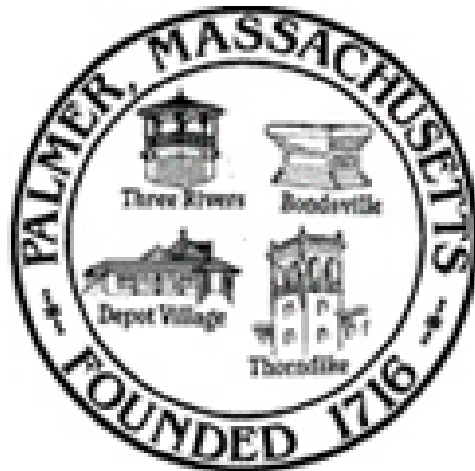


TOWN OF PALMER

FISCAL YEAR 2021

ANNUAL REPORT



JULY 1, 2020 – JUNE 30, 2021

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FACTS ABOUT PALMER

SETTLED	1716
INCORPORATED AS A DISTRICT	1752
ACCEPTED AS A TOWN	1776
LOCATION	About 15 miles east of Springfield on Rte 20
HIGHEST ELEVATION	Colonel's Mountain 1179 feet
POPULATION	13,000
FORM OF GOVERNMENT	7-Member Town Council Town Manager
TAX RATE – FY2018	
TOWN	\$21.22 per \$1,000.00 of evaluation
FIRE DISTRICT TAX	
DISTRICT #1	\$1.58 per \$1,000.00 of evaluation
DISTRICT #2	\$2.20 per \$1,000.00 of evaluation
DISTRICT #3	\$2.67 per \$1,000.00 of evaluation
DISTRICT #4	\$2.94 per \$1,000.00 of evaluation
NUMBER OF DWELLINGS	Approximately 4,340
PROPERTY VALUATION	\$1,060,841,781
AREA	Approximately Land 20,110.00 acres; Water 457.5 acres; Total 20,568.4 acres; Square Miles: 32.14
HOSPITAL	Baystate Wing Memorial Hospital
STREETS AND HIGHWAYS	Approximately 150 miles
PUBLIC SCHOOLS	Palmer Middle/High School Old Mill Pond Elementary Pathfinder Regional Technical High School
FIRE PROTECTION	Four Fire Districts: Palmer Fire District 1: Chief William Bernat heads a 32-member call force with a full time Captain and Lieutenant; Three Rivers Fire District 2:

FIRE PROTECTION (CONT)

Chief Scott Turner heads a 19-member call force; Bondsville Fire District 3: Chief John Daniels heads a 22-member call force; Thorndike Fire and Water District 4 is protected by Palmer Fire District 1.

TRANSPORTATION

PVTA Village Bus, Peter Pan Bus (Walnut Street, Palmer), Council on Aging Van for transportation for seniors.

POLICE

22-member, full-time police department and Emergency Dispatch center headed by Chief of Police, Christopher Burns

RECREATIONAL FACILITIES

Walter (Beebe) Chase Memorial Park, Legion Field, Eager Playground, Palmer, Nick Laviolette Park, Three Rivers, Hyrnewitz Park at Three Rivers Common, and Endelson Playground, Bondsville.

PUBLIC LIBRARY

1455 North Main Street, Palmer

**GOVERNMENTAL DISTRICT
AND REPRESENTATIVES FOR THE
TOWN OF PALMER**

UNITED STATES SENATORS

Elizabeth Warren, Democrat
Edward Markey, Democrat

REPRESENTATIVE IN U.S. CONGRESS

First Congressional District
Richard E. Neal

Second Congressional District
James P. McGovern

EXECUTIVE COUNCIL

Seventh Councilor District
Jennie Caissie

SENATOR IN GENERAL COURT

Worcester, Hampden, Franklin
and
Hampshire Senatorial District
Anne Gobi

**REPRESENTATIVE IN GENERAL
COURT**

First Hampden Representative District
Todd M. Smola

**HAMPDEN COUNTY DISTRICT
ATTORNEY**

Anthony D. Gulluni

ACKNOWLEDGEMENT OF RETIREMENTS

Rodney North- Police Department
Paul Lukakskeiwicz- Police Department
Raymond Tenczar- Police Department
Joseph Sawicki- Department of Public Works
Lorie Cole- Collector

ACKNOWLEDGEMENT OF DEATHS

Sandra Nichols- Library Committee
Bob Helliwell- Town Hall Janitor & Thorndike Water District Commisioner

BOARDS AND COMMITTEES

BOARD OF APPEALS

Norman Z. Czech (Exp. 2020)
Dennis Fountain (Exp. 2018)
Ingrid Thompson (Exp. 2021)
Walter Solzak, Alt. (Exp. 2021)
Vacant (Exp. 2021)

BOARD OF ASSESSORS

Lawrence M. Jasak (Exp. 2024)
Michael J. Burns (Exp. 2023)

BOARD OF REGISTRARS

Susan Coache, Town Clerk (Exp. 2022)
Chester Topor (Exp. 2023)
Carol Murphy (Exp. 2024)
Helena Jalbert (Exp. 2024)

BOARD OF HEALTH

Paul Benard (Exp. 2024)
Carol Sikorski (2023)
Angela McGrath (2023)
Christina Florence, Health Supervisor

CONSERVATION COMMISSION

Peter Izyk (Exp. 2023)
David Cotter (Exp. 2022)
David Blais Jr.(Exp. 2024)
Dorothy Lawrence (Exp. 2024)
Sarh Fortune, Interm Conservation Agent

COUNCIL ON AGING

Genevieve Bates (Exp. 2023)
Peggy Corriveau (Exp. 2023)
Betty Koss (Exp. 2023)
Dorothy Nadolski (Exp.2023)
Sandra Gilman (Exp. 2023)
Bernadette Pearson (Exp. 2024)

HISTORICAL COMMISSION

John Fox (Exp. 2022)
Frances Nowak (Exp. 2023)
Stephen Nowak (Exp. 2023)
Kevin Kopacz (Exp. 2022)

Barbara O'Donnell (Exp. 2021)
Lisl Donaldson (Exp. 2021)
Lisa Wosniakowski (Exp. 2021)

LICENSE COMMISSIONERS

Robert Frydryk (Exp. 2021)
Ryan McNutt
Michael Magiera (Exp. 2018)
Jessica Sizer (Exp. 2022)

OPEN SPACE & RECREATION COMMITTEE

Angela Panaccione, Conservation Agent
Linda Leduc, Town Planner
Michael Marciniac, Planning Board
Sarah Szczebak, Community Development
David Cotter, Resident
Bonnie Weeks, Zoning Officer
Philip Hebert, Town Council
Tharyn Nein-Large, Conservation Comm.
Sean O'Donnell Conservation Comm.

PALMER CULTURAL COUNCIL

Carol Holden (Exp. 2023)
Jayne Heed (Exp. 2022)
Nancy Roy (Exp. 2023)
Laura Hicks (Exp. 2021)
Donald Blais, Jr (Exp. 2021)

PALMER HOUSING AUTHORITY

Mildred Jasak (Exp. 2022)
Russell Webb (Exp. 2023)
Victoria Miner- State Appointee
David Bussell – (Exp. 2021)

PALMER REDEVELOPMENT AUTHORITY

Sean O'Donnell (Exp. 2024)
David Flebotte (Exp. 2024)
Joseph Turek (Exp. 2022)
Vacant
Ben Hood – State Appointee

TOWN COUNCIL SUBCOMMITTEES

TOWN MANAGER GOALS COMMITTEE

Lorinda Baker
Matthew Lemieux
Jessica Sizer

ORDINANCE REVIEW COMMITTEE

Lorinda Baker
Matthew Lemieux
Robert Lavoie

TOWN COUNCIL RULES REVIEW

COMMITTEE

Lorinda Baker
Matthew Lemieux
Jessica Sizer

SCHOOL COMMITTEE LIASON (PALMER
PUBLIC SCHOOLS)

Barbara Barry

PATHFINDER LIAISON

Robert Lavoie

ECONOMIC DEVELOPMENT LIASON

Karl Williams

GREEN COMMUNITIES COUNCIL
REPRESENTATIVE

Lorinda Baker

TOWN MANAGER PERFORMANCE
EVALUATION UPDATE COMMITTEE

Barbara Barry
Karl Williams
Matthew Lemieux

PVTA ADVISORY BOARD

Ben Hood

BUDGET SUBCOMMITTEE

Barbara Barry
Lorinda Baker
Matthew Lemieux

CONVERSE MIDDLE SCHOOL
REUSE COMMITTEE

Lorinda Baker
Robert Lavoie
Barbara Barry

ELECTED OFFICIALS

COUNCILORS AT LARGE

Robert Lavoie (Exp. 2023)
Jessica Sizer (Exp. 2021)
Lorinda Baker (Exp. 2021)

PATHFINDER REGIONAL SCHOOL
COMMITTEE

Michael J. Cavanaugh (Exp. 2020)
David M. Droz (Exp. 2019)

DISTRICT COUNCILORS

Barbara A. Barry, District #2 (Exp. 2021)
Karl Williams, District #3 (Exp. 2021)
Matthew Lemieux, District #4 (Exp. 2022)

PLANNING BOARD (4 yrs.)

Michael Marciniac (Exp. 2022)
Jeffery Florence (Exp. 2021)
Norman Czech (Exp. 2021)
Kathleen Burns (Exp. 2020)
Thomas Skowrya (Exp. 2020)

SCHOOL COMMITTEE (4 yrs.)

Gary A. Blanchette (Exp. 2021)
Sandra Noonan (Exp. 2022)
Charles Baker (Exp. 2022)
Joseph Nompleggi (Exp. 2023)
Bonny Rathbone (Exp. 2020)

APPOINTED OFFICIALS

Town Manager	Ryan McNutt
Director of Municipal Finance/Town Accountant	John Kuzmiski
Economic Development Director/Town Planner	Linda Leduc
Town Clerk	Susan Coache
Community Development Director	Sarah Szczebak
Veteran's Agent/Burial Agent/Graves Officer	Troy Brin
Town Counsel	Charles Ksieniewicz
Building Inspector	Bonita Weeks
Gas Inspector	Gary Stahelski
Electrical Inspector	Gerald Weston
Plumbing Inspector	Gerald Nichols
Board of Health Supervisor	Christina Florence
Animal Inspector/Dog Officer	Sydney Plant
Sealer of Weights & Measures	Susan Petzold
Director of Public Safety	Christopher Burns
Treasurer	Linda St. Onge
Tax Collector	Carolyn Baldyga
Emergency Management Director	Willam Bernat
Town Assessor	Robert Leroux
Department of Public Works Director	Gerald Skowronek
DPW Operations Division Director	Joseph Sawicki
DPW Wastewater Division Director	Kenneth Lord
Council on Aging Director	Marlene Johnson
Pioneer Valley Planning Commission	Michael Marciniac
Environmental Certifying Office Hearings Officer/Building Code Violations	Bonita Weeks

TELEPHONE DIRECTORY

For Questions Regarding:

Call this Department:

Phone:

Appeals (zoning issues)	Appeals, Board of	283-2605
Assessments, Abatements	Assessors, Board of	283-2607
Building Permits, Electric Permits, Plumbing, gas & wiring Permits, Zoning Enforcement	Building Inspector	283-2638
Burial Records, Cemetery Plots	Cemetery	283-2664
Emergency Preparedness, Catastrophe	Civil Defense	283-8792
Future planning for Palmer	Community Development Dept. Palmer Redevelopment Authority	283-2614 283-2605
Wetlands Management	Conservation Commission	283-2611
Senior activities, Information & Transportation	Council on Aging	283-2670
Animal Control	Dog Officer	283-7770
Health, Sanitation, Septic Permits/Title V, Food & Beverage License & Tobacco License	Health, Board Of	283-2606
Road Maintenance, snow & ice removal	Department of Public Works	283-2615
Federally funded elderly housing	Palmer Housing Authority	283-9311
All library services	Palmer Public Library	283-3330
Park & Field Maintenance	Department of Public Works	283-2615
Planning, Land Use, Zoning	Planning Board	283-2605
Public Schools	Schools:	
	Old Mill Pond Elementary	283-2630
	Palmer High School	283-2621
	Pathfinder Regional Vocational Technical High School	283-9701
	Superintendent of Schools	283-2650
Scale, Weight Certification	Sealer of Weights & Measures (Residence)	283-4070
Committee Appointments, Class I, II & III Licenses, Amusement/Entertainment Licenses, Street Entrance, Street Excavation	Town Manager	283-2603
Parking Tickets, Property & Excise Tax Bills	Tax Collector	283-2601
General Accounting	Town Accountant	283-2602
Births, Deaths, Marriages, Dog Licenses, Business Certificates, Elections & Voter Registration	Town Clerk	283-2608
Bill Payment, Payroll, Insurance Benefits	Town Treasurer	283-2694
Veteran's Information/Referrals Benefits	Veteran's Agent	283-2610
EMERGENCY NUMBERS - 911	Fire – Bondsville	283-9036
	Palmer	283-3861
	Three Rivers	283-7161

Annual Town Election: June 8, 2021

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Totals		
COUNCILOR AT LARGE							
Blank	3	2	3	2	10		
Lorinda L. Baker	50	50	48	41	189		
Write In	0	1	1	2	4		
PLANNING BOARD							
Blank	9	6	7	3	25		
Norman A. Czech	44	46	44	41	175		
Write In:	0	1	1	1	3		
SCHOOL COMMITTEE							
Blanks	4	3	3	4	14		
Anthony R. Braden	49	49	49	40	187		
Write In	0	1	0	1	2		
District #2 Councilor							
Blank		6			6		
Barbara A. Barry		46			46		
Write In		1			1		
District #3 Councilor							
Blank			6		6		
Karl S. Williams			45		45		
Write In			1		1		
Ballots cast	53	53	52	45	203		

3-Nov-20		TOWN OF PALMER PRESIDENTIAL ELECTION					
		Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 1A	Totals
ELECTORS OF PRESIDENT							
AND VICE PRESIDENT							
Blank		2	6	6	6	0	20
Biden and Harris		768	802	750	679	109	3108
Hawkins and Walker		7	6	14	5	0	32
Jorgensen and Cohen		19	24	26	29	4	102
Trump and Pence		797	923	594	819	107	3240
Write In		8	8		4	0	21
SENATOR IN CONGRESS							
Blank		37	64	39	49	2	191
Edward J. Markey		764	781	762	708	117	3132
Kevin J O'Connor		774	903	571	767	94	3109
Write In		26	21	19	18	7	91
Dr. Shiva							50
REPRESENTATIVE IN CONGRESS							
FIRST DISTRICT							
Blank		462	571	318	478	x	1829
Richard E. Neal		1072	1134	1030	1006	x	4242
Write In		67	64	43	58	x	232
Alex Morse							18
Dr. Shiva							52
REPRESENTATIVE IN CONGRESS							
SECOND DISTRICT							
Blank		x	x	x	x	12	12
James P. McGovern		x	x	x	x	111	111
Tracy Lyn Lovvorn		x	x	x	x	97	97
Write In		x	x	x	x	0	0
COUNCILLOR							
Blank		578	726	452	582	81	2419
Paul M. De palo		991	1012	927	925	135	3990
Write In		32	31	12	35	4	114
SENATOR IN GENERAL COURT							
Blank		56	79	66	83	10	294

Anne M.Gobi		768	772	765	731	107	3143
Steven R. Hall		775	917	559	725	103	3079

Write In 2 1 1 3 0 5

REPRESENTATIVE IN GENERAL COURT							
Blank		272	298	275	242	43	
Todd M. Smola		133	1451	1100	1290	177	
Write In		16	20	16	10	0	
Dr. Shiva							5

REGISTER OF PROBATE							
Blank		302	322	228	300	34	
Rosemary A. Saccomani		624	634	609	547	87	
Lori A. Landers-Carvahlo		672	888	550	600	99	
Write In		3	5	4	5	0	

REGIONAL SCHOOL COMMITTEE							
BELCHERTOWN							
Blank		624	773	537	606	98	
Francesco Dell'olio		909	992	888	925	122	
Write In		8	4	6	11	0	

REGIONAL SCHOOL COMMITTEE							
PALMER							
Blank		523	587	410	506	76	
David Droz		1072	1180	972	1029	144	
Write In		6	2	9	7	0	

REGIONAL SCHOOL COMMITTEE							
NEW BRAINTREE							
Blank		1407	1669	1292	1434	205	607
Write In		104	100	99	108	15	426
REGIONAL SCHOOL COMMITTEE							
OAKHAM							
Blank		1529	1709	1314	1474	210	6236
Write In		72	60	77	68	10	287
REGIONAL SCHOOL COMMITTEE							

WARREN							
Blank	827	961	694	799	115	3396	
David Kirk	766	801	693	739	105	3104	
Write In	8	7	4	4	0	23	

QUESTION 1								
Blank			69	57	45	95	12	278
Yes			1188	1326	1068	1127	168	4877
No			344	386	278	320	40	1368

QUESTION 2								
Blank			105	90	69	125	15	404
Yes			460	486	475	407	58	1886
No			1036	1193	847	1010	147	4233

TOTAL VOTERS BY PRECINCT			1601	1769	1391	1542	220	6522
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77% OF VOTERS VOTED								
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TOWN COUNCIL

I hereby submit the report of the Town Council of the Town of Palmer for Fiscal Year 2021.

The challenges of the Covid-19 pandemic continued through much of the fiscal year with remote meetings and the need for town services to continue to be delivered in a different manner.

Despite the challenges of the year there are several items to highlight:

- Rezoned 1010 Park Street (former Bank of America Branch) from Town Residential (TR) to Village Center1 District (VC1)
- Approved funding for an Asset Management Plan for the Town's Sewer and Stormwater Systems
- Completed bleacher project at Legion Field
- Tax foreclosure auction of three (3) properties was held with proceeds of \$240,000 and return of these properties to the tax rolls
- Received a FY21 Site Readiness Program Grant in the amount of \$280,000 to fund the design for the Church Street Bridge
- Approved moving forward with design and replacement of the Church Street Bridge with a Truss bridge
- Received \$1,086,000 in CARES Act Funding for expenses related to COVID-19 response
- Refinanced eligible town debt to take advantage of low interest rates resulting in savings to taxpayers
- Approved funding for a Sewer Rate Study

Palmer was approved as a regional vaccination site at Converse Middle School and from February through June administered over 7,000 vaccines. I would like to acknowledge the work of Christina Florence and her team for the outstanding job that they did in running this vaccination site. The Palmer site was recognized as one of the most effective sites in the Commonwealth. I would also like to congratulate Christina Florence who was nominated by Senator Anne Gobi and recognized in June, 2021 as an Unsung Heroine of 2021 for her work on the vaccination site.

This year saw the retirement of several employees who have had long careers with the Town: Laurie Cole, Assistant Collector, Joseph Sawicki, Asst. DPW Director and Fire Chief Alan Roy. We wish them all a happy and healthy retirement and thank them for their service and commitment to the Town.

The Town Council extends its sincere appreciation to all the volunteers who serve on Town Boards, Committees and throughout the community, and to all Town employees for their exceptional and dedicated service to the Town of Palmer.

Respectfully Submitted,

Barbara A. Barry
Town Council President

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.

In the Town Manager's Office, and 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.

It is my pleasure to submit my second annual report. Even with the challenges of the Covid-19 pandemic, this past year has been one of accomplishment. The diligent, dedicated staff of your Town worked to keep offices open, services maintained and continued, and they advanced projects that will improve the quality of life for residents of Palmer's villages.

The Fiscal Year from July 2020 to June 30, 2021, began auspiciously then the COVID-19 pandemic hit and disrupted municipal operations. Town Hall was closed to the public from March 13, 2020, to March 8, 2021. The library was not able to open to the public until June of 2021, and the Senior Center only began to return to indoor activities in September 2021.

Town departments quickly reacted to the coronavirus pandemic and developed processes to serve the needs of the public. Town Hall departments provided services via appointment. Library services were adjusted to remote and curbside pickup. The Senior services were provided remotely and via social distancing. Our Police and DPW Departments continued to provide seamless service using covid protocols with limited disruption. I would personally recognize all town employees for their dedication to the Town. I know how challenging this it has been.

The Town was allocated \$1,086,000 in Cares Act pandemic response funds from the U.S. Government. These Cares act funds played a major role in allowing the Town to meet the pandemic response challenges and secure the protective equipment for the employees as well as cover other upgrades.

As part of the response to the pandemic, Palmer hosted a ten-town regional collaboration with Monson, Ludlow, Brimfield, Sturbridge, Holland, Wales, Wilbraham, West Brookfield, and Warren to administer COVID 19 vaccinations at the old Converse Middle School. 7,244 shots were administered at Converse Middle School from February to July 2021. In addition, we were able to vaccinate approximately 230 homebound residents of the ten towns.

Aging infrastructure is another challenge, not unique to Palmer, but it has been frustrating and inconvenient to residents, especially with two closed bridges. Palmer has nine bridges that cross four rivers. In many cases the bridges were originally constructed eighty-years ago and have served their useful life. Massachusetts Department of Transportation has reviewed and closed two of the bridges in the past two years.

In the past year, a plan to address the Church Street bridge has been developed and is now being implemented. Over the next twenty-four months, the existing bridge that spans the Ware River will be

demolished and a new bridge erected in its place. Getting these travel routes open, truck traffic off the detours, and assisting the large mill complex renovation is vital, but will require continued patience from residents as the project progresses to completion.

Another serious initiative started in 2019 was N.I.C.E. (Neighborhood Improvement through Code Enforcement). The NICE Task Force is a collaborative effort between various departments within Town Government to address problem properties in our Palmer neighborhoods. Properties that have been identified as problematic because of issues such as fire damage, vacancy/abandonment, foreclosure, blight, and/or significant building/sanitary/health code violations. Getting blight out of our neighborhoods will increase safety and property values.

The recreation assets of the Town are some of our community's most vital treasures. We have abundant park space, rail trails, playing fields, tennis courts and a culture of well-attended school athletic events. This past year, the Town removed the bleachers at Legion Field that were constructed in 1935. New bleachers have been installed as well as a new press box.

I want to express my 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.

I would like to thank the members of the Town Council that have placed their trust in me to lead this community and I will work diligently for their support and for the leadership they have provided in establishing the policies and goals that have allowed Palmer to move forward.

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. My heartfelt "Thank you" is extended to each of them for their commitment to making Palmer a very special place to live.

Sincerely,
Ryan McNutt
Town Manager

Town Clerk

Marriages FY2021

July

7	Keith M.W. Stewart	Palmer	Jacqueline M Wahlers	Palmer
13	Michael J. Bedrosian Jr.	Palmer	Rachel S. Rosenbloom	Palmer
25	Flavio Goncalves Pimenta	Worcester	Felecia Paquin	Worcester
25	Thomas G. Hadley	Palmer	Priscilla H. Chevalier	Palmer

August

1	Jose. Alves	Palmer	Erica M Conklin	Palmer
6	Daniel L. Gregoire	Palmer	Dawn E. Robare	Palmer
6	Mark A. Zolendziewski	Johnstown	Lindsay N. Pobiegló	Palmer
15	Robert J. Speenburgh	Palmer	Tonia A. Shea	Palmer
15	Ernest G. Bessette Jr.	Palmer	Tammie L Perry	Palmer
22	Christopher L. Girard	Palmer	Julie A. St. Cyr	Palmer
22	Joshua Pobiegló-Kapinos	Palmer	Canyon L. Pierce	Palmer

22	Luis S. Teixeira	Springfield	Shannon K. Kay	Springfield
29	Michael J. Mastriani	Palmer	Lauren M. Jilson	Palmer
September				
4	Jared M. Sawabi	Palmer	Felicia M. Bolaske	Palmer
11	Jeremy J. Romaniak	Palmer	Kimberly A. Gilbert	Palmer
13	Joshua J. Abernathy	Palmer	Katie Cienciwa	Palmer
18	Fareed M. Hanania	Ludlow	Amanda P. Dicristoforo	Palmer
19	Michael J. Roulston	Palmer	Brianna M. Solis	Palmer
23	Grant A. Morton	Monson	Shannon M. Degray	Monson
23	Keean John Robert Bell	Palmer	Natasha Marie Bleau	Palmer
23	Kevin R. Godek	Palmer	Kassy M. Demers	Palmer
October				
2	Nicholas C. Dugre	Palmer	Alison T. Blanchette	Palmer
3	Max Matsuk	Palmer	Alina V. Ponomarenko	Wellford
3	Matthew S. Crafts	Palmer	Megab Conchinha	Palmer
3	Timothy F. Pilleri	Palmer	Katie J. McKee	Palmer
10	Sean M. Padykula	Palmer	Samantha A. Dean	Palmer
10	Alan J. Misischia Sr.	Palmer	Deborah M. Ciejka	Palmer
10	Michael Morin	Ware	Kimberly D. Smith-Soule	Ware
10	Benjamin Eric Lynch	Palmer	Tamara Ann Soares	Palmer
15	Jospeh T. Cormier	Palmer	Kaitlyn M. Mainville	Palmer
17	Jason V. Wemette	Palmer	Dawna L. Rouette	Palmer
24	Patrick Taylor	Ludlow	Karrie-Anne Whitney	Palmer
November				
11	Theodore Nietupski	Palmer	Tina Clark	Palmer
21	Jordan Cohen	Palmer	Moria Clawson	Palmer
December				
16	Mark R. Bissonnette Jr.	Palmer	Melissa A. Denham	Palmer
19	Adam Richard Mittasch	Glen Cove	Alexandria L. Hahn	Glen Cove
27	Eric Steven Hunter	Palmer	Stephanie JeanKaterine Gow	Palmer
January				
1	David J. Falvey	Palmer	Cassandra J. Hawk	Westfield
February				
2	Alec G. Crosby	Palmer	Gabriella T. Stephens	Chicopee
3	John S. Mielowski Jr.	Palmer	Deliane Gomes Magalhaes	Palmer
13	Pericles Lopes da Costa	Hadley	Aline Marques	Hadley
17	Daniel Delisle	Palmer	Maria C. Gonzalez McDougall	Palmer
20	Joseph M. Talbot	Palmer	Rachel Messier	Palmer
22	Sean N. Pennett	Palmer	Andrea L. Fontaine	Palmer
March				
7	Samuel J. Cobb	Palmer	Martha E. Whelan	Palmer
8	Matthew William Morris	Palmer	Gaitlyn Rachel Howlett	Palmer
11	Shane De Leon	Palmer	Kirsten C. Pasterczyk	Palmer
14	Alexanderwolfe Vega	Amherst	Tinahan Tran	Amherst
16	William D. Contois	Palmer	Kristen Oliveira	Palmer

17	Gregory R. Thompson	Ware	Colleen A. Burque	Ware
27	Michael J. Zayas	Palmer	Shelly R. Brown	Palmer
29	Adam W. Girard	Wales	Tiffany L. Curylo	Wales

April

3	Steven Rainville	Palmer	Jennifer Gelinas	Palmer
3	Nicholas A. Flores	Monson	Desiree L. Richer	Palmer
10	John Seifert	Palmer	Lois Chase	Palmer
17	Bruce Goldschmidt	Warren	Tina Paulson	Warren

May

1	Alred Bates	Palmer	Jennifer Hartwell	Palmer
1	Derek Reim	Palmer	Gina Morris	Palmer
26	Travis Scales	Palmer	Melanie Chapin	Palmer
6	Leonard Boudreau	Amity	Joanne Whitney	Amity
10	Richard Fitzgerald	Palmer	Bernadette Kennedy	Pittsfield
13	Carlos Parraga	Nashua	Mariana Taveras	Ludlow
20	Frank Trolio	Palmer	Kathryn Gola	Palmer
21	Dinesh Pootoolal	Ware	Vida Thornhill	Palmer
22	Wyatt Alm	Palmer	Alicia Eastman	Palmer
22	Samuel Houle	Palmer	Alyssa Balboni	Palmer
26	Michael Senecal	Palmer	Rachel LaCroix	Palmer
29	Joseph Roberts	Palmer	Julia Kozlik	Palmer

June

15	Alhagie Kandeh	Bronx	Heather McKay	Palmer
21	Austin Laflash	Palmer	Autumn Belanger	Palmer
26	Scott Smith	Palmer	Laura Hebert	Palmer

DEATHS FY2021**July**

1	Mackiewicz, Susan	75
1	Forgette, Debra	52
6	Bradway, Louise	70
7	Duda, Joseph	90
7	Slessler, Donald	97
8	Roman, Peter	63
10	Bush Jr., Joey	23
16	Desjardins, Mary	70
16	Pardo, Anthony	93
17	Beauvais, Eugene	88
20	Baker, Eugene	85
23	Scyocurka, Frederick	90
31	Marlow, Kitty	60

August

1	Szafranski, Ryan	30
2	Boulette, Beverly	81
6	Carbonneau, Joseph	70
8	Foxhill, Patricia	57
10	Hess, Carol	72
10	Patrie, Roy	82
14	Zajac, Stanley	72
15	Ritter, Ronald	86
18	Klick, Phyllis	84
22	Gryzowka, John	63
22	Allison, William	79
23	Niemiro, Diane	68
23	Skowyra, Stanley	85
24	Madrak, Ann	65
25	Evans, Marilyn	83
25	Perry, Sheila	85
28	Bird, Evelyn	95
28	St. Amand, Shirley	84

September

1	Perkins, Denise	62
4	Perkins, Cheryl	64
6	Trombly, Shelia	86
6	Boyd, Patricia	74
7	Lasota Jr. Alphonse	72
11	Peczka Sr., Robert	83

15	Andre, Phyllis	85
22	Nichols, Sandra	70
22	Cooley, Willaim	72
24	McKee, Robert	94
25	Matheson, Helen	98
26	Keegan, Jon	43
28	Hanna, Robert	76
28	Wilson, June	86

October

2	Rainville, Marie	87
3	Bock, David	69
6	Stockwell, Barbara	90
11	Turner, Hazel	101
13	Guimond, Peter	66
15	Butcher Jr., John	74
18	Leonard, Ernest	79
20	Lemoine, Robert	82
23	Davis, Mark	65
24	Miranda, Rosa	74
25	Madigan, Sheila	73
27	Gersten, Joy	86
27	Griffin, Theresa	91
27	Woodman, Robert	56
29	Belville, Noelle	80
31	Quirk, Alice	83

November

4	Hibbert, Cameron	28
5	Rudd, Ruth	77
6	Bisnette, Alfred	88
8	Welsh, Catherine	79
9	Ormeche, Gloria	86
11	Reim, Donald	90
14	Ripley, Maureen	59
14	Dunstan, Leonard	92
16	Shepard, David	83
17	Plankey, Mark	63
19	Rooney, Marcia	79
20	Partlow, Linda	78
20	Clark, Audrey	89
20	Blais, David	59
25	Mais, Edna	77
25	Hendricks-Baker, Joanne	58
28	Wells, Conrad	92

28	Lebiedz, Jr., Edward	50
28	Cavatorta, Michael	53

December

4	Henry III, Walter	28
8	Stolar Jr., John	65
13	Pallotti, John	78
14	Holmberg, Marie	92
15	Romanski, Shirley	88
17	Guimind, Brian	58
18	Laventure, Carole	76
18	Lopes, Nazare	92
19	McCormick Jr., Richard	82
19	Charron, Donald	69
19	Swift, Scott	56
19	Wojowicz, Edmund	93
20	Gagnon, Barbara	83
21	Bandy, Rose	89
21	Mann, Donald	85
21	Poulin, Richard	63
22	Golen, Frank	79
23	Haley Jr., Thomas	97
24	Arnold, Robert	78
24	Logan, David	75
24	Arslanian, Leon	94
25	Theodore, Doris	91
25	Bigda, Sophie	95
26	Koziol Sr., Henry	93
26	Pobieglo, Darryl	53
26	Doresky, Joan	76
29	Nutter, Gabrielle	87
30	Fugiel, Edna	90
31	Bewsee, Laurea	74

January

1	Webb, William	84
1	Bukowski, Sophie	83
3	Krawiec, Jean	96
3	Racicot, Angela	44
5	Mir, Muhammad	07
9	Martel, Patricia	93
14	Clason, Thomas	86
14	Lazarick Jr., Stanley	76
14	Massey, Constance	84
17	Jauch, Barbara	95

17	Demaiio, David	85
18	Brodeur, Raymond	97
19	Guerin, Nathan	39
21	Sanders, Allen	84
23	Mansfield, Tina	59
24	Schlesinger, Edward	93
25	Koss, Edward	95
25	Jansen, Trevor	31
29	Dileone, Frederick	92
29	Costa, Mary	97

February

3	Piche, Harold	69
7	Palmer, Debra	62
7	Robertson, Robert	89
8	Jackson, Scott	54
8	Wilson, Marcia	68
12	Bray, Fay	59
12	Wilson, Camille	82
14	Clapin, Charles	87
17	Canuel, Philip	62
24	Szydziak, Richard	86
27	Davis, Nelson	84
28	Spink, Geraldine	91

March

1	Roman, Louis	72
1	Vickers, Gary	69
2	Sandomierski, Edmund	73
2	Lackman, Valerie	56
9	Mulloy, Joan	84
10	Boudreau, Florence	88
10	Brozek, Chester	89
14	Ludewicz, Marian	73
14	Frazier, Barbara	89
16	Pawlowski, Joseph	94
18	Brooks, Joan	84
21	Bargalla, Brenda	70
22	Broamge Jr., John	67
23	Woodcock, David	74
23	Stasiowski, Marek	56
24	Noreau, Davis	77
27	Tavares, Arthur	85
28	Deyo Jr., Alfred	81
31	McKinstry II, Leonard	74

31 Veighey, John 74
31 Jankauskas, Richard 60

April

2 Dembkowski, Edward 87
3 Edwards, Frank 28
5 Pyzocha, Sylvia 64
5 Phillibotte, Irene 83
6 Helliwell Sr., Robert 82
7 Chouinard, Corinne 89
9 Rame, Marlene 82
10 Czaja, John 63
11 Hermanson, Louis 66
11 McGregor, Christine 96
12 Guerette, J L Normand 81
14 Brooks, Helen 76
14 Kuneyl Jr., Roger 44
14 Lafond, Elizabeth 35
16 Carlson, Diane 68
19 Bernat, Michael 65
19 Palazzi, Anthony 43
20 Dugay, Lois 87
20 Brown Sr, Robert 85
26 Oliveira, Karl 57
27 Mientka, Irene 67
29 Narreau, Paul 66
29 Slavin, Richard 94
30 Lewinski, Wiktorja 95
30 Dubuque, William 67

May

1 Gibbs, Paul 56
2 Carroll, Eileen 74
4 St. Andre, Francis 65
4 Fancy, Robert 73
5 Smith Jr., Robert 71
6 Whitford, Patricia 67
9 Dunn, Jean 76
10 Blazejowski, Gloria 74
10 Lopez, Carmen 79
12 Perez Lopez, Jamie 76
13 Koch, Elaine 94
15 Pedraza, Reynaldo 49
17 Brown Joan 85

20 Coache, James 59
21 Evans, Mary 77
25 Gugliette, Paul 97
29 Graham, Joann 65
30 Kohl, Leonora 87

June

2 Gonyea, David 59
2 St. John, Robert 58
3 Wood, Francis 70
4 Wood, Kenneth 74
5 Mowduk, Stanley 93
9 Blake, Alfred 68
16 Peterson, Jaylee 43
17 Gauvin, Richard 69
17 Bednarski, Russell 73
17 Majka, Sophie 95
18 Geary, Linda 36
25 Snowden Sr., Lawrence 72

PALMER HOUSING AUTHORITY

The Palmer Housing Authority office and adjacent development known as Laurel Manor, is located at 13 Fletcher Street. The complex was first occupied in January of 1971. Laurel Manor consists of 48 one bedroom units. The Palmer Housing Authority operates under the State Chapter 667 Elderly/Handicapped Program. All rules and regulations are promulgated by the Department of Housing and Community Development, adopted by the Palmer Housing Authority Board of Commissioners and carried out by the housing authority staff. The staff consists of one part time Executive Director and one part time maintenance person.

Applications can be obtained at the office on 13 Fletcher Street or upon request. Currently applicants need to be 60 years of age or be an eligible handicapped/disabled person. A preference is given to local residents and local veterans 60 years of age. The current net income for eligibility is \$45,500 for one person and \$52,000 for two persons. As units become available they are filled from the waiting list of eligible applicants.

The Board of Commissioners consists of 4 members that are appointed by the Town Manager and one state appointed member. The Commissioners meet on the third Wednesday of every month at 4:00 P.M., in the community room at 13 Fletcher Street, to conduct the authority business.

The goal of the Board of Commissioners is to maintain the properties and to continue to provide clean, safe and affordable housing to those in need.

Respectfully submitted,

Russell Webb, Chairperson
Mildred Jasak, Vice Chairperson
David Bussell, Treasurer
Katherine Izyk, Member
Victoria Miner, State Appointed

LOCAL LICENSE AUTHORITY

The following is a summary of the licenses and fees collected for the 2020-2021 year.

Type	#	Fee	Total
All Alcoholic Beverage License			
Inn Holder	1	\$800.00	\$800.00
Club	4	\$800.00	\$3,200.00
Retail Package Store	4	\$665.00	\$2,660.00
Seasonal	1	\$400.00	\$400.00
Restaurant	14	\$800.00	\$11,200.00
Wine and Malt Beverage License			
Retail Package Store	4	\$520.00	\$2,080.00
One Day Licenses	8	\$25.00	\$200.00

Respectfully Submitted,

Richard L. Fitzgerald, Chairman
Robert P. Frydryk
Ryan McNutt
Jessica Sizer
Michael Magiera

CONSERVATION COMMISSION

Donald Blais Jr, Chair

Dorothy Lawrence, Vice Chair

David Cotter

Peter Izyk

Nicholas Zeo

Brenda Cole

Mike Swiatek

Interim Agent: Sarah Fortune

FY 2021 Annual Report

Office Hours: Monday 8:30 am – 7:30 pm, Tuesday - Thursday 8:30 am - 4:30 pm or by Appointment

Inspections: Monday - Thursday 8:00 am - 12:00 pm, Friday by Appointment only

Meetings: 1st and 3rd Tuesday of every month, unless otherwise posted

Conservation Commission Introduction

The Palmer Conservation Commission (The Commission) administers 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.

Accordingly, any proposed activity that may remove, fill, dredge or alter a wetland resource area is subject to the Commission's approval. Wetlands that are subject to protection under the act include any area within 100 feet of a swamp, marsh, forested wetland, vernal pool, pond, intermittent stream, and the 100-year flood zone. The Commission also has jurisdiction within 200 feet of any stream that flows year round, unless the stream is designated as a densely developed area. In this case, the jurisdiction is from the mean annual high water mark 25 feet out. It should be noted that wetlands may not be wet all year round and low areas that flood in the spring may be considered wetlands as well.

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.

In an effort to better manage over 800 acres of Conservation Land, the Palmer Conservation Commission has established the Land Management Subcommittee to carry out a dedicated program of land management throughout its protected areas.

The Role of the Conservation Commission

The Conservation Commission regulates permit activities that may alter wetlands or their buffer zones in protected areas. Regulated activities include, but are not limited to, dumping leaves, brush, grass, debris, cutting trees or shrubs, reconstructing lawns, building or constructing any type of structures or a septic system, grading, excavating, or filling, changing storm water discharge, polluting wetlands or streams, creating any impervious surface (paving a driveway). Activities within protected area may require a permit, for more information on any given project please consult our Wetlands Protection Brochure available in the Conservation Commission Office.

Role of the Land Management Subcommittee (LMS)

The Land Management Subcommittee will be a standing committee of the Conservation Commission and will carry out a dedicated program of land management including the relevant recommendations in the Palmer 2014 Open Space and Recreation Plan. The Committee will also increase the focus, effort and resources dedicated to Palmer's conservation lands.

The mission of the Land Management Subcommittee is to preserve, maintain and enhance the quality of life for the citizens of Palmer by developing and maintaining Open Space and Recreation opportunities for residents. The LMS works with the community to target and preserve lands and ecosystems within Palmer for public benefit. These areas provide a healthy environment for wildlife and plants and areas for passive or active recreational use by the public. Areas of high natural, scenic and/or recreational value are priorities for the Committee. In order to assure the protection of valued land, we assist in the creation of trails for passive recreation, community gardens, playing fields, beaches and playgrounds.

This year the subcommittee has provide opportunities for the public to appreciate and enjoy Palmer's preserved natural areas, parks, playgrounds and fields, farms and water resources through a limited number of field trips, river clean-ups and hikes.

Members of the Conservation Commission

The Conservation Commission consists of Palmer residents that share a passion for protecting the wetland resources of the town. Commissioners are appointed by the Town Manager for a three-year term. The Commissioners and their Agent are continuously educating themselves through training programs, seminars and conferences sponsored by the Massachusetts Department of Environmental Protection (DEP) and the Massachusetts Association of Conservation Commissions (MACC) in order to stay current with constantly evolving rules and regulations, updated scientific data and best management practices.

The following Conservation Commission Members served in Fiscal Year 2021: Mr. Donald Blais Jr (Chair), Ms. Dorothy Lawrence (Vice Chair), Mr. David Cotter, Mr. Peter Izyk, Mr. Nicholas Zeo, Ms. Brenda Cole, and Mr. Mike Swiatek. There are currently no vacancies on the Commission but any residents interested in engaging with the Commission are encouraged to attend a meeting and consider serving as an Associate Member.

Ms. Angela Panaccione, who had served as the towns' Conservation Agent since 2013, resigned her position with the Town in FY 2021. As Conservation Agent, Ms. Panaccione served as an informational resource to the Commission by performing routine and complex professional, administrative and technical duties related to the administration and enforcement of the MA Wetlands Protection Act and the Palmer Wetlands Protection Ordinance. The Conservation Commission extends their gratitude to Ms. Panaccione for her years of service with the Town, and wishes her the best of luck in her future endeavors.

Mrs. Sarah Fortune, a former Commissioner who has served as Conservation Assistant since September 2019, was appointed as Interim Conservation Agent upon the resignation of Ms. Angela Panaccione in FY

2021. Mrs. Fortune performs routine and complex professional, administrative and technical duties such as updating and informing the Commission of changes in Federal and State environmental protection regulations, as appropriate. Mrs. Fortune reviews all wetland permit applications and analyzes submitted information and site plans for compliance with the requirements of Wetlands Protection Act, the Rivers Protection Act, the Town of Palmer’s Wetlands Protection Ordinance and associated federal, state, and local regulations. She processes all wetland permit filings for proper and timely action associated with Commission business to ensure compliance with legally mandated deadlines. Mrs. Fortune additionally: advises applicants on wetlands applications for various projects by providing consolation services as needed; coordinates correspondence with all applicants, engineers, attorneys, consultants, etc.; and conducts thorough site inspections to ensure that proposed projects do not threaten environmental and conservation values and interests. Finally, Ms. Panaccione investigates complaints of wetland violations, coordinates and monitors potential violations and recommends appropriate action needed for site remediation.

Members of the Land Management Subcommittee (LMS)

The LMS is made up of Palmer residents that share a passion for protecting open space and recreational areas of the town. Subcommittee members are appointed by the Conservation Commission directly and the subcommittee will have up to seven members with two-year overlapping terms and will be appointed solely by the Conservation Commission. Present members of the Land Management Committee are Sarah Fortune, David Cotter, Peter Izyk, Howard Fife, Lisl Donaldson, and Sheri Jyringi.

The LMS will operate under the direction of the Conservation Commission and will communicate with them frequently on matters of work plans, priorities, funding, volunteers and maintenance. The LMS will prepare an annual plan for the Commission and assist the Commission in developing funding sources, as needed, for maintenance or desired improvements to conservation lands.

Table 1: Total Filings for the Conservation Commission per Category/ Per Year

PERMITS	TOTAL FY 2021	TOTAL FY 2020	TOTAL FY 2019	TOTAL FY 2018	TOTAL FY 2017	TOTAL FY 2016
Determination of Applicability	11	7	9	10	12	10
Order of Conditions & Amended OOC	6	5	13	11	8	9
Order of Resource Area Delineation	1	1	3	4	3	4
Extensions of Orders of Conditions	1	1	3	1	0	2
Enforcement Orders/Cease & Desist Letters (violations)	0	9	22	12	9	7

Emergency Certifications	1	5	17	9	4	2
Certifications of Compliance	5	6	6	7	8	5
Site Visits	592	513	679	509	444	277

Important Issues and Accomplishments of FY 2021

Over FY 2021 the Commission participated in several important conservation outreach and education projects, including:

- **Completed MVP Action Grant for Route 181 Culvert Replacement & Infrastructure Assessment:** The Commission applied for and received a \$26,000 grant from the EEA Municipal Vulnerability Preparedness Program (MVP) to cover costs associated with the development of construction documents and permitting of the Route 181 culvert redesign to upgrade the stream crossing to meet the MA Stream Crossing Standards and to address stormwater quality and flow concerns. The Commission successfully completed this grant and submitted for final reimbursement in FY 2021.
- **Administered 604(b) Grant for Forest Lake:** The Commission will administer the 604(b) grant received from the Department of Environmental Protection (DEP) to develop a Watershed-Based Management Plan for Forest Lake. The purpose of the Massachusetts Watershed-Based Plan is to organize information about Massachusetts' watersheds, and present it in a format that will enhance the development and implementation of projects that will restore water quality and beneficial uses in the Commonwealth. 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, and past studies and photographic records demonstrate that nonpoint source pollution, delivering sediment and nutrients to the lake, is the primary pollutant of the lake. The Watershed-Based Plan will include an assessment of nonpoint pollution sources. The plan will include recommendations for management measures at the watershed scale and smaller scales and will highlight opportunities to improve water quality and restore recreational uses of Forest Lake by identifying specific sources of pollution, especially non-point sources of stormwater discharge. The final watershed management plan produced will be implemented to protect the long-term health of the Forest Lake by reducing or removing pollutants, so Forest Lake can meet current water quality standards.

The Commission requested and was awarded a one (1) year extension of the grant contract in FY 2021 which will now extend through June of 2022; COVID-19, significant drought conditions, and municipal staff changes hindered the town's ability to complete required tasks within the project timeline in FY 2021. The Commission anticipates the successful completion of the 604(b) grant in FY 2022.

- **2021 Earth Day River Cleanup:** The Conservation Commission hosted the 2nd Earth Day River Cleanup at Laviolette Field in Three Rivers on Saturday, May 8, 2021 from 9 AM to 12 PM. This cleanup was originally scheduled to occur on Saturday, April 17, 2021 but was postponed due to a storm that produced approximately 8-inches of snow the day before the event. A total of 57 volunteers attended the cleanup and helped remove a significant amount of trash including items such as mattresses, recliners, nip bottles and cigarette butts. Partner organizations included the Chicopee 4 Rivers Watershed Council (C4R), Boy Scout Troop 164, Palmer Girl Scout Troop, American Rivers, and Country Bank, and the Journal Register.

The Commission also held a photo contest as a part of the event, with an Amazon gift as the prize for the person who submitted the best cleanup photos. The Commission would like to thank Town Manager Ryan McNutt for donating the Amazon gift card for the photo contest.

- **2014 Open Space and Recreation Plan Update:** The Commission began working with the Open Space Advisory Committee to update 2014 Open Space and Recreation Plan (OSRP) in FY 2021. The OSRP is an important component of the Town's initiative to preserve and protect its open space lands and recreational resources. The plan provides both an inventory of open space and recreational lands and a set of recommendations to preserve and enhance these valuable assets. The OSRP presents goals and objectives towards preserving and improving the open space and recreational opportunities, as identified by the citizens of Palmer; these goals and objectives are outlined in a Seven-Year Action Plan that the town will use to actualize said goals and objectives. The OSRP is valid for a seven (7) year period and during which time the Town is eligible to compete for funds through the Division of Conservation Services for land acquisition, maintenance and improvement of parks, playgrounds, conservation areas and other open spaces. The OSRP update will be completed in December 2021.
- **"It's Clean":** This is the 5th year that the Conservation Commission has partnered with Chicopee 4 Rivers Watershed Council to perform regular water quality checks on our community's rivers. Bacteria sampling locations for FY 2021 included: the Swift River at First Street, the Ware River at State Street, the Quaboag River at Lavolette Field, Route 32, and Route 20.
- **Public Outreach & Education:** The Conservation Commission's customary public outreach and education efforts were severely hindered due to the COVID-19 pandemic in FY 2021. The Commission is looking forward to resuming their standard education and outreach programs in FY 2022.

Important Permits Issued during FY 2021

Over the 2021 Fiscal Year the Commission has been extremely busy administering and enforcing the Wetlands Protection Act (WPA) and the Palmer Wetlands Protection Ordinance (PWO), and reviewing various large scale developments for compliance, such as:

- **Route 181 Culvert Replacement (DEP # 256-0351):** The Commission issued an Order of Conditions to the Department of Public Works for the Route 181 Culvert Replacement project on 1/26/2021. The existing crossing structure is an approximately 63-foot-long 2'x5' box structure with twin corrugated metal pipe (CMP) culverts inside the stone box, and stone headwalls at the culvert ends that conveys flow from Scott's Brook. The existing CMPs are significantly deteriorated, and the condition of the stone box structure is questionable. Under proposed conditions, the existing stone box, twin CMP culverts, and catch basins will be removed and replaced with a 5-foot tall, 13-foot wide, 60-foot long box culvert embedded 2 feet to allow for a natural substrate bottom, which meets the 1.2 bankfull width criteria in accordance with the Massachusetts Stream Crossing Standards. The channel slope will be 0.5%, flood conveyance capacity is improved for all events, and there will be no overtopping of the roadway for any event analyzed, which included the 100-year storm. The larger waterway opening also provides enhanced fish passage over existing conditions. The project also includes stormwater improvements in addition to the culvert upgrade. The two (2) existing catch basins that currently discharge surface runoff from the roadway directly into Scott's Brook will be replaced with two water quality basins with grass swales and riprap spillways that will discharge in approximately the same area. This replacement will improve water quality to groundwater and surface water discharging into Scott's Brook and will be constructed for water quality enhancement of stormwater runoff that drains from the low point in the roadway. The water quality basins will be

sized to treat runoff to the maximum extent practicable within the physical and right-of-way constraints of the site.

- **BWC Swift River, LLC (BlueWave Solar) Ground-Mounted Solar Array:** The Commission issued an Order of Conditions to BWC Swift River, LLC (BlueWave Solar) for the installation of a ground mounted solar array system and the replacement of an existing stream crossing at 3090 Palmer Street. The total site disturbance for the project is approximately 15 acres and includes a pile-driven mounting system to minimize land disturbance. The project also includes the replacement of an existing 24-inch reinforced concrete pipe culvert along an unnamed stream that flows into the Ware River culvert located on an existing private access drive on the site. The Conservation Commission identified the replacement of this culvert as a high priority project due to the inadequate capacity to convey flood events; upgrading this stream crossing will also support the Route 181 culvert replacement project due to the hydrologic connectivity of the unnamed stream and Scott's brook, allowing natural stream processes to occur while enhancing the capacity of the stream complex to provide dry passage for wildlife through the crossing for wildlife migration, thereby improving the passage for fish and wildlife as well as creating good habitat for stream dwelling animals.
- **X176 Transmission Line OPGW Installation & ACR Project:** The Commission issued an Order of Conditions to the New England Power Company for general utility maintenance activities and improvements to the X176 Transmission Line Right-of-Way (ROW). The line is approximately 9.02 miles in length, originating at the Belchertown/Palmer Town Line (west of Belchertown Street), and terminating at the Palmer #503 Substation in Palmer, MA. The X176 Line is supported primarily on wood polearm suspension structures with weathering steel cross arms. Originally constructed in 1959, the line was completely refurbished in 2005. The ROW is currently used for overhead electric utility transmission operations, and contains the wires, supporting structures, and previously established access roads necessary to support the line. Work will include maintenance and improvement at existing structures, in order to replace the existing 3/8" EHS steel shieldwire with optical ground wire (OPGW). Activities will also include the replacement of aging and damaged wood structures (due to weathering, woodpecker damage and storm damage), mowing and grading for work pads, construction of stone work pads, and access road maintenance and improvements.
- **Mongo Pond Dam Repairs (DEP # 256-0345):** The Commission issued an Order of Conditions to Mass DOT on 7/16/2020 for repairs to the Mongo Pond Dam, which was a requirement of the Emergency Permit issued in FY 2020 for culvert repairs on Shearer Street. The original purpose of the dam is believed to have been to create an impoundment for use by the Palmer Ice Company, but no longer serves that purpose. The dam is currently owned, operated and maintained by Mass DOT and is located within the Massachusetts Turnpike right-of-way and also within a permanent drainage easement. The only work remaining after the emergency culvert replacement part of the bypass system to be installed is a concrete intake structure with associated catwalk to be located in Mongo Pond, and fencing to surround the catwalk. Repairs to Mongo Pond Dam are necessary to provide a long-term solution to the culvert failure without interrupting the critical infrastructure above or performing costly and intrusive in-place repairs to the existing structure. The Mongo Pond Dam Repair project was completed in late FY 2021.

Goals/Activities for FY 2021

- **Administered MVP Action Grant for Route 181 Culvert Replacement & Infrastructure Assessment:** The Commission received a \$26,000 grant from the EEA Municipal Vulnerability Preparedness Program (MVP) to cover costs associated with the development of construction documents and permitting of the Route 181 culvert redesign to upgrade the stream crossing to meet the MA Stream Crossing Standards and to address stormwater quality and flow concerns. This project is promoted by several state agencies (DER, DFG, MEMA, EEA), as it will highlight the methods in which towns combine state and federal funds to not only improve aquatic connectivity but also to address climate change and improve local hazards such as failing culverts.
- **Workdays with BSA Troop 164 at Swift River Greenbelt Conservation Area:** The Commission organizes regular workdays with local Boy Scout Troop 164 at the Swift River Greenbelt Conservation Area and the Universal Access Loop Trail off First Street in Bondsville to perform routine maintenance such as spreading mulch to prevent the growth of Poison ivy, picking up trash, and removing tires from the Swift River. The COVID-19 pandemic prevented the Commission from working with BSA Troop 164 in FY 2021, but the Commission is looking forward to resuming workdays with the troop in FY 2022.
- **Compost Bin & Rain Barrel Program:** The Conservation Commission organized a community compost bin and rain barrel program to provide residents of Palmer and Belchertown with the opportunity to purchase a compost bin or rain barrel at a discounted price. The Commission normally partners with the Town of Belchertown on this program, but Belchertown was unable to assist in program organization for FY 2021; despite this, Belchertown residents were still able to participate in this program. A total of 37 rain barrels and 17 compost bins were sold in FY 2021.
- **Routine Monitoring of the Swift River Greenbelt Conservation Area:** The Commission has been performing routine inspections of the Swift River Greenbelt Conservation Area in response to several acts of vandalism that have resulted in damage to the Universally Accessible Loop Trail, parking lot and gazebo in Bondsville. The Commission has observed a decrease in vandalism as a result of conducting routine monitoring and inspections at the conservation area.

The Conservation Commission continuously aims to expand its capacity and efficacy by engaging Associate Members, interns or other interested volunteers for projects such as water quality monitoring, river clean-ups and trail maintenance. Anyone interested should contact the Conservation Commission at conservation@townofpalmer.com.

The Conservation Commission would also like to take this opportunity to thank our interns for all their hard work and effort this year! The Conservation Commission would also like to thank the Town of Palmer residents for their support over the year.

Respectfully Submitted,
Sarah A. Fortune, Interim Conservation Agent
Palmer Conservation Commission

PLANNING BOARD REPORT FY2021

The Palmer Planning Board, consisting of five elected members, met regularly during the twelve-month period of July 1, 2020 thru June 30, 2021. It is the Board's policy to meet as often as necessary to conduct business deemed appropriate under Massachusetts General Laws and the Charter of the Town of Palmer, generally the first and third Mondays of each month if meeting space is available.

The Planning Department is comprised of the following elected members and staff:

Elected Board Members

Chairman	Michael Marciniac
Vice Chairman	Norman Czech
Clerk	Kathy Burns
	Thomas Skowyra
	Jeff Florence

Staff

Town Planner/Economic Development Director	Linda Leduc
Administrative Assistant	Rebekah Wright

Fiscal year 2021 has been interesting and was certainly a learning experience on how to conduct public meetings without meeting in person. The Planning Board did its best in staying up to code with the Governor's Emergency Order while trying to conduct business as usual. Over the last 12 months the Board held fifteen regular meetings and conducted numerous site inspections and permit review and compliance inspections. In addition to our own meetings, we attended meetings with other Boards and Committees as well as attended seminars and workshops to help better prepare our members for the positions for which they have been elected. Due to the Covid-19 Pandemic most of these activities were conducted virtually and between the time span of February 1st, 2021, and May 10th 2021, the Planning Board held 6 meetings virtually via the Zoom platform.

Throughout the fifteen public meetings, the Board held hearings and acted on thirteen Special Permits, four Site Plan Approvals, three Storm Water permits, made two Findings, signed six Subdivision Approval Not Required (SANR) plans that met current zoning requirements and therefore were deemed exempt from subdivision regulations. The Board also approved of eight minor amendments to existing Site Plans and granted Special Permits for the continued extraction of earth materials at the four active operations in Town. As in the past, yearly interim gravel inspections were conducted during the operating months of May, July and October and all annually required operating documents and fees were collected.

Major projects of note that were permitted this year and have entered into the construction/construction design phase are a new 60,000 sq. ft. metal storage building at Sherwood Lumber to assist in their increased capacity of lumber transfer and storage since the new rail spur

project was completed. The Palmer Foundry was given approval to construct a major expansion to their manufacturing facility for storage of materials and their specialized aluminum castings and Silver Therapeutics is well underway with building and construction initiatives at their marijuana retail location on Thorndike Street.

13th World, which has a twenty-year history of operating outdoor seasonal family events in the Cumberland, RI area, received all necessary local land use permits to move their outdoor entertainment venue to the former Crossroads site on Park Street and will begin operating in Palmer next spring. Besides hosting its two main features; an outdoor haunted Halloween attraction and a holiday Winterfest, other year-round outdoor experiences include movie nights, car shows, food truck events, private weddings, music shows and parties, obstacle races, flea markets and the revitalization of the summer softball league. We wish all these businesses great success in Palmer.

After an 18-month effort and extensive work by the Master Plan Steering Committee, the Planning Board adopted the town's first comprehensive master plan since 1975. This endeavor proved challenging during the COVID pandemic, but the end-result produced an extensive document full of public feedback and clearly identified goals and actions. The plan must now move to the implementation phase. It is expected this fall that the Town Council will be seeking volunteers to be appointed to an Implementation Committee. This Committee would be responsible for addressing and implementing the goals and actions of the Master Plan. The Board and Department look forward to working with this Committee to bring aspects of the Plan to fruition.

In closing, the Planning Board would like to thank the citizens of Palmer, elected officials, town boards and the Planning Department staff for assisting us in our planning endeavors.

Respectfully Submitted,

Michael S. Marciniac
Chairman

INSPECTION SERVICES

The Fiscal Year 2021 saw an uptake in the number of commercial permits with permits for two new accessory buildings and two additions with a total estimated cost of \$3,810,000.00 for the four projects. There were also 32 Permits for commercial alterations with a total estimated cost of \$1,379,946.88. Commercial maintenance and repair permits had an estimated cost of \$271,316.07 for 13 permits while new signage and temporary structures had total estimates of \$323,615.00 for 20 permits. There were also two commercial demolition permits to prepare for

new commercial structures on each site. Total permit income from the commercial building and commercial demolition permits was \$42,219.22.

There was also an increase in the number of new residential permits. There were 12 permits for new residential homes. This included a four-family structure to replace a building in Three Rivers that had been destroyed by fire and a mobile home replacement. In addition, there were 16 permits for new residential accessory structures and 5 permits to either add to or renovate accessory structures. Pool installs were also big in fy-21 with permits for 14 above ground pools and 2 in-ground pools. There were also 16 permits for residential additions and 55 permits for renovations. A total of 40 photo-voltaic, solar permits and 26 wood stove, chimney, or pellet stove permits were issued along with 284 permits for new windows, door, roofing, siding or insulation. A temporary residential permit was issued while repair work was done, for a location where a fire displaced a family. Residential demolition permits were issued for one house, one mobile home and an in-ground pool. The total number of Residential permits issued was 462 with a total permit income of \$55,451.54 and total estimated cost of \$8,402,783.52

There were three municipal permits issued, one tent, one for the new bleachers as converse and one for the new press box.

Certificates of Inspection totaled 31 this year with a fee total of \$1,310.00.

Electrical permit totals were 361 permits and \$21,470.00 in fees.

Plumbing permit fees totaled \$11,071.00 for 116 permits.

Gas permits came to \$8,460 in fees with 84 permits.

In addition to the above several letters were sent on either zoning or building code issues. The majority were resolved. One zoning issue went to court, another is still in court from a previous fiscal year.

Many zoning issues are settled in phone conversations or meetings. Answering zoning and building code questions are part of the daily workload for this office.

Respectfully submitted,

Bonita Weeks
Inspector of Buildings, Zoning Enforcement

BOARD OF HEALTH



Board of Health

The Board of Health is required by state statutes and regulations to perform many important and crucial duties relative to the protection of public health, food safety, reporting and control of disease, promotion of sanitary living conditions, and protection of the environment from damage and pollution. If the enforcement of regulations may cause manifest injustice, the Board of Health would not conflict with the minimum standards of any applicable statute, code or regulation. We continue to prevent, promote and protect public health in the community.

Chrissy Florence, Health Supervisor, and Deonna Gamache, Board of Health Clerk, see to the day-to-day activities of the Board of Health. The office is located in the Town Hall and hours are Mondays from 8:30am to 7:30pm and Tuesday, Wednesday and Thursday 8:30am to 4:30pm. The Board of Health consists of a three-member board: 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.

COVID-19:

Coronavirus disease (COVID-19) is an infectious disease caused by the SARS-CoV-2 virus. Most people infected with the virus will experience mild to moderate respiratory illness and recover without requiring special treatment. However, some will become seriously ill and require medical attention. Older people and those with underlying medical conditions like cardiovascular disease, diabetes, chronic respiratory disease, or cancer are more likely to develop serious illness. Anyone can get sick with COVID-19 and become seriously ill or die at any age. The best way to prevent and slow down transmission is to be well informed about the disease and how the virus spreads. Protect yourself and others from infection by staying at least 6 feet apart from others, wearing a properly fitted mask, and washing your hands or using an alcohol-based rub frequently. Get vaccinated when it's your turn and follow local guidance. The virus can spread from an infected person's mouth or nose in small liquid particles when they cough, sneeze, speak, sing or breathe. These particles range from larger respiratory droplets to smaller aerosols. It is important to practice respiratory etiquette, for example by coughing into a flexed elbow, and to stay home and self-isolate until you recover if you feel unwell.

This office has been working very hard with the state, schools, community members and local business in the fight against the COVID 19 pandemic. Throughout the pandemic and state of emergency, there were several mandates that required action by the local board of health to ensure the health and safety of all individuals.

The Palmer Board of Health ran a ten town regional collaboration with Monson, Ludlow, Brimfield, Sturbridge, Holland, Wales, Wilbraham, West Brookfield, and Warren to administer COVID 19 vaccinations to the all residents of the Commonwealth. We hosted this dispensary at the old Converse Middle School. During the clinics we were able to offer all three vaccines (Moderna, Pfizer and Jansen.)

Complaint Enforcement and Investigation:

The Massachusetts Sanitary Code, Chapter 11 Minimum Standards of Fitness for Human Habitation provides detailed standards for safe and sanitary housing. All persons should be afforded a suitable housing environment. Inspections are done upon request for compliance or when a complaint is received. The Board of Health also investigates all nuisances, unsanitary conditions, sources of filth, housing violations, and causes of sickness within the town. This year we investigated over 500 complaints.

Abandoned Housing Initiative:

Blighted properties, abandoned by their owners in residential areas, create safety hazards, attract crime and lower property values. The Attorney General's Office (AGO) Abandoned Housing Initiative uses the enforcement authority of the State Sanitary Code to turn these properties around. Working in close partnership with the AGO we continue to seek out delinquent owners of abandoned residential property and encourage them to voluntarily repair their properties and make them secure. If owners refuse, then with the assistance of the AGO attorneys we petition the relevant court to appoint a receiver to bring the property up to code.

The Board of Health also adopted regulations for the Maintenance of Abandoned, Foreclosing, and Foreclosed residential properties in town. As part of these regulations, owners are required to register and maintain these properties as they would non-vacant properties.

Title 5:

Sanitary sewage disposal is closely regulated to ensure the health and wellbeing of the community. The Department of Environmental Protection (DEP) regulates the surface disposal of sanitary sewage known as Title 5 of the State Environmental Code. Title 5 establishes minimum statewide standards for the design, use, siting and construction of septic systems. 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 septic system construction and handling of pumped sewage the Board of Health requires annual permits for septage disposal installers and sewage haulers.

Wells:

Private well permits are required to provide for the protection of the public health, safety welfare and the environment by, among other things, requiring the proper siting, construction and testing of private wells. Palmer requires private drinking wells 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. The food establishments are 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 and Animal Inspector:

Our Animal Control Officer/Animal Inspector, Sydney Plante, along with Assistant Animal Control Officer Cassandra Florence investigate animal control related issues in Palmer, Monson and Ware. These incidents include loose domestic animal (dogs, cats, horses, chickens, pigs, goats, donkeys, sheep, ferrets, cows), nuisance complaints, trapping of ferrell cats, animal bites, possible exposure to rabies from domestic and wild animals (bats, racoons, skinks, opossums), quarantines as needed and conduct annual barn inspections. This year they have responded to over 640 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 a confirmed or unconfirmed communicable disease event in the Town. Palmer is in the Massachusetts Virtual Epidemiologic Network – (MAVEN). MAVEN is a web based disease surveillance and case management system that enables the Massachusetts Department of Public Health to capture and transfer appropriate public health, laboratory and clinical data efficiently and securely over the internet in real-time.

Immunization:

We are using the Massachusetts Immunization Information System (MIIS). The MIIS contains online, secure and real-time immunization records for individuals across the Commonwealth of Massachusetts. The goal of the MIIS is to give healthcare providers and families a tool to help ensure that all individuals are immunized based on the latest recommendations. Immunizations are a cornerstone of public health. They have been ranked by the Centers for Disease Control and Prevention (CDC) as one of the ten greatest public health achievements of the 20th Century. The Massachusetts Department of Public Health (MDPH) Immunization Program is committed to promoting the health of Massachusetts's citizens by reducing the burden of vaccine preventable diseases that affect residents of the Commonwealth.

Mass in Motion:

Palmer has been a Mass in Motion community since September 2014. Mass in Motion is a statewide movement that promotes opportunities for healthy eating and active living in the places people live, learn, work and play. We also help residents think differently about what they eat and how much they move so they can make better choices to feel healthy and live well.

Tobacco:

With new trends in tobacco use and products we revised our current tobacco regulations for the Town. We implemented a flavor ban on all tobacco products, banned blunt wraps and increased the minimum age to buy these products to 21 years old. We continue to be a part of the Pioneer Valley Tobacco Control region and participate in bi-annual compliance checks with the state.

Emergency Preparedness:

Due to COVID 19, and a request from the Department of Public Health, we were required to rewrite our entire emergency preparedness plan for emergency dispensing. This plan was written

in partnership with the Emergency Manager, William Bernat. We continue to develop and update our ALL-Hazards Emergency Dispensing and Shelter Plans. In the event of a natural disaster or a public health emergency we need to rely on our preparedness, plans, database of resources, equipment and personnel.

Quaboag Regional Emergency Planning Committee:

We are members of the Quaboag Regional Emergency Planning Committee. The REPC is committed to preserving the community and its resources by maintaining a Regional Hazardous Materials Plan to minimize the risk to public safety, health and property damage.

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. The Coalition has implemented a Shared Public Health Nurse Assistance program with the Ludlow Public Health Nurse to address long-term unmet needs and service local public health gaps.

Pioneer Valley Mosquito Control District (PVMCD):

This year we have continued working with other communities and the State Reclamation and Mosquito Control Board. We work to serve our community by suppressing both nuisance and disease-carrying mosquito populations. Established by the State Reclamation and Mosquito Control Board (“SRB”) on October 18, 2017, in accordance with M.G.L. c. 252, the PVMCD provides mosquito control services to and is currently membership from municipalities in Franklin, Hampshire, and Hampden counties. The PVMCD falls under the oversight of the SRB, which sits within the Massachusetts Department of Agricultural Resources, and a five member board of Commissioners, appointed by the SRB.

Drug and Needle Collection:

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

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

Respectfully Submitted

Palmer Board of Health

COMMUNITY DEVELOPMENT DEPARTMENT

Due to the COVID-19 pandemic, CDD staff worked from home for most of 2020 and into 2021. Nonetheless, staff were very busy. In FY 2021, the Community Development Department (CDD) wrote applications, or was awarded funding for applications written earlier, for six grants, totaling \$3,049,330.

In August of 2019, the CDD awarded an FY 19 CDBG grant for \$825,000 from the Massachusetts Department of Housing and Community Development (DHCD). Activities in this grant include a housing rehabilitation program, domestic violence prevention programs, a sidewalk improvement project on Fairview Street, and administrative funds. The CDD continued to work on the activities in this grant in FY 21. The Fairview Street sidewalk project was completed in July 2021. There are now new ADA-compliant sidewalks on the length of Fairview Street along the western side of the street. Flashing beacons and reflective crosswalks were added to aid pedestrian safety. Drainage issues were addressed, rain gardens were installed, and street trees were planted as part of the project. The original goal for the Housing Rehabilitation Program was to complete repairs on five projects. Because the Fairview Street sidewalk project came in under budget, we were able to increase that goal to seven units. Due to delays caused by the pandemic, the grant will not be completed until FY 22.

In December 2019, the Town was awarded \$50,000 from the Massachusetts Office on Disability towards the new bleachers at Legion Field. Due to delays caused by the pandemic, the project was not completed until 2021.

In March 2020, an FY 20 CDBG application was submitted to DHCD. Due to the pandemic, the grant was not awarded until December 2020, which is several months later than an award was anticipated. Activities in this grant include a housing rehabilitation program, the design of Hryniewicz Park, a housing production plan, social services, and administrative funds. The social services included in the grant were the Palmer Domestic Violence Task Force, a domestic violence PATCH Advocate, and funding for Palmer residents to use the Quaboag Connector. Work on these activities will likely not be completed until 2022.

In late spring 2020, DHCD released a special funding opportunity for CDBG-CV grants to help those who have been adversely impacted by COVID-19. A regional application was submitted on June 12, 2020 with Palmer acting as the lead community and including Belchertown, Hampden, Hardwick, Ludlow, Monson, and Ware. A total of \$882,871 was awarded including \$700,000 for microenterprise assistance and \$88,278 for social services. The social services include grab and go meals and grab bags with essential items at the Hampden and Palmer Senior Centers, delivery services at Palmer Senior Center, grab and go meals at Palmer Schools over the summer, and funding for food pantries in Hampden, Hardwick, and Ludlow. Additionally, Palmer joined in the regional application lead by the Town of Ware for domestic violence prevention services. The social service programs were

completed by March 2021. The microenterprise assistance program is ongoing. Due to the complex regulations for the program, the application process for businesses is quite onerous, making the funds difficult to distribute.

In October 2020 the CDD applied to the Massachusetts Office on Disability for \$201,459 to correct all interior ADA issues at the library. Due to limited funding, our application was not approved. Also, in October 2020, the CDD submitted an application to the EPA for a Brownfield Assessment Grant. We applied for the maximum amount of \$300,000 to create an inventory of potentially contaminated brownfield sites in Town and to complete preliminary analyses (Phase I and II assessments) on key sites. Unfortunately, our application was not funded. Upon receiving feedback on our application, the Town will determine if it would be worthwhile to apply again.

In November 2020, the Town was awarded \$15,000 from the Massachusetts Attorney General's Office for a Natural Gas Fuel Assistance Program. Unfortunately, there appears to be little interest from residents in these funds and only one award has been made to date. It is hoped that as the heating season begins again later in 2021 that there will be more demand for these funds and we will be able to fully expend the grant.

COVID-19 has delayed some CDD projects and grant awards, but overall has not had a significant negative impact on the office.

Respectfully submitted,



Sarah Szczebak
Community Development Director

PALMER COUNCIL ON AGING

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 is obliged to create 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: Genevieve Bates, Chairperson; Cathy Plouffe, Vice Chair; Secretary; Peggy Corriveau; Betty Koss; Sandy Gilman, Dorothy Nadolski, and Bernadette Pearson

Even though the center was closed due to COVID-19 we were able to provide a broad range of services to Palmer's 60+ populations during the Fiscal period **July 1, 2020, thru June 30, 2021**. The 2010 Census shows that there are 2,496 senior citizens in the Villages of Palmer. Of the 2,496 Senior Citizen's of Palmer, approximately 1,066 unduplicated elders received a direct or in-direct service from the Council on Aging. We still were able to distribute 12 issues of the Senior Center Newsletter.

The senior center officially re-opened on September 1, 2021. To care for the physical needs of our 60+ population, cholesterol, glucose, and blood pressure screenings will be available weekly with Donna Brown, RN, who volunteers her services. We will continue to provide audiology screenings, foot care, massage therapy, and exercise programs. To meet the social needs, we continue with card playing, marathon bingo, adult coloring, dominoes, Wii games, movies, cribbage, weekly pitch, painting class, crafts class, and pool playing. We will continue with our breakfast social once a month and invite other Department Heads from the town hall including Town Manager so the seniors can chat, express concerns, and ask questions as needed of each department.

Last fiscal period we were not able to have our Annual BBQ but as I write this report, we are planning to have it September 10, 2021, at Pulaski Park in Three Rivers. The center also has made a conscious choice, related to COVID that all the annual celebrations (inside) between September through December will be postponed until 2022 and we will keep our senior community updated as we move through the next four months.

Outreach continues to be a much needed and utilized service to the elders of Palmer. There were 636 unduplicated seniors who were served through outreach. A total of 3972 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, support services, etc. Outreach Coordinator is S.H.I.N.E. certified and helped numerous elders with health insurance. We will continue to provide a free S.H.I.N.E. Counselor from the Springfield Agency twice a month and Lawyer once monthly.

We provided Grab and Go meals throughout the pandemic on Monday, Tuesday, and Thursday. We served a total of 7868 meals through this program. Grab and Go meals was provided by Greater Springfield Senior Services, Inc. During this time, the Council on Aging continued to provide supportive services to homebound elders. With our Home Meals program, which is provided five days a week, a total of 10,386 meals were delivered.

We continued to provide transportation services for the Villages of Palmer elders. This past Fiscal period we serviced 318 unduplicated passengers, with a total of 802 rides. Starting September 1, 2021, transportation will be back in-service like pre-COVID days with only mask required.

There were no changes in the distribution of Brown Bags, even though we were closed for a few months. We distributed 1300 this past fiscal year to seniors as part of the Western MA Food Bank Program for seniors. Thirty seniors once again received fresh vegetables from the Farm share Program, part of the Community Involved in Sustaining Agriculture at no cost. They received \$10.00 per week worth of fresh vegetables for 10 weeks provided by D & R Farms from Hampden, MA. We distributed 58 Farmers Market Coupons valued at \$25.00.

The center received over 2000 calls for the COVID vaccine the month of February into March 2021, we created a data base to help service these calls. We had 487 that were (75+ seniors), 480 where between the ages of (65-74) and 484 where (65 and younger). The center completed our lists of those who wanted the vaccine and needed it, we were able to schedule 1,451 participants for the Covid Vaccine as of April 2021

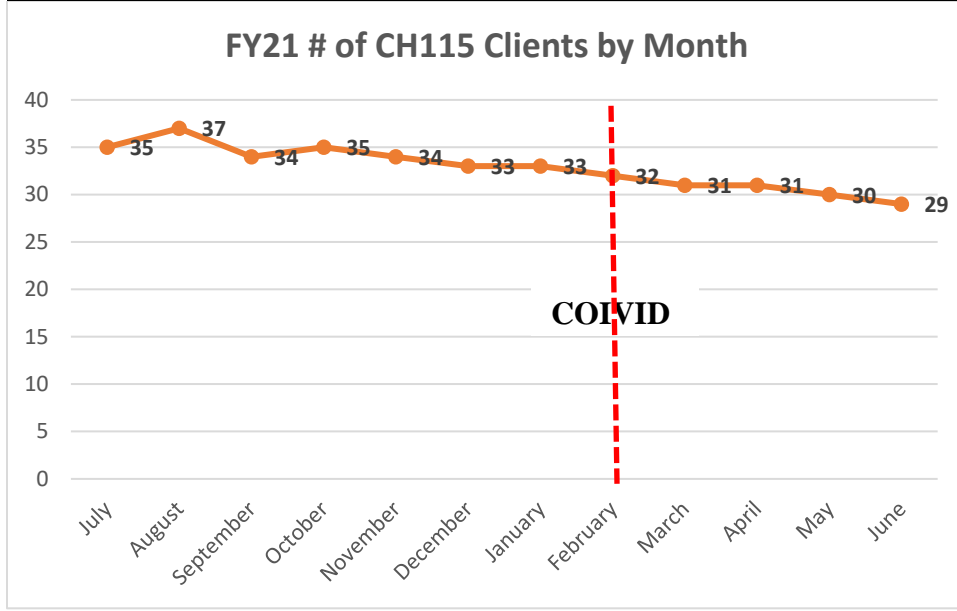
We had seven volunteers with a total of 500.0 volunteer hours donated to the Senior Center, which is valued \$ 7,498.50 worth of service according to Elder Affairs. THANK YOU!! A total of \$ 39,386 was received in grant monies during the FY21 fiscal year for various uses. I would like to thank all the staff, volunteers, Council on Aging Board Members and The Friends of Palmer Senior Center for all the work that they do all year. The Friends of Palmer Senior Center donate their time and fundraise to assist the center with program's and purchased items for the center. They gave a total of \$ 2964.00 to the Council on Aging in FY21 THANK YOU!!

Respectfully submitted,
Marlene Johnson
Executive Director

DEPARTMENT OF VETERAN SERVICES

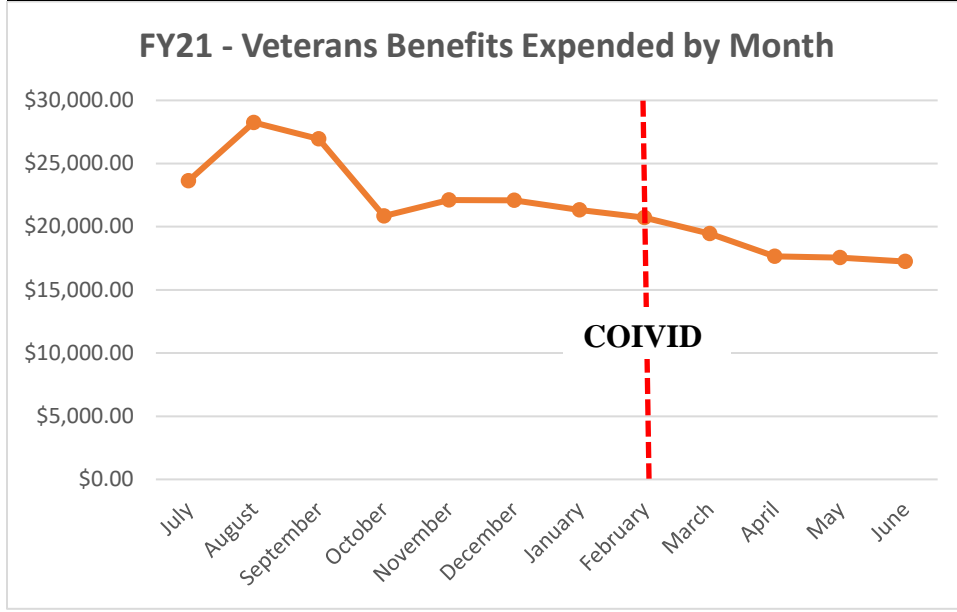
In the beginning of FY21, July 1st, 2020, the number of M.G.L. Chapter 115 Veterans Benefits active clients started at 35. Throughout FY21 we saw an initial increase in the number of clients in need of financial assistance. In August of 2020 we saw an increase of two (2) clients, due to outreach efforts, which quickly declined back to a total of 33 in January. At the beginning of the COVID-19 Pandemic, we had 32 active clients receiving Ch115 Veterans Benefits, which declined to 29, due to the passing of a few veterans, by the end of FY22, June 30, 2021.

Below outlines the number of MGL Ch115 Veterans Benefits Recipients by month:



The approved FY21 Budget allocated \$345,000.00 for Veterans Benefits, and due to the decrease in clients and the beginning of the COVID-19 Pandemic, we were under spent of the budgeted amount allocated by \$87,166.08. The average monthly expenditure on Veterans Benefits was \$21,486.16, with a total amount expended during FY21 of \$257,833.92.

Below outlines the number of MGL Ch115 Veterans Benefits expended by month:

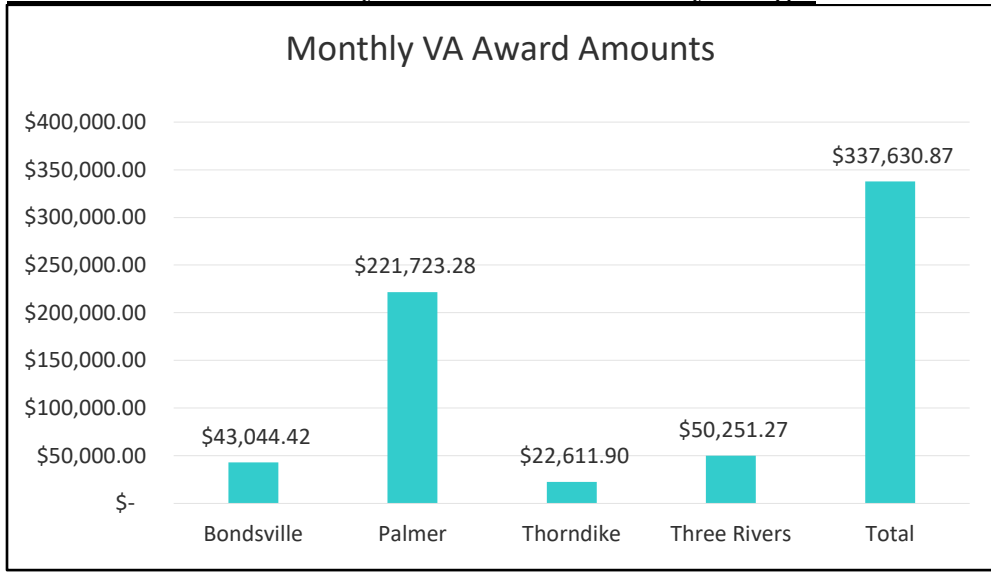


The Massachusetts Department of Veterans Services (DVS) reimburses the Town 75% of the annual amount expended, which equals \$193,375.44. This reimbursement is dispersed on a quarterly basis throughout the year. It is important to note the Town will only receive

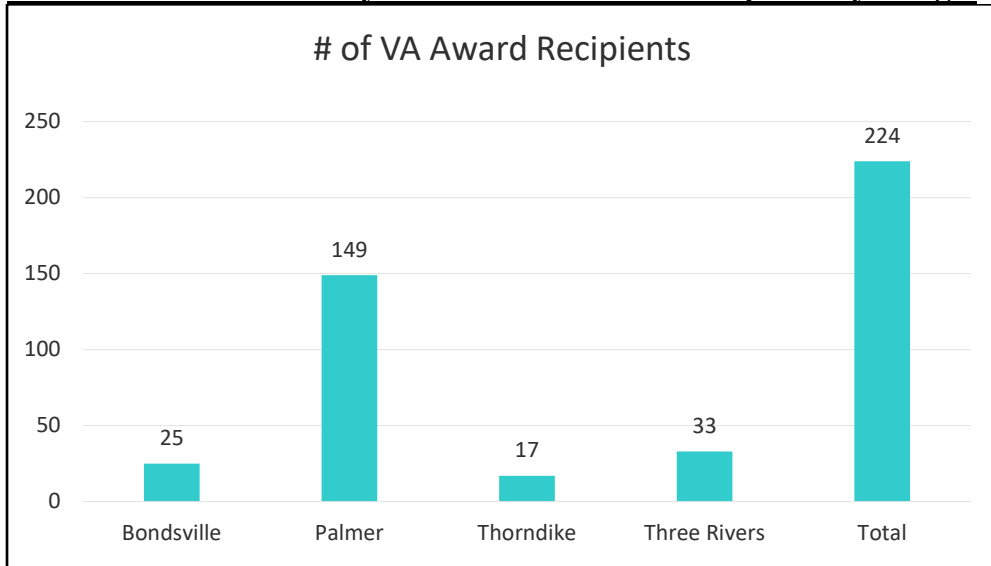
reimbursement if the Veteran Service Officer (VSO) remains in compliance and certified, otherwise the Town will only receive reimbursement at a rate of 50%.

In contrast to the expense paid on MGL Ch115 Veterans Benefits, it is just as important to note that as of October 2, 2019, 224 veterans, surviving spouses and family members receive a monthly Department of Veterans Affairs (VA) award based on eligibility and service criteria.

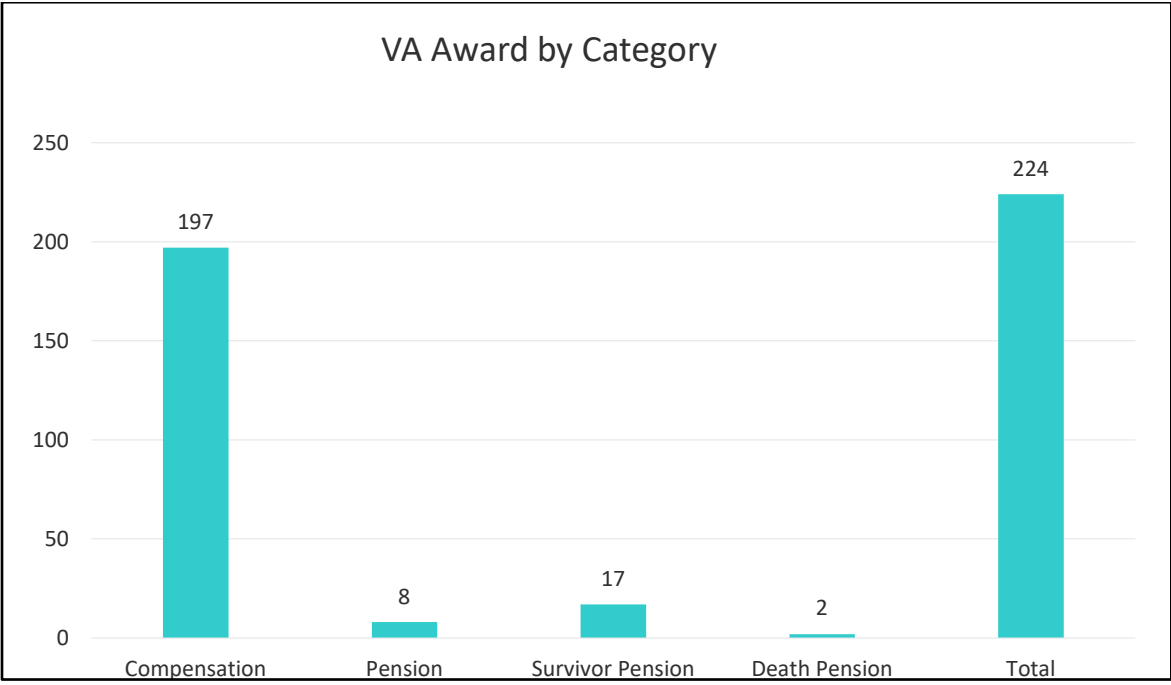
Below outlines the monthly VA Award Amounts by village:



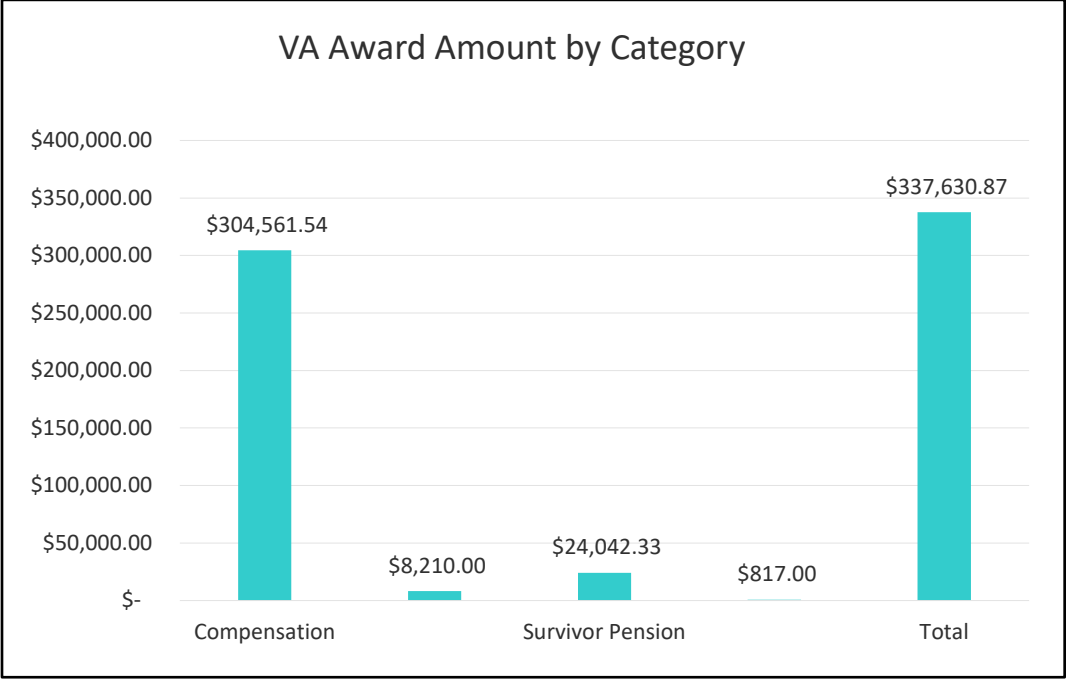
Below outlines the monthly VA Award number of recipients by village:



Below outlines the monthly VA Award recipients by category:



Below outlines the monthly VA Award amounts by category:



VA Award Category Definitions:

Disability Compensation: is a tax free monetary benefit paid to Veterans with disabilities that are the result of a disease or injury incurred or aggravated during active military service.

Compensation may also be paid for post-service disabilities that are considered related or secondary to disabilities occurring in service and for disabilities presumed to be related to circumstances of military service, even though they may arise after service. Generally, the degrees of disability specified are also designed to compensate for considerable loss of working time from exacerbations or illnesses.

Veterans Pension: Tax-free monetary benefit payable to low-income wartime Veterans.

Survivor Pension - Dependency and Indemnity Compensation (DIC): 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.

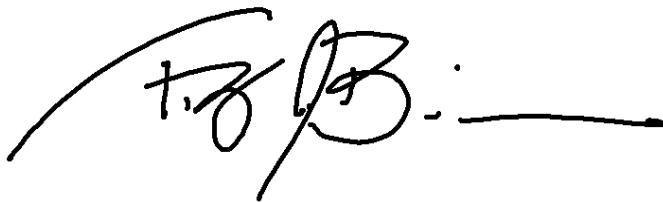
Death Pension: Tax-free monetary benefit payable to a low-income, un-remarried surviving spouse and/or unmarried child(ren) of a deceased Veteran with wartime service.

Although the data is from mid-year of CY18, it displays that the Veterans Services' Department has taken an active role to transition qualifying low income veterans from MGL Ch115 Veterans Benefits to Federal VA Benefits. Additionally the monthly award amount is spent within our local community and provides veterans and surviving family members with sustainable income to maintain their quality of life.

In closing, it is important to note that the Veterans Agent here in Town takes an active role to explore all available federal and state benefits, and works with service members, veterans and their surviving family members to explore which benefits they qualify for and assists them directly with applying for the benefit. The Veterans Agent is a proud member of both the Western Massachusetts Veteran Services Officers Association (WMVSOA), the Massachusetts Veteran Service Officers Association (MVSOA), as well as a consecutively elected member of the MVSOA Executive Board (E-Board) and Committee Member of the State Veteran Services Officers Training and Legislative Committees.

If you have any questions regarding this information, please feel free to contact me at office: 413.283.2610 or tbrin@townofpalmer.com; fax: 413.283.2637

Regards,



Troy J. Brin
Veterans Agent
Town of Palmer

ASSESSORS' DEPARTMENT

LOCAL EXPENDITURES

Appropriations	\$42,236,082.33
Offsets	\$91,313.00
Tax Title	\$40,000.00
Snow & Ice Deficits	\$0.00
State & County Charges	\$1,201,902.00
Overlay	\$253,243.49
TOTAL AMOUNT TO BE RAISED	\$43,822,540.82

ESTIMATED RECEIPTS AND OTHER REVENUE SOURCES

Cherry Sheet Estimated Receipts	\$13,562,829.00
Local Estimated Receipts	\$5,072,276.00
Other Available Funds	\$849,871.46
Free Cash	\$3,494,072.87
TOTAL ESTIMATED RECEIPTS	\$22,979,049.33
NET AMOUNT TO BE RAISED	\$20,843,491.49

NET AMOUNT TO BE RAISED / TOTAL VALUATION = TAX RATE FY2018

\$20,843,491.49 / \$986,907,741.00 = \$21.12

CLASSIFIED PERCENTAGES

	LEVY PERCENTAGE	LEVY BY CLASS
RESIDENTIAL	82.0090%	\$17,093,539.73
OPEN SPACE	0.00%	\$0.00
COMMERCIAL	6.7710%	\$1,411,322.84
INDUSTRIAL	4.7607%	\$992,291.52
PERSONAL PROPERTY	6.4593%	\$1,346,337.40
	100.00%	\$20,843,491.49

VALUATION BY CLASS

RESIDENTIAL	\$809,353,207.00
OPEN SPACE	\$ 0.00
COMMERCIAL	\$ 66,823,998.00
INDUSTRIAL	\$ 46,983,500.00
PERSONAL PROPERTY	\$ 63,747,036.00
TOTAL VALUATION	\$986,907,741.00

On behalf of The Board of Assessors,
Respectfully submitted by Robert W. A. Leroux, Principal Assessor



Robert W. A. Leroux Michael J. Burns Lawrence M. Jasak

TAX COLLECTOR

Schedule of Outstanding Receivables as of June 30, 2021

Real Estate Taxes

Levy of 2021	793,657.92
Levy of 2020	263,609.99
Levy of 2019	99,591.04
Levy of 2018	1,141.39
Prior Years	15,904.01
Total	1,173,904.35

Personal Property Taxes

Levy of 2021	13,052.59
Levy of 2020	29,270.68
Levy of 2019	10,655.23
Levy of 2018	1,545.56
Prior Years	51,091.10
Total	105,615.16

Motor Vehicle Excise

Levy of 2021	277,203.93
Levy of 2020	63,724.33
Levy of 2019	21,887.05
Levy of 2018	12,740.37
Prior Years	99,199.47
Total	474,755.15

UTILITY BILLING Charges

Sewer	535,232.79
Utility Liens Added to Taxes	67,208.96

Special Assessments Receivable

Committed interest added to taxes	8,308.41
Total	\$ 610,750.16

Grand Total **\$ 2,365,024.82**

PARKING CLERK

Fiscal Year 2021

20 tickets = \$885.00

PAID IN FINES

Respectfully submitted by,

Carolyn I Baldyga
Town Collector

Treasurer's Report

<u>Financial Institution</u>	<u>Balance as of June 30, 2021</u>
Peoples United Bank	1,532,606.28
Bartholomew	739,324.27
Century Bank	1,051,990.48
Country Bank	4,816,444.56
East Boston Savings Bank	3,205,136.68
Monson Savings Bank	4,997,634.77
North Brookfield Savings	32,540.72
Westfield Savings Bank	242,341.38
Easthampton Savings Bank	532,264.94
Unibank	2,618,617.79

Accountant Report

Dept. No.	Dept. Name	Function	Encumbered From 2020	A	Original ro riation	Transfers/ Amendments	Revised Bud et	Expended	Balance	Encumbered To 2022	Ending Balance
111	Town Council	Stipend			8,400.00		8,400.00	8,280.00	120.00		120.00
		Expenditures									
					8,400.00		8,400.00	8,280.00	120.00		120.00
123	Town Manager	Salaries			181,058.00	5,158.00	186,216.00	186,202.17	13.83		13.83
		Expenditures			36,360.00	7,489.00	43,849.00	42,284.44	1,564.56	45.00	1,519.56
					217,418.00	12,647.00	230,065.00	228,486.61	1,578.39	45.00	1,533.39
130	Audit	Expenditures			24,500.00		24,500.00	24,000.00	500.00		500.00
132	Reserve	Transfers			15,795.04		15,795.04	15,795.04			
134	Actuarial	Expenditures			8,000.00		8,000.00	750.00	7,250.00	7,250.00	
135	Accountant	Salaries			122,544.00	6,013.00	128,557.00	128,467.65	89.35		89.35
		Expenses			4,000.00	(778.00)	3,222.00	2,648.10	573.90		573.90
					126,544.00	5,235.00	131,779.00	131,115.75	663.25		663.25
137	Central Purchasing	Expenses			248,128.00	2,337.44	250,465.44	238,276.28	12,189.16		12,189.16
141	Assessors	Salaries			108,992.00	16,025.44	125,017.44	124,984.46	32.98		32.98
		Expenses			8,000.00	(1,500.00)	6,500.00	6,395.80	104.20		104.20
		Revaluation	60,950.00		30,000.00		90,950.00	3,550.00	87,400.00	87,400.00	
			60,950.00		146,992.00	14,525.44	222,467.44	134,930.26	87,537.18	87,400.00	137.18
145	Treasurer	Salaries			63,392.00	4,285.00	67,677.00	67,670.57	6.43		6.43
		Expenses			10,624.00	(1,687.00)	8,937.00	8,385.59	551.41		551.41
	Tax Title	Expenses	184,491.69		12,000.00		196,491.69	6,436.16	190,055.53	190,055.53	
			184,491.69		86,016.00	2,598.00	273,105.69	82,492.32	190,613.37	190,055.53	557.84
146	Collector	Salaries			91,455.00	6,597.00	98,052.00	98,045.11	6.89		6.89
		Expenses			12,815.00	(2,367.00)	10,448.00	9,021.74	1,426.26		1,426.26
	Tax Title	Expenses	3,303.72		3,750.00		7,053.72	766.81	6,286.91	6,286.91	

			3,303.72	108,020.00	4,230.00	115,553.72	107,833.66	7,720.06	6,286.91	1,433.15
151	Laws & Claims	Salaries								
		Contract		100,000.00	4,775.00	104,775.00	104,640.39	134.61		134.61
				100,000.00	4,775.00	104,775.00	104,640.39	134.61		134.61
155	Computer Maint.	Expenses	3,310.50	130,000.00		133,310.50	127,348.00	5,962.50		5,962.50
161	Town Clerk	Salaries		90,713.00	3,126.62	93,839.62	93,593.23	246.39		246.39
		Expenses		5,230.00	34.98	5,264.98	1,523.09	3,741.89	3,730.00	11.89
				95,943.00	3,161.60	99,104.60	95,116.32	3,988.28	3,730.00	258.28
Dept. No.	Dept. Name	Function	Encumbered From 2020	Original Appropriation	Transfers/Amendments	Revised Budget	Expended	Balance	Encumbered To 2022	Ending Balance
162	Elections & Reg	Salaries	51.00	20,500.00	2,284.42	22,835.42	22,748.73	86.69	84.38	2.31
		Expenses		16,500.00	(4,200.04)	12,299.96	10,384.99	1,914.97		1,914.97
			51.00	37,000.00	(1,915.62)	35,135.38	33,133.72	2,001.66	84.38	1,917.28
171	Conservation	Salaries		49,420.00	2,139.00	51,559.00	51,523.36	35.64		35.64
		Expenses		7,860.00		7,860.00	4,419.90	3,440.10	2,860.00	580.10
				57,280.00	2,139.00	59,419.00	55,943.26	3,475.74	2,860.00	615.74
175	Planning Board	Salaries		110,384.00	1,428.00	111,812.00	110,453.20	1,358.80	300.00	1,058.80
		Expenses		5,609.00	29,950.00	35,559.00	32,093.22	3,465.78		3,465.78
				115,993.00	31,378.00	147,371.00	142,546.42	4,824.58	300.00	4,524.58
192	Town Building	Custodian Expenses		30,000.00		30,000.00	28,403.09	1,596.91		1,596.91
				30,000.00		30,000.00	28,403.09	1,596.91		1,596.91
193	Memorial Hall	Custodian		11,202.00	6.00	11,208.00	11,207.87	0.13		0.13
		Expenses Bldg. Main!	175.00	16,862.00	(6.00)	17,031.00	15,530.69	1,500.31		1,500.31
				2,400.00	(300.00)	2,100.00	2,035.09	64.91		64.91
			175.00	30,464.00	(300.00)	30,339.00	28,773.65	1,565.35		1,565.35
194	Converse Mid Sch	Salaries		35,000.00	2,166.08	37,166.08	26,234.61	10,931.47		10,931.47
		Expenses		35,000.00	2,166.08	37,166.08	26,234.61	10,931.47		10,931.47
195	Town Reports	Expenditures		1,500.00		1,500.00	1,479.50	20.50		20.50

210	Police	Salaries		2,274,045.00	(103,450.00)	2,170,595.00	2,083,232.62	87,362.38		87,362.38
		Expenses	941.81	93,736.00	(2,085.00)	92,592.81	83,903.40	8,689.41		8,689.41
		Contract Serv.	3,260.00	95,265.00	30,000.00	128,525.00	118,235.87	10,289.13		10,289.13
		Utilities		800.00		800.00		800.00		800.00
		Cruisers	14,179.00	3,500.00	40,000.00	57,679.00	18,669.00	39,010.00	34,098.07	4,911.93
			18,380.81	2,467,346.00	(35,535.00)	2,450,191.81	2,304,040.89	146,150.92	34,098.07	112,052.85
215	Police Station	Salaries								
		Expenses	8,385.80	80,000.00	34,285.00	122,670.80	116,583.18	6,087.62	5,810.00	277.62
			8,385.80	80,000.00	34,285.00	122,670.80	116,583.18	6,087.62	5,810.00	277.62
220	Forest Warder	Salaries		3,000.00		3,000.00	2,950.00	50.00		50.00
		Expenses		100.00		100.00		100.00		100.00
				3,100.00		3,100.00	2,950.00	150.00		150.00
241	Building Inspector	Salaries		95,262.00	1,306.00	96,568.00	96,550.41	17.59		17.59
		Expenses		7,165.00	(25.00)	7,140.00	1,441.96	5,698.04		5,698.04
				102,427.00	1,281.00	103,708.00	97,992.37	5,715.63		5,715.63
Dept. No.	Dept. Name	Function	Encumbered From 2020	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2022	Ending Balance
244	Sealer	Salaries								
		Expenses		4,500.00		4,500.00	4,425.00	75.00		75.00
291	Emergency Mgmt	Salaries								
		Expenditures		1,000.00		1,000.00	588.00	412.00		412.00
				5,500.00		5,500.00	5,013.00	487.00		487.00
292	Dog Officer	Salaries		42,777.00		42,777.00	42,128.38	648.62		648.62
		Expenses		16,356.00	1,750.00	18,106.00	16,553.11	1,552.89		1,552.89
				59,133.00	1,750.00	60,883.00	58,681.49	2,201.51		2,201.51
294	Forestry	Salaries	260.00	20,000.00		20,260.00	1,040.00	19,220.00		19,220.00
		Expenses		70,000.00		70,000.00	69,519.08	480.92		480.92
			260.00	90,000.00		90,260.00	70,559.08	19,700.92		19,700.92
310	Schools	Salaries	1,488,893.00	16,480,010.00	(3,464,331.24)	14,504,571.76	11,590,568.95	2,914,002.81	1,525,441.97	1,388,560.84
		Expenses	9,957.97		3,464,331.24	3,474,289.21	3,455,262.55	19,026.66	10,541.68	8,484.98
			1,498,850.97	16,480,010.00		17,978,860.97	15,045,831.50	2,933,029.47	1,535,983.65	1,397,045.82

692	Memorial Day	Expenses		2,200.00	2,200 .00	2,197.15	2.85		2.85		
710	Debt Principal			1,035,086.00	1,035,086.00	988,585 .23	46,500.77		46,500.77		
751	Debt Interest			268,526.00	268,526 .00	257,299.89	11,226.11		11,226 .11		
910	County Retirement Assessment			1,980,503.00	1,980,503.00	1,980,503.00					
913	Unemployment			100,000.00	13,695.97	113,695.97	66,363.56	47,332.41	47 ,332.41		
914	Group Health Insurance			5,051,542 .00		5,051,542.00	4,931,102.79	120,439.21	120,439.21		
915	Group Life Insurance			13,515.00		13,515.00	12,017.90	1,497.10	1,497.10		
919	Medicare			251,000.00	923.00	251,923.0 0	237,015 .16	14,907.84	14,907.84		
945	Gen and W/C Insurance			568,292.00		568,292 .00	517,633 .00	50,659.00	50,659.00		
950	Transfer Out	Cap Imp Stab									
970	Transfer(s) Out	OPES/Comp Ab				25,760.44	(25,760.44)		(25,760.44)		
	Total General Fund			1,846,436.30	34,911,209.00	297,517 .91	37,055,163.21	33,068,555.93	3,986,607.28	1,928,907.09	2,057,700.19

Dept. No.	Dept. Name	Function	Encumbered From 2020	Original A ro riation	Transfers/ Amendments	Revised Bud et	Expended	Balance	Encumbered To 2022	Ending Balance
443	WWTP	Salaries	10,493.00	703,139 .00	2,400.00	716,032.00	707,967.50	8,064.50		8,064.50
	Expenses			1,005,500.00	97,182.46	1,102,682.46	1,064,117.61	38,564.85		38,564 .85
	Sewer Main!			112,000.00	7,200.00	119,200.00	107,702.16	11,497.84		11,497.84
	Capital		52,200.00	40,000.00	211,875.00	251,875.00	92,050.00	159,825.00	159,825.00	
	Admin Alloc				104,126.00	104,126.00	104,126.00			
			62,693.00	1,860,639.00	422,783.46	2,293,915.46	2,075,963.27	217,952.19	159,825.00	58,127.19
710	Debt Principal			530,731.00		530,731 .00	530,729.25	1.75		1.75
751	Debt Interest			151,415.00		151,415.00	151,411.86	3.14		3.14
910	County Retirement Assessment			164,204.00		164,204.00	164,204.00			
913	Unemployment			1,050.00		1,050.00		1,050.00		1,050.00

914	Group Health Insurance	162,287.00	15,000.00	177,287.00	176,783.32	503.68	503.68		
915	Group Life Insurance	318.00		318.00	282.00	36.00	36.00		
919	Medicare	8,049.00	1,035.00	9,084.00	9,009.71	74.29	74.29		
945	Gen and W/C Insurance	20,000.00	(16,000.00)	4,000.00		4,000.00	4,000.00		
	Financing Uses Electrical Repair				121,000.00	(121,000.00)	(121,000.00)		
	Total Wastewater Fund	62,693.00	2,898,693.00	422,818.46	3,332,004.46	3,229,383.41	102,621.05	159,825.00	(57,203.95)

PALMER POLICE DEPARTMENT

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.

Vision Statement

To optimize the efficient use of police resources, the Palmer Police Department maintains a balance between responding quickly and professionally to all forms of crime, emergencies, and quality of life concerns while also actively engaging the community we serve in setting priorities for the department as well as collaborating on problem solving and crime prevention efforts and approaches. Recognizing that quality of life begins with public safety, the members of the Palmer Police Department shall continue to form lasting and successful partnerships with other law enforcement, government and, civic agencies to address all crime and disorder issues. In doing so, we will continue be guided by the Department's core values of Respect, Dignity, Integrity and Fairness in all our future endeavors.

Values Statement

The members of the Palmer Police Department are dedicated police professionals committed to the community we serve, sensitive to the needs and wants of our citizens, holding ourselves accountable to the highest standards of excellence and integrity and treating all citizens that we encounter with respect and dignity.

Calls for Service

From July 1, 2020, through June 30, 2021, the Palmer Police Department answered approximately 18,155 calls for service, which included 1,744 medical related calls. From these calls, 1,316 criminal offenses were recorded and investigated. Additionally, 506 individuals were arrested /summoned / taken into custody, 1,176 incident reports were completed, 740 traffic citations were issued for 1,382 violations. There were 286 traffic crashes, involving 552 operators/occupants, resulting in injuries to 105 individuals. The use of Alcohol or

drugs by the operator was suspected in 35 of those crashes. No fatal accidents were reported during this period. A statistical report of 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 7 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.

Grants Received

The department received the following grants during this reporting period:

9-1-1 Training Grant (State 911 Department) - \$33,850. 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 - \$600.00 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 - \$4,920.00 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 - \$4,000.00 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 training of personnel and establishment of Palmer Police Department DART Team that will provide 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.

Edward Byrne Memorial Justice Assistance Grant (JAG) - \$31,200.00 – The purpose of this grant is to purchase Body-worn Camera equipment or to implement or enhance Body-Worn Camera programs.

Safe Policing Certification

On June 7, 2021, the department was certified by Massachusetts Police Accreditation Commission and the United States Department of Justice for meeting standards for Certification on Safe Policing for Safe Communities pursuant to the Presidential Executive order of June 16, 2020, Executive Order # 13929. This certification confirms that 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.

Training

All Sworn Members of the Palmer Police Department attended training programs during FY-2021 to enhance their skills. This training included but, was not limited to the following:

De-escalation training Domestic Terrorism Duty to intervene
Implicit Bias
Firearms qualification Use of Force training
Defensive Tactics Pandemic Preparedness & Response
Electronic Control Weapons
Bias Free Policing Crisis Intervention

Specialized Training

Select members of the Palmer Police Department attended specialized training programs during FY-2021 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
- Supervisor and Patrol Personnel certification as Armorer

- Supervisor and Patrol Personnel certification as Firearms Instructors
- FBI Law Enforcement Executive Development - Supervisor Leadership Institute
- FBI Law Enforcement Executive Development - Command Leadership Institute
- IPICD Excited Delirium Instructor certification
- Field Training Officer certification
- Field Training Manager certification
- Law Enforcement Active Diffusion Strategy and Tactics Instructor
- Simunition Instructor
- School Resource Officer
- DART Officer

Promotions & Appointments

The following promotions and appointments were made in FY 2021: Promotions:

- Officer David Burns promoted to the rank of Sergeant – August 2020
- Officer Jeremy Haley promoted to the rank of Sergeant – August 2020
- Officer Kenneth Baer promoted to the rank of Sergeant – June 2021
- Anthony Gentile - Per-Diem Dispatcher – August 2020
- Cameron Prosperi - Full-time Police Officer - October 2020
- Jennifer Novak – Full-time Police Officer – October 2020

- Anthony Tantillo – Special Police Officer – October 2020
- Nathaniel Pagan - Special Police Officer – October 2020
- Daniel Toth – Special Police Officer - October 2020
- Diane Dos-Reis - Special Police Officer – November 2020
- Samantha Cusson – Full-time Emergency Telecommunications Dispatcher – February

2021

- Nicholas Dugre – Full-time Police Officer – June 2021
- Michael Ciofalo - Special Police Officer – June 2021
- Travis Prouty - Special Police Officer – June 2021
- Anthony Yon Special Police Officer – June 2021
- Kyle Cassavant - Special Police Officer – June 2021
- Matthew Cayer Special Police Officer – June 2021

Department Operations

New to the Palmer Police Department this year is the Office of Professional Standards (OPS). This function was created to effectively and efficiently meet the strict standards associated with certification and full accreditation of the Police Department by the Massachusetts Police Accreditation Commission, as well as meet the requirements of Massachusetts Police Reform. The Office of Professional Standards (OPS) is responsible for maintaining the high level of professional conduct within the police department. As such, the Office of Professional Standards is responsible for processing and investigation of complaints against the department and its personnel. Additionally, the Professional Standards function has responsibility for recruitment of

new personnel, training and development of existing personnel, review of use of force incidents, review of department policy & procedure, and review of rules and regulations.

Timely feedback from the public is a critical component to the successful evaluation of our performance in the community. The Palmer Police Department is committed to providing the best police service possible, your assistance is essential if we are to succeed in this goal. If you have questions or comments concerning our operational procedures, or recommendations on how we can improve our service, you may contact the police department and offer your suggestions. To be responsive to the needs of our community, we encourage citizen input. Your constructive comments about our service, good or bad, will help us to improve and achieve our goal of providing the highest quality police service possible.

New Programs

The following new programs have been implemented in FY 2021 and yield positive results:

DART Team

The Palmer Police Department partnered with Hampshire Hope in March of 2020 to begin providing support services for those at risk of opioid overdose. Due to COVID-19, the start of this program was delayed until July of 2020. The 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 65 individuals and families in 2020 and, more than 73 individuals and families thus far in 2021.

Crisis Intervention Team (CIT)

The Palmer Police Department Crisis Intervention program is designed to improve police response to mental health crises, help individuals with mental health and substance use conditions access behavioral health services rather than enter the criminal justice system, and promote safety for the individual and police officers. The program is designed to promote collaboration among law enforcement, mental health and substance use professionals, advocates, and people with lived experience and their families. Key components of CIT programs include accessible crisis systems, 40-hour training curriculum for law enforcement and other first responders, behavioral health staff training, and direct participation by people with lived experience.

Behavioral Health Network (BHN) Co-Response Program

In October of 2020 the Palmer Police Department partnered with Behavioral Health Network (BHN) to provide a co-response program utilized when responding to mental health related calls. This program provides a clinical co-response to the Towns of Palmer, Monson, Wilbraham, Ludlow Belchertown and Ware. BHN personnel are based at Palmer Police Department Monday thru Friday from 1200 p.m. to 8:00 p.m. They provide an immediate, front-line response to any mental health crisis that police may encounter. This response is available to individuals of all ages who are experiencing a behavioral health crisis, regardless of insurance.

Body-worn Camera Program

In October of 2020 the Palmer Police Department applied for grant funding to start a Body-Worn Camera program. The department received a grant award of \$31,200.00. This award will aid in the purchase of thirty

(30) Body-Worn cameras and, the start-up costs associated with this program. The vendor for this program has

been selected. The cameras and associated equipment have been ordered. We anticipate that the Body-Worn camera program will be operational by the end of September 2021.

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 as we navigate through the difficult times presented by the COVID-19 Pandemic. We are very fortunate to work in such a great community. I would also like to thank Town Manager Ryan McNutt and 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, Palmer Ambulance Service 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 Chief of Polic

**Palmer Police Department
Annual Report - FY2021
Crimes Against the Person**

	<u>JUL</u>	<u>AUG</u>	<u>SEP</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>	<u>JAN</u>	<u>FEB</u>	<u>MAR</u>	<u>APR</u>	<u>MAY</u>	<u>JUN</u>	<u>TOTALS</u>
MURDER	0	0	0	0	0	0	0	1	0	0	0	0	1
RAPE	0	1	0	0	0	0	0	1	1	0	0	0	3
SEX OFFENSES	0	0	0	1	0	0	0	0	0	0	0	0	5
ASSAULT & BATTERY (DOMESTIC)	0	1	0	0	0	0	0	0	0	0	0	0	1
A&B, AGGRAVATED SERIOUS BODILY	1	0	0	0	0	0	0	0	0	0	0	0	1
A&B WITH DANGEROUS WEAPON	0	3	2	1	3	0	0	1	1	0	2	2	15
ASSAULT BY DANGEROUS WEAPON	1	3	1	1	0	0	0	1	5	2	2	1	17
STRANGULATION OR SUFFOCATION	1	0	1	0	1	0	0	0	0	0	0	0	3
ASSAULT & BATTERY	2	5	0	0	1	0	1	1	4	3	4	2	23
ASSAULT & BATTERY (DOMESTIC)	0	3	0	1	1	0	2	0	1	2	1	3	14
A&B, AGGRAVATED (PREGNANT VICT)	1	0	1	0	1	0	0	0	0	0	0	1	4
ASSAULT	0	1	3	0	0	0	3	0	0	0	0	0	7
ASSAULT (DOMESTIC)	0	0	0	0	0	0	0	0	1	0	1	0	2
ASSAULT ON POLICE OFFICER	0	0	0	0	0	0	0	1	0	0	0	0	1
ASSAULT & BATTERY ON A POLICE	0	0	0	0	0	0	0	1	0	0	0	0	1
A&B ON POLICE OFFICER	0	0	2	1	0	0	0	0	0	0	2	0	5
A&B ON +60/DISABLED c265 §13K(0	3	0	0	0	0	1	0	1	0	0	0	5
A&B ON FAMILY / HOUSEHOLD MEMB	5	6	6	4	4	5	1	5	7	2	4	8	57
ASSAULT ON FAMILY / HOUSEHOLD	1	1	2	0	1	0	1	0	0	0	0	0	6
A&B ON FAMILY/HOUSEHOLD MEMBER	0	0	0	0	0	0	0	0	0	0	1	1	2
STRANGULATION OR SUFFOCATION	1	0	0	0	0	0	0	1	1	0	1	1	5
ASSAULT TO INTIMIDATE	1	0	0	0	0	0	0	0	0	0	0	0	1
THREAT TO COMMIT A CRIME(MURDE	2	0	0	0	0	0	0	0	0	0	0	0	2
THREAT TO COMMIT CRIME - MURDE	0	0	1	0	0	0	0	0	0	0	0	0	1
THREATEN TO COMMIT A CRIME (MU	0	0	0	0	1	0	0	0	0	0	0	0	1
HARASSMENT PREVENTION ORDER, V	0	0	0	0	1	1	0	0	0	6	0	0	8
STALKING	0	0	1	0	0	0	0	0	0	0	0	0	1
INTIMIDATION OF A WITNESS	1	0	1	0	0	0	0	0	0	0	0	0	2
WITNESS/JUROR/POLICE/COURT OFF	2	1	0	0	0	0	0	0	0	1	0	1	5
TELEPHONE CALLS, ANNOYING	0	0	0	0	0	1	0	0	0	0	2	0	3
COMMUNICATION FALSE INFO TO PS	0	0	0	0	0	0	0	0	0	0	1	0	1
THREAT TO COMMIT A CRIME	0	0	0	0	0	0	0	0	0	0	0	1	1
THREAT TO COMMIT A CRIME (MURD	0	0	1	0	0	0	0	0	0	0	0	0	1
THREAT TO COMMIT A CRIME(MURDE	0	0	1	0	0	0	0	0	0	0	0	0	1
THREAT TO COMMIT A CRIME-A&B	0	0	1	0	0	0	0	0	0	0	0	0	1
intimidation of witness	0	0	0	0	0	0	0	0	0	1	0	0	1
TOTALS	21	28	24	11	14	7	9	13	22	17	22	21	209

**Palmer Police Department
Annual Report - FY2021
Crimes Against Property**

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTALS
ROBBERY, ARMED & MASKED	0	0	0	0	0	1	0	0	0	0	0	0	1
HOME INVASION, FIREARM-ARMED	0	0	0	0	0	1	0	0	0	0	0	0	1
B&E NIGHTTIME FOR FELONY	0	0	0	0	0	1	0	0	0	0	0	0	1
ARSON OF DWELLING HOUSE, ATTEMPT	0	0	0	0	0	0	0	0	0	1	0	0	1
BURN PERSONALTY, ATTEMPT TO	0	0	0	1	0	0	0	0	0	0	0	0	1
ATTEMPT TO EXTORT BY THREAT	0	0	0	1	0	0	0	0	0	0	0	0	1
B&E NIGHT TIME, INTENT TO COMM	2	2	6	3	1	0	1	2	0	0	2	0	19
SHOPLIFTING	1	0	1	0	0	1	0	1	2	0	0	0	6
LARCENY FROM BUILDING	2	0	0	4	0	0	1	0	0	1	0	4	11
B&E MOTOR VEHICLE	0	0	0	1	0	0	0	0	0	0	0	0	1
All Other Larceny	3	5	7	8	22	7	15	5	2	6	12	4	97
B&E DAY TIME, INTENT TO COMMIT	0	0	0	0	1	1	0	0	0	0	0	0	2
FIREARM, LARCENY OF	0	0	0	0	0	0	0	0	1	0	0	0	1
MOTOR VEH, LARCENY OF	0	0	2	0	0	0	0	0	0	0	0	0	2
USE MV WITHOUT AUTHORITY	0	0	0	0	0	1	0	0	0	0	0	1	2
FORGERY OF DOCUMENT	1	0	0	0	0	0	0	0	0	0	0	0	1
FORGERY OF CHECK	0	0	0	0	0	2	0	0	0	0	0	0	2
UTTERING	0	0	0	1	0	0	0	0	0	0	0	0	1
UTTER FALSE CHECK	0	0	0	0	0	2	0	0	0	0	0	0	2
UTTER FALSE WRITING	1	0	0	0	0	0	0	0	0	0	0	0	1
FORGERY, ETC OF BANK BILL OR P	0	0	0	0	0	0	0	0	2	0	0	0	2
RMV DOCUMENT, FORGE/MISUSE	0	0	0	0	0	0	0	0	1	0	0	0	1
FORGERY OF CHECK	0	0	0	1	0	0	0	0	0	0	0	0	1
RMV DOCUMENT, POSSESS/USE FALS	0	0	0	0	0	0	0	0	0	1	0	0	1
IDENTITY FRAUD	6	1	4	23	28	5	3	1	2	1	1	1	76
LICENSE, EXHIBIT ANOTHER'S c90	0	0	0	0	0	0	0	0	0	1	0	0	1
MOTOR VEHICLE, RECEIVING STOLE	0	1	0	0	0	0	0	0	0	0	0	0	1
LARCENY UNDER \$1200 c266 \$30(1	0	0	0	0	0	0	0	0	0	1	0	0	1
VANDALIZE PROPERTY c266 \$126A	5	7	4	9	0	1	3	8	1	4	4	5	51
DESTRUCTION OF PROPERTY	6	3	4	6	0	1	5	2	3	1	1	1	33
MALICIOUS DESTRUCTION OF MV	0	0	0	0	0	0	0	0	0	0	0	1	1
MOTOR VEH, MALICIOUS DAMAGE TO	0	0	0	0	0	1	1	0	0	0	0	0	2
THREATEN TO COMMIT A CRIME	1	0	0	0	0	0	0	0	0	0	0	0	1
FORGERY OF CHECK	0	0	0	1	0	0	0	0	0	0	0	0	1
TOTALS	29	20	30	60	54	24	30	21	13	17	22	19	340

**Palmer Police Department
Annual Report - FY2021
Crimes Against Society**

	<u>JUL</u>	<u>AUG</u>	<u>SEP</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>	<u>JAN</u>	<u>FEB</u>	<u>MAR</u>	<u>APR</u>	<u>MAY</u>	<u>JUN</u>	<u>TOTALS</u>
DRUG OFFENSES	2	11	7	4	4	6	1	1	4	4	9	2	55
SECRET SEXUAL SURVEILLANCE	0	1	0	0	0	0	0	0	0	0	0	0	1
OBSCENE MATTER, DISTRIBUTE	0	0	0	0	0	0	0	1	0	0	0	0	1
CHILD PORNOGRAPHY, POSSESS	0	1	0	0	0	0	0	0	0	0	0	1	2
FIREARM, STORE IMPROP	1	1	0	0	0	0	0	0	1	0	0	0	3
EXTREME RISK PROTECTION ORDER,	0	0	0	0	1	0	0	0	0	0	0	0	1
POSSESSION OF DANGEROUS WEAPON	0	0	0	0	1	0	0	0	0	0	0	0	1
DANGEROUS WEAPON, CARRY	0	0	0	0	0	0	0	0	0	0	0	1	1
DANGEROUS WEAPON, CARRY (BRAS	0	0	1	0	0	0	0	0	0	0	0	0	1
FIREARM, INTOXICATED LICENSEE	0	0	0	0	0	0	0	0	1	0	0	0	1
FIREARM, DISCHARGE WITHIN 500	0	0	0	0	0	1	0	0	0	0	0	0	1
ANIMAL, CRUELTY TO	0	0	0	1	0	0	0	0	0	0	0	0	1
RESIST ARREST	2	2	2	2	1	0	1	0	1	1	2	0	14
DISORDERLY CONDUCT	1	5	3	2	0	0	0	1	2	1	0	2	17
DISTURBING THE PEACE	0	1	2	0	1	0	1	0	2	2	0	0	9
DISORDERLY CONDUCT	1	1	2	0	0	0	0	0	0	1	0	2	7
INDECENT EXPOSURE	0	0	0	0	0	0	0	0	0	0	1	0	1
POLICE OFFICER, INTERFERE WITH	0	0	1	0	0	0	0	0	0	0	0	0	1
SPEEDING RATE OF SPEED GREATER	0	0	0	0	1	0	0	0	0	0	0	0	1
OUI--DRUGS	0	1	2	0	2	1	1	0	0	2	1	1	11
OUI-LIQUOR OR .08%	0	2	1	4	3	2	1	1	0	1	3	1	19
OUI-LIQUOR OR .08%, 2ND OFFENS	0	0	0	0	0	0	1	0	0	0	1	1	3
OUI-LIQUOR OR .08%, 3RD OFFENS	0	0	0	0	0	0	0	0	0	0	0	1	1
OUI LIQUOR	3	3	3	1	3	0	0	2	1	2	4	2	24
OUI LIQUOR, 2ND OFFENSE	0	0	0	1	0	0	0	1	0	1	2	2	7
OUI LIQUOR, 3RD OFFENSE	0	0	0	0	0	1	0	0	0	0	0	0	1
OUI-LIQUOR OR .08%, 3RD OFFENS	0	0	0	0	0	0	0	0	0	1	0	0	1
OUI LIQUOR & SERIOUS INJURY &	0	0	0	0	0	0	0	0	0	0	0	1	1
Drunkenness	0	0	1	0	0	0	0	0	0	0	0	0	1
PROTECTIVE CUSTODY	2	1	4	0	1	3	1	1	0	0	1	1	15
PROTECTIVE CUSTODY	0	0	0	0	0	0	1	0	0	0	0	0	1
ALLOW PERSON UNDER 21 TO HANDL	1	0	0	0	0	0	0	0	0	0	0	0	1
MINOR TRANSPORT/CARRY/POSSESS	0	0	0	0	0	1	0	0	1	0	0	1	3
TRESPASS	2	3	2	3	1	1	1	0	1	0	1	0	15
TOTALS	15	33	31	18	19	16	8	8	14	17	25	19	222

**Palmer Police Department
Annual Report - FY2021
Weapon(s) Involved in Offense**

	Occurrence(s)	Percentage
Firearm (Unspecified)	1	0.1 %
Handgun	8	0.5 %
Rifle	1	0.1 %
Other Firearm	1	0.1 %
Knife/Cutting Instrument	8	0.5 %
Blunt Object	11	0.7 %
Motor Vehicle	3	0.2 %
Personal Weapons (Hands/Feet/Etc)	133	9.0 %
Fire/Incendiary Device	1	0.1 %
Drugs/Narcotics/Sleeping Pills	1	0.1 %
Asphyxiation (Drown/Strangle/Suffocate/Gas)	1	0.1 %
Other	19	1.3 %
Unknown	2	0.1 %
None	1294	87.2 %
Total Occurrences	1484	100.0 %

**Palmer Police Department
Annual Report - FY2021
Suspected Of Using Statistics**

	Occurrence(s)	Percentage
Alcohol	247	74.8 %
Drugs/Narcotics	52	15.8 %
Not Applicable	31	9.4 %
Total Occurrences	330	100.0 %

**Palmer Police Department
Annual Report - FY2021
Arrests On View & Based on Incident/Warrants by Race, Sex and Age**

	<u>00-10</u>	<u>11-17</u>	<u>18-24</u>	<u>25-34</u>	<u>35-54</u>	<u>> 55</u>	<u>TOTALS</u>	<u>Hispanic</u>
Asian								
Female	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
Black								
Female	0	0	1	1	1	0	3	1
Male	0	1	0	6	11	1	19	5
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
American Indian/Alaskan Native								
Female	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
Native Hawaiian Or Other Pacif								
Female	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
Unknown								
Female	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
White								
Female	0	0	5	18	28	4	55	4
Male	0	1	26	43	77	24	171	18
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
TOTALS	<u>0</u>	<u>2</u>	<u>32</u>	<u>68</u>	<u>117</u>	<u>29</u>	<u>248</u>	<u>28</u>

**Palmer Police Department
Annual Report - FY2021
Summons Arrests by Race, Sex and Age**

	00-10	11-17	18-24	25-34	35-54	> 55	TOTALS	Hispanic
Asian								
Female	0	0	0	0	1	0	1	0
Male	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
Black								
Female	0	1	1	2	1	0	5	1
Male	0	0	4	4	3	1	12	2
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
American Indian/Alaskan Native								
Female	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
Native Hawaiian Or Other Pacif								
Female	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
Unknown								
Female	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
White								
Female	0	0	11	17	24	18	70	6
Male	0	8	29	46	53	11	147	16
Unknown	0	0	0	0	0	0	0	0
Non-Binary	0	0	0	0	0	0	0	0
TOTALS	<u>0</u>	<u>9</u>	<u>45</u>	<u>69</u>	<u>82</u>	<u>30</u>	<u>235</u>	<u>25</u>

Department of Public Works

Department of Public Works Annual Report – 2021

The Palmer Department of Public Works herewith submits its annual report for 2021.

In the summer months, crews concentrate their efforts on roadside mowing, street sweeping, pothole patching, painting crosswalks, stop lines and turn arrows in all four villages.

Many failing structures such as manholes, catch basins and drop inlets continue to be rebuilt through the spring summer and fall months.

The following project requests through Chapter 90 funding were approved:

- Sections of roadway were resurfaced along Shearer Street and West Ware Street, Palmer.
- Reconstruction was done along sections of Nipmuck Street, Allen Street, Wilbraham Street, Emery Street and Hillside Drive in Palmer.
- Drainage reconstruction was done along Center Street, River Street and High Street Thorndike.
- Roadway reconstruction was done along North Main Street and Randall Street Palmer.

Eight snow storms hit out town beginning on December 5, 2020. The most significant snow event “Orlena” which was registered as a “N’easter” on February 1, 2021 dumped ten inches of snow. The last late-season storm consisting of heavy wet snow registered six inches in Palmer on April 16, 2021. Nine ice storms sent our fleet of sanders out to treat roads to insure safety for the next morning’s commute of motorists, emergency personnel and school buses. A total of 3,390.48 tons of salt was ordered during this time frame.

Through Municibid, which is a convenient and easy way to use online auction service for government agencies, schools, authorities and utilities to sell their surplus directly to the public, the town of Palmer was able to take in approximately \$35,000.00 in revenue between scrap metal and old vehicles.

Through the town’s Capital Improvement Plan, the highway division purchased a new road side mower and the park division purchased a new dump truck.

In April, many town residents took advantage of seeing new bleachers being constructed at Legion Field accented with Palmer Panther’s blue!

Dave Handzel, Superintendent of the Park Division of the DPW strives to keep all twenty five town fields and parks, school grounds and play park areas in town looking their best for all sporting events and children and families to enjoy.

Jeff Pardo, foreman of the Cemetery Division of the DPW continues to work diligently as caretaker to maintain all town cemeteries to look their best especially for Memorial and Veteran’s Day.

At this time I would like to thank all town departments and personnel that have assisted me and the Department of Public Works throughout the year.

Respectfully submitted,

Richard Josephson, Assistant DPW Director

Palmer water pollution control facility

Capital improvements at our facilities and collection system continues annually.

As the treatment plant and 10 pumping stations are approaching 40 years of service, repairs and/or replacement to the roofs and dewatering equipment are the major items that are in process of finding funds to get these projects started. New level controllers were installed in pump stations 1-4. New controllers to measure the amount of polymer and odor control that are used during the dewatering process. New plant water pump was installed. New Muffin Monster sewage grinders replaced old, outdated grinders at pumping stations 1 & 2

We received a grant of \$211,000 to create an Asset Management plan for the treatment plant, sewer collection system and the storm water system. This work is ongoing.

We have started a rate study evaluation so we can better understand where the sewer rate needs to be adjusted to continue to make repairs and improvements to the treatment plant and the 10 pumping stations.

The cost of sludge disposal has increased as the closing of area landfills increase trucking cost from our contractor. New equipment for dewatering is being discussed and how to pay for it

New regulations from the U.S.EPA Municipal Separate Storm Sewer System (MS4) that pertain to storm water is being labor intensive beyond what was initially determined. The WPCF has become part of the town wide team to tackle these new unfunded mandates. The year 4 report is due on September 28th

I would like to thank my staff at the wastewater treatment plant and the entire DPW for their dedication, cooperation, and professionalism that they demonstrate daily, especially for working throughout the Covid-19 pandemic.

Respectfully submitted,

Gerry Skowronek
DPW Director

PALMER PUBLIC LIBRARY

Due to COVID 19 much of the library's services and programming looked dramatically different in FY21. The library was closed to the public for most of the year, but worked hard to make sure that members of the community still received materials, services, and programming. It was a tough, uncertain, year but we did our best to help as many people as we could as we all navigated through the new normal.

Outreach

In order to make sure that patrons received the materials and services they needed, we developed and implemented a curbside pick-up system in the beginning of FY21 and stepped up our outreach delivery and pick-up program. Members of the community could call, email, or request materials through our online catalog and staff would pull the books, check them out to patrons and then call to arrange a pick-up time. Items were then placed in a paper bag and set out at the agreed upon time for the patron to collect. Borrowers Services Librarian, Richard Clark and Circulation Assistant, Michelle LaRose developed the system which kept patrons and staff safe, and worked tirelessly to meet the demand.

We advertised our Outreach Van services and increased the number of patrons who had materials delivered to their doorstep. Outreach Services Librarian, Sandra Burke, made sure that patrons who could not leave their homes, got their books, movies, and music, safely. We were pleased that many new patrons took us up on our offer to help keep them safe, by coming to them and delivering their requested materials.

We teamed up with the Health Department to coordinate and deliver food to town residents who were COVID positive and needed to quarantine for 14 days. With the help of a state program, and in collaboration with the Palmer Fire Department, library staff delivered boxes of food prepared by the National Guard to families and residents who had to stay home to keep others safe.

In addition to providing materials like books, movies, and audio books via curbside pick-up we also provided curbside scanning, printing, and copying for patrons who needed to send or copy important documents. We also provided tax documents free of charge available through curbside pickup.

We did our best to keep the public updated with our efforts and events by stepping up our social media presence on Facebook and Instagram. Interim Director, Stephanie Maher, appeared on MPACT to promote services and reassure the public that we were still there to help in any way we could. And Adult Services Librarian, Amy Golenski and Collection Development Librarian, Helene O'Connor created an original tutorial video to help patrons with making requests and getting in touch with library staff featuring quite a few of the staff's adorable pets!

Programming

For FY21 all of our programming was virtual programming. We were lucky to have some great community partners to help promote programming and work together to keep our community

informed and entertained. We worked with MPACT, The Palmer Monson Family Network, and The Palmer Historical and Cultural Center.

Amy Golenski, Adult Services Librarian lined up some really great programming this year. Including a book talk about the Quabbin with New York Times bestselling author, Michael Tougas. Other programming included, wellness expert Peg Doyle who gave a talk on managing stress and cultivating calm, author E. Dolores Johnson, author of *Say I'm Dead: A Family Memoir of Race, Secrets, and Love*, and a speaker from the David Ruggles Center for History and Education in Florence, MA who talked about the abolitionist movement in Western, MA and the underground railroad. Amy also provided craft kits for curbside pick-up.

The Youth Services Department provided hundreds of craft packets to families and kids, as well as providing weekly programming on our Palmer Public Library Youth Services Youtube channel. Programming included Mr. Meadow's Garden, where Assistant Youth Services Librarian, Daniel Meadow talked about science, nature, gardening, music, and books. Mr. Meadow also provided story time programming with his series, "Look A Book!" Special guests on the channel included local author and illustrator, David Hyde Costello who provided art and storytelling programs that were interactive and gave kids the opportunity to collaborate with the artist. Our Story Board series gave a behind the scenes peek at how to create your own story, complete with illustrations and a soundtrack. Youth Services Librarian, Angela Sanches, made sure that all our favorite performers were still booked during the summer reading program, "Imagine Your Story." The Toe Jam Puppet Band, The Tanglewood Marionettes, and Acrobat LiLui, all graced the Youtube channel for a limited time. Many families participated in our virtual trivia nights that included themes like Harry Potter and All Things Disney.

Young Adult Librarian Bridget Kennedy stayed in touch with her teen patrons through virtual book club, writer's club, and Teen Advisory Board meetings. With the help of local wellness coach Julie Manning, Bridget offered virtual cooking classes on quick, easy, healthy meals. Bridget also provided hundreds of craft packets and even filmed her own craft tutorials. Every few days a teen would take over the Library's Instagram page and provide a review on a book or movie throughout the winter.

And despite the fact that it looked much different, we still had hundreds of Summer Reading participants who were able to track their reading through our Beanstack website. Participants still got to pick up t-shirts and book prizes.

Number of children’s programs	83
Attendance at children’s programs	1562
Number of young adult programs	30
Attendance at young adult programs	99
Number of adult programs	22
Attendance at adult programs	141

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. There is quite a team of volunteers who manage and take care of the Loft with Eleanor and Nancy.

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 via Zoom. This year the board honored two long time Library Board of Directors members who were integral to the success of the library and who had passed away. Stanley Skowyra and Sandy Nichols worked tirelessly as board members, volunteers, and advocates for the Palmer Public Library. Both played major roles in the fundraising efforts and design of the building in 2005. They were both beloved by the staff and the Palmer Public Library Association. Both Stanley and Sandy grew up in Palmer and their efforts to create community and help their neighbors stretched well beyond their work at the library. Stanley and Sandy’s family members were in attendance at the meeting as Mike Moran, Library Board of Directors Emeritus, gave a moving tribute to both of them.

The Association voted to approve the Director’s report and the financial report. The Association also voted to approve the appointment of Jessie Alt as President of the Board of Directors, Fay Halsall as Vice President of the Board of Directors, Jan Marciniac, as Secretary of the Board of Directors, and Mary Rogers as Treasurer of the Board of Directors. The Library Association also welcomed new Association members.

The Library Board of Directors also, approved, and posted an Anti-Racism statement which can be found on the library’s website. They also updated their Mission and Vision Statements to include language that aligned better with the long term goals of the Association.

Patron Use of the Library

Assistant Director, Matthew DeCara proposed to the Library Board of Directors to extend our fine-free policy to all Palmer Public Library materials. This includes, movies, Speed Reads, and kits. This is a shift in policy that is quickly becoming the norm in public libraries. The Palmer Public Library joins over 70 other public libraries in the state who have abolished fines for overdue items.

Number of registered borrowers	11,062
Total attendance at library	3,245
Items received from other libraries for our patrons	10,466
Items provided to other libraries for their patrons	15,079
<i>Library materials borrowed by our patrons:</i>	
Books	22,319
Print magazines & newspapers	335
Audio (CDs, Playaways, etc.)	2,285
Video (DVDs, VHS)	8,388
Ebooks	5,727
Downloadable audio (books, music, etc.)	2,622
Materials in electronic format (CD-ROMs)	324
Miscellaneous (kits, museum passes, etc.)	155
TOTAL	42,155
Number of reference transactions	4,659
Number of users of public wireless access	3,245
Number of hits to the library website	43,981

Collections

The staff continued to use the Evergreen Acquisitions program this year. Helene O'Connor, Angela Sanches, Dan Meadow, Bridget Kennedy, Amy Golenski, Victoria Knolton, 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, makes 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!

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 e-audio checkouts and holds dramatically increased in the spring of 2020. This resulted in our e-book collection increasing by close to 40,000 holdings and our e-audio collection increasing by about 7,000 titles.

<i>Library holdings by type of material:</i>	
Books	59,487
Volumes of print magazines & newspapers	1,380
Audio (CDs, Playaways, etc.)	10,377
Video (DVDs, VHS)	7,012
Ebooks	119,778
Downloadable audio (books, music, etc.)	49,425
Downloadable video	128
Materials in electronic format (video games)	809
Microfilm	100
Miscellaneous (kits, museum passes, etc.)	267
TOTAL	248,763

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.

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.

Respectfully Submitted,

Stephanie Maher
Interim Director

PALMER PUBLIC SCHOOLS – 2020-2021

The Palmer Public Schools hosted a hybrid learning platform to address the learning needs of students during the COVID-19 pandemic. Our shared vision states that “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 district improvement plan, the district is guided by the following three key objectives: 1. Effective Instruction, 2. Engaged Learners, and 3. Rigorous Curriculum. All districtwide, and most school-based, initiatives are specifically selected to help meet these objectives

Projected enrollment for the 21-22 School Year, including Old Mill Pond School (grades PK-5) and Palmer High Schools (6-12) is 1,190 students. The district has seen a significant increase in students opting for private school/homeschool due to the COVID-19 pandemic.

Palmer High School

The class of 2021 received their diplomas on June 6th at Legion Field. Seventy-eight seniors matriculated with 79% attending either a 4-year or a 2-year college, 32% immediately to a 4-year college, 47% to a 2-year college, 6% attending a technical/trade school, 2% entering the military and 13% heading to the workforce. May 15th, seniors received gifts from families and local businesses. These were senior pictures on signs and they were displayed on the tennis court for everyone to enjoy. The top 21 seniors in the class were honored and recognized at the May school committee meeting. The senior banquet was held outside under a tent on the playground of Old Mill Pond. Thirty-five different local families, organizations, and businesses awarded scholarships to our seniors totaling more than \$40,000. Athletic Awards were presented to seniors and underclassmen during graduation.

Students and teachers worked very hard during the 2020-2021 school year, having to be flexible as the world constantly changed. In lieu of a traditional open house, PHS hosted a virtual open house in September. Each teacher sent a recorded video for families. 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 51 juniors and seniors enrolled taking 87 AP courses. This Sustaining Partnership Program offered teacher training by the College Board familiarizing our teachers with AP curriculum, advanced instructional practices, and current technologies. Though work-based experiences for our students were quite limited due to social distancing guidelines, our School-to-Career Program in partnership with the River East School-to-Career Program provided exploration and information about careers and future planning.

Old Mill Pond Elementary School

The beginning of the 2020-2021 school year looked very different from other years at Old Mill Pond Elementary School. Teachers began the school year with ten days of professional development focusing on delivering hybrid/remote instruction as well as the setting up of physically distant classrooms and implementation of additional health and safety protocols. Students were able to select a Hybrid Model or a Remote Model for instruction. Students opting for the Hybrid Model would attend school in person two days/week and virtually three days/week, while students selecting the Remote Model would attend school virtually five days/week.

All students, teachers, and staff were provided with a Chromebook to allow for successful participation in virtual learning opportunities. A Remote Learning site was created to allow students easy access to their Google Classroom, where teachers would post assignments and engage with students in live lessons.

Students at Old Mill Pond Elementary School were able to access online opportunities for learning through programs such as ST Math, Zearn, Khan Academy, Lexia, and Wonders, as well as direct teaching through Google Meet.

Our PBIS (Positive Behavioral Interventions and Supports) Team was able to continue to provide support through the development of virtual Team Tickets and online PBIS Choice Days. Student expectations for virtual learning were developed and student data was tracked through the SWIS (School wide Information System) data system.

Teachers and staff continued to participate in professional development opportunities throughout the school year, with a focus on ST Math implementation. ST Math is a PreK-8 visual instructional program that leverages the brain's innate spatial-temporal reasoning ability to solve mathematical problems. ST Math's unique, patented approach provides students with equitable access to learning through challenging puzzles, non-routine problem solving, and informative feedback. Teachers were provided with training in how best to implement this program as well as how to use program data to respond to student learning needs.

Throughout the year, Old Mill Pond continued to strive to meet the needs of all our learners, both hybrid and remote. Teachers continued to use benchmark data collected through DIBELS, STAR, and a Math Screener to determine student learning needs and provide targeted instruction. The Old Mill Pond Interventionists were able to provide Tier III support to students through Google Meet on a consistent basis, providing support to help lessen learning loss.

Students were able to return to in person instruction on a full time basis in March of 2021. Teachers continued to provide instruction to students who remained remote through the end of the school year. This allowed for Old Mill Pond Elementary School to close the year with many exciting events including OMP Special Olympics, Field Day, Fifth Grade Step Up, and Kindergarten Graduation. All of these events were able to be held under a large tent that was set up on the OMP playground.

As always, the teachers and staff at Old Mill Pond went above and beyond to meet the needs of each and every student throughout a very challenging year and we look forward to a positive year of learning as we enter the 2021-22 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.

The beginning of summer 2021 brought the Palmer Public Schools a step closer to returning to normalcy following the 2020/2021 school year, which was heavily impacted due to the COVID 19 pandemic. The end of school, along with a reduction of COVID cases in the community, allowed the facilities department to perform the necessary routine maintenance at both Old Mill Pond and Palmer High School. This also allowed larger projects to be completed, some of which were put on hold during the previous year.

During the summer, much of the classroom furniture at both Old Mill Pond and Palmer High School was returned to its proper locations. Relaxed COVID recommendations from the state of Massachusetts have

allowed a return of typical classroom furniture, such as tables for science and art, and additional supplemental classroom furniture such as file cabinets.

Over the summer Fire Service Group completed their repair of the fire pump at Palmer High School. The pump was rebuilt and the pump room received a complete upgrade of the piping. The fuel tank that serves the pump was also replaced. The pump was put in full service at the end of August and a complete test of the system was performed.

During Christmas Break 2020, all windows were repaired at Palmer High School. Each window received two new springs to assist with opening and closing the window. This project has drastically improved air flow and quality at the school, which is crucial during COVID.

During Summer of 2021, Palmer High School received a complete upgrade of the Building Management System. This system controls all of the heat, air conditioning and lighting in the building and parking lot. The previous system was original to the building in 1991, and was in various states of disrepair. The new system will allow for more energy efficiency and a functioning, more reliable system for the HVAC and lighting. Palmer High School and Old Mill Pond have begun a lighting upgrade to update all the fixtures in both buildings to more efficient LED lighting. Palmer High School has completed Phase 1 of 3, while Old Mill Pond is almost done with Phase 1 of 2. These projects are expected to be completed by the end of FY 22.

During Summer of 2021, Old Mill Pond Elementary School received new carpet in the Main Office, Library, and rooms C109 and C110. This project used funds that were not used from the previous carpet project at the school. Old Mill Pond also completed its Energy Management System Upgrade during Summer 2021, which brought the Gym, Main Office, and Cafeteria HVAC systems up to current technology standards. Also, all the hallway and parking lot lighting were upgraded to the new system.

A priority for the Palmer Schools and Town of Palmer over the summer was to increase the attention that is paid to the grounds of the campus. A substantial amount of time was spent by the town highway department cutting back brush and overgrown branches around the campus. The school also commissioned Northern Tree to perform extensive tree trimming on campus to prevent trees and brush from becoming a hazard to the students and staff.

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.

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 226 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 2020-2021 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 onset of the Covid-19 pandemic, the Student Services Department developed Remote Learning Plans for every student on an IEP, and 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.

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 Liaison is Colleen Culligan, Director of Student Services of the Palmer Public Schools.

Summary

During the 2020-2021 school year Palmer Public Schools was all but consumed with COVID-19. We began the year in on a hybrid platform and operated on this platform for the majority of the year before being allowed to return a somewhat traditional schedule although families had the opportunity to remain on a remote learning plan if they chose. We have continued placing additional focus and resources towards improving upon this status, and the district continues to reflect on the amazing progress reached thus far, with continued improvement expected. In 2019-2020 each school worked with Professional Development consultants to review and improve practices, curriculum alignment, climate, culture, and placed a special focus on improving literacy in grades K-12. The Instructional Leadership teams and Academic Council meets regularly to identify curriculum needs, assessment resources and improvement benchmarks for each school.

The School Department budget continues to meet the minimum requirement for net school spending and expects to meet it again in FY22. Having been in throes of COVID-19, many budgetary decisions were affected. The projected revenue loss across the Commonwealth is expected to hinder any increase in state funding through Chapter 70. This coupled with the effects of the COVID-19 pandemic to the economy leaves a cloud of unknown in regards to budgets in the next few fiscal years. Thankfully, the town and schools will work together to meet the needs of our students in the most fiscally possible way. Grants and

Special Education reimbursement programs continue to provide much needed supplemental funding; however, due to federal and state cutbacks, these sources are largely stagnant. The district continues to supplement tiered instruction with the Title 1 grant, providing opportunities for students to close achievement gaps. During the 2020-2021 school year, the district appropriated resources towards chronic absenteeism, students refusing to be on camera during remote learning, and identified resources to improve student attendance and participation during remote learning. The district hopes to support substance abuse awareness, including vaping, social emotional learning and supplement PBIS in both schools. In addition, FY22 will focus on health and safety protocols, and support to our students and staff during the COVID-19 pandemic.

The addition of a Charter School in Sturbridge continue to redirect funds away from the schools in the FY20 budget and it continues to remain a factor. School choice has remained level in regards to school choice in and continues to steadily increase in regards to school choice out of the district. We continue to offer therapeutic programs in the district and averaged 16.2 out of district students for the 2019-2020 school year which keep costs down as we do not depend on out-of-district educational placements expect for exceptional circumstances.

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
Joseph Nompleggi, Member
Anthony Braden, Member

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT

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 2020 state elections, incumbents David Droz (Palmer), Francesco Dell'Olio (Belchertown), David Kirk (Warren) and Jeffrey Nelson (Oakham) were re-elected. Martin Goulet (New Braintree) was appointed in September, 2020. Kathleen Barrett (Monson) resigned, leaving a still unfilled vacancy for Monson. Members remaining on the Committee are Julie Quink (Hardwick), Michael Cavanaugh (Palmer), Lorraine Alves (Belchertown), William Johnson (Granby), and Marie Barbara Ray (Ware). At the Reorganization Meeting, David Droz (Palmer) stepped down as Chairman, Julie Quink (Hardwick) was elected as Chairperson and Michael Cavanaugh (Palmer) was re-elected Vice-Chairman. Lorraine F. Alves (Belchertown) was re-elected Secretary. The new Student Member of the Committee chosen by the students is Lauren Tracy (Palmer).

Although the format of this report is identical to previous years, the school committee is mindful that the latter half of 2020 was unlike any period in the school's history. Following the closure of schools in mid-March by Governor Baker due to the Corona Virus outbreak, Pathfinder adhered strictly to all guidelines and protocols prescribed by the Department of Elementary & Secondary Education (DESE), the Center for Disease Control (CDC) and the local Board of Health. The school committee ultimately approved a hybrid model of instruction as well as a comprehensive Reopening Plan in the fall which may be found on the school's website: www.pathfindertech.org.

CURRICULUM

Based on the most recent MCAS scores, Pathfinder has continued to improve on narrowing the proficiency gaps. For the third year in a row, Pathfinder has been designated by the DESE accountability rating system as **Not Requiring Assistance or Intervention**, signifying that **moderate progress** toward state set targets was achieved.

Part of the ongoing strategy for District improvement has been the implementation of a Math Enrichment Curriculum for all incoming 9th graders. This course focuses on calibrating compulsory math skills as students enter Pathfinder, with emphasis in the second half of the year on concepts tied to both math coursework and technical content. Additionally, all 10th graders engage in a targeted MCAS Preparation course, reviewing content and test-taking strategies for the spring testing period. For the 2019-2020 school year, all 9th and 10th grade students will be taking a writing seminar. This is a trimester long course that focuses on basic writing skills to assist with raising the level at which students are writing for their English courses, as well as for the 10th grade MCAS assessment.

In addition to honors level courses in all core academic content areas at all grade levels, Pathfinder also offered Advanced Placement coursework in Calculus, Statistics, English Language and Composition, US History, Government and Politics, and English Literature and Composition. In May 2020, 64 students sat for 79 exams. For the 2019-2020 school year, additional Advanced Placement courses were added in Psychology, Government and Politics, and Environmental Science. For the current school year of 2020-2021 Pathfinder has also added AP offerings in Biology, and Computer science. Efforts to increase the higher-level offerings for students are ongoing. In addition to adding several Advanced Placement offerings, a popular new Studio Art program was created. This program is an elective offering that is available to students in all four grades. An experienced art teacher was hired to develop and offer the program in a classroom that was remodeled to serve as an art studio. *The Project Lead the Way* Biomedical Science track has been added to the science offerings, and the roll out of this program will take place over the next few school years.

Curriculum on a whole is continuously being vetted and evaluated to make sure that students are mastering standards that are designated in the frameworks prescribed by the DESE. For the 2019-2020 school year, two pieces of educational software have been added to the curriculum, one for Math, and one for English Language Arts. In math courses, teachers are utilizing *Illuminate Education*. *Illuminate Education* is a digital assessment platform, where teachers can build common summative assessments for math courses, after which data can be collected and analyzed to improve instruction. The platform has the same capabilities technologically as the new MCAS 2.0 assessment, so our students can begin practicing with the same style of technology enhanced questions as they will see on the assessment. For English, our teachers have been utilizing a program called *Study Sync* by McGraw Hill. *Study Sync* is a digital curriculum where our teachers and students can deliver and receive their instruction on a computer or Chromebook. The curriculum makes use of all the typical novels that would normally be seen in an English Language Arts curriculum, but moves it into the digital age. It also allows our students to practice responding to questions and prompts more frequently using a computer or Chromebook, which will enable them to practice for MCAS 2.0. Including more electives and pathways in academic areas is a continuing conversation, in order to make sure that the needs of all learners are met. Course progressions in each academic area are being evaluated and discussed in order to be proactive for students and their development.

SELECTED MUNICIPAL AND COMMUNITY PROJECTS:

During 2020, Pathfinder's technical programs received 449 requests for work to be performed.

Advanced Manufacturing

- Designed and machined aluminum cribbage boards for a number of local non-profit organizations for fund raising events.

Automotive Technology

- Performed work on 211 vehicles, resulting in a savings of over \$61,000 for members of the community when compared to average industry rates.

Carpentry

- Crafted a variety of items for local non-profit organizations for fund raising events.
- Continued construction of a 20'X35' cabin at Bondsville's Camp Stanica.
- Constructed Pathfinder's Plumbing Program's outdoor underground demonstration area.
- Constructed a shelter at Dufresne Dog Park in Granby.
- Constructed a two car garage for a community member in Monson.
- Renovated and installed new security door for Palmer Fire Department.

Collision Repair

- Repainted a 2015 Ford Explorer for the Town of Belchertown

Culinary Arts and Hospitality Management

- Hosted a Community Justice lunch/banquet at the request of the Palmer Police Department.
- Pathfinder's Culinary Arts Bake Shop filled numerous orders for assorted baked goods for members of the community.

Electrical

- Completed numerous projects in and for Pathfinder's building.
- Performed electrical upgrades at Pulaski Park in Three Rivers.
- Wired a two car garage for a customer in Monson.

Horticulture

- Held annual poinsettia and wreath sale.
- Performed grounds maintenance and tree work on Pathfinder's campus.

Heating, Ventilation, Air Conditioning & Refrigeration

- Completed numerous projects at Pathfinder, including preparing for reopening of school in September with COVID-19 precautions.

COOPERATIVE EDUCATION PROGRAM

A total of 112 students have participated in the Cooperative Education and WIOA Programs during the 2019/2020 school year. Both programs were suspended from March 2020 thru July 2020 due to COVID-19. Currently a total of 34 students are participating in either or both the Cooperative Ed Program and WIOA. Since July 2020, parents and employers are required to sign a COVID-19 permission slip stating that employers agree to meet or exceed the most current Commonwealth of Massachusetts COVID-19 guidelines for employee safety in regard to students participating in either the Co-Op or WIOA program. If the employer cannot meet the Commonwealth of Massachusetts' COVID-19 guidelines, the Co-Op student is required to return to school.

The Cooperative Education program provides opportunities for paid, career-related jobs in lieu of students' attending their career and technical courses. This real work environment allows students to enhance their technical skills, develop interpersonal skills, and experience valuable lessons in maintaining a balance of both their personal lives, school, and jobs. The Cooperative Education Program is an experience that is rewarded to those students who demonstrate positive attitudes, good attendance, and better than average grades in their technical and academic classes. Partnerships with area businesses, coupled with strong program advisory committees, are a driving resource in placing students in cooperative education employment positions. Pathfinder remains committed to providing students with this valuable opportunity despite the challenges of 2020. The employment of co-op students often leads to full-time employment after graduation and is a valuable resume builder.

In addition to the Cooperative Education Program, Pathfinder is an In-School WIOA Title I Youth Vendor. As a result of this grant award, Pathfinder coordinates and oversees both subsidized and unsubsidized employment opportunities for eligible students during the summer months and throughout the school

year. Normally Pathfinder would work to place WIOA participants in employment positions with partners such as the Palmer Library, Silver Bell Farm, and Monson Savings Bank to name a few. However due to COVID-19 restrictions and the challenges of placing students with employers, Pathfinder's WIOA School Year Recruiter and Counselor, Cheryl Sawicki has worked tirelessly to ensure that WIOA eligible students participated over the summer months with positions in the area and on-line learning. Beyond this, Cheryl created a portfolio project for the students so they would be able to participate in the program remotely during the school year. This project has been approved by MassHire of Hampden County and will enhance the workplace readiness skills of the students.

STUDENT BODY AND STUDENT SERVICES

Pathfinder Tech's total enrollment was 611 as of October 1, 2020, including the following numbers from member towns: Belchertown 82; Granby 20; Hardwick 24; Monson 72; New Braintree 7; Oakham 10; Palmer 188; Ware 109; and Warren 38. The remaining students were residents of out-of-district communities, the largest number of students coming from West Brookfield (17) and Ludlow (13).

The Guidance Office—which also serves as the Admissions Office—received applications in excess of the 9th grade openings. Transfer opportunities into 10th grade were also limited and a total of 13 new sophomores were admitted to the school.

Due to COVID-19, Pathfinder Tech was unable to host our usual large fall admissions events and outreach activities, but the Guidance Director was in contact with the middle school counselors from each of the in-district communities to ensure that students had access to the most up-to-date information using digital platforms. An exciting and energetic new video was created by a talented Pathfinder Tech junior and provided a glimpse at what Pathfinder Tech students had been up to this fall. The video received praise and created quite a stir on social media! The Guidance Director worked to update Pathfinder Tech's outreach materials to ensure that all correspondence, whether it be in print or electronic format, was fresh, modern, and visually appealing. By December 1, 2020 more than 100 applications had already been submitted.

In 2020 The Pathfinder Chapter of the National Technical Honor Society recognized the largest group yet of deserving members, with a total of 53 students meeting the qualifications. The group consisted of 19 returning seniors, three new seniors and 31 new juniors; to qualify, students must have a cumulative GPA of 3.5 or above and exhibit the qualities of skill, honesty, service, responsibility, scholarship, citizenship, and leadership.

Despite the damper COVID-19 put on the traditional graduation season, Pathfinder Tech proudly held a hugely successful modified graduation on June 5, 2020—the original graduation date set for the Class of 2020! The graduating class of 154 students received diplomas and technical certificates at commencement exercises that spanned the course of an entire day outside on our beautiful campus grounds. Students graduated in waves of small groups and were each able to walk across the stage, dressed in their caps and gowns, with immediate family members cheering them on. Personalized lawn signs were displayed in front of the graduation stage to replicate the Class of 2020 being together as one.

Once again, state and local organizations and businesses, post-secondary institutions, as well as private individuals, continued to recognize the ability and potential of Pathfinder Tech graduates in the form of generous donations. At graduation, more than 50 scholarship awards were presented, totaling over \$15,000, not including the numerous scholarships, grants, and awards that individual colleges and universities awarded to our graduates. In addition, 36 graduating Pathfinder seniors received the John & Abigail Adams Scholarship which qualified them to receive free tuition for up to four years at any Massachusetts state institution of higher learning. The school committee, administration-- and particularly the graduates-- are grateful for this support and are especially proud of the number of awards that have been made to honor the memory of former Pathfinder Tech students and staff members.

The staff in the Pathfinder Tech Guidance Department continued to work with students to be college and career ready, but also increased their efforts to support the emotional needs of students remotely when

the school building was closed in March. As the Guidance Department is also responsible for overseeing 504 Accommodation Plans, the school counselors work to oversee the plans for the 45+ students served by 504 plans—which involves setting up meetings with teachers, students, and families to update plans and to ensure that the appropriate accommodations are in place.

The Student Services Department is responsible for overseeing Special Education services as well as Social Emotional Learning/Mental Health services. This year the Department has ensured the delivery of services for 168 students on Individualized Education Plans (IEPs). The Department has offered a range of assessment, educational, and counseling services designed to meet the diverse needs of our students. Staff work cooperatively with students, their families, academic and vocational teachers, and service providers in order to assist each student in reaching his/her educational and transitional goals. The Special Education Department provides a continuum of services with instruction taking place in both inclusion settings and in special education classrooms.

The Department continues to offer literacy instruction for qualifying students. Staff utilize assistive technology, including text- to- speech, speech- to text (voice dictation), and word prediction that assists students in reaching their academic potential. In addition to its investment in assistive technology, the Department also utilizes *Bookshare*, which is an organization that provides books in digital format for individuals with visual and learning disabilities. The Department has also continued to develop partnerships with outside agencies, including the Massachusetts Rehabilitation Commission (MRC) and the Department of Developmental Services (DDS) in order to assist students in their transition to post-secondary life. The Department is also working on improving its transition planning services by identifying - and when necessary developing - transition planning assessments to identify unique student needs as they move beyond Pathfinder.

After the COVID-19-related school closures in March of 2020, the Department worked to develop innovative ways in which to deliver services to students served by IEPs. Some students thrived in this new remote learning environment while others encountered new challenges they had not faced when the school building was open and learning was face-to-face. The Department worked to reduce these challenges by working collaboratively with other departments to ensure access to technology for all students.

Given the consequences the COVID-19 pandemic has wrought on the mental health and well-being of many, the Social Emotional Learning team has been busier than usual attempting to research interventions that might support staff and students alike. Student Services arranged for all school staff to attend several important Professional Development opportunities in the early fall. All staff attended *Trauma and the Brain* and a Social Emotional Learning 101 session; the feedback for both sessions was resoundingly positive and provided teachers with more opportunities to understand their students and themselves as well as how all have been impacted by the pandemic. The Social Emotional Learning Team is also involved in the Social Emotional Learning/Mental Health Academy through the Department of Elementary & Secondary Education. This connection provides the team and its leader with professional development and a great deal of technical assistance as they create their short-term and long-term plans.

In addition to these activities and initiatives, the Administrative Team--- through the leadership of the Director of Student Services-- was able to facilitate all 9th and 10th graders' participation in DBT: STEPS-A, which is an evidence-based approach to helping teens skillfully manage difficult emotions, cope with stress, improve interpersonal effectiveness, and make better decisions. This is always important and more so now than ever.

Finally, in response to the overdue nationwide focus on racial justice and inclusion, the Pathfinder Equity Council was formed to assess where Pathfinder is in that regard and what improvements can be made to make the school a welcoming place for all. The Equity Council is a group of interdisciplinary staff members who will be engaging in a book study in addition to obtaining baseline data from the school community with the intention of improving policies and practices to ensure that Pathfinder is engaging in anti-racist efforts.

STUDENT ACTIVITIES BY MONTH

In January, 40 students from Automotive Technology, Business Technology, Culinary Arts and Hospitality attended the DECA District 7 Conference at the DCU Center in Worcester. Three Culinary Arts Seniors placed in events: 3rd place Quick Service Restaurant Management, top 5 place in Quick Service Restaurant Management, top-five medal in Restaurant and Food Service Management. Great Clips from Ludlow donated \$1,000.00 to the Cosmetology program. The Senior team of Automotive Technology placed 2nd in the Massachusetts Dealer Association State Finals. The Junior team qualified to compete next year. The Quaboag Valley Zonta Club awarded the Girl's Rocket Award to senior Jacqueline Garvin (Business Technology). The CAD Robotics Team 785B was a semifinalist at a competition at North Andover High School.

In February, Team 785E was a semifinalist at a competition at the University of Rhode Island. The CAD Robotics Teams 785B, 785E, & 785Z qualified for the regional championships before the COVID-19 outbreak stopped competitions.

In March, Business Technology students attended the Massachusetts Business Professionals of America State Leadership Conference. Four students earned the opportunity to compete at the BPA National State Leadership Conference in Washington D.C. All HVAC/R sophomores passed their Section 608 Certification exam at the Universal Level. The Annual Dodgeball Competition sponsored by the Travel Club was held on March 12, 2020. Teams consisted of students, faculty and combinations of both members. The win went to team "Carpentry", an all student team. One of the student teams formed for the Stock Market Challenge led in 1st place out of 1,744 teams. One hundred twenty students with representation from all technical programs attended the *SkillsUSA* District 5 Competition returning with the following medals: 6 Gold, 5 Silver and 9 bronze, plus 3 State Officer bids. Gold medals went to – the Automated Manufacturing Team, Carpentry, and the Mechatronics Team. March 13, 2020, became our last face-to-face in-school day due to the pandemic shut down from COVID-19. The district quickly transitioned into remote learning. Members of the staff baked 500 cookies for the Palmer Town lunches which were distributed as part of the grab and go lunch program during the COVID-19 pandemic. In April, to highlight student achievement, Awards Ceremonies and Shows took place virtually: 1st Art Show, Senior Spotlight, and Student Awards.

In May, Programming and Web placed 2nd in the Mass STEM challenge held online for a successful recycling project. A Teen Processing Group began as a weekly online program. Faculty delivered Senior graduation materials and awards, to each of the graduating students' homes.

In June, faculty and staff delivered Senior lawn signs to homes of the graduation seniors. National Technical Honor Society Inductees were virtually celebrated on our website. Scholarships were featured in a Slide Show.

At the beginning of the summer in June, Seniors and their families partook in an on-campus graduation which ran quite differently than any other year, and Freshman Orientation was held for incoming students.

In September/October, student elections took place filling the offices of President, Vice-President, Secretary, Treasurer, Historian and Student Representative for each class. John and Abigail Adams Scholarships were awarded to 35 seniors. Spirit Days (sponsored by the Class of '21) included a PJ day, yee-haw day, and Halloween costume day.

In November, Business Technology Juniors and Seniors participated in a virtual Stock Market Challenge held by Junior Achievement of Western Massachusetts. One team was awarded 3rd place. Mass DOT's 2020 Safe Streets Smart Trips High School Video Contest winner went to Pathfinder Junior, Michael Gilbert. The Student Council Food Drive benefited Valley Human Services in Ware. The Class of '21 held a fundraiser Hat Day. And once again, in December the Class of '21 held a fundraising spirit week that included an ugly sweater day, concert t-shirt day, and a yee-haw day.

ATHLETICS

Softball, Baseball, and Lacrosse were cancelled in 2020 due to COVID-19.

The 2020 Pathfinder Football team did not have any games during the fall due to COVID-19. The team was able to practice, but could only work on conditioning.

A reduced season has been tentatively slated to start on March 1, 2021. Kevin North, who was a volunteer last season, has replaced Phil Gallo as JV Football Coach. 13 Freshmen joined the team of about 30 players.

The Girls' and Boys' Soccer teams both earned one win in a shortened season (due to COVID-19). The teams played out of division and were grouped in a regional cluster playing the likes of Palmer, Monson, Ware, Belchertown, Granby, and Amherst.

Boys' and Girls' Basketball have been approved for the Winter 2021 season. Teams will also be playing out of division in a regional cluster including Palmer, Monson, Ware, and Hampden Charter While the major consideration for re-alignment of games in both soccer and basketball was distance and transportation costs, the end result for Pathfinder has been a significant increase in the level of competition.

Wrestling has been pushed back to March 1, 2021 due to COVID-19.

GRANTS, DONATIONS AND CONTRACTS

Program Name	Amount	Application
Federal Grant SPED Grant #240	FY 20 \$240,291. FY 21 \$242,514	Instructional and Support Staff, Contractual Services, Supplies, Transition Services and Travel for Supporting Students with Disabilities
Federal Grant Teacher Quality Title IIA Grant #140	FY 20 \$23,014 FY 21 \$19,909	Contractual Services, Supplies, and PD for Improving Basic Programs Operated by Pathfinder
Federal Grant Title I #305	FY 20 \$141,183 FY 21 \$139,382.	Instructional and Support Staff Salaries, Summer Bridge Program, Data Team, Professional Development, Social Emotional Learning Team Stipends, Services for Homeless Students
Federal Grant Title IV #309	FY 20 \$10,000 FY 21 \$10,293	Textbooks, Related Software/Media/ Materials
Gene Haas Foundation Secondary School Grant	FY 21 \$10,000	Skills USA, Advanced Manufacturing Regional and State Competition.

Federal Grant Perkins #400	FY20 \$97,131 FY 210 \$95,148	Plumbing Instructor Salary; High Quality Professional Development
Federal Grant Perkins #400 Health Grant	FY20 \$97,131 FY 210 \$95,148 \$3000.00 per year through 2029	Supplies to support school nurse and PD
Federal Grant WIOA	FY 20 \$41,606 FY 21 \$44,636	Student and Support Staff Salaries for In-School Youth Employment Opportunities, Travel and Fringe Expenses
Commonwealth of Massachusetts Safer Schools and Communities Grant	FY 20 \$8,696.	Funds from the Safer Schools and Communities Initiative to upgrade 13 Exterior Door Locks. Additionally, funds to purchase Security and Identification Cut Out Numbers, and 12 security locks for overhead doors.
Massachusetts Skills Capital Grant	Round 1FY 20 \$225,000	Funds to continue to create quality pathways in high-skilled, high-demand industry sectors, and to enhance course offerings for students interested in a Biomedical Science and Engineering Pathway.
Massachusetts Skills Capital Grant Round 2	FY 20 Round 2 \$322,161.00	Continue the capacity building of the Biomedical and Science Pathway Initiative award stated above. The funds from this award will be utilized for Health Assisting and Science Lab upgrades along with the Prototyping and Fabrication Lab.
Corona Virus Relief Fund	\$134,775	\$225 per pupil based on FY 21 foundation enrollment for necessary expenditures incurred due to the public health emergency with respect to COVID-19
CARES Act Elementary and Secondary Schools Emergency Relief (ESSER) Funds	\$116,254.	Funds were used to acquire education technology to facilitate remote learning.
SWIG (School Water Improvement Grant)	\$3000.	Funds awarded for the procurement and installation of 1 water bottle filling station
Summer and Vacation Learning Program Grant	\$10,000.	Funds to support a planned tutoring program during February and April Vacation in 2021 to provide an opportunity for students to maximize their attainment of at least a proficient rating on either English or Math MCAS.
Osterman Family Foundation Funds	\$1140.	Funds to support career development and education activities-focus on PPE for Health Assisting Program for COVID-19 protection.
TOTAL FY 21 GRANTS	\$820,051.	

SPECIAL PROGRAMS

The Summer Youth Enrichment Program was not offered due to COVID-19.

Pathfinder did, however, continue to offer an online Academic Summer School program designed to enable students to recover credit needed for promotion or graduation through a four-week, 40-hour course of study. The calendar ran from the last week in June until the final week of July. Additionally, Pathfinder offered in-district students a Vocational Related Summer School credit recovery option that spanned five days and a total of 20 hours.

All of the courses ran virtually this year due to COVID-19 restrictions, including the vocational related courses. Typically, students have the option to come into the building for summer school, but this year in order to limit exposure, it was 100% online.

In total, 62 students from 8 districts completed course work in 86 courses.

FACULTY AND STAFF

Currently the Pathfinder staff consists of 42 vocational teachers, 21.5 academic teachers, 2 teaching assistants, 6.5 special education teachers, 3 counselors, a part-time psychologist, a library-media specialist, a behavioral specialist, a school nurse and 8 paraprofessionals. The school is managed by the superintendent and a group of 8 professional administrators as well as a full-time grants/cooperative education coordinator. Other staff includes 6 custodians, 10 support staff, 2 cafeteria workers and 1 part-time treasurer.

In June, the school said farewell to retirees Mark Thompson and Michael Carr (Social Studies), and Gerard Costello (Electrical). Jackie Grimshaw (Café worker) retired the end of December.

Individuals new to Pathfinder included: Daniel Gifford (Social Studies) and Mandi Burns (Para)

Dr. Paist continues to serve on the Board of Directors of the Massachusetts Association of Vocational Administrators and on the Board of Directors of the Quaboag Hills Chamber of Commerce. An active member of the Association for Career & Technical Education, he is one of two Region I Directors for that organization's National Council of Local Administrators (NCLA).

BUDGET AND FINANCE (Pre-COVID Budgets)

Prior to the negative financial impact of the COVID Epidemic in March of 2020, the school committee adopted a final FY21 budget of \$14,642,301 representing a 1.18% Increase over the previous year. The 1.18% Increase in FY21 also included the fifth and final year of payments on the Total Roof Replacement Project. Subsequently, the majority of Pathfinder's member communities voted approval on their assessments during their 2020 town meetings, thereby approving the FY21 budget pursuant to the regional school budget statute. Please note Pathfinder's preliminary budget increases / decreases over the last 5 Years:

<i>Budgetary Year</i>	<i>Pre-COVID % Increase</i>
FY21	1.18 %
FY20	2.23 %
FY19	1.97 %
FY18	0.00 %
FY17	3.92 %

BUDGET AND FINANCE (Budget Adjustments due to the COVID Epidemic):

As the negative financial impact of the COVID pandemic worsened during the spring and early summer of 2020, Pathfinder made some decisive budgetary reductions to the FY20 and FY21 budgets. Explanations of the budgetary reductions are as follows:

- **FY20 Budget:** Upon the COVID closure of the district on Friday, March 13, 2020; Pathfinder froze all FY20 spending in anticipation of possible state or local budget shortfalls. Only essential overhead expenses were paid such as utilities, salaries and required contracts. In May of 2020, two priorities arose in regard to the FY20 budget. First, It became clear that the District’s Excess and Deficiency Fund needed to be maximized to support the upcoming years’ budgets (FY21 Budget and the FY22 Budget) as state and local aid shortfalls were materializing. Secondly, the district committed to returning unspent funds to member communities in an effort to assist them in a time of crisis. At the June 10,2020 school committee meeting it was voted and approved to return \$100,000.00 of unspent FY20 funds back to the member communities. Each town’s share of the \$100,000.00 refund was apportioned based on the regional agreement.
- **FY21 Budget:** After closing the FY20 budget as described in the previous paragraph, Pathfinder then focused on the reductions needed to the FY21 budget due to Chapter 70 (State Aid) anticipated shortfalls. In early September of 2020, state revenue forecasts began to indicate that Chapter 70 (State Aid) would be level funded from the previous year. Essentially, this meant that Pathfinder needed to reduce its FY21 budget by \$174,986.00 to ensure that member community assessments would not increase. At the September 16,2020 school committee meeting, committee meeting, members unanimously voted to make the aforementioned budgetary reduction to ensure that member community assessments would not increase.

With the changes as described above, Pathfinder’s amended budget Increases / decreases over the last 5 years have been as follows:

<i>Budgetary Year</i>	<i>% Increase</i>
FY21	-1.22 %
FY20	1.52 %
FY19	1.97 %
FY18	0.00 %
FY17	3.92 %

Further 2020 Budgetary Information:

Included in Pathfinder’s FY21 approved budget assessment calculation, the Regional School Transportation Reimbursement Rate was estimated conservatively at 70 % based on DESE’s recommendations at that time. For FY20, the final Regional School Transportation Reimbursement Rate was 83.9 % for acceptable charges. Any additional funds received were placed in the District’s approved Surplus Transportation Aid Account and must be used in the following fiscal year to reduce the District’s transportation budget pursuant to Massachusetts General Law.

In the past, Pathfinder has generated substantial annual revenue from the enrollment of non-resident tuition students after all eligible in-district applicants have been accepted. These revenues are used to subsidize the annual operating budgets and reduce District assessments. While the out- of -district tuition revenue has been stable for the last 4 years, we do anticipate a reduction of revenue in FY21 due to out of district tuition enrollment reductions. An FY21 estimate of revenue along with the actual revenue for the last four years is as follows:

<i>Out of District Tuition Year</i>	<i>Out of District Annual Tuition Revenue</i>
FY21	\$382,000 (Estimated)
FY20	\$580,727 (Actual)
FY19	\$579,176 (Actual)
FY18	\$566,234 (Actual)
FY17	\$561,359 (Actual)

As stated above, Pathfinder's Chapter 70 Aid has remained unchanged for FY21 as the state level funded Chapter 70 Aid due to revenue shortfalls in regard to the COVID pandemic. It is Pathfinder's hope that in the upcoming FY22 budget year and beyond, the Commonwealth of Massachusetts will make progress on funding the Student Opportunity Act which promised to update the Chapter 70 formula in regard to funding disparities in districts with higher percentages of low-income students or English Language learners.

While the end of the FY20 fiscal year and beginning of the FY21 fiscal year have been challenging, it is Pathfinder's hope that there is light around the corner. With optimism that the current COVID vaccine is successfully administered and that infections begin to decrease, Pathfinder is steadfastly committed to prudent budgetary practices in an effort to provide a leading edge technical education in the most fiscally responsible manner.

The following chart illustrates the FY21 assessments (voted in September of 2020) to each member community:

ASSESSMENT CALCULATION FY2021:					RETIREE		ROOF PROJECT			
	MINIMUM	BUDGET	ADDITIONAL		TRANS-	HEALTH	CAPITAL	CAPITAL	TOTAL	
TOWNS	CONT.	RATIO	CONT.	3 YR CAP PLAN	PORTATION	INSURANCE	RATIO	ASSESSMENT	ASSESSMENT	
Belchertown	\$ 801,262	14.81%	\$ 164,932	\$ 14,972	\$ 37,308	\$ 47,060	27.22%	\$ 35,771	\$ 1,101,305	
Granby	\$ 202,292	3.00%	\$ 33,379	\$ 4,728	\$ 7,550	\$ 9,524	8.60%	\$ 11,295	\$ 268,769	
Hardwick	\$ 179,738	4.06%	\$ 45,160	\$ 2,355	\$ 10,215	\$ 12,886	4.28%	\$ 5,626	\$ 255,979	
Monson	\$ 821,497	13.58%	\$ 151,187	\$ 6,645	\$ 34,199	\$ 43,139	12.08%	\$ 15,875	\$ 1,072,542	
New Braintree	\$ 45,002	0.71%	\$ 7,854	\$ 931	\$ 1,777	\$ 2,241	1.69%	\$ 2,224	\$ 60,028	
Oakham	\$ 124,228	2.12%	\$ 23,562	\$ 1,720	\$ 5,330	\$ 6,723	3.13%	\$ 4,109	\$ 165,671	
Palmer	\$ 1,318,353	30.34%	\$ 337,717	\$ 10,066	\$ 76,393	\$ 96,362	18.30%	\$ 24,048	\$ 1,862,938	
Ware	\$ 833,476	23.63%	\$ 263,105	\$ 8,999	\$ 59,515	\$ 75,072	16.36%	\$ 21,501	\$ 1,261,669	
Warren	\$ 279,559	7.76%	\$ 86,393	\$ 4,586	\$ 19,542	\$ 24,651	8.34%	\$ 10,957	\$ 425,687	
TOTALS:	\$ 4,605,407	100.00%	\$ 1,113,288	\$ 55,000	\$ 251,830	\$ 317,657	100.00%	\$ 131,405	\$ 6,474,587	

CONCLUDING STATEMENT

As Pathfinder enters its 48th year offering quality career and technical education to our member communities, the school committee wishes to reaffirm its pride in the staff and students. They have made substantial contributions to the economic health of our District. The committee recognizes that, in this era of accountability and high expectations, many changes need to be made. The increased emphasis on academic skills needs to be maintained without diminishing the quality of students' technical studies.

Finally, the committee wishes to thank our legislators, town officials, and the several town meetings for their support over these years.

The committee is mindful of the prediction that FY21 fiscal picture will undoubtedly present another challenge. However—as always-- the goal will be to preserve the quality of education that the students deserve.

Respectfully submitted,

Julie Quink (Hardwick), Chairperson
Michael J. Cavanaugh (Palmer), Vice Chairman
Lorraine F. Alves (Belchertown), Secretary
David Droz (Palmer)
Francesco Dell'Olio (Belchertown)
William E. Johnson (Granby)
Jeffrey Nelson (Oakham)
Marie Barbara Ray (Ware)
David Kirk (Warren)
Lauren Tracy, Student Member
Vacancy (Monson)
Gerald L. Paist, Superintendent-Director

2020 Calendar Year Salaries

Name	JOB TIITLE	Year	BASE PAY	ADD'L PAY
ABBATE, TERESA	ELECTION WORKERS	2020	176.63	0.00
ABEL, DOROTHY	TEACHER	2020	79,331.22	1,604.00
ALLEN, TYLER F	OFFICER	2020	4,838.46	0.00
ANDERSON, EDWARD	COACH	2020	4,715.00	0.00
ANDRE, KIM M	SCH CLERK	2020	39,502.39	250.00
ANDREWS, MAYA A	ELECTION WORKER	2020	624.76	0.00
ANTI, KAREN H	TEACHER	2020	59,230.44	4,484.86
ANTI, MICHAELA D	SUB	2020	350.25	0.00
ARMITAGE, CAROL M	SNR WKOFF	2020	750.00	0.00
BABINSKI, AMANDA M	BUSINESS MANAGER	2020	99,057.11	1,965.00
BACHAND, MATTHEW J	CUSTODIAN	2020	4,011.50	0.00
BAER, KENNETH M	OFFICER	2020	81,215.00	5,472.20
BAILEY, SUSAN L	SCH LUNCH DIR	2020	44,110.22	1,528.40
BAKER, CHARLES C	SCH COMMITTEE	2020	1,200.00	0.00
BAKER, GREG A	TEACHER	2020	55,492.02	0.00
BAKER, LORINDA L	TN COUNCIL	2020	1,200.00	0.00
BALDWIN, CARMEN M	PARA	2020	15,476.76	0.00
BALDWIN, KERRIE L	PARA	2020	16,709.94	3,796.91
BALDYGA, CAROLYN I	COLLECTOR	2020	55,896.63	2,562.00
BANNON, SEANNA P	PARA	2020	15,675.93	2,026.00
BANVILLE, ANNE M	TEACHER	2020	67,366.44	0.00
BANVILLE, LINDSAY A	NURSE	2020	23,168.16	1,346.94
BARBEAU, OLIVIA M	TEACHER	2020	16,259.58	0.00
BARONE, PAUL V	CUSTODIAN	2020	691.59	0.00
BARRY, BARBARA A	TN COUNCIL	2020	1,200.00	0.00
BATES, PAIGE M	CAFETERIA	2020	20,299.42	600.00
BAUER, NANCY E	ELECTION WORKERS	2020	346.94	0.00
BEAUDRY, CHRISTOPHER	TEACHER	2020	80,897.22	10,705.14
BEAULIEU, MARY	TEACHER	2020	79,331.22	900.00
BEGLEY, ABIGAIL	ELECTION WORKER	2020	114.75	0.00
BELISLE, ROSALIE M	DISPATCH	2020	59,455.32	799.00
BENARD, JOCELYN M	SCH CLERK	2020	698.50	0.00
BERGERON, KELLY D	RECREATION	2020	6,485.21	0.00
BERNARD, ADELEI L	COACH	2020	1,131.50	0.00
BERNAT, MARY J	ELECTION WORKERS	2020	178.00	0.00
BERNAT, WILLIAM J	TREE WARDEN	2020	4,500.00	0.00
BICKFORD, SHELBY E	TEACHER	2020	50,555.34	0.00
BIGDA, TYLER J	C MONITOR	2020	71,924.28	8,978.83
BLACK, JEFFRY V	SCH CLERK	2020	671.00	0.00

BLANCHETTE, GARY A	SCH COMMITTEE	2020	1,200.00	0.00
BLANCHETTE, MARY ELLEN	NURSE	2020	66,761.37	10,770.00
BLAZEJOWSKI, CRAIG M	TEACHER	2020	80,151.26	0.00
BLAZEJOWSKI, ROCQUELINE E	ELECTION WORKERS	2020	550.94	0.00
BRADLEY, BRIANNE	PARA	2020	8,765.67	837.00
BRADWAY, CHAD P	PARK OP	2020	45,100.01	635.00
BRADY, LAUREN P	TEACHER	2020	15,817.50	0.00
BRAWN, MICHAEL K	WWTP TECH	2020	52,194.53	4,872.62
BRAY, WILLIAM S	OFFICER	2020	68,562.17	16,240.75
BREADY, RICHARD D	ELECTION WORKER	2020	178.50	0.00
BREYARE, ALISSA	TEACHER	2020	79,331.22	900.00
BRIN, TROY J	VAT AGENT	2020	32,666.52	0.00
BRODEUR, KENNETH R	LABOR	2020	44,255.81	628.00
BROOKS, ERNEST W	RECYCLE	2020	427.50	0.00
BROUGHAM, BONNIE	SCHOOL TEACHER	2020	82,767.06	900.00
BROWNE, SHEILA	TEACHER	2020	80,897.22	3,956.21
BROZEK, BETTY A	ELECTION WORKERS	2020	913.25	0.00
BROZEK, FREDERICK P	ELECTION WORKERS	2020	617.87	0.00
BRUSCOE, JAYDA P	SCH CLERK	2020	72.00	0.00
BUCIOR, DENISE I	ASSSIT ASSESSOR	2020	41,717.14	250.00
BUREK, APRIL R	SCH GUIDANCE	2020	19,312.29	0.00
BURKE, SANDRA S	LIBRARY	2020	41,288.19	0.00
BURKSTEIN, TALIA S	TEACHER	2020	63,838.35	0.00
BURNHAM, GAIL A	TEACHER	2020	79,331.22	700.00
BURNS, CHRISTOPHER J	POLICE CHIEF	2020	122,000.00	0.00
BURNS, DAVID E	OFFICER	2020	116,211.56	13,855.00
BURNS, KATHLEEN	PLANNING BOARD	2020	1,801.94	0.00
BURNS, LEAH M	DISPATCH	2020	39,494.53	627.00
BURNS, LORNA L	ELECTION WORKERS	2020	346.94	0.00
BURNS, MANDIE	PARA	2020	12,359.37	875.00
BURNS, MICHAEL J	ASSESSOR BOARD	2020	3,705.00	0.00
BURNS, SEAN	TEACHER	2020	79,331.22	6,751.37
BURNS, TRACY J	TEACHER	2020	80,897.22	2,224.87
BYRNES, GLORIA A	ELECTION WORKERS	2020	89.25	0.00
CACI, NICHOLE D	SUB	2020	16,927.72	3,032.00
CADIEUX, COURTNEY M	CUSTODIAN	2020	35,713.84	986.04
CAGAN, SUSAN	TEACHER	2020	52,537.14	13,319.74
CAMILLERI, SCOTT	OFFICER	2020	67,773.68	1,460.00
CANTIN, STACIA A	SNR WKOFF	2020	255.00	0.00
CARCIONE, BARBARA A	COA CLERK	2020	9,304.13	0.00
CARESTIA, KAYLA CHRISTIE	SUB	2020	1,285.00	896.00
CARRON, AMANDA L	SUB	2020	1,740.60	0.00
CASSAVANT, MARK A	OPERATOR	2020	49,487.39	856.00

CHALMERS, MEAGHEN E	TEACHER	2020	59,230.44	2,876.78
CHAPIN, PAULA L	TEACHER	2020	79,331.22	7,555.00
CHARETTE, MARY A	PARA	2020	3,620.50	6,119.50
CHEVALIER, ERIN E	SUB	2020	939.50	0.00
CHEVALIER, PIERRE G	SUB NURSE	2020	50.00	0.00
CHOINIERE, BARBARA A	TEACHER	2020	85,034.86	0.00
CHOQUETTE, HEATHER L	SCH CLERK	2020	18,896.57	0.00
CHOQUETTE, KAYLA E	PARA	2020	9,586.08	897.00
CHUDY, KAREN A	TEACHER	2020	79,331.22	700.00
CLARK, RICHARD A	LIBRARY	2020	41,288.24	0.00
COACHE, SUSAN M	TOWN CLERK	2020	62,953.48	1,602.87
COLE, LAURIE A	ASSIST COLLECTOR	2020	37,674.55	350.00
COLLAMORE, BRIAN L	TEACHER	2020	47,508.93	0.00
COMRIE, VANESSA L	TEACHER	2020	79,860.06	2,254.61
COOKISH, HANNAH D	SCH CLERK	2020	6,504.00	0.00
CORBEIL CRAWFORD, MICHELL	TEACHER	2020	52,537.14	18,730.22
CORCORAN, CAMERON B	SCH CLERK	2020	1,608.50	0.00
CORCORAN, PAULA	PARA	2020	3,734.50	4,727.50
CORRIVEAU, RAY T	OPPERATOR	2020	53,521.23	856.00
COSTA, CATHERINE J	DISPATCH	2020	51,333.43	350.00
COTTER, DAVID A	RECYCLE	2020	583.50	0.00
COTY, THERESE M	COA CLERK	2020	14,797.24	0.00
COULOMBE, LAURA	PARA	2020	21,767.49	668.80
COWLEY, COURTNEY R	TEACHER	2020	63,838.35	0.00
CROWTHER, BRETT M	OPERATOR	2020	55,663.01	1,106.00
CULLIGAN, COLLEEN M	SPED DIRECTOR	2020	113,474.39	3,465.00
CURRY, REBECCA M	SCH COUNCILOR	2020	54,628.65	150.65
CURTIN, RUTH A	ELECTION WORKERS	2020	391.57	0.00
CUSSON, SAMANTHA A	DISPATCH	2020	33,787.23	0.00
CZAJA, EMILY V	SUB	2020	225.00	0.00
CZECH, NORMAN	PLANNING BOARD	2020	1,200.00	0.00
DAMIEN, DREW A	BUSSING	2020	60,855.34	1,215.00
DARLING, ALYSSA R	PARA	2020	10,413.00	922.50
DAVIS, JAMES A	COA DRIVER	2020	960.89	0.00
DAWSON, JANET K	LIBRARY	2020	1,102.31	0.00
DAY, FORRIS B	OPERATOR	2020	49,813.83	642.00
DAY, LINDA M	ELECTION WORKERS	2020	366.06	0.00
DECARA, MATTHEW A	LIBRARY	2020	48,675.18	0.00
DEFRANCO, CHRISTINE M	OFFICE CLERK	2020	43,664.73	0.00
DELGADO, EZEQUIEL	PARA	2020	10,413.00	879.00
DEMAIO, JODY	PARA	2020	11,818.98	7,414.00
DEMETRIUS, KATHLEEN M	PAYROOL CLERK	2020	23,725.28	2,519.01
DENNEHY, CORNELIA M	SUB NURSE	2020	775.00	0.00

DESANTIS, MARY L	SNR WKOFF	2020	750.00	0.00
DESROCHERS, DAKOTA E	CLERK	2020	9,517.28	0.00
DIAMANTI, SONIA	PARA	2020	12,897.36	3.00
DILEONE, FREDERICK	SCH COUNCILOR	2020	52,537.14	12,700.00
DINEEN, CATHERINE	TEACHER	2020	80,897.22	2,240.00
DION, JILL	TEACHER	2020	72,219.51	900.00
DIORIO, JOHN M	ASST PRINCIPLE	2020	43,350.54	0.00
DOBIECKI, KRISTINA A	SCH COUNCILOR	2020	70,232.94	10,426.15
DOBSON, ANA G	TEACHER	2020	70,661.79	700.00
DORVAL, NADIA L	TEACHER	2020	82,767.06	1,150.00
DOS REIS, DIANE MARIA	PT OFFICER	2020	698.38	0.00
DRAKE, MATTHEW C	TEACHER	2020	46,382.65	375.00
DRANKA, LINDA	SUB	2020	1,938.60	0.00
DRISCOLL, AMY L	TEACHER	2020	52,744.51	69.74
DROZ, DAVID M	CUSTODIAN	2020	9,239.18	0.00
DUDEK, ELIZABETH A	TEACHER	2020	79,331.22	700.00
DUGRE, ALISON T	TEACHER	2020	59,230.73	5,366.00
	SUPERINTENDENT			
DUKE, PAMELA	SECRETARY	2020	64,244.41	600.00
DUPRE, CYNTHIA	PARA	2020	28,396.71	882.00
DUSZA, MICHELLE A	PARA	2020	10,507.50	0.00
DUVAL, BRIDGET E	PARA	2020	10,857.13	0.00
EDWARDS, HUNTER H	RECYCLE	2020	99.00	0.00
ELIE, AMANDA A	TEACHER	2020	62,302.23	0.00
ELLIS, JENNIFER M	SUB	2020	12,876.25	0.00
ELMES, KRISTEN	TEACHER	2020	79,331.22	1,000.00
ENGLEHART, SAMANTHA A	SCH COUNCILOR	2020	244.09	0.00
FARR, PETER	TEACHER	2020	51,999.30	16,372.31
FERNANDS, JOHN M	REHAB SPEC	2020	6,981.30	0.00
FERRY, JOSEPH D	WWTP CLERK	2020	34,141.54	250.00
FERRY, MARGARET R	ELECTION WORKERSEL	2020	947.50	0.00
FERRY, PATRICIA	SCHOOL TEACHER	2020	79,331.22	1,295.00
FIGUEIREDO, CASSANDRA M		2020	33,536.88	0.00
FIGUEROA OBREGON, AMBER M	CAFETERIA	2020	1,104.75	0.00
FISHEL, ANTHONY A	TEACHER	2020	8,740.29	0.00
FISK, PATRICIA D	SNR WKOFF	2020	127.50	0.00
FLEURY, MICHAEL B	TEACHER	2020	45,931.12	1,413.00
FLORENCE, ALEXANDRIA L	ASSIT TN CLERK	2020	31,371.48	0.00
FLORENCE, CASSANDRA L	DOG OFFICER	2020	2,715.00	0.00
FLORENCE, CHRISTINA L	BOA ASSIST	2020	47,809.40	0.00
FLORENCE, JEFFERY	PLANNING BOARD	2020	1,800.00	0.00
FONTAINE, MICHELLE	OFFICE MANAGER	2020	46,754.94	1,065.00
FORD, BRITTANY L	SCH CLERK	2020	55,990.80	0.00

FORD, MICHELLE	PARA	2020	26,314.56	1,018.43
FORD, SEAN M	OFFICER	2020	90,957.59	13,442.12
FORTUNE, SARAH	CONSERV CLERK	2020	25,999.49	0.00
FRECHETTE III, HENRY M	TEACHER	2020	60,655.95	6,230.79
FRYDRYK, ROBERT P	TECH	2020	5,137.01	0.00
FULLER, ELAINE	TEACHER	2020	29,058.89	7,484.40
GAFFRON, JOHN V	TEACHER	2020	80,897.22	1,850.73
GALARNEAU, MEGAN J	PARA	2020	2,312.00	0.00
GALICA, PETER	CUSTODIAN	2020	47,705.60	7,111.28
GALLANT, MICHELLE C	TEACHER	2020	47,337.57	0.00
GAMACHE, DEONNA	BOH CLERK	2020	3,496.00	0.00
GAMSBY, SARAH N	SUB	2020	4,715.00	0.00
GANCORZ, SAMANTHA M	PARA	2020	24,018.20	4,202.80
GARDNER, PATRICIA E	SUPERINTENDENT	2020	150,828.96	1,965.00
GARTMAN, ANN E	TEACHER	2020	63,838.35	0.00
GASBARINO, JESSICA L	SCH CLERK	2020	2,370.00	0.00
GAZAILLE, MATTHEW D	PARK OP	2020	4,844.00	0.00
GEARY, LINDA	CAFETERIA	2020	1,992.00	0.00
GENTILE, ANTHONY	DISPATCH	2020	2,768.87	456.72
GERBER, FREDERICK E	CUST DIRECTOR	2020	44,807.70	630.00
GERMAIN, SHAWN R	TEACHER	2020	80,151.26	3,104.83
GIBSON, LINDA A	CAFETERIA	2020	25,842.30	3,100.00
GILMAN, TANYA L	PARA	2020	16,709.94	2,588.41
GILMORE, CYNTHIA	FIREARMS CLERK	2020	15,570.26	350.00
GIROUARD, ELIZABETH A	CAFETERIA	2020	3,608.12	392.84
GLABICKY, BEVERLY	PARA	2020	21,701.97	1,307.80
GODEK, PATRICIA A	ELECTION WORKERS	2020	947.50	0.00
GOLENSKI, AMY B	LIBRARY	2020	39,689.78	0.00
GONZALEZ, FERNANDO A		2020	58,239.67	0.00
GRANGER, ANTHONY S	CUSTODIAN	2020	44,061.10	375.00
GRAVELINE, DONNA	TEACHER	2020	52,537.14	10,139.48
GRAVELINE, JACOB A	SUB	2020	1,190.00	0.00
GRAVELINE, JACQUELINE S	ELECTION WORKERS	2020	932.50	0.00
GRAZIANO, AMANDA M	TEACHER	2020	18,793.35	0.00
GREGOIRE, DWIGHT A	PT OFFICER	2020	1,152.00	2,526.24
GRISWOLD, DANICA M	TREAS CLERK	2020	28,172.97	0.00
GRISWOLD, RONALD J	LABOR	2020	7,269.63	0.00
GRUMOLI, ROBERT R	SUB	2020	75.00	0.00
GUNTHER, SARAH B	PARA	2020	13,486.32	1,549.50
HAAS, MICHAEL P	TEACHER	2020	79,331.22	6,398.77
HALEY, JARED J	TEACHER	2020	50,887.08	3,328.00
HALEY, JEREMY J	OFFICER	2020	87,361.42	3,578.56
HALEY, SCOTT E	OFFICER	2020	0.00	46,249.57

HANDZEL, DAVID M	PARK FORMAN	2020	61,805.69	2,177.32
HANDZEL, ZACHARY E	LABOR	2020	4,970.00	0.00
HARRIS, NANCY L	PARA	2020	16,239.96	2,102.17
HATCH, KAREN B	SCH CLERK	2020	14,494.74	0.00
HAYDEN, AMANDA I	SUB	2020	375.30	0.00
HEBERT, PHILIP J	TN COUNCIL	2020	600.00	0.00
HELLIWELL, ANITA M	ELECTION WORKERS	2020	828.25	0.00
HELLIWELL, ROBERT H	CUSTODIAN	2020	2,652.15	0.00
HERMANSON, OLIVIA J	PARA	2020	3,751.09	711.00
HERRING, AMY	TEACHER	2020	80,897.22	7,004.00
HERRING, SAMANTHA E	SCH CLERK	2020	8,385.00	0.00
HEYDARE, ALI G	SCH CLERK	2020	869.00	0.00
HEYDARE, CHRISTINE M	PARA	2020	15,281.28	1,729.05
HOGAN, PATRICIA	TEACHER	2020	79,331.22	7,415.66
HOLDEN, CAROL S	ELECTION WORKERS	2020	315.56	0.00
HOLLOWAY, PAUL E	TEACHER	2020	67,270.98	639.48
HOTCHKISS, KAYLEE N	TEACHER	2020	62,996.90	4,110.00
HOY, KATHRYN	RECEPTION	2020	24,617.70	2,790.00
HUA, LISA L	TEACHER	2020	56,161.71	0.00
HURTADO, ANTHONY G	OFFICER	2020	94,763.23	18,312.18
IZYK, RONALD S	ELECTION WORKERS	2020	917.50	0.00
JACOBS, CHERYL	PARA	2020	2,462.50	3,037.98
JACQUES, LISA	COA VOL COORD	2020	27,733.15	0.00
JALBERT, HELENA A	REGISTAR	2020	666.68	0.00
JAMES, SANDRA E	PARA	2020	1,044.70	0.00
JANULEWICZ, JOHN J	SPECIAL POLICE	2020	41,356.00	8,280.88
JASAK, CYNTHIA A	OUTREACH COORD	2020	39,251.53	502.62
JASAK, DONNA M	ELECTION WORKER	2020	188.07	0.00
JOHNSON, BRETT	TEACHER	2020	82,767.06	900.00
JOHNSON, HEATHER S	TEACHER	2020	80,897.22	836.88
JOHNSON, JACQUELINE	ELECTION WORKERS	2020	608.81	0.00
JOHNSON, JUNE A	ELECTION WORK	2020	455.82	0.00
JOHNSON, MARLENE M	COA DIRECTOR	2020	60,966.43	0.00
JOSEPH, TABITHA R	PARA	2020	12,911.64	1,856.84
JOSEPHSON, RICHARD E	SN FORMAN	2020	60,065.01	842.00
JOYCE, ANDREW B	ELECTION WORKERS	2020	716.69	0.00
JUOZAITIS, ANTHONY R	PT OFFICER	2020	1,518.27	14,702.61
JUSKO, KEVIN M	WWTP SUPER	2020	64,095.31	5,214.34
KEITH, BRANDON	ELECTION	2020	436.19	0.00
KEITH, JESSICA	ELECTION WORKER	2020	178.50	0.00
KEITH, NATHAN	ELECTION WORKER	2020	137.06	0.00
KEITH, REBECCA G	ELECTION WORKER	2020	1,088.55	0.00
KELLAHER, LISA	TEACHER	2020	3,634.32	0.00

KELLAHER, TODD T	TEACHER	2020	80,897.22	700.00
KENNEDY, BRIDGET M	LIBRARY	2020	36,967.30	0.00
KERIGAN, NANCY	SUB	2020	2,250.00	0.00
KIDA, TRACEY M	TEACHER	2020	80,897.22	700.00
KIMBALL, ERIN L	PARA	2020	14,435.37	380.90
KING, ANGELA V	GUIDANCE COUN	2020	55,345.10	1,255.32
KING, EVAN W	DISPATCH	2020	47,534.01	1,219.00
KIRKLAND, DYLAN Z	SUB	2020	1,190.00	0.00
KLUPA, MARY	TEACHER	2020	79,331.22	0.00
KNOLTON, VICTORIA J	LIBRARY	2020	55,251.20	0.00
KONRAD, ASHLEY M	TEACHER	2020	61,514.34	0.00
KONTRA, FAITH N	PARA	2020	15,018.21	2,834.11
KORZEC, HEATHER	TEACHER	2020	70,551.09	2,922.00
KOSS, GREGORY M	TEACHER	2020	72,219.51	4,547.00
KUZMISKI, JOHN P	ACCOUNT/FIN	2020	75,063.16	1,200.00
LACHANCE, COLLEEN R	ADMIN ASSIST	2020	19,452.40	90.00
LACHUT, GENEVA	PARA	2020	18,633.42	2,746.00
LACHUT, JANICE	ELECTION WORKERS	2020	464.88	0.00
LACROIX, PAUL A	PARA	2020	9,473.40	0.00
LAFRENNIE, BRANDON J	SUB	2020	845.00	0.00
LAMAY, LINDA J	COA CLERK	2020	15,285.60	0.00
LAMB, NICHOLAS R	OFFICER	2020	52,452.11	2,331.66
LAMBERT, KAYLEE E	SUB	2020	10,293.34	1,160.71
LAMOTHE, SHELBY F	ASSIST COLLECTOR	2020	4,245.80	538.20
LANDINE, KATHERINE E	TEACHER	2020	79,331.22	700.00
LANZILLO, ANDREA E	PARA	2020	10,976.94	754.50
LAREAU, MATTHEW J	TEACHER	2020	52,422.84	1,590.00
LAROCHE, MICHELLE L	DOG OFFICER	2020	1,750.00	0.00
LAROSA, GRACE A	CUSTODIAN	2020	10,087.37	642.00
LAROSE, MICHELLE L	LIBRARY	2020	16,259.39	0.00
LAVALLEE, CHRISTINE L	TEACHER	2020	79,331.22	700.00
LAVALLEY, BRENDA S	PARA	2020	15,058.71	2,723.60
LAVELLE, ERICA	TEACHER	2020	79,331.22	950.00
LAVELLE, MAUREEN A	PARA	2020	12,087.47	489.82
LAVENTURE, STEPHANIE L	SCH COUNCILOR	2020	54,628.65	1,325.06
LAVOIE, ROBERT B	TN COUNCIL	2020	1,200.00	0.00
LAWRENCE, BRIAN H	TEACHER	2020	35,835.30	0.00
LEANDER, MICHAEL S	PRINCIPLE	2020	111,167.67	1,215.00
LEBIDA, RAFAL J	COMPUTER TECH	2020	43,664.73	810.00
LEDUC, LINDA G	PLANNER	2020	71,906.43	250.00
LEFEVRE, JOHN T	DISPATCH	2020	50,683.77	1,206.48
LEFFERTS, CASSIDY T	SUB	2020	750.00	0.00
LEGG-BAKER, SHEENA M	TEACHER	2020	52,537.14	244.09

LELAND, KYLIE M	SUB	2020	13,997.01	1,996.00
LEMIEUX, MATTHEW J	TN COUNCIL	2020	1,200.00	0.00
LEROUX, ROBERT W	ASSESSOR	2020	66,024.19	0.00
LES, CATHERINE R	SCH CLERK	2020	48,159.60	4,677.00
LES, RICHARD J	CAFETERIA	2020	15,726.25	400.00
LETENDRE, NATHAN C	SUB	2020	150.00	0.00
LEVASSEUR, DENISE M	SUB	2020	2,357.50	23,557.50
LEVASSEUR, SYDNEY G	CUSTODIAN	2020	562.25	0.00
LOCKWOOD, SHELLEY	TEACHER	2020	16,020.27	825.75
LOGSDON, LYNN	TEACHER	2020	80,897.22	1,250.00
LORD, KENNETH	WWTP ORERATOR	2020	84,958.64	1,591.20
LUKASKIEWICZ, PAUL S	OFFICER	2020	75,633.95	16,744.75
LYNCH, ELIZABETH A	CAFETERIA	2020	20,655.71	2,580.00
LYNCH, KERRY H	TEACHER	2020	58,560.57	250.00
LYNCH, THERESA L	TEACHER	2020	13,549.29	0.00
MACDONALD, COLLEEN B	TEACHER	2020	37,757.70	0.00
MACKIEWICZ, KATHLEEN	TEACHER	2020	65,709.81	900.00
MADDEN, THOMAS J	DRIVER	2020	3,579.97	0.00
MAHER, STEPHANIE J	LIBRARY	2020	65,169.89	0.00
MAHONEY, CONSTANCE J	ASST. PRINCIPAL	2020	93,697.34	0.00
MAJKA, JOAN M	REGISTAR	2020	2,861.20	0.00
MALCOVSKY, EMILY M	BLD CLERK	2020	32,237.73	0.00
MANCINI, PATRICIA	PARA	2020	16,725.06	518.17
MANSFIELD, CHRISTINE A	PARA	2020	14,436.09	1,538.00
MARCEAU, KATHERINE A	TEACHER	2020	79,331.22	2,249.22
MARCIANO, NICOLA	TEACHER	2020	70,661.79	5,809.00
MARCINIEC, KARYN	TEACHER	2020	82,767.06	3,462.00
MARCINIEC, MATTHEW J	TEACHER	2020	55,492.02	11,345.00
MARCINIEC, MICHAEL	PLANNING BOARD	2020	1,200.00	0.00
MARCINKIEWICZ, S BARBARA	ELECTION WORKERS	2020	117.44	0.00
MAREK, RUDOLPH S	FOREST WARDEN	2020	860.00	0.00
MARTIN, MICHAEL S	TEACHER	2020	54,628.65	0.00
MARTOWSKI, BARBARA	ELECTION WORKER	2020	274.14	0.00
MASLON, JOHN	ELECTION WORKER	2020	525.44	0.00
MASTALERZ, CAROL A	ELECTION WORKERS	2020	89.25	0.00
MASTALERZ, CECELIA C	ELECTION WORKER	2020	420.75	0.00
MASTALERZ, KYLE J	SUB	2020	4,134.00	0.00
MASTORAKIS, TRACY P	LIBRARY	2020	1,703.65	0.00
MATERA, TODD R	CUSTODIAN	2020	46,760.00	3,029.77
MATHIEU, JOSHUA J	BOH DEPT HD	2020	34,351.77	0.00
MATIAS, SARAH A	TEACHER	2020	65,372.58	836.88
MATTHEWS JR, ROLAND	COMPUTER TECH	2020	66,415.40	1,410.00
MAZIARZ, GAIL A	ELECTION WORKERS	2020	391.57	0.00

MCCANN, JESSICA L	PARA	2020	8,420.76	0.00
MCCARTHY, CHERYL	TEACHER	2020	82,767.06	1,000.00
MCCARTHY, JENNIFER	TEACHER	2020	79,331.22	7,140.19
MCDIARMID, JENNIFER T	TEACHER	2020	60,690.37	1,543.00
MCDONALD, DEBORAH	SCH RECEPTION	2020	40,308.09	3,494.29
MCHUGH, JAMES	ELECTION WORKER	2020	213.07	0.00
MCINTIRE, HEATHER	TEACHER	2020	80,897.22	969.74
MCINTOSH-PATNOE, EMILY	FOOD SVC DIR	2020	7,401.92	0.00
MCKEE, VICKI L	PARA	2020	2,028.88	18.00
MCNUTT, RYAN	TOWN MANAGER	2020	138,855.04	0.00
MEADOW, DANIEL	LIBRARY	2020	38,454.51	0.00
MELNICK, CHRISTOPHER J	OFFICER	2020	83,349.72	8,008.02
MELNICK, JOHN S	OFFICER	2020	83,942.15	1,158.08
MENARD, BETHANY R	SCH COUNCILOR	2020	57,696.21	313.83
MENGEL, ALEESHA L	SCH CLERK	2020	600.00	0.00
MESSIER, CLAUDIA	TEACHER	2020	78,518.88	1,000.00
MESSIER, ERIN E	TEACHER	2020	36,323.28	0.00
METCALF, RICHARD	CUSTODIAN	2020	35,227.20	663.98
MIARECKI, CHRISTINE M	ELECTION WORKERS	2020	500.44	0.00
MIGLIOZZI, REE K	TEACHER	2020	82,767.06	10,994.29
MIGNAULT, SARAH J	TEACHER	2020	79,331.22	2,290.00
MINER, VICTORIA	ELECTION WORKERS	2020	369.76	0.00
MINNS, RYAN T	TEACHER	2020	79,331.22	790.00
MITCHELL, JAMES E	LABOR	2020	4,080.00	0.00
MITCHELL, REBECCA J	CAFETERIA	2020	26,437.85	2,500.00
MONAGHAN, KELLY A	TEACHER	2020	59,417.55	0.00
MOORE, KACEY C	CAFETERIA	2020	2,586.28	159.36
MORSE, SHARON L	DRIVER	2020	25,906.00	200.00
MOYNAHAN, DENNIS	WWTP OPERATOR	2020	56,997.67	3,866.00
MOYNAHAN, ESTELLE M	ELECTION WORKERS	2020	372.45	0.00
MULDREW, CHRISTOPHER B	PARA	2020	13,562.57	540.33
MUNIEC, STEPHEN M	FASC DIRECTOR	2020	51,990.00	32,250.00
MURPHY, CAROL M	REGISTRAR	2020	823.08	0.00
MURPHY, TRACY L	PARA	2020	15,381.35	448.00
MURRAY, LISA J	SCH COMMITTEE	2020	600.00	0.00
NADOLSKI, LEE	SNR WKOFF	2020	344.25	0.00
NGAN, ASHLEY M	LIBRARY	2020	44,526.83	0.00
NICHOLS, GERALD	INSPECTOR	2020	8,715.75	0.00
NICOLL, BRIAN D	VECTOR DRIVER	2020	53,606.67	635.00
NICOLOPOULOS, LEAH	PARA	2020	21,434.67	1,652.64
NIKOSEY, CATHLEEN H	TEACHER	2020	16,773.97	0.00
NOMPLEGGI, JOSEPH P	SCH COMMITTEE	2020	600.00	0.00
NOONAN, SANDRA	SCH COMMITTEE	2020	1,200.00	0.00

NORTH, DEBORAH L	DRIVER	2020	15,584.98	350.00
NORTH, RODNEY A	OFFICER	2020	76,765.15	5,184.00
NORTH, SUSAN	PRINCIPLE	2020	112,057.86	1,215.00
NOWICKI, SALLY A	PARA	2020	3,751.09	12.27
O DONNELL, SEAN G	SUB	2020	5,553.47	0.00
OAKLEY, THOMAS A	SUB	2020	3,328.00	0.00
OBREMSKI, JENNA L	ADMIN ASSSIT	2020	7,225.92	0.00
OBRIEN, ELIZABETH	TEACHER	2020	79,331.22	900.00
OCHS, CHRISTINE M	CAFETERIA	2020	20,655.71	600.00
OCONNOR, HELENE	LIBRARY	2020	49,483.07	0.00
OCONNOR, PATRICK J	C MONITOR	2020	2,786.53	0.00
OGDEN, ELIZABETH D	ELECTION WORKERS	2020	95.63	0.00
OHMAN, CHRISTIN R	ELECTION WORKER	2020	95.63	0.00
OLSON, PAMELA K	SNR WKOFF	2020	510.00	0.00
ORSZULAK, FREDERICK	ELECTION WORKERS	2020	729.44	0.00
ORSZULAK, MICHAEL	TEACHER	2020	79,331.22	900.00
ORZECH, MARY ELLEN	PARA	2020	20,585.52	899.14
OSBORN, THOMAS F	ASST. PRINCIPAL	2020	71,762.47	0.00
OVITT, PATTI A	ADMIN ASSIST	2020	43,508.28	720.00
PACUNAS, KAREN M	PARA	2020	954.70	0.00
PAGAN, NATHANIEL	PT OFFICER	2020	223.48	0.00
PANACCIONE, ANGELA C	CONSERVATION	2020	51,596.02	0.00
PARDO, JEFFREY E	OPERATOR	2020	53,171.98	956.00
PARDO, LYNN E	DPW CLERK	2020	33,593.60	987.94
PARE, JASON S	DRIVER LABOR	2020	35,165.41	0.00
PARKER, AMANDA L	PARA	2020	2,682.10	498.00
PARKER, NICOLE R	TN MAN ADMIN	2020	49,965.01	200.00
PARSONS, MATTHEW J	OFFICER	2020	88,270.61	33,272.98
PASQUAROSA, ANTHONY P	TEACHER	2020	70,661.79	0.00
PAVINI, MICHELLE C	SUB	2020	47,508.93	34.87
PAWLOWSKI, KARIN J	SNR WKOFF	2020	750.00	0.00
PEDRO, DOREEN G	CUSTODIAN	2020	11,594.42	2,492.36
PEDRO, DOREEN G	CAFETERIA	2020	6,752.88	0.00
PELLEGRINO, JENNA N	TESUB	2020	1,050.00	0.00
PENCZEK, HANNAH M	SUB	2020	600.30	0.00
PENNINGTON, KELLIE C	TEACHER	2020	55,067.13	0.00
PERITZ SMITH, IVY	TEACHER	2020	80,897.22	10,436.45
PERITZ, DAVID M	TEACHER	2020	79,331.22	700.00
PERITZ, KATHLEEN	TEACHER	2020	79,331.22	1,213.83
PERITZ, MORGAN K	SUB	2020	736.00	0.00
PERNICIARO, ALISSA A	TEACHER	2020	56,161.83	1,342.00
PERRON, HEATHER	TEACHER	2020	70,661.79	900.00
PETERSON, KATHRYN T	TEACHER	2020	44,730.58	2,072.00

PETIT, ALLISON F	ASSISTANT PRINCIPAL	2020	90,233.86	5,000.00
PETIT, DAVID E	TEACHER	2020	71,887.65	0.00
PETRASHEWICZ, JOHN G	SUB	2020	7,200.75	0.00
PETRASHEWICZ, MELISSA L	SCH CLERK	2020	12,159.10	250.00
PHILLIPS, MARK J	TEACHER	2020	83,622.60	0.00
PICOTTE, RICHARD A	CUSTODIAN	2020	11,470.64	0.00
PIECHOTA, TAMMY A	DISPATCH	2020	59,923.30	450.00
PLANTE, SYDNEY A	DOG OFFICER	2020	44,792.31	0.00
POMPEI, LAURA A	TEACHER	2020	46,939.86	0.00
POTTER, GABRIELA J	ACCT ADMIN	2020	37,929.87	0.00
POTTER, JENNA L	TEACHER	2020	39,901.14	0.00
POULIOT, ANNE	TEACHER	2020	70,661.79	700.00
PRESCOTT, HANNAH M	SUB	2020	0.00	0.00
PRESCOTT, LAUREL	TEACHER	2020	70,661.79	900.00
PUCKETT, KRYSTIN V	PARA	2020	15,112.17	0.00
PYZOCHA KIS, MELINDA L	TEACHER	2020	79,331.22	244.09
RAFTERY, MICHELLE R	PARA	2020	15,281.49	2,330.32
RAPAGNOLA, CHRISTINE M	TEACHER	2020	62,302.23	0.00
RATHBONE, BONNY	SCH COMMITTEE	2020	1,200.00	0.00
RAYMOND, EMILY	SC CLERK	2020	840.00	0.00
RAYMOND, EMILY M	CAFETERIA	2020	19,370.61	0.00
RAYMOND, RUSSELL P	DRIVER LABOR	2020	42,444.88	0.00
RAYMOND, TINA MARIE	CAFETERIA	2020	20,790.53	2,780.00
REGAN, KATHLEEN J	TEACHER	2020	79,331.22	700.00
REMILLARD, TROY R	CUSTODIAN	2020	4,809.00	0.00
RICE, EMILY L	SUB	2020	1,168.50	0.00
RIDZ, ALLYSON	PARA	2020	5,502.00	245.50
RIEL, CYNTHIA G	COMPUTER TECH	2020	47,131.05	3,153.83
RIOPEL, HOLLY BETH	TEACHER	2020	86,455.74	1,866.55
RIVERS, JOHN	DPW MECH	2020	9,774.99	14.00
ROBERTS, CATHERINE A	TEACHER	2020	60,768.36	2,562.95
ROCKER, MELISSA M	SCH COUNCILOR	2020	61,227.99	972.05
RODRIGUEZ, FRANCESCA M	PARA	2020	23,996.82	1,318.84
ROGERS, COLIN A	DISPATCH	2020	50,202.53	1,408.00
ROLLINS, JOSEPH P	LABOR	2020	49,710.28	1,831.00
ROWE, JANET S	SUB	2020	300.00	0.00
ROY, ALAN J	TREE WARDEN	2020	3,000.00	0.00
RUSSO, DEBORAH	PARA	2020	30,758.13	938.10
SABLAK, JENNICA M	SUB	2020	3,328.00	0.00
SACCO, AMY H	SCH COMMITTEE	2020	3,181.85	909.10
SANCHES, ANGELA F	LIBRARY	2020	39,689.78	0.00
SANDOVAL, CELSO A	COACH	2020	3,395.00	0.00
SANELLI, ANGIOLINA L	PARA	2020	16,522.82	4,385.00

SANELLI, SUSAN	TEACHER	2020	80,897.22	1,000.00
SANTER, JULIE A	TEACHER	2020	82,767.06	700.00
SANTERRE, JENNIFER M	SCH CLERK	2020	18,346.24	0.00
SANTOS, HEATHER L	TEACHER	2020	79,331.22	700.00
SANTOS, ROBIN	TEACHER	2020	79,331.22	1,636.32
SANTUCCI, JEANNE M	ELECTION	2020	95.63	0.00
SAWICKI, JOSEPH	ASSIT DIRECTOR	2020	74,486.42	1,249.23
SCANLON, EMILY T	PARA	2020	5,502.28	418.50
SCOTT, MIA L	TEACHER	2020	62,302.23	1,429.67
SEARS, JAMES M	WWTP TECH	2020	56,980.50	4,016.00
SHAMSHAD, INSHA	SCH CLERK	2020	871.50	0.00
SHAMSHAD, WARDA	SCH CLERK	2020	1,153.50	0.00
SHELTON, MELISSA A	SUB	2020	624.00	0.00
SHELTON, MELISSA A	PARA	2020	4,623.83	0.00
SHORETTE, EMMA A	SCH CLERK	2020	1,806.00	0.00
SICILIANO, ELIZABETH D	NURSE	2020	78,618.06	0.00
SIKES, MICHELLE T	TN COUNCIL	2020	600.00	0.00
SIKORSKI, CAROL A	CAFETERIA	2020	18,074.10	400.00
SIMARD, MARY	ELECTION WORKER	2020	181.69	0.00
SIMPKISS, KELLY J	TEACHER	2020	80,897.22	500.00
SIZER, JESSICA R	TN COUNCIL	2020	1,200.00	0.00
SIZER, JOYCE	ELECTION WORKER	2020	95.63	0.00
SKOWRONEK, GERALD	DIRECTOR	2020	97,932.20	1,829.67
SKOWYRA, DONNA	PARA	2020	4,123.51	197.65
SKOWYRA, THOMAS S	PLANNING BOARD	2020	1,200.00	0.00
SLOAT, OLIVIA B	SCH CLERK	2020	832.50	0.00
SLOZAK, JUNE M	ELECTION WORKERS	2020	932.50	0.00
SMITH, CHRISTINE L	ELECTION WORKERS	2020	89.25	0.00
SMITH, DEBRA A	RECYCLE	2020	51.00	0.00
SMITH, EILEEN P	PARA	2020	16,379.10	2,573.36
SMITH, EVAN J	PARA	2020	1,105.22	847.00
SMOLA, DERRICK S	PARA	2020	2,291.50	0.00
SOREL, JULIANA E	DOG OFFICER	2020	975.00	0.00
SOUKUP COE, MICHELLE	TEACHER	2020	54,812.70	27,725.00
SPELKO, LORRAINE D	ELECTION WORKER	2020	464.88	0.00
SQUIER, CAROLYN M	CAFETERIA	2020	5,198.29	0.00
ST JOHN, STEPHEN M	WWTP TECH	2020	59,351.25	3,905.00
ST ONGE, LINDA J	TREASURER	2020	51,655.53	200.00
ST. AMAND, URSULA	ELECTION WORKERS	2020	669.38	0.00
STABACK, VICKI M	CAFETERIA	2020	7,975.14	0.00
STABACK, VICTORIA	SUB	2020	2,600.00	0.00
STAHELSKI, GARY	INSPECTOR	2020	4,473.75	0.00
STONE, BARBARA	ELECTION WORKERS	2020	191.26	0.00

STREKER, CYNTHIA L	TEACHER	2020	70,232.94	0.00
SULLIVAN, ERIN F	OFFICER	2020	106,866.06	17,121.94
SUTTON, KATE A	SUB	2020	2,610.00	0.00
SWIATLOWSKI, CANDICE	ELECTION WORKERS	2020	522.75	0.00
SYPER, JOZEF	CUSTODIAN	2020	38,213.60	921.48
SZCZEBAK, SARAH J	COM DEV DIR	2020	66,398.08	0.00
TALBOT, JAIMIE A	SUB	2020	59.38	0.00
TAMBACAS, LAURIE	TEACHER	2020	79,331.22	900.00
TATLOCK, CRISTINA D	TEACHER	2020	80,897.22	700.00
TENCZAR, RAYMOND L	OFFICER	2020	85,562.88	19,870.00
THEOFANE, CHERYL J	ELECTION WORKERS	2020	865.00	0.00
THEOFANE, JOHN	ELECTION WORKER	2020	436.20	0.00
THERIAULT, AMANDA L	SUB	2020	2,357.50	0.00
THOMANN, KATHARYN A	TEACHER	2020	38,880.72	0.00
TOPOR, CHESTER W	REGISTAR	2020	666.68	0.00
TORRES, JERZEY M	SCH CLERK	2020	693.00	0.00
TRANGHESE, CHARLENE M	PARA	2020	15,871.41	669.72
TREBALLION, JACOB A	TEACHER	2020	15,817.50	0.00
TRIOZZI, DAVID M	TEACHER	2020	26,718.84	0.00
TRIOZZI, JACQUELINE	SCH PSYCH	2020	83,292.21	1,935.13
TROMBLY, JOY V	SNR WKOFF	2020	750.00	0.00
TRZPIT, EVAN J	CUSTODIAN	2020	30,748.75	582.66
TRZPIT, KIM M	PARA	2020	1,540.95	24.00
VAN OVER, DANIELLE M	SUB	2020	10,980.00	0.00
VANCE, ANDREW D	SNR WKOFF	2020	750.00	0.00
VANZANDT, KEVIN R	PT OFFICER	2020	2,817.66	0.00
VARJABEDIAN, SOURPOUHIE	LIBRARY	2020	10,677.34	0.00
VENANCIO, KERI A	PARA	2020	13,141.93	625.65
VENNE, CAROLINE	ELECTION WORKERS	2020	165.76	0.00
VIGNEAULT, NOREEN E	TEACHER	2020	36,406.44	0.00
WAHLERS, RICHARD H	OFFICER	2020	69,907.78	4,362.95
WAHLERS, RICHARD M	COACH	2020	3,847.00	0.00
WAHLERS, TAUNYA M	SCH COUNCILOR	2020	79,860.06	1,872.00
WALCH, DELANEY M	SCH CLERK	2020	330.00	0.00
WALCH, LISA A	PARA	2020	21,170.77	0.00
WALLACE, LESLIE L	SCH CLERK	2020	57,306.75	180.00
WALLACE, OLIVIA G	SUB	2020	75.00	780.00
WALSH, DAWN V	TEACHER	2020	82,767.06	7,529.00
WARNOCK-GRAPER, DIANE	ELECTION WORKER	2020	557.82	0.00
WARREN, SHEILA M	SUB	2020	1,550.25	0.00
WAWRO, BARBARA E	ELECTION WORKERS	2020	573.26	0.00
WEBB, IRENE	ELECTION WORKER	2020	324.63	0.00
WEBB, RUSSELL A	ELECTION WORKER	2020	261.38	0.00

WEBB, RUSSELL A	ELECTION WORKER	2020	117.44	0.00
WEBBER, MELISSA	TEACHER	2020	82,312.80	1,025.00
WECKERLY, ALISON M	TEACHER	2020	58,361.76	278.96
WEEKS, BONITA J	INSPECTOR	2020	66,857.25	0.00
WELSH, CHRISTOPHER P	OFFICER	2020	66,251.43	2,689.75
WESTON, GERALD D	INSPECTOR	2020	47,324.73	0.00
WHITE, KENNETH G	OFFICER	2020	35,867.48	462.04
WHITNEY, BRANDY L	TEACHER	2020	21,386.07	0.00
WILK, SANDRA	TEACHER	2020	76,950.63	900.00
WILLIAMS, KARL S	TN COUNCIL	2020	1,200.00	0.00
WILLIAMS, SCOTT A	WWTP TECH	2020	66,007.62	3,250.00
WILLIAMS, THERESE L	TEACHER	2020	52,537.14	0.00
WIPPERT, STEPHEN E	WWTP TECH	2020	63,326.50	3,765.00
WLODYKA, CONSTANCE	ELECTION WORKERS	2020	866.50	0.00
WOLSKI, CORRINE N	PARA	2020	14,239.11	0.00
WOOD, JILLIAN A	TEACHER	2020	60,095.07	0.00
WOSTENA, MARYANN H	ELECTION WORKERS	2020	408.00	0.00
WRIGHT, ANN	SUB	2020	360.00	0.00
WRIGHT, REBEKAH A	PLANNING CLERK	2020	26,449.08	0.00
YETTS, JARED T	SUB	2020	56.25	0.00
YOUNG, NICHOLAS D	TEACHER	2020	17,068.92	0.00
YOUNG, TINA	TEACHER	2020	78,518.88	2,694.61
ZARENKO, DANA	PARA	2020	25,763.85	898.00
ZBIERSKI, ANGELA A	PARA	2020	6,658.96	0.00
ZEBROWSKI, RALPH J	WWTP TECH	2020	62,310.62	3,935.00
ZOSCHAK, LAURA	PARA	2020	17,653.59	2,876.00