

Annual Report

FISCAL YEAR 2016

Board of Selectmen

David J. Andrade, Chairman
Nelson Almeida, Vice Chairman
David F. Viera, Clerk
David S. Parker
Michelle A. Hines

Town Administrator

Shawn E. Cadime

Town of Seekonk

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100 Peck Street
Seekonk, MA 02771

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.

*“Coming together
is a beginning.
Keeping together
is progress.
Working together
is success.”*

- Henry Ford

A Message from the Town Administrator

Dear Residents,

I am very pleased to deliver what will now be my third Annual Report to the Town of Seekonk. I am honored to serve the Town and its residents in the capacity of Town Administrator and I am thankful to the Board of Selectmen for continuing to entrust me with this role. I am 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

I am pleased to report that by working together the Town's financial position remains strong with a positive outlook. Based on our strong financial position and strong management, we continue to build and improve upon our departmental policies and procedure in order to ensure that adequate services are being provided to all of our residents and businesses in the most effective and efficient manner.

The Town's building projects continue to reach significant milestones. As the Seekonk Senior Center reached completion, on time and under budget, and is now fully operational, we embark upon the beginning stages of revitalizing the Animal Shelter project and shifting our focus to Phase II of the Senior Center Building.

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, which appears to read "Shawn E. Cadime". The signature is stylized with a large, sweeping initial "S".

Shawn E. Cadime

Board of Selectmen Report

Board of Selectmen

David J. Andrade
Chairman

Nelson Almeida
Vice Chairman

David F. Viera
Clerk

David S. Parker
Member

Michelle A. Hines
Member

The 2016 has been another successful year for the Town of Seekonk. We had filled the vital positions of Building Inspector and Director of Public Works and negotiated several key contracts. With the completion of the Senior Center, the Veterans Memorial Park, the securement of the new cemetery location and Standards & Poors affirmation of our AA+ bond rating, the Town is securely footed as we focus on the remaining our needs.

Overall, our Board is comprised of individuals who, though we may not see eye to eye on all issues that come before us, are able to focus on the issue at hand and are not afraid to make tough choices in the best interests of the Town. We continue to stress the importance of citizen involvement on our many boards and committees by announcing the openings at every meeting.

Lastly, I would like to take a moment and acknowledge our police, fire, and communications departments. Nationally this year was an especially hard year for law enforcement and despite those issue our departments were able to focus their efforts on the issues here in Seekonk and perform in their usual, exceptional manner.

Sincerely,

David J. Andrade
Chairman

"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, 2016."

Bruce N. Alexander
Director of Finance

Financial Statements

GENERAL FUND

	Revenue	
<u>Taxes</u>		
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>
<u>Departmental Revenues</u>	\$ 230,019	\$ 230,019
<u>Licenses and Permits</u>	\$ 557,971	\$ 557,971
<u>Revenue from Federal</u>	\$ 117,277	\$ 117,277
<u>Revenues from State</u>	\$ 6,439,966	\$ 6,439,966
<u>Revenues from Other Governments</u>	\$ 7,545	\$ 7,545
<u>Special Assessments</u>	\$ 1,285	\$ 1,285
<u>Fines and Forfeitures</u>	\$ 54,568	\$ 54,568
<u>Miscellaneous Revenues</u>		
Miscellaneous Revenues	\$ 42,964	
Earnings on Investments	\$ 17,666	<u>\$ 60,630</u>
<u>TOTAL GENERAL FUND REVENUES</u>		<u>\$45,405,942</u>
<u>Other Financing Sources</u>	\$ -	\$ -
<u>TOTAL GENERAL FUND REVENUE AND OTHER FINANCING SOURCES</u>		<u>\$45,405,942</u>
<u>Interfund Operating Transfers</u>		
Transfers from Special Revenue Funds	\$ 534,175	
Transfer from Trust Funds	\$ -	
Transfers From Enterprise Funds	\$ 48,891	<u>\$ 583,066</u>
<u>TOTAL GENERAL FUND REVENUE, OTHER FINANCING SOURCES, AND INTERFUND OPERATING TRANSFERS</u>		<u>\$45,989,008</u>

Financial Statements Continued

	Expense	
<u>General Government</u>		
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 Maintenance 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>
<u>Public Safety</u>		
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>
<u>Education</u>		
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	\$ 118,703	\$ 75,543
State Public Works Grants	\$ 976,813	\$ 796,956
State Education Grants	\$ 1,460,650	\$ 1,174,342
State Library Grants	\$ 35,073	\$ 76,524
Other State Grants	\$ 26,595	\$ 24,056
School Lunch	\$ 522,147	\$ 513,507
Community Preservation Fund	\$ 435,968	\$ 766,665
MWPAT Fund	\$ 39,974	\$ 21,006
Gifts and Donations	\$ 183,890	\$ 83,022
Other Special Revenue Fund	\$ -	\$ 500
Ambulance Fund	\$ 744,412	\$ 61,413
Other Reserved Funds	\$ 45,005	\$ 54,548
Education Revolving Funds	\$ 641,152	\$ 599,619
Athletic Revolving Funds	\$ 70,275	\$ 56,046
Parks & Recreation Revolving Funds	\$ 35,224	\$ 49,913
Chapter 44.53E1/2 Revolving Funds	\$ 160,223	\$ 154,666
Other Revolving Funds	\$ 100,506	\$ 100,200
TOTAL OTHER SPECIAL REVENUE	\$ 5,596,612	\$ 4,608,526

Financial Statements Continued

Enterprise Funds

Sanitation Enterprise Fund	\$ 1,161,619	\$ 1,210,599	\$ 203,408
TOTAL ENTERPRISE FUNDS	\$ 1,161,619	\$ 1,210,599	\$ 203,408

Trust Funds

Non-Expendable Trust Funds	\$ 9,300	\$ -	\$ 295,053
Pension Reserve Trust Fund	\$ 412	\$ -	\$ 24,991
Stabilization Fund	\$ 709,899	\$ 388,289	\$ 4,775,783
Health Claims Trust Fund	\$ 14,431	\$ -	\$ 861,858
Conservation Trust Fund	\$ 250		\$ 15,192
OPEB Trust Fund	\$ 126,874	\$ -	\$ 815,249
Other Trust Funds	\$ 7,833	\$ 1,009	\$ 131,721
TOTAL TRUST FUNDS	\$ 869,000	\$ 389,299	\$ 6,919,846

Capital Projects Funds

	Revenue	Expenditure	Balance
School Capital Projects	\$ -	\$ -	\$ -
Municipal Buildings Capital Projects	\$ 52,000	\$ 2,037,638	\$ 45,261
Landfill Capital Projects	\$ -		\$ 4,479
Other Capital Projects	\$ -	\$ -	\$ 11,752
TOTAL CAPITAL PROJECTS	\$ 52,000	\$ 2,037,638	\$ 61,492

Financial Statements Continued

	Agency Funds		
	Additions	Deductions	Balance
Police Outside Detail	\$ 1,209,532	\$ 1,209,532	\$ 16,233
Fire Off Duty Detail	\$ 71,430	\$ 71,430	\$ 845
Licenses Due State	\$ -	\$ -	\$ (1,193)
Guarantee Bid Deposits	\$ 122,224	\$ 47,014	\$ 444,035
Unclaimed Items	\$ 6,915	\$ 2,002	\$ 4,913
Other Liabilities	\$ 70,475	\$ 72,607	\$ 36,073
TOTAL AGENCY FUNDS	\$ 1,480,576	\$ 1,402,584	\$ 497,577

DEBT OUTSTANDING, ISSUED, AND RETIRED

	Outstanding July 1, 2015	Issued this Fiscal Year	Retired this Fiscal Year	Outstanding June 30, 2016
Buildings	\$ 4,785,491	\$ -	\$ 460,491	\$ 4,325,000
School-All Other	\$ 2,875,000	\$ -	\$ 350,000	\$ 2,525,000
Other Inside Limit	\$ -	\$ -	\$ -	\$ -
Subtotal Inside Debt Limit	\$ 7,660,491	\$ -	\$ 810,491	\$ 6,850,000
School Buildings	\$ 559,000	\$ -	\$ 185,000	\$ 374,000
Solid Waste	\$ 1,255,141		\$ 101,529	\$ 1,153,612
Other Outside Limit	\$ 130,733		\$ 20,912	\$ 109,821
Subtotal Outside Debt Limit	\$ 1,944,874	\$ -	\$ 307,441	\$ 1,637,433
Bond Anticipation Notes	\$ 852,000	\$ 2,759,645	\$ 852,000	\$ 2,759,645
TOTAL LONG AND SHORT TERM DEBT	\$ 10,457,365	\$ 2,759,645	\$ 1,969,932	\$ 11,247,078
Bonds Authorized and Unissued June 30, 2016		\$ 126,954		

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. In FY'16, the Division of Local Services conducted an audit as part of a 3 year program, insuring the quality and methodology of our process.

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). 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, 2015 thru June 30, 2016, the Board of Assessors, committed taxes to the Town Collector for the following:

#of Bills

Motor Vehicle Excise	19,859
Real Estate Tax Bills	6,496
Personal Property Tax Bills	580
Septic Betterments	31
Boat Excise	48
Farm Animal	19

The Board of Assessors asks for the continued support of the Seekonk taxpayers in helping us develop values for the upcoming FY'17 valuation.

Respectfully submitted,
SEEKONK BOARD OF ASSESSORS

Board of Assessors

Paul Buckley
Chairman

William Barker
Assessor

Christopher Pelletier
Assessor

Theodora Gabriel
Town Assessor

Town Treasurer/Collector Report

Schedule of Bank Balances

<u>BANK</u>	<u>June 30, 2016 Balance</u>
Century Bank – Lockbox	\$179,552.73
Century Bank – Money Market	\$1,370,471.34
BayCoast – Depository Fund	\$114,222.57
BayCoast – Money Market	\$3,342,612.46
BayCoast – High School	\$101,907.68
BayCoast – School Lunch	\$127,785.51
BayCoast – Middle School	\$84,496.88
BayCoast – Aitken School	\$331.59
BayCoast – Police Honor Guard	\$647.66
BayCoast – Taxation Aid Fund	\$4,390.34
BayCoast – Senior Center Bond Proceeds	\$50,585.23
BayCoast Surety – Howland Estates	\$28,624.99
MMDT Capitol	\$580,868.74
MMDT LF & A/M School	\$4,484.63
Webster General Fund	\$260,266.23
Webster Trust Muni Cap Stabilization	\$1,854,832.81
Webster Septic Fund	\$116,607.37
Bristol County Savings – General Fund	\$216,649.95
Bristol County Savings – Depository	\$683,338.63
Bristol County 53G – Costa Dev – P	\$4,002.79

Town Treasurer/Collector Report Cont.

<u>BANK</u>	<u>June 30, 2016 Balance</u>
Bristol County 53G – Girard Estates – P	\$2,190.04
Bristol County 53G – Madison Est. – P	\$4,032.12
Bristol County 53G – Decastro – Caleb – P	\$4,678.66
Bristol County 53G – Najas Realty Orchard – P	\$5,514.28
Bristol County 53G – Najas Realty Pine Hill – P	\$4,873.69
Bristol County 53G – Watermellen LLC – C	\$7,071.99
Bristol County 53G – Dippolito/Tall Pines – P	\$2,078.77
Bristol County 53G – Tall Pines – Z	\$2,184.86
Bristol County 53G – Palmer River Dev – P	\$8,285.75
Bristol County 53G – Trebor/Summ Meadow – P	\$6,075.15
Bristol County 53G – Trebor/Winterfell – P	\$6,658.28
Bristol County 53G – Ferreira/Farmland Est. – P	\$5,574.63
Bristol County 53G – Mastropietro/Farmland Est. – P	\$4,558.95
Bristol County 53G – Najas – Stone Ridge – P	\$2,185.08
Bristol County 53G – JMV Realty/Curt St – P	\$4,543.66
Bristol County 53G – PMI Realty – P	\$1,209.12
Bristol County 53G – Dorman's Auto Center – P	\$970.36
Bristol County 53G – Douglas Crandall – C	\$3,800.06
Bristol County – Surety DPW – ALM Supermarkets	\$3,177.43
Bristol County – Surety DPW – Pond View	\$181.40
Bristol County – Surety DPW – DeCastro/Caleb Est.	\$1,763.44
Bristol County – Surety DPW – J&T Excavating	\$391.01

Town Treasurer/Collector Report Cont.

<u>BANK</u>	<u>June 30, 2016 Balance</u>
Bristol County – Surety DPW – Costa – Newman Ave Trench	\$200.43
Bristol County – Surety DPW – Lundgren – Warren Ave (2)	\$641.06
Bristol County – Surety DPW – Palmer Constr. – Nadeau/Lincoln	\$500.41
Bristol County – Surety – Brigham Farm Phase II	\$9,903.96
Bristol County – Surety – Chelsea Drive Dev	\$5,362.38
Bristol County – Surety – Costa Dev – Madison Est.	\$57,024.67
Bristol County – Surety – Costa Dev – Ricard St	\$24,071.18
Bristol County – Surety – Trebor/Summ Meadow	\$67,752.10
Bristol County – Surety – Palmer River Dev/Jacob Hill Est.	\$72,516.96
Bristol County – Surety – Outlander Dev – Stone Ridge	\$85,543.79
Bristol County – Surety – Girard Est. LLC – Betty's Way	\$4,100.71
Bartholomew – General Account	\$654,964.97
Bartholomew – CPA	\$866,949.75
Bartholomew Scholarship Trust Fund	\$8,872.32
Bartholomew Trust – Ann C. Greene	\$49,800.98
Bartholomew Trust – Arts Council	\$2,224.67
Bartholomew Trust – Conservation Commission	\$15,192.16
Bartholomew Trust – Martin School	\$11.89
Bartholomew Trust – Health Insurance Trust Fund	\$876,289.62
Bartholomew Trust – OPEB Liability Trust Fund	\$815,248.50
Bartholomew Trust – Pension Reserve	\$24,991.00
Bartholomew Trust – Perp. Care Interest	\$14,861.87

Town Treasurer/Collector Report Cont.

<u>BANK</u>	<u>June 30, 2016 Balance</u>
Bartholomew Trust – Perp. Care Principal	\$239,479.38
Bartholomew Trust – Shorey Principal	\$982.72
Bartholomew Trust-Smart Memorial	\$38,818.66
Bartholomew Trust-Stabilization	\$2,859,225.34
Bartholomew Trust-Stabilization-Special Education	\$84,156.41
Bartholomew Trust-Theodore Smart	\$60,337.21
Bartholomew Trust-Walker Principal	\$13,674.45
Rockland Trust - Money Market	\$108,126.94
UniBank - CD	\$742,035.90
UniBank - General	\$1,774,928.31
UniBank - Ambulance Account	\$1,123,611.68
UniBank - NOW Account	\$1,116.01
UniBank - Online Collections/eBill	\$10,430.04
UniBank - Online Fire Dept Permits	\$1,306.61
UniBank - Payroll	\$8.15
UniBank - School Vendor	\$9.16
UniBank - Town Vendor	\$29.33
<i>Totals</i>	<i>\$19,923,980.54</i>

Town Treasurer/Collector Report Cont.

Schedule of Collections

Real Estate Taxes	\$34,067,221.78
Motor Vehicle Excise Tax	\$2,662,241.39
Personal Property Taxes	\$2,114,661.45
Trash Disposal Fees	\$839,686.66
Tax Liens Redeemed	\$386,395.00
Interest & Penalties-Taxes	\$150,821.18
Trash Disposal Lien Fees	\$67,513.18
Trash Disposal Liens-Fees & Interest	\$13,606.83
Police Dept. Special Detail Fees	\$50,236.20
Municipal Lien Certificate Fees	\$17,950.00
Police & Fire Alarm Fees	\$40,275.00
Recycling Fees	\$372.66
Motor Vehicle Registry Fees	\$9,680.00
Payment in Lieu of Taxes	\$3,415.27
Roll Back Taxes	\$5,735.74
Interest & Penalties-Tax Liens	\$22,849.68
Interest & Penalties-Disposal Fees	\$12,645.45

Town Treasurer/Collector Report Cont.

Schedule of Collections

Collector & Treasurer Fees	\$372.88
Vessel Excise Tax	\$1,070.00
Farm Animal Excise Tax	\$2,293.57
Motel Tax	\$747,039.82
Meals Tax	\$536,841.13
<i>Total Collections</i>	<i>\$41,752,924.87</i>

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, 2016.

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
Adams	Matthew	Firefighter	Fire Dept	1,793.64		1,793.64	
Akers	Evan	Firefighter	Fire Dept	62,524.06	14,398.29	76,922.35	720.00
Alaimo	Andrew	Sheriff Officer	Police Dept	-		-	441.00
Albuquerque	Jose	Truck Driver/Laborer	Public Works	42,734.41	6,358.67	49,093.08	
Alexander	Bruce	Finance Director	Finance	93,694.95		93,694.95	
Allen	Patricia	Sheriff Officer	Police Dept	-		-	1,865.52
Almeida	Frank	Foreman	Public Works	49,927.80	9,576.07	59,503.87	
Almeida	Nelson	Selectman	Selectmen	2,100.00		2,100.00	
Alves	Katherine	Dispatcher	Communication	52,763.07	9,824.07	62,587.14	
Amaral	Justin	Sheriff Officer	Police Dept	-		-	395.28
Amaral	Michael	Equipment Operator/Laborer	Public Works	46,669.31	8,807.28	55,476.59	
Andrade	David	Selectman	Selectman	2,100.00		2,100.00	
Araujo	Anthony	Police Lieutenant	Police Dept	67,267.14	549.49	67,816.63	592.92
Aubin	John III	Town Planner	Planning	33,527.33		33,527.33	
Azulay	Anthony	Special Police Officer	Police Dept	11,000.00	565.00	11,565.00	2,124.02
Bai	Seth	Veterans Agent	Veterans	20,273.06		20,273.06	
Barker	William	Elected Assessor	Assessor	2,789.04		2,789.04	
Barry	Martha	Senior Secretary	Fire Dept	3,609.95		3,609.95	
Bartucca	Timothy	Sheriff Officer	Police Dept	-		-	395.28
Beausoleil	Brett	Patrol Officer	Police Dept	30,613.00	944.57	31,557.57	
Bennett	Wayne	Sheriff Officer	Police Dept	-		-	1,403.28
Berard	Paul	Sheriff Officer	Police Dept	-		-	3,303.09
Bettencourt	Sharon	COA Case/Para Professional	Human Services	1,930.50		1,930.50	
Betts	David	Interim Building Inspector	Building	9,280.95		9,280.95	
Blum	Olivia	Summer Help	Rec. Comm	450.00		450.00	
Blum	Ronald	Zoning Board Member	Zoning	343.00		343.00	
Bostick	Earl	Sheriff Officer	Police Dept	-		-	403.20
Boudreau	Jennifer	Summer Help	Rec. Comm	450.00		450.00	
Bourque	David	Special Police Officer	Police Dept	-	804.19	804.19	9,067.35

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Bourque	Gary	Firefighter	Fire Dept	72,196.15		72,196.15	2,080.00
Bourque	Michael	Firefighter Captain	Fire Dept	85,365.46	22,755.52	108,120.98	2,460.00
Bradley	Marjorie	Customer Service Supervisor	Library	49,372.75		49,372.75	
Brady	Michael	Selectman	Selectmen	2,100.00		2,100.00	
Brickley	Veronica	Outreach Case Worker PT	Human Services	24,697.26	863.16	25,560.42	
Browning	Ryan	Sheriff Officer	Police Dept	-		-	403.20
Buckley	Paul	Elected Assessor	Assessor	3,138.96		3,138.96	
Bulgar	Brennan	Sheriff Officer	Police Dept	-		-	1,033.20
Butterworth	Katelyn	Dispatcher	Communication	45,958.66	7,065.80	53,024.46	
Cabral	David	Town Engineer	Public Works	80,423.10		80,423.10	
Cadime	Shawn	Town Administrator	Town Admin.	146,825.12		146,825.12	
Cambra	Alexandra	Patrol Officer	Police Dept	59,196.52	5,392.25	64,588.77	14,768.06
Campbell	Christopher	Director of Communication	Communication	65,760.12	278.76	66,038.88	
Carey	William	Sheriff Officer	Police Dept	-		-	327.60
Carneiro	Alexandria	Recreational Summer Help	Recreation	450.00		450.00	
Carrigan	Camille	ACO Seasonal	Animal Control	11,463.20		11,463.20	
Cartwright	Ashley	Senior Secretary	Human Services	42,810.73		42,810.73	
Caruolo	Robert	Elected Assessor	Assessor	2,789.04		2,789.04	
Casper	Gregory	Patrol Officer	Police Dept	60,356.03	25,178.78	85,534.81	4,876.92
Cavallaro	Myra	Houseperson	Police Dept	1,070.54		1,070.54	
Chalifoux	Eric	Patrol Sergeant	Police Dept	73,799.10	17,325.22	91,124.32	18,768.83
Charron	Ronald	Special Police Officer	Police Dept	-	702.34	702.34	12,695.17
Chenevert	Harold	Food Inspector	Board of Health	29,053.18		29,053.18	
Christensen	Darlene	Asst. Animal Control Officer	Animal Control	21,660.50	2.69	21,663.19	
Ciszkowski	David	Sergeant	Police Dept	89,223.86	20,019.87	109,243.73	6,889.14
Clancy	Christine	Election Poll Worker	Town Clerk	100.40		100.40	
Clarke	Sharon	Staff Librarian	Library	46,189.70		46,189.70	
Clarke	Stephanie	Junior Associate	Library	12,640.77		12,640.77	
Clement	Adam	Firefighter	Fire Dept	64,464.64	18,571.53	83,036.17	1,760.00
Cloutier	Patricia	Election Poll Worker	Town Clerk	116.00		116.00	

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Conlon	Jamie	Nurse	Board of Health	375.00		375.00	
Cook	Timothy	Sheriff Officer	Police Dept	-		-	395.28
Corbitt	Phyllis	COA Art Instructor	Human Services	750.00		750.00	
Cordeiro	Lydia	Assistant Assessor	Assessor	55,751.61		55,751.61	
Correia	Charles	Sheriff Officer	Police Dept	-		-	907.20
Corrigan	Catherine	Senior Substitute	Library	1,604.75		1,604.75	
Costa	Roberto	Dispatcher	Communication	53,432.99	41,422.11	94,855.10	
Coyle	Kathleen	Accounts Payable Clerk	Finance	44,862.08	1,423.38	46,285.46	
Craig	Florice	Part Time Secretary/Asst TC	Plan./Town Clerk	35,351.99	307.21	35,659.20	
Curzake	Denise	Health Secretary	Board of Health	43,631.25	209.59	43,840.84	
Cutler	Timothy	Plumbing & Gas Inspector	Building Insp.	379.10		379.10	
Dalessio	Adam	Firefighter	Fire Dept	67,909.05	3,549.66	71,458.71	200.00
Dallaire	William	Special Police Officer	Police Dept	-	1,158.22	1,158.22	12,255.84
Days	Carol-Ann	Dispatcher	Communication	44,516.06	10,236.29	54,752.35	
DeBlander	Bernadette	Conservation Agent	Conservation	59,948.75		59,948.75	
DeFontes	Christine	Treasurer/Collector	Finance	90,942.75		90,942.75	
DeFontes	Krystal	Collector's Clerk	Finance	37,620.10	23.89	37,643.99	
Defusco	Jennifer	Recreational Summer Help	Recreation	660.00		660.00	
Diiorio	Victoria	Recreational Summer Help	Recreation	225.00		225.00	
Doar	Amy	Firefighter	Fire Dept	66,073.83	1,465.87	67,539.70	
Doar	Robert	Firefighter	Fire Dept	66,394.86	13,949.59	80,344.45	2,040.00
Dos Santos	Adriana	Outreach Case Manager	Human Services	40,355.31		40,355.31	
Douglas	Paul	Sheriff Officer	Police Dept	-		-	2,559.51
Dowd	Sean	Sergeant	Police Dept	69,230.11	9,309.80	78,539.91	6,727.32
Dufort	James	Sheriff Officer	Police Dept	-		-	1,562.36
Dumond	Scott	Special Police Officer	Police Dept	-	1,230.12	1,230.12	24,592.21
Dyer	Edward	Patrol Officer	Police Dept	60,682.97	2,560.61	63,243.58	18,313.75
Dyson	David	Lieutenant	Police Dept	78,678.17	18,327.87	97,006.04	12,148.81
Eghian	Renee	Library Page	Library	1,660.50		1,660.50	
Enos	David	Sergeant	Police Dept	88,310.25	42,898.52	131,208.77	6,289.04

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Enos	Kimberly	Summer Help	Rec. Comm	600.00		600.00	
Esmeraldo	Richard	Sheriff Officer	Police Dept	-		-	730.80
Ethier	Jason	Operator/Laborer	Public Works	46,104.91	3,209.56	49,314.47	
Everett	Brian	Shop Foreman/Mechanic	Public Works	52,829.97	3,671.27	56,501.24	
Ezovski	Carol	Customer Service Assoc.-PT	Library	8,973.84		8,973.84	
Faria	Diana	Building Secretary	Building Insp.	43,698.64		43,698.64	
Fisk	Brian	Electrical Inspector	Building Insp.	17,929.20		17,929.20	
Fisk	Charles	Electrical Inspector	Building Insp.	468.30		468.30	
Flaherty	Scott	Patrol Officer	Police Dept	33,155.15	8,242.98	41,398.13	10,533.60
Fortin	Philippe	Library Page	Library	7,743.85		7,743.85	
Foulkes	Sandra	Election Poll Worker	Town Clerk	116.00		116.00	
Fraser	Glenn	Equipment Operator/Laborer	Public Works	43,320.03	6,995.36	50,315.39	
Fredette	Sharon	Associate Director	Library	72,207.53		72,207.53	
Fuller	Peter	Director	Library	85,361.70		85,361.70	
Fundakowski	Steven	Patrol Officer	Police Dept	64,835.35	12,834.47	77,669.82	28,202.85
Gabriel	Theodora	Assessor	Assessor	82,440.89		82,440.89	
Galley	Edward	Firefighter	Fire Dept	64,025.93	3,287.77	67,313.70	
Galvao	Andrew	Sheriff Officer	Police Dept	-		-	5,618.57
Gamer	Patricia	Office Assistant	Town Admin.	22,541.99		22,541.99	
Gardner	Matthew	Patrol Officer	Police Dept	65,275.88	8,753.72	74,029.60	2,734.38
Gario	Michelle	Senior Librarian	Library	66,008.14		66,008.14	
Garrity	Bridget	Recreation Director PT	Rec. Comm	17,596.04		17,596.04	
Gaucher	Scott	Patrol Officer	Police Dept	72,375.46	9,818.08	82,193.54	
Gaw	Kurtis	Truck Driver/Laborer	Public Works	48,884.54	740.92	49,625.46	
George	William	Firefighter Lieutenant	Fire Dept	71,005.08	10,518.26	81,523.34	1,680.00
Gibbons	Joseph	Firefighter	Fire Dept	66,113.75	8,356.52	74,470.27	2,880.00
Gill	Jamall	Sheriff Officer	Police Dept	-		-	630.00
Ginzburg-Bram	Yekateri	Recreational Summer Help	Recreation	660.00		660.00	
Godin	Scott	Firefighter	Fire Dept	26,989.55	276.18	27,265.73	
Goguen	Sharron	Secretary	Fire Dept	32,272.57		32,272.57	

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Goodhart	Brittney	Firefighter	Fire Dept	13,873.08	262.72	14,135.80	
Goodman	Barbara	Senior Work Off	Human Services	750.00		750.00	
Gordon	David	Sheriff Officer	Police Dept	-		-	705.60
Gramolini	Lorraine	Recycling Coordinator	DPW	345.99		345.99	
Greggerson	Pammie	Customer Service Assoc.-HT	Library	25,447.01		25,447.01	
Grillo	Aaron	Firefighter	Fire Dept	64,808.95	10,223.21	75,032.16	1,960.00
Griswold	Barbara	Election Poll Worker	Town Clerk	130.50		130.50	
Grocott	Allan	Firefighter Lieutenant	Fire Dept	71,492.80	21,689.06	93,181.86	1,440.00
Grouke	Edward	Zoning Board Member	Zoning	487.00		487.00	
Hagman	Heidi	Part Time Secretary	Public Works	18,655.79	473.01	19,128.80	
Halaburda	Alison	Clerk	Assessor	37,420.08		37,420.08	
Halajko	Shane	Zoning Board Member	Zoning	32.00		32.00	
Hall	Sharonlynne	Animal Control Officer	Animal Control	59,959.25	15,979.79	75,939.04	
Hallal	Beth	Health Agent	Board of Health	71,732.29		71,732.29	
Hansen	John	Town Planner	Planning	9,633.18		9,633.18	
Harmon	Kyle	Sheriff Officer	Police Dept	-		-	592.92
Harris	Maria	Recreational Summer Help	Recreation	660.00		660.00	
Hastings	Pamela	Technical Services Assoc.	Library	35,343.84		35,343.84	
Havrylik	Elizabeth	Senior Substitute	Library	632.73		632.73	
Healy	Michael	Fire Chief	Fire Dept	101,803.04		101,803.04	
Hedrick	Thomas	Detective	Police Dept	65,583.57	15,771.66	81,355.23	1,958.67
Hewitt	Jay	Assistant Building Inspector	Building	6,813.20		6,813.20	
Hines	Michelle	Police Lieutenant/Special	Police Dept	35,890.82		35,890.82	11,402.80
Holme	Maria	Customer Service Assoc.-PT	Library	8,703.50		8,703.50	
Horsman	Jessica	Nurse	Board of Health	2,000.00		2,000.00	
Huck	Bernadette	Human Services Director	Human Services	69,196.59		69,196.59	
Jackson	Dorothy	Election Poll Worker	Town Clerk	130.50		130.50	
Jamieson	Tracy	Assistant Treasurer/Collector	Finance	61,223.08		61,223.08	
Jardine	Matthew	Lieutenant	Police Dept	97,241.04	33,851.76	131,092.80	5,616.05
Jensen	Elizabeth	Summer Help	Recreation	450.00		450.00	

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
John	Frank	Captain	Police Dept	88,344.74	34,239.82	122,584.56	9,208.53
Kach	Carolyn	Customer Service Assoc.-PT	Library	2,547.78		2,547.78	
Kandarian	Stephen	Patrol Officer	Police Dept	42,565.28	1,103.65	43,668.93	2,574.27
Kay	David	Election Poll Worker	Town Clerk	116.00		116.00	
Kelley	Shaun	Sergeant	Police Dept	66,238.17	21,041.04	87,279.21	26,804.64
Kelly	Alicia	Patrol Officer	Police Dept	59,286.44	11,754.09	71,040.53	15,867.96
Kelly	Christopher	Sergeant	Police Dept	69,547.15	5,568.78	75,115.93	6,465.93
Kimball	Margie	Secretary	Conservation	13,284.01		13,284.01	
Knox	Michael Jr	Patrol Officer	Police Dept	31,883.14	1,110.19	32,993.33	705.60
L'Heureux	Kristen	Secretary	Planning	13,935.73	41.82	13,977.55	
LaFlame	James	Veterans Agent	Veterans	15,078.91		15,078.91	
Lafleur	Gerard	Lieutenant	Police Dept	81,163.94	21,083.06	102,247.00	1,468.98
Lamothe	Elizabeth	Secretary	Public Works	39,549.18	457.59	40,006.77	
Lamoureux	Robert	DPW Superintendent	Public Works	76,518.17		76,518.17	
LaPorte	Thomas	Sheriff Officer	Police Dept	-		-	1,589.04
Laprade	Adam	Patrol Officer	Police Dept	61,152.20	14,942.10	76,094.30	22,250.75
Laprade	Kyle	Firefighter	Fire Dept	58,463.02	15,345.11	73,808.13	640.00
Levasseur	Shawn	Sheriff Officer	Police Dept	-		-	2,364.84
Lima	Gilbert	Sheriff Officer	Police Dept	-		-	403.20
Lima	Gilbert Jr	Sheriff Officer	Police Dept	-		-	441.00
Lima	Raquel	ACO Seasonal	Animal Control	1,768.94		1,768.94	
Lisbon	Marjorie	Senior Work Off	Human Services	750.00		750.00	
Lowery	Sandra	Lieutenant	Fire Dept	71,560.92	5,823.59	77,384.51	4,080.00
Lucke	Stephen	Special Police Officer	Police Dept	192.50		192.50	
Lunney	Lisa	Summer Help	Recreation	300.00		300.00	
Lynch	Arlene	Election Poll Worker	Town Clerk	116.00		116.00	
Lyon	Lisa	Senior Clerk	Finance	44,797.94	0.35	44,798.29	
Mace	Craig	Chief	Police Dept	122,964.88		122,964.88	
Machado-Cook	Elizabeth	Recreational Summer Help	Recreation	5,000.00		5,000.00	
Magill	Jeffrey	Lieutenant	Fire Dept	64,306.19	5,989.11	70,295.30	

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Maher	Edward	Firefighter	Fire Dept	12,079.44	467.04	12,546.48	
Mahoney	David	Patrol Officer	Police Dept	66,118.72	21,311.06	87,429.78	9,518.55
Mallon	Bernard	Senior Work Off	Human Services	750.00		750.00	
Mallon	Kimberly	Human Services Dispatcher	Human Services	25,190.85	1,035.39	26,226.24	
Mancini	Nicholas	Firefighter	Fire Dept	19,545.46	151.87	19,697.33	
Marino	Patricia	Library Page	Library	8,848.08		8,848.08	
Martel	Jonathon	Firefighter	Fire Dept	62,837.69	13,920.44	76,758.13	600.00
Massa	Peter	Sheriff Officer	Police Dept	-		-	547.47
McCabe	Kerry	Asst. Animal Control Officer	Animal Control	28.98		28.98	
McDonald	Edward	Special Police Officer	Police Dept	-	632.20	632.20	12,075.61
McDonald	James	Patrol Officer/Special Officer	Police Dept	40,221.90	4,652.80	44,874.70	
McGregor	Theresa	Election Poll Worker	Town Clerk	130.50		130.50	
McHugh	Karen	Assistant Town Clerk	Town Clerk	9,582.01	585.80	10,167.81	
McKenzie	Leonard	Sheriff Officer	Police Dept	-		-	1,992.24
McNally	Gary	Special Police Officer	Police Dept	-	1,141.53	1,141.53	1,709.64
Meadows	John	Sheriff Officer	Police Dept	-		-	529.20
Mecketsy	Maureen	Administrative Associate	Library	24,160.09		24,160.09	
Medeiros	Erika	Sheriff Officer	Police Dept	-		-	1,071.00
Medeiros	Michael	Electrical Inspector	Building	10,640.00		10,640.00	
Medeiros	Sean	Sheriff Officer	Police Dept	-		-	806.40
Mello	Benjamin	Patrol Officer	Police Dept	45,362.34	5,943.42	51,305.76	
Mello	Charles	Detective	Police Dept	75,186.26	19,908.82	95,095.08	
Mello	Kyle	Sheriff Officer	Police Dept	-		-	1,268.64
Mello	Thomas	Sheriff Officer	Police Dept	-		-	872.60
Miles	Saadia	Technical Services Associate	Library	15,691.88		15,691.88	
Miller	David	Foreman	Public Works	51,387.04	7,814.18	59,201.22	9,324.87
Miranda	Brandon	Firefighter	Fire Dept	65,430.89	7,706.20	73,137.09	600.00
Mongeon	Douglas	Sheriff Officer	Police Dept	-		-	403.20
Moore	James	Patrol Officer	Police Dept	74,360.72	9,644.42	84,005.14	5,568.66
Moreau	Derek	Sheriff Officer	Police Dept	-		-	403.20

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Murray	Daniel	Firefighter	Fire Dept	57,184.48	12,838.46	70,022.94	920.00
Nelson	James	Patrol Officer	Police Dept	49,070.89	6,236.04	55,306.93	7,257.60
Nelson	William	Senior Work Off	Human Services	750.00		750.00	
Neveu	Jonathan	Sheriff Officer	Police Dept	-		-	352.80
Nortey	Leonard	Sheriff Officer	Police Dept	-		-	629.98
Northrup	Andrew	Staff Librarian	Library	1,456.07		1,456.07	
O'Brien	Laban	Electrical Inspector	Building Insp.	223.00		223.00	
O'Connell	Ashley	Asst. Animal Control Officer	Animal Control	28,798.52	834.34	29,632.86	
O'Hara	Jason	Special Police Officer	Police Dept	-	575.00	575.00	10,992.30
Oliveira	Antonio	Sheriff Officer	Police Dept	-		-	222.35
Oliver	Alice	Election Poll Worker	Town Clerk	116.00		116.00	
Oliver	Frank	Registrar	Town Clerk	671.32		671.32	
Olobri	Scott	Truck Driver/Laborer	DPW	47,733.96	1,526.38	49,260.34	
Owens	Matthew	Firefighter	Fire Dept	64,409.35	3,039.24	67,448.59	
Pacheco	Jodi	Dispatcher	Police Dept	52,942.89	11,194.03	64,136.92	
Pacheco	Richard	Patrol Officer	Police Dept	32,066.99	1,520.78	33,587.77	2,421.09
Page	Brian	Sheriff Officer	Police Dept	-		-	441.00
Pallotti	Nicola	Senior Substitute	Library	495.18		495.18	
Panarello	Pauline	Customer Service Assoc.-PT	Library	14,735.82		14,735.82	
Paquin	Fred	Patrol Officer/Special Officer	Police Dept	71,075.39	8,304.50	79,379.89	197.64
Parker	David	Selectman	Selectmen	2,400.00		2,400.00	
Parker	Janet	Town Clerk	Town Clerk	66,130.36		66,130.36	
Parker	Lisa	Detective's Secretary	Police Dept	47,974.97		47,974.97	
Pereira	Brian	Sheriff Officer	Police Dept	-		-	2,192.40
Pereira	Edson	Sheriff Officer	Police Dept	-		-	403.20
Perry	Keith	Patrol Officer	Police Dept	58,707.80	45,395.39	104,103.19	3,735.02
Perry	Loretta	Election Poll Worker	Town Clerk	116.00		116.00	
Peterson	Nicholas	Detective	Police Dept	81,890.13	21,724.66	103,614.79	
Phillips	Sandra	Houseperson	Police Dept	377.12		377.12	
Phinney	Benjamin	Staff Librarian	Library	41,127.20		41,127.20	

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Piquette	Thomas	Special Police Officer	Police Dept	-	2,578.34	2,578.34	13,385.56
Platt-Hanoian	Christopher	Patrol Officer	Police Dept	12,012.00		12,012.00	
Poncin	Carol	Senior Work Off	Human Services	866.00		866.00	
Pope	Robert	Firefighter	Fire Dept	63,919.61	10,208.10	74,127.71	360.00
Prive	Denise	ACO Seasonal	Animal Control	5,480.44		5,480.44	
Proulx	Paul	Operator/Laborer	Public Works	50,120.87	3,874.08	53,994.95	
Przeszlo	Steven	Firefighter	Fire Dept	62,862.62	16,643.60	79,506.22	1,800.00
Pucino	Anthony	Firefighter	Fire Dept	64,850.58	9,148.39	73,998.97	3,360.00
Queenan	Earl	Recreational Summer Help	Recreation	660.00		660.00	
Rainey	Brian	Firefighter	Fire Dept	54,130.99	8,266.71	62,397.70	1,320.00
Ransom	Charles	Firefighter	Fire Dept	64,330.15	22,731.15	87,061.30	3,000.00
Raposa	Russell	Sheriff Officer	Police Dept	-		-	2,281.32
Read	Robert	Zoning Board Member	Zoning	374.00		374.00	
Read	Sandra	Election Poll Worker	Town Clerk	116.00		116.00	
Rhodes	Lance	Sheriff Officer	Police Dept	-		-	403.20
Rickey	Ronald	Dispatcher	Communication	53,268.25	3,300.89	56,569.14	44,814.90
Roberts	James	Sheriff Officer	Police Dept	-		-	441.00
Rogers	Anne	Executive Asst. to T&BOS	Town Admin.	53,414.28		53,414.28	
Rondeau	Keith	Zoning Board Member	Zoning	374.00		374.00	
Rondeau	Nicholas	Dispatcher	Communication	51,019.21	7,916.62	58,935.83	
Rosa	Amy	Staff Librarian	Library	1,248.78		1,248.78	
Rosario	Francisco	Sheriff Officer	Police Dept	-		-	1,585.63
Rose	Mary Anne	Senior Work Off	Human Services	712.00		712.00	
Roske	Paul	Senior Substitute	Library	1,357.16		1,357.16	
Ross	Roger	Zoning Board Member	Planning	374.00		374.00	
Roy	Craig	Sealer of Weights & Measures	Building	23,120.74	694.90	23,815.64	
Sagar	Gary	Zoning Board Member	Selectmen	557.00		557.00	
Santagata	Everett	DPW Cleaning	Public Works	8,300.92		8,300.92	
Santos	John	Alternate Building Inspector	Building Insp.	32,794.19		32,794.19	
Santos	Ruth	Senior Work Off	Human Services	866.00		866.00	

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Sarcione	Stephen	Firefighter	Fire Dept	64,988.17	12,872.45	77,860.62	600.00
Schlageter	Alexander	Firefighter	Fire Dept	67,846.19	10,854.37	78,700.56	80.00
Shaw	Andrew	Sheriff Officer	Police Dept	-		-	201.60
Sheldon	Nancy	Special Police Officer	Police Dept	-	515.00	515.00	2,395.44
Sine	James	Plumbing & Gas Inspector	Building Insp.	13,544.30		13,544.30	
Siniak	Mary Ellen	Senior Librarian	Library	68,345.41		68,345.41	
Smiley	Dennis	Special Police Officer	Police Dept	1,309.38	515.00	1,824.38	13,254.31
Smutek	Nancy	Election Poll Worker	Town Clerk	750.00		750.00	
Snape	David	Patrol Officer	Police Dept	64,053.07	19,186.96	83,240.03	21,721.56
Sorel	Lorraine	Collector's Senior Clerk	Finance	44,319.64	80.56	44,400.20	
Sousa	Joseph	Maintenance/Laborer	Public Works	49,463.84	2,280.59	51,744.43	7,737.32
Spina-Wagner	Susan	PT Temporary Clerk	Building/Town Clerk	6,405.23		6,405.23	
Springer	Karen	Clerk	Assessor	43,010.69		43,010.69	
St.Hilaire	Arthur	Special Police Officer	Police Dept	-	861.48	861.48	11,135.54
Stallard	Jean	Election Poll Worker	Town Clerk	130.50		130.50	
Strollo	Paul	Sheriff Officer	Police Dept	-		-	3,075.84
Stutz	Karen	COA Comm. Liason Coord.	Human Services	2,240.55		2,240.55	
Tavares	Rachel	Recreational Summer Help	Recreation	450.00		450.00	
Testa	Christina	Sr Sec./Exec Asst to TA/BOS	Planning/TA/BOS	40,594.35	606.41	41,200.76	
Travers	William	Sheriff Officer	Police Dept	-		-	197.64
Trenteseaux	Maurice	Senior Work Off	Human Services	750.00		750.00	
Tyler	David	Truck Driver/Laborer	Public Works	46,228.66	866.74	47,095.40	
Vatcher	Joleen	Registrar	Registrar	671.32		671.32	
Vaz	Christopher	Sheriff Officer	Police Dept	-		-	403.20
Veadar	Josephine	Registrar	Registrar	671.32		671.32	
Vicenzo	Maria	Patrol Officer	Police Dept	72,271.41	9,351.76	81,623.17	1,205.64
Viera	David	Sheriff Officer	Police Dept	1,171.80		1,171.80	403.20
Vierra	David	Sheriff Officer	Police Dept	403.20		403.20	
Vignali	Jeannine	Customer Service Associate	Library	18,984.44		18,984.44	
Watson	Ernest	Asst. Building Inspector	Building Insp.	7,489.57		7,489.57	

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details
Whalen	Shaun	Lieutenant	Fire Dept	73,589.05	16,784.77	90,373.82	1,560.00
Whitaker	Margaret	Election Poll Worker	Town Clerk	116.00		116.00	
Whitford	Gail	Election Poll Worker	Town Clerk	116.00		116.00	
Whitney	Sandra	Election Poll Worker	Town Clerk	116.00		116.00	
Wilcox	Mary	Chief's Secretary	Police Dept	49,443.38		49,443.38	
Witherell	Brian	Sheriff Officer	Police Dept	-		-	604.80
Wycislak	Thomas	Sheriff Officer	Police Dept	-		-	1,562.40
Young	Douglas	Firefighter	Fire Dept	14,533.66	87.57	14,621.23	
Young	Michael	Sheriff Officer	Police Dept	-		-	469.40
Young	Wayne	Mechanic	Public Works	49,475.16	5,312.96	54,788.12	
Zasowski	Melissa	Dispatcher	Communication	44,672.87	14,286.94	58,959.81	
			Totals:	8,425,106.07	1,019,443.21	9,444,549.28	562,731.52

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	23,595.18		23,595.18
Abrams	Becky	Teacher	Aitken	79,576.58		79,576.58
Adams	Heather	Secretary	Aitken	25,112.24		25,112.24
Aguiar	Amy	Substitute Teacher	System Wide	975.00		975.00
Ahern	Sharon	Teacher	Aitken	84,112.46		84,112.46
Alexander	Gina	Teacher	Martin School	85,578.96		85,578.96
Allan	James	Substitute Teacher	System Wide	2,100.00		2,100.00
Allen	Claire	Coach	System Wide	2,801.94		2,801.94
Almeida	Laura	Teacher	High School	66,161.96		66,161.96
Almeida	Lisa	Teacher	High School	21,847.37		21,847.37
Amaral	Gail	Substitute Teacher	High School	6,061.50		6,061.50
Anderson	Paul	Teacher	Aitken	29,157.02		29,157.02
Anderson	Sarina	Substitute Aide	System Wide	7,511.18		7,511.18
Andrade	Lorrie-Ann	Instructional Aide	Martin School	23,555.73		23,555.73
Andrews	Mindy	Teacher	Martin School	81,777.93		81,777.93
Angelini	Jennifer	Teacher	High School	84,325.91		84,325.91
Ansley	Judy	Teacher	Middle School	62,223.87		62,223.87
Antonio	Anibal	Custodian/Sub-Custodian	SHS/System Wide	2,905.50	862.80	3,768.30
Apuzzo	Kimberly	Teacher	Martin School	83,836.78		83,836.78
Archambault	Tracey	Teacher	Martin School	83,058.72		83,058.72
Armoush	Ashley	Teacher	Middle School	68,983.35		68,983.35
Auber	Yusupha	Substitute Teacher	System Wide	975.00		975.00
Babiec	Edwina	Substitute Teacher	Aitken	37.50		37.50
Bahry	Donna	Teacher	Martin	68,520.95		68,520.95
Balasco	Anthony	Custodian	Middle School	49,737.67	5,910.82	55,648.49
Balasco	Dawn	Teacher	Martin	84,146.76		84,146.76
Balasco	Kayla	Pool Worker	System Wide	1,659.00		1,659.00
Baxter	Elizabeth	Instructional Aide	Middle School	1,894.96		1,894.96
Beck	Devin	Substitute Teacher	System Wide	112.50		112.50
Behan	Jamie	Pool Worker	High School	18.00		18.00
Benevides	Josh	Teacher	Aitken	20,171.43		20,171.43
Bennoch	Jennifer	Accounts Payable Clerk	School Admin.	37,281.94		37,281.94
Berube	Dolores	Instructional Aide	High School	24,492.43		24,492.43
Berwick	Earl	Instructional Aide/Coach	High School	31,835.88		31,835.88
Blackbird	Lisa	Teacher	Aitken	93,134.04		93,134.04
Blinn	Linda	Supervisory Aide	Martin	10,384.03		10,384.03
Bonneau	David	Teacher	High School	88,216.23		88,216.23
Borden	Jennifer	Teacher	High School	69,943.35		69,943.35
Borges	Brittney	Substitute Teacher	System Wide	750.00		750.00
Borges	Elizabeth	Substitute Aide	System Wide	697.50		697.50

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Bosco	Arlene	Superintendent	School Admin.	164,278.41		164,278.41
Bostian	Deborah	Nurse/Teacher	Aitken	78,065.11		78,065.11
Botelho	Paul	Teacher	Middle School	74,779.45		74,779.45
Bouchard	Alexis	Teacher/Coach	Middle School	71,500.58		71,500.58
Boudreau	Christina	Substitute Aide	System Wide	6,753.41		6,753.41
Boudreau	Jennifer	Teacher	Martin	79,215.70		79,215.70
Boyle	Sheri	Teacher	Middle School	84,362.76		84,362.76
Bradley	David	Substitute Custodian	System Wide	1,092.00		1,092.00
Braga	Julie	Secretary	School Admin.	35,654.44		35,654.44
Braganca	Ann Marie	Teacher	Martin	81,420.78		81,420.78
Brex	Kerry	Instructional Aide	Middle School	5,819.04		5,819.04
Brown	David	Technology Technician	System Wide	41,178.39		41,178.39
Brown	Matthew	Coach	High School	3,561.29		3,561.29
Brown	Peter	Coach	System Wide	4,594.86		4,594.86
Bunker	Paula	Substitute Teacher	System Wide	58.80		58.80
Burns	Charles	Substitute Teacher	System Wide	846.30		846.30
Burns	John	Coach	High School	6,345.94		6,345.94
Butler	Mary	Instructional Aide	High School	5,597.83		5,597.83
Butterfield	Ann	Teacher	Middle School	44,324.09		44,324.09
Byrne	Lawrence	Teacher	High School	88,320.49		88,320.49
Cabral	Helen	Instructional Aide	Middle School	22,490.73		22,490.73
Cabral	Michael	Long-term Substitute Teacher	High School	8,270.37		8,270.37
Camara-Pomfret	Jennifer	Teacher	High School	69,631.92		69,631.92
Camire	Marie	Accounts Payable Clerk	School Admin.	5,175.00		5,175.00
Canty	Kristen	Instructional Aide	Middle School	7,264.39		7,264.39
Capizzo	Eryn	Teacher	High School	60,300.01		60,300.01
Carlson	Harold	Crossing Guard	System Wide	5,751.62		5,751.62
Carr	Rachel	Teacher	Aitken	54,604.33		54,604.33
Carreiro	Crystal	Substitute Teacher	System Wide	7,530.08		7,530.08
Carulli	David	Teacher	Middle School	79,215.72		79,215.72
Carvalho	Chelsea	Long-term Substitute Teacher	Middle School	39,205.50		39,205.50
Carvalho	Corinne	Teacher	Martin	66,109.91		66,109.91
Cavaco	Kathleen	Substitute Nurse	System Wide	500.00		500.00
Cavallaro	Myra	Substitute Nurse	System Wide	2,500.00		2,500.00
Censabella	Robert	Teacher	High School	84,292.76		84,292.76
Chianese	Virginia	Secretary	High School	31,477.25		31,477.25
Choate	Elaine	Instructional Aide	Aitken	23,173.88		23,173.88
Churchill	Tracy	Teacher	Aitken	24,797.63		24,797.63
Ciarla	Alicia	Coach	System Wide	672.35		672.35
Cicatiello	Karen	Teacher	Aitken	86,555.92		86,555.92

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Cloutier	Dina	Teacher	Middle School	83,352.36		83,352.36
Cloutier	Tracey	Teacher	High School	83,918.31		83,918.31
Combes	Alice	Psychologist	Middle School	68,923.58		68,923.58
Connell	Michael	Substitute Teacher	System Wide	75.00		75.00
Conroy	Mary	Substitute Supervisory Aide	System Wide	470.40		470.40
Cordeiro	Joel	Teacher	High School	12,855.36		12,855.36
Corvi	Ellen	Teacher	Aitken	57,420.25		57,420.25
Cosimini	Meredith	Teacher	Aitken	77,636.81		77,636.81
Costa	Ana	Supervisory Aide	Aitken	10,590.75		10,590.75
Costa	Dawn	Teacher	Middle School	85,704.76		85,704.76
Costa	Miguel	Teacher	Middle School	24,776.16		24,776.16
Costello	Michael	Instructional Aide	High School	6,061.50		6,061.50
Costello	Samantha	Teacher	High School	53,139.32		53,139.32
Cote	Paul	Teacher	High School	58,376.93		58,376.93
Courcy	Paul	Substitute Teacher	System Wide	13,052.65		13,052.65
Couto	Janet	Teacher	Aitken	4.40		4.40
Crawford	Vernon	Coach	High School	6,662.34		6,662.34
Crippen	Frederick	Teacher	High School	90,706.96		90,706.96
Crossley	Kimball	Coach	System Wide	3,137.61		3,137.61
Crowley	Lauren	Teacher	Martin	2,801.94		2,801.94
Cunard	Angela	Teacher	High School	87,967.26		87,967.26
Cunard II	Edward	Teacher	High School	89,543.16		89,543.16
Czech	Beth	Teacher	Middle School	85,614.61		85,614.61
Dahmer	Joanne	Teacher	High School	57,782.67		57,782.67
Dalton	Lynne	Supervisory Aide	Martin	10,484.03		10,484.03
Daluz	Darren	Coach	System Wide	5,715.44		5,715.44
Damiani	Jennifer	Teacher	Middle School	76,399.49		76,399.49
Dantone	Leonard	Substitute Custodian	System Wide	27,596.73	620.85	28,217.58
Darron	Robert	Teacher	High School	46,486.86		46,486.86
DaSilva	Adrian	Custodian	High School	50,668.10		50,668.10
DaSilva	Karen	Instructional Aide	Aitken	19,441.13	4,276.84	23,717.97
DaSilva	Michael	Coach	System Wide	2,858.00		2,858.00
DeFusco	Jennifer	Teacher	High School	69,371.31		69,371.31
DeCambra	Carol	Substitute Teacher	System Wide	1,612.50		1,612.50
DeJesus	Celestino	Maintenance	High School	51,331.21	2,372.80	53,704.01
DeJesus	Erica	Substitute Nurse	System Wide	375.00		375.00
Delano	Elaine	Crossing Guard	System Wide	5,738.07		5,738.07
Deleo	Kimberly	Teacher	Middle School	84,785.89		84,785.89
Deleo	Lauren	Substitute Teacher	System Wide	6,300.00		6,300.00
DeLorey	Jamie	Substitute Teacher	System Wide	1,237.50		1,237.50

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
DeMelo	Jose	Coach	High School	4,999.86		4,999.86
Deslauriers	Kristie	Instructional Aide	Martin	235.20		235.20
Devlin	James	Teacher	High School	83,557.47		83,557.47
Di Iorio	Victoria	Substitute Teacher	System Wide	22,601.58		22,601.58
Diarbian	Christine	Substitute Teacher	System Wide	3,825.00		3,825.00
Diarbian	Harout	Substitute Custodian	System Wide	4,335.50		4,335.50
Dias McShane	Catherine	Substitute Instructional Aide	System Wide	8,084.43		8,084.43
Dieringer	Kristina	Teacher	Middle School	24,943.50		24,943.50
Dietel	John	School Committee	System Wide	1,000.00		1,000.00
Dilworth	William	Teacher	Middle School	16,881.00		16,881.00
Ditrolio	Roxanne	Teacher	Middle School	84,687.65		84,687.65
Dowdye	Rapheal	Instructional Aide	High School	11,282.86		11,282.86
Downing	Jessica	Teacher	Middle School	52,372.85		52,372.85
Dressler	Amy	Substitute Teacher	System Wide	450.00		450.00
Dumas	Patricia	Teacher	Middle School	85,440.33		85,440.33
Durand	Dennis	Teacher	Middle School	47,014.27		47,014.27
Durant	Raymond	Crossing Guard	System Wide	386.05		386.05
Dyer	Jennifer	Substitute Teacher	System Wide	1,596.30		1,596.30
Dyer	Lisa-Marie	Substitute Nurse	System Wide	4,875.00		4,875.00
Dykstra	Kristin	Director of Curr. & Instruction	School Admin.	55,156.46		55,156.46
Dyson	Jo Anne	Teacher	Martin	79,140.10		79,140.10
Eaton	Ryan	Coach	High School	5,447.68		5,447.68
Eddy	Britt	Teacher	Middle School	84,245.76		84,245.76
Emmett	Mary	Instructional Aide	Martin	24,162.80		24,162.80
Enos	Samantha	Teacher	Middle School	14,698.29		14,698.29
Faber	Gayle	Teacher	Aitken	79,393.35		79,393.35
Faria	Manuel	Custodian	Martin	47,817.84	6,284.93	54,102.77
Faria	Matthew	Teacher	Martin	72,188.35		72,188.35
Faria	Valerie	Supervisory Aide	Martin	12,113.88		12,113.88
Farrow	Hilary	Teacher	Middle School	83,962.76		83,962.76
Faulkner	Carol	Supervisory Aide	Aitken	9,770.08		9,770.08
Fernandes	Catherine	Coach & Substitute	System Wide	2,871.94		2,871.94
Ferrara	Sharon	Secretary	Middle School	32,877.89		32,877.89
Ferrick	Renee	Instructional Aide	High School	16,057.33		16,057.33
Fitzgerald	Janet	Teacher	High School	87,962.04		87,962.04
Fletcher	Paula	Instructional Aide	Martin	24,129.34		24,129.34
Fodor	Agnes	Instructional Aide	Aitken	15,943.44		15,943.44
Foisy	Debra	Instructional Aide	Martin	23,919.00		23,919.00
Fontaine	Samantha	Instructional Aide	High School	1,868.21		1,868.21
Fontes	Felipe	Coach	High School	4,709.86		4,709.86

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Frey	Elizabeth	Director of Transportation	Transportation	38,274.31		38,274.31
Gagliardi	Nancy	Principal	Aitken	114,373.06		114,373.06
Gagne	Lynn	Crossing Guard	System Wide	5,666.50		5,666.50
Gagnon	Michael	Substitute Teacher	System Wide	235.20		235.20
Gault	Gayle	Teacher	Aitken	37,214.87		37,214.87
Geddes	Ruth	Teacher	Middle School	76,740.98		76,740.98
George	Cathlene	Instructional Aide	Martin	23,598.50		23,598.50
Gerbi	Louis	Teacher	High School	78,885.31		78,885.31
Geremia	Cheryl	Teacher	High School	76,021.30		76,021.30
Giammarco	Megan	Swim Director	High School	22,007.10		22,007.10
Gibbons	Ben	Long-term Substitute Teacher	Middle School	46,426.23		46,426.23
Gluchacki	Tammy	Substitute Teacher	System Wide	75.00		75.00
Gonsalves	Kelsey	Substitute Teacher	System Wide	112.50		112.50
Gosselin	Katie	Instructional Aide	Middle School	4,916.20		4,916.20
Goudreau	Tammy	Substitute Nurse	System Wide	1,312.50		1,312.50
Goulden	Lisa	Special Educational Secretary	School Admin.	20,869.99		20,869.99
Gouveia	Lauren	Teacher	Martin	83,827.47		83,827.47
Gouveia	Michael	Custodian	Aitken	49,859.63	316.22	50,175.85
Grady	Thomas	Substitute Teacher	System Wide	3,412.50		3,412.50
Grande	Susan	Teacher	Middle School	83,785.89		83,785.89
Grant	Caitlin	Coach	System Wide	2,801.94		2,801.94
Haggerty	Tara	Adjustment Counselor	Aitken/Martin	78,620.93		78,620.93
Haley	Caroline	Teacher	System Wide	39,514.10		39,514.10
Halpin	Kathleen	Teacher	Middle School	83,077.47		83,077.47
Halpin	Michelle	Teacher	Martin	83,785.89		83,785.89
Hamel	Barbara	Finance Administrator	School Admin.	116,503.06		116,503.06
Handfield	Deborah	Teacher	Middle School	72,734.54		72,734.54
Hanley	Robin	Accounts Payable Clerk	School Admin.	49,348.63	700.80	50,049.43
Hardiman	Mark	Substitute Teacher	System Wide	1,762.50		1,762.50
Harkins	Robert	Teacher	High School	35,345.56		35,345.56
Hawkins	Jamie	Substitute Teacher	System Wide	26,993.38		26,993.38
Hellmold	Morgan	Teacher	High School	87,048.75		87,048.75
Hendricks	Eleanor	Instructional Aide	Aitken	24,375.89		24,375.89
Hindle	Ellen	Teacher	Middle School	86,607.25		86,607.25
Holden	Robert	Substitute Teacher	System Wide	187.50		187.50
Holden	Thomas	Instructional Aide/Coach	Middle School	22,961.98		22,961.98
Holmes	Maurice	Substitute Crossing Guard	System Wide	5,158.31		5,158.31
Hood	Naomi	Instructional Aide	Middle School	5,890.90		5,890.90
Hoogerzeil	Peter	Teacher	High School	80,570.58		80,570.58
Hopkins	Lisa	Teacher	Martin	84,781.18		84,781.18

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Horowitz	Megan	Instructional Aide	Middle School	5,857.04		5,857.04
Horsman	Jessica	Transport Nurse	System Wide	700.00		700.00
Horton	Linda	Teacher	High School	102,513.73		102,513.73
Houde	Sherri	Supervisory Aide	Aitken	5,860.25		5,860.25
Houle	Catherine	Instructional Aide	High School	3,221.86		3,221.86
Hughes	Carolyn	Substitute Instructional Aide	System Wide	2,263.80		2,263.80
Isidoro	Carlos	Teacher	High School	67,344.85		67,344.85
Jeannotte	Robert	Coach	High School	13.94		13.94
Jodat	Nancy	Teacher	Aitken	77,640.08		77,640.08
Johnson	Susan	Teacher	Middle School	83,077.46		83,077.46
Jones	Christopher	Assistant Principal	High School	97,604.52		97,604.52
Jones	Lynn	Instructional Aide	Aitken	23,185.62		23,185.62
Jones	Marcia	Teacher	Middle School	65,262.58		65,262.58
Jones-Pearson	Bianca	Teacher	High School	11,764.66		11,764.66
Kaplan	Bethany	Instructional Aide	High School	25,381.10		25,381.10
Karewa	Linda	Substitute Secretary	System Wide	1,860.17		1,860.17
Kennedy	Ryan	Substitute Teacher	System Wide	75.00		75.00
Kenney	Rebecca	Teacher	Middle School	72,186.69		72,186.69
Keough	Kathy	Teacher	Martin	21,348.19		21,348.19
King	Cheryl	Substitute Clerical	System Wide	16,655.39		16,655.39
King	Emily	Teacher	Martin	62,026.55		62,026.55
Kinniburgh	Heather	Teacher	High School	83,815.90		83,815.90
Kirbos	Stephen	Coach	System Wide	2,801.94		2,801.94
Kirby	Melodie	Substitute Teacher	System Wide	171.30		171.30
Knowlton-Randall	Neil	Teacher	Middle School	14,668.29		14,668.29
Koehler	Laura	Teacher	Martin	80,447.47		80,447.47
Kozlowski	Keri	Teacher	High School	79,970.33		79,970.33
Krzyzek	Denise	Substitute Teacher	System Wide	6,562.50		6,562.50
Lacroix	Tiffany	Teacher	Martin	52,839.33		52,839.33
Laliberte	Donna	Teacher	Middle School	62,236.50		62,236.50
Lamar	Audrey	Teacher	Aitken	52,605.24		52,605.24
Lamoureux	James	Coach	System Wide	2,858.00		2,858.00
Lancaster	Howard	Teacher	High School	80,177.47		80,177.47
Lane	Maryellen	Teacher	Aitken	83,077.47		83,077.47
Lanzi	Alexander	Pool Worker	High School	3,147.00		3,147.00
Laplant	Donna	Instructional Aide	Martin	24,166.70		24,166.70
Lapre	Stephanie	Instructional Aide	Middle School	5,516.40		5,516.40
Larson	Suzanne	Teacher	High School	66,764.53		66,764.53
Latham	Valerie	Substitute Teacher	System Wide	4,661.19		4,661.19
Latimer	Terri	Teacher	Middle School	83,782.46		83,782.46

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Lavoie	Tracey	Payroll & Benefits Coordinator	School Admin.	60,656.89		60,656.89
Leahy	Megan	Coach	System Wide	2,858.00		2,858.00
Leblanc	Candice-Marie	Substitute Teacher	System Wide	225.00		225.00
Lehane	Sonya	Teacher	Middle School	85,614.60		85,614.60
Lessard	Kerie	Instructional Aide	Middle School	3,026.40		3,026.40
Letourneau	Kathleen	Substitute Nurse	System Wide	3,062.50		3,062.50
Levesque	Julian	Instructional Aide	Middle School	8,920.44		8,920.44
Lewis-Bell	Lori	Substitute Instructional Aide	System Wide	10,506.40		10,506.40
Lezy	Carrie	Substitute Teacher	Aitken	1,050.00		1,050.00
Libby	Patricia	Teacher	Middle School	85,768.63		85,768.63
Lind	Richard	Director of Curr. & Instruction	School Admin.	50,928.35		50,928.35
Lombardi	Stefanie	Occupational Therapist Asst.	Aitken	6,930.00		6,930.00
Lopes	Kyle	Coach	System Wide	2,871.94		2,871.94
Lord	Kathleen	Teacher	High School	56,469.12		56,469.12
Lorenzi	Emily	Instructional Aide	High School	9,822.02		9,822.02
Lowney	Cassandra	Substitute Teacher	System Wide	15,246.45		15,246.45
Lush	Bartholomew	Principal	Martin	107,327.42		107,327.42
Machado	Kelley	Supervisory Aide	Martin	10,049.07		10,049.07
Machado Cook	Elizabeth	Teacher	High School	72,953.07		72,953.07
MackKnight	James	Teacher	High School	77,668.88		77,668.88
Mahoney	Kelley	Teacher	Martin	70,876.37		70,876.37
Malloy	Gaston	Substitute Teacher	System Wide	75.00		75.00
Manickas	Barbara	Teacher	Aitken	84,385.90		84,385.90
Marceau	Tara	Teacher	High School	80,295.72		80,295.72
Marcotte	Soleil	Pool Worker	System Wide	3,009.00		3,009.00
Mare'	Matthew	Teacher	Middle School	58,675.68		58,675.68
Marinucci	Deanna	Teacher	High School	92,894.11		92,894.11
Marshall	Kathleen	Substitute Aide	System Wide	475.30		475.30
Martin	Robert	Substitute Teacher	System Wide	672.35		672.35
Martin	Tyla	Coach	System Wide	3,137.61		3,137.61
Mastropietro	Lisa	Coach	System Wide	3,137.61		3,137.61
Matton	Sandra	Instructional Aide	Martin	24,788.22		24,788.22
Maynard	Lori	Teacher	Martin	84,322.76		84,322.76
Mayo	Kimberly	Instructional Aide	Middle School	6,908.54		6,908.54
Mazzeo	Marian	Purchasing	School Admin.	50,130.48		50,130.48
McCabe	Antonina	Instructional Aide	Middle School	19,785.94		19,785.94
McCaffrey	Linda	Teacher	Martin	83,785.90		83,785.90
McCartin	Matthew	Coach	System Wide	13,899.58		13,899.58
McCormick	Jeanne	Teacher	Aitken	83,407.46		83,407.46
McGovern	Marcia	Principal	High School	120,503.61		120,503.61

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
McIntyre	Ryan	Substitute Teacher	System Wide	75.00		75.00
McLintock	Lisa	Nurse/Teacher	Martin	84,115.90		84,115.90
McNamara	Bridget	Confidential Secretary	School Admin.	50,852.02		50,852.02
McVeigh	Ashley	Teacher	High School	72,464.54		72,464.54
Medberry	Marjory	Technology Technician	High School	29,947.18		29,947.18
Medeiros	Jaime	Sub-Custodian	System Wide	4,234.75		4,234.75
Medeiros	Jason	Custodian	Middle School	46,424.36	2,091.43	48,515.79
Medeiros	John	Custodian	High School	51,555.42	6,783.64	58,339.06
Medeiros	Karen	Teacher	Aitken	83,784.33		83,784.33
Medeiros	Kendra	Teacher	Martin	72,166.09		72,166.09
Medeiros	Scott	Substitute Custodian	System Wide	364.00		364.00
Mello	Eli	Teacher	High School	84,107.47		84,107.47
Mello	Melissa	Teacher	High School	76,316.90		76,316.90
Melo	Roger	Network Administrator	System Wide	63,085.35		63,085.35
Menard	Dawn	Transportation Supervisor	School Admin.	307.84		307.84
Mendes	Daniel	Coach	System Wide	5,603.88		5,603.88
Mendes	Mary	Instructional Aide	Middle School	23,263.84		23,263.84
Merritt	Brett	Substitute Custodian	High School	144.00		144.00
Metcalf	Ellyn	Teacher	Middle School	73,867.17		73,867.17
Miller	Gary	Teacher	High School	77,993.25		77,993.25
Miller	Karen	Substitute Clerical	System Wide	273.00		273.00
Miller	Tammi	Teacher	Middle School	84,328.04		84,328.04
Mirza	Jessica	Teacher	High School	84,285.70		84,285.70
Mitchell	Gary	Substitute Crossing Guard	System Wide	44.12		44.12
Mitchell	Kerrin	Instructional Aide	Middle School	24,113.35		24,113.35
Moniz	Patti	Instructional Aide	Martin	14,746.39		14,746.39
Moniz	Pedro	Technology Technician	System Wide	40,700.26		40,700.26
Montagna	Brittany	Instructional Aide	Middle School	3,966.49		3,966.49
Mooney	Francis	Coach	High School	4,709.86		4,709.86
Mooney	Sarah	Teacher	Martin	84,746.76		84,746.76
Moran	John	Teacher	High School	80,580.45		80,580.45
Morin	Linda	Crossing Guard	System Wide	5,662.29		5,662.29
Moszczenski	Stanley	Teacher	Middle School	72,797.21		72,797.21
Murgo	Laura	Teacher	Middle School	72,044.54		72,044.54
Murphy	Patricia	Teacher	Martin	84,318.24		84,318.24
Murray	Rebecca	Teacher	Martin	75,943.87		75,943.87
Nastari	Lisa	Instructional Aide	Middle School	17,743.86		17,743.86
Nelson	Kristin	Teacher	High School	77,133.89		77,133.89
Nicolopoulos	Theodore	Custodian	Aitken	47,195.77	446.43	47,642.20
Noble	Russell	Substitute Teacher	System Wide	2,229.66		2,229.66

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Norton	John	Pool Worker	System Wide	2,232.00		2,232.00
Noury	Paul	Substitute Teacher	System Wide	300.00		300.00
O'Donnell	Alison	Substitute Teacher	System Wide	75.00		75.00
O'Halloran	Christopher	Substitute Teacher	System Wide	450.00		450.00
O'Connell	Michael	Substitute Teacher	System Wide	2,801.94		2,801.94
Owens	Linda	Substitute Teacher	System Wide	633.80		633.80
Owens	Lynn	Teacher	Aitken	84,336.49		84,336.49
Palumbo	Ruth	Special Educational Secretary	School Admin.	3,747.89		3,747.89
Panciotti	Michael	Substitute Custodian	High School	432.00		432.00
Paradis	Bethany	Substitute Teacher	System Wide	4,641.90		4,641.90
Parente	John	Substitute Teacher	System Wide	14,758.29		14,758.29
Peach	Melanie	Substitute Teacher	High School	1,686.44		1,686.44
Peixoto	Jose	Maintenance	High School	46,893.07	3,001.97	49,895.04
Pelicano	Hilda	Teacher	Middle School	84,961.56		84,961.56
Pellergrino	Frank	Substitute Teacher	Middle School	49,179.06		49,179.06
Pellegrino	Nicole	Teacher	Middle School	83,477.46		83,477.46
Pellerin	Kim	Coach	System Wide	4,709.86		4,709.86
Pelletier	Emma	Substitute Custodian	High School	544.00		544.00
Pereira	Caitlin	Coach	High School	71,124.61		71,124.61
Pereira	Diane	Supervisory Aide	Aitken	10,471.40		10,471.40
Perry	Joseph	Custodian	Martin	49,860.39	6,167.36	56,027.75
Petrucchi	Michael	Teacher	High School	93,399.94		93,399.94
Phillips	Vincent	Custodian	Martin	27,067.49	7,199.78	34,267.27
Pierce	Kayla	Coach	System Wide	672.35		672.35
Pimental	John	Maintenance Foreman	High School	54,268.02	2,097.11	56,365.13
Pina	Latroya	Pool Worker	System Wide	18.00		18.00
Pineau	Joan	Bus Aide	Transportation	9,426.01		9,426.01
Pope	Emily	Substitutue Supervisory Aide	System Wide	85.50		85.50
Pope	Tammy	Instructional Aide	Aitken	23,629.23		23,629.23
Potter	Linda	Instructional Aide	Middle School	2,383.02		2,383.02
Powers	Maureen	Secretary	High School	32,739.59		32,739.59
Powers	Patrick	Substitute Teacher	System Wide	5,737.50		5,737.50
Prata	Tricia	Secretary	High School	10,534.92		10,534.92
Pray	Kathleen	Substitute Teacher	System Wide	15,769.32		15,769.32
Prazeres	Lori	Teacher	Martin	38,608.40		38,608.40
Propatier	Linda	Instructional Aide	Aitken	23,509.78		23,509.78
Provazza	John	Substitute Custodian	High School	1,560.00		1,560.00
Provazza	Lucille	Out of District Coordinator	Martin	93,559.56		93,559.56
Quaratella	Holly	Teacher	Aitken	83,387.94		83,387.94
Queenan II	Earl	Substitute Teacher	Aitken	79,215.71		79,215.71

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Quinlan	Katelyn	Substitute Teacher	System Wide	450.00		450.00
Quirindongo	Jillian	Substitute Teacher	Aitken	14,668.29		14,668.29
Read	Tracey	Secretary	Martin School	26,569.71		26,569.71
Rebelo	Kevin	Student Worker	High School	632.00		632.00
Reddington	Joseph	Coach	High School	5,715.44		5,715.44
Reilly	Stacie	Teacher	Middle School	77,463.26		77,463.26
Riccitelli	Michelle	Substitute Teacher	System Wide	7,274.10		7,274.10
Rielly	Debbie	Teacher	Martin	83,203.81		83,203.81
Rioux	Joanna	Teacher	Aitken	83,785.89		83,785.89
Roach	Cynthia	Substitute Teacher	System Wide	48,255.41		48,255.41
Robitaille	Carol	Instructional Aide	Middle School	23,985.43		23,985.43
Roderick	Karen	Teacher	Martin/Aitken	84,323.61		84,323.61
Rodericks	Robert	Substitute Teacher	System Wide	2,175.00		2,175.00
Rodrigues	David	Maintenance	System Wide	51,060.54	3,368.34	54,428.88
Rok	Patricia	Nurse/Teacher	High School	84,701.71		84,701.71
Romano	Randy	Substitute Custodian	System Wide	104.00		104.00
Rondeau	Joann	Teacher	Aitken	83,785.90		83,785.90
Rose	Kyle	School Committee	System Wide	1,000.00		1,000.00
Roy	James	Maintenance Supervisor	High School	73,714.42	6,494.67	80,209.09
Roy	Lisa	Pool Worker	High School	3,065.63		3,065.63
Rubin	David	Teacher	High School	51,804.26		51,804.26
Russell	Samantha	Pool Worker	System Wide	2,625.00		2,625.00
Salisbury	Michelle	Teacher	High School	90,132.45		90,132.45
Sandstrom	Michael	Teacher	Middle School	72,614.54		72,614.54
Sansoucy	Courtney	Teacher	Aitken	74,509.54		74,509.54
Santoro	Kimberly	Substitute Aide	System Wide	3,830.70		3,830.70
Santos	Kimberly	Teacher	High School	22,513.71		22,513.71
Sarasin	Candace	Teacher	Martin	84,473.34		84,473.34
Sceeles	Alison	Teacher	Martin	84,322.75		84,322.75
Schebel	Bree	Teacher	High School	24,666.17		24,666.17
Schenck	Donald	Adjustment Counselor	Martin	75,943.87		75,943.87
Schiller	Sona	School Committee	System Wide	1,000.00		1,000.00
Schwab	Jennifer	Teacher	Aitken	84,115.89		84,115.89
Scott	Lindsay	Pool Worker	High School	18.00		18.00
Seward	Dale	Coach	High School	3,585.84		3,585.84
Shurtleff	Barbara	Teacher	Middle School	88,365.05		88,365.05
Silva	Lee Ann	Substitute Instructional Aide	System Wide	235.20		235.20
Silverstein	Sherri	Substitute Teacher	System Wide	7,425.00		7,425.00
Sloat	Mary	Teacher	Martin	84,322.75		84,322.75
Smialek	John	Teacher	High School	87,534.03		87,534.03

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Smith	Sylvia	Teacher	Aitken	85,876.12		85,876.12
Soares	Laurie	Substitute Nurse	Aitken	625.00		625.00
Soares	Nancy	Substitute Teacher	System Wide	3,150.00		3,150.00
Sochin	Patricia	Instructional Aide	Martin	24,417.92		24,417.92
Soderlund	Shanna	Teacher	Martin School	83,438.34		83,438.34
Solomon	Virginia	Substitute Teacher	System Wide	1,050.00		1,050.00
Souto	Deborah	Secretary	Middle School	33,223.47		33,223.47
Sprague	Lori-Ann	Instructional Aide	Martin	23,819.13		23,819.13
St. Germain	Jennifer	Instructional Aide	Middle School	9,514.16		9,514.16
St.Jacques	Cynthia	Teacher	Martin	82,758.41		82,758.41
St.Michel	Jennifer	Teacher	Middle School	71,894.53		71,894.53
Steitz	Keri	Teacher	Martin	84,146.74		84,146.74
Sullivan	Judith	Teacher	Martin	84,323.62		84,323.62
Swallow	Renee	Supervisory Aide	Martin	23,648.50		23,648.50
Swick	Katherine	Teacher	Martin	84,143.32		84,143.32
Szabo	Paul	Crossing Guard	System Wide	5,666.14		5,666.14
Taylor	Linda	Substitute Teacher	System Wide	1,125.00		1,125.00
Terry	Kathryn	Substitute Teacher	System Wide	250.00		250.00
Tetreault	Lorenzo	Substitute Teacher	System Wide	5,737.50		5,737.50
Thibodeau	Kathleen	Teacher	Aitken	83,962.76		83,962.76
Thivierge	Keri	Teacher	Middle School	66,327.61		66,327.61
Thompson	Betsy	Teacher	Martin	86,939.75		86,939.75
Thurber	Melissa	Teacher	Martin	56,682.19		56,682.19
Topazio	Michael	Substitute Teacher	System Wide	5,196.30		5,196.30
Tracey	Stacie	Substitute Teacher	System Wide	487.50		487.50
Travers	David	Custodian	Middle School	46,377.08	2,209.07	48,586.15
Tripp Gordon	Valerie	Instructional Aide	High School	25,230.85		25,230.85
Troiano	James	Coach	System Wide	1,886.39		1,886.39
Troiano	Shannon	Substitute Instructional Aide	System Wide	5,829.51		5,829.51
Trudeau	Jessica	Teacher	Aitken	79,545.71		79,545.71
Tucker	Mechelle	Substitute Aide	System Wide	597.55		597.55
Turgeon	Gail	Crossing Guard	System Wide	5,752.20		5,752.20
Turner	Denise	Teacher	Middle School	84,446.75		84,446.75
Varney	Samantha	Instructional Aide	Martin	16,430.40		16,430.40
Vasu	Jeanne	Substitute Clerical	System Wide	77.70		77.70
Viens	Stephanie	Sub. Instructional Aide	System Wide	1,275.00		1,275.00
Vollaro	Linda	Secretary	High School	12,615.13		12,615.13
Volpe	Mary	Nurse/Teacher	Middle School	59,019.04		59,019.04
Von Itter-Doe	Susan	Special Education Dir.	School Admin.	99,043.91		99,043.91
Waldman	Jill	Teacher	Aitken	55,976.80		55,976.80

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Walsh	Megan	Long-term Substitute Teacher	Aitken	46,426.24		46,426.24
Ward Smith	Suzanne	Teacher	Aitken	72,164.54		72,164.54
Warriner	Jon	Teacher	Middle School	41,907.17		41,907.17
Weissinger	Janice	Teacher	Martin	23,643.36		23,643.36
Wentworth	Jennifer	Teacher	Martin	59,019.05		59,019.05
Westcoat	Mary	Assistant Principal	Middle School	85,388.89		85,388.89
Whalen	William	Principal	Middle School	104,749.57		104,749.57
Whatley	Christine	Guidance Director	High School	102,712.93		102,712.93
White	Jessica	Substitute Teacher	System Wide	75.00		75.00
Wilbert	Nancy	Teacher	High School	67,820.13		67,820.13
Wills	Matthew	Teacher	High School	84,202.47		84,202.47
Wilson	Kathleen	Teacher	Middle School	80,319.91		80,319.91
Winsor	Gregory	Teacher	High School	78,173.25		78,173.25
Woods	William	School Committee	System Wide	1,000.00		1,000.00
Young	Curtis	Custodian	High School	47,496.51	280.35	47,776.86
Yttredahl	Jessica	Teacher	High School	63,102.05		63,102.05
Zarzycki	Katrina	Substitute Teacher	System Wide	75.00		75.00
Zarzycki	Sharon	Instructional Aide	High School	25,201.56		25,201.56
Znosko	Marish	Theraputic Support	Middle School	53,907.61		53,907.61
			Totals:	1,037,385.24	280.35	1,037,665.59

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

The year 2016 will be a very busy year for the Town Clerk's office. In January, 2016, the annual census goes out to each household in the town and when they are returned they need to be entered into the State computer system. In March, dog license renewal time and this past March was the Presidential Primary election.

The town election is held in April and then we prepare to send out confirmation cards to voters who have not answered the current census. September 8th is the State Primary election which prepares the candidates for the November election. Presidential election years are extremely busy for all the City and Town Clerks across the Commonwealth. This year, the legislature in Boston voted many changes to the election laws. One of the major changes is early voting for the November election. This is a first for Massachusetts, so it has been a learning exercise for all of us. After the election cycle is totally over it will be interesting to evaluate and try to improve the system that Boston put in place.

We continue to work closely with Animal Control to get all dogs in Seekonk licensed. Licensing is an important function of the town to make sure that dogs are current with their rabies shots and also, if the dog gets loose, it can be tracked back quicker to the owner if it is properly licensed.

We want to thank all our wonderful poll workers and registrars. They help us manage efficient elections and town meetings and we appreciate their work.

Respectfully Submitted,
Jan Parker
Town Clerk

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

Planning Board

Planning Board

Neal H. Abelson
Chairman

David Sullivan, Jr
Vice Chairman

Ronald Bennett
Clerk

Sandra M. Foulkes
Vice Clerk

Phoebe Lee Dunn
Member

Michael Bourque
Member

James Roach
Member

John Aubin III
Town Planner

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 and standards. The Board also administers Site Plan Review as required by the Zoning By-Laws, proposes revisions to the Zoning By-laws and engages in long term planning efforts on behalf of the Town in coordination with the Board of Selectmen, other town departments and boards, state agencies and regional organizations.

Members included, Neal H. Abelson, Michael Bourque, Lee B. Dunn, Sandra M. Foulkes, Ronald Bennett, James Roach and David Sullivan, Jr. On April 5, 2016, James Roach and Lee B. Dunn were reelected to serve on the Planning Board.

April 12, 2016, the Planning Board voted to re-organize their members: Neal H. Abelson, Chairman; David Sullivan, Jr, Vice-Chairman; Ronald Bennett, Clerk; and Sandra M. Foulkes, Vice-Clerk.

Public Hearings

September 8, 2015, the Planning Board held a public hearing to update the Zoning Bylaws to better integrate the 2014 reorganization of the by-laws and the 2015 adoption of the Groundwater Protection Overlay District.

March 8, 2016, the Planning Board held a public hearing on proposed revisions to the Zoning By-laws regarding definitions, site plan review, the use and dimensional regulations and development design standards.

Planning Board Continued

The Planning Board held two (2) public hearings on proposed Definitive Subdivisions and took formal action on twelve (12) other residential developments with regard to surety amounts, covenants, and the completion of public improvements.

Plan Reviews

Plans reviewed by the Planning Board in FY 2016:

Subdivisions:

Form A Plans: 9 submittals reviewed; 19 new lots created.

Preliminary Plans: 1 submittals reviewed; - Brady Estates 11 residential subdivision

Definitive Plans: 2 submittals reviewed;

Curt Street Extension: 4 lots approved

Stone Ridge: 11 lots approved

Total of 34 new lots created

Site Plans:

13 Site Plan submittals approved representing approximately 300,000 square feet of authorized new building construction, a cellular communications tower, and a large solar photovoltaic facility.

Planning Board Continued

In addition to the above listed applications and amendments, the Planning Board and Town Planner also works on the following miscellaneous projects over the last fiscal year:

- ✓ Seekonk Bikeway 52 mile town wide bicycle plan;
- ✓ Adoption and implementation of a the Seekonk Technical Review Committee - a staff level body engaged in the review of applications before the Planning Board;
- ✓ Revision of the Zoning Board of Appeals application and application guide book;
- ✓ Preparation of amendments to the Rule and Regulations Governing the Subdivision of Land in the Town of Seekonk;
- ✓ Development of guidelines for the Seekonk Economic Incentive Initiative;
- ✓ Tax Increment Finance Agreement for 1977 Fall River Avenue between FedEx, Scannell Properties, and the Town of Seekonk;
- ✓ Development of the Seekonk Non-criminal Code Enforcement Program for fire and building code violations;
- ✓ Participated in 2 business outreach events with the Seekonk Economic Development Committee; and
- ✓ Developed a business outreach letter with the Seekonk Economic Development Committee;

More information on most of the above listed applications and items can be found on the Planning Board's webpage at:

www.seekonk-ma.gov under Departments>Planning

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.

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

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 members included: Roger C. Ross, Esq., Chairman; Gary Sagar Vice Chairman; Regular Members: Keith W. Rondeau, Robert W. Read and Shane Halajko,

Alternate Members: Neal Abelson

The Zoning Board of Appeals was organized as Roger C. Ross, Esq., Chairman; Gary S. Sagar, Vice Chairman; and Bridget Garrity, Clerk. Robert W. Read accepted a three-year re-appointment as member and Neal Abelson accepted a three-year re-appointment as an alternate member.

The Rules and Regulations for the Zoning Board of Appeals was updated and adopted on May 2, 2016. The Planning Board updated and adopted the Zoning By-Laws, incorporating revisions through the Town Meeting held on May 16, 2016.

Zoning Board of Appeals Continued

For Fiscal Year 2016, the Zoning Board of Appeals held Public Hearings for the below listed and heard:

- 13 - Applications for Special Permits
- 12 - Petitions for Variances
- 9 - Appeals to Building Inspector's Decision
- 1 - Appeal to a Town Official
- 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

We started Fiscal Year 2016 with identifying and charging an Attleboro man for the death of Assistant Town Clerk Karen McHugh. Many more hours of investigation were expended to fortify the case. The suspect eventually pleaded guilty and received a minimal sentence. The closure was welcome, but there was no celebration as Karen could not be returned to her family and friends.

We continued to increase our staffing to meet the needs of our Town. Effective January 1st, we were budgeted for 38 officers. We experienced a 25% increase in calls for service. Much of the increase can be attributed to our officers being proactive in their duties. We also improved documenting our activities.

On the personnel side, we had three retirements. We welcomed the start of eight new patrol officers throughout the year. Three patrol officers were promoted to the rank of sergeant.

We maintained our commitment to being present in and around our school zones during arrival and dismissal times. Officers also continued their daily tours of the schools while in session. We continued 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.

Our participation with the Homeland Security Human Trafficking Task Force (based in Providence, RI) increased. Members of our agency participated in several area human trafficking stings/investigations resulting in many arrests. We conducted our first human trafficking sting/investigation in March that resulted in the arrest of 11 people.



Craig A. Mace
Chief of Police

Police Department Continued

During the year, we continued to update our information technology systems. Efforts were initiated to plan the improvement of our entire radio system as we experienced numerous failures and the system nears its end of life.



In November, our daily appearance significantly changed when we transitioned to an all-navy-blue uniform. The uniform was cooperatively developed among our police officers for functionality, appearance, and safety.

Our officers, through our Police-Fire Hockey team and road races, participated in a number of charity events. It was nice to see our officers get together off duty to raise money for charities such as Cops for Kids with Cancer and the Seekonk Save-A-Pet Society.

We added an all-terrain utility vehicle to our fleet. The vehicle was used by certified members of our agency to patrol remote areas of town. It was also used as part of our regional search & rescue team.

Department information may also be garnered from our weekly Police Beat show on Seekonk Cable 9, from our web site (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	5	21	29
Detective Bureau				1	2	3
Prosecution Bureau				1		1
School Resource Officer					1	1
Administrative Assistants						
Exec Admin Assistant						1
Tech Admin Assistant						1
Total	1	1	3	7	24	38

Special Reserve Officers 18

Detention Attendants 8

Totals 26

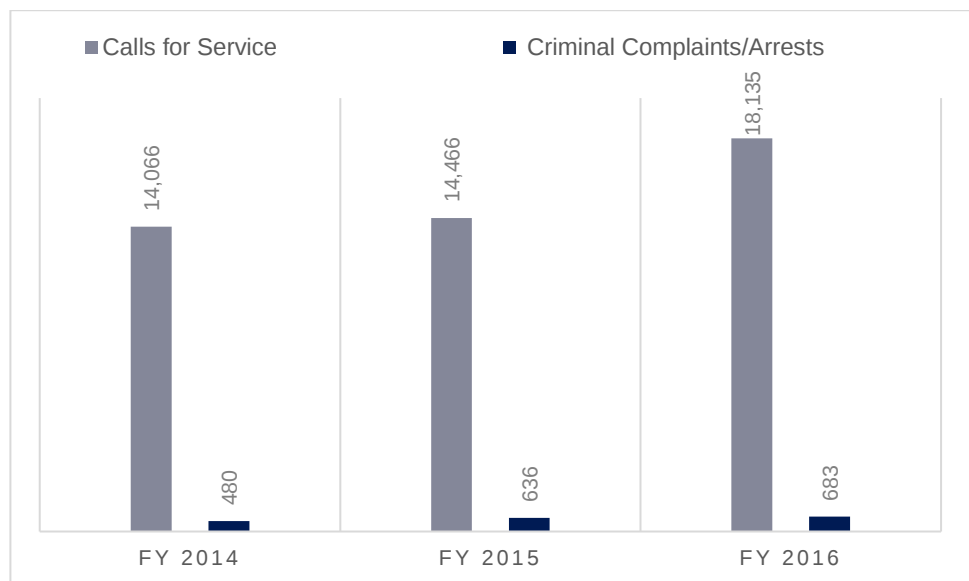
Police Department Continued

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

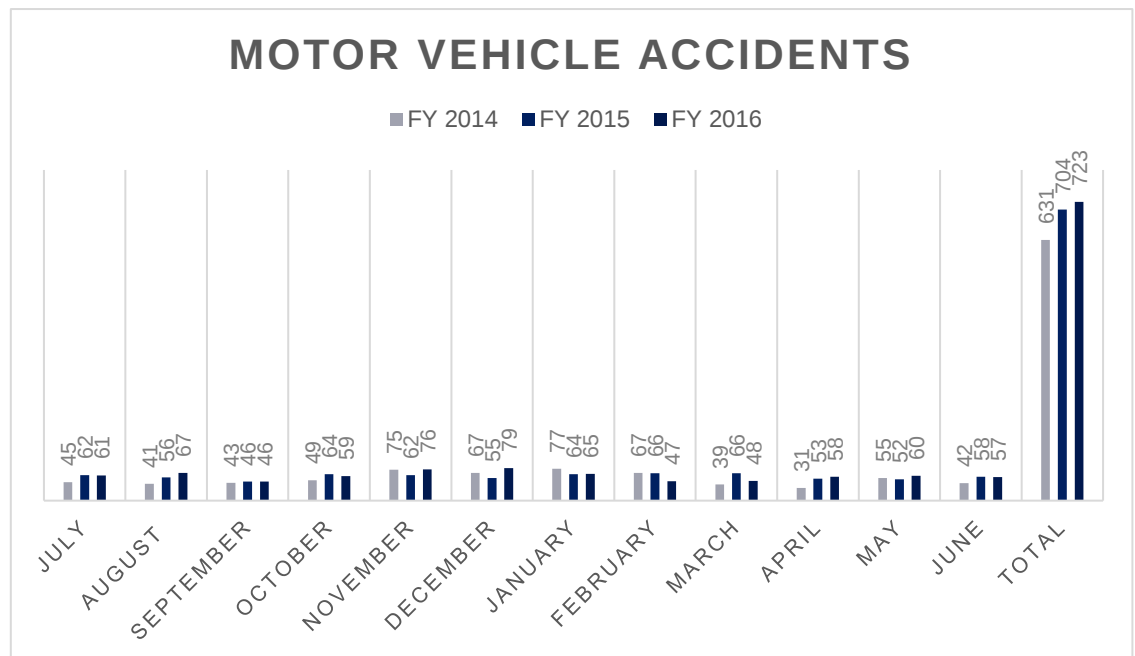
FY2014 - 07/01/2013 - 06/30/2014

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

FY2016 -07/01/2015 – 06/30/2016



Police Department Continued



Crimes	FY2014	FY 2015	FY 2016
Robbery	3	2	1
Assault	43	29	31
B & E Dwelling/Building	55	51	44
Larceny	202	201	167
Motor Vehicle Theft	25	23	14
B & E Motor Vehicle	37	78	111
Vandalism	53	33	51
Shoplifting	88	92	115
Domestic Disturbance	92	99	105
Motor Vehicle Citations	2198	2498	2912
Alarms Business/Residential	1272	1342	1347

Fire Department

The demands of the Community during fiscal year 2016 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 3,136 emergency incidents for the year, which was an eleven (11) percent increase over 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 over the year increased its staffing levels and now operates with seven (7) firefighters and one (1) Lieutenant per group. The Department through planning will continue to work on the staffing issue that we have.

For the first time in the history of the Department we have a fulltime Fire Prevention Officer. Lt. Sandra Lowery was promoted to the position of Administrative Captain and will take on the task of Fire Prevention as well as other duties. With the creation of the position, it will not only address immediate issues but over time will properly issue permits, handle plan review, coordinate inspections, perform mandated inspections of buildings and increase revenue.

With the promotion of Captain Lowery, Firefighter Jeff Magill was promoted to the rank of Lieutenant and will now be in charge of "B" group. I wish both of them well in their new positions.

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

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.



Through two different Town Meetings, the citizens approved the purchase of two aging heart monitors that were replaced with state-of-the-art monitors, which were very much needed. The voters also funded, for the first time, the purchase of two automatic C.P.R. devices which will enhance our ability to handle a heart attack incident.

The citizens also approved the funding of our new ladder truck. The vote replaced a thirty (30) year piece of apparatus with a new ladder which has several much needed features to it, to help us handle the demands that are placed upon us.

The administrative staff will continue to evaluate the needs of the community which continue to increase year to year. We will look at staffing, apparatus, short term and

Fire Department Continued

long term planning to meet the needs and demands of the community as well as being conscious of the cost to provide the services that we are required to provide.



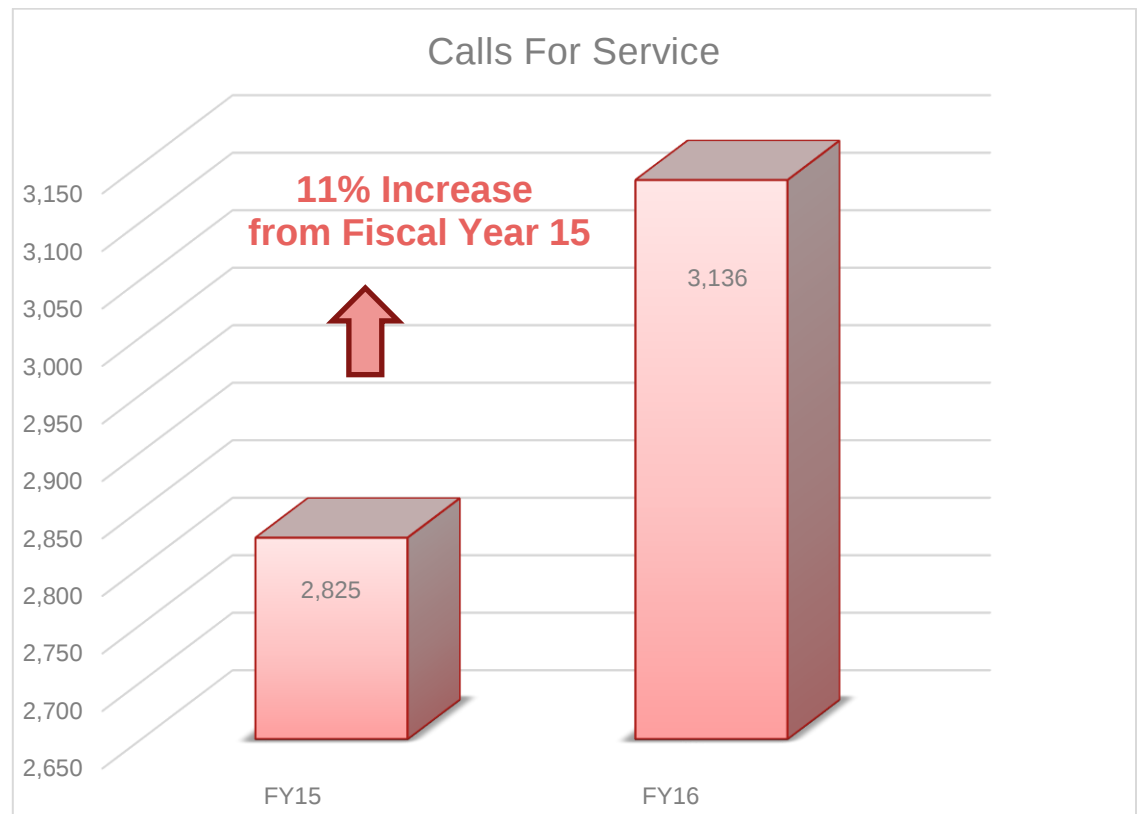
In closing, I would like to thank every member of the Seekonk Fire Department for everything that they do; they truly show the spirit of dedicated "Community Service." I want to thank the residents of Seekonk for their support because without that it would be difficult to move forward. I would like to thank the Town Administrator and the Board of Selectmen for their endless support that they have shown to not only to the Fire Department but also to the Town as a whole. It has been my honor to serve as your Fire Chief over the last year.

Respectfully Submitted,

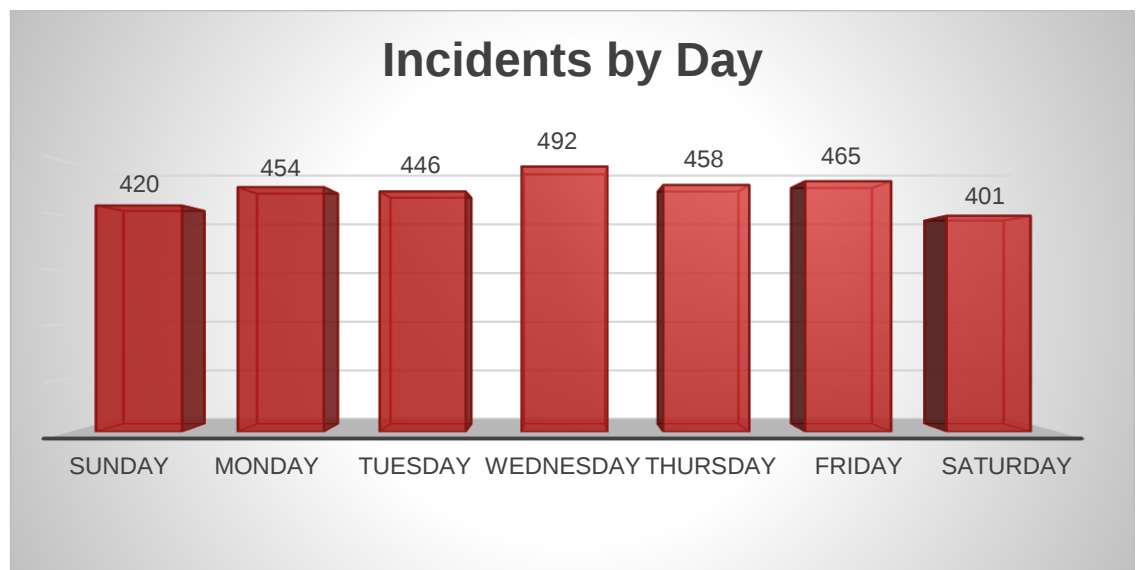
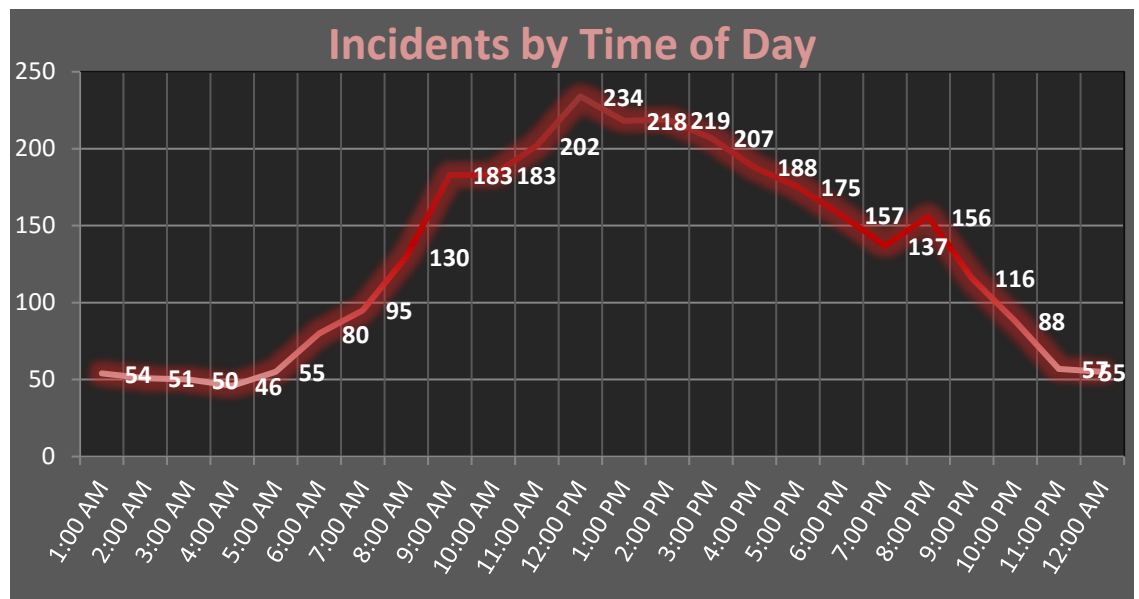
A handwritten signature in cursive script, reading "Michael P. Healy".

Michael P. Healy
Fire Chief

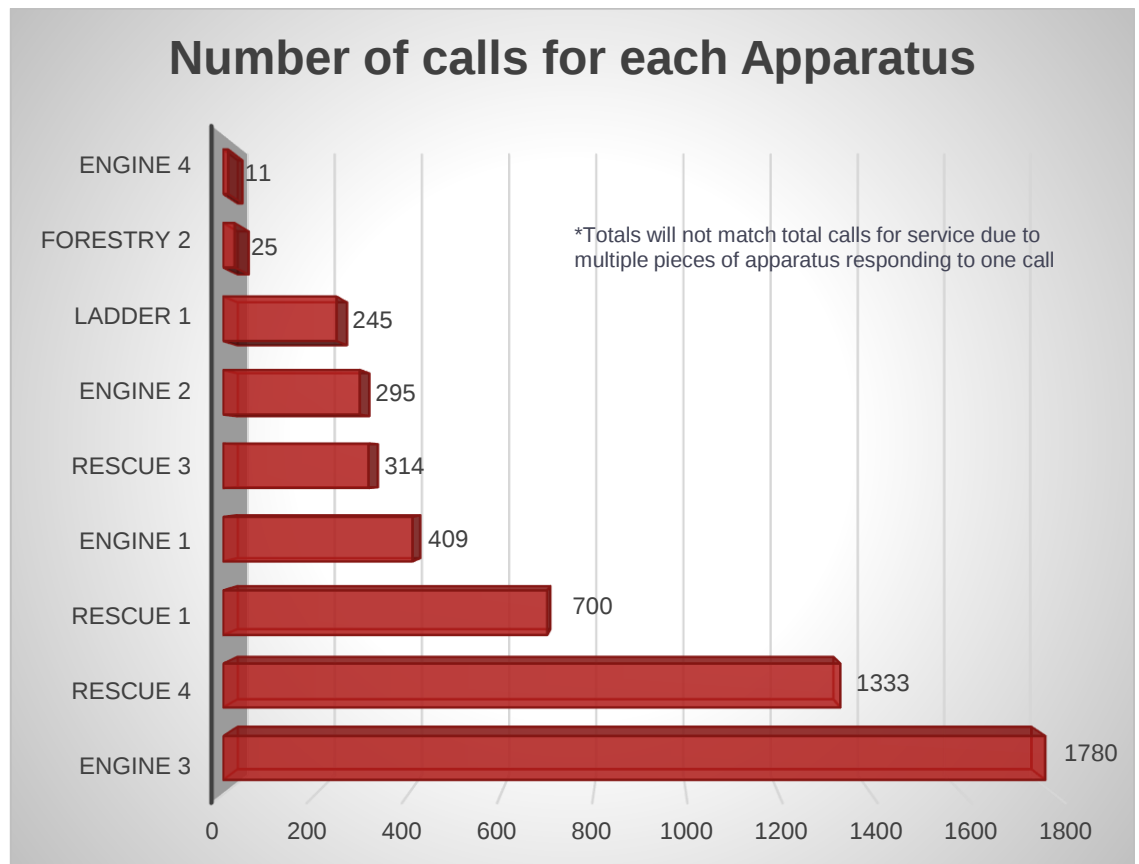
Fire Department Continued



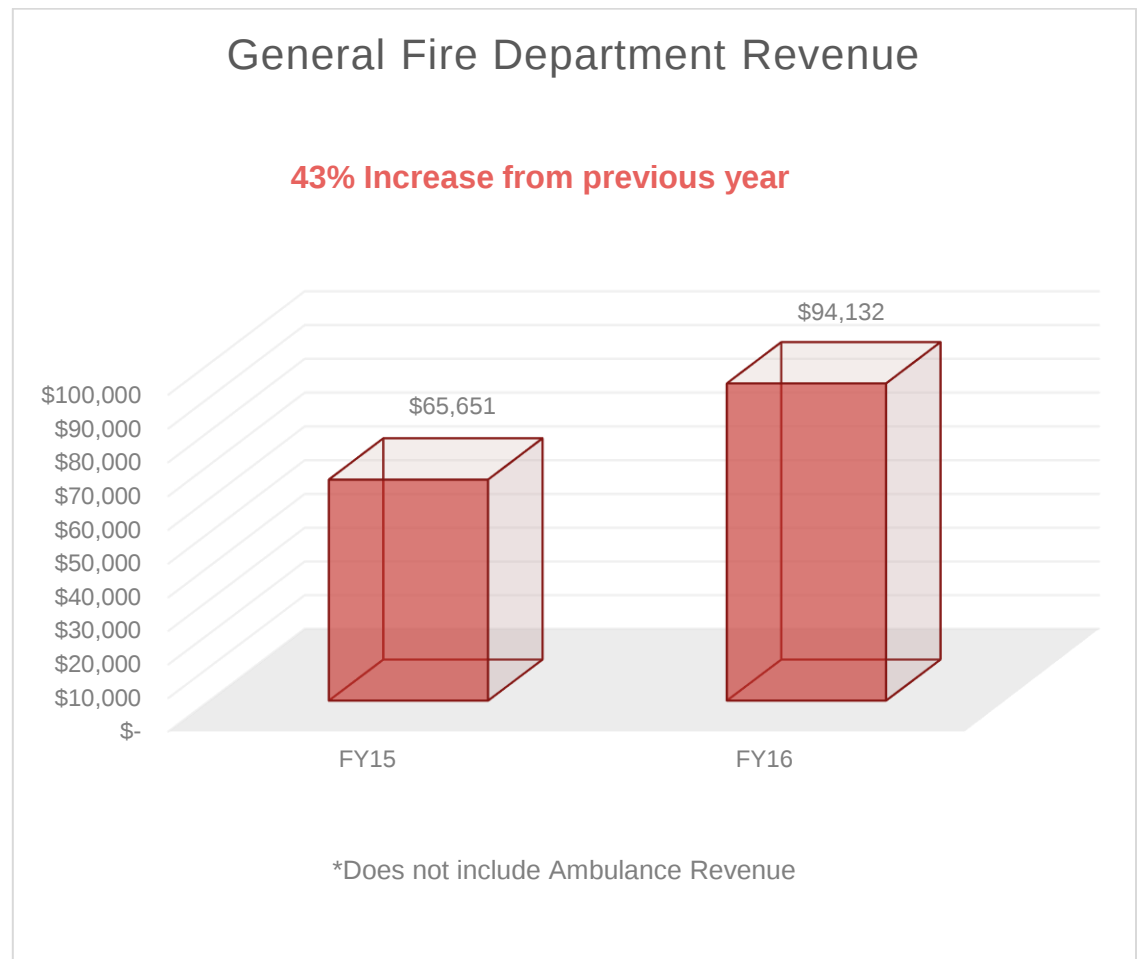
Fire Department Continued



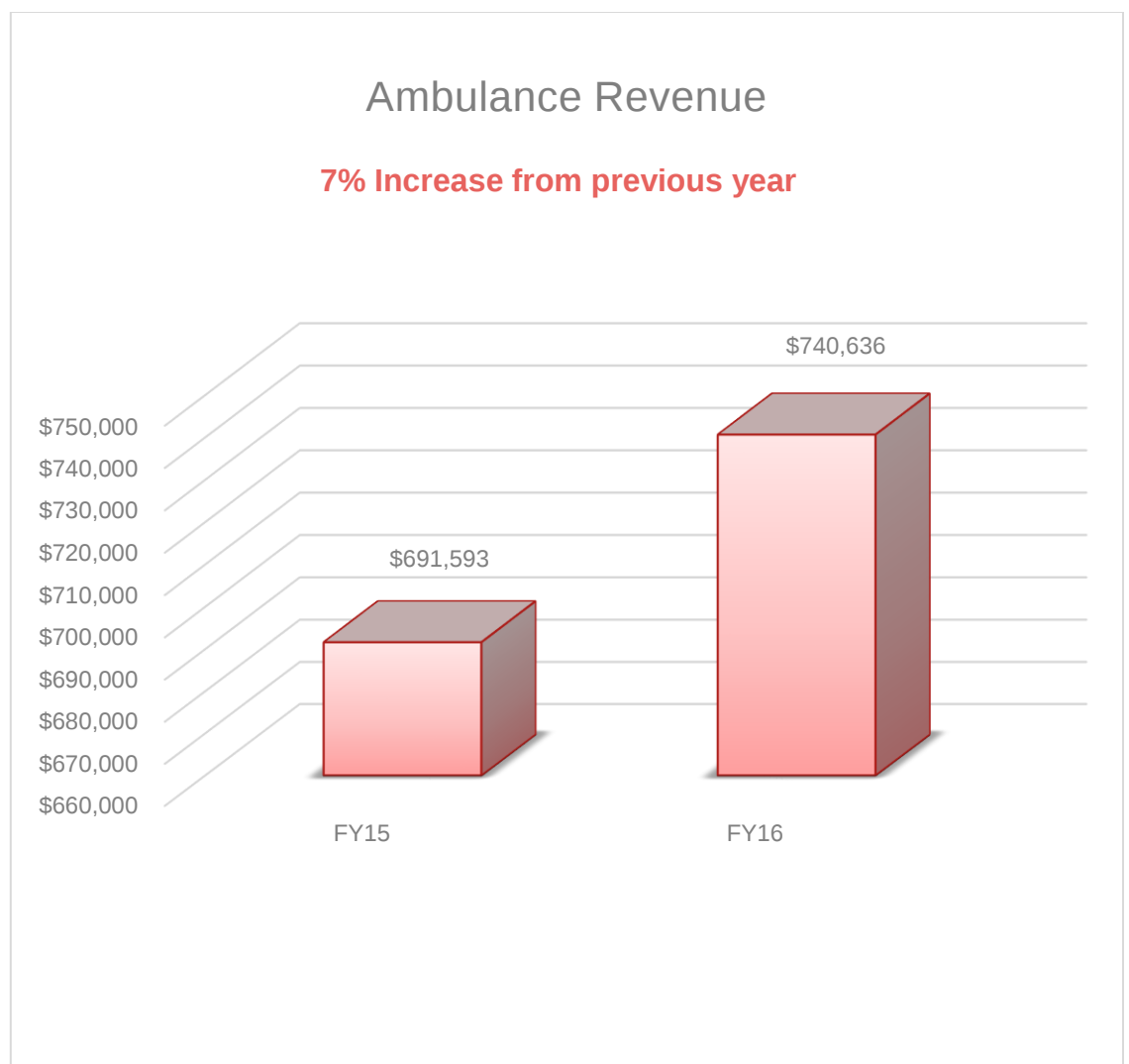
Fire Department Continued



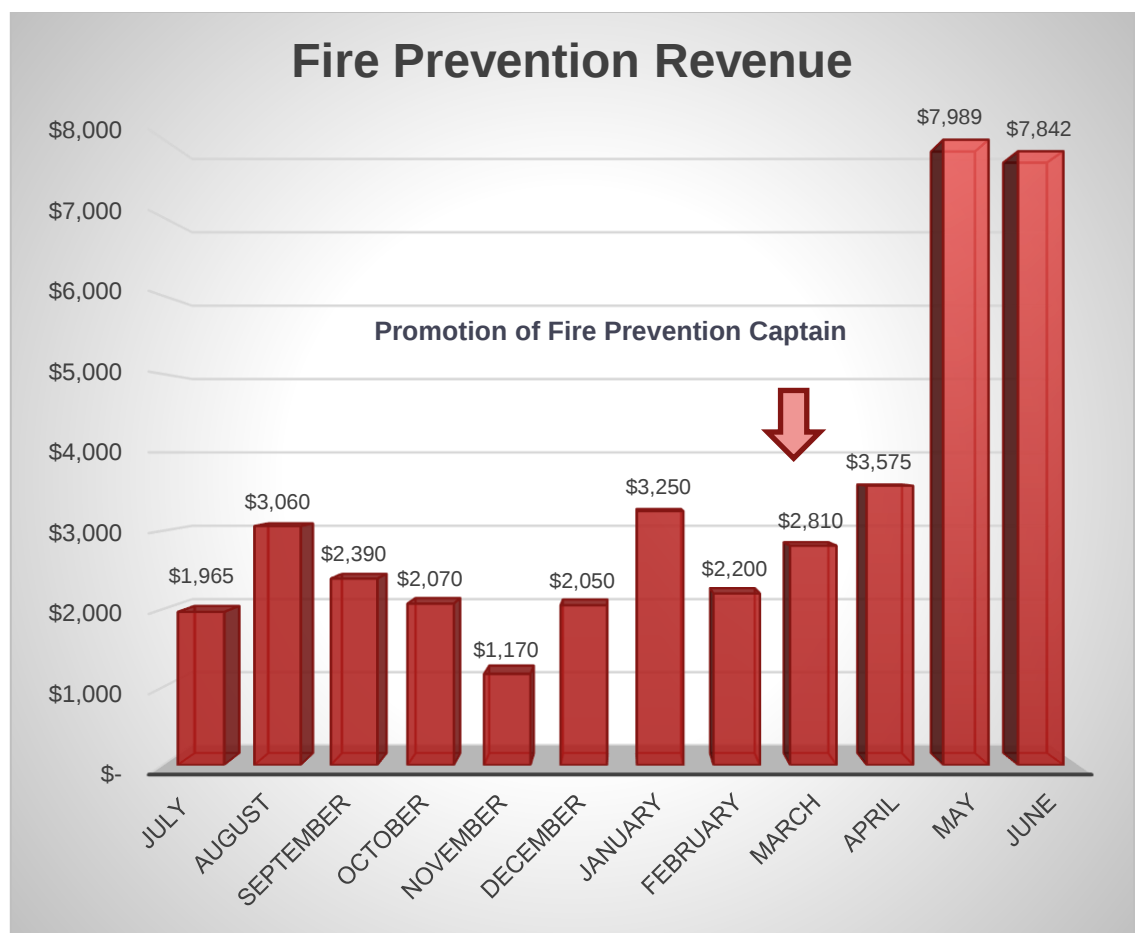
Fire Department Continued



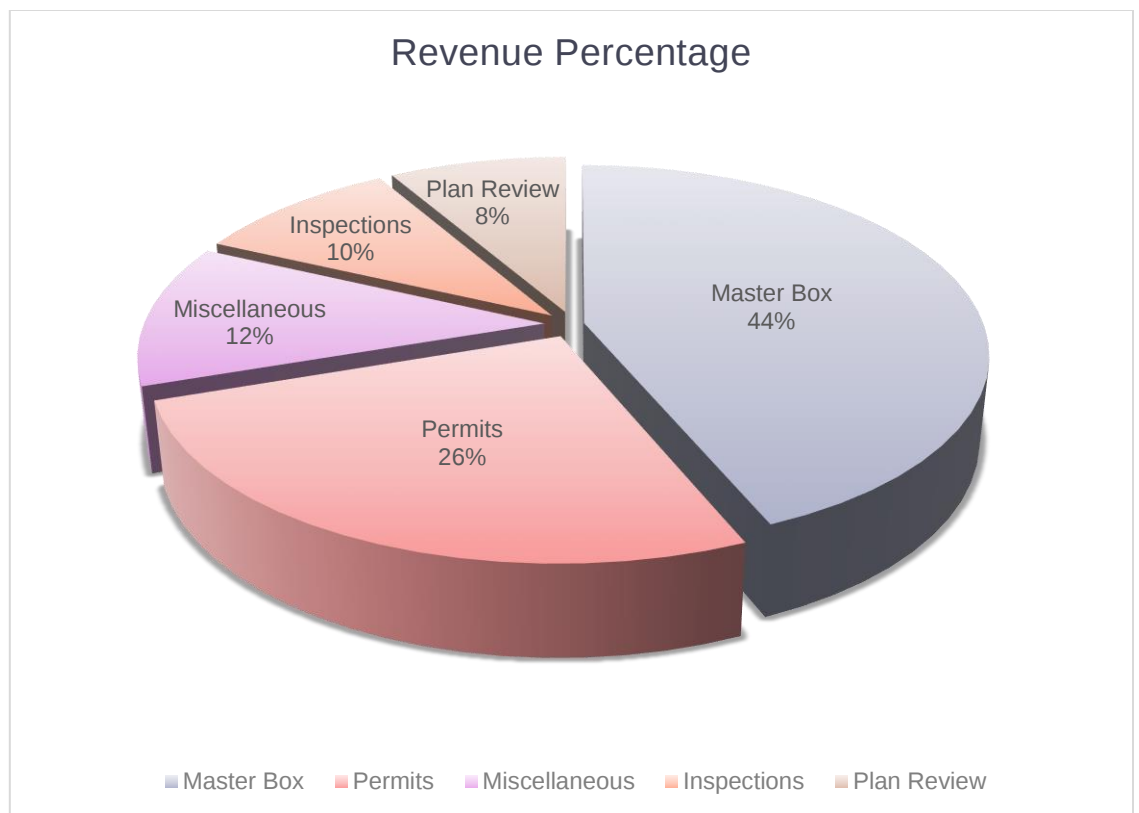
Fire Department Continued



Fire Department Continued



Fire Department Continued



Communications Department

The Public Safety Communications Department serves as the primary link between the citizens of the community and the town's emergency services. Although rarely seen, Public Safety Telecommunicators are often the first responders on scene to emergencies within the Town of Seekonk. They provide critical information to emergency personnel and residents during times of crisis. The department operates in a state-of-the-art communications center within the Town's joint public safety building on Taunton Avenue. The department is budgeted for ten (10) employees and is staffed with two (2) full-time dispatchers on all shifts.



The Communications Center is responsible for handling all emergency and non-emergency radio traffic for the Town's Police and Fire Departments. Telecommunicators are also responsible for monitoring the Fire Department's extensive radio-based fire alarm system and the Town's 94 camera video-based security system. This system allows for real-time constant video feeds from the Town's four public schools buildings as well as Town Hall, the DPW, and other municipal locations. Dispatchers also 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.

The last several years have seen an increase in the overall call volumes into the communications center and this past year was no exception. For fiscal year 2016 the Communications Department logged a total of 21,135 incidents. This included events ranging from basic motor vehicle stops, fire alarm activity, house fires, and major police incidents. The numbers represent an increase of 23% over the last fiscal year, and a

Communications Department Continued

45% increase since fiscal year 2013. While some of this can be attributed to better record keeping and performance tracking, a larger portion of this is due to a known rise in call volumes for both the Police and Fire Departments.

With the overall increase in our call volumes, we also continue to see an increase in 9-1-1 calls to the communications center. In FY16 the Seekonk Telecommunicators answered 4,330 9-1-1 calls. To no one's surprise, calls made from cellular devices represented approximately 65% of our incoming 9-1-1 call volume. Given the Town's geography most of these calls had to be transferred to us from Rhode Island as they originated from towers in neighboring East Providence and Pawtucket. It is important for anyone dialing 9-1-1 from a cell phone to realize that when you dial 9-1-1 your calls go to a wireless answering point, and then get routed to the community where the incident is happening.

After a long but justified delay, the State 9-1-1 Department has begun to launch pilot sites for Next-Generation 9-1-1 in the late part of FY16. While Seekonk is not part of the pilot program, we have begun to prepare for how the new system will impact our operations. The cost for this transition is covered by the State. Planning and equipment upgrades have already begun and will continue into FY17. Now that this program is underway it will begin to move rapidly across the Commonwealth and hopefully in my next annual report I will be able to report that our 911 system has been upgraded.

Training continues to be a priority for all members of the department. All dispatchers certified by the Commonwealth are required under state law to meet minimum enhanced 9-1-1 training standards. As such, all Seekonk dispatchers are certified in basic telecommunications, enhanced 9-1-1, and Emergency Medical Dispatch. They also maintain CPR certifications and prior to being released from training complete an in-house department training program. Through the State 9-1-1 Department Training Grant

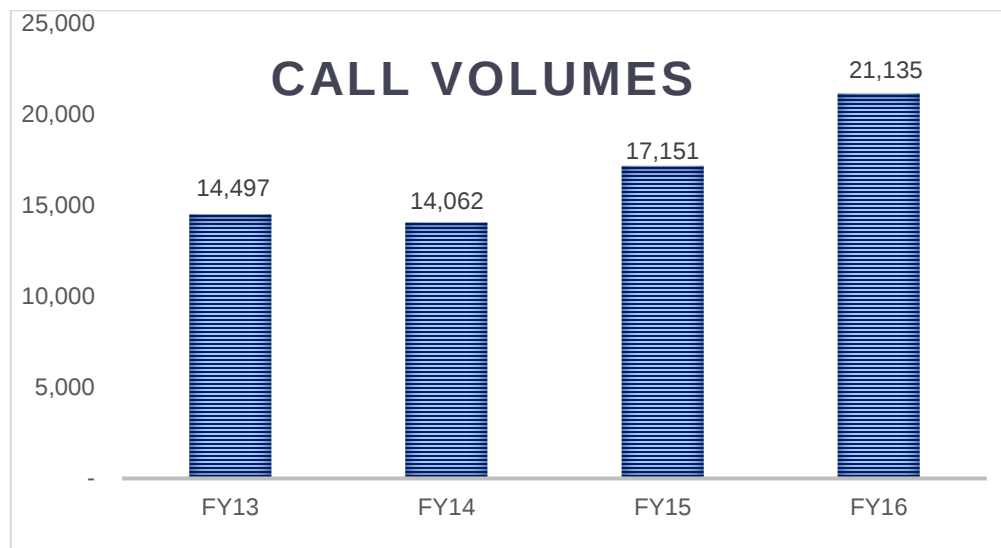
Communications Department Continued

we have been able to offset some of the training costs. Highlighted training programs attended in FY16 included presentations from the Denise Amber Lee Foundation dealing with customer service from a victim's perspective, becoming certified as Communications Training Officers, practical lessons learned from critical incidents such as the Boston Marathon bombing and all dispatchers completed re-certification in emergency medical dispatch. Training in emergency communications is rapidly changing and the dispatchers in this community will continue to train to be able to provide the best service possible to all of our callers.

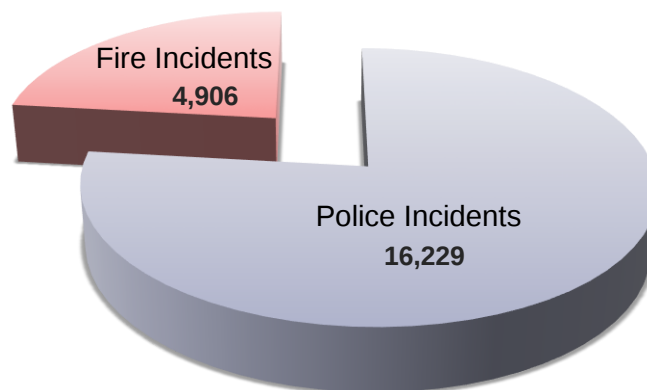
We have continued to work with our radio consultant to perform an in-depth needs assessment for all public safety agencies in town. Our hope in the coming fiscal year is to design, purchase and install a new radio system to serve the Police and Fire Departments. This is an extensive project that will need to address not only the needs of all public safety agencies but also deal with federal regulations surrounding public safety radio spectrum that will mandate the way we operate in the coming years. Our hope is to be able to provide the Public Safety agencies of this community with a radio system that provides them with improved coverage within the borders of Seekonk, addresses critical interoperability with our neighboring communities and gives the citizens the best possible return on their investment.

This agency, like any other in the community, does not function without the dedication of its employees. As I have in the past, I would like to again thank the men and women who serve the Town of Seekonk as professional Telecommunicators. While they will hopefully never need to speak with many of you, those who have need to call for assistance should know they have a group of dedicated professionals waiting to answer their calls for help. It is my honor and privilege to work with them on a daily basis.

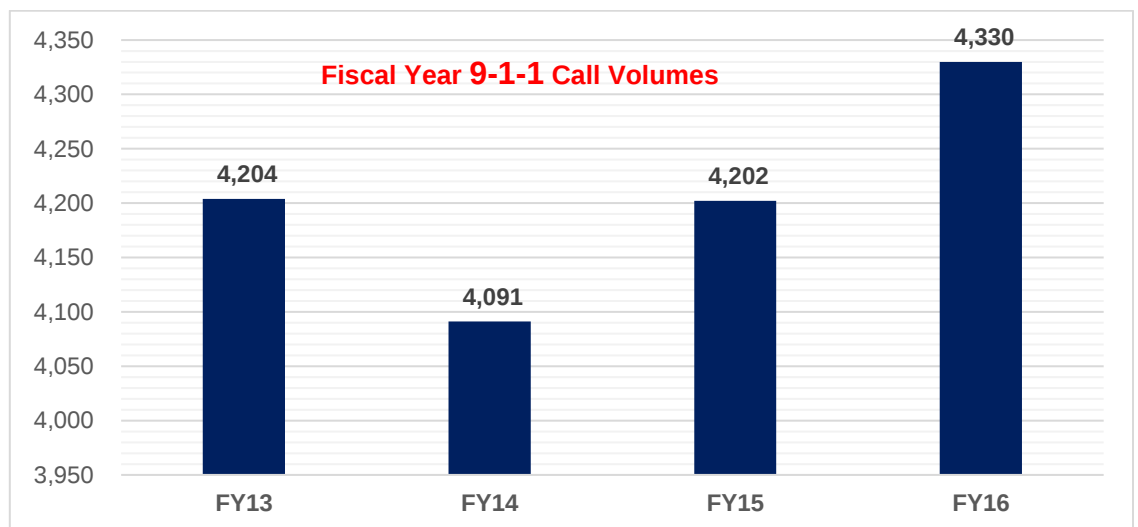
Communications Department Continued



Fiscal Year 2016 Call Volume Breakdown



Communications Department Continued



Respectfully Submitted,

Christopher A. Campbell
Director of Communications

Building Department

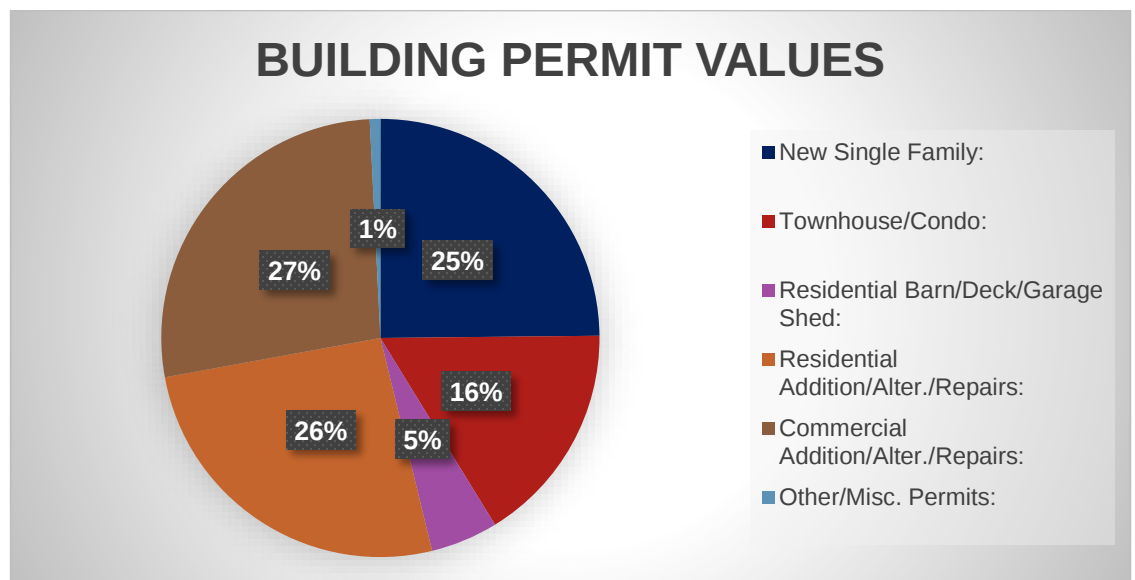
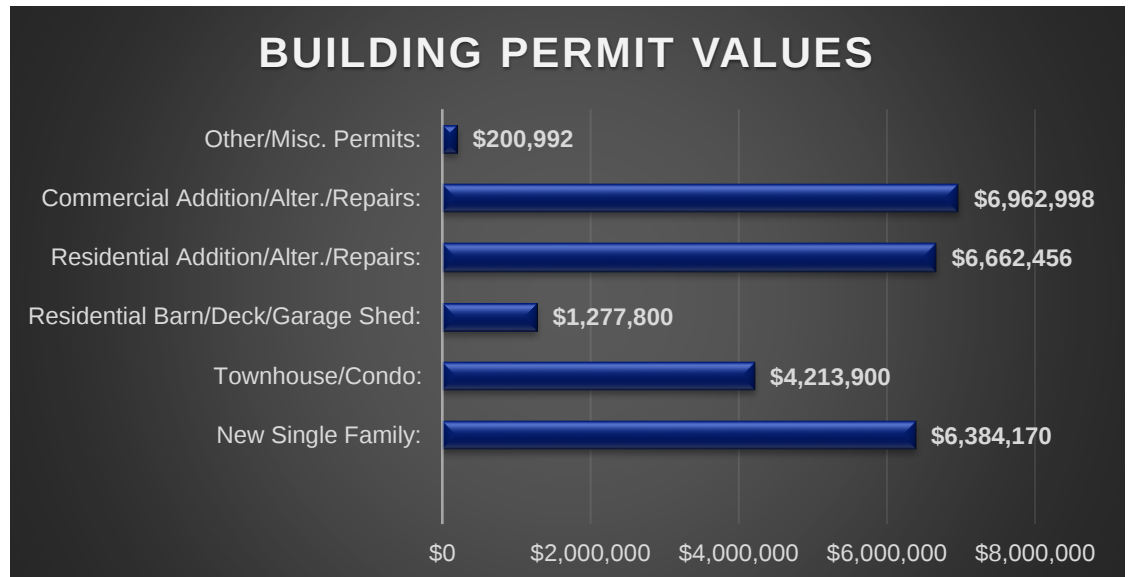
<u>Building Permits Issued</u>	<u>Number</u>	<u>Values</u>	<u>Value %</u>
New Single Family:	32	\$6,384,170	24%
Townhouse/Condo:	5	\$4,213,900	16%
Residential Barn/Deck/Garage Shed:	34	\$1,277,800	5%
Residential Addition/Alter./Repairs:	313	\$6,662,456	25%
Commercial Addition/Alter./Repairs:	112	\$6,962,998	26%
Other/Misc. Permits:	14	\$200,992	1%
Above Ground Pool:	4		
In-Ground Pool:	3		
Solar Panels:	193		
	710		
Total Value of all Building Permits		\$27,037,907	

FEES COLLECTED

TOTAL FEES

Total Fees for Certificate of Inspections:	\$ 4,629
Total Fees for Copies:	\$ 38.18
Total Fees for Zoning Determinations:	\$ 1,862
Total Fees for Re-Inspection:	\$ 140
Grand Total:	\$ 6,669.18

Building Department Continued



Building Department Continued

Plumbing & Gas Department

PLUMBING PERMITS ISSUED:	155
PLUMBING PERMIT FEES:	\$ 40,378.61
PLUMBING INSPECTIONS PERFORMED:	374
GAS PERMITS ISSUED:	184
GAS FEES COLLECTED:	\$ 18,721.54
GAS INSPECTIONS PERFORMED:	213

Electrical Department

ELECTRICAL PERMITS ISSUED:	565
ELEC. PERMIT FEES COLLECTED:	\$ 80,846.52
ELECTRICAL INSPECTIONS PERFORMED:	937

Mechanical Department

MECHANICAL PERMITS ISSUED:	83
MECHANICAL PERMIT FEES COLLECTED:	\$ 10,052.65
MECHANICAL INSPECTIONS PERFORMED:	67

Seekonk Animal Control

Ashley O'Connell Assistant Animal Control Officer, Kerry McCabe Assistant Animal Control Officer, and I are still enforcing 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. It is a continuous effort to get 100% compliance. Telephone calls are made and we often resend license forms to those who are currently not licensed or late and inform them of the law and ask them get their pet licensed in the next week. After all attempts are made and there is still no compliance a fine of \$50 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 will issue 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 for the first offense and then fined for each additional offense. The fine increases with each offense, per the Town By-law.

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 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 us keep you, your dog, and the public safe.

We have seen an increase of complaints with dogs off leash and loose in town. There are many keepers of dogs letting them off on town public walking trails and parks. There is a leash law in these areas. All dogs must be on a leash or obedient under keeper of the dogs command. This is a safety issue to the public.

The department has targeted the feral population with our trap, spay/neuter, vaccinate and release program to keep the number of feral cats down and to limit the spread of disease. All pet cats are also required to be vaccinated by Massachusetts General Law c.140, §145B for rabies.

Seekonk Animal Control Continued

Owners of unvaccinated cats and dogs can be fined \$100. Rabies is a fatal disease. Our quarantine numbers continue to rise for wounds of unknown origin due to mostly unvaccinated cats going outside whom may or may not have been exposed to rabies. These pets live with you and your families and can expose you to the risk of rabies.

Due to recent development in town, there have been increased wildlife calls. Their habitat has dwindled, which forces them to be more visible in residential areas. This has resulted in an increase in calls from concerned residents which has resulted in verifying their health and normal activity along with educating the residents. We also saw an increase in injuries to wildlife and orphans.

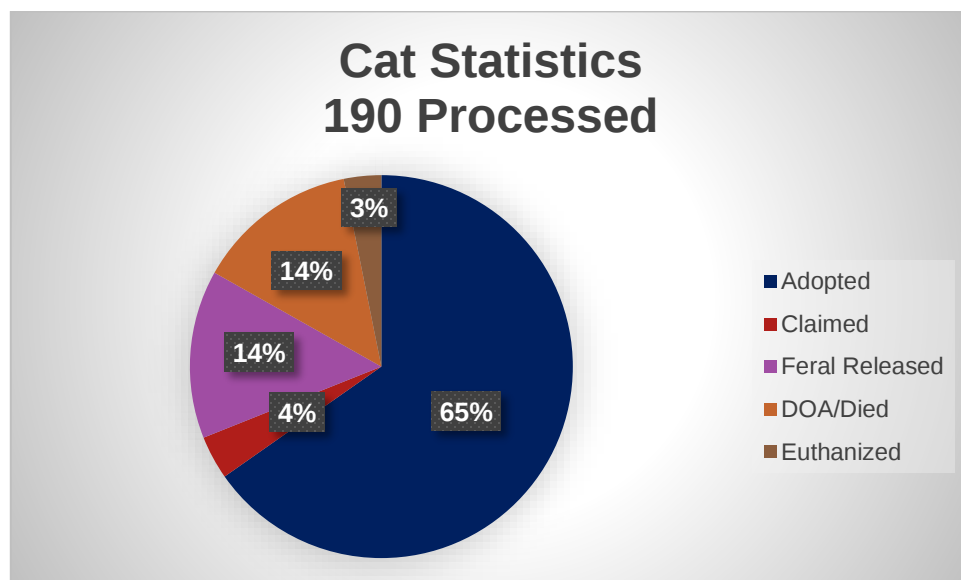
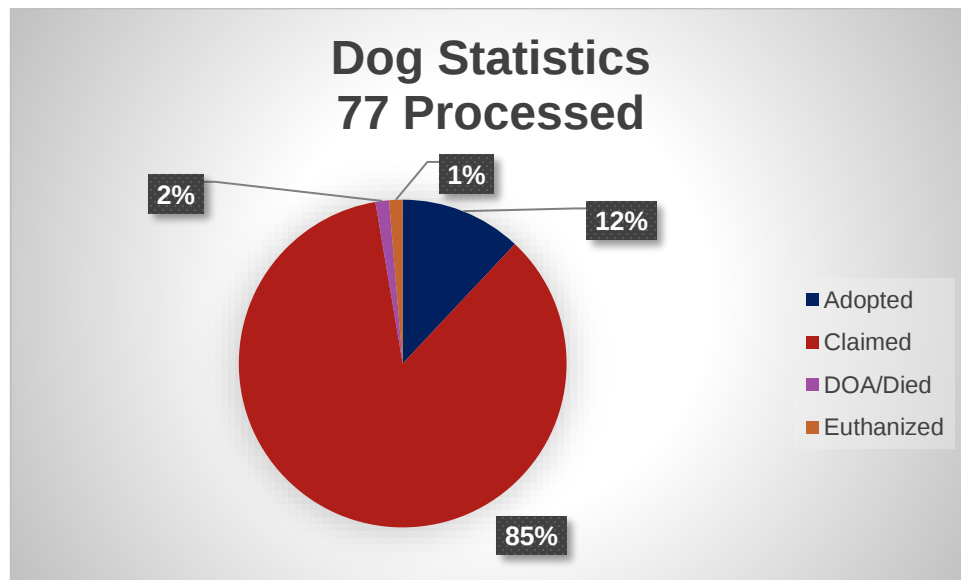
We have had a very stressful year with old employees leaving, new employees starting with us and injuries. As the town continues to grow, I ask the public to be patience with our response times, as there is only one person on a shift to cover seven days a week and emergencies at night.

Save-A-Pet Society has been a continuous bright spot here at the shelter, without their financial, emotional and physical support our shelter and animal control wouldn't be able to provide all that this department does for the public and animals in the town. Thank you to all of Save-A-Pet Society.

Respectfully,

Sharonlynn Hall
Animal Control Officer

Seekonk Animal Control Continued



Department of Public Works

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.

Department of Public Works Continued

Facility and Grounds Maintenance

The Department continues to maintain the Town Hall, the Library, the Public Safety Complex, Banna Fire Station, the COA offices at Pleasant Street School, the Animal Shelter, the Public Works Facility, the old Fire Station on 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.



The DPW assisted with several projects at the new Senior Center. DPW solicited quotes for the Underground Storage Tank (UST) closure, asbestos abatement, and new security lock system. DPW installed all the lock sets and programmed the keys. In addition, DPW attended regular construction meetings.

The Public Works Department continues to complete baseball field maintenance work in the fall. Wet field conditions are typical in the spring from a combination of winter snow melt, thawing of frozen ground and typical wet weather in the spring often causing delays in the maintenance work. 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.

Our Department solicited quotes for a new sign for Town Hall which is located in the grass circular island in front of the building at the end of Peck Street. The DPW installed the sign and performed landscape improvements in conjunction with the installation of the new sign.

Department of Public Works Continued

The DPW completed landscape work at the Animal Shelter and cleared and maintained the area outside the dog runs.

Another project undertaken by the Department was the construction improvements of the detention pond along the driveway to the Public Safety Complex. The basin was enlarged and was redesigned to include an underdrain system. Provisions were also made to accommodate a trash pump in the event that flooding should occur.

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.

Public Works continues maintaining the property including the detention basins at the capped landfills on Newman Avenue and Fall River Avenue. These areas are 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.

DPW provides outdoor grounds maintenance at all Town facilities, recreational sites, traffic islands, monuments and along all public ways. Typical sprinkler repairs occur on an annual basis. There were a substantial number of repairs to the various irrigation systems. 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

Snow and Ice Operations

This season was rather mild with 12 snow events, 4 of which were plowable events. A nice break from the previous record setting year. Each storm brings its own unique set of challenges. DPW crews should be highly commended for the efforts through the winter months.



We continually strive to update our fleet. Last year we only had 2 spare trucks for hired drivers and these spare trucks are prone to break downs and not very reliable. They are also smaller dump style trucks. These vehicles will be replaced with 2 new small trucks and the old trucks are slated to be retired. We have also purchase a new sander which will allow us to allocate one of our older sanders as a spare sander. Ultimately, we will have 3 spare trucks available for hired drivers at the start of the coming season. This is a much better situation than we were in last year. These spare trucks are vital to our operations during any typical winter season. We were very fortunate last year with the mild conditions.

We are in need of sidewalk equipment, especially snow blowers. We have invested in two V-plows for our sidewalk operations 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 plays a key role in winter operations. They coordinate with police dispatch and assist in dispatching our plow trucks to clear streets for Police, Fire and Rescue responding to emergency calls. They work extensive hours answering resident's phone calls and relaying information to the resident's on our progress. .

Department of Public Works Continued

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 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.

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, to name a few.

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 at least once, while main and secondary roads are swept more frequently. Sweeping operations occur from April through November. 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

Department of Public Works Continued

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.

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 put our pilot program to provide these services in-house on hold for this year due to current staffing levels. 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 will be 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.

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.

Over 45 crosswalks are painted annually prior to the beginning of the school year. We also paint stop lines at key intersections and paint the parking lots at all Town facilities except for the schools. Pavement markings are painted annually along our mains and secondaries in the fall. The Department continues to 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.

Department of Public Works Continued

The intersection improvement project of the Arcade Avenue/Fall River Avenue/Mill Road intersection is currently under construction. This project should be complete by 2017. The project is being funded by the Federal and State funds through the State Transportation Improvement Program (STIP).

The construction of the new emergency vehicle traffic signal at the intersection of Taunton Avenue at the entrance to the Public Safety Complex has begun and is nearly complete. The new signal has a pre-emption device installed to stop traffic on Taunton Avenue for emergency vehicles exiting the Public Safety Complex. The project also includes a pre-emption system at the intersection of Taunton Avenue at Arcade Ave. Construction is scheduled to be complete by the end of October.

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. The project is currently at the 25% design and a Design Public Hearing was held by MassDOT at the Town Hall in July. GPI will continue with the design of this project through the PS & E submittals at which point MassDOT will advertise the project for construction. Construction is anticipated to occur in the spring of 2018.

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.

Department of Public Works Continued

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 110 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.

The DPW continues to repair or replace catch basins at various locations throughout the Town. In addition, we maintain and repair culverts. This year the Department had a very interesting project with the Brown Avenue culvert replacement in vicinity of Lowell Street. The culvert collapsed at the end of the 2014/2015 winter causing some serious flooding upland during the spring. We had to wait until July 2015 to perform the replacement when conditions were a bit drier. The upstream end had an old corrugated pipe that collapsed. The downstream end was reinforced concrete pipe. When the road was opened up, we discovered a stone box culvert

Department of Public Works Continued

which was not anticipated. The crew worked through midnight to remove the old culvert, install the new culvert, and get the road back in service before the next morning.

The Public Works Department receives numerous calls from residents and the Police Department relating to brush or trees that are causing sight distance issues 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 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.

Department of Public Works Continued

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. 1600 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. 2,500 gallons of oil, 400 gallons of anti-freeze and over a hundred car batteries were collected. Also collected at no charge to residents are NiCad and Lithium Batteries, mercury thermometers and fluorescent bulbs.

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

Department of Public Works Continued

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.

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.

Department of Public Works Continued

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

This fiscal year, County Street from just east of Luther's corner to Briarwood Drive was milled and overlaid with new pavement. Ledge road from Arcade Avenue to Jacob Street, North Wheaton and Willard Avenue received a new asphalt rubber stone seal surface. Apple Orchard Lane, Davis Street, Windhamshire Drive and Lake Street from Lincoln St to the Rehoboth town line received a double stone seal wearing surface.

Department of Public Works Continued

The cost of the projects funded by Chapter 90 for the 2016 construction season (FY 2016) totaled \$560,000 with an additional \$50,000 of funding from the gas company being used towards the improvements on County Street.

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. The project is at the 25% design and the Design Public Hearing occurred on June 9th, 2016.

Superintendent's Overview

The Department continues to be successful in all aspects of public works. Emergencies are responded to promptly, daily tasks are performed 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.

Department of Public Works Continued

I want to thank the various volunteers and members of Boards and Commissions who assisted the Public Works Department in any way. Your contributions are greatly appreciated.

The employees of Public Works Department are hardworking diversified group of individuals that performs a 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
Superintendent of Public Works

Conservation Commission

Richard Wallace
Chairman

Warren Leach
Vice Chairman

Michael Campagnone
Member

Nathan Socha
Member

Jennifer Miller
Conservation Agent

Conservation Commission

The Conservation Commission is a seven-member appointed Commission, which administers the Conservation Commission is a seven-member appointed Commission, which administers the Massachusetts Wetlands Protection Act (MGL Chapter 131, Section 40) and the Seekonk General Wetlands Protection Bylaw. Conservation Commissions were created in the 1950's under the Conservation Commission Act and under the provision of the Home Rule Authority. Under this Act, a municipal Conservation Commission is the official agency charged with the protection of a community's natural resources, including but not limited to:

- Public and private water supply
- Groundwater
- Prevention and control of flooding, erosion, and sedimentation
- Prevention of water pollution
- Fisheries and wildlife habitat, including rare and protected species
- Aesthetic, agriculture and recreation values

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. With the addition of the 74.20 acre Lagerquist property this fiscal year, the Commission now manages over 260 acres of conservation lands. The Commission also renders advice to and consults with other Town departments and boards on open space, remediation sites, and conservation issues and is responsible for open space planning and management. In addition, the Commission often works with civic, non-profit and educational groups to encourage environmental education and stewardship.

The Conservation agent and administrative assistant provide staff support to the Conservation Commission and supervise the daily operation of the Conservation office. The work includes, but is not limited to the following:

Conservation Commission Continued

- counseling the general public and applicants on conservation issues and the requirements of the state and local wetlands protections
- 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 Orders of Conditions, Determinations of Applicability, and Enforcement Orders, as well as myriad of other duties related to the daily operations and recordkeeping of the office.

Staffing

1 full-time Conservation Agent, Jennifer Miller

- Vacant, mid Nov-mid Jun
- Previously held by Bernadette DeBlander, Jul- mid Nov

1 part-time Administrative Assistant, Margie Kimball

Conservation Commission Continued

Projects Reviewed by the Commission:

Public Hearing (NOI's)	10		Certificates of Compliance	3
Public Meeting (RDA's)	4		Enforcement Orders	3*
Amendments	2		Site Visits (Commission)	20*
Public Hearing (ANRAD)	0		Site Visits (Agent)	80*

**Note: Numbers affected by position vacancy from mid-Nov through mid-Jun.*

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 bylaws and/or the state Wetlands Protection Act.

Fiscal Year 2017 at a Glance

The Conservation Commission continues to strive to preserve the natural resources of Seekonk both within its jurisdictional purview and by encouraging environmental education, land acquisition, and stewardship. Highlights for FY17, will include:

- ✓ Conservation oversight for several commercial projects with active Orders of Conditions, including FedEx building

Conservation Commission Continued

- ✓ Continue to seek compliance on outstanding and active enforcement orders within the Conservation Commission's jurisdiction
- ✓ Site remediation and assessment at 36 Maple Ave, the former Attleboro Dyeworks & Finishing Co.
- ✓ Completion of the Runnins River Connector Trail, offering better trail connectivity and additional passive recreation opportunities to the citizens of Seekonk and its visitors
- ✓ Begin developing an Open Space & Recreation Management Plan focusing on both short-term goals and long-range vision, in conjunction with other Town departments and boards
- ✓ Increase trail visibility to community members and visitors via online trail maps and info, kiosk updates, and regular trail maintenance
- ✓ Encourage staff involvement in quarterly trail/land maintenance projects
- ✓ Completion of several Boy and Girl Scout merit projects, improving Commission lands while offering outreach opportunities to area youth
- ✓ Improve Conservation Commission webpages to make information easier to locate and the filing process more clear
- ✓ Begin scanning and storing electronically all hard copy files while reducing hard copy storage by eliminating duplicate and triplicate documents for closed filings

Respectfully submitted,
The Conservation Commission

Board of Health

Victoria Kinniburgh
Chairwoman

Johanne Oliveira, RN
Vice Chairwoman

Guy Boulay
Clerk

David F. Viera
Member

Nelson Almeida
Member

Jessica L. Horsman,
B.S., R.N.
Health Agent

Board of Health

The Board of Health consists of a five member board that is responsible for the health and well-being of our community. Through our continued day to day operations we protect the public and environment from emerging public health risks.

Food Protection Program

Through the Massachusetts 1999 Food Code, we work diligently to make sure that all of our food facilities are held to a high standard. During Fiscal Year '16 we conducted 398 inspections in our establishments.

	License Issued	Fees Collected
Full Service Establishments	132	\$18,294.00
Retail Establishments	118	\$7,119.00
Common Victualers	86	\$4,300.00

Massachusetts Title V

The Board of Health provides assistance in the enforcement of 310 CMR 15.00, The State Environmental Code. Through regular inspection we work with homeowners and installers to make sure the integrity of our environment is continually protected.

	New	Repair	As-Built	Water Table
Percolation Test	42	59	-----	-----
Plan Approval	64	89	-----	-----
General	-----	-----	73	35

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

Board of Health Continued

	License Issued	Fees Collected
Disposal Works Construction Permits	139	\$18,975.00
Percolation Test	101	\$15,272.00
Trench Permits	170	\$3,650.00
Septic Installers	78	\$4,475.00
Registered Engineers	31	\$1,550.00

Miscellaneous

	Permits Issued	Fees Collected
Pool/Spas/Tanning	16	\$1,650.00
Tattoo Est.	4	\$375.00
Health Clubs	3	\$400.00
Septic Haulers	42	\$2,195.00
Trash Haulers	77	\$1,925.00
Well Permits	19	\$1,900.00
Piggeries	2	\$100.00
Stables	15	\$600.00
Privies	124	\$1,240.00
Day Camps	3	\$75.00
Dumpsters	537	\$17,074.00
Burial Permits	35	\$175.00
Tobacco	27	\$854.50
Sharps Containers	27	\$135.00
Innkeeper/Motel	12	\$600.00

Board of Health Continued

Infectious Disease

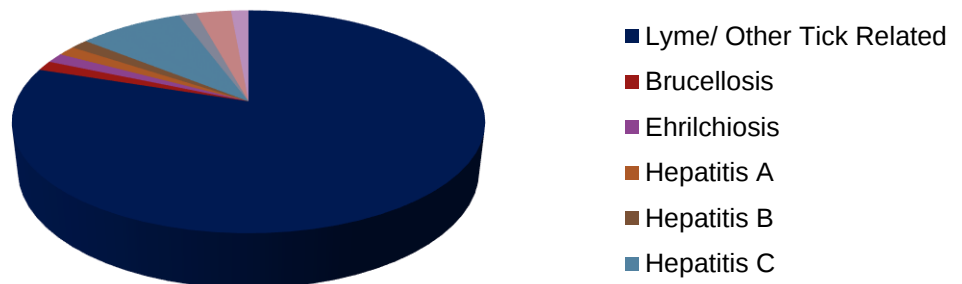
The Board of Health works closely with The Massachusetts Department of Health Epidemiology to monitor emerging infectious disease. Currently there are 68 reportable disease categories that are monitored by our office. During FY '16 we had 72 cases. Out of those cases 56 were tick related diseases. Lyme disease continues to be the highest ranking reportable disease.

It is imperative that the residents of this community continually educate themselves about disease and methods to protect themselves when outdoors. Our office is always available to answer any questions or concerns.

We are also working closely with the state to continuously monitor the mosquito population. We receive weekly reports in regards to the testing of mosquitos for Zika, West Nile Virus, and Eastern Equine Encephalitis.

Our office is diligently working to bring back our community vaccination program. We must have the ability to provide vaccinations at the local level to ensure our resident are protected. We hope to have all the equipment needed in the coming year.

Reportable Diseases FY 2016



Board of Health Continued

Household Hazardous Waste Day

On Saturday April 16th 2016, the Board of Health conducted our annual Hazardous Waste Day. With the assistance of Clean Harbors, we were able to collect \$6,601.52 worth of hazardous waste. The residents who participated in this program are all grateful that this program is offered. The board would like to thank the town for their generosity in allowing us to continue this program. We hope that this program will continue in the future.

Emergency Planning

Our department continues to work at the local and state level to ensure that the Health Department's emergency plans are efficient and up to date. We continue to work on our plans for the town's emergency dispensing sites along with sheltering plans. Although we hope to never use these plans, they are critical for being prepared for anything we may encounter.

Health Agent Message

I would like to take the time to thank the Town along with the Board of Health for allowing me to serve as the new Health Agent. I began this endeavor during the last quarter of this year. It is my pleasure to be able to serve and protect the public health of this community. I look forward to having the ability to make a difference over the coming years.

During this year, there are some very important issues I would like to address. I believe that it is important to bring a customer service approach to our department. We will also begin the process of streamlining our permitting process along with record keeping. I look forward to working with our local community.

Respectfully Submitted,

Jessica L. Horsman B.S., R.N.
Health Agent

Seekonk Veterans Services

The Veterans' Services Officer (VSO) will implement information, experience and knowledge to assist all veterans and their dependents in obtaining all benefits and entitlements through education, communication and technology.

Objective Statement

The Veterans' Services Department fully understands the problems which confront veterans, widows, widowers, and all eligible dependents. The VSO knows the extent, the meaning and the application of laws that have been passed by Congress in the interests of veterans and their dependents. They also know the rules and regulations adopted by the Department of Veterans Affairs to clarify and implement those laws. The VSO will apply specialized knowledge in the best way suited to the needs of every individual veteran or other beneficiary who comes to the office for assistance.



James H. LaFlame
Director of Veterans' Services

Seekonk Veterans Memorial Park

On the Saturday of Memorial Day Weekend 2016, the Seekonk Veterans Memorial Park was officially dedicated. Guest Speakers included Project Designer Mark Drapeau, Massachusetts State Representative Steven Howitt, Army National Guard Brigadier General Bennett Singer, and US Navy Commander Joe Santos. Highlights included a wreath presentation by four of Seekonk's living World War II Veterans and a floral presentation to family members of Veterans from Seekonk who sacrificed their lives in the name of freedom.

Our Mission is to provide eligible veterans and their dependents with benefits to which they may be entitled under federal, state and local law, in accordance with established policies and procedures.

Seekonk Veterans Services

There are currently 70 more pavers to be installed since the initial engravings. Pavers will continue to be sold by the Friends of The Seekonk Memorial Park. The pavers are 12" x 12", which provide 8 lines of text, 17 characters long. Subsequent times for paver engravings are planned for around Memorial Day and Veterans' Day of each year. Forms are available at Seekonk Town Hall.



Overview of Fiscal Year 2016

The Veterans Services Department provided medical, financial and fuel assistance for 35 Seekonk veterans and their dependents. This assistance is via the state sponsored benefits under Massachusetts General Law (MGL), Chapter 115.

The office also assisted numerous veterans with medical claims through the Department of Veterans Affairs, helped to secure funeral funds, and ensured veterans received all applicable bonuses to which they were entitled.

All Seekonk veterans that have questions pertaining to their benefits are encouraged to call the undersigned at 508-336-2940 or stop by the Veterans' Services Office located near the front entrance of Seekonk Town Hall.

Respectfully Submitted,

James H. LaFlame
Director of Veterans' Services

**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

Seekonk Human Services

Hooray for a new Senior Center! On Sunday, June 26, 2016 the grand opening for the Seekonk Senior Center took place. Town Administrator Shawn E. Cadime, State Representative Steven Howitt, and Senior Center Building Committee Chairperson David Bowden thanked the residents of Seekonk, Brewster Thornton Architecture Group and Northern Contracting for their time and effort to help make the Senior Center possible. Mr. Howitt presented the Senior Center Building Committee with awards for amount of time and work they spent putting together the Senior Center.



Bernadette Huck, Executive Director for the past eleven years finally obtained her long time goal of seeing Seekonk Human Services in their own accessible building. This building will provide our citizens with the privacy and professionalism that they need. It will also allow us to provide educational, physical fitness and recreational programs that will be a great asset to our citizens. This was possible through the help of the private, public and individuals who have brought our long sort after dream to fruition.

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

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

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.

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.

The Town of Seekonk Census as of June 30, 2016 shows a senior population of ages 55+ of 3,672 and seniors 60+ of 2,441.

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 expenses. Although unemployment and economic growth have improved, seniors on fixed incomes struggle to find affordable and suitable health

*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

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.

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; health insurance programs (SHINE); blood pressure clinics and health care coordination.

We offer evening hours 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.

*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 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 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.

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

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.

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.

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 2015, there were 30 applicants. Ten positions were filled, with assignments to Human Services, the Library, and Animal Shelter.

Circuit Breaker Tax Credit

Seekonk senior citizens received a total of \$22,324 in tax credits for the year of 2015 a decrease of \$2,747 from 2014. We advertise the availability of this credit on TV9, our website and in our monthly newsletter.

Art Therapy

These classes continue into their 24th 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.

Seekonk Human Services Continued

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 9th year. The Seekonk Housing Authority owns the land on Chappell Street where the garden is located. 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 \$2,074 by hosting the 8th 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 2015

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 2015

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 2016

Fuel Assistance Application	282 households, totaling \$193,969
Meals on Wheels	72 seniors, 7,469 meals
Emergency Assistance (Town Utility Assistance, SVdP, Friends of Friends, and Salvation Army)	27 seniors and families, \$6,000
Good Neighborhood Fund	10 seniors and families
Medical and Prescription Assistance	1,754 seniors and families
Information and Referral (Phone Calls)	12,901
Support Services	150 seniors and families
Newsletter	15,510 seniors a year
Outreach/Advocacy	4,212 seniors and families
Wellness	698 seniors and adults
Recreational/Socialization	930 seniors and adults
Non Elder Services	856 non-elders
Professional Services	89 Seniors

Seekonk Human Services Continued

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 and Seekonk Total 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: Assistant Director Adriana DosSantos; Senior Secretary Ashley Cartwright; Community Liaison Karen Stutz; Outreach Worker 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

Seekonk Human Services Continued

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 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 2015-2016 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, David Parker, Gary Sagar, David Veira and David Andrade) have assured me that the seniors of our community are very much on their minds. 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

Ann Caldwell
Member

Cheryl Faria
Member

Kathy Lussier
Member

Alyssa Richard
Member

Peter F. Fuller
Director of Library

Seekonk Public Library

The Seekonk Public Library provides high quality library service from its facility at 410 Newman Avenue. Each year the library takes up the challenge to respond to the increasing demand for service by Seekonk residents.

Through careful management and creative application of public and private resources, the library met and in many cases exceeded, the expectations of its users in fiscal year 2016.



This task has become increasingly difficult, however, as the library struggles to offer services from a deteriorating building with insufficient space. Library staff members are working closely with the Library Facilities Study Committee to develop a feasible plan to modernize a building constructed in 1978. 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 Library Construction Grant funds from the state to help construct this new facility.

The library improved access into the building last fiscal year by replacing the ill-fitting entry doors with more energy efficient, automatic doors. The library installed the doors using a combination of state grants and local funds. Although the town will need to do much more to comply with current codes regarding accessibility, the new doors are a major step forward to make the library easier to use for everyone.

The Seekonk Meadows, the passive recreation area adjacent to the library, began its fifth full year of operation. Thousands of people visited the Seekonk Meadows in fiscal year 2016 to walk its pathways, appreciate nature or to attend the concerts and other

Seekonk Public Library Continued

events produced by the library. The completion of the Seekonk Veterans Memorial in May enhances further the role of the site as a community center. The Seekonk Meadows Management Committee continues to oversee the use and on-going development of the Meadows. The Board of Trustees thanks them for their efforts.

The Seekonk Public Library is one of the few public libraries to have a special area dedicated to promoting innovative and creative uses of new technology. The Innovation Center has a variety of high tech tools, including a 3-D printer and higher end workstations. The Innovation Center supports many of the S.T.E.M (science, technology, engineering and mathematics) programs produced by the library.

Seekonk Public Library remains one of the most highly used town services. The library was open a total of 2,967 hours last fiscal year. With few exceptions, the library was able to maintain its six day, sixty-hour a week schedule. People visited the library 115,360 times last fiscal year, which averages to 2,218 people per week. 5,514

One of the MOST USED of our TOWN SERVICES

Seekonk Public Library in FY 2016

- Total hours open: 2,967
- Total visits: 115,360
- People using cards: 5,514
- New users getting cards: 815
- Items borrowed: 275,896
- Reference questions: 12,471
- Times the library meeting room was used by other groups: 547
- Total attendance at children & family programs: 8,767
- Total attendance at adult & teen programs: 1,535

Seekonk Public Library Continued

individuals used their Seekonk library cards in fiscal year 2016. The library also issued 815 new library cards last year, which was an increase of nine percent over the previous year.

The library collected a total of \$17,142 in late fees and collected \$13,215 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 offers users a choice from among 92,870 items. This includes materials in the physical collection as well as electronic materials available on-line. Books and other printed materials still account for approximately two thirds of the physical collection. Electronic resources (CDs, DVDs, electronic books) account for the remaining third. In 2016, 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, audio-books, magazines and musical recordings through services such as OverDrive, Axis 360, Flipster and Freegal. These electronic resources are part of an overall effort to develop a collection reflective of the diverse needs and interests of Seekonk residents.

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. The library circulated 275,896 items last fiscal year. Children's materials accounted for approximately thirty percent of this total. This total includes over ten thousand electronic items that people downloaded either at the library or from home.

Seekonk Public Library Continued

Many Seekonk residents took advantage of the library's membership in the statewide library network to borrow over thirty-eight thousand items from other libraries. The availability of these other items is a major benefit of participation in the Massachusetts Library Network. Seekonk Public Library also lent almost thirty-six thousand items to other libraries. The Massachusetts library grant formula compensates local libraries for these loans to users in other communities. Last year, the Town of Seekonk received over twenty-four thousand dollars in state aid.



S.T.E.M Program Rocket

The many programs and classes offered by the library were another major reason that people visited last fiscal year. The library offered eighty-eight adult and teen programs. These programs and classes had a combined total attendance of 1,535. The library also offered three hundred and ninety-seven programs for children and families. These programs had a total attendance of 8,767. About four hundred children participated in the Summer Reading Program. This popular program helps to keep students reading during the summer months. Various groups and organizations used the library's main meeting room 547 times last year. All of these programs support the library's larger mission to promote life- long learning, childhood literacy, personal health and wellbeing, and informed public discourse.

Smart Memorial Trust

In October 1985, Town Meeting established the Smart Memorial Trust in the Town By-laws. The purpose of the trust is "to support the goals of the Seekonk Public Library to provide the widest possible range of informational, educational, and recreational services to all individuals and groups in the community". The members of the Board of Library Trustees serve as trustees for the Smart Memorial Trust. The Town holds and manages the trust funds. The balance of the Smart Memorial Trust as of June 30, 2016 was \$38,818.66. The library did not expend any money from the trust in fiscal year 2016. The total income of the trust last year was \$639.28.

Seekonk Public Library Continued

The library has a total staff of twenty people. Eight are full-time employees and six of these are professional librarians. Marge Bradley, the Supervisor of Customer Services retired in June after twenty-five years of service. Mary Ellen Siniak, the Senior Librarian in Youth Services also retired after twenty years of service. On behalf of the thousands of users they served, the trustees thank them for their dedicated service.

All of the library staff members take great pride in the personal services they provide. Last year, the library staff members provided reference assistance and individual instruction to users of all ages a total of 12,471 times. Many of these questions involved using the wide variety of electronic resources available through the library. The staff also devotes a great deal of time to assisting the people who connect their personal devices to the free Wi-Fi service at the library as well as the users of the library's thirty-two public computers. Approximately 5,400 personal devices logged on the library's wireless network last year. All of this assistance and instruction is part of a larger effort to help people become 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. Forty-six volunteers worked at the library last year and they contributed 3,248 hours of service. Two non-profit organizations, the Friends of the Seekonk Public Library and the Seekonk Library Trust, provide additional support to the library. Money raised by the Friends supplements the basic services paid for with tax dollars. These popular additional services include the museum passes, family night programs,

Seekonk Public Library Continued

and the summer concert series. In fiscal year 2016, the Friends of the Library donated approximately \$19,000 for these and other services. The Seekonk Library Trust exists 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. Both organizations are important parts of the public and private partnership that provides



Bill Harley Concert on the Meadows

quality library service to the people of Seekonk. The Board of Trustees wishes to thank both organizations on behalf of all library users for their help in making last fiscal year a truly exceptional year.

In conclusion, a critical ingredient to the library's 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, trustees@seekonkpl.org for you to contact the Board of Library Trustees.

Respectfully Submitted,

BOARD OF LIBRARY TRUSTEES

**Parks and
Recreation
Committee**

Jason Adamonis
Chairman

Neal Rapp
Vice Chairman

Erica Harris-Grimes
Secretary

Jim Troiano
Member

John Pozzi, Jr.
*Director of Parks and
Recreation*

Seekonk Parks and Recreations

Fiscal Year 2016 was a year of transition and change for Parks and Recreation. The board voted to re-organize their membership: Jason Adamonis, Chairman; Neal Rapp, Vice Chairman; Erica Harris-Grimes, Secretary; James Troiano, Member. The board currently has one open position that it is looking to fill. We encourage anyone who is interested to please fill out a talent bank form and join us.

In the spring of 2016, John Pozzi, Jr, was hired as Parks and Recreation Director.

Working with the Seekonk High School Track Club, we held a Columbus Day Youth Race. Students from Martin Elementary, Aitken Elementary, Hurley Middle School participated in a cross-country race at the Seekonk High School.

The Ski Program continues to be a great success. We had over 90 youth participants and over 100 involved with chaperones. We skied Wachusett, Loon and Mt. Snow. Great times were had by all.

The new Seekonk Youth Lacrosse League has been such a success that it looks like it will be feeding new competitive lacrosse teams at both our middle school and high school in the near future.



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

The Parks and Recreation Committee meet at the town hall on the second Tuesday of every month starting at 6:30 pm. Anyone interested in seeing what we do or has an idea for us is encouraged to join us at a meeting. We have an open seat on the board and maybe you could help fill that spot. If you cannot make a meeting but would like to share your thoughts or ideas, you can check us out at www.seekonkrecreation.com.

Respectfully Submitted,

Seekonk Parks and Recreation Committee

Elderly and Disabled Taxation Aid Fund

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 Fiscal Year 2016, several taxpayers met the requirements, and awards totaling \$3,900 were made directly to the recipients' real estate tax bills.

The balance on June 30, 2016 was \$4,390.34.

Respectfully submitted,

Jane Damiani, Chairperson
Agnes Martin, Vice-Chairperson
Paul Buckley, Clerk
Christine DeFontes
Robert Damiani

**Library Facilities
Study Committee**

Anne Miller
Chairwoman

Alyssa Richard
Secretary

Bill Barker
Member

Martha Manno
Member

Sonig Schiller
Member

Dan Tavares
Member

Jackie Proulx
Member

Library Facilities Study Committee

Since the November 2013 town meeting, the Library Facilities Study Committee has been tasked with “examining the library facility needs of the Town and developing appropriate designs, schematics, specifications, cost estimates and any other documentation required to construct and furnish such facilities, or to take any other actions related thereto.” The LFSC has been pursuing this goal through the active engagement of industry professionals and input from the Seekonk Community in order to prepare a thorough, well-conceived library improvement plan that local voters may consider for funding.

The LFSC had a very busy and productive year. In July of 2015, the committee selected the firm of STV/DPM to be the Owners Project Manager for the study and grant writing phase of the project. In November of 2015 The LFSC interviewed four design / architect firms and ultimately selected Tappé Architects to assist in the design and development of the library improvement plan.

An early decision of the Library Facilities Study Committee was to determine whether to maintain the existing building as is, renovate the existing building or build a new facility. The committee assessed the program needs and facility requirement size estimates as described in the Library Building Program and recommendations from the Massachusetts Board of Library Commissioners (MBLC). The condition of the existing building was assessed by third party experts and feedback was collected from the community through multiple surveys about the current library and future needs of the library. Maintaining the existing building was ruled out based on the program requirements of approximately 24,000 square feet vs the current size of 14,800 square feet and the deferred maintenance investment required.

Library Facilities Study Committee

The next major task for the LFSC was to determine if there were alternate buildings or locations available to the Town that would be better suited to an improved library facility. This alternatives analysis is a required step in the Massachusetts Board of Library Commissioners grant application process. Using criteria from the building program, the committee, in conjunction with the design team, assessed available public and industrial land available in Seekonk. The only additional site that meet site criteria was the Pleasant Street School. Tappé Architects verified the architectural conditions for the Pleasant St. School and the current library and generated a preliminary “Building Information Model” (BIM). Through this process it was determined that the Pleasant St. School building was unsuitable for reuse or renovation as a library facility.

After conducting a thorough analysis of the land near the Pleasant St. School and the current Newman Ave site, the committee voted to maintain the library at the present location. This decision was influenced in large part by the feeling of a “Town Center” that has grown in recent years around the Newman Ave site. The opening and increased use of the Seekonk Meadows at this site and the recent construction and dedication of the Seekonk Veteran’s Memorial on the Newman Ave site have contributed to the strong sense of community center that had previously been lacking in our town. The LFSC feels that it is important to continue to build on that growing sense of a “Town Center” and to collaborate with the town to bring more citizens and activities to the Newman Avenue site.

Having agreed on a site a decision was made to “build new” vs “renovate the existing” building. The scale of requirements associated with a renovation essentially saved the slab only.

Library Facilities Study Committee

In building new – we will look to build up from the existing slab, but create a facility that will best meet the evolving needs of the community.

In January we began our campaign of community outreach. We started with an on-line survey open to all residents and library users as well as some face to face high school and middle school focus groups. The LFSC and design team then conducted a series of four Community Meetings from Feb – May where we presented the building program and needs assessment, survey results, the site analysis, initial building design options and finally offered three design concepts to the community for their comment and review.

These three preliminary design options were further evaluated by the committee and a final design option was chosen. The architects will use this design to move forward with the basic schematic design and cost estimation for the overall building project. The schematic design phase is continuing and includes collaboration with other professionals to assist in other aspects of the project. These include site analysis, traffic pattern analysis and landscape design to encourage a connection of the proposed improved building with the surrounding landscape of the Meadows. The committee, with the help of the design team is also looking into other factors such as “green” building design, technology integration and maintaining consistency with the building program and needs assessment.

The current building design as well as contact information, meeting minutes, schedules and agendas are posted on the Library Facility Study Committee website at <http://www.seekonkpl.org/library-facilities-committee/>. We also welcome your

Library Facilities Study Committee

attendance and input at our committee meetings as well as continuing community outreach events in the years ahead.

In conclusion, the Library Facilities Study Committee is working towards the immediate goal of preparing a grant submittal for the Mass Board of Library Commissioners in Jan of 2017. Additionally we look forward to continuing to build community support and enthusiasm for the improved library facilities that are needed at our Seekonk Public Library.

Respectfully Submitted,
Library Facilities Study Committee

**Community
Preservation
Committee**

John Alves
Chairman

Richard Wallace
Vice Chairman

Susan Waddington
Clerk

Jason Adamonis
Member

Jim Tusino
Member

Neal Abelson
Member

Community Preservation Committee

The Committee met 6 times during the year. Minutes are available in the Town Clerk's Office and online on the Town website.

During this period, the Committee voted to forward two projects to Town Meetings which were both approved by a large majority.

Approved at Town Meeting November 30, 2015

\$95,000 to complete trail building of the Seaconke Area Trail system
\$60,000 already committed through a grant from the Seekonk Land
Trust.

Approved May 16, 2016

\$312,000 for purchase of the Young Farm, located between Chestnut
and Elm Streets

At this point, all of our projects except the two adopted this year are complete.

The Committee continues to enjoy town wide support for projects brought to Town Meeting, but we will expand our efforts to get applications across a broader spectrum of the CPC mandated areas: Historic preservation, Affordable Community Housing and Recreation. We are happy to receive regular applications for Open space projects which continue to be widely supported by Seekonk residents.

Community Preservation Committee Cont.

CP2 Community Preservation Fund Report - Fiscal Year 2016

Surcharge % 1.25

1. Total fund balance from prior year (PY) report (Form CP-2): 1,320,776.83

NEW REVENUES/OFS

2. Proceeds from bonds and OFS	0.00	
3. Collections from community preservation surcharge	331,309.87	
4. Distributions from State trust fund	85,645.00	
5. Earnings on investments	18,163.26	
6. Gifts, Grants, Donations	0.00	
7. Other	849.95	
Total New Revenue/OFS		435,968.08

Community Preservation Committee Cont.

EXPENDITURES/OFU

8. Expenditures:		
a.	Open Space	760,076.00
b.	Historic Resources	0.00
c.	Community Housing	0.00
d.	Other (Community Recreation)	76.00
9. Expenditures for Debt Service:		
a.	Open Space	0.00
b.	Historic Resources	0.00
c.	Community Housing	0.00
d.	Other (Community Recreation)	0.00
10. Administrative Expenses		
11. Other		
Total Expenditures/OFU		766,664.88
Total Fund Balance June 30, 2016 (Detail Following)		990,080.03

Seekonk Public Schools

School Committee

Raymond C. Grant
Chairman

John E. Dietel
Vice Chairman

William Woods
Secretary

Beth Eklund
Member

Robert Richardson
Member

Central Administration

Arlene Bosco
Superintendent

Barbara Hamel
Finance Administrator

Richard A. Lind
*Director of Curriculum
and Instruction*

Susan Vonitter-Doe
*Director of Special
Education*

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

Strategic Plan 2015-16

During the 2015-16 school year, the Seekonk School District continued to work toward updating the strategic plan. Approved in February 2007, the current 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.

Over the last few years, the Logic Model, a bulleted, action-based plan, provided the foundation for a more conventional and comprehensive strategic plan. This year, three models of strategic planning suitable for a school district were investigated. It

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.

appears that some combination of all three models could best meet our needs: conventional, issues-based and operational.

We believe that it is important to know what teachers, students, parents, and the broader community think about our education system and where it is headed. We need to understand what skills and competencies will be required to help our students be truly ready to meet the ever-changing global challenges that await them. Since our motto is “Seekonk Supporting Students”, we must find a way to meet the needs of all of our students.

In order to encourage an authentic conversation about where we are heading as a school district, we secured a viewing of the film “Most Likely to Succeed” and invited members of the Seekonk community to join us. The basic premise of the film was that schools continue to rely on an educational model that was developed a century ago, during the industrial age – a model that may no longer be relevant. Viewing this film and participating in the follow-up discussion provided an opportunity to compare different educational models, showcase the expertise of members of the Seekonk community, and acknowledge the accomplishments of our school district. At the spring in-service day, we again participated in a discussion about skills or knowledge needed for success in this quickly changing world. This was based on the work of a national expert on global education, Yong Zhao.

Seekonk Public Schools Continued

Curriculum, Instruction, and Assessment

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

Since July 1, 2015

20 Regular Session Meetings,

6 Executive Session Meetings,

1 Public School Choice Hearings,

1 Public Budget Hearing,

1 Joint Sessions

1 Tri-board Meeting

A general assessment regarding district curriculum was conducted which included a review of student assessment data, curriculum documents, instructional materials, and interviews with staff and administrators. Results indicated that our staff and administrative team are dedicated, hard-working, and passionate about what they do. Students are overwhelmingly invested in their learning.

Mr. Lind, the Curriculum Director, drafted a staggered, 6-year curriculum cycle that prioritized ELA and World Language, Science, Health, Physical Education/Family Consumer Science and Technology, Social Studies, Fine Arts and Music based on review of the data, staff and administrator feedback, and curriculum requirements. The proposal was then presented to the administrative team in order to confirm the direction and feasibility of this recommendation. It was determined that a districtwide, wide-angle and integrated approach to curriculum development, revision and sequencing would encourage flexibility and innovation, ongoing revision and sequencing, and the identification of needs (i.e., staffing, materials, and resources) throughout the strategic planning process.

As with many districts, there was a time-consuming and labor-intensive focus on high-stakes testing over the past few years. In fact, Seekonk was randomly selected as a pilot site for PARCC testing on more than one occasion. As a result, the district had to quickly assure that we had adequate technological capacity and training.

Seekonk Public Schools Continued

PARCC

The Partnership for Assessment of Readiness for College and Careers Assessment was administered again in FY 2015-16 for grades 3 through 8. This decision was made based upon a number of important considerations. For example, any subsequent statewide assessments would be administered in a digital format, students would have an opportunity to become more familiar with all aspects of online testing, and we could gather valuable information regarding technological capacity, instructional techniques and strategies, data collection, analysis and application, professional development needs, and curriculum adjustments. PARCC results showed that our students did well, particularly when compared to communities deemed similar to Seekonk Schools.

MCAS

This assessment continues to be a graduation requirement; therefore, it was administered at the high school level. Seekonk students obtained scores within the proficient level at a rate above state averages (80 vs. 69) and scores for ELA, math and science were notably higher when compared to scores across the state as noted on the Department of Elementary and Secondary Education website. In fact, Seekonk's scores on MCAS denoted increases in most areas over the previous year.

Special Education

The Special Education in-house programming continued to focus on Positive Behavioral Instructional Supports, a proactive model that establishes the behavioral supports and social culture that is needed for all students in a school to achieve social, emotional and academic success. This was evidenced in the therapeutic alternative program (TAP) at the Hurley Middle School and in-district classroom at the Martin Elementary School.

Seekonk Public Schools Continued

Throughout the year, a Special Education Task Force, consisting of twenty-six administrators and educators, met regularly to reassess all special education programming. The primary goal was to assure an effective, practical and cost-conscious response to the ever-changing needs of our special education students. Overall, findings emerged that identified a lack of space, particularly at the elementary level, as a serious concern. In other words, the lack of space could significantly restrict any further growth in the development of in-house special education programming.

Aligning with Social-Emotional Learning Initiatives in Massachusetts and across the nation, the district provided professional development offerings that were reflective of this important part of teaching and learning. For example, Suicide Prevention Training occurred for the district (*see PowerPoint presentation available on district website) and a Community Resource Guide was posted on the district website under Annual Required Training/Suicide Prevention.

Staff at Hurley Middle School consulted with Dr. Ross Greene or a member of his staff throughout the year via Skype to pilot a model of care supporting the emotional well-being of all students (i.e., Collaborative & Proactive Solutions). Related professional development and training on this topic was also made available to all staff. Similarly, Marisha Znosko, a School Psychologist at the Hurley Middle School, presented a two-day workshop to educators on Understanding Executive Function Deficits and Deciphering Cognitive and Achievement Testing. Speech therapist, Ellen Corvi, hosted a book club at Aitken Elementary School to address social learning and attention in the classroom (Social Thinking Skills).

Seekonk Public Schools Continued

This year is the first year that the English Learners (EL) have an English Learner class built into their schedule at Seekonk High School. The EL students are now able to earn credit for ESL. Donna Laliberte, ESL teacher at Seekonk High School, and Christine Whatley, Director of Guidance, worked tirelessly with the school administration in creating these courses and fitting them into each student's schedule.

The EL Department hosted a "Family Night" at the Seekonk Library in November 2015. Seekonk High School students read to the elementary students and worked on numerous arts and crafts activities. In June, the EL Department also hosted a Family Report Night at the Martin Elementary School in order to explain and review the results of the ACCESS assessment taken by all ELs. ACCESS scores from 2016 indicated an increase in performance across all levels and with significant progress in overall test scores with the former Level 1 and Level 2 students.

FY2016 was the final year for legislatively appropriated funding for Sheltered English Immersion (SEI) Endorsement training. Many staff members took advantage of this opportunity. Matthew Faria, Caroline Haley and Donna Laliberte, the district's ESL teachers, provided a two-day workshop to inform educators about the defining features of an English Language Learner (ELL), the challenges ELLs face, the strategies necessary to instruct EL students, and how to understand and interpret the W-APT/MODEL/ACCESS. The district also provided additional and ongoing professional development opportunities regarding diverse learners whereby educators were able to earn 15 professional development points (PDPs).

Seekonk Public Schools Continued

Special Education

The district focused on other important factors affecting student learning. In other words, we reinforced a holistic, ecological, and child-centered model. Aligned with the Department of Elementary and Secondary's initiative on social-emotional learning, we expanded the Collaborative and Proactive Solutions Model developed (Dr. Ross Greene), further developed the Positive Behavioral Instructional Support System, and provided districtwide and building-based professional development opportunities on school readiness and other related skills (e.g., empathy, self-control, listening, and communicating).

In order to prepare students with essential college and career readiness skills, both academic rigor and relevance were expanded. For FY 2015-16, 248 students signed up for advanced placement courses, new courses were added, and staff continued to access training opportunities to expand options and bolster expertise. At the spring meeting of Mass Insight Education, Seekonk was honored as one of the top 4 districts out of 71 schools in Massachusetts that evidenced significant growth in students obtaining qualifying scores over the previous year. Of note, many students who would not typically take advanced placement courses participated in the program thus truly "taking the challenge".

Unified Sports

An integral part of the "whole-child" model was the incorporation of Unified Sports in the district. The Massachusetts Interscholastic Athletic Association and Massachusetts Secondary School Athletic Association partnered with Special Olympics Massachusetts to develop an inclusive sports program for students who would not have an opportunity

Seekonk Public Schools Continued

otherwise. Mr. Fred Crippen, Athletic Director, readily embraced the idea, a Memorandum of Agreement was approved, a Unified Sports track coordinator, Ms. Nelson, was hired and a track team for interested high school students materialized. Events were well-attended by staff, parents, and students. As a result of the overwhelming success of this program, a basketball team for FY 2016-17 will be added. In a parallel process, a Unified Sports basketball team was developed at Hurley Middle School. Kevin Hurley Jr., who coordinates the program at SCEC, served as a consultant to kick off this initiative at the middle school. Ms. Alexis Bouchard, interim assistant principal, coordinated games and practices and Dr. Whalen, principal, made sure that everyone had a uniform.

Community Relations and Partnerships

Full-Day Kindergarten Initiative: This year, a task force was established to determine the feasibility of providing a tuition-free, full-day kindergarten program. Numerous meetings were scheduled to review current research, compare programs in other districts in Massachusetts, survey staff and parents, identify possible re-structuring options, and complete a preliminary assessment of current facilities and projected costs. In the spring, the FDK task force made a recommendation for approval to the School Committee for FY 2016-17.

School Resource Officer: Over the years we have benefited from the support of our school resource officer. This year, Officer Matthew Gardner seamlessly became part of our staff. He was always available, easy to approach, a good problem-solver, kind and compassionate, and willing to try new things.

Seekonk Public Schools Continued

Notaries Public: At least two staff members from each school and four staff members from central office became notaries public to assist parents with this service. The intention was to also reduce the burden on town hall staff, particularly with regard to the completion of school residency documents.

Over the course of the year, three workshops were offered to address important topics facing staff, parents, and students today. Included were: (1) Developmental Expectations -Dr. William Brown – presenter, (2) social media and (3) substance abuse. We are grateful for the collaborative effort of district administrators, members of the Seekonk Police Department, and community experts. All PowerPoint presentations and research articles were posted on the district website.

Technology/District and School Resources

Paperless Initiative: This year, the district moved toward a digital platform. When comparing districts in Massachusetts, it became clear that paperless initiatives are variable yet the most successful applications are incremental and initially focused on curriculum-related areas. This is true for our district as well. In order to expand this process, a task force was created to investigate paperless alternatives with regard to clerical efficiency, organization, and ease of use in a number of human resource areas (i.e., space, access, reduced costs, redundancy, transparency, record retention and security). We now have an online job application process, paperless school committee agendas, and sufficient copiers to scan documents to avoid reliance on hardcopies or mail. We now live-stream all school committee meetings.

Google Platform: In the fall of 2015, there was a move to a Google platform and the option of sharing work via Google Docs. This opportunity as well as reliable internet

Seekonk Public Schools Continued

use and access also supported our paperless initiative. Throughout the year, a number of workshops as well as personal support and training were offered by members of the technology department spearheaded by the District Instructional Technology Coordinator. Not only did this initiative provide an array of options, it was also cost-effective, and educator-friendly. We are currently using Google Docs/Slides, Calendar, Classroom, Google Drive, translation tools, and email for both staff and students.

Members of the District Technology Committee met throughout the school year to update the Responsible Use Policy. This was particularly important since social media and other online tools have become integral and applicable for school use.

Assessment: As a result of our previous experiences with online assessment, we were able to anticipate and address possible glitches and things proceeded relatively smoothly. Additional Chromebooks were available so that each student had sufficient access and training. Members of the Technology Department arrived before the start of school on the days that PARCC assessments were scheduled to assure a seamless and trouble-free experience for staff and students.

We are proud of the work we do in Seekonk. Our students, staff, parents, and members of the community have worked hard to support sound educational opportunities for our students.

Respectfully submitted,

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

Seekonk Public Schools Continued

Personnel Changes

RESIGNED

<u>NAME</u>	<u>POSITION</u>	<u>DATE</u>
Elizabeth Baxter	Instructional Aide	10/16/15
Jennifer Bennoch	Accounts Payable	11/04/15
Kristen Canty	Instructional Aide	09/17/15
Michael Costello	Instructional Aide	06/27/16
Rapheal Dowdye	Instructional Aide	10/09/15
Lisa Goulden	Administrative Secretary	07/02/15
Robert Harkins	Math Teacher	08/10/15
Jessica Horsman	Transport Nurse	04/13/16
Juli-Ann Levesque	Instructional Aide	07/20/15
Brittney Montagna	Instructional Aide	09/14/15
Jillian Quirindongo	Elementary Teacher	06/30/16
Jennifer St. Germain	Instructional Aide	09/03/15
Robert Richardson	School Committee Member	06/30/16

RETIRED

<u>NAME</u>	<u>POSITION</u>	<u>DATE</u>
Deborah Bostian	School Nurse	12/31/15
Ann Butterfield	Special Education Teacher	09/30/15
Alice Combes	School Psychologist	06/27/15
Patricia Dumas	English Teacher	06/30/16
Agnes Fodor	Instructional Aide	09/01/15

Seekonk Public Schools Continued

Elizabeth Frey	Operations Coordinator	04/29/16
Michael Gouveia	Head Custodian	04/12/16
Carlos Isidoro	World Language Teacher	09/02/15
Howard Lancaster	Chemistry Teacher	06/27/16
Patricia Libby	Social Studies Teacher	06/30/16
Kathleen Lord	Math Teacher	08/23/15
Antonina McCabe	Instructional Aide	09/11/15
Marcia McGovern	Seekonk High School Principal	12/31/15
Lucille Provazza	Out-of-District Coordinator/ Pre-School Coordinator	06/30/16

TRANSFERRED/CHANGE OF STATUS

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
Barbara Manickas	3rd Grade Teacher	Differentiated Instructor
Jessica Yttredahl	High School Social Studies Teacher	8th Grade Social
Leonard Dantone	2nd Shift Custodian (Aitken)	2nd Shift Custodian (Hurley)
David Travers	2nd Shift Custodian (Hurley)	Head Custodian (Aitken)
Jennifer Boudreau	.5 Kindergarten Teacher	Kindergarten Teacher
Julie Braga	Administrative Secretary, Special Education Dept.	Confidential Sec. Special Ed. Dept

Seekonk Public Schools Continued

Caroline Haley	0.5 ESL Teacher	1.0 ESL Teacher
Melissa Thurber	Elem. Grade Teacher	Differentiated Inst.
Jamie Hawkins	Instructional Aide	Elementary Teacher

DISCONTINUATION OF EMPLOYMENT

<u>NAME</u>	<u>POSITION</u>	<u>DATE</u>
Mary Volpe	School Nurse	02/10/16
Kathleen Cavaco	School Nurse	06/30/16
Richard Lind	Director of Curriculum & Instruction	06/30/16

APPOINTED

<u>NAME</u>	<u>POSITION</u>	<u>DATE</u>
Cheryl King	0.6 Administrative Assistant	08/25/15
Tricia Prata	Administrative Secretary (SHS)	07/02/15
Fred Crippen	Athletic Director	07/01/15
David Travers	Head Custodian	06/20/16
Stefanie Lombardi	0.5 COTA	09/03/15
Amy Potter	Administrative Secretary (SPED)	11/12/15
Amie Griffin	Clerical Assistant	05/18/16
Dawn Menard	Business Office Insurance Spec.	12/17/15
Dawn Menard	Transportation/Finance Coord.	05/02/16
Kimberly Santos	Math Teacher	09/01/15

Seekonk Public Schools Continued

Laurie Soares	School Nurse	01/04/16
Samantha Enos	ELA Lab Teacher	09/01/15
Miguel Costa	World Language Teacher	09/01/15
Kathleen Cavaco	School Nurse	09/01/15
Kevin Aguiar	Interim Assistant Principal	01/04/16
Kimberly Mayo	Instructional Aide	09/02/15
Mary Butler	Instructional Aide	09/02/15
Stephanie Lapre	Instructional Aide	09/02/15
Jessica Horsman	Transport Nurse	09/02/15
Samantha Fontaine	Instructional Aide	09/02/15
Ruth Palumbo	Administrative Secretary (SPED)	08/24/15
Kerrie Lessard	Instructional Aide	09/02/15
Elizabeth Baxter	Instructional Aide	09/02/15
Janice Weissinger	Elementary Teacher	09/01/15
Josh Benevides	Special Education Teacher	09/01/15
Katie Gosselin	Instructional Aide	09/02/15
Sarina Anderson	Instructional Aide	09/02/15
Shannon Troiano	Supervisory Aide	09/02/15
Jillian Quirindongo	Elementary Teacher	09/01/15
Naomi Hood	Instructional Aide	09/02/15
Lisa Almeida	Portuguese Teacher	09/01/15
Neil Knowlton-Randall	English Teacher	09/01/15
Lori Prazeres	0.6 Differentiated Instructor	09/01/15
William Dilworth	World Language Teacher	09/01/15
Kimberly Dieringer	Science Teacher	09/01/15
Chelsea Carvalho	Special Education Teacher	09/01/15

Seekonk Public Schools Continued

Gail Amaral	Instructional Aide	09/02/15
Kathy Keough	Technology Integration Spec.	09/01/15
Bree Schebel	Math Teacher	09/01/15
Michael Costello	In-School Suspension Aide	09/02/15
Kayla Nastari	Therapeutic Support Person/ School Adjustment Counselor	09/01/15
Bianca Jones-Pearson	0.6 Visual Arts Teacher	09/01/15
Christina Boudreau	Supervisory Aide	09/03/15
Lori Lewis-Bell	Instructional Aide	09/02/15
Megan Horowitz	Instructional Aide	09/02/15
Kerry Brex	Instructional Aide	09/02/15
Richard Lind	Director of Curriculum and Instruction	07/06/15
Cynthia Roach	Special Education Teacher	09/01/15
Diane Pereira	Instructional Aide	09/03/15

Seekonk Public Schools Continued

2015-2016 School Calendar

AUG 2015						
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					

FEB 2016 (19 days)						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	//	13
14	//	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

15 Presidents' Day
12-15 Winter Vacation

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

01 Meeting Day (8 AM-10 AM)
02 Full-Day Mandatory In-service Teachers
03 First Day Students
07 Labor Day
08 First Day Pre-K & Kinder.

MAR 2016 (21 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	PD	29	30	31		

11 2nd Trimester ends (60 days)
25 Good Friday
28 Professional Development

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

09 Professional Development=No School
12 Columbus Day
21-22 Parent/Teacher Conferences = Early Release for Elementary Schools (No Pre-K & Kinder. Classes)

APR 2016 (16 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	//	//	//	//	//	23
24	25	26	27	28	29	30

05 3rd Term ends (45 days)
18 Patriots' Day
18-22 Spring Vacation

NOV 2015 (18 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	ER	//	//	28
29	30					

09 1st Term ends (45 days)
11 Veterans Day
25 Early Release-Holiday (No PM, Pre-K and Kinder. Classes)
26-27 Thanksgiving Break

MAY 2016 (21 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	//	31				

30 Memorial Day

DEC 2015 (16 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	//	//	//	26
27	//	//	//	//		

03 1st Trimester ends (60 days)
23-31 Holiday Break

JUN 2016 (11 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		

15 4th Term ends (45 days)
15 3rd Trimester ends (60 days)
15 180 Days (tentative)
22 185 Days (snow days)

Seekonk Public Schools Continued

REPORT OF FEDERAL AND STATE FUNDS FY2016 SCHOOL YEAR TOTAL GRANT AWARDS RECEIVED FY2015

The following amounts represent the FY2016 grant awards:

<u>DESCRIPTION</u>	<u>PROJECT NUMBER</u>	<u>AMOUNT</u>
Federal		
IDEA-Special Ed. Entitlement	240	\$424,712
Early Childhood Allocation	262	\$11,499
Early Childhood Prog. Improv	298	\$1,750
Special Ed. Program Improvement	274	\$16,111
Sped Transition	243	\$8,500
Teacher Quality	140	\$36,195
Title I	305	\$207,490
	Subtotal for Federal	\$706,257
State		
MCAS	632	\$ 2,500
	Subtotal for State	\$ 2,500
	Total Grant Amount	\$708,757

Seekonk Public Schools Continued

Inventory Report (Values as of June 30, 2016)

I. TRUCKS	\$99,914
II. BUILDINGS and SITES	\$47,152,994*
III. SCHOOL FURNITURE, EQUIPMENT & SUPPLIES	\$7,036,171
GRAND TOTAL:	<u>\$54,289,079</u>

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

AVERAGE EXPENDITURE PER PUPIL

<u>YEAR</u>	<u>STATE AVERAGE</u>	<u>SEEKONK</u>	<u>SEEKONK AS COST % OF STATE AVERAGE</u>
2014-15 Per Pupil	\$14,920	\$14,461	99.57%

Source: Per Pupil Expenditures by Program – Mass. Dept. of Education
(FY15: July 1, 2014 – June 30, 2015)
2015-2016 figures will not be available until fall 2017.

Seekonk Public Schools Continued

END-OF-YEAR ENROLLMENT REPORT AS OF JUNE 2016

GRADE	SEEKONK H.S.	HURLEY MIDDLE SCHOOL	AITKEN ELEMENTARY	MARTIN ELEMENTARY	TOTAL
PRE-K			21		21
K			55	63	118
1 st			63	69	132
2 nd			58	53	111
3 rd			68	91	159
4 th			66	84	150
5 th			83	91	174
TOTAL ELEMENTARY					865
6 th		170			170
7 th		175			175
8 th		182			182
TOTAL MIDDLE SCHOOL					527
9 th	158				158
10 th	137				137
11 th	141				141
12 th	150				150
TOTAL HIGH SCHOOL					586
TOTAL ENROLLMENT					1,978

Seekonk Public Schools Continued

Field Trips

Aitken Elementary

Grade	Location
4 th	Slater Mill
5 th	VMA Arts, New Bedford Whalen Museum, East Providence Bowling Lanes

Martin Elementary

Grade	Location
K	Four Town Farm, Providence Children's Museum
1 st	Buttonwood Park Zoo
2 nd	Southwick Zoo
3 rd	Caratunk, Seekonk Town Tour, Boston Museum of Science
4 th	Slater Mill
5 th	Boston Tour, Francis Farm

Hurley Middle School

Grade	Location
6 th	Four Town Farm, Patriot Place, East Providence Bowling,
7 th	Park Theater, United Skates of America,
8 th	Seekonk High School, Francis Farm, Plymouth Town Wharf
Band	Grist Mill Swim Club, Furnace Brook Middle School - Marshfield, MA, Swansea Mall, Seekonk Commons
Majorettes	Apponequet High School, Middleboro High School, Brockton High School
Math Team	Case Junior High School, Taunton High School
Student Council	McCoy Stadium
TAP Program	PeaceLove Studios – Pawtucket, RI, Four Town Farm, School of Rock, Patriot Place
Garden Club	Hope Artiste Farmers' Market – Pawtucket, RI
Computer Students	Seekonk TV9 Studios
Debate Team	Berkley Middle School

Seekonk Public Schools Continued

Seekonk High School

Burrs Pond	Jo-Ann Fabrics	Pamden Lane
Phantom Farms	St. John's Preparatory School, Shrewsbury, MA	Bishop Feehan High School
Gillette Stadium	Isabella Gardner Museum	Bristol Community College, Fall River & Attleboro Campuses
Durfee High School	Trinity Repertory Theatre	Duxbury Performing Arts Center
Case High School	Alden Labs, Holden, MA	Shrewsbury High School
Bedford High School	New England Aquarium	Swansea Mall
New Bedford High School	Attleboro High School	Biomes – Warwick, RI
Westport High School	Sturdy Memorial Hospital	Seaport World Trade Center
Worcester Technical High School	Hurley Middle School	Symphony Hall
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	Harbor Gallery at UMass	Independence Harbor
St. John's Preparatory School, Danvers, MA	Bourne High School	Attleboro Arts Museum
Bridgewater State University	Roger Williams Park & Zoo	Colt State Park
Seekonk Memorial Day Parade	Taunton District Court House	University of Massachusetts, Amherst & Dartmouth Campuses
Walden Pond, Concord, MA	Electric Boat	Framingham State University
New Bedford High School	MTTI	TAPIN Food Pantry
Hopkinton State Park	Wharf Tavern	Brown 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 2015-2016

As of October 1, 2015, Mildred H. Aitken School had 414 students in grades preschool through five. The student body follows:

<u>GRADE</u>	<u>Oct. 1st ENROLLMENT</u>
Preschool	21
Kindergarten	55
Grade 1	63
Grade 2	58
Grade 3	68
Grade 4	66
Grade 5	83
Total 414	

The Aitken School Council's focus on school improvement continued to reflect the high standards of the New England Association of Schools & Colleges, Inc. The school goals for the 2015-17 school years include 1) strengthen vertical curriculum and articulation within and across grade levels in all curricular areas, 2) create and begin to implement a two-year professional development plan to address the needs of students and staff, 3) work to promote and develop a budget that provides appropriate staff to meet the needs of Aitken students, and 4) increase engagement of families and strengthen community knowledge by holding a PTO Seekonk benefits fair in 2016. Each grade level also set and met goals in the area of increased student achievement and differentiation. The Aitken School Council, parents and school staff

Seekonk Public Schools Continued

attained goal 4. The Council organized and held Discover Seekonk on March 18, 2016. Visitors were able to explore town services, opportunities and businesses that were represented by over 30 groups/businesses. In 2017, all school councils will work together to host a district-wide and town-wide Discover Seekonk.

Aitken School continued to be very involved with elementary curriculum development, instruction and assessment. Throughout the year, teachers received training and worked on the continued implementation of the Lucy Calkins Writing Program and of the Tools of the Mind kindergarten and preschool programs. During this school year, 4 classroom teachers in grades 1, 3 and 4 were trained in the Readers' Workshop methodology and were designated as lab teachers. For this, the district contracted with the Teaching & Learning Alliance to provide training and support for lesson planning, demonstration, coaching and curriculum development. Other professional development included curriculum work with a focus on English language arts and mathematics, Non-violent Crisis Prevention training, CPR training, Positive Behavior Interventions and Supports (PBIS) training, Google training, technology integration, PARCC tools training, and grade level common planning. Three Aitken teachers led professional development opportunities outside of the school day for the district which included Seekonk Reading PD by Joanna Rioux, the Making Thinking Visible Book Club by Barbara Manickas, and Google Forms by Jessica Trudeau.

In March 2016, the Mildred H. Aitken School submitted its 2-year report to New England Association of Schools & Colleges (NEASC). The report contained detailed information of progress towards its goals of which 76% have been completed and 24% are in progress. The school was notified in May that its 2-year report was accepted and approved by NEASC.

Seekonk Public Schools Continued

Aitken staff members voluntarily served on numerous school and district committees which included: the Aitken School Council, the Aitken Safety & Housekeeping Committee, the Aitken Technology Committee, the Aitken Data Team, the Aitken NEASC Steering Committee, the Aitken PBIS Committee, the Aitken CPI Team, the Elementary Math Committee, the Elementary English Language Arts Committee, the Seekonk Technology Committee, the Seekonk Mentoring Committee, the Seekonk Evaluation Committee and the Seekonk Professional Development Committee. Many members of the staff were also members of the South East Regional Reading Council and other professional organizations.

For the second year, students participated in Partnership for Assessment of Readiness for College and Careers (PARCC) assessment in English language arts and mathematics which replaced the MCAS assessment in grades 3-8. The student test scores received from FY15, established a new baseline aligned with the Massachusetts Common Core State Standards. Aitken School continued to be designated as Level 2 status. The Aitken School Data Team and faculty analyzed the results after their receipt and each grade level developed goals to strengthen the weaknesses that were identified. Differentiation of classroom instruction for students continued to be supported by classroom teachers as well as 5 special education teachers, 1 reading specialist, and 2 differentiated instruction teachers.

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, strengths and needs. Kindergarten students took the Metropolitan Readiness Test in May and the Diagnostic Reading Assessment test was given to students in grades 1-3. Common elementary

Seekonk Public Schools Continued

assessments were given in k-5 classrooms. The grade level, class and individual results were used to assess student growth, inform instruction and report progress.

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. 25% of the first graders benefitted from Reading Recovery.

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. 12 students received the President's Award for Outstanding Academic Excellence in June.

All 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 graders attended Seekonk's 9/11 Remembrance Ceremony and led the audience in the Pledge of Allegiance. Students in grade three studied the history of Massachusetts throughout the year and captivated our community and parents with their Massachusetts heroes live Wax Museum. Grade 4 students extensively studied immigration and created projects that depicted their families' heritages. In early spring, they visited Slater Mill as a culminating event. At the end of the year, grade 5 students

Seekonk Public Schools Continued

wrote and shared essays of their elementary years with their parents at their promotion to middle school ceremony.

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 19th annual Aitken Creative Awareness Week, under the direction of the PTO and art teacher, was a huge success. The events focused on student presentations, enriching 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 Aitken Walk-a-thon, Pumpkin Somethin', Flames of Fall, Holiday Shop, Snack with Santa, Evening of Giving, Sweetheart Dance, Breakfast at the Movies, Reading Week, book fairs and challenges, Mother's Day Plant Sale, and field days. 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 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 co-presidents, Shannyn Nelson and Tanya Romani.

Aitken continued to be involved with a number of charities and foundations. Horace Mann, founded by educators for educators, donated two Kindles that were raffled off to students in grades 3-5 who earned tickets by demonstrating our PBIS goals which

Seekonk Public Schools Continued

promote responsible, safe and respectful behaviors. The school also continued its partnership with the Alan Shawn Feinstein Organization and community service was visible throughout the year. Teachers assisted with these initiatives and others that included the Jump Rope for Heart and food drives for the Doorways Food Pantry. The Reading Rocks Challenge sponsored by Romani Orthodontics encouraged reading and provided a very generous donation through the PTO for library books and classroom supplies. The students and their families contributed to numerous drives including pet supplies, winter clothing, books, new toys and hand-made gifts. Blood drives were held in September, January and May. The students also benefited from program grants to the Aitken PTO from the Seekonk Arts Council as well as from donations from the Paw Sox, Sky Zone and other community businesses.

Aitken School celebrated the careers and contributions of two staff members that retired this year. Our school nurse, Deborah Bostian, retired in December, and our preschool and out of district coordinator, Lucille Provazza, retired in June. Both will be truly missed by students, parents and staff.

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 Feinstein 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

Martin School continues to educate an increasingly diverse population comprised of 24.5% low-income students (qualifying Martin as a Title I targeted assistance school) the highest number of English Language Learners in the district, 24 students, and an increasing special education population. 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:

<u>GRADE</u>	<u>TOTAL</u>
Kindergarten	63
1	69
2	53
3	91
4	84
5	91
Total	451

Seekonk Public Schools Continued

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 7 times during the year to ensure the safety and wellbeing of all who come to Martin School, plan for a rigorous future and create a quality student handbook.

One 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, creating student growth, and looking to improve community and parent relations. Goals in the plan 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 of 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. The staff consists of 2 kindergarten teachers, 6 special education teachers, 18 classroom teachers, and numerous support staff. Differentiated Instructors work with small groups of students throughout all grades. A Title I teacher implements Reading Recovery, offered to students in first grade as a specific reading intervention for those in need. A differentiated instructor and the Title I Reading teacher are paid in part with Title I grant money.

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 to coordinated in school field trips, such as the museum of science visits. 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 room has a new Epson Projector and almost all rooms have an interactive learning device (SMART board, Mimio etc.)

Seekonk Public Schools Continued

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. Bill Harley, a local musician and author with national fame, visited the whole school. 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). Student 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 awards, to Accelerated Reader comprehension awards, to Wii bowling for students having eight great days in a row. For the fourth year, Math Game Night and English Language Learners night (ELL) were 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 from the kindergarten staff on expectations and reminders for the year ahead. During whole-school open house in September, parents were also able to visit classrooms.

Seekonk Public Schools Continued

The Martin School, again, 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 5 different languages. An afterschool Spanish club and French Club entered a fifth year with the support of the SHS Spanish Club and French Clubs. A Civics based Technology club worked to create artificial, 3-D printed limbs for a charitable organization.

Tutoring and Technology

We were able to benefit from Title 1 funds to offer afterschool tutoring in Math. Students also benefited from the addition of 4 new Chrome Book carts. In 2016-2017 the number of laptops and iPads should equate to a device for every student.

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.

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,

Seekonk Public Schools Continued

Level I school. We received an 8 out of 10 on GreatSchools.org, the website used to rate schools for most real estate agencies.

Sincerely,

Mr. Bart Lush

Principal, George R. Martin Elementary School

Seekonk Public Schools Continued

The Dr. Kevin M. Hurley Middle School has completed the 2015 – 2016 academic year under the leadership of fourth year Principal, Dr. William V. Whalen III, and Interim Assistant Principal, Ms. Alexis A. Bouchard. The student population at the close of the school year by grade level was as follows:



Grade 6	170
Grade 7	175
Grade 8	182
Total	<u>527</u>

The Dr. Kevin M. Hurley Middle School includes 51 highly qualified faculty members in addition to many extraordinary staff members and support personnel. This year, we were able to add world language to our program studies, including both Portuguese and Spanish for students in all three of the grade levels. Two certified educators were added to our faculty roster to teach those classes. The world language teachers were provided some common planning time with the teachers of the world language department at Seekonk High School during faculty meetings. We also were able to add a full time ELA Lab teacher to provide support to those students that struggle in ELA, allowing our full time Reading teacher to focus solely on specialized reading. The position of Library Aide was also reinstituted this school year, in order to provide support for the Library/Media Specialist throughout the day.

A focus of our work included providing a well-rounded education the services the needs of the whole student. This year, teachers took time during Super Core classes to facilitate conversations with students about problems that middle school children may

Seekonk Public Schools Continued

have to work through that are not academic in nature. In order to do this, our school partnered with Jostens Renaissance Education. Through the Jostens Company, students were able to watch short videos on a weekly basis. The video series, The Harbor, hosted by Mike Smith, provided students with perspectives from real people aiming to help them to deal with common issues that may come up for students while in middle and high school. This was one of many ways that teachers at Hurley Middle School focused on educating the whole child this year. Many grade-level assemblies in addition to smaller class meetings took place with teachers and students in order to educate students on decision-making, the importance of having good character, persevering through difficult times, and other topics that are important for students to have an understanding of in order to keep a positive school climate.

At Dr. Kevin Hurley Middle School, we have also begun a focus on shared leadership. This year, we instituted what we call our Educator Leadership Team. This is a team of faculty members and educational leaders that work together to help promote a culture where teachers are empowered to exercise initiative and leadership essential to the improvement of the school and to increase students' engagement in learning. This past year the team conducted research on educator leadership, and worked on some projects. The projects included, but were not limited to, adding a chartered National Junior Honor Society to our school, implementing Unified Basketball, researching what needs to be done for our school to be recognized as a NELMS (New England League of Middle Schools) Spotlight School, and worked on planning a strategy to implement instructional rounds in our school. The purpose of implementing instructional rounds is for teachers to participate in informal peer observation to allow educators to assess what our school-wide strengths and weaknesses are in regard to teaching and learning. This will allow us to better focus our professional development. Additionally, we have

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.

formalized our Student Leadership Team. This is a team of 10 students that work with the Principal, Assistant Principal, and members of the Educator Leadership Team on special projects. Some projects included making presentations at the State of the School Address in January. Furthermore, the student leaders participated in Unified Basketball. Students also prepared presentations for the 5th Grade Transition Assemblies at the Aitken and Martin Elementary Schools, as well as provided guided tours for the fifth graders when they visited HMS in June. Student leaders also spent a morning reading to students at Aitken Elementary School this past February.

This year, educators in our building participated in the statewide educator evaluation system for the third 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 meets 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. This year, the second meeting of the month was also sometimes planned to include "Breakout Sessions." These

Seekonk Public Schools Continued

are teacher-led sessions, where faculty members can choose from a menu of different professional opportunities led by teachers on our faculty that want to share successful practices with their colleagues. This is another great way for our teachers to lead from the classroom, sharing their expertise in different areas with their colleagues in order to improve teaching and learning at our school.

This document will report out on how the goals of the 2015-2016 School Improvement Plan were met. The 2016-2017 School Improvement Plan takes this information into account, and includes revisions and additions in order to meet the current needs of our school.

School Goal #1: This goal is written around alignment of the curriculum. Members of the middle school and high school social studies, ELA, science, world language, and math departments met this year periodically in order to work on the alignment of the curriculum vertically and horizontally. This is something that will need to continue with again next year. We will also be looking to plan time so that middle school teachers can also meet with elementary school teachers to work on curriculum. Moving forward, we will continue to work on planning for a schedule that allows all eighth grade students to take Technology/Engineering in 8th grade as a core subject. Also, science teachers have been working to plan curriculum around the Next Generation Science Standards, which were approved this school year. Beginning next year, our sixth grade teachers will roll out a new curriculum geared toward addressing the NGSS. Teachers were provided with some professional development during the course of this past school year to work on that curriculum, and that will continue on for next year as well.

Seekonk Public Schools Continued

School Goal #2: This goal is written to improve teaching and learning via the analysis of student assessment results, and other pertinent data. Students have taken the PARCC test over the last two years. Next year, students will take the next generation of MCAS, called MCAS 2.0. Teachers need to be able to examine item analysis data in order to help drive their classroom instruction. Without an item analysis over the past two years, teachers have been creating and revising common interim and benchmark assessments. In ELA, math, and science, students have been taking the Galileo Assessment in order to provide this data for their teachers. We continue to improve upon teaching and learning through the educator evaluation system, which includes frequent unannounced classroom visits conducted by administrators. Teachers and administrators discuss the lessons after the observations in post observation meetings where feedback is offered. Formative and summative evaluations with teacher ratings and feedback that is offered are also part of the evaluation process.

School Goal #3: This goal is written to create an academically rigorous environment that supports and addresses learning gaps for all students and includes research-based effective classroom practices. Some teachers continued this year with conducting informal peer observations and offering feedback to each other. This was done mostly by new teachers and their mentors, but some seasoned teachers also participated. Teachers continue to focus on strategies such as framing learning, activators and summarizers, posting key terms, meeting diverse needs of students, planning well-structured lessons, and creating a variety of ways to assess students. In addition to educating the needs of the whole child, teachers continue to utilize Super Core classes to enrich high achieving students and offer support for struggling students. We continue as a faculty to work on ways to provide students with consistent rubrics, vocabulary, skills, and processes across the disciplines to promote school-wide literacy skills. This

Seekonk Public Schools Continued

year, the sixth grade teachers set a team goal to research and educate their students on Close Reading as a valuable literacy skill.

School Goal #4: Dr. Kevin M. Hurley Middle School continues to make communication with parents a priority. Every Friday, the weekly Parent Newsletter is published on the Principal's Page of our website. The newsletter includes news from administrators, as well as curriculum updates, news on extracurricular activities, and more. This year, we have begun to include student work samples as part of our newsletter. Teachers and administrators continue to use Twitter as a social media resource to update parents and members of the community in regard to activities that are going on in our school both during the school day, and in the evenings. We continue to focus on improving our involvement when it comes to community outreach. Our Student Council Advisors have been planning their goals around community involvement and making a connection to town government. Moving forward, we also plan on developing a student survey as well as a parent survey in order to gather feedback at the end of each school year.

School Goal #5: This goal is to develop programs that engage students in and recognize them for developing a strong sense of self-concept, personal responsibility, and good decision-making skills. We have continued with our Star of the Month Breakfast Ceremony to recognize students, and plan moving forward to improve upon it by incorporating monthly themes. We continue to reflect upon and improve our State of the School Address that is presented every January. This past year's State of the School Address included some very engaging strategies to captivate the attention of our students while discussing some very important information with them. Once again, students participated in College and Career Readiness Day, and had the opportunity to hear from local career professionals. Eighth grade students also had a presentation

Seekonk Public Schools Continued

from local colleges on that day. This past spring, we also had a school-wide assembly, which was a presentation from Mr. Ed Gerety. Mr. Gerety is a motivational speaker regarding student leadership, focusing on respect, character, appreciation, attitude, and making a difference.

School Goal #6: This is a goal that focuses on recognizing, developing, and promoting educators. We continue to use faculty meeting time to better enhance teaching and learning as a whole. There has been increased collaboration time between teachers regarding instructional strategies and effective practices through peer observations. A team of teachers have been engaged in researching best discipline practices through Dr. Ross Greene's book *Lost at School*. The work that we've done with our new Educator Leadership this year also supports Goal #6.

School Goal #7: This goal is written to provide quality health service programs for students that allow them to participate in activities that promote physical and social-emotional development. The school has partnered with Chartwells to provide presentations by a chef at lunch from time to time in regard to healthy cooking and eating. We offer intramurals in dodge ball and volleyball. This year, we also held our 2nd Annual Veterans Race to students in elementary and middle school.

School Goal #8: We have continued to evaluate our BASE special education program. Next year, will offer a specific section of the program that will service students in multiple grade levels and be able to support their diverse learning needs.

Our School Improvement Plan for 2016-2017 has been streamlined to include five goals, each with action steps that reflect the current needs of our school.

Seekonk Public Schools Continued

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 130 students and over twenty adult chaperones. This year's trip included a stop in New York to see the 9/11 Memorial and Museum, as well as a day at Hershey Park, in Hershey, PA.

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. HMS also has a Student Council, Builders Club (a community service group), Knitting Club, HMS Idol (a talent competition), and more. Students in this year's Drama Club performed *Something Cursed This Way Comes*, an original performance written and produced by students. This year, our newly formed Debate Team was victorious in both competitions that were held this year. All of our athletic and academic teams, such as the Math Team and Debate Team, participate in the Massasoit League of Middle Schools, an organization that is managed by the principals of the schools in the league.

The end of the 2015-2016 school year saw the retirement of two wonderful educators that have served in the Seekonk Public School District for many years. Our retirees include Mrs. Patricia Libby, a social studies teacher, and Dr. Alice Combes, School Psychologist. These individuals were honored at our annual 8th Grade Promotional Ceremony, which took place on the front lawn of our campus on June 16, 2016.

Seekonk Public Schools Continued

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

Respectfully submitted by,

Dr. William V. Whalen, III
Principal, Hurley Middle School.

Seekonk Public Schools Continued

Seekonk High School

Enrollment as of October 1, 2015 (586):

9th - 158

10th -137

11th - 141

12th - 150



This Seekonk High School continued to challenge students academically this year. We have continued our partnership with Mass Insight and with the grant money have successfully added Advanced Placement Chemistry and statistics. We also look forward to adding Advanced Placement Environmental Science and Sustainable Technology next year. We are also committed to continually revising our curriculum to make sure it is relevant, challenging, and engaging. An example of this is the strengthening of the coherence of the 9th grade curriculum, 9th grade teachers mapped out new units to be piloted next year looking at heroism from many different perspectives. An exploration of different types of heroes will also be in conjunction with taking advantage of resources provided by the grant from the Joyner Institute. Additionally, to expand on the diversity of the 10th grade curriculum, teachers took advantage of resources provided through a grant from the Joyner Institute. Select teachers and students met with artist Minoo Emami, and then 10th grade English students learned about her life and her art work, followed by readings of poetry about war, and ending with students writing their own poetry related to the damage caused by war. Both of these changes and opportunities were made available through a partnership that Seekonk High School has formed with the Joiner Institute at UMass Boston.

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.

Seekonk High School is also continually working on increasing the amount of technology integration occurring. This year, many more teachers used Google Classroom with students as a way to communicate about and post assignments while saving paper. Google Classroom is also a great tool for students who are absent allowing them to stay on top of missed coursework. Another example of this integration comes from the World Language Department. Their students frequented the language laboratory more often this year and utilized technology in a variety of ways. The students created PowerPoints and videos, podcasts, GarageBand, ShowMe, Lingt Language to create and complete projects and assignments.

The World Language Department also coordinated another successful annual Honors' Induction Ceremony. Twenty-eight students were inducted into the National Honor Society, twenty-two were inducted into the Spanish Honor Society, six students were inducted into the French Honor Society and for the first time, six students were inducted into the brand new Portuguese Honor Society. Another first occurred when 35 students participated in the National Portuguese Exam. One of our students placed second in the country at the second level. Additionally, for a short time, we were excited to host an exchange student from Brazil here at Seekonk High School, where she studied the English and Portuguese languages.

Teacher Growth

Our teachers continued to improve their practice and grow as professionals by earning various certifications and presenting at conferences. By way of example Mrs. Cunard taught Saturday sessions for Massachusetts Insight Education in New Orleans, LA and Plymouth, MA. Mrs. Cunard also taught a workshop for

Seekonk Public Schools Continued

teachers at the CASE Conference at Bridgewater State University. Mr. Mello became a certified Early Enrollment Program teacher in Chemistry. We also have two teachers, Mrs. Borden and Mr. Petrucci, attending training sessions this summer to become certified to teach advanced placement classes.

Student Learning

Student learning does not just occur in the classroom or through textbooks. Our students have taken part in many field trips, competitions, and extracurricular projects to enhance their understanding of the world around them. All the various disciplines at Seekonk High School strive to achieve this. A few specific examples come from the science, art, culinary, and world language departments.

The Science Club & Department held the first annual STEM Games Competition and sponsored an afternoon and evening with Dr. Jane Goodall at UMASS Dartmouth. Four students were able to present their research to Dr. Goodall and one student, an essay contest winner, had dinner with Dr. Goodall. For the second year, the Science Department and Science Club students hosted the annual STEM Fair for freshman students during which sixteen guest speakers discussed STEM careers with students; Science Café during the Evening with the Arts program where students from Biology II, AP Biology and Performance Based courses presented their original research; competed in Massachusetts Envirothon Competition. The Science Club also had students compete in The Women of Science Competition for the 5th year.

Seekonk High art students were recognized with a merit award from The Attleboro Arts Museum as a part of its annual "High Art" exhibition in May. "High Art"

Seekonk Public Schools Continued

showcases the talent and ideas of high school students. This youth exhibition connects teens with artists both past and present, fosters the creation of original artworks, and provides a professional forum for students to voice their own creativity and work collaboratively. This year students prepared for High Art by working with Minoo Emami and Iranian Artist who shared her work and life story with the students. Their installation brought awareness of the innocent victims of war called “Reaching for Peace”.

There were also many cultural events and activities that took place in an effort to further educate students about the world in which they reside. In the spring semester, the students created an International Month celebrating the culture of Seekonk High School and of the world. Flags of various countries decorated the lockers and hallways, while traditional music was played in the background. World Language classes learned about el dia a de los muertos, we celebrated cinco de mayo with a pinata, wore colorful beads to celebrate Mardi Gras and danced all day on 10 de junho, dia de Portugal. Twice this past semester, Luis Baez demonstrated a classic Dominican Republic dish for Mrs. Dahmer’s culinary class. Both dishes were made with chicken, rice, and pasta, and traditional Spanish style seasonings yet were very different. As Luis cooked, he talked about how his grandmother would build a fire in the fields where they worked and with just a pot or two made one of these dishes. The food was delicious, greatly enjoyed and it became a great cultural experience for the students as well as the teachers!

Media Center

The SHS Library Media Center hosted an average of 2,700 student visits each month during the school year 2015-16, with an average of nearly 70 class visits

Seekonk Public Schools Continued

each month. More than 1,700 books, movies and magazines were circulated to students and teachers in SHS, and over 300 new books were added to the collection, including 223 non-fiction and reference books, to support student research across the curriculum. As you can see, Seekonk High School's Media Center continues to have an enormous impact on students. In fact, there are so many students vying to use this space both before and after school that we needed to create a position to supervise extended hours in the upcoming year. Students and teachers alike make use of the print, video, and digital resources found there. Mrs. Larson, the library/media specialist, also heads up the selection process for the summer reading book. She has been instrumental in providing resources for and assisting in the creation of our first annual "interdisciplinary days" next year.

Athletics

Seekonk High School had an excellent year with many accomplishments under our new Athletic Director Fred Crippen. The Fall Season saw the Field Hockey, Girls Soccer, Boys Soccer, and Golf teams qualify for post-season play. This was capped off by senior Girls Soccer player Emma Sanders being named to The Boston Globe All Scholastic team. During the Winter season the Girls Basketball team qualified for the State Tournament for the first time in twenty years. Freshman Shot Putter Cammie Garabian set records and competed at the highest level of the Massachusetts Track and Field Association. Boys and Girls Swim, under the direction of new Head Coach Brian Cameron, had eight swimmers qualify for both the Sectional and State Swim Meets. The Spring Season saw Seekonk High School institute its first ever endeavor into Unified Sports with the help of a grant from "Project Unify". The team was coached by Kristen Nelson and had a 6 win 2 loss meet records, and had ten medal winners in the Sectional Meet and seven medal winners at the State Meet. Cammie Garabian and

Seekonk Public Schools Continued

Senior Zach DeBlois won Division 4 in the Shot Put and Discus respectively and both went on to compete at the State Meet. Seekonk's Girls Softball team qualified for post-season play for the second consecutive season.

Community

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.

Once again 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. Little Warrior's Pre-school and the drama club continued to both serve and entertain the community at large as well. The new Portuguese Club held a soccer tournament that was a huge success and their "Azulejo" Project was proudly displayed at the Seekonk Public Library throughout the month of June.

Our marching band continues to perform at football games, parades, malls, and concerts. Most importantly, they performed at the dedication of the Seekonk Veteran's Memorial. The SHS Symphonic Band received their 9th Platinum Award in the last 10 years at the Great East Music Festival this May. This represents the highest rating given by adjudicators at this Festival.

For the fifth year, the Spanish IV and V students created a ten week after school Spanish program for Martin Elementary School students; while the French III and IV students created a five-week program. All activities were educational and fun-filled.

Seekonk Public Schools Continued

Special Education

The Special Education Department had a very involved year where they spent countless hours improving the delivery of services and updating their strategies to reflect the most current research. Their accomplishments have been many and range from academic to vocational successes. A few of these are:

Academics

- 17 special education students attending Seekonk High School programs as well as 6 students in the Ontrack program successfully met graduation requirements and earned their high school diploma on June 3, 2016.
- Seekonk High School will hold the Extended School Year Program during the summer of 2016.

Vocational:

- Multiple Special Education students participated in the Automotive Exploratory Program at MTTI and a CNA certification program. They also worked with a career specialist who facilitated employment related experiences (i.e. job shadows, opportunities fair, job placement)
- The Massachusetts Rehabilitation Commission (who assists students with disabilities after they have completed their high school programming) played a large role in providing services to students this year. Three students participated

Seekonk Public Schools Continued

in an employment training program (TIP Program) through MRC which resulted in a 6 week paid internship. Two students are currently in the pre-employment training program which is a joint venture between MRC and Attleboro Enterprises Inc.

- Created six summer jobs with the Maintenance and Tech Department for students receiving Special Education services with money donated from Bay Coast Bank, and the Kiwanis, Rotary, and Lions Clubs.

Sports:

- Unified Track & Field program had its first season and achieved many state awards. Seekonk High School will also be participating in Unified Basketball this upcoming Fall.

Therapeutic

- The Seekonk High School Special Education program continued to facilitate Social and Transition Skills groups in all four of our special education programs (STARS, Learning Center, BEST, & TAP)
- Collaboration with Community Counseling of Bristol County continues in addition to collaboration and relationship building with many private therapists in the community.

Grants Awarded:

- \$360 mini grant was awarded from the Seekonk Community Land trust to implement a student garden, built and operated by special education students.

Seekonk Public Schools Continued

SHS special education department was awarded an \$8500 grant for our continued work in building our transition initiatives in alignment with DESE requirements and recommendations.

Retirement

Mr. Lancaster, a science teacher, retired this year. He has left a large space to fill. Mr. Lancaster actually began his teaching career at Seekonk high School as a student teacher. It was only fitting that he end it here. He spent last summer rewriting his entire curriculum to incorporate a blended learning model which saw students working independently and increasing their understanding as they participated in flipped classrooms.

School Improvement Plan

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

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.

Seekonk Public Schools Continued

Finally, there will be a new format that welcomes incoming freshmen and new students to Seekonk High School. This new orientation will be a day full of activities designed to assist in their acclimation to the culture and physical space of the high school. This will then be followed by a lunch that we provide.

Respectfully submitted by,

Dr. Christopher Jones
Interim Principal, Seekonk High School

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, \$3.30. The student lunch price is \$2.50 in the Elementary Schools, \$2.75 at the Middle School and the High School lunches are priced at \$2.85.

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, 2015 through June 30, 2016 we served the following:

Total Students Lunches:	128,185
Paid:	80,457
Free:	41,632
Reduced:	6,096

Seekonk Public Schools Continued

Month	Days	Student Lunches	Paid Lunches	Free Lunches	Reduced Lunches
July	0	0	0	0	0
August	0	0	0	0	0
September	21	12,705	7,664	4,244	797
October	20	14,380	9,187	4,434	759
November	18	13,135	8,512	3,969	654
December	16	11,791	7,635	3,585	571
January	19	13,487	8,599	4,236	652
February	17	12,277	7,662	4,035	580
March	20	14,752	9,151	4,956	645
April	16	11,885	7,293	4,086	506
May	21	15,235	9,418	5,196	621
June	14	8,538	5,336	2,891	311

Karleen DeLellis
F.S.D.

Boards and Commissions

ANIMAL SHELTER BUILDING COMMITTEE

Patricia Cloutier - Chairwoman
Sharonlynne Hall, ACO
Lee Cassidy

BANNA STATION BUILDING COMMITTEE

Warren Carpenter - Chairman
Norman Champigny - Clerk
Even Akers
Charles Ransom
Michael Bourque

BOARD OF ASSESSORS

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William Barker
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Theodora Gabriel, Assessor

BOARD OF HEALTH

Victoria Kinniburgh - Chairwoman
Johanne Oliveira
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Nelson Almeida
David F. Viera

Beth M. Hallal, R.S., Health Agent

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Joleen Vatcher
Josephine Veader

Janet Parker, Town Clerk

BOARD OF SELECTMEN

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Nelson Almeida – Vice Chairman
David F. Viera – Clerk
David S. Parker
Michelle A. Hines

Shawn E. Cadime, Town Administrator

BRISTOL COUNTY ADVISORY BOARD

David J. Andrade

BY-LAW STUDY COMMITTEE

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Robert DelRosso – Vice Chairman
Robert Blanchard
Beverly Hart

Boards and Commissions

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Susan Rutter – Clerk
Richard Blais
Francisco Braga
Erin Broulliette
Steven Rutter

COMMUNITY PRESERVATION COMMITTEE

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Richard Wallace – Vice Chairman
Susan Waddington – Secretary
Pricilla Dunn
Willit Mason
Neal Abelson, Planning Board Appointment
James Tusino, Housing Authority Appointment
David Norton, Historical Commission Appointment
Jason Adamonis, Recreation Appointment

CONSERVATION COMMISSION

Richard Wallace – Chairman
Warren Leach – Vice Chairman
Nathan Socha
Michael Campagnone

Jennifer Miller, Conservation Agent

Boards and Commissions

CULTURAL COUNCIL

Sharon Clark – Co-Chair
Alex Dunwoodie – Co-Chair
Stuart Montgomery
Tim Tolman
William Clark
Christine DeCesare

ECONOMIC DEVELOPMENT COMMITTEE

Jeff Harris – Chairman
Deborah Viveiros – Vice Chairwoman
John Dietel
John Macek

ENERGY COMMITTEE

Charles Beauchamp – Chairman
Carl Nielson – Vice Chairwoman
Robert Braunsdorf
David Fecteau
Paul Walts

FINANCE COMMITTEE

Justin Sullivan – Chairman
Russell Horsman – Vice Chairwoman
Karen Perkins
David Saad
Doreen Taylor
Benjamin Furman

GATRA ADVISORY BOARD

Bernadette Huck

Boards and Commissions

HISTORICAL COMMISSION

Michael Markley – Chairman
David Norton
Dawn Cordeiro
Michael Dressler
Eleonora Rezak

HUMAN SERVICES COUNCIL

Irene Andrews
Anne Libby
Christine Allen
Anita Gendron
Beverly Della Grotta
Victoria Kinniburgh
Guy Boulay

LIBRARY BOARD OF TRUSTEES

Michael Durkay – Chairman
Sharon M. Connors – Vice Chairwoman
Lynn Cristino – Clerk
Ann Caldwell
Cheryl Faria
Alyssa Richard
Katherine Lussier

Peter Fuller, Director of Library Services

LIBRARY FACILITIES COMMITTEE

Anne B. Miller – Chairwoman
Martha Manno
Daniel Tavares

Boards and Commissions

PARKS AND RECREATION COMMITTEE

Neal Rapp
Jason Adamonis
Erica Harris-Grimes
James Troiano

John Pozzi, Director of Parks and Recreation

PLANNING BOARD

Neal Abelson – Chairman
Ronald Bennett
Michael Bourque
David Sullivan, Jr.
Phoebe Lee Dunn
Sandra Foulkes
James Roach

John J. Aubin, III, Town Planner

PROPERTY TAX WORK-OFF COMMITTEE

Christine DeFontes, Town Treasurer/Collector

Theodora Gabriel, Town Assessor

RECYCLING COMMITTEE

Andrew Breiter Wu
William Krchmann
John Pozzi, Jr.

David Cabral, Acting Superintendent of Public Works

Boards and Commissions

SCHOOL COMMITTEE

Raymond Grant – Chairman
John Dietel
William Wood
Beth Eklund

SENIOR CENTER BUILDING COMMITTEE

David Bowden – Chairman
Robert McLintock – Vice Chairman
Jan Tabor – Clerk
Gail Ardito
Robert Blanchard
Richard Perry
Jack Vatcher

SOUTHEASTERN REGIONAL PLANNING & ECONOMIC DEVELOPMENT

(SRPEDD)

Steven D'Amico
James Roach

SOUTHEASTERN REGIONAL PLANNING & ECONOMIC DEVELOPMENT

JOINT TRANSPORTATION PLANNING GROUP

David Cabral

TAXATION AID FUND COMMITTEE

Paul Buckley
Agnes Martin
Jane Damiani
Robert Damiani

Christine DeFontes, Town Treasurer/Collector

Boards and Commissions

TRI-COUNTY SCHOOL COMMITTEE

Douglas Brown

VETERANS MEMORIAL PARK COMMITTEE

David Viera
Joe Velardo
Robert DeFontes
Vidal DeMedeiros
David Sullivan, Jr.

ZONING BOARD OF APPEAL

Robert Read
Keith Rondeau
Roger C. Ross
Gary Sagar
Shane Halajko
Neal Ableson
Francisco Braga

Department Directory

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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Social Media

Social media has become almost a necessity for us, in today's world. It's become so important and evolved so much, that we carry our social media with us throughout the day, on our phones. Is it important to stay connected, so why not stay connected with us?



Position/Department	Twitter Handle	Facebook Page
Town Administrator	@scadime	Shawn E. Cadime
Chief of Police	@MaccMace	
Seekonk Police Dept.	@SeekonkPD	Seekonk Police Department
Seekonk Library	@seekonklibrary	Seekonk Public Library
Seekonk Human Services		Seekonk Human Services
Seekonk Parks & Recreation		Seekonk Parks & Recreation Department
Seekonk High School	@SeekonkHS	
Seekonk School Dept.	@SeekonkSchools	
Principal Hurley Middle	@DrWhalen3	
Hurley Middle School	@HurleyMiddle	

Fall Town Meeting - Warrant

Spring Town Meeting - Warrant

Election Tally Sheets
