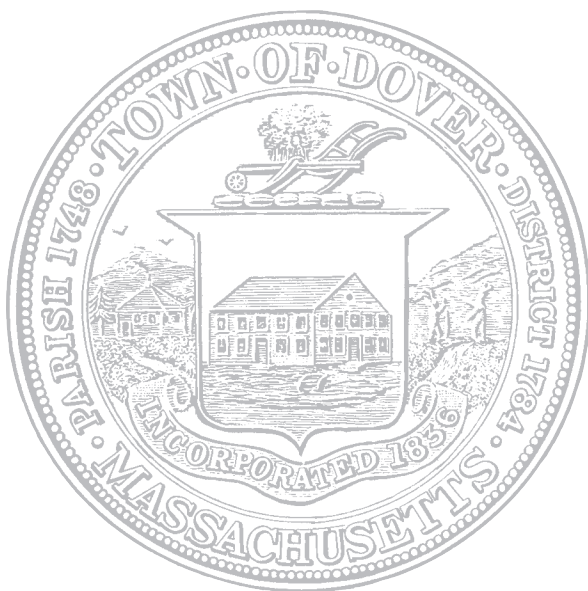


DOVER

182nd Town Report

2018



In Memoriam

The Town Report of 2018 recognizes the following individuals
who served the Town of Dover with commitment and distinction:

Robert Louis DeFusco

Cable TV Advisory Committee, 1984–93

Cable TV Advisor, 1994–2008

Personnel Board, 1995–2004

Network Advisory Committee, 2001–02



Marion Gerrity

Cemetery Commission, 1986–91



Charles Auguste Rheault Jr.

School Committee, 1960–66

Town Report Committee, 1968–71, 1978, 1994–96

Board of Selectmen, 1971–76

MBTA Representative, 1971

Capital Budget Committee, 1972–75

Regional School District Planning Board, 1977–78

Cemetery Commission, 1979–90

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Acknowledgments by the Town Report Committee

Kathy Weld, Chair
Dee Douglas
Jill French
Mary Kalamaras
Hadley Reynolds

The *Dover Town Report* is mandated to be the vehicle by which all Town departments, boards, and committees convey to Dover residents a summary of their activities during the year. The Town Report Committee is composed of five appointed members, each of whom serves a three-year term.

We thank everyone at the Town House for their support in producing this report. Thanks also go to all contributors for their efforts, especially those individuals who submitted their reports on time. We are grateful for the expertise of our graphic designer, Pat Dacey, and for the printing and binding services of King Printing under the guidance of Tom Campbell.

We greatly encourage residents and nonresidents alike to submit photographs for print consideration and thank everyone who has participated in past years. The *Dover Town Report* would not be the same without your wonderful images of our town and its people.

Dover residents are encouraged to provide the Committee with their comments and suggestions for improving this report. Please contact us at townreport@doverma.org.



Peak in Noanet Woodlands. Photo by Ted Finn.

Citizens Volunteer Form

If you are interested in serving the Town in any capacity listed below, please complete this form and return it, either by mail or in person, to the Selectmen's Office, Town House, 5 Springdale Avenue, or call (508) 785-0032, ext. 221. Information received will be made available to all boards, committees, and departments for their reference in filling vacancies.

Name: _____ Telephone: _____

Address: _____

Area(s) of interest: _____

Availability (e.g. nights, weekends, hours per month): _____

Comments: _____

- | | |
|--|--|
| <input type="checkbox"/> Selectmen's Office | <input type="checkbox"/> Conservation Commission |
| <input type="checkbox"/> General Government | <input type="checkbox"/> Long Range Planning Committee |
| <input type="checkbox"/> Historical Commission | <input type="checkbox"/> County and Regional Affairs |
| <input type="checkbox"/> Council on Aging | <input type="checkbox"/> Veterans' Affairs |
| <input type="checkbox"/> Cultural Council | <input type="checkbox"/> Human Services |
| <input type="checkbox"/> Town Report Committee | <input type="checkbox"/> Parks and Recreation |
| <input type="checkbox"/> Civil Defense | <input type="checkbox"/> Town Clerk/Elections |
| <input type="checkbox"/> Tree Committee | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Recycling Committee | |

DOVER

Information for Citizens

2018



General Information

Established as the Springfield Parish of Dedham in 1748
Incorporated as the District of Dover in 1784
Incorporated as a Town in 1836

Geographic Information

Latitude: 42° 14' North Longitude: 71° 17' West
Land Surface: 9,701.4 acres Water Surface: 94.6 acres
Total: 9,796 acres or 15.3 square miles
Perimeter: 23.51 miles (10.87 on the Charles River)
Political Location of the Town: Norfolk County
Thirteenth Norfolk Representative District: State Representative Denise Garlick
Norfolk and Suffolk District: State Senator Michael F. Rush
Second Councillor District: Councillor Robert A. Jubinville
Fourth Congressional District of Massachusetts: U.S. Representative Joseph P. Kennedy III
United States Senate: Senators Elizabeth Warren and Edward J. Markey

Building Dates

Library	1968	Regional Middle School	2003
Caryl Community Center	1912, 1931, 1972	Regional High School	1968, 2004
Town House	1922	Post Office	1975
Chickering School	2001	Protective Agencies Bldg.	1976, 1999
		Town Garage	1998

Census Figures

Year	Registered Population	Number of Voters	Households
1790	485		
1910	769		
1950	1,722	318	
1975	4,896	2,674	1,335
1980 (est.)	5,000	2,988	1,460
1985	5,039	3,140	1,450
1990	5,240	3,231	1,668
1995	5,585	3,383	1,812
2000	5,874	3,566	1,902
2005	6,088	3,785	1,958
2010	6,034	3,955	1,985
2015	6,199	4,030	1,995
2016	6,279	4,296	2,008
2017	6,291	4,188	2,034
2018	6,283	4,269	2,121

Town Offices Directory

Police and Fire Emergencies: 911 Town Website: www.doverma.org
 Town House Offices: (508) 785-0032 + ext. For Fax: (508) 785 + fax number

Office	Fax Ext.	Number	Hours
Accountant	227		M–F 9–5
Assessors	241	8134	M–Th 9–5; F 9–12
Board of Health	232	8114	M–Th 9–2:30
Building Department	225	8114	T & Th 9–3; F 8–2
Building Maintenance	235	2341	M–F 7–3
Town Clerk	226	2341	M, W, F 9–1; T & Th 9–4
Conservation Commission	233	8114	M & T 9–3; Th 8:30–3
Planning Board	238	8114	T & Th 10–3; W 2–4
Selectmen	221	2341	M–F 9–5
Treasurer/Collector	228		M–F 9–5
Web Coordinator	247		M–F 9–5
Wiring Inspector	245	8114	

Other Offices: Unless otherwise noted (508) 785 + number

Number	Hours
Animal Control Officer	1130
Cemetery Supervisor	0058 M–F 7:30–3
Council on Aging	(508) 315-5734 M & T 9–3:30; W 9–1:30; Th 9–4
Emergency Management	1130 24 hours
Town Engineer	0058
Fire Department (non-emergency)	1130
Highway Department	0058 M–F 7:30–3
Town Library (Adult)	8113 M–W 10–8; Th & F 10–6;
(Children’s)	8117 Sat 10–4
Parks and Recreation	0476 M–F 9–5
Plumbing Inspector	(781) 444-3392
Police (non-emergency)	1130
Schools	
Administration	0036
Chickering Elementary	0480
D-S Middle School	0635
D-S High School	0624
Community Education	0722
Minuteman Career and Technical High School	(781) 861-6500
Transfer Station	0058 W, Sat, Sun 8–3:45
Tree Warden	1130
Veterans’ Agent	(508) 647-6545

Elected Officials

For 2018–19

	Term Expires	
Moderator		Trustees Larrabee and Whiting Estate
James R. Repetti	2019	Jonathan P. Fryer, Chair 2019
Board of Selectmen		Mary C. Crane 2019
John D. Jeffries, Chair	2019	Phillip R. Luttazi 2019
Robyn M. Hunter	2020	Constables
Robert P. Springett	2021	André G. Boudreau 2019
Town Clerk		Margaret L. Crowley 2019
Felicia S. Hoffman	2020	William R. Herd 2019
Board of Assessors		Planning Board
Charles W. Long, Chair	2021	Mark A. Sarro, Chair 2021
Robert G. Cocks Jr.	2019	Carol H. Chirico 2022
Douglas P. Munsell	2020	Henry B. Faulkner 2020
Dover School Committee		Carol L. Lisbon 2019
Henry B. Spalding, Chair	2020	Jody B. Shue 2018
Adrian J. Hill	2019	Tara Nolan, <i>associate member</i> 2019
Michael B. Jaffe	2019	Board of Health
Brooke A. Matarese	2021	Gerald L. Clarke, Chair 2019
Rachel L. Spellman	2020	Stephen I. Kruskall 2021
D-S Regional School Committee		Joseph D. Musto 2020
(Dover members)		Parks and Recreation Commission
Lori Krusell, Chair	2021	Christopher Boland, Chair 2019
Margaret E. W. Charron	2020	Jennifer J. Daman 2020
Dana B. White	2019	Peter J. Davies 2021
Library Trustees		Valerie L. Lin 2021
Adrian J. Hill, Co-Chair	2019	Eric H. Loeffler 2019
Judith Schulz, Co-Chair	2020	
Mark A. Bush	2019	
Kimberly M. N. Hatfield	2020	
Erin E. Rodat-Savla	2021	
Tracy L. Tobin (<i>to fill unexpired term</i>)	2019	
Cemetery Commissioners		
Pope Hoffman, Chair	2020	
Carol A. Jackman	2021	
M. Helena Wylde Swiny	2019	

Appointed Officials

For 2018–19

	Term Expires
Appointed by the Selectmen	
Town Administrator	
David W. Ramsay	2018
Carl Valente, Interim Town Administrator	2019
Town Accountant	
Carol Wideman, <i>retired 1-4-19</i>	2019
Kathleen LaPlant, <i>as of 1-7-19</i>	2019
Town Counsel	
Anderson & Kreiger, LLP	2019
Treasurer/Collector	
Gerard Lane	2019
Affirmative Action Officer	
Carl Valente	2019
Animal Control Officer	
Lorilyn Sallee	2019
Board of Appeals (Zoning)	
Alan Fryer, Chair	2019
Tobe Deutschmann	2019
Michael Donovan, <i>associate member</i>	2019
Hamilton Hackney, <i>associate member</i>	2019
LaVerne Lovell	2021
Board of Fire Engineers	
J. Ford Spalding, Chair	2020
James P. Dawley Jr.	2021
John (Jay) Hughes	2019
Board of Registrars	
Camille Johnston	2020
Michele Keleher	2019
John J. Walsh	2020
Felicia S. Hoffman, <i>ex officio</i>	–
Cable TV Advisor	
Robert DeFusco, <i>deceased 7-7-18</i> (Position open)	2018

	Term Expires
Capital Budget Committee Representative	
Robyn Hunter	2019
Caryl Community Center Project Committee	
Ford Spalding, Chair	–
Lauren Brodsky	–
Amy Collins	–
Rich Forte	–
Erin Rodat-Savla	–
Terry Sobolewski	–
Robert Springett	–
Caryl Management Advisory Committee	
Kathy Weld, Chair	2019
Christopher Boland, <i>Parks and Recreation appointee</i>	2019
Valerie Marden	2019
Alexia Pearsall	2019
Matt Schmid, <i>Council on Aging appointee, resigned 11-15-18</i>	2019
Robert Springett, <i>Board of Selectmen appointee</i>	2019
Ruth Townsend	2019
Carl Valente, <i>ex officio</i>	–
Chief of Communications	
Peter A. McGowan	2019
Conservation Commission	
John Sullivan, Chair	2020
Tim Holiner	2020
James A. McLaughlin	2021
Sarah Monaco	2019
Amey Moot	2021
David W. Stapleton	2019
Christy Royer Violin, <i>to fill unexpired term</i>	2019
Council on Aging	
Camille Johnston, Chair	2019
Robert Cocks	2019
Joanne Connolly	2020
Maureen Dilg	2020
Reverend Peter DiSanto	2019
Betty Hagan	2021
Gilbert Thisse	2021
Ruth Townsend, <i>associate member</i>	2019
Geraldine Wise	2019

	Term Expires
Cultural Council	
Lynn Collins, Chair	2019
Wendy Bornstein	2020
Diane L. Brauer	2020
Kristin Brophy	2019
Melissa Frank	2019
Shobha Frey	2019
Linda Holiner	2019
Sarah Kahoun	2020
Emergency Management	
Chief Peter A. McGowan, Director	2019
Margaret L. Crowley, Deputy Director	2020
Fence Viewers	
James P. Dawley Jr.	2019
Candace McCann	2021
Finance Committee on Roads (inactive)	
Financial and Energy Assistance Coordinator	
Erika Nagy Lert	2019
Forest Warden	
Craig Hughes	2019
Groundwater Bylaw Enforcement Agents	
Michael Angieri	2019
(Position open)	2019
Hazardous Waste Coordinator	
Craig Hughes	2020
Historical Commission	
Stephen Kruskall, Chair	2021
Sierra Bright	2020
Richard Eells	2020
Thomas Johnson	2020
Candace McCann, <i>to fill unexpired term</i>	2019
Jane Moore	2019
Charlotte Surgenor	2019
Inspector of Buildings	
Walter Avallone, Commissioner/Inspector of Buildings Zoning Enforcement Officer	2019
Felix Zemel, Local Inspector of Buildings	2019
Inspector of Wiring	
Kevin Malloy, Inspector of Wiring	2019
Paul Angus, Alternate Inspector of Wiring	2019
James Naughton, Second Alternate Inspector of Wiring	2019

	Term Expires
Inspector of Plumbing and Gas	
James Vaughn, Inspector of Plumbing and Gas	2019
Michael Guida, Alternate Inspector of Plumbing and Gas	2019
Second Alternate Inspector of Plumbing and Gas (vacant)	
Long Range Planning Committee Representative	
Robert Springett	2019
MBTA Representative (inactive)	
Measurer of Wood and Bark	
John Gilbert	2019
Metropolitan Area Planning Council Representative (including Three Rivers Interlocal Council and Southwest Advisory Planning Committee)	
(inactive)	
MetroWest RTA Representative	
Craig Hughes	2019
Norfolk County Advisory Board (Position open)	-
Open Space Committee	
Amey Moot, Chair	2019
Mark Adamczyk	2019
Henry Faulkner, <i>Planning Board appointee</i>	2019
Boynton Glidden	2021
Frederic Hartman	2021
Tim Holiner, <i>Conservation Commission appointee</i>	2019
Gregory M. Kahoun	2019
Justine Kent-Uritam	2019
Valerie Lin	2020
Tara Nolan	2021
Paul Wood	2020
George Arnold Jr., <i>Long Range Planning Committee liaison</i>	
Personnel Board	
Mary Carrigan, Chair, <i>Warrant Committee appointee</i>	2019
Juris Alksnitis	2020
Sue Geremia	2019
Mary Hornsby	2020
Carl Valente, <i>ex officio</i>	-
Personnel Rules Ombudsmen	
(Position open, female)	2019
Carl Valente, male	2019

	Term Expires
Police Department	
Peter A. McGowan, Chief of Police	2020
Nicole Bratcher-Heffernan	2019
Jonathan Cash	2019
David Chaisson	2019
Richard Collamore Jr	2019
Douglas Comman	2019
Harold Grabert	2019
Katherine Kolodziejczyk	2019
Matthew Lavery	2019
Charles Marscher	2019
Edward Meau	2019
Ryan Menice	2019
Aaron Mick	2019
Patrick Murphy	2019
Todd Wilcox	2019
Joseph Woollard	2019
Recycling Committee	
Chris Poulsen, Chair	2021
Janit Greenwood	2019
Myank Jain	2019
Carol Lisbon	2019
Wendy Muellers	2020
Lindsay Nie	2019
Savita Shukla	2020
Right-to-Know Coordinator	
Craig Hughes	2019
Superintendent of Streets	
Craig Hughes	2019
Surveyor of Lumber	
Richard Malcom	2019
Title VI Nondiscrimination Coordinator	
Carl Valente	2019
Town Engineer	
Michael J. Angieri	2019
Town Report Committee	
Kathy Weld, Chair	2020
Dee Douglas	2021
Jill French	2019
Mary Kalamaras	2019
Hadley Reynolds	2021

	Term Expires
Town Sexton	
Laurence R. Eaton	2019
Tree Committee	
John Devine, Chair	2018
Nathaniel "Ty" Howe	2017
Laura Walter	2017
Tree Warden and Moth Superintendent	
John Gilbert	2021
Veterans' Grave Officer	
Bill Herd	2019
Veterans' Services	
Paul Carew	2019
Water Operator	
David Candeias, Deputy Water Operator	2019
Appointed by the Moderator	
Warrant Committee	
Erika Alders, Chair	2019
Robert Andrews	2021
Amy Baskin	2020
Kate Cannie	2020
Fredric Hammerle	2019
Gordon Kinder	2020
Stephen Migausky	2021
Peter Smith	2021
Andrew K. Ursitti	2020
Memorial Day Committee	
Carol Jackman, Chair	2019
Chris Jackman	2020
Jay Sullivan	2021
Dover Representative to Minuteman	
J. Ford Spalding	2019
Long Range Planning Committee	
John Donoghue, Chair	2021
George Arnold Jr.	2020
Mark Sarro, <i>Planning Board appointee</i>	2019
Matthew Schmid	2020
Suzanne Sheridan	2019
Robert Springett, <i>Board of Selectmen appointee</i>	2019
Gordon Kinder, <i>Warrant Committee liaison</i>	2019

	Term Expires
Personnel Board	
Juris Alksnitis	2020
Mary Carrigan	2019
Susan Geremia	2019
Mary Hornsby	2020
Appointed by the Assessors	
Karen MacTavish	2019
Appointed by the Board of Health	
Administrative Assistant	
Karen Hayett	–
Agents, Board of Health	
Michael J. Angieri, Septic Agent	2019
George Giunta, Well Agent, <i>retired October 2018</i>	
Felix Zemel, Well Agent, <i>appointed October 2018</i>	2019
Walpole Area Visiting Nurse Association	
Elaine Stevens, Executive Director	2018
Inspector of Animals	
Jennifer Cronin	2019
Water Resource Study Committee	
Gerald Clarke, Chair	2019
Carol Chirico	2019
Gregory Kahoun	2019
Justine Kent-Uritam	2019
Carol Lisbon	2019
Ronald Myrick Jr.	2019
Tick-Borne Disease Committee	
Tim Holiner, Chair, <i>Conservation Commission appointee</i>	2019
Dr. Stephen Kruskall	2019
Dr. Joseph Musto	2019
George Giunta, Deer Management Agent, <i>retired October 2018</i>	2018
Jim Palmer, Deer Management Agent	2019

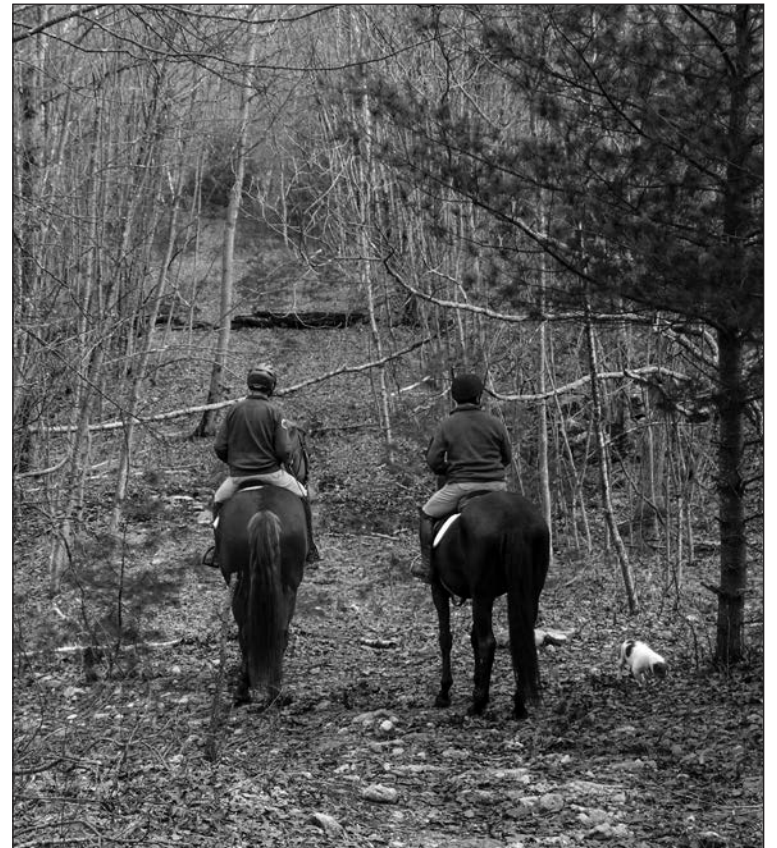
	Term Expires
Appointed by the Capital Budget Committee	
Capital Budget Committee	
Barry Goldman, Chair	2020
Erika Alders, <i>Warrant Committee appointee</i>	2019
Cynthia Devall	2021
Frederic Hammerle, <i>Warrant Committee appointee</i>	2019
Robyn Hunter, <i>Board of Selectmen appointee</i>	2019
John Quackenbush	2021
Mark Sarro, <i>Long Range Planning Committee appointee</i>	2019
Appointed by the Conservation Commission	
Open Space Committee	
Tim Holiner	2019
Lyme Disease Committee	
Tim Holiner	2019
Appointed by the Long Range Planning Committee	
Capital Budget Committee	
Mark Sarro	2019
Appointed by the Planning Board	
Consulting Town Planner	
Gino Carlucci	–
Planning Assistant	
Susan Hall	–
Long Range Planning Committee	
Mark Sarro	2019
Open Space Committee	
Henry Faulkner	2019
Appointed by the Warrant Committee	
Personnel Board	
Mary Carrigan	2019
Capital Budget Committee	
Erika Alders	2019
Fred Hammerle	2019

“Appointee” denotes a voting member; “liaison” refers to a non-voting member.

DOVER

Town Government Reports

2018



Report of the **Moderator**

James R. Repetti

The Annual Town Meeting was held on Monday, May 7, 2018. The reports of the meeting, as recorded by the Town Clerk, may be found elsewhere in the Dover Town Report. I would like to thank Assistant Moderators David Haviland and Peter Smith, Town Clerk Felicia Hoffman, and the constables, checkers, counters, pages, and registrars, whose hard work at these meetings was indispensable.

To some people, our tradition of Open Town Meeting may seem a throwback to past centuries. However, it is this very tradition of citizen participation that makes Dover a community of which we can be proud. All registered voters are welcome and encouraged to participate in this time-honored tradition, and I believe that it is one's civic duty to make an effort to attend. My role as Moderator is to encourage attendance and provide a meeting environment that affords every citizen the opportunity to voice his or her opinion to other citizens in attendance. A citizen may not always agree with the outcome of a vote at Town Meeting, but that citizen's dissenting voice should be heard during the debate and discussion of any issue on the floor.

In addition to presiding over Town Meeting, the Moderator has appointing authority to various committees. These appointments are essential to the successful running of a town government. Consequently, all citizens are encouraged to donate time to a Town of Dover board or committee. There are many opportunities for volunteerism available for citizens of all age groups, professions, and interests. The success of local government relies on and is enhanced by the diversity of the volunteers who participate in it.

Thank you for choosing me as Moderator. It is a pleasure to serve Dover in this capacity.

Report of the Board of Selectmen

John D. Jeffries, Chair
Robyn Hunter, Clerk
Robert Springett, Member
David W. Ramsay, Town Administrator

At the May 2018 Annual Town Election, Robert Springett was elected to a three-year term on the Board of Selectmen, filling the seat previously held by Candace McCann. Board members John Jeffries and Robyn Hunter look forward to working with Mr. Springett. The Board extends its heartfelt thanks and appreciation to Ms. McCann for her commendable service on behalf of the Board, citizens, and Town employees, and hopes she will continue to serve the Town in another capacity.

Personnel Changes

There were a number of personnel changes in 2018, the most notable of which was the retirement of David Ramsay, Dover's Town Administrator for the past 20 years and the first person to hold the position. Mr. Ramsay served the Town and the Selectmen with grace, passion, wisdom, and integrity, and his knowledge of all aspects of local government will be greatly missed. In August, Assistant Town Administrator Greer Pugatch resigned to take a similar position in Westford. Ms. Pugatch had served the Town for 14 years, gaining a well-deserved reputation for undertaking many of the Town's personnel and purchasing functions, as well as the day-to-day requirements of the Selectmen's office.

The Board acknowledges the significant void for the Town created by the departure of these two key administrators, even as it looks forward to building a new management team in the months ahead. It has hired an interim Town Administrator, Carl Valente, who recently retired as the Lexington Town Manager and had served in similar positions for the towns of Weston and Needham. It has also retained the services of the Collins Center at UMass Boston to assist with the recruitment of a new town administrator.

In other personnel changes, Website Coordinator Bill Clark resigned, after having served the Town for 11 years, to take a similar position in Randolph; Diana Piesak was hired to replace him. In the Police Department, John Holmes and Ryan Sullivan were appointed as part-time police officers; Officer Christopher VonHandorf and Special Officers Ryan Black and James McMeekin resigned; and Animal Control Officer Lorilyn Sallee was hired following the resignation of Danielle Estrella. David Candeias was hired as Deputy Water Operator to replace Jeffrey Carter, who resigned.

Scott Wainwright was hired as a temporary custodian in the Building Maintenance Department. In the Building Inspector's Department, Plumbing Inspector Robert Hauptman retired and James Vaughn became the gas/plumbing inspector, with Michael Guida as the alternate inspector. Alternate Wiring Inspector Paul Angus was also added to the staff. At the Council on Aging, Annemarie Thompson is now Volunteer Coordinator following the resignation of Andria DeSimone.

MBTA Rail Trail

At the May 2016 Annual Town Meeting, the citizens voted to allow the Board of Selectmen to enter into lease negotiations with the MBTA regarding the proposed Rail Trail. As 2018 drew to a close, Town Counsel and the Town's negotiating team were close to finalizing a license/lease agreement with the MBTA to construct the Rail Trail. At the 2018 Annual Town Meeting, it was determined that the cost of designing and constructing the Rail Trail would be through private fund-raising undertaken by the Friends of the Dover Greenway, Inc. The next step in the project will be to secure sufficient funding to complete the design and engineering phase.

Caryl Community Center Facilities Improvements Project

Since 2003, the Caryl Community Center (CCC), a former school converted to a multiuse community center, has been following the deferred maintenance plan designed by Mills Whitaker Architects to systematically address the capital needs of the building. Various rehabilitation projects, including the recent remodeling of the bathrooms, have been successfully completed following the maintenance plan. Other maintenance projects, including replacing the boilers and controls, bringing the building up to handicapped accessibility status, and other minor improvements, at an estimated cost of \$4 million, were proposed at the May 2018 Annual Town Meeting. Town Meeting, however, did not approve these improvements.

In response to discussions before and during the 2018 Town Meeting, the Board formed the Caryl Community Center Project Committee to "produce, in anticipation of a town meeting in 2019, facility options for Town voters to choose whether to fully renovate and continue to provide community programs at Caryl or to build a new community center facility for that purpose." The CCC Project Committee is composed of seven members appointed by the Selectmen, with seven stakeholders added by the Committee to ensure broad resident participation. Other interested citizens are encouraged to participate in the work of the CCC Project Committee.

The Committee began its work in November by reviewing the work of past Caryl committees, including information detailing all repairs, improvements, and associated costs that have been identified as being necessary to fully renovate the CCC. Further, the CCC Project Committee

will quantify the facility's current use and the Town's future space needs. Once vetted, this information will form the basis of the Committee's analysis of facility options. The Selectmen hope to hold a special town meeting in 2019 to present this full study to the Town.

Review of Town Meeting Procedures

A small group has been working with the Moderator to find ways to streamline our Town Meeting process and procedures. Options being considered include:

- Continuing the use of electronic voting equipment, but the use of voice votes for the so-called "housekeeping Articles."
- Setting up four microphone stations, two each in the front and rear of the hall.
- Limiting speakers to 2 minutes and having the Assistant Moderator ring a bell at the 60- and 30-second marks and the no-time-remaining mark.
- Reading the line-item numbers and title and total budget amount for each category, instead of reading budget amounts for each line item along with the line-item number and title.
- Moving as a group all Articles that will be dismissed by the proponents.
- Using the existing community e-mail lists, the Town's electronic sign boards, and/or a notice inserted in tax bills to notify Town residents about the Open Hearing, Town Caucus, and Town Meeting.
- Including changes to Town Meeting procedures in the Warrant Committee's Blue Book.
- Rebroadcasting Town Meeting at a later date, rather than live, to encourage greater attendance.

Free Cash Review

In June, the Board of Selectmen assembled a discussion group of representatives from the Board of Selectmen, the Warrant Committee, and the Assessor's and Treasurer's offices to address the Town's Free Cash (reserve) position and uses. The goal is to establish strategic guidelines for the amount of Free Cash the Town should maintain and whether a portion of Free Cash should be used to stabilize the tax rate and/or be set aside as dedicated reserves to fund existing or future liabilities, such as open space preservation and capital maintenance projects.

Gift and Grant Acceptances/Expenditures

Also in 2018, the Board approved a number of gift and grant acceptances and expenditures under its formal policy pursuant to Massachusetts General Laws, Chapter 44, Section 53A, which advises boards and committees to seek the Selectmen's counsel and recommendation prior to seeking, soliciting, or accepting a grant or gift for any municipal purpose:

- A gift from Dover Development Associates of three 2-acre parcels of land on Hunt Drive, two of which are in proximity to Town conservation land and one which abuts land owned by the Dover Land Conservation Trust (DLCT).
- A \$5,000 grant from the Massachusetts Department of Public Health to develop a public-health emergency preparedness program.
- A \$5,000 grant from the Friends of the Council on Aging (COA) for a technology upgrade to the MySeniorCenter program and statistical tracking software used at the COA.
- A \$25,000 Massachusetts Community Compact IT Grant to replace the Town's accounting software with integrated financial management software for both the accounting and treasurer/collector offices. The VADAR system was selected following research on software options.
- A \$4,300 gift from the Arthur Adams Jr. Trust Gift Fund for invasive plant and small tree removal on conservation land on Dedham Street, and meadow restoration at the Valley Farm land on Main Street.

In related activity, the Board approved the expenditure of \$50,000 toward the purchase and a conservation restriction on 12 acres of the 36-acre Blake property at the corner of Strawberry Hill and Dedham Streets, which had been acquired by the DLCT. The Town's contribution came from the Arthur Adams Jr. Trust Gift Fund (\$25,000) and the Conservation Commission's Conservation Fund (\$25,000).

The Board also recommended, and voters at the May 2018 Town Meeting approved, the creation of a revolving fund for the Recycling Committee, to hold past and future monies received under the gifts and grants policy, to be used to purchase recycling materials for citizens to use in their recycling efforts.

Personnel Management

The Board of Selectmen continued its efforts to attract and retain a professional, talented, team-oriented Town workforce. Department heads completed an eighth year of successful quarterly teambuilding exercises and were regularly assigned leadership roles on projects to

which they could apply their expertise. Internal working groups met regularly, fostering a spirit of mutual respect and collaboration that is evident across departments.

After months of negotiations, the Town and unions agreed to remain in the West Suburban Health Group for a three-year period, July 2018 through June 2021. Changes in the health insurance plan design will help save the Town money, while providing employees and retirees with good health insurance coverage.

The Board wishes to express its appreciation to its hardworking employees and to all the dedicated citizen volunteers who generously donate their resources of time and expertise to the Town. Through their combined efforts, they keep the Town functioning smoothly and help preserve Dover's special qualities.

Litigation

As required by the Town's bylaws, what follows is a summary of active litigation matters handled by Anderson & Kreiger, LLP, during 2018: None.



*Council on Aging bocce ball program at the Legion.
Photo by Laura Drinan. Courtesy of The Hometown Weekly.*

Report of the Warrant Committee

Erika Alders, Chair
Andy Ursitti, Vice Chair
Kate Cannie, Secretary
Robert Andrews
Amy Baskin
Fred Hammerle
Gordon Kinder
Steve Migausky
Peter Smith

The Warrant Committee serves as the Town's financial advisory committee, as mandated under Chapter 39, Section 16, of the Massachusetts General Laws. It consists of nine members, each of whom is appointed by the Town Moderator to serve a three-year term. The Committee reviews and makes recommendations on all Town Meeting warrant articles through its comments in the Blue Book and at Town Meeting. It pays particular attention to Article 4, the Operating Budget, reviewing in detail the proposed budgets of all Town departments. The Committee also monitors the accumulation and use of Free Cash and can authorize the use of the Reserve Fund to cover any unbudgeted and unexpected expenses that arise throughout the year. The Town's budgets are managed on a fiscal-year basis that begins on July 1.

The Committee's work on the Fiscal Year 2019 (FY19) budget began in fall 2017 with the issuance of general budget guidelines. With the economic outlook remaining uncertain, and with local revenue, derived mostly from property and excise taxes, deemed unlikely to grow significantly, all departments were instructed to prepare level-service budgets. The budget guidance also included an endorsement of the Personnel Board's wage and salary guidelines for non-contract personnel, along with recommended energy cost adjustments.

During winter 2018, the Committee met with each of the budgetary authorities to go over the details of their budget requests. It also reviewed the Capital Budget and the stand-alone warrant articles. This review process culminated in the Open Hearing on the Warrant, during which citizens could hear and comment on the proposals. After the Open Hearing, the Committee formulated summaries and recommendations for each warrant article, published as the Blue Book, which is mailed to every Dover household and which provides the framework for Town Meeting. At the May 2018 Annual Town Meeting, the FY19 budget was voted for implementation on July 1, 2018.

The Town's operating budget has increased 15% over the past five fiscal years, from an expended appropriation of \$32,642,266 for FY15 to an approved appropriation of \$37,464,644 for FY19. During this same period, the total budget, including capital items and special articles, increased 15%, from \$34,733,172 for FY15 to \$39,822,109 for FY19. Revenues generated through property taxes grew 11%, from \$29,438,146 to \$32,812,474. Total revenue from all sources, excluding Free Cash, increased 20%, from \$33,215,821 to \$39,822,109. The difference between revenue and expenses is made up from Free Cash and, in some years, a Proposition 2½ override. FY19 marked the twelfth consecutive year that the Committee has presented the Town's voters with a budget that did not require an operating override.

Despite the Committee's review process and efforts to control budgetary growth, the reality is that many budget expenses are driven by factors beyond the Town's control, such as energy and insurance costs. Several department supervisors, with the approval of the Board of Selectmen, have joined municipal consortiums in an effort to obtain better pricing on services and commodities including health care and other insurance, fuel oil, road salt, and police cruisers. The Committee believes that in order to fund Town services, the prudent use of Free Cash is necessary to manage the growing disparity between Town revenues and increasing operating expenses.

At the May 2018 Annual Town Meeting, voters approved a 1.6% increase in the FY19 Operating Budget (Article 4), for a total of \$37,464,644. This increase is significantly less than the 5.4% increase in the previous year and reflects a commitment on the part of all Town departments to review their needs carefully and in detail. Of this FY19 Operating Budget amount, \$22,582,978, or 60%, represents expenditures for the Dover, Regional, Minuteman, and Norfolk Agricultural Schools, a 1.5% increase over the previous year's outlay. State-mandated expenditures for the needs of the Special Education Program continue to be a significant driver of the growth in the school budgets.

At the meeting, voters also approved capital expenditures for FY19 totaling \$551,411: a Capital Budget amount of \$262,700 (Article 5) and \$288,711 (Article 19) for Dover's share of the Regional School's capital expenditures. Along with other articles, total expenditures approved for FY19 were \$39,472,109, which exceeded total anticipated revenues by \$759,072. Pursuant to the Town Meeting vote on Article 26, \$909,227 was allocated from Free Cash.

Free Cash was certified by the Commonwealth at \$9,785,433 as of July 1, 2018, as compared with \$7,913,093 as of July 1, 2017. The Committee continues to evaluate the levels of Free Cash in light of rating agencies' guidance and recommendations, Town borrowings and capacity, probable and potential future operating and capital needs, and anticipated revenues, as well as other factors.

The Committee also believes that volatile energy and insurance costs, as well as rising post-retirement employee expenses, will continue to have a significant impact on several Town operating budgets for the foreseeable future. We need to cushion against substantial increases in operating costs that are outside of the Town's control, including all categories of insurance (health, worker's compensation, and liability), retirement, and the Special Education Program. Finally, aid to cities and towns will remain uncertain until the state's fiscal outlook improves.

Accordingly, the Committee anticipates that a substantial Free Cash reserve will continue to be required to maintain the quality and types of services provided by the Town. Another recognizable benefit that the Town enjoys, by virtue of its level of Free Cash and its history of paying financial obligations in a timely manner, is a AAA Stable bond rating, which minimizes borrowing costs. However, as total expenses continue to increase, the Town's challenge will be to maintain an acceptable balance among its Free Cash position, its real estate taxes, and its services.

The Town is facing a potential reduction in state aid, not only for the remainder of FY19, but also for the duration of the state budget difficulties. Dover, along with all other communities in the Commonwealth, will face financial challenges while the economic recovery remains inconsistent.

Each year the Committee undergoes membership changes as terms expire. We extend our thanks and gratitude to departing members John Cone, Brooks Gerner, and James Stuart, and welcome new members Robert Andrews, Steve Migausky, and Peter Smith.

The Warrant Committee is privileged to work with all the Town departments, committees, and boards that operate to make the Town of Dover function smoothly. The dedication and hard work of the Town's employees and its many elected and appointed citizen volunteers allow the Committee to perform its duties in a thorough and timely fashion. The Committee thanks everyone for their continuing efforts.

Report of the
Capital Budget Committee

Barry Goldman, Chair
Erika Alders, Warrant Committee
Cindy Devall
Fred Hammerle, Warrant Committee
Robyn Hunter, Board of Selectmen
John Quackenbush
Mark Sarro, Long Range Planning Committee

The responsibility of the Capital Budget Committee is to “prepare a capital budget program for use by all Town boards and officials in their deliberations.” In addition, it requests and reviews a five-year capital budget projection from each Town department and from the Dover-Sherborn Regional School Committee (DSRSC) for Dover’s share of the Region’s capital expenditures.

According to a Board of Selectmen policy instituted in 2006, all capital items requested are to be included on the capital budget request forms, regardless of their size or nature. The Committee then independently reviews the requests and provides its recommendation on each item to the Warrant Committee. Any item that is over \$10,000 or of a special nature is then forwarded to the Selectmen, who determine whether the item is to be included in Article 5 of the Town Meeting Warrant or presented for consideration as a separate article. When making a warrant placement decision, the Selectmen seek input from the petitioning organization, the Capital Budget Committee, and the Warrant Committee, in addition to considering the source of funding. For Fiscal Year (FY) 2019, (May 2018 Annual Town Meeting), Articles 11 and 15 each fell into the category of a large request of a special nature.

In 2018, the Committee continued its efforts to make its requests for information from Town departments and the DSRSC straightforward and efficient, so that its recommendations to voters are based on accurate and complete information. The Regional Schools and Chickering Elementary School use On-Site Insight to provide comprehensive facilities reports. The Dover School Committee uses a special protocol to allocate expenses between capital and operating budgets. These processes allow the Committee to gain a good understanding of the schools’ future capital needs.

Most Article 5 requests are for recurring equipment replacements and routine facilities maintenance and are compared to relevant use metrics. With the minimum amount for capital budget requests now being greater than \$10,000, lesser requests are transferred to operating budgets, thus

giving the Committee more time to devote to items having a greater monetary impact on Town budgets.

During winter 2018, the Committee focused on the Selectmen’s request for approximately \$4 million for major infrastructure maintenance improvements at the Caryl Community Center (CCC): \$600,000 to replace boilers (Article 11); and \$3,400,000 to replace the heating/ventilating piping and control systems, upgrade the electrical systems, and fully comply with the requirements of the Americans with Disabilities Act (ADA)(Article 15). After careful review, the Committee decided not to recommend the proposal for approval. Although it supports the continued proper maintenance of the CCC, the Committee believes that before significant monies are spent on future major maintenance improvements, residents should be given the opportunity to choose whether to fully renovate the building or build a new facility that meets Town needs.

Also in 2018, following Dover’s recent designation as a Green Community, and in conjunction with the Town Planner and Green Community representatives, the Committee began reviewing Town department initiatives and capital projects to identify any that might qualify for Green Community grants, with the goal being to ensure that eligible projects are examined in sufficient time to meet grant requirements.

The Committee prepared its FY19 capital budget recommendations during fall 2017 and winter 2018. In March 2018, it approved a recommendation for Article 5 expenditures totaling \$262,700, as well as the expenditures requested in Article 19 (\$288,711) for Dover’s share of the Regional Schools’ capital requests.

The Committee approved the following requests from Town boards and departments for Article 5:

FIRE AND AMBULANCE	
Fire-inspection vehicle	\$46,200
POLICE DEPARTMENT	
Patrol vehicle	\$36,500
HIGHWAY DEPARTMENT	
Six-wheel dump truck	\$180,000

The Capital Budget Committee wishes to thank all the Town boards and departments for their cooperation in submitting timely budget requests, supplying additional information as requested, and meeting with Committee members at review sessions. The Committee also thanks former members Robert Springett and Andrew Phelan for their effort and thoughtful insight that contributed to these recommendations and an improved capital budget process.

Report of the **Town Clerk**

Felicia S. Hoffman, Town Clerk

Darlene L. Heidke, Assistant to the Town Clerk

Board of Registrars

Camille C. Johnston

Michele A. Keleher

John J. Walsh

The following reports appear on pages 30–63:

- **Caucus**, March 12, 2018
- **Annual Town Meeting, Deliberative Session**, May 7, 2018
- **Annual Town Meeting, Article 28 Elections**, May 21, 2018
- **State Primary**, September 4, 2018
- **State Election**, November 6, 2018
- **Vital Statistics** for the Calendar Year 2018
- **Town Clerk Financial Reports** for the Calendar Year 2018

Caucus

March 12, 2018

On Monday, March 12, 2018, at 7:30 p.m., Felicia S. Hoffman, Town Clerk, called the Caucus for the purpose of nominating candidates for Town Offices to order. She called for nominations of Caucus Chair and Clerk.

Board of Selectmen Chair Candace McCann nominated James Repetti as Caucus Chair and Darlene Heidke as Caucus Clerk. Their nominations were seconded. There being no other nominations, they were duly elected by voice vote.

Mr. Repetti explained the procedures for Caucus under Chapter 53, Section 121 of the Massachusetts General Laws. Other announcements relative to nomination papers and voting procedures were made. It was moved, seconded, and passed that ballots be cast and counted only for those offices for which more than two candidates were nominated and that the Caucus Clerk would cast a single ballot on behalf of the Caucus. The following candidates were then nominated:

Moderator (1 year)	James R. Repetti
Selectman (3 years)	Candace McCann
Assessor (3 years)	Charles W. Long
Assessor (1 year) (To fill unexpired term)	No nominee
Dover School Committee (3 years)	Brooke A. Matarese
D-S Regional School Committee (3 years)	Lori Krusell
Library Trustee (3 years) (Vote for two)	Maud H. Chaplin Erin E. Rodat-Savla
Cemetery Commissioner (3 years)	Carol A. Jackman
Planning Board (5 years)	Jody Shue
Board of Health (3 years)	Stephen I. Kruskall
Park and Recreation (3 years) (Vote for two)	Peter J. Davies Valerie L. Lin

Because there were only one or two candidates for each office, a ballot count was not taken. The Caucus Clerk was directed to cast a single ballot on behalf of the Caucus for those nominated. The Moderator announced that the Caucus Nomination Certificate had to be signed by Thursday, March 15, at 4 p.m. at the Town Clerk's office. The meeting was adjourned at 8:21 p.m.

Annual Town Meeting

Deliberative Session
May 7, 2018

Pursuant to the Warrant given under the hands of the Selectmen on February 22, 2018, James Repetti, Moderator, called the Annual Town Meeting of the Town of Dover to order on May 7, 2018, at 7:15 p.m., at the Allan Mudge Memorial Auditorium at the Dover-Sherborn Regional High School in Dover. A quorum was present. The reading of the Constable's Return of Service was waived.

The Town Clerk designated the following checkers and counters for this meeting: Judith Alksnitis, Ellie Herd, Kate Haviland, Celeste Hurley, Joan Stapleton, Juris Alksnitis, Susan Cocks, Sue Sheridan, Anita Loscalzo, and David Stapleton. Registrars serving were Michele Keleher and John Walsh. Constables were Andre Boudreau, William Herd, and Margaret Crowley. Mr. Repetti recognized the Boy Scouts from Dover's Troop 1 serving as pages: Owen Kahoun, Oliver Fried, and Ian Krusell.

Mr. Repetti introduced those sitting on the stage: Town Administrator David Ramsay; Selectmen Robyn Hunter, Candace McCann, and John Jeffries; Town Clerk Felicia Hoffman; Assistant Town Moderator David Haviland, and Town Counsel William Lahey; Warrant Committee Members Kate Cannie, James Stuart, John Cone, Amy Baskin, Brooks Gerner, Gordon Kinder, Fred Hammerle, Erica Alders, and Andrew Ursitti.

Mr. Repetti remarked that the conduct of Town Meeting is based upon a combination of statute, bylaw, custom, and the Moderator's discretion. *Town Meeting Time*, compiled by the Massachusetts Moderator's Association, is used as a parliamentary reference. He reviewed some common Town Meeting motions and terms and encouraged those in attendance to ask for clarification if they were confused about a motion or a vote before them.

Mr. Repetti stated that he would state the subject matter of each Article, the full text of which is to be found in the Blue Book. He stated that an electronic voting system would be used. On the response card provided to each registered voter, number 1 would mean a yes vote, and 2 would mean a no vote. If a motion to dismiss was placed on the floor of Town Meeting, discussion would be limited to dismissal of the article and not the merits of the article.

Mr. Repetti encouraged brevity in remarks and reminded meeting attendees that he would try to maintain a balance between moving the agenda along and ensuring that all who had something to contribute were given the opportunity to do so.

Mr. Repetti then asked attendees to especially remember those Dover

citizens who had passed away since the last Town Meeting: Albert Calello Jr., Margaret J. Clowes, Francis “Dapper” Hagan, Priscilla Pitt Jones, Nicholas Milton Sarris, and Carl E. Sheridan. Mr. Repetti requested a moment of silence to honor those who are currently serving our country and putting themselves in harm’s way in order to preserve our freedoms.

Mr. Repetti then recognized Warrant Committee Co-Chair Ms. Cannie for her remarks. Ms. Cannie spoke regarding the process the Warrant Committee followed in bringing its recommendations before Town Meeting. She highlighted areas that the committee felt needed additional discussion. She thanked all of the Town’s departments and committees for their cooperation in the budget process.

Before proceeding to the Articles of the Warrant, Mr. Repetti recognized Board of Selectmen Chair Ms. McCann for her opening remarks. Mr. Repetti then recognized Ms. Cannie for a motion governing the conduct of the Meeting.

Motion: It was moved by Ms. Cannie and seconded by Ms. Alders that the following rule be adopted for the conduct of this meeting: Any amendment to a main motion that would increase an appropriation must contain a provision for the source of funds for the increase such that the total amount to be raised and appropriated at the Meeting will not be increased.

Vote: The motion was put to an electronic vote and passed by a majority. The Moderator began the process of going through the Warrant.

ARTICLE 1. (Selectmen) To hear and act on the various reports of the various committees:

as contained in the printed 2017 Annual Report; and any other reports submitted to the voters by the Town Committees.

Motion: It was moved by Ms. Cannie and seconded by Ms. Alders that the reading of the various reports by the Town Clerk be waived, and the reports be accepted and placed on file.

Vote: The motion was put to an electronic vote and was passed by majority.

ARTICLE 2. (Assessors) To see if the Town will raise and appropriate, appropriate by transfer from available funds, or borrow, or any combination of these methods, a sum of money for a revaluation of all property to be conducted under the supervision of the Board of Assessors; or take any other action relative thereto.

Motion: It was moved by Ms. Alders and seconded by Mr. Ursitti that the Town raise and appropriate the sum of \$35,000 for the revaluation of all property in Dover to be conducted under the supervision of the Board of Assessors.

Vote: The motion was put to an electronic vote and was passed by majority.

ARTICLE 3. (Selectmen) To see if the Town will set the salaries for its elected officials for the ensuing fiscal year; or take any other action relative thereto.

Motion: It was moved by Mrs. Baskin and seconded by Mr. Stuart that the salaries recommended for elected officials of the Town as shown in the right-hand column of the Warrant Committee Report be called over by the Moderator and that if no objection is raised to any of them, they be approved as read.

1. Board of Selectmen	
a. Chair	\$200
b. Clerk	\$150
c. Other member	\$100
2. Assessors	
a. Chair	\$400
b. Other members (each)	\$350
3. Town Clerk	\$57,368
4. Planning Board	
a. Chair	\$100
b. Other members (each)	\$50
5. Constables (3, each)	\$150
6. Board of Health	
a. Chair	\$150
b. Other members (each)	\$100

Vote: The motion was put to an electronic vote and was passed by majority.

ARTICLE 4. (Selectmen) To see what sum the Town will raise and appropriate for salaries and expenditures by departments, officers, boards, and committees of the Town for the ensuing fiscal year; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Ms. Cannie and seconded by Mr. Kinder that the salaries and expenses recommended by the Departments, Officers, Boards, and Committees of the Town as shown in the “FY 2019 Requested” column in the Warrant Committee Report, be called over by the Moderator, and, if no objection is made, that the Town appropriate such sums and raise such amounts from the tax levy and from other general revenues of the Town, except that \$10,400 of the amount appropriated pursuant to Line Item 710 therein for maturing debt-principal shall be transferred from the Title V Receipt Reserved for Appropriation Account.

	FY18 Approved	FY19 Requested	FY18/FY19 % Change
<u>General Government</u>			
301 Moderator	\$0	\$0	0.0
131 Warrant Committee	7,680	7,680	0.0
122 Selectmen			
Salaries	322,101	331,239	2.8
Expenses	53,120	53,820	1.3
Totals	375,221	385,059	2.6
192 Town House Expenses	68,856	56,256	(18.3)
191 Whiting Road	4,734	4,734	0.0
193 Caryl Community Center	105,384	90,584	(14.0)
199 Building Maintenance			
Salaries	206,296	207,284	3.0
Expenses	117,300	116,800	(0.4)
Totals	318,596	324,084	1.7
129 Copy/Postage	30,600	30,140	(1.5)
151 Law 200,000	200,000	0.0	
135 Town Accountant			
Salaries	182,723	188,818	3.3
Expenses	36,700	37,200	1.4
Totals	219,423	226,018	3.0
141 Assessor			
Salaries	144,147	153,210	6.3
Expenses	28,875	29,000	0.4
Totals	173,022	182,210	5.3
145 Treasurer/Collector			
Salaries	190,448	191,681	0.6
Expenses	30,835	29,975	(2.8)
Totals	221,283	221,656	0.2
155 Data Processing			
Salaries	58,290	59,785	2.6
Expenses	83,043	110,010	32.5
Totals	141,333	169,795	20.1
161 Town Clerk			
Salaries	57,368	61,434	7.1
Expenses	10,985	10,985	0.0
Totals	68,353	72,419	5.9
162 Election/Registration			
Salaries	38,020	40,478	6.5
Expenses	10,211	15,335	50.2
Totals	48,231	55,813	(15.7)
175 Planning Board			
Salaries	33,846	34,711	2.6
Expenses	31,188	31,872	2.2
Totals	65,034	66,583	2.4

	FY18 Approved	FY19 Requested	FY18/FY19 % Change
411 Engineering			
Salaries	37,448	38,384	2.5
Expenses: Selectmen	61,700	71,100	15.2
Expenses: Planning Board	3,070	3,070	0.0
Totals	102,218	112,554	10.1
General Government Totals	\$2,149,968	\$2,205,585	2.6
<u>Protection of Persons and Property</u>			
201 Police			
Salaries	1,883,590	1,929,163	2.4
Expenses	116,450	124,450	6.9
Out-of-State Travel	3,000	3,000	0.0
Totals	2,003,040	2,056,613	2.7
299 Protective Agencies Building	96,175	79,523	(17.3)
292 Animal Control			
Salaries	23,122	23,694	2.5
Expenses	6,460	6,460	0.0
Totals	29,582	30,154	1.9
220 Fire			
Salaries	450,155	485,751	7.9
Expenses	80,450	92,250	14.7
Totals	530,605	578,001	8.9
231 Ambulance			
Salaries	152,104	155,913	2.5
Expenses	53,857	47,807	(11.2)
Totals	205,961	203,720	(1.1)
241 Building Inspector			
Salaries	108,845	114,263	5.0
Expenses	5,420	5,500	1.5
Totals	114,265	119,763	4.8
291 Emergency Management			
Salaries	1,003	196	(80.5.)
Expenses	920	920	(0.0)
Totals	1,923	1,116	(42.0)
171 Conservation Commission			
Salaries	34,301	36,148	5.4
Expenses	45,695	65,695	43.8
Totals	79,996	101,843	27.3
176 Board of Appeals			
Salaries	2,607	2,672	2.5
Expenses	1,450	1,450	0.0
Totals	4,057	4,122	1.6

	FY18 Approved	FY19 Requested	FY18/FY19 % Change
294 Care of Trees			
Salaries	9,434	9,669	2.5
Expenses	102,640	102,640	0.0
Totals	112,074	112,309	0.2
295 Tree Committee	2,500	2,500	0.0
Protection of Persons and Property Totals	\$3,180,178	\$3,289,664	3.4
<u>Health and Sanitation</u>			
433 Garbage Disposal	19,364	19,848	2.5
439 Solid Waste			
Salaries	70,373	71,350	1.4
Expenses	333,421	301,755	(9.5)
Totals	403,794	373,105	(7.6)
450 Town Water			
Salaries	7,148	7,308	2.2
Expenses	21,500	21,500	0.0
Totals	28,648	28,808	0.6
519 Board of Health			
Salaries	44,600	45,644	2.3
Expenses	42,548	42,948	0.9
Totals	87,148	88,592	1.7
Health and Sanitation Totals	\$538,954	\$510,353	(5.3)
<u>Highway and Bridges</u>			
422 Maintenance			
Salaries	486,117	490,360	0.9
Expenses	267,148	278,367	4.2
Totals	753,265	768,727	2.1
423 Snow and Ice			
Salaries	105,700	105,700	0.0
Expenses	314,300	314,300	0.0
Totals	420,000	420,000	0.0
424 Street Lighting	12,489	12,489	0.0
425 Town Garage	82,415	71,102	(13.7)
428 Tarvia/Patching	275,000	275,000	0.0
Highway and Bridges Totals	\$1,543,169	\$1,547,318	0.3
<u>Other Public Agencies</u>			
194 Energy Coordinator	0	0	0.0
491 Cemetery			
Salaries	87,048	89,230	2.5
Expenses	25,430	28,485	12.0
Totals	112,478	117,715	4.7

	FY18 Approved	FY19 Requested	FY18/FY19 % Change
541 Council on Aging			
Salaries	108,055	110,557	2.3
Expenses	36,450	37,650	3.3
Totals	144,505	148,207	2.6
610 Library			
Salaries	447,628	460,137	2.8
Expenses	174,238	196,067	12.5
Totals	621,866	656,204	5.5
650 Parks and Recreation			
Salaries	345,361	328,752	(4.8)
Expenses	84,294	83,264	(1.2)
Totals	429,655	412,016	(4.1)
Other Public Agencies Totals	\$1,308,504	\$1,334,142	2.0
<u>Unclassified Services</u>			
152 Personnel Committee	0	0	0.0
178 Dover Housing Partnership	0	0	0.0
195 Town Report	9,150	6,000	(34.4)
543 Veterans			
Salaries	1,000	1,000	0.0
Expenses	1,000	1,000	0.0
Totals	2,000	2,000	0.0
691 Historical Commission	1,250	1,250	0.0
692 Memorial Day	3,000	3,000	0.0
Unclassified Services Totals	\$15,400	\$12,250	(20.5)
<u>Insurance</u>			
912 Workers Compensation	95,877	93,880	(2.1)
914 Group Insurance	2,572,170	2,564,683	(0.3)
916 Medicare/FICA	177,981	186,881	5.0
950 Other Insurance	179,067	180,780	1.0
Insurance Subtotals	\$3,026,808	\$3,033,689	0.2
<u>Pensions</u>			
911 Norfolk County Retirement	1,210,458	1,325,669	9.5
Insurance/Pensions Totals	\$4,237,266	\$4,359,358	2.9
<u>Schools</u>			
600 Dover School Operating	10,357,943	10,437,843	0.8
601 Dover's Share Regional			
Operating Assessment	11,235,560	11,474,779	2.1
Debt Assessment	581,416	568,138	2.3
Totals	11,816,976	12,042,917	1.9
602 Minuteman Vocational	63,533	96,218	51.4
604 Norfolk County Agricultural High School			
Totals	6,000	6,000	0.0
Schools Totals	\$22,244,452	\$22,582,978	1.5

	FY18 Approved	FY19 Requested	FY18/FY19 % Change
Maturing Debt and Interest			
710 Maturing Debt Principal	1,392,900	1,378,400	1.0
751 Maturing Debt Interest	259,375	240,596	(7.2)
759 Bank Charges	4,000	4,000	0.0
Debt and Interest Totals	\$1,656,275	\$1,622,996	(2.0)
TOWN BUDGET			
GRAND TOTALS	\$36,874,166	\$37,464,644	1.6

Vote: The motion was put to an electronic vote and passed by majority.

ARTICLE 5. (Selectmen) To see what sums the Town will raise and appropriate for the various capital purposes listed below; to determine whether the money shall be included in the tax levy, transferred from available funds, borrowed, or provided by any combination of these methods; or take any other action relative thereto:

1. Fire and Ambulance
 - a. Fire inspection vehicle
2. Police Department
 - a. Patrol vehicle
3. Highway Department
 - a. Six-wheel dump truck (H-3)

Motion: It was moved by Mr. Cone and seconded by Mrs. Gerner that the following sums recommended for the various capital purposes be called over by the Moderator, and, if no objection is made, that the Town raise and appropriate such sums, unless another funding source is noted, and that any sums realized from the trade-in or auction of old equipment shall be used to reduce the cost of the acquisition of new equipment or to purchase related accessories.

Vote: The motion was put to an electronic voice vote and was passed by a majority.

- | | |
|-------------------------------|-----------|
| 1. Fire and Ambulance | |
| a. Fire inspection vehicle | \$46,200 |
| 2. Police Department | |
| a. Patrol vehicle | \$36,500 |
| 3. Highway Department | |
| a. Six-wheel dump truck (H-3) | \$180,000 |

ARTICLE 6. (Selectmen) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or provide by any combination of these methods, a sum of money for the purpose of funding an unemployment compensation fund as authorized by Chapter 40, Section 5E, of the Massachusetts General Laws; or take any other action relative thereto.

Motion: It was moved by Mrs. Gerner and seconded by Mr. Hammerle that the Town raise and appropriate the sum of \$10,000 for the purpose of funding an unemployment compensation fund as authorized by Chapter 40, Section 5E, of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 7. (Selectmen) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or provide by any combination of these methods, a sum of money to provide for the payment of accumulated sick leave to retired police officers as authorized by Chapter 375 of the Acts of 1984; or take any other action relative thereto.

Motion: It was moved by Mr. Hammerle and seconded by Mr. Cone that this article be dismissed.

Vote: The motion was put to an electronic vote and passed by majority.

ARTICLE 8. (Selectmen) To see if the Town will vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental revolving funds,” for the purpose of establishing a new revolving fund in Section 5-16 E, as shown in the document on file in the Office of the Town Clerk, and as follows:

Insert the following row in the table after Council on Aging:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Funds	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Funds
Recycling Committee	Recycling Committee	Material Sales Proceeds	Purchase of Materials for Sale	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mrs. Cannie that the Town vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental revolving funds,” for the purpose of establishing a new revolving fund in Section 5-16 E, as shown in the document on file in the Office of the Town Clerk, and as follows:

Insert the following row in the table after Council on Aging:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Funds	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Funds
Recycling Committee	Recycling Committee	Material Sales Proceeds	Purchase of Materials for Sale	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote and passed by majority

ARTICLE 9. (Selectmen) To see if the Town will vote pursuant to Chapter 44, Section 53E½, of the Massachusetts General Laws to authorize the use of revolving fund accounts for the following boards or departments, and that unless otherwise amended by Town Meeting, such accounts shall not exceed the following amounts for Fiscal Year 2018:

1. Building Department
 - a. Gas Inspector \$7,200
 - b. Plumbing Inspector \$17,000
 - c. Wiring Inspector \$29,500
2. Board of Health
 - a. Perk and deep-hole inspection and permitting \$40,000
 - b. Septic inspection and permitting \$50,000
 - c. Well inspection and permitting \$20,000
 - d. Swimming pool inspection and permitting \$10,000
3. Library
 - a. Materials replacement \$5,000
4. Council on Aging
 - a. Senior activities and transportation \$35,000
5. Recycling Committee
 - a. Materials sales proceeds \$1,500

and further, that the fees received in connection with these programs be credited to the respective accounts and that the respective board or department be authorized to make expenditures from these accounts in accordance with Chapter 44, Section 53E½, of the Massachusetts General Laws; or take any other action relative thereto.

Motion: It was moved by Mr. Stuart and seconded by Mrs. Baskin that pursuant to the provisions of Massachusetts General Laws, Chapter 44, Section 53E½, the Town authorize the use of revolving fund accounts for the following boards or departments, and that such accounts shall not exceed the amounts set forth for the Fiscal Year 2018:

1. Building Department
 - a. Gas Inspector \$7,200
 - b. Plumbing Inspector \$17,000
 - c. Wiring Inspector \$29,500
2. Board of Health
 - a. Perk and deep-hole inspection and permitting \$40,000
 - b. Septic inspection and permitting \$50,000
 - c. Well inspection and permitting \$20,000
 - d. Swimming pool inspection and permitting \$10,000
3. Library
 - a. Materials replacement \$5,000
4. Council on Aging
 - a. Senior activities and transportation \$35,000
5. Recycling Committee
 - a. Materials sales proceeds \$1,500

Vote: The motion was put to an electronic vote and was passed by a majority.

ARTICLE 10. (Selectmen) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, borrow, or provide by any combination of these methods, a sum of money for the purpose of highway construction, reconstruction and other improvements under the authority of the Massachusetts General Laws as funded by various state budgets; and to authorize the Selectmen to enter into contracts, apply for, accept, expend, and borrow in anticipation of state aid for such projects; or take any other action relative thereto.

Motion: It was moved by Mr. Ursitti and seconded by Ms. Alders that the Town authorize the Board of Selectmen to enter into contracts, apply for, accept, expend, and borrow in anticipation of any funds allotted by the Commonwealth for the construction, reconstruction, and other improvements of Town roads and related infrastructure.

Vote: The motion was put to an electronic vote and was passed by a majority.

ARTICLE 11. (Selectmen) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, borrow, or any combination of these methods, a sum of money for the purpose of paying costs of replacement of the boilers at the Caryl Community Center, including the cost of architectural and engineering services related thereto; or take any other action relative thereto.

Motion: It was moved by Ms. Alders and seconded by Mr. Ursitti that the Town appropriate the sum of \$600,000 by transfer from Free Cash for the purpose of paying costs of replacement of the boilers at the Caryl Community Center, including the cost of architectural and engineering services related thereto.

Motion: A motion was made from the floor to move the question.

Vote: The motion was put to an electronic vote and was passed by a majority.

Vote: The main motion was put to an electronic vote and was defeated 91 (yes) to 145 (no).

ARTICLE 12. (Board of Health) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or provide by any combination of these methods, a sum of money for the purpose of conducting a hydrology study, and all costs incidental and related thereto; or take any other action relative thereto.

Motion: It was moved by Mrs. Baskin and seconded by Mr. Stuart that the Town raise and appropriate the sum of \$150,000 for the purpose of conducting a hydrology study, and all costs incidental and related thereto.

Motion: A motion was made from the floor to move the question.

Vote: The motion was put to an electronic vote and was passed by a majority.

Vote: The main motion was put to an electronic vote and was passed 189 (yes) to 46 (no).

ARTICLE 13. (Historical Commission) To see if the Town will vote to amend Chapter 96 of the General Bylaws concerning Demolition Review, as shown in a document on file in the Office of the Town Clerk, and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; or take any other action relative thereto.

Motion: It was moved by Mrs. Cannie and seconded by Mr. Kinder that this article be dismissed.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 14. (Citizens' Petition) To see if the Town will vote to amend the General Bylaws of the Town of Dover to ban the commercial use of plastic bags in accordance with the proposed amendment language on file with the Town Clerk; or take any other action relative thereto.

Motion: It was moved by Mr. Cone and seconded by Mrs. Gerner that this article be dismissed.

Vote: The motion was put to an electronic vote and was passed by a majority.

ARTICLE 15. (Selectmen) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, borrow, or provide by any combination of these methods, a sum of money for the purpose of improvements to the facilities at the Caryl Community Center, including the cost of architectural and engineering services for plans and specifications related thereto; or take any other action relative thereto.

Motion: It was moved by Mrs. Gerner and seconded by Mr. Hammerle that the Town appropriate \$4 million for improvements to the facilities at the Caryl Community Center, including the cost of architectural and engineering services for plans and specifications related thereto, and for the payment of all other costs incidental and related thereto; that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow said sum under Chapter 44, Section 7(1) of the Massachusetts General Laws or any other enabling authority; that the Board of Selectmen is authorized to contract for and expend any federal or state aid available for the project; and that the Board of Selectmen is authorized to take any other action necessary or convenient to carry out this project; provided, however, that this vote shall not take effect until the Town votes to exempt from the limitation on total taxes imposed by Chapter 59, Section 21C of the Massachusetts General Laws (Proposition 2½) amounts required to pay the principal of and interest on the borrowing authorized by this vote as set forth on the ballot for the May 21, 2018, election; and further that any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the Massachusetts General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Motion: A motion was made from the floor to move the question.

Vote: The motion was put to an electronic vote and was passed by a majority.

Vote: At 9:58 p.m., the main motion was put to an electronic vote and was defeated 83 (yes) to 128 (no).

Motion: A motion was made from the floor for reconsideration of Article 15.

Vote: The motion was put to an electronic vote and passed 140 (yes) to 71 (no).

Motion: A motion to amend was made by Mrs. Hunter and seconded by Mr. Jeffries to allow the Town to transfer from Free Cash the amount of \$200,000 for the purpose of developing schematic designs for a complete renovation of the Caryl Community Center.

Vote: The motion to amend the main motion was put to an electronic vote and passed 139 (yes) to 69 (no).

Motion: A motion was made from the floor to move the question.

Vote: The motion was put to an electronic vote and passed 157 (yes) to 49 (no).

Vote: The main motion as amended was put to an electronic vote and passed 119 (yes) to 84 (no).

Motion: At 10:26 p.m., a motion was made from the floor for reconsideration of Article 15.

Vote: The motion was put to an electronic vote and was defeated 76 (yes) to 102 (no).

ARTICLE 16. (Conservation Commission) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or any combination of these methods, a sum of money for the Conservation Fund to be used by the Conservation Commission for any purpose authorized by Chapter 40, Section 8C of the Massachusetts General Laws; or take any other action relative thereto.

Motion: It was moved by Mr. Hammerle and seconded by Mr. Cone that the Town raise and appropriate the sum of \$25,000 for the Conservation Fund to be used by the Conservation Commission for any purpose authorized by Chapter 40, Section 8C of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 17. (Open Space Committee) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or provide by any combination of these methods, a sum of money to revise the Open Space and Recreation Plan of 2011; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mrs. Cannie that the Town vote to raise and appropriate the sum of \$10,000 to revise the Open Space and Recreation Plan of 2011.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 18. (Selectmen) To see if the Town will vote to (i) supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of Massachusetts General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied, and (ii) appropriate the premium paid to the Town upon the sale of bonds issued on December 21, 2017, to pay costs of capital projects; or take any other action relative thereto.

Motion: It was moved by Mr. Stuart and seconded by Mrs. Baskin that the Town (i) supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of the Massachusetts General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied; and (ii) appropriate \$192,000 from the premium paid to the Town upon the sale of the bonds dated December 21, 2017, to pay a portion of the costs of acquiring real property known as 46 Springdale Avenue authorized by vote of the September 15, 2014 (Article 1), and to reduce the amount authorized to be borrowed for such project, but not yet issued by the Town, by the same amount.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 19. (Dover-Sherborn Regional School Committee) To see if the Town will vote to appropriate by transfer from Free Cash in the Treasury a sum of money for the purpose of paying the costs of various items of capital equipment and/or improvements, including the payment of all costs incidental and related thereto, pursuant to an intergovernmental agreement with the Dover-Sherborn Regional School District and the Town of Sherborn to provide funding for such items; or take any other action relative thereto.

Motion: It was moved by Mr. Ursitti and seconded by Ms. Alders that the Town appropriate the sum of \$288,711 by transfer from Free Cash, to be expended by the Dover-Sherborn Regional School Committee, pursuant to an intergovernmental agreement entered into by the Town of Dover on February 22, 2018, with the Dover-Sherborn Regional School District and the Town of Sherborn, for the purpose of paying Dover's allocated costs of the following capital equipment and improvements:

Asphalt paving	\$170,000
Fire detection field sensors	50,000
Tractor	45,000
Flash storage	45,000
Floors: Lindquist Cafeteria	60,000
Courtyard roof	35,000
Locker room floor	25,000
Walk-in freezer and refrigeration	25,000
Concrete replacement	20,000
A/C: Computer Labs/SPED Office	20,000
Exhaust/ventilation	15,000
Total	\$510,000

including the payment of all costs incidental and related thereto.

Vote: The motion was put to an electronic vote and passed by majority.

ARTICLE 20. (Dover-Sherborn Regional School Committee) To see if the Town will vote to approve the borrowing authorized by the Dover-Sherborn Regional School District for the purpose of paying the costs of various items of capital equipment and/or improvements, including the payment of all costs incidental and related thereto; or take any other action relative thereto.

Motion: It was moved by Ms. Alders and seconded by Mr. Ursitti that this article be dismissed.

Vote: The motion was put to an electronic voice vote and passed by a majority

ARTICLE 21. (Planning Board) To see if the Town will vote to amend Section 185-46 of the Zoning Bylaw, the complete text of which is on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; or take any other action relative thereto.

Motion: It was moved by Mrs. Baskin and seconded by Mr. Stuart that the Town amend Section 185-46 of the Zoning Bylaw (Personal Wireless Service Facilities) as shown in the complete text of which is on file in the Offices of the Town Clerk and the Planning Board; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code.

Vote: The motion was put to an electronic vote and passed 168 (yes) to 6 (no).

ARTICLE 22. (Selectmen/Board of Health) To see if the Town will vote to prohibit the operation of marijuana establishments as defined in Chapter 94G, Section 1 of the Massachusetts General Laws, including marijuana cultivators, marijuana testing facilities, marijuana product manufacturers, marijuana retailers or any other type of licensed marijuana-related businesses, within the Town of Dover; or take any other action relative thereto.

Motion: It was moved by Mr. Ursitti and seconded by Mr. Kinder that the Town amend the General Bylaws of the Town of Dover by inserting Chapter 113, entitled “Marijuana Establishments,” for the purpose of banning marijuana establishments in the Town of Dover, as shown in the document on file in the Office of the Town Clerk, and as follows:

CHAPTER 113

MARIJUANA ESTABLISHMENTS

§ 113-1. Marijuana Establishments Prohibited

The operation of any marijuana establishment, as defined in Chapter 94G, Section 1 of the Massachusetts General Laws, including, without limitation, a marijuana cultivator, marijuana testing facility, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business within the Town is prohibited.

Vote: The motion was put to an electronic vote and passed by majority.

ARTICLE 23. (Warrant Committee) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or provide by any combination of these methods pursuant to Chapter 40, Section 6 of the Massachusetts General Laws a sum not to exceed 5% of the tax levy of Fiscal Year 2018 to be a Reserve Fund, from which transfers are voted by the Warrant Committee from time to time and transferred as provided by statute, and determine whether the money shall be provided by the tax levy, by transfer from available funds including the Reserve Fund Overlay Surplus, or by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Cone and seconded by Mrs. Gernernd that the Town appropriate the sum of \$250,000 for a Reserve Fund for Fiscal Year 2019 to provide for extraordinary or unforeseen expenditures pursuant to Chapter 40, Section 6 of the Massachusetts General Laws, and that to meet this appropriation, \$150,000 be raised and \$100,000 be transferred from the Overlay Surplus.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 24. (Warrant Committee) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or provide by any combination of these methods, a sum of money to pay any unpaid bills rendered to the Town for prior years; or take any other action relative thereto.

Motion: It was moved by Mrs. Gerner and seconded by Mr. Hammerle that the sum of \$8,634.00 be transferred from Free Cash for the purpose of paying:

Global Montello Group Corp., \$5,347; Southworth-Milton, Inc., \$1,887; and

Dickson Smith (reimbursement) \$1,400.

Vote: The motion was put to an electronic vote and passed 151 (yes) to 5 (no).

ARTICLE 25. (Warrant Committee) To see if the Town will make supplemental appropriations to be used in conjunction with money appropriated under Article 4 of the Warrant for the 2017 Annual Town Meeting, to be expended during the current fiscal year, or make any other adjustments to the Fiscal Year 2018 budget that may be necessary, and determine whether the money shall be provided by transfer from available funds; or take any other action relative thereto.

Motion: It was moved by Mr. Hammerle and seconded by Mr. Cone that the Town make a supplemental appropriation in the sum of \$102,500 to be used in conjunction with money appropriated under Article 4 of the Warrant for the 2017 Annual Town Meeting, to be expended during the current fiscal year by transfer from Free Cash in the Treasury to Line Item 5200-0504-2000 (Professional Services) of Budget 122 (Selectmen).

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 26. (Warrant Committee) To see if the Town will vote to transfer from Free Cash in the Treasury an amount to meet the appropriations for the ensuing fiscal year and will authorize the Board of Assessors to use the same to reduce the tax rate; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mrs. Cannie that the Town transfer from Free Cash the sum of \$909,227 to meet the appropriations for Fiscal Year 2019 and that the Board of Assessors be authorized to use the same amount to reduce the tax rate for Fiscal Year 2019.

Motion: A motion was made from the floor to increase the sum to \$1,500,000 to reduce the tax rate.

Vote: The motion was put to an electronic vote and was defeated by a majority.

Vote: The main motion was put to an electronic vote and was passed by a majority.

ARTICLE 27. (Selectmen) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or provide by any combination of these methods, a sum of money for the purpose of supplementing the Town of Dover Stabilization Fund in accordance with Chapter 40, Section 5B, of the Massachusetts General Laws; or take any other action relative thereto.

Motion: It was moved by Mr. Stuart and seconded by Mrs. Baskin that this article be dismissed.

Vote: The motion was put to an electronic vote and passed by a majority.

Motion: At 11:02 p.m., a motion was made by Mrs. Cannie and seconded by Ms. Alders that the meeting be dissolved.

Vote: The motion was put to an electronic vote and passed by majority.



Memorial Day at the Town House. Photo by Ford Spalding.

Annual Town Meeting

Article 28 Elections
May 21, 2018

Pursuant to the Warrant given under the hands of the Selectmen on the 12th day of April 2018, a Town Election was held on May 21, 2018. Margaret Crowley, Constable of Dover, inspected the ImageCast Ballot Box and found it to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 683 ballots had been cast. At 8:12 p.m., the unofficial results were posted. The official counts are as follows:

Moderator (1 year)

(Vote for one)

James R. Repetti	587
Write-Ins	5
Blanks	91

Selectman (3 years)

(Vote for one)

Candace McCann	310
Robert P. Springett	368
Write-Ins	2
Blanks	3

Assessor (3 years)

(Vote for one)

Charles W. Long	546
Write-Ins	5
Blanks	132

Assessor (1 year)

(Vote for one)

Robert G. Cocks	545
Write-Ins	3
Blanks	135

Dover School Committee (3 years)

(Vote for one)

Brooke A. Matarese	517
Write-Ins	2
Blanks	164

D-S Regional School Committee (3 years)

(Vote for one)

Lori Krusell	524
Write-Ins	3
Blanks	156

Library Trustee (3 years)

(Vote for two)

Maud H. Chaplin	491
Erin E. Rodat-Savla	473
Write-Ins	3
Blanks	399

Cemetery Commission (3 years)

(Vote for one)

Carol A. Jackman	532
Write-Ins	1
Blanks	150

Planning Board (5 years)

(Vote for one)

Jody B. Shue	528
Write-Ins	3
Blanks	152

Board of Health (3 years)

(Vote for one)

Stephen I. Kruskall	532
Write-Ins	2
Blanks	149

Park and Recreation Commission (3 years)

(Vote for two)

Peter J. Davies	492
Valerie L. Lin	508
Write-Ins	5
Blanks	361

Ballot Question 1: “Shall the Town of Dover be allowed to exempt from the provisions of Proposition 2½, so-called, the amounts required to pay for the bond issued in order to improve the facilities at the Caryl Community Center, including the cost of architectural and engineering services for plans and specifications, and for the payment of all other costs incidental and related thereto?”

Yes	325
No	252
Blanks	106

State Primary

September 4, 2018

Pursuant to the Warrant given under the hands of the Selectmen on the 16th of August 2018, a State Primary was held on September 4, 2018. Constable Margaret Crowley inspected the ImageCast Ballot Box and found it to be empty and set at zero. Felicia Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 1,075 ballots had been cast: 674 Democrat, 398 Republican, and 3 Libertarian. At 8:17 p.m., the preliminary results were read. The final and official vote counts (including one provisional ballot bringing the final tally to 1,076 votes) are as follows:

DEMOCRAT

Representative in Congress

Elizabeth Warren	571
Write-Ins	15
Blanks	89

Governor

Jay M. Gonzalez	425
Bob Massie	117
Write-Ins	11
Blanks	122

Lieutenant Governor

Quentin Palfrey	311
Jimmy Tingle	192
Write-Ins	2
Blanks	170

Attorney General

Maura Healey	593
Write-Ins	2
Blanks	80

Secretary of State

William Francis Galvin	394
Josh Zakim	239
Write-Ins	0
Blanks	42

REPUBLICAN

Representative in Congress

Geoff Diehl	161
John Kingston	79
Beth Joyce Lindstrom	127
Write-Ins	1
Blanks	30

Governor

Charles D. Baker	300
Scott D. Lively	93
Write-Ins	0
Blanks	5

Lieutenant Governor

Karyn E. Polito	316
Write-Ins	2
Blanks	80

Attorney General

James R. McMahon III	149
Daniel Shores	150
Write-Ins	1
Blanks	98

Secretary of State

Anthony M. Amore	278
Write-Ins	1
Blanks	119

Treasurer

Deborah Goldberg	525
Write-Ins	0
Blanks	150

Auditor

Suzanne M. Bump	500
Write-Ins	1
Blanks	174

Representative in Congress

Joseph P. Kennedy III	598
Gary J. Rucinski	47
Write-Ins	1
Blanks	29

Councillor

Robert J. Jubinville	459
Write-Ins	0
Blanks	216

Senator in General Court

Michael F. Rush	482
Write-Ins	1
Blanks	192

Representative in General Court

Denise C. Garlick	566
Theodore L. Steinberg	81
Write-Ins	0
Blanks	28

District Attorney

Michael W. Morrissey	499
Write-Ins	0
Blanks	176

Clerk of Courts

Walter F. Timilty Jr.	494
Write-Ins	0
Blanks	181

Register of Deeds

William P. O'Donnell	497
Write-Ins	0
Blanks	178

Treasurer

Keiko M. Orral	284
Write-Ins	0
Blanks	114

Auditor

Helen Brady	273
Write-Ins	2
Blanks	123

Representative in Congress

Write-Ins	46
Blanks	352

Councillor

Write-Ins	23
Blanks	375

Senator in General Court

Write-Ins	23
Blanks	375

Representative in General Court

Write-Ins	20
Blanks	378

District Attorney

Write-Ins	19
Blanks	379

Clerk of Courts

Write-Ins	17
Blanks	381

Register of Deeds

Write-Ins	19
Blanks	379

County Commissioner		County Commissioner	
Peter H. Collins	474	Write-Ins	19
Write-Ins	0	Blanks	379
Blanks	201		
County Treasurer		County Treasurer	
James E. Timilty	494	Write-Ins	18
Write-Ins	0	Blanks	380
Blanks	181		
LIBERTARIAN			
Senator in Congress		Councillor	
Write-Ins	2	Write-Ins	1
Blanks	1	Blanks	2
Governor		Senator in General Court	
Write-Ins	3	Write-Ins	1
Blanks	0	Blanks	2
Lieutenant Governor		Representative in General Court	
Write-Ins	2	Write-Ins	2
Blanks	1	Blanks	1
Attorney General		District Attorney	
Write-Ins	1	Write-Ins	1
Blanks	2	Blanks	2
Secretary of State		Clerk of Courts	
Write-Ins	1	Write-Ins	1
Blanks	2	Blanks	2
Treasurer		Register of Deeds	
Write-Ins	1	Write-Ins	1
Blanks	2	Blanks	2
Auditor		County Commissioner	
Daniel Fishman	2	Write-Ins	1
Write-Ins	0	Blanks	2
Blanks	1	County Treasurer	
Representative in Congress		Write-Ins	1
Write-Ins	1	Blanks	2
Blanks	2		

State Election

November 6, 2018

Pursuant to the Warrant given under the hands of the Selectmen on the 16th day of October 2018, a State Election was held on November 6, 2018. Margaret Crowley, Constable of Dover, inspected the ImageCast Ballot Box and found it to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. At 8:51 p.m., the unofficial results were posted showing that a total of 3,112 ballots had been cast. On November 19, 2018, the Election Day results were revised to include the absentee ballots received from overseas voters who had mailed their ballots by November 6, 2018, as required by law. The official count of the votes for Dover is as follows:

Senator in Congress

Elizabeth A. Warren	1,668
Geoff Diehl	1,307
Shiva Ayyadurai	113
Write-Ins	9
Blanks	36

Governor and Lieutenant Governor

Baker and Polito	2,331
Gonzalez and Palfrey	722
Write-Ins	10
Blanks	70

Attorney General

Maura Healey	1,998
James R. McMahon III	1,079
Write-Ins	0
Blanks	56

Secretary of State

William Francis Galvin	1,951
Anthony M. Amore	966
Juan G. Sanchez Jr.	90
Write-Ins	3
Blanks	123

Treasurer

Deborah B. Goldberg	1,795
Keiko M. Orrall	1,088
Jamie M. Guerin	65
Write-Ins	0
Blanks	185

Auditor

Suzanne M. Bump	1,585
Helen Brady	1,154
Daniel Fishman	151
Edward J. Stamas	46
Write-Ins	2
Blanks	195

Representative in Congress

Joseph P. Kennedy III	2,231
Write-Ins	72
Blanks	830

Councillor

Robert L. Jubinville	2,028
Write-Ins	39
Blanks	1,066

Senator in General Court

Michael F. Rush	2,065
Write-Ins	39
Blanks	1,029

Representative in General Court

Denise C. Garlick	2,156
Write-Ins	43
Blanks	934

District Attorney

Michael W. Morrissey	2,075
Write-Ins	39
Blanks	1,019

Clerk of Courts

Walter F. Timilty Jr.	2,067
Write-Ins	36
Blanks	1,030

Register of Deeds

William P. O'Connell	2,081
Write-Ins	38
Blanks	1,014

County Commissioner

Peter H. Collins	2,003
Write-Ins	37
Blanks	1,093

County Treasurer

James E. Timilty	2,038
Write-Ins	34
Blanks	1,061

Ballot Question 1: This proposed law would limit how many patients could be assigned to each registered nurse in Massachusetts hospitals and certain other health care facilities. The maximum number of patients per registered nurse would vary by type of unit and level of care, as follows:

- In units with step-down/intermediate care patients: 3 patients per nurse;
- In units with post-anesthesia care or operating room patients: 1 patient under anesthesia per nurse; 2 patients post-anesthesia per nurse;
- In the emergency services department: 1 critical or intensive care patient per nurse (or 2 if the nurse has assessed each patient's condition as stable); 2 urgent non-stable patients per nurse; 3 urgent stable patients per nurse; or 5 non-urgent stable patients per nurse;
- In units with maternity patients: (a) active labor patients: 1 patient per nurse; (b) during birth and for up to two hours immediately postpartum: 1 mother per nurse and 1 baby per nurse; (c) when the condition of the mother and baby are determined to be stable: 1 mother and her baby or babies per nurse; (d) postpartum: 6 patients per nurse; (e) intermediate care or continuing care babies: 2 babies per nurse; (f) well-babies: 6 babies per nurse;
- In units with pediatric, medical, surgical, telemetry, or observational/outpatient treatment patients, or any other unit: 4 patients per nurse; and
- In units with psychiatric or rehabilitation patients: 5 patients per nurse.

The proposed law would require a covered facility to comply with the patient assignment limits without reducing its level of nursing, service, maintenance, clerical, professional, and other staff.

The proposed law would also require every covered facility to develop a written patient acuity tool for each unit to evaluate the condition of each patient. This tool would be used by nurses in deciding whether patient limits should be lower than the limits of the proposed law at any given time.

The proposed law would not override any contract in effect on January 1, 2019, that sets higher patient limits. The proposed law's limits would take effect after any such contract expired.

The state Health Policy Commission would be required to promulgate regulations to implement the proposed law. The Commission could conduct inspections to ensure compliance with the law. Any facility receiving

written notice from the Commission of a complaint or a violation would be required to submit a written compliance plan to the Commission. The Commission could report violations to the state Attorney General, who could file suit to obtain a civil penalty of up to \$25,000 per violation as well as up to \$25,000 for each day a violation continued after the Commission notified the covered facility of the violation. The Health Policy Commission would be required to establish a toll-free telephone number for complaints and a website where complaints, compliance plans, and violations would appear.

The proposed law would prohibit discipline or retaliation against any employee for complying with the patient assignment limits of the law. The proposed law would require every covered facility to post within each unit, patient room, and waiting area a notice explaining the patient limits and how to report violations. Each day of a facility’s non-compliance with the posting requirement would be punishable by a civil penalty between \$250 and \$2,500.

The proposed law’s requirements would be suspended during a state or nationally declared public health emergency.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

Yes:	585
No:	2,482
Blanks:	66

Ballot Question 2: This proposed law would create a citizens’ commission to consider and recommend potential amendments to the United States Constitution to establish that corporations do not have the same Constitutional rights as human beings and that campaign contributions and expenditures may be regulated.

Any resident of Massachusetts who is a United States citizen would be able to apply for appointment to the 15-member commission, and members would serve without compensation. The Governor, the Secretary of the Commonwealth, the state Attorney General, the Speaker of the state House of Representatives, and the President of the state Senate would each appoint three members of the commission and, in making these appointments, would seek to ensure that the commission reflects a range of geographic, political, and demographic backgrounds.

The commission would be required to research and take testimony, and then issue a report regarding (1) the impact of political spending in Massachusetts; (2) any limitations on the state’s ability to regulate corporations and other entities in light of Supreme Court decisions that allow corporations to assert certain constitutional rights; (3) recommendations for constitutional amendments; (4) an analysis of constitutional amendments introduced to Congress; and (5) recommendations for advancing proposed amendments to the United States Constitution.

The commission would be subject to the state Open Meeting Law and Public Records Law. The commission’s first report would be due December 31, 2019, and the Secretary of the Commonwealth would be required to deliver the commission’s report to the state Legislature, the United States Congress, and the President of the United States.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

Yes:	2,051
No:	990
Blanks:	92

Ballot Question 3: This law adds gender identity to the list of prohibited grounds for discrimination in places of public accommodation, resort, or amusement. Such grounds also include race, color, religious creed, national origin, sex, disability, and ancestry. A “place of public accommodation, resort or amusement” is defined in existing law as any place that is open to and accepts or solicits the patronage of the general public, such as hotels, stores, restaurants, theaters, sports facilities, and hospitals. “Gender identity” is defined as a person’s sincerely held gender-related identity, appearance, or behavior, whether or not it is different from that traditionally associated with the person’s physiology or assigned sex at birth.

This law prohibits discrimination based on gender identity in a person’s admission to or treatment in any place of public accommodation. The law requires any such place that has separate areas for males and females (such as restrooms) to allow access to and full use of those areas consistent with a person’s gender identity. The law also prohibits the owner or manager of a place of public accommodation from using advertising or signage that discriminates on the basis of gender identity.

This law directs the state Commission Against Discrimination to adopt rules or policies and make recommendations to carry out this law. The law also directs the state Attorney General to issue regulations or guidance on referring for legal action any person who asserts gender identity for an improper purpose.

The provisions of this law governing access to places of public accommodation are effective as of October 1, 2016. The remaining provisions are effective as of July 8, 2016.

Yes:	2,201
No:	874
Blanks:	58

Vital Statistics

For the Calendar Year 2018

BIRTHS IN 2018

12 Males

12 Females

MARRIAGES IN 2018

June 9	Zachary Earl Keith Cassandra Alice Shaw	Houston, TX Houston, TX
June 16	Francis Scott Schilling Elena Webb Mayfield	Centerville, MA Centerville, MA
June 16	Richard DeRivas Diehl Carol Ann Coakley	Fort Lauderdale, FL Mansfield, MA
June 19	Sasson David Peress Iryna Lipovetsky	Needham, MA Lexington, MA
July 7	Francis N. Ficcardi Kathryn Alice Gaudaitis	Medfield, MA Medfield, MA
August 17	Hendrik Frens Schuring Simone Starling DeAzevedo	Dover, MA Dover, MA
August 27	Antonio Hilario Neto Zhane Unique Ebony Jones	Braintree, MA Braintree, MA
August 31	Alexander Scott Paisner Emily Anne Oliver	Boston, MA Boston, MA
September 1	Gregory Lewis Bode Victoria Ashley Gregory	Framingham, MA Framingham, MA
September 15	Bryan Andrew Kipp Susannah Prentice Wilson	New York, NY New York, NY
September 21	Colin Daniel Ryan Janet Lee Zuroske	Dover, MA Dover, MA
September 29	Joseph Michael Bulkin Jennifer Ann Kirby	Dover, MA Braintree, MA
September 30	Timothy C. Giblin Wendy Patricia Ramirez-Deras	Dover, MA Dover, MA
October 6	Bryan Lawrence Brunelli Lauren Marie Noonan	Maynard, MA Maynard, MA

October 11	Michael James Ferraguto III Kathleen Elizabeth Floyd	Boston, MA Boston, MA
October 25	Cam John Houshman Malgorzata G. Stergios	Dover, MA Natick, MA
November 3	Kenneth Shiao-Shiao Chen Estelle Samantha DeFranchi	Dover, MA Dover, MA

DEATHS IN 2018

January 4	Charles Auguste Rheault Jr.	93	744 Chequessett Neck Road Wellfleet, MA
January 8	Vildo Castagna	81	22 Crest Drive
February 6	Marion J. Gerrity	93	17 Haven Terrace
February 23	Abraham C. Mathews	71	6 Hughes Lane
March 8	Michael P. Ebbs	59	7 Wakeland Road
March 11	Elizabeth V. Webster	43	18 Tisdale Drive
March 20	Olga Alexopoulou	62	154 Walpole Street
March 21	Cecile L. Chan	90	3 Oak Circle
April 8	James J. Guiod	76	46 Main Street
April 25	Cecile B. Doud	102	1 Indian Spring Road
April 28	Richard A. Wise	91	18 Crest Drive
May 8	Donald MacKay	93	28 Trout Brook Road
May 10	Leola Margaret Luttazi	91	3 Spring Lane
June 7	Sylvia Raskind	93	19 Draper Road
July 1	Isobel Eileen Martin	59	9 Annie King Lane
July 2	Judith F. Babcock	84	29 Rolling Lane
July 2	Helen Paboojian	94	3 Circle Drive
July 7	Robert Louis DeFusco	69	3 Hunt Drive
July 13	Robert J. Pignatelli Sr.	92	42 Trout Brook Road
September 8	Mary Margaret Fitzpatrick	18	8 Sherbrooke Drive
September 13	Andrew Hoyt Kessler	56	95 Main Street
September 17	William Arthur Katsenes	93	25 Pleasant Street
September 18	John Joseph Kovaly	90	3 Tubwreck Drive
September 28	Bruce P. Hayes	70	8 Ledgewood Drive

October 12	Arthur D. MacAlpine Jr.	72	29 Haven Street
November 2	Hazel Newland Kendall	99	2 Circle Drive
December 9	Christopher Francis Clancy	88	2 Hunt Drive
December 18	Virginia W. Treiber	78	6 Morningside Drive
December 21	Martin E. Treiber Jr.	79	6 Morningside Drive



Soldiers Monument. Photo by Dee Douglas.

Town Clerk Financial Reports

For the Calendar Year 2018

Fees Collected by the Town Clerk's Office

January	\$4,800
February	3,950
March	3,858
April	2,135
May	680
June	1,349
July	1,250
August	199
September	502
October	330
November	145
December	160
Total	\$19,358

Fees Collected by the Board of Appeals

January	\$0
February	150
March	0
April	0
May	600
June	0
July	0
August	150
September	150
October	150
November	0
December	0
Total	\$1,200

Report of the
Town Treasurer

Gerard Lane, Treasurer-Collector

The following reports appear on pages 66–79:

- **Total Gross Wages** for the Calendar Year 2018
- **Treasurer's Cash** for the Year Ending June 30, 2018
- **Statement of Taxes Outstanding** as of June 30, 2018
- **Statement of Long Term Debt** as of June 30, 2018
- **Statement of Changes in Trust and Investment Fund Balances**
for the Year Ending June 30, 2018

Total Gross Wages

For the Calendar Year 2018

	Regular Wages	Overtime/ Other	Total Gross Wages
Selectmen's Office			
Mona Abraham-Disciullo*	\$54,386		\$54,386
Paul E. Carew	1,000		1,000
Robyn M. Hunter	100		100
John D. Jefferies	150		150
Candace McCann	200		200
Greer G. Pugatch	60,598	\$917	61,515
David W. Ramsay	173,278		173,278
Town Accountant's Office			
Nancy L. Rigano	54,860		54,860
Carol M. Wideman	108,856	1,000	109,856
Assessor's Office			
Amy L. B. Gow	49,809		49,809
Charles W. Long	400		400
Karen J. MacTavish	96,559		96,559
Douglas P. Munsell	350		350
Caroline White	175		175
Treasurer/Collector's Office			
David J. Donaghey Jr.	363		363
Gavin T. Fiske	47,899		47,899
Gerard R. Lane Jr.	108,896	1,000	109,896
Jennifer G. Pink	27,304		27,304
Town Clerk and Elections			
Judith H. Alksnitis	116		116
Juris G. Alksnitis	296		296
Andre Boudreau*	490		490
Alfreda Cleveland	330		330
Martha Susan S. Cocks	242		242
Elizabeth M. Devine	154		154
Maureen A. Dilg	167		167
Melissa B. Frank	98		98
Elizabeth Hagan	184		184
Catherine K. Haviland	287		287
Carol B. Healer	58		58
Darlene L. Heidke	21,105		21,105
Eleanor A. Herd	1,586		1,586
William R. Herd*	423		423

	Regular Wages	Overtime/ Other	Total Gross Wages
Town Clerk and Elections (cont'd)			
Felicia S. Hoffman*	\$66,418	\$1,200	\$67,618
Celeste L. Hurley	259		259
Christopher Jackman	58		58
Michele Keleher	58		58
Anita B. Loscalzo	116		116
Maria L. Mannix	99		99
Susan McGill	47		47
Laura E. McGuire	1,132		1,132
Jane D. Moore	149		149
Elizabeth A. Schlenker	63		63
Joan N. Stapleton	116		116
John J. Walsh	55		55
Carolyn D. Waterman	132		132
Building Maintenance			
Bradley S. Crosby III	56,731	15,033	71,764
Donald A. Fisler	27,365	1,718	29,084
Scott E. Wainwright	512		512
Karl L. Warnick*	95,075	14,228	109,304
Data Processing			
William T. Clark	43,876	1,146	45,021
Diana Piesak	11,231	0	11,231
Police Department			
Ryan J. Black	7,127	36,866	43,993
Nicole M. Bratcher-Heffernan	87,394	2,161	89,556
Donald P. Cahill Jr.	40,339	24,542	64,881
Jonathan H. Cash	84,074	4,668	88,742
David E. Chaisson Jr.	86,250	32,110	118,360
Richard F. Collamore Jr.	89,331	16,303	105,634
Brian C. Collins	7,285	3,521	10,806
Douglas E. Comman	90,733	68,755	159,487
Jeffrey M. Farrell	196	6,525	6,721
Harold M. Grabert	84,814	33,088	117,902
John M. Holmes	5,175	2,230	7,405
Katherine M. Kolodziejczyk	61,103	17,464	78,567
Matthew O. Lavery	84,078	30,461	114,539
Charles S. Marscher	86,211	8,395	94,607
Peter A. McGowan	168,119	500	168,619
James D. McMeekin	2,622	3,672	6,294
Edward J. Meau	104,801	29,269	134,070
Ryan W. Menice	105,543	74,922	180,465
Aaron J. Mick	102,859	25,556	128,415
Robert P. Murphy	6,429	51,401	57,829
Ryan P. Sullivan	3,511	392	3,903

	Regular Wages	Overtime/ Other	Total Gross Wages
Police Department (cont'd)			
Christopher M. VonHandorf	\$84,229	\$12,503	\$96,732
Todd V. Wilcox	104,523	40,587	145,110
Joseph S. Woollard	81,104	56,328	137,432
Susan M. L. Young*	47,521		47,521
Fire/Rescue			
Paul C. Buckley		3,526	3,526
Joseph G. Chirico		16,531	16,531
Jeremiah A. Daly		2,696	2,696
Joseph A. Demarco		7,242	7,242
Klarina N. Donoghue		8,750	8,750
Allen E. Erickson		1,176	1,176
Renee J. Foster		47,910	47,910
Tim C. Giblin		10,266	10,266
Mary C. Hinsley		11,133	11,133
Alexander H. Howe		5,995	5,995
Paul M. Hughes		1,543	1,543
John M. Hughes III	200		200
Edward G. Kornack		11,677	11,677
John P. Kornack		8,414	8,414
Jack I. London		877	877
Phillip D. Luttazi		4,439	4,439
John P. Luttazi		6,948	6,948
Romolo P. Luttazi	15,996	13,215	29,210
Michael J. Lynch Jr.		2,838	2,838
Jack W. Maxwell		4,969	4,969
William A. Mitchell		27,970	27,970
Daniel K. Murphy		18,607	18,607
Walter J. Nowicki		7,065	7,065
Curt F. Pfannenstiehl		6,720	6,720
Ryan C. Phelan		8,060	8,060
Thomas E. Quayle		14,152	14,152
Theodore H. Reimann		15,077	15,077
Matthew A. Reinemann		8,883	8,883
Richard L. Reinemann		14,247	14,247
Caroline S. Repetti		3,201	3,201
Robert B. Richards		846	846
Dickson Smith II		13,681	13,681
Elisabeth A. Smith		4,249	4,249
Peter E. Smith	200		200
James F. Spalding	200		200
John F. Sugden III		666	666
John F. Sugden Jr.		51	51
Timothy R. Surgenor		6,066	6,066
David W. Tiberi	23,467		23,467

	Regular Wages	Overtime/ Other	Total Gross Wages
Fire/Rescue (cont'd)			
Richard F. Tiberi	\$46,377		\$46,377
Brian A. Tosi		\$12,601	12,601
Kathleen P. Tosi		5,966	5,966
Kevin Tosi		18,221	18,221
James F. Vaughan		247	247
John S. Vounatsos*	1,700	33,817	35,517
Ellen O. Weinberg		5,776	5,776
Nevin A. Weinberg		1,479	1,479
Timothy S. Wider		422	422
Inspectors			
Walter A. Avallone	79,589		79,589
Felix I. Zemel	3,468		3,468
Robert A. Hauptman	17,649		17,649
Kevin Malloy	33,155		33,155
Emergency Management			
Margaret L. Crowley*	829		829
Animal Control			
Danielle L. Estrella	7,791		7,791
Lorilyn Sallee	2,124	1,000	3,124
Tree Warden			
John M. Gilbert*	10,330	2,076	12,406
Health Department			
Gerald L. Clarke	150		150
Jennifer S. Cronin	3,500		3,500
Harvey George	100		100
Karen R. Hayett	41,225		41,225
Joseph D. Musto	100		100
Highway Department			
Michael J. Angieri*	10,743		10,743
Nancy J. Bates*	53,064		53,064
Robert Beckwith*	60,656	15,950	76,606
Paul J. Copponi Jr.	156		156
James J. Gorman*	59,430	15,979	75,409
Craig S. Hughes*	161,055	5,746	166,801
Mark R. Stephenson	51,089	11,527	62,616
J. Robert Tosi Jr.*	76,016	36,875	112,892
Keith A. Tosi	1,033	4,833	5,866
Andrew F. Wills*	59,736	10,124	69,860
Sanitation			
Wade J. Hayes	32,831	5,177	38,009
William B Martin*	25,975	23,395	49,370

	Regular Wages	Overtime/ Other	Total Gross Wages
Water			
Jeffrey S. Carter	\$750		\$750
Conservation			
Lori E. Hagerty	35,160		35,160
Planning Board			
Susan E. Hall	34,237		34,237
Cemetery			
Charles Cotter	3,562		3,562
Lawrence R. Dauphinee	74,566	\$9,368	83,935
Samuel M. Hennessey	2,635		2,635
Council on Aging			
Janet E. Claypoole	68,488		68,488
Andria M. DeSimone*	6,709		6,709
Jessica A. Foster	2,690		2,690
Tracy Rittenmeyer	880		880
Suzanne Sheridan*	14,206		14,206
Annemarie M. Thompson	2,840		2,840
Nancy C. Vaida	19,792		19,792
Senior Tax Work-off			
Iva B. Hayes	1,210		1,210
Carol Jackman	1,500		1,500
Matthew Schmid	1,500		1,500
Eleanor Tedesco	1,001		1,001
Library			
Cheryl Abdullah Bolduc	101,795		101,795
Lauren B. Berghman	34,797		34,797
Joan S. Campbell	57,796		57,796
Laura M. Cerier	138		138
Elizabeth Fogarty	19,111		19,111
Maureen A. Goldman	4,969		4,969
Emily M. Kawachi	2,365		2,365
Mary F. Kroon	20,285		20,285
Bart R. Leib	9,495		9,495
Moiria C. Mills	42,825		42,825
Katheryne A. Sheehan	20,526		20,526
Nancy M. Tegeler	52,418		52,418
James K. Westen	60,259		60,259
Parks and Recreation			
Amy Caffrey	1,719		1,719
Chris Collins	1,000		1,000
Peter D. Cooper	47,636		47,636

	Regular Wages	Overtime/ Other	Total Gross Wages
Parks and Recreation (cont'd)			
John M. Devine	\$360		\$360
Nicole E. DiCicco	53,288	\$3,766	57,054
Luke D. Fielding	240		240
Sofia Federico	1,172		1,172
Mark F. Ghiloni	82,922		82,922
Rose Gilio	1,000		1,000
Abigail Gramer	1,144		1,144
Margaret H. Green	1,100		1,100
Theo Haviland	1,000		1,000
Grace Johnson	1,196		1,196
Alyssa S. Kelly	1,200		1,200
Charlotte L. Kinchla	1,048		1,048
Zoelle Kinder	1,096		1,096
Benjamin B. Maki	540		540
Nicholas J. Marken	1,100		1,100
Michael A. Mitchell	46,574	8,877	55,451
Aryana E. Moghaddam	1,172		1,172
Thomas J. Palmer	60,536	7,076	67,612
Michael A. Petrangelo	49,718	11,185	60,903
Andrew Regan	1,220		1,220
Diana Regan	1,000		1,000
Bret W. Rowean	1,200		1,200
Marie E. Sarafian	1,196		1,196
Joelle A. Sobin	1,900		1,900
Peter J. Sylvester	60,234		60,234
Jean-Robert Theodat	14,613		14,613
Griffin T. Windle	1,460		1,460
James A. Wright	1,100		1,100
Patrick M. Wright	1,148		1,148
SCHOOL DEPARTMENT			
Administration			
Karen A. Anzivino	51,032		51,032
Michaela A. Cataldo	33,156		33,156
Laura S. Dayal	131,512		131,512
Janice M. Frechette	25,531		25,531
Nisha G. Hochman	97,385		97,385
Kate A. Marchese	71,133	900	72,033
Jessica Natal	62,331	3,050	65,381
Kelly A. O'Donnell-Haney	56,159		56,159
Deborah J. Reinemann*	114,902	10,832	125,734
Cynthia H. Shapiro	99,732	1,458	101,190

	Regular Wages	Overtime/ Other	Total Gross Wages
Teaching Staff			
Christine E. Atkinson	\$89,221	\$2,016	\$91,238
Melissa A. Baker	109,403	700	110,103
Catherine E. Chiavarini	85,700	1,241	86,941
Alexandria M. Cipolla	61,751	2,142	63,894
Amy C. Cohn	94,914	900	95,814
Judith Cronin	84,513	296	84,809
Corinne M. Cummings	65,401	2,142	67,543
Kimberly A. Delaney	108,403	275	108,678
Renee F. Grady	108,753		108,753
Sheila Harper	108,353		108,353
Stephen D. Harte	109,353	5,637	114,990
Kylie M. Hilliard	61,702	900	62,602
Michelle M. Hugo	99,232		99,232
Kara T. Jewett	99,232		99,232
James M. Keohane	99,632		99,632
Kristen M. Kraeutler	77,573		77,573
Leslie G. Loughlin	63,825	2,280	66,105
Christine B. Luczkow	70,072	3,325	73,397
Jessica A. Marinelli	35,556		35,556
Nancy J. McLaughlin	85,700		85,700
Meredith A. Merritt	58,659	1,917	60,576
Laurie F. Moran	100,262	2,305	102,567
Alison M. Parker	55,944	900	56,844
Shannon M. Pearson	31,772	450	32,222
Donna M. Power	100,837	2,196	103,033
Nancy E. Powers	109,353	1,467	110,820
Laura G. Romer	84,438	1,953	86,391
Alisa M. Saunders	92,165	675	92,840
Anna Y. Sawan	8,484		8,484
Jennifer A. Sellman	18,353		18,353
Jodi L. Shanbar-Emerson	61,476	1,274	62,750
Laurette I. Ulrich	101,350	475	101,825
Allison M. Vetere	41,931	1,492	43,423
Kenneth S. Wadness	109,378	250	109,628
Andrea M. Welch	101,350	837	102,187
Keri A. Windsor	108,753	1,449	110,202
Valene M. Yorston	45,028		45,028
Linda C. Young	70,189		70,189

	Regular Wages	Overtime/ Other	Total Gross Wages
Substitutes			
Farideh Bahbuli	\$84		\$84
Janice M. Barczys	252		252
Katherine A. Block	380		380
Eve E. Buchhalter	348		348
Allison L. Buff	389		389
Michael G. Bullen	190		190
Leslie K. Burns	10,878		10,878
Caroline E. Calhoun	80		80
Nina C. Copponi	260		260
Steven C. Durning	160		160
Mary M. Estella	2,254		2,254
Kim K. Foley	240		240
Susan P. Hackney	80		80
Dana A. Hanf	5,134		5,134
Danielle Y. Hayes	80		80
Melissa A. Jordan	260		260
Krishna S. Mahoney	650		650
Yoxanderi Mateo	5,587		5,587
Kimberly A. Nehiley	1,560		1,560
Matthew Norton	190		190
Margeret Parsons	325		325
Marthalaney Promousas	3,883		3,883
Jean Pulsifer	80		80
Amy R. Robinson	1,425		1,425
Susan L. Rogers	285		285
Imge Sahin	400		400
Andrea V. Sarris	812		812
Abigail E. Shannon	80		80
Cliona M. Simmons	1,463		1,463
Andrea M. Wainwright	246		246
Patricia M. Williamson	511		511
John W. Zimmerman	80		80
Support Staff			
Donna J. Bacchiocchi	20,497	\$2,068	22,564
Dudley S. Baker	25,240	1,138	26,377
Chelsea Balestieri	15,726		15,726
Kathryn Barbosa	8,872		8,872
Michael A. Bennet	3,700		3,700
Maura M. Brown	16,820	298	17,118
Stephanie A. Burns	37,895		37,895
Thomas A. Cannata	46,127	1,941	48,068
Cheryl C. Chase	67,674	225	67,899
Ernest Chiavarini	3,052		3,052

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff (cont'd)			
Mary H. Clougherty	\$60,836	\$2,000	\$62,836
Michelle Corliss	26,980	1,663	28,643
Michaela M. Dady	36,887		36,887
Linda Daley	3,828		3,828
Emma N. Decker	21,281	42	21,323
Ericka Dermarderosian	26,383		26,383
Michelle E. D'Ovidio	27,437		27,437
Laura A. Driscoll	110,515	2,549	113,065
Jean L. Ensor	28,579	1,138	29,717
Katelyn M. Fabri*	39,848	1,243	41,091
Emily M. Finnell	20,877		20,877
Christopher R. Fraser	48,673	405	49,078
Kasey N. Fraser	15,851		15,851
Kasey Galligan	66,307	2,208	68,515
Katya Ganson	2,489		2,489
Kathleen P. Gillis	104,970		104,970
Kendyl N. Haney	20,877		20,877
Vanessa M. Haney	11,421	420	11,841
Linda S. Hartry	4,480		4,480
Christina E. Helbert	9,861		9,861
Ronesha O. Herron	2,915		2,915
Lambsey H. Hoang	3,402		3,402
Brianna M. Hopkins	13,493	25	13,518
Leslie M. Hughes*	37,464	10,005	47,469
Ashley M. Imbergamo	35,292		35,292
Katie Jackson	300		300
Katherine E. Juhl	22,484		22,484
Emily R. Kershner	611		611
Kathleen A. King	26,460		26,460
Karen M. Kraemer	10,289		10,289
Julie B. Law-Linck	93,914	549	94,463
Wendy Lague	15,806		15,806
Kerry M. Lombard	10,781		10,781
Deirdre M. Lyons	5,870		5,870
Stephanie S. Majkut	31,738	469	32,207
John F. Malieswski Jr.	46,427	2,377	48,804
Christopher L. Mazara	8,157		8,157
Katherine McCarthy	26,628		26,628
Christa M. McQuillan	15,100		15,100
Patricia A. Naughton	16,005		16,005
Mary-Louise Northgraves	27,581		27,581
Judith E. Onorato	46,602	2,285	48,887
Stephen A. Onorato	63,096	20,828	83,924
Anna H. Osyf	6,874		6,874

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff (cont'd)			
Shaylyn M. Parkhurst	\$4,535		\$4,535
Susan L. Pelletier*	101,950	\$225	102,175
Geraldine A. Rapela	1,953		1,953
Irene Richards	15,620	225	15,845
Jeanne E. Riordan	94,914		94,914
Johnathan M. Schenker	35,442		35,442
Kimberly Schroter	14,151	25	14,176
Linda K. Shea	82,552		82,552
Judy L. Southey	2,503		2,503
Priscilla J. Stephan	28,698		28,698
Cameron J. Spezzano	3,050		3,050
Laura K. Sukys	15,150		15,150
Jenny Swanson	11,200		11,200
Hayley M. Tuckett	14,973		14,973
Devon R. Vanaria	26,701	550	27,251
Marina L. Vozzella	4,025		4,025
Amanda J. Wanstrath	35,389		35,389
Cheryl G. White	26,154	1,200	27,354
Priscilla J. Wilson	4,242		4,242
Anna L. Winters	18,353	450	18,803
Laurie A. Whitten	82,427	1,332	83,759
Nancy M. Wong	3,750		3,750
Elissa Yanco	23,925		23,925
Nadia M. Yaremiy	20,525	463	20,988
Grand Totals	\$10,732,833	\$1,303,710	\$12,036,544

**Denotes an employee who works in multiple departments and whose total gross wages appear under his or her primary department.*

Treasurer's Cash

For the Year Ending June 30, 2018

Beginning Balance as of June 30, 2017	\$22,438,886
Receipts	46,675,113
Expenditures	44,461,371
Ending Balance as of June 30, 2018	\$24,652,628

Composition

Bank of America	\$1,370,419
Mellon Bank	51,083
UBS Paine Webber	732,455
Century Bank	556,115
Citizens Bank	1,107,427
Rockland Trust Company	2,352,179
Eastern Bank	299,592
Webster Bank	1,631,298
Unibank	1,520,715
Radius Bank	799,638
Needham Bank	1,913,723
Multibank Securities	3,283,456
HarborOne Bank	257,456
Belmont Savings Bank	253,176
Blue Hills Bank	254,377
Trust Funds	8,269,520
Total Cash Balance	\$24,652,628

Statement of Taxes Outstanding

As of June 30, 2018

	Outstanding June 30, 2017	Commitments	Tax Takings and Deferrals	Refunds and Adjustments	Abate-ments	Collections	Outstanding June 30, 2018
Real Estate							
Prior Years	(\$491)					(\$469)	(\$22)
2015	15,388		\$494			7,527	7,367
2016	26,072			\$5,885	\$5,885	15,602	10,470
2017	236,984	\$35,778		85		236,023	36,825
2018	0	31,572,452	42,991	380,405	77,130	31,606,429	226,308
2019 Pre-payments	0					1,621,943	(1,621,943)
Personal Property							
Prior Years	9,578						9,578
2015	1,518						1,518
2016	1,263					77	1,185
2017	1,251					157	1,094
2018	0	601,981		30	4,458	596,168	1,385
Motor Vehicle Excise							
Prior Years	45,299						42,017
2015	5,820				1,771	1,511	2,570
2016	17,032			1,537	1,611	3,176	5,073
2017	93,275	134,771		2,576	2,582	11,952	16,145
2018	0	1,397,113		15,332	16,500	210,734	110,949
				7,579	15,749	1,277,995	
Boat Excise							
Prior Years	725						725
2015	30						30
2016	53						53
2017	30					30	0
2018	0	388				373	15

Statement of Long Term Debt

As of June 30, 2018

Date of Issue	Purpose	Coupon Rate (%)	Original Amount	Outstanding June 30, 2017	Principal Issued	Principal Paid	Outstanding June 30, 2018
	TITLE 5 - MWPAT	0.00	\$200,000	\$41,400	\$0	\$10,400	\$31,000
May 15, 2007	Refunding Bonds	3.98	2,275,000	880,000	0	255,000	625,000
April 19, 2012	Refunding Bonds	1.48	7,915,000	4,235,000	0	850,000	3,385,000
December 21, 2017	46 Springdale Avenue GO Bonds	2.09	3,031,000	0	3,031,000	0	3,031,000
Totals				<u>\$5,156,400</u>	<u>\$3,031,000</u>	<u>\$1,115,400</u>	<u>\$7,072,000</u>

Statement of Changes in Trust and Investment Fund Balances

For the Year Ending June 30, 2018

	Balance June 30, 2017	Dividends	Interest and Unrealized Change in Market Value	Deposits	Expenditures	Balance June 30, 2018
Park & Historical						
George Chickering	\$98,299	\$675	\$120			\$99,093.78
Park & Tree						
Samuel Chickering	189,816	3,375	864			194,054.85
Cemetery & Park						
George Chickering	219,424	900	873			221,196.85
Cemetery						
Cemetery Perpetual Care	799,223		40,207	\$73,000	\$7,416	905,013.39
Caroline Chickering	25,165		203			25,368.66
Dorothea Hovey	769		6		43	732.57
Library						
Richards/Sanger/Lewis	12,116		98			12,214.24
Hovey Memorial	587,992		4,752			592,743.86
Endowment Fund	25,995		210			26,204.83
Investment						
Conservation	902		177	25,000		26,079.42
Stabilization	888,304		3,376			891,679.71
Unemployment	53,381		477	10,000	8,570	55,288.16
Municipal Insurance	51,289		183	3,876	38,750	16,598.01
Post-Employment Benefits	4,615,667		383,004	140,924		5,139,594.16
Other						
Larrabee/Whiting Poor	74,129		601			74,729.13
Scholarship Fund	21,082		170			21,252.00
Totals	<u>\$7,663,551</u>	<u>\$4,950</u>	<u>\$435,322</u>	<u>\$252,800</u>	<u>\$54,779</u>	<u>\$8,301,843.62</u>

Report of the
Town Accountant

Carol M. Wideman, Town Accountant

Nancy L. Rigano, Assistant Town Accountant

The following reports appear on pages 82–91:

- **Governmental Funds Balance Sheet** as of June 30, 2018
- **Governmental Funds Statement of Revenues, Expenditures, and Changes in Fund Balances** for the Year Ending June 30, 2018
- **General Fund Statement of Revenues and Other Sources and Expenditures and Other Uses—Budget and Actual** for the Year Ending June 30, 2018
- **Fiduciary Funds Statement of Fiduciary Net Position** as of June 30, 2018
- **Fiduciary Funds Statement of Changes in Fiduciary Net Position** for the Year Ending June 30, 2018

Governmental Funds Balance Sheet

As of June 30, 2018

	General Fund	Non-major Governmental Funds	Total Governmental Funds
ASSETS			
Cash and Short-Term Investments	\$8,790,906	\$1,741,954	\$10,532,860
Investments	6,577,630	2,127,168	8,704,798
Receivables			
Property Taxes	604,402	0	604,402
Excises	177,578	0	177,578
User Fees	38,366	24,026	62,392
Other	0	296,525	296,525
Total Assets	\$16,188,882	\$4,189,673	\$20,378,555
LIABILITIES			
Liabilities			
Warrants Payable	\$107,968	\$23,200	\$131,168
Accrued Liabilities	501,899	39,613	541,512
Tax Refunds Payable	39,914	0	39,914
Notes Payable	0	192,000	192,000
Total Liabilities	649,781	254,813	904,594
DEFERRED INFLOWS OF RESOURCES	2,346,877	24,026	2,370,903
FUND BALANCES			
Nonspendable	0	836,562	836,562
Restricted	0	2,892,837	2,892,837
Committed	0	446,721	446,721
Assigned	1,895,607	0	1,895,607
Unassigned	11,296,617	(265,286)	11,031,331
Total Fund Balances	13,192,224	3,910,834	17,103,058
Total Liabilities, Deferred Inflows of Resources and Fund Balances	\$16,188,882	\$4,189,673	\$20,378,555

Governmental Funds Statement of Revenues, Expenditures, and Changes in Fund Balances

For the Year Ending June 30, 2018

	General Fund	Non-major Governmental Funds	Total Governmental Funds
REVENUES			
Property Taxes	\$32,148,704	\$0	\$32,148,704
Excises	1,478,723	0	1,478,723
Penalties, Interest, and Other Taxes	125,564	0	125,564
Charges for Services	111,509	1,152,592	1,264,101
Departmental	485,372	0	485,372
Licenses, Permits and Fees	324,715	0	324,715
Intergovernmental	2,345,503	1,675,328	4,020,831
Fines and Forfeitures	3,600	0	3,600
Investment Income	88,408	2,961	91,369
Other	51,394	171,889	223,283
Total Revenues	37,163,492	3,002,770	40,166,262
EXPENDITURES			
General Government	2,029,128	253,503	2,282,631
Public safety	2,992,833	479,499	3,472,332
Education	21,912,931	2,423,325	24,336,256
Public Works	2,182,986	329,689	2,512,675
Health and Human Services	214,874	86,656	301,530
Culture and Recreation	1,008,842	385,385	1,394,227
Insurance and Benefits	3,664,101	10,528	3,674,629
Debt Service	1,382,050	0	1,382,050
Intergovernmental	310,869	0	310,869
Total Expenditures	35,698,614	3,968,585	39,667,199
Excess (Deficiency) of Revenues Over Expenditures	\$1,464,878	(\$965,815)	\$499,063

Governmental Funds Statement of Revenues, Expenditures, and Changes in Fund Balances

For the Year Ending June 30, 2018 (cont'd from previous page)

	General Fund	Non-major Governmental Funds	Total Governmental Funds
OTHER FINANCING SOURCES (USES)			
Issuance of Bonds	\$0	\$3,031,000	\$3,031,000
Bond Premium	244,680	0	244,680
Transfers In	215,244	1,620,436	1,835,680
Transfers Out	(1,620,436)	(215,244)	(1,835,680)
Total Other Financing Sources (Uses)	<u>(1,160,512)</u>	<u>4,436,192</u>	<u>3,275,680</u>
SPECIAL ITEMS			
Proceeds from Sale of Land	<u>0</u>	<u>2,050,000</u>	<u>2,050,000</u>
Total Special Items	<u>0</u>	<u>2,050,000</u>	<u>2,050,000</u>
Change in Fund Balance	304,366	5,520,377	5,824,743
Fund Equity at Beginning of Year, As Reclassified	<u>12,887,858</u>	<u>(1,609,543)</u>	<u>11,278,315</u>
Fund Equity at End of Year	<u><u>\$13,192,224</u></u>	<u><u>\$3,910,834</u></u>	<u><u>\$17,103,058</u></u>

General Fund Statement of Revenues and Other Sources and Expenditures and Other Uses—Budget and Actual

For the Year Ending June 30, 2018

	Original Budget	Final Budget	Actual Amounts	Variance with Final Budget Favorable (Unfavorable)
REVENUES AND OTHER SOURCES				
Property Taxes	\$31,884,875	\$31,884,875	\$31,884,875	\$0
Excise	1,380,300	1,380,300	1,478,723	98,423
Penalties, Interest, and Other Taxes	67,000	67,000	125,564	58,564
Charges for Services	93,000	93,000	111,509	18,509
Departmental	437,500	437,500	485,372	47,872
Licenses, Permits, and Fees	325,000	325,000	324,715	(285)
Intergovernmental	1,554,390	1,554,390	1,572,265	17,875
Fines and Forfeitures	1,500	1,500	3,600	2,100
Investment Income	45,000	45,000	85,032	40,032
Other	6,600	6,600	293,484	286,884
Transfers In	10,400	10,400	217,834	207,434
Free Cash	2,912,094	3,023,228	3,023,228	0
Overlay Surplus	100,000	100,000	100,000	0
Total Revenues and Other Sources	38,817,659	38,928,793	39,706,201	777,408
EXPENDITURES AND OTHER USES				
General Government	2,397,428	2,374,488	2,062,022	312,466
Public Safety	3,096,125	3,197,313	2,985,370	211,943
Education	22,244,452	22,244,452	21,036,155	1,208,297
Public Works	2,209,671	2,215,018	2,183,542	31,476
Health and Human Services	233,653	233,653	221,072	12,581
Culture and Recreation	1,055,771	1,083,310	1,003,302	80,008
Insurance and Benefits	4,237,266	4,237,266	3,672,416	564,850
Debt Service	1,656,275	1,656,275	1,707,167	(50,892)
Intergovernmental	317,569	317,569	310,869	6,700
Transfers Out	1,335,297	1,335,297	1,343,436	(8,139)
Other Uses	34,152	34,152	34,152	0
Total Expenditures and Other Uses	38,817,659	38,928,793	36,559,503	2,369,290
Excess (Deficiency) of Revenues and Other Sources Over Expenditures and Other Uses	\$0	\$0	\$3,146,698	\$3,146,698

This report is prepared on the budgetary basis of accounting, which differs from GAAP.

Fiduciary Funds Statement of Fiduciary Net Position

As of June 30, 2018

	OPEB Trust Fund	Private Purpose Trust Funds	Agency Funds
ASSETS			
Cash and Short-Term			
Investments	\$171,694	\$855	\$230,571
Investments	<u>4,967,901</u>	<u>20,397</u>	<u>0</u>
Total Assets	<u><u>\$5,139,595</u></u>	<u><u>\$21,252</u></u>	<u><u>\$230,571</u></u>
LIABILITIES			
Employee Withholdings	\$0	\$0	\$121,825
Deposits Held in Escrow	0	0	66,086
Other	<u>0</u>	<u>0</u>	<u>42,660</u>
Total Liabilities	<u>0</u>	<u>0</u>	<u>230,571</u>
NET POSITION			
Restricted for:			
OPEB Benefits	5,139,595	0	0
Endowment	0	20,000	0
Unrestricted	<u>0</u>	<u>1,252</u>	<u>0</u>
Total Net Position	<u>5,139,595</u>	<u>21,252</u>	<u>0</u>
Total Liabilities			
and Net Position	<u><u>\$5,139,595</u></u>	<u><u>\$21,252</u></u>	<u><u>\$230,571</u></u>

Fiduciary Funds Statement of Changes in Fiduciary Net Position

For the Year Ending June 30, 2018

	OPEB Trust Fund	Private Purpose Trust Funds
ADDITIONS		
Contributions		
Employers	\$470,927	\$0
Total Contributions	<u>470,927</u>	<u>0</u>
Investment Income (Loss)		
Interest	302,444	171
Increase (Decrease) in		
Fair Value of Investments	<u>80,561</u>	<u>0</u>
Net Investment Income (Loss)	<u>383,005</u>	<u>171</u>
Total Additions	<u>853,932</u>	<u>171</u>
DEDUCTIONS		
Benefit payments to Plan Members,		
Beneficiaries and Other Systems	<u>330,003</u>	<u>0</u>
Total Deductions	<u>330,003</u>	<u>0</u>
Net Increase (Decrease)	<u>523,929</u>	<u>171</u>
NET POSITION		
Beginning of Year	<u>4,615,666</u>	<u>21,081</u>
End of Year	<u><u>\$5,139,595</u></u>	<u><u>\$21,252</u></u>

Report of the Town Insurance

For the Year Ending June 30, 2018

	Limits	Deductible
Property		
Buildings and Contents	\$40,479,523	\$1,000
Extra Expense—Blanket Coverage Extensions and Special Property	500,000	none
Boiler and Machinery	various	various
	Included in the blanket limit	various
Money and Securities	100,000	none
Public Employee Dishonesty	200,000	none
Flood and Earthquake	2 million	25,000
General Liability		
Bodily Injury and Property Damage	\$1 million/\$3 million	none
Vehicles		
Bodily Injury and Property Damage	\$1 million	none
Personal Injury Protection	8,000	none
Uninsured Motorists	100,000/300,000	none
Physical Damage	Per schedule on file	1,000
Umbrella/Excess Liability	\$3 million	10,000
Professional Liability		
Public Officials Liability	\$1 million/\$3 million	10,000
School Board Liability	\$1 million/\$3 million	10,000
Law Enforcement Liability	\$1 million/\$3 million	10,000
Police and Fire Accident	Per schedule on file	
Total Insurance Expenditure		Premium
Group Health Insurance		\$2,078,898
Workers' Compensation		76,916
Medicare		145,544
Other Insurance		145,546
Total Town Insurance Expenditure		\$2,446,904

Report of the Personnel Board

Mary Carrigan, Chair
Juris Alksnitis
Sue Geremia
Mary Hornsby
David W. Ramsay, Ex Officio

The Personnel Board is composed of five members, three of whom are appointed by the Board of Selectmen, one by the Warrant Committee, and one by the Town Moderator. The Town Administrator serves as an ex-officio member.

The role and intent of the Personnel Board are established in the Town's bylaws. The Board exists to establish, maintain, and deliver a system of personnel administration that promotes a fair and consistent application of personnel policies. The Board also serves the Warrant Committee and the Selectmen by providing analysis and fact-based recommendations regarding compensation, benefits, and personnel-related topics.

Every few years the Board conducts a compensation and pricing survey to assess the Town's current wage structure as it compares to the market. This enables the Board and Town officials to better understand the Town's relative position and make changes if necessary to attract and retain qualified professionals. The most recent survey in 2016 showed the Town's position at 4% below the fiftieth percentile target. The Board is working with the Warrant Committee and the Board of Selectmen to address this matter in its recommendations.

After reviewing both state and federal projected inflation indices together with the pricing study information, the Board recommended a 3% increase as the wage proposal for non-union employees in the Fiscal Year 2020 Town budget.

Report of the Board of Assessors

Charles W. Long, Chair
Douglas P. Munsell
Robert G. Cocks Jr.

The Board of Assessors is responsible for fully and fairly valuing all real and personal property in Dover.

To assist citizens with their questions, the office and public-access computer terminal are available Monday through Thursday, from 9 a.m. to 5 p.m., and Friday, from 9 a.m. to 1 p.m. Additional information is accessible on the Town's website (www.doverma.org).

The following is a statement of the valuation of Dover as of January 1, 2018, which is the basis for taxing property for the Fiscal Year July 1, 2018, through June 30, 2019. This statement, including a list of all exempt property, is a complete and accurate assessment of the full and fair cash value of the Town, according to the Board's best knowledge and belief.

Valuation of the Town

Value of Federally Owned Property	\$3,071,800	
Value of State-Owned Property	33,567,400	
Value of Town-Owned Property	93,428,659	
Value of Property Held in Trust for the Worthy Poor	4,164,700	
Value of Other Exempted Property	208,788,600	
Value of Taxable Personal Property	46,866,580	
Value of Taxable Real Estate	<u>2,613,349,505</u>	
Total Value of All Personal and Real Estate		\$3,003,237,244
Total Net Taxable Valuation (Excluding Motor Vehicles)		\$2,660,216,085

Amount to Be Raised by Taxation

Town Purposes as per Appropriation		\$38,999,189
Other Local Expenditures		
Amounts Certified for Tax Title Purposes	\$6,475	
Offsets	10,476	
Overlay Deficits of Prior Years	0	
Other	0	
Snow and Ice Deficit	<u>111,647</u>	
		128,598

State and County Assessments	321,461	
Overlay of Current Year	<u>259,002</u>	
	<u>580,463</u>	
Gross Amount to Be Raised by Taxation		\$39,708,250
Estimated Receipts and Other Revenue Sources		
Estimated Receipts (State)	\$1,095,701	
Massachusetts School Building Authority Payments	531,983	
Estimated Receipts (Local)	1,872,500	
Revenue Sources for Particular Purposes (Free Cash)	599,845	
Other Available Funds for Particular Purposes	302,400	
Free Cash to Reduce Tax Rate	<u>909,227</u>	
Total Estimated and Available Funds		\$5,311,656
Net Amount to be Raised by Taxation on Property		
Amount on Personal Property	\$605,985	
Amount on Real Estate	<u>33,790,609</u>	
		\$34,396,594
Assessments Added to Taxes		
Motor Vehicle and Trailer Excise Assessed for 2018	\$1,540,408	
Motor Vehicle and Trailer Excise Assessed for 2017 in 2018	9,179	
FY19 Boat, Ship, or Vessel Excise	561	
FY19 Septic Betterment Assessments and Interest	<u>5,200</u>	
		<u>1,555,348</u>
Total Taxes and Assessments Committed to the Collector		<u><u>\$35,951,942</u></u>

Motor Vehicle Statistics

Number of Vehicles/Value		
Assessed for 2018	6,468	\$70,131,300
Number of Vehicles/Value		
Assessed in 2018 for 2017	138	\$3,100,350

Tax Rates

Personal and Real Estate	\$12.93
Motor Vehicle and Trailer Excise	\$25.00
Boat, Ship, and Vessel Excise	\$10.00

Valuation of Property Exempted from Taxation

Persons and Property Exempted from Taxation, July 1, 2018,
in Accordance with Chapter 59, General Laws:

Property Exempted from Taxation under Provisions of
the First Clause, Section Five, Chapter 59, General Use:

United States Postal Department

5 Walpole Street	
Improvements	<u>\$348,500</u>
	\$348,500

Department of the Army Corps of Engineers

Chickering Drive, 14.65 acres	\$1,192,800
Claybrook Road, 1.56 acres	253,600
Off Farm Street, 11.50 acres	97,700
Off Haven Street, 1.01 acres	26,600
Springdale Avenue, 14.50 acres	403,900
Off Springdale Avenue, 19.10 acres	69,300
Trout Brook Road, 21.689 acres	566,200
Off Trout Brook Road, 0.83 acre	50,100
Off Wakeland Road, 8.40 acres	<u>63,100</u>

\$2,723,300

Property Exempted from Taxation under Provisions of
the Second Clause, Section Five, Chapter 59, General Use:

Commonwealth of Massachusetts
(Metropolitan District Commission)

100 Reservation Road	
Improvements	\$9,317,500
Land, 182.10 acres	<u>17,495,100</u>

\$26,812,600

Land Assessed to the Commonwealth of Massachusetts
under the Provisions of Chapter 634 of the Acts of 1971:

(Massachusetts Bay Transportation Authority)

Centre Street	
Land, 4.80 acres	<u>\$243,500</u>

\$243,500

Land Assessed to the Commonwealth of Massachusetts under
the Provisions of Chapter 58, Sections 13, 14, and 15, General Laws:

Department of Conservation and Recreation: Bishop Meadow,
Shumway and Sproutland, A. E. Wight Lot, Newell Pasture,
Wright Pasture, and Shumway River Lot

Off Junction Street	
Land, 121.74 acres	<u>\$6,511,300</u>

\$6,511,300

Property Exempted from Taxation under Provisions
of the Third Clause, Section Five, Chapter 59, General Use:

Dover Historical and Natural History Society

80 Dedham Street		
Improvements	\$205,600	
Land, 1.00 acre	<u>620,700</u>	
		\$826,300

Charles River School

6 Old Meadow Road	
Improvements	\$6,859,700
Land, 13.126 acres	3,426,000
4 Old Meadow Road	
Improvements	387,600
Land, 1.079 acres	<u>483,100</u>

\$11,156,400

Trustees of Reservations

Off Brookfield Road, 15.00 acres	\$682,700
Chase Woodlands, 85.183 acres	259,600
Dedham Street, 16.15 acres	742,900
Farm Street, 1.48 acres	70,700
Glen and Wight Streets, 5.63 acres	754,200
Off Grand Hill Drive, 1.04 acres	28,600
Peters Reservation, 83.75 acres	7,032,000
Pond Street, 6.71 acres	344,700
Powissett Street, 4.12 acres	1,009,200
37 and 39 Powissett Street, 104.49 acres	3,075,000
Improvements	464,100
Strawberry Hill Street, 63.45 acres	2,954,900
Off Tower Drive, 6.65 acres	308,600
Walpole and Powissett Streets, 529.60 acres	27,033,400
Walpole Street, 6.40 acres	882,700
Walpole Street (Muzi), 2.157 acres	653,800
Off Walpole Street, 3.58 acres	<u>523,300</u>

\$46,820,400

Hale Reservation, Inc.

Off Powissett and Hartford Streets	
Improvements	\$960,600
Land, 654.04 acres	<u>54,421,500</u>

\$55,382,100

Dover Land Conservation Trust			Property Exempted under the Provisions of the Eleventh Clause, Section Five, Chapter 59, General Laws:		
Bridge and Smith Streets, 20.523 acres	\$3,710,300		Dover Evangelical Congregational Church		
Centre Street, 57.11 acres	2,000,600		Pine Street and 61 Dedham Street		
Off Centre Street, 48.599 acres	1,838,700		Improvements	\$445,400	
Claybrook Road, 21.20 acres	640,700		Land, 7.50 acres	<u>1,025,900</u>	\$1,471,300
Dedham Street, 10.82 acres	861,100				
Dover Road, 2.84 acres	788,700		First Parish Church		
Farm Street, 41.76 acres	2,659,100		15 and 17 Springdale Avenue		
3 Farm Street, 5.00 acres	1,438,700		Improvements	\$2,290,800	
4 Farm Street, 5.70 acres	727,000		Land, 1.70 acres	<u>844,500</u>	\$3,135,300
Off Farm Street, 6.07 acres	243,000				
Hunt Drive, 19.49 acres	750,600		Grace Church of Dover, MA, Inc.		
Main Street, 5.99 acres	719,900		21 Centre Street		
Miller Hill Road, 7.17 acres	194,900		Improvements	\$741,700	
Off Miller Hill Road, 1.374 acres	75,300		Land, 1.00 acre	<u>620,700</u>	\$1,362,400
50 Pegan Lane, 2.81 acres	789,300				
Off Pegan Lane, 16.59 acres	132,900		Roman Catholic Archdiocese of Boston		
80 Pine Street, 3.63 acres	133,300		30 Centre Street		
131 Pine Street, 71.06 acres	3,866,800		Improvements	\$275,800	
Improvements	35,100		Land, 1.02 acres	373,400	
Off Pine Street, 19.24 acres	888,000		32 Centre Street		
Pleasant Street, 0.33 acre	43,500		Improvements	2,400,400	
Pleasant Street and Annie King Lane,			Land, 3.66 acres	<u>820,200</u>	\$3,869,800
7.89 acres	998,500				
5 Riverview Terrace and Willow Street,			St. Dunstan's Episcopal Church		
3.17 acres	1,590,600		18 Springdale Avenue		
Rocky Brook Road, 4.18 acres	200,400		Improvements	\$1,144,200	
Springdale Avenue and Church Street,			Land, 0.83 acre	<u>688,200</u>	\$1,832,400
11.79 acres	506,200				
Springdale Avenue and Farm Street,			Property Exempted under the Provisions of Section Five F, Chapter 59, General Laws:		
17.50 acres	1,695,300		Town of Westwood (Conservation Commission)		
Off Springdale Avenue, 27.65 acres	1,356,500		Off Hartford Street		
Old Farm Road, 2.87 acres	<u>156,600</u>		Land, 1.30 acres	<u>\$56,400</u>	\$56,400
		\$29,041,600			
Trustees of Boston College:			Property Exempted under the Provisions of Section Five, Chapter 59, Clause 45, General Laws:		
20 Glen Street			Robert P. and Leola T. Loebelenz		
Improvements	\$6,573,900		236 Dedham Street		
Land, 78.50 acres	<u>6,931,400</u>		Windmill (20 years)	<u>\$7,800</u>	\$7,800
		\$13,505,300			
Property of Incorporated Organizations of War Veterans (Belonging to or Held in Trust for the Benefit of):					
American Legion, George B. Preston Post #209, Inc., and Town of Dover (Remainder Interest)					
32 Dedham Street					
Improvements	\$442,600				
Land, 1.00 acre	<u>517,300</u>				
		\$959,900			

Valuation of Exempted Public Property

Value of Town Property Put to Public Use, July 1, 2018,
in Accordance with Section 51, Chapter 59, General Laws:

Town House

5 Springdale Avenue	
Improvements	\$3,855,500
Personal Property	<u>196,934</u>

\$4,052,434

Caryl Community Center

4 Springdale Avenue	
Improvements	\$3,535,500
Land, 3.06 acres	1,620,000
Personal Property	<u>342,312</u>

\$5,497,812

Dover Town Library

6 Dedham Street	
Improvements	\$2,016,700
Land, 1.00 acre	620,700
Books and Furnishings	<u>1,059,632</u>

\$3,697,032

Protective Agencies Building

1 and 3 Walpole Street	
Improvements	\$959,200
Land, 1.65 acres	721,600
Personal Property	<u>829,145</u>

\$2,509,945

Chickering School

29 Cross Street	
Improvements	\$11,769,200
Land, 43.95 acres	4,005,400
Personal Property	<u>728,680</u>

\$16,503,280

Dover-Sherborn Regional School District

9 Junction Street	
Improvements	\$27,740,800
Land, 98.887 acres	<u>12,532,400</u>

\$40,273,200

Parks and Recreation

Bickford Park, 2.29 acres	\$108,500
Caryl Park, 107 Dedham Street	
Land, 83.80 acres	8,276,800
Improvements	556,700
Channing Pond Park, 5.64 acres	279,900
Improvements	600
Dedham and Centre Street Lot, 0.25 acres	504,300

Dover Common and Training Field Lot,	
3.70 acres	1,101,200
Howe Lot, 3.22 acres	967,200
Riverside Drive, 0.77 acres	448,900
Springdale Avenue, 1.40 acres	48,900
West End School Lot, 1.50 acres	547,700
Personal Property	<u>360,366</u>

\$13,201,066

Conservation Commission

Bean Land, 10.27 acres	\$1,292,100
Bridge Street, 3.00 acres	164,800
Brodie Land, 7.99 acres	992,200
Channing, Gibbons, Rice & Wylde Lands,	
199.27 acres	9,994,400
Claybrook Road, 1.80 acres	62,700
Dedham Street, 7.38 acres	1,472,800
French Land, 11.80 acres	515,900
Fullerton Land, 7.00 acres	738,800
Gould Land, 7.20 acres	215,400
Halper Land, 1.18 acres	531,700
Harvey Land, 23.77 acres	939,000
Haven Street, 25.61 acres	2,227,900
Hunters Path, 2.49 acres	141,300
Koch Land, Snow's Hill Lane, 8.20 acres	1,219,600
Koch Land Swap, 12.21 acres	552,000
Murray Land, 12.60 acres	581,700
Riverside Drive, 0.04 acres	7,600
Scott Land, 46.00 acres	1,204,100
Off Springdale Avenue, 0.20 acres	38,300
Taylor Land, 14.47 acres	546,200
Valley Farm Land, 13.09 acres	1,870,000
Walpole Street, Off Walpole Street,	
33.00 acres	1,513,200
Willow Street, 2.106 acres	<u>75,500</u>

\$26,897,200

Town of Dover

Ben Arthur's Way, 0.755 acres	\$50,100
Bridge Street Land, 3.92 acres	156,100
Chickering Drive, 3.07 acres	105,000
10 Donnelly Drive, 2.00 acres	70,900
Dedham Street, 10.769 acres	928,200
Draper Road, 0.29 acres	43,000
Grand Hill Drive, 6.64 acres	881,500
Hartford Street, 1.00 acre	413,800
Heard Land, 7.43 acres	1,267,600
Hynes Land, 1.46 acres	691,900

Mackintosh Land, 29.28 acres	1,254,800	
Main Street, 1.79 acres	590,400	
Off Farm Street, 0.53 acres	55,700	
Ponzi Land, 31.58 acres	1,973,500	
46 Springdale Ave, 23.615 acres	1,505,500	
Trout Brook Road, 0.15 acres	15,700	
Valley Farm Land, 52.6 acres	3,552,700	
Wakeland Road, 0.18 acres	37,600	
5 Whiting Road, 0.25 acres		
Personal Property	4,985	
Willow Street, 0.92 acres	47,000	
Wilsondale Street, 3.73 acres	<u>798,200</u>	
		\$14,444,185
Transfer Station		
Powissett Street, 3.00 acres	\$1,443,100	
Improvements	249,100	
Personal Property	<u>26,614</u>	
		\$1,718,814
Highway Department		
2 and 4 Dedham Street, 3.40 acres	\$808,500	
Improvements	1,107,300	
Willow and Cross Streets, 0.21 acres	38,500	
Personal Property	<u>155,324</u>	
		\$2,109,624
Highland Cemetery		
54 Centre Street and Off Dedham Street, 19.92 acres	\$1,835,400	
Improvements	24,500	
Personal Property	<u>13,307</u>	
		\$1,873,207
Water Supply		
Church Street, 6.00 acres	819,200	
Improvements	17,500	
Personal Property	<u>87,360</u>	
		\$924,060
Land Exempted by Common Consent. Held in Trust for the Benefit of the Worthy Poor Who Have a Legal Residence (Settlement) in the Town of Dover:		
Larrabee Estate		
Land, 66.84 acres	<u>\$4,164,700</u>	
		\$4,164,700

Report of the Police Department

Peter McGowan, Chief of Police

With 2018 having come to a close, the Dover Police Department looks forward to another year of providing the exceptional service that our residents and those who pass through town have come to expect. We deliver services around the clock, every day of the year, and do so with 15 full-time officers, four part-time officers, and an overnight dispatch officer. We wrapped up the year with 16,627 calls for service (see “Police Department Summary of Activities”).

In personnel matters, we announce the retirement of Officer Chris Vonhandorf after his more than 18 years of dedicated service to the Town of Dover. He leaves us to pursue another opportunity in the law enforcement field. Special Officer Donald Cahill has been tapped as his replacement and will begin at Plymouth Police Academy in spring 2019. Officer Katherine Kolodziejczyk successfully graduated from the academy this past summer and is now patrolling our streets on the overnight shift. We welcome Special Officers Ryan Sullivan and John Holmes into the ranks and congratulate James McMeekin, who has left us to become a full-time officer in Waltham.

In addition to our regular police business, we dealt with many cases of identity theft, scam calls, larcenies involving bank accounts, and a long list of other devious attempts at stealing your money. Please hang up if someone calls looking for money, check your account statements regularly for anomalies, and remember the old adage that if it sounds too good to be true, it probably is.

In conclusion, I wish to thank each of the Town departments and boards that we work seamlessly with to provide the best quality of service and professionalism to our residents. We are also grateful for the support of the Dover community, without which we could not achieve the excellence that we strive for on a daily basis. Know that the men and women of the Dover Police Department stand ready, day and night, each and every day, to protect and serve.

Police Department Summary of Activities

For the Calendar Year 2018

Statistics

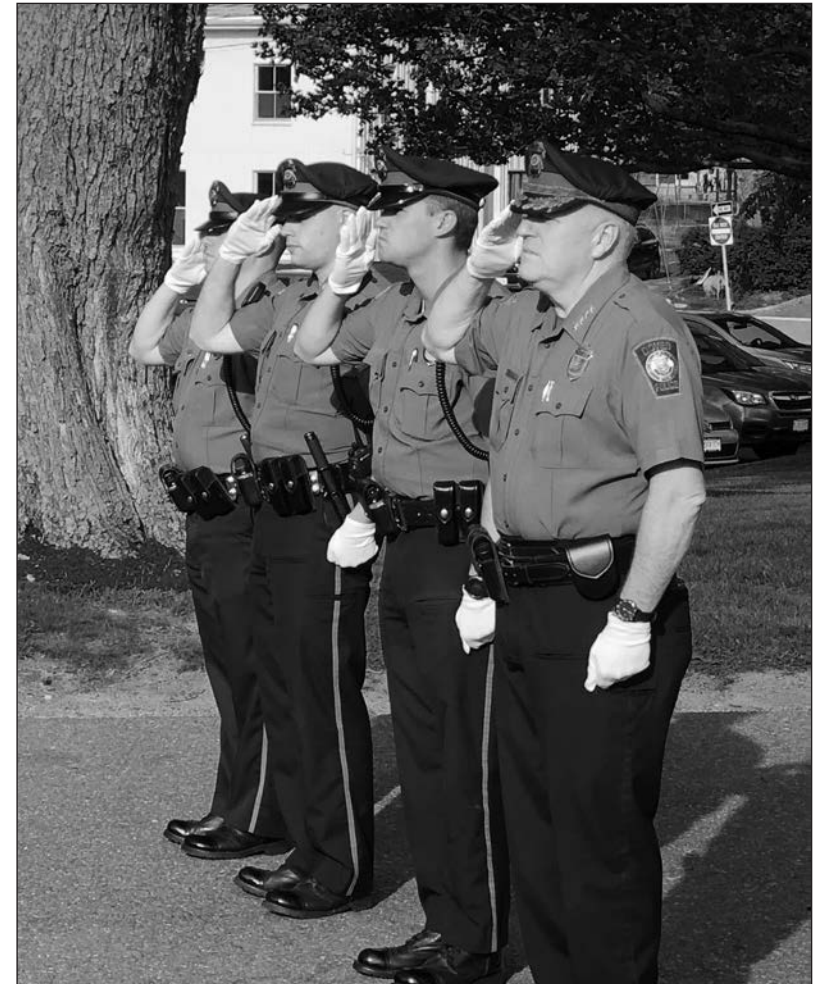
Total Incidents Logged:*	16,627
Accidents: Motor Vehicle	153
Alarms: Intrusion, Vehicle, and Panic	526
Ambulance Requests	172
Animal Complaints	282
Assaults	0
Assists: Other Agencies, Citizens, Etc.	401
Bicycle Complaints	16
Breaking and Entering	3
Building Checks/Directed Patrols	8,104
Civil Drug Law Violations	1
Deer Strikes	36
Destruction of Property	16
Disturbances	31
Fire Alarms/CO	313
Harassment (Including Telephone)	33
Identity Thefts	58
Larceny	15
Littering/Trash Disposal	22
Lockouts	99
Miscellaneous Offenses	93
Missing Persons	6
Motor Vehicle Complaints	1,653
Motor Vehicle Stops	2,230
Noise Complaints	23
Nine-One-One (911) Verifications	90
Safety Hazards	220
Soliciting	15
Suspicious Activity	198
Youth Complaints	1

**Total incidents logged include, but are not limited to, activities listed above.*

Arrests

Total Arrests Made:	29
Warrants	3
Operating Under the Influence of Liquor	18
Operating After License Suspension	4
Assault and Battery	2
Protective Custody	2

In addition to these arrests, a total of 74 criminal complaints were sought at Dedham District Court for a wide range of offenses, including 63 motor-vehicle-related offenses, and various other quality-of-life offenses.



Dover police officers at Memorial Day ceremony. Photo by Ford Spalding.

Report of the Board of Fire Engineers

Ford Spalding, Chair
Jim Dawley
John Hughes

The Dover Fire/Rescue Department is a call department consisting primarily of Dover residents and men and women who are employed in the Town. Department personnel are paid for their activity when called to a fire, ambulance call, or training session. They serve the Town seven days a week, 24 hours a day and are known in Dover and surrounding communities as being professionals who care about their responsibilities. We are grateful for their service and we thank them.

As part of a mutual aid agreement, the Fire Department works with local communities to assist them during a fire, accident, or other incidents. The same is done for Dover. Assistance can involve going directly to a fire or sending our equipment to another community's fire station in preparation for another call. Personnel training is also shared between communities, as in the case of a joint fire-fighting drill. Mutual aid is a critical factor in the Department's ability to serve the Town.

The Board continues to be concerned about the lack of a water source in the Town center. The hydrants in the area are not useable. The only water available to fight a fire, therefore, is what the Department can bring in its tanker trucks in addition to the water provided by neighboring fire departments as part of mutual aid. This remains a serious concern as we consider our municipal buildings, Charles River School, churches, business establishments, and the 42 dwellings in Dover Farms and The Meadows.

Peter Smith retired from his service on the Board of Fire Engineers in June. We are appreciative of his service and contributions to the Department. Jim Dawley was appointed to the vacated position by the Board of Selectmen at their November 8, 2018, meeting.

Fire Department Activity During 2018

Incidents (369)

Brush/Grass Fires	22	Oil Burner Fires	3
Vehicle Fires	2	Mutual Aid	2
Dumpster Fires	1	Illegal Burning	0
Smoke in House	3	False Alarms	0
Water Rescue	0	Haz-Mat Incidents	1
Electrical Fires	7	Automatic Boxes	0
Vehicle Accidents	34	Ambulance Assists	15
House Alarms	178	Gas Spills	1
Chimney Fires	2	Missing Persons	1
Wires Down	20	Still Alarms	15
Propane Gas Fires	0	Bomb Scare	0
Station Coverage	3	Elevator Entrapment	0
Carbon Monoxide	1	Water in Basement	0
Public Building Alarms	23	Explosive Devices	0
Rescue	0	Downed Trees in Road	2
Investigations	12	Building Hit by Lightning	1
Structure Fires	0	Other	20

Permits Issued (309)

Oil Burners	44	Smokeless Powder	0
Underground Tank	1	Smoke Detectors	75
Blasting	2	Propane Storage	100
Temporary Heat	9	Tank Trucks	1
Sprinkler Systems	0	Bonfires	0
Welding	2	Carbon Monoxide	75

Inspections (1,712)

Oil Burners	180	Smoke Detectors	300
Propane Gas	270	Bonfires	0
Blasting	70	Public Buildings	425
Temporary Heat	65	Underground Tanks	2
Gas Stations	2	Tank Trucks	2
Sprinkler Systems	35	Demolition	38
Welding	6	21E Inspections	1
Fire Prevention Programs	16	Carbon Monoxide	300

Ambulance Calls (276)

Caritas Norwood Hospital	9	Air Ambulance	
MetroWest Med. Center,		(Med-Flight/Life-Flight)	2
Natick	18	Mutual Aid (Received)	8
MetroWest Med. Center,		Mutual Aid (Given)	2
Framingham	0	Refusal of Transport	64
Newton-Wellesley Hospital	28	Fire Department Stand-by	2
Beth Israel Deaconess,		Responses Cancelled	18
Needham	64	Advanced Life Support	
Other Facility	10	(Statistics only)	51

Appointed by the Board of Fire Engineers

Chief Craig Hughes
Deputy Chief R. Paul Luttazi

Lieutenants
Renée Foster (A)
Edward Kornack
John Kornack
Robert Tosi Jr.
Karl Warnick

Appointed by the Fire Chief Fire & EMT Personnel

Robert Beckwith	Jack London (A)	Caroline Repetti (A)
Paul Buckley	John Luttazi	Bob Richards
Joseph Chirico (A)	Phil Luttazi	Dixon Smith (A)
Paul Copponi	Michael Lynch	Elizabeth Smith (A)
Paul Copponi Jr. (A)	William Martin	Timothy Surgenor (A)
Jeremiah Daly (A)	Jack Maxwell (A)	John Sugden, Jr.
Joe Demarco (A)	William Mitchell (A)	(Chaplain)
Klarina Donoghue (A)	Dan Murphy (A)	John Sugden III
Allen Erickson	Walter Nowicki	Brian Tosi (A)
Thomas Giblin	Michael Petrangelo	Kevin Tosi (A)
James Gorman (A)	Curt Pfannenstiehl	Kathleen Tosi
Mary Hinsley (A)	Thomas Quayle	James Vaughan
Alex Howe (A)	Ted Reimann (A)	John Vounatsos
Leslie Hughes	Deborah Reinemann (A)	Ellen Weinberg (A)
Paul Hughes	Matt Reinemann (A)	Nevin Weinberg
Michele Kornack (A)	R. Louis Reinemann	Tim Wider

(A) Ambulance Squad Member



Photo by Reverend John F. Sugden Jr.

Report of the Emergency Management Department

Peter McGowan, Director
Margaret L. Crowley, Deputy
James R. Repetti, RACES Radio Operator

As members of the Emergency Management Department, our responsibility is to plan for any emergency events that might occur and to help residents who are affected by them. In 2018, due to proper planning and the exemplary work of responsible Town departments, we did not have to open our shelter for residents. We were able to handle all situations with the cooperation of the Dover Fire, Police, and Highway Departments, and we thank them for their assistance. We would also like to commend Chief Craig Hughes of the Fire Department for cultivating great working relationships with the utility companies that service Dover.

The Town of Dover has been using Twitter, Facebook, and NextDoor.com to push out information on emergency events. These social media outlets are easy to use and great sources of information.

If your lights go out or you lose power, *Eversource urges you to call them directly at (800) 592-2000*. If you receive a computerized response, stay on the line to answer questions and to have your call logged into their system. This will assist Eversource in restoring power as quickly as possible. The more calls that Eversource receives from a neighborhood regarding outages, the higher you are put on the priority list. Calling the Police Department to report or ask about power outages will not help you restore your power and can tax already strained resources.

Please feel free to call us in emergencies (hurricanes, floods, blizzards, etc.) if you think we can help or if you need assistance. The Emergency Management Department can be reached via the Town's emergency dispatch center at (508) 785-1130. This line is answered 24 hours a day. We thank you for your cooperation.

DOVER

School Reports

2018



Report of the Superintendent of Schools

Andrew W. Keough, EdD

Greetings to the communities of Dover and Sherborn. I am pleased to report in this, my second annual report, that the Dover-Sherborn Public Schools are in excellent shape and that our students continue to excel.

Dover-Sherborn High School was once again ranked first in the state by *Boston* magazine in its August 2018 “Best High Schools” issue. Although we should never equate our success simply with test scores and rankings, it is important to acknowledge that the hard work of our staff and students continues to pay off. I am continually impressed not only by the many accomplishments of our students, but by their generosity of spirit, their commitment to important social causes, and their concern for those who are less fortunate. This commitment to the greater good is a tribute to the parents and educators in these two communities and should inspire us all.

At Dover-Sherborn we remain committed to our core values—commitment to community, equity and excellence, respect and dignity, and climate of care—which represent not only what we will adhere to collectively in the District, but what we want to see exhibited by each member of the school community at all times. I hope you, our citizens, will support us in promoting and reinforcing these ideals, particularly with the young people you encounter in town.

Along with adhering to our values in all that we do, we strive to achieve the goals outlined in the District’s strategic plan (*The Public Schools of Dover and Sherborn Strategy 2018–2021*). Our key strategic objectives are:

- Innovative teaching and learning
- Health and well-being of students and staff
- Partnerships with families and communities
- Safe and innovative facilities
- Resource efficiency

More information about our strategic plan and the steps we have established to accomplish our goals can be found on our website: www.doversherborn.org.

As called for in the strategic plan, we commissioned an audit of our special education administrative structure and programing to examine how they might be reorganized and re-prioritized for greater efficiency of resources and, most importantly, the best delivery of services to our students. We are continuing this work and are confident that the final result will improve our system not only educationally, but financially.

With regard to financial improvements in 2018, employees from the Region and Dover agreed to new health insurance offerings, referred to as “benchmark and high deductible,” which will result in what we believe is a better, more reasonably priced product. Health insurance costs at the Region and in Dover did not increase in 2018, and we do not anticipate an increase in the second year of implementation. I want to thank the members of the Region and Dover’s Employee Benefits Committee for their collaborative efforts to make meaningful changes that will benefit our systems for years to come.

There were a number of administrative changes in 2018. We would like to thank outgoing administrators Christine Smith, Jeff Parcells, Brian Meringer, and Jackie Daley for their service to our communities. We welcomed the following new administrators: Deborah Dixon, Interim Special Education Director; Steven Wroblewski, Assistant Headmaster, Dover-Sherborn Middle School; and Allison Gullingsrud, Assistant Principal, Sherborn. In addition, Interim Business Administrator Dawn Fattore became our permanent business administrator.

At a time when school safety has increasingly become a concern, we are taking the necessary steps to be more vigilant in this regard. We hired Synergy Solutions to conduct a security audit of our five buildings (including Lindquist Commons) and have already implemented a number of their recommendations for reinforcing the security of our facilities. Additionally, in collaboration with local law enforcement and Synergy Solutions, we conducted security training for all staff—“Lockdown, Leave, Live”—which was well received and left staff members feeling more secure and better informed about best practices. Our system-wide emergency response team meets regularly to revisit our emergency protocols and prepare for the unforeseen. I would like to thank the entire Dover-Sherborn leadership team, our school committees, and especially Chief Peter McGowan (Dover) and Chief Richard Thompson (Sherborn) for their invaluable support in this regard.

In 2018, with the support of the school committees, the Dover and Sherborn boards of selectmen, and the towns’ taxpayers, we made a number of capital improvements. At the Regional campus, improvements included replacing the roof of the courtyard at the high school, repaving the middle school and high school entrances, and replacing floors and exterior doors in Lindquist Commons. At Chickering School, following last year’s major air-conditioning project, all capital upgrades were managed through the operating budget. Significant work completed at Pine Hill School included replacing cafeteria and hallway floors and refurbishing the concrete walkways located in front of the building. We appreciate the continued support of Dover and Sherborn and the tireless efforts of our maintenance and custodial crews, who keep our facilities in top condition.

The pages that follow provide worthwhile information related to our schools, school committees, staff, and community education program. All citizens are invited to visit our website at www.doversherborn.org for further information about our four schools.

Report of the **Dover School Committee**

Henry Spalding, Chair
Brooke Matarese, Secretary
Adrian Hill
Michael Jaffe
Rachel Spellman

Membership

Brooke Matarese was re-elected for a second three-year term.

District Leadership

The Dover-Sherborn Regional School District continues to benefit from the strong leadership of Superintendent Dr. Andrew Keough and Assistant Superintendent Beth McCoy. We welcomed Dawn Fattore as the business administrator, following a period as the interim business manager. Chickering Elementary School continues to encourage, challenge, and support its students, and we thank Principal Laura Dayall and Assistant Principal Dr. Deb Reinemann for their leadership.

As outlined in the District’s strategic plan, there is an acute focus on five objectives: Innovative Teaching and Learning, Health and Well-being of Students and Staff, Partnerships with Families and Communities, Safe and Innovative Facilities, and Resource Efficiency. The everpresent message of #WeAreDS is a district-wide cultural responsiveness initiative to support equity and inclusion for all students at Chickering and throughout Dover and Sherborn.

Academics

Chickering Elementary School recognizes the unique talents of its students and is committed to ensuring that every child reaches his or her full potential. The school strives for academic excellence and to be a top-performing school in the state, as measured by standards that include, but are not limited to, MCAS scores and other standardized tests. The Dover School Committee (DSC) is responsible for setting policies to achieve these goals, and it seeks to accomplish its defined goals in a fiscally prudent manner.

As the complexity of student needs has grown in recent years, a significant number of Chickering students are requiring additional academic, social, and emotional support. This has been a trend locally and nationally. In response to these challenges, the DSC approved the creation of an integrated preschool program, now in its fourth year, to serve both special education and general education students. The Committee hopes that this early intervention will enable more students to continue attending

the school and to allow us to continue meeting the needs of as many Dover students as possible.

The social and emotional health of our students has been a focus for all involved at Chickering. We have made great strides in embracing the regional Challenge Success initiative, and we thank everyone responsible for making it a core part of the school.

The DSC continues to monitor and take great pride in the ongoing implementation of Chickering's world language program, designed to broaden and deepen learning opportunities. As of 2018, all Chickering students are receiving Spanish language instruction.

Finance

The DSC works hard to deliver the highest-quality education in the most efficient way possible by reviewing its operations and allocating resources to best serve student needs. Salaries are the biggest budget item, and whenever possible we explore initiatives that can help limit special education costs, such as the integrated preschool program.

Following several years of declining enrollment, numbers have stabilized and risen in small amounts in recent years, aided by a buoyant local real-estate market. We have matched classroom sections accordingly to adhere to our long-standing classroom size policy of between 17 and 22 students. We will continue to monitor real-estate trends and birth data and adjust staffing levels to meet the community's changing needs.

The out-of-district, special-education budget, which covers students aged 3 to 22 years who are enrolled in schools outside the Dover public school system, has steadily increased and is now a significant piece of the overall budget. However, the Town is reimbursed by the State of Massachusetts for a percentage of the tuition costs that exceed a calculated base amount. This reimbursement, referred to as the "circuit breaker," provides some financial relief from the overall costs of educating these students.

Facilities

We continue to perform maintenance required to keep the school building in top condition in its second decade. We rely on a long-range, 20-year capital needs assessment, prepared initially by an outside consultant in 2012 and updated in 2017, to guide our annual capital budget requests. In 2018, we replaced the cafeteria floor and installed energy efficient LED light bulbs. We also continue to work closely with the Capital Budget Committee to maximize cost efficiencies with other Town projects.

We extend a special thanks to Oliver Fried, 2018 Eagle Scout recipient, who built the Chickering Outdoor Trail in the woods beside the school as part of his Scout Project. It will be used by our students and staff as a way to explore the outdoors and get a little exercise.

Appreciation

The DSC thanks Dover taxpayers, the Dover-Sherborn Education Fund (DSEF), the Parent Teacher Organization (PTO) and the Mudge Fund for their ongoing financial support. The annual DSEF grant awards allow Chickering faculty and staff members to explore state-of-the-art methods for curriculum delivery, while the PTO gifts allow us to make the learning environment the best it can be for both the staff and students. We thank the many volunteer organizations that supported Dover students during the past year, including the Friends of Chickering Music, Friends of the Performing Arts, and local youth sports groups. We are very grateful for our collaborative relationships with these groups.



*Dover-Sherborn High School production of Little Women.
Photo by Audrey Anderson. Courtesy of The Hometown Weekly.*

Report of the **Chickering Elementary School**

Laura Dayal, Principal

Deborah Reinemann, Assistant Principal

Laura Driscoll, Special Education Team Chair

Enrollment

Although student enrollment increased slightly in 2018, class sizes remained within the policy range of 17 to 22 students per class without additional class sections. At the end of 2018, 502 students were enrolled, PreK–Grade 5. In the integrated preschool program, the half-day section was increased to full-day, providing more opportunities for children to develop skills and have a smooth transition to kindergarten.

Staffing

Chickering welcomed four new faculty members and transitioned several existing staff members into the following roles: special education team chair, speech and language pathologist, behavior technician, special educator, FLES Spanish teachers, and a librarian. In addition, educational assistants were hired to provide classroom support throughout the school. We value the different perspectives of new members and continue our efforts to diversify our staff.

Curriculum and Professional Development

We supported the District's strategic plan and deepened our commitment to last year's professional development initiative, "Supporting Social Emotional Wellness Through Cultural Responsiveness." Programs for staff included a full-day conference in November, developed in partnership with IDEAS (Initiative for Developing Equity and Achievement for Students) and METCO (Metropolitan Council for Educational Opportunity), as well as high-caliber performances and speakers throughout the year. Chickering's teaching staff developed goals and instructional practices to promote inclusiveness and support the theme, "Everyone is welcome here, everyone belongs."

The school also took part in the security audit and training provided by Synergy Solutions, developed its own emergency response team to enhance procedures, and partnered with the District's emergency response team, as well as the Dover Fire and Police Departments, to expand security protocols.

Special Education

The Special Education Department works with students, families, and staff to provide a broad range of services that allow children access to the curriculum through modified instruction and materials, and to do so in a supportive environment that matches their needs. Special education and general education teachers collaborate to develop new programs for students with complex needs, so as to increase the school's capacity to serve all children and to maintain an inclusive environment.

We provide the following services and programs: Child Find assessment for Dover children younger than age five; full-day programming in the integrated preschool; adaptive physical education; counseling for social/emotional well-being; psychological services for cognitive-based needs; speech and language intervention; occupational therapy; and physical therapy. These services are further supported by a state and federally mandated Special Education Parent Advisory Council (SEPAC), a parent-volunteer organization that works with all the schools in the Dover-Sherborn system.

School Advisory Council

The School Advisory Council is a state-mandated committee composed of teachers, parents, and a community representative. It assists the school with the development of the School Improvement Plan and serves in an advisory capacity to the principal. The Council works collaboratively to identify the educational needs of students and to facilitate communication between the school and the community.

In 2018, the Council offered recommendations for increasing cultural understanding through building a partnership with a Boston public school. The school staff then assembled a team of educators to collaborate with faculty and administrators at the Michael J. Perkins School in South Boston to explore educational opportunities at the faculty and student level.

PTO

The Parent-Teacher Organization (PTO) is composed of parents/guardians, with co-chairs and a board that oversee fundraising, spending, and program development. The PTO alternates its yearly fundraising efforts between an auction and a check-writing campaign, with funds primarily supporting curriculum enrichment. In 2018, the PTO raised more than \$65,000 from its auction, thanks to the generous support of the community.

DSEF

Staff and families at Chickering greatly appreciate the Dover-Sherborn Education Fund (DSEF), which in 2018 provided grants totaling \$17,612 to enrich student experiences with: Teacher Talks (culturally responsive book discussion group); Walking Classroom—Walk, Listen, and Learn; MakerSpace Part II for STEAM (science, technology, engineering, art, and math); Outdoor Wellness Instruction and Play Space; and Root Robots.

In addition, Chickering benefitted from the following district-wide DSEF grants: Innovating Teaching and Learning in Dover-Sherborn; Challenge Success; and Google Augmented Reality (AR).

Conclusion

Education has always been a top priority in Dover. We are pleased to provide a rigorous curriculum, delivered by highly skilled and dedicated staff, in order to create a rich educational experience for our children. It is designed to foster curiosity, value the whole child, and create a lifelong love of learning. We hold steadfast to our commitment to continual growth and improvement, and to making a difference in the lives of children.



Pegan Hill. Photo by Tarah Breed.

Report of the
Dover-Sherborn Regional School Committee

- Lori Krusell, Chair (Dover)
 - Anne Hovey, Vice Chair (Sherborn)
 - Clare Graham, Secretary (Sherborn)
 - Maggie Charron (Dover)
 - Judi Miller (Sherborn)
 - Dana White (Dover)
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The mission of the Dover-Sherborn Regional School Committee (DSRSC) is to ensure that our nationally recognized, high-performing school system continues to provide innovative teaching and learning experiences that inspire all students to pursue their individual passion for learning and excellence.

Enrollment

As of October 2018, enrollment in the the Dover-Sherborn Regional School District (the District) was 1,203 students, an increase of 9 students from the previous year. During the past decade, the District has been experiencing an enrollment “bubble” that has progressed through the Dover-Sherborn Middle School (DSMS) and Dover-Sherborn High School (DSHS), with total enrollment varying within a narrow band since 2012. However, current projections show enrollment in the District remaining within this narrow band through at least year 2023 and likely beyond. Clearly, the desirability of families to have their children attend Dover-Sherborn schools is encouraging them to move to our two towns. Any large-scale development projects undertaken in Dover or Sherborn would likely further increase enrollment.

District Strategic Plan

The DSRSC supports Superintendent Keough’s strategic objectives for the District. Our administration, staff, students, families, and community will continue to support our District with this clear vision and mission as our guide in the coming years. Details regarding the District’s strategic plan can be found in the Superintendent of Schools report on Page 113 and on our website at www.doversherborn.org.

Academic Outcomes

The District continues to be one of the highest-performing districts in the state. As has been the case since the inception of the Massachusetts Comprehensive Assessment System (MCAS), data for 2018 shows that Dover-Sherborn students performed well above state averages in all

disciplines, at both the proficient and advanced levels. Dover-Sherborn students also continue to score very well on the SAT tests (for the college boards) and on Advanced Placement (AP) exams. The number of students participating in AP courses continued to rise in 2017–18. Graduation and college matriculation rates are also among the highest in Massachusetts. These high achievement levels are accompanied by a firm, district-wide commitment to “Challenge Success” (www.challengesuccess.org) and to ensuring the social-emotional wellness of our students.

Leadership and Faculty

In 2018, Debra Dixon joined the District as Interim Special Education Director, and we saw faculty retirements. We extend our gratitude to DSHS English Department Chair K. C. Potts and DSHS History teacher Rebecca Vizulis. Both educators have given years of time, energy, and experience to our school community to help make it what it is today.

Finance

The DSRSC thanks the citizens of Dover and Sherborn for their continued generous support of the schools. The Region’s Fiscal Year (FY) 2019 budget is \$24,614,816, a 2.11% increase over the FY18 budget. Operating expenditures include: salaries and benefits, including other post-employment benefits (81.96%); other (5.43%); buildings and grounds (5.24%); debt service (4.08%); and transportation (3.29%). State aid covered 10.41% of these operating expenditures. Revenues from student activity fees (\$45 per student), parking fees (\$300 per permit), and athletic fees (\$300 per sport) contribute another 1.35%. An additional 0.61% comes from the Region’s Excess and Deficiency (E&D) Fund. The remaining 87.54% is funded generously through local taxes. The Region’s E&D account was certified as of June 30, 2018, at \$1,111,206. This account operates under Massachusetts General Laws in a manner similar to a town’s free cash.

The DSRSC is grateful for the incredible support it receives in both time and money from the Dover-Sherborn Education Fund, the Dover-Sherborn Boosters, the Friends of the Performing Arts, the PTO, POSITIVE, and the broader community. These groups donated more than \$250,000 in FY18, and their contributions are critical to maintaining programs that promote the excellence of the Dover-Sherborn Regional Schools.

Contractual Agreements

The Educators’ Agreement, effective September 1, 2017, through August 31, 2020, fairly and sustainably accommodates the educational standards we expect for our students and the high-quality services expected from our educators, while also acknowledging the financial issues affecting town, state, and federal budgets.

Facilities

Our buildings and grounds represent a major educational investment by the two towns for now and the future. To protect this investment, the DSRSC has a long-range capital maintenance and improvement plan for the physical assets of the Regional campus. The DSRSC works with the finance committees and selectmen of both towns to determine how best to fund upcoming capital expenses required to maintain the facilities and equipment that are coming off warranty from the 2005 construction and renovation project. At their respective annual town meetings, both Dover and Sherborn approved articles to support spending \$510,000 for projects to be completed in the 2018–19 academic year.

Membership

Dover member Lori Krusell and Sherborn member Judi Miller were elected to the DSRSC for three-year terms. We thank Michael Lee of Sherborn for his years of service and dedication to the District.

Visit www.doversherborn.org to view changes, to keep up with school events, or to contact our staff or school committees.



Dover-Sherborn High School Cross Country Team. Photo courtesy of the Dover-Sherborn Boosters.

Report of the Dover-Sherborn Middle School

Scott Kellett, Headmaster

The mission of the Dover-Sherborn Middle School (DSMS) is to meet the needs of all students through a nurturing and challenging learning environment where students, parents, and teachers embrace our core values to ensure excellence and success now and in the future.

DSMS continues to provide an outstanding educational setting for students in grades 6, 7, and 8. The availability of state-of-the-art technology, a fabulous library, and a student-friendly space makes the school a welcoming place for students and faculty. Through a supportive community and budget allocation, the teachers have many resources at their disposal. Class size continues to be approximately 17 students per class and the daily curriculum is challenging and exciting.

Class schedules are based on a 14-day rotation, with all primary courses meeting 12 times in that rotation, each for 48 minutes. Special subject classes meet six times out of the 14-day cycle. This year, we have incorporated an 11-minute break into our daily schedule to provide students with an opportunity to have down time during the school day. Although DSMS offers multiple levels of courses in mathematics, students are not tracked. All other departments offer courses that are heterogeneously grouped.

DSMS welcomed several new members to its faculty: an assistant headmaster, an English teacher, a French teacher, a mathematics teacher, a social studies teacher, a nurse, and four educational assistants.

Citizens are encouraged to visit the school's website at www.dover-sherborn.org to access current information, teacher websites, recent school publications, and an updated calendar of events.

Academic Recognition and Awards

- **Project 351:** Two eighth-grade students represented DSMS at this governor's youth community service organization, which promotes leadership, development, enrichment, and impact.
- **MATHCOUNTS:** The DSMS math team of four students participated in a competition sponsored by this nationwide enrichment club and competition program for middle school students.

- **Massachusetts State Science & Engineering Fair:** Seven teams of DSMS students participated in the middle school division of this annual one-day showcase and competition event, hosted by Worcester Technical High School, where students presented their research/invention projects before peers, a team of judges, and the public.
- **New England League of Middle Schools Scholar Leaders:** The faculty named two eighth-grade students as DSMS scholar leaders—individuals who demonstrate qualities of academic achievement, leadership, and citizenship.

Activity Highlights

The following are just some of the curriculum enrichment activities that took place throughout the year:

- **Martin Luther King Day celebration:** “Synergy” was our theme for this year's school-wide program that honored the work of Dr. Martin Luther King Jr. Multi-grade student groups traveled together and participated in a variety of workshops throughout the day, including workshops facilitated by a group of our students who had been trained by Roots & Wings.
- **World Cultures Day:** This DSMS tradition, organized by the World Languages Department and funded by the DSEF, was a half-day celebration focused on how we can gain a better understanding of people who have different belief systems, lifestyles, and perspectives. Students participated in simultaneous activities that exposed them to various cultural experiences.
- **Drama productions and workshops:** The spring drama program presented three one-act plays involving more than 60 students and directed by three DSHS students. DSMS participated in the Massachusetts Middle School Drama Festival and won a bronze medal for one of its plays. *High School Musical* was presented in the fall.
- **Music and arts presentations:** Activities included the annual choral concert involving all four District choruses; multiple concerts featuring DSMS's two jazz bands, Jazz Eclipse and Sharp 9 Big Band; a winter band concert; the popular Chocolate Café, with both DSMS and DSHS music groups participating to raise funds to support the music program; and the annual talent show.

- **Adolescent development programs:** Activities included the ongoing DARE (Drug Abuse Resistance) program for seventh-graders, led by Officer Harold Grabert of the Dover Police Department; and an anti-bullying workshop held at MARC (Massachusetts Aggression Reduction Center). In addition, a group of 30 middle school students worked with the organization Roots & Wings on learning to accept differences in others and engage in difficult conversations. The ultimate goal for this group was to facilitate workshops attended by their peers during the 2019 MLK Day Celebration.

The following groups focused on many community service projects:

- Through their combined efforts, the *Student Council* and the *Help Club* raised money for local food pantries at Thanksgiving, as well as for numerous other groups, including the American Red Cross Disaster Fund, the Avon Walk for Cancer, the Pan-Mass Challenge, the Home for Little Wanderers, Spin for Hope, and Pencils of Promise.
- Each year, eighth-grade students are organized according to their interests into small community service groups known as *Citizen Action Groups*, or CAGs, to devote their time and energy to giving back to our community throughout the year. Citizenship is the overarching theme for the eighth grade and is woven throughout CAG activities, the curriculum, and the year's culminating activity—a field trip to either Boston or Washington, D.C., to learn more about the nation.

Professional Development Highlights

DSMS is committed to providing opportunities for professional development. As part of our Professional Growth and Evaluation System, we provided the entire middle school staff with a menu of courses to take during the school year, all of which focused on social-emotional learning.

DSMS staff also participated in a number of events, including the METCO Conference, the NELMS Annual Conference, the Massachusetts STEM Summit, and the national meeting of the American Council on the Teaching of Foreign Languages.

Grants

The DSEF (Dover-Sherborn Education Fund) and POSITIVE (Parents Offering Support In Time, Involvement, Volunteering, Enthusiasm) provided 20 grants for academic and extracurricular enrichment. DSMS is grateful for the generous support of parents and friends in both Dover and Sherborn.

Report of the Dover-Sherborn High School

John G. Smith, Headmaster

Dover-Sherborn High School (DSHS) is a community of learners whose goal is to inspire academic excellence and a commitment to personal and civic responsibility. We engage in the learning process with honesty, creativity, dedication, and respect, and seek to cultivate an atmosphere of freedom and trust in a safe and nurturing environment.

DSHS is accredited by the New England Association of Schools and Colleges and consistently ranks among the top public schools for academic excellence in both Massachusetts and the nation. In 2018, DSHS was ranked as the number-one school in Boston magazine's ranking of the top 50 public high schools in the Greater Boston area. Rankings are based on national SAT and AP exam scores, as well as on college readiness performance metrics.

Curriculum Requirements

In the 2017–18 school year, DSHS served approximately 665 students in grades 9 through 12. Each year, over 95% of graduating students attend four-year colleges and universities.

To graduate, all students must complete four years of English, four years of mathematics, and three years each of laboratory sciences, social studies, and world language. They must also earn 18 credits in the fine and performing arts and/or technology, engineering and computer science; and 12.5 credits in wellness (physical and health education). In addition, they must complete 40 hours of community service and pass the required state MCAS exams.

Although DSHS offers three levels of courses in each of the academic disciplines, students are not tracked. DSHS also does not compute “rank-in-class” for its students, a policy approved by the Dover-Sherborn Regional School Committee.

Most departments offer a variety of courses that are heterogeneously grouped. The schedule is based on an eight-day rotation. All primary courses (and most electives) meet six times out of the eight-day cycle, and each class meets for nearly an hour. Laboratory sciences may meet up to two additional periods each cycle.

Academic Testing

PSAT

The PSAT was offered in October 2018, with 85% of the sophomore class and 55% of the junior class participating. Seventeen juniors met the requirements to enter the National Merit Scholarship Program and received recognition from the October 2017 administration. Twelve students received letters of commendation and five were named semifinalists.

SAT

- **SAT I:** Eighty-five percent of the Class of 2018 took the redesigned SAT I test, with 78% earning a combined score of 1200 in Evidenced-Based Reading & Writing and Mathematics. The table below shows the average of the highest SAT I test scores for the Class of 2018 and the previous senior class as calculated in Naviance. Compared with national and state averages, DSHS students significantly outperform their peers.

SAT Mean Scores						
	Class of 2017			Class of 2018		
	DSHS	MA	US	DSHS	MA	US
Evidence-Based Reading & Writing	644	553	538	645	562	536
Mathematics	641	550	533	655	563	531

AP

Fourteen AP (advanced placement) courses were offered during the 2017–18 academic year. These courses are typically offered during the junior and senior years and allow students to maximize their educational opportunities within the confines of the master schedule and graduation requirements. All students receiving AP credit are expected to take the AP examination at the end of the year. In spring 2018, 200 students took 501 examinations. The results for individual courses are as follows:

AP Course	Students Scoring 3 or Higher (%)
Biology	100
Calculus AB	100
Calculus BC	100
Chemistry	100
English Language and Composition (G-11)	98
English Literature (G-12)	81
French Language	100
Latin Vergil	100
Physics C-Mech	100
Spanish Language	100
Statistics	90
Studio Art	100
U.S. Government and Politics (G-12)	93
U.S. History (G-11)	98

MCAS

Testing highlights for 2018 are as follows:

- **English Language Arts:** One hundred percent of DSHS sophomores scored at the advanced (89%) or proficient (11%) levels on the MCAS exam in English Language and Composition.
- **Mathematics:** Ninety-nine percent of sophomores scored at advanced or proficient levels.
- **Biology:** Ninety-six percent of freshman scored at the advanced or proficient levels.

Graduate Post-Secondary Plans

	Class of 2016	Class of 2017	Class of 2018
Four-Year College	95%	95%	93%
Two-Year College	1%	2%	1%
Other (gap year, job)	4%	3%	6%

Departmental Highlights

ENGLISH

The English Department offers courses at two levels (honors and college preparatory) for freshmen and sophomores, and at three levels (honors, college preparatory, and advanced placement) for juniors and seniors. During their freshman year, students focus on the theme of self-discovery through reading short stories, novels, drama, poetry, and nonfiction; sophomores explore great themes in literature and hone their analytical and expository writing skills; juniors not enrolled in AP English Language take American Literature; and seniors not enrolled in AP English Literature enroll in two of five same-level courses in focused areas, such as poetry, film, mythology, and nonfiction.

Advanced Placement courses include English Language and Composition for juniors and English Literature and Composition for seniors, with passing scores earned by 90% of the 161 juniors and seniors who tested. Through reading, writing, and thinking, our students use language as a means of understanding themselves, their world and their place in it.

MATHEMATICS

The Mathematics Department provides standard courses at honors and college preparatory levels, with Geometry in grade 9, Algebra II in grade 10, and Precalculus in grade 11. Several electives are offered in grade 12, depending on previous levels of proficiency attained: AP Calculus BC, AP Calculus AB, Honors Calculus, AP Statistics, Probability and Statistics, and Precalculus and Applied Topics.

The Dover-Sherborn Math Team, a member of the Southeastern Massachusetts Mathematics League, continued its strong tradition of success by finishing fifth of 39 schools in the league, and fourth in the league playoffs. The team also competed in the *Massachusetts State Championships* and came in eighth in the Medium-Sized Schools Division.

SCIENCE

The Science Department provides a rigorous curriculum sequence at the advanced placement, honors, and college preparatory levels, with three years of coursework required for graduation: Biology in grade 9, Chemistry in grade 10, and Physics in grade 11. Electives open to juniors and seniors are AP Biology, AP Chemistry, AP Physics, Advanced Topics in Biology, Anatomy and Physiology, Astronomy, Environmental Research, and Marine Science.

In 2018, AP Biology students competed to qualify for the *U.S. Biology Olympiad* by taking the open exam. One student scored in the top 10% of the country and moved on to the semifinal round. Five AP Chemistry students competed in the sectional competition for the *U.S. National Chemistry Olympiad*. One student placed in the top 20 of the top 100 chemistry students in Massachusetts, qualifying him to compete in the national chemistry exam against the top 950 students in the country.

Last spring, AP Physics students helped design a diamond magnetometer exhibit for a portable quantum and nano-science museum. An article describing their work and co-authored by their teacher appeared in the March 2018 issue of the *American Journal of Physics*.

SOCIAL STUDIES

Courses are offered in history and the social sciences at both the honors and college preparatory levels for freshmen and sophomores and at three levels (college preparatory, honors and advanced placement) for juniors and seniors. World History I & II and U.S. History are required of all students. Electives include AP American Government, Government and Law, Economics, Introduction to Psychology, and Facing History. A total of 135 students took our two AP courses this year with 98% of the AP U.S. History students and 93% of the AP Government students receiving a qualifying score of 3 or better on the exams.

This year the curriculum was further enriched by a variety of departmental programs and activities, including: the *China Exchange Program*, now in its sixteenth year of successful exchanges between DSHS and its sister school in Hangzhou; the *Tufts Inquiry Program*, an annual global-issues simulation program, with this year's topic "The Nuclear Imperative"; the *Model UN Simulation* in Boston; the *Close Up Program*, a weeklong government studies program in Washington, D.C.; a historical and cultural trip to France and Spain; several field trips to conduct research at the John F. Kennedy Presidential Library and the Edward Kennedy Institute; and a production of Claudia Rankin's *White Card*, attended by juniors. Guest speakers included: civil rights movement activist, Paul Breines, and Holocaust survivor, Mr. Aron Greenfield. Many students visited the Dover Historical Society's exhibit commemorating the centennial anniversary of the ending of World War I.

Six students received honors or awards in 2018. One student was chosen by her U.S. History classmates to represent DSHS at *Student Government Day* at the State House in April; one student received the Daughters of the American Revolution Award for excellence in character, service, leadership, and patriotism; one student won this year's annual Veterans Day Essay Contest; one student received a youth leadership award and represented DSHS at the *Hugh O'Brien Sophomore Youth Leadership Conference*; one student received the Frederick Douglass and Susan B. Anthony Award; and one student received the Social Studies Award at the Senior Academic Awards Night.

WORLD LANGUAGE

The World Language Department offers four-year sequential programs in French, Spanish, Latin, and Chinese, in both honors and college preparatory tracks. Students progress from novice to intermediate stages of language proficiency. AP French Language and Culture, AP Latin, and AP Spanish Language and Culture courses are also offered.

World Language students received the following honors in 2018:

- **Honor Society:** Twenty-six students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures.
- **National Language Exam Awards:** Fourteen students received awards on the *French Exam*, 38 on the *Latin Exam*, and 63 on the *Spanish Exam*.

FINE AND PERFORMING ARTS

Music: Courses offered include Music Theory, Guitar I and II, and American Musical Theater. In addition, students may earn credits by participating in the Vocal Ensemble, the Concert Band, and the Jazz Band (by audition). These groups perform at many school and community events throughout the year.

Visual Arts: Courses offered include Art 2D, Art 3D, Ceramics I and II, AP Studio Art, Darkroom Photography, Digital Photography, Yearbook Design I, II, and III, Computer Graphic Design, and Silkscreen Printing.

Honors and Awards: D-S students and their teachers continue to distinguish themselves in activities and competitions outside the school:

- **Scholastic Art & Writing Awards** recognized one D-S student with a gold key and a national gold medal.
- **College Board “Call for Student Artwork”** recognized one student’s artwork, which was one of 18 selected out of a pool of approximately 800 submissions
- **Eastern District Senior Festival**, sponsored by the Massachusetts Music Educators’ Association (MMEA), awarded honors to five D-S students, one of whom went on to the MMEA All-State Festival at Symphony Hall in Boston, and another who qualified for the National Association for Music Education All-National Festival.

TECHNOLOGY, ENGINEERING AND COMPUTER SCIENCE

The D-S Regional Schools Technology Engineering and Computer Science Department for grades 6–12 is now in its fourth year and runs courses that were previously run by the Living, Fine, and Technical Arts Department and the Educational Technologies Department. Its goal is to more strongly align the grade 6–8 and grade 9–12 curriculums to better prepare students for college courses in computer science and engineering.

The Department offers the following computer courses for high school students: Social Media Literacy, Intro to CAD, Web Design Using HTML & CSS, Computer Programming with Java Script, Technology and Society, iOS app design and, new for 2018–19, a course in video game design. The Department also offers engineering and technology

classes, including TV Media I and II and, new for 2018-19, TV Media III. We also have Industrial Technology I and II, and a year-long course in engineering that gives science credits toward graduation at both the college preparatory and honors levels.

To build a strong foundation for high school courses, Dover-Sherborn Middle School students take engineering courses at all three grade levels, and students in grades 6 and 7 take computer science, with a heavy emphasis on programming.

WELLNESS

The Freshmen Wellness Curriculum requires one semester each of Health Education, which covers nutrition, sexuality, mental health, and alcohol, tobacco and other drugs; and one semester of Outdoor Education (one quarter) and Fitness Development (one quarter).

Students in grades 10–12 choose courses from the following elective menu: Cardio Fitness, General Survival, Student Leadership Internship, Stress Management, Sport Education (Net Sports; Winter Team Sports), Dance Education, American Heart CPR/First Aid/AED, Yoga/Pilates, Coaching, Teaching and Recreational Leadership, Fitness Program Planning, Drugs and Society, Muscular Fitness, Sport and Society, Rape Aggression Defense (RAD), Target Sports, Invasion Games, and Advanced Outdoor Pursuits.

GUIDANCE

College Counseling: Throughout the fall, most of the counselors’ time was devoted to the college application process for seniors. Nearly 82% of the Class of 2018 completed some form of early decision, priority, or early action applications to an increasing number of colleges and universities. Counselors met with seniors individually and in groups. They also hosted representatives from more than 100 colleges and universities and spent additional time strengthening their working relationships.

To respond to the growing number of seniors submitting early applications, counselors developed a five-class seminar series for grades 11 and 12. Juniors participated in classes during the spring that helped prepare them for college applications, complete their resumes and begin their essays. Seniors began their seminar series during the first week of school in September and were able to complete their Common Application online, add schools to Naviance, edit and complete their essays, and participate in mock interviews. Sophomore and freshmen seminar series that focus on stress management, mindfulness, and career and personal exploration have also been developed and were implemented in 2015.

Counselors met several times with juniors individually to discuss the college application process and to guide them in their post-secondary educational planning. Counselors also initiated discussions with freshmen and sophomores about their academic and future career plans, as well as introduced them to online programs that aid in college and career exploration. An overview of the guidance curriculum can be found on the high school website.

Support Programs: The Guidance Department offers several support programs:

- *Freshman Welcoming Activities* support freshmen during their transition to high school.
- *The Peer Helper Program* this year trained 38 upper-class students to assist incoming freshmen with healthy decision-making, respect for others, study and exam-taking strategies, social issues, and expectations for their sophomore year.
- *The Signs of Suicide (SOS) Program* for sophomores and seniors teaches students how to identify the symptoms of depression and suicide in themselves or their friends and encourages them to seek help.
- *Parent-Departmental Meetings* are held throughout the year to discuss important issues and concerns specific to each grade level.

LIBRARY

The DSHS library is a place where students and faculty can read, research a topic, access information, or complete a homework assignment. It is equipped with large tables for student collaboration, private study booths, and 16 computers for word-processing or online searches. The collection includes approximately 20,000 print volumes, six newspapers, and 37 periodicals. In addition, patrons are able to search the library catalog for a growing collection of e-books. Digital services include online databases available via the Metrowest Massachusetts Regional Library System and those purchased by subscription. The library houses a portable cart with 25 iPads, purchased with technology funds and available to faculty for use in their classrooms. An average day brings approximately 300 students and teachers to the library.

ATHLETICS

Over the past calendar year (2018), the DSHS Raiders enjoyed three exciting and successful seasons.

- *The Winter Season (December 2017–March 2018)* had 262 participants on 12 varsity teams and three sub-varsity teams. Ten varsity teams qualified for postseason competition: Boys Basketball, Girls Swim and Dive, Boys Swim and Dive, Girls Indoor Track, Boys Indoor Track, Boys Ice Hockey, Co-op Gymnastics, Boys Alpine Ski, Boys Nordic Ski, and Girls Nordic Ski. The Boys Indoor Track Team won the Tri-Valley League Small title. In MIAA Championship play, the Boys Alpine Ski Team finished fourth, and both the Boys Nordic Ski Team and the MADS Cooperative Gymnastics Team finished fifth.

- *The Spring Season (March–June 2018)* had 345 participants on nine varsity teams and three sub-varsity teams. Seven varsity teams participated in postseason play. Season highlights included three varsity teams that finished the regular season undefeated and won Tri-Valley League Small Championships: the Boys Track and Field Team, the Girls Track and Field Team, and the Boys Tennis Team, which also won the MIAA Division 3 South Championship, while one of its members became the MIAA Individual Tennis State Champion. In addition, the Girls Tennis Team, the Girls Lacrosse Team, and the Boys Lacrosse Team won Tri-Valley League Small Championships; and the Boys Lacrosse Team won the MIAA Division 3 Central-East Championship and became MIAA State Finalists.
- *The Fall Season (August–November 2018)* had 319 participants on seven varsity teams and six sub-varsity teams. All varsity teams made the MIAA postseason tournament in their respective sport. The Co-ed Golf Team won a Tri-Valley League Small Championship, as well as the MIAA South Sectional Championship, and was MIAA State Runner-up. The Girls Cross Country Team captured the Tri-Valley League Small Championship, and the Boys Cross Country Team won the Tri-Valley League Showcase Meet Championship.

As always, the DSHS Athletic Department is grateful for the strong support it receives, in numerous ways, from the DS Boosters and all the athletes, coaches, parents and fans. GO RAIDERS!



*Dover-Sherborn High School Field Hockey Senior Night.
Photo by Liz Meyer.*

National Honor Society

On October 18, 2018, 56 new members were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS). There are currently 88 DSHS members of the NHS, all of whom serve the local community by tutoring peers and younger students and completing an individual service project and a group service project at the Greater Boston Food Bank. Information about membership requirements and the application timeline can be found on the school's website.

Student Activities

DSHS students are able to participate in a wide range of student activities. A fee of \$45 is required for participation in many of the following:

- **Academic and Student-Life Organizations:** The Chess Team, China Exchange Program, Computer Programming, EPIIC-Tufts Inquiry, Harvard Model United Nations, Math Team, Mock Trial, National Honor Society, Robotics Team, *RUNES* literary magazine, School Newspaper, Senior Project, Student Council, and Yearbook.
- **Art, Music, and Drama Clubs:** Two a cappella groups (D-S Al Coda and Noteworthy), After School Chorus, Arts Club: Open Studios, Crew, Drama Club, Improv/Comedy Club, Music Group, and Murals Club.
- **Social and Cultural Awareness Groups:** AFS International Exchange Program, Business Club, Coalition for Asian-Pacific American Youth (CAPAY), Community Service Club, Down To Earth, D-S High School Democrats, Fitness Club, Gay-Straight Alliance (GSA), Global Citizenship Program, MARC, Nora Elizabeth Searle Community Outreach (NESCO), Peer Helping, Pine Street Inn Breakfast Club, Relay For Life: D-S, Students Against Destructive Decisions (SADD), Time Out for Kids, Ultimate Frisbee, and Women's Group.

Parent and Community Groups

THE DOVER-SHERBORN BOOSTERS supported the D-S athletic program with grants for the purchase of capital items. They continue to promote community spirit and provide recognition to the student athletes participating in all sports at DSHS.

THE DOVER-SHERBORN EDUCATION FUND (DSEF) generously provided funds totaling \$63,741 (\$29,591 specifically for DSHS and \$34,150 as part of district-wide grants) to underwrite the following curriculum enrichment activities and items during the 2018–19 school year:

- Expansion of Professional Knowledge in College Counseling
- DSHS Global Competency Certificate
- Science lock boxes
- In-school student day of poetry
- Raiders Pep Band launch
- World of Difference peer training
- Social Studies arts enrichment
- Difficult Conversations About Race

FRIENDS OF THE PERFORMING ARTS (FoPA) is a 501(c)3 organization of parents and community volunteers who support the outstanding vocal and instrumental music and drama programs at Dover-Sherborn. FoPA awards annual scholarships to graduating seniors who have demonstrated excellence in the performing arts; it funds grants for workshops, equipment, and material requests for the performing arts; and it provides production support for the concert band, jazz band, a cappella groups and drama students. (More information is available at www.dsfoa.org.)

In 2017–18, FoPA awarded 13 scholarships and provided funds for:

- Transportation for the DSHS Jazz Band to the Berklee High School Jazz Festival
- Membership in the Massachusetts Educational Theater Guild and entry fees for their statewide festival and musical theater competition
- New headsets for stage crew
- New wireless microphone system for the Alan Mudge Auditorium
- Establishment of the first DSHS Performing Arts Letter, awarded to 19 students
- Arts books and materials for the DSHS library
- Sponsorship of Chocolate Cafe musical ensemble performances
- Trip to New Orleans for DSHS music students
- Annual events: Jazz Brunch, music and drama banquets, music and drama awards

THE DOVER-SHERBORN PTO is a nonprofit organization whose mission is to support DSHS students, families, faculty, and staff. Its ongoing efforts are managed through monthly Thursday morning meetings, which are open to all parents or guardians of DSHS students. Attended by representatives from 10 parent organizations, the Dover-Sherborn Regional School Committee, and each of the four grades, the meetings begin with an update from Headmaster Smith and often include teachers or administrators who talk about their areas of expertise and address questions. Specific meeting dates, times, and locations are posted on the DSHS calendar. New faces and voices are welcome. To learn more about the D-S PTO, please visit our website: <https://sites.google.com/site/dshspto2015/>.



*High school graduation day. Photo by Laura Drinan.
Courtesy of The Hometown Weekly.*

Report of **Dover-Sherborn Community Education**

Lisa B. Sawin, Director
Andrew Keough, Superintendent

Dover-Sherborn Community Education is a self-sustaining department of the Dover-Sherborn Regional Schools. Our mission is to provide programs that enrich the lives of everyone in our community. Our hope is to create lifelong learners through a community-school partnership that offers interesting, thought-provoking, and stimulating classes and programs at a reasonable cost. Dover-Sherborn Community Education offers the following programs:

Extended Day

Tuition-based extended-day programs are held at both Dover and Sherborn elementary schools, where safe and stimulating after-school environments are provided for students in grades K–5. Children engage in homework time, arts-and-crafts projects, nature projects, social action projects, indoor and outdoor physical activities, games, and creative play. Both programs are held in their respective cafeterias with usage of additional space within each school. The programs operate Monday through Friday, from school dismissal to 6 p.m., with a daily snack provided. At the time of this writing, enrollment in Dover was full with 60 children, and the Sherborn program was likewise at capacity with 75 children. Both programs have an active waiting list. Of the Sherborn enrollees, 26 were participating in the school's early morning program that runs from 7 a.m. to 8:30 a.m.

After-School Enrichment

After-school programs provide age-appropriate classes for elementary school students. Classes for students are held at Pine Hill and Chickering elementary schools. Offerings at both schools include Sports, Archery, Chess, Drawing, a Home Alone program, and Cartooning. In 2018, we added Lego Civics, Your Voice: Public Speaking, Creative Cupcakes, and an Imagarina Building Workshop. An afternoon Babysitting & Childcare class for students in grades 5, 6, and 7 is held at the high school. Program flyers are distributed to students through the schools, posted on the Regional School District's website and on our registration site (see "Registration").

Adult Enrichment

We offer a wide variety of innovative and interesting adult evening classes throughout the school year. Classes offer learning opportunities close to home and include Cooking with personal chefs, Jewelry Making, Beekeeping, Drawing, Dog Obedience, Watercolor Painting, Golf, Genealogy, Oil Painting, and even a Mediumship Gallery demonstration. High school students can take advantage of Driver’s Education, SAT preparation (including preparation for the SAT Biology Subject Test), and assistance with the Common Application Essay. Our brochure is mailed to all residences in Dover, Sherborn, Westwood, and Medfield—some 16,000 brochures in all.

Registration

Registration for the Extended Day Program is held in March, with the first two weeks of the registration period reserved for returning families. Registration for all other programs begins upon distribution of the brochures or when the information is posted online. Full class descriptions can be found at www.doversherborn.org under the “Community Education” tab. Online registration for our programs is available at www.dscommed.communityroot.com.

Contact Information

The Community Education office is located in the Chickering School (Project Room 1081) at 29 Cross Street. Call us at (508) 785-0480 x 2020 or e-mail sawinlisa@doversherborn.org.



Dover-Sherborn Winter Band Concert. Photo by Audrey Anderson.
Courtesy of The Hometown Weekly.

Public Schools Enrollment

As of October 1, 2018

The following enrollment numbers represent Dover children attending Chickering School, Dover-Sherborn Middle School, and Dover-Sherborn High School:

Kindergarten	74
Grade 1	69
Grade 2	81
Grade 3	78
Grade 4	82
Grade 5	86
Grade 6	90
Grade 7	98
Grade 8	92
Grade 9	109
Grade 10	97
Grade 11	94
Grade 12	84
Total Enrollment	1,134

Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2018

REVENUE

School Aid Fund, Chapter 70	\$767,856
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Total Revenue	\$767,856
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EXPENDITURES

Regular Education	\$3,841,828
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Special Education	3,853,776
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Other	1,536,957
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Total Expenditures	\$9,232,561
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COST TO THE TOWN

Expenditures	\$9,232,561
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Revenue	(767,856)
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Total Cost to the Town	\$8,464,705
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Dover-Sherborn Regional School District: Revenue Summary

For the Fiscal Year Ending June 30, 2018

REVENUE

Revenue from Local Sources

Member Town Assessments	\$21,435,977
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Fees	330,685
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Unreserved Fund Expended	137,290
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Earnings on Investments	30,118
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Other	475
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Total Revenue from Local Sources	21,934,545
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Revenue from State Aid

School Aid (Chapter 70)	2,047,723
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Transportation (Chapter 71)	449,761
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Total Revenue from State Aid	2,497,484
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Revenue from State and Federal Grants	467,944
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Other Revenue

School Lunch	722,445
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Community Education Programs	693,762
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Private Grants	154,039
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Other Local Receipts	77,007
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Total Other Revenue	1,647,253
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Total Revenue from All Sources	\$26,547,226
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Dover-Sherborn Regional School District: Expenditure Summary

For the Fiscal Year Ending June 30, 2018

EXPENDITURES

Expenditures by the School Committee

Regular Day Program	\$10,746,055
Special Education Program	2,318,782
Other Operating	9,003,538
Transportation	780,754
Capital	215,135
Debt Service	1,036,700
Total Expenditures	24,100,964

Expenditures from

State and Federal Grants	469,838
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Other Expenditures

School Lunch	658,284
Community Education Programs	609,398
Private Grants	127,929
Other	19,885
Total Other Expenditures	1,415,496

Total Expenditures from All Funds	\$25,986,298
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Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2018

	Regular Wages	Overtime/ Other	Total Gross Wages
Administration			
Barbara Barrett*	\$66,301		\$66,301
Ellen Chagnon	125,342	\$1,050	126,392
Amy Davis*	4,160		4,160
Ann Dever-Keegan	112,500		112,500
Deborah Dixon*	31,000		31,000
James Eggert	26,179		26,179
Dawn Fattore*	135,204		135,204
Scott Kellett	139,731	2,200	141,931
Ralph Kelley Jr.*	97,333	700	98,033
Andrew Keough*	205,050	4,000	209,050
Janelle Madden*	68,800	1,962	70,762
Elizabeth McCoy*	141,400	2,200	143,600
Brian Meringer	55,213		55,213
Jeff Parcells	93,751	1,500	95,251
Anthony Ritacco Jr.*	107,130	2,200	109,330
Donna Scungio*	75,843	2,700	78,543
Christine Smith*	84,849		84,849
John Smith	144,665	700	145,365
Leeanne Wilkie*	77,950	2,200	80,150
Stephen Wroblewski	54,000		54,000
Administrative Assistants			
Susan Barss	38,934	1,660	40,594
Elizabeth Benatti	55,463	4,010	59,473
Mary Berardi	55,463	8,406	63,869
Susan Connelly*	42,248	13,674	55,922
Donna Fiori*	57,760	700	58,460
Lynda Getchell	34,777	2,400	37,177
Cheryl Ingersoll*	75,436	775	76,211
Patricia Krusz	35,353	700	36,053
Mary Lacivita	55,858	1,788	57,646
Kathryn Lonergan	55,463	1,563	57,026
Diane Morales	14,355		14,355
Susan Mosher	19,406	803	20,209
Patricia Schmitt*	66,107	2,350	68,457
Sharon Tehan	35,970	593	36,563

	Regular Wages	Overtime/ Other	Total Gross Wages
Coaches			
Maura Bennett		\$12,567	\$12,567
Michael Bullen		4,091	4,091
Brett Boyd		5,124	5,124
Joseph Chirico		2,928	2,928
Jeannette Christensen		480	480
Suzanne Eaton		5,856	5,856
Robert Evans		2,975	2,975
Ani Gigarjian		2,928	2,928
Mark Gray		6,210	6,210
Evren Gunduz		7,066	7,066
Tara Gunduz		3,000	3,000
Stephen Harte		5,950	5,950
Jonathan Kirby		11,807	11,807
William Lacouture		7,091	7,091
David Laidman		3,673	3,673
Matthew Lavery		1,400	1,400
Bruce Lazarus		4,026	4,026
Courtney Lennon		1,800	1,800
Julie Litle		2,928	2,928
Ann Mann		5,612	5,612
Erin Massimi		6,954	6,954
Joseph Mespelli		2,500	2,500
Gavin Mish		3,000	3,000
Lazaro Mitjans		5,206	5,206
Meggan Newmarker		3,000	3,000
Brian O'Connell		4,091	4,091
Frederick Sears		6,954	6,954
Abigail Shannon		500	500
David Swanson		2,231	2,231
Susannah Wheelwright		2,500	2,500
Robert Willey		7,124	7,124
Eugene Zanella		3,000	3,000
Community Education			
Keisce Atkinson	\$929		929
Maura Bennett	10,631		10,631
Linda Brown	10,805		10,805
Alexa Buttimer	877		877
Alexandra Corsi	3,024	5,856	8,880
Michaela Dady	1,124	462	1,586
Karen D'Eramo	13,855	1,000	14,855
Stephen Ewing	45,368	2,700	48,068
Mary Ann Fabian	26,528	600	27,128
Katelyn Fabri	2,763	600	3,363
Sara Fabri	6,736		6,736

	Regular Wages	Overtime/ Other	Total Gross Wages
Community Education (cont'd)			
Tiffany Farrell	\$30,329	\$327	\$30,656
Emily Finnell	2,207		2,207
Noreen Fitzgerald	16,445		16,445
Cecily Graham	23,965		23,965
Joanna Greene	6,129		6,129
Helen Haas	3,540		3,540
Rion Hallaran	461		461
Vanessa Haney	9,242	8,644	17,886
Christina Helbert	1,964		1,964
Edith Kuzma	10,398	300	10,698
Erica Lerch	7,854		7,854
Alison Littlefield	19,546	1,138	20,684
Theresa Malvesti	7,053		7,053
Christopher Mazara	2,107		2,107
Patricia Naughton	3,398		3,398
Hannah Pritchett	2,902		2,902
Christina Reilly	2,801		2,801
Lisa Sawin	43,031		43,031
Marie Sayah	2,690		2,690
Katelyn Schapira	2,278		2,278
Katherine Tunney	2,169		2,169
Scott Walker	13,588		13,588
Shannon Willigan	2,834		2,834
Beatrice Wood	11,650		11,650
Custodians			
Christopher Aceti	2,900		2,900
Dean Bogan	62,182	10,174	72,356
David Bonavire	55,172	8,117	63,289
Kevin Callahan	44,897	6,527	51,424
Alexander Cruz	3,800		3,800
David Engrassia	44,461	4,203	48,664
Colin Garson	4,200		4,200
John Henderson	3,000		3,000
Christopher Hendricks	59,374	27,615	86,989
Joseph Larose	44,897	10,561	55,458
Erik Linden	2,800		2,800
Mairely Perez Rodriguez	4,368	359	4,727
David Pizzillo	45,458	9,191	54,649
Lenin Sanchez-Martinez	44,897	8,315	53,212
Jackson Schroeder	45,802	6,942	52,744
Eric Schwenderman	45,377	8,139	53,516
Joel Sterling	1,404	45	1,449
Jason Sullivan	25,713	1,885	27,598
John Waters	44,897	4,441	49,338

	Regular Wages	Overtime/ Other	Total Gross Wages
Educational Assistants			
Christopher Allen	\$30,997	\$167	\$31,164
Deborah Booker	2,431	73	2,504
Abigail Bosteels	11,808		11,808
Christine Carty	11,599	1,794	13,393
Valerie Cook	36,065	8,515	44,580
Margaret Cowart	26,512	866	27,378
Melissa Felper	15,573	7,230	22,803
Scott Felper	36,065	17,234	53,299
Matthew Ferguson	16,763	750	17,513
Katherine Fitzgerald	14,458	25	14,483
Kasey Fraser	11,235	2,042	13,277
Lucy Gardiner	26,907		26,907
Kathryn Gaudette	21,781	975	22,756
Jennifer Giannetto	11,027	324	11,351
Danielle Goldman	15,573	1,191	16,764
Christine King	11,235		11,235
Shahrayne Litchfield	11,013	839	11,852
Kelley Lonergan	36,827	2,725	39,552
Marilyn Mahoney	27,161	1,200	28,361
Zachary Mazzone	27,161	4,058	31,219
Shawn McCabe	27,197	4,482	31,679
John McCoy	21,274	70	21,344
Annmarie McCrave	26,600	873	27,473
Kelly Menchin	11,235	685	11,920
Samuel Merten	27,173	7,366	34,539
Timothy Montgomery	11,235		11,235
Jennie Morgan	27,161	1,325	28,486
Bryan Narcisse	11,808	153	11,961
Meghan Papagno	24,112	3,434	27,546
Lauree Ricciardelli	36,788	300	37,088
Jeannine Serratore	8,569		8,569
Cliona Simmons	26,885	1,160	28,045
Jaime Turcotte	21,235	444	21,679
Educators			
Lori Alighieri	108,353	7,658	116,011
Kurt Amber	108,353	7,465	115,818
Mary Andrews	108,353	5,740	114,093
Jill Arkin	80,760	6,351	87,111
Kerry Aucoin	58,564	2,590	61,154
Christine Babson	92,165	1,621	93,786
Marissa Bachand	108,353	700	109,053
James Baroody	100,950	11,267	112,217
Janae Barrett	108,353	1,213	109,566
Janice Barry	77,654	6,740	84,394

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Caroline Bartlett	\$19,729	\$675	\$20,404
Donna Bedigan	99,232	10,873	110,105
Carmel Bergeron	100,950	17,714	118,664
Karyn Bishop	96,648	4,820	101,468
Carly Blais	51,511	1,611	53,122
Heather Bond	68,208	5,348	73,556
Thomas Bourque	104,470	17,031	121,501
Joshua Bridger	108,353	8,190	116,543
Lisa Brodsky	108,353	3,716	112,069
Darren Buck	97,385	1,262	98,647
Meriwether Burruss	56,251	3,750	60,001
Paul Butterworth	108,353	2,207	110,560
Joseph Catalfano	108,353	1,550	109,903
Maura Cavanaugh	99,232	6,600	105,832
Linda Cento	108,353	2,391	110,744
Caryn Cheverie	108,353	3,165	111,518
Kanee Chlebdia	58,564	10,985	69,549
Deirdre Clancy-Kelley	108,353	4,370	112,723
Allison Collins	104,470	3,664	108,134
Meaghan Collins	60,039	910	60,949
Sara Collins	21,066	450	21,516
Kimberly Condon	70,568	450	71,018
Jason Criscuolo	102,525	3,449	105,974
Carey Dardompre	46,043		46,043
Tawny Desjardins	93,914	3,962	97,876
Gretchen Donohue	100,950	8,166	109,116
Joanne Draper	108,353	1,838	110,191
Thomas Duprey	93,914	12,010	105,924
Annie Duryea	61,920	603	62,523
Carly Eckles	57,744	6,559	64,303
Brooke Edmunds	64,095	1,862	65,957
Kathleen Egan	70,189	3,918	74,107
Christopher Estabrook	100,950	3,113	104,063
Jeffrey Farris	102,190	11,549	113,739
Maria Fiore	108,353	9,050	117,403
Elizabeth Friedman	106,336	2,800	109,136
Leonie Glen	99,837	6,432	106,269
David Gomez	108,353	2,813	111,166
Judy Gooen	108,353	4,235	112,588
Kimberly Gordon	72,515	675	73,190
Richard Grady	106,336	17,231	123,567
Nicholas Grout	101,773	17,652	119,425
Joseph Gruseck	99,232	12,637	111,869
Beth Hecker	100,950	8,294	109,244
Kerry Hennessy	13,440		13,440

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Geoffrey Herrmann	\$53,257	\$12,795	\$66,052
John Hickey	108,353	12,056	120,409
Randall Hoover	86,367	3,210	89,577
Scott Huntoon	100,950	3,522	104,472
Ana Hurley	108,353	7,297	115,650
Ellen Hyman	85,700	7,349	93,049
Dara Johnson	108,353	27,896	136,249
Keith Kaplan	108,353	3,940	112,293
Dianne Kee	93,914	3,990	97,904
Lauren Lamanna	72,697	113	72,810
Maria Laskaris	104,470	1,000	105,470
Christopher Levasseur	106,336	3,246	109,582
Lindsay Li	108,353	1,100	109,453
Yanhong Li	73,521	755	74,276
Alejandro Linardi Garrido	100,950	1,125	102,075
Heidi Loando	85,700	1,971	87,671
Heather Lockrow	69,532	2,923	72,455
Kristen Loncich	78,584	125	78,709
Anita Lotti	101,773	125	101,898
Elliott Lucil	108,353	9,671	118,024
Theresa Luskin	108,353	4,074	112,427
Wendy Lutz	100,950	625	101,575
Angelo Macchiano	78,782	5,567	84,349
Kenneth Macie	54,996	450	55,446
Kara McAuliffe	44,105		44,105
Brett McCoy	99,071	1,969	101,040
Laura McGovern	108,353	5,961	114,314
Kevin McIntosh	108,353	7,706	116,059
Julie McKee	108,353	3,604	111,957
Brian McLaughlin	108,353	11,574	119,927
Elisabeth Melad	108,353	4,734	113,087
Mary Memmott	104,470	3,936	108,406
Kelly Menice	96,648	5,397	102,045
Andrea Merrit	104,470	2,612	107,082
Tonya Milbourn	99,232	7,163	106,395
Kathleen Moloy	100,311	8,613	108,924
Andrea Moran	61,701	2,450	64,151
Audrey Moran*	104,470	11,114	115,584
Lori Morgan	104,470	1,700	106,170
Veronica Moy	88,704	9,685	98,389
Erin Newman	79,766	5,605	85,371
Erin Newton	56,348	950	57,298
Brendan O'Hagan	75,856	2,370	78,226
Timothy O'Mara	63,800	5,924	69,724
Kelly Owen	55,286	3,070	58,356

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Dianne Pappafotopoulos	\$75,131	\$2,350	\$77,481
Lisa Pearson	39,693	63	39,756
Adelina Perez-Krebs	55,944	450	56,394
Kimberly Phelan	96,648	7,722	104,370
Joan Pierce	61,093	983	62,076
Kenneth Potts	64,281	13,315	77,596
Janel Pudelka	100,950	3,834	104,784
Karen Raymond	93,914	16,418	110,332
Allison Rice	101,773	2,907	104,680
Amanda Rogers	63,800	1,699	65,499
Stephenson Ryan	108,353	21,164	129,517
Jessica Rymut	17,424	6,311	23,735
Sandra Sammarco	93,914	510	94,424
Janice Savery	50,475	2,200	52,675
Anita Sebastian	63,800	800	64,600
Natalia Shea*	68,208	525	68,733
Catherine Simino	100,950	1,415	102,365
Leigh Simon	57,744	1,075	58,819
Marsha Sirull	89,776	3,389	93,165
Joelle Sobin	74,649	7,634	82,283
Carol Spezzano	84,519	8,257	92,776
Laura Sukys	16,968	338	17,306
Michael Sweeney	81,427	725	82,152
Leah Swinson	18,353		18,353
Mark Thompson	104,470	6,892	111,362
Gregory Tucker	108,353	16,119	124,472
Patricia Uniacke	108,353	2,892	111,245
Rebecca Vizulis	70,189	7,294	77,483
Alison Von Rohr	60,280	1,728	62,008
Rebecca Waterman	73,043	3,319	76,362
Richard Waterman	75,562	1,050	76,612
Alyssa Wesoly	71,562	6,516	78,078
Robert Williamson	66,918	8,183	75,101
Adam Wiskofske	69,532	788	70,320
Olivia Woodward	108,353	2,937	111,290
Hannah Wright	65,097	9,177	74,274
Kimberly Wynn	41,208	2,025	43,233
Food Services			
Lisa Bibeau	17,553	235	17,788
Lori Comiskey	15,854	600	16,454
Mary Estella	2,525		2,525
Kimberley Fangel	19,397	949	20,346
Kim Foley	1,377		1,377
Cheryl Gladwin	230	320	550

	Regular Wages	Overtime/ Other	Total Gross Wages
Food Services <i>(cont'd)</i>			
Donna Grossmann	\$189		\$189
Katie Jackson	4,301	\$30	4,331
Judy Jacobsen	15,062	248	15,310
Lisa Johnston	27,028	1,606	28,634
Stephanie Landolphi	16,506	225	16,731
Charles Lawson	360		360
Ellen Lawson	12,447	315	12,762
Nora Saul	14,148		14,148
Bonnie Turco	22,563	3,391	25,954
Andrea Wainwright	405		405
Anne Wong	17,919	225	18,144
Health Services			
Nina Copponi	390		390
Melissa Jordan	390		390
Kerry Laurence	100,950		100,950
Krishna Mahoney	1,430		1,430
Kimberly Nehiley	1,690		1,690
Margaret Parsons	23,303	1,030	24,333
Alicia Patterson	48,560		48,560
Kirstin Santos	93,914	225	94,139
Eve Smith	650		650
Jennifer Vaughan	520		520
Sondra Yablonski	780		780
Information Technology			
Kurt Bonetti*	45,987	2,200	48,187
Mary Bronski*	74,114	300	74,414
Brian Cavanaugh	3,563		3,563
Thomas Corsini*	55,426	2,810	58,236
Henry Jones*	80,584		80,584
Sean McLaughlin	2,619		2,619
Substitutes			
Madeleine Alterio	1,140		1,140
Susan Antell	855		855
Katherine Block	1,520		1,520
Eve Buchhalter	354		354
Michael Bullen	855		855
John Burruss	240		240
Jennifer Carty	4,080		4,080
Glenora Chaves	4,655		4,655
Jiaoe Chen	816		816
Charles Chicklis	1,615		1,615
Steven Durning	1,280		1,280
John Hughes	95		95

	Regular Wages	Overtime/ Other	Total Gross Wages
Substitutes <i>(cont'd)</i>			
Dorothy Kaija	\$11,115		\$11,115
Regina Kilburn	1,425		1,425
Anne McCabe	950		950
Matthew Norton	5,320	\$2,196	7,516
Jean Pulsifer	400		400
Emily Quinlan	480		480
Melinda Roberts	750		750
Susan Rogers	1,995		1,995
Andrea Sarris	1,132		1,132
Diane Schaffrath	7,030		7,030
Amy Schulze	2,132		2,132
Abigail Shannon	320		320
Nancy Siska	285	343	628
Meghan Sobolewski	168		168
John Soraghan	4,465	1,095	5,560
Patricia Williamson	1,746		1,746
John Zimmerman	160		160
Support Services			
Susan Benson	2,490		2,490
Louis Dittami	835		835
Johanna Edelson	20,685		20,685
Ardys Flavelle	8,728		8,728
Drew Hoyt	1,750		1,750
George Jenkins	32,463	2,928	35,391
Jacqueline Johnson	22,193		22,193
Linda Lannon	750		750
Elizabeth Malone	5,310		5,310
Monique Marshall-Veale	79,825		79,825
Laura O'Garr*	33,399		33,399
Anne Picardo	1,628		1,628
Thomas Powers	105		105
Joanne Preiser	2,286		2,286
Cathleen Shachoy	1,366		1,366
Cynthia Swartz	385		385
Christine Tague	1,050		1,050
Allison Zocchi	5,046		5,046
Grand Totals	\$16,746,730	\$1,121,110	\$17,867,840

*Salary listed represents total salary, a portion of which is allocated to Pine Hill School and Chickering School.

Report of the Minuteman Career and Technical High School Committee

Ford Spalding, Dover Representative, Minuteman School Committee
Chair, Minuteman School Building Committee

About Minuteman

Minuteman is a four-year career and technical high school serving the member towns of Acton, Arlington, Belmont, Bolton, Concord, Dover, Lancaster, Lexington, Needham, and Stow. Minuteman combines rigorous academics and relevant career and technical programs that prepare students for higher education and career opportunities.

Dover Student Enrollment

At the June 2018 Minuteman Graduation, Melanie Hennessey, an honor student majoring in Design & Visual Communications, received her diploma. Minuteman students:

- ***Experience the modern American high school.*** Minuteman students follow a traditional high school academic curriculum while also exploring their interests and discovering their passions in career and technical offerings that include, among others, the following majors: culinary arts, cosmetology, horticulture and landscaping, building trades, biotechnology, environmental science, robotics, health occupations, engineering, electrical, automotive technology, and early childhood education.
- ***Prepare for college and life.*** Students receive the academic foundation and study skills needed to enter and graduate from college with career objectives and professional training and they earn industry certifications, affording them the business acumen and flexibility for pursuing their dreams.
- ***Be more than just another student.*** At Minuteman, teachers and staff are personally invested in getting to know and work closely with each individual student to help him or her realize their full potential.

Opportunities for Dover Students

Dover-Sherborn High School juniors and seniors who pass the MCAS (Massachusetts Comprehensive Assessment System) tests can enroll in a career major on a half-day, every day basis to receive a competency certificate from Minuteman. Post-graduate programs are also available for Dover citizens. Minuteman hosted two “Girls in STEM” camps this year, which are open to all Dover eighth-grade students. Minuteman also hosted the statewide “Girls in Trades Conference and Career Fair.”

National Blue Ribbon School Award

Minuteman has been named a 2018 National Blue Ribbon School by U.S. Department of Education (ED). The announcement of all 349 public and private school honorees was made on October 1, 2018, by U.S. Secretary of Education Betsy DeVos. Minuteman is the sole vocational high school in Massachusetts to be accorded this award.

According to the ED’s press release, National Blue Ribbon Schools earn that designation by excelling in one of two performance categories, either as Exemplary High Performing Schools or Exemplary Achievement Gap Closing Schools, “which are among their state’s highest performing schools in closing achievement gaps between a school’s student groups and all students over the past five years.” Minuteman was named an Exemplary Achievement Gap Closing School. An awards ceremony was held on November 7 and 8, 2018, at the Omni Shoreham in Washington, D.C.

Minuteman has previously been acknowledged for academic excellence and for significantly closing achievement gaps. On April 5, 2018, the school was named a Massachusetts Commendation School by the Massachusetts Department of Elementary and Secondary Education for being outstanding in those two categories. At a State House ceremony, Governor Charles D. Baker presented Dr. Edward Bouquillon, Minuteman’s superintendent, with a plaque honoring the school.

District Budget

The approved District Operating and Capital Budget is \$21.1 million, an 11.37% increase over the previous year, mainly attributed to the Minuteman School Building Project. Dover’s share was \$96,218, which includes Minuteman’s operating and capital budgets.

Minuteman High School Building Project

The Minuteman High School Building Project continues to be on time and on budget. Students are scheduled to start classes in the new building in fall 2019, more than one year ahead of the estimates initially given to the member towns.

Last spring, the school conducted a topping-off ceremony is a traditional builder’s rite held to celebrate the completion of a project’s structural phase. Hundreds of students, dignitaries and Minuteman supporters

gathered to watch the Gilbane Building Company use a 185-foot crane to lift a 24-foot steel beam into place over what will be the new high school's main entrance. The erection of the beam—painted white and signed by students, teachers, elected officials, and well-wishers—marked the completion of the building's steel structure. A small tree, along with an American flag, was tied to the beam to represent good luck and to demonstrate patriotism.

You can follow our building process at www.minuteman.org under the School Building Project tab.

Grant Funding

Minuteman High School secured a \$495,000 state grant to update and expand its Metal Fabrication & Joining Technologies (Welding) program. The grant award was announced by Governor Baker on June 21, 2018, and is one of three competitive grants awarded to Minuteman in the past two years that have brought nearly \$1.5 million to the school. These funds are dedicated toward the purchase of equipment to support our Advanced Manufacturing & Metal Fabrication curriculum. High school and middle school students will use the equipment during the regular school day, while “gap year” students, incumbent workers, and unemployed adults will have access during evening programs run by Minuteman and the Wentworth Institute of Technology. Graduates will enhance their technical skills and more easily secure jobs as welders, metal fabricators, and machinists in the region's defense, manufacturing, STEM/medical device, and power-generation industries.



*Powisset Farm Explorers Session. Photo by Rachel Gore.
Courtesy of The Hometown Weekly.*

DOVER

Health Reports

2018



Report of the **Board of Health**

Gerald Clarke, Sc.D., Chair

Dr. Stephen Kruskall

Dr. Joseph Musto

Michael Angieri, Septic Agent

George Giunta, Well Agent (retired, September 2018)

Alex Zemel, Well Agent (appointed October 2018)

Karen Hayett, Executive Assistant

The Board of Health (BOH) is responsible for protecting the public health and environment, with authority and responsibilities as set forth in numerous Massachusetts General Laws (MGL) and Commonwealth of Massachusetts Regulations. Additionally, various federal statutes lay out the responsibilities of state and local governments to ensure the public health. The Board's elected members, agents, inspectors, and subcommittee members work to ensure that food, water, soils, and air are protected from contamination that would pose a public health threat. The BOH also works to prevent the spread of contagious disease in humans and animals, and to identify and prevent the spread of the growing number of tick-borne diseases. Information about the BOH's various programs can be accessed through the Town of Dover's website, www.doverma.org (under "Government"/"Town Offices" tabs).

Water Quality and Supply

PRIVATE WELLS

With 63% of households obtaining their drinking water from privately owned wells, Dover residents first typically interact with the BOH on matters related to drinking water and sewage disposal. The BOH is obligated to ensure that drinking water is safe and available, both by its fiduciary responsibility to all residents and by various laws and regulations. Relevant federal statutes include the Clean Water Act, as amended in 1972, and the Safe Drinking Water Act, as amended in 1996. The primary act and laws that delegate responsibility to local boards of health can be found in MGL, Chapter 111 (Public Health).

BOH well agents review plans for the siting of new private wells, and they inspect both the construction of new wells and repairs made to existing wells. Additionally, the BOH revised its fee schedule in light of the increased fracking being done to improve the performance of wells with insufficient flow rates. During 2018, 15 permits were issued for new potable water supply wells, 20 pump tests were performed, 4 wells were improved by fracking, and 10 wells were decommissioned (abandoned).

To ensure the safety of residents, and specifically young children, water quality and quantity tests are required prior to the sale or transfer of ownership of a home. It is the responsibility of the seller to provide to the BOH and to the purchaser copies of the well test report issued by a certified laboratory done within the year of transfer of ownership. The updated well regulations are available at the BOH office (Town House, lower level, 5 Springdale Avenue) and on the Town's website. The Board advises that all applicants for well permits and all well drillers review the Town of Dover Code, Division 2, Rules and Regulations, Chapter 233 (Wells) and BOH regulations to ensure compliance. A notice of the BOH's amended regulations is also provided to real-estate brokers for dissemination to home buyers.

As residents alter landscaping and introduce lot-line retaining walls or decorative walls, the BOH has reasserted the requirement that a well must be accessible from the street to enable maintenance, such as pump replacement or re-drilling.

In 2018, as a result of the BOH's improved well-site monitoring, several residents were required to follow proper procedures for well abandonment and closure, including for the removal of disused equipment and the filling of the well hole, important steps in ensuring public safety.

Drought conditions in previous years have led many citizens to contact the BOH to ask why the Board doesn't issue regulations on water conservation. However, the Board cannot impose water conservation measures without authorization from the Town. (It is important to note that the excessive precipitation seen in 2018 is not a predictor of continued rainfall.)

Dover does not qualify for participation in the Massachusetts Water Resources Authority, although it might at some future date execute its allowable access to water pumped from Elm Bank in Dover. This access falls under a cooperative agreement with the Town of Natick, which has installed a pumping station in Dover.

During 2018, the BOH became aware of an attempt by developers in Sherborn to obtain access to Natick water pipes, with water from Elm Bank, to provide water to their development in Sherborn. The towns of Natick, Dover, Wellesley, and Needham hold a restrictive right under Massachusetts law (1986) to access the Charles River aquifer at Elm Bank for the purposes of pumping water for public domestic use. Only Natick currently does this, subject to an agreement with Dover. The BOH acted in 2018 to protect that continuing exclusive legal right. Natick Public Works was notified by the BOH and informed of this restriction, resulting in the Sherborn access being refused.

The following MassDEP Web pages provide valuable information on private wells:

- www.mass.gov/private-wells
- www.mass.gov/service-details/faqs-private-wells
- www.mass.gov/service-details/protect-your-family-a-guide-to-water-quality-testing-for-private-wells

PUBLIC WATER SUPPLIERS

In 2018, 63% of the 2,121 households in Dover relied on private wells located on residential properties. The remaining 37% of households (786) are serviced by seven Public Water Supply (PWS) companies regulated by the Massachusetts Department of Public Utilities and the MassDEP. Nearly 30 years ago, the Town Water Department's well field on Church Street was contaminated by MTBE (methyl tertiary butyl ether), a fuel oxygenate, as the result of a gasoline spill at the Mobil service station. The well field remains abandoned. In 1994, an alternative source of water was obtained under contract from the Dover Water Company (since purchased by Colonial Water Company). The Town is in its second year of a three-year extension of Colonial supply contract to provide drinking water to the Town's municipal buildings and to the residents in the center of the Town who are connected to the original distribution piping.

The resident PWS companies in Dover and whom they service are:

- **Colonial Water Company:** 1,844 residents/646 households and buildings in or near the Town center; commercial buildings in the Town Center
- **Dover Water Department:** Town-owned PWS serving Chickering Elementary School and providing drinking water in the fields
- **Glen Ridge Resident Trust:** 122 residents/44 households (sourced from Natick Public Works)
- **Meadowbrook Water Trust:** 57 residents/26 households (sourced from Natick Public Works)
- **Old Farm Road Water Trust:** 40 residents/15 households
- **Precious Beginnings:** daytime preschool
- **County Street, Route 109:** 132 residents/55 households (sourced from Walpole Public Works)

DATA COLLECTION/MANAGEMENT

With the appointment of a new well agent, work will proceed on updating the set of data required to be recorded on all well permits, allowing us to provide residents commonly requested information on property wells.

WATER RESOURCES

At the request of the Board of Selectmen, the BOH established the Water Resource Study Committee (WRSC). At the May 2018 Annual Town Meeting, the BOH requested and received approval under Warrant Article 12 for \$150,000 to engage an engineering consultant to assist in the preparation and creation of the town-wide "Hydrology Report."

For a full report on WRSC activities, see page 169.

Garbage Collection

MassDEP prohibits the disposing of food waste with trash, which creates a considerable increase in the cost of operating the Transfer Station. Residents who ignore the regulation incur an additional cost borne by all Town residents. Although many residents have installed kitchen food grinders or disposals—even when the BOH has recorded a deed restriction prohibiting such installation—the Board strongly advises against using food grinders because the small particulate matter created will clog a septic system’s drip field over time and cause septic system failure at great cost to the resident.

Alternatively, food waste can be collected weekly from private homes, businesses, and public buildings at no cost. Residents should place their garbage and food scraps (not trash or foreign matter) in tightly sealed, covered containers. The Recycling Committee can supply both in-kitchen waste storage containers, as well as larger containers to be kept in the garage. The container should be readily available to the collector. The current holder of the food waste collection contract is George Stevens, who services approximately 280 Dover homes and all public schools. Food scraps are sterilized, and the waste product is recycled into pig feed. Requests for service or questions concerning garbage collection should be directed to the BOH office.

Sewage Disposal

All subsurface sewage disposal systems require proper operation and maintenance. Proper operation includes not pouring grease, fats, and oil down the drain; not using garbage grinders; not using hazardous chemicals for laundry; and promptly repairing leaking toilet tanks and faucets. Proper maintenance includes having the septic tank pumped every other year by a licensed vendor to remove solids and septage, so as to keep the system functioning well. Although pumping and maintenance costs might run into the hundreds of dollars, septic system failure can lead to remediation costs of more than \$30,000. Note that certain pumps or other mechanical or electric devices installed in septic systems require maintenance according to the manufacturer’s maintenance schedule.

The Massachusetts State Sanitary Code requires that towns provide for septage disposal. The Town of Dover has an agreement with the Charles River Pollution Control District in Medway to have its septage accepted at their sewage treatment facility. The fee paid by residents to the licensed pumper includes both a pumping charge and treatment facility disposal fee.

In 2018, 13 permits were issued for upgraded septic systems for existing homes. Two permits were issued for new home construction on vacant lots, and seven permits were issued for system upgrades where existing homes were torn down to allow for new home construction. There were also 18 distribution box replacements, three septic tank replacements, 10 ejector pumps and 20 alternative system installations, and four general repairs. The BOH Agent witnessed 29 deep-hole and percolation tests performed

on existing house lots and one test on previously developed lots on which the houses were torn down. There were 80 Title 5 inspections and eight permits issued for the construction of swimming pools.

In 2018, the Board resolved several disputes between residents regarding the placement of septic systems or maintenance, or the location of wells. There has been an increase in the installation of so-called technology-based septic systems, which is allowed when traditional gravity-feed systems are not possible or in areas where groundwater levels are high. The BOH has also seen more permitted systems requiring a deed restriction prohibiting the installation and use of a garbage grinder, which would affect the system’s operation. For these permits, the Board requires the regular performance of the manufacturer’s recommended maintenance on such systems.

MassDEP Title 5 regulations (310 CMR 15.000) require that a septic system inspection be made by a state-certified Title 5 inspector when a house is put up for sale, when ownership is otherwise transferred, or when there is a change of footprint that may result in the requirement of a septic system upgrade.

All applicants are advised to carefully review state and town regulations to ensure compliance when seeking a septic system, swimming-pool construction, or well permit. For more information on Title 5 regulations, call the BOH office or visit the MassDEP at www.mass.gov.

Communicable Disease Prevention/Elder Services

In 2018, the BOH held significantly more vaccination clinics, during which 121 individuals were vaccinated against influenza (flu), pneumonia, shingles, tetanus, diphtheria, and pertussis (whooping cough).

A minority of parents in town question the safety and value of immunizing their children. When a large proportion of the community is vaccinated, the resulting “herd immunity” considerably lowers everyone’s exposure to disease. The avoidance of vaccination is, simply put, dangerous. For example, during the 2017–18 flu season, vaccination levels declined, and the United States experienced 80,000 deaths from the flu. Extensive scientific research on the demonstrated the safety and efficacy of vaccination is widely available.

The BOH contracts with the Walpole Visiting Nurse Association (WVNA) to provide many health clinic services, which are offered through the Council on Aging to Dover’s senior citizens. For more information on available programs, see the WVNA’s report on page 177.

Environmental Health

As the Charles River School proceeded in 2018 with its new building construction on Centre Street, the BOH required that a pre-existing underground industrial wastewater holding tank be replaced. Throughout the construction period, the Board communicated with the school about its concerns and recommendations and monitored the filing of in-process

and as-built construction plans showing the locations of wastewater systems and drinking water distribution piping.

Responding to a request from the swimming pool industry, the Commonwealth eliminated a building permit requirement that protective fencing be installed surrounding a swimming pool. The BOH differs on this matter and continues to require properly maintained security fencing to protect small children from the risk of drowning. As regards hot tubs, the Board ruled that above-ground hot tubs with locking covers do not require fencing, but that in-ground hot tubs continue to require fencing.

In its follow-up to newly issued advisories by the EPA regarding the increased risk of cancer attributable to exposure to PFAS (perfluoroalkyl sulfonate), a component of fire-suppressing foam, the Board informed the Dover Fire Department of the need to monitor and record such usage. PFAS also represents a danger to groundwater supplies.

In 2018, the BOH continued to work closely with the Norfolk County Mosquito Control District to ensure that its activities were effective and conducted in a safe manner. Any homeowner wishing to exempt his or her property from mosquito-control spraying must file the proper paperwork with the Town Clerk prior to the first of March.

Massachusetts law prohibits the disposal of medical sharps and items containing mercury in household trash. The BOH maintains an approved sharps receptacle at its office located on the first floor of the Town House, where sharps may be safely discarded during office hours. Mercury recycling is also available at the BOH office, the Council on Aging office in the Caryl Community Center, the Town Garage, and the Transfer Station.

Following on-site inspections, the BOH enacted new regulations regarding manure (Town of Dover, BOH Regulations, Chapter 213, Manure), which specify new measures regarding the size and location of manure stockpiles. These amendments are intended to protect public water and private wells and to ensure that dumping or storing manure on public land is prohibited.

The Board held a hearing under MGL, Chapter 131, Section 80A to allow a resident to remove or trap beavers at Hales Pond. The situation was not deemed an emergency and the request was denied.

Food and Refreshments

The BOH adheres to the Massachusetts State Sanitary Code when issuing food permits. All food establishments, commercial kitchens, and summer camps are required to have an inspection before a permit is issued. Commercial vendors providing food at charitable events and caterers providing food for private functions must also apply for a permit. Throughout the year, the BOH received applications for one-day or temporary food permits for school and organization events and festivals. Please contact the BOH if your organization is unsure of how these regulations apply to your planned event.

Household Hazardous Waste

The BOH, in coordination with the Recycling Committee, conducts an annual Hazardous Waste Collection Day each spring. Most Dover households generate some amount of household hazardous waste (HHW), yet only 10% to 15% of Town residents take advantage of the one-day HHW collection.

Disposing excess, outdated, or unwanted medications into a household sink or toilet is forbidden because the chemicals of the medications disperse into the ground near your house and then drain off into the groundwater. Studies have shown such disposal is causing endocrine changes in animals and possibly humans.

People “cleaning house” are often likely to discard accumulated HHW into trash and septic systems. This inappropriate method of disposing HHW can pose health, safety, and environmental risks to the property owners, neighbors, and the Town in general. The annual HHW collection offers an acceptable alternative to inappropriate disposal methods, and the Board urges all residents to take advantage of the event. Dover residents can also drop off their hazardous waste at the HHW collection day sites of Charles River Household Waste Consortium member towns Ashland, Bellingham, Franklin, Holliston, Medfield, Milford, Norfolk, Sherborn, and Walpole.

Emergency Preparedness

Since 9/11, the BOH has assumed a significant amount of responsibility for emergency preparedness and participates in the Public Health Emergency Preparedness cooperative agreement, working in conjunction with the Massachusetts Department of Public Health (MassDPH), the Centers for Disease Control and Prevention (CDC), and other state and federal departments on continuing education, information sharing, and readiness training. The Board maintains a Medical Reserve Corps of volunteers for the Town.



View from Powissett Street. Photo by Bill McMahon.

Public Health Awareness/Substance Abuse

The BOH is responsible for reducing the use of tobacco products. BOH regulations restrict the legal age for purchasing tobacco products in the Town to 21 years or older. In September 2018, the BOH was notified by the FDA of a violation of the sale of cigarettes to a minor. To file a complaint regarding secondhand smoke or the sale of tobacco to minors, please contact the BOH at (508) 785-0032, extension 232.

With the introduction in 2018 of e-cigarettes, or “vapes,” the BOH investigated the steps necessary to regulate the growing use of flavored products aimed at a market of younger, first-time smokers. In early 2019, the Board plans to issue regulations regarding e-cigarettes and will investigate state initiatives to further restrict the sale of flavored products.

During 2018, members of the BOH attended meetings and seminars in participation with MassDPH, the Massachusetts Health Officers Association, and the University of Massachusetts relative to various health matters, including the regulation of septic systems and groundwater contamination, and the growing health risk of tick-borne diseases.

In 2018, the BOH co-sponsored Warrant Article 22 prohibiting the operation of “Marijuana Establishments” within the Town as provided for in MGL, Chapter 94G.

SPAN-DS

Since 2002, the Substance Prevention and Awareness Network of Dover-Sherborn (SPAN-DS) has promoted awareness of substance abuse and offered resources to help prevent and reduce its incidence. SPAN-DS includes staff members from Dover-Sherborn High School (DSHS) and Dover-Sherborn Middle School (DSMS) local law-enforcement agencies and faith-based communities, youth and parents, and business owners. SPAN-DS works to build networks to heighten awareness, provide educational opportunities, and encourage strong support systems.

In 2018, the BOH provided funding for the Social Norming campaign at DSHS and DSMS. SPAN-DS has demonstrated that a social norming approach can have a significant positive impact on teenage behavior. Campaign activities include parent- and student-targeted presentations made by well-qualified professionals, often in collaboration with surrounding towns, and the distribution of flyers, stickers, posters, and other informational material.

Zoonosis Control

The BOH oversees many activities related to the control of animal-to-human disease transmission (zoonosis). The annual rabies clinic was held at the Town Garage, where Dr. Holly Kelsey, veterinarian at Needham’s Chestnut Street Animal Hospital, vaccinated 26 dogs and cats. MassDPH mandates the vaccination for rabies of all dogs, cats, and ferrets at six months of age or older, or within one month of entering the Commonwealth (without proof of vaccination), and at least once every three years thereafter.

Vaccination orders also apply to other domestic animals under the management of the Animal Inspector.

MassDPH regulations (330-CMR-10, Section 10.06, December 2018) set forth in new stringent quarantine requirements. Dogs and cats that are currently vaccinated, but longer than one month prior, or that are not currently vaccinated but with proof of a prior vaccination, and which have been exposed by direct contact, exposed by proximity, or have received a wound of unknown origin, are assumed to have been infected by a rabid animal and must be strictly quarantined for 45 days. Unvaccinated animals are subject to an order by the Animal Inspector to be immediately vaccinated and placed under confinement for four months or, failing that, to be euthanized. Vaccination for other domestic animals is also required and lacking that vaccination may result in an order by the Animal Inspector. Details can be found at: <https://www.mass.gov/files/documents/2017/09/15/330cmr10.pdf>

The BOH continues to review the need for further animal health measures, including vaccination or control of the incidence of diseases in pet animals, particularly the danger of leptospirosis and worms, both of which represent a hazard to human health through transmission from animal urine, feces, or saliva. In 2018, the BOH provided to the Zoning Board of Appeals, at its request, an opinion paper on animal-related health issues and the ancillary use of residential property.

The ongoing concern over Eastern equine encephalitis (EEE) underscores the need for continued vigilance. EEE is maintained in nature through a bird-mosquito cycle and is transmitted to other animals and humans by mosquito bite. Horses should be protected from both Eastern and Western strains of the encephalitis by annual vaccinations. Control of the transmitting mosquitoes is the responsibility of the Norfolk County Mosquito Control District.

The Tick-Borne Disease Committee, created by the BOH, monitors the threat of diseases transmitted by ticks. Of most concern because of the seriousness of the diseases that are transmitted are the Eastern black-legged tick (aka deer tick), the Lone Star tick, and the Rocky Mountain wood tick because of the seriousness of the diseases that they can transmit. Dog ticks are of lesser concern. For a full report on this Committee’s activities, see page 172.

BOH Website

In recognition that the Town’s in-house website has not been an effective venue for communicating to the public, the BOH began design work on its own website. In 2019, the BOH’s website will provide greater public access to health activities in Dover and in Massachusetts, as well as links to health news from the CDC and other reliable sources. BOH application forms, including for wells and septic systems, will be available online in “fill-in-the-blank” formats that residents can complete and print for submission to the BOH office along with any required fees.

Animal Inspection and Quarantine

JENNIFER CRONIN, ANIMAL INSPECTOR

The animal inspector for the BOH annually inspects cattle, horses, goats, sheep, and swine and the conditions under which they are kept. In 2018, as the population changes with a lesser focus on the stabling of horses, seven inactive barns were documented. Two barns identified in 2017 as needing cleaning and improvement have since been closed and abandoned. Increases in the population of smaller animals were noted. Active barns were inspected, during which time notations were made of tuberculin and brucellosis testing, equine Coggins testing, encephalitis vaccinations, and whether the animals appeared free from contagious disease.

FARM ANIMALS INSPECTED IN 2018

Horse	90
Ponies	4
Donkeys	5
Chickens	107
Goats	18
Pigs/Swine	4
Alpacas	20
Sheep	50
Waterfowl	27

Farms in Dover are either removing or composting manure and feces in compliance with revised BOH regulations and are therefore protecting the environment.

Report of the
Water Resources Study
Committee

Gerald L. Clarke, Chair
Carol Chirico
Gregory M. Kahoun
Justine Kent-Uritam
Carol Lisbon
Ronald Myrick Jr.

On numerous occasions over many years, the Board of Selectmen (BOS) had expressed concern for the lack of information on the current and future availability of drinking water sources for the Town of Dover. Both residents with private wells and residences connected to local public water supply (PWS) entities (Colonial Water Co., Dover Water Department/Chickering Elementary School, Old Farm Road Water Trust, and Precious Beginnings) draw on the same water located underground in Dover.

The issue of water availability has figured significantly in numerous discussions, professional and local studies, and meetings commencing in 2014 regarding the acquisition of the 46 Springdale Avenue property. Earlier studies conducted by the Town (Water Study Report) in January 1995 and by the Water Study Advisory Committee in February 2000, researched and reviewed the issues of water availability and the opportunity for alternative water sources. In March 2015, the BOS attempted to establish a working committee with a charge to “research and report on the protection and preservation of Dover’s water supply,” deeming it a critical issue and pointing out to Town residents that, “Dover has no current data that provide information on the quantity and quality of your water sources.”

During persistent drought conditions throughout 2016, many towns lost their ponds and streams and sources of drinking water, leading several communities to join the Massachusetts Water Resource Authority (MWRA). This in turn put a greater spotlight on the issue of water availability, and so in December 2016, the BOS asked the Board of Health (BOH) to establish and lead a working committee to undertake this charge. The BOH formed the Water Resource Study Committee (WRSC) in early 2017. In April, the WRSC developed a working mandate document, citing the need to gather data necessary to better understand water resource availability and to develop, where and if necessary, programs that could protect drinking water into the future as the Town continues to grow.

As the WRSC undertook its operations, it became clear that the Town lacks credible data, since many years of well reports have never been filed. Anecdotal information on well failures, drilling depths, and yields indicates a worrisome trend in water availability. However, before any conclusions can be drawn, additional data is needed. The WRSC's fiduciary obligation is to obtain and analyze this information, including hydrological data, to ensure the sustainability of the Town and its residents.

Committee Activities

In 2018, WRSC members actively participated in meetings held by the State's Water Resource Commission and its Drought Management Task Force, with attempts to expand draft regulations that would consider small towns served by private wells.

The WRSC also testified before the State Legislature's Joint Committee on Housing on matters related to public water supply sources and the interaction of that water with septic and sewage. The WRSC has frequently interacted and met with State Representative Denise Garlick and members of her office, as well as officials of the Massachusetts Department of Environmental Protection (MassDEP) and the Commonwealth's Executive Office of Energy and Environmental Affairs. WRSC Chair Gerald Clarke attended an out-of-state meeting, at personal expense, with Federal EPA employees and DEP employees from other states.

The WRSC has also met with, and obtained data from, numerous government agencies, including the United States Geological Survey, the National Weather Service/National Oceanic and Atmospheric Administration (NWS/NOAA), and Woods Hole Oceanographic Institute. It continues to gather data on changing temperatures and precipitation patterns and monitors the capacity of the MWRA to deliver water to its customers—not as a source for Dover, but as an indication of change in water availability.

In light of the Committee's research, which paints a compelling and concerning picture regarding current water availability trends, the BOH requested an appropriation from the Town of \$150,000 to engage an engineering consultant to assist in preparing a town-wide hydrology report to encourage residents to conserve water and undertake other actions necessary to preserve the Town's water supply. This request, presented under Article 12 at the May 2018 Annual Town Meeting, was approved by Town residents.

That summer, the WRSC met with five qualified, prospective engineering firms, most of which had work experience in Dover. In October, the WRSC narrowed the candidate pool to two firms. In November, following negotiations, the BOH awarded a contract to Kleinfelder New England at a cost that fell within its \$150,000 approved budget.

The scope of Kleinfelder's Hydrology Study Report will include:

- Compilation of research and data (begun in 2018) including,
 - well-drilling reports extracted from MassDEP and geological survey websites;
 - review of reports filed by the public water supply companies that serve Dover residents; and
 - contamination sites listed in published MassDEP reports.
- Installation of 14 to 16 monitoring wells (supervised by the WRSC and completed in 2018) in areas of concern or perceived concern, and installation of stream-side or stream bed piezometers to acquire data for stream and aquifer evaluation.
- Development of a GIS mapping layer comparable to the Board of Assessors' tax lot map and incorporating water distribution system piping and the locations of the monitoring wells installed for the study or by public water supply companies.
- Monitoring and testing of groundwater, using the installed data loggers and collection of water quality samples.
- Preparation of the Hydrology Study Report in the latter part of 2019.

In mid-2018, the Committee designed, and obtained for future use, permanent signage that can be mounted along main streets by the Highway Department to provide, for the first time, informative and educational signage relative to MassDEP announcements of mandatory outdoor watering limitations.

As of the end of 2018, and projecting into 2019, the WRSC's expected expenditures, both budgeted and current actual, fall below the appropriation allotted to it following the May 2018 Annual Town Meeting.

Report of the **Tick-Borne Disease Committee**

Stephen Kruskall MD, Chair
Tim Holiner
Dr. Joseph Musto
Matthew Schmid

George Giunta, Deer Management Agent
Jim Palmer, Deer Management Agent
Mike Francis, DMP Representative
Jay Walsh, DMP Representative

Mission

The mission of the Board of Health's (BOH's) Tick-Borne Disease Committee (TBDC), formerly known as the Lyme Disease Committee (LDC), is to seek reduction of tick-borne diseases in the Town of Dover by informing residents about personal and property protection against ticks, disease transmission and recognition, and methods for overall tick density reduction. The TBDC makes recommendations to the BOH and the Town's governing bodies for implementing these goals.

Personal and Property Protection

One of the TBDC's major efforts is to educate residents on personal and property protection. It does so by distributing materials produced by the TBDC, the Massachusetts Department of Public Health, and the Centers for Disease Control and Prevention. Materials are made available at several locations throughout Dover, including the Town House, the Library, the Post Office, and the Police Department, as well as through e-mails to parents of school-aged children. The TBDC updates the Town of Dover website with tick alerts and other helpful data and provides additional information on its own website (www.doverlyme.com).

Deer Management Plan

Since 2010, the TBDC has implemented a yearly Deer Management Plan (DMP), a regulated hunting program based on the experience and guidance of the Massachusetts Division of Fisheries & Wildlife (MassWildlife) and on Dover-specific rules and regulations, the most specific of which is that only bow hunting from tree stands is allowed. The plan is administered on Town land and other conservation land, as well as on private properties with signed permission from the landowners. As in past years, extensive signage was posted along trails and entrances to all properties participating in the DMP.

Sixty-eight hunters were certified for the 2018 hunting season, during which hunting was permitted on various Town properties (a downloadable map of public lands is available on the TBDC website). By season's end on December 31, a total of 17 deer had been culled (12 does and five bucks). This total was considerably lower than previous years' individual harvests and was attributed to unusually high water lines this past fall, making many highly productive areas near the Charles River inaccessible to hunters. Most important, no injuries or complaints were reported to the Police Department, the TBDC, the BOH, or the Deer Management Agents.

The BOH and TBDC believe that the current three-pronged approach to managing tick-borne diseases—personal hygiene, property management, and deer and tick density management—has been successful in reducing tick-borne disease incidence rates in our area.



Photo by Beth Luttazi.

Report of the Norfolk County Mosquito Control District

David A. Lawson, Director

The Norfolk County Mosquito Control District (NCMCD) takes an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

We engage in an intensive monitoring process through weekly field collections and data analysis, in collaboration with the Massachusetts Department of Public Health, to detect disease-vectoring mosquitoes. Virus isolations help us focus our surveillance on hot zones, allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes. We had 95 requests for service in 2018. We submitted 11 samples and two West Nile isolations were found.

Water Management Activities

An important component of IPM is the management of existing flow systems that, if neglected, can contribute to mosquito breeding. In addition to performing drainage system maintenance, NCMCD personnel are engaged in: communication with residents and town, state, and federal officials; site visits; monitoring; wildlife management; and land surveys. Maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

- Culverts cleared: 11
- Drainage ditches checked/hand-cleaned: 3,300 feet
- Hydrants shoveled when needed during culvert work: 0
- Intensive hand-cleaning/brushing: 2,550 feet*
- Mechanical water management: 0 feet
- Tires collected: 4

**Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larvicide application to control larval mosquito populations is the most environmentally friendly and effective method of disease control. An intensive monitoring program aids in our decision to effectively target culprit locations.

- Spring aerial larvicide applications (April): 134.6 acres
- Summer aerial larvicide applications (May–August): 0 acres
- Larval control (briquette and granular applications by hand): 8.9 acres
- Abandoned/unopened pools or other manmade structures treated: 0 briquettes

Adult Mosquito Control

Adult mosquito control is necessary when public health and quality of life are threatened by disease agents, overwhelming populations, or both. Our rigorous surveillance program, along with service request data and state-of-the-art GPS and computer equipment, helps us effectively target treatments. In 2018, the NCMCD sprayed 2,574 acres with aerosol ultra-low-volume applications of insecticide.



Heron on pond. Photo by Judy Ballantine.

Report of the Animal Control Officer

Lori Sallee

Type of Call	# Calls
Dogs Picked up	2
Dogs Returned to Owners	6
Lost Dogs Reported	14
Dogs Hit by Motor Vehicles	1
Dog Bites	10
Other Animal Calls	247
Deer Hit or Killed	36
Total Calls	316
Citations Issued	85

Report of the Natick Walpole Visiting Nurse Association

Board Officers

Sheila Ahmed, President
Margaret LaMontagne, Vice President
Callum MacClean, Treasurer
Virginia Fettig, JD, Secretary

Agency Leadership Team

Elaine D. Stephens, RN, MPH, FHHC, CEO
Alyssa Kaiser, RN, BSN, Public Health Nurse Specialist

The Natick Walpole Visiting Nurse Association (VNA) is a nonprofit, community-based, Medicare-certified home care agency providing high-quality home health, palliative, and public health programs and services to people of all ages in Dover and more than 40 surrounding communities.

The VNA's nursing services include physical, occupational, and speech therapy; medical social work; home health aides; maternal and child health services; pediatric nursing; and the services of a geriatric nurse practitioner. The agency also has nurses who are certified in intravenous therapy and wound care. The agency delivers telehealth services, which encompass various technologies and tactics for delivering virtual medical, health, and education services.

Alyssa Kaiser serves as the agency's public-health nurse specialist, whose primary role is to provide public health services and educational programs for the towns we serve.

In 2018, the VNA provided the Town of Dover with the following health services:

Home Care promotes good health and maximum functioning for disabled residents. The VNA conducts home assessments and provides home care visits, as well as health promotion visits for the residents of Dover, to elders with chronic illnesses or conditions, or who might need information or access to services. Families interested in community resources can receive guidance from the VNA via telephone. This also applies to various Town departments. The nurse or therapist providing the assessment or information will help identify services associated with the client's condition, with a goal of preventing unnecessary hospitalizations or institutionalization. When possible, the VNA may apply the reimbursement available for the care needed and provide all services ordered by the client's physician.

Senior Health Assessment and Education Clinics are coordinated in conjunction with the Dover Council on Aging. These clinics are developed and led by our public-health nurse specialist to provide health assessment and counseling, and to address various health issues such as medications and chronic diseases. The clinics also cover other community resources available to seniors.

Maternal/Child Health Services promote the health and stability of families during pregnancy, childbirth, and child-rearing years. Our maternal child-health nurse specialists, certified in lactation, provide assessment, teaching, and support through home visits.

Communicable Disease Services promote the prevention and control of communicable diseases through case finding, education, and the provision of follow-up care consistent with, and in collaboration, with the Massachusetts Department of Public Health. Case finding is conducted through the state MAVEN system. Visits, education, and immunization are all part of this service.

2018 Public Health Statistics for Dover

Residents Served	145
Communicable Disease Follow-Ups	71
Home Care Visits	21
Senior Clinics Held	53
Flu Clinic Immunizations	121



Summer bounty. Photo by Kate Haviland.

DOVER

Land Use Reports

2018



Report of the **Planning Board**

Mark Sarro, Chair
Carol Chirico
Henry Faulkner
Carol Lisbon
Jody Shue
Tara Nolan, Associate Member

The Planning Board is composed of five elected full members and an elected associate member. Its duties are enumerated in various state laws (e.g., Massachusetts General Laws [MGL], Chapters 40A and 41) and the Town of Dover Zoning Bylaws (e.g., Chapter 185, Zoning Bylaws). Consulting Planner Gino Carlucci and part-time Planning Assistant Susan Hall work at the Board's direction.

Planning Board members also serve on the Open Space Committee and Long Range Planning Committee, and they attend the meetings of, and work closely with, other Town boards and committees, including the Board of Selectmen, Board of Health, Conservation Commission, Zoning Board of Appeals, and ad-hoc committees for zoning issues, including, in 2018, the Dover Water Resource Study Committee.

Each full member of the Board serves a five-year term. The associate member serves a two-year term. Midterm vacancies on the Board are filled by appointment by the remaining Board members and the Selectmen until the next election, at which time the newly elected member serves for the remainder of the term. In 2018, Jody Shue was re-elected to a five-year term.

BOARD APPROVALS

In 2018, the Board held 19 public meetings on a wide range of issues and granted approvals in the following categories:

SCENIC ROAD PERMITS (5)

The Board has jurisdiction over the Town's 27 designated Scenic Roads. Pursuant to state and local laws, a person must obtain permission from the Planning Board, after a public hearing, before altering any trees or stone walls within a Scenic Road right-of-way. In 2018, the Board considered five such applications and fielded several other informal inquiries. The applications involved access easements, driveway (re)locations, utility pole attachments, and views of conservation land from the roadway.

APPROVAL NOT REQUIRED (ANR) PLANS (4)

Under the State's ANR process, the Board has the authority to endorse a property owner's plans to create a new lot or lots on their property, as long as the new lot(s) have frontage and adequate access on existing roads and comply with local zoning dimensional requirements. The ANR process is also used to adjust lot lines between abutting lots. In 2018, the Board endorsed four such ANR plans. Given the interest of nearby property owners in proposed ANRs, in 2018 the Board continued its practice of giving informal notification to abutters of ANR applications.

SPECIAL PERMITS FOR WIRELESS COMMUNICATION FACILITIES (4)

The Board is the Special Permit Granting Authority for personal wireless service facilities. Four special permits were requested in 2018. One was for wireless equipment on and around the monopole tower located at the Town Garage. The other three were to add "small cell antennas" to existing utility poles (two on Dedham Street and one on Saddle Ridge Road).

In a related action, the May 2018 Annual Town Meeting approved an updated personal wireless service facility bylaw proposed by the Planning Board. The prior bylaw had not been updated for 20 years, despite significant changes in wireless technology and uses in that time. The new bylaw differentiates between wireless facilities at cell towers and small wireless equipment attached to utility poles. It is also more streamlined, with details on the application and filing requirements for wireless facilities moved from the bylaw itself to the related regulations.

SIGN PERMITS (2)

The Board reviews sign applications and issues permits for signs. The number and nature of signs are of particular importance in preserving the Town's rural character. In 2018, the Board considered and approved two sign applications. One marks conservation land held by the Dover Land Conservation Trust, and the other is for a new business in the Town Center. The Board also reviewed and commented, in an advisory capacity, on the new signs proposed at the Charles River School along Centre Street. (Educational institutions are exempt from most zoning requirements.)

Site Plan Reviews

The Board conducts site plan review of proposed as-of-right uses before the Town can issue a building permit. The review process regulates permitted uses by imposing conditions, limitations, and safeguards to ensure compliance with the terms of the Board's approval. The process allows for public input and consideration of factors such as public safety, lighting, parking, landscaping, and potential impacts on existing structures, open space, and Town resources. In 2018, there was a preliminary site plan review of proposed changes to some of the wireless equipment on and around the monopole tower located at the Town Garage.

Pursuant to state law, the Board governs the local subdivision process. In a subdivision, new streets are laid out to provide frontage for newly subdivided lots. A subdivision can be approved only after the Board conducts a public hearing and makes detailed findings. In 2018, no new subdivisions were proposed. The last subdivisions proposed and approved in Dover were in 2013, and there was a subdivision modification in 2017.

Grant Award

As a designated Green Community, Dover is eligible for state funding of capital projects that promote energy efficiency. In 2017, Dover was awarded an initial grant of \$137,145 that, along with utility company incentives, funded the replacement of nearly all interior and exterior lights with LEDs at four Town buildings. The resulting energy savings will pay for the projects within two or three years, but the cost savings to the Town through the grant was virtually immediate. In 2018, Town Planner Gino Carlucci worked with the Capital Budget Committee, Long Range Planning Committee, and the Board of Selectmen to evaluate Dover's progress on the initial Energy Reduction Plan, file an annual report with the State Department of Energy Resources, and begin identifying new projects for a competitive grant application in 2019.

Zoning Bylaws and Open Space

In 2018, the Board continued to consider further zoning changes to preserve the "small town" feel of Dover's Town Center and residential districts. Motivated in part by the discussion of Springdale Farm, the Board, at the urging of the Long Range Planning Committee, renewed an active discussion of open-space, low-impact zoning alternatives as a possible warrant article for a future Town Meeting. The Board discussed this issue at several meetings in 2018, including a joint meeting with members of other Town boards and committees. At year's end, the Board asked these groups to nominate one or more of their members to participate in a joint working group to engage in a detailed discussion of open space residential zoning in 2019.

The Board continues to believe that the Town's zoning bylaws could better accommodate growth while also preserving open space and Dover's natural resources, such as water quantity and quality, and wildlife. In the past, the Board has proposed bylaw revisions to create permanently protected open space in exchange for some flexibility, by special permit, in the dimensional requirements of existing zoning bylaws. These proposals received a strong majority of votes at three Annual Town Meetings (2006–08) but fell just short of the two-thirds majority vote required to pass. Establishing a joint working group to consider this issue in 2019 is an important, concrete step in deciding whether and how to pursue a future bylaw amendment.

Finally, in 2018, the Board continued to pursue the implementation of the specific recommendations listed in Section IX of Dover's Master Plan, last adopted in 2012. Many recommendations have already been implemented, while some remain open and others should be updated. The Master Plan is updated from time to time, and may be updated again in the near future. The Master Plan and related documentation can be found on the Planning Board's Web page on the Town of Dover website (www.doverma.org).



Sunrise over Upper Mill Pond. Photo by Susan Seiler.

Report of the **Zoning Board of Appeals**

R. Alan Fryer, Chair

Tobe Deutschmann

LaVerne A. Lovell

Michael Donovan, Associate Member

H. Hamilton Hackney, Associate Member

The Zoning Board of Appeals (ZBA) has jurisdiction over appeals from rulings of administrative officials of the Town made under the Zoning Bylaw or, if specifically required or allowed under the Bylaw, upon direct application under the Zoning Bylaw or Massachusetts General Laws (MGL), Chapter 40A. Depending upon the zoning district, certain uses of property also require prior approval of the ZBA. The ZBA has authority to grant a variance from the terms of the Zoning Bylaw under certain limited circumstances, and it also has jurisdiction to hear cases involving Special Permit requests and requests for Comprehensive Permits under MGL, Chapter 40B. Additionally, the Zoning Bylaw requires ZBA review of additional construction on land where existing structures or uses, due to changes in the Zoning Bylaw, have become non-conforming. While such structures or uses may remain in their current state, any alteration, addition, or expansion on the property requires ZBA approval. The ZBA is also responsible for reviewing and acting upon requests for approval of alteration or construction within 150 feet of specified water bodies in Dover, most notably the Charles River.

The ZBA follows procedures designed to hear the concerns of all potentially interested parties and to consider whether the relief requested is appropriate under the Zoning Bylaw. Most applications to the ZBA are required to start at the Building Department, with a review of the proposed activity under the Zoning Bylaw and a written denial of the proposed activity from the Building Inspector, before the ZBA may consider an application. The ZBA acts on an application only after holding a public hearing, a notice of which must first be posted in the Town House, published in a local newspaper, and sent by mail to the applicants and other interested parties, as defined by law, including to the abutters of the property in question. Any interested party, whether or not entitled to receive notice of the hearing, may appear at the hearing and be heard. Evidence on the application continues to be received by the ZBA until the hearing is closed. Once the ZBA reaches a decision on an application, a decision is written and filed with the Town Clerk. Notice of the decision is given to the persons entitled to notice of the hearing, and the ZBA's decision becomes final after the legally prescribed appeal period, provided no appeal is taken.

During 2018, the Board received eight applications.
Copies of the Zoning Bylaw and also of the ZBA's governing rules are available at the Town Clerk's office.



Tree on Powisset Farm. Photo by Dennis Dyer.

Report of the **Highway Department**

Craig S. Hughes, Superintendent of Streets

Maintenance

To more effectively control water runoff, berm was installed on Cedar Hill Road, Walpole Street, Centre Street, Pegan Lane, and Main Street. We continue to clean approximately 1,200 catch basins twice yearly as required by the Massachusetts Department of Environmental Protection. We continued our guardrail replacement program, installing approximately 150 feet of new steel-backed wooden guardrail at the brook on Springdale Avenue and about 80 feet on Troutbrook Road.

We composted about 1,000 yards of leaves and spread the finished product on Main Street, Centre Street, Cedar Hill Road, Walpole Street, Pegan Lane, and Haven Street. We again contracted out the painting of 600,000 feet of traffic markings, crosswalks, and stop bars. To further enhance the safety of both vehicles and pedestrians, we installed two illuminated stop signs at the intersection of Haven Street and Centre Street and two illuminated pedestrian crosswalk signs on Farm Street, in front of the Dover-Sherborn Middle School.

Finally, a severe wind event in early March brought down many trees and tree limbs, as well as wires. Throughout the following month we were still cleaning up debris. The Department's careful documentation of this event allowed us to file for a reimbursement of approximately \$40,000 from FEMA/MEMA.

Tarvia

In keeping with our five-year pavement management plan, we applied approximately 3,500 tons of asphalt to the following locations: Willow Street, Mill Street, and the Transfer Station. We also assisted the Dover-Sherborn Regional School with advice and bids for the resurfacing of the Administration Building and Middle School parking lots and drive-thru.

Solid Waste (Transfer Station)

Residents threw away 1,247 tons of solid waste that was transported mainly by the Highway Department personnel in 128 trips to Wheelabrator Millbury, Inc. This is 80 fewer tons than last year! Please refer to the report of the Recycling Committee (page 205) for additional data on the recyclables collected. Wade Hayes and Bill Martin are our very competent operators at the Transfer Station, and we are fortunate to have them.

Solid Waste Tonnage to Millbury

2012	2013	2014	2015	2016	2017	2018
2,079	2,095	2,123	2,128	1,921	1,327	1,247

Per-Ton Tipping Fee (\$)

2012	2013	2014	2015	2016	2017	2018
72.48/	74.01/	74.81/	64.00/	64.00/	66.00/	67.17/
74.01	74.81	75.66	64.00	66.00	67.17	68.18

Cost for Solid Waste Disposal at Wheelabrator (\$)

2012	2013	2014	2015	2016	2017	2018
152,336	155,911	159,749	136,216	124,832	88,331	84,409

Streetlights

The Town owns and maintains 67 overhead streetlights. We are currently working with the Town Planner and “Green Community Act” to secure funds to retrofit them with up-to-date, energy efficient LED lighting.

State Aid (Chapter 90)

We did not use any state-aid funds this year and are saving the dollars to enable us to resurface the center of Town this upcoming year.

Snow and Ice

Winter 2017–18 brought us 62 inches of snow. We had one major northeaster that dumped 21 inches on us. The following log represents our responses to the season.

Date	Snow/Ice	Inches	Equipment Used
December 2017			
9	Snow	5	Sanders/Plows
15	Snow	0.5	Sanders
22	Ice		Sanders
25	Snow	4	Sanders/Plows
26	Ice		Sanders
30	Snow	0.5	Sanders
31	Ice		Sanders
January 2018			
4	Snow	10	Sanders/Plows
15	Snow	1	Sanders
17	Ice		Sanders
18	Ice		Sanders
24	Ice		Sanders
30	Snow	4	Sanders/Plows

February			
2	Snow	1	Sanders/Plows
7	Snow	2	Sanders/Plows
8	Ice		Sanders
March			
2	Snow	1	Sanders
5	Snow	1	Sanders
7	Snow	8	Sanders/Plows
13–14	Snow	21	Sanders/Plows
21	Snow	1	Sanders/Plows
April			
6	Snow	2	Sanders/Plows

Garage Operation

The Town Garage was built in 1998 and continues to serve the Town well. It is occupied by the Highway Department, but also the Cemetery Commission, the Town Engineer, and the Web Coordinator. Space is also given to the Parks and Recreation Department and the Water Department. I thank Karl Warnick and his staff for keeping the building in excellent shape.

Appreciation

Thanks go to my personnel, the Cemetery Department, and the Parks and Recreation Department for another good year of working together. I also recognize the boards and committees for their support and time. A big thank-you goes to the many groups who donate their time and materials to maintaining the various landscape islands throughout the Town: Chicatabot Garden Club, The Garden Continuum, Strawberry Hill Landscaping, and Betty Brady. Also, many thanks go to the Recycling Committee for their hours of work to promote and encourage the Town’s recycling efforts.

Finally, a very large thank-you to the Board of Selectmen and, in particular, our now-retired Town Administrator David Ramsay and also former Assistant Town Administrator Greer Pugatch for their years of service and valuable knowledge, which they shared with so many.

Report of the Parks and Recreation Commission

Chris Boland, Chair
Eric Loeffler, Treasurer
Valerie Lin, Secretary
Jen Daman
Peter Davies

Mark Ghiloni, Director, Parks and Recreation
Nicole DiCicco, Assistant Director, Parks and Recreation
Katelyn Fabri, Programming Assistant

The Parks and Recreation Department and its supervising Commission (collectively, P&R) are committed to providing residents of all ages with positive recreational experiences through a variety of high-quality programs, activities, and services under the direction of a professional and dedicated staff that is responsive to the changing needs of the community. We are committed to preserving and protecting the natural resources and parkland while improving and enhancing all opportunities for future generations. Our recreational and athletic programs continue to benefit from public, private, and volunteer partnerships. Parental involvement and volunteerism are essential to sustaining our programs, as is collaboration from other Town departments. We thank everyone who assisted us throughout the past year.

Program Growth: In 2018, P&R continued to see a rise in participation in a number of programs, including Summer Playground, Powisset Cooks! classes, and Indoor Soccer. We continue to offer indoor Pickleball several mornings during the week and our numbers are continuing to rise. We hope to introduce additional programs and enhance current offerings to support the recreational needs of various age groups.

Spring Season Program Highlights

Eliot Hodgkins Fishing Derby: The Annual Fishing Derby at Channing Pond was held on April 29, 2018, after a postponement due to cold temperatures. The derby featured a number of new prizes and lots of fun.

Coach Pete's Sports Programs: In 2018, Peter (Coach Pete) Sylvester continued his popular programs, including baseball, soccer, lacrosse, and spring flag football, with more than 160 participants enjoying these spring classes.

Baseball/Softball: Dover-Sherborn Youth Baseball and Softball Club (DSYBS) enjoyed another fun season of instruction and competition. More than 240 boys in grades 1–6 participated in the program. In addition, Dover-Sherborn entered three teams in the Babe Ruth Tri-Valley League to accommodate more than 40 players in grades 7–9 (boys). Unfortunately, softball membership continued to decline, resulting in Dover-Sherborn being unable to sustain a stand-alone league. However, interested softball players were able to join the Natick softball league. Thank you to Jay Gately, Mike Gilio, and John Forman for overseeing the baseball program.

PROformance Soccer: Miles Alden Dunn continued to offer a spring soccer program, allowing participants to learn and improve their soccer skills. A group of more than 20 kids participated in the session, which will be offered again in the fall and winter.

Adult Exercise Classes: Ellen O'Hara and Pam Herbert of Core Asset Fitness continued to offer popular adult exercise classes at the Caryl Community Center that included cardio strength training, boot camp, and mat Pilates, and which had more than 10 participants in the spring session.

Tennis: Instructed by Peter Cooper, the tennis program ran from April through October, with lessons held at the Caryl Park courts. More than 70 children and adults participated in early spring lessons. We also saw an increase in summer participation, with the enrollment of 140 children and adults. We concluded the season with more than 50 participants in the fall program.

Tae Kwon Do: More than 45 participants enrolled in the 2018 session of this popular year-round program. Master Jean Theodat, a former World Karate Championship competitor and sixth-degree black belt, accompanied many of his students to local competitions, where they demonstrated proficiency and mastery. In addition, many students earned place recognitions.

Safety Courses: **Home Alone Safety** and babysitting courses were offered during the spring through P&R, and more than 10 participants took part in the classes. We will continue to offer safety classes with the hope that more participants take advantage of such beneficial programs.

Summer Season Program Highlights

Summer Playground Program: This popular long-running program for children in grades K–5 is offered at Chickering School weekday mornings for five weeks every summer. The 2018 program had the most registrations we have seen in recent years. An extended-day option is available Monday through Thursday, 12–2 p.m. On-site performers and activities were enjoyed by more than 210 participants. More than 15 high school and college students served as counselors, and daily activities were planned and managed by adult supervisors.

Summer Concerts on the Common: On select Tuesday evenings in July and August, P&R holds free outdoor concerts on the Town House lawn, where professional local musicians and outside talent entertain families as they enjoy the summer weather. This summer, we hosted a number of bands, including the CentreStreeters, Group Therapy, Eddy's Shoe Band, and Sean Fullerton. We were excited to have one of the concerts sponsored by the Dover Cultural Council and saw an increase in family attendance with the addition of kid's games offered by Knucklebones.

Summer Programs: Additional summer programs included the Summer Nights baseball program, which served more than 10 K-grade 2 children. Baseball Coaches Academy returned to offer ballplayers instruction and fun for close to 20 kids.

Coach Pete returned to offer a Middle School Travel Program for kids in grades 6–8. Daily field trips included Kimball Farms, Apex Entertainment Center, and Tree Top Adventures. This is a popular program and the summer saw some 35 kids attend. Summer programs have seen an increase in participation over recent years, as they provide families who remain in the area during the summer months with quality programming.



*Dover Youth Soccer League. Photo by Daniel Curtain.
Courtesy of The Hometown Weekly.*

Fall Season Program Highlights

Outdoor Movie: The annual outdoor movie, which was traditionally shown in the spring, was moved to the fall program season. Scheduled as a nightcap to Dover Days, the event took place on Saturday, September 8. Families gathered on the Town House lawn with their blankets to enjoy our fifth-annual outdoor movie, *Despicable Me 3*. We added a new vendor—Boston Trolley Dogs—as an additional option for food. The families enjoyed this great community event; however, we will look to improve the event to attract more residents.

Dover Days Fair: The 2018 fair showcased more than 50 vendors. In addition, the kids Fun Run and Dover Dash 5K—organized and executed by the Dover-Sherborn High School Cross Country team—again attracted many participants to kick off the day's events. Attractions at the fair included food, games, prizes, and various information booths, with vendors, volunteer staff, and patrons all contributing to making this annual event a great success.

Coach Pete's Sports Programs: More than 140 participants enrolled in Coach Pete Sylvester's fall programs and enjoyed various sports, including flag football, soccer, baseball, and pre-season basketball clinics.

D-S Middle School Field Hockey: All three DSMS Field Hockey teams enjoyed an exciting 2018 season. The program continues to have strong participation with a waitlist at the seventh- and eighth-grade levels. A special thank-you goes out to our coaches, Kaitlyn Fabri and Joelle Sobin, along with P&R's Nicole DiCicco, for their support during these fall months, and to all our parent volunteers and team managers.

Additional Fall Program Notes: Fall program offerings included Tennis, Adult Exercise, and Tae Kwon Do.

Winter Season Program Highlights

Coach Pete's Sports Programs: The Caryl Community Center gym was the site for a number of indoor sports programs run by Peter (Coach Pete) Sylvester for children ages 3 to 5. They included Super Tuesdays, floor hockey, and basketball, which attracted many participants. Coach Pete also continued the Winter Vacation Program that included sports, games, and prizes, and was a great hit with kids and parents alike. Lastly, we hosted a free Drop and Shop event in December, which attracted more than 25 attendees who had a fun night of games, activities, and food.

Winter Tree Lighting: On December 5, 2018, P&R hosted this annual town-wide celebration of the winter season along with the Dover Foundation and the Chickering School Band. We were excited to be outside as the weather was perfect for a December night. The Chickering School Band and Dover Foundation showcased its talents with numerous songs. Cookies and hot chocolate were served and greatly appreciated by attendees.

Ice Skating at Channing Pond: We continue to open the pond for winter skating as often as weather and temperatures allow. Safety and ice conditions are our priority. We hope that temperatures cooperate and that we have long stretches of skating.

Ice Skating Lessons: We continue to partner with the Skating Club of Boston Skating Academy to offer skating lessons at the Boch Ice Center. This great local program offers various levels of skating and helps participant learn and refine their skating skills.

Intramural Basketball: P&R's informal intramural basketball program offers players a great venue for developing their skills and playing with friends in K–grade 3. More than 125 players enjoyed the program, the success of which is attributable to the more than 15 parents who volunteered as coaches. We thank them for their assistance.

D-S Middle School Ski Program: The DSMS Ski Program provided students in grades 6–8 with the opportunity to spend their Friday afternoons and nights skiing at Nashoba Valley Ski Area in Westford, MA. For six consecutive Fridays in January and February, more than 45 skiers and snowboarders traveled to the slopes to enjoy a few hours of skiing.

Winter Ski and Board Program: The ski lesson program for students ages 7 to 15 returned to Blue Hills Ski Area in Canton, MA, for five consecutive Wednesdays. More than 15 children from Dover and Sherborn participated in this great introductory program for ski lessons.



*Council on Aging's "Up in Smoke" BBQ. Photo by Daniel Curtain.
Courtesy of The Hometown Weekly.*

Indoor Tennis Lesson: We continued to offer a tennis program taught by Peter Cooper, which ran daily from December through March indoors in the Caryl Community Center gym and provided more than 15 children with lessons. We are grateful to have Peter with us all year long.

Additional Winter Program Notes: Programs mentioned earlier for elementary-school-aged children were also held in the winter, including PROformance Soccer and Tae Kwon Do. Adult programs included adult exercise classes. In conjunction with the Council on Aging, we continued to offer Zumba Gold classes for seniors on Saturday mornings and Pickleball on several weekdays. We are always on the lookout for additional programming for middle school, adults, and seniors.

Facilities

Caryl Community Center: We have seen a steady increase in demand for space at the Caryl Community Center, which is a great facility for holding programs, functions, and special events. The gym is used by P&R for its programming; by Town residents and non-residents for pick-up sports games and birthday parties; by private groups, including the Child Development Center; and by youth sports clubs as an indoor practice space.

In particular, the Caryl Room (old library space) was a steadily used venue for the P&R programs, public meetings, and for birthday parties, scout meetings, COA Lifetime Learning, COA exercise classes and other activities.

Parks: P&R maintains many park areas for the enjoyment of Dover residents and non-residents alike. Caryl Park, Channing Pond, and the Riverside Drive boat landing are popular recreational destinations. Five smaller park parcels in Town are maintained by P&R, as are the lands surrounding Chickering School, the Town Library, the Protective Agencies Building, and the Town House.

Athletic Fields: P&R's athletic fields are used by P&R and by local youth sports clubs, which include Dover-Sherborn Soccer, Dover-Sherborn Youth Lacrosse, Dover-Sherborn Girls Lacrosse, and Dover-Sherborn Youth Baseball and Softball. P&R maintains three rectangular multipurpose sports fields—two at Chickering Fields and one at Caryl Park. There are also two baseball diamonds—one at Chickering Fields and one at Caryl Park.

P&R is committed to providing all youth athletic teams with safe, high-quality playing surfaces throughout their playing seasons.

Appreciation

We thank all Parks and Recreation staff members for their dedication in coordinating programs, events, and playfields. A special thank-you goes to long-time Programming Assistant Amy Caffrey, who left the Department after nearly six years of service. Amy was an invaluable member of the team, helping to organize and expand programming, manage the office, and contribute to a number of special projects. We thank Amy for her many contributions and wish her well in all her future endeavors.

We extend a special thank-you to Nicole DiCicco, Tom Palmer, Michael Petrangelo, and Michael Mitchell. Nicole has seamlessly transitioned to the Department over the past year, while Tom, Mike, and Mike perform an outstanding level of work on the playfields, parklands, and outdoor spaces. Along with our staff, thanks go to the Chicatabot Garden Club and Powisset Garden Club for maintaining the flowers and garden spaces, as well as to Mrs. Betty Brady for her continued help.

Our sincere thanks go out to all the volunteers and staff members who help the Department. Our staff continues to maintain a high standard for outdoor spaces and quality programming, and our volunteers have been outstanding, as always, by providing children with the opportunity to learn and grow through our programs. The contributions of these individuals are greatly appreciated by the children and their families, and we add our own heartfelt thanks.



Summer concert on the Common. Photo courtesy of the Parks and Recreation Department.

Parks and Recreation Revolving Fund

For the Year Ending June 30, 2018

	Reserve Beginning Balance	Revenues	Reserve Expenses	Reserve Ending Over/(Under)	Balance
Activity/Program					
Baseball/Softball/T-ball Spring	\$9,593	\$22,894	\$20,693	\$2,201	\$11,794
Basketball Intramural	0	10,765	5,144	5,621	5,621
Baseball Coaches Academy	0	3,272	2,490	782	782
Dover Days Fair	2,986	5,386	4,451	935	3,921
Fencing	0	960	720	240	240
Field Hockey	21,925	13,843	11,662	2,181	24,106
Field Maintenance	43,186	29,351	8,305	21,046	64,232
Fishing Derby	0	400	1,052	(652)	(652)
Misc./Overhead	0	3,204	2,741	463	463
Other Programs	6,728	51,200	33,057	18,143	24,871
Pre-K Sports	15,911	76,242	67,534	8,708	24,619
Ski Programs	2,911	25,360	21,310	4,050	6,961
Summer Concerts	0	500	2,450	(1,950)	(1,950)
Summer Playground	45,414	51,130	41,768	9,362	54,776
Tae Kwon Do	5,322	22,672	18,060	4,612	9,934
Tennis	39,919	59,565	50,386	9,179	49,098
Thundercat Sports	5,849	0	0	0	5,849
Maintenance/Repair/Development					
Caryl Gym Shelving	4,000	0	575	(575)	3,425
Caryl Park Benches	1,000	0	0	0	1,000
Caryl Park Signs	2,000	0	0	0	2,000
Caryl School Repair	12,943	0	0	0	12,943
Development: New/Current Programs	12,950	0	1,131	(1,131)	11,819
Install Gym Floor	21,500	0	17,756	(17,756)	3,744
Equipment Room Organization	4,000	0	0	0	4,000
Irrigation Wells Maintenance	50,500	0	0	0	50,500
Maintenance Equipment	3,456	0	0	0	3,456
Merchants Fees	10,500	0	7,503	(7,503)	2,997
Office Equipment	5,050	0	1,000	(1,000)	4,050
Part-time Staff	4,475	0	1,685	(1,685)	2,790
Porta Pots	9,500	0	2,160	(2,160)	7,340
Printing	6,000	0	2,362	(2,362)	3,638
Registration Software	5,640	0	2,794	(2,794)	2,846
Renovate Baseball Fields/Install Dugouts	15,505	0	0	0	15,505
Tables for Caryl Room/Programs	500	0	360	(360)	140
Sheds	871	0	0	0	871
Split-rail Fence	3,464	0	0	0	3,464
Tae Kwon Do Mats	3,201	0	2,399	(2,399)	802
Tennis Court Repair	53,570	0	0	0	53,570
Unreserved Funds	10,000	0	0	0	10,000
Reserve Fund Totals*	\$440,369	\$376,744	\$331,548	\$45,196	\$485,565

*Numbers rounded to the nearest dollar.

Report of the **Conservation Commission**

John Sullivan, Chair
Amey Moot, Secretary
Tim Holiner
Jim McLaughlin
Sarah Monaco
David Stapleton
Christy Violin

The Conservation Commission consists of seven voting members and two open associate member positions. The Commission is responsible for safeguarding wetland resources under the Massachusetts Wetlands Protection Act, the Massachusetts Rivers Protection Act, the Dover Wetlands Protection Bylaw, and the Rules and Regulations for the Dover Wetlands Protection Bylaw. Wetlands are protected by a 100-foot buffer zone, and rivers by a 200-foot riverfront zone. Wetlands and buffer zones offer flood control, prevention of storm damage, prevention of pollution, and preservation of groundwater, water supply, and wildlife habitat. Work performed in these and other areas requires a permit from the Conservation Commission and the Massachusetts Department of Environmental Protection.

This year, the Commission heard 15 Notices of Intent (permit applications), five Requests for Determination of Applicability (to decide if a permit is needed), and one amendment to existing Order of Conditions (minor changes to existing permits). Additionally, the Commission entertained many informal discussions with homeowners regarding the disposition of their properties that lie in proximity to wetland resources. The Commission also issued 20 Certificates of Compliance (to close out permitted work) and 12 Enforcement Orders (illegal work related to clearing and filling in jurisdictional areas).

The Commission continues to work on land management for conservation properties. In 2018 it began implementing the Massachusetts Audubon Society Land Management Plans completed in 2017. Tree and brush clearing to restore scenic views was completed on Dedham Street and Valley Farm (Haven Street and Main Street.) properties. Some work was also completed to remove invasive plant species at Valley Farm. Additionally, concrete markers were installed to separate the public path from the residence property at 46 Springdale Avenue, which leads to open fields, a vernal pool, and trails behind the residence that connect to Dover Land Conservation Trust (DLCT) land and recreational trails.

Due to the generous bequest from Arthur Adams Jr., and the continued support of the citizens for our Conservation Fund, the Conservation Commission was able to contribute to the current DLCT acquisition of the Blake Strawberry Hill Street property. Acres of pristine land are now permanently protected with existing public access to Noanet Woodlands through the Blake property.

The Commission cordially invites you to its meetings, which are open to the public and held twice monthly on Wednesday evenings at 7:30 p.m. Check the calendar section of the Town website at www.doverma.org for meeting dates.



Photo by Sandy Ball.

Report of the Tree Committee

John M. Devine, Chair
Nathaniel Howe
Laura Walter

The Town of Dover is a predominantly residential community with a strong commitment to the preservation of its land and large population of trees. The Tree Committee is responsible for the stewardship of trees located within the Town's rights-of-way. This responsibility includes the care and maintenance of shade and ornamental trees, the removal of dead and hazardous trees, and the emergency removal of storm-damaged trees.

In 2018, due to severe weather in early March, the Committee replaced damaged trees at the intersection of Haven Street and Main Street. Trees at the Transfer Station and the Dedham Street island were also affected by these storms and replaced. New plantings were installed at the Church Street island, and new evergreens were planted along Valley Road and Pinewood Road.

The Committee would like to thank the dedicated residents and garden club members who donate their time and services in helping maintain Dover's beautiful country charm. We would like to give special thanks to Betty Brady for her generous time devoted to the Town.

We look forward to another year of progress and urge residents to present us with ideas regarding plantings on Town property. Frequently asked questions can be found at www.doverma.org (under "Government"/"Committee"/"Tree Committee" tabs). Committee members can be reached by leaving a message on the Police Department's non-emergency line at (508) 785-1130.

Report of the Tree Warden

John Gilbert

Winter Storm

A late winter snow storm caused extensive tree damage throughout Dover. Clean up was expensive and funds were unavailable for pruning per the five-year tree plan.

Pruning and Removal

Trees were pruned and removed on an as-needed basis.

Insect and Disease Problems

Gypsy moth defoliated scattered areas in Dover. Damage will likely affect the same areas in 2019.

Although winter moth did extensive damage, it should no longer pose a threat. A predatory fly introduced by entomologists from the University of Massachusetts has drastically reduced the moth population.

No emerald ash borer activity was reported in the past year.

For help in controlling insect or disease problems, contact a tree care professional.



Pegan Hill at sunset. Photo by Paula Moore.

Report of the Fence Viewers

James P. Dawley Jr.
Carol Lisbon

Massachusetts General Laws Chapter 49 provides the Town fence viewers with their responsibilities: Fences are to be maintained by their owners and be 4 feet high and in good repair. Fences may be constructed out of rails, timber, boards, iron, or stone.

Fence viewers settle disputes between neighbors and “shall be paid at the rate of \$5 a day for the time during which he is employed” and may take no less than \$1. Fees are to be paid by the parties in dispute. In 2018, there were no requests from residents for our services.

The history of fence viewers in New England began in 1644 when the Connecticut Colony enacted fence legislation because of insufficient fences and unruly cattle. Fence viewers were appointed to survey the condition of fences and ensure that their owners maintained them.

As we drive along the roads of Dover we see many types of fences under construction and many being reconstructed. We are no longer as concerned with unruly animals as we are about safety and the aesthetics of fences and gates. It is highly recommended that Dover’s citizens check the Town’s building code and confer with the building inspector when considering the installation of a stone wall, fence, or gate to ensure that any right-of-way and traffic sightline issues, designated Scenic Road considerations for trees and stone walls, and height restrictions are taken into account.



Abner (donkey) and Foxy (mule). Photo by Judy Ballantine.

Report of the Recycling Committee

Christopher Poulsen, Chair
Janit Greenwood
Myank Jain
Carol Lisbon
Wendy Muellers
Lindsay Nie
Savita Shukla

The year 2018 was one of continued progress for the Town of Dover. Solid-waste disposal (trash plus bulky items) continued its downward trend with a 9% reduction in total tonnage. Over the past five years solid-waste disposal has decreased by 42%. Tonnage per household over this same period has decreased by 22%. Recycling tonnage increased by 12% in 2017, reflecting a rise in the rate of recycling of a record 36.9% of total solid waste and recycling.

These improved recycling statistics are attributable to the availability of more recycling options, special events and communications, and an increasing awareness by Dover’s residents of the importance to recycle, reuse, and reduce (the 3Rs). Community education information and announcements are provided to Town residents through the *Dover-Sherborn Hometown Weekly* and the *Dover-Sherborn Press*, Facebook, Nextdoor.com, the Town website, and strategically located electronic signage.

In response to citizen concerns expressed in 2017, the Dover Recycling Committee (DRC) coordinated efforts to issue new stickers for vehicles during spring 2018. More than 2,800 free new red stickers were issued. Green stickers are no longer accepted at the Transfer Station. Residents can obtain a new sticker at the Transfer Station or the Town Garage, located at 2 Dedham Street in Dover.

The DRC updated the welcome letter and brochure it mails to new residents, explaining Dover’s 3R approach to managing household trash and garbage. Deposit Trailer guidelines were revised and communicated to participants. The Deposit Redemption Trailer saw remarkable success in 2018, with 21 tons of beverage containers recycled and \$13,927 returned to 12 local organizations. The DRC extends a sincere thank-you to the organizations that volunteer to maintain the trailer on a monthly basis.

Various physical improvements made to the Transfer Station include new paving, a more clearly defined walkway for improved safety along the recycling roll-offs, a new ramp leading into the Deposit Trailer, new interior walls in the Furniture Shed to reduce water penetration, and additional signage.

The Transfer Station also now features a barrel in front of the plastics recycling roll-off for the disposal of single-use plastic bags, as these bags are not recyclable with other plastics. A new glass-recycling vendor, offering reasonable disposal rates, is providing services previously handled by a now-closed regional facility of a national glass recycler. Although the cost of recycling has increased, the vendor reuses the crushed glass in road and building materials. A new nonprofit book vendor and job-training organization, More Than Words, began operating in June, significantly increasing the number of recycled books, with more than 19,700 books recycled as of this writing. More Than Words also accepts CDs and DVDs, and so we urge Dover residents to recycle these items, as well as to use the two available book bins.

Recycling bin sales are now covered through a Revolving Fund approved at the May 2018 Annual Town Meeting. Composters, rain barrels, and recycling bins are available for sale at the Transfer Station and Town Garage. In 2018, a total of 37 recycling containers were sold to residents, with rain barrels being the most popular.

In October 2018, the Massachusetts Department of Environmental Protection (MassDEP) announced that the Town had received a \$4,200 Recycling Dividends Program grant in recognition of the Town's programs and policies to maximize waste reduction, reuse, and recycle. We have added this grant to our 2017 grant of \$6,600 to purchase a portable, solar-powered programmable sign for use at the Transfer Station and throughout Dover for announcements and education. With the programs we have implemented over the past several years and current requirements, Dover has maximized its grant points, unless it implements a pay-as-you-throw program or private-hauler regulations.

The Town's biannual Special Recycling Weekends held in June and October continue to be very popular with 10,000 lb. of confidential documents shredded, 158 mattresses/box springs recycled, 58 bikes reused, and 75 tires recycled. The DRC added a food drive to the October event, and it was a huge success, with 175 lb. of food donated to Natick's A Place to Turn. Given this success, the DRC will continue to support local nonprofits at its 2019 Special Recycling Weekends.

Other significant events organized by the DRC were the Spring Clean-Up, which engaged several hundred residents who picked up trash from Dover's roadsides; and our Dover Days promotion, which enrolled 19 new households to the Town's Food Scraps Program, now with 285 participating households. The DRC works closely with the Board of Health to promote the program, which provides free weekly pick-up of food scraps at residents' homes. The program reduces garbage tonnage at the Transfer Station and protects the operation and longevity of septic systems. Residents are urged to contact the Board of Health to enroll.

The DRC would like to thank Mike Kinchla for his service on the DRC, and it welcomes Myank Jain as our new member. We also thank

Bill Martin and Wade Hayes, who work tirelessly to maintain the Transfer Station and the Furniture Shed and who keep Mary's Swap Shop organized and useful. The Furniture Shed, Rigid Plastics Bin, and Swap Shop are very popular and important contributors to our 3R recycling strategy. Finally, the DRC would like to thank Dover residents for their donations and efforts to reuse items and for their continued efforts to reduce trash and increase recyclables.



Photo by Mary Kalamaras.

Dover Solid Waste & Recycling Data

For the Calendar Year 2018

	2018	2017	2013	2003	Comparison (% Change)		
					1-Year	5-Year	14-Year
Solid Waste (tons)¹							
Refuse/Bulky Items	209	264	n/a	n/a	(21)	n/a	n/a
Trash	998	1,063	n/a	n/a	(6)	n/a	n/a
Total Solid Waste	1,207	1,327	2,095	2,462	(9)	(42)	(51)
Recyclables (tons)							
Mixed Paper (all types) ¹	150	137	217	444	10	(31)	(66)
Cardboard	157	132	122	83	19	29	89
Glass	81	84	95	88	(3)	(14)	(8)
Single Stream ²	0	0	65	n/a	n/a	n/a	n/a
Metal (cans and scrap)	98	84	67	142	16	46	(31)
Plastic (non-deposit #1-#7)	69	51	43	6	34	60	1,043
Electronics	21	21	28	n/a	(2)	(26)	n/a
Textiles ³	18	17	n/a	19	6	n/a	(6)
Books ⁴	13	8	n/a	n/a	70	n/a	n/a
Comingled Containers ²	0	0	6	n/a	n/a	n/a	n/a
Special Events ⁷	13	19	n/a	n/a	(31)	n/a	n/a
Food Scraps ⁸	65	57	52	n/a	14	26	n/a
Deposit Trailer Containers ⁹	21	20	16	11	8	33	94
Other	0	0	0	2	n/a	n/a	n/a
Total Recyclables	706	631	711	795	12	(1)	(11)
Total Solid Waste and Recyclables¹	1,914	1,958	2,806	3,257	(2)	(32)	(41)
Percentage (%) Recyclables to Total ¹	36.9	32.2	25.3	24.4	15	46	51
Households in Dover (HHs) ⁵	2,121	2,034	1,999	1,958	4	6	8
HHs Using Private Haulers ¹⁰	635	560	n/a	n/a	13	n/a	n/a
HHs Using Transfer Station (TS)	1,486	1,474	1,999	1,958	1	(26)	(24)
Solid Waste (lb.) per HH User of TS	1,625	1,801	2,096	2,515	(10)	(22)	(35)
Trash (lb.) per HH User of TS	1,343	1,442	0	0	(7)	n/a	n/a
HHs Using Food Scraps Program at Y/E	285	259	n/a	n/a	10	n/a	n/a
Deposit Containers (~ units) ⁶	278,540	259,383	211,000	190,083	7	32	47
Recycle Bins Sold (Town Garage/TS)	37	40	n/a	n/a	(8)	n/a	n/a
Motor Oil (gal.)	400	700	750	n/a	(43)	(47)	n/a
Misc. Fluorescent Bulbs (units)	7,408	17,132	1,843	n/a	(57)	302	n/a
Small Batteries (non-auto, lb.)	319	539	n/a	n/a	(41)	n/a	n/a

¹ 2003-16 Includes Dover Trucking (mixed paper only includes DT for '03-'12)

² 2013-16 Dover Trucking (started single stream in '13 eliminating contributions to mixed paper and comingles)

³ Textile bins at Transfer Station (Red Cross & Bay State), excludes D-S High School & Middle School (Bay State Textiles)

⁴ Book bin (Big Hearted Books & Clothing Inc., Jan-Jun; More Than Words, Jul-Dec)

⁵ Population/households (HH) per Town Report/census data

⁶ Estimate based on proceeds

⁷ Private document shredding; mattress/tire recycling; and bicycle reuse

⁸ Estimate based on 10 lb./week/HH participating (versus 14% or 5.4 lb./week per Mass-DEP and 20 lb./week per Sherborn)

⁹ Estimates restated in 2017, assuming 35% of containers are glass and 2.67 glass bottles/lb. (170 g. per bottle) and 30.23 cans/plastic per lb. (15 g. per can/plastic)

¹⁰ Number of households reported as customers of private haulers for solid-waste pick-up at year end

Report of the Inspector of Buildings

Walter Avallone, Commissioner/Inspector of Buildings
Zoning Enforcement Officer
Felix Zemel, Local Inspector of Buildings

The Building Department is responsible for reviewing applications and plans to construct, alter, or demolish any building or structure in Dover for compliance with applicable Dover Zoning Bylaws; Massachusetts State Gas, Plumbing, Electrical, and Building Codes; and Chapter 40A and all other General Laws of the Commonwealth relating to construction and zoning.

Inspectors make field inspections of buildings at various stages of construction, as well as inspect all public buildings, churches, and public and private schools. The Department also responds to inquiries from attorneys, land surveyors, banks, and the general public regarding zoning and building-code issues.

More than 1,200 inspections were performed in 2018 for work constructed under a building permit. Of the 15 new house permits issued, nine were for the demolition of an existing house to be replaced by new construction, leaving a total of six residences added in Dover.

	Applications	Fees	Value
2016			
New Homes	24	\$166,583	\$20,017,960
Schools	0	0	0
Additions, Remodels, Other	382	127,943	14,256,295
Totals	<u>406</u>	<u>\$294,526</u>	<u>\$34,274,255</u>
2017			
New Homes	17	\$157,171	\$16,992,030
Schools	1	41,580	4,185,000
Additions, Remodels, Other	361	184,287	14,589,908
Totals	<u>379</u>	<u>\$303,038</u>	<u>\$35,766,938</u>
2018			
New Homes	15	\$107,657	\$11,586,340
Schools	0	0	0
Additions, Remodels, Other	343	151,304	9,776,976
Totals	<u>358</u>	<u>\$258,961</u>	<u>\$21,363,316</u>

Report of the Inspector of Wiring

Kevin Malloy, Inspector of Wiring
Paul Angus, Alternate Inspector of Wiring
James Naughton, Second Alternate Inspector of Wiring

During 2018, a total of 312 wiring permits were issued, many of which required multiple inspections. In some situations, violations were noted and corrections were made. There was a slight increase in the number of wiring permits issued in 2018 from the previous year.

The Inspector of Wiring can be contacted at 508-785-0032, extension 245, for any concerns related to wiring permits. You may also register a complaint or check on an electrician's license.



Photo by Dee Douglas.

Report of the **Inspector of Plumbing and Gas**

Robert Hauptman, Inspector of Plumbing and Gas
James Vaughan, Alternate Inspector of Plumbing and Gas
Michael Guida, Second Alternate Inspector of Plumbing and Gas

During 2018, a total of 125 plumbing and 150 gas permits were issued. Rough and final inspections were made for both plumbing and gas permits for a minimum of 550 required inspections.

In some situations, violations were found and corrected with a follow-up inspection to complete the inspection process. Any open permits from 2018 will be inspected and closed out in 2019.

Robert Hauptman will retire on December 28, 2019, and James Vaughan will then become the Inspector of Plumbing and Gas.



Photo by David W. Stapleton.

Report of the **Open Space Committee**

Amey Moot, Chair
Mark Adamczyk
Henry Faulkner, Planning Board
Boynton Glidden
Tim Holiner, Conservation Commission
Gregory M. Kahoun
Justine Kent-Uritam
Valerie Lin
Tara Nolan
Paul Wood
Jerry Arnold, Long Range Planning Committee Liaison
Candace McCann, Board of Selectmen Liaison

The Open Space Committee (OSC) became a permanent Town government committee in 2001. Its primary purpose is to update the Town's Open Space and Recreation Plan (OS&RP) in accordance with Massachusetts laws and regulations. A revision of the plan is currently under way. The 2011 plan is available on the OSC's page on the Town website (www.doverma.org). In addition, the OSC strives to provide information on Dover's many open spaces and to encourage Dover residents to enjoy them.

The OSC also assists Town boards in managing the recreation and conservation lands under their jurisdiction. Since there are many governmental and nonprofit entities with lands under their control, the OSC purposefully chooses its committee membership to better represent these interests. For example, both the Conservation Commission and the Planning Board appoint members to the OSC, and the Long Range Planning Committee and Board of Selectmen appoint liaisons. The Board of Selectmen appoints the remaining OSC members, some of whom also sit on the Board of Health's Water Resources Study Committee and the Parks and Recreation Commission. OSC members are often members of ad-hoc committees and subcommittees formed to assess projects or problems in Dover. OSC members are also active with local conservation groups: The Trustees of Reservations (The Trustees), the Upper Charles Conservation Land Trust (UCCLT), the Dover Land Conservation Trust (DLCT), Hale Reservation, Mass Audubon, and the Norfolk Hunt Club.

Given this broad representation, discussions during OSC meetings cover many topics, from the desirability of preserving or acquiring particular properties to the issues that surround the potential rail-to-trail conversion to efforts that encourage the use of open space by Dover citizens. The OSC welcomes public attendance of our meetings, which are typically held on

the first Tuesday of the month, September to June, at 7:30 p.m., in the Town House. Please see the Town calendar on the Town's website for the meeting room and agenda.

Guided Walks on Dover Conservation Lands

In 2018, OSC members again led eight guided walks through conservation lands on the second Saturday morning of each month from April to November. These walks took place on town-owned land and reservations held by The Trustees and the DLCT, as well as through the Dover portion of the Medfield State Forest. OSC walks are publicized on the Town website and various e-calendars (Boston.com, WickedLocal.com, NextDoor.com, Patch.com, etc.), through the Conservation Commission, on the Town Library's bulletin boards, and at Dover Market. The OSC will continue offering these guided monthly walks in 2019, and we hope you will join us!

Water Study (Board of Health)

The OSC recognizes the importance of the quality and quantity of Dover's water supplies. The OSC was pleased to support the Board of Health's warrant article for this important study, which received approval at the May 2018 Annual Town Meeting.

Support of Other Conservation Groups

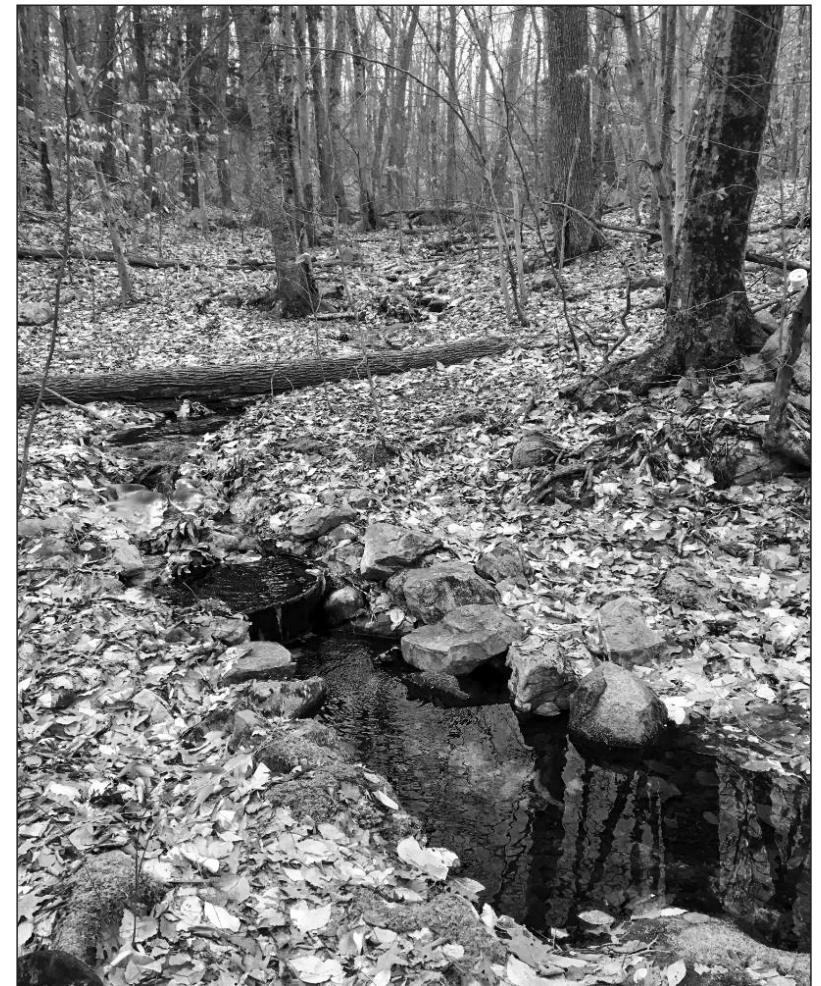
The OSC provides ongoing support for and communication about various projects engaged in by local conservation groups. For example, the OSC:

- Provides support for the DLCT's efforts to acquire 36 acres of undeveloped property owned by the Blake family. The property runs from the scenic field at the corner of Dedham and Strawberry Hill Streets up to Noanet Woodlands. Especially important are fields and several wooded wetlands, as well as the trail and wildlife corridor that link the Charles River and Dedham Street into the vast habitat and trails of Noanet Woodlands and Hale Reservation.
- Offers guidance to the Board of Selectmen on whether to exercise the Town's right of first refusal on properties that are leaving Chapter 61 status.
- Organizes and staffs an "open space" table at Dover Days to offer citizens one-stop access to information and maps from Dover's many conservation organizations, as well as schedules for OSC walks.
- Updates and maintains the "Outdoor Recreation" page on the Town website, which lists passive recreation opportunities, including a list of all conservation properties with walking trails and their associated parking areas.

The OSC will continue to work with the Conservation Commission, The Trustees, the DLCT, the UCCLT, and other groups to improve access and walking experiences at properties throughout Dover.

Change in OSC Appointees

The OSC is pleased to welcome Parks and Recreation Commissioner Valerie Lin as a new member who is replacing our previous commissioner, Eric Loeffler. We would like to thank outgoing member Eric Krusell for his generous service, and we hope to welcome him back on the OSC when his other commitments allow.



Brook running off Snow Hill. Photo by Boynton Glidden.

Report of the **Long Range Planning Committee**

John T. Donoghue, Chair
Suzanne Sheridan, Secretary
George Arnold Jr.
Robert Springett, Board of Selectmen
Mark Sarro, Planning Board
Matthew Schmid
Robert Andrews, Warrant Committee Liaison

The Long Range Planning Committee (LRPC) is a seven-member committee made up of one member of the Board of Selectmen, one member of the Planning Board, and five members appointed by the Moderator on a rotating basis of one or two members each year for three-year terms. The LRPC advises on, assists, and coordinates the long range planning of all Town boards and committees.

In 2018, the LRPC focused its work mostly on reviewing the formerly proposed Open Space Preservation Bylaw. This was done in conjunction with the Planning Board. The Open Space Preservation Bylaw had been brought before the May 2008 Annual Town Meeting, but it was narrowly defeated after not receiving the necessary two-thirds vote required to pass a Zoning Article. It is the consensus of the Planning Board and the LRPC that it is time to revisit the merits of the Open Space Preservation Bylaw and perhaps revise the version previously defeated.

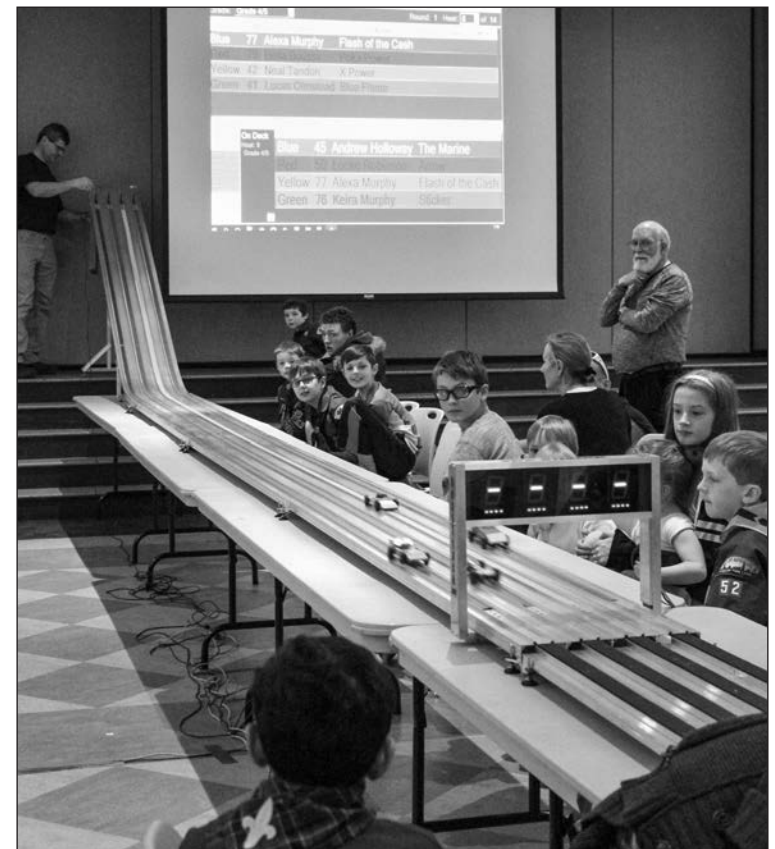
The Planning Board is convening a working group on the Open Space Zoning Bylaw, which will include members of the LRPC and of many other Town boards and committees. The group's objective will be to determine whether or not to present a revised version of the Open Space Preservation Bylaw for consideration at the May 2020 Annual Town Meeting.

We would like to thank Peter Smith for his invaluable service, as well as John Jeffries and Gordon Kinder for their service and contributions to the LRPC.

DOVER

Other Town Reports

2018



Report of the **Town Library**

Board of Trustees

Adrian Hill, Co-Chair

Judith Schulz, Co-Chair

Mark Bush

Kimberly Hatfield

Erin Rodat-Savla

Tracy Tobin

Cheryl Abdullah, Library Director

Dover is home to an award-winning library. For the past five years, the Dover Town Library (DTL) has been recognized as a Star Library by the *Library Journal*. U.S. public libraries are scored nationally using the LJ Index of Public Library Service, a national rating system based on per-capita statistics of circulation, library visits, program attendance, and public Internet computer use. In 2012, the DTL also received the distinguished Gates Foundation Award as “Best Small Library in North America” finalist. We are very proud of the national recognition bestowed on our “small town library.”

Having recently updated and renovated the library space for families and friends to enjoy, find a great read, a useful tool, or to have a cup of coffee, the staff has now turned its focus to upgrading the card catalog. Changes and improvements made to catalog item records will provide better detailed information on available materials and their locations. To succeed, these efforts require interdepartmental coordination and working closely with the Minuteman Library Network. This time-consuming “behind-the-scenes” work might not be readily noticeable; however, the end result will be a greatly improved patron experience and a more efficient management and flow of materials.

We continue to add more fiction and Speed Reads, as well as multiple copies of in-demand titles to our lists. To provide Dover residents with preferred access to the latest titles and to ensure that more titles are available for browsing, all new books remain in-house for up to six months before becoming available for interlibrary loans.

Improvements made to our nonfiction collection include an expanded range of interests, scope, objectivity, authorship, and accuracy of our holdings. We also aim to maintain a core collection of materials that reflects a basic understanding of the major disciplines.

We are in constant pursuit of titles and materials that can improve our collections and delight our patrons. Public recommendations and requests weigh heavily in our purchasing decisions, which must comply with our

materials selection policy and budget. Moreover, decisions regarding selections and the organization and dissemination of materials are informed by professional journals and popular lists based on current library principles, standards, and best practices. Although our library is a small-town library, our membership in the large consortium of Minuteman Libraries gives us access to a vast selection of materials that are usually received within a few days of a request, virtually expanding our library's physical space.

Beyond the brick and mortar, we offer many DTL-funded databases that are free to use and accessible through our website 24/7 from home, work, or while at the library. They include the *Boston Globe*, *Encyclopedia Britannica*, Opposing ViewPoints in Context, podcasts, transcripts, more than 8,000 professional journals, as well as the following:

- **ConsumerReport.org** is available to assist you with informed consumer decisions.
- **IndieFlix.com** allows you to pick from more than 4,500 independent films from your favorite film festivals from around the world and stream them directly to your computer or portable device to watch on TV.
- **Mangolanguage.com** teaches real conversations in more than 60 languages. You can access it from anywhere and from any device for free with your library card.
- **UniversalClass.com** is an incredible opportunity to invest in your continuing education by accessing hundreds of instructor-led, online classes offering CEU credits.
- **RBdigital Magazines**, the world's largest newsstand, offers full-color digital magazines for reading anytime, anywhere, on desktops, mobile devices, and through apps. Our collection of popular digital magazines includes both new and backlist titles with no holds, no checkout periods, and no limits.
- **Hoopla.com** provides access to free digital movies, music, and books instantly with no waiting time, 24/7 with your library card.
- **Acorn TV** offers world-class mysteries, dramas, and comedies from Britain and beyond.
- **Qello** offers more than 1,500 full-length concerts and music documentaries from the 1920s to today's hottest artists.
- **Pongalo** delivers Spanish language telenovelas and movies and content for kids.
- **Great Courses Library Collection** contains 180 of the most popular courses taught by the world's top professors.

- **METHOD Test Prep** offers self-paced lessons and quizzes proven to help students significantly raise their SAT and ACT test scores.
- **Learn It Live** offers thousands of live and on-demand classes on more than 100 topics that focus on health, wellness, and personal development.
- **Ancestry.com** allows you to explore your personal history and family tree. Access is limited to within the library only.

Thanks to the DTL's membership in the Minuteman Library Network, Dover residents also have access to downloadable materials from Overdrive Media Services, a digital reading platform.

Our children's library is a vibrant, energized environment. In 2018, its successful programs served more than 15,500 attendees. Early literacy experiences are universally acknowledged to provide positive physical and mental health benefits, including by encouraging social interaction, enhancing basic cognitive skills, and inspiring curiosity and enthusiasm for learning, positively setting the stage for continuing education. Super Awesome Fun Time continues to draw in capacity crowds with our staff-led story, music, movement, and sensory activities. This year, we added Baby Fun Time and Fun Bunch Playtime. Bedtime Math's Crazy 8s Club was popular for children aged 6 to 10 years, while teen volunteers were prominent in offering assistance for a variety of programs. The Summer Reading Program finished its second year with a 56% increase in participation.

The DTL regularly collaborates and partners with local businesses, schools, and other Town departments. Chief Peter McGowan of the Dover Police Department leads our Local Hero Storytime. The Highway Department participates in the annual Big Truck Day by displaying the Town's utility trucks and fire equipment, taking time to explain their operation to local families. To succeed, these programs require scheduling, coordination, and cooperation by many individuals. We are grateful to Superintendent of Streets Craig Hughes, his department staff, and Chief McGowan, who tirelessly give their time and energy to ensure that everyone has a good time and learns something along the way.

The DTL and Elm Bank offer an exchange of programs throughout the year with events and programs held in both venues. During the summer, Super Awesome Fun Time takes place at DTL in the gardens, and the garden staff runs several informational programs. Library outreach occurs at local-area schools, from preschools to high schools. Carey Dardompre, Dover-Sherborn Middle School's French teacher, sponsored a Haitian storyteller and music event at the library. Charles River School's Academic Technology Department and the library are co-sponsoring a number of events to be held 2019.

Every library program, unique object, toy, and circulating technology item exists thanks to financial support from the Friends of the Library, private donations, and grants. Community programming takes place daily

at the library and is an important part of our services. On any given day you can find something that may pique your interest or satisfy your curiosity. Programs stimulate dialogue and introduce ideas and culture for our community members to enjoy. DTL book clubs support stimulating discourse and social interaction. “Exploration Stations” geared for adults, teens and children provide hands-on experiences in multiple disciplines. Our Teen Programming is expanding. We also offer a Museum Pass Program, Virtual Reality Station, and Tea and Trivia Thursdays. All our offerings and events are listed on our website and calendar.

Our unique objects collection is appreciated by many patrons who see the economic value of having items available to try before purchasing or just to borrow for fun or an annual chore. Patrons may borrow a Sizzix Big Shot Plus die-cutter machine for their crafting needs, a Nintendo Switch video-game console, a drone, or a small kitchen appliance. Families enjoy playing board or backyard games, pitching a tent, or using a metal detector. Most of our objects offer a hands-on component related to a particular discipline, enhance a family gathering, or aid in a task. No matter the reason, these objects are finding their way into people’s daily lives

Because play is vital to a child’s mastery of complex strategies in language, social interactions, physical movement, and problem solving, toys make up an essential part of our collection. Many of our toys are appropriate for differently abled children and are designed to benefit growth and learning and the development of specific skills. Toys include board games, puzzles, dolls, and electronics and building kits that can be borrowed for up to three weeks using your library card.

The DTL is proud to partner with the Autism Higher Education Foundation in a pilot program that creates, improves, and provides access to educational and vocational opportunities for individuals on the autism spectrum who aspire to continue their learning beyond high school. We are proud to provide volunteer opportunities to individuals who possess specific skills that can enhance our library’s services.

The DTL staff looks forward to serving you and your family. We are committed to our library’s mission of providing free open access to knowledge, information, and culture. We are always pleased to assist with reader’s advisory, place a hold on a new title, or answer questions. We are a team of professionals dedicated to the community, and every day we strive to build a meaningful collection of materials, to offer a variety of engaging programs, and to make the Dover Town Library a worthwhile destination for you and your family.

Please stop by the library, visit our webpage at <http://dovertownlibrary.org> or call us at 508-785-8113.

Library Statistics for Fiscal Year 2018

(July 2017–June 2018)

State Aid	\$10,342
Circulation	198,136
Library Visits	87,756
Items Loaned	15,603
Items Borrowed	14,603
Holdings	236,291
Registered Borrowers	3,248
Program Attendance	19,536



The Dover Town Library. Photo by Bill McMahon.

Report of the Cemetery Commission

Pope Hoffman, Chair
Carol Jackman, Secretary
Laina Swiny

During 2018, eight families bought grave lots at Highland Cemetery: three two-grave lots, four four-grave lots, and one eight-grave lot. Citizens are reminded that you can purchase a one-grave lot that is designated for three cremations. The income from the sale of these lots was \$8,800. The perpetual care income was \$33,000. The total income from purchased lots and perpetual care was \$41,800.

Twenty-seven funerals were held in 2018, of which eight were cremations and 19 were full burials. Nine of the funeral services were for veterans of the U.S. Armed Forces. A total of \$22,050 was collected for 2018 funerals. The income from regular full burials (\$9,000) and cremations (\$1,500) totaled \$10,500. There was a surcharge revenue total of \$11,550 for holiday and weekend burials and miscellaneous surcharges of \$175. Income from setting foundations and markers was \$2,900.

The Town of Dover is very fortunate to have Lawrence (Rusty) Dauphinee as its cemetery supervisor. His caring way with families who are undergoing difficult times is truly appreciated. The Highway Department, under the supervision of Craig Hughes, assists us on an as-needed basis and is another invaluable asset. A big thank-you goes to all who have assisted Rusty. It is also a pleasure to have Tree Warden John Gilbert working with us.

The roads in the cemetery are considered Town roads and come under the Tree Warden's budget. As a result, the cemetery was able to have quite a few trees planted this year to replace those that were cut down due to their deteriorating condition.

The fences along the southern border, (stockade and post and rail) were in very poor condition and were replaced during the summer after an extensive survey to determine the exact lot line. The survey was conducted by Norfolk County Engineering, and the funds for the fences were provided by the George Chickering Trust Fund.

A bench has been placed in the meditation garden at the back of the cemetery. The garden is sited and designed to provide visitors with an area for contemplation and reflection, and it offers a beautiful view of the cemetery.

Memorial Day is when Highland Cemetery seems to have the greatest number of visitors, and as a town we are very thankful for everyone's support during this time. We thank the George B. Preston Post 209 of the American

Legion Auxiliary, along with the assistance of Dover Boy Scouts Troop 1, for planting the geraniums at all the veterans' graves and for ensuring that the flags are in place for the Town ceremony. We also thank the Memorial Day Committee for its work on the beautiful ceremony conducted at our Memorial Star by the front flagpole. Additional thanks go to the Town for budgeting the funds needed to buy the plants and flags.

Citizens may contribute to our gift fund, which goes toward the beautification of the cemetery. All donations are greatly appreciated and tax deductible.

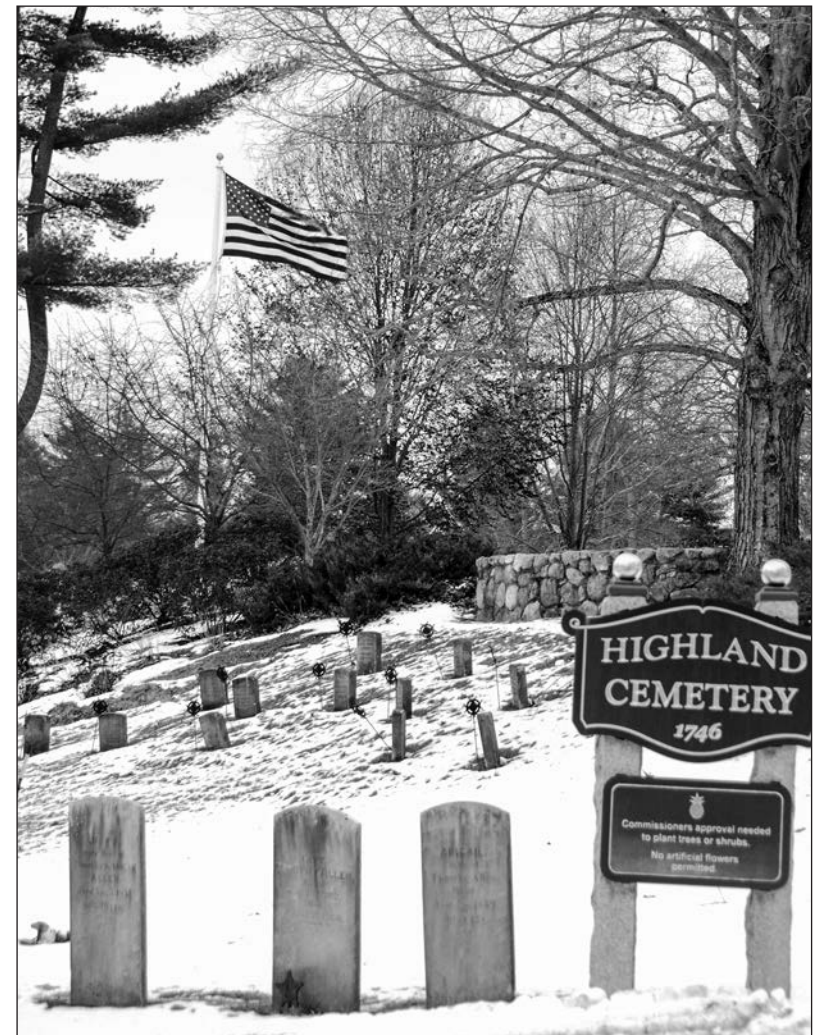


Photo by David W. Stapleton.

Report of the **Historical Commission**

Stephen Kruskall, Chair
Richard Eels, Secretary
Sierra Bright
Thomas Johnson
Candace McCann
Jane Moore
Charlotte Surgenor

The Historical Commission was established under Chapter 40, Section 8D, of the Massachusetts General Laws for the purposes of preserving, protecting, and developing the historical or archaeological assets of the Town of Dover. Consisting of seven members appointed by the Board of Selectmen, the Commission administers Chapter 96 (Demolition Review) of the Town of Dover General Bylaws. Its aim is to encourage owners of “preferably preserved historically significant buildings” to seek ways to preserve, rehabilitate, or restore such buildings rather than demolish them. The bylaw’s intent is to preserve the cultural heritage of Dover.

In 2018, the Commission reviewed 13 permit requests for the demolition of existing houses and buildings. None of these 20th-century structures were deemed to qualify for historic preservation. The Commission did grant the right to display the official Dover historic house marker to two Dover homes constructed in the 1800s. These homes are located at 72 Farm Street and 15 Strawberry Hill Street.

The Commission welcomed new members Sierra Bright and Candace McCann and bid a fond adieu to Paul Tedesco, whose decades of service recording and preserving our town’s history should be remembered for generations of Dover residents to come.

Report of the **Council on Aging**

Camille Johnston, Chair
Joanne Connolly, Vice Chair
Maureen Dilg, Secretary
Robert Cocks
Reverend Peter DiSanto
Betty Hagan
Gilbert Thisse
Geraldine Wise, Associate Member
Ruth Townsend, Associate Member

Janet Claypoole, Director
Nan Vaida, Outreach Worker
Annemarie Thompson, Volunteer Coordinator
Suzanne Sheridan, Administrative Assistant

The Dover Council on Aging (COA) was established by the Town in 1976, pursuant to Massachusetts General Laws, Chapter 40, Section 8B. The COA offers programs and services designed to meet the interests and needs of Dover’s seniors and the families who care for them, in coordination with the Massachusetts Executive Office of Elder Affairs (MEOEA). The senior population is composed of more than 1,460 residents 60 years of age and older, representing approximately 24% of Dover’s total population. The COA supports seniors and their families through general information and assistance calls, including requests for caregiving resources, transportation, and other services, with more than 750 people accessing services in 2018.

In 2018, Matthew Schmid was reappointed as COA representative on the Caryl Management Advisory Committee, where he advocates for seniors and for accessibility to programs at the Caryl Community Center (CCC).

Needs Assessment Project

In 2018, the COA, with SOAR Management Consulting Group, conducted a needs assessment regarding residents (including seniors) to explore community perceptions of the COA and seniors and to inform its future planning. Research included phone interviews with community stakeholders, focus groups, a comparative study of neighboring COAs, and an online survey. The survey yielded recommendations for volunteer development; raising awareness of COA services through marketing, branding, and communications; developing more intergenerational programs and services; attracting a broader range of participants; and examining the COA’s role as advocate for seniors’ needs and interests. Actions include a short-term

implementation plan that allows COA staff and COA Board members to address these needs and a revamped newsletter featuring programs, outreach services, and volunteer opportunities mailed bimonthly to Dover households.

Senior Transportation

In 2018, the COA provided more than 375 rides to seniors. Qualifying seniors and disabled residents use MetroWest Ride and buy discounted JFK Transportation Services rides to COA programs, medical appointments, and other MetroWest destinations, and to Boston for medical appointments. JFK transported homebound seniors to COA lunches and programs, and the Friends of the COA (FoCOA) funded the rental of a golf cart to assist seniors and veterans with mobility issues during the Town's Memorial Day activities.

Other Senior Services

In 2018, Outreach Worker Nan Vaida, RN, continued visiting seniors to identify needs, provide support, meet with spouses and family caregivers, and refer seniors to services. She and Director Janet Claypoole coordinated with the Police Department to check on isolated or at-risk seniors. The COA offers home and community services in partnership with BayPath Elder Services, the MetroWest region's Area Agency on Aging. Gil Thisse is COA liaison to BayPath and sits on its board of directors. The COA also coordinates health support services, including the monthly Visiting Nurse Association's Blood Pressure Clinic, bimonthly podiatrist visits, and a medical-equipment loan program. Renee Rubin, Dover's SHINE program counselor (Serving the Health Information Needs of Everyone), provides free consultations on Medicare and other health insurance. The Police Department makes its fitness equipment available to seniors, and the Medfield's Kingsbury Club gives seniors access to its pool.

The COA devotes a tremendous amount of time to helping seniors cope with changing health conditions, assisting family caregivers, locating resources, facilitating the transition from hospital or rehab settings to home, and helping elders maintain their dignity and independence as they age in place. In March, the COA, with The Dover Church and Beth Israel Deaconess Hospital-Needham, presented "Aging Safely in Your Home" and "Tips and Support for Caregivers" workshops. The COA helps seniors and families in crisis situations and works with the Police Department regarding elder abuse and elder-at-risk situations.

In 2018, five seniors participated in the COA-coordinated Senior Property Tax Work-Off Program. Seniors provide part-time temporary help for the Treasurer's Office, COA, and Board of Health for up to \$1,500 applied toward property tax bills.

Finally, appearances by public officials included Senator Mike Rush, who met with residents in March, and Selectman Candace McCann who answered questions about Dover issues a month prior to the Annual Town Meeting. At the May Luncheon, Police Chief Peter McGowan and the

Norfolk County Sheriff's and District Attorney's Offices discussed senior scams and identity theft. Chief McGowan and Selectman John Jeffries also met with residents, in June and October respectively. The Registry of Motor Vehicles ran a workshop on the federal REAL ID.

Programs and Classes

In 2018, programs on fitness and health, socialization, nutrition, and supportive services were held at nine Dover locations. Fitness classes included Strength and Stability, Yoga for Wellness and Meditation, and Chi Gong. The COA and Parks and Recreation Department offered a Painting Class, Zumba Gold, and expanded sessions of Pickleball at the CCC gym. The COA and the Town Library co-hosted weekly Chi Gong and monthly Pageturners Book Club meetings. The Knitting Group made hats and shawls for children and adults undergoing chemotherapy treatment and donated items to nursing homes, veterans, and the Police Department's Senior Holiday Brunch. They also knit items for the Dover Days Fair to fund-raise for the FoCOA.

The FoCOA sponsors the spring/fall Lifetime Learning educational series (www.coafriends.org), which includes the ever-popular Fun with the Ukulele class, members of which perform as The Happy Strummers at care facilities, senior centers, churches, and COA luncheons. The Dover and Westwood FoCOAs funded a spring/fall hands-on cooking series at Powisset Farm, while the Dover FoCOA and The Trustees of Reservations funded a Powisset CSA share to provide weekly fresh vegetables to seniors. Craft classes and special programs include card making, scarf painting, flower arrangement, Mah Jongg, Tea with Friends, Senior Coffee, and Bocce Ball (American Legion court). The Sand for Seniors winter program, helped by The Dover Church Men's Group, brought sand/salt to more than 30 seniors for icy steps and walkways.

Under the COA's intergenerational programs, high school students met with seniors for two Technology Support days, decorated for a Halloween celebration, and hosted Pizza and a Holiday Movie for seniors. The Make a Difference Club of fourth graders invited seniors to share "old-time gadgets" (manual typewriter, kitchen items, rotary-dial telephone) at the library.

Free music offerings included a classical concert, funded by the FoCOA and held at St. Dunstan's Church, and a violin-piano duo who performed for more than 70 residents.

Trips and Movies

The Travel Committee organized the following trips in conjunction with Sherborn and Westwood COAs and with transportation partially funded by the FoCOA: Harvard Art Museums; The Boston Flower & Garden Show; *An American in Paris* musical at the Providence Performing Arts Center; Peabody Essex Museum; Worcester Art Museum; Lobster Bake & Foxwoods Resort Casino; Newport rail tour; Nantucket day trip; Gloucester Lobster Cruise; Sandwich Glass Museum; Blithewold

Mansion, Gardens & Arboretum; Boston Symphony Orchestra; Lake Winnepesaukee cruise; Friesians of Majesty horses trip, Vermont; Charles River architecture cruise; overnight trip to Saratoga Springs, NY; and an eight-day trip to Grand Canyon, Bryce Canyon, and Zion National Parks! The COA also organized lunch trips to local inns and restaurants. The COA and The Dover Church held free monthly movies with refreshments at the church's Kraft Hall and a twice-yearly lunch and movie.

Luncheons

Our highly popular monthly luncheons included entertainment from The Happy Strummers Ukulele Group, musician David Polansky, Sherborn Music Makers, historian Dr. Gary Hylander, and Joy Marzolf from Mass Audubon/Broadmoor Wildlife Sanctuary. The Volunteer Appreciation Luncheon honored more than 90 volunteers. Luncheons also include the Moveable Feast, hosted by Dover's four churches on a rotating basis, the Circle of Friends luncheons at Grace Church, and lunches at the CCC, with volunteers coordinating the church lunches. The annual picnic at Powisset Farm was held in August with our Sherborn COA friends. Holiday events included the Dover Police Association Senior Brunch and the Dover American Legion Holiday Dinner. In June, the FoCOA hosted the fifth-annual Up in Smoke BBQ, open to all, with more than 90 attendees, and featuring guitarist Sean Fullerton. The FoCOA hosted the eighth-annual Harvest Brunch at the American Legion.

Grants

In 2018, an MEOEA formula grant partially funded the Fitness, Chi Gong, and Zumba Gold programs, and supported our administrative assistant and volunteer coordinator positions. The COA continues to collaborate with the Sherborn COA on a MetroWest Health Foundation grant for a monthly men's lunch group.

Volunteer Assistance

In August, Annemarie Thompson was hired as Volunteer Coordinator to fill a position left open since January. In 2018, more than 120 volunteers of all ages supported seniors. D-S High School and D-S Middle School students helped shovel snow and do yardwork. Girl Scouts, Brownies, and Daisies crafted cards, baked cookies, and sang to homebound seniors. Volunteers delivered meals, provided office support, and helped set up, cook and bake, and clean up at luncheons. We could not provide our programs and services without the time, energy, and enthusiasm of our volunteers, who are our most important asset. We greatly appreciate their kindness, generosity, and skills.

To access the COAs programs, activity calendar, and online registration, or view the newsletter, visit our Web page at www.doverma.org (under "Government"/"Town Offices"). Volunteers are always welcome and greatly appreciated, so please consider offering a helping hand to your neighbors and community.

Report of the Cultural Council

Lynn Toney Collins, Chair
Wendy Bornstein, Secretary
Shobha Frey, Treasurer
Diane Brauer
Kristin Brophy
Linda Holiner
Sarah Kahoun

The Dover Cultural Council (DCC) administers funds that it receives each year from the Massachusetts Cultural Council (MCC), the state agency whose mission is to "promote excellence, access, education and diversity in the arts, humanities, and interpretive sciences to improve the quality of life for all Massachusetts residents, and to contribute to the economic vitality of our communities." These funds, which originate as annual appropriations of the Massachusetts Legislature, are awarded in the form of grants to individuals and organizations that support the MCC's mission and provide cultural benefit to the Dover community.

Under the MCC's Local Cultural Council Program, the most extensive grassroots cultural support network in the nation, the DCC received 21 grant applications and awarded \$5,668 in grants for Fiscal Year 2018 to:

- The Dover Parks and Recreation Department: Summer concert series (\$500)
- The Friends of the Dover Council on Aging: Ukulele class (\$538)
- The Dover Town Library: "From JAZZ to Hip-Hop" dance and music presentation (\$400); Monet's Magic pastel painting workshop (\$495); and "Libraries Rock" rocket building workshop (\$450)
- The Dover Foundation: Spring play, *Rumors* (\$495)
- Powisset Farm: Summer "Shakespeare in the Park" theater productions (\$300)
- The Dover Historical Society: Restoration of a historic clock (\$600)
- The Chickering Elementary School: Artist-in-residence program (\$500)

- The Dover-Sherborn Middle School: Presentation of *To Kill a Mockingbird* by the New Repertory Theatre's Classic Repertory Company (\$450) and for the school's Drama Festival (\$500)
- The Dover-Sherborn High School: Honors/AP Art field trip to the Massachusetts Museum of Contemporary Art (\$140) and for a VoiceStream master class (\$300)

Information and grant applications (which can now be filed online) for the Local Cultural Council Program are available at www.mass-culture.org.



Dover Foundation production of Rumors. Photo by Katherine White.

Report of the **Memorial Day Committee**

Carol Jackman, Chair
Chris Jackman
Jay Sullivan

The Memorial Day exercises were held on May 30, 2018, at 6 p.m. It was a pleasure to have so many townspeople at the ceremony on the Springdale Avenue side of the Town House. The members of the George B. Preston Post 209, American Legion (the Legion), posted the colors, and the Pledge of Allegiance was recited by all. Reverend Dr. C. Maxwell Olmstead of Dover Church then delivered the invocation. Jack Savage, Commander of the Legion, gave the main address, highlighting the centennial anniversary of the death of George G. Preston. The Dover-Sherborn High School Concert Band then presented "A Patriotic Salute," arranged by Ralph Ford, under the direction of Janice Barry. Afterward, the Committee continued the tradition of introducing all veterans in attendance. Reverend Olmstead offered the benediction.

The parade to Highland Cemetery then took place under the supervision of Grand Marshal John Miele, United States Army. Before entering Highland Cemetery, the parade stopped at Soldiers Monument to place flowers in memory of Dover's deceased veterans.

Graveside services were conducted near the cemetery's flagpole and star, where Reverend Peter DiSanto of Grace Church offered a prayer. Parade buglers were Ethan Sveen and Robert Giasi. The Committee then carried out the traditional reading of names of Dover's own who died in battle. Everyone returned to the Town House for the raising of the flag and a prayer by Reverend John Grimes of Most Precious Blood Church. Members of the Legion marched to their post home to raise their colors.

Special thanks go to everyone who made this event possible, including the Town House staff, the Police Department, the Fire Department, the Dover Boy Scouts Troop 1, the Cub Scouts, the Girls Scouts, and the Brownies. A special thank-you goes to the Council on Aging and the Legion for their joint efforts in providing a golf cart for those that were unable to march. The Committee also wishes to thank the Dover American Legion Auxiliary, assisted by the Boys Scouts, for decorating the graves of all veterans with geraniums and flags, and the Legion for hosting their annual cookout for all parade participants and townspeople in attendance.

Report of the Department of Veterans' Services

Paul Carew, District Director

The Department of Veterans' Services performs the functions assigned to it by Chapter 115 of the General Laws of the Commonwealth of Massachusetts. Chief among them is the administration of a benefits program provided to veterans and their families in need.

The Department maintains a depository of discharges and records of service for matters to be brought before the United States Department of Veterans Affairs, including claims for pension, compensation for service-connected disabilities, educational benefits, burial benefits, and headstones and markers. The office also processes applications for hospitalization and medical care.

Veterans Administration benefit forms are available in our office at 117 East Central Street, Natick, MA. The director is there to serve our veterans and is glad to provide assistance, including help with filing the appropriate paperwork for applicable benefits. Please call us at 508-647-6545.



Memorial Day parade. Photo by Ford Spalding.

Report of the Financial and Energy Assistance Coordinator

Erika Nagy

The Town of Dover provides information and assistance to residents who are facing financial and energy-related emergencies. The Financial and Energy Assistance Coordinator is appointed by the Board of Selectmen to facilitate this service.

In 2018, the Coordinator continued to meet with residents to assist them in the preparation of fuel assistance forms and to answer questions and connect them with state and federal resources, including:

- *The Town of Dover*, which assists residents who face energy and utility emergencies, including shut-offs (www.doverma.org).
- *The South Middlesex Opportunity Council (SMOC)*, which offers fuel assistance, weatherization, appliance management and conservation, and heating system tune-up and repair to eligible families and individuals (www.smoc.org).
- *The Salvation Army*, which provides limited financial subsidies to those needing emergency food and clothing (massachusetts.salvationarmy.org).
- *The Good Neighbor Energy Program*, which offers fuel assistance to “over-income” families and individuals (www.magoodneighbor.org/index.html).

For further information and assistance with these and other programs, please contact Erika Nagy at 774-567-0034 or financialenergydover@gmail.com. To learn more about this Town service, visit www.doverma.org/town-government/boards-committees/energy-coordinator.

Report of the **Caryl Management Advisory Committee**

Kathy Weld, Chair
Christopher Boland, Parks and Recreation
Valerie Marden
Alexia Pearsall
Matthew Schmid, Council on Aging
Robert Springett, Board of Selectmen
Ruth Townsend

Mark Ghiloni, Director, Parks and Recreation
David W. Ramsay, Town Administrator
Karl Warnick, Buildings and Maintenance Superintendent

The Caryl Management Advisory Committee (CMAC) provides advice and counsel to the Board of Selectmen on the maintenance and operations of the Caryl Community Center (CCC), a role it has had since 2002, when the Dover School Committee transferred control of the building to the Board of Selectmen. It is composed of seven voting members: four at-large and one each from the Board of Selectmen, the Council on Aging (COA), and the Parks and Recreation Commission.

The CCC currently provides much-needed space—no longer consistently available elsewhere in the Town—for the COA (since 2013) and the Parks and Recreation (2004) for their offices, programs and activities, and storage; for four paying tenants (The Center for the Development of Children [since 2002], Erin’s School of Dance [2003], Parent Talk [2003], and Community Cycle fitness studio [2017]); and several community groups and individuals who rent the non-dedicated space regularly or intermittently. Among the biggest regular user groups in 2018 were The Dover Foundation and Open Fields, which used the CCC as a rehearsal space for their major productions. Scouts, garden clubs, the Dover Mothers’ Association, and private citizens all booked space for activities, including meetings and birthday parties.

The CMAC has spent much of the past 15 years addressing the accumulated deferred maintenance of previous years and on recommending improvements to increase the safety, functionality, and attractiveness of the CCC for the growing number of its multigenerational users. During this time, voters at annual town meetings have considered and approved approximately \$215,000 for studies and approximately \$1.73 million for major improvements, including a new roof (2008), along with structural

and masonry repairs to seal and stabilize the building (2009); replacement of the underground oil tanks (2011); and the full renovation of the four public restrooms (2016). The numerous other improvements have been funded through a combination of the operating and capital budgets.

From January to May 2018, the CMAC devoted considerable energy and effort to overseeing the public presentation of the final remaining improvements, originally outlined in the 2003 Deferred Maintenance Study, required to bring the CCC up to the standard of the other municipal buildings under the care and control of the Selectmen. This major infrastructure maintenance project, estimated to cost \$4 million, included replacement of the two 1930s-era boilers; replacement of the 45-year-old heating/ventilation piping and control system; accessibility upgrades (required) to bring the entire facility into full compliance with current state accessibility codes; electrical system upgrades; and various common area improvements. Although the proposal had the support of the COA, it faced split or negative votes on the Parks and Recreation Commission, the Board of Selectmen, and the Capital Budget and Warrant Committees, and ultimately failed to receive voter approval at the May 2018 Annual Town Meeting.

By mid-November, the Board of Selectmen had determined a course of action regarding the CCC, appointed a CCC Project Committee, and charged it with presenting options, including cost and maintenance projections, to a special town meeting in fall 2019. The options would be to fully renovate the CCC, demolish the CCC and build a new smaller facility to meet program needs, or, as a fallback, continue making incremental improvements as needed. The CMAC would not be directly involved but would continue in its advisory role and provide information to the Selectmen and the CCC Project Committee, if and when called upon to do so.

Despite the indefinite postponement of the much-needed upgrades, the CCC has continued to thrive and grow. Previous major improvements and the expanded programming in both the COA and Parks and Recreation departments have all contributed to increased building usage by Dover residents, as well as non-residents.

We encourage organizations and citizens of all ages to use the CCC for personal or community-based activities, to take advantage of programs currently offered, or to request new activities or programs. For more information, please visit our website, linked directly from the Town’s home page at www.doverma.org.

George B. Preston American Legion Post 209

The American Legion, chartered by Congress in 1919, is a nonpartisan, nonprofit organization that supports active service members and veterans; advocates for patriotism, honor, and strong national security; and sponsors community programs. Dover Legion Post 209 is named after George Bernard Preston, killed during WWI at age 20.

The Legion's membership includes veterans, Sons of the American Legion (men whose close family members are or were veterans), and the Women's Auxiliary (open to female relatives of American Legion members or veterans).



Photo by Amelia Slawsky.

The Legion originally held its meetings at the Town House, until 1956, when the Town donated the land upon which members—mostly WWI, WWII, and Korean War veterans—built the new post that today offers a meeting area with a bar and pool table and a fully equipped, rentable function hall.

The Legion remains strong and active, thanks to members who volunteer their time and energy in support of the Legion's activities, including its annual Christmas tree sale, which began in the mid-1960s and serves more than 500 area families. Proceeds support the post's facilities operation, its programs and events (Memorial Day community cookout, Christmas dinner for Dover seniors, children's Christmas party, Dover Music Fest), and its charitable donations (Dover-Sherborn college scholarship fund, Service Dog Project in Ipswich, MA). Nonmember Legion Boosters, although not

officially recognized nationally by the American Legion, also play a vital role in the success of the Legion.

Legion meetings are held on the Monday following the first Thursday of each month, September through May, at 32 Dedham Street, Dover (508-785-9878). Visit www.doverlegion.org or follow on Facebook (Dover Legion Post 209).



Photos at top and right courtesy of the Legion.



George Bernard Preston (1897–1918): An orphan from Boston, Preston moved to Dover at age four to live with the Manns, a respected farming family. He attended Dover's Sanger School and enlisted in the Massachusetts National Guard the day after President Woodrow Wilson declared war on Germany in 1917. Preston belonged to the 102nd Infantry Division, the "Yankee Division," which deployed to France. At the Battle of Seicheprey, April 20, 1918, the Germans launched a massive surprise artillery barrage against the Allied lines, after which more than 3,000 German soldiers carrying flamethrowers stormed the town. The men of the 102nd regrouped and fought off the Germans in hand-to-hand combat, driving them back to their front line. Preston and 80 other young men died in the battle. Preston is buried at Dover's Highland Cemetery.