

# Annual Report

**FISCAL YEAR 2015**

## **Board of Selectmen**

David S. Parker, Chairman  
Nelson Almeida, Vice Chairman  
David J. Andrade, Clerk  
Michael H. Brady  
David F. Viera

## **Town Administrator**

Shawn E. Cadime

## **Town of Seekonk**

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Tel 508-336-2910  
Fax 508-336-3137

100 Peck Street  
Seekonk, MA 02771

[www.seekonk-ma.gov](http://www.seekonk-ma.gov)

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### ***Credits and Acknowledgements***

*Thank you to all department heads and chairpersons of all boards, committees, and commissions for their reports. Reports by elected officials and appointed members are published as submitted. Printing by Minuteman Press.*

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*“The secret of change is to focus all of your energy, not on fighting the old, but on building the new.”*

*- Socrates*

## A Message from the Town Administrator

Dear Residents,

I am very pleased to deliver what will now be my second Annual Report to the Town of Seekonk. I am honored to serve the Town in the capacity of Town Administrator and I am thankful to the Board of Selectmen for continuing to entrust me with this role. I also feel very fortunate to be working in a community that is made up of so many residents committed to the preservation and growth of their town. Without the contributions of volunteers, many of Seekonk’s successes would not be possible.



**Shawn E. Cadime**  
**Seekonk Town Administrator**

2015 and 2016 was and will be a year of building off our past successes and building for the future. I am pleased to report that the Town’s financial position remains strong with a positive outlook. Based on our strong financial position, we continue to build upon the staffing in our public safety departments to ensure that adequate services are being provided to all of our residents and businesses.

The Town’s building projects continue to reach significant milestones. As the Banna Fire Station reached completion and is now fully operational, we embarked upon the beginning stages of the renovation of a new Senior Center that will provide the necessary facilities that our seniors so deservedly need.

I would be remised if I did not take an opportunity to thank my administrative team and all Town employees for their hard work and dedication to the Town. The Town of Seekonk is truly blessed to have some of the most knowledgeable and dedicated employees in the Commonwealth!

Sincerely,

A handwritten signature in blue ink that reads "Shawn E. Cadime". The signature is fluid and cursive, with the first name being the most prominent.

Shawn E. Cadime

## Board of Selectmen Report

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The past year was one of many challenges for this Board. We had several key positions to fill including the Town Administrator, the Building Inspector, the Veterans Agent, the Town Planner, the Director of Public Works, the Fire Chief, and the Executive Secretary to the Town Administrator.

Our new Town Administrator came at a time when all the contracts were due and we had three building projects going on the Banna Station, Senior Citizen Center, and the expansion of our Animal Shelter.

The Board has demonstrated that it is not afraid to make tough choices to streamline our process and plan for the future. We are a board that has different approaches to this goal and we have learned to disagree on a professional level, take the votes and move on.

We have not lost sight of the importance of our business presence in town that pays over 60% of the taxes. Our taxes are still the lowest in Bristol County due to this dual tax rate. We formed an economic development committee and funded it with monies to produce materials that will attract business to Seekonk.

The Board looks forward to 2016 and the opening of our new Senior Center. Along with the completion of our Veterans Memorial Park at the library.

We continue to stress the importance of citizen involvement on our many boards and committees by announcing the openings at every meeting. We firmly believe that the quality of life in our town is determined as much by our volunteers as our politicians.

I would like to acknowledge our police, fire, and public works for their response to the weather of last winter, one of the worst on record, once again demonstrating our great town employees and their ability to rise to any situation and keep us safe.

Sincerely,

David S. Parker  
Chairman

### **Board of Selectmen**

David S. Parker  
*Chairman*

Nelson Almeida  
*Vice Chairman*

David J. Andrade  
*Clerk*

Michael H. Brady  
*Member*

David F. Viera  
*Member*

*"In accordance with the provisions of Chapter 41, Section 61 of the Massachusetts General Laws, I hereby submit my annual report of the financial transactions of the Town for the Fiscal Year ending June 30, 2015."*

**Bruce N. Alexander**  
*Director of Finance*

## Financial Statements

<b>GENERAL FUND</b>		
	<b>Revenue</b>	
<b><u>Taxes</u></b>		
Personal Property Taxes	\$ 1,950,705	
Real Estate Taxes	\$32,121,841	
Excise Taxes	\$ 2,205,846	
Penalties and Interest	\$ 156,522	
In Lieu of Taxes	\$ 4,900	
Hotel/Motel Taxes	\$ 669,884	
Other Taxes	\$ 826,983	<u>\$37,936,681</u>
<b><u>Departmental Revenues</u></b>	\$ 230,019	\$ 230,019
<b><u>Licenses and Permits</u></b>	\$ 557,971	\$ 557,971
<b><u>Revenue from Federal</u></b>	\$ 117,277	\$ 117,277
<b><u>Revenues from State</u></b>	\$ 6,439,966	\$ 6,439,966
<b><u>Revenues from Other Governments</u></b>	\$ 7,545	\$ 7,545
<b><u>Special Assessments</u></b>	\$ 1,285	\$ 1,285
<b><u>Fines and Forfeitures</u></b>	\$ 54,568	\$ 54,568
<b><u>Miscellaneous Revenues</u></b>		
Miscellaneous Revenues	\$ 42,964	
Earnings on Investments	\$ 17,666	<u>\$ 60,630</u>
<b><u>TOTAL GENERAL FUND REVENUES</u></b>		<u>\$45,405,942</u>
<b><u>Other Financing Sources</u></b>	\$ -	\$ -
<b><u>TOTAL GENERAL FUND REVENUE AND OTHER FINANCING SOURCES</u></b>		<u>\$45,405,942</u>
<b><u>Interfund Operating Transfers</u></b>		
Transfers from Special Revenue Funds	\$ 534,175	
Transfer from Trust Funds	\$ -	
Transfers From Enterprise Funds	\$ 48,891	<u>\$ 583,066</u>
<b><u>TOTAL GENERAL FUND REVENUE, OTHER FINANCING SOURCES, AND INTERFUND OPERATING TRANSFERS</u></b>		<u>\$45,989,008</u>

## Financial Statements Continued

	Expense	
<b><u>General Government</u></b>		
Legislative Personnel	\$ 358	
Legislative Expenditures	\$ 400	
Executive Personnel	\$ 220,432	
Executive Expenditures	\$ 17,146	
Finance Personnel	\$ 128,564	
Finance Expenditures	\$ 79,174	
Collector Personnel	\$ 114,172	
Collector Expenditures	\$ 7,624	
Treasurer Personnel	\$ 139,811	
Treasurer Expenditures	\$ 36,871	
Legal Expenditures	\$ 71,755	
Building Manintenance Personnel	\$ 52,722	
Bulding Maintenance Expenditures	\$ 406,491	
Assessor Personnel	\$ 212,409	
Assessor Expenditures	\$ 22,704	
Operations Support Personnel	\$ -	
Operations Support Expenditures	\$ 277,241	
License and Registration Personnel	\$ 121,334	
License and Registration Expenditures	\$ 19,494	
Land Use Personnel	\$ 87,806	
Land Use Expenditures	\$ 3,033	
Conservation Personnel	\$ 41,728	
Conservation Expenditures	\$ 2,642	<u>\$ 2,063,911</u>
<b><u>Public Safety</u></b>		
Police Personnel	\$ 3,056,858	
Police Expenditures	\$ 373,495	
Fire Personnel	\$ 2,167,827	
Fire Expenditures	\$ 228,504	
Inspection Personnel	\$ 158,939	
Inspection Expenditures	\$ 15,870	
Other Personnel	\$ 645,491	
Other Expenditures	\$ 52,927	<u>\$ 6,699,911</u>
<b><u>Education</u></b>		
Education Personnel	\$ 16,303,650	
Education Expenditures	\$ 6,837,220	
Education Capital Outlay	\$ -	<u>\$23,140,870</u>

## Financial Statements Continued

### **Public Works**

Ice and Snow Personnel	\$	57,866	
Ice and Snow Expenditures	\$	248,668	
Highway and Streets Personnel	\$	693,725	
Highway and Streets Expenditures	\$	290,130	
Highway and Streets Capital Outlay	\$	35,000	
Street Lighting Expenditures	\$	70,208	<u>\$ 1,395,597</u>

### **Human Services**

Health Services Personnel	\$	137,088	
Health Services Expenditures	\$	8,939	
Clinical Services Expenditures	\$	606	
Special Programs Personnel	\$	193,658	
Special Programs Expenditures	\$	16,419	
Veterans Services Personnel	\$	40,325	
Veterans Services Expenditures	\$	212,504	<u>\$ 609,539</u>

### **Culture and Recreation**

Library Personnel	\$	627,214	
Library Expenditures	\$	225,451	
Recreation Personnel	\$	17,375	
Recreation Expenditures	\$	26,344	
Recreation Capital Outlay	\$	-	
Celebrations	\$	608	<u>\$ 896,992</u>

### **Debt Service**

Retirement of Debt Principal	\$	965,912	
Interest on Long Term Debt	\$	206,894	
Interest on Short Term Debt	\$	18,603	<u>\$ 1,191,409</u>

### **Unclassified**

Workers' Compensation Insurance	\$	189,144	
Unemployment	\$	58,789	
Health Insurance	\$	4,947,827	
Other Insurance	\$	243,736	
Intergovernmental Assessments	\$	398,990	
Retirement	\$	2,119,049	
Other Employee Benefits	\$	362,827	
Court Judgements	\$	-	<u>\$ 8,320,362</u>

### **Transfers to Other Funds**

	\$	1,125,000	<u>\$ 1,125,000</u>
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### **TOTAL GENERAL FUND EXPENDITURES AND OTHER FINANCING USES**

\$45,443,591

## Financial Statements Continued

	Revenue /Transfers In	Expenditure /Transfers Out
Federal Public Safety Grants	\$ -	\$ -
Federal Education Grants	\$ -	\$ -
Federal Public Works Grants	\$ -	\$ -
State Public Safety Grants	\$ 95,452	\$ 74,554
State Public Works Grants	\$ 483,892	\$ 717,916
State Education Grants	\$ 1,161,411	\$ 1,113,589
State Library Grants	\$ 64,910	\$ 18,174
Other State Grants	\$ 5,334	\$ 10,032
School Lunch	\$ 499,326	\$ 540,168
Community Preservation Fund	\$ 416,474	\$ 246,539
MWPAT Fund	\$ 55,487	\$ 42,266
Gifts and Donations	\$ 54,458	\$ 33,560
Other Special Revenue Fund	\$ 1,365	\$ 781
Ambulance Fund	\$ 691,593	\$ 618,464
Other Reserved Funds	\$ 180,179	\$ 89,224
Education Revolving Funds	\$ 579,370	\$ 613,026
Athletic Revolving Funds	\$ 68,018	\$ 72,215
Parks & Recreation Revolving Funds	\$ 53,727	\$ 66,335
Chapter 44.53E1/2 Revolving Funds	\$ 165,844	\$ 122,511
Other Revolving Funds	\$ 99,042	\$ 80,054
<b>TOTAL OTHER SPECIAL REVENUE</b>	<b><u>\$ 4,675,882</u></b>	<b><u>\$ 4,459,408</u></b>

## Financial Statements Continued

	Capital Projects Funds		
	Revenue	Expenditure	Balance
School Capital Projects	\$ -	\$ -	\$ -
Municipal Buildings Capital Projects	\$ 852,000	\$ 1,138,335	\$ 156,219
Landfill Capital Projects	\$ -		\$ 4,479
Other Capital Projects	\$ -	\$ -	\$ 11,752
<b>TOTAL CAPITAL PROJECTS</b>	<b>\$ 852,000</b>	<b>\$ 1,138,335</b>	<b>\$ 172,450</b>
	Enterprise Funds		
Sanitation Enterprise Fund	\$ 1,123,435	\$ 1,166,561	\$ 235,392
<b>TOTAL ENTERPRISE FUNDS</b>	<b>\$ 1,123,435</b>	<b>\$ 1,166,561</b>	<b>\$ 235,392</b>
	Trust Funds		
Non-Expendable Trust Funds	\$ 5,700	\$ -	\$ 285,753
Pension Reserve Trust Fund	\$ 320	\$ -	\$ 24,579
Stabilization Fund	\$ 625,000	\$ 258,271	\$ 4,454,273
Health Claims Trust Fund	\$ 11,235	\$ -	\$ 861,858
Conservation Trust Fund	\$ 195	\$ -	\$ 14,942
OPEB Trust Fund	\$ 640,241	\$ -	\$ 688,374
Other Trust Funds	\$ 5,246	\$ 6,550	\$ 124,897
<b>TOTAL TRUST FUNDS</b>	<b>\$ 1,287,937</b>	<b>\$ 264,821</b>	<b>\$ 6,454,676</b>

## Financial Statements Continued

Agency Funds				
	Additions	Deductions	Balance	
Police Outside Detail	\$ 923,929	\$ 923,929	\$ 16,233	
Fire Off Duty Detail	\$ 75,740	\$ 75,740	\$ 845	
Licenses Due State	\$ -	\$ -	\$ (1,193)	
Guarantee Bid Deposits	\$ 230,233	\$ 155,071	\$ 368,628	
Unclaimed Items	\$ -	\$ -	\$ -	
Other Liabilities	\$ 189,587	\$ 186,263	\$ 36,073	
<b>TOTAL AGENCY FUNDS</b>	<b>\$ 1,419,489</b>	<b>\$ 1,341,003</b>	<b>\$ 420,586</b>	
<b>DEBT OUTSTANDING, ISSUED, AND RETIRED</b>				
	Outstanding July 1, 2014	Issued this Fiscal Year	Retired this Fiscal Year	Outstanding June 30, 2015
Buildings	\$ 3,730,000	\$ 1,410,491	\$ 355,000	\$ 4,785,491
School-All Other	\$ 3,220,000	\$ -	\$ 345,000	\$ 2,875,000
Other Inside Limit	\$ -	\$ -	\$ -	\$ -
<b>Subtotal Inside Debt Limit</b>	<b>\$ 6,950,000</b>	<b>\$ 1,410,491</b>	<b>\$ 700,000</b>	<b>\$ 7,660,491</b>
School Buildings	\$ 774,000	\$ -	\$ 215,000	\$ 559,000
Solid Waste	\$ 1,355,253	\$ -	\$ 100,112	\$ 1,255,141
Other Outside Limit	\$ 151,645	\$ -	\$ 20,912	\$ 130,733
<b>Subtotal Outside Debt Limit</b>	<b>\$ 2,280,898</b>	<b>\$ -</b>	<b>\$ 336,024</b>	<b>\$ 1,944,874</b>
Bond Anticipation Notes	\$ 1,449,500	\$ 852,000	\$ 1,449,500	\$ 852,000
<b>TOTAL LONG AND SHORT TERM DEBT</b>	<b>\$ 10,680,398</b>	<b>\$ 2,262,491</b>	<b>\$ 2,485,524</b>	<b>\$ 10,457,365</b>
<b>Bonds Authorized and Unissued June 30, 2015</b>		\$ 1,959,645		

## Board of Assessors

In accordance with Massachusetts General Law Chapter 40 Section 56, the Board of Assessors continue the town-wide measuring and listing of residential, commercial, industrial properties and personal property. The Board of Assessors commenced the on-going cyclical re-inspection program.

The Board of Assessors is required to keep values of property within strict limits of value according to sales in a statistical report submitted to the Department of Revenue (Division of Local Assessments).

All property data, GIS, town maps, and state forms are available on the town's website ([www.seekonk-ma.gov](http://www.seekonk-ma.gov)). Also, a public access computer is available in the Assessor's Office. Information about the Assessor Board's meeting minutes, agendas, and reports can be found on their page under Boards and Committees.

From July 1, 2014 thru June 30, 2015, the Board of Assessors, committed taxes to the Town Collector for the following:

**Board of Assessors**

Paul Buckley  
*Chairman*

Robert Caruolo  
*Assessor*

William Barker  
*Assessor*

Theodora Gabriel  
*Town Assessor*

	<u>#of Bills</u>
Motor Vehicle Excise	18,228
Real Estate Tax Bills	6,397
Personal Property Tax Bills	456
Septic Betterments	30
Boat Excise	52
Farm Animal	20

The Board of Assessors asks for the continued support of the Seekonk taxpayers in helping us develop values for the upcoming FY'16 Revaluation.

Respectfully submitted,  
SEEKONK BOARD OF ASSESSORS

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## Town Treasurer/Collector Report

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### Schedule of Bank Balances

<b>BANK</b>	<b>June 30, 2015</b>
Balance	
Century Bank-Lockbox	\$538,065.14
Century Bank-Money Market	\$2,070,471.34
Bay Coast-Depository Fund	\$470,946.25
Bay Coast-Money Market	\$1,666,303.21
Bay Coast-High School	\$51,488.09
Bay Coast-School Lunch	\$20,276.87
Bay Coast-Middle School	\$21,914.91
Bay Coast-Aitken School	\$331.53
Bay Coast-Police Honor Guard	\$647.05
Bay Coast-Taxation Aid Fund	\$3,975.61
MMDT Capitol	\$578,412.87
MMDT LF & A/M School	\$4,480.12
Webster General Fund	\$212,839.90
Webster Trust Muni Cap Stabilization	\$1,599,365.05
Webster Septic Fund	\$116,276.29
Bristol County Savings-General Fund	\$119,732.25
Bristol County 53G-Costa Dev-P	\$3,999.88
Bristol County 53G-Girard Estates-P	\$2,188.44
Bristol County 53G-Madison Est-P	\$4,029.17

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**Town Treasurer/Collector Report Cont.**

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<b>BANK</b>	<b>June 30, 2015</b>
Bristol County 53G-Decastro-Caleb-P	\$4,675.23
Bristol County 53G-Najas Realty Orchard-P	\$5,510.25
Bristol County 53G-Najas Realty Pine Hill-P	\$5,139.98
Bristol County 53G-Watermellen LLC-C	\$12,322.84
Bristol County 53G-Dippolito/Tall Pines-P	\$1,207.74
Bristol County 53G-Tall Pines-Z	\$2,183.26
Bristol County 53G-Palmer River Dev-P	\$9,289.32
Bristol County 53G-Trebor/Summ Meadow-P	\$6,070.71
Bristol County 53G-Trebor/Winterfell-P	\$10,326.75
Bristol County 53G-Ferreira/Farmland Est-P	\$5,570.55
Bristol County 53G-Mastropietro/Farmland Est-P	\$5,345.29
Bristol County 53G-Mark Shawn/Swan Brk-P	\$1.45
Bristol County 53G-Bohler/Chick Fil A-P	\$3,602.92
Bristol County 53G-Dennis K Burke Inc-P	\$0.74
Bristol County-Surety DPW-ALM Supermarkets-CVS	\$3,175.11
Bristol County-Surety DPW-Pond View Excavation	\$181.26
Bristol County-Surety DPW-DeCastro/Caleb Est	\$1,762.15
Bristol County-Surety DPW-J&T Excavating	\$390.72
Bristol County-Surety DPW-Costa-Newman Ave Trench	\$200.28
Bristol County-Surety DPW-Lundgren-Warren Ave (2)	\$640.60
Bristol County-Surety DPW-Palmer Constr-Nadeau/Lincoln	\$500.04
Bristol County-Surety-Brigham Farm Phase II	\$9,896.72

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**Town Treasurer/Collector Report Cont.**

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<b>BANK</b>	<b>June 30, 2015</b>
Bristol County-Surety-Chelsea Drive Dev	\$5,358.48
Bristol County-Surety-Costa Dev-Madison Est	\$56,978.60
Bristol County-Surety-Costa Dev-Ricard St	\$24,053.58
Bristol County-Surety-Trebor/Summ Meadow	\$67,697.37
Bristol County-Surety-Palmer River Dev/Jacob Hill Est	\$72,458.77
Bartholomew - General Account	\$280,427.43
Bartholomew - CPA	\$1,325,131.86
Bartholomew Scholarship Trust Fund	\$8,726.20
Bartholomew Trust-Ann C. Greene	\$48,980.83
Bartholomew Trust-Arts Council	\$3,241.07
Bartholomew Trust-Conservation Commission	\$14,941.97
Bartholomew Trust-Martin School	\$11.69
Bartholomew Trust-Health Insurance Trust Fund	\$861,858.33
Bartholomew Trust-OPEB Liability Trust Fund	\$686,742.67
Bartholomew Trust-Pension Reserve	\$24,579.43
Bartholomew Trust-Perp. Care Interest	\$10,723.61
Bartholomew Trust-Perp. Care Principal	\$231,979.38
Bartholomew Trust-Shorey Principal	\$966.53
Bartholomew Trust-Smart Memorial	\$38,179.38
Bartholomew Trust-Stabilization	\$2,812,137.74
Bartholomew Trust-Stabilization-Special Education	\$82,770.49
Bartholomew Trust-Theodore Smart	\$59,343.52
Bartholomew Trust-Walker Principal	\$13,449.25
Bartholomew Trust-Raposa Education	\$9.40

## Town Treasurer/Collector Report Cont.

<b>BANK</b>	<b>June 30, 2015</b>
Rockland Trust - Money Market	\$607,992.70
UniBank – CD	\$740,169.41
UniBank - General	\$1,763,850.36
UniBank - Ambulance Account	\$1,045,216.77
UniBank - NOW Account	\$935.70
UniBank - Online Collections/eBill	\$64,054.41
UniBank - Online Fire Dept Permits	\$595.80
UniBank - Payroll	\$10.15
UniBank - School Vendor	\$12.12
UniBank - Town Vendor	\$49.16
Surety accounts	\$28,596.31
<b>Totals</b>	<b>\$18,555,968.35</b>

### Schedule of Collections

Real Estate Taxes	\$32,120,954.10
Motor Vehicle Excise Tax	\$2,203,007.20
Personal Property Taxes	\$1,949,112.96
Trash Disposal Fees	\$859,266.60
Tax Liens Redeemed	\$335,813.87
Interest & Penalties-Taxes	\$143,466.89
Trash Disposal Liens-Fees & Interest	\$13,075.94
Police Dept. Special Detail Fees	\$46,219.30
Municipal Lien Certificate Fees	\$17,625.00

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## Town Treasurer/Collector Report Cont.

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Police & Fire Alarm Fees	\$26,650.00
Recycling Fees	\$1,264.13
Motor Vehicle Registry Fees	\$10,360.00
Payment in Lieu of Taxes	\$4,899.50
Interest & Penalties-Tax Liens	\$13,055.06
Interest & Penalties-Disposal Fees	\$11,659.42
Collector & Treasurer Fees	\$377.00
Vessel Excise Tax	\$960.50
Farm Animal Excise Tax	\$2,148.13
Motel Tax	\$669,884.12
Meals Tax	\$491,168.85
<b>Total Collections</b>	<b>\$38,920,968.57</b>

In accordance with the provisions of Massachusetts General Laws Chapter 41, Section 35, I hereby submit my annual report of all cash balances and collection as Town Treasurer/Collector for the period ending June 30, 2015.

Respectfully submitted,

Christine N. DeFontes, Treasurer/Collector

Tracy Jamieson, Assistant Treasurer/Collector

## Town Treasurer/Collector Report Cont.

### Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Akers	Evan	Firefighter	Fire Dept	61,911.80	4,158.77	66,070.57	1,520.00
Alaburda	Jacob	Sheriff Officer	Police Dept	-	-	-	290.64
Alaimo	Andrew	Sheriff Officer	Police Dept	-	-	-	855.46
Albuquerque	Jose	Truck Driver/Laborer	Public Works	41,121.60	3,220.55	44,342.15	
Alexander	Bruce	Finance Director	Finance	92,393.84		92,393.84	
Allen	Patricia	Sheriff Officer	Police Dept	-	-	-	1,102.03
Allienello	Lynn	Nurse	Board of Health	112.50		112.50	
Almeida	Frank	Foreman	Public Works	48,048.02	5,941.78	53,989.80	
Almeida	Nathaniel	Sheriff Officer	Police Dept	-	-	-	242.20
Almeida	Nelson	Selectman	Selectmen	2,175.00		2,175.00	
Alves	Katherine	Dispatcher	Communication	50,238.68	6,191.01	56,429.69	
Amaral	Justin	Sheriff Officer	Police Dept	-	-	-	1,087.02
Amaral	Michael	Equipment Operator/Laborer	Public Works	43,926.87	5,354.88	49,281.75	
Andrade	David	Selectman	Selectman	1,575.00		1,575.00	
Andrews	Rene	Election Poll Worker	Town Clerk	236.00		236.00	
Araujo	Anthony	Police Lieutenant	Police Dept	87,213.31	944.29	88,157.60	1,001.10
Azulay	Anthony	Special Police Officer	Police Dept	-	222.50	222.50	5,744.61
Bai	Seth	Veterans Agent	Veterans	40,504.42		40,504.42	
Barker	William	Elected Assessor	Assessor	2,091.78		2,091.78	
Bartucca	Timothy	Sheriff Officer	Police Dept	-	-	-	790.56
Beaudoin	Arthur	Patrol Officer	Police Dept	29,361.87	429.83	29,791.70	
Beausoleil	Brett	Patrol Officer	Police Dept	21,291.48	445.57	21,737.05	1,210.55
Beckwith	Jeffrey	Sheriff Officer	Police Dept	-	-	-	242.20
Benker	Jamie	Patrol Officer	Police Dept	31,023.95	2,185.55	33,209.50	1,986.04
Bennett	Wayne	Sheriff Officer	Police Dept	-	-	-	3,959.06
Berard	Paul	Sheriff Officer	Police Dept	-	-	-	5,148.77
Bettencourt	Michael	Sheriff Officer	Police Dept	387.52		387.52	
Blum	Olivia	Summer Help	Rec. Comm	450.00		450.00	
Blum	Ronald	Zoning Board Member	Zoning	374.00		374.00	
Boudreau	Jennifer	Summer Help	Rec. Comm	450.00		450.00	
Bourque	David	Special Police Officer	Police Dept	-	441.25	441.25	14,832.10
Bourque	Gary	Firefighter	Fire Dept	63,727.50	2,656.68	66,384.18	3,000.00
Bourque	Michael	Firefighter Captain	Fire Dept	71,606.63	7,653.80	79,260.43	2,560.00
Bradley	Marjorie	Customer Service Supervisor	Library	49,372.78		49,372.78	
Brady	Michael	Selectman	Selectmen	2,100.00		2,100.00	
Bragg	Carol	Senior Work Off	Human Services	132.00		132.00	
Brassard	Robert	Sheriff Officer	Police Dept	-	-	-	938.80

## Town Treasurer/Collector Report Cont.

### Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Brickley	Veronica	Outreach Case Worker PT	Human Services	23,235.74		23,235.74	
Brierly	Virginia	Election Poll Worker	Town Clerk	228.00		228.00	
Brown	Adam	Sheriff Officer	Police Dept	-		-	667.04
Buckley	Paul	Elected Assessor	Assessor	3,138.96		3,138.96	
Butterworth	Katelyn	Dispatcher	Communication	51,189.20	7,241.65	58,430.85	
Cabral	David	Town Engineer	Public Works	74,545.57		74,545.57	
Cabral	Joseph	Sheriff Officer	Police Dept	-		-	1,103.97
Cadime	Shawn	Town Administrator	Town Admin.	102,574.66		102,574.66	
Cambra	Alexandra	Patrol Officer	Police Dept	13,590.00		13,590.00	
Campbell	Christopher	Director of Communication	Communication	50,057.44	316.16	50,373.60	
Carrigan	Camille	ACO Seasonal	Animal Control	14,576.94		14,576.94	
Cartwright	Ashley	Senior Secretary	Human Services	39,780.62		39,780.62	
Caruolo	Robert	Elected Assessor	Assessor	2,789.04		2,789.04	
Casey	James	Sheriff Officer	Police Dept	-		-	1,568.78
Casper	Gregory	Patrol Officer	Police Dept	60,354.27	24,697.00	85,051.27	2,594.48
Cavallaro	Myra	Houseperson	Police Dept	1,216.50		1,216.50	
Chalfoux	Eric	Patrol Officer	Police Dept	70,477.86	16,212.79	86,690.65	1,749.28
Charron	Ronald	Special Police Officer	Police Dept	864.68	492.16	1,356.84	6,865.83
Chase	Russell	Sheriff Officer	Police Dept	-		-	532.84
Chenevert	Harold	Food Inspector	Board of Health	29,223.20		29,223.20	
Chomka	Keith	Sheriff Officer	Police Dept	-		-	1,081.20
Christensen	Darlene	Asst. Animal Control Officer	Animal Control	27,068.44	134.67	27,203.11	
Ciszkowski	David	Police Sergeant	Police Dept	87,945.22	16,700.60	104,645.82	9,629.05
Clancy	Christine	Election Poll Worker	Town Clerk	112.50		112.50	
Clarke	Sharon	Staff Librarian	Library	46,059.69		46,059.69	
Clarke	Stephanie	Junior Associate	Library	11,746.08		11,746.08	
Clement	Adam	Firefighter	Fire Dept	52,708.90	4,438.29	57,147.19	480.00
Cloutier	Patricia	Election Poll Worker	Town Clerk	358.00		358.00	
Cook	Haley	Recreational Summer Help	Recreation	450.00		450.00	
Cook	Timothy	Sheriff Officer	Police Dept	-		-	543.52
Cordeiro	Lydia	Assistant Assessor	Assessor	50,367.73		50,367.73	
Corriqan	Catherine	Senior Substitute	Library	3,429.58		3,429.58	
Corry	Ryan	Recreational Summer Help	Recreation	450.00		450.00	
Costa	Roberto	Dispatcher	Communication	51,206.23	34,370.53	85,576.76	
Coyle	Kathleen	Accounts Payable Clerk	Finance	40,868.72		40,868.72	
Craig	Florice	Part Time Secretary/Asst TC	Plan/Town Clerk	13,582.29		13,582.29	
Curzake	Denise	Health Secretary	Board of Health	40,468.71		40,468.71	

## Town Treasurer/Collector Report Cont.

### Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Cutler	Timothy	Plumbing & Gas Inspector	Building Insp.	1,048.10		1,048.10	
Dallessio	Adam	Firefighter	Fire Dept	66,814.73	2,901.95	69,716.68	1,840.00
Dallaire	William	Special Police Officer	Police Dept	-	1,078.90	1,078.90	10,546.42
DaSilva	Mark	Sheriff Officer	Police Dept	-		-	387.52
Days	Carol-Ann	Dispatcher	Communication	12,947.56		12,947.56	
DeBlander	Bernadette	Conservation Agent	Conservation	56,139.49		56,139.49	
DeFontes	Christine	Treasurer/Collector	Finance	85,238.61		85,238.61	
DeFontes	Krystal	Clerk	Finance	35,223.64	61.23	35,284.87	
Defusco	Jennifer	Recreational Summer Help	Recreation	660.00		660.00	
Della Grotta	Beverly	Election Poll Worker	Town Clerk	112.00		112.00	
Doar	Amy	Firefighter	Fire Dept	54,385.73	2,026.94	56,412.67	
Doar	Robert	Firefighter	Fire Dept	64,904.85	7,175.55	72,080.40	2,520.00
Dos Santos	Adriana	Outreach Case Manager	Human Services	37,477.44		37,477.44	
Douglas	Paul	Sheriff Officer	Police Dept	-		-	484.40
Dowd	Sean	Patrol Officer	Police Dept	69,286.52	12,543.96	81,830.48	4,631.92
Dufort	James	Sheriff Officer	Police Dept	-		-	678.16
Dumond	Scott	Special Police Officer	Police Dept	691.74	668.50	1,360.24	29,977.70
Dyer	Edward	Patrol Officer	Police Dept	(46,124.00)	1,980.68	(44,143.32)	120,149.51
Dyson	David	Lieutenant	Police Dept	78,205.79	19,135.59	97,341.38	13,707.47
Enos	David	Sergeant	Police Dept	75,364.98	42,410.14	117,775.12	8,519.73
Enos	Kimberly	Summer Help	Rec. Comm	600.00		600.00	
Ethier	Jason	Operator/Laborer	Public Works	44,074.78	3,691.56	47,766.34	
Everett	Brian	Shop Foreman/Mechanic	Public Works	50,835.20	1,736.58	52,571.78	
Ezovski	Carol	Customer Service Assoc.-PT	Library	9,195.77		9,195.77	
Faria	Diana	Building Secretary	Building Insp.	40,268.67		40,268.67	
Ferreira	Loretta	COA Case Professional	Human Services	1,940.00		1,940.00	
Ferreira	Steven	Sheriff Officer	Police Dept	-		-	811.37
Fisk	Brian	Electrical Inspector	Building Insp.	512.90		512.90	
Fisk	Charles	Electrical Inspector	Building Insp.	13,357.70		13,357.70	
Fisk	Marilyn	Election Poll Worker	Town Clerk	112.00		112.00	
Fortin	Philippe	Library Page	Library	1,092.77		1,092.77	
Foulkes	Sandra	Election Poll Worker	Town Clerk	238.00		238.00	
Fraser	Glenn	Truck Driver/Laborer	Public Works	41,121.63	3,474.10	44,595.73	
Fredette	Sharon	Associate Director	Library	61,667.28		61,667.28	
Fuller	Peter	Director	Library	83,692.71		83,692.71	
Fundakowski	Steven	Patrol Officer	Police Dept	63,698.65	21,629.41	85,328.06	22,562.30
Gabriel	Theodora	Assessor	Assessor	77,254.07		77,254.07	

## Town Treasurer/Collector Report Cont.

### Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Galley	Edward	Firefighter	Fire Dept	55,899.94	1,454.58	57,354.52	280.00
Galvao	Andrew	Sheriff Officer	Police Dept	-		-	1,633.42
Gamer	Patricia	Office Assistant	Town Admin.	21,545.78		21,545.78	
Gardner	Matthew	Patrol Officer	Police Dept	64,212.40	6,946.86	71,159.26	3,382.17
Gario	Michelle	Senior Librarian	Library	65,528.84		65,528.84	
Garrity	Bridget	Recreation Director PT	Rec. Comm	17,950.64		17,950.64	
Gaucher	Scott	Patrol Officer	Police Dept	71,225.20	5,509.93	76,735.13	484.40
Gaw	Kurtis	Truck Driver/Laborer	Public Works	23,565.84	475.37	24,041.21	
George	William	Firefighter Lieutenant	Fire Dept	67,054.99	3,082.92	70,137.91	1,960.00
Gibbons	Joseph	Firefighter	Fire Dept	66,034.05	4,164.79	70,198.84	1,240.00
Ginzburg-Bram	Yekateri	Recreational Summer Help	Recreation	660.00		660.00	
Gledhill	Charles	Truck Driver/Laborer	Public Works	10,222.58	919.30	11,141.88	
Goquen	Sharon	Secretary	Fire Dept	42,886.29		42,886.29	
Goodman	Barbara	Senior Work Off	Human Services	750.00		750.00	
Gramolini	Lorraine	Recycling Coordinator	DPW	9,074.98		9,074.98	
Greggerson	Pammie	Customer Service Assoc.-HT	Library	23,833.87		23,833.87	
Grillo	Aaron	Firefighter	Fire Dept	64,082.13	4,472.10	68,554.23	720.00
Griswold	Barbara	Election Poll Worker	Town Clerk	517.50		517.50	
Grocott	Allan	Firefighter Lieutenant	Fire Dept	70,534.52	7,645.08	78,179.60	1,600.00
Grouke	Edward	Zoning Board Member	Zoning	531.00		531.00	
Guimond	Gerard	Sheriff Officer	Police Dept	-		-	-
Guimond	Peter	Sheriff Officer	Police Dept	247.05		247.05	
Haqman	Heidi	Part Time Secretary	Public Works	16,578.62	246.85	16,825.47	
Hainey	Dorothy	Election Poll Worker	Town Clerk	256.50		256.50	
Halaburda	Alison	Clerk	Assessor	34,847.40		34,847.40	
Hall	Sharonlyne	Animal Control Officer	Animal Control	56,079.65	12,203.89	68,283.54	
Hallal	Beth	Health Agent	Board of Health	67,509.24		67,509.24	
Hansen	John	Town Planner	Planning	62,893.51		62,893.51	
Harmon	Kyle	Special Police Officer	Police Dept	-		-	988.21
Harris	Esther	Secretary	Conservation	6,645.59		6,645.59	
Harris	Maria	Recreational Summer Help	Recreation	660.00		660.00	
Harvey	Karen	Asst. Animal Control PT	Animal Control	18,593.14		18,593.14	
Hastings	Pamela	Technical Services Assoc.	Library	35,343.82		35,343.82	
Havrylik	Elizabeth	Senior Substitute	Library	724.43		724.43	
Healy	Michael	Fire Chief	Fire Dept	87,786.73	5,791.23	93,577.96	680.00
Hedrick	Thomas	Detective	Police Dept	64,799.61	16,062.90	80,862.51	1,992.78
Hines	Michelle	Police Lieutenant/Special	Police Dept	97,807.29	1,830.27	99,637.56	4,766.17

## Town Treasurer/Collector Report Cont.

### Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Hoch	Bruce	Patrol Officer	Police Dept	56,489.95	2,931.30	59,421.25	
Holme	Maria	Customer Service Assoc.-PT	Library	8,199.12		8,199.12	
Huck	Bernadette	Human Services Director	Human Services	63,718.35		63,718.35	
Jack	Alan	Fire Chief	Fire Dept	86,588.22		86,588.22	
Jackson	Dorothy	Election Poll Worker	Town Clerk	236.00		236.00	
Jacques	Beau	Firefighter	Fire Dept	2,615.41		2,615.41	
Jamieson	Tracy	Assistant Treasurer/Collector	Finance	55,701.94		55,701.94	
Jardine	Matthew	Lieutenant	Police Dept	89,304.17	30,502.55	119,806.72	6,106.41
Jensen	Elizabeth	Summer Help	Recreation	300.00		300.00	
John	Frank	Captain	Police Dept	92,069.82	31,106.93	123,176.75	2,809.72
Kach	Carolyn	Junior Substitute	Library	2,139.28		2,139.28	
Kandarian	Stephen	Patrol Officer	Police Dept	63,494.68	2,671.43	66,166.11	4,637.69
Kay	David	Election Poll Worker	Town Clerk	116.00		116.00	
Keilman	Julie	Election Poll Worker	Town Clerk	116.00		116.00	
Kelley	Shaun	Patrol Officer	Police Dept	52,149.07	32,864.45	85,013.52	14,016.99
Kelly	Alicia	Patrol Officer	Police Dept	21,440.26	2,581.28	24,021.54	5,608.12
Kelly	Christopher	Sergeant	Police Dept	58,647.22	14,081.46	72,728.68	4,639.65
Kimball	Margie	Secretary	Conservation	3,339.87		3,339.87	
L'Heureux	Kristen	Customer Service Associate	Library	12,088.86		12,088.86	
Lafleur	Gerard	Police Sergeant	Police Dept	77,780.62	18,127.16	95,907.78	4,878.92
Lamothe	Elizabeth	Secretary	Public Works	37,656.89	1,165.90	38,822.79	
Lamothe	Tamera	Nurse	Board of Health	200.00		200.00	
Lamoureux	Robert	DPW Superintendent	Public Works	85,251.67		85,251.67	
LaPorte	Thomas	Sheriff Officer	Police Dept	395.28		395.28	
Laprade	Adam	Patrol Officer	Police Dept	58,609.56	14,224.76	72,834.32	20,935.68
Laprade	Kyle	Firefighter	Fire Dept	48,666.74	1,710.68	50,377.42	240.00
Levasseur	Shawn	Sheriff Officer	Police Dept	-		-	1,567.07
Levesque	Nicole	Sheriff Officer	Police Dept	-		-	605.50
Lowery	Sandra	Firefighter Lieutenant	Fire Dept	71,275.60	6,301.13	77,576.73	3,480.00
Lucke	Stephen	Special Police Officer	Police Dept	-	406.25	406.25	4,593.41
Lunney	Lisa	Summer Help	Recreation	600.00		600.00	
Lynch	Arlene	Election Poll Worker	Town Clerk	474.00		474.00	
Lyon	Lisa	Senior Clerk	Finance	40,668.67	17.51	40,686.18	
Lyons	Lynda	Lead Dispatcher	Communication	50,657.01	19.35	50,676.36	
Mace	Craig	Chief	Police Dept	118,964.78		118,964.78	
Machado-Cook	Elizabeth	Recreational Summer Help	Recreation	5,000.00		5,000.00	
Magill	Jeffrey	Firefighter	Fire Dept	65,162.57	3,683.11	68,845.68	

## Town Treasurer/Collector Report Cont.

### Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Mahoney	David	Patrol Officer	Police Dept	65,204.12	19,635.01	84,839.13	1,409.61
Mallon	Kimberly	Human Services Dispatcher	Human Services	25,778.86		25,778.86	
Mancini	Nicholas	Firefighter	Fire Dept	62,415.25	2,396.28	64,811.53	1,080.00
Manning	Brendan	Sheriff Officer	Police Dept	-		-	1,049.22
Marcoux	Cynthia	Associate Director	Library	6,780.54		6,780.54	
Marino	Patricia	Library Page	Library	6,962.04		6,962.04	
Martel	Jonathon	Firefighter	Fire Dept	55,402.71	2,667.10	58,069.81	720.00
Maskell	Jessica	Sheriff Officer	Police Dept	-		-	654.70
McDonald	Edward	Special Police Officer	Police Dept	(100.00)	441.25	341.25	10,208.14
McDonald	James	Patrol Officer	Police Dept	60,521.51	15,915.09	76,436.60	
McDonough	William	Interim Building Inspector	Building Insp.	681.84		681.84	
McGregor	Theresa	Election Poll Worker	Town Clerk	517.50		517.50	
McHugh	Karen	Assistant Town Clerk	Town Clerk	40,174.97	1,094.56	41,269.53	
McKenzie	Leonard	Sheriff Officer	Police Dept	-		-	1,037.61
McIntock	Robert	Selectman	Selectmen	525.00		525.00	
McNally	Gary	Special Police Officer	Police Dept	387.52	326.25	713.77	3,030.24
Mecketsy	Maureen	Administrative Associate	Library	24,303.06		24,303.06	
Medeiros	Erika	Sheriff Officer	Police Dept	-		-	1,152.41
Mello	Charles	Detective	Police Dept	73,489.81	14,410.74	87,900.55	
Mello	Thomas	Sheriff Officer	Police Dept	-		-	775.04
Miles	Saadia	Customer Service Assoc.-PT	Library	16,135.38		16,135.38	
Miller	David	Foreman	Public Works	48,048.03	6,233.64	54,281.67	6,325.45
Miranda	Brandon	Firefighter	Fire Dept	64,417.94	4,105.48	68,523.42	1,200.00
Mitson	Richard	Senior Work Off	Human Services	168.00		168.00	
Moisao	Timothy	Town Electrician	Public Works	170.00		170.00	
Mongeon	Douglas	Sheriff Officer	Police Dept	-		-	700.22
Moore	James	Patrol Officer	Police Dept	72,961.15	8,348.69	81,309.84	7,394.98
Motta	Donna	Election Poll Worker	Town Clerk	116.00		116.00	
Motta	Joseph	Election Poll Worker	Town Clerk	212.00		212.00	
Mowry	Reginald	Election Poll Worker	Town Clerk	116.00		116.00	
Murray	Daniel	Firefighter	Fire Dept	21,761.04	429.30	22,190.34	
Nelson	William	Senior Work Off	Human Services	750.00		750.00	
O'Brien	Laban	Electrical Inspector	Building Insp.	133.80		133.80	
O'Connell	Ashley	Extra Asst Animal Ctrl Officer	Animal Control	14,620.92		14,620.92	
O'Hara	Jason	Special Police Officer	Police Dept	-	328.75	328.75	8,568.47
Oliver	Alice	Election Poll Worker	Town Clerk	348.00		348.00	
Oliver	Frank	Registrar	Town Clerk	681.32		681.32	

## Town Treasurer/Collector Report Cont.

### Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Olobri	Scott	Truck Driver/Laborer	DPW	30,050.40	326.22	30,376.62	
Ostendorf	James	Election Poll Worker	Town Clerk	116.00		116.00	
Owens	Matthew	Firefighter	Fire Dept	62,699.70	8,855.36	71,555.06	2,040.00
Pacheco	Jodi	Dispatcher	Police Dept	49,636.41	4,414.59	54,051.00	
Pacheco	Richard	Patrol Officer	Police Dept	12,881.93	1,761.21	14,643.14	1,754.10
Pallotti	Nicola	Senior Substitute	Library	1,549.61		1,549.61	
Panarello	Pauline	Customer Service Assoc.-PT	Library	14,751.96		14,751.96	
Paquin	Fred	Patrol Officer	Police Dept	67,613.61	16,844.52	84,458.13	193.76
Parker	David	Selectman	Selectmen	2,325.00		2,325.00	
Parker	Janet	Town Clerk	Town Clerk	63,685.38		63,685.38	
Parker	Lisa	Detective's Secretary	Police Dept	45,232.46	95.94	45,328.40	
Pease	Denise	Election Poll Worker	Town Clerk	112.00		112.00	
Pereira	Brian	Sheriff Officer	Police Dept	-		-	827.63
Perry	Keith	Patrol Officer	Police Dept	25,838.50	16,866.25	42,704.75	2,618.78
Perry	Loretta	Election Poll Worker	Town Clerk	116.00		116.00	
Perry	Robert	Sheriff Officer	Police Dept	-		-	993.02
Peterson	Nicholas	Detective	Police Dept	80,280.20	27,600.41	107,880.61	642.33
Phillips	Sandra	Houseperson	Police Dept	-	51.66	51.66	
Phinney	Benjamin	Staff Librarian	Library	22,696.88		22,696.88	
Pimental	Thomas	Police Dispatchers	Police Dept	3,179.79		3,179.79	
Pimental	Fernando	Sheriff Officer	Police Dept	-		-	395.28
Piquette	Thomas	Special Police Officer	Police Dept	12,401.20	1,800.24	14,201.44	2,911.11
Pitassi	David	Elected Assessor	Assessor	697.26		697.26	
Poncin	Carol	Senior Work Off	Human Services	1,098.00		1,098.00	
Pope	Robert	Firefighter	Fire Dept	61,696.03	2,912.66	64,608.69	2,120.00
Prive	Denise	ACO Seasonal	Animal Control	508.76		508.76	
Proulx	Paul	Operator/Laborer	Public Works	43,280.03	4,164.34	47,444.37	
Przeszlo	Steven	Firefighter	Fire Dept	55,651.45	3,664.84	59,316.29	920.00
Pucino	Anthony	Firefighter	Fire Dept	64,200.21	2,157.50	66,357.71	1,160.00
Queenan	Earl	Recreational Summer Help	Recreation	660.00		660.00	
Rainey	Brian	Firefighter	Fire Dept	61,165.98	1,485.02	62,651.00	960.00
Ransom	Charles	Firefighter	Fire Dept	62,580.28	4,777.70	67,357.98	1,240.00
Ransom	Kathleen	Library Page	Library	8,011.11		8,011.11	
Raposa	Russel	Sheriff Officer	Police Dept	-		-	4,756.86
Raulino	Leonard	Summer Help	Public Works	7,482.75	791.71	8,274.46	
Read	Robert	Zoning Board Member	Zoning	374.00		374.00	
Read	Sandra	Election Poll Worker	Town Clerk	460.00		460.00	

## Town Treasurer/Collector Report Cont.

### Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Rickey	Ronald	Dispatcher	Communication	52,375.40	13,566.29	65,941.69	35,215.12
Robitaille	Nathan	Recreational Summer Help	Recreation	450.00		450.00	
Rodrigues	Edward	Truck Driver/Laborer	DPW	14,202.59		14,202.59	
Rogers	Anne	Executive Asst. to TABOS	Town Admin.	53,173.96	2,257.94	55,431.90	
Rondeau	Keith	Zoning Board Member	Zoning	374.00		374.00	
Rondeau	Nicholas	Dispatcher	Communication	47,066.20	6,550.38	53,616.58	
Rosa	Amy	Senior Substitute	Library	119.21		119.21	
Rose	Mary Anne	Senior Work Off	Human Services	390.72		390.72	
Roske	Paul	Senior Substitute	Library	4,163.18		4,163.18	
Ross	Roger	Zoning Board Member	Planning	374.00		374.00	
Roy	Craig	Sealer of Weights & Measures	Building	142.80		142.80	
Roy	James	Special Police Officer	Police Dept	-	283.95	283.95	20,850.29
Rubel	Thomas	Senior Work Off	Human Services	750.00		750.00	
Sagar	Gary	Selectman	Selectmen	2,100.00		2,100.00	
Santaqata	Everett	DPW Cleaning	Public Works	8,737.20		8,737.20	
Santos	Joao	Sheriff Officer	Police Dept	-		-	395.28
Santos	John	Alternate Building Inspector	Building Insp.	58,730.84		58,730.84	
Santos	Ruth	Senior Work Off	Human Services	978.00		978.00	
Sarcione	Stephen	Firefighter	Fire Dept	64,294.00	6,557.89	70,851.89	1,120.00
Schlageter	Alexander	Firefighter	Fire Dept	64,158.25	3,985.88	68,144.13	480.00
Sellers	Robert	Senior Work Off	Human Services	982.00		982.00	
Sheldon	Nancy	Special Police Officer	Police Dept	-	282.50	282.50	2,444.32
Sher	Paul	Sheriff Officer	Police Dept	-		-	321.17
Sine	James	Plumbing & Gas Inspector	Building Insp.	12,644.10		12,644.10	
Siniak	Mary Ellen	Senior Librarian	Library	68,145.39		68,145.39	
Smiley	Dennis	Special Police Officer	Police Dept	-	450.04	450.04	27,458.20
Smutek	Nancy	Election Poll Worker	Town Clerk	348.00		348.00	
Snape	David	Patrol Officer	Police Dept	62,772.85	21,109.14	83,881.99	24,677.20
Solomon	Joyce	Election Poll Worker	Town Clerk	295.00		295.00	
Sorel	Lorraine	Senior Clerk	Finance	40,468.69	315.24	40,783.93	
Sousa	Joseph	Maintenance/Laborer	Public Works	44,532.83	3,566.23	48,099.06	6,262.21
Sousa	Zachary	Sheriff Officer	Police Dept	-		-	3,721.26
Souza	David	Sheriff Officer	Police Dept	-		-	568.22
Spina-Wagner	Susan	PT Temporary Clerk	Building/Town Clerk	1,378.00		1,378.00	
Springer	Karen	Clerk	Assessor	40,133.91		40,133.91	
St.Hilaire	Arthur	Special Police Officer	Police Dept	-	1,237.90	1,237.90	9,565.76
Stallard	Jean	Election Poll Worker	Town Clerk	517.50		517.50	



## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Abbott	Karen	Instructional Aide	Aitken School	23,018.93		23,018.93
Abrams	Becky	Teacher	Aitken School	78,434.98		78,434.98
Adams	Heather	Secretary	Aitken School	13,892.19		13,892.19
Aguiar	Amy	Substitute Teacher	System Wide	4,237.50		4,237.50
Ahern	Sharon	Teacher	Aitken School	81,828.04		81,828.04
Alexander	Gina	Teacher	Martin School	85,186.02		85,186.02
Allan	James	Substitute Teacher	System Wide	5,325.00		5,325.00
Almeida	Laura	Teacher	High School	60,030.72		60,030.72
Amaral	Gail	Substitute Teacher	High School	6,937.50		6,937.50
Anderson	Paul	Teacher	Aitken School	28,738.84		28,738.84
Anderson	Sarina	Substitute Aide	System Wide	323.40		323.40
Andrade	Lorrie-Ann	Instructional Aide	Martin School	22,970.54		22,970.54
Andrews	Mindy	Teacher	Martin School	81,828.04		81,828.04
Angelini	Jennifer	Teacher	High School	83,225.03		83,225.03
Ansley	Judy	Teacher	Middle School	58,365.42		58,365.42
Antonio	Anibal	Custodian/Sub-Custodian	SHS/System Wide	10,156.04	690.24	10,846.28
Apuzzo	Kimberly	Teacher	Martin School	82,512.34		82,512.34
Archambault	Tracey	Teacher	Martin School	70,836.35		70,836.35
Armoush	Ashley	Teacher	Middle School	66,244.35		66,244.35
Auber	Yusupha	Substitute Teacher	System Wide	150.00		150.00
Babiec	Edwina	Substitute Teacher	Aitken	600.00		600.00
Bahry	Donna	Teacher	Martin	60,707.75		60,707.75
Balasco	Anthony	Custodian	Middle School	49,251.21	5,999.48	55,250.69
Balasco	Dawn	Teacher	Martin	82,870.98		82,870.98
Bennoch	Jennifer	Accounts Payable Clerk	School Admin.	7,302.87		7,302.87
Bergstrand	Susan	Substitute Teacher	System Wide	10,123.52		10,123.52
Berube	Dolores	Instructional Aide	High School	24,681.11		24,681.11
Berwick	Earl	Instructional Aide/Coach	High School	28,745.43		28,745.43
Berwick	Evan	School Committee	System Wide	362.80		362.80
Bessette	Robert	Custodian	Middle School	3,990.56		3,990.56
Billings	Jessica	Substitute Teacher	System Wide	250.00		250.00
Birch	Meredith	Long-term Substitute Teacher	High School	9,035.92		9,035.92
Blackbird	Lisa	Teacher	Aitken	91,903.80		91,903.80
Blinn	Linda	Supervisory Aide	Martin	10,221.80		10,221.80
Bliss	Jaye	Crossing Guard	System Wide	44.12		44.12

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Bodell	Melissa	Instructional Aide	High School	13,336.28		13,336.28
Bonneau	David	Teacher	High School	83,359.04		83,359.04
Borden	Jennifer	Teacher	High School	64,998.36		64,998.36
Borges	Brittney	Substitute Teacher	System Wide	1,125.00		1,125.00
Bosco	Arlene	Superintendent	School Admin.	160,316.32		160,316.32
Bostian	Deborah	Nurse/Teacher	Aitken	76,592.69		76,592.69
Botelho	Paul	Teacher	Middle School	70,556.16		70,556.16
Bouchard	Alexis	Teacher/Coach	Middle School	67,389.93		67,389.93
Boudreau	Christina	Substitute Aide	System Wide	4,456.70		4,456.70
Boudreau	Jennifer	Teacher	Martin	53,111.50		53,111.50
Boyle	Sheri	Teacher	Middle School	83,687.01		83,687.01
Bradley	David	Substitute Custodian	System Wide	1,170.00		1,170.00
Braga	Julie	Secretary	School Admin.	23,080.82		23,080.82
Braganca	Ann Marie	Teacher	Martin	79,838.05		79,838.05
Brown	David	Technology Technician	System Wide	18,905.76		18,905.76
Brown	Matthew	Coach	High School	3,457.00		3,457.00
Burns	Charles	Substitute Teacher	System Wide	1,950.00		1,950.00
Burns	John	Coach	High School	2,788.00		2,788.00
Butterfield	Ann	Teacher	Middle School	83,701.89		83,701.89
Byrne	Lawrence	Teacher	High School	87,113.90		87,113.90
Cabral	Helen	Instructional Aide	Middle School	22,066.49		22,066.49
Cabral	Michael	Long-term Substitute Teacher	High School	16,530.57		16,530.57
Camara-Pomfret	Jennifer	Teacher	High School	23,416.29		23,416.29
Camire	Marie	Accounts Payable Clerk	School Admin.	57,705.13		57,705.13
Canty	Kristen	Instructional Aide	Middle School	13,636.14		13,636.14
Capizzo	Eryn	Teacher	High School	59,228.27		59,228.27
Carlson	Harold	Crossing Guard	System Wide	5,652.51		5,652.51
Carpenter	Margaret	Instructional Aide	Martin	19,185.78		19,185.78
Carr	Rachel	Teacher	Aitken	50,121.37		50,121.37
Carulli	David	Teacher	Middle School	78,079.04		78,079.04
Carvalho	Chelsea	Long-term Substitute Teacher	Middle School	14,045.52		14,045.52
Carvalho	Corinne	Teacher	Martin	61,882.93		61,882.93
Cavaco	Kathleen	Substitute Nurse	System Wide	500.00		500.00
Cavallaro	Myra	Substitute Nurse	System Wide	4,437.50		4,437.50
Censabella	Robert	Teacher	High School	82,756.04		82,756.04
Chianese	Virginia	Secretary	High School	32,155.14		32,155.14

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Choate	Elaine	Instructional Aide	Aitken	23,296.84		23,296.84
Churchill	Tracy	Teacher	Aitken	8,265.33		8,265.33
Ciarla	Alicia	Coach	System Wide	669.00		669.00
Cloutier	Dina	Teacher	Middle School	82,515.04		82,515.04
Cloutier	Tracey	Teacher	High School	82,608.96		82,608.96
Coan	June	Substitute Teacher	System Wide	75.00		75.00
Combes	Alice	Psychologist	Middle School	64,996.99		64,996.99
Connell	Michael	Substitute Teacher	System Wide	375.00		375.00
Conroy	Mary	Substitute Supervisory Aide	System Wide	487.20		487.20
Cosimini	Meredith	Teacher	Aitken	76,455.15		76,455.15
Costa	Ana	Supervisory Aide	Aitken	9,292.91		9,292.91
Costa	Dawn	Teacher	Middle School	84,796.25		84,796.25
Cote	Paul	Teacher	High School	52,412.04		52,412.04
Courcy	Paul	Substitute Teacher	System Wide	3,417.60		3,417.60
Couto	Janet	Teacher	Aitken	54,508.92		54,508.92
Crawford	Vernon	Coach	High School	6,468.00		6,468.00
Crippen	Frederick	Teacher	High School	89,135.11		89,135.11
Crossley	Kimball	Coach	System Wide	3,122.00		3,122.00
Crowley	Lauren	Teacher	Martin	40,808.37		40,808.37
Csigay	Ranee	Coach	High School	2,788.00		2,788.00
Cunard	Angela	Teacher	High School	87,742.87		87,742.87
Cunard II	Edward	Teacher	High School	88,748.13		88,748.13
Czech	Beth	Teacher	Middle School	84,345.14		84,345.14
Dahmer	Joanne	Teacher	High School	46,615.03		46,615.03
Dalton	Lynne	Supervisory Aide	Martin	10,121.81		10,121.81
Daluz	Darren	Coach	System Wide	5,687.00		5,687.00
Damiani	Jennifer	Teacher	Middle School	72,228.65		72,228.65
Dantone	Leonard	Substitute Custodian	System Wide	18,867.71	410.25	19,277.96
Darron	Robert	Teacher	High School	42,740.95		42,740.95
DaSilva	Adrian	Custodian	High School	45,594.50	4,652.23	50,246.73
DaSilva	Karen	Instructional Aide	Aitken	17,241.63		17,241.63
DeFusco	Jennifer	Teacher	High School	68,054.73		68,054.73
DeCambra	Carol	Substitute Teacher	System Wide	75.00		75.00
DeJesus	Celestino	Maintenance	High School	50,572.22	1,967.89	52,540.11
Delano	Elaine	Crossing Guard	System Wide	5,666.56		5,666.56
Deleo	Kimberly	Teacher	Middle School	82,945.04		82,945.04

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Deleo	Lauren	Substitute Teacher	System Wide	7,087.50		7,087.50
DeMelo	Jose	Coach	High School	4,932.00		4,932.00
Deslauriers	Kristie	Instructional Aide	Martin	2,515.00		2,515.00
Devlin	James	Teacher	High School	83,539.04		83,539.04
Di Iorio	Victoria	Substitute Teacher	System Wide	1,900.35		1,900.35
Diarbian	Christine	Substitute Teacher	System Wide	5,341.20		5,341.20
Diarbian	Harout	Substitute Custodian	System Wide	5,109.00		5,109.00
Dias McShane	Catherine	Substitute Instructional Aide	System Wide	5,797.95		5,797.95
Dietel	John	School Committee	System Wide	535.99		535.99
Ditrolio	Roxanne	Teacher	Middle School	83,403.98		83,403.98
Dorgan	Brenna	Pool Worker	High School	2,184.00		2,184.00
Dowdye	Rapheal	Instructional Aide	High School	3,459.72		3,459.72
Downing	Jessica	Teacher	Middle School	47,080.95		47,080.95
Dressler	Amy	Substitute Teacher	System Wide	1,950.00		1,950.00
Dumas	Patricia	Teacher	Middle School	84,362.98		84,362.98
Durand	Dennis	Teacher	Middle School	43,298.98		43,298.98
Dyer	Lisa-Marie	Substitute Nurse	System Wide	1,625.00		1,625.00
Dykstra	Kristin	Director of Curr. & Instruction	School Admin.	107,774.11		107,774.11
Dyson	Jo Anne	Teacher	Martin	77,955.14		77,955.14
Eaton	Ryan	Coach	High School	3,457.00		3,457.00
Eddy	Britt	Teacher	Middle School	83,116.98		83,116.98
Emmett	Mary	Instructional Aide	Martin	23,219.68		23,219.68
Everett	Kelly	Coach	Middle School	669.00		669.00
Faber	Gayle	Teacher	Aitken	78,079.00		78,079.00
Faria	Manuel	Custodian	Martin	46,799.10	6,680.38	53,479.48
Faria	Manuel G	Substitute Custodian	System Wide	728.00		728.00
Faria	Matthew	Teacher	Martin	69,934.48		69,934.48
Faria	Valerie	Supervisory Aide	Martin	10,832.58		10,832.58
Farrington	Kathryn	Coach	High School	4,572.00		4,572.00
Farrow	Hilary	Teacher	Middle School	82,687.04		82,687.04
Faulkner	Carol	Supervisory Aide	Aitken	9,109.79		9,109.79
Feaster-Armour	Simone	Teacher	High School	53,471.45		53,471.45
Fernandes	Catherine	Coach & Substitute	System Wide	3,613.00		3,613.00
Ferrara	Sharon	Secretary	Middle School	32,273.15		32,273.15
Ferrick	Renee	Instructional Aide	High School	5,689.30		5,689.30
Fitzgerald	Janet	Teacher	High School	87,521.90		87,521.90

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Fletcher	Paula	Instructional Aide	Martin	23,377.76		23,377.76
Fodor	Agnes	Instructional Aide	Aitken	23,198.04		23,198.04
Foisy	Debra	Instructional Aide	Martin	23,244.50		23,244.50
Fontes	Felipe	Coach	High School	4,572.00		4,572.00
Freitas	Brian	School Committee	System Wide	1,000.00		1,000.00
Frey	Elizabeth	Director of Transportation	Transportation	43,783.56		43,783.56
Gagliardi	Nancy	Principal	Aitken	111,979.93		111,979.93
Gagne	Lynn	Crossing Guard	System Wide	5,596.40		5,596.40
Gault	Gayle	Teacher	Aitken	83,575.99		83,575.99
Geddes	Ruth	Teacher	Middle School	75,626.15		75,626.15
Gelinas	Nathan	Coach	High School	4,572.00		4,572.00
George	Cathlene	Instructional Aide	Martin	22,884.30		22,884.30
Gerbi	Louis	Teacher	High School	78,079.03		78,079.03
Geremia	Cheryl	Teacher	High School	77,051.18		77,051.18
Gibbons	Ben	Long-term Substitute Teacher	Middle School	44,652.21		44,652.21
Gluchacki	Tammy	Substitute Teacher	System Wide	75.00		75.00
Gonsalves	Kelsey	Substitute Teacher	System Wide	562.50		562.50
Goulden	Lisa	Special Educational Secretary	School Admin.	12,461.94		12,461.94
Gouveia	Lauren	Teacher	Martin	82,878.04		82,878.04
Gouveia	Michael	Custodian	Aitken	48,890.31	277.84	49,168.15
Grady	Thomas	Substitute Teacher	System Wide	4,162.50		4,162.50
Grande	Susan	Teacher	Middle School	82,515.04		82,515.04
Grant	Raymond	Coordinator of Athletics	High School	55,486.80		55,486.80
Grant	Tiffany	Substitute Instructional Aide	System Wide	352.80		352.80
Greggerson	Robert	Substitute Teacher	System Wide	2,025.00		2,025.00
Guest	Paula	Substitute Teacher	System Wide	75.00		75.00
Haggerty	Tara	Adjustment Counselor	Aitken/Martin	73,660.03		73,660.03
Haley	Caroline	Teacher	System Wide	9,362.61		9,362.61
Halpin	Kathleen	Teacher	Middle School	81,828.03		81,828.03
Halpin	Michelle	Teacher	Martin	82,515.03		82,515.03
Hamel	Barbara	Finance Administrator	School Admin.	114,495.28		114,495.28
Handfield	Deborah	Teacher	Middle School	67,872.35		67,872.35
Hanley	Robin	Confidential Secretary	School Admin.	43,336.28		43,336.28
Hardiman	Mark	Substitute Teacher	System Wide	412.50		412.50
Harkins	Robert	Teacher	High School	52,894.36		52,894.36
Hawkins	Jamie	Substitute Teacher	System Wide	15,880.17		15,880.17

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Hawley	Samantha	Teacher	High School	49,111.36		49,111.36
Hellmold	Morgan	Teacher	High School	85,597.87		85,597.87
Hendricks	Eleanor	Instructional Aide	Aitken	23,252.96		23,252.96
Hindle	Ellen	Teacher	Middle School	83,287.02		83,287.02
Hodge	William	Substitute Teacher	System Wide	8,742.66		8,742.66
Holden	Robert	Substitute Teacher	System Wide	3,968.90		3,968.90
Holden	Thomas	Instructional Aide/Coach	Middle School	20,274.00		20,274.00
Holmes	Maurice	Substitute Crossing Guard	System Wide	5,577.51		5,577.51
Hoogerzeil	Peter	Teacher	High School	76,278.35		76,278.35
Hopkins	Lisa	Teacher	Martin	84,242.98		84,242.98
Horton	Linda	Teacher	High School	102,261.93		102,261.93
Houde	Sheri	Supervisory Aide	Aitken	9,074.39		9,074.39
Houle	Catherine	Instructional Aide	High School	17,804.14		17,804.14
Hughes	Carolyn	Substitute Instructional Aide	System Wide	117.60		117.60
Hurley	Karen	Teacher	Aitken	85,786.02		85,786.02
Isidoro	Carlos	Teacher	High School	76,418.14		76,418.14
Jeanotte	Robert	Coach	High School	2,788.00		2,788.00
Jodat	Nancy	Teacher	Aitken	76,455.17		76,455.17
Johnson	Susan	Teacher	Middle School	77,753.63		77,753.63
Jones	Christopher	Assistant Principal	High School	95,794.07		95,794.07
Jones	Lynn	Instructional Aide	Aitken	22,991.24		22,991.24
Jones	Marcia	Teacher	Middle School	83,576.01		83,576.01
Kaplan	Bethany	Instructional Aide	High School	24,820.61		24,820.61
Karewa	Linda	Substitute Secretary	System Wide	889.50		889.50
Kenney	Rebecca	Teacher	Middle School	69,840.25		69,840.25
Killian	Kelsey	Substitute Teacher	System Wide	1,950.00		1,950.00
King	Cheryl	Substitute Clerical	System Wide	6,635.35		6,635.35
King	Emily	Teacher	Martin	57,873.49		57,873.49
Kinniburgh	Heather	Teacher	High School	82,515.04		82,515.04
Kirbos	Stephen	Coach	System Wide	2,317.31		2,317.31
Kirby	Melodie	Substitute Teacher	System Wide	2,058.00		2,058.00
Koehler	Laura	Teacher	Martin	75,710.61		75,710.61
Kozlowski	Keri	Teacher	High School	74,852.96		74,852.96
Krzyzek	Denise	Substitute Teacher	System Wide	1,312.50		1,312.50
Lacroix	Tiffany	Teacher	Martin	49,501.36		49,501.36
Laliberte	Donna	Teacher	Middle School	57,654.85		57,654.85

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Lamar	Audrey	Teacher	Middle/SHS School	17,627.58		17,627.58
Lancaster	Howard	Teacher	High School	78,967.98		78,967.98
Lane	Maryellen	Teacher	Aitken	81,828.04		81,828.04
Lanzi	Alexander	Pool Worker	High School	60.00		60.00
Laplant	Donna	Instructional Aide	Martin	23,021.37		23,021.37
Larson	Suzanne	Teacher	High School	61,534.97		61,534.97
Latham	Valerie	Substitute Teacher	System Wide	10,192.80		10,192.80
Latimer	Terri	Teacher	Middle School	81,828.02		81,828.02
Lavoie	Tracey	Office Manager	School Admin.	59,441.02		59,441.02
Lawrence	Rachel	Teacher	High School	43,691.27		43,691.27
Leavitt	Helen	Secretary	Aitken	5,218.05		5,218.05
Leblanc	Candice-Marie	Substitute Teacher	System Wide	150.00		150.00
Lehane	Sonya	Teacher	Middle School	84,345.12		84,345.12
Lemay	Stacia	Substitute Teacher	System Wide	779.40		779.40
Letourneau	Kathleen	Substitute Nurse	System Wide	2,000.00		2,000.00
Levesque	Juliann	Instructional Aide	Middle School	4,394.61		4,394.61
Lewis-Bell	Lori	Substitute Instructional Aide	System Wide	3,656.10		3,656.10
Lezy	Carrie	Substitute Teacher	Aitken	1,950.00		1,950.00
Libby	Patricia	Teacher	Middle School	84,079.23		84,079.23
Limperis	Linda	Teacher	High School	51,051.67		51,051.67
Lopes	Kyle	Coach	System Wide	2,788.00		2,788.00
Lord	Kathleen	Teacher	High School	82,320.98		82,320.98
Lorenzi	Emily	Instructional Aide	High School	16,891.52		16,891.52
Lumb	Jeffrey	Substitute Teacher	System Wide	75.00		75.00
Lush	Bartholomew	Principal	Martin	105,374.02		105,374.02
Machado	Kelley	Supervisory Aide	Martin	9,796.48		9,796.48
Machado Cook	Elizabeth	Teacher	High School	71,877.19		71,877.19
MacKnight	James	Teacher	High School	72,927.89		72,927.89
Mahoney	Kelley	Teacher	Martin	67,833.94		67,833.94
Malloy	Gaston	Substitute Teacher	System Wide	75.00		75.00
Manchester	Mariel	Substitute Teacher	System Wide	1,312.50		1,312.50
Manickas	Barbara	Teacher	Aitken	83,115.03		83,115.03
Marceau	Tara	Teacher	High School	78,109.03		78,109.03
Marcotte	Soleil	Pool Worker	System Wide	2,748.00		2,748.00
Mare'	Matthew	Teacher	Middle School	56,676.28		56,676.28
Marinucci	Deanna	Teacher	High School	86,340.99		86,340.99

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Marovelli	Jacqueline	Technology Technician	High School	14,456.00		14,456.00
Marovelli	Lauren	Substitute Teacher	System Wide	1,650.00		1,650.00
Martin	Robert	Substitute Teacher	System Wide	669.00		669.00
Martins	Karen	Substitute Teacher	System Wide	75.00		75.00
Mastropietro	Lisa	Coach	System Wide	3,122.00		3,122.00
Matton	Sandra	Instructional Aide	Martin	24,333.33		24,333.33
Maynard	Lori	Teacher	Martin	82,870.98		82,870.98
Mazzeo	Marian	Purchasing	School Admin.	49,236.19		49,236.19
McCabe	Antonina	Instructional Aide	Middle School	22,630.37		22,630.37
McCaffrey	Linda	Teacher	Martin	82,515.04		82,515.04
McCartin	Matthew	Coach	System Wide	13,716.00		13,716.00
McCormick	Jeanne	Teacher	Aitken	81,828.03		81,828.03
McGovern	Marcia	Principal	High School	114,507.10		114,507.10
McIntyre	Ryan	Substitute Teacher	System Wide	1,612.50		1,612.50
McIntock	Lisa	Nurse/Teacher	Martin	82,815.04		82,815.04
McNamara	Bridget	Confidential Secretary	School Admin.	45,533.94		45,533.94
McVeigh	Ashley	Teacher	High School	67,872.36		67,872.36
Medberry	Marjory	Technology Technician	High School	29,432.00		29,432.00
Medeiros	Jaime	Sub-Custodian	System Wide	104.00		104.00
Medeiros	Jason	Custodian	Middle School	32,790.68	956.49	33,747.17
Medeiros	John	Custodian	High School	50,621.80	6,530.74	57,152.54
Medeiros	Karen	Teacher	Aitken	82,515.01		82,515.01
Medeiros	Kendra	Teacher	Martin	67,872.35		67,872.35
Mello	Eli	Teacher	High School	82,488.04		82,488.04
Mello	Melissa	Teacher	High School	65,686.40		65,686.40
Melo	Gabriel	Custodian	Aitken	15,473.02	164.10	15,637.12
Melo	Roger	Network Administrator	System Wide	53,329.63		53,329.63
Mendes	Mary	Instructional Aide	Middle School	22,801.49		22,801.49
Metcalf	Ellyn	Teacher	Middle School	69,035.32		69,035.32
Miller	Gary	Teacher	High School	76,553.18		76,553.18
Miller	Karen	Substitute Clerical	System Wide	190.12		190.12
Miller	Tammi	Teacher	Middle School	82,783.96		82,783.96
Mirza	Jessica	Teacher	High School	83,639.04		83,639.04
Mitchell	Gary	Substitute Crossing Guard	System Wide	11.03		11.03
Mitchell	Kerrin	Instructional Aide	Middle School	21,366.56		21,366.56
Moniz	Patti	Instructional Aide	Martin	5,043.48		5,043.48

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Moniz	Pedro	Technology Technician	System Wide	34,406.16		34,406.16
Montagna	Brittany	Instructional Aide	Middle School	14,555.76		14,555.76
Montijo	Andrew	Pool Worker	High School	1,536.00		1,536.00
Mooney	Francis	Coach	High School	4,572.00		4,572.00
Mooney	Sarah	Teacher	Martin	82,870.98		82,870.98
Moran	John	Teacher	High School	75,293.16		75,293.16
Morin	Linda	Crossing Guard	System Wide	5,251.01		5,251.01
Moszczenski	Stanley	Teacher	Middle School	82,870.98		82,870.98
Murgo	Laura	Teacher	Middle School	67,902.35		67,902.35
Murphy	Patricia	Teacher	Martin	82,859.96		82,859.96
Murray	Rebecca	Teacher	Martin	71,040.40		71,040.40
Nastari	Lisa	Instructional Aide	Middle School	10,040.45		10,040.45
Nelson	Kristin	Teacher	High School	71,925.40		71,925.40
Nicolopoulos	Theodore	Custodian	Aitken	42,142.75	377.42	42,520.17
Noury	Paul	Substitute Teacher	System Wide	150.00		150.00
Novis	Hailey	Pool Worker	System Wide	1,380.00		1,380.00
O'Halloran	Christopher	Substitute Teacher	System Wide	1,500.00		1,500.00
O'Connell	Michael	Substitute Teacher	System Wide	2,788.00		2,788.00
Owens	Linda	Substitute Teacher	System Wide	1,283.80		1,283.80
Owens	Lynn	Teacher	Aitken	82,870.97		82,870.97
Palange	Olivia	Student Worker	System Wide	288.00		288.00
Paliotti	James	Student Worker	System Wide	416.00		416.00
Paradis	Bethany	Substitute Teacher	System Wide	2,850.00		2,850.00
Parente	John	Substitute Teacher	System Wide	2,025.00		2,025.00
Paye	Moussa	Substitute Teacher	System Wide	4,350.00		4,350.00
Peach	Melanie	Long-term Substitute Teacher	High School	9,067.49		9,067.49
Peixoto	Jose	Maintenance	High School	46,134.28	4,588.86	50,723.14
Pelicano	Hilda	Teacher	Middle School	83,848.98		83,848.98
Pellergrino	Frank	Substitute Teacher	Middle School	45,426.95		45,426.95
Pellegrino	Nicole	Teacher	Middle School	82,228.03		82,228.03
Pellerin	Kim	Coach	High School	4,572.00		4,572.00
Pereira	Caitlin	Coach	High School	67,035.40		67,035.40
Pereira	Diane	Supervisory Aide	Aitken	6,160.86		6,160.86
Perry	Brian	Substitute Teacher	System Wide	900.00		900.00
Perry	Joseph	Custodian	Martin	49,040.29	5,503.69	54,543.98
Petrucci	Michael	Teacher	High School	91,086.04		91,086.04

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Pezzullo	Jean	Secretary	School Admin.	48,268.25		48,268.25
Phillips	Vincent	Custodian	Martin	28,143.97	6,569.18	34,713.15
Pimental	John	Maintenance Foreman	High School	53,222.18	1,664.82	54,887.00
Pineau	Joan	Bus Aide	Transportation	9,292.91		9,292.91
Pope	Tammy	Instructional Aide	Aitken	23,296.21		23,296.21
Potter	Linda	Instructional Aide	Middle School	32,215.82		32,215.82
Powers	Patrick	Substitute Teacher	System Wide	3,750.00		3,750.00
Pozzi	Diana	Substitute Teacher	System Wide	150.00		150.00
Pray	Kathleen	Substitute Teacher	System Wide	9,898.15		9,898.15
Prazeres	Lori	Teacher	Martin	22,296.10		22,296.10
Profenna	Joseph	Substitute Teacher	System Wide	624.00		624.00
Propatier	Linda	Instructional Aide	Aitken	22,843.58		22,843.58
Provazza	John	Substitute Custodian	High School	2,704.00		2,704.00
Provazza	Lucille	Out of District Coordinator	Martin	86,711.92		86,711.92
Provost	Todd	Substitute Teacher	System Wide	225.00		225.00
Quaratella	Holly	Teacher	Aitken	83,344.63		83,344.63
Queenan II	Earl	Teacher	Aitken	78,079.03		78,079.03
Read	Tracey	Secretary	Martin School	24,311.92		24,311.92
Rebelo	Kevin	Student Worker	High School	420.00		420.00
Reddington	Joseph	Coach	High School	5,687.00		5,687.00
Reilly	Stacie	Teacher	Middle School	76,283.18		76,283.18
Riccitelli	Michelle	Substitute Teacher	System Wide	246.30		246.30
Richmond	Andrea	Secretary/Substitute Aide	Aitken/Martin	9,847.79		9,847.79
Rielly	Debbie	Teacher	Martin	81,828.03		81,828.03
Rioux	Joanna	Teacher	Aitken School	78,440.32		78,440.32
Roach	Cynthia	Substitute Teacher	System Wide	31,911.99		31,911.99
Robitaille	Carol	Instructional Aide	Middle School	22,096.48		22,096.48
Roderick	Karen	Teacher	Martin/Aitken	81,742.93		81,742.93
Rodericks	Robert	Substitute Teacher	System Wide	3,000.00		3,000.00
Rodrigues	David	Maintenance	System Wide	50,128.51	2,828.48	52,956.99
Rodriguez	Suzanne	Teacher	Martin/Aitken	10,166.07		10,166.07
Rok	Patricia	Nurse/Teacher	High School	81,220.88		81,220.88
Rondeau	Joann	Teacher	Aitken	82,515.02		82,515.02
Rose	Kyle	School Committee	System Wide	1,000.00		1,000.00
Roy	James	Maintenance Supervisor	High School	71,441.93	5,273.67	76,715.60
Roy	John	Pool Worker	High School	48.00		48.00

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Roy	Lisa	Pool Worker	High School	2,946.88		2,946.88
Rubin	David	Teacher	High School	83,005.03		83,005.03
Russell	Samantha	Pool Worker	System Wide	2,862.00		2,862.00
Salisbury	Michelle	Teacher	High School	88,240.36		88,240.36
Sandstrom	Michael	Teacher	Middle School	67,134.41		67,134.41
Sansoucy	Courtney	Teacher	Aitken	70,864.85		70,864.85
Santoro	Kimberly	Substitute Aide	System Wide	344.70		344.70
Sarasin	Candace	Teacher	Martin	82,183.98		82,183.98
Sceeles	Alison	Teacher	Martin	84,070.98		84,070.98
Schenck	Donald	Adjustment Counselor	Martin	71,040.40		71,040.40
Schwab	Jennifer	Teacher	Aitken	82,515.04		82,515.04
Selinger	Ethan	Substitute Teacher	System Wide	412.50		412.50
Seward	Dale	Coach	High School	3,568.00		3,568.00
Shurtleff	Barbara	Teacher	Middle School	86,359.00		86,359.00
Silva	Lee Ann	Substitute Instructional Aide	System Wide	837.90		837.90
Silverstein	Sherri	Substitute Teacher	System Wide	7,950.00		7,950.00
Singh	Sheilly	Substitute Teacher	System Wide	225.00		225.00
Sirois	Amy	Instructional Aide	Middle School	1,814.14		1,814.14
Sloat	Mary	Teacher	Martin	82,870.98		82,870.98
Smialek	John	Teacher	High School	85,528.88		85,528.88
Smith	Sylvia	Teacher	Aitken	85,292.97		85,292.97
Smith	Theresa	Crossing Guard	System Wide	112.28		112.28
Soares	Nancy	Substitute Teacher	System Wide	4,725.00		4,725.00
Sochin	Patricia	Instructional Aide	Martin	23,053.02		23,053.02
Soderlund	Shanna	Teacher	Martin School	83,383.99		83,383.99
Sousa	Darren	Substitute Teacher	System Wide	3,796.16		3,796.16
Souto	Deborah	Secretary	Middle School	32,872.73		32,872.73
Spencer	Sam	Coach	System Wide	5,576.00		5,576.00
Spino	Rosetta	Technology Director	System Wide	17,946.72		17,946.72
Sprague	Lori-Ann	Instructional Aide	Martin	22,084.51		22,084.51
St. Germain	Jennifer	Instructional Aide	Middle School	16,596.67		16,596.67
St. Jacques	Cynthia	Teacher	Martin	78,379.33		78,379.33
St. Michel	Jennifer	Teacher	Middle School	68,430.36		68,430.36
Steitz	Keri	Teacher	Martin	83,745.97		83,745.97
Sullivan	Judith	Teacher	Martin	83,042.98		83,042.98
Swallow	Renee	Supervisory Aide	Martin	19,401.55		19,401.55

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Swick	Katherine	Teacher	Martin	82,183.98		82,183.98
Szabo	Paul	Crossing Guard	System Wide	5,680.58		5,680.58
Taylor	Linda	Substitute Teacher	System Wide	1,050.00		1,050.00
Terry	Kathryn	Substitute Teacher	System Wide	625.00		625.00
Tetreault	Lorenzo	Substitute Teacher	System Wide	4,200.00		4,200.00
Thibodeau	Kathleen	Teacher	Aitken	82,687.02		82,687.02
Thivierge	Keri	Teacher	Middle School	62,374.96		62,374.96
Thompson	Betsy	Teacher	Martin	85,186.01		85,186.01
Thurber	Melissa	Teacher	Martin	58,584.15		58,584.15
Topazio	Michael	Substitute Teacher	System Wide	1,800.00		1,800.00
Travers	David	Custodian	Middle School	45,670.92	2,062.11	47,733.03
Tripp Gordon	Valerie	Instructional Aide	High School	24,533.11		24,533.11
Troiano	James	Coach	System Wide	1,877.00		1,877.00
Troiano	Shannon	Substitute Instructional Aide	System Wide	2,837.40		2,837.40
Trudeau	Jessica	Teacher	Aitken	74,832.04		74,832.04
Turgeon	Gail	Crossing Guard	System Wide	6,017.46		6,017.46
Turner	Denise	Teacher	Middle School	83,470.98		83,470.98
Vaccaro	Brian	Long-term Substitute Teacher	High School	4,331.30		4,331.30
Vallee	Robert	Summer Worker	System Wide	288.00		288.00
Varney	Samantha	Instructional Aide	Martin	14,722.65		14,722.65
Vasu	Jeanne	Substitute Clerical	System Wide	124.35		124.35
Velardo	Jeanne	Teacher	High School	30,730.50		30,730.50
Viera	Doreen	Instructional Aide	High School	7,887.18		7,887.18
Vieira	Mitchell	School Committee	System Wide	1,400.00		1,400.00
Viens	Stephanie	Sub. Instructional Aide	System Wide	375.00		375.00
Vollaro	Linda	Secretary	High School	26,439.60		26,439.60
Volpe	Mary	Nurse/Teacher	Middle School	55,193.47		55,193.47
Von Itter-Doe	Susan	Interim Special Education Dir.	School Admin.	98,190.15		98,190.15
Waldman	Jill	Teacher	Aitken	51,010.12		51,010.12
Walker	Zachary	Summer Worker	System Wide	416.00		416.00
Walsh	Megan	Long-term Substitute Teacher	Aitken	37,289.78		37,289.78
Ward Smith	Suzanne	Teacher	Aitken	67,872.37		67,872.37
Warriner	Jon	Teacher	Middle School	61,534.98		61,534.98
Wentworth	Jennifer	Teacher	Martin	55,193.53		55,193.53
Westcoat	Mary	Assistant Principal	Middle School	91,382.92		91,382.92
Whalen	William	Principal	Middle School	102,816.09		102,816.09

## Town Treasurer/Collector Report Cont.

### School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Whatley	Christine	Guidance Director	High School	101,875.03		101,875.03
Wilbert	Nancy	Teacher	High School	82,860.04		82,860.04
Wills	Matthew	Teacher	High School	82,440.53		82,440.53
Wilson	Kathleen	Teacher	Middle School	78,627.03		78,627.03
Winsor	Gregory	Teacher	High School	76,703.19		76,703.19
Woods	William	School Committee	System Wide	1,000.00		1,000.00
Yany	Susan	Substitute Teacher	System Wide	250.00		250.00
Young	Curtis	Custodian	High School	46,957.45		46,957.45
Yttredahl	Jessica	Teacher	High School	59,534.41		59,534.41
Zarzycki	Katrina	Substitute Teacher	System Wide	150.00		150.00
Zarzycki	Sharon	Instructional Aide	High School	24,228.12		24,228.12
Znosko	Marish	Therapeutic Support	Middle School	49,650.93		49,650.93
			Totals:	17,283,684.87	57,197.87	17,340,882.74

*It is our mission to be a primary provider of information and quality services to the community and to work cooperatively and in coordination with the varied departments and groups while performing a myriad of tasks to achieve established goals and comply with state and local statutes.*

## Seekonk Town Clerk

This has been a very difficult year for the entire Town Hall workforce. The loss of the Assistant Town Clerk, Karen McHugh, in January was a tragedy that none of us will ever forget. Karen was a wonderful person with a huge heart. She was on several committees and volunteered in many areas of the Seekonk community. The employees are still hopeful that the person that was responsible for this tragedy will come forward and take responsibility for their actions.

A new Assistant Town Clerk was hired from several internal candidates. She is Florice Craig, former secretary to the Planning Board. She is very capable and learning very quickly how many functions this office performs. I have been fortunate over the past twenty years to have wonderful assistants in this office.

Next Year will be a very busy election year with four elections scheduled. There will be a Presidential Primary in March, a town election in April, a state primary in September and the State/Presidential election in November. Time for anyone who is not registered to vote to please do it now. The year will be very busy for this office as the State will require us to clean up our voter lists and remove inactive voters. It is important that you answer your census, otherwise the State will require us to make you an inactive voter. This means extra steps at the polls in order for you to vote, so please avoid that step and answer your census.

Thank you to the Board of Registrars, the poll workers and those who volunteer in his town. We lost two important town clerk office workers this year. Nancy Wolfe who was a checker at Town Meetings for many years, and Robert Sellers, who was a poll worker. We will miss both of them.

Respectfully Submitted,

Jan Parker  
Town Clerk

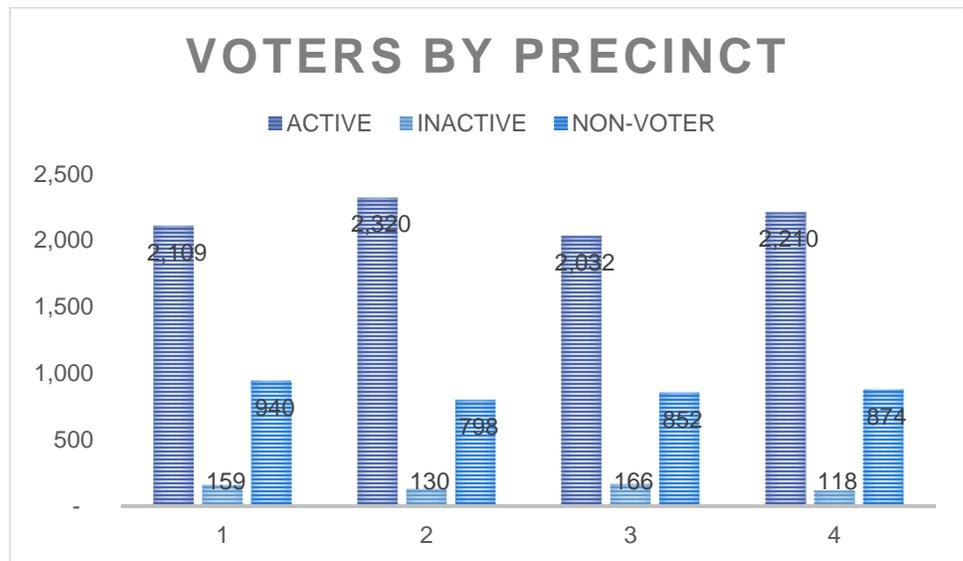
## Seekonk Town Clerk Continued

Ward	Precinct	A	C	D	G	H	J	L	O	Q	R	T	U	Grand Total
	1		2	493		1	2	4	1		237		1,528	<b>2,268</b>
	2		2	497			4	4	3	1	270	2	1,667	<b>2,450</b>
	3	1	3	513	1			2	2	1	209	1	1,466	<b>2,199</b>
	4		2	523			3	5	1	1	243	1	1,549	<b>2,328</b>
	<b>Total</b>	<b>1</b>	<b>9</b>	<b>2,026</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>15</b>	<b>7</b>	<b>3</b>	<b>959</b>	<b>4</b>	<b>6,210</b>	<b>9,245</b>

A	Conservative	L	Libertarian
C	New World Council	O	MA Independent Party
D	Democrat	Q	American Independent
G	Green Party	R	Republican
H	We The People	T	Inter 3rd Party
J	Green Rainbow	U	Unenrolled

Seekonk Town Clerk Continued

Precinct	ACTIVE	INACTIVE	NON-VOTER	Grand Total
1	2,109	159	940	3,208
2	2,320	130	798	3,248
3	2,032	166	852	3,050
4	2,210	118	874	3,202
<b>Total</b>	<b>8,671</b>	<b>573</b>	<b>3,464</b>	<b>12,708</b>



*\*\*\*The Election Tally Sheets and Town Meeting Warrants can be found at the end of the Annual Report.*

## Planning Board

The Seekonk Planning Board is a seven-member elected board, which implements the Town's Subdivision Rules and Regulations, ensuring that streets, sidewalks and utilities under construction in a subdivision meet the Town's specifications. The Board also administers the Zoning By-Laws as required for Site Plan Review.

### Planning Board

Neal H. Abelson  
*Chairman*

Ronald Bennett  
*Vice Chairman*

Michael Bourque  
*Clerk*

David Sullivan, Jr.  
*Vice Clerk*

Lee B. Dunn  
*Member*

Sandra M. Foulkes  
*Member*

James Roach  
*Member*

John Aubin III  
*Town Planner*

Members included, Neal H. Abelson, Michael Bourque, Lee B. Dunn, Sandra M. Foulkes, Ronald Bennett, Dave Viera and David Sullivan, Jr. On April 6, 2015, Michael Bourque and Sandra M. Foulkes were reelected to serve on the Planning Board. David F. Viera ran successfully for Board of Selectmen and resigned from the Planning Board. The Planning Board wishes him well and will miss his input.

April 14, 2015, the Planning Board voted to re-organize their members: Neal H. Abelson, Chairman; Ronald Bennett, Vice-Chairman; Michael Bourque, Clerk; David Sullivan, Jr., Vice-Clerk.

This year, John J. Aubin, III, was hired as Town Planner. The Planning Board welcomes his expertise.

### Public Hearings

September 9, 2014, the Planning Board held public hearings to update the Zoning Bylaws, which includes a new definitions section, dimensional table and use table as well as an overall reorganization of the bylaws; a public hearing was also held to amend the Rules and Regulations Governing the Subdivision of Land.

May 12, 2015, the Planning Board held a public hearing to replace the Groundwater Aquifer Protection District with the Water Resource Protection District as proposed by the Board of Water Commissioners.

## Planning Board Continued

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The Planning Board also held public hearings amending 4 existing Definitive Subdivisions.

### Plan Reviews

Plans reviewed by the Planning Board in FY 2015:

#### **Subdivisions:**

Form A Plans: 5 submittals reviewed; 3 new lots created.

Preliminary Plans: 2 submittals reviewed;

Curt Street Extension: 4 lots approved; Stone Ridge: 12 lots approved

Definitive Plans: 1 submittal reviewed; Winterfell Estates: 11 lots approved

Total of 30 new lots created

#### **Site Plans:**

9 Site Plan submittals approved

Respectfully Submitted,

John J. Aubin, III  
Town Planner

## Zoning Board of Appeals

The Seekonk Zoning Board of Appeals consists of five regular members and three alternate members who are citizens living within the confines of the Town, and are appointed by the Board of Selectmen in accordance with provisions of Section 12, Chapter 40A of the General Laws. The term of office for members is three years.

The Zoning Board of Appeals is empowered to hear and decide appeals of a decision of the Inspector of Buildings, for applications for Special Permits, and petitions for Variances from any person aggrieved by reason of his inability to obtain a permit or enforcement action from any administrative officer under the provisions of the Town of Seekonk Zoning By-laws or Chapter 40A of the General Laws.

This year, Edward F. Grouke, Esq., chose to not seek re-appointment after 21 years of service and Ronald I. Blum chose not to seek re-appointment after 15 years of service. The Zoning Board of Appeals wishes them well and will miss their input. On May 6, 2015 Gary S. Sagar and Shane Halajko were appointed as full members effective June 1, 2015.

This year members included: Edward F. Grouke, Esq., Chairman; Roger C. Ross, Esq., Vice Chairman; Regular Members: Ronald Blum, Keith W. Rondeau, and Robert W. Read

Alternate Members: Gary S. Sagar, Neal Abelson and Shane Halajko

On June 22, 2015, the Zoning Board of Appeals re-organized and elected Roger C. Ross, Esq., Chairman; Gary. S. Sagar, Vice Chairman; and Christina Testa, Clerk. Gary S. Sagar and Shane Halajko accepted a three-year appointment as members.

For Fiscal Year 2015, the Zoning Board of Appeals held Public Hearings for the below listed and heard:

- 11 - Applications for Special Permits
- 15 - Petitions for Variances

### Zoning Board of Appeals

Roger C. Ross  
*Chairman*

Gary S. Sagar  
*Vice Chairman*

Shane Halajko  
*Member*

Robert W. Read  
*Member*

Keith Rondeau  
*Member*

Neal Abelson  
*Alternate Member*

## Zoning Board of Appeals Continued

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20 - Appeals to Building Inspector's Decision

1 - Comprehensive Permit

1 - Withdrawn without prejudice

Respectfully submitted,

Roger C. Ross, Esq., Chairman

*“We are a very proud department and we strive to provide a high level of service to our citizens as well as those visiting our many retail and commercial areas”*

*- Chief Mace*

## Police Department

During this past year, our department continued to serve the town while working around staffing shortages. We were short staffed for the entire year due to various reasons including two officers left to join other police agencies, two officers retired, and we had several officers out on extended medical leave. We maintained a base level of service to the Town in our operations division and maintained the School Resource Officer. Effective January 1<sup>st</sup>, we were budgeted for 36 officers – an historical first! Our detective division was augmented by assigning a detective sergeant to the division. Also, for the first time in 12 years, we sent three people to police academies.



**Craig A. Mace**  
**Chief of Police**

We attended to the everyday and ever-changing needs of our community. We increased our presence in and around our school zones. Officers continued to monitor school zones during arrival and dismissal times. Officers also started daily tours of the schools while in session. We continued to train in the event a critical incident were to occur in town. We sought participation from nearby police agencies during training for critical incidents in schools. We will not wane from this training commitment and will continue to work cooperatively with the school department and other public safety agencies for the safety and well-being of school students, faculty and the general public.

Human trafficking remained an issue in town. The problem is so concerning that Homeland Security created a Human Trafficking Task Force based in Providence, RI. Our agency was invited to participate in the task force resulting in two of our detectives being trained and sworn in as Customs Agents. Like other municipalities in our area, we also responded to drug overdoses and other illicit-drug incidents.

## Police Department Continued

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During the year, we continued to update our information technology systems. It is imperative that we maintain a schedule for such improvements. We were able to complete the replacement of obsolete mobile data terminals with Windows 7 machines.



The new Ford Interceptor all-wheel drive Utility cruisers performed well during a very snowy winter. The addition of a 4WD Ford F150 truck to our fleet benefitted our ability to travel in deep snow as well as go off road to address off-road vehicle complaints. As reported last year, we acquired some sedans. Our new vehicles were equipped with lights and graphics to provide a readily recognizable vehicle that enhances safety for our officers.

Our police canine team of Officer Adam Laprade and K-9 Kilo were active throughout the year. They were called to assist other agencies for drug detection and tracking. They are also frequently requested for public functions.

Department information may also be garnered from our weekly Police Beat show on Seekonk Cable 9, from our web site ([seekonkpd.com](http://seekonkpd.com)), Facebook, and via Twitter.

Respectfully submitted,

Craig A. Mace  
Chief of Police

## Police Department Continued

### SEEKONK POLICE DEPARTMENT

	Chief	Capt.	Lt.	Sgt.	Ptl.	Total
Chief of Police	1					1
Administrative		1				1
Patrol Bureau			3	3	17	23
Detective Bureau				1	3	4
Prosecution Bureau				1		1
School Resource Officer					1	1
Administrative Assistants						
Exec Admin Assistant						1
Tech Admin Assistant						1
<b>Total</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>21</b>	<b>33</b>

## Police Department Continued

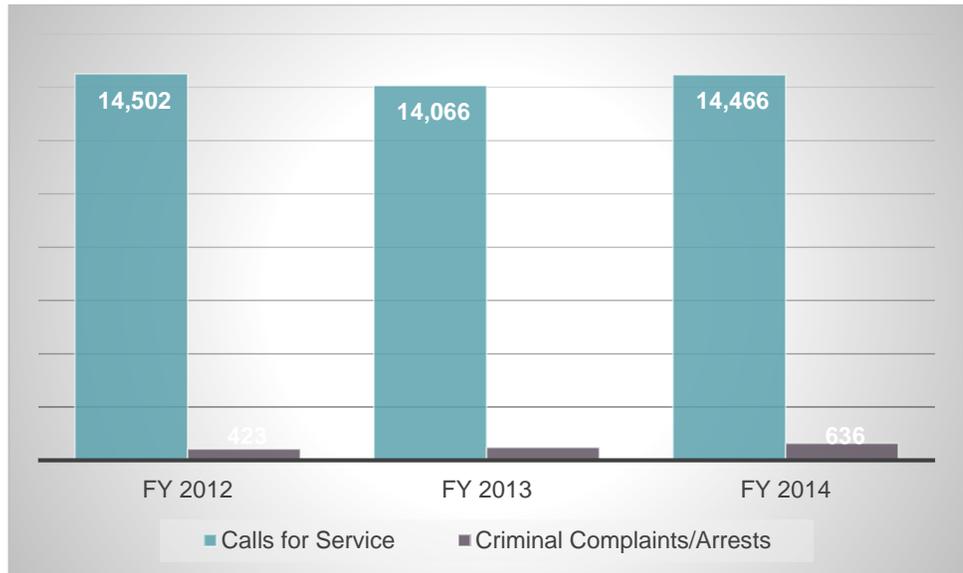
<u>Special Reserve Officers</u>	<u>18</u>
<u>Detention Attendants</u>	<u>7</u>
Totals	25

*The following is an abbreviated summary of the Seekonk Police Department  
CRIMES STATISTICS for the following time periods:*

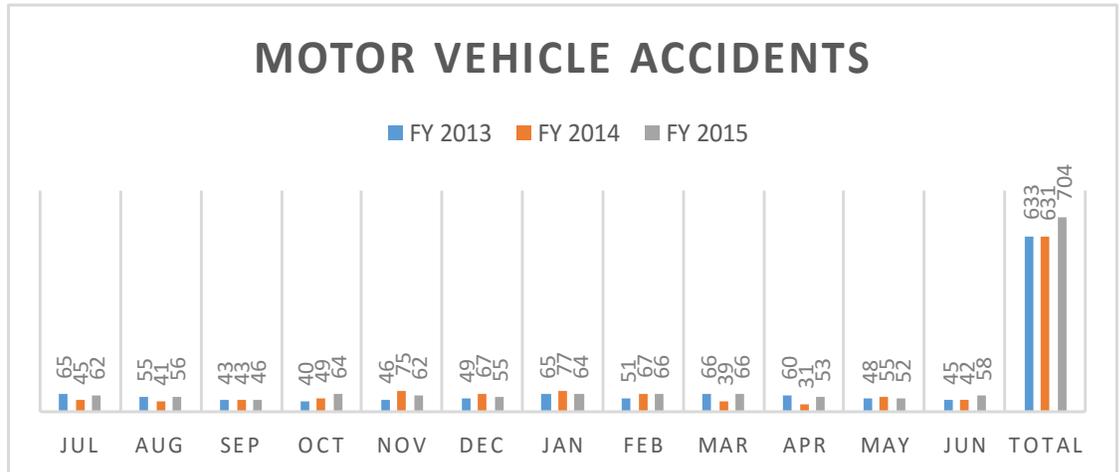
FY2013 - 07/01/2012 - 06/30/2013

FY2014 - 07/01/2013 - 06/30/2014

FY2015 - 07/01/2014 - 06/30/2015



Police Department Continued



Crimes	FY 2013	FY2014	FY 2015
Robbery	4	3	2
Assault	49	43	29
B & E Dwelling/Building	58	55	51
Larceny	204	202	201
Motor Vehicle Theft	18	25	23
B & E Motor Vehicle	43	37	78
Vandalism	71	53	33
Shoplifting	112	88	92
Domestic Disturbance	71	92	99
Motor Vehicle Citations	2726	2198	2498
Alarms Business/Residential	1384	1272	1342

## Fire Department

The demands of the Community during fiscal year 2015 continued to present a challenge for our Public Safety Department. However, just as in previous years, Department members remained steadfast in their dedicated approach to serving the Community. The Seekonk Fire Department responded to 2825 emergency incidents for the year which was consistent with the previous year's total. Thankfully,



with the support of the Community, Town leadership and the dedication of Department personnel, we were once again able to meet those calls for service.

The Department has maintained its staffing levels constant for the year with a few minor changes in personnel due to retirements within the Department. The department operates with seven firefighters per group. With staffing levels at current we still find ourselves operating at times with just four (4) firefighters on duty. After serving the Town as its Fire Chief for over ten years Alan R. Jack retired in September of 2014. We wish him well during his retirement and thank him for his years of service to us and the Town.

With the retirement of Chief Jack this created movement within the Department. Lt. Michael Bourque was promoted to the Captains position and FF. Shaun Whalen was promoted to Lieutenant. The year also brought change to our EMS division after serving the Department as EMS coordinator for over eleven years Lt. Sandra Lowery stepped down from that position to focus on other areas of her job. I want to thank Lt. Lowery for all her dedication and hard work that she put into the position as she helped create one of the best run EMS services in the area.

*Our Mission is to provide the best possible “community service” which lends itself to a safe environment for those who live in, work in, or visit the Town of Seekonk. Our goal is to protect life and property with professionalism which is accomplished with well-educated and properly trained personnel who are dedicated to the Community they serve.*

## Fire Department Continued

With that change FF. Alex Schlageter was named to be the Departments new EMS coordinator and I wish him well in his new position.

The Richard Banna Memorial fire station located on Pine St. finally opened in February 2015 and now has two firefighters manning that station 24/7 365 days a year. The Department continues to be very busy in the fire prevention area, inspections and plan review. The Administrative Captain works closely with the Building Commissioner ensuring code enforcement, State Laws, D.E.P. regulations and ensures the safety of buildings in Town.

The Department saw about \$2,456,410 of dollar loss of property due to fire over the year, the properties were residential houses, commercial businesses and mobile property (vehicles).

The E.M.S. Division remains our busiest portion of the Department; notwithstanding the addition of newly licensed paramedics, it is easier for us to staff two (ALS) Ambulances which helps us provide optimum service to the Community and not rely on mutual aid to cover our calls. By being aggressive and proactive our ambulance billing collections continue to increase. The improvements to our computerized EMS reporting system continued to provide the most efficient method available for billing purposes; allowing for optimal and speedier revenue receipts.

Administrative operations of the Department are continually growing and are a vital Fire Department function. The increase in Fire Prevention alone with plan review, site visits, inspections, permit issuance, and much more is requiring the Department to consider a Fulltime Fire Prevention Position.

## Fire Department Continued

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In closing, I would like to thank every member of the Seekonk Fire Department for everything that you do. I am very proud to be part of a public safety organization whose members repeatedly show the true spirit of dedicated "Community Service". I also want to use this opportunity to thank the residents of Seekonk, the Board of Selectmen and the Town Administrator for their continued support. I look forward to serving you as the Chief for many years to come.

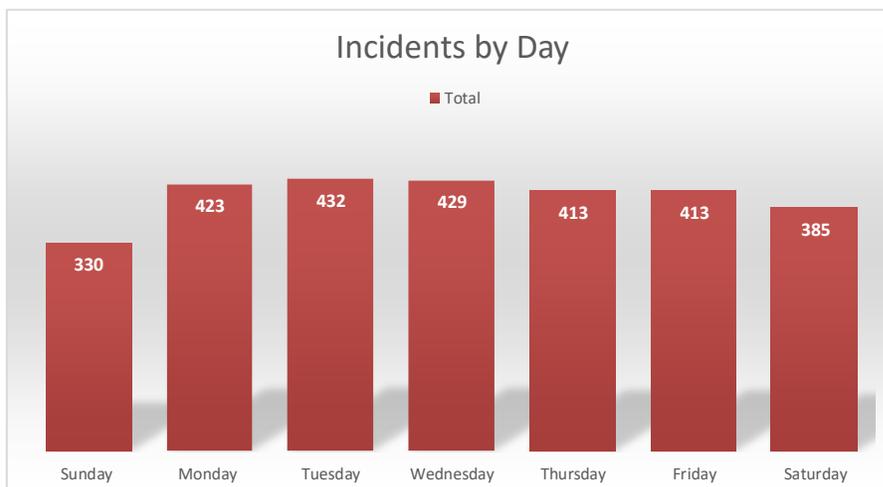
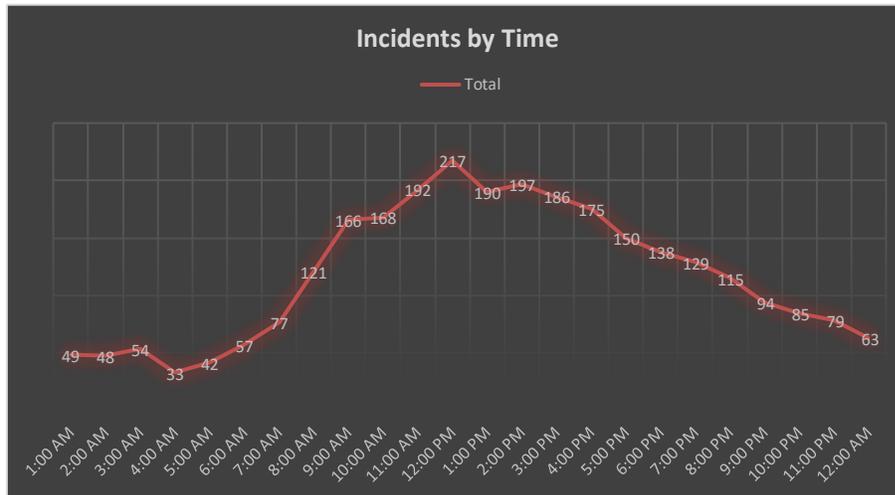
Respectfully Submitted,

Michael P. Healy  
Fire Chief

Fire Department Continued

	Incidents by Time and Day							Total
	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
1:00 AM	11	4	4	4	7	12	7	49
2:00 AM	7	8	7	5	3	10	8	48
3:00 AM	8	9	4	6	7	10	10	54
4:00 AM	4	5	9	5	2	5	3	33
5:00 AM	4	10	5	3	7	6	7	42
6:00 AM	6	7	12	8	9	4	11	57
7:00 AM	11	11	14	9	11	8	13	77
8:00 AM	14	24	19	17	16	17	14	121
9:00 AM	13	27	26	24	28	25	23	166
10:00 AM	18	22	26	31	29	32	10	168
11:00 AM	19	47	26	26	31	20	23	192
12:00 PM	29	25	41	44	30	26	22	217
1:00 PM	23	31	25	26	31	28	26	190
2:00 PM	18	27	29	29	35	30	29	197
3:00 PM	16	35	29	22	27	26	31	186
4:00 PM	18	22	33	27	24	28	23	175
5:00 PM	17	24	24	20	22	28	15	150
6:00 PM	14	12	23	25	28	16	20	138
7:00 PM	18	17	21	21	16	16	20	129
8:00 PM	15	12	13	18	19	20	18	115
9:00 PM	18	8	12	19	8	12	17	94
10:00 PM	12	15	10	15	7	8	18	85
11:00 PM	9	10	8	14	11	18	9	79
12:00 AM	8	11	12	11	5	8	8	63
	<b>330</b>	<b>423</b>	<b>432</b>	<b>429</b>	<b>413</b>	<b>413</b>	<b>385</b>	<b>2825</b>

## Fire Department Continued



**Fire Department Continued**

	Alarm Breakdown		
	Occurrences	Percentage	
<b>Alarm Level</b>			
Alarm 1	2,822	99.9%	
Alarm 2	1	0%	
Alarm 3	1	0%	
	<b>2,824</b>	<b>100%</b>	
<b>Total Incidents With a Dolar Loss</b>			21
<b>Average Dollar Loss</b>			\$ 116,972
<b>Average Suppression Apparatus Responding</b>			1
<b>Average Suppression Personnel Responding</b>			2
<b>Average EMS Apparatus Responding</b>			1
<b>Average EMS Personnel Responding</b>			2

## Communications Department

The Seekonk Public Safety Communications Department serves as the primary link between the citizens of the community and the town's emergency services. Although rarely seen, they are most often the first responders on scene to emergencies within the borders of the Town of Seekonk and provide critical information to emergency personnel and residents. Operating in a state-of-the-art Communications Center within the town's joint public safety building on Taunton Avenue the department is comprised of 8 full-time dispatchers and a full-time Director of Communications.



The dispatch center is responsible for handling all emergency and non-emergency radio traffic for both the Police and Fire Departments. The staff performs this task while also monitoring the Fire Department's extensive radio-based fire alarm system and a complex, video-based security system, which allows for real-time constant video feeds from all public schools buildings within Seekonk as well as other municipal locations. Dispatchers handle all routine incoming calls for service on the departments' business lines, act as the town's Public Safety Answering Point (PSAP) for all incoming residential and commercial based 911 calls, and serve as the after-hours contact point for other departments such as Public Works and Animal Control.

All Dispatchers are required under state law to meet minimum enhanced 911 training standards and, as such, are all certified in basic telecommunications, enhanced 911, and emergency medical dispatch. They also maintain CPR certifications, complete an in-house department training program and must attend a minimum 16 hours of state approved continuing education annually.

## Communications Department Continued

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Fiscal Year 2015 has seen a large increase in call volume for the Communications Department over the previous fiscal year. Increasing by almost 22% over FY14 the Communications Department logged over 17,100 incidents and answered over 4,200 911 calls. This increase in call volume has resulted in the need to increase our staffing levels and, after obtaining approval at the spring town meeting, we will be increasing our staff in FY16.

The state is continuing with the implementation of the Next Generation 9-1-1 (NG-911) project across the Commonwealth and while they are still designing, finalizing and testing the new infrastructure, the upgrade is still projected to be completely rolled out and on-line by October of 2016. This will mean that the current 9-1-1 system in Seekonk will be replaced at no cost to the Town. The advances in the system will allow for the ability to use a text to 9-1-1 platform for wireless devices and possibly allow for the expansion of video to 9-1-1 from wireless devices in the future. This project is a major undertaking and while the technology is already in use in some sporadic areas of the country, once completed the Commonwealth is projected to be the first state in the nation to roll out Next Generation technology on a state wide basis.

We have continued to improve technology and infrastructure within the department. In the FY15 with the assistance of grant funds we were able to upgrade all of the computers within the department and establish a time table to continue this process. In a joint effort with the Police and Fire Departments, we have also upgraded the town's video based security system, improving the infrastructure of the system and allowing us room to expand the system in the coming years as the town continues to grow. Communications personnel currently view over 90 live-feed cameras throughout the school system, other town-owned buildings and various public locations in the community. These cameras have proved invaluable in several public safety incidents.

## Communications Department Continued

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With the approval of funds voted on at the spring town meeting the Communications Department with begin a study of the town's public safety radio system. The current radio system including infrastructure and equipment used by the Police and Fire departments is either nearing or has already surpassed its' end of life expectancies. The safety of the town's police officers and fire fighters is a primary concern for our department and one we need to ensure is a priority at all times. Additionally, we are having increased issues with radio coverage for our first responders in several areas in town. Working together with both the agencies we have begun the process of identifying much needed improvements to the overall system. This includes looking to the future and planning for the needs of the community and the public safety agencies we serve on a long term basis. This will be a complex project, but our goal is to identify all available options for radio systems, equipment and infrastructure while finding the most cost effective options available for the town.

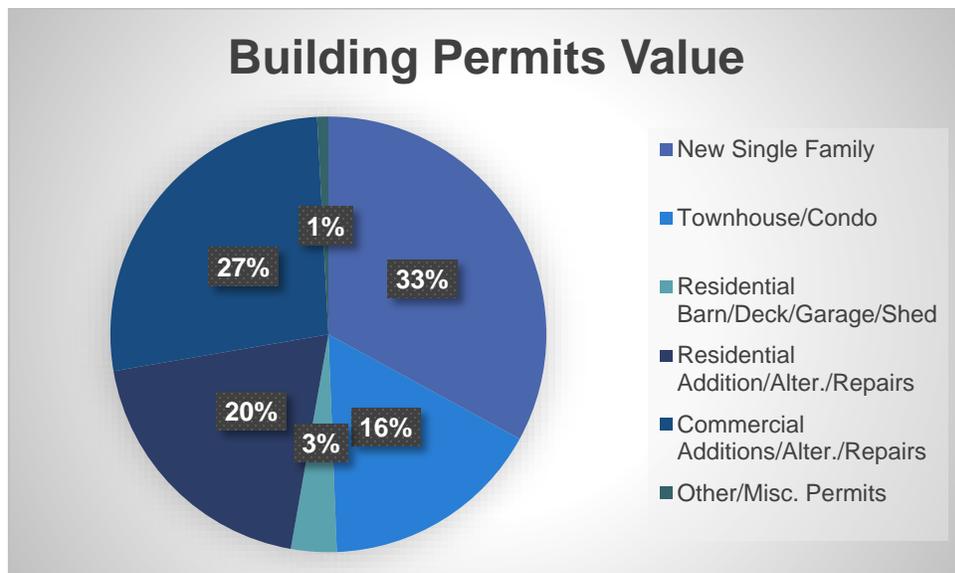
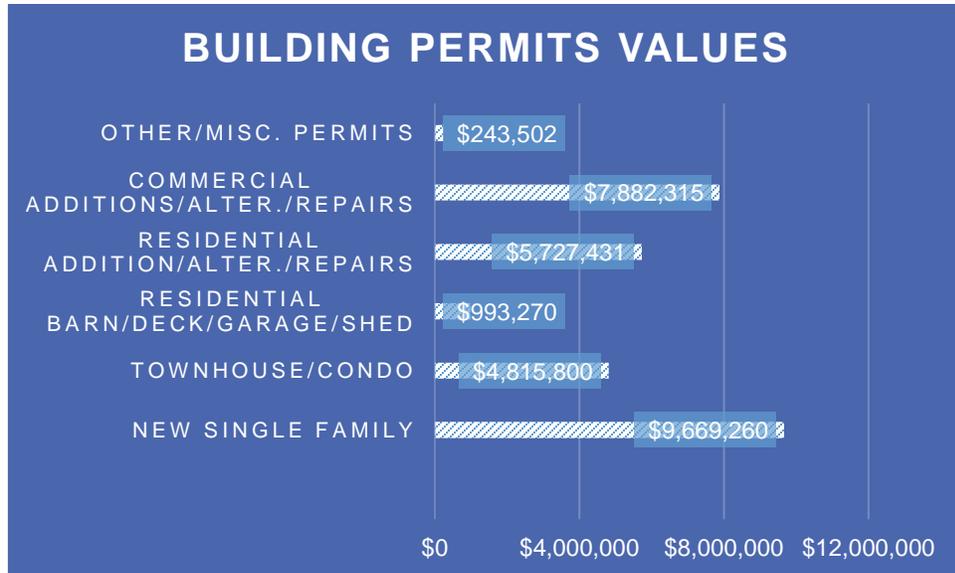
In closing, I would just like to take the opportunity to thank the dispatchers who work very hard on a daily basis to serve the community. While they are seldom seen they are always the first voice on the other end of the line to help get you, the citizens, the emergency services that you may need.

Christopher A. Campbell  
Director of Communications

## Building Department

<b>Building Permits Issued</b>	<b>Number</b>	<b>Values</b>	<b>Value %</b>
<b>New Single Family</b>	42	\$ 9,669,260	33%
<b>Townhouse/Condo</b>	6	\$ 4,815,800	16%
<b>Residential Barn/Deck/Garage/Shed</b>	41	\$ 993,270	3%
<b>Residential Addition/Alter./Repairs</b>	357	\$ 5,727,431	19%
<b>Commercial Additions/Alter./Repairs</b>	141	\$ 7,882,315	27%
<b>Other/Misc. Permits</b>	46	\$ 243,502	1%
<b>Above Ground Pool</b>	5	\$ 25,117	0%
<b>In-Ground Pool</b>	6	\$ 184,425	1%
<b>Total Value of all Building Permits</b>		\$ 29,541,120	

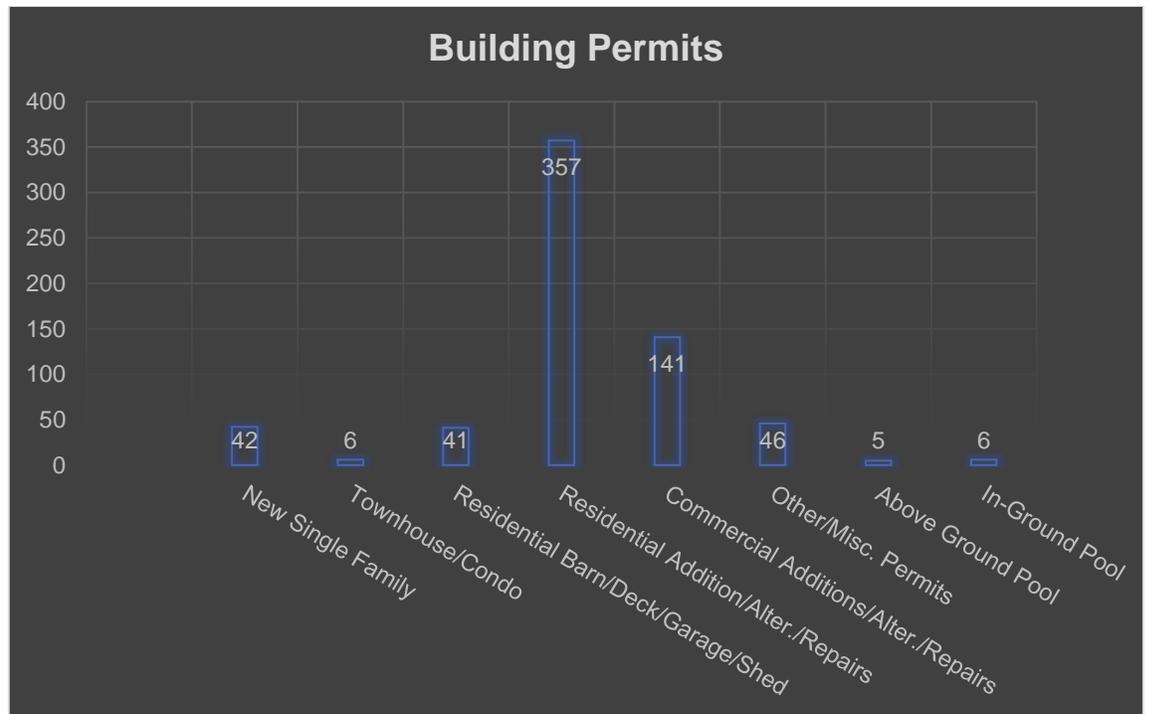
## Building Department Continued



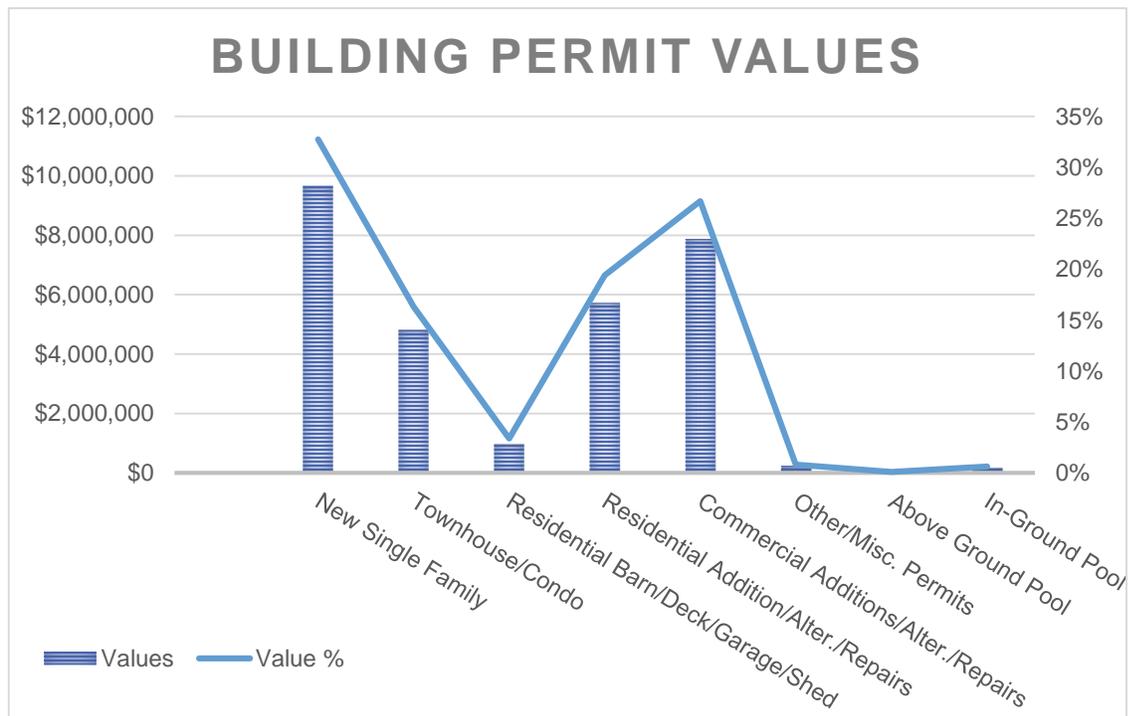
**Building Department Continued**

<b><u>Building Permits Issued</u></b>	<b><u>Number</u></b>	<b><u>Values</u></b>	<b><u>Value %</u></b>
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## Building Department Continued



Building Department Continued



## Building Department Continued

### Plumbing & Gas Department

Plumbing Permits Issued	191
Plumbing Permit Fees	\$52,480
Plumbing Inspections Performed	300
Gas Permits Issued	193
Gas Permit Fees	\$21,280
Gas Inspections Performed	245

### Electrical Department

Electrical Permits Issued	446
Electrical Permit Fees	\$65,897
Electrical Inspections Performed	940

### Mechanical Department

Mechanical Permits Issued	129
Mechanical Permit Fees	\$16,518
Mechanical Inspections Performed	94

## Seekonk Animal Control

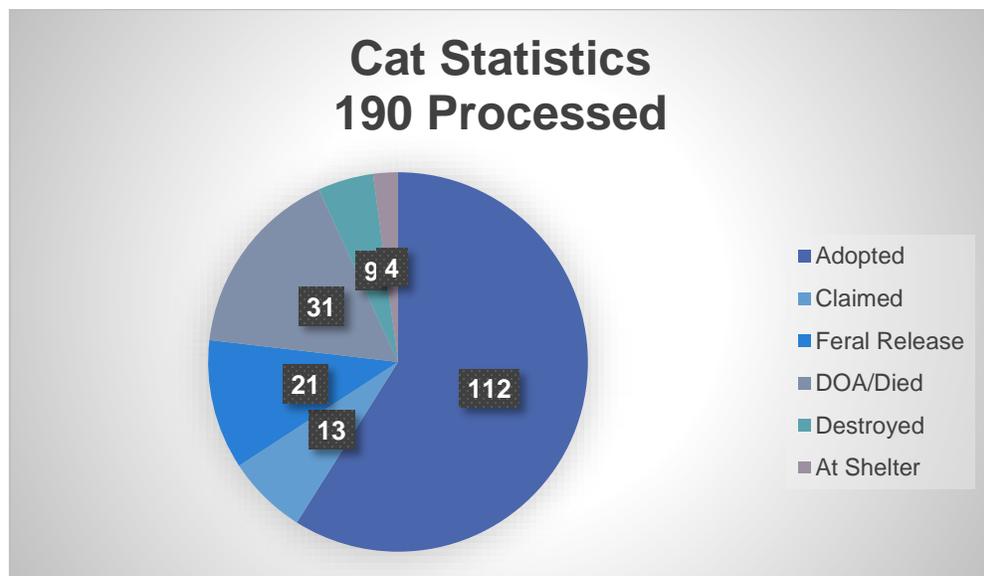
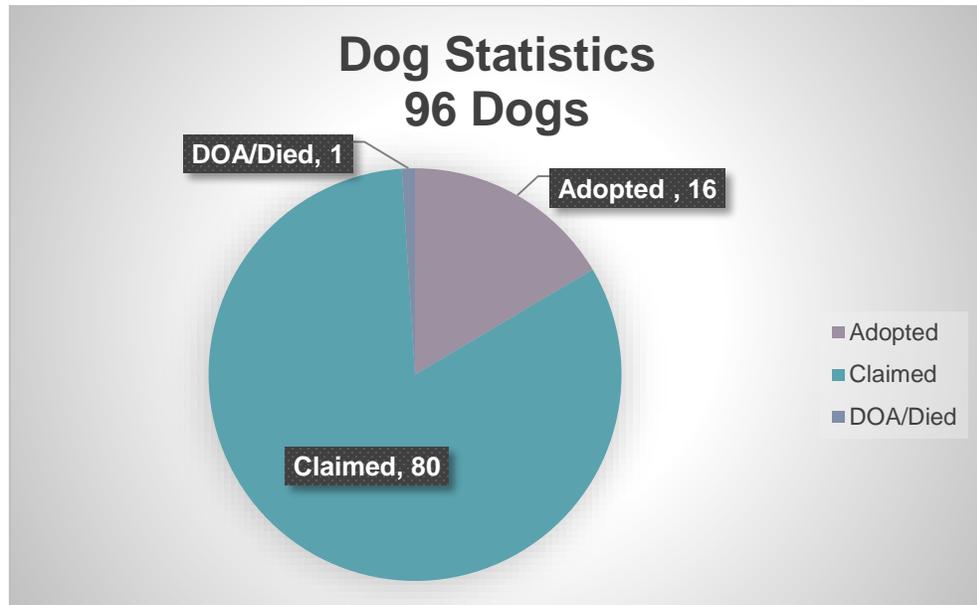
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Our department is enforcing better compliance with dog owners licensing their dogs, so we can efficiently return dogs back to their owners and that they are vaccinated for rabies to protect the safety of the public. Telephone call are made and license forms resent to those who are currently not licensed or late and inform them of the law and ask them to license in the next week and after all attempts are made and if there is still no compliance a fine for failure to license is then issued. The owners then have 21 days to pay the fine and license their dog(s). If the fine goes unpaid for more than 21 days, the fine is forwarded to the police department. A court summons will be issued to appear in court. We have issued approximately 177 tickets for failure to license, dog at large, and failure to vaccinate cat and or dog against rabies. We are enforcing the leash law and failure to vaccinate against rabies for the safety of the public and the animals. The owner will get a warning the first time and then fined for each additional time.

The department has targeted the feral population with our trap, spay/neuter, vaccinate and release to keep the number of feral cats down and spread of disease. All pet cats are also required to be vaccinated by Massachusetts General Law. Unvaccinated cats and dogs can be fined \$50. Rabies is a fatal disease.

As the town continues to grow, it is still a work in progress. We continue to increase the amount of dogs licensed and vaccinated from the previous year. We want to thank the residents of the Town of Seekonk for understanding about the importance of licensing their dog and not letting your dog run free. To all the dog owners in town thank you for licensing and vaccinating your dogs and helping to keep you, your dog, and the public safe.

## Seekonk Animal Control Continued



## Seekonk Animal Control Continued

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Our department also had 135 injured/sick or rehabbed wildlife, exotic, & farm animals.

Cats destroyed were cats with untreatable disease or fatal injuries or were wild cats with wounds that would require 6-month quarantine for signs of rabies.

Stray dogs that were destroyed were of dangerous temperament and fatal injury.

Respectfully,

Sharonlyne Hall  
Animal Control Officer

## Department of Public Works

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### Mission Statement

It is the goal of the Public Works Department to provide responsive, efficient and cost-effective services to the Town in a manner that safeguards public safety and promotes a clean and healthy environment in the public right-of-way, while protecting public property, providing for existing and future infrastructure needs, and facilitating our residents' needs with quality customer service.

The Public Works Department responds to emergencies and residents' concerns, plans for capital improvements, manages projects, reviews development proposals, inspects construction in the Town's right-of-way and easements, and is responsible for the operations at the Transfer Station. Our Highway division maintains all streets, sidewalks, and stormwater systems, including swales and ditches, detention/retention and infiltration systems in a manner that will extend their useful life and ensure a safe environment for the public. Our Facilities and Grounds division maintains Town buildings and recreational fields. Our Mechanics maintain Police and Town Hall vehicles as well as all Public Works vehicles and construction equipment.

We are committed to assisting our residents and Town officials by understanding their concerns, keeping them informed, assuring quality work, partnering with other departments, and striving to improve our operations.

### Facility and Grounds Maintenance

The Department continues to maintain the Town Hall, the Library, the Public Safety Complex, the COA offices at Pleasant Street School, the Animal Shelter, the Public Works Facility, two Sub Fire Stations on Pine Street and County Street, Old Town Hall, Old School Administration, and buildings, garages and concession stands at three recreational areas. Services provided to these facilities include janitorial, utility management, preventative maintenance, routine and reactive maintenance, capital improvements and emergency repairs.

## Department of Public Works Continued

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The DPW assisted with several projects at the Banna Fire Station. DPW assisted with the installation of a new gas line for the proposed generator, removed the existing old fence, made recommendations for drainage improvements along the exterior of the building. DPW solicited quotes for a new fence.

The Public Works Department continues to complete baseball field maintenance work in the fall. Wet field conditions from extreme winter conditions as well as typical wet weather in the spring has caused delays in the maintenance work many times in past years. Spring is always the busiest time for the ball fields and the leagues are always anxious to get started with practices as early as possible. The maintenance in the fall occurs when the fields are dry and typically not being used much. The work in the fall helps to ensure that the fields are in good condition for opening day.

A new Uninterrupted Power Supply (UPS) was installed at the Public Safety Complex. The unit is capable of continuing power to portions of the building during a power outage before the backup generator powers up and the automatic transfer switch is engaged.

The Police Association Building located behind the Library has been demolished. The Public Works Department was responsible to solicit quotes for demolition services. The Department coordinated the work and oversaw the demolition of the building. The work took 3 days to complete.

A new heat exchanger was installed in the HVAC Trane unit at the Library. The Department solicited quotes for heat exchanger coordinated and oversaw the installation. A new Uninterrupted Power Supply (UPS) was installed at the Public Safety Complex. The unit is capable of continuing power to portions of the building during a power outage before the backup generator powers up and the automatic transfer switch is engaged.

## Department of Public Works Continued

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The Police Association Building located behind the Library has been demolished. The Public Works Department was responsible to solicit quotes for demolition services. The Department coordinated the work and oversaw the demolition of the building. The work took 3 days to complete.

A new heat exchanger was installed in the HVAC Trane unit at the Library. The Department solicited quotes for heat exchanger coordinated and oversaw the installation.

DPW prepared specs and solicited quotes to rebuild existing chimney at Old PD/Town Hall.

Our Department solicited quotes for new smoke detectors located under the floating floor in the dispatch area at the Public Safety Complex. DPW coordinated and had oversight of the installation.

We also solicited quotes for a new sign for Town Hall to be located at the cul-de-sac on Peck St. Landscape improvements are being planned in conjunction with the installation of the new sign.

The DPW completed work at the Animal Shelter to accommodate the installation of new exterior dog runs. Tree trimming as well as tree and stump removals were completed. An area was excavated and a stone base was installed for the new dog runs. A form was installed and the concrete pad was poured. Also, the DPW installed the new doors to access the dog runs. We solicited quotes for new fence to isolate the new dog runs and coordinated and oversaw the installation. These tasks helped save thousands of dollars. Public Works also took the lead to solicit quotes, coordinated and oversaw the installation of a new Roof at the Animal Shelter. The work included filling the voids in the old corrugated roof, installing 1" Densdeck board over the existing surface, installing new flashing and installing the new rubber roof.

## Department of Public Works Continued

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The roof membrane has a 30 year warranty, while the installation has a 5 year warranty.

The Seekonk Meadows provides for passive recreational opportunities for residents and visitors. DPW continues to maintain the wildflower meadows and walking paths. The walking paths provide access to Gammino Pond and trails on the adjacent conservation property. DPW oversees all construction activities that take place on the capped landfill area to protect the liner and ensure compliance with DEP regulations.

The Public Works Department completed work for providing a new parking area on Newman Ave and creating a new walking entrance into the Gamino Pond Conservation area. The work took several weeks to complete and all the work was coordinated with the Conservation Commission through the Conservation Agent.

Public Works continues maintaining all property and detention basins at the capped landfills on Newman Avenue and Fall River Avenue. These areas are very difficult to maintain due to the steep slopes and large detention basins. Specialized equipment is needed to cut the steep slopes, detention basins and water swales.

Outdoor grounds maintenance continues at all Town facilities, recreational sites, traffic islands, monuments and along all public ways. Typical sprinkler repairs occur on an annual basis, however, Cole Street experienced some significant issues requiring more extensive repairs to the irrigation system. Public Works personnel continue to maintain 15 baseball fields, 4 soccer fields and several multi-purpose fields. In total, the Department maintains more than 127 acres of municipal property.

## Department of Public Works Continued

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### Snow and Ice Operations

Although the season started out slow through mid-January, this was another extraordinary year for snowfall with over 16 snow events. Our first substantial snow event was a blizzard occurring on January 26<sup>th</sup> through January 28<sup>th</sup>, 2014 producing 21" of snow. After that we had storm after storm almost on a weekly basis with several events providing accumulations of 10" or more.

We set records for annual snowfall for the season. Each storm brings its own unique set of challenges. DPW crews should be highly commended for the efforts through the winter months.

The age of our fleet is taking its toll on some of our equipment. Last year we retired two of our front line trucks with sanders, due to their age and some very expensive repair work. We are in need of sidewalk equipment, especially snow blowers. We have invested in V-plows for our sidewalks which typically do great for storms of 6" or less. Wet snow and accumulations over 6" are better served with snow blower attachments. We rely on a single blower attachment which is old and prone to break downs.

The DPW administrative secretarial staff play a key role in winter operations, assisting to coordinate and dispatch plow trucks to clear streets for Police, Fire and Rescue who were responding to emergency calls. They work extensive hours answering unlimited phone calls and easing resident's concerns with snow related issues.

In addition, the DPW calibrates its sanders annually to calculate the amount of material being spread on our roads per lane mile. This reduces salt use without compromising the effectiveness of the treatments.

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## Department of Public Works Continued

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### Department of Environmental Protection Mandated Programs

The Department of Environmental Protection (DEP) continues to mandate testing at several Town facilities. The Fall River Avenue and Newman Avenue landfills must continue to be tested for contaminated groundwater and methane gas. According to the DEP, testing will continue for approximately 30 years following a landfill closure project. The Fall River Avenue Landfill capping project was completed in 2001 and the Newman Avenue Landfill capping project was completed in 2010.

At the Department of Public Works, we have been under a DEP Administrative Consent Order (ACO) since November of 2010 for a fuel oil spill that occurred during the removal of underground storage tanks. The tanks were removed in 1997 and replaced with aboveground storage tanks. The site was identified by the DEP with a Release Tracking Number (RTN). Since 2013, we fulfilled the remaining DEP requirements to eliminate future monitoring.

### Stormwater Management

Stormwater Management is an unfunded mandate administered by the Environmental Protection Agency (EPA). This mandate was imposed in 2003 and is a major portion of the Department's responsibilities. There were over 20 Massachusetts communities which were fined for non-compliance issues with the EPA mandates. The Towns of Swansea, Raynham, Plainville, Lakeville, Chatham, Hopedale, Grafton and Medway to name a few, were all fined by the EPA. The Superintendent must devote a significant amount of time to review regulations, identify possible solutions, and implement Best Management Practices to remain compliant with the new regulations. The Town has formed a Stormwater Advisory Committee (SWAC) to develop and implement the requirements of the permit. Our Stormwater Advisory Committee consists of the Public Works Superintendent, the Town Planner, the Building Commissioner,

## Department of Public Works Continued

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the Board of Health Agent and the Conservation Agent. The committee meets quarterly to discuss the effectiveness of programs, policies and bylaws that have been implemented to improve water quality. New challenges will have to be met with the implementation of new regulations by the EPA.

A new National Pollutant Discharge Elimination System (NPDES) Phase II permit was scheduled to be released in 2014 by the EPA. Several public hearings were held so communities could comment on the extent and stricter requirements of the new permit. Recent correspondence from the EPA outlines the new permit requirements that will include more stringent illicit discharge regulations, more specific identification of our drainage conveyance systems and monitoring at outfall locations.

Previously, bylaws were developed for each of the pollution prevention control measures. The new bylaws were voted and approved at Town Meeting and approved by the Attorney General's Office. The new by-laws were fully implemented in September of 2010. Other requirements include Good Housekeeping Measures which led to audits of municipal buildings to identify sources of pollution, and the implementation of corrective measures to eliminate the pollution.

The Department continues an aggressive road and sidewalk sweeping program. All Town roads are swept once, while main and secondary roads are swept twice and more often if necessary. This is a key element in keeping our catch basins clean and reduces the amount of material removed during the annual catch basin cleaning process. In addition, this minimizes the amount of sedimentation that enters into drainage conveyance pipes, ponds, streams, wetlands and waterways. A contractor is hired annually to remove sediment and debris from about 1950 catch basins throughout the Town. These tasks are also a requirement of our EPA mandated Stormwater Management Plan.

## Department of Public Works Continued

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Mapping of our drainage structures and outfall locations was completed as required by our NPDES permit. We have developed mapping using GPS points which shows a location for each drainage structure and outfall location. Approximately 95% of the drainage structures have been identified.

In an effort to curtail the costs of implementing the new stormwater regulations, the SWAC has undertaken several tasks. Catchment mapping is being completed in-house. We are making provisions to provide additional network mapping to include invert elevations, direction of flow, pipe size, material, and condition. The mapping will identify each separate conveyance system that carries run-off to a particular outfall. Every catch basin and manhole must be opened to collect the required data.

We are initiating a pilot plan to provide these services in-house. We will determine an initial study area and evaluate our progress during the next fiscal year. In addition, the Town is responsible to complete an inventory of all detention basins, stormwater infiltration units, stormwater treatment units, swales, and other drainage system components and to develop strategies for maintenance purposes. An operation and maintenance schedule is being developed by the SWAC.

As part of Public Outreach and Public Involvement we have implemented an Adopt-A-Drain Program. The program rewards residents who agree to adopt key drain locations and commit to keeping the location(s) free of debris during and after storm events on an annual basis. Residents who fulfill the agreement for a period of one year receive a free package of trash bags for their efforts.

## Department of Public Works Continued

### Vehicle and Equipment Maintenance

The Department is responsible for preventative maintenance, setup, proactive and reactive repair of all Animal Control, Tax Assessor, Board of Health, Building Inspector, Town Administrator, and Police Department vehicles and all Public Works vehicles and equipment—totaling over 100 pieces. Many times during the year emergency assistance is also rendered to the Fire Department and School Department.

The Department has a number of vehicles and equipment including two large dump trucks/plows/sanders, twenty-one and twenty-three years old and a 16 year old F350 small dump/plow that are well past their useful life expectancy. These vehicles have been approved as surplus equipment and have been sold at an on-line auction. These vehicles have been replaced with a single vehicle but all were considered front line vehicles when it comes to our snow plow operation.

We have many capital equipment needs that must be addressed due to the age of our equipment. Maintenance costs have escalated steadily as our equipment continues to age. Parts are more expensive and the frequency and severity of breakdowns are more prominent with older equipment. This also impacts our need to outsource repairs rather than complete the repairs in-house.

### Highway Safety Program

A number of factors are considered for highway safety; informational regulatory signs, pavement markings, traffic control devices and guardrails all help guide and control traffic. The Federal Highway Administration has mandated that new 9" street signs with retro-reflective backing and 6" letters be provided to replace older and smaller signs with 4" letters at all street sign locations. At this time we have replaced approximately 95% of all street signs.

## Department of Public Works Continued

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Over 45 crosswalks are painted annually prior to the beginning of the school year. Street line striping is completed each fall, where street centerlines and fog lines are painted on our main and secondary roads. This year the Department will utilize thermal paint in specified locations. The thermal paint initially costs more to apply, but it is also much more durable and can last for many years. Over 40 miles of lines are painted annually.

The design phase of the Arcade Avenue/Fall River Avenue/Mill Road intersection project is being developed by GPI Engineers. The project has been advertised and construction is scheduled to begin in the spring of 2015. The project is being funded by the Federal and State funds through the State Transportation Improvement Program (STIP).

GPI has also completed the design for a new signal for Rt-44 at the entrance to the Public Safety Complex. The new signal will have a pre-emption device installed to stop traffic on Rt-44 for emergency vehicles exiting the Public Safety Complex. The design is being reviewed by Mass DOT and we are waiting for final comments and permits to be approved. Funding was secured at last year's Town meeting. The estimated cost of the project is \$110,000 which includes a pre-emption system at Rt-44 and Arcade Ave. Construction is scheduled to begin during 2015.

A proposed project for Luther's Corner to add left turn lanes and upgrade the signal for protected left turn movements has been placed on the State Transportation Improvement Program (STIP). The project was fast tracked onto the STIP due to some superb work by the DPW Superintendent with assistance from the Town Engineer, the Town Planner and Conservation Agent. GPI Engineers are in the process of developing the 25% design for the intersection.

## Department of Public Works Continued

### Tree Removal

The Public Works Department continues to oversee tree removal and tree trimming services by a private contractor. The funding for these services is instrumental in removing tree hazards throughout the Town. Our list of dead trees that pose hazards for vehicles and pedestrians has decreased to a combination of factors.

The Department takes a proactive approach to remove hazards expeditiously. We have an in-house tree trimming program that eliminates many concerns and we have partnered with National Grid on many issues to eliminate hazards and save money.

We continue to target and prioritize tree hazards for removal. If funding is available, we would also like to institute a tree trimming program with our contractor once removal of all dead trees has been completed. The Department responded to many concerns and complaints regarding tree hazards as generated by residents or other Town departments.

National Grid continues to have several crews working to clear trees and limbs surrounding primary wires at various locations throughout the Town. All their work is scheduled and coordinated with the Tree Warden.

### Roadside Maintenance

The DPW is responsible for 108 miles of road with 117 cul-de-sacs and that number continues to grow as new subdivisions are built and accepted. The department takes a proactive approach whenever possible to eliminate road hazards. With just 8 employees available for all road maintenance issues and all recreational concerns, our department is extremely efficient. The DPW superintendent is responsible to evaluate, coordinate, schedule and oversee all associated work performed by the department.

## Department of Public Works Continued

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The DPW has repaired and replaced over 40 catch basins at various locations throughout the Town. In addition, several infiltration systems have been added to alleviate roadway flooding. The superintendent has filed Request for Determination of Applicability (RDA's) with the Conservation Commission for a determination of wetland impacts prior to the projects being completed. All the proposed projects were presented to the Conservation Commission and approved.

The Public Works Department receives numerous calls from residents and the Police Department relating to brush or trees that are causing a sight distance issue at intersections and curves, creating a safety concern for pedestrians along rural routes or sidewalks. These concerns are investigated and mitigated as quickly as possible.

The Public Works Department has implemented an in-house tree trimming program. The Department utilizes a power trimmer to cut low-hanging branches and limbs overhanging the road. Clearing brush and limbs near travel lanes or at intersections has helped with our snow plow operation as well as improve site distance.

Roadside mowing begins in April and continues through October/November. Roadsides are cut back at least twice annually, with many areas being addressed several times out of necessity. The Department also cuts and trims over 40 locations where memorials and islands are located, and over 30 locations around guardrails.

In addition, over 25 miles of sidewalks are maintained. During the spring and summer sidewalks are cleared of weeds and swept. During winter months, sidewalks are cleared of snow following each storm. This is crucial for the safety of children at all school locations. The Town of Seekonk is responsible for the year-round maintenance of Rte-152 from the Attleboro City line to the East Providence City line. This five mile stretch of road is an

## Department of Public Works Continued

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extremely difficult challenge for a small department to maintain. This corridor contains nearly 10 miles of sidewalks, a multitude of catch basins and over 3 ½ miles of drainage conveyance systems.

### Solid Waste and Recycling

A new trash program was rolled out in September of 2014. The Town entered into a new 10 year contract with ABC Disposal Inc. of New Bedford. The new program included the distribution of two 65 gallon carts dropped off at each household that participates in the annual trash program. The new system also includes automated collection of the carts. Each household received two 65 gallon carts, one for trash and the other for recycling. Over 10,000 carts were delivered over a 2 week period. The new program will help to eliminate litter and streamline collection services.

A Household Hazardous Waste Day was held on Saturday, April 25, 2015. Free disposal of hazardous waste is available to all Town residents. 1644 gallons of various hazardous products were collected and disposed.

In April the Town also sponsored Earth Day where areas of litter and debris are targeted for cleanup. Over 150 trash bags were filled and collected. Also collected were numerous tires, wood and metal items. Participants included the Boy Scouts, Girl Scouts, a group of high school students and many community volunteers.

The Department of Public Works continues to maintain a waste oil and antifreeze drop off site. Waste oil and antifreeze are accepted at the Public Works garage at no charge to residents. 2400 gallons of oil, 400 gallons of anti-freeze and 128 car batteries were collected. Also collected at no charge to residents are NiCad and Lithium Batteries, mercury thermometers and fluorescent bulbs.

## Department of Public Works Continued

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Our Bulky Waste Collection program continues to be successful. One change was made to the curbside bulky waste collection program. Previously, some bulky waste items were picked up on your regular trash collection. Due to the new automated vehicles which cannot accommodate collection of these bulky items, these items are now scheduled for pick-up twice a month; the second and fourth Wednesday. Metal items and appliances continue to be collected on the third Tuesday of the month. Bulky waste may also be brought to the Transfer Station and Recycling Facility (TARF) with the purchase of a Bulky Waste Pass.

The Transfer Station is open for Bulky Waste disposal the second Saturday of the month for eight months of the year. It is closed in January, February, June and December. The TARF is open daily on weekdays from 8:00 AM to 3:00 PM. A modification was made this year to include every Saturday from 8:00 AM to noon from April through November for drop-off of yard waste and recycling. It is open the second and fourth Saturday of the month from 8:00 AM to noon the remainder of the year depending on the weather. Curbside collection of yard waste is performed in May, mid-October through the first week of December, and in January.

Typically, annual use of the TARF results in a large pile of brush at the Transfer Station. The brush pile is an accumulation of debris collected by the Public Works Department and brush dropped off by residents. The Department has secured funding for the rental of a tub grinder and screener to process the material. The grindings eventually becomes compost material which is made available for residents free of charge. Excess compost is sold to maintain space for future processing. The funding for the tub grinder was made available from the Sanitation Enterprise Fund.

## Department of Public Works Continued

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### Road Improvements - Chapter 90

The Department continues to rely solely on Chapter 90 State Aid funding for all of its road construction and road improvement projects. The Department utilized a portion of Chapter 90 funds to have a road rating inventory completed of its 107 miles of road. The ratings provide a guide for road improvements through our Pavement Management Plan which aids in determining which roads will be targeted for improvements.

Seekonk receives approximately \$580,000 annually for road improvements, an amount far short of what is necessary to successfully maintain our roads. This limits our ability to provide adequate road improvements to properly maintain all of our roads. We continue to fall behind on road improvements because additional funding is unavailable.

It was estimated in 1997 that to adequately implement and maintain a successful road improvement program it would require \$850,000 annually. By today's standards, that relates to over \$2.6 million in funding annually to sufficiently support the needs of a pavement management program.

We are not alone in this financial situation. To offset the lack of funding needed to provide the best conditions, the Department uses a variety of pavement management strategies to make the most of our Chapter 90 funding. This allows the department to improve more miles of road on an annual basis.

There are many variables used to determine road improvement projects. Main and secondary roads, which experience higher traffic volumes and are subject to vehicles of greater weight capacities, may take preference for repair over residential streets. Cul-de-sacs encompass a large paved area which requires additional costs. Chapter 90 funding has also been utilized for

## Department of Public Works Continued

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engineering design services, purchasing land and construction easements for the Central Avenue project, as well as some equipment purchases.

Last year Arcade Ave from Taunton Avenue to the Grist Mill project limits, Anthony St from Cole St to Rte. 6, Newman Ave from Walker St to Read St, Allen Ave, Rye St, Marlaine Dr. and Candleberry Ct. received a new wearing surface. Arcade Ave and Anthony were micro paved, a process that was previously used on these roads approximately 18 years ago. Newman Ave was milled and paved with specialized funding provided by Mass DOT, while Rye St, Marlaine Dr. and Candleberry Ct were stone sealed. Allen Ave was stone sealed to solidify the base and then leveled with 2" of asphalt.

The cost of the projects funded by Chapter 90 for the 2014 construction season (FY 2015) totaled \$560,000 with an additional \$87,000 of specialized funding being used to mill and overlay 2000' of Newman Ave.

In addition, a project that is being funded by Chapter 90 is the engineering design of Luther's Corner, which has been placed on the State Transportation Improvement Program (STIP) for fiscal year 2017. This project was fast tracked to STIP by some very detailed and comprehensive reports submitted to Mass DOT and approved for construction by the Public Works Department. The Luther's Corner project is expected to begin in 2018 at a cost of \$1.5 million dollars.

Additional projects that are being considered for future Chapter 90 funding are repairs to the Pond Street Bridge which will need to be completed in the near future and a watershed study of the Oak Hill stream prior to design work to replace culverts and alleviate flooding along that corridor.

## Department of Public Works Continued

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### Superintendent's Overview

The Department continues to be successful in all aspects of public works. Emergencies are responded to proficiently, daily tasks are performed timely and successfully, and the Department continues to complete many projects in-house saving taxpayers thousands of dollars in the process. Despite limited resources, this Department continues to be efficient and we effectively complete projects while being proactive whenever possible.

The Department continues to maintain all recreation facilities and has improved field conditions due to the implementation of aerating, over-seeding and fertilization programs. In all the DPW maintains over 127 acres of property.

New development continues to be a contributing factor for additional work for the Public Works Department. As new subdivisions are completed and accepted, road miles are added which impacts the demands of the Department. Once new subdivisions are accepted, the DPW must begin maintaining the infrastructure including roads, closed drainage systems, swales and detention basins. Services provided to these new roads include plowing and treating during winter, sweeping in spring, roadside brush cutting in summer and catch basin cleaning in the fall.

With residential development and increased population, recreational impacts must be evaluated and planning for growth should occur. A new baseball field was built to accommodate the growth in youth baseball at the Water Lane facility. The Town should evaluate future needs and should consider acquiring additional property to fulfill its needs.

I want to thank the many volunteer members of Boards and Commissions who assisted the Public Works Department in any way. Your hard work is greatly appreciated. The employees of Public Works Department are hardworking diversified group of individuals that performs a

## Department of Public Works Continued

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variety of tasks in all types of weather. We collectively continue to operate efficiently as a team and strive to perform our work in a professional manner and take pride in our work.

Sincerely,

Dave Cabral  
Interim Superintendent of Public Works

## Conservation Commission

Richard Wallace  
*Chairman*

Warren Leach  
*Vice Chairman*

David Brescia  
*Member*

Jeff D'Arrigo  
*Member*

Richard Hill  
*Member*

Nathan Socha  
*Member*

Bernadette DeBlander  
*Conservation Agent*

## Conservation Commission

The Conservation Commission is a seven-member appointed Commission, which administers the Massachusetts Wetlands Protection Act and the Seekonk General Wetlands Protection Bylaw. Conservation Commissions were created in the 1950's under the Conservation Commission Act. Under this Act a municipal Conservation Commission is the official agency specifically charged with the protection of a community's natural resources. Within the parameters permitted by these laws, the Commission and staff review development projects to ensure that there are no adverse impacts on wetlands, rivers and streams. The Commission generally meets once a month and conducts public hearings on projects under their jurisdiction. The Commission also manages the Town's approximately 200 acres of Conservation Land, renders advice to and consults with other Town departments and boards on open space and conservation issues, is responsible for open space planning, and works with civic, non-profit and educational groups to encourage environmental education and stewardship.

The Conservation agent and secretary provide staff support to the Conservation Commission and supervise the daily operation of the Conservation office. The work includes but is not limited to counseling the general public and applicants on conservation issues and the requirements of the wetlands protection laws; inspecting sites that have Order of Conditions and when requested by the Building Inspector, Board of Health, and Zoning Board of Appeals to determine if the applicants need to file with the Commission; reviewing all wetland applications and plans, performing field site visits to verify delineation of all wetland and water resource areas; inspecting permitted projects for compliance; preparing information for the Conservation Commission public meetings; maintaining the Commission's records; investigating and documenting violations; representing the Town's interests on regional environmental task forces, and acting as liaison between the Conservation Office and other departments and boards. The Conservation Agent counsels the general public on the administrative practices of the Commission and the Mass. Dept. of Environmental Protection, and provides administrative support to the Commission, including drafting and notarizing

## Conservation Commission Continued

Orders of Conditions, Determinations of Applicability, and Enforcement Orders, as well as myriad other duties related to the daily operations and recordkeeping of the office.

### Staffing

1 full-time Conservation Agent  
1 part-time Secretary

The following projects were addressed by the Commission:

Public Hearing (NOI's)	Public Meeting (RDA's)	Amendments	Public Hearing (ANRAD)	Cert's. of Comp.	Enf. Orders	Site Visit CC	Site Visit Agent
17	8	2	1	16	3	2	171

The above projects generally consist of commercial and industrial projects, proposed subdivisions, single-family houses, additions, garages, pools, decks, utility projects and new septic systems required under Title V. Projects where work is proposed are reviewed by the Agent and the Commission through a Notice of Intent (NOI) Application or a Request of Determination of Applicability (RDA). Wetland and Water Resource delineations are reviewed through an Abbreviated Notice of Resource Area Delineation application or a Request for Determination of Applicability. The Enforcement Orders issued by the Commission were in response to various violations to the local conservation by-laws and the state Wetlands Protection Act.

The Conservation Commission continues to strive to preserve the environmental quality of Seekonk both within its jurisdictional reviews and by encouraging environmental education, land acquisition, and stewardship.

*Conservation Commission*

**Board of Health**

Raymond Grant  
*Chairman*

Victoria Kinniburgh  
*Vice Chairwoman*

Douglas Brown, LPN  
*Clerk*

Robert Costa Jr.  
*Member*

Johanne Oliveira, RN  
*Member*

Beth Hallal, RS  
*Health Agent*

**Board of Health**

The Board of Health is responsible for many and varied tasks. They include, but not limited to enforcement of Massachusetts General Laws, Commonwealth of Massachusetts Regulations and Seekonk Board of Health regulations and by-laws.

Through the State Sanitary Code, the Board of Health enforces the witnessing of percolation tests, the review and approval of all new and repaired septic systems, the review of Title 5 inspections, the licensing of all septic installers, engineers and septic system pumpers and pumper truck inspections. (53 new and 57 repair percolation tests were witnessed, 102 septic plans were reviewed and approved, 27 new disposal works permits and 75 repair disposal works permits were issued, the health agent did 263 septic inspections, licensed 54 installers, licensed 26 engineers and licensed 14 septic haulers and 35 trucks were licensed)

The Board of Health is also responsible for the enforcement of the 1999 Federal Food Code and the State Food Code and the Seekonk Board of Health regulations and by-laws through licensing of all food and retail food establishments. This enforcement includes plan review for all new and renovated food and retail food establishments, inspections and re-inspections of these establishments. There were 433 retail food and food establishment inspections, re-inspections combined and responded to 32 food complaints.

More of the Board of Health varied tasks include permitting, regulating and inspecting through State and Local regulations of well installations and well decommissioning, piggeries, horse stables, trash haulers, trash trucks, tanning establishments, tattooing, summer camps, burials, dumpsters, housing, port-a-potties, public pools, health clubs, tobacco sales, inns/hotels and trench permits. ( 9 wells, 2 piggeries, 16 stables, 24 trash haulers, 43 trash trucks, 3 tanning, 2 tattoo establishments, 3 camps, 23 burials, 483 dumpsters, 26 housing, 40 port-a-potties, 15 public pools, 3 health clubs, 21 tobacco sales, 9 inns/motels and 181 trenches)

The Board of Health also answers, investigates and remedies all complaints that come into the office pertaining to public health and safety.

*Our Mission is to protect the Public Health, Safety and the Environment for the residents of Seekonk.*

## **Board of Health Continued**

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The Board of Health has a Sharps Collection Program. We are accepting sharps containers from Seekonk residents only. The containers are sold at \$5.00 apiece. This charge is to keep the program running to purchase containers and have used Sharps disposed of appropriately. We accept the Sharps by appointment only. Last year 12 containers were sold.

The Board of Health collected \$89,970.54 in fees.

### **Septic Repair Program**

The Septic System Repair Program still is a very popular program among the residents. Many residents have taken part in the program and there are still funds available just call the Board of Health office for information.

### **Household Hazardous Waste**

In April, the Board of Health held its annual Household Hazardous Waste Collection. Thanks to the town approving the \$8,000.00 warrant article at a previous town meeting, it looks as though we will be able to keep holding the collections for the foreseeable future.

### **West Nile Virus**

The Commonwealth of Massachusetts is no longer testing birds for WNV or EEE. Each spring and Summer WNV and EEE are becoming more common and residents are urged to take proper precautions to prevent contracting the virus. Avoid peak mosquito activity times of dusk and dawn. Use insect repellent, wear long sleeved shirts and pants, and remove any standing water on your property.

### **Emergency Operations Plan**

The Board of Health Agent continues to spend time coordinating the Board of Health's Emergency Operations Plan. The primary purpose of the Emergency Operations Plan is to

## **Board of Health Continued**

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have a plan in place in case of a biological, chemical, or nuclear event, however the most likely event would be a wide spread flu epidemic. The Board of Health has selected the high school as its Emergency Dispensing Site. The residents will be directed to that site in order to receive immunizations or medications in the event of a widespread biological event or a pandemic flu outbreak. The Board of Health and the Bristol Medical Reserve Corp are always looking for volunteers to help in the event of an Emergency in the Commonwealth.

### **Meeting Schedule**

The Board of Health, although appointed by the Board of Selectmen, is an autonomous Board and gets its statutory powers from the Massachusetts General Laws, Chapter 111, Section 31. The Board consists of 5 volunteer members. The Board generally meets the 2<sup>nd</sup> and 4<sup>th</sup> Wednesday of the month at 6:30 P.M. All meetings are open to the public.

Respectfully submitted;  
The Board of Health

## Seekonk Veterans Services

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The mission of the Department of Veterans' Services is to provide public assistance and other types of services to veterans and their dependents who are legally domiciled in the town of Seekonk and meet the standards with regard to type of discharge, income and asset levels. The Seekonk Veteran Services Department also advocates for veterans and their families and surviving spouses. Veteran agents administer the M.G.L. Chapter 115 benefits program which is a needs based program for veterans and their dependents. Agents provide referrals in numerous areas including, but not limited to, veteran employment and training, bonus/annuity applications, housing/shelter and outreach services for homeless veterans. Our graves officer is responsible for procurement and placement of flags for veteran graves each Memorial Day. Flag holders are issued for each deceased veteran. We are also responsible for appropriate disposal of unserviceable American flags.

It is the goal of the Veterans Services Department to provide responsive, efficient and compassionate services to veterans, their spouses and dependents with a professional liaison to assist in the administration of programs, services and public assistance.

**Human Services  
Council**

Victoria Kinniburgh  
*Chairwoman*

Irene Andrews  
*Vice Chairwoman*

Anne Libby  
*Secretary*

Anita Gendron  
*Treasurer*

Christine Allen  
*Member*

Beverly Della Grotta  
*Member*

Guy Boulay  
*Member*

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## Seekonk Human Services

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Fiscal Year 2015 has been a challenging but rewarding at the same time. One of the biggest accomplishments had to do with the new Senior Center. The Building Committee and the Town Administrator approved Brewster Thornton Group Architects. Brewster Thornton presented several different plans for the Building Committee and the public to look at in a public meeting to better understand what the needs and wants of the new center. After careful planning, Brewster Thornton was able to put together a plan that would be conducive to the Senior Center future. The plan is for the new Senior Center to be opened in 2016!

During fiscal year 2015 Seekonk Human Services has partnered with the Fire Department First Responders to create a Blood Pressure and Glucose Clinic. This clinic is held on a monthly basis on the third Wednesday. Previously, SouthCoast Hospital Group at Charlton Memorial sponsored this clinic but due to budget cuts.

Fuel Assistance was a major challenge during the cold winter months. We were fortunate enough to be able to receive help from local agencies such as St. Vincent de Paul at Mt. Carmel, St. Vincent de Paul at Our Lady Queen Martyr, Salvation Army, Friends of Friends, and the Town Fuel & Utility Donation. We assisted 38 families and seniors during the cold months which amounted to over \$9,000. There were 303 families and seniors who received state fuel assistance from Citizens for Citizens which amounted to \$226,317.19. The Good Neighborhood Energy Fund of Massachusetts assists families and seniors who are 10% over income for state fuel assistance. The Good Neighborhood Fund provides a onetime payment of \$275 towards a utility bill (gas, oil, electricity, etc.). This year the Good Neighborhood Fund helped over 10 families and seniors.

*The mission of Seekonk Human Services is to ensure the well-being of Seekonk's older population and residents of any age who are in need of social services due to economic hardship, health issues, family circumstances, or personal loss. We recognize the innate worth of every person in our community and strive to respect their dignity regardless of status.*

## Seekonk Human Services Continued

### Demographics and Strategic Plan

A recent AARP housing study reports that an overwhelming number of elders want to stay in their own homes as they age. One of the goals of Seekonk Human Services is to identify the needs of our elders and link them with services that will enable them to live independently in their own homes and stay connected to the community. The services and information we offer can often prevent a crisis situation. In addition, we help to ensure quality of life for seniors by providing much-needed opportunities for social interaction and programs of particular interest to older population.

As Baby Boomers reach retirement age in our community and in the country as a whole, we are facing major demographic shifts. The Southern Regional Planning and Development District (SRPEDD) projects that if current trends continue, the region's over 55 population will grow by 75% between 2000 and 2030.

As of June 30, 2015, there are 3,558 Seekonk residents over the age of 55 and 648 who are over the age of 80.

According to the 2010 U.S. Census, Seekonk that year had a population of 13,722. Of that number, 30.6% were over the age of 55, the age at which Seekonk Human Services begins providing senior services. Census data indicate that Seekonk's 65 and older population was 14.9% of the total population, and 4% were over the age of 80. Seekonk's 65 and older population is higher than the national average of 13%. In 2000, 12.4% of the U.S. population was 65 and older; Seekonk's 65 and older population was 13.5%. By 2030, nearly one in four Seekonk residents will be over the age of 65.

Meanwhile, the economic recession that began in 2008 affected both seniors and younger families, increasing unemployment, mortgage foreclosures and evictions, losses from investments, need for fuel assistance and food stamps, and difficulties meeting medical

*We seek to maintain and enhance the quality of life of our elder citizens by providing opportunities for social interaction, physical activity, intellectual stimulation, community service, and health clinics.*

## Seekonk Human Services Continued

expenses. Although unemployment and economic growth have improved, seniors on fixed incomes struggle to find affordable and suitable health care. Seekonk continues to lack affordable housing as well as assisted living or continuing care options for its senior citizens. Human Services provides social services to Seekonk residents regardless of age. The Council on Aging provides social services, information and referral, and social and educational programs to those 55 and over.

The Human Services Board adopted a Strategic Plan in January 2011 that was revised in August of that year. This forward-looking document anticipates the expanded and changing need for programming to accommodate the aging Baby Boom population as well as expanded opportunities for programming in the new Senior Center. The Department has identified goals, objectives, and action plans in a variety of areas, including advocacy, health and wellness, transportation, outreach, recreation and social, volunteerism, housing, food service, and education. The Strategic Plan is available at Seekonk Human Services.

### Social Services

Seekonk Human Services administers the following programs to all Seekonk residents who qualify: fuel assistance through Citizens for Citizens, Friends of Friends Emergency Assistance, Salvation Army and The Good Neighbor Program; food stamps (SNAP) and Doorways Food Pantry intakes and applications; WIC; health insurance programs (SHINE); blood pressure clinics and health care coordination. Our staff includes one full-time social worker and one part-time social work/LPN.

We offer evening hours at Town Hall by appointment. Our Outreach Staff is available to assist residents with Fuel Assistance applications, insurance questions, information and referral for services. The Senior Employment Program is funded through Citizens for Citizens. Currently, we have one Senior Aide who, among other things, assists the elderly with doctors' visits, grocery shopping and picking up medications for homebound seniors.

*We help clients of all ages who need assistance with food, clothing, housing, health care, transportation, legal or tax services directly or by introducing them to a network of federal, state, and local support services.*

## Seekonk Human Services Continued

### Council on Aging

We are pleased that even with the challenge of limited funds we have been able to increase the number of educational and social programs. The Men's Breakfast is a monthly breakfast meeting for men. We have had a number of speakers on men's interests and health issues. We continue to offer breakfast and luncheon seminars on estate planning, health, nutrition, changes in health insurance and other topics. We are delighted with the interest in and support for our preventative health care programs, including aerobics and weight training.

We know that community partnerships are what enable us to take care of the needs of our citizens. We rely heavily on the benevolence we receive from Friends of Friends and Doorways Food Pantry. The dedicated volunteers from Friends raise the funds to provide emergency assistance to senior citizens and families. Doorways Food Pantry's ministry continues to attract support from churches, businesses and individuals committed to feeding those in need.

Newman YMCA has offered Seekonk seniors gentle yoga and arthritis water exercise. Seekonk Total Fitness has partnered with Seekonk Human Services to offer senior exercise three times a week.

GATRA provides elder transportation to doctors' appointments or shopping, with a travel companion, if necessary.

A Fire Safety Program is offered by the Seekonk Fire Department, working together with the Fire Marshal's Office and the Department of Health to distribute free smoke and carbon monoxide detectors (depending on availability) and reflective street number markers. .

*We try to offer effective, quality services that respond to community needs, promote continuous improvement of staff skills and performance, encourage an environment of trust and honesty, and provide services that are accessible, fair, and equitable.*

## **Seekonk Human Services Continued**

TRIAD was established in 1998 and joined with the Bristol County Sheriff's Department in 2004. TRIAD holds meetings for seniors on the fourth Wednesday of the month from September through June, providing educational and social programs. I would like to thank Lt. Michelle Hines of the Seekonk Police Department and Monique Stylos of the Bristol County Sheriff's Department for making this program a great success.

### **Property Tax Work-Off Program**

Residents over 60 may reduce their property taxes by up to \$750 per year by providing services for the Town of Seekonk. In 2014, there were 30 applicants. Ten positions were filled, with assignments to Human Services, the Library, Animal Shelter, Department of Public Works, Town Clerk's Office, Building Inspector's Office and Planning Department.

### **Circuit Breaker Tax Credit**

Seekonk senior citizens received a total of \$25,071 in tax credits for the year of 2014 an increase of \$2,589 from 2013. We advertise the availability of this credit on TV9, our website and in our monthly newsletter.

### **Intergenerational Art Class**

This program has been successful over the past 21 years. It gives students and seniors the opportunity to come together to bridge the generation gap using paint as a medium. Each year this class exhibits their art work at the Attleboro Museum Community Gallery or at the Senior Center.

## Seekonk Human Services Continued

### Art Therapy

These classes continue into their 23rd year. The seniors who have participated in this program have become supportive of each other and have also produced lovely art work that has been exhibited at the Attleboro Museum Community Gallery or at the Senior Center.

### Helping Hands

Human Services Director Bernie Huck continues to host a television show on TV9 with speakers on topics of interest to seniors.

### Seekonk Community Garden

The Seekonk Community Garden is in its 8th year. The Seekonk Housing Authority owns the land on Chappell Street where the garden is located. This year the garden has 13 plots. Three of the seven gardeners are residents of The Commons. There are 18 plots in total, but several are rather shady. If there were a source of water, there would probably be more Commons members, but it is hard for older folks and the mildly disabled to carry water.

### Pasta Fest

Seekonk Non-Profit Coalition raised \$3,100 by hosting the 7th Annual Food for Fuel Pasta Fest at the Seekonk High School. Proceeds benefited residents of Seekonk in need of heating assistance. Local businesses made donations that were used in the raffle.

### Thanksgiving 2014

Over one hundred meals and baskets were requested and fulfilled. Outback Steakhouse in Seekonk cooked meals on Thanksgiving morning to be brought to shut-ins. Friends of Friends, Community Services, Inc., Rod and Gun Club, and Mt. Carmel St. Vincent de Paul donated baskets to those in need.

## Seekonk Human Services Continued

### Christmas 2014

Donations were received from Bay State Street Machines, Memorial Baptist Church, Wal-Mart, and private individuals. Toys for Teenagers donated, an anonymous family made turkey and ham dinners and delivered them, Martin School 3rd graders donated gifts for the seniors.

### Seekonk Residents Served in Fiscal Year 2014

Fuel Assistance Application	303 seniors and families, \$226,317.19
Meals on Wheels	8,987 units, \$58,380.20
Emergency Assistance	38 seniors and families, \$9,056.93

(Town Utility Assistance, SVdP, Friends of Friends, and Salvation Army)

Medical and Prescription Assistance	1,454 seniors and families
Information and Referral (Phone Calls)	12,721
Support Services	281 seniors and families
Newsletter	15,510 seniors a year
Outreach/Advocacy	5,425 seniors and families
Wellness	758 seniors and adults
Recreational/Socialization	1,683 seniors and adults
Non Elder Services	2,511 non-elders

## Seekonk Human Services Continued

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### Our Faithful Supporters

Friends of Friends, Community Services Inc., The Salvation Army, and St. Vincent de Paul at Mount Carmel and Our Lady Queen Martyr continue to lend their support financially to those in Seekonk that need help. This is done through the Outreach Department on a confidential basis. In addition, Newman YMCA, Seekonk Total Fitness and Planet Fitness have done food drives for the holiday season.

A core group of 18 volunteers comes to the Council each month to help get the newsletters mailed.

As Executive Director of Seekonk Human Services, I would like to express my sincere appreciation to all the members of our staff for their continued dedication to providing quality service to all Seekonk residents: Ashley Pimental, Senior Secretary; Community Liaison Karen Stutz; Outreach Workers Adriana Dossantos and Veronica Brickley; and Junior Clerk Kimberly Mallon. Our Senior Aide Sharon Bettencourt has been a tremendous help to all our staff.

We would like to extend our deepest appreciation to all those who have supported Seekonk Human Services over the years. It would be impossible for us to provide all of the services we do without the help of such wonderful volunteers. Your contributions could never be repaid. On behalf of our Board of Directors, the staff and all the seniors, I extend a heartfelt "Thank You" for all you have done.

We want to take this opportunity to thank the Seekonk Police and Fire departments for their dedication and service to those in need. The Department of Public Works continues its commitment by providing manpower support and support for picking up donations, especially with the holiday food baskets. We want to thank all the individuals, charitable organizations and local businesses that give their financial support and personal dedication. If we have

## Seekonk Human Services Continued

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omitted anyone, we apologize. Without you, we would not be able to serve the citizens of Seekonk.

### Thank you

Seekonk Police Officers Union  
Lions Club  
Doorways  
Seekonk School Department  
Seekonk Rod and Gun Club  
Stop & Shop  
Starbucks  
Newman YMCA  
Christmas Is for Kids

Seekonk Firefighters Union  
Friends of Friends  
Seekonk Non-Profit Coalition  
Wampanoag Gun Club  
Wal-Mart  
Honey Dew  
Target  
Seekonk Total Fitness  
Salvation Army

I would like to thank the 2014-2015 Board of Directors (Christine Allen, Irene Andrews, Guy Boulay, Anita Gendron, Victoria Kinniburgh, Anne Libby, and Beverly Della Grotta) for their support of Seekonk Human Services. Their dedication has never faltered and these special people should be applauded for their efforts. Our Town Administrator Shawn E. Cadime and our Honorable Board of Selectmen (Nelson Almeida, Michael Brady, David Parker, Gary Sagar and David Andrade) have assured me that the seniors of our community are very much on their minds. We thank them for their support of our effort to move into a fully functional Senior Center. I would also like to extend a very special thanks to all the boards, committees, departments and organizations and businesses that continue to assist us. Our commitment to work together has served us well and is what will assure our success for years to come.

Sincerely yours,

Bernadette M. Huck  
Director of Seekonk Human Services

**Board of Library  
Trustees**

Michael Durkay  
*Chairman*

Sharon Connors  
*Vice Chairwoman*

Lynn Cristino  
*Secretary*

Richard Perry  
*Member*

Ann Caldwell  
*Member*

Cheryl Faria  
*Member*

Kathy Lussier  
*Member*

Peter F. Fuller  
*Director of Library*

**Seekonk Public Library**

The Seekonk Public Library has been providing high quality library service from its facility at 410 Newman Avenue since 1981. Each year the library takes up the challenge to respond to resident's changing needs and their increasing demand for library services. Through careful management and creative application of public and private resources, the library met and in some cases, exceeded the expectations of its users.



This task has become increasingly difficult, however, as the library struggles to deal with the limited space and deteriorating condition of the building. Library staff members have worked closely with the Library Facilities Study Committee to study the library space needs and to develop feasible solutions. The facilities study is the first step in a multi-year process that we hope will result in the Town obtaining millions of dollars in state construction grant funds. You can follow the work of the study committee at [www.seekonkpl.org/library-facilities-committee](http://www.seekonkpl.org/library-facilities-committee).

Seekonk Meadows, the passive recreation area adjacent to the library began its fourth full year of operation. Thousands of people visited the Meadows in fiscal year 2015 to walk its pathways and appreciate nature. Many more attended concerts and other events on the Meadows that were produced by the library. The Seekonk Meadows Management Committee, who played a pivotal role in bringing Seekonk its first public park, continues to oversee the use and development of the Meadows. The Board of Trustees thanks them for their efforts.

The Seekonk Public Library is one of the few public libraries that have a special area dedicated to promoting innovative and creative uses of new technology. This area, named the Innovation Center has a variety of high tech tools, including a 3-D printer and two large i-Mac workstations. The workstations provide access to sophisticated software suites from Apple

## Seekonk Public Library Continued

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and Adobe. On-line instructional programs from Lynda.com are also available in the Innovation Center. The Innovation Center was funded by a generous gift from the Seekonk Library Trust.

The library was open a total of 2,589 hours last fiscal year. With few exceptions, the library was able to maintain its six day, fifty-three hour a week schedule. People visited the library 108,695 times last fiscal year, which averages to approximately 2,082 people per week.

Last fiscal year 2015, 5,244 people used their cards at the Seekonk Public Library. The library issued 748 library cards to new users. The library collected a total of \$15,764 in late fees and collected \$10,190 in other various fees. These revenues are used either to support on-going services such as the public printers and copier or is deposited into the General Fund of the town.

The primary attraction of the library is its diverse and interesting collection of materials. The library's collection offers 113,665 items. Books and other printed materials account for approximately sixty-one percent of the collection. Electronic resources (CDs, DVDs, electronic books) account for the remaining thirty-nine percent. In 2015, the library continued to build its collection of Blu-Ray video discs and electronic games. The library also increased the availability of downloadable electronic books, magazines, audiobooks and musical recordings through services such as OverDrive, Zinio, and Freegal. These electronic resources are part of an overall effort to develop a collection reflective of the needs and interests of the residents of Seekonk.

One indication of how successful these efforts have been is that Seekonk Public Library consistently has one of the highest per capita lending rates in the state. Library users borrowed 237,911 items last fiscal year. Children's materials accounted for approximately 36% of this total. Included also in this circulation total were 24,142 electronic items that people downloaded either at the library or from home. Many Seekonk residents took advantage of the library's membership in the state-wide library network and borrowed 35,561 items from other libraries. Seekonk Public

## Seekonk Public Library Continued

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Library lent 37,989 items to other libraries. Because Seekonk Public Library was a net lender, the library received additional state aid.

The many programs and classes offered by the Seekonk Public Library were another major attraction of library users in 2015. The library offered eighty-eight adult and teen programs last fiscal year. Programs and classes had a combined total attendance of 1,773. The library offered 321 programs for children and families. These programs had a total attendance of 6,539. The 2015 summer reading program was again a great success with 397 children participating. Various groups and organizations used the library's main meeting room 554 times last year. All of these programs supplement and support the library's larger mission to promote life-long learning, childhood literacy, personal health and well-being, and democratic discourse.

The library has a total staff of nineteen people. Eight are full-time employees and six of these are state certified librarians. Library staff members take great pride in the personal services they provide. Last year, the library staff members provided reference assistance and personal instruction 13,021 times. Many of these questions involved using the electronic resources available for downloading and the on-line computer databases. This educational effort also includes individual instruction on using e-book readers and tablet PCs. Staff members assisted the public with their personal devices or one of the many devices owned by the library. The staff also devoted a great deal of time to assisting people who use the library's twenty-nine public computers or who connect their personal devices to the library's Wi-Fi service. On average, 206 people used the public computers at the library each week. Visitors used the Wi-Fi network at the library over 36,000 times last year. This personalized instruction is part of the library's larger effort to train people to be knowledgeable users and consumers of new information technology.

The library could not be the popular and effective service it is without the support of the community. The library is fortunate to have the support of many individual volunteers, and two non-profit organizations, the Friends of the Library and the Seekonk Library Trust. Money raised

## Seekonk Public Library Continued

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by the Friends of the Library supplements the basic services paid for with tax dollars. These popular additional services include the museum passes, family night programs, and the summer concert series. In fiscal year 2015, the Friends of the Library donated approximately \$19,000 for these and other services. The Seekonk Library Trust was established to solicit and accept donations from private sources for library purposes. The focus of the Library Trust is on addressing long-term needs of the library. The Library Trust, for example, provided most of the funds needed to develop the library's Innovation Center. Both organizations are important parts of the public and private partnership that provides quality library service to the people of Seekonk. The Board of Trustees wishes to thank both organizations on behalf of all Seekonk Public Library users for their help in making fiscal year 2015 a truly exceptional year.

In conclusion, a critical ingredient to the library success is hearing from you about the job we are doing. We welcome your comments, complaints and recommendations. For your convenience, the library has setup an email account, [trustee@seekonkpl.org](mailto:trustee@seekonkpl.org) for you to contact the Board of Library Trustees.

Respectfully Submitted,

BOARD OF LIBRARY TRUSTEES

**Parks and Recreation Committee**

Neal Rapp  
*Chairman*

Jason Adamonis  
*Member*

James Troiano  
*Member*

Peter Amaral  
*Member*

Erica Harris-Grimes  
*Member*

Bridget Garrity  
*Director of Parks and Recreation*

**Seekonk Parks and Receptions**

In the fiscal year 2015 the Parks & Recreation committee was able to serve several hundred local youth and adults with the varied programs offered and held within town. The Summer Program was a great success with over 10 Seekonk students given scholarships to attend. The babysitting course ran and over 15 students became certified babysitters, with CPR and 1st Aid training. Adults enjoyed our CPR class and our new dog friendly walking trail at Cole Street. Between all of these programs, we were able to serve over 250 children with in our community as well as neighboring communities. Over 20 Seekonk High School students were able to obtain their community service hours by helping during our various programs and clinics.



We held a Columbus Day Youth Race Series with the Seekonk High School Track club. Over 50 children in town participated in the mile to mile and half run at Seekonk High School, and Martin School.

We took over the Ski Program from the high school in addition to already running the program at the middle school. We ran 6 bus trips to Wachusett Mountain, and 1 to Waterville Valley in NH. Over 100 children participated in the program, and we are looking to expand the one day trips to other mountains next year.

Our drop in youth art program was held at the middle school over the winter. Over 60 children attended with over 10 high school students earning community service hours. The children created unique pieces of art to take home and share with family and friends. Home Depot came one week and offered their services and supplies to the program, the children enjoyed interacting with the store employees and working with actual tools.

*Our mission is to provide inspiration and recreation opportunities for the Town of Seekonk residents through creation and maintenance of high quality programs, facilities, and community special events. By dedication and developing diverse services and programs that promote citizen involvement and strong sense of community. With this being said Parks and Recreation will strive to increase the social, cultural, and physical well-being of its residents and generations to come.*

## **Parks and Recreation Continued**

We were instrumental in the creation of a youth lacrosse league. "Seekonk Youth Lacrosse" where both girls and boys play will compete against neighboring towns. And learn the fundamentals of lacrosse.

We continue to schedule and work with the leagues that are within the Town. Seekonk Youth Soccer, Seekonk Jr. Warriors Football & Cheerleading, Seekonk Girls Softball, Seekonk Youth Baseball, Seekonk Youth Basketball, Seekonk Jr. Golf and American Legion Baseball. We provide the use of the fields and facilities to these leagues as well as several out of Town leagues, Rhode Island Ultimate Frisbee, South East Mass Ultimate Frisbee, Providence Rugby, RI Impact Softball and Wheaton College.

We implemented a new more user friendly website: [www.seekonkrecreation.com](http://www.seekonkrecreation.com) and are able to announce our programs through this site, as well as the town site.

We've expanded our social media outreach with our email campaigns via Constant Contact, and our physical reach by attending local events and gatherings.

Our goal at Parks and Recreation is serving the needs of the community by providing enriching recreation experiences and quality facilities.

### **Objectives**

- 1. Identify community recreational needs**
  - Establish guidelines and policies for use of the Town's recreational facilities including code of conduct, and inclement weather guidelines
- 2. Create year round programs and services to meet the diverse needs and interests of the Town.**
  - Expand Summer Program from 2 to 3 weeks

## Parks and Recreation Continued

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- Program offerings – concentrate on ALL residents
- 3. Utilize all existing recreational sites and facilities to their fullest potential**
  - Develop area on Howland Street
  - Develop Pleasant Street
  - Look for funding to revitalize Water Lane facility, i.e. add lights, level ground, add 90' diamond, and softball
- 4. Maximize recreational opportunities with minimum expense**
  - Amend previous agreement with DPW to upkeep and maintain fields and recreational areas
  - Look into adding Seasonal Field Maintenance Staff – Recreation
- 5. Develop a long term plan to achieve goals and objectives, improve existing facilities, and meet the needs of the Town's residents**
  - Expand Recreation Director Role to full time
- 6. Analyze fiscal needs and identify opportunities to provide financial support for our recreational needs**
  - Establish Grant writing procedure
  - Establish fees to run and sponsor programs
  - Conduct study to evaluate the fees applied to leagues
- 7. Partner with area recreational programs, departments and events to maximize opportunities.**

## Parks and Recreation Continued

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All usage permits and information can be found on the Recreation website, ([www.seekonkrecreation.com](http://www.seekonkrecreation.com)) under the Forms & Policies link. More information may be found on the Committee's Facebook page. ([www.facebook.com/SeekonkRecreation](http://www.facebook.com/SeekonkRecreation)) or on Twitter. ([www.twitter.com/SeekonkParksRec](http://www.twitter.com/SeekonkParksRec))

The Recreation Committee asks for the continued support of the Seekonk Residents as we continue to try and expand the Recreation committee's role within the Town.

Respectfully Submitted,

Seekonk Parks & Recreation Committee

## Elderly and Disabled Taxation Aid Fund

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The Town of Seekonk's Elderly and Disabled Taxation Aid Fund Committee was organized according to Massachusetts General Law Chapter 60, Section 3D and approved at Town Meeting on November 27, 2006.

The Elderly and Disabled Taxation Aid Fund was established to assist elderly and/or disabled town residents to help defray the cost of their property taxes. The fund consists totally of donations received from generous Seekonk residents, businesses, community groups, churches, and friends who are able to help those in need. All donations received were distributed in accordance with established guidelines by Seekonk's Elderly and Disabled Taxation Aid Fund Committee. Applicants must meet certain criteria, including being income eligible.

During FY2015, several taxpayers met the requirements, and awards totaling \$4,250 were made directly to the recipients' real estate tax bills.

The balance on June 30, 2015 was \$3,975.61.

Respectfully submitted,

Philip J. Fox, Chairman  
Jane Damiani, Vice-Chairman  
Christine Allen  
Paul Buckley  
Christine DeFontes

## Veterans Memorial Committee

Since the creation of the Seekonk Veterans Memorial Committee there have been many obstacles delaying the building of the project. As many Veterans will do, dedication kept it going. Challenges were met with determination. Giving up was not an option. Changes and revisions were made to the plans designed by volunteer Mark Drapeau thus defining the project in phases to make it more affordable and buildable.



Fundraising efforts were made by way of mailings to every business in the Town and ideas for future events were put on the table for discussion. Tee Shirts were designed and sold to assist in raising funds. Still it was not enough to get started. With much reluctance the Committee decided address the funding with Town Meeting in November 2014.

A warrant article was presented to the governing body and after discussion and a positive vote \$50,000 was raised from available funds to assist in the construction. The new calendar year presented new hope that work would begin as soon as possible. The face of the Committee had changed with new members coming on board with renewed enthusiasm. Joe Velardo, a Seekonk resident was now the Project Coordinator.

Mr. Velardo has many years of experience in the Construction Industry and his knowledge holds no bounds. In a very short time he was able to present a task list together with targeted calendar dates for completion. He reached out to many in the field to seek assistance and they were happy to oblige.

For fiscal year 2014-2015 there have been 23 pavers (memorial bricks) sold. It is the Committee's goal to fill the Park with as many as possible. Donor forms will continue to be located

## Veterans Memorial Committee Continued

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at Town Hall and with each member of the Committee as well as Face Book page Friends of the Seekonk Veterans Memorial Park and [www.seekonkvetsmemorial.org](http://www.seekonkvetsmemorial.org).

Fiscal year 2015-2016 will be an exciting year with ongoing construction and events culminating with a dedication goal set for Memorial Day, May 28, 2016. Please be a part of our community and continue to preserve honor, dignity and respect for all Veterans who have served and those who continue their service today.

### SEEKONK VETERANS MEMORIAL COMMITTEE

David Viera, Chairman (Ret. Veteran)  
Robert J. DeFontes, Vice Chairman (Ret. Veteran)  
David Sullivan, Member (Ret. Veteran)  
Capt. Jim Robbins, Member (Ret. Veteran)  
Sean Healey, Member (Ret. Veteran)  
Vidal DeMedeiros, Member  
Joe Velardo, Member  
Mark Drapeau, Volunteer  
Doreen Taylor, Volunteer

## Senior Center Building Committee

As our committee moved forward into FY2015, we finally had a place for our Senior Center in the building at 540 Arcade Avenue and we were going forward with a plan of what the center would encompass, how it would look and how it best would serve the Town of Seekonk. We were feeling an optimism that we had not dared to feel previously and things began to fall into place. We certainly had a long road ahead, but we finally knew the route we would travel.



We began the process of architect selection and interviewed six architectural firms that submitted proposals to design our Senior Center. A sub-committee of our building committee conducted evaluations of these firms, including an interview process at their individual offices. After reviewing the recommendations of the subcommittee, the committee chose the firm that we felt was best suited to the size, scope and character of our project, Brewster Thornton Group Architects, LLP from Chestnut Street in Providence, RI. Then we negotiated a contract for the Brewster Thornton Group to become our project architects.

Our architects then began an in-depth process of designing a Senior Center, incorporating the needs and requirements of the Human Services Department, the Council on Aging, the Town of Seekonk and the senior population that the center will serve. The architects' task was to design a functional facility that would ensure client privacy, meet the needs for administrative space and storage space, and provide expandable activity space. The environment of the center should provide a light and positive environment on one easily accessed floor with handicapped accessibility. Because of cost considerations, we determined early in the design process that the development of the full potential and size of the building we will renovate should be dealt with in phases. Our charge and our delineated goal is to provide the Town of Seekonk with a Senior

## Senior Center Building Committee Cont.

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Center. This first phase will be accomplished when the Senior Center is completed. Further development of the building, including additional office and storage space for other municipal departments is certainly appropriate and the work needed to accomplish that will not impact the status of the finished Senior Center.

In February of 2015, after a thorough process of research and review, four design schemes were submitted by the architects for consideration. From these four schemes, one scheme was chosen as the ultimate choice of all involved. We are very fortunate to have Jack Vatcher as member of the Senior Center Building Committee since the inception of our committee. He has been approved by the architectural firm to be the Owner's Property Manager, as well as the Clerk of the Works. These are positions that Jack has spent a professional lifetime becoming imminently qualified to perform. His expertise and willingness to perform these functions will save the project a considerable amount of money and we are all extremely grateful.

During the spring of 2015, three proposals were agreed upon with outside entities that would have a positive impact on the Senior Center. The Knights of Columbus, abutting the Senior Center property to the North, agreed to an arrangement to provide overflow parking that might be needed should the Center's parking lot be full for a function. Secondly, the Knights also voted to provide the Town of Seekonk with first right of refusal should the Knights of Columbus property ever be put up for sale. The third proposal was with the Newman YMCA whose property abuts the Center property to the East. It was agreed that the YMCA would provide an easement 15 feet deep on the YMCA property to allow emergency access to the rear emergency doors of the Center and for maintenance access to those doors.

During FY 2015, we were fortunate to have a new member added to our committee to fill the vacancy created by the resignation of Mia Alwen. Bob Blanchard, long a very involved citizen of Seekonk, was appointed by the Moderator and he joined us without skipping a beat. He has been a valuable asset to us.

## Senior Center Building Committee Cont.

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As we move forward in the next phase of our journey, we will be inviting bids and choosing a contractor to begin our project. We will also be asking for donations to help us provide some of the fixtures on the center "wish list," to close the gap between what we can afford and what we would like to provide. We are the third committee tasked with building a Seekonk Senior Center and it has been approximately 15 years to arrive where we are today. I thank all of the individuals on all the committees who collectively have given their time and effort and who believed in this project over these many years.

I also would like to thank all those interested people who have faithfully attended our meetings, responded to our ideas, given us their input and never become discouraged. The reality is within reach. The Mission Statement of Human Services in part states their goal "to maintain and enhance the quality of life of older citizens by providing opportunities for social interaction, physical activity, intellectual stimulation and health clinics." The Senior Center will provide for all that, in a comfortable and welcoming environment, and will maintain client confidentiality and assistance in a dignified manner. We all want this for our senior citizens of Seekonk.

Respectfully submitted,

David Bowden, Chairman  
Robert McLintock, Vice-Chairman  
Gail Ardito, Clerk  
Jack Vatcher, Member/OPM & Clerk of the Works  
Jan Tabor, Member  
Bob Blanchard, Member  
Richard Perry, Member

## Seekonk Public Schools

### School Committee

Raymond C. Grant  
*Chairman*

John E. Dietel  
*Vice Chairman*

Kyle Rose  
*Secretary*

William Woods  
*Member*

Sonig Doran Schiller  
*Member*

Seekonk Public Schools serve as a model for educational innovation as a result of using best practice instructional strategies, an integrated K-12 curriculum and a variety of assessments in a technology-rich environment. Students are able to access multiple pathways that encourage and prepare them to think critically and to use creative problem-solving. We are a community united in the belief that it is our fiscal and moral responsibility to provide outstanding educational opportunities and facilities for all of our students. Our graduates are able to set goals, make responsible choices, and appreciate diversity in order to live their lives with a sense of purpose and face the challenges of the future.



**Arlene Bosco**  
**Superintendent of Schools**

### Central Administration

Arlene Bosco  
*Superintendent*

Barbara Hamel  
*Finance Administrator*

Kristin Dykstra  
*Director of Curriculum and Instruction*

Susan Vonitter-Doe  
*Director of Special Education*

### Strategic Plan 2014-15

During the 2014-15 school year, the Seekonk School District began the eighth year of our strategic plan. Approved in February 2007, this plan contains the following goals: (1) Curriculum, Instruction, and Assessment, (2) District and School Organization, (3) Community Relations and Partnerships, (4) District and School Resources, and (5) Technology. Since this plan has been longstanding, a decision was made to review the goals that guide the district. This year, the administrative team used an outcomes-based approach, the Logic Model, to focus on the

## Seekonk Public Schools Continued

*The mission statement of the Seekonk Public Schools is to inspire all students to acquire the skill, habits, knowledge, and passion to be responsible citizens of the global community.*

identification and assessment of the district's current status in a number of areas, integrate the beliefs, values, and assumptions we have about teaching and learning, and develop short-term, medium-term and long-term goals as they relate to the district strategic plan. Administrators were trained in the Logic Model process at the Summer Administrators' Retreat in August 2014 via PowerPoint, research articles, handouts, activities, and discussion. As a result, we were able to identify our prevailing assumptions and beliefs about each of the components of the current strategic plan. These beliefs and assumptions were then converted into "if/then" statements as is typical of this model. Since input from the greater Seekonk community is important to this process, we encouraged feedback, provided updates at school committee meetings, and developed a paper and pencil survey that was available for distribution at the spring town meeting. A preliminary list of stakeholders who plan to serve on the FY 2015-16 District Strategic Plan Committee has been identified. Although a bulleted summary of the findings of the Logic Model was presented to the School Committee in July 2015, the completion of the Logic Model will set the stage for next year's work – Seekonk Schools' Theory of Action.

### Curriculum, Instruction, and Assessment

The Seekonk Public School District was randomly selected to pilot PARCC in FY 2013-14. As a result of this experience, a decision was made to administer the PARCC assessment rather than MCAS for FY 2014-15. Prior to making this decision, members of the staff attended a number of workshops, engaged in conversations with colleagues, reviewed the preliminary PARCC pilot results, and

## Seekonk Public Schools Continued

*The following is a representation of the meeting activities of the Seekonk School Committee:*

*Since July 1, 2014*

*15 regular session meetings,*

*17 executive session meetings,*

*7 work session meetings,*

*1 public budget hearing,*

*2 joint sessions*

*1 tri-board meeting*

conducted research on assessment measures that would best inform instruction and improve learning. Since MCAS would continue to be the major state- sponsored summative evaluation and requirement for graduation, it was administered to high school students in grade 10. All other students participated in the PARCC online assessment. This allowed the district to better understand the connection between classroom instruction and the Common Core Standards, determine technological capacity for online testing, and gather feedback from staff and students in a year free of any penalty for outcomes. Parents were notified in multiple ways (i.e., school newsletters, letters/memos from superintendent, announcements at school committee meetings, etc.). Preparation for PARCC was an all-out effort that presented a number of challenges throughout the process. More often than not, these challenges were not district-generated. The final PARCC and MCAS results will not be available until the fall of 2015. In order to provide insight into our experiences with the PARCC assessment, three short videos were made, presented at a school committee meeting, and are currently available for viewing on the district website.

On October 27, 2014, the results of the Seekonk Schools District Report Card were presented at a school committee meeting. This was an opportunity to take a close and critical look at how the district performed when compared to other districts in Massachusetts. Seekonk High School, Hurley Middle School, and Aitken Elementary were assigned a Level 2 status whereas Martin Elementary was designated to be a Level 1 school. Despite Level 2 designation to three of our four schools, it is important to

## Seekonk Public Schools Continued

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note that all schools in the district have actually met or improved their target scores. Martin Elementary was awarded extra points since gains were made relative to the school's target goals.

Although students at Aitken Elementary School continued to perform above the state average on MCAS, improvements in reading, math, and writing were targeted for improvement. A thorough review of the data, suggested that students would benefit from improvements in higher order thinking skills, repetitive practice using online resources, and utilizing increasingly challenging reading materials. Although Martin Elementary School demonstrated marked improvement (Level 1 designation), an analysis of their MCAS scores revealed that continued professional development in ELA, math, and science through project-based learning would be beneficial.

At the middle school level, a plan was developed to revise the Super Core classes and to develop additional support in ELA by offering an ELA lab similar to the existing math lab. Also, the addition of a world language course resulted from ongoing conversations with high school and middle school staff. We want to make sure that our students are well-prepared for challenging world language coursework at the secondary level and we are fortunate indeed that this will be available for the 2015-16 school year.

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## Seekonk Public Schools Continued

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At the high school level, Seekonk fell well below many other districts in the number of advanced placement courses offered as well as student enrollment in such courses. We are now providing more challenging courses at the high school through the Massachusetts Insight Education Advanced Placement Program. As a result, the required professional development for teachers has been and will continue to be provided, additional instructional curricula materials will be acquired, and students will be encouraged to raise the bar on their personal expectations. Essentially, our goal is to make sure that more Seekonk High School students will be better able to receive qualifying scores on the Advanced Placement Math, Science, and Engineering Exam (MSE), increase the number of students attending and actually graduating from college, and improve MCAS scores. To garner student and parental interest, a well-attended and enthusiastically received “*Take the Challenge*” evening was hosted at Seekonk High School. The success of this initiative was dependent on well-trained staff and a well-aligned curriculum. A number of teachers have already participated in the Advance Placement training, advanced placement courses have been added to the high school schedule, and student enrollment in AP courses has increased. This is particularly important since it is also a suitable response to the NEASC findings.

Throughout the district, English learners are annually assessed with the ACCESS Test (Assessing Comprehension and Communication in English State-to-State for English Language Learners) which measures English proficiency and is used to guide ESL instruction. Although the official results of the ACCESS Test 2014 are not available at the time of this writing, the district ESL teachers have reported that 100% of the EL students have made gains in their scale score points. This is the best indicator of student growth. Each year, the percentage of EL students making significant progress has increased (i.e., 2013 = 73%; 2015 = 81%).

## Seekonk Public Schools Continued

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With the addition of a .5 ESL teacher, we will not only be within the confines of regulatory compliance, we should continue to demonstrate great success with this group of students. Also, teachers who instruct English learners in the regular education classroom are required to participate in Sheltered English Immersion training. We are proud to say that over the last two years, thirty-eight educators willingly participated in this training that took place at the end of the school day at quite a distance from the district. Due to much perseverance on the part of administrative staff, Seekonk will have an opportunity to host the SEI training on site in FY 2015-16.

### Special Education

The DESE Special Education Mid-Cycle review took place in June 2015. The results were extremely positive and indicated that six out of seven areas were fully implemented and one was partially implemented. The partially implemented area required only a minor adjustment in language that should be noted on students' Individual Education Programs (IEPs).

The district continues to expand special education programming. We added therapeutic, alternative, in-district classrooms at both the Seekonk High School and Aitken Elementary School. These new programs reduced our out-of-district costs by meeting the educational and emotional needs of the students so that they are able to remain in the least restrictive environment. This continuum of special education programs provides increased academic and social emotional support and secures an educational environment that addresses the needs of all students. Throughout the

## Seekonk Public Schools Continued

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year, we hosted a number of Brown Bag meetings for members of the special education department. These meetings focused on:

- Two surveys developed by Holly Quaratella, the district Instructional Technology Coordinator. In preparation for online testing, Mrs. Quaratella highlighted the importance of the assessment of student technology skills and accessibility tools.
- An overview of “Transition Planning: the Student-Led IEP Process.” This presentation was developed by the district transition coordinator, Janet Fitzgerald and high school special educators in order to empower students regarding educational decision-making. This talented group of educators was invited to present their findings to a Department of Elementary and Secondary Education focus group in the fall 2014.
- Trauma- Informed Practice. Donald Schenck, an adjustment counselor at Martin Elementary School, shared the experiences of practitioners who work with students who are victims of trauma.

Grant funded professional development was also embedded in a number of areas throughout the year. There was a strong focus on the social, emotional, and health needs of every student since schools are charged with providing a safe school environment. For example, the psychologists trained the paraprofessionals on positive behavior supports using the Collaborative Problem Solving Model. This model relies on the premise that, “Kids do well if they can,” according to Dr. Ross Greene, Harvard trained Psychologist. As part of this initiative, Dr. Alice Combes and Marisha Znosko provided training for the Special Education Parent Group in April 2015 at the Hurley Middle School Library entitled “How to Deal with Behaviorally Challenging Students-

## Seekonk Public Schools Continued

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“Kids Do Well if They Can”. Educators from the Dr. Kevin Hurley Middle and Aitken Elementary Schools formed a Dr. Ross Greene Book Club to read and discuss his book, “The Lost Child.” Dr. Greene, has also served as a consultant to the district via skype with administrators and educators.

In FY 2016, we will again complete a district special education self-assessment. We will look at recent data, trends over time, staff, student and parent feedback to expand our in-house programming.

### English Language Learners

In response to the Coordinated Program Review, the district added a .5 ESL teacher in 2014 and then in 2015, increased the time to 1.00 ESL teacher to support the required service hours outlined by the Department of Elementary and Secondary Education (DESE). We are now in full compliance in this area as required by the DESE.

The 2015 ACCESS for English Language Learners’ annual test results demonstrate progress for 75% of the ELL students in grades K-12. 25% of the students entered the district this year and took the test for the first time.

### Curriculum & Instruction

Since DESE announced that all districts have an obligation to ensure that they have a sufficient number of SEI-endorsed teachers to provide SEI to ELLs, we have trained a number of staff already. This is important since starting July 1,

## Seekonk Public Schools Continued

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2016, districts will be responsible for monitoring their compliance with 603 CMR 14.07. In addition, districts must provide professional development opportunities that address the SEI training necessary for educator license renewal.

### District and School Organization

In addition to the academic competencies we strive to achieve, it was clear that a culture that promotes the “Conditions for School Effectiveness” also positively impacts student achievement. We looked closely at the data on how we instruct and assess our students, how we train and collaborate with staff and parents, how we differentiate instruction, and how we meet the diverse social and emotional needs of our students. We reviewed the effectiveness of our discipline responses, student access to guidance counselors and psychological support services, and the increasing numbers of students with anxiety or anxiety-related issues in the district. The result of this analysis suggested the need for additional therapeutic support at all levels, but specifically at the high school.

It was determined that the full-day kindergarten program would be maintained as a tuition-based program. We continued to share research articles and other relevant information on the district website or by personal request. In the spring of 2015, a televised lottery drawing was held at Seekonk High School. Mildred H. Aitken Elementary School and George R. Martin Elementary School will again have one full-day kindergarten program with a cap of 25 students per class.

In response to widespread concerns regarding non-Seekonk residents attending Seekonk Public Schools, the residency officer investigated possible infractions

## Seekonk Public Schools Continued

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the year, verified actual residency, and met with parents, principals, and the superintendent. Some residency violations were discovered and the appropriate steps were taken, including the withdrawal of some students from Seekonk Public Schools.

We currently have a sound educator evaluation process in place. This year, a number of procedures and forms were developed by members of the Evaluation Committee to facilitate the educator evaluation/observation process (e.g., Conference Log, Reflection Guide, Lesson Plan Template, etc. (\*see district website)). It was also important that all district administrators maintain consistency regarding the identification of effective instructional practices (i.e., what good teaching looks like), expectations (i.e., what rationale is used to evaluate performance), and feedback to staff (i.e., recommendations to improve student achievement). We were fortunate to have an opportunity to participate in a \$25,000, 6-part Calibration Training at no charge to the district. Fifteen educators and administrators met throughout the school year. As a result, we were better able to understand multiple viewpoints on the evaluation process, gain a clearer understanding of concerns and challenges, share ideas, and make recommendations. We used our newly developed Conference Log as a guide for this discussion and were pleased to find that it was a well-developed and thoughtful tool. Similar to what we learned from the Interest-based Bargaining training, this activity made it clear that the evaluation process is subject to continual improvement and reliant on authentic dialogue, collaboration, and trust.

## Seekonk Public Schools Continued

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### Community Relations and Partnerships

Based on a state report whereby schools should partner with community agencies in this endeavor to prevent, prepare, respond, and recover from critical events, a Committee for Safety and Well-Being was developed in November 2014. Participants include members of the school crisis team, School Superintendent, Chief of Police, Resource Officer, Chief of the Fire Department, Director of the Department of Public Works, and Director of Communications. This was an effort to provide ongoing opportunities for multi-department, coordinated, and targeted discussions regarding safety and security issues in the Town of Seekonk.

Members of the committee met three times this year with a set agenda for each meeting. Since this year was particularly plagued by severe weather conditions, many community members were more concerned about safety issues. This was an efficient and collaborative response with a newly developed mission statement that limits focus to key activities and priorities, specifically issues of safety and well-being. A sampling of topics included plowing and sidewalk cleaning, the ALICE Program, the SWAT drill, and the applicability of the Community Crisis Intervention Team in Seekonk.

In November, members of the Seekonk district staff met with the Taunton Community Crisis Intervention Team. Represented were members from the Department of Children and Families, Community Counseling of Bristol County, the Seekonk Police Department, and Seekonk School staff. This team was developed to insure the safety and well-being of students, particularly those who are at-risk (i.e., mentally ill, developmentally disabled, trauma victims, or legally involved). The goal was to bring together a group of people with specialized expertise to address the complicated

## Seekonk Public Schools Continued

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needs of at-risk students and to change the trajectory of further involvement in the legal justice system. Although this team had been successfully utilized in other cities and towns, we felt strongly that our current process has been quite successful. For example, we now have daily walkthroughs in all schools by members of the Seekonk Police Department. This will strengthen student-police relationships by providing increased visibility and familiarity with school routines.

In December 2014, members of the administrative staff and the Seekonk Police Department attended a safety and security training at the Department of Fire Services. Participation in this training on Bomb Assessment and Response was part of our school safety plan.

In order to communicate with a wider audience, Twitter was used more extensively this year to share information about school activities, closings and delays, staff and students activities, educational topics, and parent tips. Also, we partnered with Cable 9 TV to share important information about the district. An initial meeting was held in December to brainstorm ideas about ways to showcase student work and/or staff activities, provide updates on important issues in education, or create new, collaboratively-developed projects. In May, the superintendent, Director of Special Education, and Finance Administrator, at the request of the Concerned Citizens group, were invited to share information about special education. Dr. Whalen, principal at Hurley Middle School, also presented information about new initiatives at the middle school. This was an excellent opportunity to connect with a broader Seekonk audience. It is our intention to continue this initiative next year.

## Seekonk Public Schools Continued

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The school department continued to work with the Veteran's Resource Officer. Under the direction of Janet Fitzgerald, Transition Coordinator at Seekonk High School, students prepared speeches for the Veteran's Day Observance, planned to replace flags at Veterans' gravesites, and worked for the Toys for Tots events. In turn, Seth Bai agreed to work at the Credit for Life Fair at Seekonk High School.

### Technology/District and School Resources

The District Five-Year Technology Plan was developed and approved by the School Committee this spring. Although this task was primarily completed by members of the Technology Committee, input from all educators via an online survey was strongly encouraged. The results of this survey were used to augment the technology plan and guide budgetary decisions.

With regard to state-mandated testing, we faced a number of challenges this year implementing the online PARCC assessment. It was necessary to provide extensive in-house training and outside professional development, fix multiple and unexpected computer glitches, prepare students for the online assessment, make IEP accommodation changes, share high school computers with the elementary schools at a very busy time, introduce Chromebooks and personal computers at the high school, continually make changes based on DESE advisements, and spend countless hours on data entry.

Despite these challenges, we learned some very important things. We have well-trained, hardworking, and very innovative staff. Our technological capacity may have a few limitations; however, we are in fairly good shape. In fact, we are better prepared for future online assessments when compared to districts that maintained a paper and

## Seekonk Public Schools Continued

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pencil format. The most important things we learned about the PARCC assessment were identified by our students. The students findings were not only consistent with the newly-released information from the Department of Elementary and Secondary Education, they will serve as valuable considerations for any future assessments (\*see PARCC Experience videos on district website.)

As stated in the introduction of this town report, the current strategic plan was developed in 2007; therefore, the result of the Logic Model process provided a visual, bulleted representation of the district's strengths, concerns, resources, beliefs, and priorities in preparation for the strategic plan initiative to take place in FY16.

Respectfully submitted,

Arlene F. Bosco, MA, C.A.G.S.  
Superintendent of Schools Seekonk Public Schools

Seekonk Public Schools Continued

2014-2015 School Calendar

AUG 2014						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	PD	29	30
31						

FEB 2015 (15 days)						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	//	//	//	//	//	21
22	23	24	25	26	27	28

SEPT 2014 (19 days)						
S	M	T	W	Th	F	S
	//	//	PD	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAR 2015 (22 days)						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

OCT 2014 (21 days)						
S	M	T	W	Th	F	S
				1	2	3
4						
5	6	7	8	9	PD	11
12	//	14	15	16	17	18
19	20	21	PT	PT	24	25
26	27	28	29	30	31	

APR 2015 (16 days)						
S	M	T	W	Th	F	S
				1	2	//
4						
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	//	//	//	//	//	25
26	27	28	29	30		

NOV 2014 (17 days)						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	//	12	13	14	15
16	17	18	19	20	21	22
23	24	25	ER	//	//	29
30						

MAY 2015 (20 days)						
S	M	T	W	Th	F	S
						1
2						
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	//	26	27	28	29	30
31						

DEC 2014 (17 days)						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	//	//	//	27
28	//	//	//			

JUN 2015 (14 days)						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

JAN 2015 (19 days)						
S	M	T	W	Th	F	S
				//	//	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	//	20	21	22	23	24
25	26	27	28	29	30	31

FEB 2015 (15 days)						
S	M	T	W	Th	F	S

## Seekonk Public Schools Continued

### REPORT OF FEDERAL AND STATE FUNDS FY2015 SCHOOL YEAR TOTAL GRANT AWARDS RECEIVED FY2015

The following amounts represent the FY2015 grant awards:

DESCRIPTION	PROJECT NUMBER	AMOUNT
<b>Federal</b>		
IDEA-Special Ed. Entitlement	240	\$439,141
Early Childhood Allocation	262	\$11,529
Early Childhood Prog. Improv	298	\$5,600
Special Ed. Program Improvement	274	\$17,171
Teacher Quality	140	\$35,776
Title I	305	\$168,537
<b><i>Subtotal for Federal</i></b>		<b><u>\$677,754</u></b>
<b>State</b>		
MCAS	625	\$11,000
MCAS	632	\$750
<b><i>Subtotal for State</i></b>		<b><u>\$11,750</u></b>
<b><i>Total Grant Amount</i></b>		<b><u>\$689,504</u></b>

## Seekonk Public Schools Continued

### Inventory Report (Values as of June 30, 2015)

I. TRUCKS	\$61,414
II. BUILDINGS and SITES	\$44,911,195*
III. SCHOOL FURNITURE, EQUIPMENT & SUPPLIES	\$6,911,171
<b>GRAND TOTAL:</b>	<b><u>\$51,883,780</u></b>

\*Actual replacement cost provided by the Town's Insurance Program and GASB34 Report

### AVERAGE EXPENDITURE PER PUPIL

YEAR	STATE AVERAGE	SEEKONK	SEEKONK AS COST % OF STATE AVERAGE
2013-14 Per Pupil	\$14,518	\$13,577	93.5%

Source: Per Pupil Expenditures by Program – Mass. Dept. of Education  
(FY14: July 1, 2013 – June 30, 2014)

2014-2015 figures will not be available until fall 2016.

## Seekonk Public Schools Continued

### END-OF-YEAR ENROLLMENT REPORT AS OF JUNE 2015

<u>GRADE</u>	<u>SEEKONK H.S.</u>	<u>HURLEY MIDDLE SCHOOL</u>	<u>AITKEN ELEMENTARY</u>	<u>MARTIN ELEMENTARY</u>	<u>TOTAL</u>
<u>PRE-K</u>			<u>20</u>		
<u>K</u>			<u>58</u>	<u>56</u>	
<u>1st</u>			<u>59</u>	<u>52</u>	
<u>2nd</u>			<u>71</u>	<u>86</u>	
<u>3rd</u>			<u>66</u>	<u>78</u>	
<u>4th</u>			<u>78</u>	<u>89</u>	
<u>5th</u>			<u>79</u>	<u>82</u>	
<u>TOTAL ELEMENTARY</u>					<u>874</u>
<u>6th</u>		<u>171</u>			
<u>7th</u>		<u>176</u>			
<u>8th</u>		<u>182</u>			
<u>TOTAL MIDDLE</u>					<u>529</u>
<u>9th</u>	<u>133</u>				
<u>10th</u>	<u>142</u>				
<u>11th</u>	<u>153</u>				
<u>12th</u>	<u>138</u>				
<u>TOTAL HIGH SCHOOL</u>					<u>566</u>
<u>TOTAL ENROLLMENT</u>					<u>1,969</u>

## Seekonk Public Schools Continued

### Field Trips

The following field trips took place during FY2014-2015:

#### Aitken Elementary

Grade	Location
3 <sup>rd</sup>	New Bedford Whaling Museum
4 <sup>th</sup>	Slater Mill
5 <sup>th</sup>	Boston Museum of Science, Hurley Middle School, East Providence Bowling Lanes

#### Martin Elementary

Grade	Location
K	Four Town Farm, Providence Children's Museum
1 <sup>st</sup>	Phantom Farm, Four Town Farm
2 <sup>nd</sup>	Southwick Zoo
3 <sup>rd</sup>	Plymouth Plantation, Caratunk, Seekonk Town Tour, Boston Museum of Science
4 <sup>th</sup>	Park Theater, Slater Mill
5 <sup>th</sup>	Boston Duck Tour/Tea Party, Francis Farm, Hurley Middle School, Four Town Farm

## Seekonk Public Schools Continued

### Hurley Middle School

Grade	Location
6 <sup>th</sup>	WJAR Studios, Bowling Academy
7 <sup>th</sup>	Bowling Academy, United Skates of America
8 <sup>th</sup>	Seekonk High School, Aitken Elementary School, Martin Elementary School, Park Theater, Patriot Place Cinema, Washington D.C., Francis Farm
Band	Grist Mill Swim Club, Furnace Brook Middle School - Marshfield, MA
Majorettes	Apponequet High School, Middleboro High School, Brockton High School
Math Team	John Nicholas Middle School, Norton Middle School
Student Council	Patriot Place
TAP Program	PeaceLove Studios – Pawtucket, RI
Science Club	Caratunk, Purgatory Chasm

## Seekonk Public Schools Continued

**Seekonk High School** destinations included:

Burrs Pond	Jo-Ann Fabrics	Pamden Lane
Wrights Farm	St. John's Preparatory School, Shrewsbury, MA	Bishop Feehan High School
Gillette Stadium	Isabella Gardner Museum	Bristol Community College, Fall River & Attleboro Campuses
Quabin Reservoir, Belchertown, MA	King Philip High School	MIAA, 33 Forge Parkway, Franklin, MA
Case High School	Alden Labs, Holden, MA	deCordova Sculpture Park & Museum, Lincoln, MA
Bedford High School	New England Aquarium	Swansea Mall
Cable TV9 Studio, Seekonk, MA	Ramada Inn, Seekonk, MA	The Hall at Patriot Place
Pizzitola Sports Center	Sturdy Memorial Hospital	Holiday Inn, Mansfield, MA
Worcester Technical High School	Hurley Middle School	Fairhaven High School
McCoy Stadium	New England Tech	Dighton-Rehoboth Regional High School
Somerset-Berkeley Regional High School	University of Rhode Island	Westin – Copley Place, Boston, MA
Harvard Museum of Natural History	Fanueil Hall – Boston, MA	Independence Harbor
St. John's Preparatory School, Danvers, MA	Amaral Custom Fabrication	Attleboro Arts Museum
Columbus Theater	Roger Williams Park & Zoo	Colt State Park
Seekonk Memorial Day Parade	Gamm Theater	University of Massachusetts, Amherst & Dartmouth Campuses
Walden Pond, Concord, MA	Worcester Poly-technical Institute	Framingham State University

## Seekonk Public Schools Continued

*The mission of Mildred H. Aitken School, in partnership with children and families, is to maintain a safe, nurturing environment in which responsibility, mutual respect and high academic standards are achieved.*

### REPORT OF THE PRINCIPAL MILDRED H. AITKEN SCHOOL 2014-2015

As of October 1, 2014, Mildred H. Aitken School had 431 students in grades preschool through five. The student body follows:

GRADE	Oct. 1st ENROLLMENT
Preschool	20
Kindergarten	58
Grade 1	59
Grade 2	71
Grade 3	66
Grade 4	78
Grade 5	79
Total	431

The Aitken School Council's focus on school improvement was evidenced by its strong goals that reflect the high standards of the New England Association of Schools & Colleges, Inc. The school goals for the 2013-15 school years included 1) develop/align assessments to monitor student progress and growth, 2) increase student engagement and responsibility, 3) improve engagement with Aitken families and community, and 4) continue efforts for re-accreditation with the New England Association of Schools and Colleges, Inc. Each grade

## Seekonk Public Schools Continued

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level also set and met goals in the area of increased student achievement. The Aitken School Council, parents and school staff attained these of two-year goals and created goals for the 2015-2017 school years in May.

Aitken School continued to be very involved with elementary curriculum development, instruction and assessment. Throughout the year, teachers worked on the refinement of common assessments for the performance standards, the creation of District Determined Measures for all grade levels and specialized areas, and the second year of implementation of the Lucy Calkins Writing Program and of the Tools of the Mind kindergarten program. In 2014, Tools of the Mind was also adopted for the preschool curriculum. The main focus of professional development was writing and literacy for teachers in grades 1-5 and Tools of the Mind curriculum for preschool and kindergarten. The district contracted with the Teaching & Learning Alliance to provide curriculum mapping of the Lucy Calkins units, lesson planning, demonstration and coaching. Other professional development included curriculum work, Galileo training, Crisis Prevention Intervention training, CPR training, behavior management training including Ross Greene's Lost at School, technology integration with PARCC tools training, and grade level common planning.

Aitken staff members voluntarily served on numerous school and district committees which include: the Aitken School Council, the Aitken Safety and Housekeeping Committee, the Aitken Technology Committee, the Aitken Data Team, the Aitken NEASC Steering Committee, the Seekonk Curriculum Council, the Elementary English Language Arts Committee, and the Aitken CPI Team. Many members of the staff regularly attended meetings and professional development opportunities offered by the South East Regional Reading Council.

## Seekonk Public Schools Continued

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Mildred H. Aitken School continued to be accredited by the New England Association of Schools & Colleges and worked diligently to maintain high standards for students and staff. Following the completion of an intensive, 18-month self-study, the school staff and community hosted a visiting team in April 2013 in its effort to be awarded continued accreditation. Aitken School received notification of its continued accreditation from NEASC in September 2015.

In September 2014, the school received notification that it moved from a Level 1 status to a Level 2 status due to a decline in our Massachusetts Comprehensive Assessment System (MCAS) test scores. The Aitken School Data Team and faculty analyzed these results and each grade level developed goals to strengthen the weaknesses that were identified. Differentiation of classroom instruction for students continued to be supported with present personnel including 4 special education teachers, 1 reading specialist and 1 differentiated instruction teacher.

Student growth and progress on the Massachusetts standards were assessed throughout the year. Students in grades 2-5 took computer-based Galileo tests in reading and mathematics which monitored student growth and needs. Common elementary assessments were given in all k-5 classrooms. Kindergarten students took the Metropolitan Readiness Test in May and the Diagnostic Reading Assessment test was given to students in grades 1-3. The grade level, class and individual results were used to assess student growth, inform instruction and report progress. In the spring of 2015, students in grades 3-5 participated in the computer-based Partnership for Assessment of Readiness for College and Careers (PARCC) tests which replaced the MCAS tests this year.

## Seekonk Public Schools Continued

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Reading Recovery that supports students in grade one was fully implemented at Aitken School again this year by our reading specialist and trained differentiation instruction teacher. The majority of the first students had reached the standard end-of-the-year reading level by June of this school year. 26% of the first graders benefitted from Reading Recovery and eligible grade 2 students received reading support during the school year. Selected students in grades 3-5 received reading or math support throughout from the differentiated instruction teacher.

Eligible fifth grade students were honored with the President's Education Awards. The program, sponsored by the US Department of Education, recognizes the dedication, achievement and perseverance of students. Six students received the President's Award for Outstanding Academic Excellence in June.

Many grade levels celebrated and highlighted their students' successes during events related to their grade level curriculum. The kindergarten classes performed their annual school play in March and the kindergarten and preschool students "graduated" to the next grade in front of their families and friends in June. First grade students completed a variety of writing assignments and invited their families to an Authors' Celebration. Second grade students launched extensive studies of Plymouth and fossils. Students in grade three captivated our community and parents with their Massachusetts heroes live Wax Museum.

Grade 4 students extensively studied immigration and created projects that studied their families' roots. The fifth grade students wrote and shared essays of their elementary years with their parents at their promotion ceremony in June. Selected second graders attended Seekonk's 9/11 Remembrance Ceremony and led the

## Seekonk Public Schools Continued

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audience in the Pledge of Allegiance. Technology was integrated into the curriculum and students at each grade level completed curriculum at all grade levels.

Aitken School's commitment to the arts continued to be supported by the staff and Aitken Parent Teacher Organization. There were numerous classroom productions throughout the year. The 18th annual Aitken Creative Awareness Week, under the direction of the PTO, was a huge success. The events focused on student presentations, enrichment performances, and an art and talent show. The fifth grade band also delighted audiences with their performances in February and May as they demonstrated enormous growth with their musical instruments.

Aitken School further enriched its students thanks to the generosity of the teachers, parents, and the Aitken School Parent Teacher Organization. Outstanding programs/events throughout the year included Pumpkin Somethin', Flames of Fall, Holiday Shop, Snack with Santa, Evening of Giving, Sweetheart Dance, Boys' Bowling, Reading Week, book fairs, Mother's Day Plant Sale, and Staff Appreciation Week. In addition, support was given to several long-standing reading programs - the Accelerated Reader Program and the RIF Book Distributions. Help with the cost of back-to-school supplies, field trips, library books, assemblies, in-school programs, playground materials and classroom supplies have enhanced a rich educational environment. Once again, Aitken owes an enormous thank you to the Aitken School PTO and its presidents, Beth Eklund and Sonig Schiller.

Aitken continued to be involved with a number of charities and foundations. Horace Mann, founded by educators for educators, donated two e-books that were raffled off to students in grades 1-3 who earned tickets for exceptional efforts in art, music,

## Seekonk Public Schools Continued

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physical education, health and library. The school also continued its partnership with the Alan Shawn Feinstein Organization and community service was visible through the year. Groups of students implemented community service projects that raised money and supplies for the Seekonk Animal Shelter and area family shelters. Teachers assisted with these initiatives and others that included the Jump Rope for Heart and collections for our troops overseas. The students and their families contributed to numerous drives including pet supplies, winter clothing, books, new toys and food. Blood drives were held in September, January and May. The students also benefited from a program grant to the Aitken PTO from the Seekonk Arts Council as well as from donations from the Paw Sox and other community businesses.

Aitken School celebrated the careers and contributions of two staff members that retired this year. Gayle Gault, our elementary speech and language pathologist, retired in February and Agnes Fodor, one of our kindergarten aides, marked the end of her last year in June. Both will be missed by students and staff alike.

Respectfully submitted by,  
Nancy Gagliardi  
Principal of Mildred H. Aitken School

## Seekonk Public Schools Continued

*Our vision for the students attending the George R. Martin Elementary School is for the students to become life-long learners prepared to contribute in an ever-changing global society with personal integrity and confidence.*

**REPORT OF THE PRINCIPAL GEORGE R. MARTIN ELEMENTARY SCHOOL  
A Level I School  
A Feinsein Junior Scholar School**

The mission of the George R. Martin Elementary School is to provide the finest possible education for students in an environment where they may achieve their potential through a partnership of home, child, and school.

**SCHOOL POPULATION**

The school population continues to change. Martin School is now comprised of 24.5% low-income students (qualifying Martin as a Title I targeted assistance school) as well as the most English Language Learners in the district. The school has three distinct special education rooms, assisting children in need of cognitive, language and social/emotional support.

The students are currently distributed, by grade level, as follows:

GRADE	TOTAL
Kindergarten	56
1	52
2	86
3	78
4	89
5	82
Total	443

## Seekonk Public Schools Continued

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### THE GEORGE R. MARTIN SCHOOL COUNCIL

The George R. Martin Elementary School Council consisted of the principal, 3 teachers and 3 parents/community members. Our focus for the year was to create and maintain a school improvement plan that continued to meet the needs of the students both academically and socially. The council met 8 times during the year to create action steps and to discuss how they were being followed in the building. Both teachers and parents worked collaboratively to create a document that would make the George R. Martin School a better place.

A priority for the school council was to support a plan that recognized the school's alignment with both the common core curriculum and proficient-teacher rubrics, both creating student growth, and looking to improve community and parent relations. The goals focused on working with teachers to interpret test data, create instructional groupings in classrooms and work with support staff to provide direct instruction in skills that needed extra help. The support staff in the building was also used in a way that provided specific interventions to students that were identified as needing improvement in one or many content areas.

The school council continued to acknowledge the need for continuous assessment of safety procedures, community partnerships, high levels of technology integration, and the providing enrichment opportunities for students.

## Seekonk Public Schools Continued

### PERSONNEL

The entire staff at the George R. Martin Elementary School continues to work diligently to provide a well-rounded education to the students in the school. Tracey Read joined the staff as the new administrative assistant replacing Lucy Kenyon, who retired. The staff consists of 2 kindergarten teachers, 6 special education teachers, 17 classroom teachers, and numerous support staff. There is one Differentiated Instructors that works with small groups of students throughout grades 1 and 2. A second Differentiated Instructor was cut due to budget constraints, that position targeted extension and intervention lessons for grades 3-5 in ELA, an area in which Martin school has plateaued. A Title I teacher implements Reading Recovery, offered to students in first grade as a specific reading intervention for those in need. For the second year the school was supported by a .4 Title I math teacher, reaching more learners in grades 3-5. The position was paid for with a grant.

### THE GEORGE R. MARTIN PTO

Parents that participate in the PTO throughout the year share responsibilities in planning events, offering grade level enrichment or working on the Accelerated Reader Program. The PTO works extremely hard to grow the lives of our students. Parents and community members have supported Martin School's transition to being more proactive in using technology in all classrooms. Every classroom and almost every specialist has a new Epson Projector and an interactive learning device (SMART board etc.)

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## Seekonk Public Schools Continued

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### SPECIAL EVENTS AT GEORGE R. MARTIN ELEMENTARY

Throughout the year many events were held that brought the students, staff and community together. Writing was enriched for the fourth grade (fourth year in a row) by Steven Krasner, a sports writer and children's book author. The whole school was visited by Keith Munslow, a local musician and author with national fame and national children's author Mark Binder. Both writers came to the school thanks to local arts grants. Martin School continued its school-wide behavioral intervention support program (PBIS), based on the book *Have You Filled Your Bucket Today*. The program contained many smaller integrated incentives including students participating in a "student of the month" positive character program sponsored by Horace Mann. Horace Mann and the PTO donated Kindle readers as awards (tied into the school-wide program). Students of the month events brought anti-bullying and character building messages to students along with monthly awards. PBIS translated into various other positive incentives programs ranging from Math Word awards, to Accelerated Reader comprehension awards, to Wii bowling for students having eight great days in a row. A technology night was held for the whole school. For the third year, Tech Night coincided with the district-wide night for parents of English Language Learners (ELL); held at Martin School.

The PTO organized many family nights. These were free or affordable events for families to come and get to know one another; these included Father/Daughter events, Mother/Son events, and so on. The Martin Spring Fling was held once again and was bigger and better than ever. Many families stayed the entire day to enjoy the games, food and demonstrations. A night was held for kindergarten open house. Parents came to see the school, met the principal, and listened to a wonderful presentation

## Seekonk Public Schools Continued

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from the kindergarten staff on expectations and reminders for the year ahead. During whole-school open house in October, parents were also able to visit classrooms. The Martin School also participated in a Father's Reader Week. As part of creating a welcoming culture and reflecting the many ESL students attending Martin, morning announcements, this year, were read in 9 different languages. An afterschool Spanish club entered its fourth year with the support of the SHS Spanish Club. A French club saw its inception. Key Club afterschool tutoring continued this year. Casting Call for Kids, an after school theater program, finished its third year, while Mad Science wrapped up its 8th session in three years.

### Tutoring and Technology

We were able to benefit from Title 1 funds to offer afterschool tutoring in Math. Along with tutoring, students received massive differentiation through a surge in the use of technologies, as every classroom now has an interactive white board, LCD projector, document camera, teacher laptop and speaker system. Students through all grades consistently used the two new iPad carts and a new laptop cart.

### Concluding Remarks

The George R. Martin Elementary School continues to be a wonderful environment for students to learn academically and grow as responsible citizens. The working atmosphere for the staff is one of respect and collaboration. The students are on a path as life-long learners. This is a credit to the hard work done by the students, staff, parents, the PTO, and the community.

## Seekonk Public Schools Continued

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We will maintain focus on improving student learning and character. Looking to the future we plan on intervention grouping to maintain rigorous learning in larger class-sizes as new construction continues in our district.

The school always has an open door policy for community members and volunteers. With the efforts of all stakeholders, our children will succeed. We are a state recognized, Level I school.

Sincerely,

Mr. Bart Lush

Principal, George R. Martin Elementary School

## Seekonk Public Schools Continued

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The Dr. Kevin M. Hurley Middle School has completed the 2014-2015 academic year under the leadership of third year Principal, Dr. William V. Whalen III, and Assistant Principal Mrs. Mary C. Westcoat.



The student population at the close of the school year by grade level was as follows:

Grade 6	171
Grade 7	176
Grade 8	182
<b>Total</b>	<b><u>529</u></b>

The Dr. Kevin M. Hurley Middle School includes 48 highly qualified faculty members in addition to many extraordinary staff members and support personnel. The faculty and staff continue to embrace a common set of expectation messages for students that we have adopted from Research for Better Teaching □. These messages include telling students, “This is important! You can do it, with effective effort. We won’t give up on you!” The members of the HMS community also believe in a common theme for the school, “Show Respect, Be Responsible, and Keep It Safe.” The administration and teachers stress many qualities that we believe are important for middle school students to embrace, which include Pride, Character, Acceptance of Diversity, Respect, and Working Together.

## Seekonk Public Schools Continued

*The Dr. Kevin M. Hurley Middle School community seeks to develop students to their greatest academic, personal, social, and physical potential by providing a challenging, quality education incorporating the latest theories of learning and adolescent development. We look to prepare students for the challenges of the future by assisting them in becoming self-directed learners with the necessary problem solving and critical thinking skills and creativity to be successful in an informational, technological, and global society.*

Many teachers serve actively on school and district-wide committees. These committees include the Curriculum Council, Teacher Mentoring, Technology Committee, Student Handbook Committee, and the School Council. The School Council meets on a monthly basis for the most part, and is responsible for the creation/revision of the School Improvement Plan. The group includes parents, teachers, a community representative, and the Principal.

This year, educators in our building participated in the new educator evaluation system for the second year. Teachers receive frequent unannounced observations. Educators on a one-year plan receive a Formative Assessment halfway through the year, and a Summative Evaluation at the end of the year. Teachers on a two-year plan receive a Formative Evaluation at the end of year one of the plan, and a Summative Evaluation at the end of year two. Teachers are rated on four standards. The standards include Curriculum/Planning/Assessment, Teaching All Students, Family and Community Engagement, and Professional Practice. They also receive feedback on the progress that they are making toward Student Learning Goals and Professional Practice Goals. The faculty of HMS meet together twice a month, with the first meeting led by the Principal. The second meeting of the month is held by academic department and is led by a Curriculum Leader. The topics of those meetings include analyzing data, curriculum documents, pedagogy, and budgeting. Sometimes the second meeting of the month is reserved for academic teams to meet.

## Seekonk Public Schools Continued

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This document will report out on how the goals of the 2014-2015 School Improvement Plan were met. The School Improvement Plan for 2015-2016 takes this information into account, and includes revisions and additions to meet the current needs of our school.

School Goal #1: Educators continue to work in order to align curriculum with the Massachusetts Common Core State Standards following the Understanding by Design process, and have begun to enter the curriculum into the Atlas Curriculum Mapping System. Curriculum leaders as well as teachers at the middle school for ELA and mathematics spent time meeting this past school year along with teachers and department heads at Seekonk High School in order to better align curriculum for the schools. Members of our curriculum council presented to their peers during professional development days in order to educate them on the process of using the Atlas Curriculum Mapping System. Also this year, our science department is beginning curriculum work in preparation for the Massachusetts version of the Next Generation Science Standards (NGSS).

School Goal #2: The Seekonk Public School District completed year number two of using the new educator evaluation system. Once again, the tool incorporated teacher goal setting, multiple classroom visits, and formative as well as summative evaluations. Educators in the district created their own District-Determined Measures in order to measure student growth. The Dr. Kevin M. Hurley Middle School, along with the town's two elementary schools, also used

## Seekonk Public Schools Continued

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the PARCC assessment for the first time. Students in grades six through eight took the Performance-Based Assessments and End of Year Assessments in ELA and mathematics. Emphasis was put on preparing students for the rigor of these assessments, and time was spent in the district to ensure that the technology infrastructure for PARCC testing was in place and would work properly.

School Goal #3: Teachers at Hurley Middle School continue to research and implement activators and summarizers as instructional strategies in their classrooms, as this is a school-wide initiative. All teachers continue to frame learning for their students by posting daily agendas that include lesson activities, as well as posting lesson objectives. Teachers frame learning for their students so that each student will understand what they are supposed to know or be able to do by the end of each class period. Teachers at HMS also post key vocabulary terms for each lesson, and have been working to provide students with consistent rubrics, vocabulary, and skills across disciplines to promote school-wide literacy. This year, teachers planned Super Core classes so that they could best utilize the time to support students in ELA and mathematics, and for grade eight students, science as well.

School Goal #4: The HMS Parent Newsletter continues to be published on a weekly basis on the Principal's Page of our school's website. Parents receive a reminder email every Friday afternoon that includes a link to the Principal's Page, so that they can stay up to date on curriculum and extracurricular activities

## Seekonk Public Schools Continued

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and events. We have continued with our 5th grade transition activities. The principal visits both elementary schools to make a presentation. This year, a team of student leaders from the middle school also presented along with the principal. Fifth grade students later had the opportunity to visit HMS for a tour of the building. Eighth grade students also led the tours from our leadership team. The development of this new student leadership team is something that will continue into next school year, with a new group of students being involved with this program. The public can follow Dr. Kevin M. Hurley Middle School on Twitter @HurleyMiddle. There are also many other Twitter accounts related to the school including accounts run by the principal, guidance department, and library, as well as many teachers. The use of social media has served as a great way to keep members of the HMS Community up to date on curriculum and extra-curricular events that take place at the school.

School Goal #5: HMS continues to work on developing programs that engage students and recognize them for many reasons, including academic work and character. The State of the School Address assemblies took place once again this year during the month of January. This year, the presentation was improved because of the fact that it included student leaders, and also showcased student work, in addition to recognizing many students and teachers for their work. We continue to celebrate the successes of our students, both individually and collectively. This year, Mr. Chris Poulos, a professional stunt cyclist, presented in a school-wide assembly. Some of the concepts he covers include decision-making, bullying, cyber-bullying, and making good choices. We also held our

## Seekonk Public Schools Continued

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College and Career Day, which included career professionals as well as college representatives, making presentations and answering questions for our students.

School Goal #6: Educators continue to use faculty meeting time to better enhance teaching and learning. We continue to find ways to increase collaboration between teachers regarding instructional strategies and effective practices through peer observations. The administration continues to work to recognize the accomplishments of our professional staff for many reasons, in order to develop and promote our most talented educators.

School Goal #7: Teachers and administrators are working to promote quality wellness service programs for our students. We offer many sports, intramurals, and clubs that promote physical fitness. We are currently working a forming a partnership with Chartwells, to be able to incorporate healthy eating and cooking as an additional means to educate our students about the importance of health and wellness.

School Goal #8: This was the first year of the implementation of the new special education program called BASE. The program was designed with consistent behavior programs, and offers special education teachers the chance to have common planning time with regular education teachers. This time is supposed to be focused on curriculum, and this is an area that we will continue to focus on as we move into the 2015-2016 school year.

## Seekonk Public Schools Continued

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Once again this year, HMS offered students many additional opportunities to learn outside of the walls of the building. The Eighth Grade Class Trip to Washington DC involved approximately 130 students and over twenty adult chaperones. This year's trip included a stop in Philadelphia, Pennsylvania as well. This past spring, seventh grade students at HMS began a partnership with the Seekonk Water Department, working together on a Water Education Program, under the direction of Mrs. Ellyn Metcalf and college student Nathan Larrimer.

Extracurricular programs at the middle school continue to flourish with extraordinary participation by students. Students participate in cross country, as well as boys and girls soccer in the fall. The winter season includes basketball for boys and girls, and the spring sports teams include baseball and softball. This year, HMS sponsored the very first "Veteran's Day Run," which included two age groups for elementary and middle school students. This was a charitable cause.

Also, we held our very first ever HMS Basketball Tournament during the winter. The tournament included schools from Massachusetts and Rhode Island. Intramural programs at the school are available in the spring for students that want to participate in volleyball or dodge ball. HMS also has a Student Council, Builders Club (a community service group), Knitting Club, HMS Idol (a talent competition), and more. This year, our students enjoyed participation in a brand new Science Club, which was created and advised by three science teachers at our school, Mrs. Downing, Mrs. Metcalf, and Ms. Murgo. Students in this year's Drama Club performed Disney Meets Broadway. All of our athletic and academic

## Seekonk Public Schools Continued

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teams, such as the Math Team and Spelling Team, participate in the Massasoit League of Middle Schools, an organization that is managed by the principals of the schools in the league.

One of the new additions to our school for next year will be a World Language Program. Students will be offered Spanish or Portuguese, which will support them as they enter their high school years and prepare for college.

Our PTO continues to support our students and teachers in many ways. This year, the PTO supported our school financially in order to be able to purchase a large flat screen television that is mounted in the library. The librarian posts news and information on the screen. Several teachers have utilized the screen for class lessons as well. The PTO supported our students in other ways too, such as with the Eighth Grade Dance, School-Wide Assemblies, Eighth Grade Class Picnic, College and Career Day, and more.

The end of the 2014 – 2015 school year saw the retirement of some wonderful educators that have served in the Seekonk Public School District for many years. Our retirees include Mr. Stanley Moszczenski, Mrs. Marcia Jones, Mrs. Tina McCabe, and School Resource Officer, Stephen Kandarian. These individuals were honored at our annual 8th Grade Promotional Ceremony, which took place on the front lawn of our campus on June 24, 2015.

Overall, this was a very successful school year at the Dr. Kevin M. Hurley Middle School.

## Seekonk Public Schools Continued

### Seekonk High School

Enrollment as of October 1, 2014 (566):

9th - 133

10th - 142

11th - 153

12th - 138



This year, Seekonk High School added some new programs to encourage students to challenge themselves. In January, prior to the start of mid-semester exams, the students and staff participated in an Academic Pep Rally. Members of our academic clubs such as Model UN, Math Team, and National Honor Society entertained the student body with skits. The Peer Helping Network led a cheer that emphasized the importance of studying. The SHS band provided the music.

The high school was also awarded a grant from MassInsight to support the addition of new Advanced Placement Courses (science, math, and English). In turn, it was our responsibility to increase enrollment in these courses. More than 130 students and their parents/guardians attended "Take the Challenge Night" in March. Those in attendance watched a video that featured students who had chosen to take honors and/or AP courses. They talked about how exciting the challenge was and how much they had learned. The video also included interviews with teachers and highlighted their love of learning. There were also

## Seekonk Public Schools Continued

*Seekonk High School is committed to creating a safe, supportive environment where our students can develop the skills necessary to become independent thinkers and problem solvers capable of addressing the challenges and opportunities of the 21st century.*

three panel discussions led by students and teachers. By the time scheduling took place in the spring, the number of seats in AP classes had increased from 85 to 195. Two new courses were also added – AP Statistics and AP Chemistry. The grant will provide workshops and classes for teachers and students as well as some supplies and equipment.

Many of our students had the opportunity to extend their knowledge beyond the classroom by going on field trips and participating in in-house fairs. Students visited the Roger Williams Zoo, Harvard Museum of Natural History, Burr's Pond, Runnins River, New England Aquarium, Student Government Day, and the Isabella Gardner Museum. Students in Advanced Placement Language/Composition and AP US History participated in an interdisciplinary field trip to common sites that they had studied (Orchard House, Concord, etc.). Thanks to the efforts of Mrs. Fitzgerald, our transition coordinator, members of the junior class learned about the cost of living at the Credit for Life Fair. The science department also hosted a STEM fair in June; freshmen heard from different speakers who had careers related to math and science.

Our faculty members continued to improve their practice. As part of the new evaluation system, many teachers worked together to create materials. For example, members of the English department developed strategies to strengthen students' research and writing skills. Our guidance counselors participated in several professional development opportunities during the school year. Counselors attended workshops on changes in the college search and admissions, and the redesign of the SAT starting in spring of 2016. They also

## Seekonk Public Schools Continued

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toured the opening of a newly accredited college, the Northeast Maritime Institute in Fairhaven, MA. A team comprised of educators Paul Cote, Janet Fitzgerald, Melissa Mello, and Kathleen Wilson participated in the Southeastern MA Regional College and Career Readiness session. They completed self-assessments, used helpful planning tools, and learned about best practices in college and career readiness that could be implemented at SHS.

Our parent groups continued to support the high school. Both the Parent Advisory Committee (PAC) and the Athletic Boosters Club provided scholarships for students. These two groups also purchased items that we would not otherwise have. Members of the School Improvement Team crafted a new core values and beliefs about learning statement by compiling suggestions from all stakeholders: Seekonk High School is committed to creating a safe, supportive environment where our students can develop the skills necessary to become independent thinkers and problem solvers capable of addressing the challenges and opportunities of the 21st century. The staff, students, family, and community members will collaborate to create an atmosphere of compassion, appreciation of diversity, and mutual respect. We will provide stimulating academic and extracurricular programs that are relevant and engaging so we can meet the needs of all learners.

Many of our students gave back to the community, too. Mrs. Marinucci and the members of Key Club sponsored the Annual Easter Egg Hunt. Members of the Honor Society and other volunteers cleaned up the courtyard. Thanks to the efforts

## Seekonk Public Schools Continued

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of Mrs. Rok, our school nurse, glasses and hearing aids were donated to the Lions Club. The Drama Club entertained the town with their performance of the musical "Footloose." This year, twenty-two children were enrolled in the Little Warrior's Pre-school. Our students were required to create themed lesson plans that included activities, games, songs, books and classroom bulletin boards, as well as, taking a teaching role in the classroom. Our marching band performed at home football games, the Thanksgiving Day game, UMass Band Day at Gillette Stadium, the St. Patrick's Day Parade in Pawtucket, and the Seekonk Memorial Day Parade.

Our athletic program continues to thrive. Senior athletes were honored at the Annual Banquet sponsored by the Athletic Boosters Club. Our trainer, Mr. Paul Lonczak, made sure that we were in compliance with all interscholastic regulations in the absence of an athletic director. Overseeing the scheduling of events as well as transportation for thirty-four teams is not an easy job.

Under the direction of Mrs. Larson, our library/media specialist, the library has increased its services for students and teachers. In September 2014, Seekonk High celebrated their school-wide summer reading book, "Being Henry David," by hosting author Cal Armistead to talk about her book with students and teachers. The high school library collection of print and digital media was updated so that the average age of materials is less than 9 years old, in compliance with high school library best practice guidelines. SHS students checked out more than 1,650 books during the 2014-15 school year for

## Seekonk Public Schools Continued

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research, independent reading and recreation. This number represents an average of 3.02 books checked out per student. Increased reading time is correlated to higher test scores and better academic performance across the curriculum.

Our Special Education teachers continue to work together to meet the diverse needs of our students. SHS special education department presented at a statewide conference on best practices of developing student self-determination. Fourteen students in our special education programs successfully met graduation requirements and earned their high school diplomas on June 5th. Four students in the On Track program received their diplomas while earning credits through the use of the Massachusetts Work Based Learning Plan. Three students participated in the Automotive Exploratory Program at MTTI.

Three of our teachers retired at the end of the school year – Ms. Lord (math), Mr. Isidoro (science), and Mrs. Wilbert (art). It will not be easy to replace such knowledgeable, dedicated educators. We will be busy over the summer filling these and other vacancies.

As always, we value the support of the Town of Seekonk and look forward to another exciting school year. Our School Improvement Plan for 2015-2017 is as follows:

Goal #1: Align curriculum vertically and horizontally with the MA Frameworks/Common Core by June 2017.

## Seekonk Public Schools Continued

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Goal # 2: Engage in an inclusive process to review and revise our current expectations to ensure that they are measurable; address academic, social, and civic competencies; and target high levels of achievement. Each of the 21st Century Learning Expectations will be defined by school-wide analytic rubrics.

Goal #3: By June 2017, develop and implement a program so every student has an adult in the school, in addition to the school counselor, who knows the student well and assists the student in achieving the school's 21st century learning expectations.

Sincerely,

Marcia McGovern  
Principal

## Seekonk Public Schools Continued

### Report of the School Lunch Program



I hereby submit my report to the Superintendent of Schools, the School Committee and the people of Seekonk.

All School lunch and breakfast meals meet the U.S.D.A. meal requirements. Student lunches qualify for state and federal reimbursement, while adults must pay the full cost of the meal, plus the state meal tax, \$3.54. The student lunch price is \$2.40 in the Elementary Schools, \$2.65 at the Middle School and the High School lunches are priced at \$2.75. All a la carte foods and snacks in the schools meet the Massachusetts School Nutrition Standards for Competitive Foods and Beverages. Our Chartwells staff works hard to provide nutritious meals in a pleasant environment of our children.

From July 1, 2014 through June 30, 2015 we served the following:

Total Students Lunches:	129,814
Paid:	82,877
Free:	38,484
Reduced:	8,453

**Seekonk Public Schools Continued**

Month	Days	Student Lunches	Paid Lunches	Free Lunches	Reduced Lunches
July	-	-	-	-	-
August	-	-	-	-	-
September	19	12,958	8,339	3,864	755
October	21	15,532	10,082	4,351	1,099
November	17	12,685	8,280	3,487	918
December	17	12,689	8,290	3,483	916
January	17	11,903	7,733	3,325	845
February	12	8,982	5,804	2,554	624
March	22	16,143	10,265	4,832	1,046
April	16	11,823	7,343	3,818	662
May	20	14,980	9,272	4,811	897
June	19	12,119	7,469	3,959	691

Karleen DeLellis  
F.S.D.

## **Boards and Commissions**

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Sharonlynne Hall, ACO  
Lee Cassidy

### **ARMED FORCES MEMORIAL PARK COMMITTEE**

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Sean Healy  
Vidal DeMedeiros  
David Sullivan, Sr.  
Joe Velardo

### **BANNA STATION BUILDING COMMITTEE**

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Norman Champigny - Clerk  
Even Akers  
Charles Ransom  
Michael Bourque

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Robert Caruolo

*Theodora Gabriel, Assessor*

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Josephine Veader

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David J. Andrade

## Boards and Commissions

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Pricilla Dunn  
Willit Mason  
Neal Abelson, Planning Board Appointment  
James Tusino, Housing Authority Appointment  
David Norton, Historical Commission Appointment  
Richard Wallace, Conservation Commission Appointment  
Jason Adamonis, Recreation Appointment

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*Bernadette DeBlander, Conservation Agent*

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Charles Waddington  
Stuart Montgomery  
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John Macek

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Cheryl Faria  
Kathy Lussier  
Richard Perry

*Peter Fuller, Director of Library Services*

## **Boards and Commissions**

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David Pinsonneault

Cynthia E. Corbett

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Jason Adamonis

Erica Harris-Grimes

Jamed Troiano

Peter Amaral

*Bridget Garrity, Director of Parks and Recreation*

## **Boards and Commissions**

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Michael Bourque – Clerk

David Sullivan, Jr. – Vice Clerk

Phoebe Lee Dunn

Sandra Foulkes

James Roach

*John J. Aubin, III, Town Planner*

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*Christine DeFontes, Town Treasurer/Collector*

*Theodora Gabriel, Town Assessor*

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William Krchmann

John Pozzi, Jr.

*David Cabral, Acting Superintendent of Public Works*

*Lorraine Gramolini, Recycling Coordinator*

## **Boards and Commissions**

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John Dietel

William Wood

Sonia D. Schiller

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Robert McLintock – Vice Chairman

Jan Tabor – Clerk

Gail Ardito

Robert Blanchard

Richard Perry

Jack Vatcher

### **SOUTHEASTERN REGIONAL PLANNING & ECONOMIC DEVELOPMENT (SRPEDD)**

Steven D'Amico

Phoebe Lee Dunn

### **SOUTHEASTERN REGIONAL PLANNING & ECONOMIC DEVELOPMENT JOINT TRANSPORTATION PLANNING GROUP**

Robert Lamoureux

David Cabral

## Boards and Commissions

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### TAXATION AID FUND COMMITTEE

Paul Buckley

Christine Allen

Philip Fox

Jane Damiani

*Christine DeFontes, Town Treasurer/Collector*

### TRI-COUNTY SCHOOL COMMITTEE

Douglas Brown

### ZONING BOARD OF APPEAL

Ronald Blum

Edward Grouke

Robert Read

Keith Rondeau

Roger C. Ross

Gary Sagar

Neal Ableson

## Department Directory

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### SEEKONK TOWN HALL

Animal Shelter	(508) 336-6633
Assessor's Office	(508) 336-2980
Building Department	(508) 336-2990
Collector's Office	(508) 336-2930
Conservation Office	(508) 336-2944
Finance Department	(508) 336-2933
Health Department	(508) 336-2950
Human Services	(508) 336-8772
Library	(508) 336-8230
Planning Department	(508) 336-2961
Recreation Department	(508) 336-0764
Town Administrator/Board of Selectmen	(508) 336-2910
Town Clerk	(508) 336-2920

### PUBLIC SAFETY

Communications Department	(508) 336-8123
Department of Public Works	(508) 336-7407
Fire Department	(508) 336-8510
Police Department	(508) 336-8123

### EDUCATION

School Administration Office	(508) 339-5106
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