Grube	Palmer, MA
13	James Andrews IV	Palmer, MA	Charvy Chau	Palmer, MA
22	Joshua E. Dinelle	Palmer, MA	Shelly L. Ambrozaitis	Palmer, MA
24	Daniel D. Foster	Palmer, MA	Madison R. Quinn	Palmer, MA
26	Mathew W. Walch	Palmer, MA	Meghan A. Sherman	Palmer, MA
28	Daniel C. Lynch	Monson, MA	Xandria A. Korn	Monson, MA

#### September 2022

3	Joseph E. Marek	Palmer, MA	Jaime L. Dauksewich	Ware, MA
9	Kyle W. Vonick	Palmer, MA	Itzel A. Feeney	Palmer, MA
10	Dylan J. Cavalho	Palmer, MA	Aimee D. Leonard	Palmer, MA
17	Justin K. Cordeiro	Palmer, MA	Abigail G. Manley	Palmer, MA
24	Kevin R. Carroll	Palmer, MA	Nicolle L. Foucher	Palmer, MA
28	Cheikh I. Baiye	Palmer, MA	Lindsay M. Talbot	Palmer, MA

#### October 2022

1	Franklyn E. Lee Jr.	Palmer, MA	Sarah E. Rood	Palmer, MA
1	Luke K. Nutter	Palmer, MA	Emily M. Burbee	Palmer, MA
8	Ryne C. Murphy	Palmer, MA	Dianne A. Gilligan	Palmer, MA
9	Robert J. Nash	Palmer, MA	Paula L. Chapin	Palmer, MA
10	Mark St. Martin	Palmer, MA	Nancy J. King	Palmer, MA
11	Leonard G. Parent	Palmer, MA	Annunziata Cardaropoli	Palmer, MA
15	Samuel Loftus	Palmer, MA	Misty C. Nolette	Palmer, MA
22	Joseph M. Alves	Palmer, MA	Jennifer W. Rubbo	Palmer, MA
22	Joseph T. Gerow	Palmer, MA	Ashlee Marie- Ann Douillard	Palmer, MA
29	Hector L. Maldonado IV	Palmer, MA	Christina M. Cislak	Palmer, MA
30	Randolf C. Musick	Palmer, MA	Kiara L. Dube	Palmer, MA

## Marriages FY 2023

### November 2022

9	Sergio D. King	Palmer, MA	Cienna J. Hiersche	Palmer, MA
9	Kyle T. Meyer	Palmer, MA	Teresa J. Kruzal	Palmer, MA
12	Brett D. Kearney	Palmer, MA	Jennifer M. Henry	Palmer, MA
18	Kenneth A. Bourgeois	Palmer, MA	Kristen R Talbert	Palmer, MA

### December 2022

24	Thomas D. Losaw	Palmer, MA	Debora J. Corrigan	Palmer, MA
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### January 2023

29	Daniel J. Dupuis	Palmer, MA	Alicja Farrell	Palmer, MA
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### February 2023

3	James R. Bergeron	Palmer, MA	Rachel M. Volk	Palmer, MA
27	Kerilyn R. Barrios	Palmer, MA	Daniele T. Walley	Palmer, MA

### March 2023

2	Avyanna T. Cruz	Palmer, MA	Iris M. Villodas	Palmer, MA
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### April 2023

19	Stephen J. Moskal	Palmer, MA	Courtney L. Clifford	Palmer, MA
20	Jake Joseph Thibeault	Chicopee, MA	Stephanie Lee Rusinque	Chicopee, MA
21	Christopher L. Shank	Palmer, MA	Ann C. Howard	Palmer, MA
27	Joesph W. Deren	Palmer, MA	Nicole M. Martine	Palmer, MA

### May 2023

6	Nicholas M. Lafayette	Palmer, MA	Maxine C. Kowalski	Palmer, MA
20	Timothy J. Cienciwa	Palmer, MA	Vanessa Ayla Ring	Palmer, MA
31	Jason E. Blascak	Palmer, MA	Nycole N. Donicz	Palmer, MA

### June 2023

3	Thomas A. Murphy	Ludlow, MA	Emily V. Czaja	Ludlow, MA
4	Patrick S. Nichols	Warren, MA	Wendy Lee Royea	Warren, MA
8	Paul R. Bastien	Palmer, MA	Adriana P. Daniels	Palmer, MA
17	Daniel W. Gagner	Palmer, MA	Anysia R. Lombardo	Palmer, MA
17	Jessie L. Kramer	Palmer, MA	Sonya L. Zinn	Palmer, MA
17	Brian J. Saloio	Palmer, MA	Medgine Fleury	Palmer, MA
18	Normand M. Petit	W. Springfield, MA	Jennifer E. Costello	W. Springfield, MA
23	Austin M. Evoy	Palmer, MA	Kei-Lei, Cote	Palmer, MA
25	Scott A. Reed	Palmer, MA	Samantha E. Prescott	Palmer, MA
28	Stephen T. Blais	Palmer, MA	Hope E. Kopecky	Palmer, MA

**Deaths FY 2023****July 2022**

2	Destromp, David Joseph	66
2	Scott, Clifford Joseph	74
3	Menard, Theresa M.	91
4	Smigiel, Robert Alexander	76
8	North Jr., Arthur C.	84
9	Berezkin, Victor Alex	57
9	Fernandes, Maria Helena	95
9	Niejadlik, Jarid Even	28
10	Almond, Bradley J.	53
10	Trombly, Pamela J.	71
12	Tavernier, James Lee	64
13	Davenport Jr., Floyd Lewis	95
15	Romans, Mary Ann	96
18	Harvey, Jeremy Louis	32
21	Desmarais, Kay Margaret	78
22	Kelly, Carole Joan	84
22	Morin, Richard Eric	31
22	Plato, Fredrick John	68
22	Slowick, Geraldine M.	80
23	Fenandes Jr., John Joseph	86
23	Lawson, Christopher Michael	39
28	Kennedy Jr., William Gerald	59
29	Burgess Jr., William Baxter	75
31	Arventos, Rosaline Ann	91
31	Guertin, Ronald James	57
31	Widor, Czeslawa	74

**September 2022**

2	Pranaitis, Debra S.	62
5	Oliveira, Bernice Mary	94
8	Sychtysz, Andrzej	60
9	Clemons Timothy	56
9	Marques, Ana DeJesus	92
18	Robar, Milton Louis	84
18	Sullivan, Michael J.	67
20	Tallman, Dylan Nelson	24
22	Lopez, Maria	63
22	Sullivan, Shaun Patrick	44
23	Robinson Jr., Clarence E	84
28	Whiting, John F.	89
30	Hunter, Patricia Ann	88

**October 2022**

3	Brown, Kenneth E.	80
10	Dumont, Richard E.	83
12	Brown, Donna F.	76
12	Snook, Delores A.	84
15	LeClair, Margaret Esther	90
15	Merritt, Jimmy Lee	86
15	Morrow, Eileen M.	90
16	Richard Bonnie Jean	68
19	Guzik, Lisa M.	51
19	Jacobs, Christina M.	98
19	Larrow, Susan C.	67
19	Leclair Jr., Norman Edmund	70
20	Giannini, Mark J.	54
20	Keeley, Tina Marie	56
20	Swift, Beverly J.	85
21	Chobot, John	93
22	Garceau, Todd Andrew	61
23	Skutnik, Ruth P.	84
26	Moller, Cynthia	65
28	Wolicki, Raymond Edward	65
28	Bacon, Harold Francis	88
28	Coyle, Ingrid Vivian	81

**August 2022**

3	Dow Jr., Albert W	91
3	Tuttle, Patricia Julia	78
6	Jamrog, Ruth Ann	94
7	Ramos, Jean Mary	78
7	Routhier, Marlene Mary	79
8	Carter, William Paul	71
8	Zebrowski, Francis R.	87
9	Zglobicki, Walter J.	88
14	Bolton, Kathryn	86
14	Burnham, Sheldon W.	82
16	Bressette, Lawrence John	63
23	Majka, Shelly Ann	57
23	Thomas, Lisa M	50
24	Harford, Juanita Jane	67
25	Riviere, Jeffrey Paul	60
26	Zebrowski, Loretta M.	85

**November 2022**

1	Scott, Dean H	85
3	Gagarina, Paraskeva	91
8	Jahn, Arthur W	91
8	Lessard, John L	90
8	North, Kent Daniel	58
10	Tomaszewski, Clothilda	97
11	Paquin, Joanne Charlotte	86
12	Kirk, Mark	62
15	Morrisette, Philip H.	65
16	Goudreau, Roberta E.	90
17	Mackiewicz, Theresa Maria	64
17	Toelken, Edward Arthur	66
19	Patch, Joyce E	55
20	Mendrala III, Theodore	36
22	Cleveland II, Peter J.	43
22	Dowell, John L.	88
27	Dumont, Michael Patrick	62
27	Loginov, Aleksandr	65
30	Raices, Hector	74

**December 2022**

1	Baskowski, Richard Eugene	64
1	Sugrue, John Francis	81
2	Martin, Anne Woodland	93
2	Mayoski, Laurie R.	71
7	Cavanaugh, Ellen Mae	76
11	Leone Sr, James L.	87
12	Carrigan, Jean M.	94
14	Cournoyer, Curt E.	53
16	Bray, James Alan	80
18	Griffith, Francis Lee	92
19	Soto Feliz, Hector	82
20	Edberg, Jeffrey Paul	63
20	Johnson, Eric C.	68
21	Dane, Jean	90
21	LaBonte Sr., Raymond Francis	84
22	Gentile, Robert A.	74
22	Yurovskiyh, Ruth	38
23	Michaud, Clarence Joseph	99
24	Brigham, Mary C.	90
28	Edwards Jr., Thomas	48
28	Lis, Benjamin Fitzgerald	32
29	Allen, Jean E.	91
29	Anderson, John	65
30	Peterson, Russell E.	64
31	Tallman, Annmarie	72

**January 2023**

1	Fountain, Fumiyo	83
1	Plourde, Marsha Mae	79
3	Bouthellier, Patricia Anne	65
4	Santos, Ida M	95
6	Siano, Carl Albert	68
7	Cotton, Margaret Mary	66
8	Benjamin, John Richard	86
9	Rivera Perez, Jose	86
11	Langlitz Jr, George	76
11	Tracy, Judith Ann	75
11	Wurszt, Christine	87
12	Wawrzonek, Alan Joseph	67
13	Landers, Elisa	57
13	Lasota, Mary T	88
13	Moriarty, Kendyl Knight	28
13	Shaw, Robert	69
14	Watson, Edna A.	88
15	Mecure, Eleanor L.	87
16	Spelko, Frank Walter	73
18	Piazzo, Marino S.	96
18	Sawyer, Walter Henry	81
19	Laviolette, Linda C.	74
19	St. Amand, Joseph R.	81
21	Robbins, Charles Earl	70
24	Cauley, Philip Joseph	77
31	Wadas, Andrew P	40

**February 2023**

4	Kapinos, Stanley Mark	74
5	Bovat, Sally Mae Rose	82
7	Scott, Elizabeth N.	76
10	Chapin, William G.	68
10	Szczepanik Sr., Edwin Frank	95
12	Torres, Coreena Lynn	42
14	DeMatte, Roberto	70
15	Gohra, Ryan Matthew	29
19	Couch, Karen H	74
19	Lourenco, Victor Oliveira	84
19	Pickett, Helene Louise	89
20	Reed, Donna	80
20	Roberge Jr., George Armand	82
21	Dilley, Joshua W.	38
21	Dufresne, Katrina M.	30
22	Monette, Ruth S.	98
22	Pinney, Robert W.	82
22	Wheelock, Patricia	76

**February 2023**

27	Thaxton, Essie Loraine	93
28	Beauparlant, Albert Raymond	44
28	Larocque, Marie Rose	67

**March 2023**

3	Buck Jr., Edgar H	93
7	Boyko, Euphemia Ann	101
9	Lamb, Matthew P J	29
10	Gustavson, Ruth B.	93
10	Miceli Sr, Lawrence R.	86
10	Rivard, Diane M.	80
11	Broughton, Beth Ann	75
12	Fitzgerald, Paula D.	71
13	Morais, Jose Pereira	88
13	Real Judith Helen	76
18	Cote, Deborah	67
25	Jensen, Richard Raymond	79
25	Taylor, Joseph L	80
25	Vageline, William Henry	65
30	Bowler, Roger Bernard	88
30	Tupper, James Joseph	63

**April 2023**

10	Eleanor Hinkson	86
11	DeFilippi, William J.	79
12	Shumway, Gregory Wayne	71
13	Ogden, Elizabeth Dorothy	85
13	Thompson, Catherine	64
14	Enos, Deborah Ann	67
15	Drown, Carol Ann	78
17	Goncalves, Fernando Da Silva	86
20	Beaudry, Virginia	74
21	Colon, Joanne	73
22	Bedard, Chester Roger	79
23	Faichney, Elizabeth	95
23	Jangrow, Raymond Edward	61
24	Carcione Sr., Vincent A.	100
25	Biastoff, Kathleen A.	73
25	Shaw, Raymond Francis	75
25	Thompson, Kenjamin Evander	8
26	Morrison Jr., William K.	96
27	Koska, Carolyn Cecelia	80
30	Bergeron, Barbara Jean	94

**May 2023**

3	Murphy, Michael Shan	57
4	Cable, Patricia Ann	31
4	Crowther, Dale Robert	73
6	Nelson, Shari Ann	64
7	Suarez, Ismael	60
8	Aniolowski, John Peter	65
9	Johnson, Mary Jean	50
9	Tanguay, Robert Charles	35
10	Bowler, Jean	88
12	Angotti, Kathryn Louise	75
13	St. Amand, Edward R.	55
19	Skorupski, Anne S.	101
20	Chaiffre, Gerald Arthur	76
24	Nadolski, Dorothy C.	91
24	Piro, Pasquale	93
27	Barnes, Deborah Lynn	57
28	Valliere, Maureen Marie	82
30	Rex, Dennis George	64
31	Ayers, Stephen John	87

**June 2023**

1	Brozek, Irene T.	91
1	Byfield, Howard H.	68
1	Greany Jr., William W.	75
7	Wrubel, Lorette M.	91
8	Mack, Christina M.	47
9	Rzewnicki, Donald S.	76
10	Besegen, Karl Peter	90
10	Miner Jr., William Leo	89
11	Lloyd, Cynthia Ann	76
13	Collins, Mary Elizabeth	16
14	Laliberte, Janet Valerie	94
16	Kearns III, Thomas F.	64
19	Arooth Jr., James Edward	50
20	Brissette, Marie F.	94
20	Wheeler, Vernon Edward	83
21	Bray, Martin Alan	54
27	Macinnes, Carl Frederick	67
29	Greene, Scott Allen	53
30	Papineau, Diane Marie	58



# TOWN OF PALMER

Town Administration building  
4417 Main Street  
Palmer, MA 01069

Donald Blais, Chair  
Dorothy Lawrence, Vice Chair  
Peter Izyk  
David Cotter  
Nicholas Zeo  
Brenda Cole  
Lucas McDiarmid

## CONSERVATION COMMISSION

Heidi Mannarino,  
Conservation Agent

### FY23 Conservation Commission Report

The Palmer Conservation Commission and its Agent (The Commission) administer and enforce the Massachusetts Wetlands Protection Act (WPA) (M.G.L. Chapter 131 Section 40) and associated regulations (310 CMR 10.00). The Commission also reviews all Forest Cutting Plans within the town, all septic system plans within the jurisdiction of the WPA and any project within areas of protected rare/endangered species and/or priority habitat governed by the National Heritage Endangered Species Program (NHESP), a division of the Massachusetts Fisheries & Wildlife.

Additionally, the first powers given to Conservation Commissions in the Conservation Commission Act (MGL Chapter 40 § 8C) focused on "promotion and development of natural resources...and protection of watershed resources." Under these powers Commissions undertake planning, acquiring and managing open space, and encouraging and monitoring conservation and agricultural preservation restrictions.

The Palmer Conservation Commission held meetings regularly between July 1<sup>st</sup> 2022 and June 30<sup>th</sup> 2023, typically the first and third Tuesday of each month. The Commission held a total of 16 meetings and performed numerous site inspections to ensure compliance throughout every phase of construction, from pre-activity to final site stabilization. Additionally, the Agent performed 15 well and septic reviews and 52 building permit site inspections to ensure that all projects have been reviewed for Commission jurisdiction before further approval. The Agent issued 4 administrative approvals in FY23 and composed 2 reports of stormwater system status with maintenance recommendations.

### Conservation Commission Members

#### Appointed Commission Members:

Chair	Donald Blais Jr.
Vice Chair	Dorothy Lawrence
	Peter Izyk
	Nicholas Zeo
	David Cotter
	Brenda Cole
	Lucas McDiarmid

#### Staff:

Conservation Agent	Sarah A. Fortune (through August 2022)
	Erin Ruggiano (September 2022 through December 2022)
	Heidi Mannarino (current)

This year has been one of transition for the Commission. The fiscal year began with Agent Sarah Fortune until August of 2022, then the role of Agent was passed to Erin Ruggiano who held the position from October to December of 2022, and finally the current Agent Heidi Mannarino took the position in February of 2023. The Commission would like to sincerely thank all the Agents who have dedicated their time and efforts over the past year to conservation in Palmer.

During FY23, Brenda Cole and David Cotter were reappointed to the Commission for another 3-year term. As of 2023, Peter Izyk has been a member of the Palmer Conservation Commission for 40 years. The Commission continues to be amazed and inspired by his dedication to Palmer and the preservation of its ecosystems and resources. He has been an incredible asset to both the Commission and the town, toting an institutional knowledge Palmer and a vast understanding of wetlands, water bodies, and the rules and regulations that protect them. The Commission would like to thank him for his years of service and commitment, and look forward to continuing to work alongside him in the coming years.

**Table 1: Total filings for Conservation Commission per Category per year**

Permits	Total FY23	Total FY22	Total FY21	Total FY20	Total FY19	Total FY18
Determination of Applicability	5	7	11	7	9	10
Orders of Conditions/Amended Orders of Conditions	11	5	6	5	13	11
Extensions of Orders of Conditions	3	2	1	1	3	1
Orders of Resource Area Delineation	0	1	1	1	3	4
Enforcement Orders/ Cease and Desist Letters	4	6	0	9	22	12
Emergency Certifications	2	6	1	5	17	9
Certificates of Compliance	9	5	5	6	6	7

**Significant Accomplishments for FY23**

Forest Lake Watershed Based Plan (604(b) Grant): Through the support of Linda Leduc, the Palmer town planner, and our consultant Wendy Gendron from Aquatic Restoration Consulting LLC (ARC), a Watershed Based Plan was successfully developed for the Forest Lake Watershed. Forest Lake is an impaired waterbody listed under Category 4C on the Massachusetts 303(d) List of Integrated Waters for non-native (invasive) aquatic plants. This plan assesses and recommends actions for the reduction of nonpoint source pollution to the waterbody, which in turn would lead to a reduction of the potential for algae blooms and excessive rooted plant growth. This Watershed Based Plan will guide efforts in the pursuit of a follow-up 319 Grant from MassDEP, which would provide funding for implementation of pollution-reduction related improvements to impaired waterbodies and the land surrounding them.

LAND Grant Application for Acquisition of Riverfront Property: The Commission was presented with the opportunity to purchase L43 Barker Street, a parcel of land along the Chicopee River abutting the Red Bridge State Park. This 13.3-acre parcel, which is currently privately-owned, has existing well-developed trails along the river and creates access to two (2) other parcels of town-owned property. The Commission identified the Local Acquisitions for Natural Diversity (LAND) Grant as the primary avenue to reimburse funds for this

purchase. This application will be submitted in mid-July and the grant award will be announced by the end of the 2023 calendar year.

2023 Earth Day Cleanup: The Conservation Commission held the 4<sup>th</sup> annual Earth Day Cleanup at Laviolette Field on April 22<sup>nd</sup> from 9am to 12pm. This event was town-wide and encouraged volunteers to spread out through Palmer and clean-up their own neighborhoods or favorite spots in town. Approximately 80 volunteers participated, and a 30-yard dumpster was overflowing with trash from roadsides, conservation areas, parks, and rivers. Partnering groups included Big Y, Country Bank, Palmer Girl Scouts, and Pathfinder Tech's Future Farmers of America.

"Is it Clean?" Water Sampling: During the summer of 2022, Palmer Conservation Commission partnered with Chicopee 4 Rivers Watershed Council (C4R) for the 8<sup>th</sup> year to conduct routine bacteria sampling at community's rivers and waterbodies. This monitoring effort informs the public as to whether it is safe to partake in recreational activities on the rivers by MassDEP's water quality standards. Results can be found on the Connecticut River Conservancy's "Is it Clean?" website, which is also linked on the Town of Palmer Conservation webpage. The 2023 sampling cycle officially began during June and will conclude in September, and will consist of 2 sampling events a month, giving a total of 7 events. This year there will be 3 more sites sampled with the support of a MassDEP grant awarded to C4R. The Palmer sampling locations for 2023 are the Swift River at First Street, the Ware River at State Street, Forest Lake Beach, and 4 points along the Quaboag River including off Water Street, Route 20, Route 67, and below the Route 32 bridge.

### **Significant Permits Issued during FY23**

The 2023 fiscal year included several large-scale projects that were reviewed and approved by the Conservation Commission. The sites of these newly active Orders of Conditions are as follows:

- Church Street Bridge Replacement (DEP #256-0362): Replacement of the bridge over the Ware River within the Riverfront Area, Inland Bank, Bordering Vegetated Wetland (BVW), and buffer to BVW.
- Eversource Gas Main (DEP # 256-0369): Installation of a natural gas distribution main beneath the Ware River by horizontal directional drilling (HDD) within Land Under Water Bodies.
- First Street Fishing Platform (DEP #256-0365): Construction of an accessible fly-fishing platform at the Swift River Greenbelt Conservation Area within the Riverfront Area and Bordering Land Subject to Flooding.
- Duke Track – Palmer High School (DEP #256-0366): Construction of a new high school track with stormwater drainage improvements and replacement of existing retaining walls within the 100-foot buffer and 50-foot No-Disturb Zone to BVW.

The Palmer Conservation Commission would like to give a huge thank you to all the volunteers who have offered their time, expertise and support this past year. It is because of community support that we can keep our conservation areas maintained, preserved, and accessible to the public.

Respectfully submitted,

Heidi Mannarino  
Conservation Agent

## Building Inspection Services Fiscal Year 2023

During the Fiscal Year 2023 the Building Inspection Department processed:

588 commercial and residential building permit applications, including shed, sign and sprinkler permit applications. These applications brought in a total of \$175,021.22 in fees.

37 Certificates of Inspection with a fee total of \$2150.00

38 Solid Fuel Appliances with a fee total of \$1800.00

308 Electrical permits with a fee total of \$86,490.32

89 Gas permits with a fee total of \$10,095.00

124 Plumbing permits with a fee total of \$10,831.00

In total, 521 electrical, plumbing and gas permits were processed, with a fee total of \$107,416.32

The department processed 1178 applications, collecting \$286,422.54 in fees total.

In addition to the above, many letters were sent regarding building and / or zoning issues, complaints regarding building without proper permits in place, possible zoning violations and unsafe structures. Many of these issues are dealt with quickly and without further incident. There is also a steady stream of phone calls daily from people with permitting questions, code questions, zoning questions and permitting history for specific properties are also addressed.

Respectfully submitted,

William Fenner

MCBO, ZEO



**Public Health**  
Prevent. Promote. Protect.

## **BOARD OF HEALTH**

The Palmer Board of Health is responsible for protecting public health through enforcement of state laws and regulations. Our duties include food safety, disease prevention and reporting, ensuring sanitary living conditions, and safeguarding the environment from pollution. We are committed to maintaining compliance, preventing harm, promoting awareness, and protecting public health to enhance the wellbeing of our community.

Chrissy Florence, Health Supervisor, Deonna Gamache, Clerk, Nicole Gauthier, Administrative Assistant / Health Inspector, and Rachel Somers, Public Health Nurse (PHN) see to the daily activities of the Health Department.

The Board consists of three members: Paul Benard, Chairman, Angela McGrath, RN, and Carol Sikorski. The Board meets on the third Monday of each month at 5:30pm in the Town Hall.

### **Complaint Enforcement and Investigation:**

The Massachusetts Sanitary Code, Chapter II Minimum Standards of Fitness for Human Habitation provides detailed standards for safe and sanitary housing. Inspections are made upon request or when a complaint is received. The Board of Health also investigates all nuisances, unsanitary conditions, sources of filth, and causes of sickness within the town. This year we handled more than **600** complaints.

### **NICE Committee:**

Blighted, abandoned & nuisance properties create safety hazards and lower property values. Working in close partnership with other departments we continue to seek out owners of these properties and encourage them to voluntarily make repairs. If owners refuse, then enforcement action is taken by code officials from our Neighborhood Improvement through Code Enforcement (NICE) committee. Officials then work with owners to meet compliance.

### **Title 5: Sanitary sewage disposal:**

The Department of Environmental Protection (DEP) regulates the surface disposal of sanitary sewage known as Title 5 of the State Environmental Code. The Board of Health's role is to enforce the Title 5 regulations by reviewing preliminary plans for siting and design, witness percolation tests, act upon applications for permits to install, modify and repair septic systems, inspect septic installations, repairs and upgrades and order corrective measures when violations are found. To ensure proper handling, the Board of Health requires annual permits for septage disposal installers and sewage haulers.

### **Wells:**

Private well permits are required to protect public health and safety and the environment by requiring proper siting, construction and testing of private wells. Palmer requires private drinking wells to be tested at the time of property transfer to ensure the drinking water is within the acceptable limits to prevent disease and illness.

### **Food Service:**

The Board issues licenses and inspects all food establishments under 105 CMR 590.000: State Sanitary Code Chapter X – Minimum Sanitation Standards for Food Establishments. Food establishments must be inspected twice a year for facility cleanliness, food safety, food security, consumer protection and up-to-date certifications. All foodborne illness reports are immediately investigated.

### **Animal Control & Animal Inspector:**

This year we welcomed Brimfield to our group and established a name for this collaboration with the four towns: *Mill Towns Regional Animal Control* (MTRAC). With assistance from the Hampden County Sheriff's Department, we made improvements to the facility in Monson and began full-time use.

Lead ACO/ Animal Inspector, Sydney Plante, along with the Assistant ACO investigate animal control related issues in Palmer, Monson and Ware. These incidents include loose domestic animals, nuisance complaints, and trapping of feral

cats. In collaboration with the Board of Health, the Lead ACO investigates animal bites, and possible exposure to rabies from domestic and wild animals. Officers responded to approximately **560** animal calls just in Palmer alone.

**Communicable Disease Control:**

The Massachusetts Bureau of Communicable Disease Control requires the Board of Health to conduct a disease surveillance follow-up investigation for all notifications of confirmed or unconfirmed communicable disease events in the Town. Palmer is in the Massachusetts Virtual Epidemiologic Network – (MAVEN). Investigation and follow-up are handled by PHN, Rachel Somers.

**Tobacco:**

We continue to be a part of the Pioneer Valley Tobacco Control region and participate in bi-annual compliance checks with the state. This past year 4 tobacco retailers failed the sting operation by selling tobacco products to minors. The board of health plans to continue participating in this program for the foreseeable future.

**Hampden County Health Coalition (HCHC):**

We are members of the Hampden County Health Coalition. The Coalition coordinates and collaborates with public health entities to improve and safeguard the quality of life for our residents and plan for natural and man-made disasters through emergency preparedness.

**Pioneer Valley Mosquito Control District (PVMCD):**

We continue working with other communities and the State Reclamation and Mosquito Control Board through our membership in the Pioneer Valley Mosquito Control (PVPC). PVPC works to serve our community by monitoring and suppressing both nuisance and disease-carrying mosquito populations. PVPC maintains constant communication with local boards of health to ensure public awareness in the spread of mosquito borne illnesses throughout the district.

**Drug and Needle Collection:**

The Board of Health and Palmer Police have permanent drop off kiosks for sharps and unused prescriptions. The sharps kiosk is in the town hall and is available to the public during normal business hours. The prescription drop-off kiosk is located in the lobby of the police station.

The Board and staff acknowledge and appreciate the collaboration of all Town Boards, Departments, Commissions and Community Organizations.

Respectfully Submitted,

Palmer Board of Health

**PALMER COMMUNITY DEVELOPMENT  
MONTHLY REPORT TO TOWN MANAGER**

August 31<sup>st</sup>, 2023

**Mission**

The Palmer Community Development Department (PCD) integrates all of the town's Community Development Block Grant Funding (CDBG) and other grant funding to assist low- and moderate-income residents and the town at large.

The Palmer Community Development Department Office (PCD) has provided the following details on the progress of the grants being currently administered by our Department.

**Community Development Block Grant (CDBG)- FY 2019 Grant**

The grant is currently in the closeout phase and DHCD has notified us of onsite monitoring to be scheduled before the end of the 2023 calendar year. The closeout letter from DHCD is anticipated.

**Table 1-CDBG FY 19**

Activity Grant Period 7/1/2019 to 3/31/2022	Award Amount	Final Expenditure	
		\$	%
TOTAL	\$825,000.00	\$824,800.00	99.98%

**Community Development Block Grant (CDBG)- CARES Act CDBG Funds**

The grant has been audited and the final expenditures are reconciled. DHCD performed an audit of the Micro-enterprise activity with no findings. The closeout letter from the Executive Office of Housing and Livable Communities( EOHLC) is anticipated.

**Table 2-CDBG CV 19**

Activity Grant Period 12/31/20 to 12/31/22	Award Amount	Final Expenditure	
		\$	%
TOTAL	\$882,871	\$868,364.43	98.4%

**Community Development Block Grant (CDBG)- FY 20 Grant**

**Table 3 CDBG FY20**

Activity Grant Period 1/1/21 to 12/31/23	Award Amount	Spent to Date	
		\$	%
Housing Admin	\$72,493	64,735.45	89.30%
Rehab Loans/Grants	\$506,250	318,236.00	62.86%
Design Admin	\$3,000	3,043.69	101.46%
Design only	\$30,000	28,912.33	96.37%
Other/Planning	\$3,000	2,491.02	83.03%
Planning	\$35,000	28,912.33	82.61%
Social Services Admin	\$8,000	\$7,922.75	99.03%
Social Services	\$106,607	\$106,606.29	100.00%
General Admin.	\$60,650	59,218.76	97.64%
TOTAL	\$825,000	\$620,078.62	75.16%

The FY 20 grant is extended to December 31st, 2023. Housing Rehabilitation Applicants are sufficient to complete the FY20 grant. 14 units are in process with a goal of 17 and are comprised of 10 units completed, 2 under construction, and 2 out to bid. The total estimate of projects to date is \$422,540.

The Planning Activity for the Housing Production Plan is complete and waiting for State approval. Pioneer Valley Planning Commission (PVPC) is the consulting agency tasked with developing the Housing Production Plan. The Playground Design and Social Services funds are fully expended.

**PALMER COMMUNITY DEVELOPMENT  
MONTHLY REPORT TO TOWN MANAGER  
August 31<sup>st</sup>, 2023**

**Community Development Block Grant (CDBG)- FY 21 Grant**

*Table 4 CDBG FY 21*

Activity Grant Period 1/1/2022 to 12/31/2023	Award Amount	Spent to Date	
		\$	%
Housing Admin	\$44,000	\$79.00	0.18%
Housing Rehab	\$120,000	\$0.00	0.00%
Playground Admin	\$9,502	\$3,636.27	38.27%
Playground	\$449,498	\$438,837.98	97.63%
Parks	\$30,500	\$0.00	0.00%
Park Design	\$0	\$3,509.95	0.00%
Social Services Admin	\$8,500	\$3,061.43	36.02%
Social Services	\$111,000	\$83,496.89	75.22%
General Admin	\$52,000	34142.14	65.66%
<b>TOTAL</b>	<b>\$825,000</b>	<b>\$566,763.66</b>	<b>68.70%</b>

The program goals are; 4 units of housing Rehabilitation, Hryniewicz Park Improvements, Depot Park improvements, Job-related transportation (Quaboag Connector), the Palmer Domestic Violence Task Force, the PATCH domestic violence advocate, and administrative funding. The housing rehabilitation program is currently working to qualify a 6-family property for rehabilitation. The sitework for Hryniewicz Park Playground site work has been completed by MASS WEST Construction Inc. of Granby for \$222,977 including change orders for the remaining two sidewalks leading to Springfield Street. The playground equipment installation by M.E. Obrien & Sons Inc. with a total contract of \$193,210.28 completion of all work and the playground re-opened on July 14<sup>th</sup> during the Three Rivers Chamber of Commerce Food Truck Event. Depot Park's rehabilitation is currently under renovation including the replacement of the roof and rehabilitation of the structure and other related work. The contract was awarded to Charista Construction Inc., of East Longmeadow for \$28,370 and is anticipated to be completed by the end of September 2023. This schedule has been developed so as not to interfere with ongoing events.

**DHCD CDBG 2022-2023 Grant Year**

The Executive Office of Housing and Livable Communities( EOHLC), combined FY22 and FY23 Grant submitted Friday, March 3<sup>rd</sup>, 2023, totaling \$1.35 million was awarded. The contract was fully executed on August 29<sup>th</sup>, 2023. This grant includes much-needed infrastructure work on Maple Street and design services for Maple Terrace and Community Social Services as well as administrative costs. The Maple Street and Maple Terrace project will complement the Hryniewicz Park Renovation project. This grant would operate from July 1, 2023, to June 30, 2025. The Community Development Office is in the grant start-up process to complete multiple statutory requirements required by EOHLC.

*Table 5 FY22-23 CDBG CDF Grant*

Activity Grant Period 7/1/2023 to 6/30/2025	Award Amount
Program Delivery	\$82,215
Streets/Sidewalks	\$995,000
Program Delivery	\$12,269
Domestic Violence Prevention Services	\$68,675
Domestic Violence Task Force	\$15,000
Job-Related Transportation	\$38,572
General Admin.	\$138,269
<b>TOTAL</b>	<b>\$1,350,000</b>

**PALMER COMMUNITY DEVELOPMENT  
MONTHLY REPORT TO TOWN MANAGER**

August 31<sup>st</sup>, 2023

**Other**

**Leo S. Walsh Foundation-** LSW's generous donation of \$5,000 to help the beautification of Hryniewicz Park has provided funds to aid in the restoration of the Gazebo painting and restoration of the railings. The Palmer DPW replaced the balustrade and facilitated a painting contractor to paint the gazebo for \$3,950. The remaining funding of \$1,050 will aid in new plantings around the Gazebo and Memorial with assistance tentatively provided by the Palmer High School Special Education Department Students and the teaching staff including Paul Holloway. This will occur during the school year.

**Palmer High School "School-to-Career Program"** - We have partnered with Palmer High for the inclusion of an eligible student to intern with "School-to-Career" with PCD for selected activities for our operations such as marketing, electronic records, and other duties beneficial to operations. The program is administered by the Palmer High School teaching staff. The School-to-Career Intern tenure with PCD began in the last semester of the 2022-2023 school year. We retained the intern as a seasonal temporary administrative clerk to help cover the office needs while the staff is on summer vacation and aid in the continuation of his training and duties. The intern has been an outstanding member of the team and a great example of Palmer High School's programs and academics.

**The Palmer Fuel Assistance Program** – During the 2022-2023 heating season PCD assisted 76 families with an amount totaling \$50,000 with an average of \$650. The average funding is \$650 per household. Over 94 applications were distributed directly to residents. Inflation is still high in relation to fuel costs if additional funds become available. Interest in fuel assistance is occurring every week and applications are still collected from residents.

**Massachusetts Attorney General Office Fuel Assistance Program 2022-2024**

The AGO Fuel Assistance Program funding of \$10,000 was fully expended by December 8<sup>th</sup>, 2022. Funding provided 15 families with fuel assistance. 60% of the recipients were over the age of 62.

**John J. Mullen, Sr Family Charitable Foundation 2023 Fuel Assistance Grant**

The generous \$4,000 donation has helped provide fuel assistance to 9 families which were comprised of 67% seniors over the age of 62 years old.

The Palmer Community Development Department hopes to receive additional donations and grant funds to assist the residents of Palmer. The cost of fuel and food have been on the rise again causing critical choices for low-income residents of which bill is the priority.

The Community Development Office partners with these committees/groups:

- The Quaboag Hills Community Coalition
- Way Finders
- Quaboag Valley Community Development Corporation (QV CDC)
- Pioneer Valley Planning Commission (PVPC)
- Behavioral Health Network (BHN)
- Palmer Domestic Violence Task Force (DVTF)

## **PALMER COUNCIL ON AGING ANNUAL REPORT FYI 23**

The mission of the Palmer Council on Aging/Senior Center is to identify the total needs of the senior population, to promote and encourage new and existing activities, to provide services and education to enhance the quality of life for elders and to assist elders to age with dignity and independence. Senior Center staff are responsible for creating an atmosphere that acknowledges the value of human life, affirms the dignity and self-worth of the older adult participant, and maintains a climate of respect, trust, and support. Within this atmosphere, the staff creates opportunities for older adults to apply their wisdom, experience, and insight and to exercise their skills.

**Council on Aging Board Members: Chairperson; Cathy Plouffe, Vice Chair; Sandy Gilman, Lisa Contrino, Bonnie Arooth; Secretary, Victoria Randolph, Mary Fife, and Chris Pascale**

The senior center was able to provide a broad range of services to Palmer's 60+ populations during the Fiscal period **July 1, 2022, through June 30, 2023**. The 2020 Census shows that there are 3446 senior citizens in the Villages of Palmer (age ranging 60-85+). Of the 3446 Senior Citizens of Palmer, approximately 1788 unduplicated elders received a direct or in-direct service from the Council on Aging. We recently said good-bye to Pat O'Brien, RN who has retired as our Foot Care Specialist. The center will continue with monthly foot care and announce in our monthly newsletter the replacement. Brenda Thibault, LMT continues to provide massage therapy, and chair message. Our exercise program has increased in participants. We have added Zumba and Chair Yoga on Monday's and continue with the YMCA on Wednesday, Tia Chi and ROM/Arthritis with Stacia Cantin on Tuesday and Thursday. To meet the social needs, we continue with card playing, marathon bingo, movies on Friday's, Wii games, word games, trivia, weekly pitch, and crafts with Sunshine Village.

Outreach continues to be a much needed and utilized service to the elders of Palmer. There were 635 unduplicated seniors who received services through the center's outreach program. A total of 1097 duplicated service units; including, but not limited to home & office consultation, phone consultation, fuel assistance, Knox boxes, housing, family support, insurance, nutrition, cell phone, medical, homecare, nursing home, elder abuse, utilities, and support services.

Our Outreach Coordinator is S.H.I.N.E. certified and can assist our elders with health insurance. We will continue to provide a free S.H.I.N.E. by phone from the Springfield Agency. The center provided RUOK phone calls this past fiscal year we had 24 unduplicated seniors with a total of 362 calls made.

The center offers breakfast and lunch Monday-Friday. Monday, Wednesday, and Friday we serve lunch from 11:30-12:00 from Greater Springfield Senior Services and breakfast on Tuesday and Thursday from 9:30-10:00 from Pathfinder.

Last fiscal period we served 3224 meals for our lunch program and 762 for our breakfast. Last fiscal period our Meals on Wheels driver retired, we still provide Meals on Wheels, but that department is now managed by Greater Springfield Senior Services.

We provided transportation services for the Villages of Palmer elders. This past Fiscal period we serviced 186 unduplicated passengers, with a total of 3818 rides which includes both vans and senior volunteer driver program.

There have been no changes in the distribution of Brown Bags. We provided a total of 852 bags. The center was fortunate this year to collaborate with Community Development here in Palmer to provide fresh vegetables throughout the summer with a total of 800 bags of fresh vegetables distributed. We also worked with CISA and D&R farms and provided 330 bags of produce to our seniors. From Greater Springfield Senior Services, we received 50 farmer market coupons valued at \$ 50.00 each to equal \$ 2,500.

The center is still contracted with Senior Community Service Employment Program to assist 55 + year old seniors who are looking to get back into the work force or start a new career. SCSEP is the largest program offered by the Center for Workforce Inclusion. If anyone over 55+ is interested in getting back into the work force, please stop by the center to fill out an application and we can connect you with the employment program from Springfield.

The above program is under Title V of the Older Americans Act; as well as state and local grants which enable them to help thousands of low-income individuals, age 55 and older. The participants are placed in the community service positions (like the center) they are paid through the program but provide a service at the center, presently we have two seniors who presently work as an assistant with our transportations programs and one that assists our Activity/Volunteer Coordinator position.

The center has finished our action plan for Age/Dementia Friendly community and recently sent out our application and plan for acceptance not the program. We are presently looking for a committee to continue with our plan after our application has been accepted by AARP/MCOA. The program Launched in **2015** at the White House Conference on Aging, Dementia Friendly America hosts online tools and resources about how to create communities that are more inclusive and supportive of people living with dementia as well as their caregivers.

Dementia Friendly America Tools & Resources Other Organizations and Support. Both efforts aim to create places where older adults and people with dementia can stay active and independent for as long as possible. More communities around the world are committing to becoming age friendly dementia friendly.

Last fiscal period we had eighteen volunteers who donated of their time 2182 hours to the senior center, which equals \$ 26,178.00 worth of services according to Elder Affairs. THANK YOU!! The center received over \$ 73,018 in grant money last Fiscal Period.

I would like to thank all the staff, volunteers, Council on Aging Board Members and The Friends of Palmer Senior Center for all their hard work that they do all year. The Friends of Palmer Senior Center donate their time and fundraising to assist the center with programs and purchased items needed. As of this report the friend's group has dismantled and the center is in the process of looking for other volunteers who would be interested in fund raising for the center.

Respectfully submitted,  
Marlene Johnson  
Executive Director

## **FY 23 VETERANS SERVICES**

Tina Brohman – Director of Veteran Service Department

The Town of Palmer Veterans' Services mission is to honor and recognize the service and sacrifice of our military Veterans and their families. By serving as their principal advocate, we are ensuring to serve and support Veterans, service members, and their families by providing comprehensive resources, advocacy, and assistance. We are dedicated to ensuring access to healthcare, education, employment opportunities, and benefits that honor their service and sacrifice. Through community engagement and tailored support programs, we strive to enhance the quality of life for all who have served our nation.

This past year our Veteran Service Department has provided the following: Provided Veterans with turkeys & fixings for the holiday · Assisted over 30 Veterans with filing VA claim filing. The Veterans' Service Department provided approximately \$261,253.55 in benefit payments to Veterans and widows in need in fiscal year 2023. 75% of this amount is reimbursed back to the town by the Commonwealth of Massachusetts under Massachusetts General Law Chapter 115. Federal benefit payments made by the Veterans' Administration to Palmer residents were also made. These payments include, VA compensation for a disability due to military service, pensions payments for Non-Service-Connected Disability, which is a benefit paid to wartime Veterans with limited income who are no longer able to work, and Dependency and Indemnity Compensation (DIC) payments, which is a tax free monetary benefit paid to eligible survivors of military service members who died in the line of duty or eligible survivors of Veterans whose death resulted from a service-related injury or disease, and Survivors Pension benefit, which may also be referred to as Death Pension, is a tax-free monetary benefit payable to a low-income, surviving spouses that have not remarried and/or unmarried child(ren) of a deceased Veteran with wartime service.

The Veterans' Services Department is also responsible for conducting patriotic events which showcase the town's deep commitment to our military and Veterans. These events include the Annual Memorial Day Parade, Veteran's Day Ceremony, and assist the Light Up Palmer Committee with the Purple Heart Banner program. Our department is also responsible for replacing flags at all our Veteran's graves just before Memorial and Veteran's Day and as needed throughout the year.

If we can be of any assistance or have questions concerning any of the above programs and services, please call or us at 413-283-2610, email: [tbrohman@townofpalmer.com](mailto:tbrohman@townofpalmer.com) or visit our website: [www.townofpalmer.com/veteran](http://www.townofpalmer.com/veteran)

**BOARD OF ASSESSORS FY2023**

Staff:

Keri-Ann Wenzel, Principal Assessor, Chairman of the Board of Assessors  
Alexandria Florence, Administrative Assistant

Appointed Assessors:

Michael J. Burns  
Lawrence M Jasak

On behalf of the Board of Assessors, our staff, and myself, I would like to express our sincere appreciation to the citizens of Palmer for the cooperation extended to us in carrying out our functions.

The Board of Assessors continued to implement policies and procedures that ensure the Town of Palmer taxpayers continued tax equity and operational efficiency. Our ongoing cyclical re-inspection program continues with our property reviewer inspecting parcels to ensure that our records and assessments are accurate. This helps ensure tax equity as well as being a prerequisite for our certification of values.

The FY 2023 Tax Rate was \$17.93 per \$1000 of assessed value. This rate was determined by dividing the tax levy of \$22,355,949.12 by the total assessed value of all taxable Real and Personal Property which was \$1,246,846,019.00. The following is a summary from the Tax Rate Recapitulation sheets as submitted to and approved by the Massachusetts Department of Revenue:

**Amounts to be Raised**

Total Appropriations:	\$47,607,646.13
Total Cherry Sheet Offsets and other amounts to be raised:	\$92,165.00
State & County Cherry Sheet Charges:	\$1,295,026.00
Snow & Ice Deficits:	\$0.00
Tax Title:	\$40,000.00
Overlay:	\$203,577.12
<b>TOTAL AMOUNT TO BE RAISED:</b>	<b>\$49,238,414.25</b>

**Estimated Receipts and Other Revenue Sources**

Estimated Receipts - State:	\$14,035,511.00
Estimated Receipts - Local:	\$5,884,925.00
Other Available Funds:	\$2,398,868.95
Free Cash:	\$4,563,160.18
<b>TOTAL REVENUE SOURCES:</b>	<b>\$26,882,465.13</b>

**NET AMOUNT TO BE RAISED:** **\$22,355,949.12**

Net amount to be raised	/	Total Valuation	=	Tax Rate FY2023
<b>\$22,355,949.12</b>	/	<b>\$1,246,846,019.00</b>	=	<b>\$17.93</b>

**TOTAL LEVY BY CLASS OF PROPERTY**

<b>PROPERTY TYPE</b>	<b>% OF LEVY</b>	<b>TAX AMOUNT</b>
Residential	83.55%	\$18,677,970.73
Open Space	0.00%	\$0.00
Commercial	5.77%	\$1,290,474.81
Industrial	4.01%	\$896,898.32
Personal Property	6.67%	\$1,490,605.26
	<b><u>100%</u></b>	<b><u>\$22,355,949.12</u></b>

**VALUATION BY CLASS**

<b>PROPERTY TYPE</b>	<b>VALUATION</b>
Residential	\$1,041,715,559.00
Open Space	\$0.00
Commercial	\$71,973,538.00
Industrial	\$50,021,631.00
Personal Property	\$83,135,291.00
<b><u>TOTAL VALUATION</u></b>	<b><u>\$1,246,846,019.00</u></b>

**NEW GROWTH**

Proposition 2 ½ allows a community to annually increase its levy limit by an amount based upon the valuation of certain new construction and other growth in the tax base that is not the result of property revaluation. The purpose of this provision is to recognize that new development results in additional municipal costs; for instance, the construction of a new housing development may result in increased school enrollment, public safety costs and so on.

This provision covers:

- New construction, additions, and alterations result in an increase in assessed value.
- Exempt property returned to the tax role.
- Additions of business equipment or projects such as solar fields.

New Growth is calculated by multiplying the increases in the assessed valuation by the prior year's tax rate.

FY23 Total New Growth in Tax Dollars for Palmer was **\$168,698.00**.

FY23 Total New Growth in Value for Palmer was **\$8,507,182.00**.

Respectfully submitted,

Rachael L. Carney, M.A.A.  
Principal Assessor, Town of Palmer

**TAX COLLECTOR**

**Schedule of Outstanding  
Receivables as of June 30, 2023**

**Real Estate Taxes**

Levy of 2023	704,676.37
Levy of 2022	281,237.92
Levy of 2021	172,258.72
Levy of 2020	982.93
Prior Years	14,214.49
<b>Total</b>	<b>1,173,370.43</b>

**Personal Property Taxes**

Levy of 2023	14,556.02
Levy of 2022	15,575.44
Levy of 2021	6,056.54
Levy of 2020	14,023.30
Prior Years	50,842.78
<b>Total</b>	<b>101,054.08</b>

**Motor Vehicle Excise**

Levy of 2023	225,700.01
Levy of 2022	64,903.84
Levy of 2021	24,528.05
Levy of 2020	17,577.70
Prior Years	116,446.20
<b>Total</b>	<b>449,155.80</b>

**UTILITY BILLING Charges**

<b>Sewer</b>	605,296.76
<b>Utility Liens Added to Taxes</b>	73,370.02

**Special Assessments Receivable**

Committed interest added to taxes	9,173.22
<b>Total</b>	<b>\$ 687,840.00</b>

**Grand Total** **\$ 2,411,420.31**

**PARKING CLERK**

3 tickets = \$105.00 PAID IN FINES

Respectfully submitted by,

Carolyn I Baldyga  
Town Collector

## TREASURERS REPORT

<u>Financial Institution</u>	<u>Balance as of June 30,2023</u>
M & T Bank	337,103.89
Monson savings bank	12,857,248.25
Salem Five	1,433,379.02
Bartholomew	2,297,921.50
Country Bank	4,558,214.31
Rockland Trust	3,042,590.66
North Brookfield Savings Bar	32,903.13
westfield savings Bank	244,287.89
Easthampton savings Bank	538,603.47
Unibank	2,967,587.76

**TOWN ACCOUNTANT'S  
FY 2023 APPROPRIATIONS REPORT**

Dept. No.	Dept. Name	Function	Encumbered To 2023	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2024	Ending Balance
111	Town Council	Stipend	-	8,400.00	-	8,400.00	8,400.00	-	-	-
		Expenditures	-	-	-	-	-	-	-	-
			-	8,400.00	-	8,400.00	8,400.00	-	-	-
123	Town Manager	Salaries	-	194,765.00	(5,473.00)	189,292.00	189,230.31	61.69	-	61.69
		Expenditures	250,000.00	92,360.00	(37,908.00)	304,452.00	300,899.81	3,552.19	2,691.74	860.45
			250,000.00	287,125.00	(43,381.00)	493,744.00	490,130.12	3,613.88	2,691.74	922.14
130	Audit	Expenditures	-	28,000.00	-	28,000.00	28,000.00	-	-	-
132	Reserve	Transfers	-	-	-	-	-	-	-	-
134	Actuarial	Expenditures	-	900.00	-	900.00	900.00	-	-	-
135	Accountant	Salaries	-	136,967.00	(200.00)	136,767.00	131,924.88	4,842.12	-	4,842.12
		Expenses	-	4,500.00	200.00	4,700.00	4,631.28	68.72	-	68.72
			-	141,467.00	-	141,467.00	136,556.16	4,910.84	-	4,910.84
137	Central Purchasing	Expenses	-	301,628.00	84,713.00	386,341.00	385,504.03	836.97	-	836.97
141	Assessors	Salaries	-	116,514.00	1,213.48	117,727.48	117,628.06	99.42	-	99.42
		Expenses	88,175.00	40,200.00	(1,213.48)	127,161.52	16,912.17	110,249.35	-	110,249.35
			88,175.00	156,714.00	-	244,889.00	134,540.23	110,348.77	-	110,348.77
145	Treasurer	Salaries	-	78,923.00	-	78,923.00	75,852.69	3,070.31	-	3,070.31
		Expenses	191,346.04	14,737.00	-	206,083.04	19,628.65	186,454.39	446.70	186,007.69
			191,346.04	93,660.00	-	285,006.04	95,481.34	189,524.70	446.70	189,078.00
146	Collector	Salaries	-	111,065.00	-	111,065.00	110,893.27	171.73	-	171.73
		Expenses	8,551.51	18,965.00	-	27,516.51	19,880.17	7,636.34	-	7,636.34
	Tax Title	Expenses	-	-	-	-	-	-	-	-
			8,551.51	130,030.00	-	138,581.51	130,773.44	7,808.07	-	7,808.07
151	Laws & Claims	Salaries	-	-	-	-	-	-	-	-
		Contract	-	65,000.00	(12,026.00)	52,974.00	52,972.74	1.26	-	1.26
			-	65,000.00	(12,026.00)	52,974.00	52,972.74	1.26	-	1.26
155	Computer Maint.	Expenses	-	145,825.00	9,433.00	155,258.00	155,118.91	139.09	-	139.09
161	Town Clerk	Salaries	-	102,888.00	61.19	102,949.19	102,931.01	18.18	-	18.18
		Expenses	-	5,730.00	(261.19)	5,468.81	3,883.32	1,585.49	-	1,585.49
			-	108,618.00	(200.00)	108,418.00	106,814.33	1,603.67	-	1,603.67
162	Elections & Reg	Salaries	-	33,950.00	(8,979.33)	24,970.67	24,769.28	201.39	195.50	5.89
		Expenses	-	12,500.00	811.33	13,311.33	13,311.33	-	-	-
			-	46,450.00	(8,168.00)	38,282.00	38,080.61	201.39	195.50	5.89

**TOWN ACCOUNTANT'S  
FY 2023 APPROPRIATIONS REPORT**

Dept. No.	Dept. Name	Function	Encumbered To 2023	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2024	Ending Balance
171	Conservation	Salaries	-	30,916.00	(4,663.00)	26,253.00	25,736.50	516.50	-	516.50
		Expenses	-	7,860.00	-	7,860.00	2,872.12	4,987.88	-	4,987.88
			-	38,776.00	(4,663.00)	34,113.00	28,608.62	5,504.38	-	5,504.38
175	Planning Board	Salaries	-	123,841.00	-	123,841.00	123,588.89	252.11	-	252.11
		Expenses	-	5,727.00	(1,757.00)	3,970.00	2,581.69	1,388.31	-	1,388.31
			-	129,568.00	(1,757.00)	127,811.00	126,170.58	1,640.42	-	1,640.42
192	Town Building	Custodian	-	5,000.00	(3,550.00)	1,450.00	1,427.20	22.80	-	22.80
		Expenses	-	30,000.00	15,882.00	45,882.00	43,181.92	2,700.08	-	2,700.08
			-	35,000.00	12,332.00	47,332.00	44,609.12	2,722.88	-	2,722.88
193	Memorial Hall	Custodian	-	12,274.00	60.00	12,334.00	12,332.49	1.51	-	1.51
		Expenses	-	16,862.00	(360.00)	16,502.00	14,054.68	2,447.32	-	2,447.32
		Bldg. Maint.	-	2,400.00	7,039.00	9,439.00	8,658.70	780.30	-	780.30
			-	31,536.00	6,739.00	38,275.00	35,045.87	3,229.13	-	3,229.13
194	Converse Mid Sch	Salaries	-	-	-	-	-	-	-	-
		Expenses	-	5,000.00	58.11	5,058.11	5,058.11	-	-	-
			-	5,000.00	58.11	5,058.11	5,058.11	-	-	-
195	Town Reports	Expenditures	-	1,000.00	(565.11)	434.89	433.97	0.92	-	0.92
210	Police	Salaries	-	2,500,604.00	(68,620.00)	2,431,984.00	2,369,305.82	62,678.18	-	62,678.18
		Expenses	18,788.71	117,600.00	35,000.00	171,388.71	154,839.08	16,549.63	12,715.92	3,833.71
		Contract Serv.	3,637.50	137,726.00	-	141,363.50	137,117.05	4,246.45	-	4,246.45
		Cruisers	11,697.54	-	-	11,697.54	11,396.00	301.54	-	301.54
			34,123.75	2,755,930.00	(33,620.00)	2,756,433.75	2,672,657.95	83,775.80	12,715.92	71,059.88
215	Police Station	Salaries	-	-	-	-	-	-	-	-
		Expenses	-	105,000.00	30,000.00	135,000.00	128,852.71	6,147.29	-	6,147.29
			-	105,000.00	30,000.00	135,000.00	128,852.71	6,147.29	-	6,147.29
220	Forest Warden	Salaries	-	2,500.00	(2,180.00)	320.00	320.00	-	-	-
		Expenses	-	50,000.00	(68.36)	49,931.64	49,931.64	-	-	-
			-	52,500.00	(2,248.36)	50,251.64	50,251.64	-	-	-
241	Building Inspector	Salaries	-	130,363.00	-	130,363.00	122,111.84	8,251.16	-	8,251.16
		Expenses	-	7,530.00	(2,403.00)	5,127.00	420.69	4,706.31	-	4,706.31
			-	137,893.00	(2,403.00)	135,490.00	122,532.53	12,957.47	-	12,957.47
244	Sealer	Salaries	-	-	-	-	-	-	-	-
		Expenses	-	500.00	-	500.00	-	500.00	-	500.00
			-	500.00	-	500.00	-	500.00	-	500.00
291	Emergency Mgnt	Salaries	-	4,500.00	120.00	4,620.00	4,612.50	7.50	-	7.50
		Expenditures	-	-	-	-	-	-	-	-
			-	4,500.00	120.00	4,620.00	4,612.50	7.50	-	7.50

**TOWN ACCOUNTANT'S  
FY 2023 APPROPRIATIONS REPORT**

Dept. No.	Dept. Name	Function	Encumbered To 2023	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2024	Ending Balance
292	Dog Officer	Salaries	-	49,261.00	5,208.37	54,469.37	54,270.49	198.88	-	198.88
		Expenses	-	22,881.00	(1,708.37)	21,172.63	20,719.18	453.45	-	453.45
			-	72,142.00	3,500.00	75,642.00	74,989.67	652.33	-	652.33
294	Forestry	Salaries	-	-	-	-	-	-	-	-
		Expenses	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-
310	Schools	Salaries	1,335,571.00	17,112,183.00	(4,630,029.63)	13,817,724.37	12,442,486.39	1,375,237.98	1,375,237.98	-
		Expenses	20,270.78	-	4,630,029.63	4,650,300.41	4,562,580.62	87,719.79	85,370.69	2,349.10
			1,355,841.78	17,112,183.00	-	18,468,024.78	17,005,067.01	1,462,957.77	1,460,608.67	2,349.10
320	Pathfinder	Assessment	-	2,088,923.00	-	2,088,923.00	2,088,923.00	-	-	-
423	Snow & Ice	Overtime	-	40,000.00	10,931.00	50,931.00	50,931.00	-	-	-
		Supplies	-	260,000.00	96,775.48	356,775.48	356,648.04	127.44	-	127.44
			-	300,000.00	107,706.48	407,706.48	407,579.04	127.44	-	127.44
424	Street Lights	Expenses	-	68,400.00	31,590.00	99,990.00	99,990.00	-	-	-
433	Waste Removal	Expenses	-	40,000.00	(10,892.41)	29,107.59	27,753.50	1,354.09	-	1,354.09
435	Ground Water	Expenses	-	28,350.00	8,468.19	36,818.19	36,818.19	-	-	-
490	Public Works	Salaries	-	916,722.00	(81,447.50)	835,274.50	835,274.50	-	-	-
		Maint. Exp.	22,107.42	291,350.00	66,781.45	380,238.87	361,150.41	19,088.46	11,914.77	7,173.69
		Utilities	-	14,100.00	(3,377.85)	10,722.15	10,722.15	-	-	-
		Capital	-	20,000.00	(8,873.52)	11,126.48	10,659.96	466.52	-	466.52
			22,107.42	1,242,172.00	(26,917.42)	1,237,362.00	1,217,807.02	19,554.98	11,914.77	7,640.21
510	BOH	Salaries	-	109,412.00	(6,025.31)	103,386.69	93,928.96	9,457.73	-	9,457.73
		Expenses	-	13,618.00	11,025.31	24,643.31	22,264.60	2,378.71	-	2,378.71
			-	123,030.00	5,000.00	128,030.00	116,193.56	11,836.44	-	11,836.44
541	Council on Aging	Salaries	-	179,227.00	(10,000.00)	169,227.00	166,361.57	2,865.43	-	2,865.43
		Expenses	-	4,500.00	300.00	4,800.00	4,687.40	112.60	-	112.60
			-	183,727.00	(9,700.00)	174,027.00	171,048.97	2,978.03	-	2,978.03
543	Veterans	Salaries	-	32,553.00	-	32,553.00	28,952.78	3,600.22	-	3,600.22
		Expenses	170.00	5,500.00	-	5,670.00	4,293.78	1,376.22	-	1,376.22
		Misc. & Ben.	-	288,177.00	(26,923.00)	261,254.00	261,253.55	0.45	-	0.45
			170.00	326,230.00	(26,923.00)	299,477.00	294,500.11	4,976.89	-	4,976.89
610	Library	Salaries	-	573,127.00	(23,766.50)	549,360.50	549,180.89	179.61	-	179.61
		Expenses	-	308,658.00	23,766.50	332,424.50	332,423.50	1.00	-	1.00
			-	881,785.00	-	881,785.00	881,604.39	180.61	-	180.61

**TOWN ACCOUNTANT'S  
FY 2023 APPROPRIATIONS REPORT**

Dept. No.	Dept. Name	Function	Encumbered To 2023	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2024	Ending Balance
630	Recreation	Salaries	-	60,000.00	-	60,000.00	59,310.57	689.43	-	689.43
		Expenses	-	10,000.00	-	10,000.00	7,549.65	2,450.35	1,600.00	850.35
			-	70,000.00	-	70,000.00	66,860.22	3,139.78	1,600.00	1,539.78
692	Memorial Day	Expenses	-	5,000.00	-	5,000.00	3,050.00	1,950.00	-	1,950.00
710	Debt Principal		-	992,074.00	104,580.88	1,096,654.88	1,096,654.44	0.44	-	0.44
751	Debt Interest		-	205,288.00	-	205,288.00	194,079.10	11,208.90	-	11,208.90
910	County Retirement Assessment		-	2,264,385.00	-	2,264,385.00	2,264,385.00	-	-	-
913	Unemployment		-	50,000.00	13,200.00	63,200.00	38,665.93	24,534.07	24,418.00	116.07
914	Group Health Insurance		334,513.43	5,530,008.00		5,864,521.43	4,434,035.03	1,430,486.40	366,516.86	1,063,969.54
915	Group Life Insurance		-	13,900.00	-	13,900.00	11,735.90	2,164.10	-	2,164.10
919	Medicare		-	280,000.00	-	280,000.00	269,561.87	10,438.13	-	10,438.13
945	Gen and W/C Insurance		-	606,000.00	(13,200.00)	592,800.00	589,063.80	3,736.20	-	3,736.20
950	Transfer Out	Cap Imp Stab	-	-	-	-	-	-	-	-
970	Transfer(s) Out	OPEB/Comp Ab	-	10,000.00	-	10,000.00	10,000.00	-	-	-
<b>Total General Fund</b>			<b>2,284,828.93</b>	<b>37,304,617.00</b>	<b>220,776.36</b>	<b>39,810,222.29</b>	<b>36,382,471.26</b>	<b>3,427,751.03</b>	<b>1,881,108.16</b>	<b>1,546,642.87</b>

**TOWN ACCOUNTANT'S  
FY 2023 APPROPRIATIONS REPORT**

Dept. No.	Dept. Name	Function	Encumbered To 2023	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2024	Ending Balance
443	WWTP	Salaries	-	747,591.00	(20,000.00)	727,591.00	719,264.94	8,326.06	-	8,326.06
		Expenses	-	1,400,209.00	51,749.00	1,451,958.00	1,311,351.65	140,606.35	34,976.36	105,629.99
		Sewer Maint	-	115,000.00	(15,000.00)	100,000.00	84,780.19	15,219.81	-	15,219.81
		Capital	89,275.00	-	160,000.00	249,275.00	156,131.24	93,143.76	92,609.71	534.05
		Admin Alloc	-	-	-	-	103,360.00	(103,360.00)	-	(103,360.00)
			<u>89,275.00</u>	<u>2,262,800.00</u>	<u>176,749.00</u>	<u>2,528,824.00</u>	<u>2,374,888.02</u>	<u>153,935.98</u>	<u>127,586.07</u>	<u>26,349.91</u>
710	Debt Principal		-	551,642.00	-	551,642.00	551,641.17	0.83	-	0.83
751	Debt Interest		-	132,435.00	5,227.50	137,662.50	127,806.95	9,855.55	5,227.50	4,628.05
910	County Retirement Assessment		-	195,542.00	-	195,542.00	195,542.00	-	-	-
913	Unemployment		-	1,050.00	(960.00)	90.00	-	90.00	-	90.00
914	Group Health Insurance		-	178,922.00	4,600.00	183,522.00	169,344.71	14,177.29	14,160.78	16.51
915	Group Life Insurance		-	318.00	-	318.00	282.00	36.00	-	36.00
919	Medicare		-	8,291.00	960.00	9,251.00	9,249.66	1.34	-	1.34
945	Gen and W/C Insurance		-	20,000.00	1,435.00	21,435.00	21,435.00	-	-	-
	Financing Uses		-	-	-	-	913,025.00	(913,025.00)	-	(913,025.00)
	<b>Total Wastewater Fund</b>		<b>89,275.00</b>	<b>3,351,000.00</b>	<b>188,011.50</b>	<b>3,628,286.50</b>	<b>4,363,214.51</b>	<b>(734,928.01)</b>	<b>146,974.35</b>	<b>(881,902.36)</b>



# PALMER POLICE DEPARTMENT

*In Service to Our Community*



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## ***ANNUAL REPORT-DEPARTMENT OF PUBLIC SAFETY***

***Fiscal Year 2023***

### **Mission Statement**

*A commitment to the citizens of the Town of Palmer to create a proactive partnership and, through unity, attain a high quality of life for all citizens in a safe, peaceful environment; policing our community and ourselves to ensure respect and fairness to all and integrity and professionalism in all that we do.*

### **Calls for Service**

From July 1, 2022, through June 30, 2023, the Palmer Police Department answered approximately 26,071 calls for service, which included 2,215 medical related calls. From these calls, 1,933 criminal offenses were recorded and investigated. Additionally, 703 individuals were arrested /summoned / taken into custody, 1,096 incident reports were completed, 2,145 traffic citations were issued for 2,798 violations. There were 330 traffic crashes, involving 682 operators/occupants, resulting in injuries to 78 individuals. The use of Alcohol or drugs by the operator was suspected in 24 (4.7%) of those crashes. Two (2) fatal accidents were reported during this period. A statistical report on the year's activity follows this report.

The department has an authorized strength of 22 full time and 12 Reserve/Special police officers. Our Dispatch Center is staffed by 6 full time and 3 part time 911 Emergency Telecommunications Dispatchers who provide 24/7 coverage for the police department, the towns three fire departments and the Palmer Ambulance Service. An additional 3 part time/per diem civilian employees provide support services to the daily operations of the police department. Our Emergency Telecommunications Dispatchers are certified by the state of Massachusetts as Enhanced 911 Telecommunicators and certified in Emergency Medical Dispatcher (EMD). This certification provides the opportunity to identify the complaint, triage the severity of the situation and begin providing pre-arrival, life-saving medical instructions to the caller before First Responders arrive on scene.

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## **Grants Received**

The department received the following grants during this reporting period:

9-1-1 Training Grant (State 911 Department) - \$21,736.84 awarded. Through this program, governmental entities hosting primary Public Safety Answering Points (PSAPs) are eligible to receive reimbursement for training related costs associated with the 9-1-1 system. Awards are based on a rounded formula of 9-1-1 calls received and population served.

PSAP Support and Incentive Grant (State 911 Department) - \$50,276. awarded. The purpose of the State 911 Department Public Safety Answering Point (PSAP) and Regional Emergency Communications Center (RECC) Support and Incentive Grant is to assist PSAPs and regional emergency centers in providing

enhanced 911 services and to encourage the development of regional PSAPs, regional secondary PSAPs and regional emergency communication centers.

9-1-1 Emergency Medical Dispatch Grant - \$890.00 to cover Fees for EMD medical director review and approval of emergency medical dispatch quality assurance program.

Bureau of Justice Assistance Grant - Bulletproof Vest Partnership - \$5,000.00 The purpose of this grant is to provide funding for Tactical-level body armor uniquely fitted for primary wear by individual officers.

Hampshire HOPE Drug Addiction and Recovery Team (DART) – Technical Assistance Grant - \$12,000.00 awarded. The purpose of this grant is to designate Palmer Police personnel to act as a liaison to Hampshire Hope to provide interagency communications and record all outreach engagements to facilitate, document and manage interagency activity with participants in the DART and Hampshire HOPE program.

Hampshire HOPE Drug Addiction and Recovery Team (DART) – Supplies & Services Grant - \$5,000.

The purpose of this grant is to provide continued training of personnel and establishment of protocols for compliance with DART program and reported requirements. Funding is for costs associated with Palmer Police Department DART Team which provides substance use related

outreach to overdose victims or high-risk substance users and their families in a timely manner. This outreach may be in partnership with Recovery Coaches, Harm Reductionists, clinicians and DART Team Officers.

### **Safe Policing Certification**

The Palmer Police Department maintains compliance with Massachusetts Police Accreditation Commission and the United States Department of Justice standards for Certification on Safe Policing for Safe Communities pursuant to the Presidential Executive order of June 16, 2020, Executive Order # 13929. The Palmer Police Department maintains policies that adhere to applicable federal, state and local laws prohibiting the use of chokeholds, except in situations where the use of deadly force is allowed by law. Additionally, the department maintains policies that adhere to law enforcement best practices as it relates Use of Force, Use of Force termination, Duty to Intervene, De-escalation and provision of appropriate medical care.

The Palmer Police Department participates in the National Use-of-Force data collection program. We began participating in this valuable, voluntary data collection program in 2020. Participation in the data collection is open to all federal, state, local, and tribal law enforcement, and investigative agencies. The FBI works closely with law enforcement and major law enforcement organizations to encourage agencies to share this important data. The FBI provides a web portal and bulk electronic submission options for agencies to report actions by their officers as a response to resistance that result in the death or serious bodily injury of a person, or when a law enforcement officer discharges a firearm at or in the direction of a person. The FBI began collecting this data from law enforcement agencies on January 1, 2019. The most recent data is available on the FBI's Crime Data Explorer website.

### **Training**

Sworn and non-sworn Members of the Palmer Police Department attended annual training programs during FY-2023 to enhance their skills. This training included but was not limited to the following:

De-escalation training  
Implicit Bias  
Electronic Control Weapons  
Mass Gatherings

Duty to intervene  
Use of Force training  
Bias Free Policing  
CPR

Defensive Tactics  
Firearms qualification  
Legal Update  
First Responder

### **Specialized Training**

Members of the Palmer Police Department attended specialized training programs during FY-2023 to enhance their skills for their supervisory or specialized positions. Specialized training included but was not limited to the following:

- Supervisory personnel certification in Internal Affairs Investigations
- Force Science Institute – Use of Force Investigation certification
- Supervisory personnel certified in De-escalation
- FBI Law Enforcement Executive Development - Supervisor Leadership Institute
- FBI Law Enforcement Executive Development - Command Leadership Institute
- FBI Law Enforcement Executive Development – Executive Leadership Institute
- Field Training Officer certification
- Body-Worn Camera
- School Resource Officer Certification
- Investigations
- Juvenile Law
- Active Shooter Training
- DART Officer Training

### **Retirements**

- Officer Scott Camilleri Retired 05/01/2023 30 years of Service

### **Programs**

#### **DART Team**

The Palmer Police Department continues its partnership with Hampshire Hope to provide support services for those at risk of opioid overdose. Drug Addiction and Recovery Team (DART) is a free service that supports people who are at risk for an opioid overdose or, family members affected by overdose. Members of DART are specially trained recovery coaches, harm reduction specialists, and police officers who provide access to harm reduction tools, such as NARCAN and safety plans for use. We also provide connections to community resources, as well as short or long-term recovery support. This program has been very successful, providing outreach to individuals and families referred to Hampshire Hope and receiving services. The Palmer Police Department has taken a leadership role working with Hampshire Hope to provide training and implementation assistance to other Police agencies throughout Hampden County.

**Note of Thanks**

I would like to thank members of our community for their continued support and encouragement. The individuals and businesses in this community have been exceptional community partners to work with to ensure the safety of our community. I would also like to thank the Palmer Town Council members for their ongoing support. I am grateful for the strong partnerships we have formed with the Palmer Public Schools, Pathfinder Regional High School, Palmer Board of Health, Palmer Department of Public works and the Palmer, Three Rivers and Bondsville Fire Departments. We thank you for your assistance and cooperation throughout the year.

I would also like to thank the civilian, sworn and volunteer members of the Palmer Police Department for their service to the community. I am at a loss for words that adequately express my deepest gratitude for their dedication and professionalism as they work tirelessly to keep our community safe.

Respectfully Submitted,

*Christopher J. Burns*

Christopher J. Burns

Chief of Police

## Department of Public Works Annual Report FY2023

The Palmer Department of Public Works herewith submits its annual report for FY2023.

The mission of the Public Works Department is to maintain, preserve, and protect the infrastructure of Palmer in the most efficient and effective manner possible, while providing proactive, quality, professional, and timely services to residents, businesses, and visitors.

Our Public Works Department includes four divisions, Highway, Parks, Cemetery, and Wastewater.

In the summer months, crews concentrate their efforts on roadside mowing, street sweeping, pothole patching, painting crosswalks, stop lines, Railroad crossings, and traffic lines. Field and property mowing, trimming, rubbish cleanup, parks maintenance, and public cemetery maintenance.

Maintenance and repairs of our drain/sewer lines is continuous, and many failing structures such as manholes, catch basins and drop inlets continue to be rebuilt through the spring summer and fall months.

In the wintertime, the focus is on snowplowing, salting/sanding, and snow removal...

### Snow Removal Program

One of the primary objectives of the Public Works Snow Removal Program is providing the safe and orderly movement of traffic throughout the Town of Palmer during snow events. Depending on the severity of the storm, residents are provided with quick and efficient removal of snow from all streets and roads. This provides safe passage for residents, pedestrians, and drivers. This program also includes snow removal from other areas such as: Town Hall, Police Department, Senior Center, and Schools.

### Snow Plowing and De-icing

Snow and ice control operations begin when hazardous road surfaces are expected. Depending on conditions, a pre-application of magnesium chloride and/or road salt is applied to the pavement. Plowing begins after snow accumulates to 1" or more. Snow plowing operation requires the cooperation of all Public Works staff and contracted personnel and equipment.

FY2023 presented 24 snow/ice events. In addition, crews responded to 12 calls for spot sanding reported by Palmer PD.

### De-icing:

De-icing requires the DPW personnel to fully operate the Towns plow truck fleet which remains on a 24 hour on-call status through the entire season. 2,912 Tons of Salt was used. Morton Salt was awarded the State contract through a bid process, the cost was \$78.70 per ton.

FY2023 road resurfacing projects were completed on Advance St, Prospect St, Forest St, Three Rivers Rd, Juniper Drive, Laurel Rd, Beech St, and Circle Drive.

2023 Capital plan equipment was approved by Town Council that included a new backhoe, new tree chipper, new asphalt roller with trailer, new field conditioner, new slope mower, and new baseball/softball infield material.

Below is a list of some tasks that were completed that are in addition to our daily duties this year...

DPW installed 450 feet of new drainage, a new drop inlet and a catch basin on Hill St in Thorndike.

2 sinkholes were repaired, one on Shaw St, and one in the Senior Center parking lot.

Parking lots were line painted at the Town Hall, Police Department, and High School.

New benches and concrete pads were installed at the Public Library.

Guardrail repairs were made on Old Warren Rd and Nipmuck St.

Restoration of the gazebo at Hryniewicz was completed, new rails were welded, graffiti was removed, and a fresh coat of paint was applied.

Two unsafe structures were demolished and removed at 4 corners cemetery and one at Burleigh Park.

The old playground equipment was removed at Hryniewicz, and we worked with the general contractor on the overall park restoration project.

DPW worked with Adaptas and Conservation on a community cleanup project at the Bondsville walking path.

DPW worked with the Palmer Board of Health and Building Department and boarded up 5 houses.

DPW worked with the Palmer Town clerk's office to set up and breakdown the town election equipment.

DPW worked with Palmer Animal control and other towns on building and grounds restoration projects at the new animal control facility in Monson.

Our staff was trained in chainsaw safety and trench safety, this training was funded by a grant awarded to the DPW.

A new irrigation system was installed at Legion Field.

A new speed feedback sign was installed on High St in Thorndike and a new speed feedback trailer was placed at State St/Emery St intersection. This trailer was acquired through a Massdot grant program.

Thorndike St speed limit has been changed from 40mph to 30mph (business district) from Converse St to High St.

Four-way solar powered flashing stop signs were installed at the intersection of State St and Main St in Bondsville.

DPW continues to work with SLR engineering on the FEMA granted route 181 culvert project, expected to be completed in the spring.

Public Works was awarded a certificate for recognition of partnership from Pathfinder Regional School, the DPW has partnered with Pathfinders horticultural program to be a sponsor of the school's community CO-OP program.

### Cemetery Division

The Town of Palmer Cemetery Division works alongside the Parks Maintenance Division of the Department of Public Works and is responsible for the gravesite preparations, burial services, landscaping, construction, preservation, maintenance, and customer service for the Town's four public cemeteries.

Cemetery staff are committed to providing excellent burial services and maintenance, and to provide sensitive customer service for families who are going through the process of planning a funeral or making future preparations.

*Jeff Pardo*

*Cemetery Foreman*

### Parks maintenance Division

Park maintenance operations are an integral part of making the Town of Palmer a safe and healthy place to both live and visit. Our Parks Maintenance Division operates as a division of Palmers' Department of Public Works. Parks operations run twelve months out of the year and include the upkeep and maintenance of parks, public schools, cemeteries, green spaces, and Town owned properties. In spring and summer months the focus is on grass cutting, trash removal, ball field preparation, park improvements, and special events.

In the fall and winter, the focus turns to leaf removal in all our parks and cemeteries as well as all the hard surfaces such as basketball/tennis courts, and parking lots. Snow and ice removal is also our top priority during these months. Park operations clears snow and ice from Palmer Public Schools, parks, town owned parking Lots, sidewalks, and Town Hall. Parks Maintenance also participates in road snowplowing operations.

Parks employees are responsible to maintain the 4 Town owned cemeteries, Oak Knoll, Four Corners, Palmer Center, and Three Rivers/Thorndike Cemetery. In addition, our Parks Division is responsible to maintain the following Parks:

#### **Palmer:**

- Eager Park
- Legion Field
- Depot Park
- Senior Center
- Converse Middle School
- Book Memorial at Converse
- Chase Memorial Park
- Burleigh Park
- Water St. Field
- Palmer Center Greenspace (Rt32/Flynt St.)
- Cannon Memorial Park

**Three Rivers:**

- Nick Laviolette Field
- Hryniewicz Park/ Three Rivers Common

**Thorndike:**

- Town Hall/Police Department
- Thorndike Diamond Playground
- Thorndike Common at the Junction
- Palmer High School
- Old Mill Pond School

**Bondsville:**

- Bondsville Grammar Park
- Endelson Playground/Splash Pad

*Dave Handzel*

*Parks Division Foreman*

In closing, I would like to recognize the hard-working staff here at the DPW and the strong efforts they provided for our community this year. We hope this report will provide our residents and visitors a glimpse into the daily operations of the department's programs. On behalf of the Public Works Department, we look forward to continued collaboration with all residents, while continuing to improve services to our community.

Sincerely,

*Matthew Morse*

*Town of Palmer, Director of Public Works*



Palmer Public Library  
1455 North Main Street  
Palmer, MA 01069  
(413) 283-3330

## Annual Report for Fiscal Year 2023

### **Summer Reading**

The Summer Reading program took place in July and August and the theme was “Beyond the Beaten Path.” A combination of music, art, and science workshops filled the programming schedule.

Youth Services Librarian Angela Sanches and Assistant Youth Services Librarian Olivia Chartrand oversaw the triumphant return of in-person Summer Reading programming in our Community Room. We kicked it all off by hosting a mini-golf tournament inside the library. Over 100 kids, teens, parents, and adults participated and did their best to get a hole-in-one. Some of the amazing performances included, Casey Carle’s “Bubblemania,” a performance by local puppeteers the Tanglewood Marionettes, a theater performance by the University of New Hampshire’s Little Red Wagon Theatre troupe, a visit from some Rainforest Reptiles, and of course the always hilarious Toe Jam Puppet Band closed out the summer. We are grateful to the Palmer Cultural Council for supporting this performance series.

And throughout the summer we had “Library on The Lawn” where families could come and play games, make some chalk art, and have a snack in our side yard. We also offered many Drop-In and Take and Make Crafts for kids and families to enjoy!

Young Adult Librarian, Bridget Kennedy, planned and organized lots of amazing programming for our Teens and Young Adults. Events included: Cheryl Carlson Perrow’s Environmental Journaling Workshop, Danielle Jones’s Creative Writing class, and Animal Man’s Survivor Training Course.

Adult Services Librarian Amy Golenski provided some excellent programming as well, including an author talk with Dale Monette, a wildlife photographer who discussed his book “Secrets of the Quabbin.” Julie Stepanek offered four weeks of ukulele lessons, and local artist Greg Maichack was a hit with his “Starry Night” oil pastel painting workshop.

We were able to provide over 700 free t-shirts to our Read-at-Home participants thanks to the generosity of local businesses and every child, teen, and adult who completed 47 days of reading also got to choose a book prize.

### **Outreach**

We maintained our strong connections with Top Floor Learning, River East School-to-Career, the Palmer Historical Commission, Elbow Plantation, the Amherst Rail Society, and the Palmer Senior Center.

The library helped out the Palmer Recreation Department with their showing of “Krampus” at the Town Hall, and were happy to participate in “Palmer’s Night Out” at the Palmer Police Station in August.

Library Director, Stephanie Maher continued her work on the “Age and Dementia Friendly Taskforce” which consists of Marlene Johnson, Executive Director of the Palmer Council on Aging and her staff alongside Becky Bash of the Pioneer Valley Planning Commission to obtain “Age and Dementia Friendly” status for the Town of Palmer.

Outreach Librarian Sandra Burke traveled around Palmer in our outreach van, delivering books, movies, books on CD, and more to area patrons who find it difficult to travel to the library. We hope to expand our outreach services to meet the needs of as many people in our community as possible.

The small food pantry that provides ready-to-eat food items, and personal care products to any patron who needs them is used daily. The pantry is open anytime the library is and located in our Town Square kitchen. With the help of monetary donations, and donations from Palmer Food Share we have been able to provide easy to open, easy to eat food. The library is always working towards finding solutions to the challenges our patrons face each day.

### **Meeting Spaces**

In FY23 our meeting rooms were booked 1031 times by a variety of local civic groups like the Boy Scouts, the Homeschool Collective, and the Palmer Cowboys, as well as private companies and non-profit organizations. Cataloger Ashley Ngan continued to do an excellent job managing our meeting spaces.

Local artist and poet Denise Fontaine-Pincince volunteered her time booking monthly art displays in our Community Room. With Denise’s help, we have a vibrant and ever-changing art gallery at no cost to the public, and we get the chance to highlight some of the most talented members of our community.

### **Programming**

In addition to the Summer Reading Program, the library hosted presentations by many talented artists, musicians, and authors, as well as programming run by skilled library staff.

Adult Services Librarian Amy Golenski organized and facilitated many excellent programs for adults throughout the fall, winter, and spring. Among the highlights were talks by local authors. J.R. Greene presented his holiday calendar featuring historic photographs of the Quabbin Reservoir, and author Elena Palladino talked about her new book “Lost Towns of the Swift River Valley: Drowned by the Quabbin.” Amy hosted a monthly mystery book club, and offered “Crafternoons” craft workshops where participants learned how to make autumn wreaths, decorative luminaries, and more. Throughout the spring we hosted an online virtual historical talk series. The discussions could be accessed by patrons at home, or they could join us in our Community Room where we projected the discussions on the big screen. Talks included a tour of Longfellow’s home, an exploration of “The Black Heritage Trail,” an African American Historical Site in Boston, a discussion on JFK’s life and legacy in Massachusetts, and a look into the history of the whaling industry off the coast of the Commonwealth. Amy also teamed up with the Alzheimer’s Association to present “Ten Warning Signs of Alzheimer’s” and in the spring offered an “Intro to Beekeeping” class.

Youth Services Librarian, Angela Sanches and Assistant Youth Services Librarian, Olivia Chartrand provided weekly story times and sensory playgroups for toddlers and preschoolers from September through April. Families were invited to participate in outdoor games and activities on our lawn, and kids looked forward virtual gaming clubs for our school aged patrons.

Throughout the year there were many slime making workshops to fit the season, and take and make crafts that including everything from holiday decorations to seasonal recipes and more.

There were scavenger hunts throughout the Youth Room to encourage families and kids to explore the space and see what we have to offer. Families had the chance to tie-dye matching t-shirts, make a gingerbread house together, cozy up with a PJ and Hot Cocoa Story Time, and show off their best Halloween costumes at the Costume Carnival. Wing Masters came in the spring during school vacation to talk about the rehabilitation work they do with birds of prey, and families got to see some amazing creatures up close. Assistant Youth Services Librarian Olivia Chartrand started a book club for those in grades 3-5 called “Fic or Flick?” where participants read a book, watch the movie adaptation, and then discuss which version they like best. And in an effort to continue our successful online programming series that started during COVID, local author and illustrator David Hyde Costello continued his popular series “Making the Scene” which provides a behind-the-scenes glimpse on how to create puppets and bring a scene to life on our YouTube channel.

Young Adult Librarian Bridget Kennedy provided excellent programming for teens this year. In addition to a weekly creative writing club, a Dungeons & Dragons club was added and was very popular. Bridget and the Teen Advisory Board ran an amazing outdoor Halloween bash complete with costume contest and lots of candy. They also offered free gift wrapping a few nights a week leading up to the winter holidays. The Teen Advisory Board was also integral in putting together the Gingerbread House Making Workshop that always brings in over 100 families each year. There was also a variety of workshops and events for the young adults in our community including a talk on understanding the college admissions process, a field trip for teens to the Tupper Hill Wildlife Sanctuary in conjunction with the board of the Norcross Wildlife Foundation and a panel discussion on women in anime. And on top of all that, Bridget hosted karaoke parties, a poetry event, and crafting workshops throughout the year.

Number of children’s programs	284
Attendance at children’s programs	6494
Number of young adult programs	124
Attendance at young adult programs	562
Number of adult programs	55
Attendance at adult programs	868

**Personnel and Volunteers**

Eleanor Szlachetka, Nancy Bauer, and the rest of the Friends of the Palmer Public Library team kept our Library Loft bookstore running on Park Street. The proceeds from book sales at the Loft enable us to provide quality youth programming, and we could not do it without their help

During our busiest months, we were helped along the way by our outstanding temporary staff member, Tracy Mastorakis.

Sandra Burke, our Technical Services Librarian/Outreach Librarian, semi-retired in May of 2023. Sandy continues her work as Outreach Librarian part-time and assists Ashley Ngan, whose new title is Cataloging/Technical Services Librarian with the processing of new materials.

Michelle LaRose, our long-time part-time permanent Circulation Assistant took on a full-time Circulation Assistant position in the spring of 2023.

Bridget Kennedy, our Young Adult Librarian and Volunteer Coordinator, oversaw 26 volunteers and coordinated over 340 hours of volunteer work in FY23.

### **Library Association and Board of Directors**

The Annual Meeting took place in October bringing together the staff, the Board of Directors, and the Library Association to celebrate the achievements of the library and conduct our annual business meeting.

The annual meeting was held in our Community Room for the first time in two years and included a special tribute to two long-time board members and library supporters who had recently passed away. Sandra “Sandy” Nichols and Stanley Skowyra’s families donated two beautiful plaques to be hung in our Town Square area to commemorate the hard work of both of these individuals in ensuring the Palmer Public Library’s success. Stanley was a master carpenter who built many beautiful pieces of furniture for the library including the amazing custom model “G” train track that runs throughout our Youth Services Department. Sandy was integral in getting the updated library renovation done and her impeccable sense of style and design can be seen throughout the building. After the doors to the new building opened in 2005 both Sandy and Stanley continued to serve on the library board, were vocal advocates of the library, and in Sandy’s case kept our in-house book sale up and running by maintaining and curating the for-sale items on a weekly basis. The library was better for their hard work, and they have been deeply missed by all who knew them.

Following the dedication there was live music in Town Square, some light refreshments and presentations by the staff on their programming, collections, and planning.

The Association voted to approve the Director’s report and the financial report. The Association also voted to approve the appointment of Fay Halsall as President of the Board of Directors, Sara Menard as Treasurer of the Board of Directors, Jan Marciniac and Sandra Noonan, Co-Vice Presidents of the Board of Directors, and Shannon Kennedy as Secretary of the Board of Directors. The Association also welcomed new Association members.

### **Patron Use of the Library**

Slowly, but surely our numbers of visitors and check-outs started to creep back up to the levels we saw before the pandemic hit. FY23 was the first full year of being open our usual hours and returning to a regular in-person programming schedule.

Number of registered borrowers	13,729
Total attendance at library	49,992

Items received from other libraries for our patrons	8,467
Items provided to other libraries for their patrons	15,670
<i>Library materials borrowed by our patrons:</i>	
Books	49,505
Print magazines & newspapers	941
Audio (CDs, Playaways, etc.)	3,620
Video (DVDs, VHS)	16,528
Ebooks	6,094
Downloadable audio (books, music, etc.)	4,377
Materials in electronic format	1,745
Miscellaneous (kits, museum passes, etc.)	999
<b>TOTAL</b>	<b>83,809</b>
Number of reference transactions	6,420
Number of users of public wireless access	7,592

## Collections

The staff continued to use the Evergreen Acquisitions program this year. Helene O'Connor, Angela Sanches, Olivia Chartrand, Bridget Kennedy, Amy Golenski, Victoria Knolton, Matthew DeCara, and Ashley Ngan all played a part in the Acquisitions process. The Evergreen Acquisitions Program allows patrons to see items that are on order in our catalog, which gives them a glimpse of the newest materials being added to our collections. Sandy Burke, our Technical Services/Outreach Librarian, made sure that all materials are processed, covered, and labeled correctly before they make it to the shelves. The hard work of all these librarians means we can provide our community with the books, DVDs, video games, and music they want most!

Cataloger, Ashley Ngan continued to work on scanning and digitization of the Palmer Journal Register, and Amy Golenski and Helene O'Connor continued their local history project called "Palmer Villages, Palmer Voices." This oral history project hopes to collect family history and diverse personal accounts of life and experiences in the Villages of Palmer from every generation. The project is also interested in scanning photographs, letters, maps, and scrapbooks from participants. This program has become a huge success due in part to the help of the Palmer Cultural Council, The Palmer Historical Commission, Elbow Plantation, MPACT, and The Palmer Historical and Cultural Center. We have collected more family stories and memorabilia and have many more community members waiting to be part of this project.

In 2020, due to the closure of libraries across the state, the members of the CWMARS network voted to increase funding to purchase e-books and e-audio materials to meet the overwhelming demand. E-book checkouts and holds continued to dramatically increase in 2022.

<i>Library holdings by type of material:</i>	
Books	52,907
Volumes of print magazines & newspapers	1,130
Audio (CDs, Playaways, etc.)	7,739
Video (DVDs, VHS)	6,221
Ebooks	129,132
Downloadable audio (books, music, etc.)	80,058
Materials in electronic format (CD-ROMs)	927
Microfilm	100
Miscellaneous (kits, museum passes, etc.)	354
<b>TOTAL</b>	<b>278,568</b>

### **Fundraising and Donations**

As in years past, we were fortunate to have a supportive and generous group of donors and patrons. We are very grateful to be surrounded by enthusiastic advocates for our library who value what we do. Donations allow us to hire performers, workshop facilitators, and programming supplies. We are especially appreciative of those who donated to support our food pantry. Contributions from patrons have ensured that pantry is well-stocked.

### **Tenants and Collaborators**

The library continues to rent space to River East School-to-Career, an education nonprofit that focuses on connecting students with local businesses to help prepare them for the workforce after graduation. In addition, our longstanding partnership with Top Floor Learning, a nonprofit adult literacy organization that offers tutoring, test prep, ESL classes, citizenship preparation, and basic computer literacy, is still going strong. All three organizations support each other and benefit from sharing a space. A member of the library staff continues to serve on the board of River East School-to-Career each year.

The library strives to be an integral part of the Palmer Community and is always searching for new ways to provide services and collaborate with local businesses, civic organizations, and nonprofits to fit the needs of our patrons. In accordance with our Vision Statement the Palmer Public Library will continue to “foster community collaboration by offering programs, resources, and services that celebrate diversity and inclusion.”

Respectfully Submitted,

Stephanie Maher  
Library Director

## **PALMER PUBLIC SCHOOLS ANNUAL REPORT – 2022-2023**

The 2022-23 school year was one of transition. During the school year, Colleen Culligan, Director of Student Services, was named Interim Superintendent of Schools. In addition, Anthony Granger was named Interim Facilities Director, Sara Menard was named Interim Director of Finance and Operations, Holly Riopel was named Interim Principal of Old Mill Pond Elementary School and Kerry Lynch was named Acting Assistant Principal all of whom were appointed to these positions. By the end of the 2022-23 school year, a new Superintendent, Matthew T. Francis, was named.

Regardless of all the changes, our mission remained unchanged - “Palmer Public Schools will be a community that develops life-long learners by engaging in a rigorous curriculum which creates opportunities for academic and social/emotional growth of all students through a safe, supportive, and collaborative environment.” Through the hard work of dedicated faculty/staff throughout the District, the Palmer Public Schools continued to move forward. Utilizing the District Improvement Plan, the Palmer Public Schools is guided by the following three objectives:

1. Effective Instruction
2. Engaged Learners, and
3. Rigorous Curriculum

As of the October 2022 SIMS, enrollment for the 2022-23 school year, including OLD Mill Pond Elementary School (grades PK-5) and the Palmer High School (grades 6-12) was 1,134 students.

### **Palmer High School**

The class of 2023 received their diplomas on June 4th at Legion Field. Sixty-one seniors matriculated with 75% attending either a 4-year or a 2-year college, 42% immediately to a 4-year college, 33% to a 2-year college, 7% attending a technical/trade/other school, and 18% heading to the workforce. The top 20 seniors in the class were honored and recognized at the May school committee meeting. The senior banquet was held at Teresa’s Restaurant. Thirty-two different local families, organizations, and businesses awarded 70 scholarships to 31 of our seniors totaling more than \$50,000 at Scholarship Night. Athletic Awards were presented to seniors and underclassmen during Class Day.

PHS hosted a fall open house, spring open house, and a night to highlight the departmental course offerings at the high school level. The National Honor Society had an induction ceremony for new members, the band and chorus performed concerts, and there were a number of field trips such as the Quabbin, Washington DC, and Iceland. There were student led presentations for Veteran’s Day and the First Responders Ceremony.

An important event was held March 9th, Johnny’s Ambassadors Presentation “The Dangerous Truth about Today’s Marijuana”. Thank you to the Palmer Police Department for funding the presentation.

The Advanced Placement Program continued to grow and flourish at Palmer High School, thanks to the partnership forged with the Mass. Math and Science Initiative (MMSI). There were 64 sophomores, juniors, and seniors taking 130 courses. Additionally, more than half of the graduating class of 2023 took at least one AP course. This Sustaining Partnership Program offered teacher training by the College Board familiarizing our teachers with AP curriculum, advanced instructional practices, and current technologies. Nine PHS students participated in

Dual Enrollment, taking classes at Holyoke Community College to earn both high school and college credit. Through our School-to-Career Program in partnership with River East School-to-Career Program, we provided the opportunity for 30 juniors and seniors to participate in 18 work-based learning sites. Our students were able to gain hands-on experiences in education, health care, business, and more. Five students participated in the High School Senior Internship in Education Project (HSSIEP) sponsored by Massachusetts Department of Elementary & Secondary Education in which students were able to get paid for their education internships.

For the first time, we were able to offer a partnership with Roberge EMS Training Associates and the high school. We had six students that participated and were able to become EMTs. This program meets or exceeds the National EMS Education Standards. There was a Mock Accident in May and the students that completed the course participated as the first responders. Another new course that was offered to students was the NC3 Program. Students were able to successfully complete the Snap-on Precision Measuring Instruments Certification Program. This allowed them to demonstrate a solid understanding of the fundamentals of working with precision measurement instruments. The skills acquired during this comprehensive training are valuable skills that can lead to rewarding careers in a vast array of industries in the global world.

### **Old Mill Pond Elementary School**

With the many positive changes that have occurred over the summer months, staff, teachers, students, and the community were excited to start back. They were welcomed to new improvements of the campus, hallways neatly painted, a front atrium television that supports the daily happenings, and an overall feeling of positivity.

The Old Mill Pond community has started off the year with 104 staff members and 578 students ranging from Pre-K through Grade 5. In grades K, 1, and 2 each team consists of five teachers. Grade 4 (our lowest bubble of students) has three teachers per that grade. Grade 3 (our highest bubble of students) has five teachers in that grade. Grade 5 has moved to Team Teaching which consists of four teachers (2-English Language Arts/Social Studies and 2-Math/Science).

The Team Teaching model is being rolled out to the fifth graders in the hope of preparing them for the changing of classes when they enter the high school. It also allows teachers who demonstrate strengths in certain areas to continue to provide rigorous lessons at their levels of strengths.

Throughout the year, the community can see continued use of our Positive Behavioral Interventions and Supports (PBIS), the use of Cub Cash to receive awards for being Respectful, Responsible, and Safe, and the school store to support behavioral expectations.

Teachers and staff will continue to provide educational opportunities for students in grades Pre-K through 5. Wonders, Lively Letters, StMath, Engaged NY, and Second Step will be used in academic settings. Teachers will provide whole group instruction and then move into small group instruction where students will be serviced by our classroom teachers, paraprofessionals, interventionists, and ESL teachers.

A strong focus of professional development will be given around all academics but especially enhancing our students writing process. Teachers will engage in a book study "The Writing Rope" and students will engage in lessons following the strategies from this book. Students will also take part in school wide scored writing pieces three times a year. A committee will analyze the writing pieces and determine areas of strengths and weaknesses.

We are finally able to start bringing in fun community activities with the help of grants, such as Grandparent's Breakfast, Teddy Bear Social, and many more. Our continued Open Houses will happen in the Fall and Spring.

As always, we continue to look forward to providing our community with the best education for our students! The teachers, staff, and administrators are looking forward to a great 2023-2024 school year.

### **Facilities**

The Facilities Department oversees the work performance of maintenance and custodial members in the school buildings and manages all capital improvements and projects in the buildings and on the school campus.

Palmer High School and Old Mill Pond have all the LED lighting upgrades completed as of August 2023. Town of Palmer inspection was completed by Linda Leduc on September 6, 2023.

The project to improve the HVAC systems that are used to cool the Computer Servers and Mainframes are now completed. The completion of both schools were finished in the summer of 2022. We have an upcoming heat pump project to improve the 4th level of Palmer High School and one of the wings at Old Mill Pond will provide cooling of the classrooms. Palmer High School installed and completed a new Pool Pak system to help regulate the humidity in the pool area.

Old Mill Pond is working with Guardian Energy to upgrade the generator to a new natural gas generator, due to wear and tear over the years. This is expected to be completed in the 2023-2024 school year.

Palmer High School completed the installation of new bleachers in the Gymnasium, in the summer of 2022.

The new track project is underway with an expected completion at the end of October 2023. Improvements were made for the drainage system, built new retaining walls, new water bubbler, two new handicap parking spaces, installing a new irrigation system, bleachers will be installed, storage for the equipment has been placed and the final top coat of the rubberized material will be completed.

As always, we cannot express enough how truly grateful we are to the other town departments who continually provide outstanding support, services and expertise.

Special thanks to the Parks and Highway Departments for all they do year round with the grounds. Your efforts are very much appreciated. This summer we were able to work with them to improve the grounds, with cutting back overgrowth and improving curb appeal.

### **Student Services**

The Department of Student Services includes all special education programs, English as a Second Language Programs, home and hospital tutoring, and McKinney-Vento (homeless) and new student registration. The department is responsible for the screening and evaluation of children between the ages of 3 and 21 for possible special needs. In addition, the department is responsible for assessing students' English Proficiency and providing appropriate services.

The Palmer Public Schools are an Early Childhood through Grade 12 School District and is a member of the Pathfinder Regional Vocational-Technical School District. It offers a full range of programs for students with disabilities at all levels beginning with an integrated preschool and continuing services through graduation, including providing transition planning services for students who do not graduate with a diploma. The department provides an extensive array of supplemental support services including speech/language, occupational therapy, physical therapy, BCBA, social skills behavioral support services

and school adjustment counseling. Services for low incidence (such as a Deaf or Blind) children are contracted annually as prescribed by the student's Individual Educational Plans.

Our Special Education enrollment is currently 237 students. The school system continues its effort, on the part of each of the schools, to meet children's needs within the classroom in the least restrictive setting. When this is not possible, each school provides a variety of options to meet the needs of students while allowing them to remain in their own community. Programs at each level are available for students with language-based learning needs, Autism, intellectual impairments, health, vision, physical and emotional disabilities. Each school offers life skills curricula and support for social-emotional development with therapeutic supports.

State and federal grants continue to assist in defraying some of the costs of special education. The Federal Special Education Grant 240 (94-142), funds the cost of instructional curricula, equipment, assistive technology needs, and contracted services. The State Early Childhood Grants, 262, provide Occupational Therapy supports, curriculum, assessment and screening services to children enrolled in private preschool programs and other early childhood age groups.

From the Department of Student Services, the 2022-2023 school year was one of continued program improvement and development in the area of inclusion practices, professional development for teachers and paraprofessional staff, program design and curriculum. The district continues to be committed to bringing tiered systems of support, social emotional supports, an improved pre-referral process, enhanced structures and supports for IEP writing, inclusion practices, co-teaching strategies, and improved outcomes for our students with disabilities and our English language learners. This school year, with the return to full in-person learning, the Student Services Department worked to provide a continuum of support for families for monitoring and promoting the engagement, well-being and success of every special education student and English language learner to the highest extent possible, while also fostering academic acceleration and recovery after the Covid-19 pandemic.

The Department of Student Services also complies with DESE's criteria and legal standards with respect to Educational Stability Procedures under the McKinney Vento Homeless Education (ESSA) Act. The Homeless and Foster Care Liaison is Colleen Culligan, Director of Student Services of the Palmer Public Schools.

### Summary

The School Committee, administration, faculty, and staff remain committed to the children of the Palmer Public Schools. We continue to make every effort to provide our students with a safe, clean and engaging school environment. We encourage parents, the community and businesses to join us as we serve our community of learners in the coming years.

Respectfully,

Palmer School Committee

Bonny Rathbone, Chair  
Sandra Noonan, Vice Chair  
Matthew Lovell, Member  
Anthony Braden, Member  
Erica Nadeau, Member



# Pathfinder Regional Vocational Technical High School District

240 Sykes Street, Palmer, MA 01069 • (413) 283-9701 • [www.PathfinderTech.org](http://www.PathfinderTech.org)

**Eric Duda**

*Superintendent-Director*

## PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT

### 2023 ANNUAL REPORT

The Pathfinder Regional Vocational Technical High School District Committee is pleased to present this report to the citizens of the nine-town District.

#### **SCHOOL COMMITTEE MEMBERS:**

The Pathfinder Regional Vocational Technical High School District Committee is pleased to present this report to the citizens of the nine-town District. In the 2022 state elections, incumbents Julie Quink (Hardwick), Lorraine F. Alves (Belchertown), Marie Barbara Ray (Ware), John Nason (Warren) were re-elected. New Members elected were Robert Lavoie (Palmer), April Judicki (Granby) and Ronald Keith Valley, Jr. (Monson). William Johnson (Granby) decided not to seek re-election this past November after serving 13 years on the committee. In February, 2022, Michael Cavanaugh sadly passed away after serving 48 consecutive years on the committee. He will be remembered for his long-standing dedication and commitment to Pathfinder Tech and deeply missed. Members remaining on the Committee are David Droz (Palmer), Francesco Dell'Olio (Belchertown), Martin Goulet (New Braintree) and Jeffrey Nelson (Oakham). Ware's population has increased to having over 10,000 residents, which per the regional agreement, another school committee member from Ware will be appointed. At the first regular meeting after the November election, a reorganization took place. Julie Quink was re-elected Chairperson, David Droz was re-elected as Vice-Chairperson and Lorraine Alves was re-elected as Secretary. The new Student Representative on the Committee is Morgan Brown of Palmer.

#### **ADMISSIONS**

This fall, Pathfinder Tech introduced the new Community Outreach and Admissions department. In addition to enrollment, this department is responsible for all community engagement efforts, communication, event planning, and media relations.

Pathfinder Tech's enrollment as of October 1, 2022 was 641 students. The freshman class consisted of 186 students which is an increase of 11 students from the previous school year. Overall, enrollment has increased by 12 students since October 1, 2021.

Last year, the school received a total of 273 applications. This year the priority application opened on December 7, 2022. As of December 31, 2022, more than 200 applications have been submitted, the majority of which are for the incoming class of 2027. The admissions team fully anticipates that last year's numbers will be surpassed as the February 1 priority deadline fast approaches and the admissions season continues.





# Pathfinder Regional Vocational Technical High School District

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**Eric Duda**

*Superintendent-Director*

## **COMMUNITY OUTREACH**

Pathfinder Tech's incoming freshman class had an opportunity to begin their high school experience early through our 2022 Summer Bridge orientation program. Three session options were available in July and August and this year featured a morning welcome/information session for students and parents/guardians, followed by a full day of programming for students. Through a series of activities and events, the Class of 2026 were able to meet current students and staff and were able to begin forming friendships with each other. Placement testing provided some necessary data and the scavenger hunt activity proved to be an interactive way for students to learn their way around Pathfinder Tech!

Come the fall, and for the first time since 2020, Pathfinder Tech began school without COVID restrictions. We welcomed 186 grade nine students and 13 new grade 10 students.

In September, Pathfinder Tech made a vibrant first appearance at the Belchertown Fair. We had our own booth exemplifying some of the amazing things we do and offered free face painting and manicures, cookie decorating, bird house creation, and robotics demonstrations to passers-by.

During the months of November and December, Pathfinder Tech held two incredibly successful recruitment events - Showcase and Career Night. Our Showcase event was the largest in the school's history with 331 students in attendance! Career Night was equally as successful and led to a record number of 125 applications on the opening priority application night!

Finally, the community outreach department has made a push to regularly post on Pathfinder Tech's social media, engaging with current students, families, and community members. Content includes event updates, fundraisers, department achievements, student features, and athletics updates.

## **BUDGET**

During 2022, the School Committee adopted a final FY23 budget of \$15,033,018 representing an increase of 3.89% over the FY22 Budget. Subsequently, unanimous approval was received when all nine towns that comprise the Pathfinder Regional District voted to approve their assessments during their 2022 town meetings and town council meetings. The FY23 budget was approved pursuant to the regional school budget statute. Formulation of the annual budget and town assessments are based on the previous school year's October 1 enrollment.

For the FY22 and FY23 School Years, Pathfinder Tech is providing Free School Lunch through government subsidies by the National School Lunch Program (NSLP) and supplemental state funding. District wide free lunches have significantly benefited students experiencing financial instability due to economic hardships brought on by current inflationary pressures within our state and national economy. In addition to free school lunch, Pathfinder Tech has also utilized its federal COVID Relief funds to provide additional student support in the areas of school health services, supplementary counseling services, instructional technology upgrades, professional employment skills instruction and





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to purchase school committee approved capital items (which ultimately reduce annual capital budgetary requests to member communities).

While there is an array of challenging social, economic, and pandemic related issues that schools continue to face, Pathfinder Tech continues its commitment to offer a rigorous technical education while providing equally demanding academics. Through the use of data driven decision making, Pathfinder Tech has been able to reallocate and adjust its budget to the current needs of our student population. Through our ability to adapt, Pathfinder Tech continually meets its core objectives while being mindful of budget increases to ensure appropriate services based on state and local requirements. While budgetary challenges exist in the areas of technical supplies and materials costs, transportation costs, health insurance costs, retirement costs, and utility costs; we continually review current and future needs to realign resources in the most fiscally responsible manner. As an example, during contract negotiations in FY22, Pathfinder Tech and its multiple collective bargaining units were able to renegotiate our health insurance plan design and contribution rate in a manner that should minimize or negate health insurance budgetary increases for the next 3 to 5 years. Ultimately, Pathfinder Tech and its dedicated staff are committed to meeting the educational, social and emotional needs of our students in order to give them a competitive advantage when they graduate from Pathfinder Tech for further educational or workforce opportunities.

### **HIGHLIGHTS FROM PATHFINDER TECH 2021-2022 SCHOOL YEAR**

To kick off the new year, Pathfinder Tech released a Trimester Newsletter to all members of the communities we serve. Each academic and technical area was featured with articles and photographs. Newsletter releases continued after trimesters 2 and 3, and the second year of their release began at the close of the first trimester of the 2022-2023 school year.

With the arrival of spring, competition season began for several of our competitive student groups and culminated with state and national competition qualifications. Our rookie FIRST Robotics Competition (FRC) team proved to be a force to be reckoned with and made it to the national competition in Dallas, TX. The FRC robot was created through the efforts of eight (8) technical programs and 63 students. Also making it to the national level of competition were several students from Business Professionals of America and six (6) Pathfinder Tech students qualified to participate in the SkillsUSA National Competition in Atlanta, GA. Several members of our Horticulture program participated in the State level competition of Future Farmers of America.

The spring months of May and June were very busy. In partnership with the Palmer Police Department, Palmer Fire Department, Emergency Medical Services, LifeFlight Services, Beers and Story Funeral Home, and Palmer High School, two of our students participated in, and all of our grade 11 students viewed, a mock car crash staged in the front of Palmer High School. This important event realistically demonstrated what can happen to the victims of car crashes and helped to educate young people of the dangers and impacts of driving as a distracted driver or as a driver under the influence of a substance.



BELCHERTOWN – GRANBY – HARDWICK – MONSON – NEW BRAINTREE – OAKHAM – PALMER – WARE – WARREN



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In May, Pathfinder Tech held its annual award events - induction into the National Technical Honor Society and the return of our in-person Annual Awards Night Celebration. Fifty-seven (57) students exemplified the qualities and attained the rigorous GPAs necessary for induction into NTHS. Also 141 awards were announced and distributed for academic and technical excellence during the Annual Awards Night Celebration

The Pathfinder Tech Class of 2022 participated in a joyous graduation ceremony on the sprawling campus front lawn on the evening of Friday, June 3rd. The beautiful, comprehensive graduation program booklet created by our Business Tech program featured 28 pages celebrating each individual graduate and their accomplishments and earned certifications.

The graduates lined up and proceeded down the front driveway in a dignified march to *Pomp and Circumstance*, passing by personalized graduation signs made specially for each graduate—a gift from the district. Pathfinder Tech's mathematics instructor Anastasia McWilliams opened the ceremony by singing the *National Anthem*, followed by opening remarks from Julie Quink, our School Committee Chairperson, Superintendent Eric Duda, and Assistant Superintendent/Principal Carrie Auffrey. Addresses by our Valedictorian Ethan Griswold, Salutatorian Catalina Mudgett, and Class President Trinity Demore provided inspiring words and glimpses of each student's personality.

We were delighted to also award 66 scholarships totaling more than \$20,000 during the ceremony to deserving grads of our Class of 2022. In addition, five class members were identified as being recipients of the John & Abigail Adams Scholarship for outstanding performance on MCAS.

## **COOPERATIVE EDUCATION AND VOCATIONAL TECHNICAL HIGHLIGHTS**

During 2022, a total of 58 students were employed as part of Pathfinder Tech's Cooperative Education Program and 34 students were employed through the WIOA program. These talented and well-trained students continue to be a highly valued resource to the local labor market.

Pathfinder Tech students thrive with hands-on learning opportunities, especially where they get to use their analytical skills in real-world experiences. Students access these experiences through the work request system, where Pathfinder Tech's member town municipalities and residents can submit requests for work to be completed at a fraction of the industry rates.

Throughout 2022, Pathfinder Tech received over 700 work requests for the year. Approximately 80% of the technical programs accept work requests from residents and municipalities from the nine member towns, however almost all of the programs provide services within the District, resulting in significant savings for taxpayers.

- The Automotive Technology program performed work on 257 vehicles, resulting in a savings of over \$100k to community members, when compared to industry rates. The program also helped service the Palmer Police Department fleet of cruisers, providing a substantial savings to the town.





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- The CAD/Pre-Engineering program performed a number of work requests, including a project to modify a motorized seat for a special needs child, as well as printing specialized 3D parts.
- The Carpentry program saved community members approximately \$40k on projects, including a residential garage and a barn addition.
- The Collision Repair and Refinishing program saved community members approximately \$20k through servicing 65 vehicles. This year, the program hosted its 29<sup>th</sup> annual Pathfinder Tech Car Show, awarding 40 trophies and plaques amongst 225 classic cars.
- The Cosmetology program serviced in-person clients. The program also hosted 20 senior citizens from the Palmer Senior Center at a special salon day event, where students provided haircuts for \$3.
- The Culinary Arts program kicked off their new breakfast offering at their signature restaurant, Perso.
- The Electrical program completed approximately 25 community projects as well as a substantial number of electrical projects on the Pathfinder Tech campus.
- The Horticulture program held their annual spring plant sale, and their winter poinsettia and wreath sale. They also installed a low retaining wall around an improved seating area on the school property. Continuing with their tradition, the Horticulture program decorated Storrowtown Village with winter holiday greenery and décor that was typical of the colonial time period. In addition, they grew vegetables that were harvested by the Culinary Arts students and served at the school's restaurant. The program was selected to design interpretive floral displays for the Festival of Flowers at the Springfield Museum of Science this past Spring. To round out their efforts for the year, they hosted several floral design classes for member town garden clubs.
- In the Fall of 2022, the Plumbing technical program expanded to include an additional staff member, which allows the program to take on outside work requests.
- The Programming and Web Development program hosted a technology recycling drive in the Fall in an aim to help both the environment member town residents remove unwanted technology clutter from their homes and businesses. In the Spring, students built new computers for use in the upper class portion of their technical area. The students researched and specified all of the necessary components for the build while working within a budget and saving the District a substantial amount of money. The build included assembling the computers and installing necessary software. Additionally, upper class students from the program serviced close to 625 help-desk tickets submitted by Pathfinder Tech staff and students. When they aren't servicing staff computers, the Programming & Web Development students are working on web design projects for outside customers.

## SELECT STUDENT ACCOMPLISHMENTS

### SPRING OF 2022

- A team of two Business Technology Freshmen placed second in the Junior Achievement of Western MA EnTEENpreneur Challenge Pitch Contest! The students created their own company and had 120 seconds to pitch their idea to the sharks (judges).
- All six Business Technology students who competed in the MA BPA State Leadership Conference placed and qualified to attend the national event. The Podcast Team placed 1<sup>st</sup> and the Global Marketing Team placed 2<sup>nd</sup>.





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Three students placed 1<sup>st</sup> in their individual computer events, and one placed 3<sup>rd</sup>. At the BPA National Leadership Conference in Dallas, TX, the Global Marketing Team placed 5<sup>th</sup> nationally.

- Cosmetology students passed State board exams at a 100% passing rate.
- Through the CAD/Pre-Engineering program, five students earned their Certified SolidWorks Associate certification, one student passed two out of three segments of the Certified SolidWorks Professional certification, and twelve students earned the Certified SolidWorks Associate-Additive Manufacturing certification.
- Three Health Assisting Juniors and two Seniors successfully passed the rigorous CNA exam.
- At the MA Future Farmers of America Competition, one student earned 1<sup>st</sup> place in Science Project - Food Systems, another student placed 2<sup>nd</sup> in Cedit Demonstration, and another student received 3<sup>rd</sup> place in Chainsaw Demonstration.
- During the SkillsUSA MA State Leadership Conference, students brought home a total of 20 medals: 1<sup>st</sup> and 3<sup>rd</sup> in Automated Manufacturing Team, 1<sup>st</sup> in Power Equipment Technology, 1<sup>st</sup> in Mobile Robotics Technology Team, 2<sup>nd</sup> and 3<sup>rd</sup> in Collision Repair Technology, 2<sup>nd</sup> in Customer Service, 2<sup>nd</sup> in Diesel Equipment Technology, 3<sup>rd</sup> in Cosmetology, 3<sup>rd</sup> in Electronics Technology, 3<sup>rd</sup> in Health Knowledge Bowl, and 3<sup>rd</sup> in Plumbing.

### SUMMER OF 2022

- Four Pathfinder Tech students competed at the SkillsUSA National Leadership Conference in Atlanta, GA. One student earned a bronze medal in Electronics Technology, a team of two students earned bronze medals in Mobile Robotics, and one student earned 10<sup>th</sup> place and a SkillsUSA Skills Point Award for meeting/exceeding industry standards in Collision Repair.

### FALL OF 2022

- Four students from the Horticulture program competed in the FFA Floral Design competition at the Big E this year and took home 3<sup>rd</sup>, 8<sup>th</sup>, 10<sup>th</sup>, and 15<sup>th</sup> places.
- The Pathfinder Tech Freshman Class of 2026 celebrated the announcement of their technical program assignments during the first annual Pathfinder Tech Technical Program Signing Day. At this event, students signed a certificate attesting that they commit to learning the technical skills and demonstrating workplace professionalism in their technical program area.
- This Fall, approximately 40 Juniors and Seniors from the Carpentry, Horticulture, Electrical, HVAC and Plumbing programs participated in an intensive, week-long pre-apprenticeship training program from the New England Laborers Training Trust Fund. The intent of the program is to create a pipeline of tradesmen and women who are interested in establishing careers on MassDOT highway construction projects. During the program, students learned industry-specific skills (such as work zone safety, surface lining and grading, and construction math), participated in a hands-on concrete project, and also earned their CPR/First Aid and AED certifications. Several Pathfinder students were offered cooperative education jobs through local public works





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departments, and over 25% of participants were selected as top-performing students from throughout Massachusetts.

- A team of Business Technology students took home the 1<sup>st</sup> place trophy from the annual Junior Achievement of Western MA Stock Market Challenge. The student teams had \$1 million to invest in a 60-round competition against teams from other schools around Western Massachusetts.

### ATHLETICS

The Athletic Department continues to offer a no-fee program in which all students can participate without fees. The following sports were offered: baseball, basketball, cheerleading, football, golf, lacrosse, soccer, wrestling and softball. In addition, ice hockey was made available through a cooperative agreement with Amherst. Six students enrolled in this inaugural offering which became available in the fall of 2022.

### CURRICULUM

Students at Pathfinder Tech, and across the country, are still feeling the effects from the Global Pandemic. Data driven intervention models were still at the forefront for 2022. In conjunction with the Data Team, data from Progress reports, and Trimester reports were reviewed to address the high number of students that were failing courses. School vacation extra help was instituted in order to provide extra opportunities for students to make up missing work, or get extra help on particular assignments. All students were scheduled individually based on the courses where they needed help.

Professional Development continued to be offered once per a month after school with a focus on best practices. During these sessions there are five different presentations for staff to choose from. Each of these sessions are led by a Pathfinder Tech staff member, so that the staff can learn from each other, and share expertise in particular areas. The PDP's that staff receive for this and all other Professional Development that is delivered by the district is now tracked and distributed through TeachPoint.

In Spring and Summer of 2022, a plan was developed to begin building a music program at Pathfinder Tech. A full-time music teacher was hired with a focus on Band, Instrumental Music, and Digital Music offerings for school year 2022-2023. This is part of a larger fine arts initiative that was launched four years ago. Increasing offerings in fine arts for our students has been a focal point and proven to be a valuable educational initiative.

Two new elective courses were offered during the 2022-2023 School Year which included Math in Sports, and Exploring Math Through Art. Courses offerings are being continuously considered and explored to best educate our students. We will continue to do so through content specific electives.

### GUIDANCE DEPARTMENT

The staff in the Guidance Department continued to work on assisting students to be college and career ready through updating its curriculum and services in order to help students transition to post-secondary education or the workforce upon graduation. In addition, the counselors ensured that students had access to responsive services that assist them in





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addressing issues and concerns that interfered with their academic, personal, social or career development. The Guidance Department is also responsible for managing and overseeing the 504 Accommodation Plans, which service more than 50 students. This entails scheduling and managing meetings with teachers, students and families to update plans and make sure that the appropriate accommodations are in place and students are showing success.

### **STUDENT SERVICES**

Pathfinder Tech's Student Services department oversees Special Education, Mental Health/Social Emotional Learning initiatives, and English Learners programming.

In the 2022 school year the department executed the Individual Education Plans (IEPs) of roughly 165 students. The dedicated staff of teachers, paraprofessionals, and student support personnel worked to improve their process of team meetings and IEP development.

In the area of Social Emotional Learning and Mental Health, the department moved into the second year of universal implementation of DBT: STEPS-A for 9th graders. A pilot program of Universal Mental Health screening for 9th-grade students was initiated at this time and will occur again prior to the completion of the 2021-2022 school year. The intention is that this initiative will inform a Tiered System of Social Emotional support for students beginning in the 2022-2023 school year and will be overseen by the MTSS coordinator. The department also partnered with Care Solace, an agency that acts as a liaison to connect members of the Pathfinder Tech community with the necessary mental health and substance abuse providers.

Currently Pathfinder Tech serves three English Learning students, and demographic trends indicate that this number will increase in the coming years. As such, the department submitted and had approved a complete program proposal for EL students from DESE.

### **SPECIAL PROGRAMS**

Summer school in 2022 had participation from 53 Pathfinder Tech students and 50 out of district students. A total of 159 courses were taken by students from 9 different sending districts. Revenue generated from out of district students resulted in no charge for Pathfinder Tech students this year. Most of the funding for summer school teachers was grant funded. We also held in-person summer school courses for particular students that had low achievement throughout the year and needed extra remediation for English or Math courses.

The Pathfinder Tech Summer Youth Enrichment Program was in full swing this previous summer and enjoyed great success! Young students from local towns entering grades 4 through 8 participated in a variety of hands-on learning opportunities within 12 different technical programs as well as other exciting areas, such as biking, first responders, and arts & math! The sessions were held over a 3-week period during the month of July, with 292 spots filled over the 3 weeks.





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## **ADULT EVENING COURSES**

2022 marked the beginning of a bold step in the direction of Adult Evening Education with the addition of two new programs; Electrical and Plumbing. These programs are the start of a long-awaited, rewarding journey. These pilot programs, serving 24 adult learners, were developed in partnership with MassHire. All funding for this offering was secured through a competitive grant award through the Career Technical Initiative totaling approximately \$280K in funding. The Electrical and Plumbing programs will run concurrently, with a start date of January, 2023 and a projected completion date of June, 2023. Each program will consist of 200 hours of classroom time and hands on experiences. Each adult learner will get the opportunity to learn a large array of trade skills and gain certifications that will enable them to become immediately employable in these respective fields.

Adult evening education will be expanded in the coming months and years to include more offerings that will be of great benefit to the local community.

## **CONCLUDING STATEMENT**

As Pathfinder Tech enters its 50<sup>th</sup> year offering high quality career and technical education to our member communities, the school committee wishes to reaffirm its pride in the staff and students. The committee wishes to thank our legislators, town officials, and the several town meetings for their support.

Respectfully submitted,

Julie Quink (Hardwick), Chairperson  
David Droz (Palmer), Vice Chairperson  
Lorraine F. Alves (Belchertown), Secretary  
Robert Lavoie (Palmer)  
Francesco Dell'Olio (Belchertown)  
Ronald K. Valley, Jr., (Monson)  
April Judicki (Granby)  
Martin Goulet (New Braintree)  
Jeffrey Nelson (Oakham)  
Marie Barbara Ray (Ware)  
John Nason (Warren)  
Morgan Brown, Student Member  
Eric Duda, Superintendent-Director



### Calendar Year Salaries

<u>Employee Last Name</u>	<u>Employee First Name</u>	<u>Employee Gross</u>	<u>OT</u>	<u>Position</u>
BARRY	BARBARA	1,200.00		TOWN COUNCILOR
HEBERT	PHILIP	1,100.00		TOWN COUNCILOR
LAVOIE	ROBERT	1,200.00		TOWN COUNCILOR
WILLIAMS	KARL	1,200.00		TOWN COUNCILOR
LEMIEUX	MATTHEW	1,200.00		TOWN COUNCILOR
SIZER	JESSICA	1,200.00		TOWN COUNCILOR
BROOKS	ERNEST	459.00		RECYCLE
MCNUTT	RYAN	141,830.93		TOWN MANAGER
MAREK	RUDOLPH	320.00		RECYCLE
HERMANSON	SARAH	20,225.56		ADMIN ASSIST
CACI	MARK	1,200.00		TOWN COUNCILOR
OTTOMANIELLO	MARLENE	27,627.68		ADMIN ASSIT
POTTER	GABRIELA	78,770.97		ACCOUNTANT
MANN	HOLLY	46,200.75		ACCT ASSSIT
BURNS	MICHAEL	1,620.00		ASSESSORS BOARD
FLORENCE	ALEXANDRIA	40,387.56		ASSESSOR ASSIST
WENZEL	KERI ANN	75,840.79		PRINCIPLE ASSESSOR
ST ONGE	LINDA	57,387.26		TREASURER
ZOSCHAK	ANDREA	26,907.89		ASSIT TREASURER
BALDYGA	CAROLYN	68,163.73		COLLECOTOR
LAMOTHE	SHELBY	46,060.18		ASSIT CLOOECTOR
COACHE	SUSAN	66,819.85		TOWN CLERK
MAJKA	JOAN	666.68		REGISTRAR
MURPHY	CAROL	333.34		REGISTAR
JALBERT	HELENA	666.68		REGISTRAR
FICKETT	MARY	37,279.51		ASSIST CLERK
FICKETT	RICHARD	333.34		REGISTRAR
ST. AMAND	URSULA	582.00		ELECTION WORKER
WEBB	RUSSELL	199.50		ELECTION WORKER
MOYNAHAN	ESTELLE	303.38		ELECTION WORKER
COLE	LAURIE	571.31		ELECTION WORKER
GRISWOLD	CHARLANN	574.69		ELECTION WORKER
BAUER	NANCY	199.50		ELECTION WORKER
HOLDEN	CAROL	402.56		ELECTION WORKER
STONE	BARBARA	336.94		ELECTION WORKER
BURNS	KATHLEEN	1,527.75		ELECTION WORKER
HELLIWELL	ANITA	1,032.00		ELECTION WORKER
GRAVELINE	JACQUELINE	491.56		ELECTION WORKER
CURTIN	RUTH	311.07		ELECTION WORKER
DAY	LINDA	285.56		ELECTION WORKER
MAZIARZ	GAIL	213.76		ELECTION WORKER
JOHNSON	JACQUELINE	571.31		ELECTION WORKER
WLODYKA	CONSTANCE	649.13		ELECTION WORKER
BURNS	LORNA	174.75		ELECTION WORKER
IZYK	RONALD	645.31		ELECTION WORKER

### Calendar Year Salaries

BLAZEJOWSKI	ROCQUELINE	750.75	ELECTION WORKER
WAWRO	BARBARA	296.26	ELECTION WORKER
WOSTENA	MARYANN	282.00	ELECTION WORKER
MINER	VICTORIA	213.76	ELECTION WORKER
SLOZAK	JUNE	691.13	ELECTION WORKER
MIARECKI	CHRISTINE	282.00	ELECTION WORKER
SWIATLOWSKI	CANDICE	661.31	ELECTION WORKER
LACHUT	JANICE	281.25	ELECTION WORKER
ORSZULAK	FREDERICK	588.94	ELECTION WORKER
GODEK	PATRICIA	589.38	ELECTION WORKER
JOYCE	ANDREW	203.06	ELECTION WORKER
FERRY	MARGARET	456.25	ELECTION WORKER
MASTALERZ	CECELIA	396.00	ELECTION WORKER
KEITH	REBECCA	683.01	ELECTION WORKER
JOHNSON	JUNE	336.94	ELECTION WORKER
SPELKO	LORRAINE	578.44	ELECTION WORKER
ANDREWS	MAYA	687.26	ELECTION WORKER
WEBB	IRENE	282.00	ELECTION WORKER
MASLON	JOHN	478.50	ELECTION WORKER
WARNOCK-GRAPER	DIANE	406.69	ELECTION WORKER
MCHUGH	JAMES	289.69	ELECTION WORKER
MARTOWSKI	BARBARA	571.31	ELECTION WORKER
SIMARD	MARY	478.69	ELECTION WORKER
BREADY	RICHARD	106.88	ELECTION WORKER
JASAK	DONNA	110.44	ELECTION WORKER
TUCKER	MARSHA	199.50	ELECTION WORKER
CODERRE	DAVID	284.63	ELECTION WORKER
LACHUT	PHILIP	270.38	ELECTION WORKER
ANDREWS	ETHAN	356.23	ELECTION WORKER
BEGLEY	BERNICE	693.00	ELECTION WORKER
LUTKUS	DENISE	106.88	ELECTION WORKER
KIELBANIA	JACQUELINE	110.44	ELECTION WORKER
FREDETTE	KATHLEEN	440.62	ELECTION WORKER
SMITH	SUSAN	2,075.44	ELECTION WORKER
NOBLE	NATALIE	75.00	ELECTION WORKER
BARTON	CATHERINE	93.75	ELECTION WORKER
GUIMOND	NANCY	75.00	ELECTION WORKER
LEDUC	LINDA	136,946.20	PLANNER
MARCINIEC	MICHAEL	2,100.00	PLAN BD
CZECH	NORMAN	2,100.00	PLAN BD
SKOWYRA	THOMAS	300.00	PLAN BD
FORTUNE	SARAH	4,496.50	CONSERVATION
WRIGHT	REBEKAH	66,092.67	PLAN ASSIT
DEE	MICHAEL	2,100.00	PLAN BD
RUGGIANO	ERIN	11,150.00	CONSERVATION
CIENCIWA	TIMOTHY	1,100.00	PLAN BD
MANNARINO	HEIDI	18,000.00	CONSERVATION

### Calendar Year Salaries

SULLIVAN	ERIN	133,262.36	11,273.33	POLICE LIEUTENANT
JANULEWICZ	JOHN	2,109.67		GRANT WRITER
BRAY	WILLIAM	93,548.30	4,341.98	OFFICER
FRYDRYK	ROBERT	4,534.80		POLICE TECHNOLOGY
PIECHOTA	TAMMY	65,234.90	3,235.31	LEAD DISPATCH
LUKASKIEWICZ	PAUL	315.63		COURT OFFICER
HALEY	SCOTT	50,491.21	682.69	OFFICER
BURNS	CHRISTOPHER	139,165.67		CHIEF
WAHLERS	RICHARD	72,995.94	1,620.97	OFFICER
CAMILLERI	SCOTT	74,117.96	1,072.80	OFFICER
COSTA	CATHERINE	23,555.84		FIREARMS
BURNS	DAVID	152,906.15	41,841.95	OFFICER
HALEY	JEREMY	107,111.81	14,507.00	OFFICER
WELSH	CHRISTOPHER	27,074.43		OFFICER
LEFEVRE	JOHN	62,682.07	7,814.44	DISPATCH
BELISLE	ROSALIE	54,269.54	3,769.99	DISPATCH
BURNS	LEAH	52,667.35	862.77	DISPATCH
PARSONS	MATTHEW	127,524.21	18,211.85	OFFICER
BAER	KENNETH	111,448.20	14,608.81	OFFICER
OCONNOR	PATRICK	8,457.18		CELL MONITOR
MELNICK	CHRISTOPHER	114,946.63	22,079.59	OFFICER
HURTADO	ANTHONY	120,080.02	20,452.89	OFFICER
BIGDA	TYLER	105,552.00	18,880.95	OFFICER
LAMB	NICHOLAS	90,120.10	17,271.88	OFFICER
CUSSON	SAMANTHA	52,120.93	4,774.75	DISPATCH
VANZANDT	KEVIN	6,799.83		OFFICER
JUOZAITIS	ANTHONY	35,325.60		OFFICER
GENTILE	ANTHONY	220.00		DISPATCH
TOTH	DANIEL	69,285.15	8,317.84	OFFICER
PAGAN	NATHANIEL	80,212.59	3,054.36	OFFICER
YON	ANTHONY	22,490.00		OFFICER
CAYER	MATTHEW	3,377.78		OFFICER
CIOFALO	MICHAEL	97,657.29	19,014.88	OFFICER
DUGRE	NICHOLAS	114,777.39	12,203.04	OFFICER
BEDORE	BRANDON	35,267.12	600.00	DISPATCH
APONTE	JOSE	16,830.72	720.00	DISPATCH
KOPACZ	SCOTT	60,605.79	8,041.25	OFFICER
GREENE	KYLE	62,092.06	8,205.44	OFFICER
POTEMSIL	TAI	56,094.99	13,568.18	DISPATCH
WOOD	JOSHUA	73,554.17	5,650.40	OFFICER
CURTISS	IAN	44,469.08	17,946.25	OFFICER
HAMELIN	KARLEE	7,095.26	316.66	DISPATCH
USHER	EMILY	460.00	800.00	DISPATCH
STAHELSKI	GARY	6,487.50		GAS INSPECTOR
NICHOLS	GERALD	11,399.25		PLUMBING INSPECT
WESTON	GERALD	13,852.50		ELECTRICAL INSPECTOR
WEEKS	BONITA	72,033.35		BUILDING DEPT HEAD
MALCOVSKY	EMILY	32,849.61		BUILDING ASSIST

### Calendar Year Salaries

FENNER	WILLIAM	16,505.49	ASSIST BUILDING
BERNAT	WILLIAM	4,687.50	CIVIL DEFENSE DIRECTOR
PLANTE	SYDNEY	45,439.90	DOG OFFICER
FLORENCE	CASSANDRA	10,505.00	PER DIEM ACO
KLEIN	KATRINA	6,460.00	PER DIEM ACO
DINEEN	DEVYN	2,220.00	PER DIEM ACO
BRAWN	MICHAEL	57,978.34	WWTP MAINTENACE
MOYNAHAN	DENNIS	63,722.60	WWTP INSPECTOR
TURNER	JEFFREY	79,551.18	WWTP OPERATOR
LORD	KENNETH	87,829.63	ASSIT DIRECTOR
JUSKO	KEVIN	69,935.14	MAINTENANCE
FERRY	JOSEPH	39,935.45	WWTP ADMIN
WILLIAMS	SCOTT	64,262.60	LAB DIRECTOR
SEARS	JAMES	61,674.56	MAINTENANCE
ZEBROWSKI	RALPH	11,893.09	OPERATOR
ST JOHN	STEPHEN	67,749.53	OPERATOR
NICOLL	BRIAN	54,632.81	VAC DRIVER
MORRISON	SHAWN	615.60	OPERATOR
ROUSHIA	JONATHAN	30,240.20	OPERATOR
PARDO	LYNN	14,342.63	OFFICE ADMIN
COMEAU	JOSEPH	49,772.18	PARK EQUIP OPERATOR
HANDZEL	DAVID	70,766.19	SENIOR FOREMAN
PARDO	JEFFREY	64,455.55	JUNIOR FOREMAN
MITCHELL	JAMES	5,390.00	SEASONAL LABOR
JOSEPHSON	RICHARD	84,739.69	ASSIT DIRECTOR
CORRIVEAU	RAY	53,895.32	JUNIOR FOREMAN
HERMANSON	MICHAEL	21,551.20	DRIVER/LABOR
CROWTHER	BRETT	62,399.75	SENIOR FOREMAN
BRADWAY	CHAD	53,013.61	PARK/CEM LABOR
DAY	FORRIS	49,018.54	EQUIP OPERATOR
COTTER	DAVID	999.00	RECYCLE
PARE	JASON	26,727.69	DRIVER/LABOR
RAYMOND	RUSSELL	56,476.54	LABOR
BISH	JONATHON	29,650.25	LABOR
THOMPSON	WILLIAM	42,088.46	EQUIP OPERAOTR
LOMBARDI	JOSEPH	8,144.00	SEASONAL
OTTO	TANNER	51,987.98	LABOR
MORSE	MATTHEW	90,880.01	DIRECTOR
SCHUR	MAUREEN	24,144.16	DPW ADMIN
GEROW	JOSEPH	28,199.27	LABOR
APONTE	TYSHAUWN	7,560.00	LABOR
DETERMAN	EMILY	11,153.97	DPW ADMIN
SHEA	MATTHEW	270.00	RECYCLE
TROMBLEY	ZACHARY	5,376.00	PARK
FOSTER	JOSHUA	7,680.28	LABOR

**Calendar Year Salaries**

RIBEIRO	TONY	1,849.46	OPERATOR
HAYES	MATTHEW	874.00	LABOR
FLORENCE	CHRISTINA	60,182.72	BOH DIRECOTR
GAMACHE	DEONNA	1,307.33	CLERK
SOMERS	RACHEL	3,375.00	NURSE
GAUTHIER	NICOLE	35,566.14	ASSSIT
KACZMARCZYK	MICHELE	11,614.00	ADMIN ASSIST
FERNANDS	JOHN	9,472.20	REHAB SPECIALIST
SZCZEBAK	SARAH	782.15	COMM DEV ASSSIT
LATOUR	JOHN	66,920.15	COMM DEV DIRECTOR
DUNPHY	CHRISTOPHER	7,468.50	ASSSIT
RONDEAU	CRYSTAL	8,139.60	OUTREACH COORDIN
JASAK	CYNTHIA	46,052.28	COA OUTREACH COORD
NORTH	DEBORAH	8,428.33	VAN DRIVER
LAMAY	LINDA	10,199.44	CLERK
COTY	THERESE	15,019.87	CLERK
JOHNSON	MARLENE	62,500.24	COA DIRECTOR
JACQUES	LISA	36,687.49	VOLUNTEER COORDIN
MAILLOUX	RICHARD	28,903.33	VAN DRIVER
MASOTTI	THOMAS	12,084.99	CUSTODIAN
LONGS	ISAIAH	1,866.76	VAN DRIVER
ARESCO	LAWRENCE	5,396.25	VAN DRIVER
DESANTIS	MARY	750.00	SENIOR WORK OFF
OLSON	PAMELA	750.00	SENIOR WORK OFF
CANTIN	STACIA	750.00	SENIOR WORK OFF
NADOLSKI	LEE	750.00	SENIOR WORK OFF
PAWLOWSKI	KARIN	277.88	SENIOR WORK OFF
TROMBLY	JOY	748.13	SENIOR WORK OFF
ARMITAGE	CAROL	750.00	SENIOR WORK OFF
VANCE	ANDREW	750.00	SENIOR WORK OFF
GODIN	SANDRA	750.00	SENIOR WORK OFF
BAKER	JENNIFER	6,413.77	VETERANS AGENT
BROHMAN	TINA	14,777.50	VETERANS AGENT
BURKE	SANDRA	38,595.80	LIBRARIAN
GOLENSKI	AMY	42,197.00	LIBRARIAN
OCONNOR	HELENE	49,509.20	LIBRARIAN
VARJABEDIAN	SOURPOUHIE	11,685.21	LIBRARIAN
KNOLTON	VICTORIA	38,866.25	LIBRARIAN
MAHER	STEPHANIE	71,287.22	LIBRARY DIRECTOR
NGAN	ASHLEY	50,085.23	LIBRARIAN
DECARA	MATTHEW	56,485.06	LIBRARIAN
CLARK	RICHARD	43,906.60	LIBRARIAN
LAROSE	MICHELLE	21,713.19	LIBRARIAN
SANCHES	ANGELA	43,732.14	LIBRARIAN

**Calendar Year Salaries**

CHARTRAND	OLIVIA	33,095.17		LIBRARIAN
KENNEDY	BRIDGET	43,732.13		LIBRARIAN
MASTORAKIS	TRACY	3,416.90		LIBRARIAN
ST. GEORGE	ANDREW	58,620.91		RECREATION DIRECTOR
DEFRANCO	CHRISTINE	47,599.94		CLERK CENTRAL OFFICE
CULLIGAN	COLLEEN	146,888.94		SPED DIRECTOR
TINOCO	VANESSA	13,240.50		CLERK CENTRAL OFFICE
KNOWLTON	SARAH	29,896.88		CLERK
DUKE	PAMELA	66,557.90		ADMIN ASSIT
RATHBONE	BONNY	1,200.00		SCH COMMITTEE
NOONAN	SANDRA	1,200.00		SCH COMMITTEE
DAMIEN	DREW	12,206.82		CLERK
BABINSKI	AMANDA	57,909.44		BUSINESS MANAGER
GARDNER	PATRICIA	113,197.07		SUPERINTENDENT
GRIFFIN	KATHLEEN	5,625.00		SUB
WALLACE	LESLIE	29,912.91		CLERK
SACCO	AMY	5,200.05		SCH COMMITTEE
LACHANCE	COLLEEN	37,643.28		ADMIN ASSIST
GRAZIANO	AMANDA	8,989.24		TEACHER
PETRASHEWICZ	MELISSA	55,418.89		ADMIN ASSIST
NOMPLEGGI	JOSEPH	1,200.00		SCH COMMITTEE
MASLON	NICHOLAS	11,311.88		COMPUTER
DIFONSO	ANTHONY	7,073.08		ASSST PRINCIPLE
BRADEN	ANTHONY	1,200.00		SCH COMMITTEE
NADEAU	ERICA	1,200.00		SCH COMMITTEE
O'CONNELL	JORDANA	62,000.12		ASSIST PRINCIPLE
GRISWOLD	DANICA	36,688.80		CLERK
MENARD	SARA	43,133.56		BUSINESS MANAGER
OBRIEN	RIHANA	15,939.36		CLERK
BANAS	GABRIEL	9,806.50		CLERK CENTRAL OFFICE
MCINTOSH-PATNOE	EMILY	65,750.00		CAFETERIA DIRECTOR
GALICA	PETER	13,580.00		CUSTODIANS
LAROSA	GRACE	18,862.37		CUSTODIANS
PEDRO	DOREEN	23,856.63		CUSTODIANS
DROZ	DAVID	1,086.82		CUSTODIANS
BIGDA	LEAH	1,177.52		CUSTODIANS
BARONE	PAUL	5,912.84		CUSTODIANS
GRANGER	ANTHONY	64,524.88		CUSTODIANS
GERBER	FREDERICK	47,923.08		CUSTODIANS
SILVA	STEPHEN	46,333.95	3,462.75	CUSTODIANS
MACKIEWICZ	KYLE	40,383.67	349.88	CUSTODIANS
METCALF	RICHARD	43,136.10		CUSTODIANS
GRAVELINE	JOHN	42,747.23	444.33	CUSTODIANS
SMOLA	GAVIN	2,579.25		CUSTODIANS
ANDRE	ZACKARY	3,676.50		CUSTODIANS

### Calendar Year Salaries

MATERA	TODD	59,266.75	CUSTODIANS
TRZPIT	EVAN	42,749.20	CUSTODIANS
MATTHEWS	ROLAND	78,270.06	COMPUTER TECHNOLOGY
RIEL	CYNTHIA	64,430.98	COMPUTER TECHNOLOGY
MASSEY	JESSE	45,057.81	COMPUTER TECHNOLOGY
STOCKDALE	JENNIFER	85,796.97	SPECIAL NEEDS TEACHER
TRZPIT	KIM	28,430.56	SPECIAL NEEDS PARA
LOGSDON	LYNN	83,913.20	TEACHER
PRESCOTT	LAUREL	72,514.60	TEACHER
CORCORAN	PAULA	43,951.96	PARA
FORD	MICHELLE	35,227.81	PARA
ORZECH	MARY ELLEN	26,140.76	PARA
DION	JILL	74,697.58	TEACHER
WEBBER	MELISSA	91,554.68	TEACHER
KLUPA	MARY	82,417.54	TEACHER
MARCINIEC	KARYN	87,396.78	TEACHER
MCINTIRE	HEATHER	89,450.56	TEACHER
ORSZULAK	MICHAEL	81,716.46	TEACHER
DINEEN	CATHERINE	89,662.56	TEACHER
TAMBACAS	LAURIE	12,146.60	PARA
DEMAIO	JODY	20,604.15	PARA
RUSSO	DEBORAH	32,029.21	PARA
CHARETTE	MARY	30,066.26	PARA
BROWN	SUSAN	22,030.24	PARA
MCCARTHY	CHERYL	84,534.38	TEACHER
OBRIEN	ELIZABETH	81,188.96	TEACHER
DILEONE	FREDERICK	17,981.00	PARA
BREYARE	ALISSA	81,615.56	TEACHER
RYAN	DOROTHY	81,188.96	TEACHER
RIOPEL	HOLLY BETH	95,455.10	TEACHER
MANCINI	PATRICIA	23,204.61	PARA
LAVELLE	ERICA	82,728.99	TEACHER
GUNTHER	SARAH	24,482.78	PARA
LAVALLEE	CHRISTINE	86,059.16	TEACHER
SANTER	JULIE	85,915.40	TEACHER
DIAMANTI	SONIA	16,692.48	PARA
KELLAHER	TODD	82,574.36	TEACHER
LANDINE	KATHERINE	88,903.16	TEACHER
MARRIOTT	GAIL	80,988.96	TEACHER
KIDA	TRACEY	19,192.13	PARA
WOOD	JILLIAN	61,505.15	TEACHER
BANVILLE	ANNE	84,970.21	TEACHER
COMRIE	VANESSA	81,874.36	TEACHER
ROBERTS	CATHERINE	65,403.26	PARA
DUGRE	ALISON	66,628.64	PARA

### Calendar Year Salaries

LYNCH	KERRY	72,355.42	TEACHER
COWLEY	COURTNEY	68,511.56	TEACHER
ELIE	AMANDA	65,403.26	TEACHER
HEYDARE	CHRISTINE	22,843.84	PARA
CHALMERS	MEAGHEN	68,213.26	TEACHER
LACROIX	PAUL	11,715.62	PARA
PILLERI	KATIE	53,924.42	TEACHER
HERRING	REBEKAH	58,765.96	TEACHER
CACI	NICHOLE	31,304.40	SUB
MAHONEY	CONSTANCE	73,414.91	TEACHER
HARRIS	NANCY	6,523.47	PARA
RODRIGUEZ	FRANCESCA	53,051.81	TEACHER
CURRY	REBECCA	9,898.40	GUIDANCE
ARNOLD	ERIN	43,826.35	TEACHER
COULOMBE	LAURA	40,660.59	PARA
MATIAS	SARAH	76,560.86	TEACHER
RAPAGNOLA	CHRISTINE	25,940.78	TEACHER
KONRAD	ASHLEY	65,837.10	TEACHER
SCOTT	MIA	10,382.92	TEACHER
GANCORZ	SAMANTHA	32,370.66	PARA
KONTRA	FAITH	7,170.60	TEACHER
TORRES	JERZEY	540.00	SUB
RAFTERY	MICHELLE	26,759.45	PARA
GILMAN	TANYA	16,204.01	PARA
WOLSKI	CORRINE	19,800.94	PARA
COLLAMORE	BRIAN	52,296.76	TEACHER
BAKER	GREG	9,592.76	TEACHER
JOHNSON	HEATHER	84,344.11	TEACHER
MOORE	KACEY	14,723.00	PARA
BICKFORD	SHELBY	66,001.26	TEACHER
MULDREW	CHRISTOPHER	9,760.30	SUB
WALLACE	OLIVIA	4,976.63	SUB
BARBEAU	OLIVIA	64,769.75	TEACHER
BRADY	LAUREN	7,477.40	TEACHER
SKOWYRA	DONNA	36,547.30	PARA
GASBARINO	JESSICA	2,823.60	PARA
PARKER	AMANDA	24,038.84	PARA
GALARNEAU	MEGAN	28,278.11	PARA
MCKEE	VICKI	30,907.68	PARA
SALVO	NIA	28,604.19	PARA
DYNAK	ANDREA	56,080.08	TEACHER
KUNTZ	LAURA	50,963.28	TEACHER
CUNNINGHAM	PAULA	33,588.21	CLERK
DUBUC	MONIQUE	86,860.74	TEACHER
MASTERSON	SAMANTHA	20,269.61	PARA

### Calendar Year Salaries

MOFFA	FREDERICK	55,327.64	TEACHER
PERRY	KARYN	51,216.02	TEACHER
GUILD	CASSANDRA	54,860.02	TEACHER
HART	COLLIN	58,131.00	TEACHER
RAYMOND	AMBER	50,366.86	TEACHER
RIZZO	KIMBERLY	82,471.96	TEACHER
LUONGO	SARAH	8,285.08	TEACHER
ELLISTON	AMANDA	15,585.88	TEACHER
MATTHIEU	COLLEEN	27,634.12	PARA
LARZAZS	HOLLY	9,537.34	PARA
GENDREAU	LEANA	24,437.50	ADMIN ASSIST
MANTERIA	PENNY	90,000.04	TEACHER
GOULD	DANIELLE	20,840.27	PARA
RUSSO	MARCIA	18,460.06	PARA
SKORUPSKI	JESSICA	49,315.47	TEACHER
TIMMERWOODZ	HANNAH	57,782.21	TEACHER
GULBRANDSON	JAIMIE	20,570.90	PARA
PARZIVAND	LAUREN	56,882.68	TEACHER
KONRAD	AURIEL	20,698.30	PARA
EARING	HALEY	2,689.75	CLERK
PITTS	KACIE	17,848.89	PARA
GIROUX	JODEE	36,118.70	TEACHER
DINELLE	SHELLY	26,535.98	PARA
DOYLE	KATHRYN	3,459.32	PARA
LAVELLE	RORY	1,208.16	CAFETERIA WORKER
NASON	JAIME	59,512.64	TEACHER
SENECAL	SARAH	41,351.64	TEACHER
KEATON	ASHLIE	41,683.95	TEACHER
MONETTE	STEPHANIE	48,537.94	TEACHER
ST. DENIS	STEPHANIE	50,502.06	TEACHER
CHACCHIA	LORI	19,353.68	PARA
TOWNLEY	JENNIFER	60,882.36	TEACHER
AYOTTE	ERIN	15,899.11	PARA
RODRIGUES	KYLIE	1,416.75	SUB
FONTAINE	SUSAN	4,768.16	PARA
TYNDALL	KATELYN	7,448.70	PARA
SROKA	MELANIE	19,409.32	PARA
ALVAREZ	LUZ	1,197.90	PARA
LAFLAMME	BRIANNA	7,419.06	PARA
PALMER	KIM	3,738.27	PARA
THEOCLIS	AVA	1,635.00	PARA
WYSTEPEK	HEATHER	2,232.00	CLERK
MILLER	ISABELLA	2,251.13	CLERK
WENZEL	MOLEIGH	1,870.50	CLERK
LES	CATHERINE	57,455.88	CLERK
HERRING	SAMANTHA	32,354.76	CLERK

### Calendar Year Salaries

CORCORAN	CAMERON	18,116.00	CLERK
HEYDARE	ALI	14,253.00	CLERK
SHORETTE	EMMA	5,666.80	CLERK
WALCH	DELANEY	261.80	CLERK
MCCOLLUM	BELLA	1,827.00	CLERK
DINELLE	MARISSA	1,196.25	CLERK
MARTINEZ	CYNTHIA	11,196.97	PARA
NAREAU	BROOKE	2,740.50	CLERK
AUCOIN	DEVYN	1,050.00	CLERKS
SANDOVAL	CELSO	8,164.00	COACH
THERIAULT	AMANDA	2,501.50	COACH
GAUTHIER	LINDSAY	3,532.00	COACH
LANZILLO	ANDREA	23,309.92	PARA
TRIOZZI	JACQUELINE	86,459.40	TEACHER
ANDERSON	JASON	50,590.80	TEACHER
LOCKWOOD	SHELLEY	23,502.69	PARA
NICOLOPOULOS	LEAH	3,930.32	SUB
FONTAINE	MICHELLE	19,781.79	SUB
HERRING	AMY	92,999.92	TEACHER
KORZEC	HEATHER	83,237.60	TEACHER
NORTH	SUSAN	114,507.12	PRINCIPAL
LACHUT	GENEVA	29,262.94	PARA
ZOSCHAK	LAURA	26,175.46	PARA
BEAUDRY	CHRISTOPHER	108,181.08	TEACHER
WILK	SANDRA	81,022.16	TEACHER
YOUNG	TINA	80,762.46	TEACHER
ZARENKO	DANA	27,471.33	PARA
BROWNE	SHEILA	92,841.22	TEACHER
BURNS	SEAN	87,288.98	TEACHER
JOHNSON	BRETT	12,672.60	TEACHER
PERITZ	KATHLEEN	94,181.46	TEACHER
PERRON	HEATHER	82,414.60	TEACHER
POULIOT	ANNE	77,556.96	TEACHER
SANTOS	ROBIN	84,503.96	TEACHER
MCCARTHY	JENNIFER	87,713.98	TEACHER
MIGLIOZZI	REE	88,815.94	TEACHER
HAAS	MICHAEL	82,832.96	TEACHER
MINNS	RYAN	80,988.96	TEACHER
GAFFRON	JOHN	93,793.59	TEACHER
MARCEAU	KATHERINE	84,938.12	TEACHER
PERITZ	DAVID	86,276.68	TEACHER
CHAPIN	PAULA	82,600.24	TEACHER
TATLOCK	CRISTINA	82,574.36	TEACHER
DOBSON	ANA	10,819.24	TEACHER
REGAN	KATHLEEN	80,766.49	TEACHER
SMITH	EILEEN	27,666.77	PARA

### Calendar Year Salaries

BURNS	TRACY	88,429.30	TEACHER
SANTOS	HEATHER	9,703.88	TEACHER
KOSS	GREGORY	77,793.74	TEACHER
PASQUAROSA	ANTHONY	79,661.60	TEACHER
BLAZEJOWSKI	CRAIG	88,821.88	TEACHER
DOBIECKI	KRISTINA	92,081.80	TEACHER
MARCINIEC	MATTHEW	74,343.86	TEACHER
LES	RICHARD	16,582.52	CAFETERIA
HOLLOWAY	PAUL	84,646.52	TEACHER
MATERA	ANN	68,511.56	TEACHER
HOTCHKISS	KAYLEE	59,816.64	TEACHER
MURPHY	TRACY	22,903.25	PARA
ANDRE	KIM	42,806.66	CLERK
PERNICIARO	ALISSA	66,896.68	TEACHER
BALDWIN	CARMEN	22,371.45	PARA
WALCH	LISA	33,050.70	ADMIN ASSIST
ANTI	KAREN	63,885.90	TEACHER
PHILLIPS	MARK	84,019.95	TEACHER
HALEY	JARED	69,675.60	TEACHER
MENARD	BETHANY	64,010.86	TEACHER
SIMPKISS	KELLY	85,374.36	TEACHER
PETIT	DAVID	80,293.60	TEACHER
LEVASSEUR	KENDALL	2,715.30	CLERK
MCDIARMID	JENNIFER	65,449.14	TEACHER
MARTIN	MICHAEL	59,405.98	TEACHER
PUCKETT	KRYSTIN	22,652.35	PARA
DORVAL	NADIA	83,766.48	TEACHER
CHOINIERE	BARBARA	85,584.04	TEACHER
FLEURY	MICHAEL	55,581.12	TEACHER
ROCKER	MELISSA	69,983.20	TEACHER
MONAGHAN	KELLY	9,459.84	TEACHER
JOSEPH	TABITHA	4,577.90	PARA
HUA	LISA	61,007.29	TEACHER
LEFFERTS	CASSIDY	20,366.17	PARA
MANSFIELD	CHRISTINE	24,111.14	PARA
GERMAIN	SHAWN	116,556.58	TEACHER
LAVALLEY	BRENDA	25,162.36	PARA
WECKERLY	ALISON	9,695.08	TEACHER
MURPHY	KELLIE	63,526.40	TEACHER
LAVELLE	MAUREEN	27,569.72	PARA
BUREK	APRIL	62,121.12	TEACHER
COLLINS	SANDRA	78,769.70	TEACHER
TREVALLION	JACOB	52,359.28	TEACHER
TRIOZZI	DAVID	87,465.76	TEACHER
SHELTON	MELISSA	15,733.77	PARA

### Calendar Year Salaries

NOWICKI	SALLY	18,792.50	PARA
LINSEY	LAURA	28,753.31	PARA
TRYBUS	SHANNON	-	COACH
ESPOSITO	KRISTIN	57,634.68	TEACHER
HANDZEL	ZACHARY	3,532.00	COACH
LOFTON	GLYNIS	24,939.68	PARA
BOYD	JENNIFER	8,285.08	TEACHER
BURKE	STEPHEN	11,446.16	TEACHER
KEARNEY	ROBERT	8,461.52	CLERK
CESTERO	ERIC	9,122.16	TEACHER
THIBEAULT	ALICIA	69,886.32	TEACHER
GENDRON	CASSONDRA	9,442.32	TEACHER
MCINTYRE	MICHAEL	88,042.76	TEACHER
KRZYKOWSKI	ASHLEY	52,650.66	TEACHER
MILLER	MARK	80,658.96	TEACHER
LAROSE	WILLIAM	86,257.18	TEACHER
ROBBINS-DAVIES	EVA	72,800.38	TEACHER
LARSON	LAURA	83,812.68	TEACHER
SEGUIN	JODIE	23,436.66	PARA
MANCUSO	CHRISTOPHER	25,775.89	PARA
HOOD	CHARLES	41,026.29	TEACHER
WILLIAMS	COREY	55,755.24	TEACHER
KANE	AMY	56,926.76	TEACHER
BRENNAN	ERIK	53,223.24	TEACHER
DUNPHY	CASEY	52,904.08	TEACHER
CASTELLANOS	JEFFREY	48,230.82	CLERK
SLOAN	KEVIN	69,487.88	TEACHER
SAWICKI	SEAN	59,512.64	TEACHER
BELANGER	NINA	3,011.62	PARA
BREOR	BRIANNA	8,190.00	ADMIN ASSIST
HALEY	ANDREW	3,752.00	COACH
SWEENEY	THOMAS	2,912.52	TEACHER
DELAND	DAVID	29,822.52	TEACHER
VITALE	JUSTIN	46,753.08	TEACHER
FORKEY	FARRAH	19,475.74	PARA
SWICONEK	THOMAS	40,227.00	TEACHER
COMO	TRACY	22,270.92	PARA
DUPREY	EVAN	6,569.87	PARA
SPRINGER	TYRELL	2,027.46	PARA
MITCHELL	SKYLA	4,802.00	COACH
SANDOVAL	JENNIFER	11,582.68	PARA
PUCKETT	MARIA	10,059.50	PARA
MASSE	MATTHEW	9,675.90	PARA
WILLIAMS	BEVERLY	90.00	SUB
CONLEY	SHEA	63,999.98	PSYCHOLOGIST
KING	ANGELA	70,899.61	TEACHER

### Calendar Year Salaries

HICKS	STEFANI	10,138.60	GUIDANCE
QUINN	MADISON	45,177.70	GUIDANCE
PINNEY	DIANE	45,177.70	GUIDANCE
WAHLERS	TAUNYA	84,227.68	GUIDANCE
BLANCHETTE	MARY ELLEN	11,272.48	NURSES
BANVILLE	LINDSAY	35,503.50	NURSES
CHEVALIER	ERIN	74,579.63	NURSES
SICILIANO	ELIZABETH	86,819.94	TEACHER
DALEY	ELIZABETH	24,597.40	PARA
WAHLERS	RICHARD	4,002.00	SUB
NORTH	BRITTANY	5,003.00	TEACHER
PELLEGRINO	JENNA	3,063.50	SUB
CHEVALIER	PIERRE	674.25	SUB
LETENDRE	NATHAN	7,293.00	SUB
LEVASSEUR	DENISE	2,501.50	SUB
SMOLA	DERRICK	14,586.50	SUB
PETRASHEWICZ	JOHN	10,868.90	SUB
SMITH	LAUREN	3,125.00	SUB
PARDO	JEFFREY	2,923.50	SUB
KOZLIK	KAREN	56.10	SUB
HALEY	CARLY	232.50	SUB
SKROCKI	CHERYLANN	270.00	SUB
OLIVEIRA	NATHAN	495.00	SUB
LETENDRE	JACK	3,090.00	SUB
WOOD	BIANCA	2,160.00	SUB
CARRIER	AMANDA	180.00	SUB
SYNER	BARBARA	4,301.05	SUB
CORSETTI	LYNN	112.50	SUB
WOOD	ALANNAH	3,660.00	SUB
HEATH	LISA	65,269.57	SUB
BOLLEA	JACOB	1,469.40	SUB
COULOMBE	TAIMA-JAY	2,028.00	SUB
KUNTZ	LILY	675.00	SUB
DUGGAN	HANNAH	2,253.30	SUB
SULIKOWSKI	CALEB	1,725.00	SUB
COUSINEAU	JASON	2,877.75	SUB
LAMADELEINE	VINCENT	3,451.20	SUB
SYCHTYSZ	JESSICA	3,731.25	SUB
WHITE	MICHELLE	5,587.40	SUB
NUTE	CHERYL	2,760.00	SUB
DESANTIS	OLIVIA	1,106.25	SUB
AUSTIN	GRACE	1,245.90	SUB
HOULE	MADISON	150.00	SUB
BERGMAN	STEPHANIE	795.00	SUB
HOWES	JULIA	30.00	SUB
GRAVELINE	JACOB	35,005.72	PARA

### Calendar Year Salaries

MADDEN	ERIKA	3,792.75	SUB
NEILSEN	KASSIDY	4,425.00	SUB
TASSINARI	LEO	3,767.00	SUB
MAGILL	JESSICA	1,125.00	SUB
ENDER	DAVID	3,367.00	SUB
LAVALLIE	KEITH	3,674.82	CAFETERIA WORKER
SANTARELLI	COLTON	30.00	SUB
HARTMAN	KIMBERLY	1,620.00	SUB
ORDONEZ	CHRISTIAN	45.00	SUB
SHERMAN	THERESA	16,848.93	CLERK
BATES	PAIGE	26,305.87	CAFETERIA WORKER
RAYMOND	TINA MARIE	35,085.29	CAFETERIA WORKER
GIBSON	LINDA	18,767.83	CAFETERIA WORKER
OCHS	CHRISTINE	23,420.25	CAFETERIA WORKER
LYNCH	ELIZABETH	25,223.49	CAFETERIA WORKER
SIKORSKI	CAROL	20,172.93	CAFETERIA WORKER
RAYMOND	EMILY	39,706.32	CAFETERIA WORKER
GIROUARD	ELIZABETH	13,100.99	CAFETERIA WORKER
FIGUEROA OBREGON	AMBER	3,691.60	CAFETERIA WORKER
MORAN-STEELE	CAROL	15,418.96	CAFETERIA WORKER
PEREIRA	ANTHONY	9,730.53	CAFETERIA WORKER
DEMOS	NICOLE	18,347.06	CAFETERIA WORKER
LANDRY	JACOB	3,423.12	CAFETERIA WORKER
SQUIER	CAROLYN	7,441.91	CAFETERIA WORKER
RICE	ANGELA	21,545.20	CAFETERIA WORKER
FINLEY	JENNIFER	1,149.43	CAFETERIA WORKER