

TOWN CLERK'S FINANCIAL REPORT

2012 DOG LICENSES ISSUED

	EACH	TOTAL
43 MALES/ FEMALES	\$10.00	\$ 430.00
314 SPAYED/ NEUTERED	6.00	1884.00
4 KENNEL \$25.00	25.00	100.00
4 KENNEL \$50.00	50.00	200.00
3 KENNEL \$75.00	75.00	225.00
TOTAL		\$2839.00
MISCELLANEOUS		\$2758.43
PAYMENTS TO:		
TOWN TREASURER		\$5597.43

REGISTRARS REPORT

A voter registration session was held on Wednesday, February 15, 2012 from 9:00 AM until 8:00 PM to register new voters or to change party for the Presidential Primary held March 6, 2012.

The Town Clerk's office was open Tuesday, April 3rd from 9:00 AM to 8:00 PM to register new voters Annual Town Election held Monday, April 23, 2012.

A registration session was held on Tuesday, April 17th from 9:00 AM to 8:00 PM to register new voters for the Annual Town Meeting held May 5, 2012.

Friday, June 1st, a voter registration was held in the Town Clerk's office from 9:00 AM to 8:00 PM to register new voters for the Special Town Election held June 21, 2012.

A voter registration session was held on Friday, August 3, 2012 from 9:00 AM until 8:00 PM to register new voters for the Special Town Meeting held August 14, 2012.

The Town Clerk's office was open Wednesday, August 8th from 9:00 AM to 8:00 PM to register new voters for the Special Town Election held August 28, 2012.

A registration session was held on Friday, August 17th from 9:00 AM until 8:00 PM to register new voters or to change party for the State Primary held September 6, 2012.

The Board of Registrars held a recount of the ballots cast at the Special Town Election (August 28, 2012) on Tuesday, September 18, 2012 at 6:00 PM in the Ashby Town Hall.

Wednesday, October 21, a voter registration was held in the Town Clerk's office to register new voters for the State Election held November 6, 2012.

Lorraine Pease, *Town Clerk*

**ELECTED TOWN OFFICIALS
2012**

	TERM
MODERATOR	
Nancy E. Chew	2013
TOWN CLERK	
Lorraine Pease	2013
SELECTMEN	
Peter McMurray	2013
Daniel Meunier	2014
Michael McCallum	2015
ASSESSORS	
Oliver H. Mutch	2015
Melissa M. Coyle	2014
Charles Perna	2013
TREASURER	
Kate Stacy	2013
COLLECTOR	
Beth Ann Scheid	2015
NORTH MIDDLESEX SCHOOL DISTRICT COMMITTEE	
Kenneth Brown	2013
NORTH MIDDLESEX SCHOOL DISTRICT SCHOOL COMMITTEE	
AT-LARGE	
Michael L Morgan	2014
Randee J. Rusch	2014
Anne E. Buchholz	2014

LIBRARY TRUSTEES

Dwight F. Horan	2014
David Jordan	2013
Martha Morgan	2014
Hanae Olmsted	2014
John Mickola	2015
Michelle Thomas	2015
Tiffany Call	2015
Douglas Leab	2013
Anne P. Manney	2013

CONSTABLE

William A. Davis	2013
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TREE WARDEN

Allan B. Dawson	2014
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BOARD OF HEALTH

Cedwyn Morgan	2013
William Stanwood	2014
Scott Leclerc	2015

PARK COMMISSIONERS

Stephanie B. Lammi	2013
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CEMETERY COMMISSIONERS

Daniel Harju	2015
John Mark Tiilikkala	2014

PLANNING BOARD

Alan W. Pease	2017
Jean Lindquist	2013
James H. Hargraves	2014
Wayne A. Stacy	2015
Andrew Leonard	2016

**APPOINTED TOWN OFFICIALS
2012**

TOWN ADMINISTRATOR	Douglas Briggs, res. Robert Hanson	
ASSISTANT TO BOARD OF SELECTMEN	Jennifer Collins	
ASSISTANT TOWN CLERK	Barbara Faulkenham	
TAX COLLECTOR'S CLERK	Barbara Faulkenham	
TOWN ACCOUNTANT	Theresa Walsh	
ACCOUNTING CLERK	Jessica Johnson, res. Krista Burson	
ADMINISTRATIVE ASST. TO POLICE DEPT.	Jessica Johnson, res. Krista Burson	
REGIONAL ASSESSOR	Harald Scheid	
ADMINISTRATIVE ASSESSOR	Lois Raymond	
ADA COORDINATOR	Peter Niall	
AGRICULTURAL COMMISSION	John Mickola William Duffy, Jr. Paula Packard Sue Chapman, alt. Charles Perna, alt.	Tom Cason Paula Bogue Heather Leonard Nadine Callahan, alt.
ASHBY CULTURAL COUNCIL	Ann Marie LaBollita Francis Steffian Katherine Stanwood Faith Anttila	Kathryn Becker, chair Sandra Schippers Michelle Blake Joanne Boudreau

CABLE ADVISORY BOARD	John Pankowsky Joseph Casey Patrick McPhee	
CEMETERY GROUNDSKEEPERS	James Porter Wayne Patnaude Gerald(Don) Phelen	
CERTIFIED WATER OPERATOR	Michael Bussell	
CONSERVATION COMMISSION	Tim Bauman, chair Robert Leary Roberta Flashman Cathy Kristofferson	
CONSTABLE-SPECIAL MUNICIPAL APPOINTED	Police Chief Edward Drew	
COUNCIL ON AGING	Oliver Mutch Nancy Catalini Linda Stacy, Chair Faith Anttila Kathryn Becker, outreach coor Elsie Frederickson,alt	Johanna Grutchfield Lee Mikkola, dec. Jan Miller Patricia Wayrynen, alt.
CMEMSC-FIRST RESPONDER REP	Wanda Goodwin	
CMEMSC-GOVERNMENT REP DISPATCH MANAGER	Susan Cudmore Police Chief Edward Drew	
DOG OFFICER / ANIMAL ENFORCEMENT OFFICER	Mary Letourneau	
E-911 COORDINATORS	Elmer S. Fitzgerald, Jr. Alan Pease	
EARTH REMOVAL BOARD	Daniel Meunier Cedwyn Morgan James Hargraves Tim Bauman	

ECONOMIC DEVELOPMENT PLANNING COMMITTEE

Paul Fredrickson	John Lavin
Paula Bogue	Tom Wallerstein
Virginia Wall	

ELECTION OFFICERS

Betty Tiilikkala	Bertha Tiilikkala
Kevin Sierra	Rachel Patnaude
Linda Stacy	Angie Godin
Sue Siebert	Marja LePoer
Jill Niemi	Amy Meunier
Donna Fors	Jeanette Colameta

EMS DIRECTOR

William Seymour, Jr.

EMERGENCY MANAGEMENT DIRECTOR

Michael Bussell

DEPUTY MANAGEMENT DIRECTOR

Timothy Seymour

FIELD DRIVER

Mary Letourneau

FINANCE COMMITTEE

Kevin Stetson	Suzanne Caron
Kathleen Panagiotis	Christian Haynes, res.
Joseph Armstrong-Champ	
John Margosiak, res.	

FIRE CHIEF

William Seymour, Jr.

FULL TIME FIREFIGHTER/EMT

Wanda Goodwin

FOREST FIRE WARDEN

William Seymour, Jr.

HAZARDOUS WASTE COORDINATOR

Elmer S. Fitzgerald, Jr.

HEALTH AGENT,
Nashoba Board of Health

Rick Metcalf

HIGHWAY SUPERINTENDENT

William A. Davis

HISTORICAL COMMISSION

Claire Hutchinson-Lavin
Sally Bauman
Tom Dorward
Jamie Coyle

HISTORIC DISTRICT COMMISSION

Paul Lieneck, chair Michael Reggio
David Boutwell Mark Haines
Claire Hutchinson-Lavin

INSPECTORS:

ANIMAL Mary Letourneau
BUILDING/ZONING OFFICER Peter Niall

BUILDING INSP. ALTERNATE Richard Hanks
ELECTRICAL Paul Lessard
ASS'T ELECTRICAL Stephen Dubois
PLUMBING & GAS Richard Kapenas
PLUMBING & GAS ALTERNATES Gary Williams

KEEPER OF THE TOWN CLOCK Richard Foresman

LAND USE AGENT Mark Archambault

LEGAL COUNSELS
TOWN COUNSEL Kopelman & Paige
LAND USE COUNSEL Kopelman & Paige
LABOR COUNSEL Kopelman & Paige

LIBRARY DIRECTOR Mary Murtland

LIBRARY ASSISTANTS Jean Lindquist
Angela Lopez, res.
Christina Ewald

MART ADVISORY BOARD Mary Krapf

MONTACHUSETT JOINT
TRANSPORTATION COMMITTEE Mary Krapf
Wayne Stacy

MONTACHUSETT METRO Mary Krapf

PLANNING ORG. (MRO) MONTACHUSETT REGIONAL PLANNING COMMISSION	Alan Pease Wayne Stacy, alt.	
MONTACHUSETT REGIONAL TECH SCHOOL COMMITTEE	Warren Landry	
MOTH SUPERINTENDENT	Charles E. Perna	
MUNICIPAL GROUNDSKEEPER	William Davis Stephanie Lammi	
MUNICIPAL HEARINGS OFFICER	Michael McCallum	
NORTH MIDDLESEX AREA EMERGENCY PLANNING COMM. (NMAEPC)	William Seymour, Jr. Timothy Seymour Michael Bussell	
POLICE & FIRE SIGNAL OPERATORS	Joyce Hopkins Kathy Bezanson Catherine Whitney Anthony Montesion, res.	Priscilla Carter, res. Marilyn Cronin Glenn Casey
POLICE CHIEF	Edward Drew	
REGISTRARS OF VOTERS	Lorraine Pease Donna Leonard Catherine Foster	Carlton Mountain Krishnabai, alt.
RIGHT-TO-KNOW-LAW COORDINATOR	William Seymour, Jr.	
SENIOR TAX WORK-OFF PROGRAM	Oliver Mutch Joan Chandley	
SOLID WASTE DEPARTMENT SUPERVISOR	John Pankowsky	
SOLID WASTE DEPARTMENT ATTENDANT	Frank McCarter, dec. David Lacross Dan Phelan	

RECYCLING COORDINATOR William Stanwood

SUPERINTENDENT OF SCHOOLS Dr. Maureen Marshall, res.
Joan Landers

TELLERS

Nancy Peeler	Deborah Pillsbury
Elaine Kielty	Pamela Peeler
Janet Flinkstrom	Patricia Wayrynen
Cathy Kristofferson	Stephanie Lammi
Richard Catalini	Jan Miller
Ingrid Sweeney	Scott Sweeney
Jean Lindquist	Roberta Flashman
Michael Reggio	Francis Despres
Krishnabai	Barbara Despres
Jon Kimball	Karen Brown
Catherine Foster	William Pineda
John Pankowsky	Jeanette Colameta
Evie Gleckel	Deborah Myles
Terrence Myles	Stephen Hague
Claire Hutchinson-Lavin	Scott Royal
John Hutchinson-Lavin	Sue Siebert
June McNeil	Chris Ewald
Robert Raymond	Nancy Catalini

VETERANS' AGENT Joe Mazzola

VETERANS' GRAVES AGENT Christopher Travers

BACKUP VETERANS' GRAVES AGENT Lorraine Pease

WASTE OIL COORDINATOR Elmer S. Fitzgerald, Jr.

WIITA CONSERVATION LAND MANAGEMENT COMMITTEE
(BLOOD HILL MANAGEMENT COMMITTEE)

Cedwyn Morgan	Matthew Leonard
Cathy Kristofferson	Paula Packard
Robert Leary	Roberta Flashman

ZONING BOARD OF APPEALS

James Stacy

Alan Pease

David Martin, res.

Garry Baer

Frederick Stacy, alt

Justin Baer, alt.

ADDITIONAL INFORMATION:

ASHBY'S JUSTICE OF THE PEACE

Carleton J. Mountain

**POLICE DEPARTMENT AND
POLICE FIRE AND SIGNAL OPERATOR DIVISION**

In 2012 the Ashby Police Department responded to 9,767 incidents (including directed patrols, house watches and building checks). The Officers made 38 arrests, filed 47 additional criminal complaints and completed 1157 motor vehicle violation stops of which 821 resulted in citations. We conducted patrol services, criminal investigations, medical assists, drug investigations, firearms licensing and crime prevention activities as well as numerous other calls for service.

This past year the Ashby Police Department saw changes in staffing. In September, Jessica Johnson, Administrative Assistant to the Police Department and Accounting Assistant, left her part time position to pursue other endeavors. In October we welcomed Krista Burson to the Town she was hired to replace Jessica.

All of our Officers have completed firearms requalification and additional specialty trainings. Sergeant Fred Alden is attending a ten day course geared toward Executive Development which will be completed in June.

We continue to work with other communities and regional task forces to combat common problems such as drug trafficking, burglaries, theft, juvenile crime and domestic violence. We remain active in the Ayer District High Risk Domestic Violence Team, and the Community Based Justice initiative with the Schools and the District Attorney's Office.

Once again this year the Ashby Police Department joined with the Drug Enforcement Agency and allowed people to drop off medication to the Police Station that was no longer needed or expired removing them from the house and potentially from being abused if not disposed of properly. All the drugs collected were turned over to the D.E.A.

Last year, the Police Fire Signal Operators received and dispatched 861, E911 calls for service. Besides these calls they took other police, fire and highway calls and maintained the daily log. The Police Fire Signal Operators receive thousands of business calls servicing the public in addition to the walk-in traffic generated from people coming to the Police Station for copies of reports, seeking directions and obtaining "Burn Permits" for the Fire Department.

During this year the Town explored regionalizing our E911 Dispatch Center with Ashburnham ultimately this was not approved by the Selectmen.

Through the efforts of Kathy Bezanson the Assistant Dispatch Manager, we successfully applied for and received equipment and training grants totaling nearly twenty-three thousand (\$23,000) dollars from the State E911 Department. With the equipment grant, we were able to purchase air conditioners for the dispatch center and install an electrical hook-up for an additional portable generator when needed for the center. Part of the (\$23,000) reimbursed the Town for (\$8,518) in payroll costs. In addition, the training grant allowed us to train all of our dispatchers in the State-mandated Emergency Medical Dispatch Protocol as well as training the Assistant Dispatch manager in quality assurance of those medical calls.

Respectfully submitted,
Edward J. Drew, *Chief of Police*

FIRE DEPARTMENT

Ashby Firefighters responded to 138 calls for assistance during the 2012 calendar year. Motor Vehicle accidents continue to be the most responded to type of incident. There were twelve regular scheduled training sessions as well as several special sessions including an Impact Program sponsored by the Dept. of Fire Services. Topics of training included water pumping exercises, emergency vehicle operator, cold water rescue, and first responder. The entire Department has also completed the Massachusetts Fire Academy's Firefighter I/II program.

We applied for and were granted the Assistance to Firefighters Grant for the purpose of purchasing a brand new tanker truck. The cost of the truck is \$212,000.00 of which the Town only pays for 5% or \$10,600.00. The new truck is on schedule to arrive by the end of March 2013. Congratulations to our in staff grant team on their outstanding work.

We were also able to purchase a 'slightly-used' pumper from the Town of Webster, NH this year that replaced our aging Engine 4. This pumper is now in service and is our first due piece for all chimney fires and mutual aid calls to Townsend.

This past year marked anniversaries for the following four members:

- 5 years: Firefighter/EMT Josh Swenor
- 10 years: Capt. Timothy Seymour and Firefighter Jim Martin
- 15 years: Firefighter Wayne Patnaude

The Fire Department would like to remind all homeowners to replace their Carbon Monoxide (CO) Detectors after 7 years and to replace their Smoke Detectors after 10

years. Please let us help you if you need assistance with determining the age of your detectors. CO Detectors and Smoke Detectors save lives but only if they are properly functioning.

I would like to give a special thank you to both Mark at Kelly's Auto Body and Pete at Ashby Car Care for their assistance in helping us maintain our fleet.

I would also like to thank the Firefighters and EMT's for their continued support and professionalism, as well as all other town departments and committees.

Respectfully submitted,
William T. Seymour Jr

EMERGENCY MEDICAL SERVICES

Ashby EMT's responded to 214 calls for assistance during the 2012 calendar year. We currently have 21 EMT's on the roster.

Trainings were held for continuing education of our EMT's which included emergency vehicle operator, burn injuries, diabetic emergencies, trauma, and Life-Flight operations in which the LifeFlight helicopter came to the fire station. An EMT must obtain 28 hours of continuing education and a refresher class every two years to qualify for recertification by the State.

This year we were able to purchase a new ambulance cot to replace our 'tired and tipsy' 20 year old cot. It is now happily being used during all our EMS calls.

The Department strongly suggests proper disposal of medical syringes in an approved sharps container. If you are unable to properly dispose of them please contact us at the Fire Station at 978-368-5650.

I would like to thank Paul Lasorsa for 28 years, Sue Cudmore for 25 years, and Travis Rixford for 10 years of dedicated service to the Department. Additionally I would like to thank Mark of Breezy Hill Auto for all his assistance in keeping our ambulance running smoothly.

I would also like to thank the EMT's and Firefighters for their continued support as well as all the other town departments and committees.

Respectfully submitted,
William T. Seymour Jr.

FIRE DEPARTMENT AND EMT ROSTER

Chief/EMT William Seymour Jr
Asst. Chief David Pillsbury
Captain William Davis
Captain James Joseph
Captain David Lammi
Captain/EMT Kari Rantala
FF Daniel Bigwood
FF Shawn Borneman
EMT Estelle Bosch
EMT Linda Brooke
EMT Susan Cudmore
FF Allan Dawson
FF Elmer Fitzgerald
FF/EMT Paul Fredrickson
FF/EMT Christopher Haas
FF/EMT Melinda Lemay
FF James Martin
FF Wayne Patnaude
FF/EMT-P Paul Rekos
EMT Travis Rixford
FF Sam Stacy
FF Randy Stacy
EMT Kimberly Ward

Asst. Chief/EMT Paul Lasorsa
Asst. Chief Michael Bussell
Captain Craig Irish
Captain Peter McMurray
Captain/EMT Timothy Seymour
Chaplain/FF Wayne Stacy
FF Christopher Borneman
FF/EMT Ashton Bosch
EMT Amanda Boudreau
FF John Cauvel
EMT Josiah David
FF Patrick Dickhaut
EMT Eileen Fredrickson
FF/EMT-P Wanda Goodwin
FF/EMT Donald Lane
FF/EMT Michelle Martens
EMT Jean Nichols
FF Gerald Phelan
FF Adam Rivard
FF/EMT Kimberly Seymour
AUX/EMT Sarah Berlinger
FF/EMT Joshua Swenor
EMT Donna Williams

Auxiliary Members

Aaron Beals
Corey Beals
Gary Beals
Eric Brown
Katie Kiluk
Brian McMahan
Ethan Ward
Libby Ward

HIGHWAY DEPARTMENT

This report covers work performed by the Ashby Highway Department between January 1, 2012 and December 31, 2012.

Road Mileage Breakdown for the Town of Ashby:

Unaccepted .84, State 11.62, Local 53.21, Total 65.67.

Road Maintenance and Construction:

General cold patching was done on all town roads this year as many times as pot-holes made it necessary. Spring, midsummer, and fall gravel road grading was completed on all gravel roads. Rebuilt two culvert headwalls on Locke Rd and one on Wares Rd. Roadside drainage edging was done on various roads in town.

Sign Installation/Replacement:

Four new speed limit signs were installed on Mason Rd as part of the paving project. Two high visibility curve warning signs have been installed on Rindge Rd at the intersection of Mayo Rd. Stop and street name signs were installed at Erickson & South Rd. A four way intersection sign was replaced on Piper Rd before Rindge Rd. The stop sign at Piper & Rindge Road was replaced and repositioned. This location was the scene of an accident in which one of the vehicles involved is seeking damages from the town's insurance company. Stop & street signs were installed at Pond Rd & RT119. Additional street name signs were installed in the following locations, Turnpike & Main, Pillsbury & West, Mason & Heywood, Harris & New Ipswich, Elliott & Jones Hill, Breed & RT 119. Two go slow children signs were installed on Locke Rd by the Children's Garden day care facility. Two more stop signs were installed at Whitney & Erickson Rd and last but not least a street name sign was replaced at Allen Rd & Main St.

Guard Rail Replacement:

None

General Brush Cutting:

The north side of town received the benefit of road side mowing this year at a cost of \$7,290. Unfortunately I have been trying repeatedly to procure additional funding in the road maintenance budget to do this work. Each time due to budget constraints the request hasn't made it to the voters. My last attempt was to request in the highway budget a separate expense line to be used for road side mowing. This request never made it on the warrant for the residents to vote. Finally the brush was getting to be such a public safety issue after multiple attempts had been made to get the funding, I hired a road-side mower out of the available road maintenance budget. This decision was difficult to make knowing that we may run short of funding in our current budget.

However after receiving a letter of complaint from a school bus company, I felt that I needed to act for the public safety of all. I will be resubmitting for the funds needed to do the southern half of town in the 2014 budget.

Equipment:

The chain saws and equipment that were STOLEN! from the highway garage last year have been replaced. The town’s insurance company picked up the tab of \$1,920. We now have a more serious problem! Due to the year of manufacture (1975) our current wood chipper though operational (for 38 years), does not have any of the safety equipment needed to be safely operated in today’s world. Because of this, Ashby Highway Dept. personnel will no longer operate our current wood chipper and risk undue injuries. We need to purchase a new wood chipper. A wood chipper is a basic need whereas the days of pushing brush off to the side of the road and burning it where it is year round are long since gone. On a more positive note, we have a new sander purchased with funds from a Town Meeting warrant article. And, thanks to a grant, the town also has a new trailer stocked with traffic control devices.

Personnel:

We currently have five full time employees down from six which is considered fully staffed. I would like to thank all town personnel and the residents themselves for finding a way to reactivate the department’s fifth position! This winter for example we were able to field all four of our sanders thus taking an hour off the time that some residents had to wait in order to receive service.

Note:

We still need to restore one more position to fully staff the department. With new housing adding vehicles and new roads to the town’s infrastructure we need to expand road services not cut them back.

Winter Operations:

All town snow removal equipment was repaired and prepared for service during the summer months. The town expended \$17,653.00 on plow contractors this year. We have also stockpiled 1946.56 tons of winter sand in anticipation of storms this year.

Note: The types and numbers of storms may make it necessary to bring in more materials. Winter sand pile breaks down as follows:

<i>Materials</i>	<i>Quantity</i>	<i>Costs</i>
Sand	1,946.56 tons	\$23,825.89
Salt	440.00 tons	\$22,251.81
Total Stockpile	2,386.56 tons	\$46,077.70

Cross Culverts Replaced, Installed:

Jewett Hill Rd installed one (15”diameter)
 Whitney Rd installed one (15” diameter)
 Old Northfield Rd one replaced (18” diameter)
 Locke Rd one replaced oval type (30” diameter)

**Catch Basin and Dropped Inlet Structure Repairs, Replacements,
 New Installations:**

<i>Structure</i>	<i>Quantity</i>	<i>Location</i>	<i>Action</i>
Catch Basin	1	West Road	Repaired
Catch Basin	1	Jewett Hill Road	Installed
Dropped Inlet	1	Erickson Road	Repaired

New Side Drain Installations:

None

Drainage Maintenance:

All town drainage structures were cleaned. Total number of drainage structures, 370. Total cost for cleaning \$6,960.

Road Shimming:

The following roads had sections that were shimmed this year, Simonds Rd, Jewett Hill Rd and Brooks Lane.

Road Sealing:

Foster, Frost, Bennett, Locke, and Taylor roads were edged, swept and patched in preparation of sand sealing this fall, total mileage to be sealed 5.27 miles. These roads will now be sealed in the spring. The cold fall air moved into the region too soon and would have compromised the seal application if we would have moved forward last fall.

State Funded Chapter 90 Projects:

We completed the Mason Rd resurfacing project, Length 4,950 feet, Width 18 feet, and a pavement Depth of 4.5 inches. Scope of work; reclaimed existing road surface, applied 2.5 inches of asphalt binder and finished with a 2 inch course of asphalt finish top. Final cost - \$294,521.16, this figure includes a crack filler application on New Ipswich Rd. The original estimated cost of the projects was \$299,037.41 this means that we finished \$4,516.25 under estimate. These funds will remain available for future Chapter 90 projects.

Town Resurfacing Projects:

None

Assist Other Departments:

Excavated, backfilled, and hand paved a trench from Ashby Elementary School to the Town Office so that the new School/Town Office generator could be wired in. Moved the generator into place next to the school where indicated by the Fire Chief. Excavated the drain from the town pump house so that repairs could be made and backfilled same. We hauled away fill from the cold storage building behind the fire dept. and cleaned up the Allen Field bonfire debris. We also assisted the Town Tree Warden by taking down a dead tree on Piper Rd. Finally we picked up assorted illegal dumping around town that was interfering with traffic and creating a hazard on public traveled ways. It is unfortunate that some deceased animals were included amongst the debris.

General Information:

The Ashby Highway Department is now operating with fewer personnel and with less town funding for roadwork than was expended in 1987 (25 years ago). I cannot stress hard enough the fact that we need to replace personnel on the department! Lack of personnel affects us greatly year round for both snow removal and road repairs.

At this time, I extend my thanks to all local contractors who have assisted the town this year by loaning the Highway Department equipment which it does not possess. I thank all Town "Boards and Departments" for their cooperation throughout the year. I also thank the Highway Personnel, themselves for their year of service.

Respectfully submitted,
William A. Davis, *Highway Superintendent*

TREE WARDEN

This report spans from January 1, 2012 to December 31, 2012

Property owner complaints for potentially hazardous trees within the town right-of-way resulted in five (5) actions at the towns' expense for removal of the potential hazard.

A call was responded to involving two oak trees located near Honkala Construction along Route 31 which were heavily damaged by ants at the base. These trees were agreed potentially hazardous. The resulting correspondence with the state highway manager resulted in their removal by the state highway department.

An opinion was solicited by a land clearing contractor for work being done at the corner of New Ipswich and Mason Roads for the removal of trees within the town right of way. After discussions with the contractor an agreement was reached as to the acceptable nature of what should be taken. The resulting permission that was granted included a few dangerous trees which posed an imminent threat to passage along New Ipswich Road. The contractor never completed the work as agreed.

Several events involved road restriction(s) or tree limbs which were compromised over the town roadway were resolved with the help of the Fire Department and the Highway Department at little cost to the town.

In August an inquiry was made to Unutil to assess their plans to conduct line clearing within Ashby. The System Arborist (Sarah Sankowich) informed, that a complete maintenance cycle would commence in January of 2013. A letter was approved by the Board of Selectmen and released to the townspeople to help create an environment of cooperation and allow home owners to retain firewood which results from this work.

The balance of the Tree Wardens budget of 2012 was used to remove a large Sugar Maple off of New Ipswich Road which was posing serious threat to a residence.

Annual budget for the department of the tree warden: \$2,800.00

Expenditures as of January 01, 2013: \$0.00

The budget for 2013 is being held for a major pruning cycle to the shade trees on the Town Common, provided no hazardous removals are required during the winter months.

Respectfully submitted,
Allan Dawson, *Tree Warden*

DOG OFFICER/ANIMAL ENFORCEMENT OFFICER

A marked increase in stray dogs this year, most coming from the remote areas of town. A lot of cats showing up also. If you need help with spay or neuter costs, give me a call, I occasionally get notifications of reduced spay\neuter clinic being held in the area.

Loose livestock were a problem again this year, Lots of fences were down and chargers without power. Please be sure to check your fence lines after the snow and wind storms. Livestock tend to follow the easiest route of travel which sometimes means the road, which endangers everyone.

Dog Licenses expire every year on December 31. Please renew at the Town Clerks Office. Bring your pets Rabies Certificate(s) with you.

Rabies Vaccinations are required by Massachusetts law for Dogs and Cats. Local clinics are held weekly at the local Petco. Both Nashua and Leominster hold clinics on a weekly basis. Call “Luv My Pet at 508-481-0580 for their schedule. Another option is our annual Rabies Clinic held in March at the West Townsend Fire Station. Call the Nashoba Board of Health for the date and time.

As the economy gets tighter, more pets will be left without families and/or homes. If I can be of any assistance, or if you know someone who might need help with their animals, please don't hesitate to contact me at 978-597-5868.

Respectfully Submitted,
Mary L Letourneau, *Animal Control Officer*

PLANNING BOARD

The Board brought two amendments to the Zoning Bylaw before the 2012 Annual Town Meeting. The first was to reduce the setback in the residential district. The bylaw was approved. The second Zoning amendment was to create a Village Center Overlay District to allow more uses and mixed uses in the Town center. This bylaw was also approved.

Following the approval of the Village Center Overlay District bylaw the Planning Board held several meetings to get public comment on the regulations regarding design standards in the District. We thank the members of the public who attended and helped formulate the regulations. Special thanks to Paul Leineck who dedicated time to reviewing regulations and providing his professional opinion regarding the regulations

The Planning Board applied for and the Town received a District Local Technical Assistance Grant from the Montachusett Regional Planning Agency (MRPC) to implement a software program to track building permits and write a permitting guide. MRPC dedicated staff time and hired a technical consultant. The building permit tracking program was implemented on January 2, 2013.

This is Land Use Agent Mark Archambault's first full year with Ashby. Mr. Archambault was instrumental in securing the District Local Technical Assistance grant. He has helped draft the Village Center Overlay District regulations and helped advance the Open Space Plan. We thank him for his diligence this year.

Respectfully submitted,
James Hargraves, *Chairman*
Alan W. Pease, *Clerk*
Jean Lindquist, *Executive Secretary*
Wayne A. Stacy
Andrew Leonard

CONSERVATION COMMISSION

The Ashby Conservation Commission is charged under state laws and regulations with protecting wetlands by regulating construction activity and other alterations in and near wetland resources. Wetlands play a critical role in preserving the town's quantity and quality of groundwater, water storage to aid in flood control, and supporting habitat for diverse plants and animals.

In general, anyone who intends to alter wetland areas, land within 100 feet of any wetland or within 200 feet of any stream must apply to the Conservation Commission prior to such activity. This application is done through a written request called either a Notice of Intent or a Request for Determination Applicability. In most instances, the Commission will conduct a visit to the project site. These walks provided informational opportunities for the landowner with suggestions as to how best they protect important aspects of their property. Also, preconstruction visits are arranged with builders and project managers, while other visits involved following up on complaints received from the citizenry. Forest Cutting Plans are also reviewed by the Commission. Additionally, the Commission annually monitors and or manages Town held Article 97 and Conservation Restriction lands. In all cases State Regulations are the determining factors in that decision. This information is available to you on line at:

<http://www.state.ma.us/legis/laws/mgl/gl-131-toc.htm>

Empowered to administer the State Wetland Protection Act (M.G.L. Chapter 131, section 40), and the Rivers Protection Law, the Commissioners review numerous projects that fall within their jurisdiction. After review, Orders of Conditions are issued to applicants. These are intended to protect the natural resource interests of the community.

The Commission generally conducts a public meeting the first and third Wednesday of each month at the Town Hall beginning at 7:30 P.M. Twenty-one such meetings were held during the past year. Project applicants should please contact the Conservation Office to confirm meeting dates and locations and deadlines for submission of applications/filings.

The Commission has a "Tip Line" on the Ashby Website. This is designed to assist citizens who wish to remain anonymous but may have a concern regarding unauthorized activity being conducted within a wetland resource area. The Commission will investigate the complaint and, if determined to be valid, take the necessary action to resolve the problem.

While fostering its commitment to community education, the Commission, in co-sponsorship with the Friends of the Library, presented two "Walk and Talk" programs at the Library. The first of these dealt with amphibians and the second with

birds of the area. The Commission has also assisted the Boy Scouts with their merit badge projects.

Members of the Commission are contributing participants in management committees for properties such as the Mt. Watatic Reservation and Blood Hill Conservation Area. The Commission has also actively assisted the Nashua River Watershed Association with Forest Legacy projects.

The five-member board of Commissioners, all serving as appointed officials, will continue with diligence to protect our wetlands according to regulations.

The Chair wishes to acknowledge the dedicated work of all the Commissioners for their continued efforts in protecting Ashby's wetlands resources and open space. All present members hold certification in Fundamentals for Conservation Commissioners, while the Commission maintains membership in the Massachusetts Association of Conservation Commissions. Some commissioners have acquired the Advanced Certification status awarded by the Association.

Ashby's Commission members are as follows: (Presently there is one vacant seat).

Robert Leary - *Vice Chair*

Roberta Flashman - *Secretary*

Cathy Kristofferson - *Treasurer*

Tim Bauman - *Chair*

CEMETERY COMMISSION

The Cemetery Commission is responsible for the care and management of all public burial grounds in the town. The commission meets periodically throughout the year to discuss and plan cemetery operations. When the need arises for a meeting, time and date are posted at town hall.

This past year, regular maintenance and burials kept us very busy. The Commission would like to take this opportunity to thank James Porter and Wayne Patnaude for their efforts and continued dedication to the upkeep of the cemetery grounds.

Roadways and general maintenance will continue to be the focus in the upcoming year. Given the scope of work in front of us the commission sees the need for one part time worker beginning this spring. Anyone interested in working in the Cemeteries should contact the commission.

Also, the Commission continues to have an open seat and encourages anyone interested to contact us for more information on being appointed to serve as a Commissioner.

As always, our thanks to all the people of Ashby and everyone who visits the cemeteries for your interest and involvement, it is greatly appreciated.

Respectfully submitted,
Daniel W. Harju
John Mark Tiilikkala

NASHOBA ASSOCIATED BOARDS OF HEALTH

Nashoba Associated Boards of Health continues to serve the local Board of Health in meeting the challenges of environmental and public health needs in Ashby. In 2012 particular efforts were made to respond to continued demands in the Environmental Division while adjusting to changes in the Nursing Division created by national trends in health care. In addition to the day to day public health work Nashoba provides Ashby with the following services.

- Maintaining Nashoba's internet web site to provide information for the public. (See nashoba.org)
- Through our involvement in the Bioterrorism Regional Coalition we are keeping the Ashby Board of Health up-to date on matters of emergency preparedness planning.
- Response to health related impacts of beavers through coordination with the local Board of Health in the issuance of the necessary permits.
- Providing stepped-up enforcement of public health laws through the use of the Housing Court system.

We look forward to continuing our work with Ashby's Board of Health. Included in highlights of 2012 are the following:

- Through membership in the Association, Ashby benefited from the services of the Nashoba staff including: Registered Sanitarians, Certified Health Officers, Registered Nurses, Registered Physical & Occupational Therapists, Licensed Social Workers, Nutritionists, Certified Home Health Aides, and Registered Dental Hygienists.
- Reviewed 27 Title 5 state mandated private Septic System Inspections for Ashby Board of Health. Received, reviewed, and filed these state mandated (but unfunded) Title 5 inspections. Corresponded with inspectors regarding deficiencies; referred deficient inspections to Ashby Board of Health for enforcement action.

By the Ashby Board of Health's continued participation in the Association you can shape your future local public health programs and share in the benefits of quality service at a reasonable cost!

TOWN OF ASHBY

Environmental Health Department

Environmental Information Responses Ashby Office (days) 128

The Nashoba sanitarian is available for the public twice a week at the Ashby Board of Health Office. *(This does not reflect the daily calls handled by the secretarial Staff at the Nashoba office in Ayer.)*

Food Service Licenses & Inspections 6

Nashoba annually mails out and receives application from both restaurants and retail food businesses. Licenses are renewed for existing facilities. Plans are submitted and reviewed prior to initial licensing. All licensees are inspected at a minimum twice a year. Where deficiencies are found, a re-inspection is scheduled to insure compliance. When a complaint from the public is received an inspection is also conducted. During this inspection health factors of food handlers is also investigated, and where appropriate medical consultation and laboratory testing may be required.

Beach/Camp Inspections 15

Camps are inspected at least annually at opening for compliance with State Sanitary Code, Chapter IV, 105CMR430.00. Public swimming beaches are sampled for water quality every week during the summer and more often if a problem is suspected.

Housing & Nuisance Investigations 15

Nashoba, as agent for the Ashby Board of Health, inspects dwellings for conformance with State Sanitary Code, 105 CMR 410.00, issues orders for correction, and re-inspect for compliance. Similarly, complaints from residents concerning unsanitary conditions or pollution events are investigated.

Septic System Test Applications 9

Applications from residents proposing to build or upgrade a septic system are accepted, a file created, and testing dates are coordinated with the applicants engineer.

Septic System Lot Tests 59

Nashoba sanitarian witnesses soil evaluations, deep hole tests, and, usually on a separate date, percolation tests conducted by the applicant's engineer which serve as the basis of the design of the septic system.

Septic System Plan Applications	9
Detailed plans created by engineers hired by residents proposing to build or upgrade a septic system are received, filed, and routed to the Nashoba sanitarian for review.	
Septic System Plan Reviews	11
Engineered plans are reviewed according to state code, Title 5, and local Board of Health regulations and review forms are created and sent to engineer for revision. Subsequent re-submittals by the engineer are also reviewed.	
Septic System Permit Applications (new lots)	3
Septic System Permit Applications (upgrades)	10
Applicants' approved plan submittals and Board of Health requirements are incorporated into a permit to construct the septic system.	
Septic System Inspections	42
Nashoba Sanitarian is called to construction sites at various phases of construction to witness & verify that system is built according to plans.	
Septic System Consultations	37
During all phases of application, design, and construction the Nashoba Sanitarian is called upon for legal details and interpretation.	
Well Permits	6
Water Quality/Well Consultations	51
Private wells are regulated solely by local Board of Health regulations. The Nashoba Sanitarian assist the BOH by reviewing well plans, securing well water samples, and interpreting water quality test results.	
Rabies Clinics - Animals Immunized	7
Nashoba arranges for local clinics with cooperating veterinarians, arranging for dates and location, placing ads in local newspapers, and sending home flyers through local schools. In addition, since the recent raccoon rabies epizootic Nashoba has arranged for delivery of over 500 animal specimens to the State lab in Boston for analysis and has counseled possible exposure victims to seek medical assistance.	

Nashoba Nursing Service & Hospice

Home Health

Nursing Visits **123**

Nashoba's Certified Home Health Registered Nurses visits provide skilled services to patients in their home under physician's orders. These services include assessment of physical, psychological, and nutritional needs. Skills include teaching/supervision of medications, wound care, ostomy care, IV therapy on a 24 hour basis, catheter care, case management and referral to other services as needed.

Home Health Aide Visits **28**

Nashoba's Certified Home Care Aides provide assistance with daily activities of daily living including bathing dressing, exercises and meal preparation.

Rehabilitative Therapy Visit **97**

Nashoba Therapists provide skilled physical, occupational, speech, and dietary therapeutic interventions through assessment, treatment and education. Their integration of client, caregiver, and medical outcomes aims at attaining maximum functional dependence.

Clinics

Local Well Adult, Support Groups, & Other Clinic Visits **138**

Visits include well adult clinics, and immunization, cholesterol exercise, mental health and bereavement clinics.

Number of patients that attended Flu Clinics held in Ashby **95**

Number of patients whom attended Well Adult Clinics from Ashby **43**

Communicable Disease

Communicable Disease Reporting & Control

Nashoba's Nursing Service & Environmental Health Department work together to meet the local Board of Health's responsibilities under the law to do the following:

- Investigate and control the spread of communicable diseases within Ashby (MGL Chap111, Sec 6, 7, and 92-116). Nashoba works with the Massachusetts Department of Public Health (MDPH) in this area.

- Receive and process reports from physicians concerning cases of diseases “dangerous to the public health” as defined by MDPH (MGL Chap111, Sec6)
- Notify MDPH Division of Epidemiology and Immunization within 24 hours of receiving notice of any case “dangerous to the public health”.
- Receive reports and undertake follow-up as necessary regarding certain food borne and waterborne diseases and diseases being monitored by the MDPH.
- Receives reports, investigates and conducts follow-up on all incidences involving positive rabies results.

Number of Communicable Disease cases Investigated	15
Confirmed cases	7

Communicable Disease Number of Cases

- | | |
|---------------------------|---|
| • Giardiasis | 1 |
| • Hepatitis C | 1 |
| • Influenza | 2 |
| • Lyme’s Disease | 2 |
| • Streptococcus Pneumonia | 1 |

Dental Health Department

Examination, Cleaning & Fluoride - Grades K, 2 & 4

Nashoba’s Registered Dental Hygienists, operating out of the school nurse’s office and records, provide these services to those children whose parents have given written consent.

Students Eligible	113
Students Participating	81
Referred to Dentist	7

Instruction - Grades K, 1 & 5

Nashoba’s Registered Dental Hygienists also provide classroom instruction of cleaning and maintaining health teeth to all children in these grades.

Number of Programs	4
Students Participating	86

ASHBY BOARD OF HEALTH

The Board of Health meets the second and fourth Wednesdays of every month at 8:00 pm. Board members include Scott Leclerc, Cedwyn Morgan, and William Stanwood. The Board's agent is Rick Metcalf from Nashoba Board of Health. Board activities included permitting for septic installations and upgrades, water supply permitting, housing code enforcement, regulating waste haulers, maintenance and monitoring of the closed landfill, and miscellaneous other services such as food service permitting, camp inspections, etc.

The continued real estate downturn has resulted in diminished septic and domestic water supply permitting. Most permits were for repairs, although a few "new construction" systems were installed. Permitting for public water supplies for the new building downtown on Main Street and the rehabilitation center on Spring Hill is managed by the DEP. The Board worked with developers of the rehabilitation center and DEP to develop an acceptable septic design flow for that facility. The Board also approved a wastewater management system for a hair salon in town. Several housing code issues came before the board, and one was finally resolved after several years in court. Monitoring of landfill gas and groundwater at the landfill site shows no threats of significance, consistent with data from prior years. The landfill was mowed in November. Statistics for Board activities are presented in the Nashoba Board of Health's annual report.

Respectfully submitted,
Cedwyn Morgan, *member*

BUILDING COMMISSIONER

The building department has issued 76 permits in 2012. The following is a summary of the year's activities.

Permits

New Homes	3
Garages	4
Barns & sheds	2
Remodel, repair and additions	37
Wood stoves, Pellet Stoves & chimneys	12
Pools	6
Demolition	2
Solar panel	8
Commercial	1

Annual Inspections	6
Tent	1
Temporary Mobile Home	1
Total Permits	76
Total Permit Fee Revenue	\$18,013.46
Total value of work	\$1,616,476.14

This is \$715.46 in extra permit fees for the town over last year.

Respectively Submitted
 Peter Niall, *Building Commissioner*

ELECTRICAL DEPARTMENT

Wiring Permits for 2012 have been on the light side with permits ranging from remodeling, alarms, new construction and solar installations plus inspections for Unitil and the Fire Department.

Permits pulled for 2012 = 52 for total revenue of \$3,790.00
 Inspections completed for the year = 125, this includes rollover permits from 2011.
 Number of inspections for Unitil for meter turn on = 10
 Electrical inspections for the Fire Department = 2

Respectfully submitted,
 Paul Lessard, *Wiring Inspector*

PLUMBING AND GAS INSPECTOR

Number of permits for the year 2012	65
Plumbing Permits	36
Gas Permits	29
Number of inspections- approximately	67
Total revenue generated	\$3845.00

Respectfully submitted,
 Richard Kapenas, *Plumbing and Gas Inspector*

COUNCIL ON AGING

Our Mission Statement:

The mission of the Ashby Council on Aging is to enhance the quality of life for Ashby senior citizens and to promote healthy, successful aging.

The Ashby COA provides outreach visits and assessments, meals on wheels, blood pressure clinics, Friendly Visitor program, assistance with yard clean-up (Chore Corps), rides to medical appointments (Angels on Wheels), welfare checks during extended power outages for seniors living alone or at-risk (Safe Seniors Program), Sand for Seniors, medical equipment loan, inter-age activities, quarterly newsletter plus information and referral for Ashby seniors and caregivers. Assistance with application for financial programs is also available including Fuel Assistance and SNAP food stamps. Please call the office at (978) 386-2424 ext. 27 or drop by the office at the 3rd floor of Town Hall. Office hours are Wednesdays 10 a.m. – 3 p.m.

The COA Supports:

- Nashoba Nursing Services (800) 698-3307 provides Health Clinics at the American Legion Hall
- Montachusett Home Care Corporation (800) 734-7312 provides plans of care that enable elders to live at home
- SHINE (Serving the Health Information Needs of Elders) (800) 410-5288 provides free health insurance information, assistance and counseling to Medicare beneficiaries and their caregivers
- Montachusett Opportunity Council Volunteers deliver hot lunches through the Meals on Wheels program on Monday through Friday with frozen meals available for weekends.
- MART Shuttle Service is available Monday through Friday for medical appointments and shopping. Call Jennifer Collins (978) 386-2501 ext. 11 by 2:30 p.m. the day before travel.
- File of Life magnets are free for all seniors in town and available at the COA office or they can be mailed to you. Please call the office at (978) 386-2424 ext. 27.

Programs include:

- Ashby Amblers Walking Group – meets Wednesday mornings at 9 a.m. in the Legion parking lot during good weather
- Needlework Group – meets second Wednesday at 10 a.m. at the COA office
- Games/Cards – on the first and third Wednesday at 10 a.m. at the COA office

With sadness the Council would like to acknowledge the passing of a long-time member of the Council on Aging, Lee Mikkola. Lee's warmth and intelligence, his commitment to community service, and his dedication to Ashby's senior population were attributes that made him a welcome presence at Council meetings. His years of service and friendship will be remembered.

The Council offers it's sincere thanks to the American Legion Post #361 for the generous use of their hall.

The Council on Aging meets on the second Tuesday of each month at 4 p.m. in the COA office on the 3rd floor of the Lyman Building. Meetings are open to the public.

Respectfully submitted,

Kathryn Becker, *Director*

Linda Stacy, *Chairperson*

Nancy Catalini, *Secretary*

Oliver Mutch, *Treasurer*

Elsie Fredrickson, *Alternate*

Jan Miller

Faith Anttila

Joanna Grutchfield

Patricia Wayrynen, *Alternate*

ASHBY CULTURAL COUNCIL

The Ashby Cultural Council is a committee of at least 5 members appointed by the Board of Selectmen to serve three-year terms. The primary responsibility of the Council is to disburse funds received from the Massachusetts Cultural Council for the Arts whose purpose is: "to support public programs that promote access, education, diversity and excellence in the arts, humanities and interpretive sciences in communities across the Commonwealth."

The Massachusetts Cultural Council granted the allotment of \$3870 for the year 2013. The Ashby Cultural Council members met on Dec. 5, 2012 and voted to allocate a total of \$3,766 toward the approved applications. Twenty-four grant applications were received requesting funding of \$12,211. Thirteen applications were approved and funded in the amount of \$3,766.

The approved requests and amounts to be disbursed for 2013 are:

Mike Christian	Beatles For Sale: The Tribute	\$500
Ed the Wizard	Pumpkin Festival Performance	400
John Root	Senior Citizen Musical Program	400
Hawthorne Brook MS	Animal Adventures	229
Hawthorne Brook MS	Myth Masters	249
Hawthorne Brook MS	Now Hear This: Sound of Science	167

Hawthorne Brook MS	A Knights Tale	136
Project Graduation NMRHS	David Hall – Magician	150
Project Graduation NMRHS	Caricature Artists	200
Ann Gapp	Theater at the Mount	450
Davis Bates	Summer Reading Song & Story	350
Denis Cormier	Hands on History	300
Ashby Elementary School	Worcester Art Museum field trip	235
		Total =\$3,766

Cultural Council members are: Kathryn Becker, Chairperson; Sandra Schippers, Treasurer; Joanne Boudreau, Secretary; Katherine Stanwood, Publicist; Ann-Marie LaBollita, and Faith Anttila.

Respectfully submitted,
Kathryn Becker, *Chairperson*

ASHBY FREE PUBLIC LIBRARY BOARD OF TRUSTEES

Mission Statement: It is the mission of The Ashby Free Public Library (AFPL) to provide free and equal access to meet the informational, education, and cultural needs of the community in order to support lifelong learning.

Trustees remain committed to maintaining certification of the library, which means meeting the budget requirements of the Massachusetts Board of Library Commissioners (MBLC). With continued certification, the library is eligible for grants and programs offered through MBLC. The library has been recertified for 2013. Library hours have been maintained at 24 per week with the exception of the summer months, when it is closed on Saturdays.

The Library Director’s pay was increased by 3%, and is still at the bottom of the pay scale for commensurate library directors’ pay at similarly-sized town libraries. A Library Page was added to the staff at a cost of \$2,100, not quite 6 hours/week. The Page is a more cost effective way to cover gaps in vacation time instead of having two assistants.

Oil continues to be the main expenditure for the library’s maintenance. There have been discussions about switching the furnace to a gas furnace, which would result in a savings of 60% fuel costs after an initial investment of approximately \$10K. Adding insulation to the older part of the building would also result in energy savings. Most of the light bulbs have been switched over to more energy efficient

ones. Vandals to the building and to cars in back of the building necessitate cameras for security. To date there have been no funds appropriated for this purpose.

A total of \$3,629 was approved for scholarship distribution this year.

The trustees are grateful for the continued dedication of the AFPL Friends group. We urge all who love the AFPL to please support the Friends in their work to bring wonderful children's and adult programs to the library and help to supply museum passes to patrons. The Pumpkin Festival, organized by the AFPL Friends, is not only a great library fundraiser but an event that has become part of the fabric of our wonderful town. Thank you for all your hard work.

With regret in November the trustees accepted the resignation of Angela Lopez, who moved on to a full-time position in Fitchburg. We wish her well, and thank her for her years of cheerful and capable dedication to the library. We sincerely thank all the staff of the AFPL: Library Director Mary Murtland, Assistants Jeanie Lindquist and Christine Ewald, and Library Page Jackie Edwards, and all of the volunteers for their many, many hours of service to the library.

Respectfully submitted,
Martha Morgan, *Secretary*

Current Trustees are: John Mickola, Chair; Michelle Thomas, Vice-Chair, Martha Morgan, Secretary; Doug Leab, Treasurer; Dwight Horan, Dave Jordan, Anne Manney, Hanae Olmstead, and Tiffany Call.

LIBRARY DIRECTOR

The Ashby Free Public Library and many other libraries that are members of the C/WMARS consortium in both central and western Massachusetts are now more directly connected than they were in the past. In May, C/WMARS merged the library data bases of both central and western Massachusetts member libraries and migrated to a new operating system. The changes that were made have had a direct and positive impact on our library patrons. Our patrons now have a greater access to a larger collection of materials and a shorter wait time for requested items from other libraries.

This year we continued to purchase materials tailored to our patrons' interests and needs. In addition to our ongoing acquisition of new adult and children's books, our audio book collection has more than doubled and our DVD collection continues to grow. The DVD collection now consists of a wide assortment of recent releases, classics, and non-fiction.

Our juvenile non-fiction collection has been upgraded by books we received through a grant from the Libri Foundation's Books for Children Program. The

Friends of the Ashby Free Public Library made this grant possible by providing an initial contribution which the Libri Foundation matched at a two to one ratio. We thank them both for their support.

This year our Summer Reading Program motivated many children to read throughout the summer. More children completed all 30 hours of summer reading this year than ever before. The Friends of the Ashby Free Public Library sponsored seven programs and provided prizes during the summer that helped to keep the participants moving forward.

The Library provides a place for many community organizations to meet and offers a variety of ongoing programs including the Children's Story and Craft Time, an Adult Reading Group, and the Dropped Stitch Knitting Group. At the end of the year we also created a new Children's Lego Group which currently has many enthusiastic participants.

Our library is able to maintain its level of service to the public due to the many volunteers that participate in the Friends of the Ashby Free Public Library, the Senior Tax Work-off Program, the Teen Laptop Scholarship Program, the Ashby Free Public Library Fund, and the Ashby Free Public Library Board of Trustees. The community service that these people provide to the library is invaluable. Because of our volunteers the library functions effectively within its budget, the Pumpkin Festival has become a fall tradition, the Summer Reading Program engages more participants every year, and we are able to offer programs to all of our patrons. To all of you who have helped and supported the Library this year, we extend our sincerest thanks.

Circulation Statistics for 2012:

Total Circulation – 19,777 items (increased 12% from 2011)

Respectfully submitted,
Mary E. Murtland, *Library Director*

PARKS DEPARTMENT

The Parks Department had yet another eventful year. We had many great days on the Common and Allen Field.

There are lots of people to thank for this. We appreciate help from the Fire Department, Police Department and Highway Department. Whenever we need anything they are right there to lend a hand.

Once again the boy scouts achieved many upgrades including Ryan Swift's Eagle Scout project. He replaced all the wood on the benches at the common. Wow, they look wonderful.

Thank you to Alan Murray & Sons for supplying a dumpster for Allen Field events. Just a reminder, this dumpster is not for personal use!

Without the huge donation from Ashby Little League, we would not have been able to make a big repair to the tractor to mow this year. Thank you, Thank you, Thank you.

As a reminder to those who enjoy bringing dogs to the park or common, they need to be on a leash at all times. Please respect the park and pick up after your pets.

We are excited for 2013 to be a great year. Please join us in enjoying the Bonfire, Pumpkin Festival and Tractor Parade, Band concerts and many other fun days.

Respectfully submitted,
Stephanie Lammi
Erick Rantala

NORTH MIDDLESEX REGIONAL SCHOOL DISTRICT SUPERINTENDENT OF SCHOOLS

Susan Robbins, Chair, Townsend
Ken Brown, Vice Chair, Ashby
Anne Adams, Member, Pepperell
Anne Buchholz, At Large Member
Jonna Clermont, Member, Pepperell
Michael Morgan, At Large Member
Randee Rusch, At Large Member
Arnold Silva, Jr., Member, Pepperell
Robert Templeton, Member, Townsend

Joan Landers – Superintendent of Schools

Student Representatives to the School Committee

2011-2012 School Year

Douglas Babineau
Brian Edmonds
Amy Jones
Jessie Rancourt
Matthew White

Report of School Committee Chairperson

The North Middlesex Regional School District School Committee congratulated Jonna Clermont, and Robert Templeton on their re-election to the School Committee and Anne Adams on her appointment, replacing Schuyler Minckler. The committee extended its appreciation to retiring school committee member, Sue C. Fitzgerald from Pepperell, who served on the School Committee from 2000 to 2012. At the committee's reorganizational meeting in May, Susan Robbins was re-appointed Chair and Ken Brown, Vice-Chair.

Report of the Superintendent of Schools

This past year, the North Middlesex Regional School District was saddened by the loss of Ms. June Kelly who devoted over 30 years to our district. June had a vibrant personality, a passion for teaching, and a strong commitment to her students.

Students

The Superintendent of Schools presented the Superintendent's Award of Excellence to seniors Joseph Clark and Casey Libonate. This award is presented to the highest ranking male and female student and is presented at the Senior Awards Ceremony in May.

Volunteerism and Donations

North Middlesex Regional School District is a community of volunteers. The School Committee and administration are grateful to all the individuals and groups who have made contributions to the programs throughout the district, and to those who have donated thousands of hours to help deliver educational services to the students of North Middlesex.

The School District would like to acknowledge and thank Sterilite Corporation of Townsend for their generous donation of the revitalization of the Hawthorne Brook Middle School recreation area which included the tennis courts, basketball courts, volleyball court and the recreation field.

Capital Projects

During 2011-2012, the North Middlesex Regional School District facilitated the following Capital Projects:

- Roof/Window Replacement at Ashby Elementary School
- Repair of Spaulding Memorial School roof, skylights and cupola
- Replacement of grounds equipment with lease purchased vehicle /truck with plow and sander
- Energy Efficient Lighting Retrofit at Squannacook Elementary School, Hawthorne Brook Middle School, Spaulding Memorial School, and the North Middlesex Regional High School
- Repaired Ashby Elementary Classroom Floors

- Upgraded IMAC Computer Lab at the North Middlesex Regional High School
- Replaced 2nd/3rd floor carpet and ceiling at Spaulding Memorial School
- Purchased HP Computers for all schools
- Replaced Carrier HVAC Condensing Unit at Varnum Brook Elementary School

Personnel

The North Middlesex Regional School District saw fifteen of their staff retire over the last year: Kathleen Boyer, Chet Chambers, Alice Cofman, Barbara Frietag, Paula Grier, Thomas Janedy, Norma King, John Margarita, Maureen Marshall, David Nelson, Nancy O’Brien, Gary Rhodes, Maureen Richards, Barbara Shaw, and Claudia Stanton. These staff members will leave their positive mark on education in Ashby, Pepperell and Townsend through their dedication to the students of the North Middlesex Regional School District

In August 2012, Superintendent of Schools Maureen Marshall retired as Superintendent of Schools for the North Middlesex Regional School District. The North Middlesex Regional School District Superintendent Search Committee, after interviewing numerous candidates to fill the position, appointed Joan Landers as Superintendent of Schools.

School District Budget

Fiscal year 2012 will be remembered as being a period where difficult fiscal times continued across the state. The District experienced a 1.2 million dollar loss in revenue with the loss of the ARRA Grant, decrease in Jobs Grant, loss of State Fiscal Stabilization Fund and a decrease in the district reserve. This loss of revenue was exacerbated by required fixed cost increases including a 14.5% increase in health insurance, 6.5% increase in Middlesex County Retirement, increased energy costs, reappraisal of Capital Assets and Charter School tuitions, totaling \$1,197,000.

The expenditures for the school year were as follows:

Administration	\$1,239,168
Instructional Support	\$20,646,419
Pupil Services	\$3,355,006
Operations and Maintenance	\$ 3,277,992
Insurance, Retirement Programs & Other	\$7,652,179
Debt	\$ 1,357,672
Payments to Out of District Schools	\$5,790,248
Total General Fund Appropriation:	\$ 43,318,684

Grants

140-Title II FY12	\$81,020
201-Race to the Top Year I	\$25,000
203-Race to the Top Innovation FY12	\$25,000
206-Ed Jobs	\$419,618
240-Special Education Allocation FY12 IDEA	\$897,104
274-Special Education Improvement	\$45,847
305-Title I FY12	\$166,783
625-Summer Academic Support FY13	\$16,000
626-Academic Support Service Summer FY12	\$15,900
632-School Year Academic Support	\$1,000
701-Kindergarten Grant FY12	\$112,520

Massachusetts School Building Authority

Superintendent Maureen Marshall submitted updated Statements of Interest to the Massachusetts School Building Authority in January on behalf of the Ashby Elementary, Spaulding Memorial School, and North Middlesex Regional High School according to submittal requirements.

Green Repair Grants were awarded for the repair of the Ashby Elementary School roof and windows and the Spaulding Memorial School roof and cupola.

In January 2012, the district was notified by the Massachusetts School Building Authority that North Middlesex Regional High School was invited to enter into the eligibility period for the Feasibility Study Phase.

In March 2012, the School Committee voted to incur debt for the High School Feasibility Study.

In May 2012, our three member towns voted to fund \$940,000 for the purpose of paying the costs of conducting a feasibility study to examine the possible construction or renovation of the High School.

In late spring of 2012, a Building Committee was formed for the High School project <http://www.nmrso.org/hsbuilding>

Strategic Planning

Superintendent Maureen Marshall launched the development of a Five-Year Strategic Plan for the schools. A planning committee of fifty members of the community spent several evenings during the school year developing the initial components of the plan. Residents, parents, school administrators, teachers, staff and School Committee members dedicated valuable time to this process. Some of the strategic goals and objectives implemented in the 2011-2012 school year are as follows:

- Reviewed the PK-12 curriculum to ensure that it meets or surpasses the challenges of the new Massachusetts “common core,” reflects the

priorities of the strategic plan, and reinforces the connection between all academic programs and the “core.”

- Developed and implemented a personnel evaluation system that aligns with the new teacher and administrator accountability system of Massachusetts Department of Education that requires high standards, multiple measures including setting individual goals for professional growth, student achievement, that include documentation from local and standardized tests as well as and student and community feedback.
- Provided staff members with professional development activities that focused on how to make accommodations within their classrooms that actively engage all students in all educational activities.
- Strengthened current and develop new programs within our school community that build, support, and celebrate tolerance and respect.
- Expanded opportunities for staff advancement within the NM community through teacher leadership courses, train-the-trainer opportunities, and teacher-taught graduate courses.
- Strengthened current and developed new formative and summative student assessment practices throughout the school district.
- Continued to pursue state support (MSBA) for high school renovation/replacement.
- Provided information to the community through a variety of sources including school and teacher newsletters and the District website.
- Improved the district web site so that information is easy for the community and staff to access and for the schools and district to update.

Special Education

The North Middlesex Regional School District provides a wide range of identification, diagnostic, educational, therapeutic and support services for students in grades PreK through 12 and/or until the age of 22. During FY12, the district created in-district programs to afford students the opportunity to access educational programming in the least restrictive setting within the district.

Curriculum and Instruction

In January 2011, the Commonwealth of Massachusetts adopted two new sets of curriculum frameworks in English Language Arts and Literacy and Mathematics for pre-kindergarten to grade 12, incorporating the Common Core State Standards. These standards emphasize college readiness, deeper reading, textural analysis, and discussion and raise expectations for all students. You may read more about the transition process at the Department of Elementary and Secondary Education <http://www.doe.mass.edu/candi/commoncore/>.

Throughout the summer and during the school year, professional development across the district has focused on improving student achievement through the

alignment of teaching and learning to the 2011 Curriculum Frameworks in all content areas. Further, throughout the year all K-12 teachers developed units aligned with Massachusetts model curricula using the Understanding by Design model. Teachers were supported by National Writing Project teachers as well as by teacher-leaders who had taken graduate courses and workshops during the spring and summer.

At the elementary level, teachers worked on both literacy and numeracy. All teachers were trained in the use of assessments that align to the 2011 Frameworks, in matching books to students, and in developing school-based libraries that support the challenging standards of the new curriculum in English Language Arts, Social Studies, the Arts, Science, and Technology. In the fall, all K-6 students will be individually assessed by their teachers with this new benchmark assessment. In addition, all K-5 teachers implemented the new mathematics curriculum using Scott Foresman's Envisions.

Hawthorne Brook and Nissitissit, the two middle schools, implemented Big Ideas, a new mathematics series aligned to the 2011 Frameworks. To support the often problematical understanding of fractions and ratios, both middle schools implemented a micro-society in each grade with its own money and exchange system. In addition, teachers and teams collaboratively developed literacy curricula for all content areas again working with teacher leaders and the National Writing Project. North Middlesex Regional High School continued work on the NEASC accreditation process and site visit which will take place in the fall of 2013. Throughout the summer and the school year, the high school mathematics department developed its own textbook to align with the 2011 Frameworks, Integrated Mathematics Modeling I, the first of three IMM courses that will address all of the new and more challenging expectations of the new Frameworks. At the same time, teachers in all disciplines in the high school developed curricula that align with Massachusetts exemplar curriculum units. The high school assessed the literacy expectations of all students by using its collaboratively developed school-wide academic rubrics that incorporate Common Core and 21st Century standards.

Finally, all professional educators in the district developed action plans which set student achievement and professional practice goals as they worked together to implement the new educator evaluation system. On June 28, 2012, the Board of Elementary and Secondary Education adopted new regulations for the evaluation of all Massachusetts educators. The regulations, which apply to both administrators and teachers throughout the state, are designed to promote growth and development among leaders and teachers, place student learning at the center, use multiple measures of student learning, growth, and achievement, recognize excellence in teaching and leading, set a high bar for professional teaching status, and shorten timelines for improvement. Further information is available at <http://www.doe.mass.edu/eval/>.

Guidance

The North Middlesex Regional High School Guidance Department assisted 273 students in graduating in June of 2012. They reached their post secondary goal in various forms, 69% went on to four-year colleges/universities, 11% to two-year colleges, 10% joined the work force and 7% went to trade school, prep school or joined the armed forces. One hundred forty-two (142) students took 182 Advanced Placement exams in 10 subject areas. Eighty percent (146 out of 182 exams) of the students received a grade of three (3) or better, which earns college credits from the colleges/universities they plan to attend.

Respectfully submitted,
Joan Landers, *Superintendent of Schools*

ASHBY ELEMENTARY SCHOOL

Before beginning, on behalf of our school community and town, we are glad to be back to our newly roofed and windowed school. We also were fortunate to come back to our new multi-faceted playground.

Ashby Elementary School has a total student population of 212 students, ranging from kindergarten to grade 4 (116 males and 96 females). Ashby also houses two district special education programs. Enrollment figures include school choice students from neighboring towns such as Ashburnham, Fitchburg, Gardner, Lunenburg, and Worcester. Students enrolled as of October 1, 2012 are as follows: Full Day Kindergarten=65 (3 teachers), Grade 1=39 (2 teachers), Grade 2= 34 (2 teachers), Grade 3= 44 (2 teachers), Grade 4=30 (2 teachers).

The mission of AES is to provide students with the highest quality educational opportunities in a safe and secure environment. We strive to foster individual academic success and social growth through a partnership with students, staff, families, and the community. The vision of our school is to promote a safe environment where all students can learn and succeed, each in their own way. Our school fosters a love of learning by promoting high expectations for each student. We provide a standards-based curriculum that supports all learning styles, which evolve through ongoing assessments. We continue to utilize our code of conduct, which is discipline based on our core values of responsibility, integrity, caring, citizenship, and communication which stem from respect. Ashby Elementary School Council members (Mrs. Natalie Brown, Mrs. Sue Clement, Mrs. Sabrina Fernacz, Mrs. Stephanie Thompson, and the principal) meet monthly to develop the school improvement plan, which is posted on the school website and is aligned with our District Strategic Goals. School Council members and the principal continue to work on obtaining funding through private sources to further our goals and mission.

Ashby Elementary School has an active Parent Teacher Cooperative (PTC) group, which provides the students with a variety of cultural and curriculum based assembly programs. There are numerous opportunities for parent and community involvement at the school.

We have many annual traditions such as fourth grade yearbook, fourth grade Wall of Fame, Dr. Seuss' Book Give Away, a food/holiday drive, spirit days, Alex's Lemonade Stand/Car Wash, Community Reading Day, Field Day, and Fitness Day. We are also pleased to offer band to fourth graders, which performs at holiday and spring concerts. Check our school website for other happenings, www.nmrso.org

There are a host of activities after the regular school day ends. We offer a Before and After School Care for Kids (BACK Program), which runs from 6:30 AM to 9:00 AM and then from 3:15 PM to 5:30 PM to assist with Ashby's need for child care. Also a five week after-school enrichment program is offered to students on a rotational basis to partake in different classes offered by teachers and community members. The enrichment program is directed by Mrs. Barnhart. During the summer we offer an intramural sports camp as well as an arts/crafts camp.

Spring 2012 MCAS results classified Ashby as a level 1 school, with 1 being the highest on a 5 point scale. The 2012 results were reported differently than they have been in the past. For a complete breakdown please refer to our school website.

We follow the Massachusetts Curriculum Frameworks and use Scott Foresman Reading, EnVision Math, and Pearson for science & social studies. New this year are Common Core State Standards, which provide a consistent, clear understanding of what students are expected to learn, relevant to the real world, with knowledge and skills that prepare students for college and careers. We have also partnered with Teachers for Teachers (Ms. Tammy Mulligan and Ms. Clare Landrigan) to integrate the district's current curriculum with researched based practices in reading. Developing from this partnership is the use of a uniformed assessment system connected to Common Core and our continuum of literacy learning, by Fountas and Pinnell, which provides us with a comprehensive system for one on one assessment that matches student independent instructional levels with independent reading levels.

Also new this past June, the state passed an Act providing for the implementation of new evaluation system with school districts (Chapters 13 of the Acts of 2012). The new evaluation tool has comprehensive modules designed to ensure student growth and success.

Respectfully submitted,
Mrs. Anne Cromwell-Gapp, M.Ed.
Principal of AES

HAWTHORNE BROOK MIDDLE SCHOOL

Hawthorne Brook Middle School is an institution committed to educational excellence, and a community committed to supporting one another. Although the slow improvement in the economic climate of the region has turned some hopes into cuts (three teaching positions eliminated this year), the staff, students, and their families have worked hard to maintain much of what makes Hawthorne Brook successful. We are dedicated to using our resources to provide the best educational experience possible for our students and continue to look for ways to improve our school.

Hawthorne Brook is piloting a trimester schedule for the 2012-13 school year. This structure, along with a hybrid bell schedule, affords us opportunities to provide students with more time focused on math and literacy while maintaining the other programs and curriculum that middle school students need. With the reduction of teachers, the teams in grades 7 and 8 have been reconfigured. Although changed, we are still committed to looping students in grades 7 and 8 and teaming throughout all grades. Students and faculty are divided into smaller learning communities and each team follows a common schedule. This shared schedule provides the teachers with the flexibility to modify and adjust student schedules to best meet the needs of each group. Ultimately, the team model allows us to create a strong web of support to enhance student success.

We continue to work to foster a positive, supportive climate at Hawthorne Brook. Our focus is on developing individual character and respect within a culture where we all take responsibility for each other and our community. The safety of our students continues to be our first priority. The administration meets regularly with law enforcement and safety personnel to review and modify procedures and protocols. We have a culture where everyone in the HB community is responsible and enabled to report safety concerns.

We are very proud of our students and witness numerous acts of kindness and generosity throughout Hawthorne Brook on a daily basis. Our students maintain a high level of energy and enthusiasm and exhibit their talents and determination in the classroom, during athletic competitions, and on the stage. They are a constant source of pride for the staff, parents, and the entire community.

The staff at Hawthorne Brook has taken advantage of the professional development opportunities offered in the district and throughout the area. The Common Core State Standards are now reflected in the Massachusetts Curriculum Frameworks and teachers are working to create and revise teaching units to be sure they incorporate the Common Core and reflect the new standards, especially with respect to literacy. The staff is also looking at best practices for improving student engagement in the learning process. This research based initiative for improving engagement ranges from active questioning techniques and instructional strategies to increasing physical movement of students throughout the day.

Thank you to the PTO for their continued support and for providing items and programs that otherwise would not be possible. In addition to their fundraising efforts, parents have volunteered their time and talents whenever needed.

We are extremely grateful to the Sterilite Corporation for generously undertaking a capital project at Hawthorne Brook. The project includes: rebuilding the basketball and tennis courts, building a volleyball court, landscaping around the complex (including adding handicap accessibility to the courts), and creating a park along the driveway into the school. Thanks to Sterilite, we have a beautiful, multi-use facility that can be enjoyed by our entire community.

Communication is an essential component of a successful middle school. Feel free to contact the school with questions, comments, or concerns. We can be reached via email at HBadm@nmrsd.org or through our web site at <http://hbms.nmrsd.org>.

Sincerely,
Stephen Coughlan, *Principal*

NORTH MIDDLESEX REGIONAL HIGH SCHOOL

Dear Citizens of Ashby, Pepperell, & Townsend:

The year of 2012 proved to be a very, very busy year at NM. We are happy to welcome Kate Guziejka, former Culture and Humanities Department Chair as our new Assistant Principal, replacing Mr. Kevin Higginbottom who left NM to become Principal of Reading Memorial High School. Faculty and staff at the high school have been engaged in numerous projects, all designed to help our students GROW into their potential and to provide opportunities for our students to PURSUE their goals as they ACHIEVE success.

Academically, we've experienced a lot of success. Scores on standardized tests improved as our MCAS and SAT scores were higher than both the state average and our own scores from previous years for English and Math. These increases can be attributed to our focus on assessment and our work around school-wide literacy. All teachers have been working to align their curriculum with the new National Common Core standards, resulting in major modifications to our Math program as well as the expansion of our ninth grade World Studies course. Committees of teachers have been working on developing a school-wide assessment criteria library and rubrics for use in every subject in the school which measure elements of literacy, life skills, creativity, and citizenship. In the fall, our teachers began to provide feedback to students regarding their critical reading and analytic writing as a first step in GROWING their literacy skills.

In addition to our work academically, we have also been engaged in self-reflection and evaluation as we began our New England Association of Schools and College's (NEASC) Self Study process in preparation for our decennial accreditation visit in October of 2013. As a component of this work, we administered numerous surveys. We'd like to thank all those who took the time to complete the surveys as they have provided us with valuable information about how we can improve our school. NM remains a fully accredited high school although we are on probation for our facility and access to school resources.

We are moving forward with our Massachusetts School Building Authority's (MSBA) Feasibility Study by hiring Heery International as our Owner's Project Manager (OPM). Thus far, Cornerstone Land Consultants of Pepperell has been hired to complete a Site Survey of the NM campus. Additionally, we have begun the process of finding an architectural firm to become our "Designer" who will complete the Schematic Design portion of the Feasibility Study. If all goes according to plan, the MSBA will select a Designer for our project by mid-February. Once we have a Designer on board, we will begin to complete an Educational Space Template which will summarize our needs for a facility. The Designer will then develop several scenarios of how to proceed: a full renovation, an addition/renovation, a new building, or a partial new building. Complete budgets and timelines will also be developed so that the NM Building Committee can make the best, most cost effective recommendation to the towns as to how to proceed.

We continue to investigate new opportunities for our students. We are still a candidate to become an International Baccalaureate school. We have recently received notice that NM has been invited into the next phase of a grant program entitled the Massachusetts Math and Science Initiative via the Mass Insight Education Foundation. If awarded, this grant would enable the high school to increase enrollment in and the number of Advanced Placement classes. NM would receive texts, materials, and technology to support this expansion. Additionally, students would have access to weekend study sessions led by experts in the field in preparation for the AP exam in May.

Finally, as laws and regulations keep changing, we at the high school are exploring ways to increase our graduation requirements to enable our students to meet and exceed new admissions requirements set by the Massachusetts Board of Higher Education and the Massachusetts High School Program of Studies (Mass-Core). We are also looking for ways to use our time creatively to better deliver instruction to our students.

As always NM has much more to offer than just our college preparatory academic curriculum. Our athletic teams recently made the MIAA Sportsmanship Honor Roll as they continue to advance in their standings in the Mid-Wach League. Our music and choral programs have received numerous accolades from music organizations for their comprehensiveness. This year, NM had the second highest

number of students in the state accepted to the Central District Music Festival and all-state recommendations. NM's Marching band was awarded first place in the New England Band Director's Association (NESBA) Season Finals and our Winter Percussion Ensemble received the Scholastic Marching "A" Championship title at NESBA's New England Winter Percussion Finals.

Our Community Service Learning Programs continue to grow and expand as students truly recognize the value of helping others and working together as a team. At NM, numerous students volunteer countless hours on projects such as the New Orleans Service Learning trip, the Pennsylvania Service Learning trip, the American Cancer Society's Relay for Life, Think Pink athletic events in support of breast cancer, the Giving Tree, MLK Day of Service, and the NM Community Garden.

Please accept our gratitude for your generous support and the numerous contributions made by members of Ashby, Pepperell, and Townsend.

Sincerely,
Christine S. Battye, *Principal*

SQUANNACOOK EARLY CHILDHOOD CENTER

I am pleased to submit our first NMRSD preschool report. I have been overseeing the district preschool program since July of 2011. The NMRSD offers preschool programs for the towns of Ashby, Townsend, and Pepperell. The preschool program is an integrated model that follows the Massachusetts Curriculum Standards, which emphasizes a range of developmentally appropriate open-ended hands-on activities. These activities offer each child the opportunity to gain competence in skill areas, and to develop their self-esteem. All children participate in choice time, circle time, structured learning activities, snack time, outside play, music, and story time daily. The child's daily program often includes expressive activities such as art, music, and dramatic play. Children also have numerous opportunities to work on independent decision making, group cooperation, conflict resolution, skill development, and classroom responsibility. Each child is unique and grows at a different rate. Children are treated with respect and are encouraged to learn about their world through exploration and discovery. We provide a safe and accepting environment where preschoolers have fun while being encouraged to learn cooperation/socialization skills necessary for beginning their school career.

Our district preschool serves all three towns: Ashby, Townsend and Pepperell and is located at the Squannacook Early Childhood Center at 66 Brookline Street in Townsend, Ma. We offer a variety of programs for children ages 3-5. Enrollment includes both regular education and special education students. Children attend school following the school calendar established by the NMRSD. We currently have

approximately 5 classrooms with 15 staff members. Our unique program offers several different day options for our students. We have a Monday through Friday full day program, a Monday through Friday AM program, Monday through Friday PM program, and a Tuesday/Thursday AM program. Each of the programs is designed to promote a child's emotional, social, physical, and cognitive development. Each classroom is spacious, and has its own bathroom. We also have a beautiful playground which includes a structure, sandbox, and swings. During the winter months, the gym is used for regular exercise and playground games.

Each classroom is taught by a certified early childhood/special education teacher and a paraprofessional. Adult/child ratios are seven to one. The program has a team, which consists of early childhood/special education teachers, speech/language pathologist, an occupational therapist, and a physical therapist. A unique feature of our program is the integration of specialists/therapists into the daily routine. All staff members collectively have many years of early childhood experience. We also work with the local kindergarten staff at each of the elementary schools to ensure a smooth transition for students heading to kindergarten.

We have a small PTO that is dedicated to bringing enrichment programs to our students. October is fire safety month, and annually the Townsend Fire Dept. visits, talks about safety, and the students receive a detailed tour of the fire truck. Other opportunities have included apple picking, puppet shows, and other enrichment programs. We are located behind the Hawthorne Brook Middle School; we have had the pleasure of having middle school students create science fairs and bring them to our students. Sometimes we work along with the middle school PTO to bring programs to both schools. We have also walked to the Townsend Public Library and the police station.

If you would like more information, or would like to book an appointment to come and visit our preschool, please call us at 978-597-3085 or link onto our school website to find out more about us (www.nmrso.org).

Respectfully submitted,
Mrs. Cromwell-Gapp, M.Ed.

MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL

Overview

The year 2011-2012 was an exciting one at Monty Tech, marked by student achievement, faculty and staff distinctions, and leadership development. I am honored to serve as Superintendent-Director of Monty Tech, a school that continues to transform secondary education in North Central Massachusetts, bringing to life lessons learned in a classroom, at the workplace, and in the community. This school exemplifies what I believe good education is all about.

A Monty Tech education is grounded in workforce preparedness, balanced by a rigorous academic curriculum. Our students are prepared not only to enter the workforce, but to also continue their education by enrolling in college. Each year Monty Tech conducts a One-Year-Out Survey, measuring “positive placements,” as defined by the Carl D. Perkins Vocational and Technical Education Act. By tracking students who have enrolled in post-secondary education programs, secured employment aligned to their vocational training, or are serving our country in the United States military, we are better able to inform potential students, advise current students, and deliver vocational-technical programs that are relevant to today’s workforce trends and labor market needs. One year after leaving Monty Tech, the graduates of 2011 reported the following:

- 33% are currently employed in a field related to their Monty Tech trade
- 12% are employed in a field unrelated to their vocational education
- 45% are currently pursuing a higher education, and
- 8% have elected to serve in the United States military

Compiling information for the Annual Report has provided me with an opportunity to reflect on the achievements and activities of our students, faculty and staff. I am fortunate to work closely with a talented leadership team, many of whom have contributed to this report, and given great insight into some of the more notable highlights of the 2011-2012 academic year, including:

- 95% of our students scored Advanced or Proficient in the state’s English Language Arts exam, up from 87% in 2010-2011.
- 88% of our students scored Advanced or Proficient in the state’s mathematics exam, up from 87% in 2010-2011.
- Class of 2012 graduate Victoria Holbert served as the National SkillsUSA President, traveling across the country and abroad to advocate for vocational-technical education. She participated in the “Education Nation Summit,” engaging in high-level discussions on the state of the American Education system.

- Seven students advanced through local, district and state competitions to earn the right to compete at the National SkillsUSA Conference in Kansas City, Missouri. The Monty Tech national delegation was awarded four gold medals and two bronze medals.
- For the third consecutive year, the Monty Tech Marine Corps JROTC program was awarded the distinction of “Naval Honor School,” in recognition of exemplary community service.
- One outstanding JROTC Cadet was awarded the Naval Reserve Officers Training Corps Scholarship, receiving full tuition, fees, books, uniforms, summer experiences, as well as monthly stipends. She is now attending Norwich University.
- Monty Tech continues to participate in the highly selective Student Spaceflight Experiment Program, representing the only vocational school in the nation to have a student science experiment launch into space, and providing students with an opportunity to study the effects of gravity on their science project.

Much like districts across the state, Monty Tech has been affected by the nationwide economic recession. Maintaining high standards of fiscal responsibility, with an eye on our over-arching mission of increasing student achievement, this school has been able to maintain our high standards of academic success, while presenting a budget that is fiscally conservative. Our FY12 Annual Budget was unanimously accepted by each of the eighteen member communities, and reflected a 2.4% increase over the 2010-2011 Educational Plan. We deeply appreciate the public’s support for Monty Tech. We recognize that we are in the midst of some of the most difficult economic times faced by residents of our member cities and towns. As a result, we will continue to strive to seek creative ways to keep down costs to our 18 member communities.

OUR MISSION

Every student will graduate from Montachusett Regional Vocational Technical School with the skills, knowledge, and abilities to be a productive and effective member of an ever-changing society.

OUR DISTRICT

Montachusett Regional Vocational Technical School is a four-year career and technical high school serving the member towns of:

Ashburnham	Harvard	Princeton
Ashby	Holden	Royalston
Athol	Hubbardston	Sterling
Barre	Lunenburg	Templeton

Fitchburg	Petersham	Westminster
Gardner	Phillipston	Winchendon

LEADERSHIP

The leadership team at Montachusett Regional Vocational Technical School is comprised of ten talented administrators whose varied educational backgrounds, professional experiences, and areas of expertise contribute to the success of the school. Working collaboratively, and under the direction of the Superintendent and Principal, the team has been able to transform the school into one of the most sought-after high schools in North Central Massachusetts.

Nicholas DeSimone, Principal

Tammy Lajoie, Business Manager

Francine Duncan, Director of Technology

Richard Nutt, Director of Vocational Programs

Christina Favreau, Director of Academic Programs

Steven C. Sharek, Superintendent-Director

James Hachey, Dean of Admissions

Katy Whitaker, Development Coordinator

Richard Ikonen, Director of Facilities

Victoria Zarozinski, Director of Student Support Services

ENROLLMENT

On October 1, 2011, student enrollment at Monty Tech included 1,435 students in grades nine through twelve. Students are represented from every community in the district: Ashburnham (58), Ashby (37), Athol (110), Barre (39), Fitchburg (376), Gardner (173), Harvard (4), Holden (60), Hubbardston (56), Lunenburg (72), Petersham (8), Phillipston (17), Princeton (14), Royalston (24), Sterling (58), Templeton (110), Westminster (70), and Winchendon (127).

Throughout 2011-2012, Monty Tech offered a variety of opportunities for students, parents, and community members to learn about and visit the school. In October 2011, approximately 1,000 district eighth graders participated in the annual "Tour Day" event. Students toured our twenty vocational/technical areas and learned about the school's challenging academic offerings and exciting athletic and extracurricular programs. Career Awareness Night offered interested students the opportunity to return in the evening with their family members, to further explore the facilities and talk with staff members.

Each year, the Dean of Admissions conducts school visits, student interviews, and accepts applications for admissions. 2011-2012 proved to be an exceptionally busy year for him, as the school received a record 823 applications for admission. Of those, 773 were from students hoping to enter our incoming freshman class. The balance of the applications came from students hoping to enter the school as upperclassmen. Be-

cause there are only a limited number of students the school can accept each year, 380 freshmen and 24 upperclassmen were admitted.

The Vocational Interest Program (V.I.P.) offers area seventh and eighth grade students the chance to visit Monty Tech after school, and participate in hands-on learning experiences across a variety of vocational/technical areas. The program continued to attract a large number of students during the 2011-2012 school year, serving approximately 675 area students.

CLASS OF 2011 AWARDS

Members of the Class of 2012 were awarded approximately \$50,000 in scholarships. The Monty Tech Foundation generously provided \$21,000 in scholarships to graduating seniors, ranging in amounts of \$100 to \$1,500. The Foundation also awarded \$6,000 to the practical nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of Monty Tech graduates in the form of financial donations. The School Committee, administration, faculty, and graduates themselves, are grateful for this support.

Articulation Agreements with local colleges also play an important role in helping reduce the cost of higher education. Qualified Monty Tech students are eligible to receive college credits through a number of articulation agreements with public and private colleges across the country. Just over 70% of the graduating class of 2012 reported plans to enroll at either a 2-year college, 4-year college/university, or a technical/trade school upon graduation. By earning college credits while still in high school, these students will benefit by saving both time and money as they pursue advanced educational programs.

FINANCIAL REPORT

Numerous challenges were faced during the development of the fiscal year 2011-2012 budget, including rising health insurance and student transportation costs. Considerable effort was put forth by the School Committee, administration, and staff to develop a cost-effective budget. The final fiscal year 2011-2012 Educational Plan totaled \$22,744,779, which represents a \$2.4% increase over the 2010-2011 Educational Plan.

The District was audited in August 2012 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA and an “excellent” report is anticipated.

GRANTS & CONTRACTS

Monty Tech continues to pursue grant funding on an annual basis. These funds assist in providing many educational and social services to the student population. For fiscal year 2012, state and federal grant sources provided the school with \$1,407,959. Programs funded by these grants include: Essential Health Services,

Social Intervention and Mediation, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Drug Free Schools, Perkins Occupational Education, and Summer Academic Support.

In addition to state and federal grant sources, Monty Tech was also the recipient of private and competitive grant awards totaling \$20,918. For Fiscal Year 2012, Monty Tech received \$13,251 in grant funds from the Community Foundation of North Central Massachusetts, to support the Student Spaceflight Experiment Program. The Massachusetts Space Grant Consortium and Nypro also contributed to this ground-breaking program, by adding an additional \$7,667 in grant funds.













Grants totaled \$1,428,877 for fiscal year 2012.

ACADEMIC ACHIEVEMENT

Montachusett Regional Vocational Technical School continued to see significant improvement in MCAS scores in English Language Arts, Mathematics, and Biology. In the spring of 2012, Monty Tech’s passing rate on the English Language Arts exam was 100%, Mathematics 99%, and Biology 98%.

English Language Arts	2010	2011	2012
Students tested:	(351)	(358)	(361)
Passing	99.9%	100%	100%
Advanced/Proficient	83%	87%	95%
Needs Improvement	17%	13%	5%
Failing	.0001%	0%	0%
 Mathematics	 2010	 2011	 2012
Students tested:	(351)	(358)	(360)
Passing	97%	98%	99%
Advanced/Proficient	80%	86%	87%
Needs Improvement	17%	12%	12%
Failing	3%	2%	1%
 Biology	 2010	 2011	 2012
Students tested:	(383)	(362)	(361)
Passing	95%	97%	98%
Advanced/Proficient	68%	71%	73%
Needs Improvement	27%	27%	24%
Failing	5%	3%	2%

The district continues to make progress toward narrowing proficiency gaps. Students in all subgroups have met their progress and performance targets, moving the school into a Level 1 Status.

Student Group	On Target = 75 or higher	Performance	Progress
All Students		85	Met Target
High Needs		75	Met Target
Low Income		79	Met Target
ELL and Former ELL		—	—
Students with Disabilities		76	Met Target
American Indian/Alaska Native		—	—
Asian		—	—
African/American/Black		—	—
Hispanic/Latino		84	Met Target
Multi-Race, Non-Hispanic/Latino		—	—
Native Hawaiian/Pacific Islander		—	—
White		91	Met Target

VOCATIONAL PROJECTS IN YOUR COMMUNITY

Unlike students in traditional, comprehensive high schools, students at Monty Tech are asked to put their education into practice on a daily basis. Students across the twenty different vocational technical education programs are building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services.

The 2011-2012 school year was a busy one for our vocational educators, as each trade aimed to provide practical, hands-on learning experiences for our students, while helping to improve each of the eighteen member communities.

Auto Body: Collision Repair Technology:

During 2011-2012, the program was fortunate to receive equipment upgrades including new tool boards and hand tools. The program also introduced students to a virtual 3-D spray system, designed to provide students with the opportunity to practice the technique of painting without using any materials. The program's waterborne paint spray booth continues to provide students with training with more efficient waterborne paint systems. Throughout the year, the program received over one hundred requests for service and repair work, including a number of requests from local school, police and fire departments. Students and instructors refinished a Fitchburg police cruiser and two bumper covers, repaired the Fitchburg Fire-fighter's Association Mack fire truck, and repaired the back of a damaged Cushing Academy student bus. (Total enrollment: 63; 44 males, 19 females)

Automotive Technology:

Two of our top students were asked to compete in the underclass division at the state level in the Mass Tech Competition. Juniors Hunter Manley and Mike Pauplis (Class of 2013) represented Monty Tech, and placed 2nd in the state. Hunter Manley was

also recognized for receiving the highest written score in the state. The program also supported three students in the Co-Operative Education program. These students gained valuable workplace experience, applying the skills they learned in the rigorous automotive technology program, and received high praise from their employers. The program performed over four hundred services, and was fortunate to receive a new air conditioning station, providing students with an opportunity to be trained in this updated equipment/technology. Total enrollment: 63; 52 males, 11 females)

Business Technology:

Students and instructors in the Business Technology continue to enjoy an increased presence in the school community, providing assistance to shops and offices throughout the school by coordinating bulk mailing, labeling, organizing, and collating jobs. Offices that receive direct support from the Business Technology program include: Monty Tech Nurses' Office, front office, and Student Support Services. Students also assist wherever there is a customer service need, as in the annual greenhouse project, directed by Mr. Dylan Hager. Students serve as customer service representatives and cashiers for this very busy seasonal operation. Students also run a successful school store, refining their skills in cash handling, customer service, organization, and marketing. (Total enrollment: 76; 17 males, 59 females)

Cabinetmaking:

Cabinetmaking students spent a great deal of time building and installing cabinetry in a number of public offices throughout the Monty Tech district. During the 2011-2012 school year, students and instructors were particularly busy renovating the Gardner Mayor's office. Using quarter sewn red oak, students carefully tried to match the architectural details of the building with the new cabinetry, creating a beautiful wall unit for the office. Work continued in Gardner at the Fire Station, where solid cherry cabinetry was built and installed to update the facility. Building podiums, storage units, and all of the gifts for the annual Superintendent's Dinner kept the students and instructors extremely busy throughout the remainder of the year. Finally, the program was also fortunate to receive a dovetailing machine, capable of dovetailing a drawer box in under one minute. Monty Tech is the only vocational school in the state to provide education and training on such technology. (Total enrollment: 73; 44 males, 29 females)

Cosmetology:

Providing students with educational space that closely reflects industry trends and a typical workplace environment are paramount in the cosmetology program. In September 2011, students returned from summer vacation to find their shop space renovated to more accurately reflect industry. The clinic floor was remodeled, twenty-three stations were replaced, sound tiles were recovered, and the shop area

was reconstructed to increase the visibility of the students and provide an “open concept” layout. Each of the twenty-two graduating seniors successfully obtained their cosmetology license before graduation- the largest number of licensed cosmetologists per graduating class in Monty Tech’s history! In April the students gained invaluable experience, travelling with the instructors to New York City to attend the International Beauty Show. Monty Tech cosmetology instructors continued to promote community service, encouraging all students to participate in meaningful activities at the Gardner High Rise. Students provide free hair and nail services to the elderly once a month, a program that began in 1998. (Total enrollment: 91; 1 male, 90 females)

Culinary Arts:

Students and instructors in the Monty Tech Culinary Arts program are among the busiest in our school. In addition to operating a full-service dining room and bakery, culinary students and instructors participated in the Wachusett Chamber of Commerce “Taste of Wachusett” at Wachusett Mountain, and continue to showcase their talents at similar trade shows and events throughout the year. The program provided breakfast, luncheon and dinner, as well as support staff, for a number of events for public organizations, including the Fitchburg Rotary Club, Nashua River Watershed Association, Senate Ways and Means Committee, and the Fitchburg City Council. (Total enrollment: 100; 36 males, 64 females)

Dental Assistant:

2011-2012 proved to be a busy one for the students and instructors in the Dental Assisting program. The program supported four students who competed at the district level for SkillsUSA. One went on to compete at the state level, where she earned a silver medal. Monty Tech welcomed Community Health Connections, a school-based dental hygiene program whose goal is to provide dental services to students in need. Through this initiative, approximately thirty-nine students were examined by a dentist, had their teeth cleaned, and had sealants or temporary fillings applied as needed. Monty Tech Dental Assisting students were given hands-on, practical experience, as they assisted the staff from CHC during each dental procedure that was performed. Dental Assisting students also attended the Yankee Dental Convention, and learned about the most current trends and practices in the field. Finally, the program received new equipment, including a model trimmer, whip mix, an X-ray developer, and instrument cassettes. (Total enrollment: 57; 4 males, 53 females)

Drafting Technology:

The Drafting program is proud to announce that out of ten seniors, seven were offered (and accepted) full-time employment in the drafting and design trade prior to high school graduation. We expect these students will be extremely successful

applying skills they acquired through their vocational training at local companies, including the following: Aubuchon, Process Cooling, Nypro, Inc., and Essco Manufacturing. 2011-2012 brought new equipment and technology to the program, and students particularly enjoyed working with the new Dimension Elite Printer. The shop continued to provide countless community services in the form of banners, signage, building plans, interior design plans, and decorating for school-sponsored events. A capstone project for the 2011-2012 year came in the form of developing plans for a much-needed school reconfiguration. The Student Support Services Department was relocated, centralizing all offices the public visits frequently. Students and instructors worked closely with administration, instructors, and officials to design a more efficient and modernized space. (Total enrollment: 41; 28 males, 13 females)

Early Childhood Education:

The Early Childhood Education program at Monty Tech proudly graduated sixteen students, all college bound, from the program in June. The program continues to be a popular trade, with an emphasis on community service and continued education. During 2011-2012, Early Childhood Education students participated in the Fitchburg Public Schools: Math & Literacy Fair, operating a table, and engaging children in an activity-based scavenger hunt, based on two popular children's books. Four students from the program represented Monty Tech at the SkillsUSA National Skills and Leadership Conference in Kansas City, MO. Whether the students were competing, singing the national anthem, or receiving a volunteer service award, each of these young ladies represented the school and the Early Childhood Education program very well. The Monty Tech Childcare Center continues to operate at full capacity, serves as a co-operative education site for two students, and successfully prepares their young students for transition into Kindergarten. The Center's Director, Ms. Kelley Booth, visits with prospective parents almost daily and handles frequent calls for Fall placement. (Total enrollment: 66; 4 males, 62 females)

Electrical:

The Electrical program at Monty Tech continues to be one of the busiest trades in the school. During the 2011-2012 year, students and instructors completed in excess of two hundred projects that required repair or installation. Some of the more notable accomplishments from this shop include: all electrical work (including wiring and installation) at the Ashburnham Bresnahan Scouting Center, all electrical work (including wiring and installation) for the Mayor's Office in the City of Gardner, and work in Winchendon Public Schools, including installing new outside lighting, installing new hand dryers in bathrooms, installing and wiring new stage lighting, and performing a number of energy saving upgrades to benefit our local partners in education. The Electrical program is particularly proud to have trained a top student included in the Team Works competition for SkillsUSA. The Monty Tech

Team Works unit won a gold medal at the state level and then travelled to Kansas City, MO to compete with other teams from across the country. There, the Monty Tech Team Works unit was awarded the gold medal, receiving the highest honor in the country for their outstanding building and teamwork skill. (Total enrollment: 86; 81 males, 5 females)

Engineering Technology:

The Monty Tech Engineering program has undergone a great transformation over the course of the past four years. During the 2010-2011 exploratory process, the process was changed to attract the interest of more students, and the exploratory project was changed from a robot to an IPOD stereo amplifier. The exploratory project for 2011-2012 remained the same, and as a result, eighteen listed this program as their top choice. Seven of the eight graduating seniors report positive placements; six graduates enrolled at 2- or 4-year institutions, while one graduate is now serving in the U.S. Coast Guard. The instructors were pleased with the addition of new equipment, including scopes, signal generators, and computers, aiding students as they continue to complete numerous repairs for faculty, staff and students, including: in excess of one-hundred fifty headphones, video game systems, IPods, phones, and other electronic devices. (Total enrollment: 52; 43 males, 9 females)

Graphic Communications:

The Monty Tech Graphic Communications program is pleased to have graduated twenty-two students, all of whom were accepted at a variety of colleges, including 2-year, 4-year, public, and private institutions. Throughout the 2011-2012 school year, the shop continued to produce large quantities of print projects for district towns and community service organizations. This year, the shop produced approximately three hundred forty projects, billing in excess of \$15,000. This may be calculated as a savings of up to \$65,000. The shop also produced yearbooks for local institutions, saving each school approximately \$8,000 - \$10,000, as the billing only reflects cost of materials. In our student-operated copy center, over three million black and white copies, two hundred fifty thousand color copies, and over five hundred wide format prints were completed. The program was fortunate to receive a number of equipment upgrades and pieces of new technology, including: booklet maker, spiral binder, wide format printer, color proofing machine, folding/perforating machine, computer-to-plate system, paper cutter, shrinkwrap machine, automatic creaser, four new Macintosh computers, and new student chairs. (Total enrollment: 93; 27 males, 66 females)

Health Occupations:

The Health Occupations program at Monty Tech continues to incorporate the EMT curriculum into the program, providing students with a wide range of medical knowl-

edge and exposure to a variety of health-related career options. In an effort to increase opportunities for hands-on application and deeper understanding, the number of program affiliation sites has been increased. Instructors have also approached offices at Heywood Hospital, to discuss expanded opportunities for students to gain more acute care experience. The program, which boasts an enrollment of over one hundred students, continues to participate in community service programs, including the annual Red Cross Blood Drive, Pediatric Day (in conjunction with students from the Early Childhood Education program), and a “baby shower” for women living in a local battered women’s shelter. The program was also instrumental in bringing a powerful guest speaker, Chris Herren, to the school to discuss drug addiction and recovery. (Total enrollment: 101; 6 males, 95 females)

House Carpentry:

Most of the work done by the students and instructors in the Monty Tech House Carpentry program is done off-campus, completing renovation, building, and repair work for member communities. Some of the more notable projects from the 2011-2012 school year include: beginning work on the Bresnahan Scouting Center (Ashburnham), leading renovation efforts at the offices of the Mayor of the City of Gardner, constructing and installing kiosks for the Ashburnham Conservation Trust, constructing and installing a set of exterior stairs to train dogs to walk with blind individuals (Fitchburg), constructing, painting and installing eight flower boxes for the Fitchburg Rotary Club (Fitchburg), and building a number of sheds on location. (Total enrollment: 68; 51 males, 17 females)

Industrial Technology:

Students and instructors in the Monty Tech Industrial Technology program are called on for “a little bit of everything.” Whether busy on campus or off, these students contribute to the educational community in countless ways. During 2011-2012, some of the more notable accomplishments include: stripping and shingling 6,000 square feet of roofing at the Princeton Light and Power Company, the installation of storage sheds at the Briggs Elementary School (Ashburnham), and working closely with the school’s House Carpentry program to construct the Bresnahan Scouting Center (Ashburnham). In-house projects included the creation and construction of décor for the annual Superintendent’s dinner and countless repairs, maintenance and troubleshooting efforts throughout the school. The co-operative education program continues to be a highlight for students in the Industrial Technology program, as seven students were awarded co-op placements during the year. Student experience in the program was enhanced with the purchase of two pieces of equipment, a power equipment lift and heavy-duty band saw. (Total enrollment: 58; 48 males, 10 females)

Information Technology:

While 2011-2012 proved to be a year marked by many changes for the Information Technology program, including large-scale relocation efforts, curriculum and instruction remained steady. As with any school, information technology provides key services to the educational community. In addition to the critical in-house Help Desk services offered by the program, students and instructors performed in excess of two hundred hours of repair, upgrading, and troubleshooting computer problems for Monty Tech community members. Thirty-one students earned Internet Computing Core (IC3) certification, and eighteen students completed the Occupational Safety & Health Administration 10-hour training and certification course. Students in Information Technology competed in the Fall and Spring Programming competition at Fitchburg State University, as well as the local, district and state levels of the SkillsUSA competitions. Eight students travelled to the Massachusetts SkillsUSA state competition to compete in three categories: Networking, Mobile Robotics, and 3-D Animation. Monty Tech Information Technology students were awarded bronze medals in all three categories. (Total enrollment: 68; 59 males, 9 females)

Machine Technology:

The Monty Tech Machine Technology program saw several key improvements during the 2011-2012 school year. The program benefited from new technology, including: a surface grinder, three tabletop CNC simulators, and a CNC laser engraver. Two students advanced from the SkillsUSA district competition to compete at the state level, one in Precision Machining and the other in CNC Milling. The program is particularly proud of student efforts in CNC Milling at the state SkillsUSA competition, where Monty Tech students placed 1st, 3rd, 4th, and 5th! Three students were offered co-op employment, and were able to put their vocational education into practice at area machine shops. Students who remained at the school refined their skills by completing a number of special projects, including: manufacturing brass plaques to mark projects within the school and outside projects in Monty Tech communities, laser engraving over three hundred Superintendent's Dinner gifts, laser engraving over three hundred eighty ball markers for the school's annual golf tournament, laser engraving the town seal on a podium built by Cabinetmaking (Town of Holden), laser engraving plaques for the school's annual car show, and machining parts for the school's maintenance department including pins for the backhoe, shafts for the rooftop heating system, and rebuilding the sander unit. (Total enrollment: 60; 51 males, 9 females)

Masonry:

Students and instructors in the Monty Tech Masonry program were busy on our campus, as well as in many of the member communities throughout the 2011-2012

school year. Community services included: designing and installing the stone patio at Coggs Hall Park (Fitchburg), restoring a local cemetery garage (Fitchburg), brick restoration at a local senior center (Fitchburg), tiling the bathroom in the Mayor's Office (Gardner), tiling the kitchen at the fire station (Gardner), ensuring handicap accessibility by installing ramps and new sidewalks at Lunenburg High School, repointing the brickwork on Pearl Street, Cross Street, and Ipswich Street for the Winchendon Housing Authority, and repointing the brick basement at an area senior center (Winchendon). When students weren't busy in our district communities, they were preparing for and competing in the Massachusetts Trowel Trades Association (MTTA) competition, where our students placed 1st in Hardscape, were recognized with the following distinctions: Seniors – 1st place, Juniors – 2nd place and 3rd place, Sophomores – 1st place and 3rd place. Students and instructors also worked to beautify our own campus by installing a rainwater recovery system and waterfall, constructing three planters in front of the school, and pouring concrete for the school's new MART bus station. (Total enrollment: 58; 50 males, 8 females)

Plumbing:

The Monty Tech Plumbing program, like others throughout the school, is committed to community service, and as a result, during the 2011-2012 school year, students and instructors participated in the construction of a new community function center for the William T. Bresnahan Scouting and Community Center, Inc. in Ashburnham. Students and instructors also worked to complete rough plumbing, radiant floor heating, and radon mitigation systems in a new commercial building in Ashburnham. On our own campus, students worked daily on fixing leaks, cleaning drains, and repairing and maintaining the plumbing system in the school. The Plumbing program is particularly proud to have trained one student included in the Team Works competition for SkillsUSA. The Monty Tech Team Works unit won a gold medal at the state level and then travelled to Kansas City, MO to compete with other teams from across the country. There, the Monty Tech Team Works unit was awarded the gold medal, receiving the highest honor in the country for their outstanding building and teamwork skill. The Monty Tech Plumbing program proudly graduated seventeen students in the Class of 2012. Two students, in particular, received prestigious trade awards/recognitions: Jon Sweeney of Ashby won the Central Massachusetts Plumbing & Gasfitting Inspectors Association scholarship, and Vinny Acito of Petersham won the New England Plumbing, Gas, and Mechanical Inspectors Association scholarship. Several graduates of the class of 2012 have been hired as plumbing apprentices at local plumbing companies. (Total enrollment: 70; 65 males, 5 females)

Welding/Metal Fabrication:

The Welding/Metal Fabrication program is charged with successfully completing numerous projects on the Monty Tech campus, including repair work, layout, design and installation. In conjunction with other trades at the school, students and instructors in the Welding/Metal Fabrication program are instrumental in the successful completion of many of the school's capstone projects. Their contributions include: fabricating and installing one hundred twenty feet of guard rail for Barre Municipal Building, repairing an antique hand rail for Barre Municipal Building, fabricating and installing over one hundred feet of handicap railing for Lunenburg High School, and fabricating a stainless steel backsplash for the Gardner Fire House. The program benefited from the addition of new equipment, including a Miller-matic® 211 Auto-Set Mig Welder and a four foot box & pan brake. The program was pleased to place three top students in Co-Operative Education work experiences across the district. (Total enrollment: 55; 52 males, 3 females)

Special Services

During the 2011-2012 school year, Montachusett Regional Vocational Technical School District provided special services to over three hundred students – measuring progress of approximately two hundred students on Individual Education Plans (IEPs) and just over one hundred students adhering to individualized 504 plans. While the Student Support Services (SSS) Department encompasses special education, the department provides support and is available to all Monty Tech students.

The department includes a full-time nursing staff that administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student's IEP meeting. The department is fortunate to be able to support a full-time school social worker who participates in departmental meetings and assists students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. The school is fortunate to have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three-year re-evaluation. In addition, we have a full-time speech pathologist, who is available to assist students with disabilities, assess these students and consult with teachers. Our students also have access to the services of a full-time adjustment counselor and part-time school psychologist. All of these individuals are available for scheduled counseling sessions and mental health emergency treatment, as well as crisis intervention.

The school's Director of Student Support Services oversees the district's Special Education Program, which is reviewed annually in May, in accordance with regulatory requirements. This comprehensive review and evaluation is done in collaboration with the Parent Advisory Council, and the results of the evaluation are used

to improve the special education procedures and programs in place at Montachusett Regional Vocational Technical School.

Technology

In the area of technology, Montachusett Regional Vocational Technical School continues to move forward. iPads are being used by students utilizing ASSISTments, a software program designed to identify student strengths and weaknesses and to improve student achievement in mathematics. SmartBoards have been added to the Information Technology program, and computers have been replaced in accordance with the district's computer replacement plan.

Monty Tech launched a new website in January 2012. The website includes many new features designed to improve communication with Monty Tech students and parents, as well as the public. Web pages can be translated into several languages, and content has been added to provide more information about the school. School Committee and Subcommittee meeting notices and agendas have also been added to the school website.

In an effort to promote effective communication with parents of our students, school administration has encouraged the teaching staff to use the student information system online gradebook, which provides up-to-date information about student grades, attendance, and conduct. Participation on the part of staff and parents continues to increase.

SkillsUSA

SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. Through our association with SkillsUSA, Monty Tech students develop job skills, leadership and professional skills, as well as provide community service.

The 2011-2012 school year was an extraordinary one for our chapter of SkillsUSA. The students met the challenges of district competitions, performed well at the state level, and took back to Monty Tech five national medals. Another first for the Monty Tech SkillsUSA chapter – class of 2012 graduate, Victoria Holbert, was elected National SkillsUSA President, representing the school and the Commonwealth of Massachusetts respectfully at a number of high profile engagements. Serving as advisors for the 2011-2012 school year were Timothy Gately (English Instructor), Anne Marie Cataldo (Early Childhood Education Instructor), and Dan Starr (Graphic Communications Instructor).

Highlights of the year included:

- Victoria Holbert served as National SkillsUSA President.
- In the fall of 2011, the Monty Tech SkillsUSA chapter led a “Change for Children” campaign to benefit a Holiday Party for disadvantaged children.

Throughout the year, the chapter continued to focus their efforts on disadvantaged children, raising over \$500 for the Doug Flutie Foundation for Autism.

- In November, thirteen students traveled to the three-day Annual Fall State Leadership Conference where they developed leadership skills and performed community service at an area YMCA Day Camp.
- In March 2012, a total of fifty-seven medals were captured at the District Competition hosted by Bay Path Regional Vocational Technical School: 20 gold medals, 15 silver medal, and 22 bronze medals. Also, two students qualified to run for the State Executive Council.
- Class of 2013 student, Russell Holbert, was selected to serve on the State Advisory Committee to aid in the planning of the State Conference.
- In April 2012, more than seventy students traveled to Blackstone Valley Regional Vocational Technical High School to participate in the State Leadership and Skills Conference, where seventeen students were awarded medals for their outstanding achievements. Among the medalists were seven students who earned gold medals in their competition, qualifying them for the annual National Leadership & Skills Conference held in Kansas City, Missouri, in late June.
- Several students were invited to participate in the National Leadership conference for outstanding personal achievements. Suzanne Sanford was recognized for winning State Pin Design Contest, Shawna Babineau was selected to sing the National Anthem at the Opening General Session and at the Kansas City Royals Game, and Jessica Shattuck was presented with the President's Volunteer Service Award.
- Six students returned from the annual National Leadership & Skills Conference with awards. TeamWorks: consisting of James Grenier (Carpentry), Aaron Beals (Plumbing), Max Hitchcock (Electrical), and Allen Bourgouis (Masonry), earned a gold medal. In Power Equipment Technology: Troy Jollimore (Industrial Technology) earned a bronze medal and in CNC Milling Technology: Jeremy LeBlanc (Machine Technology) earned a bronze medal.

Marine Corps JROTC

The 2011-2012 school year was a strong, effective and rewarding year for the Monty Tech Marine Corps Junior ROTC program. The year started with our July 4th parades, where our Color Guard detail was in high demand. The Color Guard remained busy throughout the year, presenting Colors at more than fifty ceremonies that varied in size and location, from small town ceremonies, professional sporting events, and even within the Senate chambers at the Massachusetts State House.

In addition to leadership exercises, the Cadets were actively engaged in community service activities, raising funds for deserving charitable organizations in

the area. The Cadet Corps selected “Canine’s For Combat Veterans” from Princeton, Massachusetts as its primary recipient for their fundraising efforts. Efforts led by 1st Sgt. Paul Jornet, the Cadet Corps, and a few friends, resulted in a record donation of just over \$21,000 dollars to support this very worthy cause.

For the third consecutive year, the Monty Tech MCJROTC Cadet Corps was awarded the distinction of Naval Honor School, in recognition of exemplary performance. Other notable highlights for the year include:

- Ten-mile March-A-Thon to support “Canine’s for Combat Veterans”
- Annual raffle to support leadership trips
- Veterans’ Day Ceremonies hosted by Monty Tech
- National High School Cyber Defense Competition, 4th place overall.
- National High School Cyber Defense Competition, Best Marine Corps Team
- Military airlift to Camp Shelby, Mississippi, for a seven day training package
- One deserving Cadet awarded a full National Reserve Officers Training Corps Scholarship
- Memorial Day Observation in five sending communities
- Five Cadets attended advance leadership training in Boswell, Pennsylvania
- Unit conducted in excess of six thousand hours of community service

Women in Technology

This year, the Women In Technology Program (WIT) observed its 10th anniversary of providing opportunities for young women from high schools located throughout the district to learn firsthand about careers in high-tech and business. Qualified applicants spent two days a month working on real-world work projects under the mentorship of company managers at SimplexGrinnell and Tyco Safety Products, subsidiaries of Tyco International, a Fortune 500 company.

Students from six area high schools - Monty Tech, Leominster’s Center for Technical Education, Oakmont, Quabbin, Gardner and Narragansett - participate in the program, working on a wide variety of projects. Their projects are unveiled at an annual end-of-the-year presentation held in Monty Tech’s Performing Arts Center. Corporate sponsors, along with families, friends and teachers, are invited to attend and see what the students have accomplished.

This long-standing program continues to offer opportunities to young ladies interested in gaining work experience in a corporate setting. Affiliation with the program and skills acquired through participation in the Women in Technology program will open doors to career opportunities not otherwise available to high school students. Graduates of the program are also equipped with a foundation to better meet the challenges of an ever-changing and demanding work force.

A number of Monty Tech students who have completed the program have gone on to rewarding and well-paying careers, made possible by this unique experience.

Student Athletics

The Monty Tech athletic program continues expand in scope and skill each year. More students and teams compete every season. In the fall of 2011, Monty Tech was well-represented by eighteen teams. In the winter months, there were twelve teams, and wrapping up the year, spring saw nine teams come together at Monty Tech.

Last fall, the Varsity Football team was 3-8, but they lost three very close games. The team produced five Colonial Athletic League All-Stars. The Freshman Football team was 3-3 and had twenty-seven players finish the season. The Varsity Boys Soccer team finished at 10-6-1, qualifying for the post-season tournament, where they lost to Blackstone Valley Tech, 2-1, in a very tight game. They had two players named to the Colonial Athletic League All-Star team. The JV Boys Soccer team was 4-5-2, an improvement over the last year. The Varsity Golf team was 8-8 overall, playing in the Central Mass Division 3 Tournament. They also played in the State Vocational Tournament and finished 3rd in the CAL Tournament. Three Monty Tech golfers were named to the Colonial Athletic League All-Star team. The Field Hockey team was 9-5-1, qualifying for the Central Mass Tournament for only the third time in the program's history. There they lost to Auburn 3-1. The JV Field Hockey team finished at 4-2-1. The Boys Cross Country team was 7-3 and finished 2nd in the CAL with a 6-1 record.

The Varsity Girls Volleyball team went 4-16, but continued to play hard throughout the season. They organized their annual Bump-Set-Spike competition, to fight Breast Cancer, in October and raised a large sum of money. Two players were named to the Colonial Athletic League All-Star team. The JV Girls Volleyball team was 6-8 and the Freshman Girls team continued to improve each match. The Varsity Girls Soccer team was 7-7-1, and qualified for a post-season berth. While the team lost to Oakmont High School, 4-1 to finish the season, two stand-outs were named to Colonial Athletic League All-Star team. The JV Girls Soccer team finished at 5-7-1. With most of the girls moving up next fall, our girls program looks very promising.

The Girls Varsity Basketball finished at 8-12 on the season. With only two seniors on the team, they look to improve next year. They had two players named to the Colonial Athletic League All-Star team. The JV Girls were 10-11 and the Freshmen Girls were 9-5, as they prepared to move up to the JV and Varsity programs next year. The Varsity Boys Basketball team finished at 7-13. Two players represented Monty Tech on the Colonial Athletic League All-Star team. The JV Boys Basketball team was 14-8 and played with a lot of desire and pride. The Freshmen Boys were 6-10. The Co-op Wrestling team participated in many dual meets and

tournaments finishing at 2-10. The Co-op Ice Hockey team did very well again as they won the Central Mass Coughlan Conference and participated in the District Tournament losing to Auburn. The JV Ice Hockey team played very well, as the younger players look to improve their skills. Monty Tech also participated in a Co-op Swim team with Leominster and North Middlesex and again it went very well. The program benefits from area facilities, swimming at the Fitchburg State University pool, one of the best in the area.

In the spring, the Varsity Softball team qualified for the Central Mass Tournament with a 11-9 record, losing to Uxbridge. The JV Softball team was 4-4, due to a very wet May. The Varsity Boys Volleyball team was 7-10 and the new JV Boys Volleyball team was 6-6. The Varsity Baseball team finished at 7-13. The JV Baseball team was 10-5 and the Freshmen Baseball team was 1-10. Due to a wet season, the Monty Tech baseball program proved to be flexible, travelling to the Westminster Babe Ruth field for many of their home games. The Boys Track & Field team was 7-3, placing second in the Colonial Athletic League with a 5-2 record. The Girls Track & Field team finished with an overall 5-5 record, 3-3 in the Colonial Athletic League.

Congratulations to the Outstanding Male and Female athletes for 2011-2012, Korey Wilson and Meredith Carrier.

Postgraduate and Continuing Studies

The Postgraduate & Continuing Studies Program, also known as Monty Tech Nites, continues to update and add courses that emphasize a commitment to excellence through the provision of affordable, quality, and enjoyable educational experiences.

For the Fall of 2011, there were 108 postgraduate and continuing education courses offered, with approximately 954 seats sold. There were 106 courses offered during the Spring 2012 semester, with over 960 seats sold.

In March 2012 the postgraduate program successfully graduated our first class of fifteen Emergency Medical Technicians. The students took their practical exam at Monty Tech and proceeded to take their written exam at a state-designated facility. Several graduates have already found employment in their chosen field.

The Director of the Postgraduate & Continuing Studies Program actively seeks information to develop new (and expand existing) certificate and licensure programs that align with regional workforce needs and employment trends.

Practical Nursing Program

The Practical Nursing Program is a post-secondary licensure program, offered through the Postgraduate & Continuing Studies Department. The widely popular program is designed to prepare graduates to practice safely, ethically and in a caring manner for patients who are experiencing common variations in health status in diverse health care settings.

In October 2010, Monty Tech's Practical Nursing Program was reviewed by the Massachusetts Board of Nursing and received full approval status. The program has since maintained that accreditation, and in June 2011 the program became a candidate for accreditation by the Council on Occupational Education (COE). The Practical Nursing Program is scheduled for a full review and site visit by COE in November 2012.

In June 2012, the Practical Nursing Program graduated twenty-eight students bound for the nursing profession. Upon completion of the program, the cohort achieved an initial NCLEX pass rate of 94%, up from 87.5% in 2011. The program is pleased to announce that over one third of our graduates have elected to continue their education, in pursuit of a bachelor's degree in nursing through the LPN to BSN Bridge program at Fitchburg State University

The Monty Tech School Committee

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures.

Our students continue to benefit from the broad scope of their experience and varying perspectives, and we are thankful to the following members of the School Committee for their outstanding service.

Diane Swenson, *Ashburnham, Chair*
Eric Olson, Phillipston, *Vice Chair*

Warren Landry, Ashby
John Scott, Barre
Robert H. Campbell, Fitchburg
Thomas J. Conry, Jr., Fitchburg
Eric D. Commodore, Gardner
James Cournoyer, Holden
Barbara Reynolds, Lunenburg
John P. Mollica, Princeton
Dr. Kenneth I.H. Williams, Sterling
Gary Candelet, Westminster

Toni L. Phillips, Athol
Brian J. Walker, Fitchburg
LeRoy Clark, Fitchburg
Helen Lepkowski, Gardner
Joann Sueltenfuss, Harvard
Kathleen Airoidi, Hubbardston
Edward Simms, Petersham
Mary C. Barclay, Royalston
James M. Gilbert, Templeton
Burton E. Gould, Jr., Winchendon

Terri Hillman, Winchendon, *Secretary*
Norman J. LeBlanc, *District Treasurer*

Looking Ahead

While the Montachusett Regional Vocational Technical School District educational community is certainly proud of the achievements of our talented students, faculty, and staff, we remain ever-focused on improvement. As we look ahead, there are a

number of programs and initiatives that we expect will have a positive impact on our school and students for years to come.

Increasing Collaboration with Area Colleges

In recent years, Monty Tech has enjoyed increased collaboration with post-secondary partner, Mount Wachusett Community College. The college has been instrumental in our efforts to ensure students are college and career ready, and our students have benefited from this partnership by participating in early college placement testing, early intervention strategies to ensure college preparedness, and dual enrollment courses for only \$30. In the coming years, we expect to expand our dual enrollment offerings, to include courses such as Introduction to Sociology, Introduction to Psychology, Introduction to Criminal Justice, and Introduction to Biotechnology, making a college education more affordable and attainable.

Implementing the Recently Revised Curriculum Frameworks

During the summer of 2012, Monty Tech led statewide efforts to revise some thirty-four career vocational technical education frameworks. Working with educators from across the state, Monty Tech instructors were instrumental in designing curriculum frameworks that will define Chapter 74 educational programs for years to come. We look forward to implementing the new frameworks.

Collecting Data on Our Advanced Placement (AP) Pilot Program

Monty Tech launched our first Advanced Placement courses in September 2012. Today's vocational programs are rigorous, technical and complex; such programs, then, must be balanced by academic programs that are defined by rigor and relevance. Monty Tech will continue to examine best practices in academic offerings. As the first year of the AP Pilot Program comes to an end, district educators and administrators will collect and analyze achievement data to determine program effectiveness, and if/when to roll out additional Advanced Placement offerings.

Undertaking a Performance Contracting Project

In light of pending federal and state budget cuts, it is imperative that we continue to seek creative ways to pay for large capital expenses, such as the replacement of the roof and rooftop HVAC units. After a great deal of research and data collection, Monty Tech has elected to pursue performance contracting measures that would allow the school to perform much-needed updates to the school facility. After selecting an approved Energy Service Company (ESCO), the school will undergo a comprehensive audit, identifying energy and conservation projects. We are hopeful that in the coming months, performance contracting will prove to be a viable tool to fund capital improvements, minimizing up-front costs, while improving operational efficiencies.

Renovating the School's Library

In my view, a school is not truly a school without a vibrant, well-utilized library, and so the school's administration, faculty, and staff have come together to develop plans to update our existing facility. This library renovation project will be undertaken by Monty Tech students and staff, thus savings thousands of dollars for taxpayers of the district. We look forward to the library's grand re-opening in the Fall of 2013, providing the Monty Tech educational community with a library that reflects the learning and research needs of today's 21st Century vocational-technical student. Monty Tech students will have access to a wide range of electronic and audio books as the library undergoes this major transformation and renovation.

Implementing the New Educator Evaluation System

Because Montachusett Regional Vocational Technical School District is not a Race to the Top district, district officials have been given until the Fall of 2013 to negotiate and implement a new educator evaluation system. Throughout the 2012-2013 school year, district administrators were scheduled to participate in workshops and professional development coursework to develop a broad understanding of the scope of the state's new model evaluation system. When an evaluation system has been agreed upon, teachers and administrators will work collaboratively to implement it. The new system will be designed to promote personal growth, improve professional practice, and increase student achievement. Implementing this new system effectively will be a huge undertaking, but I am confident that we can do it successfully, working together.

Respectfully submitted,
Steven C. Sharek
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Montachusett Regional Vocational Technical School
Fitchburg, Massachusetts
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