

# **Town of Rowley 2023**



## **Annual Report**

# GENERAL INFORMATION

Rowley was incorporated as a Town on September 4, 1639

|                 |                          |
|-----------------|--------------------------|
| LOCATION .....  | 32 miles north of Boston |
| AREA .....      | 19.03 square miles       |
| ZIP CODE .....  | 01969                    |
| AREA CODE ..... | 978                      |

POPULATION:

|                                  |       |
|----------------------------------|-------|
| 1960 Federal Census .....        | 2,783 |
| 1970 Federal Census .....        | 3,006 |
| 1980 Federal Census .....        | 3,860 |
| 1990 Federal Census .....        | 4,452 |
| 2000 Federal Census .....        | 5,500 |
| 2010 Federal Census .....        | 5,854 |
| 2020 Federal Census .....        | 6,161 |
| 2023 Town of Rowley Census ..... | 6,079 |

REGISTERED VOTERS: as of January 8, 2024

|                               |       |
|-------------------------------|-------|
| Democrat .....                | 766   |
| Libertarian .....             | 14    |
| Republican .....              | 666   |
| Other .....                   | 32    |
| Unenrolled .....              | 3,454 |
| Total Registered Voters ..... | 4,932 |
| Inactive Status Voters .....  | 947   |
| Total Active Voters .....     | 3,985 |

ASSESSED VALUATION: as of January 1, 2023

|                         |               |
|-------------------------|---------------|
| Real Estate .....       | 1,738,859,200 |
| Personal Property ..... | 21,300,053    |

TAX RATE FOR FY24:

|                               |       |
|-------------------------------|-------|
| All classes of property ..... | 12.10 |
|-------------------------------|-------|

TOWN OFFICES:

The Town Hall and Town Hall Annex have offices for the Accountant, Town Administrator, Assessors, Board of Health, Selectmen, Inspection Department, Conservation Commission, Council on Aging, Planning Board, Town Clerk, Treasurer/Collector, and Rowley Community Media. Mailboxes for departments, boards & committees are located at the Town Hall.

The Fire Station is located on Haverhill Street.

The Highway Garage is located on Independent Street.

The Rowley Free Public Library is located on Main Street next to Town Hall.

The Pine Grove School is located on Main Street.

The Municipal Light Department is located on Summer Street.

The Police Department is located on Haverhill Street.

The Water Department is located on Central Street.

SENATORS IN CONGRESS: Elizabeth Warren 617-286-6715, Edward J. Markey, 617-565-8519

REPRESENTATIVE IN CONGRESS: Seth Moulton 978-224-2270

STATE SENATOR: Bruce Tarr, Room 308, State House, 617-722-1600

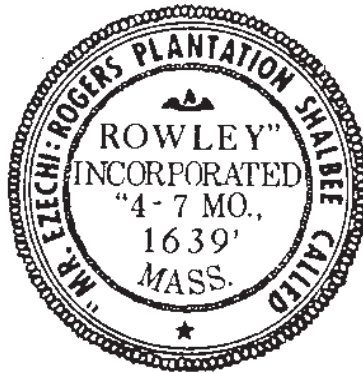
STATE REPRESENTATIVE: Kristin Kassner (617) 722-2000 x6324

1639

2023

Three Hundred Eighty-Fourth

*Annual Report  
of the  
Town of Rowley*



*For the year ending December 31*

2023

## **COVER PHOTO DESCRIPTION**

The cover photograph shows the 2023 Memorial Day Parade. Thanks to the leadership of Robert “Bob” Breaker of the Town of Rowley Veterans Committee, a spectacular and memorable Memorial Day Parade was held for the first time in several years. Bob pulled together a group of people from all cross-sections of Town to plan, organize, and oversee this memorable event. Under full sunshine and warm weather, hundreds of people attended the parade, which featured our local veterans, the State Police Pipes and Drums, vintage trucks and cars, local scouting troops, students, and speakers of all ages. Rowley Veteran Nick George served as the grand marshal of the parade. The Board of Selectmen was proud to participate in the parade.

*(Cover photo courtesy of Bob Breaker)*



## **IN MEMORIAM**

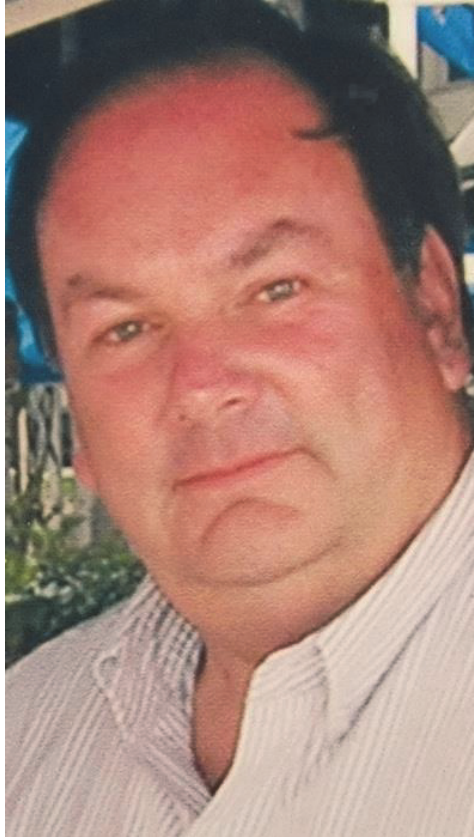


**MILDRED DUMMER**

**1926 - 2023**

**Board of Registrars  
Pine Grove Cafeteria Employee  
Council on Aging volunteer**

**(Photo courtesy of the Thurston Family)**



**Daniel McHugh**

**1945 - 2023**

**Rowley Planning Board member**

**(Photo courtesy of the McHugh Family)**



**ALFRED MCGRATH**

**1930 – 2023**

**Rowley Public Library Janitor**

**(Photo courtesy of the McGrath Family)**

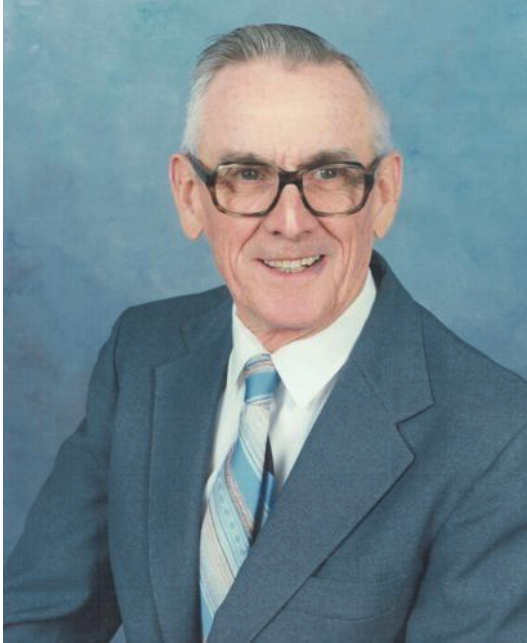


**CAROLYN L. PEABODY**

**1931 – 2023**

**Council on Aging Administrative Assistant**

**(Photo courtesy of the Peabody Family)**



**HENRY CHASE**

**1920 – 2023**

**Rowley Light Plant Commissioner**

**(Photo courtesy of the Chase Family)**



**GERALDINE KILEY**

**1942 – 2023**

**Rowley Public Library**

**(Photo courtesy of the Kiley Family)**



**JOHN E. GRUNDSTROM**

**1931 – 2023 may**

**Shellfish Constable**

**(Photo courtesy of the Grundstrom Family)**





**David Leavitt**

**1947 – 2023**

**Plumbing Inspector**

**(Photo courtesy of the Leavitt Family)**

## Index

|  |         |
|--|---------|
| Accountant.....  | 59-62   |
| Agricultural Commission .....                            | 67-68   |
| Appointed Officials and Employees.....                   | 13-15   |
| Board of Assessors .....                                 | 63      |
| Board of Health .....                                    | 88-91   |
| Board of Registrars.....                                 | 66-67   |
| Board of Selectmen .....                                 | 55-56   |
| Cemetery Department.....                                 | 98-99   |
| Community Preservation Committee .....                   | 68-69   |
| Conservation Commission.....                             | 70-72   |
| Council on Aging / Senior Center .....                   | 91-92   |
| Cover Photo Description .....                            | 2       |
| Cultural Council .....                                   | 72-73   |
| Elected Officials .....                                  | 12      |
| Election Results .....                                   | 45      |
| Finance Committee.....                                   | 57-58   |
| Fire Department and Emergency Management .....           | 77-78   |
| Harbormaster.....  | 80      |
| Highway Department.....                                  | 86      |
| Historic District Commission/Historical Commission ..... | 92-93   |
| Housing Authority.....                                   | 94      |
| In Memoriam.....   | 3-10    |
| Inspection Department.....                               | 78-79   |
| Library .....  | 93      |
| Light Department.....                                    | 81-85   |
| Parks and Recreation Committee .....                     | 94      |
| Personnel Advisory Committee.....                        | 67      |
| Planning Board.....                                      | 69-70   |
| Police Department .....                                  | 73-77   |
| Salaries and Wages                                       |         |
| Town Employees.....                                      | 52-54   |
| Triton Regional School District.....                     | 119-128 |
| Photo Highlights of 2023.....                            | 46-51   |
| Rowley Community Media .....                             | 95-98   |
| School Department  |         |
| Triton Regional School District.....                     | 103-118 |
| Whittier Regional Vocational Technical High School ..... | 101-102 |
| Shellfish .....  | 81      |
| Town Clerk.....  | 64-66   |
| Town Meeting Results – May 1, 2023 .....                 | 16-41   |
| Town of Rowley Veterans Committee .....                  | 101     |
| Treasurer/Collector.....                                 | 42      |
| Outstanding Debt.....                                    | 43      |
| Debt Summary Report.....                                 | 44      |
| Tree Department.....                                     | 79      |
| Veterans Services .....                                  | 99-100  |
| Water Department .....                                   | 86-88   |
| Zoning Board of Appeals .....                            | 73      |

**ELECTED OFFICIALS OF THE TOWN OF ROWLEY**  
**As of May 9, 2023 Election**

**Board of Selectman**

Clifford M. Pierce (2024)  
Christine A. Kneeland (2025)  
Deana Peabody Ziev (2025)  
Robert L. Snow (2026)  
Sheri A. David (2026)

**Board of Assessors**

Jami L. Snow (2024)  
David G. Zizza (2025)  
Judith E. Doak (2026)

**Regional School Committee**

**Rowley:**

Susannah Copland (2024)  
Paul L. Lees (2025)  
Nerissa R. Wallen (2026)

**Newbury:**

Paul Goldner (2024)  
Matthew Lander (2025)  
Paul Myette (2026)

**Salisbury:**

Linda M. Litcofsky (2024)  
Erin Berger (2025)  
Caitlin Hunter (2026)

**Planning Board**

Christopher J. Thornton (2024)  
Kevin Moriaty (2025)  
David Jaquith (2026)  
Jennifer Haag (2027)  
Craig Copland (2028)

**Constables**

Phil Collyer (2024)  
William Wright (2025)

**Cemetery Commissioners**

David C. Petersen (2024)  
Matthew Ziev (2025)  
Kathryn E. Olmsted (2026)

**Trustees of the Free Public Library**

Elizabeth Enos (2024)  
Jessica H. Felizardo (2024)  
Kathleen Petrowicz (2024)  
Thomas Glenn Blakney (2025)  
Teresa Yanetti (2025)  
Karen Ziemiak (2025)  
Terri Davidson (2026)  
Margaret Lemelin (2026)  
Kelli M. Smullin (2026)

**Rowley Housing Authority**

State Appointee: Robert Cianfrocca  
Tenant Elected: Kathryn Olmstead  
Micheline Shinnick (2024)  
Joseph J. Perry (2025)  
Maryellen MacDonald (2027)

**Municipal Light Board**

Rosemond Whitmore (2024)  
Mark W. Cousins (2025)  
Bryan DiPersia (2026)

**Municipal Water Board**

John P. Manning, Jr. (2024)  
Bernard J. Cullen (2025)  
Mark R. Emery (2026)

**Shellfish Commissioners**

Stuart L. Dazell III (2024)  
Paul L. Lees (2025)  
Ronald D. Kneeland (2026)

**Town Clerk**

Catherine McClenaghan (2024)

# Appointed Officials and Employees

| EXPIRATION   |           | EXPIRATION   |           |
|--|-----------|--|-----------|
| <b>Accountant</b>  |           | <b>Board of Health <i>three year term</i></b>                      |           |
| Susan W. Bailey <i>retired 6.30.23</i>                       |           | Susan Elwell   | 6/30/2024 |
| Amy Lydon <i>as of 10.3.23</i>                               |           | Charles Costello   | 6/30/2025 |
|  |           | Mary Behringer   | 6/30/2026 |
| <b>Affordable Housing Trust</b>                              |           | <b>Board of Registrars <i>three year term</i></b>                  |           |
| Deborah Eagan, Town Administrator                            | 6/30/2024 | Timothy Young  | 6/30/2024 |
| Cliff Pierce, Selectmen designee                             | 6/30/2024 | Gordon Densmore <i>resigned 3.1.23</i>                             | 6/30/2026 |
| Karen Summit   | 6/30/2024 | Catherine McClenaghan, Town Clerk                                  | 6/30/2025 |
| David Jaquith  | 6/30/2024 | Sylvia Wood  | 3/31/2025 |
| Charles Costello   | 6/30/2024 | Zeth Folds   | 3/31/2025 |
| <b>Agricultural Commission <i>three year term</i></b>        |           | <b>Building Inspector <i>three yr term, 1 yr for alternate</i></b> |           |
| Jennette Loring, Alternate                                   | 6/30/2026 | Ken Ward   | 6/30/2024 |
| George Pacenka   | 6/30/2026 | James Pike, Alternate  | 6/30/2024 |
| Elizabeth Tucker   | 6/30/2024 | Sam Joslin, Alternate <i>resigned August 2023</i>                  | 6/30/2024 |
| Barry Moore, Alternate                                       | 6/30/2026 |  |           |
| Peter Lomas  | 6/30/2026 |  |           |
| Barrett Bacall   | 6/30/2026 | <b>Cannoneer <i>one year term</i></b>                              |           |
| Michael Sabatini   | 6/30/2024 | Deana Ziev   | 6/30/2024 |
| <b>Animal Control Officer <i>one year term</i></b>           |           | <b>Community Preservation Act Administrator</b>                    |           |
| Meghan Sousa   | 6/30/2024 | Karen O'Donnell  | 6/30/2024 |
| <b>Principal Assessor</b>                                    |           | <b>Community Preservation Committee <i>three year term</i></b>     |           |
| Sean McFadden  |           | Joseph Perry, Housing Authority                                    | 6/30/2024 |
|  |           | Kurt Annen, Parks and Rec.   | 6/30/2024 |
| <b>Board of Appeals, Ch. 41 Sec 81 <i>five year term</i></b> |           | Clifford Pierce, Board of Selectmen                                | 6/30/2024 |
| Thomas W. Heidgerd, Chairman                                 | 6/30/2027 | Samuel Streiff, Con Com  | 6/30/2025 |
| Karla Chafee, Vice Chairman                                  | 6/30/2028 | Frank Todd, Hist. Dist. Comm, Chair                                | 6/30/2027 |
| Robert Clewell   | 6/30/2025 | David Jaquith, Pln Brl   | 6/30/2024 |
| Donna Thabodeau  | 6/30/2026 | Howard Vogel, Open Space - 1 yr term                               | 6/30/2024 |
| Kevin Reiley   | 6/30/2024 |  |           |
| Joseph Anderson, Associate                                   | 6/30/2025 |  |           |
| <b>Zoning Board of Appeals (ZBA) <i>five year term</i></b>   |           | <b>Finance Committee</b>   |           |
| Thomas W. Heidgerd, Chairman                                 | 6/30/2027 | Dennis Roy   | 2025      |
| Karla Chafee, Vice Chairman                                  | 6/30/2028 | Lawrence White, Chair  | 2026      |
| Robert Clewell   | 6/30/2025 | Peter Censullo   | 2024      |
| Donna Thabodeau  | 6/30/2026 | Sharon Emery, Vice Chair   | 2024      |
| Kevin Reiley   | 6/30/2024 | Pamela Bowen, Clerk  | 2025      |
| Joseph Anderson, Associate                                   | 6/30/2025 | Chip Sheerin   | 2026      |
| <b>Conservation Commission <i>three year term</i></b>        |           | <b>Fire Department <i>three year term</i></b>                      |           |
| Samuel Strieff, Vice Chairman                                | 6/30/2025 | Mark Emery, Fire Chief   | 6/30/2024 |
| Howard Vogel   | 6/30/2026 | Cooper Carillo, Fire Captain                                       | 6/30/2025 |
| Daniel Shinnick, Chairman                                    | 6/30/2025 | Matthew Harney, Fire Lieutenant                                    | 6/30/2025 |
| Howard Terrien   | 6/30/2024 | David Baker, Firefighter   | 6/30/2025 |
| Ann Witzig   | 6/30/2026 | John Ward, Firefighter   | 6/30/2025 |
| Jena Haag - <i>resigned August 2023</i>                      | 6/30/2026 | Merissa Titus-Abate, Firefighter                                   | 6/30/2025 |
| Nancy Miller   | 6/30/2024 | Graeme Potter, Firefighter <i>resigned 6.5.23</i>                  | 6/30/2025 |
|  |           | Denzel Boucher, Firefighter  | 6/30/2025 |
| <b>Conservation Commission Agent</b>                         |           | Ryan LeBoeuf, Firefighter  |           |
| Brent Baeslack   |           | James Chadborne, Firefighter                                       |           |
| <b>Council on Aging Director</b>                             |           | <b>Call Fire Fighters <i>one year term</i></b>                     |           |
| Eleanor Davis  |           | Darcie Briner, Call Fire Lieutenant                                | 6/30/2024 |
|  |           | Charles Hazen, Jr.   | 6/30/2024 |
| <b>Council on Aging <i>three year term</i></b>               |           | Ron Agrella  | 6/30/2024 |
| Geneva Merry   | 6/30/2026 | Joseph R. Merry  | 6/30/2024 |
| Jean Blanchard   | 6/30/2024 | Robert Serino  | 6/30/2024 |
| Diana Titus  | 6/30/2024 | Jesse T Warren   | 6/30/2024 |
| Dorothy Johnston   | 6/30/2024 | John Condelli <i>not reappointed</i>                               | 6/30/2023 |
| Barbara DiPalmer   | 6/30/2026 | Donald Duprey  | 6/30/2024 |
| Gillian Ingram   | 6/30/2026 | Vincent Gaudenzi   | 6/30/2024 |
| Gale Penton  | 6/30/2026 | Mark Winfrey   | 6/30/2024 |
|  |           | Evan Fish  | 6/30/2024 |
| <b>CPA Administrator <i>one year appointment</i></b>         |           | Robert O'Leary   | 6/30/2024 |
| Karen O'Donnell  | 6/30/2024 | Joseph Warren  | 6/30/2024 |
|  |           | Frank Raimo  | 6/30/2024 |
| <b>Eastern Essex Veteran's District <i>one year term</i></b> |           | Justin Haley   | 6/30/2024 |
| Sheri David  | 6/30/2024 | Brian Sculley  | 6/30/2024 |
| Robert Snow - Alternate                                      | 6/30/2024 | London Spain, resigned as Firefighter, appt'd call FF              | 6/30/2024 |
|  |           | Laurence White   | 6/30/2024 |
|  |           | Ryan Smith (probationary)  | 6/30/2024 |
|  |           | Sebastian Beuchelt (probationary)                                  | 6/30/2024 |
|  |           | Alyssa Cayer (probationary) - <i>resigned August 2023</i>          | 6/30/2024 |
| <b>Fence Viewers <i>one year term</i></b>                    |           | Dylan Merrill  | 6/30/2024 |
| VACANT   |           | Andrew Krajewski (probationary)                                    | 6/30/2024 |
|  |           | Blake Gondella (probationary)                                      | 6/30/2024 |
| <b>Forest Fire Warden &amp; Superintendent of the Fire</b>   |           | Zachary Stuck (probationary) - <i>resigned 1.17.23</i>             | 6/30/2023 |
| <b>Alarm <i>one year term</i></b>                            |           | Elder Adonis Lynch (probationary) <i>resigned 5.30.23</i>          | 6/30/2023 |
| Mark Emery, Chief  | 6/30/2024 |  |           |
| Cooper Carillo, Assistant                                    | 6/30/2024 |  |           |
| Matthew Harney, Assistant                                    | 6/30/2024 |  |           |

|   | EXPIRATION |   | EXPIRATION |
|---|------------|---|------------|
| <b>Harbormaster <i>one year term</i></b>                                    |            | <b>Fire Chaplain</b>  |            |
| William DiMento   | 6/30/2024  | Robert M.J. Hagopian  | 6/30/2024  |
| David S. Kent, Deputy   | 6/30/2024  |   |            |
| Fred Hardy, Assistant   | 6/30/2024  | <b>Police Department <i>three year term</i></b>                           |            |
| Jenna DiMento, Assistant  | 6/30/2024  | Scott Dumas, Police Chief   | 6/30/2025  |
|   |            |   |            |
|   |            | David P. Sedgwick, Captain <i>resigned 11/30/23</i>                       | 6/30/2026  |
| <b>Health Services &amp; Regulatory Compliance</b>                          |            |   |            |
| Frank Marchegiani   |            | Joy Stanton, Executive Assistant  | 6/30/2025  |
|   |            |   |            |
| <b>Historic District Commission/ Historical Commission</b>                  |            |   |            |
| Frank Todd, Chairman  | 6/30/2024  | Matthew Ziev, Sergeant <i>resigned 1.24.24</i>                            | 6/30/2026  |
| Sara Bourque, Clerk   | 6/30/2024  | Charles Hazen, Jr., Sergeant  | 6/30/2026  |
| John Cardillo   | 6/30/2025  | Christopher Ottani, Sergeant  | 6/30/2026  |
| Barbara Breaker   | 6/30/2024  |   |            |
| Stephen Cabitt  | 6/30/2025  | Lucas Tubbs, Detective <i>promoted to Detective 12.29.23</i>              | 6/30/2026  |
| Holly Gagne   | 6/30/2024  | Robert Adams, Detective <i>resigned 9.25.23</i>                           | 6/30/2026  |
| Denzil Rice   | 6/30/2024  |   |            |
| Priscilla Serafin - Alternate   | 6/30/2024  | John J. Raffi, Patrolman  | 6/30/2025  |
|   |            | Carolyn Lynch, Patrolman <i>resigned 7.28.23</i>                          | 6/30/2026  |
| <b>Information Technology Coordinator</b>                                   |            | Gavin Forni, Patrolman  | 6/30/2026  |
| Susan Bailey - <i>retired June 30, 2023</i>                                 | 6/30/2023  | Adam Maher, Patrolman   | 6/30/2025  |
| Karen Summit  | 6/30/2024  | Jessie Mazzie, Patrolman <i>appointed 10.16.23</i>                        | 6/30/2026  |
| Karen O'Donnell - Assistant   | 6/30/2024  | Reini Perez, Patrolman <i>appointed 7.10.23</i>                           | 6/30/2026  |
| <b>Library Director</b>   |            | Mark Smith, Reserve Patrolman   | 6/30/2024  |
| Pamela Jacobson   |            | Adam Elnore, Reserve Patrolman <i>resigned 2.24.24</i>                    | 6/30/2025  |
|   |            | Nicholas Ford, Reserve Patrolman  | 6/30/2025  |
| <b>Open Space Committee <i>one year term</i></b>                            |            | March Maregni, Reserve Patrolman <i>appointed 7.10.23</i>                 | 6/30/2026  |
| Brooke Ten Eyck - Clerk - <i>did not wish to be reappointed</i>             | 6/30/2023  | Connor Salvo, Reserve Patrolman   | 6/30/2025  |
| Howard Vogel  | 6/30/2024  | Patrick Silva, Reserve Patrolman  | 6/30/2026  |
| Alyssa King Co-Chair  | 6/30/2024  |   |            |
| Russ Leibe  | 6/30/2024  | Lynne M. Neary, Full Time Dispatcher / Matron.                            | 6/30/2026  |
| Janet Estella   | 6/30/2024  | Marc Pelletier, Full Time Dispatcher <i>resigned 2.16.24</i>              | 6/30/2026  |
|   |            | Edward Wilson, Full Time Dispatcher                                       | 6/30/2026  |
| <b>Parks and Recreation Committee <i>three year term</i></b>                |            | Hetian Lu, Full Time Dispatcher   | 6/30/2024  |
| David Zizza, Chairman   | 6/30/2024  | Sheri A. David, Full Time Dispatcher / Matron - <i>retired</i>            | 6/30/2026  |
| Tim Southall, Vice Chairman   | 6/30/2024  | Grace Cohen, Reserve Dispatcher   | 6/30/2026  |
| Kurt Annen, Secretary   | 6/30/2024  | Elizabeth Urbanczyk, Reserve Dispatcher                                   | 6/30/2025  |
| Michael Quinn   | 6/30/2024  | Chelsie Reilly, Reserve Dispatcher - <i>resigned 9/26/23</i>              | 6/30/2026  |
| Michael Killion   | 6/30/2024  | Olivia St. Peter, Reserve Dispatcher - <i>appointed November 13, 2023</i> | 6/30/2024  |
| Ryan Gallant- <i>did not wish to be reappointed</i>                         | 6/30/2023  |   |            |
| Ryan Bernier  | 6/30/2026  | <b>Rowley Cultural Council</b>  |            |
|   |            | Barbara Nelson  | 6/30/2024  |
| <b>Parking Clerk <i>one year term</i></b>                                   |            | Sharon Hydren   | 6/30/2024  |
| Catherine McClenaghan, Town Clerk   | 6/30/2024  | Kathleen Petrowicz  | 6/30/2026  |
| Janet Peabody   | 6/30/2024  | Gemma Doyle   | 6/30/2024  |
|   |            | Madeline Eiler  | 6/30/2025  |
| <b>Personnel Advisory Committee</b>   |            | Bryn Samuel   | 6/30/2025  |
| Larry White, Finance Committee  | 6/30/2024  | Mary Taggart  | 6/30/2025  |
| MaryAnn Levasseur - Resident Representative                                 | 6/30/2024  | Stephanie Vaccaro   | 6/30/2025  |
| Christine Kneeland, Board of Selectmen                                      | 6/30/2024  |   |            |
|   |            | <b>Rowley Municipal Lighting Plant</b>                                    |            |
| <b>Town Planner</b>   |            | Matthew Brown   |            |
| Kirk Baker  |            |   |            |
|   |            | <b>Limited Health Agents <i>one year term</i></b>                         |            |
| <b>Planning Board</b>   |            | Catherine McClenaghan, Town Clerk   | 6/30/2024  |
| Joan Connolly-Costello, Associate <i>appointed 10.30.23</i>                 | 6/30/2025  | Jeffrey E. Megna  | 6/30/2024  |
|   |            |   |            |
| <b>Plumbing and Gas Inspector, <i>three yr term, 1 yr for alternate</i></b> |            | <b>Limited Lighting Bylaw Enforcement Agent <i>one year term</i></b>      |            |
| Harry Bennett   | 6/30/2024  | Kirk Baker  | 6/30/2024  |
| William Wendt, Alternate  | 6/30/2024  |   |            |
|   |            | <b>Local Census Liaison for Federal Census <i>one year term</i></b>       |            |
| <b>Police Chaplain <i>three year term</i></b>                               |            | Catherine McClenaghan, Town Clerk   | 6/30/2024  |
| Robert M.J. Hagopian  | 6/30/2024  |   |            |

|  | EXPIRATION |  | EXPIRATION |
|--|------------|--|------------|
| <b>Keeper of the Rowley Police Station</b>                 |            | <b>MBTA Advisory Board <i>one year term</i></b>                                  |            |
| <b>Lockup facility as required under</b>                   |            | Robert Snow  | 6/30/2024  |
| <b>MGL Ch. 40, Sec 35 <i>one year term</i></b>             |            |  |            |
| Scott Dumas  | 6/30/2024  | <b>Merrimac Valley Planning Commission (MVPC)</b>                                |            |
|  |            | <i>one year term</i>   |            |
| <b>Records Access Officer</b>                              |            | Robert Snow  | 6/30/2024  |
| Catherine McClenaghan                                      | 6/30/2024  | Chistine Kneeland - alternate  | 6/30/2024  |
| <b>Rowley Emergency Management Agency</b>                  |            | <b>Merrimac Valley Regional Transit Authority Board (MVRTA)</b>                  |            |
| <b>(REMA) <i>one year term</i></b>                         |            | <i>one year term</i>   |            |
| Mark Emery, Fire Chief/Emergency Management Director       | 6/30/2024  | Robert Snow  | 6/30/2024  |
| Scott Dumas, Police Chief                                  | 6/30/2024  |  |            |
| Cliff Pierce, Chairman Board of Selectmen                  | 6/30/2024  | <b>Northern Essex Regional Emergency Planning Committee <i>one year term</i></b> |            |
| Christine Kneeland, Vice Chairman Board of Selectmen       | 6/30/2024  | Mark Emery, Fire Chief/Emergency Management Director                             | 6/30/2024  |
| Ellie Davis COA Director                                   | 6/30/2024  | Scott Dumas, Police Chief  | 6/30/2024  |
| Patrick Snow - Highway Surveyor                            | 6/30/2024  | Patrick Snow - Highway Surveyor  | 6/30/2024  |
| Frank Marchegiani - Health Agent                           | 6/30/2024  | Deborah Eagan - Town Administrator   | 6/30/2024  |
| Deborah Eagan - Town Administrator                         | 6/30/2024  | Ellie Davis COA Director   | 6/30/2024  |
| Matthew Brown - Light Plant Manager                        | 6/30/2024  | Cliff Pierce, Chairman Board of Selectmen  | 6/30/2024  |
| Bob Gray - Water Superintendent                            | 6/30/2024  | Christine Kneeland, Vice Chairman Board of Selectmen                             | 6/30/2024  |
|  |            | Matthew Brown - Light Plant Manager  | 6/30/2024  |
| <b>Sandy Point Committee Member</b>                        |            | Frank Marchegiani, Health Agent  | 6/30/2024  |
| William DiMento  | 6/30/2024  | Bill DiMento, Harbormaster   | 6/30/2024  |
| John Manning   | 6/30/2024  | Robert Gray, Water Superintendent  | 6/30/2024  |
| <b>Sanitary Health Agent</b>                               |            | <b>Town Administrator/Personnel Officer</b>                                      |            |
| Thomas Mannetta  |            | Deborah Eagan  |            |
| <b>Shellfish Constable</b>                                 |            | <b>Town Clerk, Assistant</b>   |            |
| Travis Kneeland  | 6/30/2024  | Janet B. Peabody   |            |
| <b>Shellfish Constable (Deputies)</b>                      |            | <b>Town Counsel <i>one year term</i></b>   |            |
| William DiMento  | 6/30/2024  | Thomas A. Mullen   | 6/30/2024  |
| Fred Hardy   | 6/30/2024  |  |            |
| David Kent   | 6/30/2024  | <b>Treasurer/Collector <i>three year term</i></b>                                |            |
| Jenna DiMento  | 6/30/2024  | Karen Summit   | 6/30/2024  |
| <b>Town of Rowley Veterans Committee</b>                   |            | <b>Veteran's Agent</b>   |            |
| Robert Snow, Selectmen's Representative                    | 6/30/2024  | Karen Tyler  |            |
| Robert Breaker Chairman, Registered Voter                  | 6/30/2024  |  |            |
| William Kelly Vice Chairman, Registered Voter              | 6/30/2024  | <b>Water Department Superintendent</b>   |            |
| Donald Dupray Clerk, Fire Dept. Representative             | 6/30/2024  | Robert Gray  |            |
| John Reilly, Police Dept. Representative                   | 6/30/2024  |  |            |
| Jenny Penton, Registered Voter                             | 6/30/2024  | <b>Wiring Inspector <i>three yr term, 1 yr for alternate</i></b>                 |            |
| Ronald Huth, Rowley resident and Veteran                   | 6/30/2024  | David Levesque   | 6/30/2024  |
| Carolyn Lynch, Police Dept. Representative - resigned 2023 | 6/30/2024  | James Cotter, Alternate  | 6/30/2024  |
| <b>Zoning Review Committee</b>                             |            |  |            |
| Kirk Baker, Town Planner                                   | 6/30/2024  |  |            |
| James Pike, Building Inspector                             | 6/30/2024  |  |            |
| Karla Chaffee ZBA Rep.                                     | 6/30/2024  |  |            |
| Thomas Heidgerd ZBA Rep.                                   | 6/30/2024  |  |            |
| Cliff Pierce BOS Rep.                                      | 6/30/2024  |  |            |
| David Jacquith - PB Rep.                                   | 6/30/2024  |  |            |
| Chris Thornton - PB Rep.                                   | 6/30/2024  |  |            |

Town of Rowley, Commonwealth of Massachusetts  
**ANNUAL TOWN MEETING MINUTES**  
May 1, 2023

- Tellers appointed:  
Joan Petersen, 25 Newbury Rd., Maryann Levasseur, 6 Leslie Rd., Kimberly Waring-Wright, 20 Green Needle Lane.
- Check-In Appointments:  
Janet Peabody, 41 Bradford St., Sylvia Wood, 69 Cross St, Timothy Young, 142 Main St, and Philip Collyer, 18 Leslie Rd.
- Quorum of 70 voters reached and certified at 6:30 pm
- Annual Town Meeting called to order by Moderator Tom Amoroso at 6:35 pm

Moderator, Tom Amoroso called the meeting to order at 6:38pm and introduced Senator Bruce Tarr. Senator Tarr spoke briefly and presented commendations to retired Selectman Dave Petersen and outgoing Selectman Joseph Perry.

Preliminary motion was made by Selectman Joe Perry to allow various non –residents, including Department Heads and Town Counsel the opportunity to speak at this meeting if necessary, seconded by Robert Snow – No objection; motion passed 6:42 pm.

Preliminary motion to suspend further reading of the May 1, 2023 Annual Town Meeting Warrant because present Town Meeting members have a copy of the warrant. Motion by Robert Snow, seconded by Joe Perry, passed Voice Unanimous at 6:43 pm.

Essex, ss.

To the Constables in the Town of Rowley in the County of Essex, Greetings:  
In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of the Town of Rowley, qualified to vote in elections and Town Affairs, to meet in the Pine Grove School, 191 Main Street, Route 1A, Rowley, MA 01969 on Monday, the 1<sup>st</sup> day of May, 2023 at 6:30 p.m., then and there to act on the following articles:

ARTICLE 1. To hear and act on reports of Committees and Boards.

(Inserted by the Board of Selectmen)

*Motion by Robert Snow, seconded by Joseph Perry; passed voice unanimous at 6:44pm*

ARTICLE 2. To see if the Town will vote to suspend in the Town Meeting the application of Section 19 and Section 20 of the Town Meeting Bylaw pertaining to the reconsideration of all money articles, such suspension intended for the specific purpose to balance the total level of funds raised and appropriated within the limitations of Massachusetts General Laws Chapter 59 Section 21C [Proposition 2-1/2, so-called] and to give blanket warning hereby that any money article may, at the end of the meeting and after all articles have been acted upon, be moved for reconsideration in order to balance the total level of funds raised and appropriated within the limitations of Massachusetts General Laws Chapter 59 Section 21C, or take any other action relative thereto.

(Inserted by the Board of Selectmen)

*Explanatory Note: Passage of this article requires two-thirds vote under § 21 of the Town Meeting Bylaw.*



*Motion by Robert Snow, seconded by Joseph Perry; passed voice unanimous at 6:45pm*

ARTICLE 3. To see if the Town will vote to fix the annual compensation of elective officers of the Town as required by Massachusetts General Laws Chapter 41 Section 108 for Fiscal Year 2024 as follows, or to take any other action relative thereto.

| <b>Elective Officer</b>                        | <b>Requested</b> | <b><u>Finance<br/>Committee<br/>Recommends</u></b> |
|--|------------------|--|
| Moderator                                      | \$100            | \$100  |
| Board of Selectmen (each member)               | \$3,000          | \$3,000  |
| Board of Assessors (each member)               | \$2,456          | \$2,456  |
| Town Clerk                                     | \$65,408         | \$65,408   |
| Planning Board (each member)                   | \$0              | \$0  |
| Surveyor of Highways                           | \$90,258         | \$90,258   |
| Municipal Water Board (each member)            | \$0              | \$0  |
| Trustees of Free Public Library                | \$0              | \$0  |
| Rowley Housing Authority                       | \$0              | \$0  |
| Board of Shellfish Commissioners (each member) | \$500            | \$500  |
| Municipal Light Board (each member)            | \$0              | \$0  |
| Board of Cemetery Commissioners (chairperson)  | \$500            | \$500  |

(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Motion by Robert Snow, seconded by Joseph Perry; passed voice unanimous at 6:48pm*

ARTICLE 4. General Omnibus Budget. To see what sums of money the Town will vote to raise and appropriate, or transfer and appropriate, from available funds, including Overlay and Free Cash, to defray the expenses of the Town for the forthcoming fiscal year, including Bonds, Notes, and Interest, or to take any other action relative thereto.

(Inserted by the Finance Committee)

**Finance Committee Recommends**

| Line |   | Expended | Appropriated | Requested | FinCom Rec |
|------|---|----------|--------------|-----------|------------|
| Item | Description                             | FY 2022  | FY 2023      | FY 2024   | FY 2024    |
|      | <b><u>General Government</u></b>        |          |              |           |            |
|      | <b>Town Moderator</b>                   |          |              |           |            |
| 1    | Moderator Stipend                       | 100      | 100          | 100       | 100        |
|      | <b>Board of Selectmen</b>               |          |              |           |            |
| 2    | Selectmen Stipends                      | 15,000   | 15,000       | 15,000    | 15,000     |
| 3    | Town Administrator/Pers. Officer Salary | 138,930  | 144,558      | 149,852   | 149,852    |
| 4    | Assistant Town Administrators Salaries  | 93,500   | 114,268      | 117,554   | 117,554    |
| 5    | Administrative Assistant Wages          | 14,087   | 16,031       | 16,278    | 16,278     |
| 6    | CPA Administrator Stipend               | 2,000    | 2,000        | 2,000     | 2,000      |
| 7    | Stormwater Administrator Stipend        | 5,000    | 5,000        | 5,000     | 5,000      |
| 8    | Records Access Officer Stipend          | 2,500    | 2,500        | 2,500     | 2,500      |
| 9    | Expenses                                | 22,848   | 31,327       | 31,237    | 31,237     |
| 10   | Rev. 9-1-1 communication system         | 4,777    | 4,800        | 4,800     | 4,800      |
| 11   | General Audit Expense                   | 21,750   | 22,000       | 22,000    | 22,000     |
| 12   | Sealer of Weights & Measurers           | 2,000    | 3,000        | 5,022     | 5,022      |
| 13   | Collective Bargaining Reserve           | 0        | 100,000      |           |            |
| 14   | Pine Grove School Expenses              | 0        | 1,000        | 1,000     | 1,000      |
| 15   | Stormwater Compliancy Expenses          | 7,346    | 30,000       | 30,000    | 30,000     |
| 16   | Landfill Testwell Monitoring            | 19,900   | 20,000       | 20,000    | 20,000     |
| 17   | Prospect Hill Access Road               | 0        | 2,000        | 2,000     | 2,000      |
| 18   | Alarm Monitoring                        | 4,372    | 6,000        | 6,000     | 6,000      |
| 19   | Pictometry                              | 3,474    | 2,556        | 2,556     | 2,556      |
|      | <b>Finance Committee</b>                |          |              |           |            |
| 20   | Secretary Wages                         | 1,586    | 1,959        | 2,039     | 2,039      |
| 21   | Expenses                                | 232      | 379          | 379       | 379        |
| 22   | Reserve Fund                            | 0        | 100,000      | 100,000   | 100,000    |
|      | <b>Town Accountant</b>                  |          |              |           |            |
| 23   | Accountant Salary                       | 74,458   | 88,530       | 90,377    | 90,377     |
| 24   | Assistant Accountant Wages              | 29,697   | 36,385       | 38,697    | 38,697     |
| 25   | Expenses                                | 6,822    | 6,222        | 6,222     | 6,222      |
|      | <b>Board of Assessors</b>               |          |              |           |            |
| 26   | Assessors Stipends                      | 7,368    | 7,368        | 7,368     | 7,368      |
| 27   | Principal Assessor Salary               | 104,993  | 107,108      | 108,898   | 108,898    |

|    |                                     |        |         |         |         |
|----|-------------------------------------|--------|---------|---------|---------|
| 28 | Administrative Assistant Wages      | 29,082 | 29,077  | 30,228  | 30,228  |
| 29 | Professional Services               | 15,265 | 16,238  | 18,091  | 18,091  |
| 30 | Expenses                            | 3,716  | 4,746   | 4,746   | 4,746   |
|    | <b>Treasurer/Tax Collector</b>      |        |         |         |         |
| 31 | Treasurer/Collector Salary          | 96,713 | 100,601 | 104,240 | 104,240 |
| 32 | Assistant Treasurer Salary          | 57,906 | 65,391  | 66,438  | 66,438  |
| 33 | Assistant Collector Wages           | 10,576 | 18,455  | 19,108  | 19,108  |
| 34 | Expenses                            | 38,089 | 37,650  | 41,100  | 41,100  |
| 35 | Tax Title                           | 4,745  | 10,517  | 7,067   | 7,067   |
| 36 | Debt Fees & Charges                 | 2,500  | 5,000   | 5,000   | 5,000   |
|    | <b>Town Counsel</b>                 |        |         |         |         |
| 37 | Professional Fee                    | 53,971 | 62,600  | 62,600  | 62,600  |
| 38 | Litigation                          | 20,925 | 52,000  | 52,000  | 52,000  |
|    | <b>Personnel Advisory Committee</b> |        |         |         |         |
| 39 | Expenses                            | 107    | 399     | 399     | 399     |
|    | <b>Information Services</b>         |        |         |         |         |
| 40 | Expenses                            | 17,267 | 22,422  | 22,422  | 22,422  |
| 41 | IS Coordinator Stipends             | 3,000  | 3,000   | 3,000   | 3,000   |
|    | <b>Town Clerk</b>                   |        |         |         |         |
| 42 | Town Clerk Salary                   | 57,426 | 63,503  | 65,408  | 65,408  |
| 43 | Wages                               | 20,492 | 33,507  | 34,508  | 34,508  |
| 44 | Expenses                            | 4,231  | 4,048   | 4,355   | 4,355   |
|    | <b>Elections</b>                    |        |         |         |         |
| 45 | Wages                               | 4,429  | 9,292   | 9,478   | 9,478   |
| 46 | Expenses                            | 5,274  | 5,300   | 3,348   | 3,348   |
|    | <b>Registrar of Voters</b>          |        |         |         |         |
| 47 | Stipends                            | 1,150  | 2,300   | 2,300   | 2,300   |
| 48 | Expenses                            | 3,450  | 4,525   | 5,457   | 5,457   |
|    | <b>Conservation Commission</b>      |        |         |         |         |
| 49 | Conservation Agent Salary           | 67,370 | 68,732  | 69,873  | 69,873  |
| 50 | Secretary Wages                     | 9,933  | 9,885   | 10,286  | 10,286  |
| 51 | Expenses                            | 3,550  | 2,050   | 2,050   | 2,050   |
|    | <b>Planning Board</b>               |        |         |         |         |
| 52 | Planner Salary                      | 57,673 | 60,000  | 61,104  | 61,104  |
| 53 | Planner Consultant                  | 0      | 5,769   | 5,769   | 5,769   |
| 54 | Merrimack Valley Planning Comm.     | 2,357  | 2,416   | 2,351   | 2,351   |
| 55 | Expenses                            | 1,392  | 2,500   | 2,500   | 2,500   |
|    | <b>Zoning Board of Appeals</b>      |        |         |         |         |
| 56 | Administrative Assistant Wages      | 10,899 | 10,900  | 11,342  | 11,342  |
| 57 | Expenses                            | 1,782  | 1,680   | 1,680   | 1,680   |
|    | <b>Agricultural Commission</b>      |        |         |         |         |
| 58 | Expenses                            | 2,000  | 1,000   | 1,000   | 1,000   |
|    | <b>Town Hall</b>                    |        |         |         |         |

|    |  |                  |                  |                  |                  |
|----|--|------------------|------------------|------------------|------------------|
| 59 | Town Hall/Annex Janitor Wages                  | 15,499           | 17,156           | 17,811           | 17,811           |
| 60 | Expenses                                       | 32,872           | 23,000           | 24,320           | 24,320           |
|    | <b>Town Hall Annex</b>                         |                  |                  |                  |                  |
| 61 | Expenses                                       | 23,223           | 23,000           | 23,000           | 23,000           |
|    | <b>Subtotal</b>                                | <b>1,261,604</b> | <b>1,648,750</b> | <b>1,581,258</b> | <b>1,581,258</b> |
|    | <b>Public Safety</b>                           |                  |                  |                  |                  |
|    | <b>Police Department</b>                       |                  |                  |                  |                  |
| 62 | Police Chief Salary & Other Earnings           | 144,911          | 150,738          | 154,015          | 154,015          |
| 63 | Wages  | 1,446,779        | 1,448,789        | 1,603,773        | 1,603,773        |
| 64 | Expenses                                       | 159,925          | 174,187          | 182,379          | 182,379          |
| 65 | Police Cruiser                                 | 43,384           | 48,500           | 48,500           | 48,500           |
|    | <b>Constables</b>                              |                  |                  |                  |                  |
| 66 | Expenses                                       | 108              | 300              | 300              | 300              |
|    | <b>Fire Department</b>                         |                  |                  |                  |                  |
| 67 | Fire Chief Salary                              | 112,197          | 101,185          | 110,502          | 110,502          |
| 68 | Firefighter Wages                              | 404,464          | 641,633          | 733,051          | 733,051          |
| 69 | Call Firefighter Wages                         | 77,065           | 0                | 0                | 0                |
| 70 | Expenses                                       | 176,854          | 181,660          | 185,077          | 185,077          |
|    | <b>Inspection Department</b>                   |                  |                  |                  |                  |
| 71 | Salaries                                       | 68,826           | 80,994           | 82,296           | 82,296           |
| 72 | Wages  | 12,335           | 15,580           | 16,109           | 16,109           |
| 73 | Expenses                                       | 7,114            | 7,685            | 8,340            | 8,340            |
|    | <b>Emergency Management</b>                    |                  |                  |                  |                  |
| 74 | REMA Director Stipend                          | 5,000            | 5,000            | 5,000            | 5,000            |
| 75 | Expenses                                       | 2,476            | 2,530            | 2,530            | 2,530            |
|    | <b>Animal Inspector &amp; Control Services</b> |                  |                  |                  |                  |
| 76 | Animal Inspector (AI) Salary                   | 3,309            | 3,457            |                  |                  |
| 77 | Animal Inspector Expense                       | 200              | 200              |                  |                  |
| 78 | Rabid Animal Expense                           | 334              | 1,853            |                  |                  |
| 79 | Animal Control Officer (ACO) Salary            | 18,731           | 19,103           |                  |                  |
| 80 | Animal Control Officer Expense                 | 2,063            | 2,122            |                  |                  |
| 81 | ACO & AI Services & Expenses                   |                  |                  | 52,268           | 52,268           |
|    | <b>Tree Warden</b>                             |                  |                  |                  |                  |
| 82 | Salary   | 9,024            | 9,390            | 9,728            | 9,728            |
| 83 | Expenses                                       | 14,959           | 15,000           | 15,000           | 15,000           |
|    | <b>Harbormaster</b>                            |                  |                  |                  |                  |
| 84 | Harbormaster Salary                            | 10,000           | 10,200           | 10,404           | 10,404           |
| 85 | Deputy Harbormaster Wages                      | 2,052            | 2,117            | 2,159            | 2,159            |
| 86 | Assistant Harbormasters Wages                  | 4,029            | 4,142            | 4,225            | 4,225            |
| 87 | Pumpout Boat Wages                             | 4,999            | 8,894            | 9,072            | 9,072            |
| 88 | Expenses                                       | 5,920            | 5,920            | 5,920            | 5,920            |
| 89 | Town Landing                                   | 500              | 500              | 500              | 500              |

|     |                                    |                   |                   |                   |                   |
|-----|------------------------------------|-------------------|-------------------|-------------------|-------------------|
|     | <b>Shellfish Commission</b>        |                   |                   |                   |                   |
| 90  | Commissioner Stipends              | 1,250             | 1,500             | 1,500             | 1,500             |
| 91  | Commissioner Expenses              | 0                 | 1,200             | 1,200             | 1,200             |
|     | <b>Shellfish Constable</b>         |                   |                   |                   |                   |
| 92  | Constable Wages                    | 502               | 800               | 816               | 816               |
| 93  | Constable Expenses                 | 0                 | 1,500             | 1,500             | 1,500             |
|     | <b>Subtotal</b>                    | <b>2,739,310</b>  | <b>2,946,679</b>  | <b>3,246,164</b>  | <b>3,246,164</b>  |
|     | <b>Schools</b>                     |                   |                   |                   |                   |
| 94  | Whittier Vocational Assessment     | 328,753           | 404,528           | 393,966           | 393,966           |
| 95  | Whittier Capital Assessment        | 24,688            | 23,310            | 25,382            | 25,382            |
| 96  | Triton Regional Assessment         | 11,137,830        | 11,615,290        | 12,607,255        | 12,104,687        |
| 97  | Triton Capital Assessment          | 83,153            | 54,764            | 57,647            | 57,647            |
| 98  | Essex Agricultural Technical       | 192,814           | 161,000           | 178,696           | 178,696           |
|     | <b>Subtotal</b>                    | <b>11,767,238</b> | <b>12,258,892</b> | <b>13,262,946</b> | <b>12,760,378</b> |
|     | <b>Public Works</b>                |                   |                   |                   |                   |
|     | <b>Highway Department</b>          |                   |                   |                   |                   |
| 99  | Highway Surveyor Salary            | 82,633            | 86,786            | 90,258            | 90,258            |
| 100 | Wages                              | 181,843           | 281,861           | 320,043           | 320,043           |
| 101 | Expenses                           | 117,652           | 143,426           | 143,426           | 143,426           |
|     | <b>Snow &amp; Ice Removal</b>      |                   |                   |                   |                   |
| 102 | Expenses                           | 203,199           | 185,000           | 185,000           | 185,000           |
|     | <b>Fire Hydrants</b>               |                   |                   |                   |                   |
| 103 | Expenses                           | 14,400            | 14,400            | 14,400            | 14,400            |
|     | <b>Street Lighting</b>             |                   |                   |                   |                   |
| 104 | Expenses                           | 0                 | 20,957            | 22,921            | 22,921            |
|     | <b>Cemetery Commissioners</b>      |                   |                   |                   |                   |
| 105 | Commission Chair Stipend           | 500               | 500               | 500               | 500               |
| 106 | Wages                              | 37,029            | 53,198            | 58,171            | 58,171            |
| 107 | Expenses                           | 8,300             | 10,300            | 10,300            | 10,300            |
|     | <b>Subtotal</b>                    | <b>645,556</b>    | <b>796,428</b>    | <b>845,019</b>    | <b>845,019</b>    |
|     | <b>Health &amp; Human Services</b> |                   |                   |                   |                   |
|     | <b>Board of Health</b>             |                   |                   |                   |                   |
| 108 | Health Director                    | 90,652            | 92,473            | 94,101            | 94,101            |
| 109 | Health Agent Wages                 | 26,474            | 52,125            | 53,636            | 53,636            |
| 110 | Secretary Wages                    | 15,123            | 15,243            | 16,050            | 16,050            |
| 111 | Public Health Nurse Salary         | 10,924            | 11,284            | 11,465            | 11,465            |
| 112 | Expenses                           | 6,777             | 6,900             | 6,900             | 6,900             |
|     | <b>Council on Aging</b>            |                   |                   |                   |                   |
| 113 | COA Director Salary                | 66,302            | 68,970            | 71,490            | 71,490            |
| 114 | Wages                              | 93,466            | 112,587           | 124,405           | 124,405           |
| 115 | Elder Services of Merrimack Valley | 0                 | 294               | 294               | 294               |
| 116 | Expenses                           | 20,096            | 19,904            | 20,704            | 20,704            |

|     |                                     |                |                |                |                |
|-----|-------------------------------------|----------------|----------------|----------------|----------------|
|     | <b>Veterans Affairs</b>             |                |                |                |                |
| 117 | Veterans Benefits                   | 20,474         | 52,000         | 52,000         | 52,000         |
| 118 | Eastern Essex Veterans District     | 30,929         | 28,943         | 32,623         | 32,623         |
|     | <b>ADA Compliancy</b>               |                |                |                |                |
| 119 | Expenses                            | 190            | 190            | 190            | 190            |
|     | <b>Subtotal</b>                     | <b>381,407</b> | <b>460,913</b> | <b>483,858</b> | <b>483,858</b> |
|     | <b><u>Recreation/Historic</u></b>   |                |                |                |                |
|     | <b>Rowley Public Library</b>        |                |                |                |                |
| 120 | Library Director Salary             | 87,251         | 89,012         | 90,488         | 90,488         |
| 121 | Wages                               | 203,243        | 219,686        | 224,717        | 224,717        |
| 122 | Expenses                            | 133,936        | 126,833        | 129,092        | 129,092        |
|     | <b>Recreation Committee</b>         |                |                |                |                |
| 123 | Field Maintenance & Expenses        | 50,329         | 50,838         | 50,838         | 50,838         |
|     | <b>Historical</b>                   |                |                |                |                |
| 124 | Historical Commission Expenses      | 0              | 332            | 332            | 332            |
| 125 | Historic District Comm. Expense     | 0              | 70             | 600            | 600            |
|     | <b>Other</b>                        |                |                |                |                |
| 126 | Town of Rowley Veterans Committee   | 1,512          | 2,500          | 3,050          | 3,050          |
| 127 | Bradstreet & Dodge Properties       | 0              | 8,000          | 8,000          | 8,000          |
|     | <b>Subtotal</b>                     | <b>476,271</b> | <b>497,271</b> | <b>507,117</b> | <b>507,117</b> |
|     | <b><u>Debt</u></b>                  |                |                |                |                |
| 128 | Library Principal                   |                |                |                |                |
| 129 | Bridge Repair Principal             | 30,000         | 30,000         | 35,000         | 35,000         |
| 130 | Capital Equipment Principal V       | 0              | 0              |                |                |
| 131 | Capital Equipment Principal VII     | 40,000         | 35,000         |                |                |
| 132 | PGS Feasibility Study Principal     | 15,000         | 15,000         | 15,000         | 15,000         |
| 133 | PGS Renovation Principal            | 100,000        | 105,000        | 110,000        | 110,000        |
| 134 | Fire & Police Stations Principal    | 170,000        | 180,000        | 185,000        | 185,000        |
| 135 | PGS Renovation II Principal         | 352,439        | 367,991        | 388,266        | 388,266        |
| 136 | Fire & Police Stations Principal II | 127,561        | 137,010        | 141,735        | 141,735        |
| 137 | PGS Renovation III Principal        | 91,000         | 95,000         | 100,000        | 100,000        |
| 138 | PGS Repair BAN                      | 0              | 79,000         | 0              | 0              |
| 139 | Fire Pumper Truck Principal         | 54,000         | 55,000         | 55,000         | 55,000         |
| 140 | Radio Communications Principal      | 0              | 95,000         | 95,261         | 95,261         |
| 141 | Highway Dump Truck Principal        | 0              | 40,000         | 25,035         | 25,035         |
| 142 | Library Interest                    | 0              | 0              |                |                |
| 143 | Bridge Repair Interest              | 4,950          | 4,050          | 3,150          | 3,150          |
| 144 | Capital Equipment V Interest        | 0              | 0              |                |                |
| 145 | Capital Equipment VII Interest      | 1,568          | 499            | 0              | 0              |
| 146 | PGS Feasibility Study Interest      | 12,306         | 11,707         | 11,107         | 11,107         |
| 147 | PGS Renovation Interest             | 98,329         | 94,254         | 89,930         | 89,930         |

|     |   |                   |                   |                   |                   |
|-----|---|-------------------|-------------------|-------------------|-------------------|
| 148 | Fire & Police Stations Interest           | 166,515           | 159,565           | 152,240           | 152,240           |
| 149 | PGS Renovation II Interest                | 530,879           | 512,869           | 493,962           | 493,962           |
| 150 | Fire & Police Stations II Interest        | 195,765           | 189,151           | 182,182           | 182,182           |
| 151 | PGS Renovation III Interest               | 88,159            | 84,600            | 79,850            | 79,850            |
| 152 | PGS Repair BAN Interest                   | 0                 | 368               | 0                 | 0                 |
| 153 | Fire Pumper Truck Interest                | 13,301            | 10,750            | 8,000             | 8,000             |
| 154 | Radio Communications Interest             | 0                 | 16,275            | 16,504            | 16,504            |
| 155 | Highway Dump Truck Interest               | 0                 | 4,200             | 4,251             | 4,251             |
|     | <b>Subtotal</b>                           | <b>2,091,772</b>  | <b>2,322,289</b>  | <b>2,191,473</b>  | <b>2,191,473</b>  |
|     | <b>Insurance &amp; Benefits</b>           |                   |                   |                   |                   |
| 156 | Unemployment                              | 18,045            | 10,000            | 10,000            | 10,000            |
| 157 | Blanket Insurance                         | 302,000           | 317,100           | 332,510           | 332,510           |
| 158 | Essex Regional Retirement                 | 1,191,981         | 1,320,409         | 1,529,449         | 1,529,449         |
| 159 | Health, Life Ins, Medicare & Benefit Plan | 407,837           | 561,557           | 625,543           | 625,543           |
|     | <b>Subtotal</b>                           | <b>1,919,863</b>  | <b>2,209,066</b>  | <b>2,497,502</b>  | <b>2,497,502</b>  |
|     | <b>GRAND TOTAL</b>                        | <b>21,283,021</b> | <b>23,140,288</b> | <b>24,615,337</b> | <b>24,112,769</b> |

*Motion by Lawrence White, seconded by Sharon Emery.*

*There was a lengthy discussion with regard to line 96 of the Omnibus Budget, Triton Regional Assessment, both for and against funding the requested amount of \$12,607,255 versus the Finance Committee recommended amount of \$12,104,687.*

*At 7:42pm, School Committee member Nerissa Wallen made a motion to amend Line 96 of the Omnibus Budget to the requested amount of \$12,607,255, seconded by Kim Waring-Wright. A voice vote could not be determined. A hand count was conducted. On the motion to amend – 52 yes votes and 56 no votes. Amendment failed at 7:50pm.*

*A voice vote on the original motion made by Lawrence White could not be determined. A hand count was conducted. On the original motion - 68 yes votes and 37 no votes. Original motion passed at 8:01pm.*

ARTICLE 5. Water Department Budget. To see if the Town will vote to appropriate by transfer from the Water Department Enterprise Fund the sum of **\$2,358,025** to fund the FY 2024 Water Department budget, as shown below, or take any action relative thereto.

(Inserted by Board of Water Commissioners)

**Board of Selectmen Recommends**

**Finance Committee Recommends**

| Line Item | Water Department Budget      | FY22      | FY 23     | FY 24     |
|-----------|------------------------------|-----------|-----------|-----------|
|           | Description                  | Actual    | Budget    | Request   |
|           | <u><b>Wages/Salaries</b></u> |           |           |           |
| 1         | Water Superintendent         | \$95,613  | \$101,184 | \$103,089 |
| 2         | Water Department Wages       | \$301,441 | \$412,800 | \$445,105 |



|    |  |                    |                    |                    |
|----|--|--------------------|--------------------|--------------------|
| 3  | Overtime/Standby                               | \$63,788           | \$76,891           | \$80,572           |
| 4  | Health Insurance/Medicare                      | \$20,718           | \$78,326           | \$82,980           |
| 5  | Retirement Health Insurance (OPEB)             | \$20,000           | \$20,000           | \$20,000           |
| 6  | Unemployment                                   | \$0                | \$10,000           | \$10,000           |
|    | <b>Subtotal Salaries &amp; Wages</b>           | <b>\$501,561</b>   | <b>\$699,201</b>   | <b>\$741,746</b>   |
|    | <b><u>Expenses</u></b>                         |                    |                    |                    |
| 7  | Water Department Expenses/Maintenance          | \$688,638          | \$626,300          | \$642,079          |
| 8  | Engineering / Outside Services                 | \$11,700           | \$20,000           | \$20,000           |
| 9  | Billing Contract Services                      | \$82,500           | \$86,625           | \$92,400           |
|    | <b>Subtotal Expenses</b>                       | <b>\$782,838</b>   | <b>\$732,925</b>   | <b>\$754,479</b>   |
|    | <b><u>Other</u></b>                            |                    |                    |                    |
| 10 | Capital Plan                                   |                    |                    |                    |
| 11 | Extraordinary & Unforeseen Expenses            | \$0                | \$100,000          | \$75,000           |
| 12 | Engineer Return                                |                    |                    |                    |
| 13 | Budgeted Surplus                               | \$0                | \$20,225           | \$18,621           |
|    | <b>Subtotal Other</b>                          | <b>\$0</b>         | <b>\$120,225</b>   | <b>\$93,626</b>    |
|    | <b>TOTAL</b>                                   | <b>\$1,284,399</b> | <b>\$1,552,351</b> | <b>\$1,589,846</b> |
|    | <b><u>Debt</u></b>                             |                    |                    |                    |
| 14 | Water Treatment Design Principal               | \$65,000           | \$65,000           | \$65,000           |
| 15 | Water Treatment Design Interest                | \$24,706           | \$22,756           | \$20,807           |
| 16 | Water Treatment Plant Construction Principal   | \$528,290          | \$539,771          | \$551,503          |
| 17 | Water Treatment Plant Construction Interest    | \$143,099          | \$132,534          | \$121,738          |
| 18 | SRF borrowing administrative fee               | \$10,732           | \$9,940            | \$9,131            |
|    | <b>Sub-total Debt</b>                          | <b>\$771,827</b>   | <b>\$770,001</b>   | <b>\$768,179</b>   |
|    | <b>Total Operating &amp; Debt</b>              | <b>\$2,056,226</b> | <b>\$2,322,352</b> | <b>\$2,358,025</b> |
| 19 | Estimate for change in AFSCME contract         |                    | <b>\$20,000</b>    |                    |
|    | <b>Total Operating &amp; Debt &amp; AFSCME</b> | <b>\$2,056,226</b> | <b>\$2,342,352</b> | <b>\$2,358,025</b> |
|    |  |                    |                    |                    |
|    | Article 6 Overhead                             | \$97,691           | \$104,548          | \$145,475          |
|    | <b>GRAND TOTAL EXPENSES</b>                    | <b>\$2,153,917</b> | <b>\$2,446,900</b> | <b>\$2,503,500</b> |

*Motion made by Bernard Cullen, seconded by Mark Emery; passed voice unanimous at 8:04pm.*

ARTICLE 6. To see if the Town will vote to transfer from the Water Department Enterprise Fund to the General Fund the sum of \$145,475 for the following items and that any other monies spent by the General Government on behalf of the Water Department be reimbursed to the General Fund from the Water Department Enterprise Fund in Fiscal Year 2024, or take any other action relative thereto.

(Inserted by Board of Water Commissioners)

**Board of Selectmen Recommends**

**Finance Committee Recommends****Rowley Water Department FY 24 Overhead Article**

|    |  | FY2022<br>Actual | FY2023<br>Budget | FY2024<br>Request |
|----|--|------------------|------------------|-------------------|
| 20 | County Retirement                        | \$82,434         | \$89,043         | \$129,695         |
| 21 | Life Insurance                           | \$41             | \$62             | \$62              |
| 22 | Accounting Services                      | \$4,292          | \$4,340          | \$ 4,451          |
| 23 | Treasurer/Collector Services             | \$5,903          | \$6,020          | \$6,132           |
| 24 | Audit                                    | \$2,475          | \$2,475          | \$2,660           |
| 25 | Personnel and Administrative<br>Services | \$2,545          | \$2,608          | \$2,475           |
|    | <b>Total</b>                             | <b>\$97,691</b>  | <b>\$104,548</b> | <b>\$145,475</b>  |

| <b>Rowley Water Department Estimated FY24 Revenues</b> |                              |  |  |   |
|--|------------------------------|--|--|---|
|  |                              | <b><u>FY22</u></b><br><b><u>Actual</u></b> | <b><u>FY23</u></b><br><b><u>Budget</u></b> | <b><u>FY24</u></b><br><b><u>Request</u></b> |
|  | <b><u>Revenues</u></b>       |  |  |   |
|  | Commitment Rate              | 2,270,664                                  | 2,400,000                                  | 2,500,000                                   |
|  | Rate Discounts               | -89,102                                    | -96,000                                    | -100,000                                    |
|  | Rate Abatements              | 0.00                                       | -5,000                                     | -5,000                                      |
|  | New Customer Services        | 143,066                                    | 120,000                                    | 80,000                                      |
|  | Capital Improvement Fee      |  |  |   |
|  | Service Charges              |  |  | 1,000                                       |
|  | Interest & Demand            | 4,482                                      | 6,000                                      | 4,000                                       |
|  | Bank Interest                | 1,240                                      | 1,500                                      | 4,000                                       |
|  | Liens, Fees, and Interest    | 4,455                                      | 6,000                                      | 4,500                                       |
|  | Miscellaneous                | 1,649                                      | 0  | 600   |
|  | Hydrant rentals              | 14,400                                     | 14,400                                     | 14,400                                      |
|  | <b><u>Total Revenues</u></b> | <b><u>2,350,854</u></b>                    | <b><u>2,446,900</u></b>                    | <b><u>2,503,500</u></b>                     |

*Motion made by Bernard Cullen, seconded by Mark Emery; passed voice unanimous at 8:05pm.*

ARTICLES 7 – 9 are standard annual articles. These articles will be voted under one consent motion.

ARTICLE 7. To see if the Town will vote to appropriate by transfer the sum of \$4,500 from the Municipal Waterways Maintenance and Improvement Fund to an account for use by the Harbormaster in accordance with Massachusetts General Laws Chapter 40 Section 5G, or take any other action relative thereto.

(Inserted by the Harbormaster)

**Finance Committee Recommends**

*Motion by Robert Snow, seconded by Joseph Perry; passed voice unanimous at 8:06pm*

ARTICLE 8. To see if the Town will vote to raise and appropriate the sum of \$5,000 to be added to Article 30 of the May 6, 1996 Annual Town Meeting (Recertification Fund) for the purpose of completing the State mandated recertification of all properties within the

Town of Rowley, said funds to be expended by the Board of Assessors, or take any other action relative thereto.

**(Inserted by the Board of Assessors)**  
**Finance Committee Recommends**

*Motion by Robert Snow, seconded by Joseph Perry; passed voice unanimous at 8:07pm*

ARTICLE 9. To see if the Town will vote to appropriate by transfer the sum of \$59,540 from the Massachusetts Water Pollution Abatement Trust Septic Betterment Loan Program to pay the debt service on the Town's loan from the Massachusetts Water Pollution Abatement Trust, or take any other action relative thereto.

**(Inserted by the Board of Health)**

**Finance Committee Recommends**

*Explanatory Note: The Town has received \$1,250,000 from the State of Massachusetts Water Pollution Abatement Trust Septic Loan funds for taxpayers' repair and /or upgrade of failed septic systems. This appropriation pays the debt on the Town's loan from the Massachusetts Water Pollution Abatement Trust Fund.*

*Motion by Robert Snow, seconded by Joseph Perry; passed voice unanimous at 8:09pm*

ARTICLE 10. To see if the Town will vote, pursuant to the provisions of Massachusetts General Law Chapter 44 § 53-E1/2, to authorize the following expenditure caps for Fiscal Year 2024:

|   | <b>Name of Account</b>   | <b>Balance Information</b>  | <b>Expenditures<br/>Not to Exceed</b> |
|---|--|---|---------------------------------------|
| 1 | Council on Aging - Van   | Beginning balance \$418; Income \$53; Expense \$0; Ending balance on 2/28/23 \$471                | \$5,000                               |
| 2 | Board of Health  | Beginning balance \$54,451; Income \$7,872; Expense \$16,818; Ending balance on 2/28/23 \$45,505  | \$30,000                              |
| 3 | Parks & Recreation Committee and Board of Selectmen Facilities | Beginning balance \$37,289; Income \$13,348; Expense \$13,559; Ending balance on 2/28/23 \$37,078 | \$30,000                              |
| 4 | Council on Aging – Programs                                    | Beginning balance \$0; Income \$5,403; Expense \$3,466; Ending balance on 2/28/23 \$1,937         | \$10,000                              |
| 5 | Shellfish Department   | Beginning balance \$20,702; Income \$283; Expense \$2,344; Ending balance on 2/28/23 \$18,641     | \$6,000                               |
| 6 | Zoning Board of Appeals and Board of Appeals                   | Beginning balance \$11,158; Income \$1,002; Expense \$2,197; Ending balance on 2/28/23 \$9,963    | \$4,000                               |
| 7 | Board of Cemetery Commissioners                                | Beginning balance \$18,603; Income \$1,525; Expense \$500; Ending balance on 2/28/23 \$19,628     | \$20,000                              |
| 8 | Library  | Beginning balance \$1,137; Income \$1,119; Expense \$732; Ending balance                          | \$2,500                               |

|    |  |   |          |
|----|--|---|----------|
|    |  | on 2/28/23 \$1,524  |          |
| 9  | Agricultural Commission                                    | Beginning balance \$3,572; Income \$0; Expense \$0; Ending balance on 2/28/23 \$3,572 | \$5,000  |
| 10 | Harbormaster   | Beginning balance \$0; Income \$0; Expense \$0; Ending balance on 2/28/23 \$0         | \$30,000 |
| 11 | Board of Selectmen & Parks and Recreation Community Events | Beginning balance \$5,255; Income \$0; Expense \$0; Ending balance on 2/28/23 \$5,255 | \$20,000 |
| 12 | Records Access   | Beginning balance \$0; Income \$620; Expense \$570; Ending balance on 2/28/23 \$50    | \$5,000  |

or take any other action relative thereto.

(Inserted by the Council on Aging, Board of Health, Parks & Recreation Committee, Board of Selectmen, Shellfish Department, Zoning Board of Appeals and Board of Appeals, Board of Cemetery Commissioners, Board of Library Trustees, Agricultural Commission, Harbormaster and Records Access Officer)

**Finance Committee Recommends**

*Explanatory Note: The State Revolving Fund Law, G.L. c.44 Section 53E ½ requires an annual expenditure authorization.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:08pm*

ARTICLE 11. To see if the Town will vote to appropriate by transfer from the PEG (Public-Education-Government) Access and Cable Related Fund the sum of \$74,105 for wages and \$197,000 for technical services and expenses to support the cable television PEG access services and programming in Fiscal Year 2024, including any associated expert and legal services, or take any other action relative thereto.

(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Explanatory Note: This appropriation is necessary under Massachusetts General Laws Chapter 44 §53F ¾ and funds the operation of Rowley Community Media (RCM), the Town's local access cable channel. RCM records Town board and committee meetings, Town Meetings, and community events. RCM airs a variety of local programs, including Triton Regional School District and Whittier Vocational Technical High School sports games, concerts and other school events, community bulletins and notices, and operates Comcast Channel 9 and Verizon Channel 26. This article funds a new fiber connection to the Fire Station, and upgraded connections to the Town Hall Annex and Pine Grove School.*

*Motion by Robert Snow, seconded by Joseph Perry; passed voice unanimous at 8:10pm*

ARTICLE 12. To see if the Town will vote to appropriate or reserve from the Community Preservation Fund Fiscal Year 2024 annual revenues the amounts recommended by Community Preservation Committee for committee administrative expenses, debt service, community preservation projects and other expenses, with each item to be considered a separate appropriation:

## Summary of recommendations by Category:

### Reserve:

- Creation and Support of Affordable Housing \$47,600
- Creation and Support of Historical \$25,072

### Appropriations:

- Debt Service for Bradstreet Farm land acquisition \$204,800
- Administration - 5 % - \$39,160

(Inserted by the Community Preservation Committee)

### Finance Committee Recommends

*Explanatory Note: Rowley expects to realize approximately \$793,195 in Community Preservation Act (CPA) funds from real estate tax receipts (\$602,458), 30% matching funds from the State (\$180,737), and interest income (\$10,000) in Fiscal Year 2024. The Community Preservation Act requires the Town to set aside 10% of funds collected after deducting appropriate debt service for each of the following areas: open space, historic preservation and community housing. Any unexpended administrative expenses will be returned to the general Undesignated Community Preservation fund. All funds realized above those reserved or appropriated will become general Undesignated CPA funds.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:12pm*

## ARTICLES 13 - 45 PERTAIN TO FISCAL YEAR 2023 APPROPRIATIONS

ARTICLE 13. To see if the Town will vote to fund and implement the cost items of a collective bargaining agreement between the Town and AFSCME Local 2905, effective July 1, 2022 to June 30, 2025, and to transfer and appropriate for such purposes the sum of \$50,850 from Line 13 (Collective Bargaining Reserve) of the FY 23 Budget previously approved under Article 4 of the May 2, 2022 Annual Town Meeting and \$25,778 from Free Cash which is to be added to the following FY 23 Budget lines:

| Line | Description  | Amount to be Transferred |
|------|--|--------------------------|
| 24   | Assistant Accountant Wages                             | \$728                    |
| 28   | Assessors Administrative Assistant Wages               | \$626                    |
| 50   | Conservation Secretary Wages                           | \$98                     |
| 56   | Zoning Board of Appeals Administrative Assistant Wages | \$219                    |
| 59   | Town Hall/Annex Janitor Wages                          | \$390                    |
| 63   | Police Department Wages                                | \$38,500                 |
| 72   | Inspection Department Wages                            | \$263                    |
| 99   | Highway Department Wages                               | \$24,513                 |
| 105  | Cemetery Wages   | \$4,109                  |
| 109  | Health Department Secretary                            | \$309                    |
| 113  | Council on Aging Wages                                 | \$6,873                  |

and further, to transfer and appropriate the sum of \$20,000 from Line 19 (AFSCME Contract) of the FY 23 Water Budget previously approved under Article 5 of the May 2, 2022 Annual Town Meeting which is to be added to the following FY 23 Water Budget lines:

| Line | Description | Amount to be |
|------|-------------|--------------|
|------|-------------|--------------|

|   |                        |             |
|---|------------------------|-------------|
|   |                        | Transferred |
| 2 | Water Department Wages | \$20,000    |

or take any other action relative thereto.

(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Explanatory Note: Passage of this article is necessary for the funding of the successor collective bargaining agreement between the Town and AFSCME Local 2905.*

*Motion by Cliff Pierce, seconded by Christine Kneeland; passed voice unanimous at 8:14pm*

ARTICLE 14. To see if the Town will vote to fund and implement the cost items of a collective bargaining agreement between the Town and Teamsters Local 170 – Fire Union, effective July 1, 2022 to June 30, 2025, and to transfer and appropriate for such purposes the sum of \$18,150 from Line 13 (Collective Bargaining Reserve) of the FY 23 Budget previously approved under Article 4 of the May 2, 2022 Annual Town Meeting to be added to the following FY 23 Budget line:

| Line | Description       | Amount to be Transferred |
|------|-------------------|--------------------------|
| 68   | Firefighter Wages | \$18,150                 |

or take any other action relative thereto.

(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Explanatory Note: Passage of this article is necessary for the funding of the successor collective bargaining agreement between the Town and Teamsters Local 170 – Fire Union.*

*Motion by Cliff Pierce, seconded by Christine Kneeland; passed voice unanimous at 8:15pm*

ARTICLE 15. To see if the Town will vote to fund and implement the cost items of a collective bargaining agreement between the Town and Massachusetts Coalition of Police Local 360 effective July 1, 2022 to June 30, 2025, and to transfer and appropriate for such purposes the sum of \$31,000 from Line 13 (Collective Bargaining Reserve) of the FY 23 Budget previously approved under Article 4 of the May 2, 2022 Annual Town Meeting to be added to the following FY 23 Budget line:

| Line | Description             | Amount to be Transferred |
|------|-------------------------|--------------------------|
| 63   | Police Department Wages | \$31,000                 |

or take any other action relative thereto.

(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Explanatory Note: Passage of this article is necessary for the funding of the successor collective bargaining agreement between the Town and Massachusetts Coalition of Police.*

*Motion by Cliff Pierce, seconded by Christine Kneeland; passed voice unanimous at 8:17pm*

ARTICLE 16. To see if the Town will vote to appropriate by transfer the sum of \$11,190 from Free Cash to be expended by the Town Accountant, for the purpose of paying for the licensing fees of the Accounting Department's General Ledger software program, or take any other action relative thereto.

(Inserted by the Town Accountant and Information Services Department)

**Finance Committee Recommends**

*Explanatory Note: The Town converted to a new general ledger accounting software program in Fiscal Year 2023. The Town needs to pay for the FY 24 licensing fees for this software package.*

*Motion by Christine Kneeland, seconded by Cliff Pierce; passed voice unanimous at 8:17pm*

ARTICLE 17. To see if the Town will vote to appropriate by transfer the sum of \$4,200 from Free Cash to be expended by the Chief of Police, for the purpose of sending a police officer to the police academy, or take any other action relative thereto.

(Inserted by the Police Chief)

**Finance Committee Recommends**

*Explanatory Note: The cost to send an officer to the Full-Time Academy is \$3,000 for tuition and an additional \$1,200 in equipment and expenses.*

*Motion by Christine Kneeland, seconded by Cliff Pierce; passed voice unanimous at 8:18pm*

ARTICLE 18. To see if the Town will vote to appropriate by transfer the sum of \$247 from Free Cash to pay for overdue invoices from Fiscal Year 2022, or take any other action relative thereto.

(Inserted by the Board of Selectmen and Treasurer/Collector)

**Finance Committee Recommends**

*Explanatory Note: Passage requires a four-fifths vote because the expenses were incurred in Fiscal Year 2022. The Town was recently notified of unpaid invoices from June 2022.*

*Motion by Christine Kneeland, seconded by Cliff Pierce; passed voice unanimous at 8:19pm*

ARTICLE 19. To see if the Town will vote to appropriate by transfer the sum of \$395,542 from Free Cash to be expended by the following departments for the purpose of undertaking the following capital purchases and improvements:

1. \$18,000 for technical upgrades including: purchasing and installing computers and software and other peripherals for the following departments: Conservation Commission, Fire, Police, and Library
2. \$39,862 for the purchase of departmental equipment including: Printer/Copier/Scanner, Radios (Year 1 of 3) and Tasers (Year 5 of 5) for the Police Department, and a mower for the Highway Department
3. \$257,680 for facilities upgrades including Town Hall and Library HVAC, doors and upgrades at the Annex, office upgrades for the Town Clerk's Office and shelving for the Library
4. \$80,000 for an equipped command vehicle for the Fire Chief;

or to take any other action relative thereto.

(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Explanatory Note: This article appropriates a total of \$395,542 for capital purchases and improvements which are part of the Town's Capital Plan.*

*Motion by Christine Kneeland, seconded by Cliff Pierce; passed voice unanimous at 8:21pm*

ARTICLE 20. To see if the Town will appropriate \$230,000 to pay costs of purchasing and equipping a 6 wheel dump truck, including the payment of all other costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow \$230,000 under and pursuant to Chapter 44, Section 7 of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor; and that the Board of Selectmen is authorized to trade old equipment, if any, as part of the purchase price and to take any other action necessary or convenient to carry out this project, provided that any funds received in exchange for such old equipment will serve to automatically reduce the amount authorized to be borrowed by a like amount; or take any other action relative thereto.

(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Explanatory Note: Passage requires a two-thirds vote. Passage of this article funds a new highway truck, which is part of the Town's Capital Plan.*

*Motion by Deana Ziev, seconded by Cliff Pierce; passed voice unanimous at 8:22pm*

ARTICLE 21. To see if the Town will vote to appropriate by transfer from Free Cash the sum of \$2,500 to be paid to the Merrimack Valley Planning Commission for services rendered in connection with an update of the Rowley Housing Production Plan, or to take any other action in relative thereto.

(Inserted by the Planning Board)

**Finance Committee Recommends**

*Explanatory note: The Town entered into an agreement with the Merrimack Valley Planning Commission (the "MVPC") to update Rowley's 2018 Housing Production Plan which was completed by MVPC as a part of their 2018 initiative titled "2018 Merrimack Valley Regional Housing Plan" to provide each of its constituent communities with a Housing Production Plan. With coordination between Town staff and community stakeholders, the update is currently underway. MVPC agreed to defer payment of the compensation amount until FY2024.*

*Motion by Robert Snow, seconded by Joseph Perry; passed voice unanimous at 8:23pm*

ARTICLE 22. To see if the Town will vote pursuant to G.L. c. 40, §§ 8, 15 & 15A, and all other applicable authority, (a) to transfer from the Conservation Commission to the Board of Selectmen the care, custody, management and control of a portion of the land known and numbered as 81 Warehouse Lane and shown as Map 26, Parcel 11 on the Assessors' Maps,



which portion consists of approximately 2.46 acres as shown on a plan entitled “Parking Area Boundary” prepared by D. C. MacRitchie, LLC dated April 4, 2023 on file with the Town Clerk, for the purpose of providing a parking area for use in connection with the boat launch at the Town landing; (b) to transfer to the Conservation Commission for purposes of conservation and open space under Article 97 of the Articles of Amendment to the Constitution of the Commonwealth of Massachusetts the care, custody, management and control of the land known and numbered as 347 Wethersfield Street and shown as Map 19, Parcel 8-16 on the Assessors’ Maps, consisting of approximately 2.497 acres, which land is currently held by the Board of Selectmen as tax title land; and (c) to authorize the Board of Selectmen to petition the state legislature to permit the said exchange of land under the said Article 97; or to take any other action in connection therewith.

**(Inserted by the Board of Selectmen, Harbormaster, Conservation Commission)**

**Finance Committee Recommends**

*Explanatory Note: 2/3 Vote Required. This land swap will help the Town meet State requirements for changing use of 2.46 acres of Town-owned Conservation Commission property to accommodate needed additional parking at the Town Landing, while creating 2.479 acres of new passive recreation space at 347 Wethersfield Street.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:26pm*

**ARTICLE 23.** To see if the Town will vote to appropriate by transfer the sum of \$75,000 from Free Cash for the purposes of surveying and engineering, tree clearing, grading and excavation, stormwater abatement, delineation and signage on the Town-owned properties shown on the Assessors’ Maps as Map 26, Parcel 11 and Map 19, Parcel 8-16, all in aid of the proposed Article 97 land swap by which the Town intends to create an expanded parking area for the municipal boat launch ramp and a new conservation property; or take any other action relative thereto.

**(Inserted by the Board of Selectmen, Harbormaster, Conservation Commission)**

**Finance Committee Recommends**

*Explanatory Note: This article provides funds for the tasks needed to accomplish the land swap, which is needed to add additional parking at the Town Landing and to create new passive recreation open space at 347 Wethersfield Street.*

*Motion by Deana Ziev, seconded by Cliff Pierce; passed voice unanimous at 8:27pm*

**ARTICLE 24.** To see if the Town will vote to appropriate by transfer the sum of \$192,419 from the Water Department Enterprise Free Cash to the Water Department Stabilization Fund, or take any other action relative thereto.

**(Inserted by the Board of Water Commissioners)**

**Finance Committee Recommends**

*Explanatory Note: Expenditures from the Water Department Stabilization Fund can only be authorized by Town Meeting in accordance with Mass. General Laws Chapter 40§5B*

*Motion by Bernard Cullen, seconded by Mark Emery; passed voice unanimous at 8:28pm*

**ARTICLE 25.** To see if the Town will vote to appropriate by transfer, the sum of \$1,400,000 from Article 7 (Dodge Road Water Main Replacement) of the May 3, 2021 Annual Town Meeting to be used for the Fenno Drive water main replacement and new water main extension to Mansion Drive; or to take any other action relative thereto.

(Inserted by the Board of Water Commissioners)

**Finance Committee Recommends**

*Explanatory Note: This appropriation is necessary to facilitate the replacement of the existing 8" asbestos pipe water main that is in poor condition. The water main extension will connect the water main on Mansion Drive to Fenno Drive, to eliminate the now existing deadend. The water extension will allow water to flow to Mansion Drive in the event of a water main break along Kittery Avenue.*

*Motion by Mark Emery, seconded by Bernard Cullen; passed voice unanimous at 8:29pm*

ARTICLE 26. To see if the Town will vote to appropriate by transfer the sum of \$100,000 from Article 7 (Dodge Road Water Main Replacement) of the May 3, 2021 Annual Town Meeting, to be used for the cleaning of wells 3 and 5 to improve the pumping rate from the aquifer, or take any other action relative thereto.

(Inserted by the Board of Water Commissioners)

**Finance Committee Recommends**

*Explanatory Note: This appropriation is necessary to facilitate cleaning of wells 3 and 5 well strainers at the end of the suction pipe in the bottom of the well. The strainers are clogged from iron and manganese in the raw water.*

*Motion by Mark Emery, seconded by Bernard Cullen; passed voice unanimous at 8:33pm*

ARTICLE 27. To see if the Town will vote to appropriate by transfer the sum of \$60,000 from Article 7 (Dodge Road Water Main Replacement) of the May 3, 2021 Annual Town Meeting to have the Water Department's files and records digitized and stored in the cloud system, or take any other action relative thereto.

(Inserted by the Board of Water Commissioners)

**Finance Committee Recommends**

*Explanatory Note: This appropriation is necessary to facilitate the digitization of all the files, documents and plans that are in storage. Once scanned, they will be available digitally through the cloud system or stored on a local network drive.*

*Motion by Mark Emery, seconded by Bernard Cullen; passed voice unanimous at 8:34pm*

ARTICLE 28. To see if the Town will vote to appropriate by transfer the sum of \$70,000 from Article 7 (Dodge Road Water Main Replacement) of the May 3, 2021 Annual Town Meeting to be used for a standby generator at the Water Department's office at 401 Central Street, or take any other action relative thereto.

(Inserted by the Board of Water Commissioners)

**Finance Committee Recommends**

*Explanatory Note: This appropriation is necessary to facilitate the purchase of a standby generator to supply power for the office and garage in case of a power outage. Power from a generator is needed to provide customer service during a power outage.*

*Motion by Mark Emery, seconded by Bernard Cullen; passed voice unanimous at 8:35pm*

ARTICLE 29. To see if the Town will vote to appropriate by transfer the sum of \$42,000 from Article 7 (Dodge Road Water Main Replacement) of the May 3, 2021 Annual Town

Meeting to be used for the Lead Service Line Inventory Program, or take any other action relative thereto.

(Inserted by the Board of Water Commissioners)

**Finance Committee Recommends**

*Explanatory Note: This will be a two-year project required by the new lead and copper rule mandated by the Environmental Protection Agency and the Environmental Protection Services. The new rule requires that the Water Department complete a survey of all of its service lines to the customers' homes. The Water Department will be required to send a detailed report to the DEP and the EPA. This report will be used to compile a plan to remove all Town owned and customer owned lead lines.*

*Motion by Mark Emery, seconded by Bernard Cullen; passed voice unanimous at 8:36pm*

ARTICLE 30. To see if the Town will vote to appropriate by transfer the sum of \$70,000 from Article 9 (Water Utility Building) of the May 3, 2021 Annual Town Meeting and \$10,000 from Article 8 (Remove Tank) of the June 22, 2020 Annual Town Meeting to be used for the new water source testing project, or take any other action relative thereto.

(Inserted by the Board of Water Commissioners)

**Finance Committee Recommends**

*Explanatory Note: This appropriation is necessary to facilitate testing at the location selected for a new well. To ensure the site can support a new well, the Water Department needs to have small testing wells installed in the aquifer to complete water quality testing and flow testing at the site. This project will confirm a reliable site to install a new well and pump station to support the Town of Rowley for quality drinking water.*

*Motion by Mark Emery, seconded by Bernard Cullen; passed voice unanimous at 8:37pm*

ARTICLE 31. To see if the Town will vote to appropriate by transfer the sum of \$32,000 from Article 7 (Dodge Road Water Main Replacement) of the May 3, 2021 Annual Town Meeting, to be used for a new above ground control cabinet, or take any other action relative thereto.

(Inserted by the Board of Water Commissioners)

**Finance Committee Recommends**

*Explanatory Note: The existing control panel is currently located in a below grade tank which is defined as a "confined space." This space must be large enough for an employee to fully enter and perform work. The current space has limited and restricted means of entry and exit. The last survey by the DEP mandated that the Water Department move the control panel above ground to eliminate entry by our staff into a confined space.*

*Motion by Mark Emery, seconded by Bernard Cullen; passed voice unanimous at 8:38pm*

ARTICLE 32. To see if the Town will vote to appropriate by transfer the sum of \$96,000 from Article 7 (Dodge Road Water Main Replacement) of the May 3, 2021 Annual Town Meeting to be used for the purchase of a new Supervisory Control and Data Acquisition (SCADA) program, or take any other action relative thereto.

(Inserted by the Board of Water Commissioners)

**Finance Committee Recommends**

*Explanatory Note: This appropriation is necessary to upgrade the system that has been in service for the past ten years, 24 hours a day, 7 days a week. The SCADA is a control system comprised of computers, network data, communications, and graphical user interfaces for high-level supervision of machines and processes. This program monitors the operation of the process to treat the water and monitors the wells and the water tank level. The program will send an alarm to the on-call operator if the treatment process is compromised.*

*Motion by Mark Emery, seconded by Bernard Cullen; passed voice unanimous at 8:39pm*

ARTICLE 33. To see if the Town will vote, as recommended by the Community Preservation Committee, to appropriate or reserve from the Community Preservation Fund Fiscal Year 2023 annual revenues the amounts recommended by Community Preservation Committee for committee administrative expenses, debt service, community preservation projects and other expenses, with each item to be considered a separate appropriation:

**Summary of recommendations by Category:**

Reserve:

- Creation and Support of Affordable Housing \$66,304
- Creation and Support of Historical \$44,150  
or take any other action relative thereto.  
(Inserted by the Community Preservation Committee)

**Finance Committee Recommends**

*Explanatory Note: Rowley's expectations for the fund were based on a 17% match from the State. This year the State Match was 69%. The Rowley Tax Surcharge will collect \$587,764 in CPA Funds in Fiscal Year 2023. The State match (69%) was in the amount of \$377,376 plus interest income of \$10,000. The Community Preservation Act requires the Town to set aside 10% of funds collected after deducting appropriate debt service for each of the following areas: open space, historic preservation and community housing. This will increase the funds to affordable housing and historical. All funds realized above those reserved or appropriated will become general Undesignated CPA funds.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:40pm*

ARTICLE 34. To see if the Town will vote to appropriate by transfer the sum of \$95 from Community Preservation Unreserved Fund to pay for overdue invoices from Fiscal Year 2022, or take any other action relative thereto.

(Inserted by the Community Preservation Committee)

**Finance Committee Recommends**

*Explanatory Note: Passage requires a four-fifths vote because the expense was incurred in Fiscal Year 2022. The Town was recently notified of an unpaid Public Meeting Advertisement invoice from March 2022.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:41pm*

ARTICLE 35. To see if the Town will vote, as recommended by the Community Preservation Committee, to appropriate by transfer the sum of \$60,000 from the Community Preservation Act Undesignated Fund to be used by the Board of Selectmen for the purchase and installation of windows for the Town Hall Annex, or take any other action relative thereto.

(Inserted by the Board of Selectmen and the Community Preservation Committee)

**Finance Committee Recommends**

*Explanatory Note: These funds supplement an appropriation of \$80,000 of Community Preservation funds that was approved at the May 3, 2021 Town Meeting. There are thirty windows on the first floor at the Town Hall Annex which are believed to be original to the building and are in need of being replaced. The replacement windows need to be custom made due to their non-standard and large sizes, and also to comply with Historic District Commission requirements for this historic building. Hazardous material testing has been done on the existing windows, and lead paint remediation work will need to be part of this project. In addition to the lead paint remediation costs, the cost of materials and construction has also significantly increased. The cost to replace all of the windows on the first floor of the Town Hall Annex, including lead remediation, is estimated to be approximately \$115,000. This additional appropriation will provide the funds needed to cover the estimated cost of this project, plus a contingency amount.*

*Motion by Deana Ziev, seconded by Cliff Pierce; passed voice unanimous at 8:41pm*

ARTICLE 36. To see if the Town will vote, as recommended by the Community Preservation Committee, to appropriate by transfer from the Community Preservation Historical Account and Unreserved Account the amount of \$150,000 to be granted to the Ipswich Family YMCA for the purposes of undertaking two building roof replacements, and structural rot replacement and drainage on Brookside Cabin area at Camp Cedar Mill at the Dodge Reservation on Wethersfield Street in Rowley, or take any other action relative thereto.

(Inserted by the Community Preservation Committee)

**Finance Committee Recommends**

*Explanatory Note: The Community Preservation Committee has voted to grant these funds to the YMCA for the replacement of the art barn and cook shelter roofs and repairs to structural and rot damaged areas to the Brookside cabin. Once the structural and rot repairs are completed, new drainage around the structures will be installed to prevent future rot damage. These buildings are an integral part of the YMCA's summer camp program, which serves approximately 180-200 children of all levels and abilities. The Board of Selectmen voted to approve this project.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:43pm*

ARTICLE 37. To see if the Town will vote, pursuant to G.L. c. 40, § 15A and any other enabling authority, to transfer the care, custody, management and control of the real property known and numbered as 42 Haverhill Street in Rowley, Massachusetts, from the Board of Selectmen, which has held it for purposes of public water supply pursuant to a deed recorded with the Essex South District Registry of Deeds at Book 3584, Page 379, to the Conservation Commission for the purposes of natural resource values and open space, the Board of Selectmen having determined that the land is no longer needed for its original purpose, such land to continue to be subject to the protections of Article 97 of the Amendments to the Massachusetts Constitution, or to take any other action in relation thereto.

(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Explanatory Note: Passage of this article transfers a parcel of land at 42 Haverhill Street, consisting of approximately 8.5 acres, from the Board of Selectmen to the Conservation Commission for open space protection. The parcel has sensitive natural resources, including a forested swamp adjoining an intermittent stream. Many years ago, the Water Department had a well and pump house at this site, which have now been removed, and a soils stockpile area will be restored this spring. The Board of Water Commissioners recently voted to declare the parcel as no longer needed for water supply purposes.*

*Motion by Clifford Pierce, seconded by Christina Kneeland; passed voice unanimous at 8:44pm*

ARTICLE 38. To see if the Town will vote, pursuant to G.L. c. 40, §§ 3 & 15 and c. 30B, § 16, and any other applicable authority, to authorize the Board of Selectmen to sell, transfer and convey, subject to a perpetual affordable housing restriction enforceable by the Town under G.L. c. 184, §§ 31-33, the real property known and numbered as Lot D, 239 Main Street, Rowley, Massachusetts, being an approximately two- (2-) acre portion of the so-called “Bradstreet Farm” land conveyed to the Town by deed dated May 24, 2007 and recorded with the Essex South District Registry of Deeds at Book 26865, Page 34; the purpose of such sale to be the creation of six (6) units of “community housing” within the meaning of G.L. c. 44B, § 1, and such sale otherwise to be on such terms and subject to such conditions as the Board of Selectmen may deem prudent, or to take any other action relative thereto.

(Inserted by the Board of Selectmen)

#### **Finance Committee Recommends**

*Explanatory Note: When the Town subdivided the Bradstreet property, Parcel D was designated for affordable housing. The Board of Selectmen has been working to create affordable housing at this parcel. Passage of this article is necessary for the Board to sell the property to an affordable housing developer.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:46pm*

ARTICLE 39. To see if the Town will vote to reduce the number of members of the Board of Health from five (5) to three (3) by deleting Section 1 from the Board of Health bylaw and replacing it with the following:

“Section 1. The Board of Health shall consist of three (3) regular members who shall be appointed by the Board of Selectmen and shall serve without pay. All regular members shall be appointed for a term of three (3) years.”

provided that the terms of current Board of Health members shall not be affected by this amendment, or to take any other action relative thereto.

(Inserted by the Board of Health)

#### **Finance Committee Recommendation Not Required**

*Explanatory Note: A substantially identical article appeared as Article 26 on the Special Town Meeting warrant of May 12, 2003. The motion thereunder passed, but there is no record that the amendment was ever forwarded to the Attorney General’s office for approval. Believing that the Board of Health had been effectively reduced in size, the Board of Selectmen has for twenty years appointed 3-member Boards of Health. The Town*

*only recently became aware that the size reduction had not been officially completed. The Attorney General's office advised that the matter be re-submitted to Town Meeting for a vote.*

*Motion by Susan Elwell, seconded by Mary Behringer; passed voice unanimous at 8:47pm*

ARTICLE 40. To see if the Town will vote to amend the Shellfish Bylaw of the General Bylaws by:

- a. revising § 4.6 to read:

“No shellfish shall be harvested on Sundays from May 1st to August 31st, inclusive, except that if a rainfall closure ends on a Saturday during that period, shellfish harvesting will be permitted on the following Sunday.”; and

- b. renumbering § 5.1 as § 5.1.A, and inserting a new § 5.1.B reading as follows:

“Shellfish Commissioners shall have the authority and discretion to raise and lower the 180-pound daily harvest limit for commercial diggers from time to time, provided that the same limit shall apply to all commercial diggers at any given time.”

or to take any other action relative thereto.

(Inserted by the Board of Shellfish Commissioners and Shellfish Constable)

**Finance Committee Recommendation Not Required**

*Explanatory Note: The first change to the Bylaw enables the Shellfish Commission to allow harvesting on Sundays between May 1<sup>st</sup> to August 31<sup>st</sup> inclusive when there is a rainfall closure that ends on a Saturday. This is the practice in the surrounding towns, but currently Rowley's Bylaw prohibits harvesting on Sundays between May 1<sup>st</sup> to August 31<sup>st</sup> inclusive, and if there is a rainfall closure that ends on a Saturday, no harvesting is allowed until Monday. The second change to the bylaw allows the Shellfish Commissioners to raise the harvesting weight limit during specific times when the shellfish are plentiful. There are not enough commercial harvesters in the town to significantly impact the amount of shellfish in Rowley, or to keep up with the growth of the shellfish which causes them to grow too big for commercial markets. This means commercial harvesters will skip over the larger shellfish, and harvest smaller and less mature shellfish, which will impact the harvesting for future years.*

*Motion by Travis Kneeland, seconded by Mark Emery; passed voice unanimous at 8:49pm*

ARTICLE 41. To see if the Town will vote to amend the Cemetery Bylaw by adding the following new sections:

“Section 18. The owner of a cemetery lot may relinquish it to the Town by filing with the Town Clerk written notice of his/her request to do so on a form supplied and approved by the Town Clerk, signed by all persons having an interest in the lot and accompanied by the original lot deed. Following such filing, the Town Clerk will notify the Cemetery Commissioners of the request and inquire whether the lot contains any burials. Upon receiving confirmation that the lot does not contain any burials, the Town Clerk shall cancel the original lot deed and refund to the relinquishing owner the original selling price paid for the lot. The lot will thereupon be available to the Cemetery Commissioners for

resale at the current price through the Town Clerk. No lot containing any burials may be relinquished.

“Section 19. The owner of a cemetery lot may transfer it to any other person by filing with the Town Clerk written notice of his/her request to do so on a form supplied and approved by the Town Clerk, signed by all persons having an interest in the lot and by the proposed transferee, and accompanied by the original lot deed. The Town Clerk shall cancel the original lot deed and issue a new lot deed to the transferee.”

or to take any other action relative thereto.

(Inserted by the Board of Cemetery Commissioners)

#### **Finance Committee Recommendation Not Required**

*Explanatory Note: This bylaw addition merely confirms in the Town General Bylaw the current decades long practice regarding lot owners selling back unused cemetery lots to the Town or transferring their lot to someone else. This is essential for both the Town Clerk and the Cemetery Department to maintain accurate records of lot ownership with a paper trail. If an owner does not have their original deed they can get a replacement deed from the Town Clerk after proving ownership.*

*Motion by David Petersen, seconded by David Irving; passed voice unanimous at 8:51pm*

ARTICLE 42. To see if the Town will vote to accept Chapter 41, Section 110A of the Massachusetts General Law, or take any other action thereto.

(Inserted by the Town Clerk)

#### **Finance Committee Recommendation Not Required**

*Explanatory Note: Section 110A reads as follows: “Any public office in any city or town may remain closed on any or all Saturdays as may be determined from time to time, in a city by the city council, subject to the provisions of the city charter, or, in a town, by vote of the town at a special or regular town meeting, and the provisions of section nine of chapter four shall apply in the case of such closing of any such office on any Saturday to the same extent as if such Saturday were a legal holiday.” By accepting this, it will save the Town the cost of opening Town offices on a holiday or weekend to hold voter registration sessions, acceptance of nomination papers, etc. Once this is accepted, the Town has the option of either staying open or reverting to the business day prior or proceeding the deadline. If the Town were anticipating a large voter turnout and the day fell on a Saturday, the Town would have the option to set the deadline for the Saturday. By accepting this, the Town would not be disenfranchising anyone from registering to vote. There are many avenues today for people to register to vote; in person, by mail, online or through the Registry of Motor Vehicles and the Town advertises the deadlines accordingly.*

*Motion by Catie McClenaghan, seconded by Bernard Cullen; passed voice unanimous at 8:53pm*

ARTICLE 43. To see if the Town will vote to appropriate by transfer from Free Cash the sum of \$100,000 to the Other Post-Employment Benefits Liability Trust Fund (OPEB Fund) established under G.L. c. 32B, § 20, or take any other action relative thereto.

(Inserted by the Board of Selectmen)

#### **Finance Committee Recommends**

*Explanatory Note: Passage of this article allows the Board of Selectmen to continue with its plan of funding the OPEB Trust Fund, which will offset the future healthcare costs of retired Town employees. The Town’s financial advisors and auditors recommend the Town pay into this Trust Fund each year. This appropriation excludes the Water Department and*



*the Rowley Municipal Lighting Plant (RMLP) portions of their retiree health insurance contributions; these are funded through their own budgets.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:54pm*

ARTICLE 44. To see if the Town will vote to appropriate by transfer from Free Cash the sum of \$200,000 to the Capital Stabilization Fund, or take any other action relative thereto.  
(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Explanatory Note: Setting aside funds in the Capital Stabilization Fund each year is recommended by the Town's auditors and financial advisors.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:54pm*

ARTICLE 45. To see if the Town will vote to expand the purposes of the Capital Stabilization Fund established pursuant to M.G.L. Chapter 40, Section 5B by vote under Article 28 at the Annual Town Meeting held on May 6, 2019 to include the payment of debt service relating to capital projects, or take any action relative thereto.

(Inserted by the Board of Selectmen)

**Finance Committee Recommends**

*Explanatory Note: Passage of this article requires a 2/3 vote. The purpose of this article is to broaden the use of the Capital Stabilization Fund by allowing the Town to pay debt service for capital purchases and projects from the Capital Stabilization Fund.*

*Motion by Joseph Perry, seconded by Robert Snow; passed voice unanimous at 8:55pm*

**ANNUAL TOWN ELECTION INFORMATION**

Saint Mary's Church (rear), Route 1A, in said Rowley on Tuesday, May 9, 2023 at 12:00 NOON to

act on the following:

|   |             |
|---|-------------|
| Two Board of Selectmen                        | Three years |
| One Board of Assessors                        | Three years |
| One Planning Board                            | Five years  |
| One Municipal Light Board                     | Three years |
| One Municipal Water Board                     | Three years |
| One Cemetery Commission                       | Three years |
| One Housing Authority                         | One year    |
| One Shellfish Commission                      | Three years |
| Three Library Trustees                        | Three years |
| <u>For Regional School District Committee</u> |             |
| One Rowley Member                             | Three years |
| One Newbury Member                            | Three years |
| One Salisbury Member                          | Three years |

**Motion:** I move the Town vote to dissolve the May 1, 2023 Town Meeting.

*Motion by Robert Snow, seconded by Joseph Perry; passed voice unanimous at 8:56pm*

And you are hereby instructed to serve this warrant by posting copies thereof at Town Hall, Town Hall Annex and the Rowley Public Library and on the Town’s website not less than fourteen days before the day fixed for such meeting, as directed by the laws of the Town and to make due return of the Warrant to the Town Clerk at least two days before said meeting. Given under our hands this 10<sup>th</sup> day of April in the year two thousand twenty-three.

Robert Snow, Chairman  
Joseph Perry, Vice Chairman  
Deana M.P. Ziev, Clerk  
Clifford Pierce  
Christine Kneeland

I have served this Warrant by posting at Town Hall, Town Hall Annex, and the Rowley Public Library not less than fourteen days before the day fixed for such meeting and have made the return of the Warrant to the Town Clerk at least two days before the time of said meeting.

Notices posted at Town Hall, Town Hall Annex, Rowley Public Library.

Philip, Collyer, Constable of Rowley

April 12, 2024

**Certification:** *I, Catherine M. McClenaghan, duly elected and qualified Town Clerk for the Town of Rowley do hereby swear and affirm that the statements contained above with regard to the May 1, 2023 Annual Town Meeting to be true and accurate according to records maintained by this office.*

---

Catherine M. McClenaghan, Town Clerk,  
Town of Rowley  
January 18, 2024

## REPORT OF THE TREASURER/COLLECTOR

To the Honorable Board of Selectmen:

### Tax Report 2023

|                    |                              |              |
|--------------------|------------------------------|--------------|
| Real Estate:       | Taxes Committed              | \$19,909,530 |
|                    | Taxes Collected              | 19,793,411   |
|                    | Taxes Abated and Exempted    | 48,061       |
|                    | Subsequent Tax Taking        | 66,529       |
|                    | Uncollected as of 12/31/2023 | \$1,529      |
| Personal Property: | Taxes Committed              | \$273,076    |
|                    | Taxes Collected              | 272,654      |
|                    | Taxes Abated and Exempted    | 7            |
|                    | Uncollected as of 12/31/2023 | \$415        |
| Motor Vehicle:     | Taxes Committed              | \$1,215,880  |
|                    | Taxes Collected              | 1,153,219    |
|                    | Taxes Abated and Exempted    | 28,570       |
|                    | Uncollected as of 12/31/2023 | \$34,091     |

Our goal in the Treasurer/Collector's office is to provide residents with a wide variety of choices for payment and receipt of their real estate, personal property and excise bills. Whether you prefer to pay online, through the mail, in person or at our secure drop box at Town Hall, we provide you with payment options that fit your schedule. The Treasurer/Collector page of the Town's website now provides links to a variety of information for taxpayers. Residents can pay bills online, sign up for electronic bills or set up to auto pay real estate, personal property or excise bills. There is also a list of uncashed checks deemed to be unclaimed. If your name is on the list, please contact the Treasurer/Collector's office and find out how to claim your funds.

Respectfully submitted,

Karen H. Summit, Treasurer/Collector, CMMC/CMMT

## OUTSTANDING DEBT

As of December 31, 2023

| <b>General Fund</b>                                  | <b>Principal Balance</b> |                      |
|--|--------------------------|----------------------|
| <b>Purpose</b>                                       | <b>December 31, 2023</b> | <b>Year of Issue</b> |
| <b>Short term - 5 years or less</b>                  |                          |                      |
| <b>(Bond Anticipation Notes &amp; Capital Notes)</b> |                          |                      |
| Fire Pumper Truck                                    | 160,000                  | 2021                 |
| Police & Fire Communications                         | 366,000                  | 2022                 |
| Highway Dump Truck                                   | 94,000                   | 2022                 |
| <b>Total outstanding principal</b>                   | <b>620,000</b>           |                      |
|  |                          |                      |
| <b>Long term (Bonds)</b>                             |                          |                      |
| MWPAT (Septic Repair)                                | 18,750                   | 2006                 |
| MWPAT (Septic Repair)                                | 94,740                   | 2010                 |
| Bridge repair  | 105,000                  | 2012                 |
| MWPAT (Septic Repair)                                | 275,000                  | 2013                 |
| MWPAT (Septic Repair)                                | 120,000                  | 2015                 |
| Municipal Purpose Loan #1                            | 8,165,000                | 2017                 |
| Municipal Purpose Loan #2                            | 17,215,000               | 2018                 |
| Pine Grove Repair #3                                 | 2,565,000                | 2021                 |
| <b>Total outstanding principal</b>                   | <b>28,558,490</b>        |                      |
|  |                          |                      |
| <b>Municipal Purpose Loan #1</b>                     |                          |                      |
|  |                          |                      |
| Pine Grove Feasibility                               | 355,000                  |                      |
| Pine Grove Repair                                    | 2,900,000                |                      |
| Public Safety Project                                | 4,910,000                |                      |
| Departmental Equip & Tech                            | -                        |                      |
| <b>Total</b>   | <b>8,165,000</b>         |                      |
|  |                          |                      |
|  |                          |                      |
|  |                          |                      |
| <b>Water General Fund</b>                            | <b>Principal Balance</b> |                      |
| <b>Purpose</b>                                       | <b>December 31, 2023</b> | <b>Year of Issue</b> |
| <b>Long term (Bonds)</b>                             |                          |                      |
| Water Treatment Plant (non SRF)                      | 615,000                  | 2014                 |
| Water Treatment (State Revolving Fund)               | 6,086,885                | 2018                 |
|  |                          |                      |
|  |                          |                      |
| <b>Community Preservation Fund</b>                   | <b>Principal Balance</b> |                      |
| <b>Purpose</b>                                       | <b>December 31, 2023</b> | <b>Year of Issue</b> |
| <b>Long term (Bonds)</b>                             |                          |                      |
| Bradstreet Land                                      | 745,000                  | 2008                 |
|  |                          |                      |

### TREASURER'S DEBT SUMMARY REPORT – General Fund vs. Debt Exclusion Overrides

|                                   | FY2024     |            |              | FY2025     |            |              |
|-----------------------------------|------------|------------|--------------|------------|------------|--------------|
|                                   | Principal  | Interest   | Total        | Principal  | Interest   | Total        |
| Debt paid by General Fund         |            |            |              |            |            |              |
| Bridges                           | 35,000.00  | 3,150.00   | 38,150.00    | 35,000.00  | 2,100.00   | 37,100.00    |
| Police & Fire Communications      | 95,260.13  | 16,503.84  | 111,763.97   | 91,500.00  | 12,777.98  | 104,277.98   |
| Highway Dump Truck                | 25,034.87  | 4,250.05   | 29,284.92    | 23,500.00  | 3,281.78   | 26,781.78    |
| Pumper Truck                      | 55,000.00  | 8,000.00   | 63,000.00    | 55,000.00  | 5,250.00   | 60,250.00    |
|                                   |            |            |              |            |            |              |
| TOTAL General Fund                |            |            | 242,198.89   |            |            | 228,409.76   |
|                                   |            |            |              |            |            |              |
| Debt paid by Override             |            |            |              |            |            |              |
| PGS Feasibility                   | 15,000.00  | 11,106.26  | 26,106.26    | 15,000.00  | 10,356.26  | 25,356.26    |
| PGS I                             | 110,000.00 | 89,928.76  | 199,928.76   | 115,000.00 | 84,303.76  | 199,303.76   |
| Public Safety I                   | 185,000.00 | 152,240.00 | 337,240.00   | 195,000.00 | 142,740.00 | 337,740.00   |
| PGS II                            | 388,265.52 | 493,961.79 | 882,227.31   | 408,816.55 | 474,034.74 | 882,851.29   |
| Public Safety II                  | 141,734.48 | 182,181.97 | 323,916.45   | 151,183.45 | 174,859.02 | 326,042.47   |
| PGS III                           | 100,000.00 | 79,850.00  | 179,850.00   | 105,000.00 | 74,850.00  | 179,850.00   |
|                                   |            |            |              |            |            |              |
| TOTAL Overrides                   |            |            | 1,949,268.78 |            |            | 1,951,143.78 |
|                                   |            |            |              |            |            |              |
| GRAND TOTAL DEBT                  |            |            | 2,191,467.67 |            |            | 2,179,553.54 |
|                                   |            |            |              |            |            |              |
| Overrides as a % of Total Debt    |            |            | 88.95%       |            |            | 89.52%       |
|                                   |            |            |              |            |            |              |
| General Fund as a % of Total Debt |            |            | 11.05%       |            |            | 10.48%       |
|                                   |            |            |              |            |            |              |

**Annual Town Election  
Rowley, Massachusetts  
Tuesday, May 9, 2023  
CERTIFIED RESULTS**

|  |      |   |      |
|--|------|---|------|
| <b>BOARD OF SELECTMEN (Three years)</b>    |      | <b>MUNICIPAL WATER BOARD (Three years)</b>            |      |
| Robert L. Snow                             | 477  | Mark R. Emery   | 640  |
| Sheri A. David                             | 546  | Write in: Other                                       | 1    |
| Laura Kathryn Dipersia                     | 398  | Write in: No name                                     | 3    |
| Write in: Other                            | 5    | Blank:  | 217  |
| Write in: No name                          | 5    | TOTAL:  | 861  |
| Blank                                      | 291  |   |      |
| TOTAL:                                     | 1722 | <b>SHELLFISH COMMISSION (Three years)</b>             |      |
|  |      | Ronald D. Kneeland                                    | 666  |
| <b>BOARD OF ASSESSORS (Three years)</b>    |      | Write in: Other                                       | 2    |
| Write in: Judith Doak                      | 95   | Write in: No name                                     | 1    |
| Write in: Other                            | 35   | Blank:  | 192  |
| Write in: No name                          | 29   | TOTAL:  | 861  |
| Blank:                                     | 702  |   |      |
| TOTAL:                                     | 861  | <b>TRUSTEES FOR THE PUBLIC LIBRARY (Three years)</b>  |      |
|  |      | Margaret M. Lemelin                                   | 567  |
| <b>PLANNING BOARD (Five years)</b>         |      | Write in: Terri Davidson                              | 185  |
| Write in: Craig Copland                    | 166  | Write in: Kelli Smullin                               | 171  |
| Write in: Bernard Cullen                   | 6    | Write in: Other                                       | 25   |
| Write in: Other                            | 19   | Write in: No name                                     | 7    |
| Write in: No name                          | 25   | Blank:  | 1628 |
| Blank:                                     | 645  | TOTAL:  | 2583 |
| TOTAL:                                     | 861  |   |      |
|  |      | <b>TRITON REGIONAL SCHOOL COMMITTEE (Three years)</b> |      |
| <b>HOUSING AUTHORITY (One year)</b>        |      | <b>Rowley Member</b>                                  |      |
| Micheline A. Shinnick                      | 581  | Nerissa Rose Wallen                                   | 635  |
| Write in: No name                          | 4    | Write in: Other                                       | 4    |
| Blank:                                     | 276  | Write in: No name                                     | 5    |
| TOTAL:                                     | 861  | Blank:  | 217  |
|  |      | TOTAL:  | 861  |
| <b>CEMETERY COMMISSION (Three years)</b>   |      |   |      |
| Kathryn E. Olmstead                        | 623  | <b>Newbury Member</b>                                 |      |
| Write in: Other                            | 3    | Paul J. Myette  | 381  |
| Write in: No name                          | 1    | Josephine N. Antico                                   | 201  |
| Blank:                                     | 234  | Write in: Other                                       | 0    |
| TOTAL:                                     | 861  | Write in: No name                                     | 3    |
|  |      | Blank:  | 276  |
| <b>MUNICIPAL LIGHT BOARD (Three years)</b> |      | TOTAL:  | 861  |
| Bryan Frank Dipersia                       | 617  |   |      |
| Write in: Other                            | 4    | <b>Salisbury Member</b>                               |      |
| Write in: No name                          | 6    | Caitlin Hunter  | 510  |
| Blank:                                     | 234  | Write in: Other                                       | 1    |
| TOTAL:                                     | 861  | Write in: No name                                     | 3    |
|  |      | Blank:  | 347  |
|  |      | TOTAL:  | 861  |

**TOTAL BALLOTS CAST: 861**

## PHOTO HIGHLIGHTS OF 2023



Top photo: Memorial Day Parade and event on the Town Common Bottom photo: Members of the Rowley Fire Department marching in the Memorial Day Parade



Top photo: Memorial Day Parade Grand Marshal Nick George who served in the Korean War with the Marine Corps and was awarded 3 Purple Hearts Bottom Photo: Don Thurston's last meeting as a member of the Board of Assessors after serving 39 years on the Board.





Top photo: Minister's Woodlot Dedication Bottom photo: COA Open House



Top photo: Senator Bruce Tarr speaks with Town personnel at the COA Open House  
 Bottom photo: Ryan LeBoeuf appointed new full-time Firefighter





Top photo: Wreaths Across America volunteers Bottom photo: New Traffic Lights being installed at Central and Glen Streets



Top photo: Red Cross Sound the Alarm Event Bottom Photo: Christopher Ottani promotion to Sergeant from Patrolman

## SALARIES AND WAGES TOWN EMPLOYEES

|                                   | <u>Base Pay &amp; Other Earnings</u> |  |                                   | <u>Base Pay &amp; Other Earnings</u> |
|-----------------------------------|--------------------------------------|--|-----------------------------------|--------------------------------------|
| <b><u>Accounting</u></b>          |                                      |  | <b><u>Harbor Master</u></b>       |                                      |
| Susan Bailey                      | \$ 95,399.35                         |  | William DiMento                   | \$ 10,200.00                         |
| Amy Lydon                         | \$ 14,925.60                         |  | Jenna DiMento                     | \$ 2,269.28                          |
| Linda Cook                        | \$ 7,304.59                          |  | Frederick Hardy                   | \$ 1,865.19                          |
| Carrie Kennedy                    | \$ 29,619.09                         |  | David Kent                        | \$ 2,111.18                          |
| Frank Miller                      | \$ 7,560.00                          |  | Nayla Anderson                    | \$ 520.78                            |
|                                   |                                      |  | Liam Murray                       | \$ 2,331.59                          |
| <b><u>Administration</u></b>      |                                      |  |                                   |                                      |
| Deborah Eagan                     | \$ 146,730.40                        |  |                                   |                                      |
| Amy Lydon                         | \$ 56,052.54                         |  | <b><u>Highway Department</u></b>  |                                      |
| Natalie Lovett                    | \$ 30,564.39                         |  | Patrick Snow                      | \$ 97,735.90                         |
| Elaine Pagliarulo                 | \$ 14,739.09                         |  | Robert Diehl                      | \$ 82,403.47                         |
| Sherry David                      | \$ 1,927.42                          |  | Christopher Gass                  | \$ 68,245.18                         |
| Christine Kneeland                | \$ 3,000.00                          |  | Anton Keene                       | \$ 68,776.36                         |
| Cliff Pierce                      | \$ 3,000.00                          |  | Tim McGinley                      | \$ 41,593.44                         |
| Joe Perry                         | \$ 1,072.58                          |  | Samuel Spinhirn                   | \$ 25,986.40                         |
| Robert Snow                       | \$ 3,000.00                          |  |                                   |                                      |
| Deanna Ziev                       | \$ 3,000.00                          |  |                                   |                                      |
| Ronald Jenkins                    | \$ 26,422.77                         |  | <b><u>Library</u></b>             |                                      |
| Thomas Amoroso                    | \$ 100.00                            |  | Pamela Jacobson                   | \$ 89,537.00                         |
| Janet Morrisey                    | \$ 39,697.60                         |  | Amy Roderick                      | \$ 60,466.80                         |
| Ronald Madden                     | \$ 17,119.83                         |  | Richard Cormier                   | \$ 12,328.52                         |
| Sean McCormack                    | \$ 16,376.64                         |  | Barbara Alexander                 | \$ 1,759.69                          |
| Carol Laroque                     | \$ 1,943.74                          |  | Nancy Anderson                    | \$ 11,238.57                         |
| Megan Souza                       | \$ 794.75                            |  | Jean Haggerty                     | \$ 12,234.88                         |
| Theresa Coffey                    | \$ 1,690.84                          |  | Anne Jerome                       | \$ 10,362.85                         |
|                                   |                                      |  | Alissa Landau                     | \$ 1,583.53                          |
| <b><u>Assessor</u></b>            |                                      |  | Tracy Larabee                     | \$ 5,683.35                          |
| Sean McFadden                     | \$ 107,871.60                        |  | Tanya Magliozzi                   | \$ 122.22                            |
| Rosemary Restuccia                | \$ 30,127.89                         |  | Megan McCormick                   | \$ 1,859.39                          |
| Judith Doak                       | \$ 1,432.65                          |  | Catherine McNiff                  | \$ 21,873.61                         |
| Don Thurston                      | \$ 1,023.35                          |  | Sarah Nicholson                   | \$ 49,915.60                         |
| Jamie Snow                        | \$ 2,456.00                          |  | Amelya Sabatini                   | \$ 1,683.74                          |
| David Zizza                       | \$ 2,456.00                          |  | Michelle Shinnick                 | \$ 6,885.86                          |
|                                   |                                      |  | Ariana Slauenwhite                | \$ 15,994.74                         |
| <b><u>Board of Health</u></b>     |                                      |  | Stephanie Tanzella                | \$ 2,575.07                          |
| Frank Marchegiani                 | \$ 93,663.60                         |  | Catherine Woodall                 | \$ 2,445.63                          |
| Debra Holland                     | \$ 15,922.56                         |  | Leah Zaroulis                     | \$ 2,661.88                          |
| Thomas Manetta                    | \$ 52,714.20                         |  |                                   |                                      |
| Pamela Palumbo                    | \$ 11,267.84                         |  | <b><u>Light Department</u></b>    |                                      |
| <b><u>Cemetery Department</u></b> |                                      |  | Matthew R. Brown                  | \$ 182,451.34                        |
| Tim McGinley                      | \$ 32,854.66                         |  | Mark Anderson                     | \$ 177,429.30                        |
| Dave Peterson                     | \$ 500.00                            |  | Eric Grover                       | \$ 100,505.63                        |
| Samuel Spinhirn                   | \$ 19,456.99                         |  | Brian Herdman                     | \$ 148,826.63                        |
|                                   |                                      |  | Sean LaBelle                      | \$ 167,353.83                        |
| <b><u>Council on Aging</u></b>    |                                      |  | Brigida Longo                     | \$ 76,945.42                         |
| Eleanor Davis                     | \$ 69,990.20                         |  | Karen Marchand                    | \$ 2,403.00                          |
| Martha Blanchard                  | \$ 43,539.56                         |  | Dennis Morrison                   | \$ 133,841.20                        |
| Dennis Donoghue                   | \$ 6,807.49                          |  | Jeffrey Valley                    | \$ 132,094.98                        |
| Timothy Morris                    | \$ 41,113.20                         |  |                                   |                                      |
| Lisa Lozzi                        | \$ 29,799.00                         |  | <b><u>Shellfish Constable</u></b> |                                      |
| Stephen Prendergast               | \$ 2,759.00                          |  | Travis Kneeland                   | \$ 4,237.10                          |
|                                   |                                      |  | Ronald Kneeland                   | \$ 500.00                            |
| <b><u>Treasurer/Collector</u></b> |                                      |  | Paul Lees                         | \$ 500.00                            |
| Karen Summit                      | \$ 104,089.11                        |  | Stuart Lee Dalzell III            | \$ 500.00                            |
| Karen O'Donnell                   | \$ 67,255.64                         |  |                                   |                                      |
| Jess Greaney                      | \$ 4,153.27                          |  | <b><u>Town Planner</u></b>        |                                      |
| Betsy Wetherbee                   | \$ 4,288.04                          |  | Kirk Baker                        | \$ 60,041.80                         |
|                                   |                                      |  |                                   |                                      |
| <b><u>Town Clerk</u></b>          |                                      |  | <b><u>ZBA</u></b>                 |                                      |
| Catherine McClenaghan             | \$ 67,182.65                         |  | Lisa Lozzi                        | \$ 11,321.60                         |
| Janet Peabody                     | \$ 34,194.62                         |  |                                   |                                      |

|                                       | <u>Base Pay &amp; Other Earnings</u> |  |                                 | <u>Base Pay &amp; Other Earnings</u> |
|---------------------------------------|--------------------------------------|--|---------------------------------|--------------------------------------|
| <b><u>Board of Registrars</u></b>     |                                      |  | <b><u>Fire Department</u></b>   |                                      |
| Tim Young                             | \$ 287.50                            |  | Mark Emery                      | \$ 113,934.00                        |
| Zeth Folds                            | \$ 431.25                            |  | David Baker                     | \$ 88,201.92                         |
| Sylvia Wood                           | \$ 431.25                            |  | Denzel Boucher                  | \$ 78,314.66                         |
|                                       |                                      |  | Cooper Carifio                  | \$ 101,868.32                        |
| <b><u>Elections</u></b>               |                                      |  | James Chadbourne                | \$ 22,535.10                         |
| Philip Collyer                        | \$ 88.48                             |  | Justin Haley                    | \$ 14,585.45                         |
| Arleen Damon                          | \$ 66.56                             |  | Matthew Harney                  | \$ 95,955.09                         |
| Gordon Densmore                       | \$ 143.75                            |  | Ryan LeBoeuf                    | \$ 52,565.34                         |
| Dennis Donoghue                       | \$ 73.95                             |  | Graeme Potter                   | \$ 38,043.08                         |
| Mary MacDonald                        | \$ 73.95                             |  | Merissa Titus-Abate             | \$ 89,576.17                         |
| Maryellen Mighill                     | \$ 73.95                             |  | John Ward                       | \$ 96,054.52                         |
| Maura Mastrogiovanni                  | \$ 125.72                            |  |                                 |                                      |
| Joan Peterson                         | \$ 238.55                            |  |                                 |                                      |
| Jay Scheuer                           | \$ 66.56                             |  |                                 |                                      |
| Priscilla Serafin                     | \$ 14.79                             |  |                                 |                                      |
| Linda Snow                            | \$ 73.95                             |  | <b><u>Call Fire Fighter</u></b> |                                      |
| Jeanette Southall                     | \$ 66.56                             |  | Ronald Agrella                  | \$ 405.60                            |
| Kimberly Wright                       | \$ 146.43                            |  | Sebastian Beuchelt              | \$ 2,473.24                          |
| William Wright                        | \$ 135.09                            |  | Alyssa Cayer                    | \$ 117.54                            |
|                                       |                                      |  | James Chadbourne                | \$ 5,399.19                          |
| <b><u>Inspections</u></b>             |                                      |  | Darci Condelli                  | \$ 51.94                             |
| James Pike                            | \$ 1,373.22                          |  | Donald Dupray                   | \$ 16,955.45                         |
| Chia Vitello                          | \$ 12,499.02                         |  | Evan Fish                       | \$ 218.20                            |
| David Levesque                        | \$ 16,531.20                         |  | Blake Gondella                  | \$ 2,183.26                          |
| Harry Bennett                         | \$ 16,531.20                         |  | Justin Haley                    | \$ 1,592.76                          |
| James Cotter                          | \$ 3,148.05                          |  | Charles Hazen Jr.               | \$ 1,915.39                          |
| Kenneth Ward                          | \$ 52,391.02                         |  | Andrew Krajeski                 | \$ 8,486.92                          |
|                                       |                                      |  | Dylan Merrill                   | \$ 7,741.70                          |
| <b><u>Conservation Department</u></b> |                                      |  | Joseph Merry                    | \$ 11,785.87                         |
| R. Brent Baeslack                     | \$ 74,144.20                         |  | Robert O'Leary                  | \$ 3,545.58                          |
| Deborah Cunningham                    | \$ 16,423.03                         |  | Frank Raimo                     | \$ 229.46                            |
|                                       |                                      |  | Robert Serino                   | \$ 330.54                            |
| <b><u>Water Department</u></b>        |                                      |  | Ryan Smith                      | \$ 4,756.52                          |
| Robert Gray                           | \$ 101,680.56                        |  | London Spain                    | \$ 556.20                            |
| Katherine Bento                       | \$ 59,246.64                         |  | Zacchary Stack                  | \$ 183.68                            |
| Carrie Kennedy                        | \$ 16,081.32                         |  | Jesse Warren                    | \$ 1,076.87                          |
| Joseph Colburn                        | \$ 41,080.12                         |  | Joseph Warren                   | \$ 2,003.19                          |
| John Harrington                       | \$ 14,683.34                         |  | Lawrence White                  | \$ 258.48                            |
| Keith McDonald                        | \$ 81,830.68                         |  | Mark Winfrey                    | \$ 1,067.15                          |
| Brigida Longo                         | \$ 6,559.82                          |  |                                 |                                      |
| Keith Monahan                         | \$ 81,404.72                         |  |                                 |                                      |
| Robert Swiniarski                     | \$ 102,236.27                        |  |                                 |                                      |

|   | <b><u>Base Pay &amp;<br/>Other Earnings **</u></b> | <b><u>Detail Pay</u></b> | <b>Base Pay, Other<br/>Earnings &amp; Detail<br/>Pay</b> |
|---|--|--------------------------|--|
| <b><u>Police Department</u></b>   |  |                          |  |
| Scott Dumas   | \$ 152,409.16                                      |                          | \$ 152,409.16  |
| Robert Adams  | \$ 91,789.83                                       | \$ 448.00                | \$ 92,237.83   |
| Grayson Cohen   | \$ 1,862.92  |                          | \$ 1,862.92  |
| Sheri David   | \$ 38,628.33                                       |                          | \$ 38,628.33   |
| Adam Elmore   | \$ 74,602.05                                       | \$ 4,827.00              | \$ 79,429.05   |
| Nicholas Ford   | \$ 7,742.52  | \$ 224.00                | \$ 7,966.52  |
| Gavin Forni   | \$ 104,354.53                                      | \$ 7,576.00              | \$ 111,930.53  |
| Tenley Goodwin  | \$ 105.05  |                          | \$ 105.05  |
| Charles Hazen Jr  | \$ 120,016.48                                      |                          | \$ 120,016.48  |
| Ronald Knuuttila, Jr.   | \$ 3.59  |                          | \$ 3.59  |
| Hetian Lu   | \$ 17,981.50                                       |                          | \$ 17,981.50   |
| Pamela Lutes  | \$ 2,664.29  |                          | \$ 2,664.29  |
| Carolyn Lynch   | \$ 81,240.42                                       | \$ 1,208.00              | \$ 82,448.42   |
| David MacMullen   | \$ 470.81  |                          | \$ 470.81  |
| Adam Maher  | \$ 86,881.57                                       | \$ 1,164.00              | \$ 88,045.57   |
| Mark Maregni  | \$ 5,943.40  | \$ 2,312.00              | \$ 8,255.40  |
| Jessie Mazzie   | \$ 69,052.94                                       |                          | \$ 69,052.94   |
| Lynne Neary   | \$ 62,863.64                                       |                          | \$ 62,863.64   |
| Christopher Ottani  | \$ 108,596.82                                      | \$ 342.00                | \$ 108,938.82  |
| Marc Pelletier  | \$ 71,017.13                                       |                          | \$ 71,017.13   |
| Reini Perez   | \$ 38,392.46                                       | \$ 3,900.00              | \$ 42,292.46   |
| John Raffi  | \$ 99,728.05                                       | \$ 7,648.00              | \$ 107,376.05  |
| Chelsie Reilly  | \$ 670.10  |                          | \$ 670.10  |
| Connor Salvo  | \$ 13,642.82                                       | \$ 2,672.00              | \$ 16,314.82   |
| David Sedgwick  | \$ 144,060.29                                      | \$ 8,192.00              | \$ 152,252.29  |
| Patrick Silva   | \$ 6,182.06  | \$ 224.00                | \$ 6,406.06  |
| Mark Smith  | \$ 15,056.08                                       | \$ 1,584.00              | \$ 16,640.08   |
| Olivia St Pierre  | \$ 3,162.04  |                          | \$ 3,162.04  |
| Joy Stanton   | \$ 64,952.26                                       |                          | \$ 64,952.26   |
| Lucas Tubbs   | \$ 108,227.63                                      | \$ 6,056.00              | \$ 114,283.63  |
| Elizabeth Urbanczyk   | \$ 15,152.43                                       |                          | \$ 15,152.43   |
| Edward Wilson   | \$ 50,380.49                                       |                          | \$ 50,380.49   |
| Matthew Ziev  | \$ 133,990.94                                      | \$ 2,592.00              | \$ 136,582.94  |
| <b>** Other Earnings includes Education Incentive, Stipend, &amp; Overtime.</b> |  |                          |  |
|   |  |                          |  |
| <b>Grand Total:</b>   | <b>\$ 6,691,308.58</b>                             |                          |  |

## **REPORT OF THE BOARD OF SELECTMEN**

The Board of Selectmen thanks you for allowing us to serve you over the past year.

After many years of efforts, we are excited to report that a new traffic light and intersection improvements have been completed at the intersection of Glen and Central Streets this year. We thank Senator Tarr, former Representative Hill, and the Massachusetts Department of Transportation for helping us to finally see this important safety improvement project come to fruition.

Several projects overseen by the Board of Selectmen were completed in 2023. Kids Kingdom Playground at Eiras Park was reconstructed and brought into compliance with accessibility requirements. The project was funded with an appropriation from the Town and a State Economic Bill Earmark Grant secured by Senator Bruce Tarr and former Representative Jamie Belsito. Utilizing a \$30,000 Community One Stop Grant from MassDevelopment, we hired a consultant to draft a Request for Proposals document for the sale of the municipal-owned affordable housing restricted property at the Bradstreet farm property to a non-profit developer. The draft RFP was completed in 2023 and will be released at a future date. The Town also received a \$80,426 Community Compact IT Grant to install a new fiber optic network between four municipal buildings – Town Hall, Town Hall Annex, Library, and Highway facility. This upgrade provides a reliable and secure intercommunication system so that the Town can more efficiently manage the network and deliver services to the public. Lastly, an intermunicipal agreement for animal control officer (ACO) and animal inspector (AI) services was executed this year between Rowley, Ipswich, Boxford, and Newbury. The agreement provides 24/7 ACO and AI services for the Town and shared operational expenses. Additionally, in 2023, a Workplace Safety Program and Plan was completed with funding from the State's Best Practices Community Compact grant program.

The Board of Selectmen began several projects that we will continue to oversee in 2024. The Town applied for and was awarded a \$1,000,000 Massworks Grant to construct a new roadway leading to the Bradstreet Lane properties. The Town plans to release the RFP, for sale of the property, and Invitation for Bids concurrently so that the roadway construction can be coordinated with the selected developer. A window replacement project began at the Town Hall Annex. This project is being funded using Community Preservation Act funds. Fifteen windows will be replaced on the first floor as phase one of this project. The remaining 15 windows will be replaced as a future phase. Lastly, the Town Hall HVAC installation contract was awarded in October. The HVAC contractor mobilized at the end of 2023 and construction will continue into Spring 2024.

The Board of Selectmen was proud to participate in the 2023 Memorial Day Parade. Thanks to the leadership of Robert "Bob" Breaker of the Town of Rowley Veterans Committee, a spectacular and memorable Memorial Day Parade was held for the first time in several years. Bob pulled together a group of people from all cross-sections of Town to plan, organize, and oversee this memorable event. Under full sunshine and warm weather, hundreds of people attended the parade, which featured our local veterans, the State Police Pipes and Drums, vintage



trucks and cars, local scouting troops, students, and speakers of all ages. Rowley Veteran Nick George served as the grand marshal of the parade.

In May, the Board of Selectmen voted to approve, sign, and record the Declaration of Trust for the Affordable Housing Trust. As one of its first actions, the Affordable Housing Trust recommended that the Board of Selectmen form a Housing Partnership Committee. While the Affordable Housing Trust Board serves primarily as a “funding entity,” the goal of the Housing Partnership Committee would be to act as an advisor to the Affordable Housing Trust Fund Board by studying, promoting and facilitating affordable housing in the community; identifying resources to supplement housing needs; identifying and researching available sites for potential affordable housing projects; promoting the creation and preservation of affordable housing; making recommendations to the Planning Board on housing matters; making recommendations on Comprehensive Permits (40B) to the Board of Selectmen and ZBA; and recommending policies on affordable and accessible housing; etc. The Board voted to create the Housing Partnership Committee.

As we write this report at the end of 2023, we anticipate a stark fiscal landscape for the next several years. At the 2023 May Town Meeting, the Townspeople voted to reduce the Triton Regional Schools FY24 proposed budget by \$502,568. The full budget was approved by the Towns of Newbury and Salisbury at their respective Town Meetings. Rowley will need to make up the difference at the May 2024 Town Meeting. We are anticipating similar operational cost increases from Triton in FY25.

Another big budget driver over the next several years will be a proposed Whittier Regional School District school building project. The project being put forward by the Whittier School Committee would involve demolition of the existing building and construction of a brand new school at the total cost of \$444.6 million. This would be one of the most expensive school built in Massachusetts. A special ballot election is planned for January 23, 2024 to vote on whether to allow Whittier to proceed with the borrowing for the project. Working with the Mayors and Select Boards in many of the other member Towns, Representative Kassner, and Senator Tarr, the Board of Selectmen is leading an effort to educate voters of the high cost of the project; the lack of communication from the Whittier Regional School District on the project; the poor timing of the special ballot election; the unfair process detailed in the regional agreement for allocating the debt service costs among the member Towns; and, most importantly, the absence of a funding mechanism for the Town to pay for its allocation if the project is passed. The Whittier school building project will continue to be a major concern of the Board’s heading into 2024. We hope to see this project replaced by a more reasonable renovation project and for amendments to be made to the 1967 regional agreement so that capital costs are allocated based on each Town’s number of students enrolled at Whittier.

The Board of Selectmen continues to be ever vigilant to the needs of our townspeople over the last year and into the next fiscal year, even as we anticipate a difficult fiscal outlook with decreases in State aid and a demand for increased services. Despite these challenges, we remain optimistic that we will prevail from these challenging fiscal times.

## REPORT OF THE FINANCE COMMITTEE

The Finance Committee (FinCom) consists of seven members appointed by the Town Moderator for a period of three years. The FinCom serves as an advisory committee to the Selectmen and the Town Meeting. The FinCom reviews all town budgets and makes recommendations to the Selectmen and recommends to the town at the Town Meeting their review results. The FinCom has no financial jurisdiction or auditing authority, but has the responsibility to review departmental budgets and town Meeting articles.

### Omnibus Distribution FY 19 – FY 24

| <b>Department</b>          | <u>Expended FY 19</u> |     | <u>Expended FY 20</u> |     | <u>Expended FY21</u> |     |
|----------------------------|-----------------------|-----|-----------------------|-----|----------------------|-----|
| General Government         | \$1,038,297           | 6%  | \$1,153,808           | 6%  | \$1,217,554          | 6%  |
| Public Safety              | \$2,267,819           | 13% | \$2,439,175           | 12% | \$2,560,060          | 12% |
| Schools                    | \$10,799,902          | 61% | \$11,223,668          | 56% | \$11,702,941         | 57% |
| Public Works               | \$624,537             | 4%  | \$607,865             | 3%  | \$689,076            | 3%  |
| Health & Human Services    | \$310,650             | 2%  | \$311,657             | 2%  | \$334,411            | 2%  |
| Culture & Recreation       | \$321,738             | 2%  | \$361,617             | 2%  | \$394,997            | 2%  |
| Debt                       | \$1,101,714           | 6%  | \$2,335,319           | 12% | \$2,021,135          | 10% |
| Insurance & Other Benefits | \$1,284,968           | 7%  | \$1,657,295           | 8%  | \$1,739,566          | 8%  |
| <b>TOTAL</b>               | <b>\$17,749,625</b>   |     | <b>\$20,090,404</b>   |     | <b>\$20,659,740</b>  |     |

| <b>Department</b>          | <u>Expended FY 22</u> |     | <u>Expended FY 23</u> |     | <u>Budgeted FY 24</u> |     |
|----------------------------|-----------------------|-----|-----------------------|-----|-----------------------|-----|
| General Government         | \$1,261,603           | 6%  | \$1,369,769           | 6%  | \$1,581,258           | 7%  |
| Public Safety              | \$2,739,309           | 13% | \$3,016,271           | 13% | \$3,246,164           | 13% |
| Schools                    | \$11,767,238          | 55% | \$12,225,513          | 54% | \$12,760,378          | 53% |
| Public Works               | \$645,556             | 3%  | \$728,856             | 3%  | \$845,019             | 4%  |
| Health & Human Services    | \$381,407             | 2%  | \$439,100             | 2%  | \$483,858             | 2%  |
| Culture & Recreation       | \$476,271             | 2%  | \$486,373             | 2%  | \$507,117             | 2%  |
| Debt                       | \$2,091,773           | 10% | \$2,177,295           | 10% | \$2,191,473           | 9%  |
| Insurance & Other Benefits | \$1,919,863           | 9%  | \$2,093,965           | 9%  | \$2,497,502           | 10% |
| <b>TOTAL</b>               | <b>\$21,283,020</b>   |     | <b>\$22,537,142</b>   |     | <b>\$24,112,769</b>   |     |

## REPORT OF THE FINANCE COMMITTEE

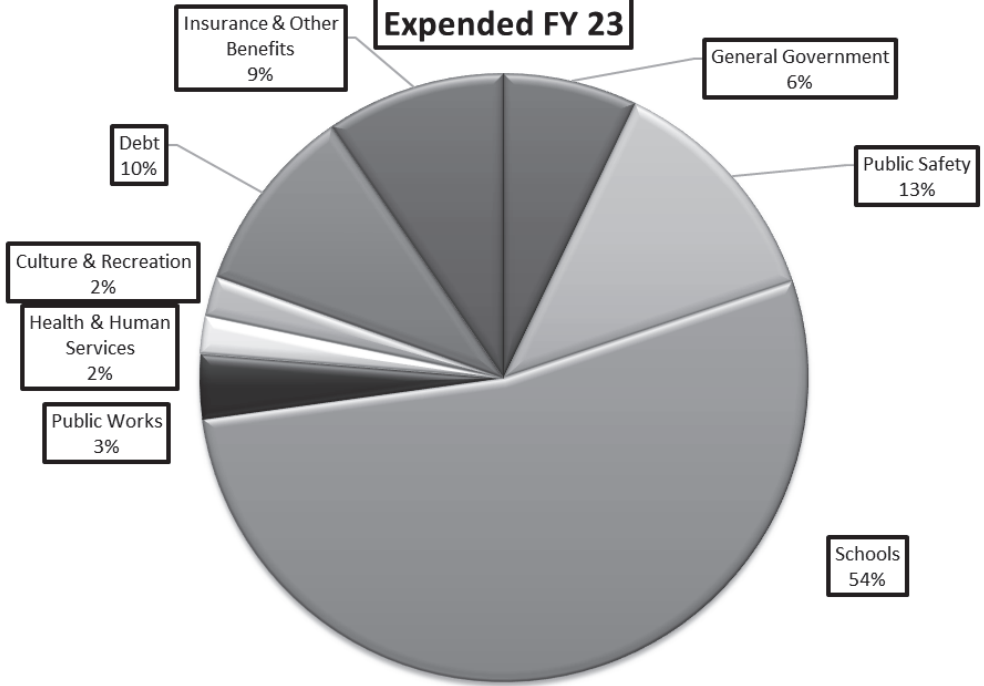
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### Omnibus Distribution FY 19 – FY 24

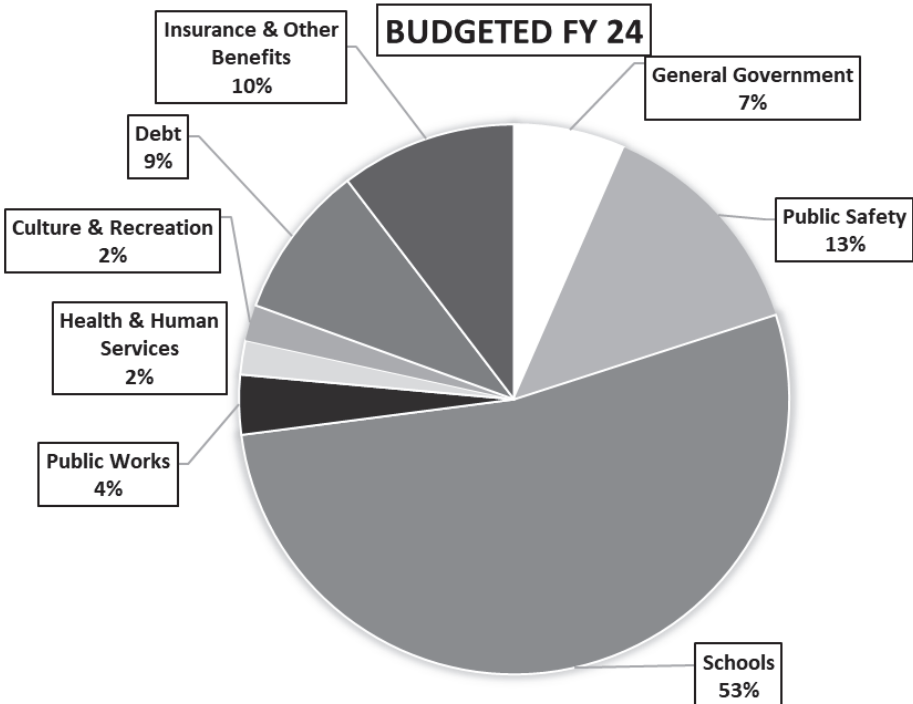
| <b>Department</b>          | <u>Expended FY 19</u> |     | <u>Expended FY 20</u> |     | <u>Expended FY21</u> |     |
|----------------------------|-----------------------|-----|-----------------------|-----|----------------------|-----|
| General Government         | \$1,038,297           | 6%  | \$1,153,808           | 6%  | \$1,217,554          | 6%  |
| Public Safety              | \$2,267,819           | 13% | \$2,439,175           | 12% | \$2,560,060          | 12% |
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| Insurance & Other Benefits | \$1,284,968           | 7%  | \$1,657,295           | 8%  | \$1,739,566          | 8%  |
| <b>TOTAL</b>               | <b>\$17,749,625</b>   |     | <b>\$20,090,404</b>   |     | <b>\$20,659,740</b>  |     |

| <b>Department</b>          | <u>Expended FY 22</u> |     | <u>Expended FY 23</u> |     | <u>Budgeted FY 24</u> |     |
|----------------------------|-----------------------|-----|-----------------------|-----|-----------------------|-----|
| General Government         | \$1,261,603           | 6%  | \$1,369,769           | 6%  | \$1,581,258           | 7%  |
| Public Safety              | \$2,739,309           | 13% | \$3,016,271           | 13% | \$3,246,164           | 13% |
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| Health & Human Services    | \$381,407             | 2%  | \$439,100             | 2%  | \$483,858             | 2%  |
| Culture & Recreation       | \$476,271             | 2%  | \$486,373             | 2%  | \$507,117             | 2%  |
| Debt                       | \$2,091,773           | 10% | \$2,177,295           | 10% | \$2,191,473           | 9%  |
| Insurance & Other Benefits | \$1,919,863           | 9%  | \$2,093,965           | 9%  | \$2,497,502           | 10% |
| <b>TOTAL</b>               | <b>\$21,283,020</b>   |     | <b>\$22,537,142</b>   |     | <b>\$24,112,769</b>   |     |

### Expended FY 23



### BUDGETED FY 24



# REPORT OF THE TOWN ACCOUNTANT

| Combined Balance Sheet - All Fund Types and Account Groups |                         |                 |                  |                        |                   |                      |                |                   |
|--|-------------------------|-----------------|------------------|------------------------|-------------------|----------------------|----------------|-------------------|
| as of June 30, 2023  |                         |                 |                  |                        |                   |                      |                |                   |
| (Unaudited)  |                         |                 |                  |                        |                   |                      |                |                   |
|  | Governmental Fund Types |                 |                  | Proprietary Fund Types |                   | Fiduciary Fund Types | Account Groups | Totals            |
|  | General                 | Special Revenue | Capital Projects | Enterprise             | Internal Services | Trust and Agency     | Long-term Debt | (Memorandum Only) |
| <b>ASSETS</b>  |                         |                 |                  |                        |                   |                      |                |                   |
| Cash and cash equivalents                                  | 5,607,828.68            | 4,599,087.50    | 1,106,861.65     | 4,889,371.81           |                   | 3,030,832.67         |                | 19,233,982.31     |
| Investments  |                         |                 |                  | 5,421,851.09           |                   | 4,252,425.58         |                | 9,674,276.67      |
| Receivables:   |                         |                 |                  |                        |                   |                      |                |                   |
| Personal property taxes                                    | 2,004.64                |                 |                  |                        |                   |                      |                | 2,004.64          |
| Real estate taxes  | 127,574.04              | 7,112.10        |                  |                        |                   |                      |                | 134,686.14        |
| Allowance for abatements and exemptions                    | (210,234.01)            |                 |                  |                        |                   |                      |                | (210,234.01)      |
| Tax liens  | 151,873.28              |                 |                  |                        |                   |                      |                | 151,873.28        |
| Tax foreclosures   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Deferred taxes   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Motor vehicle excise                                       | 75,479.69               |                 |                  |                        |                   |                      |                | 75,479.69         |
| Other excises  | 1,272.00                |                 |                  |                        |                   |                      |                | 1,272.00          |
| User fees  |                         |                 |                  | 249,964.55             |                   |                      |                | 249,964.55        |
| Utility liens added to taxes                               |                         |                 |                  | 4,058.37               |                   |                      |                | 4,058.37          |
| Departmental   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Special assessments  |                         | 711,522.85      |                  |                        |                   |                      |                | 711,522.85        |
| Due from other governments                                 |                         | 76,786.59       |                  |                        |                   |                      |                | 76,786.59         |
| Other receivables  |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Foreclosures/Possessions                                   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Prepays  |                         |                 |                  | 1,801,104.48           |                   |                      |                | 1,801,104.48      |
| Due to/from other funds                                    | 739.58                  |                 |                  |                        |                   |                      |                | 739.58            |
| Foreclosed properties                                      | 98,749.58               |                 |                  |                        |                   |                      |                | 98,749.58         |
| Inventory  |                         |                 |                  | 232,723.98             |                   |                      |                | 232,723.98        |
| Fixed assets, net of accumulated depreciation              |                         |                 |                  | 21,102,876.14          |                   |                      |                | 21,102,876.14     |
| Amounts to be provided - payment of bonds                  |                         |                 |                  |                        |                   |                      | 30,905,825.00  | 30,905,825.00     |
| Amounts to be provided - vacation/sick leave               |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Total Assets   | 5,855,287.48            | 5,394,509.04    | 1,106,861.65     | 33,701,950.42          | 0.00              | 7,283,258.25         | 30,905,825.00  | 84,247,691.84     |
| <b>LIABILITIES AND FUND EQUITY</b>                         |                         |                 |                  |                        |                   |                      |                |                   |
| <b>Liabilities:</b>  |                         |                 |                  |                        |                   |                      |                |                   |
| Warrants payable   | 81,749.28               | 260,112.44      | 20,088.81        | 72,749.89              |                   | 2,834.50             |                | 437,534.92        |
| Accounts payable   |                         |                 |                  | 757,801.03             |                   |                      |                | 757,801.03        |
| Accrued payroll  | 241,980.12              | 11,263.50       |                  | 59,110.81              |                   | 89.58                |                | 312,444.01        |
| Withholdings   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Accrued claims payable                                     |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Due to/from other funds                                    | 24.10                   |                 |                  |                        |                   |                      |                | 24.10             |
| Due to other governments                                   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Other liabilities  | 454.40                  |                 |                  | 5,640,893.75           |                   |                      |                | 5,641,348.15      |
| Deferred revenue:  |                         |                 |                  |                        |                   |                      |                |                   |
| Real and personal property taxes                           | (80,655.33)             |                 |                  |                        |                   |                      |                | (80,655.33)       |
| Tax liens  | 151,873.28              |                 |                  |                        |                   |                      |                | 151,873.28        |
| Tax Forclosures  |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Deferred taxes   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Foreclosures/Possessions                                   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Motor vehicle excise                                       | 75,479.69               |                 |                  |                        |                   |                      |                | 75,479.69         |
| Other excises  | 1,272.00                |                 |                  |                        |                   |                      |                | 1,272.00          |
| User fees  |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Utility liens added to taxes                               |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Departmental   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Special assessments  |                         | 7,112.10        |                  |                        |                   |                      |                | 7,112.10          |
| Due from other governments                                 |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Other receivables  |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Deposits receivable  |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Prepaid taxes/fees   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Tailings   | 445.04                  |                 |                  |                        |                   |                      |                | 445.04            |
| IBNR   |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Agency Funds   |                         |                 |                  |                        |                   | 28,667.68            |                | 28,667.68         |
| Notes payable  |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Bonds payable  |                         |                 |                  | 6,766,885.27           |                   |                      | 30,905,825.00  | 37,672,710.27     |
| Vacation and sick leave liability                          |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Total Liabilities  | 472,622.58              | 278,488.04      | 20,088.81        | 13,297,440.75          | 0.00              | 31,591.76            | 30,905,825.00  | 45,006,056.94     |
| <b>Fund Equity:</b>  |                         |                 |                  |                        |                   |                      |                |                   |
| Reserved for encumbrances                                  | 975,887.93              | 819,498.64      |                  | 2,179,968.69           |                   |                      |                | 3,975,355.26      |
| Reserved for expenditures                                  | 1,428,291.32            |                 |                  | 0.00                   |                   |                      |                | 1,428,291.32      |
| Reserved for continuing appropriations                     |                         |                 |                  | 0.00                   |                   |                      |                | 0.00              |
| Reserved for petty cash                                    | 830.56                  |                 |                  | 690.00                 |                   |                      |                | 1,520.56          |
| Reserved for appropriation deficit                         |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Reserved for snow and ice deficit                          |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Reserved for COVID-19 deficit                              |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Reserved for debt service                                  |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Reserved for premiums                                      | 13,540.11               |                 |                  |                        |                   |                      |                | 13,540.11         |
| Reserved for working deposit                               |                         |                 |                  |                        |                   |                      |                | 0.00              |
| Undesignated fund balance                                  | 2,964,114.98            | 4,296,522.36    | 1,086,772.84     |                        |                   | 7,251,666.49         |                | 15,599,076.67     |
| Unreserved retained earnings                               |                         |                 |                  | 8,533,080.17           |                   |                      |                | 8,533,080.17      |
| Investment in capital assets                               |                         |                 |                  | 9,690,770.81           |                   |                      |                | 9,690,770.81      |
| Total Fund Equity  | 5,382,664.90            | 5,116,021.00    | 1,086,772.84     | 20,404,509.67          | 0.00              | 7,251,666.49         | 0.00           | 39,241,634.90     |
| Total Liabilities and Fund Equity                          | 5,855,287.48            | 5,394,509.04    | 1,106,861.65     | 33,701,950.42          | 0.00              | 7,283,258.25         | 30,905,825.00  | 84,247,691.84     |
| <b>PROOF BALANCE SHEET IS IN BALANCE</b>                   |                         |                 |                  |                        |                   |                      |                |                   |
| <b>PROOF FUND BALANCE DETAIL</b>                           |                         |                 |                  |                        |                   |                      |                |                   |
| <b>AGREES TO THE BALANCE SHEET</b>                         |                         |                 |                  |                        |                   |                      |                |                   |
| <b>PROOF RECEIVABLES DETAIL</b>                            |                         |                 |                  |                        |                   |                      |                |                   |
| <b>AGREES TO THE BALANCE SHEET</b>                         |                         |                 |                  |                        |                   |                      |                |                   |

| ARTICLE BALANCES AS OF FEBRUARY 29, 2024               |                     |                     |                   |
|--|---------------------|---------------------|-------------------|
|  | Current Year        | Current Year        | Balance           |
| GENERAL FUND   | Budget              | Expenditures        | Remaining         |
| OPEB Retirees' Health Insurance Valuation SA25 5/21    | 1,150.00            | (850.00)            | 300.00            |
| Hunsley Hills Management SA20 5/01                     | 2,337.84            | -                   | 2,337.84          |
| Stormwater Map SA13 11/07                              | 725.00              | -                   | 725.00            |
| Olde Nancy A16 5/76                                    | 200.00              | -                   | 200.00            |
| Engineering at West Ox Pasture Lane A34 11/2001        | 4,190.00            | -                   | 4,190.00          |
| Cap Proj FY24 A19 5/2023 Technology                    | 18,000.00           | (6,048.00)          | 11,952.00         |
| Cap Proj FY24 A19 5/2023 Equipment                     | 39,862.00           | (27,226.22)         | 12,635.78         |
| Cap Proj FY24 A19 5/2023 Facilities                    | 257,680.00          | (19,781.38)         | 237,898.62        |
| Cap Proj FY24 A24 5/2023 Vehicles                      | 37,865.85           | (11,227.80)         | 26,638.05         |
| Capital Projects VIII SA17 4/18                        | 7,416.30            | (168.22)            | 7,248.08          |
| Capital Projects IX FY20 SA7 5/19                      | 13,621.59           | (1,777.50)          | 11,844.09         |
| OSHA Compliance SA14 5/19                              | 5,470.00            | -                   | 5,470.00          |
| Classification & Archiving of Town Records SA10 6/20   | 8,038.35            | -                   | 8,038.35          |
| Capital Projects FY21 SA11 6/20                        | 13,049.89           | -                   | 13,049.89         |
| Town Landing Survey SA8 5/21                           | 35.67               | -                   | 35.67             |
| Capital Projects FY22 SA9 5/21                         | 11,604.26           | (599.00)            | 11,005.26         |
| Veterans Memorial SA11 5/21                            | 35,901.16           | (740.00)            | 35,161.16         |
| Capital Projects FY23 A24 5/2022                       | 26,555.76           | (1,140.00)          | 25,415.76         |
| VADAR General Ledger software license A16 5/2023       | 11,190.00           | (11,182.94)         | 7.06              |
| Recertification 5/18 5/19 6/20 5/21                    | 108,303.86          | (12,357.82)         | 95,946.04         |
| Recertification A13 5/21                               | -                   | -                   | -                 |
| Recertification A10 5/2022                             | 5,000.00            | (600.00)            | 4,400.00          |
| Recertification A7 5/2023                              | 5,000.00            | -                   | 5,000.00          |
| Records Archiving II SA17 5/15                         | 14.80               | -                   | 14.80             |
| Trails on Conservation Commission Properties SA12 5/21 | 15,536.85           | (829.20)            | 14,707.65         |
| MVPC Housing Production Plan A21 5/2023                | 2,500.00            | -                   | 2,500.00          |
| Town Hall Ceiling & Elevator SA13 5/13                 | 3,860.00            | (3,000.00)          | 860.00            |
| Town Hall & Library HVAC A27 5/22                      | 172,240.00          | (118,414.53)        | 53,825.47         |
| Expand / Pave Annex SA5 5/15                           | 946.32              | -                   | 946.32            |
| Police Academy tuition A17 5/2023                      | 4,200.00            | -                   | 4,200.00          |
| Town Landing parking area work A23 5/1/2023            | 73,744.01           | -                   | 73,744.01         |
| Municipal Waterways A12 5/2021                         | 788.58              | -                   | 788.58            |
| Municipal Waterways A9 5/2022                          | 3,139.00            | -                   | 3,139.00          |
| Municipal Waterways A7 5/2023                          | 2,738.50            | -                   | 2,738.50          |
| Gurczak Lane Bond SA14 11/13                           | 22,392.44           | -                   | 22,392.44         |
| Pave Prospect Hill II SA21 5/17                        | 10,428.95           | -                   | 10,428.95         |
| Cemetery Water Lines SA5 5/19                          | 18,847.00           | -                   | 18,847.00         |
| Cemetery Tree Maintenance SA13 6/20                    | 1,659.19            | -                   | 1,659.19          |
| Cemetery Roads SA16 6/20                               | 15,782.94           | -                   | 15,782.94         |
| Garage Doors & Storage Unit SA22 5/2022                | 660.00              | -                   | 660.00            |
| Van Match A25 5/22                                     | 13,061.00           | -                   | 13,061.00         |
| Handicap Access Bath A66 5/89                          | 3,216.57            | -                   | 3,216.57          |
| Library Assistive Sound System SA9 6/20                | 3,150.00            | -                   | 3,150.00          |
| MWPAT (Septic Betterments) Principal A9 5/2023         | 59,540.00           | (59,540.00)         | -                 |
| <b>GENERAL FUND TOTAL</b>                              | <b>1,041,643.68</b> | <b>(275,482.61)</b> | <b>766,161.07</b> |

|   | Current Year        | Current Year        | Balance             |
|---|---------------------|---------------------|---------------------|
| COMMUNITY PRESERVATION                                  | Budget              | Expenditures        | Remaining           |
| Bradstreet Access Road SA18 5/21                        | 1,096.23            | -                   | 1,096.23            |
| YMCA roof rot drainage repair A36 5/2023                | 150,000.00          | -                   | 150,000.00          |
| Girl Scout Camp Conservation Restriction SA19 10/14     | 15,000.00           | (15,000.00)         | -                   |
| Purchase 221R Main St A27 5/17                          | 314.30              | -                   | 314.30              |
| Pingree Boardwk II SA20 6/20                            | 9,064.29            | -                   | 9,064.29            |
| Batting Cage at Eiras Park SA22 6/2020                  | 5,181.00            | -                   | 5,181.00            |
| Eiras Park Improvements SA15 5/21                       | 90,689.94           | (3,711.13)          | 86,978.81           |
| Renovate Pine Grove School Basketball Court II SA17 5/2 | 13,950.55           | -                   | 13,950.55           |
| Records Preservation A32 5/22                           | 63,000.00           | (18,749.00)         | 44,251.00           |
| Playground Upgrades A33&34 5/22                         | 68,640.99           | (22,300.02)         | 46,340.97           |
| YMCA Pool Renovations A35 5/22                          | 92,859.69           | -                   | 92,859.69           |
| Annex Windows SA19 5/21                                 | 77,875.00           | (150.50)            | 77,724.50           |
| Annex Slate Roof Restoration SA20 5/21                  | 668.75              | -                   | 668.75              |
| Annex Windows A35 5/2023                                | 60,000.00           | -                   | 60,000.00           |
| Historic Signs (1/2) SA25 11/04                         | 880.00              | -                   | 880.00              |
| Town Hall Windows II SA21 11/06SA26 4/18                | 7,040.13            | -                   | 7,040.13            |
| Annex Elevator Design SA12 11/16                        | 2,196.69            | -                   | 2,196.69            |
| AnnexElev Design Bid A28 5/17                           | 15,477.25           | -                   | 15,477.25           |
| Annex First Floor ADA Compliance SA27 4/18              | 127,974.83          | -                   | 127,974.83          |
| Town Vital Records SA22 5/19                            | 89.00               | (89.00)             | -                   |
| Hist District Signs SA19 6/20                           | 17,500.00           | -                   | 17,500.00           |
| <b>COMMUNITY PRESERVATION TOTAL</b>                     | <b>819,498.64</b>   | <b>(59,999.65)</b>  | <b>759,498.99</b>   |
|   |                     |                     |                     |
|   |                     |                     |                     |
|   |                     |                     |                     |
|   | Current Year        | Current Year        | Balance             |
| WATER ENTERPRISE FUND                                   | Budget              | Expenditures        | Remaining           |
| Clean wells 3 & 5 A26 5/2023                            | 100,000.00          | (50,689.70)         | 49,310.30           |
| Records Digitization A27 5/2023                         | 60,000.00           | -                   | 60,000.00           |
| Lead Service Line Inventory A29 5/2023                  | 42,000.00           | -                   | 42,000.00           |
| New Water Source Testing A30 5/2023                     | 80,000.00           | (7,850.00)          | 72,150.00           |
| SCADA System A32 5/2023                                 | 95,715.00           | (4,968.50)          | 90,746.50           |
| Fenno and Mansion Drive MainsA25 5/2023                 | 1,400,000.00        | (61,555.00)         | 1,338,445.00        |
| Generator for 401 Central St A28 5/2023                 | 70,000.00           | (43,024.47)         | 26,975.53           |
| Above Ground Control Cabinet A31 5/2023                 | 32,000.00           | (1,800.00)          | 30,200.00           |
| Pall Filter Modules A9 5/16                             | 33,000.00           | -                   | 33,000.00           |
| Pall Filter Modules A9 5/17                             | 21,000.00           | -                   | 21,000.00           |
| Distribution Main Valves SA19 5/19                      | 58,650.00           | -                   | 58,650.00           |
| Remove Storage Tank A8 6/20                             | 20,750.00           | -                   | 20,750.00           |
| Risk Assessment Plan A9 6/20                            | 4,900.00            | -                   | 4,900.00            |
| Clean Residual Basins A10 6/20                          | 30,000.00           | -                   | 30,000.00           |
| Cyber Resilience A11 6/20                               | 55,000.00           | (3,193.00)          | 51,807.00           |
| Hybr Utility Vehicle A12 6/20                           | 1,153.44            | -                   | 1,153.44            |
| Utility Truck with Crane A8 5/21                        | 7,268.01            | -                   | 7,268.01            |
| Water Meters A8 5/2022                                  | 45,761.06           | (16,892.67)         | 28,868.39           |
| <b>WATER ENTERPRISE FUND TOTAL</b>                      | <b>2,157,197.51</b> | <b>(189,973.34)</b> | <b>1,967,224.17</b> |

| STATEMENT OF BUDGET VS. ACTUAL REVENUES AND EXPENDITURES           |                   |  |                   |                |                  |
|--|-------------------|--|-------------------|----------------|------------------|
| YEAR ENDED JUNE 30, 2023   |                   |  |                   |                |                  |
| UNAUDITED  |                   |  |                   |                |                  |
|  | FINAL             |  | ACTUAL            | CARRIED        | VARIANCE         |
|  | BUDGET            |  | AMOUNTS           | FORWARD        | FAVORABLE        |
| REVENUES:  |                   |  |                   |                | (UNFAVORABLE)    |
| Real estate and personal property<br>net of reserve for abatements | 19,337,502        |  | 19,454,041        |                | 116,539          |
| Excise taxes   | 1,237,600         |  | 1,678,729         |                | 441,129          |
| Intergovernmental  | 832,101           |  | 825,534           |                | (6,567)          |
| Departmental fees, fines and charges                               | 642,738           |  | 1,025,378         |                | 382,640          |
| Investment Income  | 9,126             |  | 94,756            |                | 85,630           |
| <b>Total Revenues</b>  | <b>22,059,067</b> |  | <b>23,078,438</b> |                | <b>1,019,371</b> |
| EXPENDITURES:  |                   |  |                   |                |                  |
| General Government   | 2,601,788         |  | 1,609,316         | 803,933        | 188,540          |
| Public Safety  | 3,129,475         |  | 3,024,579         | 81,872         | 23,024           |
| Public Works   | 911,161           |  | 745,196           | 69,821         | 96,143           |
| Human Services   | 485,029           |  | 439,100           | 16,278         | 29,652           |
| Culture and Recreation   | 503,003           |  | 486,375           | 3,860          | 12,769           |
| Education  | 12,259,892        |  | 12,225,513        |                | 34,379           |
| Pension  | 1,231,366         |  | 988,457           |                | 242,909          |
| Debt Service - Principal   | 1,293,541         |  | 1,158,540         |                | 135,001          |
| Debt Service - Interest  | 1,093,288         |  | 1,078,294         |                | 14,994           |
| State and County charges   | 118,037           |  | 117,746           |                | 291              |
| Employee Benefits  | 573,363           |  | 492,063           | 125            | 81,175           |
| Other expenditures   | 317,100           |  | 281,383           |                | 35,717           |
| <b>Total Expenditures</b>  | <b>24,517,043</b> |  | <b>22,646,561</b> | <b>975,888</b> | <b>894,594</b>   |
| EXCESS (DEFICIENCY) OF REVENUES<br>OVER EXPENDITURES               | (2,457,976)       |  | 431,877           | (975,888)      | 1,913,965        |
| OTHER FINANCING SOURCES (USES):                                    |                   |  |                   |                |                  |
| Transfers in   | 62,679            |  | 62,679            |                | 0                |
| Transfers out  | (300,000)         |  | (300,000)         |                | 0                |
| Total Other Financing Sources (Uses)                               | (237,321)         |  | (237,321)         |                | 0                |
| NET CHANGE IN FUND BALANCE   | (2,695,297)       |  | 194,556           | (975,888)      | 1,913,965        |
| BUDGETARY FUND BALANCE, Beginning of Year                          | 5,188,109         |  | 5,188,109         |                |                  |
| BUDGETARY FUND BALANCE, End of Year                                | 2,492,812         |  | 5,382,665         | (975,888)      | 1,913,965        |



## REPORT OF THE BOARD OF ASSESSORS

The Board saw a change in May when Donald Thurston decided not to run for re-election after serving on the Board for 39 years. Local resident Judith Doak ran and was elected to a 3-year term. In fiscal year 2024 the Board of Assessors with the assistance of Vision Government Solutions of Northborough, Mass, successfully completed the final portion of a 2-year Data Collection/Imaging Program, which was the mailing of data mailers to each residential property to verify interior components. It is important to note that January 1<sup>st</sup> annually is the assessment date, and all assessments are determined using arms-length property sales. During the fiscal year 2024 Interim Adjustment the Rowley Assessor's Office reviewed the calendar 2022 sales, for the single family and condominiums classes. However, for all other classes, sales that occurred during the period of January 1, 2021 through December 31, 2022 were reviewed along with, when applicable, income and expense data.

Below is a table of the fiscal year 2024 parcel counts, valuations and taxes for the main property classes in Town:

| <b>FISCAL YEAR 2024</b>          |                            |                                       |                        |                            |   |
|----------------------------------|----------------------------|---------------------------------------|------------------------|----------------------------|---|
| <b><u>Tax Classification</u></b> | <b><u>Parcel Count</u></b> | <b><u>Assessed Value by Class</u></b> | <b><u>Tax Rate</u></b> | <b><u>Tax by Class</u></b> | <b><u>% of Total Value by Class</u></b> |
| <b><i>Residential</i></b>        | 2397                       | 1,462,946,760                         | 12.10                  | 17,701,655.80              | 83.1145%                                |
| <b><i>Open Space</i></b>         | 40                         | 182,100                               | 12.10                  | 2,203.41                   | 0.0103%                                 |
| <b><i>Commercial</i></b>         | 214                        | 125,221,890                           | 12.10                  | 1,515,184.87               | 7.1142%                                 |
| <b><i>Industrial</i></b>         | 34                         | 68,089,250                            | 12.10                  | 823,879.93                 | 3.8684%                                 |
| <b><i>Personal Property</i></b>  | 333                        | 21,300,053                            | 12.10                  | 257,730.64                 | 1.2101%                                 |
| <b><i>Exempt</i></b>             | 281                        | 82,419,200                            |                        | 0.00                       | 4.6825%                                 |
| <b><i>Total</i></b>              | <b>3299</b>                | <b>1,760,159,253</b>                  |                        | 20,300,654.64              | <b>100.0000%</b>                        |

The Board reported \$30,159,750 in New Growth Value to the Department of Revenue, which was certified during the fiscal year 2024 tax rate setting process. The tax rate in the Town decreased from \$13.02 per \$1,000 in fiscal year 2023 to \$12.10 per \$1,000 for fiscal year 2024.

As always, the Board feels it is important for all taxpayers to remember that the Board of Assessors does not make the laws that affect property owners. The Massachusetts Legislature enacts tax laws. Various guidelines and regulations to implement the legislation are established by the Department of Revenue. The Board of Assessors, in short, follows the procedures established by others to set the value of property. Value is actually set by buyers and sellers as they establish the worth of comparable properties through their transactions in the real estate marketplace. The Assessors also do not determine taxes. The municipality itself determines property taxation, through its Town Meeting. Similarly, the Assessors do not decide who is entitled to relief on their property tax bills through exemptions; rather they follow the Massachusetts General Laws.

Respectfully Submitted: Jami L. Snow, Chairman; David Zizza, Assessor; Judith E. Doak, Assessor

## REPORT OF THE TOWN CLERK

In the year 2023 we took part in our second Town Meeting from the perspective of the stage at Pine Grove School and later worked with the State Attorney General's office to update bylaws changed at that meeting. Attendees approved our Capital Request for an efficiency update to our office, and we put that to good use. Thank you! Thanks also to the State-wide city and town clerk's network and our Town Hall employees for their support in all our endeavors.

In our role as election officials, we updated the job descriptions for several election worker positions and recruited additional help in preparation for an election-heavy 2024. Election training was updated based on content from attendance at a Town Clerk's conference and input from other municipalities, then it was approved by the Elections Division of the Secretary of the Commonwealth's office. Many thanks to all our dedicated election workers both existing and new: your willingness to serve the Town in this capacity is laudable, and it goes without saying that we couldn't do it without you.

In addition to processing all new birth, marriage, and death records, we continue to preserve the historic Town records. In compliance with State law, which states that we must preserve and keep all Vital Records forever, we worked with our vendor to preserve additional marriage and marriage intention records in four stabilized & bound volumes as well as on microfilm and in digital format. We continue to seek the right senior tax volunteer to work with us to get some of this information indexed. [Anyone interested? If you can read 18<sup>th</sup>- and 19<sup>th</sup>-century script and are comfortable using worksheet software, we would love to chat with you.] Also using Community Preservation funds, we had our vendor unbind disorganized cemetery deed books and preserve the deeds, and from the documents returned we created new binders organized by cemetery section and lot. The process also helped in our continued efforts to assist the Cemetery Commissioners with updating records and maps, as time allows.

If you need a boat ramp permit, shellfish permit, dog license, or business certificate, if you want to request a public record from any department in town, if you need to pay a parking fine or bylaw violation fine, if you need to register to vote (or change your registration), or if you want to complete or turn in a Town census form—it all happens at the Town Clerk's office. All Town and regional board and committee meeting postings go through this office as well as all Town job postings and legal notices, compliance tracking for State Ethics Training, and all Planning Board and ZBA decision paperwork. Also, genealogy enquiries continue to be answered both in person and through email.

Facts related to all the documents that pass through our office:

### ***2023 Population Demographics (as of 1/12/2024)***

Dates of Birth between:

|                         |       |
|-------------------------|-------|
| 1/1/1921 and 12/31/1930 | 40    |
| 1/1/1931 and 12/31/1940 | 202   |
| 1/1/1941 and 12/31/1950 | 573   |
| 1/1/1951 and 12/31/1960 | 1,121 |
| 1/1/1961 and 12/31/1970 | 991   |
| 1/1/1971 and 12/31/1980 | 661   |

|                         |     |
|-------------------------|-----|
| 1/1/1981 and 12/31/1990 | 740 |
| 1/1/1991 and 12/31/2000 | 735 |
| 1/1/2001 and 12/31/2010 | 565 |
| 1/1/2011 and 12/31/2020 | 439 |

**Population Total: 6090**

***Comparative Vital Statistics (as of 1/10/23)***

|           | <u><b>2019</b></u> | <u><b>2020</b></u> | <u><b>2021</b></u> | <u><b>2022</b></u> | <u><b>2023</b></u> |
|-----------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Births    | 49                 | 47                 | 41                 | 60                 | 50                 |
| Deaths    | 49                 | 52                 | 65                 | 44                 | 52                 |
| Marriages | <b>20</b>          | <b>25</b>          | <b>27</b>          | <b>28</b>          | <b>25</b>          |

**Births:** 50 babies were born to Rowley parents: 26 boys and 24 girls.

**Deaths:** 52 deaths were recorded in 2023: 28 males and 24 females. Of those, ten were veterans. Also, of the 52, nine were over 90 and the oldest was 97.

**Marriages:** 28 Marriage Licenses were issued in 2023. 12 of the weddings took place here in town.

***Town Clerk's Revenue Report – 2023***

|                               |                    |
|-------------------------------|--------------------|
| Bylaw Non-Criminal Violations | \$ 250.00          |
| Cemetery Lots                 | \$ 5,750.00        |
| Dog and Kennel Licenses       | \$ 9,369.00        |
| General Fees                  | \$ 5,080.00        |
| Parking Violations            | \$ 1,075.00        |
| Ramp Permits                  | \$ 8,131.00        |
| Records Request Fees          | \$ 0.00            |
| Shellfish Permits             | \$ <u>3,335.00</u> |
| Total                         | \$63,290.00        |

**Cemetery Lots Sold** – There were 23 lots sold in 2023; 20 regular and three cremations. Lots are priced at \$250 per grave to Rowley residents and \$750 per grave to non-residents.

**Dog Licenses** – We issued 718 Dog Licenses and ten Kennel Permits in 2023.

**General Fees** – General Fees cover a wide range of transactions including Street List Book sales, Marriage Licenses, Business Certificates, and certified copies of Vital Records. The Town's Bylaws are available on the town website: [townofrowley.net](http://townofrowley.net).

**Public Records Requests** – We processed 64 Public Records Requests during 2023.

**Boat Ramp Permits** – This office issued 228 Boat Ramp permits in 2023.

**Shellfish Permits** – We processed 96 Shellfish permits, including 22 Commercial, one Jr. Commercial, and 47 Resident Non-Commercial. We also issued 26 non-residential permits, 18 of which were one-day permits.

The Town Clerk’s office, in all its capacities, strives to serve the citizens of Rowley efficiently and pleasantly. We look forward to helping you the next time you need us.

Respectfully submitted: Catie McClenaghan, Town Clerk

**REPORT OF THE BOARD OF REGISTRARS**

The Board of Registrars is directed by Massachusetts General Law to be responsible for maintaining accurate voter registration lists and presiding over elections. The voter registration list is the basis for the Street List and Census and is used to check qualified residents into Annual/Special Town Meetings and Federal, State and Local Elections. Generally, the registrars spend considerable time compiling the Annual Census as well as working at the check-in table at Town Meetings and providing office coverage for Voter Registration and various other extended hours as mandated by the Secretary of State.

***Voter Registration as of 01/08/2024***

|                                   |           |
|-----------------------------------|-----------|
| Unenrolled (Includes Independent) | 3,454     |
| Democrat                          | 766       |
| Republican                        | 666       |
| Libertarian                       | 14        |
| Other                             | 32        |
| <br>Total Registered Voters       | <br>4,932 |
| <br>Active                        | <br>3985  |
| Inactive Voters*                  | 947       |

\*Inactive is defined as those voters who have NOT responded to the Census within the calendar year. Identity and proof of residency must be re-established before being restored to the voter list.

***2023 Voter Turnout:***

**Annual Town Meeting, May 1, 2023** – Quorum certified at 70 at 6:30pm  
**Annual Town Election, May 9, 2023** – 861 Ballots cast

***2023 Election Workers:***

|                     |                    |
|---------------------|--------------------|
| Arleen Damon        | Mary Ellen Mighill |
| Dennis Donoghue     | Jay Scheurer       |
| Mary Ellen McDonald | Jeannette Southall |
| Maura Mastrogiovani | Linda Snow         |

Phil Collyer – Constable  
Catie McClenaghan – Clerk  
Kim Waring-Wright – Clerk

William Wright – Constable  
Janet Peabody – Clerk  
Joan Peterson - Warden

Respectfully submitted by the Board of Registrars: Catie McClenaghan; Timothy Young; Zeth Folds; Sylvia Wood

## **REPORT OF THE PERSONNEL ADVISORY COMMITTEE**

The primary objective of the Personnel Advisory Committee (PAC) is to review and make recommendations for the formulation and maintenance of an effective personnel system by creating personnel administrative policies, a position rating and evaluation system, and a wage and salary system. The Personnel Advisory Committee monitors the implementation and practices of the personnel system. Periodically, the Personnel Advisory Committee proposes revisions to the system in order to consistently improve it. The Board of Selectmen oversees all personnel administrative policies.

In 2023, the Personnel Advisory Committee continued to review and improve all current policies. Such policies as defined in the Town's "Personnel Plan", provide day-to-day administrative guidelines to supervisors and employees alike. These guidelines identify: hours, wages and benefits, as well as, other conditions of employment.

The Town Accountant and the Building Inspector both retired in 2023. The Personnel Department worked to fill these key staff positions. The Town welcomed approximately 20 employees in a variety of full-time and part-time positions - fourteen full-time employees, and twelve part-time new employees - in 2022. The Personnel Department participated in, or assisted with, the candidate screenings, interviews, and orientations for these new employees. We look forward to working with all of the new employees of the Town.

In 2020, the Town was awarded a Community Compact grant from the State in the amount of \$15,000 to be used to develop a workplace safety program in order to comply with the OSHA requirements that apply to municipalities under the Massachusetts Workers' Safety legislation. The Personnel Department staff worked with SafetyNet Compliance Solutions to develop this program. The project was completed in 2023. Going forward, the Personnel Department will need to provide workplace safety training programs for staff.

## **REPORT OF THE AGRICULTURAL COMMISSION**

The Farmers' Market had a successful 18<sup>th</sup> season. We continue to try and expand the number and variety of vendors. Customers were able to purchase fresh vegetables, flowers, fresh bread, local honey, honey products, maple syrup, locally preserved/canned produce, jams, jellies, and baked goods.

The Bradstreet Community Garden continues to be popular with residents. We had 23 people who worked a total of 39 plots at the Bradstreet Community Garden this past season. The Commission is grateful to Conservation Agent, Brent Baeslack for his continued support.

As always, we will be available to protect and promote the Town’s agricultural history. We look forward to our continued work on behalf of the agricultural community and the residents of Rowley.

Respectfully submitted by the Agricultural Commission

**REPORT OF THE COMMUNITY PRESERVATION COMMITTEE (CPC)**

In conformance with the State enabling act, Chapter 267 of the acts of 2000; Amended by Chapter 165 of the Acts of 2002, Section 3 to 7, inclusive, Chapter 44B of the General Laws, the Rowley Community Preservation (CP) Committee was established by a bylaw passed at the May 1, 2001 Town Meeting. The CP Committee studies the needs, possibilities and resources of the Town regarding community preservation, and is responsible for recommending projects for funding by the CP Committee in the areas of open space, recreation, historic preservation and community housing. All projects that the CP Committee recommends must be approved by a majority Town Meeting vote.

The committee met two times in FY2023 (3/9/23 & 3/21/23) The Community Preservation surcharge for FY 2023 was \$565,636.01 plus the additional 69% State matching portion of \$377,376.00 plus \$88,502.43 in interest.

Projects submitted and approved in Fiscal Year 2023 were as follows:

- 1. Funding of \$150,000.00 to YMCA Roof project at Dodge Reservation.
- 2. Additional Funding of \$60,000.00 for the Town Hall Annex Window project.

CP Committee Members are selected by the committees on which they serve and ultimately confirmed by the Selectmen to serve for three-year terms.

Current members are:

|                   |                              |
|-------------------|------------------------------|
| Frank Todd, Chair | Historic District Commission |
| Sam Streiff       | Conservation Commission      |
| Kurt Annen        | Recreation                   |
| Joseph Perry      | Rowley Housing Authority     |
| Cliff Pierce      | Board of Selectmen           |
| David Jaquith     | Planning Board               |
| Howard Vogel      | Open Space Committee         |

The CP Committee meets periodically as requests for funding in required categories are made. Our meetings, time and place, are posted with the Town Clerk. The notice is also posted on the

Town of Rowley's Website. The majority of our meetings are held in the Auditorium based on availability. They are videotaped and available for viewing via Rowley Community Media.

The CP committee is a member of the Community Preservation Coalition which is made up of 196 communities who have adopted CPA. They offer technical assistance to Community Preservation Committees, presentations to local CPC's, CPC implementation training programs and CPA public relations, outreach and communications for each Community Preservation Committee.

Respectfully submitted: Frank Todd, Chairman

## **REPORT OF THE PLANNING BOARD**

The Rowley Planning Board performs various duties as authorized by MGL Chapters 40A and 41 which include overseeing the subdivision of land, the approval and construction of ways within the Town, and acts as the primary Special Permit Granting Authority (SPGA) for Rowley and is also responsible for the review of commercial site plans. The Planning Board also has the task prepare studies and plans pertaining to the town's resources, needs, and land use possibilities. The Town Planner serves as staff for the Planning Board and administers the day-to-day functions of the Planning Board office. The Town Planner position is a full-time 35 hours per week position who facilitates the Planning Board meetings, keeps records, serves as a point of contact and as a liaison with the planning agents of other towns and with regional and state agencies including the regional planning authority. The Planner keeps public office hours each Monday, Tuesday, Wednesday, and Thursday from 9:30am to 12pm, and is otherwise available by appointment during afternoons as needed. Moreover, the Town Planner is available to answer citizen inquiries pertaining to the application of the Rowley Protective Zoning Bylaw ("Zoning Bylaw"), and also works to coordinate communications between the Planning Board and other town departments and boards.

The following is a summary of the Planning Board activities during 2023:

- Held sixteen (16) public meetings
- Fourteen (14) new public hearings / with twenty-nine (29) continued sessions
- Reviewed nine (9) Special Permits
- Reviewed eight (8) Site Plan Reviews
- Reviewed six (6) Approval-Not-Required (ANR/Form A) applications

Also, during 2023 the Planning Board worked with staff from the Merrimack Valley Planning Commission (MVPC) to update the Town's 2018 Housing Production Plan (HPP) which help to guide the Town's housing goals until 2029. The Planning Board also worked with MVPC and other Town Boards to create the MBTA Communities 3A zoning overlay districts which are necessary to bring the Town into compliance with the Section 3A of the State's Zoning Act by December 2024.

The Planning Board has continued its policy of encouraging preliminary discussions with prospective applicants and developers regarding their projects prior to holding a formal public

hearing. The Planning Board office is located on the first floor of the Town Hall Annex building at 39 Central Street. To schedule an appointment, or inquire about meeting dates, agendas, or minutes; please contact the Town Planner, Kirk Baker, at 978-948-5549, or view the Town website at <http://www.town.rowley.ma.us/common> for updated office hours.

Respectfully submitted: Chris Thornton, Chairman; David Jaquith, Vice Chairman; Kevin Moriarty, Member; Craig Copland, Member; Rob Piersielak, Member; Dr. Joan Connolly Costello, Associate Member

## **REPORT OF THE CONSERVATION COMMISSION**

In 1962 the Town of Rowley voted to adopt the Conservation Commission Act of 1957, which established a municipal agency to plan for natural resource protection, acquire important land/water areas, and manage properties for conservation and passive recreation. The Rowley Conservation Commission administers and enforces the Commonwealth of Massachusetts Wetlands Protection Act (1972), the Rivers Protection Act (1996), the Town of Rowley Wetlands Protection Bylaw (2004 Amended 2020), and the Town of Rowley Stormwater Management and Erosion Control Bylaw (2007).

The Commission this year met remotely every three weeks on Tuesday evenings at 7:30 p.m. Composed of six members at this time, appointed by the Board of Selectmen for staggered three-year terms, the members volunteer their time to help preserve and protect Rowley's natural resources. The Commission currently has one open vacancy. The current members include: Samuel Streiff (19 1/4 years), Vice Chairman Howard Vogel (8 1/4 years), Chairman Daniel Shinnick (6 1/2 years), Howard Terrien (4 years), Ann Witzig (2 1/4 years) and Nancy Miller (1/2 year). The Commission wishes to thank Jennifer Haag, who resigned in July, for her four years of service and welcomes our newest member, Nancy Miller. The Conservation Commission is represented by Samuel Streiff on the Community Preservation Committee and Howard Vogel on the Open Space Committee.

In addition to their aesthetic and recreational values, wetlands are important for the environmental functions they perform. These valuable roles include the following: protection of land containing shellfish and fisheries, flood control, storm damage, and pollution prevention; protection of public and private water supplies, groundwater, vernal pools, and other wildlife habitat. In common with other shoreline communities in Massachusetts, Rowley has both coastal and inland wetland resource areas, the latter being important to the protection of public drinking water supplies.

Proper application of the Wetlands Protection Act and Wetlands Protection Bylaw allow individuals to develop land in Rowley while minimizing problems from storms, floods, and high groundwater damage. This prevents pollution and protects natural resources including wetlands, rivers, estuaries, salt marshes, drinking water, groundwater, fisheries, and wildlife.

The Commission reviewed 73 Permit Applications and related documents that consisted of:



- 12 New and Amended Notice of Intent applications for new homes, subdivisions, and other building projects
- 16 Requests for Determination of Applicability, which permit less complicated construction projects
- 22 Requests for Certificates of Compliance/Completion, the final declaration of project completion
- 9 Stormwater Management Permits, managing project drainage facilities and erosion controls
- 12 Enforcement Orders and Notices of Violation, actions to protect and restore impacted and degraded wetland resources
- 5 Notices of Non-Compliance, notification of deviations from permit conditions

The Conservation Commission provides assistance to property owners by issuing Emergency Certification forms for various activities such as beaver dam breaching and beaver “deceiver” installations or repairs that occur in protected wetlands where quick timing to mitigate the emergency is needed. The Conservation Department assisted the Board of Selectmen by reviewing and providing professional input on Road Opening applications (16), Earth Removal Bylaw Permit applications, and the review of Notices of Conversion of Chapter 61 designated lands (Agriculture and Forestry). The Conservation Department reviewed Building Permit Requests (63), numerous information requests, public records requests and provided the Health Department with professional review on Soil Evaluation applications (54). Possible environmental regulatory commentary is provided to the Planning Board for special permits, site plan reviews, and definitive subdivision project applications, and, when appropriate, comments to the Zoning Board of Appeals on their applications. The Commission interacted, as necessary, with the Massachusetts Department of Environmental Protection, Division of Marine Fisheries, and the Army Corp of Engineers, which has jurisdictional oversight responsibilities pertaining to Commonwealth and Federal wetlands, salt marsh, and navigable waters.

The Open Space and Recreation Committee (OSC), a subcommittee of the Conservation Commission, included the following current members: Alyssa King (Clerk), Janet Estella (Co-Chair), Russ Leibe, and Commission Representative Howard Vogel (Co-Chair). The Commission wishes to thank Brooke Ten Eyck, who resigned in June, for her many years of service. The OSC held a Trail Work session on March 27, 2023 to conduct initial trail layout and clearing on the Bradstreet Farm Recreation Parcel behind Pine Grove Elementary School for an educational nature trail. A Volunteer Trail Work Day was held on May 21, 2023, with participation of over a dozen volunteers to clear and mark the nature trail. The Conservation Commission and Open Space Committee wish to thank and acknowledge the time and effort of dedicated volunteers who helped to complete work enhancing and maintaining our Town public access trails.

The Conservation Commission accepted the transference of 42 Haverhill Street (Map 15, Parcel/Lot 86) consisting of 8.5 acres for stewardship responsibilities after it was declared as no longer needed for water supply purposes by the Water Department, and water utility and electrical infrastructure was removed and the impacted areas restored. This parcel includes a stream and forested wetlands. The Commission continues to work to identify and protect parcels which will enhance the Town of Rowley and protect important natural resources.

The Conservation Commission worked to develop Agricultural Use Licenses for the Pingree Farm Conservation Areas and the Bradstreet Farm Conservation Area to allow active agricultural practices to occur on those protected areas.

The Commission has three staff members: Conservation Agent Brent Baeslack (19 1/2 years), Conservation Secretary Deborah Cunningham (7 1/4 years), and Senior Service person Jean Blanchard (16 years). The Conservation Commission office is located in Room 4 at the Town Hall Annex, 39 Central Street. The office may be contacted at 978-948-2330 or [conservation@townofrowley.org](mailto:conservation@townofrowley.org). The public is invited to visit the Commission's webpage at [www.townofrowley.org](http://www.townofrowley.org) for meeting dates, forms, and general information.

The Commission thanks the citizens and the Board of Selectmen for the opportunity to serve the community in protecting Rowley's natural resources now and for the future.

Respectfully submitted: Daniel Shinnick, Chairman; Howard Vogel, Vice Chair; Nancy Miller; Samuel Streiff; Howard Terrien; Ann Witzig

**REPORT OF THE CULTURAL COUNCIL**

The Rowley Cultural Council (RCC) received 26 applications, for grant requests totaling over \$14,040. Our 2024 award budget was \$6,912. All requests were excellent and we regret that we could not honor all. Sixteen of the grant requests were fully or partially funded.

2024 Grant Awardees:

|   |
|---|
| Move and Play with Me and Let's Play Acting!                          |
| EXYO Planet   |
| Newburyport Lantern Festival 2024                                     |
| The "Beat Generations" - A Cultural Review of the 1950s through Music |
| Indigenous People's Day Event   |
| Nature in your neighborhood - All about birds Rowley                  |
| Classic Stories in the Open: Family Friendly Theater Performance      |
| Outdoor Sculpture at Maudslay 2024                                    |
| Whalemobile   |
| Insect Safari with Professor Bugman                                   |
| PanNeubean Steel / part of Summer Concert Series                      |
| Lizzie Borden and the 40 Whacks                                       |
| The Sound of Music (music at each COA event)                          |

|   |
|---|
| TMPO Student Scholarships                   |
| Bluebird Performance Venue Invitational Mic |
| 100 Years of Boston Comedy                  |

The council currently has 7 members. The current RCC members are: Mary Taggart, Co-Chair; Madeline Eiler, Co-Treasurer; Bryn Samuel, Co-chair; Stephanie Vaccaro, Outreach Coordinator; Barbara Nelson; Sharon Hydren; Kathleen Petrowicz, Co-Treasurer

## **REPORT OF THE ZONING BOARD OF APPEALS**

The Rowley Zoning Board of Appeals performs two functions:

- 1. As a Zoning Board of Appeals under MGL c.40A, §12 & §15 & c.40B, §20-23**
- 2. As a Board of Appeals under MGL c.41, §81Z & §81AA**

The Zoning Board of Appeals meets when an application for Board action has been received, a proper “notice of meeting” has been advertised and notices to “parties-in-interest” and Town Boards and departments have been sent out as required under Massachusetts General Laws.

The Board remains dedicated to attending educational workshops to stay on top of the latest developments in land use law.

The Zoning Board meets monthly on the third Wednesday at 6:00 pm when scheduled for filed and accepted applications. Applications are available for printing from the Town of Rowley website or can be picked up at the ZBA office. The Board welcomes input and feedback regarding Zoning issues throughout the town.

Board Members are appointed by the Board of Selectmen. Presently the Members are: Chairman, Thomas W. Heidgerd; Vice Chair, Karla Chafee; Member, Robert H. Clewell; Member, Donna Thibodeau; Member, Kevin Reilley; Assoc Member Joseph Anderson.

Respectfully submitted: Lisa Lozzi, Office Administration

## **REPORT OF THE ROWLEY POLICE DEPARTMENT**

### **Rowley Police Department Mission Statement “Citizen’s first in everything we do, through professionalism, and continuous community engagement”**

2023 was a year of growth and perseverance. While the pandemic was largely believed to be over, a resurgence of the virus resulted in staffing constraints and increased medical calls. Coupled with other unavoidable situations such as full-time academy training, the expansion of employee’s families, and supply chain delays, the Department faced a variety of challenges throughout the year.

While the Rowley Police Department lost several members of our team, we are honored by their accomplishments and proud to see them transition to promotional opportunities within other agencies. Some may say it speaks to the level of training and experience provided to those among our ranks, that they were chosen for such challenging new roles. Additionally, 2023 also brought with it some departures. Dispatcher and former Reserve Officer Sheri David retired in August after twenty-eight years of dedicated service. Other separations in 2023 include Dispatcher Chelsie Reilly, Dispatcher Sandra Hamel, Officer Carolyn Lynch, Detective Bob Adams who left for the Secret Service, and Captain David Sedgwick who was ultimately selected to become the Chief of Police in the neighboring Town of Georgetown.

Additions to the department in 2023 included Officer Reini Perez who brings with him 6 years of experience as a Reserve Officer in Wenham. His bridge academy certification allowed the Department to immediately begin field training, transitioning seamlessly into daily operations. Another Officer who joined the department in 2023 was Marc Maregni, a decorated member of the Boston Police Department who opted to enjoy his retirement by working as a reserve officer for the Town of Rowley. His training and experience is an invaluable addition to the department. Also, while not new to the department, Jesse Mazzie has joined the ranks of full-time officers after having served the Town for the past 11 years in a dual role as a reserve officer and regular reserve dispatcher. In Communications, we welcomed Dispatcher Hetian Lu and Dispatcher Olivia St. Peter. Although new to the profession, both have demonstrated a commitment and eagerness to excel in their new roles.

2023 brought with it many exciting advancements within the agency. This past year the Department was awarded free access to “grey key” a critical cell phone inspection tool by the organization “operation underground railroad”, due in large part to the work and connections Detective Adams made as a Task Force Officer with the DEA. The Department was awarded crucial funding to continue the regional Jail Arrest Diversion Program, which is a partnership between the Rowley, Newbury, Groveland, Boxford, and Georgetown Police Departments. Not only has the program been well received, it has also been highly successful in not only breaking down the barriers between law enforcement and persons with underlying behavioral health disorders but also increasing awareness and building relationships between these police agencies and their community members. In the fall, the Department was also awarded funding to implement Project SAFE Return. This valuable program will fund training and equipment to help locate adults and children who are prone to wander into unsafe environments, whether due to developmental or cognitive disorders. Lastly, the Department was awarded various Massachusetts State 911 grants to aid in dispatch operations and training. Most notably was the significant increase of the State 911 Support and Incentive Grant award which increased by \$15,000 this past year.

The lack of reserve police officers has remained an ongoing staffing challenge, as anticipated in previous years and acknowledged in previous annual reports. The unexpected outcomes of the police reform act continue to test municipal law enforcement operations. While this Department is fortunate to have a handful of several dedicated part-time officers, the current number represents a fraction of that which smaller police agencies possessed, prior to POST reforms. This has put an enormous strain not only the available overtime budget, but more importantly the

number of hours the full-time officers are asked to put in in order to cover shifts affecting everything from their morale to their mental health.

In 2023 the Town of Rowley entered a regional Animal Control Agreement with the Towns of Ipswich, Boxford, and Newbury. Through this partnership, each Towns share access to certified Animal Control personnel including use of their kennel facility and vehicles. This alleviates previous challenges when the Animal Control Officer needed to quarantine or take custody of an animal for an extended period of time.

2023 has also been a year of ballooning expenses. Many vendors have increased costs or added additional fees such as fuel surcharges, straining each agency's flat-lined operating budget. These increased costs carry over to other financial considerations, such as the costs to hire and train officers which will continue to rise. Additional unexpected costs associated with building maintenance have continued, mainly in the "old" or original portion of the police station. In February 2023, we had another frozen pipe rupture, this time over the Communications Center. By the very nature of Police Communications, this area houses a vast amount of electrical and computer equipment, server towers, and a combination of Rowley and State 911 owned equipment that was largely destroyed. To date the dispatch center remains closed while we work to find a long-term solution to preventing these recurring pipe issues in the future. While dispatch has temporarily moved to another portion of the building, we thank the citizens of Rowley for their patience until we can return our dispatchers to the designated dispatcher center and the window in the lobby that all are used to utilizing.

In 2023, the Police and Fire Departments have begun the large scale radio project, approved by the community at the May Town Meeting. Unexpected equipment delays as a result of the pandemic have slowed progress of the project but the vendor has continued to push through as necessary equipment and parts have trickled in. Because of the supply chain delays this will continue into 2024 before we can see the fruition of the project but are optimistic about the increased operations and safety outcomes it will bring to both the Police and Fire Departments, particularly as it pertains to mobile radio transmissions, a long-term concern.

### Looking Ahead

Our commitment to our community remains steadfast as well as our appreciation of funding restraints. For that reason, our goals for the year ahead represent only those that are critical in nature or could be pursued by seeking outside funding sources to minimize the costs. Such projects include making our station lobby more handicapped accessible by seeking funding for an automatic door opener.

As the community of Rowley continues to grow, with the numerous proposed and other developments under construction, coupled with the ongoing problems associated with hiring reserve officers, the Department will continue to pursue additional police officer positions through a budget increase in the coming years, to address the community's and officer's safety needs. While this department has aggressively pursued grant funding opportunities over the past few years, having already brought almost half a million dollars' worth of goods and services to the community over the past two years alone, it must be noted that grant funding to hire police officers is limited and for that reason such grants are highly competitive. While we will continue

to do our best to pursue such opportunities to offset budgetary increases it must be stressed the competition for such funding is intense and awards to small municipalities are difficult to achieve.

As in previous years, the Department will continue to create new relationships within the community and other agencies, through partnership opportunities, as well as strengthen existing relationships that we value greatly. To do this, we will continue to pursue new funding opportunities that can benefit the citizens and visitors to the Town of Rowley equally. The Department will continue to pursue funding to maintain the regional Jail Arrest Diversion Program. The incorporation of a behavioral health clinician into police department operations has proven incredibly beneficial not only to the community but to police operations, alleviating the stress on officers of having to respond to a person in crisis by themselves. The ability to incorporate additional behavioral health training and, when available, have a trained clinician co-respond to the scene to assist not only the client but their family has proven to be a huge success and widely accepted across the five towns the clinician serves (Rowley, Newbury, Groveland, Boxford, and Georgetown.) Rowley had a total of 68 behavioral health referrals during calendar year 2023, 15 of which our Clinician co-responded alongside officers to the initial call. Collectively, the entire program (across all five communities) has had 254 behavioral health referrals during calendar year 2023, 60 of which, our Clinician co-responded to.

Rowley remains a very safe community. Thanks in part to the involvement of local residents who report suspicious activity and aid in police investigations through reporting tips or providing security footage. Due to our geographic location along Interstate 95, Route 1, and Route 1A the Town will continue to be impacted by those passing through our jurisdiction. In 2023 the Massachusetts Department of Transportation completed installation of the highly anticipated traffic light at the intersection of Newburyport Turnpike and Glen/Central. It is the collective hope that this will decrease the number of serious accidents that occur at the location.

| Activity Statistics 2023          |      |      |      |
|-----------------------------------|------|------|------|
|                                   | 2023 | 2022 | 2021 |
| Breaking and Entering             | 2    | 2    | 8    |
| Weapons Law Violations            | 2    | 9    | 2    |
| Liquor law Violations             | 1    | 6    | 4    |
| OUI's                             | 13   | 13   | 24   |
| Drug/Narcotic Violations          | 3    | 4    | 6    |
| Destruction of Property/Vandalism | 13   | 10   | 14   |
| Domestic Disturbance/Violence     | 38   | 35   | 42   |
| Felony Investigations             | 101* | 101* | 45*  |
| Medical Emergencies               | 517  | 455  | 499  |
| Motor Vehicle Stops or Complaints | 1091 | 1330 | 1493 |
| Traffic Accidents                 | 149  | 128  | 144  |

|  |       |       |       |
|--|-------|-------|-------|
| Traffic Citations/By Law Offenses  | 307   | 409   | 538   |
| <b>Average speed charged 45 MPH, average MPH over speed limit 15 MPH</b> |       |       |       |
| Total Crimes Against Persons (investigated)                              | 18    | 21    | 18    |
| Total Crimes Against Property (investigated)                             | 86    | 34    | 66    |
| Total Crimes against Society (investigated)                              | 34    | 13    | 63    |
| Total Arrests/Summons  | 92    | 165   | 169   |
| Total Log Entries  | 17902 | 18072 | 18660 |

\*Numbers reflect # of charges not necessarily investigations

| <b>2023 Revenue Generated</b> |                     |
|-------------------------------|---------------------|
| Reports and Licensing         | \$ 3,418.02         |
| Private Details               | \$ 2,449.00         |
| Court and RMV Assessments     | \$94,706.09         |
| <b>Total</b>                  | <b>\$100,573.11</b> |

#### **2023 Police Grants received**

State 911 Training Grant \$ 40,483

State 911 Support and Incentive Grant \$60,067

State 911 EMD Grant \$ 4,483

Department of Mental Health Jail Arrest Diversion Grant \$200,000

BJA The Kevin and Avonte Program Grant \$34,318

Bridge Academy Municipal Reimbursement Grant \$3,000

**Total \$342,351**

And lastly, I would like to thank the citizens of the Town of Rowley. You have always been supportive of your police department. It is because of you that we serve, and it is an honor.

Respectfully submitted: Scott A. Dumas, Chief of Police

## **REPORT OF THE ROWLEY FIRE DEPARTMENT and EMERGENCY MANAGEMENT AGENCY**

I would like to thank all the members of The Rowley Fire Dept. and REMA for all their hard work during the year. Your hard work and dedication is greatly appreciated. I would like to thank all the citizens of Rowley for their continued support to the fire dept. and REMA.

The Rowley Fire Department experienced a year of changes and growth in the year 2023. Firefighters responded to a record number of calls while maintaining high training standards and quality service for the town.

As our town grows at a rapid rate, we are having increasing trouble maintaining adequate overnight coverage. We are looking to provide the town with around the clock coverage 24 hours a day in the next fiscal year.

A push for education services has been made increasing our interaction with schools and the council on aging. Fire Prevention services have provided regular inspection, code enforcement, and plan review, making homes and businesses safer. We are proud to announce the department was awarded the following state grants:

- The Department of Fire Services F/Y 2024 Firefighter Safety Equipment Grant - \$ 11,295.09 for firefighting equipment and rescue equipment.
- The Emergency management equipment grant of \$2640.00 for emergency medical supplies

We thank the Executive Office of Public Safety and Department of Fire Services. I also commend the men and women of the department for their hard work and assistance with the grant application process.

The number of calls for service has increased, totaling 1028 calls between January 1, 2023 and December 31, 2023. For reference, we responded to 869 in 2021 and 928 in 2022. These numbers do not include inspections, fire prevention, and education services, which have also increased.

Respectfully submitted: Mark Emery, Fire Chief / EMD

**REPORT OF THE BUILDING INSPECTION DEPARTMENT**

All inspections were completed pursuant to the Ninth Edition of the Massachusetts State Building Code, which includes the 2015 International codes, the Massachusetts Plumbing & Gas Code and the 2017 National Electrical Code. On January 1, 2023 we adopted the IECC 2021 Stretch Energy Code. All reports and filings were carried out as required by law. The 10<sup>th</sup> edition of the Massachusetts State Building Code is anticipated sometime in 2024.

Building permit applications as well as electrical, plumbing, gas and mechanical can be found on the town website. We have been using an online permitting system, PermitLink, since April of 2021.

**PERMIT ACTIVITY**

**BUILDING PERMITS**

| Type                         | # of Permits | Town Fees | Cost/Value  |
|------------------------------|--------------|-----------|-------------|
| New Commercial construction  | 2            | \$7,581   | \$504,014   |
| Commercial renovation, other | 26           | \$37,055  | \$2,558,001 |
| New Single family dwellings  | 5            | \$32,107  | \$2,671,340 |
| Other Residential Permits    | 182          | \$82,378  | \$6,579,955 |



|                                  |            |                  |                     |
|----------------------------------|------------|------------------|---------------------|
| <u>Mechanical Permits</u>        | <u>35</u>  | <u>\$9,365</u>   | <u>\$663,940</u>    |
| <b>Total Building/Mechanical</b> | <b>250</b> | <b>\$168,486</b> | <b>\$12,977,250</b> |

**Plumbing and Gas Permits**

|                                 | <u>#of Permits</u> | <u>Town Fees</u> |
|---------------------------------|--------------------|------------------|
| Plumbing Permits                | 91                 | \$14,010         |
| <u>Gas Permits</u>              | <u>87</u>          | <u>\$10,675</u>  |
| <b>Total Gas &amp; Plumbing</b> | <b>178</b>         | <b>\$24,685</b>  |

**Electrical Permits**

|  |            |                 |
|--|------------|-----------------|
| <b>Total Electrical Permits</b>  | <b>151</b> | <b>\$31,091</b> |
| <b>Total fees received from all permits (building, gas, plumbing, electrical): \$224,262</b> |            |                 |

**SUMMARY**

New construction permits for 5 single-family dwellings were issued. The estimated average value of new single-family construction was \$534,268. Long-time Building Inspector Ken Ward retired in December, 2023 and James Pike was hired as his replacement.

Respectfully submitted: James Pike, Building Commissioner

**TREE DEPARTMENT REPORT**

Maintenance and repairs of all the departments’ equipment and tools had been performed throughout the year as scheduled or needed.

Selective pruning and trimming of shade trees throughout the town had been performed during the appropriate season.

Approximately 600 Christmas trees had been dropped off by residents at the collection point at Eiras Park and chipped up or donated to the Town of Newbury for their Bon Fire Fundraiser. Just a note: Before you do drop your tree off for disposal please remove all decorations, anything metal and plastic bags, as this will damage the equipment and is very dangerous for the employees, thank you.

A total of 25 trees throughout the town needed to be removed.

The Tree Warden wishes to thank the Rowley Municipal Light Plant and Police Department management and staff members for their tremendous efforts in assisting the Tree Dept. during emergencies. Thank you to some unknown residents for your help in picking up debris from the roadways during and after storms.

Respectfully Submitted: Patrick Snow - Tree Warden

## REPORT OF THE HARBORMASTER

The 2023 boating season, after a mild winter season started mid-March. Lack of adequate parking space continues to be our challenge most summer weekends and often during the week. Work continues with the MA Division of Conservation Services, the Rowley Board of Selectmen and the Rowley Conservation Commission to expand parking for town residents. Survey work has been completed. Next steps will involve transferring ~ 2.46 acres out of Article 97. This involves the town approving a trade of a parcel (~2.49 acres) of comparable value back into Article 97 control. Stay tuned!

No major boating accidents or injuries to report for the 2023 boating season. Rowley boaters continue to work with the licensed Oyster Farm at the end of the river. The launch ramp now easily accommodates two boats launching at the same time (with experienced operators!). Please continue to be patient & courteous. Also, boaters who load their boat onto trailers using engine power are requested to pay special attention that their outdrives are high enough to avoid damaging the ramp surface...and their prop! Damaging the ramp surface will cause premature failure of the ramp. The town paid > \$30K three years ago to repave the ramp so let's take care of it.

The river was marked with 43 navigational aids placed along the Rowley River Channel with 12 volunteers. 371 mooring/ slip/ launch permits issued in 2023 generated \$22,721.66. The fee for the Resident only Launch ramp is currently \$60/ permit, commercial clammers included. Mooring/ Slip permits were \$5.00 per foot for all boats in 2023. Parking fines are \$75 per violation to help preserve the launch area for town residents only. The purpose of these fees along with boat excise tax collections is to make the services of the Harbor department self-sufficient from a financial perspective.

The Town of Rowley Harbormaster department continues to operate a 2017 23' Pumpout boat on the Rowley River and Plum Island Sound including Ipswich and Newbury waters thanks to grant money awarded by the state in December 1996. 75% of all operating and capital costs are covered by this grant. The Dept. of Fisheries continues to allow "In-kind" expenses to be reimbursed as well. This has allowed for total reimbursement to the Town for the Pumpout boat and its operating costs. The Pumpout boat operates May through October. The Pumpout boat pumped over 2,201 gallons of waste during the 2023 boating season and continues to perform well.

A sincere thanks to the many volunteers that continue to help with dock installation/removal, marker install/removal and boat maintenance each year. Especially, Robert Murrin of Murrin Construction who has continued to volunteer himself and needed equipment to install and remove the town docks for many years now.

Respectfully submitted: Bill DiMento – Harbormaster

**REPORT OF THE SHELLFISH DEPARTMENT**

The 2023 shellfish season started out cold and icy early on but luckily the river didn’t freeze up for weeks on end like most years. Early spring brought nice days for harvesting but significant rainfall closures occurred in late spring, through summer. No red tide for the first time in years but summer was tough on clammers and the clams themselves this year with many rain fall closures keeping the flats closed the entire summer months. The fall remained open for harvesting for the majority of the time as well with little to no snow.

Soft shell clam numbers remain abundant but no sight of spawning or a “seeding” of baby clams leaves the future in question for the next couple years

No new major updates with the Shellfish department this year. The Rowley River, area N4.1, the “upper Rowley River” remains closed to all shellfishing, especially oysters, due to contamination reasons via the Massachusetts Division of Marine Fisheries. These areas are marked with signs in the river and on the shellfish board at the top of the town boat ramp.

The shellfish department continues to make multiple, successful efforts to keep illegal harvesting from bordering town fisherman off of Rowley clam flats and will continue to protect the resources for residents and nonresidents who hold a Rowley shellfish permit.

As always the Shellfish Department wishes to see interest in shellfishing increase. Members of the department would be glad to answer any questions you may have. I encourage everyone who has a passion for the water or outdoors to try clamming. Whether it is for commercial or recreational reasons, help maintain a historical activity that would be a shame to lose.

Respectfully submitted: Travis Kneeland - Shellfish Constable

**REPORT OF THE ROWLEY MUNICIPAL LIGHTING PLANT**

**Rmlp.org**

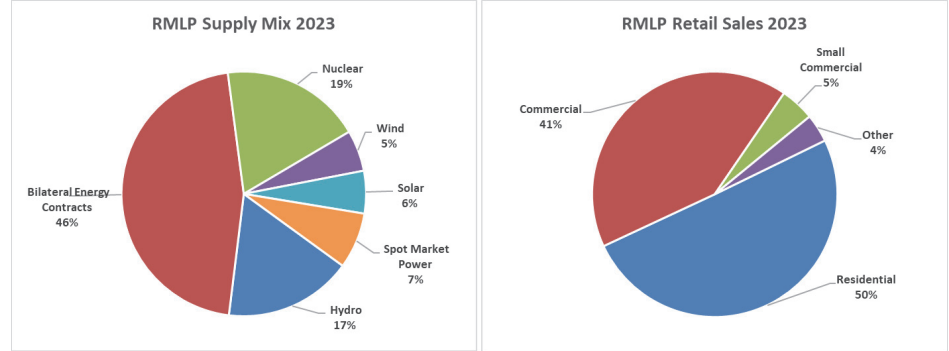
The Rowley Municipal Light Plant was formed in the fall of 1910. It is one of 41 municipal light plants in Massachusetts. Municipal light plants are unique in their ability to deliver high reliability, strong customer service, and affordable rates. RMLP is here to serve its owners, the ratepayers of Rowley.

RMLP prides itself on the reliability of its electrical system. We are constantly maintaining the distribution system to be as reliable and efficient as possible in weather and non-weather events. We monitor the age and condition of all our infrastructure. This proactive approach to maintenance has proven successful over many years.

General Manager: Matthew R. Brown

|                    |        |
|--------------------|--------|
| Number of staff:   | 8      |
| Service territory: | Rowley |

|                                   |                  |
|-----------------------------------|------------------|
| Number of customers:              | 3,209            |
| Available capacity: 2023          | 30 MVA           |
| Peak demand: 2023                 | 11,021 Kw        |
| All-time peak demand (2015-2023): | 12,444 Kw (2022) |
| Average Load: 2023                | 5,093 Kw         |
| Total energy consumption: 2023    | 44,613,887 Kwh   |
| Distribution lines:               | 12.7 miles       |
| Long term credit rating (S&P)     | A+               |



### **Key accomplishments in 2023**

- Completed URD infrastructure at Falcon Ridge.
- Completed phase one of 5kv conversion on Mansion Drive.
- Continued steps to assure RMLP's compliance with Massachusetts 2050 Decarbonization Roadmap. <https://www.mass.gov/info-details/ma-decarbonization-roadmap>
- Organized the "Rowley Energy Challenge"
- Purchased a new bucket truck.
- Performed annual tree trimming maintenance along with Hazardous tree removals on Wethersfield, Leslie, Dodge, Haverhill, Central, Boxford, Mansion, Kittery, Main, Redgate, Stackyard and Patmos Road.
- Issued the fourth annual Community Solar credit in November 2023.
- Participated in Mutual Aid to New Hampshire Electric Co-op.

### **Contributions and Services Provided to the Town**

- RMLP funded the Rowley streetlighting initiative. Additionally, RMLP purchases and maintains all public lighting at no cost to the town.
- Organized and provided usage history for Town Buildings for the Green Communities reporting requirement.
- RMLP contracted R.F. GOULEY company to administer Electrical Safety training to our seniors at the Senior Center.
- Our Line crew hung flags along Route 1A for Memorial Day, July 4<sup>th</sup> and Veterans Day.
- We provided inserts for other departments in our monthly bills at no charge to those departments.
- We used our staff and equipment to decorate and light the trees and gazebo on Town Common for the holiday season.
- We continued to support The Salvation Army's Good Neighborhood Energy Fund
- We provide assistance to various town departments throughout the year.

The guidance and cooperation of the Municipal Light Board and the dedication to service and hard work of the RMLP employees is gratefully acknowledged.

Respectfully submitted: Matthew R. Brown – General Manager

Board of Commissioners: Mark Cousins – Chair, Bryan DiPersia -Member, Danby Whitmore - Clerk

# ROWLEY ELECTRIC LIGHT DEPARTMENT STATEMENT OF INCOME FOR THE YEAR 2023

|   | Current Year               | Increase or<br>(Decrease) from<br>Preceding Year |
|---|----------------------------|--|
| <b>OPERATING INCOME</b>                                       |                            |  |
| 400 Operating Revenue .....                                   | 8,464,913.66               | 105,150.26                                       |
| <b>OPERATING EXPENSES</b>                                     |                            |  |
| 401 Operation Expense .....                                   | 6,811,826.81               | (303,530.69)                                     |
| 402 Maintenance Expense .....                                 | 514,925.22                 | 31,328.68  |
| 403 Depreciation Expense.....                                 | 323,203.41                 | 16,006.71  |
| <b>Total Operating Expenses.....</b>                          | <b>7,649,955.44</b>        | <b>(256,195.30)</b>                              |
| <b>Operating Income.....</b>                                  | <b>814,958.22</b>          | <b>361,345.56</b>                                |
| <b>OTHER INCOME</b>   |                            |  |
| 415 Income from Merchandising, Jobbing and Contract Work..... |                            |  |
| 419 Interest Income.....                                      | 663,457.78                 | 1,028,420.30                                     |
| 421 Miscellaneous Nonoperating Income.....                    |                            |  |
| <b>Total Income.....</b>                                      | <b>1,478,416.00</b>        | <b>1,389,765.86</b>                              |
| <b>INTEREST CHARGES</b>                                       |                            |  |
| 427 Interest on Bonds and Notes.....                          | 0.00                       | 0.00   |
| 431 Other Interest Expense.....                               | 0.00                       |  |
| <b>Total Interest Charges.....</b>                            | <b><u>0.00</u></b>         | <b><u>0.00</u></b>                               |
| <b>NET INCOME .....</b>                                       | <b><u>1,478,416.00</u></b> | <b><u>1,389,765.86</u></b>                       |

|   | Debits              | Credits             |
|---|---------------------|---------------------|
| 208 Unappropriated Earned Surplus (at beginning of period)..... |                     | 6,306,298.37        |
| 433 Balance Transferred from Income.....                        |                     | 1,478,416.00        |
| 434 Miscellaneous Credits to Surplus.....                       |                     | 0.00                |
| 435 Miscellaneous Debits to Surplus.....                        | 0.00                |                     |
| 436 Appropriations of Surplus.....                              | 0.00                |                     |
| 437 Surplus Applied to Depreciation.....                        |                     |                     |
| 208 Unappropriated Earned Surplus (at end of period).....       | <u>7,784,714.37</u> |                     |
|   | <u>7,784,714.37</u> | <u>7,784,714.37</u> |

# **ROWLEY ELECTRIC LIGHT DEPARTMENT COMPARATIVE BALANCE SHEET 2023**

| <u>ASSETS</u>  | Balance<br>Beginning of<br>Year | Balance<br>End of<br>Year   | Increase<br>or<br>(Decrease) |
|--|---------------------------------|-----------------------------|------------------------------|
| <b>UTILITY PLANT</b>                                   |                                 |                             |                              |
| 101 Utility Plant - Electric .....                     | 4,572,004.52                    | 4,802,332.60                | 230,328.08                   |
| <b>FUND ACCOUNTS</b>                                   |                                 |                             |                              |
| 126 Depreciation Fund.....                             | 4,328,691.60                    | 4,399,652.11                | 70,960.51                    |
| 127 Bond Fund.....                                     |                                 |                             |                              |
| 128 Rate Stabilization Fund.....                       | 1,094,761.46                    | 1,405,965.25                | 311,203.79                   |
| <b>CURRENT AND ACCRUED ASSETS</b>                      |                                 |                             |                              |
| 131 Cash.....  | 1,672,885.00                    | 1,953,948.94                | 281,063.94                   |
| 132 Special Deposits.....                              | 112,739.51                      | 111,343.00                  | (1,396.51)                   |
| 132 Working Funds.....                                 | 690.00                          | 690.00                      | 0.00                         |
| 142 Customer Accounts Receivable.....                  | 159,833.46                      | 175,539.27                  | 15,705.81                    |
| 143 Other Accounts Receivable.....                     | 64,507.48                       | 9,477.17                    | (55,030.31)                  |
| 146 Receivables from Municipality.....                 |                                 |                             |                              |
| 151 Materials and Supplies.....                        | 81,268.61                       | 153,078.88                  | 71,810.27                    |
| 165 Prepayments.....                                   | 1,239,631.40                    | 1,630,692.86                | 391,061.46                   |
| 174 Miscellaneous Current Assets.....                  | 1,236,757.08                    | 2,237,114.53                | 1,000,357.45                 |
| <b>DEFERRED DEBITS</b>                                 |                                 |                             |                              |
| 183 Other Deferred Debits.....                         | <u>0.00</u>                     | <u>0.00</u>                 | <u>0.00</u>                  |
| <b>Total Assets and Other Debits</b>                   | <b><u>14,563,770.12</u></b>     | <b><u>16,879,834.61</u></b> | <b><u>2,316,064.49</u></b>   |
| <b><u>LIABILITIES</u></b>                              |                                 |                             |                              |
| <b>SURPLUS</b>   |                                 |                             |                              |
| 206 Loans Repayments.....                              | 2,359,200.00                    | 2,359,200.00                | 0.00                         |
| 207 Appropriations for Construction Repayments.....    | 0.00                            | 0.00                        | 0.00                         |
| 208 Unappropriated Earned Surplus.....                 | 5,582,108.88                    | 7,784,714.37                | 2,202,605.49                 |
| <b>LONG TERM DEBT</b>                                  |                                 |                             |                              |
| 221 Bonds & Notes.....                                 | 0.00                            | 0.00                        | 0.00                         |
| <b>CURRENT AND ACCRUED LIABILITIES</b>                 |                                 |                             |                              |
| 232 Accounts Payable.....                              | 337,367.49                      | 292,867.14                  | (44,500.35)                  |
| 235 Customer Deposits.....                             | 112,739.51                      | 111,343.00                  | (1,396.51)                   |
| 242 Miscellaneous Current and Accrued Liabilities..... | 4,513,103.92                    | 4,680,009.59                | 166,905.67                   |
| <b>DEFERRED CREDITS</b>                                |                                 |                             |                              |
| 252 Customer Advances for Construction.....            | 27,106.64                       | 27,106.64                   | 0.00                         |
| <b>RESERVES</b>  |                                 |                             |                              |
| 260 Reserves for Uncollectable Accounts.....           | 25,000.00                       | 25,000.00                   | 0.00                         |
| <b>CONTRIBUTIONS IN AID OF<br/>CONSTRUCTION</b>        |                                 |                             |                              |
| 271 Contributions in Aid of Construction.....          | <u>1,607,143.68</u>             | <u>1,599,593.87</u>         | <u>(7,549.81)</u>            |
| <b>Total Liabilities and Other Credits</b>             | <b><u>14,563,770.12</u></b>     | <b><u>16,879,834.61</u></b> | <b><u>2,316,064.49</u></b>   |

## **REPORT OF THE HIGHWAY DEPARTMENT**

The Highway Department equipment and facilities were serviced and repaired throughout the year as scheduled or as needed.

All catch basin were dug and cleaned. All catch basins were maintained during rain, snow and ice storms to prevent street flooding.

All town roads were swept. Routine pothole patching, rut filling and sidewalk repairs had been performed throughout the year as needed. Gravel roads were graded throughout the year at the request of the residents. The highway crew performed roadside mowing and trimming throughout the seasons as well as mowing and landscaping all town commons and town property. Brush clearing along the roadsides had also been performed in the spring, summer and fall.

Street line painting and pavement markings had been painted during the late summer. Signage consisting of regulatory street name, stop, and speed limit signs and other non-regulatory signs had been repaired or replaced throughout the town most were due to motor vehicle accidents and vandalism and some were replaced due to weathered conditions.

The Highway Department would like to thank the residents for approving the purchase of a new six-wheel dump truck and plow to serve our town and its residents.

The 2022-2023 winter season had a below average snow accumulations. All Town roads and parking areas were plowed and treated as necessary.

We would like to thank all the private contractors and employees of the Town of Rowley for all their hard working during the 2022-23 winter season. We recognize and appreciate the residents for clearing the sidewalks in front of their property and beyond, we thank you.

The Highway Department wishes to thank all Town Officials, Boards, Committees, and Departments, as well as the residents for their continued support and teamwork that makes Rowley a great community to work in and live in.

The Highway Department staff wishes everyone to have a safe and happy year.

Respectfully submitted: Patrick Snow - Highway Surveyor

## **REPORT OF THE WATER DEPARTMENT**

Unlike 2022, we experienced abundant rainfall throughout 2023. Our wells have fully recovered from the drought of 2022. The State, as usual, imposed water restrictions during the early summer, but for the first time in many years the flow rate in the Parker River was sufficiently high during the summer that we could remove the water restrictions much earlier in the year than is usually the case.



The results from ongoing and required testing of our water indicate that our water exceeds the Department of Environmental Protection standards in all areas of potential concern. The current Consumer Confidence Report is available on our website.

In July, we were extremely fortunate to welcome Carrie Kennedy to our team, as the Department Accountant. Carrie's knowledge and personality have been a tremendous asset.

We strive to always deliver prompt and effective service to our customers. We have received numerous phone calls from customers throughout the year, commending and thanking our Operators, Keith McDonald and Keith Monahan, for the knowledge, patience and courtesy shown while providing their services. At the beginning of 2024 we finally were able to add two operators, Sam Spinhirn and Doug Pelletier, to our Distribution Team. They are busy helping their colleagues and preparing for their Level 1 licenses.

### **Major Projects Completed and Underway:**

- The Dodge Road Water Main project was closed out in late spring 2023 with the repaving of areas disturbed during the installation of the water main and associated fire hydrants.
- The Fenno Drive Water Main Extension Project began in October 2023 with preliminary surveying and assessment steps and will resume in mid-spring. The project will improve the water flow in the area and therefore water quality as well as allow for the more efficient and less disruptive addition of service lines and breaks.
- We have partially cleaned, re-conditioned and improved the flow rates in Well 3 and anticipate doing the same for Well 5 in early 2024.
- We implemented a new meter reading system, which has streamlined the process, resulting in a more reliable and cost-effective system.
- We continue to replace our larger meters in commercial buildings and multi-unit buildings to ensure accurate readings. There are approximately fifty more to be replaced.
- We continued to investigate additional well-sites in anticipation of increased demand and to improve the resiliency of the system.
- We installed an emergency generator at 401 Central Street to ensure uninterrupted service during any power outages.

### **Ongoing Activities**

- Our wells and Treatment facilities produced 157,489,000 gallons of safe, clean drinking water in 2023, with a peak daily demand of 672,000 gallons.
- We added twenty-one new services in 2023 mostly in the new developments at Falcon Ridge.
- The Department of Environmental Protection (DEP) requires that we regularly evaluate our water. To accomplish this, we collect samples from sixteen sites every two months, for a total of 172 samples yearly. The test results for these and other samples are summarized in an official Water Quality Report available on the Water Department website. In 2023, the results showed our water surpassed all State and Federal water quality standards.
- We have also been working on new regulatory requirements from the Department of Environmental Protection and the Environmental Protection Agency, to ensure accurate measurement of PFAS in the water system. This will take several years to complete.

- To meet new Federal and State requirements we are also developing an inventory of every home's service line to identify and replace any service lines with lead or iron. If found, they must be replaced with copper or plastic material. This will also take several years to complete.
- In 2023 we experienced **seventeen** significant breaks and responded to ninety-one service calls. On main and service line breaks, the Department supports our highly skilled and experienced emergency contractors and provides suitable materials and equipment to fix the breaks and ensures the work is done safely. Our service calls typically involve investigating leaks, high water usage, checking and/or replacing meters and final readings.
- We continue to try to determine the reason for unaccounted for water – water produced but not billed. We have increased the frequency of our leak detection activities. If customers see or hear running water in unexpected areas, please alert the Water Department. It remains a mystery.

As always, the safety and security of our water supply is our paramount concern. We will continue to provide our valued customers with the highest quality water and service.

## **REPORT OF THE BOARD OF HEALTH**

The Board of Health (BOH) is pleased to present our activities during 2023. The Board and its staff implement and oversee laws, policies and regulations of the Town, the Massachusetts Department of Public Health, and the Massachusetts Department of Environmental Protection. The Health Department, under State and local regulations, responds to emergency planning requirements, issues permits and licenses for more than 200 businesses and individuals, oversees construction, repair and maintenance of all septic systems, and conducts inspections as required by law.

During 2023, the amount of new residential construction in Rowley continued to be high, in addition to the record number of units initiated in 2021 and 2022. The department issued more than forty septic construction permits in 2023 for new construction and repairs, each one requiring multiple reviews and site visits by the Health Director and/or Agent. In addition, many applications for percolation tests were filed, indicating that the new construction rate will continue to be high in the coming years. The active real estate market also contributed to the workload, since almost all sales require septic system (Title 5) reviews. In addition, the department must review building permits for new construction, additions, renovations, and outbuildings to ensure that plans do not impinge on septic systems, or add to the permitted loads for existing septic systems. Several large projects, including new systems designed for multi-building condominiums, and an OSRD (open space residential development) project using an unconventional septic design and governance arrangement (Betsy Lane) have taken up great amounts of personnel time to review and guide revisions.

In 2023, for the fourth year, the COVID-19 global pandemic added to the department's workload. Board personnel participated in regional and state-wide virtual meetings detailing new regulations, responses to the pandemic, vaccination efforts and other topics. The Board partnered with Conley's Drugstore in Ipswich to hold two clinics last fall, at the fire station and

at St. Mary's Church in Rowley, providing flu, covid, pneumonia, RSV and shingles vaccines for residents.

Our Town Nurse offers blood pressure screenings at the Senior Center. Contact tracing and following up on complaints consumes a large amount of time. In the fall, surges in COVID, RSV and Influenza cases added to the workload, as well as follow-up on cases of such diseases as norovirus, salmonella, pertussis (whooping cough,) campylobacter and other communicable diseases.

Through the Department website, we have guided residents to pharmacies in and around Rowley offering vaccinations. We can confidently say that any resident who is eligible for a COVID-19 vaccination has been offered many opportunities to receive COVID vaccinations. The Commonwealth of Massachusetts discontinued reporting on Covid vaccination rates on September 27<sup>th</sup>, 2023. This chart shows the final figures. Covid vaccinations since then have been included in reports on vaccinations for all types of respiratory illnesses (Flu, Covid and RSV.) Rowley's overall COVID vaccination rates were among the highest in the Commonwealth as of September 2023

| Age Group   | Population | Proportion of population | At least one dose | At least one dose per cent | Primary series complete | Primary series complete per cent | Boosted after 9/1/2022 | Boosted after 9/1/2022 per cent |
|-------------|------------|--------------------------|-------------------|----------------------------|-------------------------|----------------------------------|------------------------|---------------------------------|
| 0-4 Years   | 283        | 5%                       | 52                | 18%                        | 39                      | 14%                              | 30                     | 11%                             |
| 5-11 Years  | 452        | 7%                       | 207               | 46%                        | 188                     | 42%                              | 59                     | 13%                             |
| 12-15 Years | 285        | 5%                       | 188               | 66%                        | 181                     | 63%                              | 54                     | 19%                             |
| 16-19 Years | 304        | 5%                       | 264               | 87%                        | 250                     | 82%                              | 48                     | 16%                             |
| 20-29 Years | 539        | 9%                       | 627               | >95%                       | 580                     | >95%                             | 101                    | 19%                             |
| 30-49 Years | 1445       | 23%                      | 1157              | 80%                        | 1082                    | 75%                              | 281                    | 19%                             |
| 50-64 Years | 1652       | 27%                      | 1358              | 82%                        | 1284                    | 78%                              | 455                    | 28%                             |
| 65-74 Years | 795        | 13%                      | 938               | >95%                       | 889                     | >95%                             | 490                    | 62%                             |
| 75+ Years   | 406        | 7%                       | 630               | >95%                       | 604                     | >95%                             | 350                    | 86%                             |
| Total       | 6161       | 100%                     | 5421              | 88%                        | 5097                    | 83%                              | 1868                   | 30%                             |

The Commonwealth of Massachusetts has provided local health departments with free Covid tests, which we have distributed at our office, through the Council on Aging, at other town offices, and at our public library.

The BOH continues to address public nuisance concerns, air quality, noise control, indoor air quality, outdoor hydronic heaters, limited animal/insect control including beaver and mosquito management complaints, food protection, housing complaints, Title 5 compliance, and other issues affecting public health. The BOH has continued to provide services and support to citizens including influenza vaccine clinics, medical sharps collection, mercury recovery collection, hazardous household waste collection, electronics and e-waste collection, and white goods/Freon collection. One area of our work that has recently expanded is licensing of food trucks and one day event/festival permitting. In order to protect the public health, the permitting process is just as rigorous for a temporary license as for an annual permit. One large event can constitute a week's additional work for this department.

On Saturday, April 22nd, 2023, we held our annual White Goods / Light Metal and Electronics Recycling Event. We collected 1.2 tons of electronics, 4.74 tons of metal, and more than a three-quarters of a ton of televisions, computer monitors and CRTs.

The Board sponsored its seventeenth Household Hazardous Waste Day on November 18, 2023. The turnout of 153 cars (33% larger than last year) shows there is a great need for household hazardous waste removal. ACV Environmental Services was hired to remove the following hazardous waste materials: oil-based paint; waste fuels, including solid/liquid waste material including waste motor oil; aerosols; acid, base, and oxidizer type chemicals; liquid and solid pesticides; mercury; household batteries; and fluorescent bulbs. In addition, the BOH contracted for removal of 2,381 pounds of televisions, CRTs, and computer monitors; (210% of last year's total) 1,914 pounds of mixed electronics (+64%); 6 large and 5 small propane tanks and helium tanks; 4 car batteries; and 126 automobile tires (330 % more than last year.)

The Low Interest Septic Loan Program continued to be a great success, using funds from the Massachusetts Water Pollution Abatement Trust and offering a low interest rate of four percent. The Health Director administers the loan program, including loan paperwork, overseeing of disbursements, quarterly and annual reports, database management, and other requirements of the state program regulations. As of December 2023, 116 loans have been made of which 51 are outstanding. Sixty-five have been paid in full. This program successfully encourages residents to replace failed septic systems. As of February 2024, the prevailing Home Equity Loan rate is 9.72% so we are confident that these loans will continue to be attractive to homeowners.

We cooperate with Pine Grove School, Triton Regional School District and the Rowley Parks and Recreation Committee to provide protection from mosquito and tick infestations in public areas frequented by children and families. The BOH works with Northeast Massachusetts Mosquito Control to refine and implement an effective Vector Management Plan and Arbovirus Surveillance and Response Plan.

The BOH undertakes local water quality testing in cooperation with the Parker River Clean Water Association. Consistent testing at specific sites was carried out to ensure cumulative data for review over time.

In its seventeenth year, our program to collect and dispose of lancets, needles and medical sharps has been very successful, and users consistently express their gratitude for the program.

The BOH plans to maintain existing services and will strive to expand services and programs to the Town and its people. BOH members and staff will continue to meet expectations for communication on public health issues and actively address public health concerns. The Members of the Board and the Department staff thank the residents and other town departments for their support and will continue to expand their capacity to serve the Town.

Respectfully submitted: Charles T. Costello, Chairman; Susan Elwell, Clerk; Mary Behringer, Member

## **REPORT OF THE COUNCIL ON AGING / SENIOR CENTER**

**The Rowley Council on Aging** is committed to ensuring the well-being of Rowley residents 60 years and older. At the Senior Center, we provide programs and services that create a strong community and address health, economic and social concerns. Our interactions encourage maximum independence and a fulfilling quality of life.

How do you measure the year in the life of a Senior Center? By the number of meals served (3290), rides to Market Basket and Walmart (414), case management/benefits counselling (150), wellness checks (110), folks who attended health and wellness (372) and recreation programs (526), newsletters mailed/emailed (4,400) and total event sign ins (6096). These numbers reflect an active, well-used resource for Seniors in Rowley. Here is how we get there.

As a department of the town, we have the benefit of the support and collaboration of other departments. This year, we held trainings with the Fire and Police Departments on scam prevention and free smoke detector distribution, blood pressure and vaccine clinics with the Board of Health and a hearing clinic and multiple other programs, including our popular book club and yoga classes, at the library.

As a small COA (space- and staffing-wise), we depend on community members and groups for our success. The Congregational Church graciously lets us use their space for on-going programs and events like the Veteran's Day brunch, fitness classes and bi-annual blood drive. Triton School's Kadie Griffin, after school and special programs coordinator, organizes and runs afterschool activities, which include "*Pies for All*" and "*Snow Angels*". When we did not have enough angel shovelers, we turned to our favorite movers and shakers in town who filled our shovelers' list so that every requesting senior had a shoveler. And then there was the first, free in-person Thanksgiving; another movers and shakers event, led and managed by Liz, Neil, Maddie and Stone Butler. Fifty-five meals were served at the Congregational Church on Thanksgiving Day; 2 meals were delivered to homebound individuals. Triton's "Pies for All" middle school group baked 200 pies. In February, Girl Scouts and other Rowley children made hundreds of valentine's cards for Seniors. Strengthening our community is a win-win for the Seniors in our town.

Food insecurity is a growing concern among Rowley Seniors. We enroll income-eligible seniors to the SNAP (food stamps) program. In addition, we refer seniors to two food pantries serving Rowley – the Rowley Food Pantry and the Newbury Food Pantry. The Rowley Pantry is located in downtown Rowley. The Newbury Pantry takes orders by phone or on-line and delivers orders

to the person's home. This year, we revived our collaboration with Nourishing the North Shore and held a free Farmer's Market for all Rowley Seniors. Held at Plantation Drive, this market ran for 11 weeks. Each week over 40 seniors (**440**) chose their own organic produce. Our new Community Garden boxes allowed us to grow produce, herbs and flowers on the COA side yard. Many of our Monday community meals were served with side salads. This year we served lunch almost every day of the week for a total of **3290** meals.

Another issue facing Rowley Seniors is the lack of affordable housing. We help Seniors in their search by assisting with housing applications and then gather resources for them while they wait (and the wait is very long.) We enroll seniors in programs for fuel and rental assistance and home repair. Another important community collaboration is with the Rotary Club whose members help with small home repairs. The COA director is part of the Housing Production Plan group working to ensure that the needs of Seniors are incorporated into the town plan.

We invite you to join our vibrant and active group. Come on a day trip, work out, enjoy a meal with friends, try your hand at watercolor painting, or play a game of Mahjong. We are aging well together!

Respectfully submitted: Ellie Davis, Director Rowley Council on Aging

Ginny Merry, President Rowley Council on Aging Board of Directors

## **REPORT OF THE HISTORICAL COMMISSION & HISTORIC DISTRICT COMMISSION**

During the year 2023, the Historic District Commission issued a total of (11) Eleven Certificates of Appropriateness, (5) Five Certificates of Non-Applicability, (0) Certificates of Hardship, (1) One Demolition Permit, (0) Demolition Delay Enacted. There was a total of (17) Seventeen applications filed by property owners for proposed repairs, renovations, additions, and or new construction on their property within the limits of the (2) two established Historic Districts.

Notable renovation work at 47 Main Street and 24 Pleasant Street highlights the design review process, allowing work in the districts to maintain distinctive architectural features while maintaining Rowley's unique streetscape and charming character.

The Rowley Historic District Commission's primary mission is to act as a design review board for projects located within the historic districts. The guidance and recommendations provided by the Commission maintain the rural character of our seventeenth-century town. Since the passage of the Historic District Bylaw in 1998, the Commission has assisted numerous property owners with the application process for their proposed building additions, renovations, repairs, and new building construction. This assistance is provided upon request or required when a building permit is applied for within the designated districts.

The Historic District and Historical Commission meet monthly to ensure and implement design guidelines, preservation, and awareness of the town's historical characters, places, and artifacts. Any property owner who has questions or comments on historical issues such as historical house

documentation, house plaque acquisition, inventories of historical sites on file, or other historical matters is encouraged to contact the Commission. All are invited to attend a regularly scheduled monthly meeting in person or virtually on the first Thursday of each month at 7:00 pm. For more information, please contact the Historical Commission via email: [historic@townofrowley.org](mailto:historic@townofrowley.org).

Respectfully submitted: Frank P. Todd, Chair; Sara E. Bourque, RHC + RHDC Clerk; John Cardillo; Barbara Breaker; Stephen Cabitt; Denzil Rice; Holly Gagne; and Priscilla Serafin, Alternate

## **REPORT OF THE ROWLEY PUBLIC LIBRARY**

Two very visible projects were completed in 2023 at the Rowley Public Library, both initiated by the Friends of the Rowley Library. The pollinator garden behind the library was planted in the spring, and indoors the green theme continued with the addition of a mural depicting a beech tree in the lobby, painted by local artist Priscilla Serafin. The mural will acknowledge donations by Friends 'members' and will replace the annual membership drive. The Library staff, trustees and patrons are delighted to see these projects 'bloom.' Volunteers organized by Elizabeth Woodward Gardening have also cut back many of the invasive weeds and drought damaged shrubs, and replaced them with new native plantings. Look for more grounds improvement projects to continue when weather permits in 2024.

Library programming continues to be popular, diverse, and abundant for all ages, youth, teens, adults and seniors. Virtual options make it convenient to view lectures, workshops and webinars from home, and in person events allow for community togetherness and camaraderie. Many are available for viewing through Rowley Community Media, or the RPL Youtube channel. Nearly 4000 individuals attended about 400 programs in 2023, ranging from story times, crafts and games, to summer concerts on the lawn, live baby goats, and the State wide Read-In during Banned Books Week. Ongoing wellness offerings include meditation, yoga, and Tai Chi, as well as de-stress opportunities such as our collaborative jigsaw puzzles and coloring pages.

Patrons continue to make use of the items available in the Library of Things for all sorts of needs, fitness, family fun, productivity and entertainment. There are also museum passes and hotspots, in addition to books, magazines, newspapers, audiobooks, CDs and DVDs. Downloadable media is more popular than ever, and made up about 17% of total circulation in 2023. Be sure to check out Libby, Hoopla, Kanopy, Freegal and more for all your viewing, listening, learning and reading enjoyment at [www.rowleylibrary.org](http://www.rowleylibrary.org) or in your app store.

In addition to the 44,000 items borrowed last year, meeting and study rooms were used over 800 times, and computers and wifi are used about 350 times each week. Patron visits average 2700 per month. Electronic collections were accessed over 19,000 times, and the hard-working library staff answered 4500 reference questions. Hours are now 9 am to 7 pm Monday through Thursday, and 9 am to 2 pm Friday and Saturday. Stop by and see all that your library has to offer.

## **REPORT OF THE PARKS AND RECREATION COMMITTEE**

The Parks and Recreation Committee met in person throughout 2023. David Zizza & Tim Southall serve as Chairman & Vice Chairman, respectively. Mike Quinn, Mike Killion, Kurt Annon, Dave Perley & newly appointed member Ryan Bernier all serve as members of the committee.

Two major projects were brought to fruition during the 2023 year. Full renovation of the playground at Eiras park was completed. New amusements were created as well as construction of a rubber playing surface. The playground has been brought into full ADA compliance. In concert with an outside cricket organization, a formerly unused parcel of land at Pine Grove School was reconstructed to serve as a multi-use field to serve predominantly cricket & soccer groups.

The Committee will begin working with the Board of selectman on plans for the reconstruction of a 15ft x 75ft batting cage at lower Eiras, replete with a cement pad, artificial turf & netted cage. Also, due to increased local interest from Rowley Residents, the Committee will begin to put plans forward on the potential to add pickleball courts.

Parks & Rec continues to manage the fields at Eiras Park, Basketball courts, & all purpose field at Pine Grove School.

## **REPORT OF THE ROWLEY HOUSING AUTHORITY**

The Rowley Housing Authority (RHA) is managed by the Danvers Housing Authority. For information, call the Rowley office at 978-948-2371 or call the Danvers office directly at 978-777- 0909. The RHA Board meetings are held on the first Friday of each month at 9 am at the Plantation Drive Community Room or remotely.

The twelve units of family housing located at Depot Way and the forty-two units of elderly housing at Plantation Drive are occupied. The waiting lists are open, and the RHA is part of the centralized Common Housing Application for Massachusetts Public Housing system.

Interested applicants, can pick up an application outside the Rowley office, or fill one out online by going to <https://publichousingapplication.ocd.state.ma.us/>. Applications can also be downloaded via the RHA website [www.RowleyHousing.org](http://www.RowleyHousing.org).

The RHA received an American Recovery Act award through the Executive Office of Housing and Living Communities that was used to replace the roofs at Depot Way.

The current members of the RHA Board are Joseph Perry, Chair; Robert Cianfrocca, Vice Chair and State Appointee; Mary Ellen MacDonald, Treasurer; Michelene Shinnick and Kathy Olmsted, Town Appointee.

The RHA would like to thank all Town Boards and Officials for their assistance and cooperation during the past year.

Respectfully submitted: Cynthia Dunn, Acting Executive Director.



## REPORT OF THE ROWLEY COMMUNITY MEDIA (RCM)

RCM is Rowley's PEG Access TV Channel and website. On Verizon channel 26/Comcast 9 and online at [www.tightrope.townofrowley.org](http://www.tightrope.townofrowley.org), residents can find out what goes on in town. The staff, under the direction of the Board of Selectmen, include Director Janet Morrissey and Production Technicians Rollie Madden, Sean McCormack.

RCM continues coverage of meetings including Annual Town Meeting, meetings in-person at Town Hall/Town Hall Annex, as well as GoToMeetings and Zoom meetings for our residents. RCM is covering or getting files to replay Selectmen, Conservation Commission, Planning Board, Zoning Board of Appeals, Light Commission, Board of Health, Community Preservation Committee, Water Commission, Historical Commissions, Library Trustees, Essex Veterans, etc. Meetings can be viewed on the RCM website anytime, anywhere. You can also link to the videos through the Town's website [www.townofrowley.net](http://www.townofrowley.net). We continue to make regional programs for seniors available and all residents can search for past events and discussions on elder concerns, Rowley history, local artists and authors and so much more. Use "history", "library", "COA" or other search parameters in subject line to find what you want to watch. All programs are downloadable for free.

RCM donates to Triton on an annual basis allowing them to continue amazing programming and training for students. Please tune in to VTV episodes to see the skill of their production. School Committee meetings and sports are also covered by these kids and of course their mentor Bob Lathrop. Tell your kids to sign up!

We invite members of our community, unfamiliar with our programming, to tune in or log in. Rowley residents are also encouraged to produce using home equipment or by borrowing production equipment. Staff will teach and provide technical support. RCM is funded through contract negotiations between the town and cable providers. No taxpayer money is used to facilitate this resource.

Below is breakdown of RCM shows. A detailed list of programs is available: email [Janet@townofrowley.org](mailto:Janet@townofrowley.org) or search for show categories online at [tightrope.townofrowley.org](http://tightrope.townofrowley.org). Click search shows tab. Bulletin board content which deserves "airtime" is not included in programming total time.

## Schedule Report for Rowley Community Media

January 1, 2023 until December 31, 2023

### Category Breakdown

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#### *PSAs*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 1           | 00:02:32            | 263        |

#### *Seniors*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 1           | 00:06:58            | 111        |

#### *Triton High School*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 98          | 00:58:33            | 1570       |

#### *Library*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 18          | 00:57:48            | 357        |

### *History*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 9           | 00:54:32            | 144        |

### *Essex County Bikes*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 109         | 01:09:08            | 1863       |

### *Special Events*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 5           | 00:23:48            | 95         |

### *Town Meetings*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 219         | 01:19:44            | 2163       |

### *Whittie*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 6           | 01:19:57            | 84         |

### *Music*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 3           | 01:26:44            | 37         |

### *Artistic Impression*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 3           | 00:16:12            | 33         |

### *Sports*

| Total Shows | Average Show Length | Total Runs |
|-------------|---------------------|------------|
| 5           | 01:27:22            | 48         |

## **REPORT OF THE CEMETERY DEPARTMENT**

The Mission Statement of the Board of Cemetery Commissioners states that we are responsible for the managing and caretaking of the Rowley Cemetery.

Board member Kathy Olmsted won reelection so there were no changes on the Board.

Cemetery Supervisor Tim McGinley remained in his position and continues to do an excellent job in maintaining the cemetery. Sam Spinhirn, who had returned to the department in the fall of 2022, resigned the position of cemetery laborer in December of 2023 for a position at the Rowley Water Department. The Board thanks him for his time here and wishes him well in his new position. Tim and Sam were able to handle the upkeep of the cemetery so that there was no need for hiring temporary summer employees,

Assistant Town Clerk Janet Peabody continued to do an excellent job of computerizing the extensive records of the Rowley Cemetery. This includes combining the Cemetery Plot Deeds with the hand drawn charts and spreadsheets, so that an accurate computer record will exist for both the deed listings and the burial charts., A list of veteran burials, that the Board is aware of, now exists also. All of these records had been kept on paper only, but now will allow for a complete computer backup of all the records when this project is completed. Eventually these records will be made available on the town website and the Rowley Public Library for easy access by the public.

It has been a busy year in the cemetery with burials and maintenance issues. Cemetery staff were responsible for:

- 44 burials, consisting of 28 cremations and 16 full vault burials
- Snow plowing, mowing, trimming and maintaining the grounds as needed
- Maintaining and repairing cemetery equipment

The Cemetery Department was the recipient of over 700 Christmas wreaths from the Wreaths Across America program to put holiday wreaths on veterans' graves in our cemetery. This was the result of a lot of work led by Veterans Committee Chairman Bob Breaker, Ron and Tammy Garron, and the Veterans Committee. Thanks to all who made donations to make the program possible and thanks to so many people, including the Boy and Girl Scouts, who responded and helped distribute the wreaths and flags on the individual graves. Memorial Day Flags were purchased and placed on all the veterans' graves by the same people and volunteers.

The Cemetery Commissioners meet monthly on the third Tuesday of each month at noon, in the Rowley Public Library meeting room. The meetings are posted as required by law and the public is welcome to attend.

In a December severe storm, two large pine trees blew down and damaged about twenty of the historic stones dating back to the 1600's, as well as damage to the cast iron fence in front of the cemetery. The project to fund and repair the stones and the fence continues into the new year and it is expected that repairs will be done in the spring of 2024.

The Commissioners would like to thank all those Town Departments who assist us on a regular basis. These include the Town Administrator and her staff, The Town Clerk and Assistant Town Clerk, as well as the offices of the Town Treasurer and Town Accountant. Also, thanks to the Boy Scouts, the Girl Scouts, and the Rowley Veteran's Committee for placing flags and wreaths. Finally, a special thanks to the Highway, Water, and Light Departments for their assistance when needed.

Respectfully submitted: Chairman David C. Petersen; Clerk Kathy Olmsted; and Member Matt Ziev

## **REPORT OF THE EASTERN ESSEX DISTRICT DEPARTMENT OF VETERANS SERVICES**

Veterans Services is charged under Massachusetts General Laws Chapter 115 with providing services to veterans/surviving spouses. The Town funds this program for the veteran/surviving spouse and is subsequently reimbursed 75% by the Commonwealth. It is the responsibility of the department to follow the process dictated by the Executive Office of Veteran Services so that the Town receives the full allowed reimbursement. The department is also tasked with the responsibility of assisting veterans and their families with VA benefits; ensuring that each veteran and/or family member receives all benefits that are available to them.

Rowley is a member of the Eastern Essex District Department of Veteran Services. The district consists of six towns: Essex, Georgetown, Ipswich, Newbury, Rowley, and West Newbury

As the new Director of the Veterans’ Services Department, I have been very successful in obtaining benefits and answering questions from veterans, surviving spouses, and their families. I am in the process of being accredited with the VA and State to better serve the veterans in the Eastern Essex District. The Ch115 benefit is for low-income veterans/surviving spouses who live in the town. Our office ensures that the beneficiaries of the benefit meet the eligibility requirements by auditing every month and certifying twice a year. We also work with the veteran/surviving spouse to get alternative ways of receiving other benefits or obtain gainful employment to reduce the burden on the town. We also help the veteran and their families on the federal side with filing VA claims.

In addition to benefits assistance and distribution, we are a source of social services. We assist veterans and their families to get resources to help them with personal needs and difficult situations. For some veterans, we are all that they have.

**Significant statistics:** VA Awarded Benefits to Rowley veterans and/or surviving spouses:

|                                       |     |              |
|---------------------------------------|-----|--------------|
| Veteran Service-Connected Disability: | 83  | \$142,833.87 |
| Dependency & Indemnity Compensation:  | 4   | \$7,478.38   |
| District Total:                       | 470 | \$828,072.19 |

Rowley paid out \$33,264.60 in Ch115 benefits and got reimbursed \$24,948.45. (75% State Reimbursement)

The Veteran Services Department plays an important role in the community and without its veterans, surviving spouses, and their families would be at a severe disadvantage in obtaining the benefits that they earned. Also, veterans in distress would not be able to access the resources they are in desperate need of. The consistent support that the town gives these veterans is recognized and appreciated by both them and this department.

**Department staff:**

Steve Bohn, District Director/Veteran Service Officer  
Tony Ochoa, Assistant to the Director

**Board of Directors:**

Michael Flynn, Board Member, Chairman, Essex; Doug Dawes, Board Member, Georgetown; Linda Alexson, Board Member, Ipswich; **Sheri David, Board Member, Rowley**; Ron Ross, Board Member, West Newbury; Dana Packer, Board Member, Newbury; **Karen Summit, Treasurer, Rowley.**

Respectfully submitted,  
*Eastern Essex District Dept of Veteran Services*  
Steve Bohn, District Director/Veteran Service Officer

## **REPORT OF THE ROWLEY VETERANS COMMITTEE**

The Veterans Committee is pleased to present our activities from this past year. The committee has eight members from the community.

Mission: To promote, perpetuate and support Veterans ceremonies, events, and other activities in the Town of Rowley. To assist veterans and their families, as appropriate, in cooperation with other organizations and agencies.

To provide a central platform to exchange and disseminate information and ideas in order to address veterans' interests and needs.

To plan and organize Memorial Day and Veterans Day ceremonies.

To provide for the maintenance of all veterans memorials within the Town.

To foster and perpetuate the value of veterans' service to our country and way of life.

The Committee along with the Boy Scouts marked the graves for Memorial Day with American Flags and then removed the flag for the winter. Troop #15 Scoutmaster George Pacenka, all of the Scouts, and their parents for there help his year.

The Veterans Committee would like to thank everyone in town for all of their help.

Rowley Light Dept for placing and maintaining the flags along Main Street for the holidays.

We will be continuing the maintenance landscaping contract for the front of town hall.

The parade working group are meeting and planning the Memorial Day parade this year and the plans are moving ahead.

The 2023 Wreaths Across America progarm was a huge success with our goal of 700 wreaths. We had 60 registered volunteers and additional people from the commuinity coming out to support the progarm. Many thanks to all that parpicated. The 2024 event will be held on Saturday, 14 December, at 10:00.

## **REPORT OF WHITTIER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL**

Whittier offers 23 vocational technical career areas designed to provide the necessary training and skills for further education or work force success.

Whittier's academic program is designed to offer students the fundamental skills through its core curriculum in English, Math, Science and Technology, Social Studies, World Languages, Physical Education/Health, and Elective subjects. Courses are aligned with the Massachusetts Curriculum Frameworks in order to achieve success on the MCAS.

Courses are offered in a sequential format and are integrated with the vocational-technical areas, wherever practicable and mutually beneficial. All academic courses offer advanced sections for students who desire to further their education. We offer honors courses in English, science, and math to lead toward advanced placement courses. Moreover, a Tech Prep program is offered to eleventh and twelfth grade students which parallels the College Prep program and provides students with the opportunity to earn college credit and/or advanced college placement.

Since all programs are open to all genders, we encourage our students to explore and to specialize in non-stereotyped, non-traditional vocational-technical areas and to strive for the maximum realization of their goals and potential.

Whittier Regional Vocational Technical High School is entering its fiftieth year. To date we have graduated 13,070 students from the day school.

The enrollment for the Evening School from Rowley: 11  
The October 1, 2022 Day School Enrollment:

|          | Boys | Girls | Non-Binary |
|----------|------|-------|------------|
| Grade 9  | 4    | 0     | 1          |
| Grade 10 | 7    | 2     | 0          |
| Grade 11 | 0    | 3     | 0          |
| Grade 12 | 5    | 1     | 0          |
| Total –  | 23   |       |            |

2023 Graduates – 5

The cost to Rowley for the school year 2022-2023 was \$427,838.00.

Respectfully yours: David Irving, Rowley Representative; Maureen Lynch, Superintendent



## REPORT OF TRITON REGIONAL SCHOOLS

As we reflect on another school year, I'm struck by just how much the landscape of education continues to evolve with rapid advancements in technology and our understanding of how we learn best. Gone are the days when classroom learning was confined to textbooks, chalkboards, and pencil-and-paper assignments. Today, our students are immersed in a very different learning experience, with interactive whiteboards, digital curricula, powerful computing devices right at their fingertips, and a movement to have students apply their learning to the context of the larger world in which we live. We remain committed to providing a high-quality and relevant education for all our students, and preparing our students with the skills necessary in the current economy.

At the same time, we have seen a concerning rise in mental health challenges in recent years, particularly as we have emerged from the COVID pandemic. We remain committed to providing robust student supports, social-emotional learning opportunities, and a nurturing school environment to promote the overall well-being of our students.

Of course, none of this work would be achievable without your steadfast support. On behalf of our district, I extend my sincere gratitude for your continued investments in our children's future. With the town's support of our annual operating budget, we are still able to have favorable class sizes in the majority of classrooms across the district, including elementary, middle, and high school. This has been identified as this as a top priority by all stakeholders across the district as the greatest post-pandemic challenge we face is the re-engagement of all students in the community and the instructional relationships.

This report outlines progress and development during the 2022 - 2023 school year and the start of the 2023-2024 year. I wanted to take a moment to share some of the highlights of the important work we've done over that time.

### Universal Free Meals:

As many of you will be aware by now, universal FREE breakfast and lunch for all students has become a permanent reality for students at Triton and across Massachusetts. The funding for the program was added to state budget over the pandemic years, but the program was also approved in an outside policy section of the FY24 budget that makes it a permanent fixture for future years. I want to thank all involved, but in particular our Food Services Director, Sarah Littmann, who took a leadership role in this effort both here in Massachusetts and at the national level, and the entire cafeteria staff for the work they do each day. It takes a village, but our food services staff go above and beyond in their efforts to ensure our students have a healthy breakfast and lunch each day.

### District Equity Statement:

We developed a District Equity Statement over the past year that lays out the values we hold and strive to embody each and every day. This statement is not the 'end game', but a documented pledge that will guide the decisions we make, both individually and as an organization. Moving towards an equity mindset is slow work, and accomplished through small and consistent decisions and changes that we are making each day. Our approach has been to embed our focus on "*striving to be a community that promotes inclusivity and fosters a collective sense of belonging in our schools and communities as a whole*" into the routine work being done each day. Through building-based committees, data meetings, routine classroom conversations, or interactions with a student who is struggling, we are working to more routinely keep an eye on equity so that it changes our words and actions and results in a greater impact on everyone's sense of belonging. We still have a long way to go, but we are making the incremental change needed to achieve that goal.

The next phase will be to bring the statement and work more public so that it becomes a truly district-wide focus. This will include engaging students, staff, and families around the statement to gain feedback and further refine it to be a guiding force in our work.

#### *Equity Statement*

*We strive to be a community that promotes inclusivity and fosters a collective sense of belonging in our schools and communities as a whole by:*

- *being aware of, and responsive to, the unique needs, cultures, identities, backgrounds, and life experiences of our students, staff, and families,*
- *and using that knowledge and understanding to:*
  - *hold one another accountable so our words and actions are reflective of that commitment to acceptance and respect for our differences,*
  - *establish rigorous and challenging learning and growth expectations for all students and staff with an eye toward continual improvement,*
  - *and by having appropriate support in place to address the unique needs we all bring to the experience and to our greater Community.*

### Middle & High School Campus Needs Update - Next Steps:

As I have shared over the past 2 years, we have been working with our towns to find a solution to the needs of the aging Triton Regional Middle/High School building that was first opened in the fall of 1971. We completed an assessment with an engineer and determined that the needs would be most cost effectively addressed through a full renovation project in partnership with the Massachusetts School Building Authority. We have applied twice, in both 2022 and 2023, and were rejected both times. We have applied again for the 2024 calendar year and are hopeful that we'll be welcomed into the program in December 2024. In the meantime, the School Committee has established a Facilities Subcommittee that began in meeting in March of 2024 to more thoroughly review the needs and potential paths forward to a renovated building, with a town representative from each town joining the committee as well.

### Frozen the Musical:

Triton High School was awarded the rights to perform *Frozen: The Broadway Musical*, and we were the only school in Massachusetts to receive the that honor. The Triton show was the result of a competition called [The United States of Frozen: Love Is An Open Door](#), a partnership of the Education Theater Association and Disney. Our application was submitted by our High School theater teacher and director Natalie Safley. We were chosen and notified in the fall of 2022, but the production was scheduled for the fall of 2023 to ensure ample time for planning, casting, and coordinating this large-scale production.

After a long wait and a considerable amount of work and production, the public performances were held on Thursday, Friday, Saturday, and Sunday, November 16 -19, 2023. It was an amazing show! After getting opening night jitters out of the way on Thursday, the cast performed a portion of the show for all 4th, 5th, and 6th grade students from across the district on Friday morning. Our elementary students were transported over to the high school from the 3 elementaries with school staff to enjoy the show, and it gave our younger budding (or yet to be identified!) performing artists a chance to experience firsthand what they have to look forward to when they move to the Middle and High School. The production was an incredible success, a truly enjoyable show that brought the community together, and one that Natalie Safley and the cast and crew should be incredibly proud of!

### 4th Grade Instrumental Lessons: Cost-Free Offering:

We were able to provide a free instrumental learning experience for all 4<sup>th</sup> grade students due to a generous private donation in the fall of 2023. This funding allowed us to waive the user fee for all fourth-grade students who chose to participate, and they were each provided with a cost-free instrument rental for the year. This was done on a trial basis, with the potential of the donation becoming recurring if there was a positive impact in participation rates overall. Our ultimate goal is to increase sustained participation throughout a student's academic career, so it remains to be seen if the current fourth graders will continue in the program next year and beyond. Students who continue would then purchase (or 'rent to own') their own instrument starting in the 5<sup>th</sup> grade.

The chart below shows the change in participation for the 2023/2024 school year. These data show positive signs, but we'll continue to monitor and hope we'll be able to continue this free offering for our budding musicians in future years. There are many factors that contribute to our lower enrollment numbers in the performing arts programs (grades 4 through 12), including a smaller overall student body. However, we are reviewing the overall programming and interest levels with the hope of being able to restore the participation rates to where they once were.

| School | 2022/2023             |                    |                    | 2023/2024             |                    |                    | Participation Rate Change |
|--------|-----------------------|--------------------|--------------------|-----------------------|--------------------|--------------------|---------------------------|
|        | Grade 4 Participation | Grade 4 Enrollment | Participation Rate | Grade 4 Participation | Grade 4 Enrollment | Participation Rate |                           |
| NES    | 27                    | 52                 | 52%                | 37                    | 56                 | 66%                | 14%                       |
| PGS    | 26                    | 49                 | 53%                | 39                    | 61                 | 64%                | 9%                        |
| SES    | 8                     | 58                 | 14%                | 24                    | 69                 | 35%                | 21%                       |



### **ParentSquare - Updated Implementation Timeline:**

We began the transition this year to ParentSquare as our primary communication platform with families for the district and schools. This system provides a comprehensive tool that allows for urgent calls and messaging for events like a snow day, routine information like the weekly newsletters and school-wide messages that now also post to the website, but also a direct messaging platform for educators to communicate with students and families. This is becoming the singular platform that unifies all school and district information sharing.

This platform will also allow for other family and community members who do not have children in our schools to receive general routine news and updates through a 'subscribe' feature that will be launched on our website in the fall of 2024. More information on that in the year ahead!

We shifted all weekly and routine school/district messages and specific event alerts to the platform in the winter of 2023/2024, and we will be phasing in more extensive use by educators communicating with their students and families during the spring of 2024. All communications will transition to the new platform by the start of the 2024/2025 school year in September 2024.

### **List of College Acceptances:**

As we all know, there are many reasons that factor into a student and their families' decision about whether to attend a particular college or university, or not to attend at all. While college may not be the right choice for every student, we strive to ensure that every student is well prepared with the knowledge and skills necessary to succeed in college.

To that end, I have routinely shared and celebrated the full listing of colleges and universities where our students were accepted, which is a more accurate measure of their accomplishments than a listing of the colleges where students attend. Our Vikings receive a high quality educational experience over their academic careers through elementary, middle, and high school, and the results of where our students are accepted are a testament to that success.

The list below includes 162 institutions where the roughly 170 members of our graduating class of 2023 were accepted.

- |   |  |
|---|--|
| 1. The University of Alabama                | 12. Boston College                       |
| 2. AMDA College of the Performing Arts - LA | 13. Bowling Green State University       |
| 3. Anna Maria College                       | 14. Bridgewater State University         |
| 4. Appalachian State University             | 15. Bryant University                    |
| 5. Arizona State University-Tempe           | 16. Central Connecticut State University |
| 6. University of Arizona                    | 17. University of Central Florida        |
| 7. Assumption University                    | 18. Central Michigan University          |
| 8. Babson College                           | 19. College of Charleston                |
| 9. Bennington College                       | 20. University of Charleston             |
| 10. Bentley University                      | 21. Chatham University                   |
| 11. Binghamton University                   | 22. Clark University                     |

23. Clark University (Computer Career Institute)
24. Clarkson University
25. Clemson University
26. Coastal Carolina University
27. Colby-Sawyer College
28. University of Colorado Boulder
29. Colorado State University-Fort Collins
30. University of Connecticut
31. Cornish College of the Arts
32. Curry College
33. University of Delaware
34. Eastern Connecticut State University
35. Eastern Michigan University
36. Eastern Nazarene College
37. Emmanuel College
38. Endicott College
39. Fairfield University
40. Fisher College
41. Fitchburg State University
42. Flagler College
43. Florida Gulf Coast University
44. Florida International University
45. Florida State University
46. University of Florida
47. Framingham State University
48. Franklin Pierce University
49. George Mason University
50. Gordon College
51. Grand Canyon University
52. Hampshire College
53. University of Hawaii
54. Hawaii Pacific University
55. High Point University
56. Hobart William Smith Colleges
57. Ithaca College
58. James Madison University
59. Johnson & Wales University
60. Keene State College
61. Kennesaw State University
62. University of Kentucky
63. Lasell University
64. Le Moyne College
65. Lebanon Valley College
66. Lesley University
67. University of Louisville
68. Lynn University
69. Maine College of Art & Design
70. University of Maine
71. Manhattan College
72. University of Maryland - College Park
73. Massachusetts College of Art and Design
74. Mass College of Pharmacy & Health Sciences
75. University of Massachusetts - Dartmouth
76. University of Massachusetts - Amherst
77. University of Massachusetts - Boston
78. University of Massachusetts - Lowell
79. McDaniel College
80. Merrimack College
81. Methodist University
82. Miami Dade College
83. Michigan State University
84. University of Mississippi
85. Montserrat College of Art
86. Nazareth College
87. University of Nevada - Las Vegas
88. New England College
89. University of New England
90. University of New Hampshire
91. University of New Haven
92. Nichols College
93. University of North Carolina at Chapel Hill
94. University of North Carolina at Charlotte
95. North Shore Community College
96. Northeastern University
97. Northern Essex Community College
98. Ohio University
99. Oregon State University
100. Palm Beach Atlantic University
101. Palm Beach State College
102. Pennsylvania State University
103. University of Pittsburgh
104. Plymouth State University
105. Providence College
106. Quinnipiac University
107. Regis College

- |      |   |      |                                       |
|------|---|------|---------------------------------------|
| 108. | Rensselaer Polytechnic Institute        | 135. | St. Lawrence University               |
| 109. | Rhode Island College                    | 136. | Stonehill College                     |
| 110. | University of Rhode Island              | 137. | Stony Brook University                |
| 111. | Rivier University                       | 138. | Suffolk University                    |
| 112. | Rochester Institute of Technology       | 139. | SUNY College at Oswego                |
| 113. | Roger Williams University               | 140. | Susquehanna University                |
| 114. | Rutgers University-New Brunswick        | 141. | Syracuse University                   |
| 115. | Sacred Heart University                 | 142. | The University of Tampa               |
| 116. | Saint Anselm College                    | 143. | Temple University                     |
| 117. | Saint Joseph's College of Maine         | 144. | The University of Tennessee-Knoxville |
| 118. | Saint Michael's College                 | 145. | The Culinary Institute of America     |
| 119. | Salem State University                  | 146. | The George Washington University      |
| 120. | Salisbury University                    | 147. | Towson University                     |
| 121. | Salve Regina University                 | 148. | Union College (NY)                    |
| 122. | San Diego State University              | 149. | University at Buffalo                 |
| 123. | Seton Hall University                   | 150. | University of Utah                    |
| 124. | Siena College                           | 151. | Vanderbilt University                 |
| 125. | Simmons University                      | 152. | University of Vermont                 |
| 126. | University of South Carolina-Columbia   | 153. | Villanova University                  |
| 127. | University of South Florida-Main Campus | 154. | University of Virginia                |
| 128. | Southern Connecticut State University   | 155. | University of Washington              |
| 129. | Southern Maine Community College        | 156. | Wentworth Institute of Technology     |
| 130. | University of Southern Maine            | 157. | West Virginia University              |
| 131. | Southern New Hampshire University       | 158. | Western New England University        |
| 132. | Springfield College                     | 159. | Westfield State University            |
| 133. | St. Andrews University                  | 160. | Wheaton College (Massachusetts)       |
| 134. | St. John Fisher University              | 161. | Worcester Polytechnic Institute       |
|      |   | 162. | Worcester State University            |

Respectfully Submitted,



Brian L. Forget

Superintendent of Schools

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## TRITON HIGH SCHOOL PRINCIPAL'S REPORT

During the course of the 2023-2024 school year, Triton High School has seen continued growth and progress from our students. Triton High School has continued to seek out unique opportunities for our students while leaning into our greatest strengths. Our students have continued to engage both in the classroom and in the community. Triton High School has continued to focus on the growth of post-secondary opportunities and student health and wellness. While doing this, there has also remained a significant emphasis on providing every student with the supports that they need while partnering with families to do so.

We are incredibly proud that Triton High School was recognized as a Unified Champion school this past year. Our Unified Basketball program has continued to grow. Additionally, we have growing numbers in our Best Buddies club, where students were even able to attend a Best Buddies Prom in February. Triton High School also offers both Partners in Physical Education and Partners in Theater courses, both of which help to build relationships and include our neurodiverse students throughout the school setting. Additionally, Triton is also incredibly proud of the service work that has taken place over the past calendar year. Our Community Service Program has been recognized by both the Salvation Army and InnerView for the number of students and quantity of service provided within our community. We currently have 124 students actively participating and they have given over 4,000 hours of service since September. The Community Service Club also participated in a service trip to the Navajo nation last February and is in the process of planning their next service trip.

Triton High School has helped students to deliberately create and prepare for their post-secondary plans. The Triton High School guidance staff has worked diligently to update the guidance seminar curriculum. Additionally, through our guidance department, we are in year 2 of developing a MyCapscope and sequence which helps to identify a personalized post-secondary plan for each child. This year we have hosted a mindfulness assembly, will be holding a career exploration series, and will be doing a cross curricular career interest profiler project for all sophomore students. Triton High School is also excited for our third group of senior interns to begin this spring. 23 seniors will be working in various industries gaining practical work experience. At the end of their internship each student will be presenting out about their experiences to their peers in a public display of learning. In the spring of 2024 we will also be hosting our first annual Student Wellness Day. Students will be participating in 3 different sessions that they will select throughout the course of the school day focused on mental or physical wellbeing.

We are also continuing mental health literacy lessons as a continuation of our freshman guidance seminar curriculum.

During the 2023-2024 school year we have had several highlights within our Visual and Performing Arts program. Triton High School was 1 of 52 schools chosen nationally to perform Frozen the Musical. Our director and actors used the theme of "Love is an Open Door" to create a truly unique version of the production. Students from across our art department helped to create accessories, costumes, posters, and complete set design. This opportunity truly became a central focal point for our school. This year we have also seen the return of the pep band as we are beginning to see greater student participation. Additionally, Video Production students have been integral at continuing to produce our VTV program, while also increasing the number of live broadcasts they are doing from various sporting events.

Triton High School continues to focus on student centered learning and has several areas where students have been able to truly take the lead. In our Environmental Science course students worked on a dune restoration project in conjunction with the University of New Hampshire. Students at the end of the last school year were also tasked with creating a hydroponic system where they would be able to grow lettuce. The Triton Voice has continued to put out an exceptional weekly newspaper highlighting student work, balancing both fun and hard hitting stories. Our Social Studies department has continued to progress with the integration of Civic Action projects and research in students' sophomore and junior year. We also have a group of students working with a faculty member on a beekeeping project. We have two active hives at the edge of the marsh that we have been caring for over the past calendar year. Our Future Medical Professionals Club is also working on students going through various stages of EMS training with area firefighters. In each of these instances students are learning in active ways in conjunction with members of our school and local community.

Last year Triton High School had 98 students take 206 AP exams. This was spread across 16 courses. 74% of our students scored 3 or higher on their exams. Additionally, we had 29 perfect scores and 31 students who qualified as AP scholars. Triton had two students whose PSAT scores qualified them as National Merit Scholars Commended Students, meaning they scored in the top 3% of students nationally. Triton High School also saw significant growth in our state assessment data specifically around Math, where we exceeded our target growth for all sub-group areas. There was also continued growth that took place in English Language Arts.



## TRITON MIDDLE SCHOOL PRINCIPAL'S REPORT

Triton Regional Middle School (TRMS) remains steadfast in its commitment to delivering an inclusive, stimulating, and rigorous educational journey for every student. Our school is dedicated to cultivating academic excellence, personal development, and a nurturing atmosphere where each student can flourish.

Building upon the strides made last year, we have successfully integrated three special education programs, catering to our most vulnerable and academically challenged students. This initiative ensures continuity as elementary students transition to the middle school, facilitating familiarity with the programming and enhancing their prospects for success.

Following a year of program piloting, we have introduced the EL Education curriculum for English Language Arts this academic year. Our ELA faculty has undergone extensive professional development, deserving recognition for their dedication in bringing this curriculum to fruition. EL Education, known for its rigor and engagement, has garnered positive feedback from students, enriching their learning experiences.

The Math department has initiated a curriculum review, with plans to pilot new materials later this year and into the next. We have introduced "data chats" in Math and Reading, providing students with opportunities to converse with teachers and establish iReady assessment goals. These sessions have bolstered engagement in iReady testing, yielding observable student progress. Moreover, our Math specialist has been distributing weekly math problems targeting challenging concepts identified through data analysis. The high completion rate of these problems fosters optimism for improvement in these areas.

Preparations are underway for the inaugural year of Civics MCAS testing by our 8th grade Civics teachers. Civics education has been a staple in the 8th-grade curriculum for the past four years, and we eagerly anticipate our students' performance on this year's assessment.

Lastly, as you are undoubtedly aware, the Triton School District has been actively pursuing state support to address much-needed renovations to the Triton campus. I wholeheartedly endorse this endeavor and implore all our member towns to lend their support. As a Triton alumna from the class of 1984 and

someone who has devoted over two decades to this institution, I have witnessed firsthand the deterioration of our facilities. A new building will not only cultivate a more positive learning environment for our students but also complement the exceptional work our teachers accomplish daily. We extend our gratitude for any support our member towns can offer towards this endeavor.

I continue to be proud of the work we do at TRMS and of the staff that do that work. As always, we appreciate the trust our towns bestow on us to take care of our students year in and year out.

With appreciation,

A handwritten signature in black ink, appearing to read "Alan MacRae". The signature is fluid and cursive, with the first name "Alan" and last name "MacRae" clearly distinguishable.

Alan MacRae

Triton Regional Middle School Principal

## PINE GROVE SCHOOL PRINCIPAL'S REPORT

As the Principal of Pine Grove School, I am pleased to submit this report. Our students are our number one priority, and at Pine Grove, we prioritize educating the whole child. We work tirelessly to create a safe environment in which our students feel empowered, happy, and successful – even during difficult and unfamiliar times. All members of our school community recognize the significance of social-emotional development and pursue academic achievement for all students.

Throughout the 2022/2023 school year, our professional development initiatives zeroed in on two pivotal areas: social-emotional learning and the implementation of the CKLA Program, facilitated through collaborative training sessions. Our dedicated Instructional Assistants participated in a diverse array of professional activities, spanning from CPR training to IEP workshops and social-emotional learning sessions. Concurrently, our teachers, in addition to engaging in CKLA training and collaboration, attended a multitude of workshops, maintained regular collaboration, and fervently discussed strategies to ensure effective teaching and learning. Through these efforts, we aim to foster an inclusive environment where every student can thrive and realize their fullest potential.

We continue to implement the co-teaching model at PGS. In both June and August, we again offered co-teaching training sessions, and we were pleased to see more teachers voluntarily participating in these sessions. Co-teaching involves two certified teachers collaborating to educate a group of students using various instructional approaches. This approach not only supports student achievement but also provides an opportunity for teachers to learn new teaching strategies that benefit all learners. We are excited about the prospect of continuing to utilize this best practice in the years to come.

At PGS, collaboration extends beyond just teachers working together. Our Reading Specialist, Math Specialist, Reading Interventionist, special education teachers, and ESL teachers are all actively engaged in co-teaching. This collaborative effort allows us to effectively meet the diverse needs of our students and make a significant impact on their learning outcomes.

As part of our ongoing commitment to student success, Pine Grove students undergo reading and mathematics benchmark assessments three times per year, utilizing a variety of measures including i-Ready, number sense screeners, and Dynamic Indicators of Basic Early Literacy Skills (DIBELS). Progress monitoring in one or both subjects is conducted as needed. Additionally, our dedicated teachers

and staff engage in monthly grade-level meetings and Data Hours, where they collaborate as a team to analyze data and devise action plans tailored to student needs. Progress is continuously monitored as these action plans are implemented, ensuring that students are on track to meet their academic goals. Our approach emphasizes teamwork, with instructional leaders, specialists, and teachers pooling their expertise to support student learning and growth. At PGS, we firmly believe in the potential of all students to succeed and receive a quality education, and create action plans to support or challenge students. These meetings occur throughout the year to ensure that all students make expected progress.

Pine Grove is fortunate to have an exceptional PTA that consistently provides invaluable support and opportunities for our school community. From sponsoring events like our annual hot chocolate and donuts during Viking Bowl to organizing classroom visits and assemblies featuring inspiring speakers like Sam Drazin, the PTA enriches the educational experience at PGS. Additionally, they facilitate memorable activities such as Glow Day, grade-level field trips, and a crucial bullying assembly led by Tommy Jones. Their dedication extends beyond events to include the successful management of initiatives like the golf tournament and the generous acknowledgment of our hardworking staff during Teacher Appreciation Week. Moreover, their contributions extend to enhancing our literary resources through book purchases for the school Book Walk and supporting various other programs. With a committed and supportive PTA, our students benefit from a wealth of positive opportunities that enhance their learning and growth.

At Pine Grove, our breakfast and lunch program thrives thanks to the diligent efforts of our dedicated team. This year, we were delighted to welcome Joyce Chamberlain as our new kitchen manager, who has seamlessly integrated into Pine Grove. With their unwavering dedication, our hardworking kitchen staff consistently delivers nutritious snacks and meals that leave our students satisfied and smiling as they depart the cafeteria, nourished and ready for the day ahead.

Ensuring the safety and security of every individual at Pine Grove School continues to be a top priority. Families entrust us with the well-being of their children throughout each school day. Our Safety Committee meets monthly to meticulously review safety procedures concerning potential lockdowns, intruders, evacuations, or bomb threats. This year, the Triton School District has continued the implementation of the "I Love You Guys" Standard Response Protocol, reinforcing our commitment to preparedness. Comprehensive training has been provided to both students and faculty, with ongoing practices scheduled throughout the year to further reinforce these protocols.

Pine Grove utilizes PRIDE as a school-wide management system. PRIDE stands for: P - Positive words; R - Responsibility; I - Integrity; D - Display self-control; and E - Empathy. This year, we have incorporated a PRIDE meter where we track the amount of positive PRIDE notes being sent home with students. A whole school prize is earned for every 100 notes. So far this year, students have earned two school-wide prizes. Our Social-Emotional Committee, ISED (Investing in Social-Emotional Development), continues to play a pivotal role in nurturing our students' well-being. Additionally, Tracker, our beloved Pine Grove therapy dog, remains a steadfast source of support for students, promoting both their social-emotional health and academic confidence.

Pine Grove School prides itself on the efficacy of its many committees, each dedicated to enhancing specific aspects of our educational environment. The CKLA Implementation Committee, Math Implementation Committee, and Science Committee diligently collaborate to ensure the seamless integration and advancement of their respective subjects within our curriculum. Furthermore, our Professional Development Committee continually strives to enrich the skills and knowledge base of our faculty, fostering ongoing growth and innovation.

Our Belonging, Diversity, Equity, and Inclusion (B-DEI) Committee conducted a comprehensive survey this past fall to better understand the cultural and religious holidays celebrated by our families. This invaluable data is shared across various platforms, including our Facebook page, morning announcements, and newsletters, as part of our commitment to celebrating and embracing the diverse backgrounds of our student body and their families.

While STEAM is no longer its own special, the Science Committee remains steadfast in its dedication to promoting scientific inquiry and exploration. Our Science Day last spring was a huge success and students learned wonderful new scientific knowledge through self-chosen, engaging activities. This year, every grade level has participated in science and engineering challenges on our half days, where students learn through hands-on experiences. Moreover, the introduction of biweekly science challenges further underscores our commitment to fostering curiosity and discovery among our students. Our upcoming science day this spring will walk students through learning experiences in our garden, outdoor classrooms, and the town's recent nature trail. Through these collaborative efforts, Pine Grove School continues to cultivate a dynamic and enriching learning environment for all.

TOWN OF ROWLEY RESIDENT ENROLLMENTS WITHIN TRITON DISTRICT  
AS OF JANUARY 2024

Elementary Enrollments

|                 |            |
|-----------------|------------|
| Early Childhood | 56         |
| Kindergarten    | 59         |
| Grade 1         | 61         |
| Grade 2         | 70         |
| Grade 3         | 45         |
| Grade 4         | 59         |
| Grade 5         | 46         |
| Grade 6         | 59         |
| <b>Total</b>    | <b>455</b> |

Triton Middle School Enrollments

|              |           |
|--------------|-----------|
| Grade 7      | 54        |
| Grade 8      | 44        |
| <b>Total</b> | <b>98</b> |

Triton Regional High School Enrollments

|              |            |
|--------------|------------|
| Grade 9      | 39         |
| Grade 10     | 38         |
| Grade 11     | 51         |
| Grade 12     | 31         |
| <b>Total</b> | <b>159</b> |

|  |            |
|--|------------|
| Elementary School Enrollment             | 455        |
| Triton Regional Middle School Enrollment | 98         |
| Triton Regional High School Enrollment   | 159        |
| <b>Total</b>                             | <b>712</b> |

Residents enrolled outside of Triton District

|   |            |
|---|------------|
| Out of District SPED (Collaborative, Private Day and Residential) | 12         |
| Private/Parochial   | 72         |
| Virtual   | 2          |
| Public  | 37         |
| Vocational  | 25         |
| Charter   | 3          |
| Home-Schooled   | 23         |
| <b>Total</b>  | <b>174</b> |

## Rowley School Officials

### Superintendent of Schools

Brian Forget  
112 Elm Street  
Byfield, MA 01922  
978-465-2397  
[brian.forget@tritonschools.org](mailto:brian.forget@tritonschools.org)

### Director of Curriculum, Instruction and Assessment

Anna Bates  
112 Elm Street  
Byfield, MA 01922  
978-465-2397  
[anna.bates@tritonschools.org](mailto:anna.bates@tritonschools.org)

### Director of Finance and Operations

Bryan Perry  
112 Elm Street  
Byfield, MA 01922  
978-465-2397  
[bryan.perry@tritonschools.org](mailto:bryan.perry@tritonschools.org)

### Director of Student Services

Shannon Nolan  
112 Elm Street  
Byfield, MA 01922  
978-465-2397  
[shannon.nolan@tritonschools.org](mailto:shannon.nolan@tritonschools.org)

### Pine Grove Elementary School

Principal – Nicole LaPerriere  
191 Main Street  
Rowley, MA 01969  
978-948-2520  
[nicole.laperriere@tritonschools.org](mailto:nicole.laperriere@tritonschools.org)

### Pine Grove Elementary School

Assistant Principal – Elyse Earls  
191 Main Street  
Rowley, MA 01969  
978-948-2520  
[elyse.earls@tritonschools.org](mailto:elyse.earls@tritonschools.org)

### Triton Regional Middle School

Principal – Alan MacRae  
112 Elm Street  
Byfield, MA 01922  
978-463-5845  
[alan.macrae@tritonschools.org](mailto:alan.macrae@tritonschools.org)

### Triton High School

Principal – Patrick Kelley  
112 Elm Street  
Byfield, MA 01922  
978-462-8171  
[patrick.kelley@tritonschools.org](mailto:patrick.kelley@tritonschools.org)



**General Fund**  
**Statement of Revenues and Expenditures – Budget and Actual Required Supplementary**  
**Information**  
**For the Year Ended June 30, 2023**

|  | <u>Final Budget</u> | <u>Actual</u>      |
|--|---------------------|--------------------|
| <b>Revenues</b>  |                     |                    |
| Assessments to Member Towns                              | \$ 37,332,937       | \$ 37,332,937      |
| Intergovernmental  | 9,857,531           | 9,983,016          |
| Medicaid   | 150,000             | 226,095            |
| Investment Income  | 50,000              | 55,455             |
| Excess & Deficiency (E&D)                                | 590,000             | 0                  |
| Miscellaneous  | 0                   | 9,352              |
|  |                     |                    |
| <b>Total Revenues</b>                                    | <b>47,980,468</b>   | <b>47,607,055</b>  |
|  |                     |                    |
| <b>Expenditures</b>                                      |                     |                    |
| Administration   | 1,976,041           | 1,909,091          |
| Instruction  | 26,414,466          | 26,580,231         |
| Special Education Tuition to Other Districts             | 1,169,560           | 897,561            |
| School Choice and Charter School Tuition                 | 1,310,329           | 1,463,414          |
| Transportation   | 2,737,733           | 2,527,140          |
| Other School Services                                    | 434,756             | 423,809            |
| Student Activities                                       | 606,708             | 562,921            |
| Operation and Maintenance                                | 3,310,719           | 3,683,719          |
| Acquisitions and Improvements                            | 0                   | 0                  |
| Fringe Benefits  | 8,255,162           | 8,167,284          |
| Transfer Out/Other Financing Use                         | 1,500,000           | 1,500,000          |
|  |                     |                    |
| <b>Debt Service:</b>                                     |                     |                    |
| Principal  | 195,000             | 195,000            |
| Interest   | 69,594              | 69,594             |
|  |                     |                    |
| <b>Total Expenditures</b>                                | <b>47,980,468</b>   | <b>47,979,774</b>  |
|  |                     |                    |
| <b>Excess (Deficiency) Of Revenues Over Expenditures</b> |                     | <b>(\$372,719)</b> |

**FY 2023 ASSESSMENTS**

|                        | <b>Operating Budget</b> | <b>Capital Assessment</b> |
|------------------------|-------------------------|---------------------------|
| <b>NEWBURY</b> .....   | \$10,779,633            | \$ 51,039                 |
| <b>ROWLEY</b> .....    | 11,615,290              | 54,764                    |
| <b>SALISBURY</b> ..... | 14,763,420              | 68,791                    |
| <b>Total</b> .....     | <b>37,158,343</b>       | <b>174,594</b>            |



## TRITON REGIONAL SCHOOLS SALARIES

| Location | Name                      | Position                               | FTE | Salary     |
|----------|---------------------------|--|-----|------------|
| District | Atanasoff, Molly          | Early Childhood Coordinator            | 1.0 | 93,469.00  |
| District | Bates, Anna               | Director of Curriculum and Instruction | 1.0 | 139,000.00 |
| District | Belanger, Devyn           | IT Technician                          | 1.0 | 68,340.00  |
| District | Benson, Julie             | SEL Teacher                            | 1.0 | 90,724.00  |
| District | Briley, Karrah            | Wellness Coordinator                   | 1.0 | 113,582.00 |
| District | Camarena, Jeremy          | IT Technician                          | 1.0 | 51,000.00  |
| District | Coleman, Joelle           | Spec Ed Coordinator                    | 1.0 | 98,000.00  |
| District | Curtis, Angela            | Psychologist                           | 1.0 | 88,934.00  |
| District | Dennen, Karen             | Accountant                             | 1.0 | 84,463.00  |
| District | Finney-Schulman, Patricia | BCBA                                   | 1.0 | 98,418.00  |
| District | Forget, Brian             | Superintendent                         | 1.0 | 194,957.00 |
| District | Griffin, Kadie            | Special Programs Coordinator           | 1.0 | 60,000.00  |
| District | Groder, Cecile            | ABA Therapist                          | 1.0 | 37,718.00  |
| District | Higgins, Spencer          | EL Teacher                             | 1.0 | 85,008.00  |
| District | Indingar, Caryn           | Physical Therapist                     | 0.7 | 55,824.30  |
| District | Jones, Heather            | Family Engagement Coordinator          | 0.5 | 33,771.00  |
| District | Kulowiec, Gregory         | Director of Technology                 | 1.0 | 114,750.00 |
| District | Laky, Kettie              | PR Media Specialist                    | 0.5 | 18,000.00  |
| District | Leate, Johanna            | STEM Teacher                           | 1.0 | 85,008.00  |
| District | Littmann, Sarah           | Food Service Director                  | 1.0 | 91,000.00  |
| District | Mackinnon, Deborah        | Music Teacher                          | 1.0 | 85,008.00  |
| District | Mahoney, Kevin            | Treasurer                              | 0.3 | 20,808.00  |
| District | Meredith, Katelyn         | Psychologist                           | 1.0 | 93,674.00  |
| District | Miles, Lorraine           | BCBA                                   | 1.0 | 87,866.00  |
| District | Nolan, Shannon            | Director of Student Services           | 1.0 | 141,500.00 |
| District | Perez, Robert             | IT Technician                          | 1.0 | 80,000.00  |
| District | Prince, Susan             | Data Support Specialist                | 1.0 | 58,140.00  |
| District | Ricker, Kayla             | Administrative Assistant               | 1.0 | 53,000.00  |
| District | Romano, Julie             | Community Resource Liaison             | 0.5 | 18,288.00  |
| District | Soucy, Sandra             | Administrative Assistant               | 1.0 | 70,000.00  |
| District | St. Cyr, Curtis           | IT Technician                          | 1.0 | 51,000.00  |
| District | Staffier, Cortney         | Business Clerk                         | 1.0 | 52,000.00  |
| District | Staude, Nichole           | Executive Assistant                    | 1.0 | 76,750.00  |
| District | Stomboly, Ellen           | Business Clerk                         | 1.0 | 56,100.00  |
| District | Walsh, Christopher        | Manager Grounds Facilities             | 1.0 | 81,266.00  |
| District | Warne, Kyle               | Director of Finance and Operations     | 1.0 | 139,000.00 |
| District | Warren, Julia             | HR Payroll Coordinator                 | 1.0 | 88,230.00  |
| District | Berger, Erin              | School Committee Member                | N/A | 1,250.00   |
| District | Copland, Susannah         | School Committee Member                | N/A | 1,250.00   |
| District | Goldner, Paul             | School Committee Member                | N/A | 1,250.00   |
| District | Hunter, Caitlin           | School Committee Member                | N/A | 1,250.00   |
| District | Landers, Matthew          | School Committee Member                | N/A | 1,250.00   |
| District | Lees, Paul                | School Committee Member                | N/A | 1,250.00   |
| District | Litcofsky, Linda          | School Committee Member                | N/A | 1,250.00   |
| District | Myette, Paul              | School Committee Member                | N/A | 1,250.00   |
| District | Wallen, Nerissa           | School Committee Member                | N/A | 1,250.00   |

| Location | Name                   | Position                 | FTE | Salary    |
|----------|------------------------|--------------------------|-----|-----------|
| NES      | Abbott-Bishop, Bethany | Instructional Assistant  | 1.0 | 26,387.00 |
| NES      | Aham, Craig            | Teacher                  | 1.0 | 79,749.00 |
| NES      | Arsenault, Kate        | Teacher                  | 1.0 | 85,008.00 |
| NES      | Astuccio, Michael      | Assistant Principal      | 1.0 | 90,000.00 |
| NES      | Baptista, Elizabeth    | Instructional Assistant  | 1.0 | 26,387.00 |
| NES      | Barrington, Bonnie     | Instructional Assistant  | 1.0 | 19,355.00 |
| NES      | Bell, Cynthia          | Instructional Assistant  | 1.0 | 31,124.00 |
| NES      | Bertram, Tracy         | Instructional Assistant  | 1.0 | 32,781.00 |
| NES      | Bowes, Caitlyn         | Instructional Assistant  | 1.0 | 19,355.00 |
| NES      | Bowes, Elayne          | Teacher                  | 1.0 | 85,008.00 |
| NES      | Bradley, Andrea        | Teacher                  | 1.0 | 76,212.00 |
| NES      | Breeze, Michelle       | Teacher                  | 1.0 | 92,792.00 |
| NES      | Brown, Christine       | Instructional Assistant  | 1.0 | 32,781.00 |
| NES      | Brown, Jennifer        | Library Media Specialist | 1.0 | 85,008.00 |
| NES      | Burke-Mihalchik, Joann | Instructional Assistant  | 1.0 | 29,281.00 |
| NES      | Burns, Jacob           | Kids Club Coordinator    | 1.0 | 30,000.75 |
| NES      | Burns, Jacob           | Teacher                  | 0.5 | 26,651.50 |
| NES      | Butler, Meghan         | Occupational Therapist   | 1.0 | 85,008.00 |
| NES      | Byrnes, Sarah          | Teacher                  | 1.0 | 96,097.00 |
| NES      | Canning, Judith        | Instructional Assistant  | 1.0 | 34,436.00 |
| NES      | Cannon, Amanda         | Instructional Assistant  | 1.0 | 20,339.00 |
| NES      | Carew, Amanda          | Teacher                  | 1.0 | 96,097.00 |
| NES      | Carr, Kathleen         | Teacher                  | 1.0 | 85,008.00 |
| NES      | Carrese, Mary          | Instructional Assistant  | 1.0 | 31,124.00 |
| NES      | Chapman, Lisa          | Instructional Assistant  | 1.0 | 31,400.00 |
| NES      | Clukey, Michael        | Cafeteria Manager        | 1.0 | 32,130.00 |
| NES      | Colannino, Leanne      | Instructional Assistant  | 1.0 | 32,781.00 |
| NES      | Decker, Jessica        | Teacher                  | 1.0 | 90,724.00 |
| NES      | Dollas, Gregg          | Teacher                  | 1.0 | 90,724.00 |
| NES      | Dolphin, Maureen       | Teacher                  | 1.0 | 85,008.00 |
| NES      | Fecteau, Elaine        | Office Clerk             | 1.0 | 30,600.00 |
| NES      | Fournier, Kent         | Teacher                  | 1.0 | 85,008.00 |
| NES      | Fremont-Smith, Amelia  | Teacher                  | 1.0 | 96,097.00 |
| NES      | Goodwin, Caitlin       | Teacher                  | 1.0 | 90,724.00 |
| NES      | Gundrum, Jodi          | Teacher                  | 1.0 | 96,097.00 |
| NES      | Harney, Jennifer       | Instructional Assistant  | 1.0 | 32,781.00 |
| NES      | Harris, Joanne         | Teacher                  | 1.0 | 85,008.00 |
| NES      | Heffernan, Maureen     | Instructional Assistant  | 1.0 | 21,840.00 |
| NES      | Hogan, Jennifer        | Instructional Assistant  | 1.0 | 26,387.00 |
| NES      | Hussey, Patricia       | Instructional Assistant  | 0.6 | 11,613.00 |
| NES      | Jakobsons, Carol       | Teacher                  | 1.0 | 85,008.00 |
| NES      | Jankowski, Susan       | Instructional Assistant  | 1.0 | 34,436.00 |
| NES      | Kelly, Sarah           | Teacher                  | 1.0 | 85,008.00 |
| NES      | Kenyon, Allesha        | Adjustment Counselor     | 1.0 | 69,419.00 |

| Location | Name                      | Position                 | FTE | Salary     |
|----------|---------------------------|--------------------------|-----|------------|
| NES      | Kinzel, Jeanne            | Instructional Assistant  | 0.5 | 16,390.50  |
| NES      | Kwiatkowski, Daryl        | Teacher                  | 1.0 | 92,792.00  |
| NES      | Lagana, Mary              | Teacher                  | 1.0 | 79,749.00  |
| NES      | Lauer, Elissa             | Instructional Assistant  | 1.0 | 34,436.00  |
| NES      | Leischner, Jennifer       | Instructional Assistant  | 1.0 | 27,310.00  |
| NES      | Lewis, Caron              | Administrative Assistant | 1.0 | 45,900.00  |
| NES      | Mahon, Kelly              | Reading Specialist       | 1.0 | 85,008.00  |
| NES      | Mahoney, Jean             | Instructional Assistant  | 1.0 | 32,781.00  |
| NES      | McParland, Marianne       | Teacher                  | 1.0 | 90,724.00  |
| NES      | Miller, David             | Custodian                | 1.0 | 46,384.00  |
| NES      | Mollineaux, Kristin       | Teacher                  | 1.0 | 90,724.00  |
| NES      | Nixon, Maria              | Cafeteria Worker         | 0.8 | 19,501.92  |
| NES      | O'Keefe, Tara             | Nurse                    | 1.0 | 85,008.00  |
| NES      | Orszulak, Kylie           | Teacher                  | 1.0 | 58,191.00  |
| NES      | Ouellet, Amanda           | Cafeteria Worker         | 0.8 | 17,185.90  |
| NES      | Paige, Laura              | Math Specialist          | 1.0 | 98,418.00  |
| NES      | Paulino-Birarelli, Hayley | Instructional Assistant  | 1.0 | 32,781.00  |
| NES      | Peckham, Becky            | Instructional Assistant  | 1.0 | 19,355.00  |
| NES      | Peicott, Leah             | Teacher                  | 1.0 | 90,724.00  |
| NES      | Peicott, Melanie          | Instructional Assistant  | 1.0 | 23,809.00  |
| NES      | Peicott, Paul             | Instructional Assistant  | 1.0 | 22,246.00  |
| NES      | Peicott, Richard          | Custodian                | 1.0 | 52,000.00  |
| NES      | Reagan, Hannah            | Teacher                  | 1.0 | 80,611.00  |
| NES      | Roberge, Michelle         | Instructional Assistant  | 1.0 | 29,281.00  |
| NES      | Robertson, Heidi          | Teacher                  | 1.0 | 83,311.00  |
| NES      | Rogers, Erika             | Instructional Assistant  | 1.0 | 19,355.00  |
| NES      | Rosello, Gianna           | Teacher                  | 1.0 | 55,703.00  |
| NES      | Ryan, Margot              | Reading Specialist       | 1.0 | 92,792.00  |
| NES      | Schroeder, Therese        | Teacher                  | 1.0 | 78,277.00  |
| NES      | Shorey, Linda             | Teacher                  | 1.0 | 85,008.00  |
| NES      | Slater, Stephanie         | Teacher                  | 1.0 | 88,934.00  |
| NES      | Sullivan, Paige           | Instructional Assistant  | 1.0 | 24,730.00  |
| NES      | Thistlewood, John         | Custodian                | 1.0 | 43,680.00  |
| NES      | Thistlewood, Mikaela      | Instructional Assistant  | 0.5 | 9,677.50   |
| NES      | Thistlewood, Paul         | Head Custodian           | 1.0 | 58,968.00  |
| NES      | Towne, Carol              | Teacher                  | 1.0 | 79,749.00  |
| NES      | Townsend, Jennifer        | Teacher                  | 1.0 | 85,008.00  |
| NES      | Velonis, Mary             | Teacher                  | 1.0 | 52,603.00  |
| NES      | Visconti, Mary-Rita       | Teacher                  | 1.0 | 98,418.00  |
| NES      | Wetherbee, Devin          | Instructional Assistant  | 0.4 | 7,742.00   |
| NES      | Williams, Brittany        | Teacher                  | 1.0 | 96,097.00  |
| NES      | Williams, David           | Teacher                  | 1.0 | 90,724.00  |
| NES      | Williamson, Kelly         | Teacher                  | 1.0 | 92,792.00  |
| NES      | Willmonton, Cheryl        | Instructional Assistant  | 1.0 | 34,436.00  |
| NES      | Wilson, Paula             | Instructional Assistant  | 1.0 | 26,387.00  |
| NES      | Yando, Beth               | Principal                | 1.0 | 132,000.00 |

| Location | Name                  | Position                 | FTE | Salary     |
|----------|-----------------------|--------------------------|-----|------------|
| PGS      | Alder, Chantal        | Teacher                  | 1.0 | 76,212.00  |
| PGS      | Atherton, Cameron     | Teacher                  | 1.0 | 58,191.00  |
| PGS      | Atherton, Jean-Marie  | Instructional Assistant  | 1.0 | 31,124.00  |
| PGS      | Atherton, Megan       | Instructional Assistant  | 1.0 | 19,355.00  |
| PGS      | Bailey, Michael       | Teacher                  | 1.0 | 85,008.00  |
| PGS      | Barrett, McKenzie     | Instructional Assistant  | 1.0 | 21,444.00  |
| PGS      | Basile, Kelli         | Instructional Assistant  | 1.0 | 24,730.00  |
| PGS      | Beevers, Sarah        | Instructional Assistant  | 1.0 | 29,281.00  |
| PGS      | Belanger, Angela      | Office Clerk             | 1.0 | 27,874.00  |
| PGS      | Berthelette, Lisa     | Instructional Assistant  | 1.0 | 22,823.00  |
| PGS      | Bevan, Gareth         | Teacher                  | 1.0 | 85,008.00  |
| PGS      | Borzi, Geena          | Teacher                  | 1.0 | 53,303.00  |
| PGS      | Boselli, Morgan       | Teacher                  | 1.0 | 85,008.00  |
| PGS      | Boyington, Melissa    | Instructional Assistant  | 1.0 | 23,351.00  |
| PGS      | Butler, Elizabeth     | Teacher                  | 1.0 | 98,418.00  |
| PGS      | Campbell, Kyle        | Adjustment Counselor     | 1.0 | 96,097.00  |
| PGS      | Campbell, Megan       | Teacher                  | 1.0 | 98,418.00  |
| PGS      | Choate, Courtney      | Teacher                  | 1.0 | 87,868.00  |
| PGS      | Copeland, Jill        | Instructional Assistant  | 0.5 | 15,148.00  |
| PGS      | Coppola, Donna        | Teacher                  | 1.0 | 79,749.00  |
| PGS      | Cronin, Jillian       | Teacher                  | 0.5 | 49,209.00  |
| PGS      | Depasquale, Katherine | Custodian                | 0.5 | 22,464.00  |
| PGS      | DiChicco, Karen       | Administrative Assistant | 1.0 | 45,000.00  |
| PGS      | DiFiore, Rachel       | Instructional Assistant  | 1.0 | 22,246.00  |
| PGS      | Dubis, Jennifer       | Teacher                  | 1.0 | 85,008.00  |
| PGS      | Earls, Elyse          | Assistant Principal      | 1.0 | 93,674.00  |
| PGS      | Felix, Michael        | Cafeteria Worker         | 0.9 | 248.33     |
| PGS      | Fenn, Erin            | Teacher                  | 1.0 | 85,008.00  |
| PGS      | Geyer, Erica          | Teacher                  | 1.0 | 98,418.00  |
| PGS      | Godbout, Julie        | Social Worker            | 1.0 | 92,792.00  |
| PGS      | Goldner, Melissa      | Teacher                  | 1.0 | 90,724.00  |
| PGS      | Grenham, Bridget      | Instructional Assistant  | 1.0 | 31,124.00  |
| PGS      | Gross, Anna           | Library Media Specialist | 1.0 | 52,603.00  |
| PGS      | Guilmette, Lisa       | Cafeteria Worker         | 0.9 | 24,113.10  |
| PGS      | Hardy, Cheryl         | Instructional Assistant  | 1.0 | 32,781.00  |
| PGS      | Howell, Kimberley     | Teacher                  | 1.0 | 90,724.00  |
| PGS      | Hurton, Eloise        | Teacher                  | 1.0 | 53,303.00  |
| PGS      | Joyal, Olivia         | Teacher                  | 1.0 | 58,191.00  |
| PGS      | Kennedy, Jeremy       | Cafeteria Manager        | 1.0 | 35,910.00  |
| PGS      | Kitanov, Michele      | Teacher                  | 1.0 | 90,724.00  |
| PGS      | Laflamme, Donna       | Instructional Assistant  | 1.0 | 32,781.00  |
| PGS      | Laperriere, Nicole    | Principal                | 1.0 | 125,000.00 |

| Location | Name                     | Position                | FTE | Salary    |
|----------|--------------------------|-------------------------|-----|-----------|
| PGS      | Lapointe, Joyce          | Instructional Assistant | 1.0 | 31,400.00 |
| PGS      | Leavitt, Katherine       | Instructional Assistant | 1.0 | 32,781.00 |
| PGS      | Lentine, Deborah         | Instructional Assistant | 0.5 | 13,030.50 |
| PGS      | Lizardo, Ricardo         | Custodian               | 1.0 | 44,928.00 |
| PGS      | Lojko, Michelle          | Reading Specialist      | 1.0 | 98,418.00 |
| PGS      | Lucy, Moriah             | Teacher                 | 1.0 | 98,418.00 |
| PGS      | Macdonald, Jennifer      | Instructional Assistant | 1.0 | 26,387.00 |
| PGS      | Magee, Shauna            | Reading Specialist      | 1.0 | 96,097.00 |
| PGS      | Maguire, Mackenzie       | Teacher                 | 1.0 | 69,419.00 |
| PGS      | Malafey, Jennifer        | Teacher                 | 0.9 | 83,512.80 |
| PGS      | Manganello, Jessica      | Instructional Assistant | 1.0 | 19,355.00 |
| PGS      | Manganello, Lisa         | Teacher                 | 1.0 | 85,008.00 |
| PGS      | Manning, Janet           | Instructional Assistant | 1.0 | 22,246.00 |
| PGS      | Marshall, Jacob          | Custodian               | 1.0 | 43,680.00 |
| PGS      | Meiman, Leanne           | Teacher                 | 1.0 | 69,419.00 |
| PGS      | Moreland, Maryellen      | Teacher                 | 1.0 | 96,097.00 |
| PGS      | Murray, Colleen          | Teacher                 | 1.0 | 96,097.00 |
| PGS      | Neary, Stacy             | Kids Club Coordinator   | 1.0 | 25,708.00 |
| PGS      | Nichols, Julie           | Instructional Assistant | 1.0 | 34,436.00 |
| PGS      | Nichols, Katherine       | Nurse                   | 1.0 | 75,561.00 |
| PGS      | Orme, Emma               | Teacher                 | 1.0 | 76,212.00 |
| PGS      | Pacenska, Katherine      | Teacher                 | 1.0 | 87,865.00 |
| PGS      | Paulino, Anais           | Instructional Assistant | 1.0 | 30,202.00 |
| PGS      | Prescott-Gagnon, Melissa | Teacher                 | 1.0 | 83,311.00 |
| PGS      | Ralston, Caitlin         | Teacher                 | 1.0 | 72,801.00 |
| PGS      | Remley, Anne             | Teacher                 | 1.0 | 79,749.00 |
| PGS      | Reunanen, Jari           | Head Custodian          | 1.0 | 60,320.00 |
| PGS      | Reusch, Jessica          | Teacher                 | 1.0 | 77,667.00 |
| PGS      | Rowe, Juliette           | Teacher                 | 1.0 | 85,008.00 |
| PGS      | Rydbeck, Abigail         | Math Specialist         | 1.0 | 72,801.00 |
| PGS      | Sellinger, Marguerite    | Cafeteria Worker        | 0.5 | 11,877.05 |
| PGS      | Story, Alison            | Instructional Assistant | 1.0 | 26,640.00 |
| PGS      | Stutz, Jillayne          | Teacher                 | 1.0 | 85,008.00 |
| PGS      | Sugerman, Elisa          | Teacher                 | 1.0 | 79,749.00 |
| PGS      | Tillman, Angela          | Instructional Assistant | 1.0 | 22,429.00 |
| PGS      | Uttley, Anne             | Teacher                 | 1.0 | 74,355.00 |
| PGS      | Vichill, Danielle        | Teacher                 | 1.0 | 85,008.00 |
| PGS      | Wallis, Janet            | Instructional Assistant | 1.0 | 32,781.00 |
| PGS      | Warren, Christine        | Cafeteria Worker        | 0.9 | 26,564.58 |
| PGS      | Warren, Danielle         | Instructional Assistant | 1.0 | 26,387.00 |
| PGS      | Ziev, Deana              | Instructional Assistant | 1.0 | 20,459.00 |

| Location | Name                   | Position                 | FTE | Salary     |
|----------|------------------------|--------------------------|-----|------------|
| SES      | Anderson, Loretta      | Teacher                  | 1.0 | 96,097.00  |
| SES      | Appolloni, Diane       | Kids Club Coordinator    | 1.0 | 37,478.00  |
| SES      | Balkus, Kara           | Title I Teacher          | 1.0 | 85,008.00  |
| SES      | Barton, Erin           | Nurse                    | 1.0 | 79,749.00  |
| SES      | Bergeron, Jennifer     | Teacher                  | 1.0 | 85,008.00  |
| SES      | Burgess-Kramich, Robin | Instructional Assistant  | 1.0 | 19,355.00  |
| SES      | Card, Pamela           | Instructional Assistant  | 0.5 | 16,390.50  |
| SES      | Castantini, Drew       | Teacher                  | 1.0 | 98,418.00  |
| SES      | Castantini, Elizabeth  | Teacher                  | 1.0 | 53,303.00  |
| SES      | Chalifour, Lillian     | Library Media Specialist | 1.0 | 98,418.00  |
| SES      | Clayton, Kelly         | Teacher                  | 1.0 | 87,865.00  |
| SES      | Coco, Jennifer         | Instructional Assistant  | 1.0 | 23,351.00  |
| SES      | Coldewey, Daniel       | Title I Teacher          | 1.0 | 69,419.00  |
| SES      | Collins, Jeffrey       | Custodian                | 1.0 | 43,680.00  |
| SES      | Comins, Kathy          | Math Specialist          | 1.0 | 90,724.00  |
| SES      | Constantine, Robert    | Custodian                | 1.0 | 43,680.00  |
| SES      | Conte, Benjamin        | Teacher                  | 1.0 | 85,008.00  |
| SES      | Conte, Leah            | EL Teacher               | 1.0 | 72,801.00  |
| SES      | Dawe, Kathryn          | Principal                | 1.0 | 133,620.00 |
| SES      | Deschenes, Julie       | Teacher                  | 1.0 | 90,724.00  |
| SES      | Deschenes, Rachel      | Instructional Assistant  | 1.0 | 20,339.00  |
| SES      | Dion, Katelyn          | Title I Teacher          | 1.0 | 80,611.00  |
| SES      | Donovan, Molly         | Teacher                  | 1.0 | 72,801.00  |
| SES      | Doucette, Jill         | Cafeteria Worker         | 0.9 | 25,343.10  |
| SES      | Doyle-Winn, Maureen    | Teacher                  | 1.0 | 90,724.00  |
| SES      | Dunn, Neale            | Instructional Assistant  | 1.0 | 32,781.00  |
| SES      | Duzz, Sara             | Instructional Assistant  | 1.0 | 26,245.00  |
| SES      | Eaton, Graham          | Teacher                  | 1.0 | 85,008.00  |
| SES      | Farrell, Aimee         | Teacher                  | 1.0 | 85,008.00  |
| SES      | Feliciano, Arin        | Teacher                  | 1.0 | 69,419.00  |
| SES      | Fortin, Melanna        | Instructional Assistant  | 1.0 | 22,246.00  |
| SES      | Gangemi, Linda         | Teacher                  | 1.0 | 96,097.00  |
| SES      | Gaumont, Debra         | Cafeteria Worker         | 0.6 | 15,023.16  |
| SES      | Gillis, Korie          | Teacher                  | 1.0 | 66,410.00  |
| SES      | Godbout, Sean          | Supervisor of Students   | 1.0 | 55,000.00  |
| SES      | Golden, Susan          | Adjustment Counselor     | 1.0 | 98,418.00  |
| SES      | Grant, Courtney        | Instructional Assistant  | 1.0 | 23,169.00  |
| SES      | Grassia, Taryn         | Teacher                  | 1.0 | 90,724.00  |
| SES      | Griffin, Teresa        | Instructional Assistant  | 1.0 | 34,436.00  |
| SES      | Grot, Christine        | Teacher                  | 1.0 | 85,008.00  |
| SES      | Herdman, Cheri         | Office Clerk             | 0.5 | 12,600.00  |
| SES      | Ireson, Kathryn        | Instructional Assistant  | 1.0 | 20,339.00  |
| SES      | Keeler, Jane           | Assistant Principal      | 1.0 | 102,217.00 |

| Location | Name                      | Position                   | FTE | Salary    |
|----------|---------------------------|----------------------------|-----|-----------|
| SES      | LaFera, Lisa              | Instructional Assistant    | 1.0 | 25,466.00 |
| SES      | Lebreck, Kerry            | Teacher                    | 1.0 | 55,703.00 |
| SES      | Levesque, Joanne          | Administrative Assistant   | 1.0 | 51,000.00 |
| SES      | Lewis, Nicole             | Teacher                    | 1.0 | 57,282.00 |
| SES      | Markham, Emilee           | Teacher                    | 1.0 | 54,887.00 |
| SES      | Marshall, Bethany         | Teacher                    | 1.0 | 90,724.00 |
| SES      | Maynard, Stephanie        | Instructional Assistant    | 1.0 | 20,339.00 |
| SES      | McConnell, Sean           | Teacher                    | 1.0 | 68,293.00 |
| SES      | McGowan, Kathryn          | Teacher                    | 1.0 | 76,320.00 |
| SES      | McNamara, Karen           | Instructional Assistant    | 0.8 | 25,827.00 |
| SES      | McNulty, MaryAnne         | Teacher                    | 1.0 | 55,703.00 |
| SES      | McTernan-Coyle, Tara      | Teacher                    | 1.0 | 85,008.00 |
| SES      | Morrill, Holly            | Instructional Assistant    | 0.6 | 18,177.60 |
| SES      | Mumelter-D'Urso, Virginia | Cafeteria Worker           | 0.9 | 21,382.64 |
| SES      | Murphy, Jamie             | Instructional Assistant    | 1.0 | 21,325.00 |
| SES      | O'Connor, Cara            | Reading Specialist         | 1.0 | 85,008.00 |
| SES      | Ochoa, Carmen             | Teacher                    | 1.0 | 69,419.00 |
| SES      | Orroth, Kathleen          | Title I Teacher            | 1.0 | 96,097.00 |
| SES      | Parrella, Mallory         | Social Worker              | 1.0 | 90,724.00 |
| SES      | Pecoraro, Coreen          | Instructional Assistant    | 1.0 | 22,429.00 |
| SES      | Peterson, Kim             | Teacher                    | 1.0 | 96,097.00 |
| SES      | Poulin, Colleen           | Teacher                    | 1.0 | 96,097.00 |
| SES      | Price-Johnson, Heather    | Instructional Assistant    | 1.0 | 21,840.00 |
| SES      | Purdie, Kara              | Teacher                    | 1.0 | 90,724.00 |
| SES      | Quinlan, Victoria         | Teacher                    | 1.0 | 66,410.00 |
| SES      | Rettkowski, Neidsha       | Cafeteria Worker           | 0.9 | 18,299.76 |
| SES      | Sanford, Brianna          | Teacher                    | 1.0 | 63,519.00 |
| SES      | Sargent, Lauren           | Teacher                    | 1.0 | 69,419.00 |
| SES      | Silva, Nicole             | Teacher                    | 1.0 | 85,008.00 |
| SES      | Silvestro, Patricia       | EL Teacher                 | 1.0 | 85,008.00 |
| SES      | Souther, Tammy            | Cafeteria Manager          | 1.0 | 36,784.00 |
| SES      | Tardiff, Jean             | SPED Evaluation Team Chair | 0.5 | 48,048.50 |
| SES      | Tatro, Ronald             | Head Custodian             | 1.0 | 64,396.80 |
| SES      | Tilton, Kaitlyn           | Teacher                    | 1.0 | 69,573.00 |
| SES      | Titcomb, Tyra             | Office Clerk               | 1.0 | 29,875.00 |
| SES      | Valladares, John          | Custodian                  | 1.0 | 44,928.00 |
| SES      | Wall, Amy                 | Teacher                    | 1.0 | 90,724.00 |
| SES      | Weiss, Emily              | Teacher                    | 1.0 | 76,212.00 |
| SES      | White, Darlene            | Teacher                    | 1.0 | 98,418.00 |
| SES      | Wilmot, Molly             | Teacher                    | 1.0 | 55,703.00 |

| Location      | Name                         | Position                   | FTE | Salary     |
|---------------|------------------------------|----------------------------|-----|------------|
| Middle School | Anderson, Thomas             | Teacher                    | 1.0 | 85,008.00  |
| Middle School | Arena, Mary                  | Instructional Assistant    | 1.0 | 30,296.00  |
| Middle School | Astuccio, Christine          | Teacher                    | 1.0 | 96,097.00  |
| Middle School | Beckwith, Gillian            | Teacher                    | 1.0 | 88,934.00  |
| Middle School | Breton Clyatt, Lisa          | Teacher                    | 1.0 | 85,008.00  |
| Middle School | Buckley, Kelly               | Math Specialist            | 1.0 | 90,724.00  |
| Middle School | Canny, Patrick               | Teacher                    | 1.0 | 85,008.00  |
| Middle School | Carncross, Nancy             | Teacher                    | 1.0 | 85,008.00  |
| Middle School | Chmielinski, Nancy           | Instructional Assistant    | 1.0 | 32,781.00  |
| Middle School | Connell, Timothy             | Teacher                    | 1.0 | 85,008.00  |
| Middle School | DeBoisbriand, Lee            | Office Clerk               | 0.5 | 15,150.00  |
| Middle School | Denman, Blake                | Teacher                    | 1.0 | 52,603.00  |
| Middle School | Dill, Estelle                | SPED Evaluation Team Chair | 0.6 | 51,004.80  |
| Middle School | Dubrow, Jane                 | Teacher                    | 1.0 | 85,008.00  |
| Middle School | Dunbar, Douglas              | Teacher                    | 1.0 | 69,419.00  |
| Middle School | Eaton, Kathryn               | Teacher                    | 1.0 | 85,008.00  |
| Middle School | Eng, Anna                    | Teacher                    | 1.0 | 53,303.00  |
| Middle School | English, Melinda             | Social Worker              | 1.0 | 86,613.00  |
| Middle School | Enos, Keith                  | Teacher                    | 1.0 | 66,410.00  |
| Middle School | Evans, Toni-Marie            | Reading Specialist         | 1.0 | 98,418.00  |
| Middle School | Godfrey-Hochheiser, Kathleen | Instructional Assistant    | 1.0 | 24,730.00  |
| Middle School | Gregory, Diana               | Instructional Assistant    | 1.0 | 24,155.00  |
| Middle School | Hurst, Tracey                | Instructional Assistant    | 1.0 | 24,730.00  |
| Middle School | Irvin, Alyson                | Teacher                    | 1.0 | 58,191.00  |
| Middle School | Jacobus, Jamie               | Teacher                    | 1.0 | 85,008.00  |
| Middle School | Jansen, Jennifer             | Teacher                    | 1.0 | 69,419.00  |
| Middle School | Johnson, Tracy               | Instructional Assistant    | 1.0 | 31,400.00  |
| Middle School | Kearney, Sandi               | Teacher                    | 1.0 | 96,097.00  |
| Middle School | Kelley, Rebecca              | Teacher                    | 1.0 | 72,801.00  |
| Middle School | Kelley, Scott                | Instructional Assistant    | 1.0 | 34,436.00  |
| Middle School | Kennedy, Christina           | Teacher                    | 0.2 | 15,533.40  |
| Middle School | Killian, Jennifer            | Teacher                    | 1.0 | 60,777.00  |
| Middle School | Kirwan, Mary                 | Teacher                    | 1.0 | 90,724.00  |
| Middle School | LaRosa, Heather              | Teacher                    | 1.0 | 98,418.00  |
| Middle School | LaRosa, Sharon               | Teacher                    | 1.0 | 92,792.00  |
| Middle School | Macrae, Alan                 | Principal                  | 1.0 | 127,500.00 |
| Middle School | Magnus, Christina            | Teacher                    | 1.0 | 76,212.00  |
| Middle School | McAdams, Ryan                | Teacher                    | 1.0 | 85,019.00  |
| Middle School | McCarthy, Dawn               | Teacher                    | 1.0 | 80,611.00  |
| Middle School | McCarthy, Eric               | Teacher                    | 1.0 | 65,211.00  |
| Middle School | Mongeau, Heidi               | Assistant Principal        | 1.0 | 99,450.00  |
| Middle School | Muse, Kerry                  | Instructional Assistant    | 1.0 | 31,400.00  |
| Middle School | Piemonte, James              | Instructional Assistant    | 1.0 | 23,495.00  |
| Middle School | Proctor, Michele             | Instructional Assistant    | 1.0 | 23,809.00  |
| Middle School | Ribaud-Smith, Paige          | Teacher                    | 1.0 | 98,418.00  |
| Middle School | Roberts, Todd                | Teacher                    | 1.0 | 85,008.00  |
| Middle School | Salvatore, Jamie             | Guidance                   | 1.0 | 85,008.00  |
| Middle School | Sheehan, Emily               | EL Teacher                 | 1.0 | 72,801.00  |
| Middle School | Sheppard, Jeffrey            | Teacher                    | 1.0 | 98,418.00  |
| Middle School | Small, Claudia               | Nurse                      | 1.0 | 79,749.00  |
| Middle School | Small, Kathleen              | Administrative Assistant   | 1.0 | 48,629.00  |
| Middle School | Sweeney, Nancy               | Instructional Assistant    | 1.0 | 32,781.00  |
| Middle School | Toothaker, Nicole            | Teacher                    | 1.0 | 85,008.00  |
| Middle School | Winslow, Susan               | Instructional Assistant    | 1.0 | 22,823.00  |



| Location    | Name                | Position                     | FTE | Salary     |
|-------------|---------------------|------------------------------|-----|------------|
| High School | Alberts, Timothy    | Athletic Director            | 1.0 | 112,488.00 |
| High School | Allen, James        | Teacher                      | 1.0 | 90,724.00  |
| High School | Andersen, Donna     | Teacher                      | 1.2 | 115,316.40 |
| High School | Anderson, Rhyanna   | Social Worker                | 1.0 | 58,308.00  |
| High School | Anderson, Robin     | Social Worker                | 1.0 | 90,724.00  |
| High School | Beaulieu, Stacey    | Instructional Assistant      | 1.0 | 34,436.00  |
| High School | Bibeau, Rebecca     | Social Worker                | 1.0 | 92,792.00  |
| High School | Bollinger, Elden    | ASL Interpreter              | 1.0 | 55,000.00  |
| High School | Bonneau, Jason      | Teacher                      | 1.0 | 85,008.00  |
| High School | Boyle, Daniel       | Teacher                      | 1.0 | 85,008.00  |
| High School | Boyle, Freida       | Instructional Assistant      | 0.8 | 25,827.00  |
| High School | Brimicombe, Stacey  | Cafeteria Manager            | 1.0 | 40,800.00  |
| High School | Brislin, Robert     | Instructional Assistant      | 0.9 | 32,025.48  |
| High School | Calix, Meghan       | Cafeteria Worker             | 0.9 | 26,853.01  |
| High School | Calvani, Dawn       | Instructional Assistant      | 1.0 | 32,781.00  |
| High School | Campbell, Andrea    | Cafeteria Worker             | 0.9 | 28,527.30  |
| High School | Caracciolo, Cheryl  | Teacher                      | 1.0 | 90,724.00  |
| High School | Casassa, Jessica    | Teacher                      | 1.2 | 87,361.20  |
| High School | Cassidy, Karyn      | Career Readiness Counselor   | 1.0 | 96,097.00  |
| High School | Celia, Joseph       | Assistant Principal          | 1.0 | 102,000.00 |
| High School | Chaimovich, Seymour | Instructional Assistant      | 1.0 | 25,654.00  |
| High School | Chamberlain, Joyce  | Cafeteria Worker             | 0.9 | 24,331.37  |
| High School | Champy, Erik        | Guidance                     | 1.0 | 98,418.00  |
| High School | Christian, Karen    | Guidance                     | 1.0 | 98,418.00  |
| High School | Churchill, Sarah    | Cafeteria Worker             | 0.8 | 5,648.33   |
| High School | Codair, Wanda       | Instructional Assistant      | 1.0 | 32,781.00  |
| High School | Colbert, Joseph     | Teacher                      | 1.0 | 83,311.00  |
| High School | Collins, Ryan       | Maintenance Custodial Worker | 1.0 | 56,160.00  |
| High School | Conlin, Stephanie   | Cafeteria Worker             | 0.9 | 14,461.56  |
| High School | Cornell, Olivia     | Teacher                      | 1.0 | 72,801.00  |
| High School | Cowen, Blythe       | Teacher                      | 1.0 | 90,724.00  |
| High School | Crivello, Kimberly  | Cafeteria Worker             | 0.9 | 18,792.00  |
| High School | Davis, Melissa      | Teacher                      | 1.1 | 93,508.80  |
| High School | Dempsey, Erin       | Teacher                      | 1.2 | 111,350.40 |
| High School | Densmore, Susan     | Teacher                      | 1.0 | 85,008.00  |
| High School | DePaolo, Heather    | Instructional Assistant      | 1.0 | 25,466.00  |
| High School | Felix, Michael      | Cafeteria Worker             | 0.9 | 16,412.05  |
| High School | Ferron, Ivan        | Teacher                      | 1.0 | 85,008.00  |
| High School | Fidler, Victor      | Teacher                      | 1.0 | 90,724.00  |
| High School | Finn, Elizabeth     | Guidance                     | 1.0 | 98,418.00  |
| High School | Flaherty, Margaret  | Teacher                      | 0.9 | 76,507.20  |
| High School | Galante, Joseph     | Teacher                      | 1.0 | 65,211.00  |
| High School | Galante, Marissa    | Teacher                      | 1.0 | 90,724.00  |
| High School | Gette, Christopher  | Teacher                      | 1.0 | 92,792.00  |
| High School | Goucher, Jodie      | Instructional Assistant      | 1.0 | 25,140.00  |
| High School | Guerin, Matthew     | Teacher                      | 1.0 | 52,603.00  |
| High School | Haley, Matthew      | Teacher                      | 1.0 | 63,519.00  |
| High School | Herzl, Lisa         | Teacher                      | 1.0 | 98,418.00  |
| High School | Hiltunen, Linda     | Cafeteria Worker             | 0.9 | 25,087.32  |
| High School | Holland, Amy        | Teacher                      | 1.0 | 85,008.00  |
| High School | Hollman, Aram       | Teacher                      | 1.0 | 85,008.00  |
| High School | Hopper, Stephen     | Maintenance Custodial Worker | 1.0 | 53,872.00  |
| High School | Horsley, Thomas     | Teacher                      | 1.0 | 79,202.00  |
| High School | Hounam, James       | Teacher                      | 1.2 | 102,009.60 |
| High School | Janwin, Melissa     | Instructional Assistant      | 1.0 | 23,351.00  |
| High School | Jepson, Timothy     | Teacher                      | 1.0 | 85,008.00  |
| High School | Jones, Jennifer     | Library Media Specialist     | 1.0 | 90,724.00  |
| High School | Karol, Theresa      | Administrative Assistant     | 1.0 | 45,900.00  |
| High School | Kelley, Patrick     | Principal                    | 1.0 | 142,000.00 |
| High School | Knowles, Trina      | Teacher                      | 1.0 | 85,008.00  |
| High School | Lathrop, Robert     | Teacher                      | 1.1 | 93,508.80  |
| High School | Lewis, Jillian      | Teacher                      | 1.0 | 59,798.00  |
| High School | Lothrop, Adam       | Teacher                      | 1.0 | 77,667.00  |

| Location    | Name                 | Position                   | FTE | Salary     |
|-------------|----------------------|----------------------------|-----|------------|
| High School | Lyman, Christine     | SPED Evaluation Team Chair | 1.0 | 92,792.00  |
| High School | MacDonald-Fein, Toni | Teacher                    | 1.0 | 85,008.00  |
| High School | Mansfield, Mary      | Teacher                    | 1.0 | 96,097.00  |
| High School | Marcheterre, Nadine  | Nurse                      | 1.0 | 79,749.00  |
| High School | Maurer, Krista       | Instructional Assistant    | 1.0 | 25,654.00  |
| High School | Maxwell, Scott       | Teacher                    | 1.0 | 98,418.00  |
| High School | McBee, Ian           | Teacher                    | 1.2 | 102,009.60 |
| High School | McElligott, Shawn    | Teacher                    | 1.0 | 85,008.00  |
| High School | McElwaney, Caitlin   | Teacher                    | 1.0 | 66,410.00  |
| High School | Miller, Alyssa       | Teacher                    | 1.0 | 63,519.00  |
| High School | Moore, Ellen         | Teacher                    | 0.8 | 78,734.40  |
| High School | Muller, Sarah        | Teacher                    | 1.0 | 85,008.00  |
| High School | Murialdo Weis, Lara  | EL Teacher                 | 0.8 | 63,799.20  |
| High School | Noble, Joshua        | Teacher                    | 1.0 | 90,724.00  |
| High School | Norris, Hilda        | Instructional Assistant    | 1.0 | 28,295.00  |
| High School | Norton, Kathy        | Teacher                    | 1.2 | 115,316.40 |
| High School | Ober, Meghan         | Guidance Director          | 1.0 | 119,000.00 |
| High School | Orme, Steven         | Head Custodian             | 1.0 | 64,396.80  |
| High School | Pacheco, Elizabeth   | Assistant Principal        | 1.0 | 102,000.00 |
| High School | Perkins, Danielle    | Teacher                    | 1.0 | 55,703.00  |
| High School | Pesaturo, Denise     | Instructional Assistant    | 1.0 | 34,436.00  |
| High School | Piecewicz, Rebecca   | Guidance Secretary         | 1.0 | 39,416.00  |
| High School | Price, Jessica       | Instructional Assistant    | 1.0 | 26,245.00  |
| High School | Richard, Chad        | Teacher                    | 1.0 | 90,724.00  |
| High School | Riese, Kurt          | Instructional Assistant    | 1.0 | 32,781.00  |
| High School | Rogers, Jennifer     | Teacher                    | 1.0 | 72,181.00  |
| High School | Rowe, Constance      | Instructional Assistant    | 1.0 | 24,730.00  |
| High School | Safley, Natalie      | Teacher                    | 0.8 | 72,579.20  |
| High School | Scarfo, Julie        | Office Clerk               | 1.0 | 35,883.00  |
| High School | Scott, Jennifer      | Teacher                    | 1.2 | 102,009.60 |
| High School | Scruton, Sarah       | Teacher                    | 1.1 | 108,259.80 |
| High School | Sicard, Tammy        | Instructional Assistant    | 0.9 | 19,693.65  |
| High School | Smith, Kelly         | Cafeteria Worker           | 0.8 | 20,864.34  |
| High School | Spinale, Kimberly    | Teacher                    | 1.2 | 118,101.60 |
| High School | St. Jacques, Lori    | Instructional Assistant    | 1.0 | 34,436.00  |
| High School | Suprin, Edward       | Instructional Assistant    | 1.0 | 32,781.00  |
| High School | Symonds, Regina      | Teacher                    | 1.2 | 118,101.60 |
| High School | Takesian, Louis      | Instructional Assistant    | 1.0 | 22,823.00  |
| High School | Takesian, Rebecca    | Teacher                    | 1.0 | 93,674.00  |
| High School | Thompson, Kellei     | Teacher                    | 1.2 | 118,101.60 |
| High School | Torres, Francisco    | Teacher                    | 1.0 | 79,749.00  |
| High School | Trovato, Michael     | Teacher                    | 1.0 | 79,749.00  |
| High School | Vanderslice, Michael | Teacher                    | 1.2 | 71,757.60  |
| High School | Wagner, Carla        | Teacher                    | 1.2 | 102,009.60 |
| High School | Walter, Heather      | Teacher                    | 1.0 | 72,801.00  |
| High School | Wotton, Cheryl       | Teacher                    | 1.0 | 92,792.00  |
| High School | Yespy, Carrie        | Social Worker              | 1.0 | 90,724.00  |

## Offices and Departments

Office and meeting hours are subject to change due to any number of factors. **Please call ahead.** Information can also be found at [www.townofrowley.net](http://www.townofrowley.net).

- **Accountant:** Town Hall – Mon-Wed 8:00 a.m. -4:00 p.m. and Thurs 8:00 a.m. -3:00 p.m. (978) 948-7908
- **Agricultural Commission:** Meetings second Thursday monthly, 7 pm Annex. In addition, July - September optional meeting Sundays at 10:00am, on the Common at the Farmers' Market
- **Animal Control Officer:** - Call Rowley Police in an emergency.
- **Assessors:** Town Hall - Mon- 8:00 a.m.-8p.m., Tues-Thurs 8:00-4:30 Fri-8:30 a.m.-12p.m. (978) 948-2021. Meetings 2nd & 4th Monday - 6:00 p.m. in Assessors Office
- **Board of Health:** Annex - Mon-Thurs 9:30 a.m. -12:30 p.m. – (978) 948-2231
- **Cemetery Commissioners:** Rowley Cemetery – (978) 948-2885
- **Conservation Commission:** Annex – Mon -Thurs 9:00 a.m.-12:30 p.m. (978) 948-2330 Other times by appt
- **Council on Aging:** Annex- Mon-Thurs 8:30-4:00, Fri 9:00-12:00 – (978) 948-7637
- **Finance Committee:** Meetings as called by Chairman, check postings.
- **Fire Department & Emergency Management:** 475 Haverhill St. - Mon-Fri 8:00 a.m. - 4 p.m. (978) 948-3812- Emergency 911
- **Harbormaster:** Emergencies on the water call VHF channel 16 / No office hours, questions call 508-397-2450 or email [bill.dimento@townofrowley.org](mailto:bill.dimento@townofrowley.org)
- **Highway Department:** Garage, Independent St. – (978) 948-2441 Leave message
- **Historic District Commission:** contact [historic@townofrowley.org](mailto:historic@townofrowley.org)
- **Housing Authority:** Office, One Plantation Drive 978-948-2371, Weds 9:00 a.m. -3:00 p.m., Thurs 10:00 a.m. – 1:00 p.m. or by appointment by calling 978-777-0909 Meetings 1st Friday of month 9:00 a.m.
- **Inspection Dept:** Annex- Bldg Insp. Office hours – Mon – Thurs 9:00 a.m.-12:00 p.m. (978) 948-2186 Fax number for all inspectors: (978) 948-3796 Plumbing/Gas Inspector - Mon. Weds. & Thurs 7:00 a.m. -8:00 a.m. Wiring Inspector - Mon Weds. & Thurs. 7:00 a.m. – 8:00 am.
- **Library:** 141 Main St-Mon – Thurs 9:00 a.m. -7:00 p.m., Fri & Sat 9:00 a.m. – 2:00 p.m. (978) 948-2850 [www.rowleylibrary.org](http://www.rowleylibrary.org)  
Trustees meetings 3rd Tues of month at Library, Friends of the Library 1<sup>st</sup> Wednesday of even months
- **Light Department:** Office, 47 Summer St - Mon-Fri 8:00a.m.-4:00 p.m. (978) 948-3992 [www.rmlp.org](http://www.rmlp.org)  
Meeting of Light Board 2nd Weds of month 6:00 p.m.
- **Parks & Recreation:** Check for meeting postings.
- **Personnel Advisory Committee:** Meetings as called by Chairman, check postings. (978) 948-7068  
Personnel Officer: (978) 948-2705
- **Planning Board:** Annex – Mon, Weds., Thurs 9 a.m. -12:00 p.m., or by appointment – (978) 948-5549  
Meetings at Annex on second Wednesday of every month; other meetings as scheduled
- **Police Department:** 477 Haverhill St. - Business (978) 948-7644 - Emergency 911 Fax 978-948-7087
- **Selectmen/Town Administrator:** Town Hall - Mon - Thurs 9:00 a.m. -4:00 p.m. Fri 9:00 a.m.- noon (978) 948-2372 (978)948-2705 Meetings Mondays 7:00 p.m. Town Hall
- **Town Clerk:** Town Hall-Mon 8 a.m.-6 p.m. Tues 8:30 a.m.- 2:30 p.m. Wed 8 a.m.- 4:30 p.m. Thurs 8 a.m.- 2:30 p.m. & Fri 8 a.m.-noon (978) 948-2081 [townclerk@townofrowley.org](mailto:townclerk@townofrowley.org)
- **Treasurer/Collector:** Town Hall-Mon 8 a.m.-8 p.m., Tues, Weds, Thurs 8-4:30, Fri 8-12 – (978) 948-2631
- **Tree Warden:** Independent St. (978) 948-2441 Leave message.
- **Triton Regional School District:** Pine Grove: 948-2520 Triton Middle: 463-5845 Triton High: 462-8171  
Superintendent's Office: 465-2397 School Committee meetings generally held on the second Wednesday of each month at Triton School Library - see Triton's school calendar for dates
- **Veteran's Agent:** Ipswich Town Hall (978) 356-3915 Steve Bohn, VSO [sbohn@ecsexvets.com](mailto:sbohn@ecsexvets.com)  
Mon 8am-7pm, Tues-Thurs 8am-4pm, Fri 8am-12pm
- **Water Department:** 401 Central Street, Mon – Fri 7:00 a.m. - 3:00 p.m. (978) 948-2640. **Customer Service** 1-800-553-5191 billing questions, schedule an appointment or final read
- **Zoning Board of Appeals:** Annex Building – Mon, Tues, Weds 12:30 p.m. to 3:00 p.m. (978) 948-2657.  
Meetings every third Wednesday when scheduled.