

# DOVER

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*187th Town Report*

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2023



# In Memoriam

The Town Report of 2023 recognizes the following individuals who served the Town of Dover with commitment and distinction:

**Betsy F. Levinson**  
Town Report Committee, 1981

**Karen J. MacTavish**  
Administrative Assistant to Deputy Assessor, 1984–87  
Deputy Assessor/Assistant Assessor/Town Assessor, 1988–2019  
Local Information Network by Computer (LINC), 1995–97

**Scott W. Oglevee**  
Dover School Committee, 1996–2002; Chair 1998–99, 2001–02  
Local Information Network by Computer (LINC), 1995–97

**Bessie Sherman**  
Deputy Assessor, 1960–62

**Robert P. Springett**  
Dover School Committee, 2005–11; Chair 2007–09  
Capital Budget Committee, Chair, 2013–18  
Board of Selectmen, 2018–23

**John J. “Jack” Walsh**  
Board of Registrars, 1999–2023  
Council on Aging, 1999–2011  
Dover School Building Committee, 1999–2002  
Parks and Recreation Commission, 2001–06  
Open Space Committee, 2001–05  
Caryl School Study (Reuse) Committee, 2001–02  
Caryl Management Advisory Committee, 2002–09  
Finance Committee on Roads, 2005–16

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## *Acknowledgments by the Town Report Committee*

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Kathy Weld, Chair  
Zaiga Alksnitis  
Mary Kalamaras  
Hadley Reynolds

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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. In 2023, we welcomed our newest Committee member, Zaiga Alksnitis, whose expertise as a reference librarian will surely benefit our efforts.

We thank all contributors for their support in producing this report in a timely fashion and extend our appreciation, as always, to our graphic designer, Pat Dacey, and the staff at King Printing for their reliable professional services.

The *Dover Town Report* would not be the same without the photographic contributions of community members. We thank past participants for generously sharing their wonderful images of our town and its people and encourage residents and non-residents alike to submit their work for print consideration. For more information, visit our Web page at [www.doverma.gov/336/Town-Report-Committee](http://www.doverma.gov/336/Town-Report-Committee).

Dover residents are encouraged to provide the Committee with comments and suggestions for improving this report and to consider joining our ranks. Please contact us at [townreport@doverma.gov](mailto:townreport@doverma.gov).



*Photo courtesy of the Dover Town Report Committee.*

# Citizens Volunteer Form

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If you are a Dover registered voter 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: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Area(s) of interest: \_\_\_\_\_  
\_\_\_\_\_

Availability (e.g. days, nights, weekends, hours per month): \_\_\_\_\_  
\_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_

- Civil Defense
- Historical Commission
- Conservation Commission/  
Open Space Committee
- Human Services
- Council on Aging
- Parks and Recreation Activities
- County and Regional Affairs
- Recycling Committee
- Cultural Council
- Selectmen's Office
- Finance/Budgets (Warrant/  
Capital Budget Committees)
- Town Clerk/Elections
- General Government
- Tree Preservation Committee
- Veterans' Affairs
- Other \_\_\_\_\_

## 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/Legislative 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  
Norfolk, Worcester, and Middlesex District: State Senator Rebecca L. Rauch  
Thirteenth Norfolk Representative District: State Representative Denise C. Garlick  
Second Councillor District: Councillor Robert A. Jubinville  
United States Senate: Senators Elizabeth Warren and Edward J. Markey  
Fourth Congressional District of Massachusetts: U.S. Representative  
    Jake Auchincloss

## Building Dates

Library	1968	Regional Middle School	2003
Caryl Community Center		Regional High School	1968, 2004
Town House	1912, 1972	Post Office	1975
Chickering School	1922	Protective Agencies Bldg.	1976, 1999
	2001	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
2020	6,305	4,508	2,150
2021	6,264	4,455	2,160
2022	6,260	4,475	2,162
2023	6,216	4,466	2,149

Previous page: Photo by John Quackenbush.

# Town Offices Directory

Dover Town House: 5 Springdale Avenue/PO Box 250, Dover, MA 02030

Town Website: [www.doverma.gov](http://www.doverma.gov)

Police and Fire Emergencies: 911

Town House Offices: (508) 785-0032 + ext. For Fax: (508) 785 + fax number

Office	Ext.	Fax	Hours
Accountant	227	2341	M-Th 9-5; F 9-1
Assessors	241	8134	M-Th 9-5; F 9-1
Board of Health	232	8114	M-Th 8:30-3:30
Building Department	225	8114	M-Th 9-4; F 9-1
Wiring Inspector	245	8114	
Plumbing Inspector	357		
Building Maintenance	235	2341	M-Th 7-3; F 7-1
Town Clerk	226	2341	M & W 9-3; T & Th 9-4; F 9-1
Conservation Commission	233	8114	M-Th 9-3:30
IT Manager	247		M-Th 9-5; F 9-1
Municipal Project Manager	247		M-Th 9-5; F 9-1
Planning Board	238	8114	M-Th 9-5; F 9-1
Board of Selectmen	221	2341	M-Th 9-5; F 9-1
Treasurer/Tax Collector	228	0457	M-Th 9-5; F 9-1
Water Department	235	2341	M-Th 7-3; F 9-1

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

	Number	Fax	Hours
Animal Control Officer	1130	0683	
Cemetery Superintendent	0058 (x120)	8115	M-F 7:30-3
Council on Aging	(508) 315-5734		M-Th 9-5; F 9-1
Emergency Management	1130		24 hours
Fire Department (non-emergency)	1130	8122	
Highway Department	0058 (x110)	8115	M-F 7-3:30
Library	8113	0138	M-Th 10-8; F 10-6; Sat 10-4
Parks and Recreation	0476	8123	M-F 9-5
Police Dept. (non-emergency)	1130	0683	
Schools			
Administration	0036	2239	
Chickering Elementary	0480	9748	
D-S Middle School	0635	0796	
D-S High School	0624	8141	
Community Education	0480 (x2020)	9748	
Minuteman Voc/Tech High School	(781) 861-6500		
Transfer Station	0058 (x110)		W, Sat, Sun 8-3:45
Tree Warden	1130	0683	
Veterans' Agent	(508) 647-6545		

# Elected Officials

For 2023-24

	Term Expires
<b>Moderator</b>	<b>Cemetery Commissioners</b>
James R. Repetti	Mariah Riess, Chair 2025
	Carol A. Jackman 2024
	Frederick G. Sears 2026
<b>Board of Selectmen</b>	<b>Trustees Larrabee and Whiting Estate</b>
Robert P. Springett, Chair	2024
Robyn M. Hunter	2026
John D. Jeffries	2025
<b>Town Clerk</b>	<b>Constables</b>
Felicia S. Hoffman	2026
<b>Board of Assessors</b>	André G. Boudreau 2025
Caroline "Bonnie" Akins, Chair	2026
Robert G. Cocks Jr.	2025
Charles W. Long	2024
<b>Dover School Committee</b>	<b>Planning Board</b>
Elizabeth Grossman, Chair	2024
Jeff Cassidy	2025
Martha H. Castle	2026
Jessica N. Hole	2026
Goli Sepehr	2025
<b>D-S Regional School Committee</b>	<b>Board of Health</b>
<i>(Dover members)</i>	
Mark G. Healey, Vice Chair	2025
M. Colleen Burt	2026
Margaret Charron	2024
<b>Library Trustees</b>	<b>Parks and Recreation Commission</b>
Erin E. Rodat-Savla, Chair	2024
Robert Andrews	2024
Peter K. Hoffmann	2026
Judith Schulz	2026
Amee V. Tejani	2025
Tracy L. Tobin	2024
Christopher Boland, Chair	2025
Jennifer J. Daman	2024
Michael Gilio	2024
Eric H. Loeffler	2025
Kathleen W. Weld	2026

# Appointed Officials

For 2023–24

## Term Expires

### Appointed by the Board of Selectmen

#### Town Administrator

Michael Blanchard 2026

#### Town Accountant

Kathleen LaPlant 2024

#### Town Counsel

Anderson & Kreiger, LLP 2024

#### Treasurer/Collector

Kyle Banoey 2024

#### Affirmative Action Officer

Michael Blanchard 2024

#### Americans with Disabilities Act (ADA) Compliance Officer

Robin Tusino –

#### Animal Control Officer

(Position open) 2024

#### Board of Appeals (Zoning)

Alan Fryer, Chair 2025

Nadir Ahmed 2025

Michael Donovan, *associate member* 2024

Nancy Greene, *associate member* 2024

LaVerne Lovell 2024

#### Board of Fire Engineers

J. Ford Spalding, Chair 2026

Kathryn Cannie 2026

James P. Dawley Jr. 2024

#### Board of Registrars

George Chimento 2024

Margaret “Peg” Crowley 2025

Erin Gorden 2026

Felicia S. Hoffman, *ex officio* –

## Term Expires

### Board of Selectmen Membership Size Study Committee

Kathryn Cannie, Chair –

James Dawley Jr. –

Richard Forte Jr. –

LaVerne Lovell –

David Peress –

Carolyn Ringel –

Mark Sarro –

Michael Blanchard, *ex officio* –

### Capital Budget Committee Representative

Robyn Hunter 2024

### Chief of Communications

Joseph P. Vinci 2024

### Community Center Building Committee

Ford Spalding, Chair –

David Billings –

Luciana Burdi –

Barry Goldman –

Dick Malcom –

Terry Sobolewski –

Ruth Townsend –

Cameron Hudson, *Warrant Committee liaison* –

John D. Jeffries, *Board of Selectmen liaison* –

Michael Blanchard, Town Administrator, *ex officio* –

### Conservation Commission

John Sullivan, Chair 2026

Tim Holiner 2026

James A. McLaughlin 2024

Sarah Monaco 2025

Amey Moot 2024

Anna Nagy 2025

(Positions open: *one full member; two associate members*)

### Council on Aging

Robert G. Cocks Jr., Chair 2025

Maureen Dilg 2026

Reverend Peter DiSanto 2025

Betty Hagan 2024

Cindy Holmes 2025

Gilbert Thisse 2024

Annemarie Thompson, *associate member* 2024

Geraldine Wise 2026

(Positions open: *at-large member; associate member*)

**Term Expires****Term Expires****Cultural Council**

Judith Schulz, Chair	2026
Denise Auclair	2026
Shashi Chawla	2026
Stefanie Leahy	2026
Antonio Saenz	2024

**Director of Public Works**

Kevin McCabe	–
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**Forest Warden**

Paul Luttazi	2026
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**Groundwater Bylaw Enforcement Agent**

Kevin McCabe	2024
(Position open)	

**Hazardous Waste Coordinator**

Robert Tosi	2026
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**Historical Commission**

Anne Reitmayer, Chair	2026
Sierra Bright	2026
Gene Hornsby	2025
Stephen Kruskall, <i>resigned September 2023</i>	2024
Jane Moore	2025
Geoffrey Sauter	2026
Ellen Weinberg, <i>to fill unexpired term</i>	2024
(Position open)	

**Housing Task Force**

Walter Avallone	–
Jason Belmonte	–
Michael Blanchard	–
Janet Bowser	–
Christopher Costello	–
Jasmin Farinacci	–
R. Alan Fryer	–
Robyn Hunter	–
Valerie Lin	–
Carol Lisbon	–
Anna Nagy	–
Kay Petersen	–
Jody Shue	–

**Inspector of Buildings**

Walter Avallone, Commissioner/Inspector of Buildings	2024
Zoning Enforcement Officer	
Floating Dock Inspector	
Joseph Doyle, Local Inspector of Buildings	2024
Felix Zemel, Back-up Inspector of Buildings	2024

**Inspector of Wiring**

<i>(Appointed by Inspector of Buildings)</i>	
Kevin Malloy, Inspector of Wiring	2024
Paul Angus, Alternate Inspector of Wiring	2024
James Murphy, Second Alternate Inspector of Wiring	2024

**Inspector of Plumbing and Gas**

<i>(Appointed by Inspector of Buildings)</i>	
James Vaughan, Inspector of Plumbing and Gas	2024
Robert Piersiak, Alternate Inspector of Plumbing and Gas	2024
Jeffrey Harris, Second Alternate Inspector of Plumbing and Gas	2024

**MBTA Advisory Board**

John Jeffries	2024
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**Measurer of Wood and Bark (inactive)****Metropolitan Area Planning Council Representative**

<i>(Includes Three Rivers Interlocal Council and Southwest Advisory Planning Committee)</i>	
Jasmin Farinacci	2026

**MetroWest RTA Representative**

Kevin McCabe	–
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**Norfolk County Advisory Board**

Michael Blanchard	–
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**Open Space Committee**

Amey Moot, Chair	2024
Mark Adamczyk	2025
Henry Faulkner	2024
Boynton Glidden	2024
Gregory M. Kahoun	2024
Justine Kent-Uritam	2024
Carol Lisbon, <i>Planning Board appointee</i>	2024
Sarah Monaco	2024
Rick Nagy	2024
Tara Nolan	2025
Connie Sullivan	2026
John Jeffries, <i>Board of Selectmen liaison</i>	2024

	<b>Term Expires</b>		<b>Term Expires</b>
<b>Superintendent of Streets</b>			
Robert Tosi	2024		
<b>Personnel Board</b>			
Juris Alksnitis, Co-Chair, <i>Moderator appointee</i>	2026		
Sue Geremia, Co-Chair	2025		
Mary Hornsby, <i>to fill unexpired term</i>	2024		
Robert Seiler	2026		
Michael Blanchard, <i>ex officio</i> (Position open: <i>Warrant Committee appointee</i> )			
<b>Personnel Rules Ombudsmen</b>			
Robin Tusino, <i>female</i>	2024		
Michael Blanchard, <i>male</i>	2024		
<b>Police Department</b>			
Joseph P. Vinci, Chief of Police	2027		
Nicole Bratcher-Heffernan	2024		
Donald Cahill	2024		
David Chaisson	2024		
Richard Collamore Jr.	2024		
Katherine Kolodziejczyk	2024		
Matthew Lavery	2024		
Jeffrey Lynch	2024		
Anthony Madden	2024		
Bruce Maggio	2024		
Edward Maguire	2024		
Charles Marscher	2024		
Ryan Menice	2024		
Bret Rowean	2024		
Ryan Sullivan	2024		
Todd Wilcox	2024		
Joseph Woppard	2024		
Colin Young	2024		
<b>Recycling Committee</b>			
Jennifer Luethy, Chair	2026		
Matthew Hadge, <i>to fill unexpired term</i>	2025		
Janit Greenwood	2025		
Carol Lisbon	2025		
Wendy Muellers, <i>to fill unexpired term</i>	2024		
Leesa Mullin	2025		
Catherine Piemonte	2026		
<b>Right-to-Know Coordinator</b>			
Robert Tosi	2024		
<b>Title VI Nondiscrimination Coordinator</b>			
Robin Tusino	2024		
<b>Town Engineer</b>			
Michael J. Angieri			2024
<b>Town Report Committee</b>			
Kathy Weld, Chair			2026
Zaiga Alksnitis			2026
Mary Kalamaras			2025
Hadley Reynolds			2024
(Position open)			
<b>Town Sexton</b>			
Laurence R. Eaton			–
<b>Tree Warden and Moth Superintendent</b>			
Kevin McCabe, <i>to fill unexpired term</i>			2024
<b>Veterans' Grave Officer</b>			
Bill Herd			2023
<b>Veterans' Services</b>			
Paul Carew			2024
<b>Appointed by the Moderator</b>			
<b>Warrant Committee</b>			
Cameron Hudson, Chair			2025
Woodrow Weiss, Vice Chair			2026
Peter Smith, Secretary			2024
Jerry Chen, <i>to fill unexpired term</i>			2024
Melissa Herman			2025
Martin Howard			2026
Sara C. Kinney			2026
Janet McCormick			2025
Stephen Migausky			2024
<b>Memorial Day Committee</b>			
Carol Jackman			2025
Chris Jackman			2026
(Position open)			2021
<b>Dover Representative to Minuteman</b>			
J. Ford Spalding			2025
<b>Personnel Board</b>			
Juris Alksnitis			2026
<b>Appointed by the Assessors</b>			
<b>Town Assessor</b>			
Amy Gow			2024

## Appointed by the Board of Health

### Administrative Assistants

	Term Expires
Linda Baldwin-Lyons	–
Priscilla Steenbergen	–

### Board of Health Director

	Term Expires
Jason Belmonte	–

### Board of Health Consultants

	Term Expires
Jim Palmer, Deer Management Agent	2024
Mike Francis, DMP Representative	2024
Jay Walsh, DMP Representative	2024

### Natick Walpole Visiting Nurse Association

	Term Expires
Eileen Garvey, Executive Director	–

### Inspector of Animals

	Term Expires
Jennifer Shaw Cronin	2024

## Appointed by the Capital Budget Committee

### Capital Budget Committee

	Term Expires
Barry Goldman, Chair	2026
Cynthia Devall	2024
Garfield Drummond	2026
Cameron Hudson, <i>Warrant Committee appointee</i>	2024
Robyn Hunter, <i>Board of Selectmen appointee</i>	2024
Stephen Migausky, <i>Warrant Committee appointee</i>	2024
John Quackenbush	2024

## Appointed by the Conservation Commission

### Open Space Committee

	Term Expires
Sarah Monaco	2024

## Appointed by the Planning Board

### Planning Assistant

	Term Expires
Susan Hall	–

### Land Use Director

	Term Expires
Jasmin Farinacci	–

### Open Space Committee

	Term Expires
Carol Lisbon	2024

### Tree Preservation Committee

	Term Expires
Valerie Lin, Chair	2024
Janet Bowser	2024
Julian Crocker	2024
Shannon Crotty	2024
Boynton Glidden	2024
Angela Lin	2024

## Appointed by the Warrant Committee

### Personnel Board

(Position open)

### Capital Budget Committee

	Term Expires
Cameron Hudson	2024
Stephen Migausky	2024

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



*Photo by Simone Azevedo.*

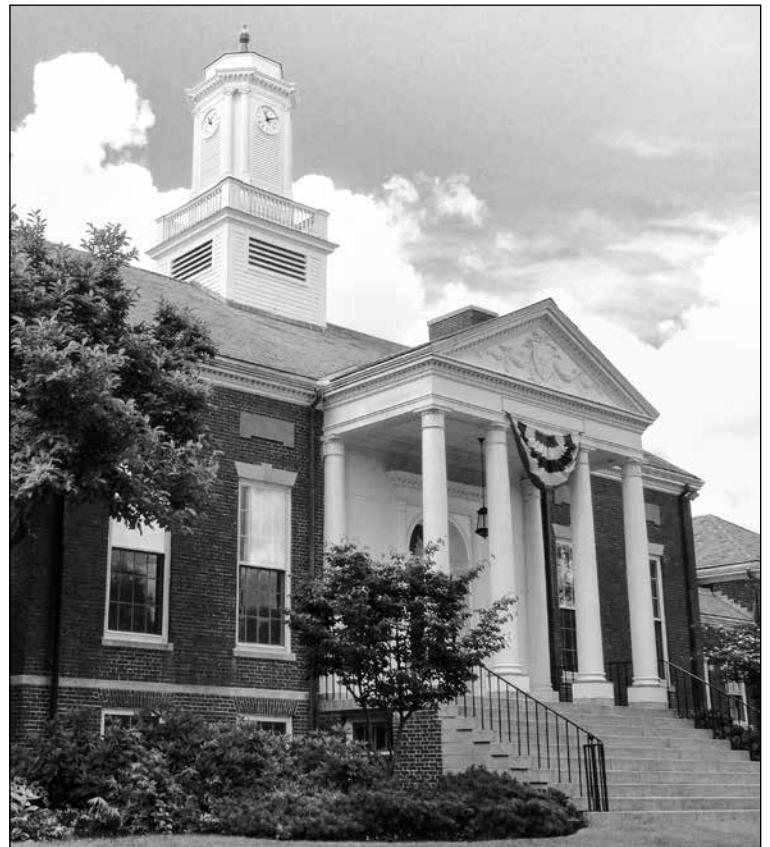
# DOVER

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*Town Government Reports*

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# 2023



## *Report of the* **Moderator**

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James R. Repetti

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The Annual Town Meeting was held on Monday, May 1, 2023, at 7 p.m., and a Special Town Meeting was held on Saturday, June 3, 2023, at 10:09 a.m., in the Dover-Sherborn High School's Mudge Auditorium. We greatly appreciate the outstanding efforts by Town Clerk Felicia Hoffman, Assistant Moderator David Haviland, Police Chief Peter McGowan, and all the constables, checkers, counters, pages, registrars, and police officers who provided invaluable service in ensuring the safety of all attendees and the smooth operation of the meeting.

The report of the action taken at the meetings, as recorded by the Town Clerk, may be found elsewhere in the *Dover Town Report*.

To some people, our tradition of holding open town meetings 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 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 a 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 Meetings, the Moderator has appointing authority for 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 Dover registered voters of all age groups, professions, interests, and time availability. 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 your Moderator. It is a pleasure to serve Dover in this capacity.

# *Report of the* **Board of Selectmen**

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Robert Springett, Chair  
John D. Jeffries, Clerk  
Robyn Hunter, Member  
Michael Blanchard, Town Administrator

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## **In Memoriam**

On December 4, 2023, Dover lost Selectman Robert P. "Bob" Springett, a valued member of our community who spent 17 years of his life here tirelessly volunteering, with the ultimate goal of making Dover a better place for everyone. He served on the Dover School Committee, the Capital Budget Committee, and the Board of Selectmen, sharing his vision for the Town and tackling issues with dedication, knowledge, and intelligence. We are deeply grateful for Bob's many years of service and contributions to our community.

## **Town Administrator Search**

In early January, Christopher Dwelley resigned after serving as Town Administrator for three and a half years. We wish Mr. Dwelley all the best and thank him for his efforts to support Dover's residents, volunteers, and staff. Carl Valente, reprising his role as Interim Town Administrator, provided the Board with invaluable municipal experience and continuity during the search process for a permanent Town Administrator.

The Board, working closely with its search consultant and Town staff, and with input from the community, created a position statement. After an extensive search over several months, the Town Administrator Search Committee recommended, and the Board selected, Michael Blanchard. Mr. Blanchard, who previously served as Assistant Town Administrator in Easton, officially commenced his new role in mid-July. The Board extends its sincere thanks to members of the Search Committee for their hard work.

## **Police Chief Search**

Police Chief Peter McGowan retired in September 2023. We thank him for his 12 years of dedicated, professional service to the Town. The Board appointed Sergeant Todd Wilcox as Interim Police Chief during the search for a successor and appreciates his willingness to serve in this capacity.

The Board appointed a seven-member Police Chief Screening Committee and hired Public Safety Consultants, LLC, to assist with the search. The Town received 30 resumes, from which 12 candidates were

chosen to submit written responses. The Screening Committee invited six for initial interviews, three of whom completed a Technical Assessment of Police Policy, Law, and Response before a panel of police chiefs. The Screening Committee reviewed the results and selected two finalists to be interviewed by the Board, which then voted to appoint Joseph Vinci as the Town's new Police Chief, effective January 29, 2024.

The Board extends sincere thanks to members of the Screening Committee for their many hours devoted to this important endeavor and looks forward to welcoming Chief Vinci.

## **Personnel Changes**

Several other notable personnel changes occurred throughout 2023, including the hiring of Kyle Banoey as Treasurer/Collector; Robin Tusino as Director of Human Resources; John Hann as Master Mechanic; Christopher Costello as Assistant Town Administrator; Joseph Doyle as Local Building Inspector; Bruce Maggio as Police Officer; Brett Rowean as Dispatcher; and Jennifer James as Council on Aging (COA) Administrative Assistant.

We wish to thank the following departing staff members for their service to the Town: COA Administrative Assistant Sue Sheridan; Interim Human Resources Director Rick Reed; Police Officers Jared Layman, Robert Young, and Bruce Whitney; Management Fellow Ryan Josephson; and Newsletter Coordinator Ruth Townsend.

## **Goals and Priorities**

In summer 2023, in accordance with its custom of the last four years, the Board solicited feedback from all Town boards, committees, and commissions on key areas of concern, need, and opportunity that the Town should address in Fiscal Year 2024 (FY24). The Board and Town Administrator then identified and prioritized the resulting goals for FY24 as outlined below:

**Culture of Management:** The Board will continue its efforts to improve and/or clarify aspects of governance under its jurisdiction, which will involve:

- defining the role of the Board of Selectmen—setting direction, priorities, and strategy, establishing accountability, challenging the status quo, and establishing key performance metrics;
- succession planning, including establishing and documenting BOS procedures, policies, and practices;
- defining the role of the Warrant Committee, focusing particularly on reviewing with the Warrant Committee the state statutes, Town bylaws, and Massachusetts Association of Town Finance Committees resources; and
- working with its Town Meeting Working Group to improve the efficiency in format and flow of Town Meeting.

**Technology and Communication:** The Board's ongoing efforts to improve the Town's digital communications and promote greater citizen participation include:

- redesigning the Town website for easier navigation and fewer clicks to find frequently sought information and resources;
- increasing resident use and sign-ups for Town communications and emergency notifications; and
- increasing online resident services, including online permitting.

**Town Operations and Services:** The Board will continue to work with the Interim Finance Director and consultants to modernize and incorporate best practices in the Treasurer and Accounting operations.

**Staffing:** The Board will pursue the successful recruitment and onboarding of new staff to fill vacant positions, develop and document formal training processes for them, and reduce recruitment time.

**Other:** Additional areas of focus for the Board throughout 2023 have included monitoring the progress of the Community Center Building Project, finalizing the Hale Reservation Conservation Restriction Proposal, and improving its communications with other boards, committees, and commissions. The Board also appointed the Board of Selectmen Membership Size Study Committee; results of this effort are anticipated in spring 2024.

## Community Center Building Project

In June 2023, a Special Town Meeting and Special Town Election were held—two years after the initial 2021 approval of \$18.8 million to fund the construction of the new Caryl Community Center. Dover citizens ultimately voted to approve \$6.6 million in additional funding to cover the increased construction costs and rebidding of the project. And on August 2, 2023, after more than two decades of committee meetings, studies, discussions, and votes, Dover formally broke ground on the long-awaited multigenerational building that will serve as a focal point for town activities. Selectman Bob Springett called it a “spectacular day,” as indeed it was, both for the Town and for all the volunteers whose efforts over the years made it happen. (See the Community Center Building Committee report on page 225 for more details.)

## Hale Conservation Restriction

Throughout 2023, the Town continued its efforts with Hale Education and the Trustees of Reservations to craft a CR (Conservation Restriction) agreement that would protect from development, in perpetuity, a significant portion of the Hale Reservation property located in Dover. The Board hopes to finalize this document early in 2024 before engaging in a public education effort and convening a Special Town Meeting in spring 2024 to vote on the matter.

## Grants

The Town received the following state and federal grants in FY2023 and extends its appreciation to our elected state and federal representatives who advocated on its behalf:

- **MA Executive Office of Elder Affairs Formula Grant:** \$18,240 for the Council on Aging
- **MA 911 Grant:** \$68,635 for the Police Department
- **MA Department of Environmental Protection Grant:** \$165,000 for capital planning for stream crossings
- **MA Department of Environmental Protection Grant:** \$99,000 for development of a stormwater asset management plan
- **Economic Development Bill Earmark:** \$120,000 for development of a water system hydraulic model, leak detection, and capital improvement planning
- **MA Sustainable Materials Recovery Program Grant:** \$7,200 for support of local recycling
- **MA Executive Office of Energy and Environmental Affairs Grant:** \$12,000 for the Planning Board to develop natural resource protection zoning and tree protection bylaws
- **MA Green Communities Competitive Grant Program:** \$500,000 for the Community Center decarbonization project

## Litigation

As required by the Town's bylaws, any new litigation filed against the Town must be disclosed:

- **Patrick Corrigan v. Michael Blanchard**  
Norfolk Superior Court No. 2382CV01126  
Claim filed by Patrick Corrigan regarding a Town of Dover comment letter submitted in response to an application for a development project under Massachusetts General Laws, Chapter 40B.

## Appreciation

The Selectmen are immensely grateful for the effort and dedication of our many elected and appointed boards and committees, Town staff, and volunteers. Although we are a small community, we truly could not manage the many aspects of Town government, services, and programs without the total team effort each year from our involved citizens and talented staff. The many accomplishments you will read about in the *Dover Town Report* would not otherwise have been possible without their involvement. We thank you all so very much.

*Report of the*  
**Warrant Committee**

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Cameron Hudson, Chair  
Woodrow Weiss, Vice Chair  
Peter Smith, Secretary  
Jerry Chen  
Melissa Herman  
Martin Howard  
Sara Cadena Kinney  
Janet McCormick  
Steve Migausky

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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 the Annual 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 authorizes the use of the Reserve Fund to cover 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 2024 (FY24) budget began in fall 2022 with the issuance of general budget guidelines. With local revenue, derived mostly from property and excise taxes, deemed unlikely to grow significantly, all departments were instructed to prepare at least level-service budgets and preferably to seek operational efficiencies resulting in budgetary savings. 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 2023, the Committee met with all key 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. 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 2023 Annual Town Meeting, the FY24 budget was voted for implementation on July 1, 2023.

The Town's Operating Budget has increased 12.6% over the past five fiscal years, from \$38,043,457 for FY20 to \$42,824,838 for FY24. During this same period, the total budget, including capital items and special articles, increased 10.7%, from \$41,087,873 for FY20 to \$45,485,824 for FY24. Revenues generated through property taxes grew 10.3%, from \$34,454,414 to \$38,003,391. Total revenue from all sources, excluding Free Cash, increased 8.0%, from \$39,549,821 to \$42,701,529. The difference between revenue and expenses is made up from Free Cash and, in some years, a Proposition 2½ override. FY24 marked the 17th 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 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 2023 Annual Town Meeting, voters approved a 3.3% increase in the FY24 Operating Budget (Article 4), for a total of \$42,824,838. This reflects a commitment on the part of all Town departments to review their needs carefully and in detail. Of this FY24 Operating Budget amount, \$23,204,342, or 56%, represents expenditures for the Dover, Regional, Minuteman, and Norfolk Agricultural Schools, a 3.5% 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 the FY24 Capital Budget (Article 5) of \$944,691, as well as \$250,000 for one-time projects, and \$1,600,000 from Free Cash to stabilize the tax rate.

As of this writing, the Commonwealth has not yet certified Dover's Free Cash balance as of July 1, 2023. The previous certification was \$10,553,160 on July 1, 2022. 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 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, and that this will be compounded by a sharp increase in capital projects (e.g., road and culvert repairs) and capital equipment replacement as significant portions of the Town's physical infrastructure, heavy

machinery, and service vehicles reach the end of their useful lives. We also need to monitor for substantial increases in operating and capital 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.

Each year the Warrant Committee undergoes membership changes as terms expire. We extend our thanks and gratitude to departing members Andrew Ursitti and Gordon Kinder.

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.



*Powisset Farm. Photo courtesy of the Dover Town Report Committee.*

## *Report of the* **Capital Budget Committee**

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Barry Goldman, Chair

Cynthia Devall

John Quackenbush

Robyn Hunter, Board of Selectmen

Cameron Hudson, Warrant Committee

Melissa Herman, Warrant Committee

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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.

Most Article 5 requests are for recurring equipment replacements, infrastructure, and facilities improvements and are compared to relevant useful life metrics.

As in previous years, the Committee sought information from all Town departments and the DSRSC as to their current and projected capital needs. Both the Town and the D-S Schools use a capital cost estimating service, On-Site Insight, to provide comprehensive facilities reports on all assets and their estimated service lives. Applying objective and consistent standards, the Committee thoroughly reviewed each request to ensure that its recommendations would be based on accurate and complete information.

Since 2017, Dover has been designated a Green Community under the Massachusetts Green Communities Act, which provides financial support for energy efficiency and renewable energy projects that promote the designated community's clean energy goals. The Capital Budget Committee evaluates Town capital project requests to identify any that might qualify for Green Communities grants. Evaluation criteria include

the potential for reducing energy consumption and greenhouse gases; viability; appropriateness; effective use of funds; savings per dollar invested; and likely contribution to Dover's 20% energy reduction goal.

Green Communities grant projects completed to date include: air sealing and re-insulation of the Town House, Town Library, and Protective Agencies Building; upgrade of the Protective Agencies Building's HVAC system (retrofit of high-efficiency heat pumps and air handlers); and the LED conversion of Town streetlights. These improvements have all achieved significant annual net savings, increased the useful life of Town facilities, decreased use of fossil fuels, improved heating and cooling efficiency, and made the building environment more comfortable for Town employees and visitors.

In 2023, after two years of delays due to supply chain constraints and inflationary pressure, another highly efficient energy-related project was finally completed: the installation of 71 energy-efficient windows at the Town House, replacing the 1923 originals. This project is part of a larger ongoing plan to renovate and bring the Town House up-to-date with new mechanical, electrical, and fire protection systems.

During 2022 and 2023, the Committee worked with the Community Center Building Committee and the Town to plan a technically advanced, high-efficiency HVAC system for the new community building. Applications were filed for a special category Green Communities Grant, and \$500,000 was awarded to the Town by the Department of Energy Resources for this purpose.

The Committee is also working to establish criteria and goals for Town programs aimed at educating Dover citizens on new and highly efficient energy savings measures that will enable them to benefit from state and federal rebates and tax credits.

The Committee prepared its Fiscal Year 2024 Capital Budget recommendations during fall 2022 and winter 2023. In March 2023, it approved a recommendation for Article 5 expenditures totaling \$4,082,091, as follows:

#### **Highway Department**

Transfer Station: Ten-wheel roll-off truck	\$250,000
Claybrook Road repairs/restabilization	\$1,500,000

#### **Fire and Ambulance**

Replacement of Engine 1 rescue pumper	\$990,000
Self-contained breathing apparatus	\$127,772
Turnout gear	\$23,000
Chest compression device	\$27,760

#### **Police Department**

Patrol vehicles	\$65,000
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#### **Cemetery**

John Deere gator	\$32,000
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#### **Selectmen**

Library: unit ventilators with heat pumps	\$50,000
Library: re-roof flat roof	\$95,000
Town House: air-conditioning units	\$55,000
Highway: air compressor	\$10,000

#### **Park and Recreation**

Small tractor with mower/snow attachments	\$34,159
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#### **Chickering School**

Flooring	\$130,000
Fire control panel	\$45,000

#### **Regional Schools**

HVAC units	\$647,400
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The Capital Budget Committee wishes to thank all the Town boards, departments, and employees for their cooperation in submitting timely budget requests, supplying additional information as requested, meeting with Committee members at review sessions, and assisting with grant proposals, which resulted in significant savings to the Town.



Waterfall at the Willow Street/South Street line.

Photo © copyright James Thomas Kinder.

*Report of the*  
**Town Clerk**

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Felicia S. Hoffman, CMMC, Town Clerk  
Darlene L. Heidke, Assistant to the Town Clerk

**Board of Registrars**

George Chimento  
Margaret "Peg" Crowley  
Erin Gorden

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The following reports appear on pages 30–65:

- Caucus, March 6, 2023
- **Annual Town Meeting, Deliberative Session, May 1, 2023**
- **Annual Town Meeting, Article 30 Elections, May 15, 2023**
- **Special Town Meeting, Deliberative Session, June 3, 2023**
- **Special Town Election, June 12, 2023**
- **Vital Statistics for the Calendar Year 2023**
- **Financial Reports for the Calendar Year 2023**

# Caucus

March 6, 2023

On Monday, March 6, 2023, Felicia S. Hoffman, Town Clerk, called the Caucus for the purpose of nominating candidates for Town Offices to order at 7:32 p.m. She called for nominations of Caucus Chair and Clerk.

Board of Selectmen Chair Robyn Hunter nominated James Repetti as Caucus Chair and Beth McGuire 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 the 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:

<b>Moderator (1 year)</b>	James R. Repetti
<b>Town Clerk (3 years)</b>	Felicia S. Hoffman
<b>Selectman (3 years)</b>	Robyn Hunter
<b>Assessor (3 years)</b>	Caroline "Bonnie" Akins
<b>Dover School Committee (3 years)</b> (Vote for two)	Martha Castle Jessica Hole
<b>D-S Regional School Committee (3 years)</b> (Vote for one)	M. Colleen Bert
<b>Library Trustee (3 years)</b> (Vote for two)	Judith Schulz Peter Hoffman Neha Gaur
<b>Cemetery Commission (3 years)</b> (Vote for one)	Frederick Sears Geoffrey Sauter
<b>Planning Board (5 years)</b>	Jody Shue
<b>Board of Health (3 years)</b>	Kay Peterson
<b>Park and Recreation Commission (3 years)</b> (Vote for one)	Kathleen Weld

Since 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. Mr. Repetti announced that the Caucus Nomination Certificate needed to be signed by Monday, March 21, at 3 p.m., in the Town Clerk's office. The meeting was adjourned at 8:20 p.m.



*Photo by James T. Swanson.*

# Annual Town Meeting

Deliberative Session  
May 1, 2023

The Annual Town Meeting was held at the Lindquist Commons Building at the Dover-Sherborn Regional High School in Dover on May 1, 2023. The meeting was duly called to order by the Moderator on the first day of May at 7:12 p.m., and held pursuant to the Warrant therefore issued by the Selectmen on the 16th day of February 2023, and duly served in accordance with the General Bylaws of the Town of Dover, at which meeting a quorum was present and voting.

Mr. Repetti brought the meeting to order, and stated that the meeting would be conducted as expeditiously as possible, due to COVID-19 concerns. Mr. Repetti then recognized Ms. Herman for a motion governing meeting conduct.

**Motion:** It was moved by Ms. Herman and seconded by Mr. Hudson 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 171 (yes) to 7 (no).

Mr. Repetti then began the process of going through the Warrant, beginning with Article 1.

## ARTICLE 1. Committee Reports (Board of Selectmen)

To hear and act on the various reports of the various committees:

- (a) as contained in the printed 2022 Annual Report; and
- (b) any other reports submitted to the voters by the Town Committees.

**Motion:** It was moved by Ms. Herman and seconded by Mr. Hudson 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 passed 173 (yes) to 1 (no).

## ARTICLE 2. Establish Salaries for Elected Officials (Board of 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 Mr. Migausky and seconded by Mr. Kinder that the salaries recommended for elected officials of the Town as shown in the right-hand column of the Warrant Committee Report in the Blue Book, except those revised by the handout provided to Town Meeting and entitled Revisions to Article 2 (Salaries for Elected Officials) and Article 4 (Operating Budget), be called over by the Moderator and that if no objection is raised to each, 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		\$92,564
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 passed 174 (yes) to 8 (no).

## ARTICLE 3.

### Revolving Funds (Board of Selectmen)

To see if the Town will vote pursuant to Section 5-16 (Finances) of the General Bylaws of the Town of Dover to authorize the use of revolving fund accounts for the following boards or departments, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such accounts shall not exceed the following amounts for Fiscal Year 2024:

1. Building Department	
(a) Gas Inspector	\$12,350
(b) Plumbing Inspector	\$22,050
(c) Wiring Inspector	\$34,500
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	\$40,000
5. Recycling Committee	
(a) Materials sales proceeds	\$4,000

or take any other action relative thereto.

**Motion:** It was moved by Mr. Kinder and seconded by Mr. Migausky that pursuant to the provisions of Section 5-16 (Finances) of the General Bylaws of the Town of Dover, that the Town authorize the following board and department revolving fund limits:

1. Building Department	
(a) Gas Inspector	\$12,350
(b) Plumbing Inspector	\$22,050
(c) Wiring Inspector	\$34,500
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	\$40,000
(a) Materials sales proceeds	\$4,000

and further, that the fees charged for these services be credited to the respective accounts and that the aforementioned boards or departments be authorized to make expenditures from the respective accounts and for their respective purposes up to the amounts set forth above.

**Vote:** The motion was put to an electronic vote and passed 173 (yes) to 8 (no).

## ARTICLE 4.

### Operating Budget (Board of 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. Herman and seconded by Mr. Hudson that the salaries and expenses recommended by the departments, officers, boards, and committees of the Town as shown in the "FY 2024 Requested" column in the Warrant Committee Report in the Blue Book, except those revised by the handout provided to Town Meeting and entitled Revisions to Article 2 (Salaries for Elected Officials) and Article 4 (Operating Budget), be called over by the Moderator, and if no objection is made that such salaries and expenses are approved, and to meet these appropriations, the Town raise such amounts from the tax levy and other general revenues of the Town, and transfer the following sums:

(a) \$100,000 from Overlay Surplus; and
(b) \$690,000 from Free Cash

**Vote:** The motion was put to a vote and passed 172 (yes) to 23 (no).

At this point, a motion was made from the floor.

**Motion:** It was moved by Mr. Long and seconded by Mr. Sauter that Article 4 be amended in Item 422 (Highway Maintenance) by striking out the appropriation of \$855,047 for salaries and inserting in place thereof an appropriation of \$251,854.

**Vote:** The amendment was put to an electronic vote and was defeated 80 (yes) to 115 (no).

The Moderator began calling over the items of the Operating Budget:

	FY23 Approved	FY24 Requested	FY23/FY24 (% Change)
<b>General Government</b>			
122 Selectmen			
Salaries	473,453	510,481	7.8
Expenses	151,955	178,720	17.6
Totals	625,408	689,201	10.2
129 Copy/Postage	26,900	26,900	0.0
131 Warrant Committee	7,680	9,200	19.8
132 Reserve Fund	250,000	250,000	0.0
135 Town Accountant			
Salaries	215,651	239,621	11.1
Expenses	48,300	48,300	(10.4)
Totals	263,951	282,921	7.2
141 Assessor			
Salaries	158,304	166,065	4.9
Expenses	55,110	45,985	(16.6)
Totals	213,414	212,050	(0.6)
145 Treasurer/Collector			
Salaries	237,394	253,833	6.9
Expenses	52,375	58,875	12.4
Totals	289,769	312,708	7.9
151 Law	200,000	200,000	0.0
155 Data Processing			
Salaries	55,196	62,608	13.4
Expenses	215,392	239,435	11.2
Totals	270,588	302,043	11.6
161 Town Clerk			
Salaries	85,644	92,584	8.1
Expenses	11,125	11,135	0.1
Totals	96,769	103,719	7.2
162 Election/Registration			
Salaries	37,390	41,501	11.0
Expenses	27,897	29,644	6.3
Totals	65,287	71,145	9.0
171 Conservation Commission			
Salaries	49,433	51,102	3.4
Expenses	100,695	102,040	1.3
Totals	150,128	153,142	2.0
175 Planning Board			
Salaries	128,606	134,421	4.5
Expenses	29,010	95,100	227.8
Totals	157,616	229,521	45.6
176 Board of Appeals			
Salaries	2,949	3,022	2.5
Expenses	1,450	1,450	0.0
Totals	4,399	4,472	1.7

	FY23 Approved	FY24 Requested	FY23/FY24 (% Change)
178 Dover Housing Partnership	0	0	0.0
191 Whiting Road	7,000	7,000	0.0
192 Town House Expenses	56,056	64,582	15.2
193 Caryl Community Center	86,484	86,784	0.3
195 Town Report	6,125	6,125	0.0
199 Building Maintenance			
Salaries	224,120	235,439	5.1
Expenses	110,301	125,000	13.3
Totals	334,421	360,439	7.8
<b>General Government Totals</b>	<b>\$3,111,995</b>	<b>\$3,371,952</b>	<b>8.4</b>
<b>Public Safety</b>			
201 Police			
Salaries	2,268,684	2,401,495	5.9
Expenses	129,656	154,750	19.4
Out-of-State Travel	3,000	3,000	0.0
Totals	2,401,340	2,559,245	6.6
220 Fire			
Salaries	536,176	550,377	2.6
Expenses	94,250	94,250	0.0
Totals	630,426	644,627	2.3
231 Ambulance			
Salaries	208,584	292,331	40.2
Expenses	66,307	66,307	0.0
Totals	274,891	358,638	30.5
241 Building Inspector			
Salaries	159,086	220,639	38.7
Expenses	5,600	7,320	30.7
Totals	164,686	227,959	38.4
291 Emergency Management			
Salaries	202	0	(100)
Expenses	400	0	(100)
Totals	602	0	(100)
292 Animal Control			
Salaries	18,422	18,422	0.0
Expenses	7,250	7,250	0.0
Totals	25,672	25,672	0.0
294 Care of Trees			
Salaries	10,673	0	(100)
Expenses	102,640	0	(100)
Totals	113,313	0	(100)
295 Tree Committee	2,500	0	(100)
299 Protective Agencies Building	79,023	81,655	3.3
<b>Public Safety Totals</b>	<b>\$3,692,453</b>	<b>\$3,897,796</b>	<b>5.6</b>

	FY23 Approved	FY24 Requested	FY23/FY24 (% Change)
<b>Public Works and Facilities</b>			
411 Engineering			
Salaries	27,960	0	(100)
Expenses: Selectmen	69,340	0	(100)
Expenses: Planning			
Board	0	0	0.0
Totals	97,300	97,300	(100)
422 Highway Maintenance			
Salaries	558,512	855,047	53.1
Expenses	277,067	473,862	71.0
Totals	835,579	1,328,909	59.0
423 Snow and Ice			
Salaries	105,700	105,700	0.0
Expenses	314,300	278,300	(11.5)
Totals	420,000	384,000	(8.6)
424 Street Lighting	8,899	8,899	0.0
425 Town Garage	71,308	72,916	2.3
428 Tarvia/Patching	275,000	280,000	1.8
433 Garbage Disposal	0	0	0.0
439 Solid Waste			
Salaries	90,915	85,531	(8.1)
Expenses	276,951	279,628	1.0
Totals	367,866	363,159	(1.3)
450 Town Water			
Salaries	8,003	8,203	2.5
Expenses	22,000	35,950	63.4
Totals	30,003	44,153	47.2
491 Cemetery			
Salaries	98,471	102,373	4.0
Expenses	30,735	32,785	6.7
Totals	129,206	135,158	4.6
<b>Public Works and Facilities</b>			
<b>Totals</b>	<b>\$2,235,161</b>	<b>\$2,617,194</b>	<b>17.1</b>

	FY23 Approved	FY24 Requested	FY23/FY24 (% Change)
<b>Health and Human Services</b>			
519 Board of Health			
Salaries	85,213	173,720	99.2
Expenses	157,849	107,849	(31.7)
Totals	245,062	281,569	14.9
541 Council on Aging			
Salaries	181,920	204,250	12.3
Expenses	48,050	49,900	3.9
Totals	229,970	254,150	10.5
543 Veterans			
Salaries	1,000	1,000	0.0
Expenses	1,000	1,000	0.0
Totals	2,000	2,000	0.0
<b>Health and Human Services Totals</b>	<b>\$477,032</b>	<b>\$537,719</b>	<b>12.7</b>
<b>Education</b>			
600 Dover School Operating	10,369,791	10,778,641	3.9
601 Dover's Share Regional			
Operating Assessment	12,496,779	12,529,057	0.3
Debt Assessment	462,617	425,881	(7.9)
Totals	12,959,396	12,954,938	0.0
602 Minuteman Vocational	197,427	248,626	25.9
604 Other Vocational Schools	24,572	25,000	1.7
<b>Education Totals</b>	<b>\$23,551,186</b>	<b>\$24,007,205</b>	<b>1.9</b>
<b>Culture and Recreation</b>			
610 Library			
Salaries	623,260	657,239	5.5
Expenses	221,240	237,119	7.2
Totals	844,500	894,358	5.9
650 Parks and Recreation			
Salaries	380,717	413,631	8.6
Expenses	86,000	88,600	3.0
Totals	466,717	502,231	7.6
691 Historical Commission	1,250	1,250	0.0
692 Memorial Day	3,000	3,500	16.7
<b>Culture and Recreation Totals</b>	<b>\$1,315,467</b>	<b>\$1,401,339</b>	<b>6.5</b>
<b>Debt Service</b>			
710/751 Maturing Debt			
Principal and Interest	2,341,753	1,862,375	(20.5)
759 Bank Charges	4,000	0	(100)
<b>Debt Service Totals</b>	<b>\$2,345,753</b>	<b>\$1,862,375</b>	<b>(20.6)</b>

	FY23 Approved	FY24 Requested	FY23/FY24 (% Change)
<b>Unclassified</b>			
<b>Insurance</b>			
912 Workers Compensation	118,543	118,543	0.0
914 Group Insurance	2,594,465	2,853,911	10.0
916 Medicare/FICA	190,000	192,000	1.1
950 Other Insurance	221,479	234,768	6.0
<b>Insurance Subtotals</b>	<b>\$3,124,487</b>	<b>\$3,399,222</b>	<b>8.8</b>
<b>Pensions</b>			
911 Norfolk County Retirement	1,585,077	1,730,036	9.1
<b>Unclassified Totals</b>	<b>\$4,709,564</b>	<b>\$5,129,258</b>	<b>8.9</b>
<b>OPERATING BUDGET</b>			
<b>GRAND TOTALS</b>	<b>\$41,438,611</b>	<b>\$42,824,838</b>	<b>3.3</b>

A hold was placed on Line Item 132 (Reserve Fund).

**Motion:** It was moved by Ms. Herman and seconded by Mr. Hudson that \$250,000 be raised and appropriated for Line Item 132 (Reserve Fund).

**Vote:** The motion was put to an electronic vote and passed 182 (yes) to 10 (no).

## ARTICLE 5.

### Capital Budget (Board of 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. DPW/Highway
  - (a) Ten-wheel roll-off dump truck for Transfer Station
  - (b) Ten-wheel 40,000+ GVW dump truck with plow
  - (c) Skid steer with attachments and plow  
(removed from motion)
  - (d) Construction: Claybrook Road/restabilization
  - (e) Willow Street and Dedham culvert design  
(removed from motion)
2. Fire Department/Ambulance
  - (a) Self-contained breathing apparatus
  - (b) Replacement of turnout gear
  - (c) Replacement of Engine 1 rescue pumper
  - (d) Chest compression device

3. Police Department
  - (a) Patrol vehicles
4. Schools (Chickering)
  - (a) Fire control panel
  - (b) Flooring
5. Board of Selectmen
  - (a) Highway: air compressor
  - (b) Library: Re-roof flat roof
  - (c) Town House: air-conditioning units
  - (d) Library: unit ventilators with heat pumps
6. Park and Recreation
  - (a) Small tractor with mower deck and snow attachments
7. Cemetery
  - (a) Gator

**Motion:** It was moved by Mr. Hudson and seconded by Ms. Herman that the capital budget items recommended by the Capital Budget Committee as shown in the Warrant Committee Report in the Blue Book, except those revised by the handout provided to Town Meeting and entitled Revised Order for Article 5 (Capital Budget,) be called over by the Moderator, and, if no objection is made, that to meet these appropriations the Town raise and appropriate the sum of \$521,691 and transfer from Free Cash the sum of \$423,000 for the following items:

- 1(b) Fire Department: Self-contained breathing apparatus \$127,772
- 1(c) Fire Department: Replacement of turnout gear \$23,000
- 1(d) Fire Department: Chest compression device \$27,760
- 2(a) Police Department: Patrol vehicles \$65,000
- 3(a) Highway Department: Ten-wheel roll-off dump truck for Transfer Station \$250,000
- 4(a) Cemetery: Gator \$32,000
- 5(a) Selectmen: Library, unit ventilators and heat pump \$50,000
- 5(b) Selectmen: Library, re-roof flat roof \$95,000
- 5(c) Selectmen: Town House, air-conditioning units \$55,000
- 5(d) Selectmen: Highway, air compressor \$10,000
- 5(a) Park and Recreation: Small tractor with mower deck and snow attachments \$34,159
- 6(a) Schools: Chickering, school flooring \$130,000
- 6(b) Schools: Chickering, fire control panel \$45,000

**Vote:** The motion for the Moderator to call over the items was put to an electronic vote and passed 170 (yes) to 20 (no).

Prior to calling over the items, a motion to amend the main motion was made by Mr. Boland of the Parks and Recreation Commission:

**Motion:** I, Chris Boland, of the Parks and Recreation Commission move that the main motion be amended to add a new item, 6b (Park and Recreation: large tractor with mower and snow attachments), for the amount of \$67,535, and that the amount of Free Cash necessary to fund Article 5 be increased for a total of \$490,535. The amended motion was seconded by Carolyn Ringel from the floor.

The motion to amend was followed by a presentation by Ms. Devall from the Capital Budget Committee.

**Vote:** The amended motion was put to an electronic vote and was defeated 29 (yes) to 161 (no).

The main motion was called over by the Moderator, with no holds, and was deemed approved.

## **Article 5, Motion 2**

**Motion:** It was moved by Mr. Hudson and seconded by Ms. Herman that the Town appropriate a sum of \$990,000 for the purpose replacing Engine 1, Rescue Pumper (Item 1a), including the payment of all costs incidental and related thereto, and to meet this appropriation, the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$990,000 under Chapter 44, Section 7 of the Massachusetts General Laws, as amended.

A presentation by Mr. Goldman of the Capital Budget Committee was made, followed by a presentation from Fire Chief Lutazzi.

**Vote:** The motion was put to an electronic vote and passed 166 (yes) to 28 (no), more than the two-thirds vote required.

## **Article 5, Motion 3**

**Motion:** It was moved by Mr. Hudson and seconded by Ms. Herman that the Town appropriate a sum of \$1,500,000 for the Claybrook Road construction/re-stabilization (Item 3b), including the payment of all costs incidental and related thereto and to meet this appropriation, the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,500,000 under Chapter 44, Section 7 of the Massachusetts General Laws, as amended.

A presentation was made by Ms. Hunter, Chair of the Board of Selectmen.

**Vote:** The motion was put to an electronic vote, and passed 173 (yes) to 20 (no), more than the two-thirds vote required.

## **ARTICLE 6.**

### **Regional Schools Capital Expenses (Dover-Sherborn Regional School Committee)**

To see if the Town will vote to raise and appropriate, appropriate from available funds or borrow, or any combination of these methods, 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; or take any other action relative thereto.

**Motion:** It was moved by Ms. Kinney and seconded by Ms. McCormick that the Town appropriate and transfer from Free Cash a sum of \$647,400 for the Town of Dover's share of replacing HVAC units, pursuant to an intergovernmental agreement between the District and the Towns of Dover and Sherborn.

**Vote:** The motion was put to an electronic vote and passed 165 (yes) to 18 (no).

A Consent Agenda Motion (to vote to move Articles 8, 9, 10 and 11, all of which are recurring or non-substantive) was read:

**Motion:** It was moved by Ms. McCormick and seconded by Ms. Kinney that Articles 8, 9, 10, and 11 be called over by the Moderator, and, if no objection is made, be approved in the amounts and appropriated from the sources of funds as listed in the Warrant Committee Report in the Blue Book.

**Vote:** The motion was put to an electronic vote, and passed 180 (yes) to 4 (no).

A Consent Agenda Motion (to vote to dismiss Articles for which the sponsors no longer have an interest) was read:

**Motion:** It was moved by Mr. Chen and seconded by Mr. Hudson that Articles 7, 16 and 17 be called over by the Moderator and, if no objection is made, that the Town dismiss them.

**Vote:** The motion was put to an electronic vote, and passed 178 (yes) to 4 (no).

## **ARTICLE 7.**

### **Regional Schools Capital Items (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 the various items of capital equipment and improvements, including the payment of all costs incidental and related thereto; or take any other action relative thereto.

**Motion:** It was moved by Ms. Kinney and seconded by Ms. McCormick that Article 7 be dismissed.

The motion was put to an electronic vote and passed 178 (yes) to 4 (no).

## **ARTICLE 8.**

### **Unemployment Compensation Fund (Board of Selectmen)**

To see if the Town will vote to raise and appropriate 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; 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 Mr. Kinder and seconded by Mr. Migausky that the Town raise and appropriate the sum of \$10,000 for the Unemployment Compensation Fund.

**Vote:** The motion was put to an electronic vote and passed 180 (yes) to 4 (no).

## **ARTICLE 9.**

### **Sick Leave for Retiring Police Officers (Board of Selectmen)**

To see if the Town will vote to raise and appropriate 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; 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 Dr. Weiss and seconded by Mr. Chen that the Town raise and appropriate the sum of \$10,000 for the Sick Leave program for retiring police officers.

**Vote:** The motion was put to an electronic vote and passed 180 (yes) to 4 (no).

## **ARTICLE 10.**

### **Road Construction, Reconstruction, and Improvements (Board of Selectmen)**

To see if the Town will vote to raise and appropriate 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; 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; 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 Ms. McCormick and seconded by Dr. Weiss 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 passed 180 (yes) to 4 (no).

## **ARTICLE 11.**

### **Conservation Fund (Conservation Commission)**

To see if the Town will vote to raise and appropriate 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; 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 Mr. Hudson and seconded by Mr. Smith 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 180 (yes) to 4 (no).

## **ARTICLE 12.**

### **General Stabilization Fund (Board of Selectmen)**

To see if the Town will vote to raise and appropriate a sum of money to the General Stabilization Fund in accordance with Section 5B of Chapter 40 of the Massachusetts General Laws; determine whether the money shall be included in the tax levy, by transfer from available funds; or any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Dr. Weiss and seconded by Mr. Migausky that the Town appropriate and transfer from Free Cash the sum of \$170,300 to the General Stabilization Fund authorized by Chapter 40, Section 5B of the Massachusetts General Laws.

**Vote:** The motion was put to an electronic vote and passed 166 (yes) to 7 (no).

## **ARTICLE 13.**

### **Regional Schools OPEB Stabilization Fund (Board of Selectmen)**

To see if the Town will vote to raise and appropriate a sum of money to the Dover-Sherborn Regional Schools Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws; determine whether the money shall be included in the tax levy, by transfer from available funds; or any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Chen and seconded by Mr. Smith that the Town appropriate and transfer from Free Cash the sum of \$721,000 to the Dover-Sherborn Regional School District OPEB Stabilization Fund as authorized by Chapter 40, Section 5B of the Massachusetts General Laws.

**Vote:** The motion was put to an electronic vote and passed 163 (yes) to 16 (no).

## **ARTICLE 14.**

### **One-Time Projects (Board of Selectmen)**

To see if the Town will vote to raise and appropriate a sum of money for the purpose of funding specific projects not expected to reoccur, as specified in the motion, and a list of which is available at the Town Clerk's office, and any incidental costs related thereto; and 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 Mr. Migausky and seconded by Ms. Kinney that the Town appropriate and transfer from Free Cash the sum of \$125,000 for a Communications Study/Services and Website Upgrade under the direction of the Board of Selectmen.

**Vote:** The motion was put to an electronic vote and passed 116 (yes) to 60 (no).

## **ARTICLE 15.**

### **Unpaid Bills (Warrant Committee)**

To see if the Town will vote to raise and appropriate a sum of money to pay any unpaid bills rendered to the Town for prior years; determine whether the money shall be included in the tax levy, by transfer from available funds, or any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Hudson and seconded by Mr. Smith that the sum of \$7,594.92 be transferred from Free Cash for the purpose of paying the following unpaid bills:

<b>Department</b>	<b>Description</b>	<b>Amount</b>
Accounting	WB Mason	\$39.00
Town Buildings	Brad Crosby	\$86.58
Town Buildings	Atlas Services	\$1,872.00
Highway	Cyn Oil	\$3,117.34
Treasurer/Collector	John Y. Brady, Deputy Collector	\$2,480.00

**Vote:** The motion was put to an electronic vote and passed 171 (yes) to 6 (no), more than the four-fifths vote required.

## **ARTICLE 16.**

### **Article 4, 2022 Annual Town Meeting (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 2022 Annual Town Meeting, to be expended during the current fiscal year, or make any other adjustments to the Fiscal Year 2023 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 Ms. Herman and seconded by Mr. Hudson that Article 16 be dismissed.

**Vote:** The motion was put to an electronic vote and passed 178 (yes) to 4 (no).

## **ARTICLE 17.**

### **Community Center Recreation Items (Park and Recreation)**

To see if the Town will vote to raise and appropriate, appropriate from available funds or borrow, or any combination of these methods, a sum of money for the purpose of paying the costs of various items of capital equipment and/or improvements related to the reconstruction of the Caryl Community Center, including the payment of all costs incidental and related thereto; or take any other action relative thereto.

**Motion:** It was moved by Mr. Migausky and seconded by Ms. McCormick that Article 17 be dismissed.

**Vote:** The motion was put to an electronic vote and passed 178 (yes) to 4 (no).

## ARTICLE 18.

### Zoning Bylaw, Floodplain District (Planning Board)

To see if the Town will vote to amend the Zoning Bylaw Chapter 185 Section 185-44 entitled “Floodplain District” by deleting it in its entirety and replacing it with a new Section 185-44 entitled “Floodplain District,” the complete text of which is on file in the Town Clerk and the Planning Board offices; or take any other action relative thereto.

**Motion:** It was moved by Ms. McCormick and seconded by Mr. Kinder that the Town amend the Zoning Bylaw by deleting Section 185-44 entitled “Floodplain District” in its entirety and replacing it with a new Section 185-44 entitled “Floodplain District,” the complete text of which is on file in the Offices of the Town Clerk and the Planning Board.

**Vote:** The motion was put to an electronic vote and passed 167 (yes) to 9 (no), more than the two-thirds vote required.

## ARTICLE 19.

### Zoning Bylaw, Accessory Apartments (Planning Board)

To see if the Town will vote to amend Zoning Bylaw Section 185-5 (Definitions) by deleting “Accessory Apartments” and replacing it with a new definition, “Accessory Dwelling Unit”; further to amend Section 185-10 (Schedule of Use Regulations) by deleting Line 31 and adding new Lines 31 and 32, and further to amend Section 185-43 (Accessory Apartments) by deleting it in its entirety and replacing it with “Accessory Dwelling Units,” the complete text of each of which is on file in the Offices of the Town Clerk and the Planning Board; or take any other action relative thereto.

**Motion:** It was moved by Mr. Kinder and seconded by Mr. Smith that the Town amend the Zoning Bylaw Section 185-5, 185-10, and 185-43 as set forth in the Warrant, and in accordance with the text of each change on filed with the Town Clerk and the Planning Board offices.

An amendment to the motion was proposed from the floor, but the Moderator determined it to be outside of the scope of the Article.

**Vote:** The motion was put to an electronic vote and passed 149 (yes) to 29 (no).

## ARTICLE 20.

### Wetlands Protection Bylaw (Conservation Commission)

To see if the Town will vote to amend Dover General Bylaws Chapter 181, Dover Wetlands Protection, Section 181-6: entitled Notices and Hearings: fees and expenses; by deleting Section (B) in its entirety and replacing it with the following:

**Section (B):** The Commission shall hold a public hearing on an Application within 21 days of its receipt. Notice of the time

and place of the hearing shall be given by the Commission at the expense of the applicant, not less than five days prior to the hearing, by publication in a newspaper of general circulation in Dover and by mailing in accordance with WPA 310 CMR 10.05: (3)(b)1, a notice to the applicant, owner, Board of Health, Planning Board, and by email to such other persons as the Commission may determine per Rules and Regulations for the Dover Wetlands Protection Bylaw;

and, by deleting the first sentence of Section E in its entirety and replacing it with the following:

**(Section E):** In addition, the applicant shall pay the fee and expenses of any outside peer review consultants deemed necessary by the Commission in accordance with the Commission’s Rules and Regulations and Massachusetts General Law, Chapter 44 Section 53G. At the discretion of the Commission, no Permit shall be issued until such fees and expenses have been paid;

or take any other action relative thereto.

**Motion:** It was moved by Ms. Kinney and seconded by Mr. Migausky that the Town amend the Dover General Bylaws, Chapter 181, Dover Wetlands Protection, Section 181-6 entitled Notices and Hearings: fees and expenses; by deleting Section (B) in its entirety and replacing it with the following:

**Section (B):** The Commission shall hold a public hearing on an Application within 21 days of its receipt. Notice of the time and place of the hearing shall be given by the Commission at the expense of the applicant, not less than five days prior to the hearing, by publication in a newspaper of general circulation in Dover and by mailing in accordance with WPA 310 CMR 10.05: (3)(b)1, a notice to the applicant, owner, Board of Health, Planning Board, and by email to such other persons as the Commission may determine per Rules and Regulations for the Dover Wetlands Protection Bylaw;

and, by deleting the first sentence of Section E in its entirety and replacing it with the following:

**(Section E):** In addition, the applicant shall pay the fee and expenses of any outside peer review consultants deemed necessary by the Commission in accordance with the Commission’s Rules and Regulations and Massachusetts General Law, Chapter 44 Section 53G. At the discretion of the Commission, no Permit shall be issued until such fees and expenses have been paid.

**Vote:** The motion was put to an electronic vote and passed 110 (yes) to 51 (no).

## **ARTICLE 21.**

### **Gas/Plumbing Inspector and Wiring Inspector Bylaw (Board of Selectmen)**

To see if the Town will vote to amend the Town's General Bylaw, Article XXXIV, Section 4-44 entitled Gas and Plumbing Inspector, by deleting it in its entirety and replacing it with the following:

There shall be a Gas/Plumbing Inspector and a Wiring Inspector appointed annually by the Building Inspector. The Gas/Plumbing Inspector's duties and authority shall include, but shall not be limited to, those specified 248 CMR and the Wiring Inspector's duties and authority shall include, but not be limited to those specified in Massachusetts General Law Chapter 166, Section 32;

or take any other action relative thereto, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code.

**Motion:** It was moved by Mr. Smith and seconded by Mr. Kinder that the Town vote to amend the Town's General Bylaw, Article XXXIV, Section 4-44 entitled Gas and Plumbing Inspector, by deleting it in its entirety and replacing it with the following:

There shall be a Gas/Plumbing Inspector and a Wiring Inspector appointed annually by the Building Inspector. The Gas/Plumbing Inspector's duties and authority shall include, but shall not be limited to, those specified 248 CMR and the Wiring Inspector's duties and authority shall include, but not be limited to those specified in Massachusetts General Law Chapter 166, Section 32; and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code.

**Vote:** The motion was put to an electronic vote and passed 142 (yes) to 6 (no).

## **ARTICLE 22.**

### **Terms of Office for Constables (Town Clerk)**

To see if the Town will vote to amend the Town's General Bylaw, Article XIV Constables, Section 4-20 entitled "Terms of office; duties"; by deleting it in its entirety and replacing it with the following:

There shall be three Constables elected for a three-year term. Beginning with the 2025 Town Election, the Constable receiving the most votes shall serve for a three-year term. The Constable receiving the next highest number of votes shall serve for a two-year term. The Constable receiving the third number votes shall serve for a one-year term. Thereafter, each Constable's term shall

be for three years such that one Constable's position is elected each year;

or take any other action relative thereto, 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.

**Motion:** It was moved by Mr. Smith and seconded by Dr. Weiss that the Town amend the Town's General Bylaw, Article XIV Constables, Section 4-20 entitled "Terms of office; duties"; by deleting it in its entirety and replacing it with the following:

There shall be three Constables elected for a three-year term. Beginning with the 2025 Town Election, the Constable receiving the most votes shall serve for a three-year term. The Constable receiving the next highest number of votes shall serve for a two-year term. The Constable receiving the third number votes shall serve for a one-year term. Thereafter, each Constable's term shall be for three years such that one Constable's position is elected each year;

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 145 (yes) to 5 (no).

## **ARTICLE 23.**

### **Finance Committee on Roads Bylaw (Board of Selectmen)**

To see if the Town will vote to amend the Town's General Bylaw, Article XXXI (Finance Committee on Roads), Section 4-41 entitled "Appointment; duties"; by deleting it in its entirety; or take any other action relative thereto, 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.

**Motion:** It was moved by Mr. Smith and seconded by Ms. McCormick that the Town amend the Town's General Bylaw, Article XXXI (Finance Committee on Roads), Section 4-41 entitled "Appointment; duties"; by deleting it in its entirety; 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 139 (yes) to 5 (no).

## **ARTICLE 24.**

### **Tree Committee Bylaw (Board of Selectmen)**

To see if the Town will vote to amend the Town's General Bylaw, Article XXXVI Tree Committee, Section 4-46 entitled "Appointment; consultation with Tree Warden; report," by deleting it in its entirety; or take any other action relative thereto, 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.

**Motion:** It was moved by Mr. Smith and seconded by Ms. Kinney that that Town amend the Town's General Bylaw, Article XXXVI Tree Committee, Section 4-46 entitled "Appointment; consultation with Tree Warden; report; by deleting it in its entirety; 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 132 (yes) to 10 (no).

## **ARTICLE 25.**

### **Committee Membership Bylaw (Capital Budget Committee)**

To see if the Town will vote to amend the Town's General Bylaw, Article XXI (Capital Budget Committee), Section 4-28 entitled "Appointment; vacancies" by deleting it in its entirety and replacing it with the following:

§ 4-28 Appointment; vacancies. There shall be a seven-member Capital Budget Committee appointed as follows: one member of the Board of Selectmen, two members of the Warrant Committee, all of whom shall be appointed by and from their respective boards to 1-year terms; and four members at-large serving three-year terms. Each year one member at-large shall be appointed to a three-year term by the above-named appointees and the members at-large then currently serving. Any vacancy shall be filled for the remainder of the unexpired term in the manner of the original appointment;

or take any other action relative thereto, 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.

**Motion:** It was moved by Mr. Migausky and seconded by Mr. Chen that the Town amend the Town's General Bylaw, Article XXI (Capital Budget Committee), Section 4-28 entitled "Appointment; vacancies" by deleting it in its entirety and replacing it with the following:

§ 4-28 Appointment; vacancies. There shall be a seven-member Capital Budget Committee appointed as follows: one member of the Board of Selectmen, two members of the Warrant Committee,

all of whom shall be appointed by and from their respective boards to one-year terms; and four members at-large serving three-year terms. Each year one or more members at-large shall be appointed to a three-year term by the above-named appointees and the members at-large then currently serving. Any vacancy shall be filled for the remainder of the unexpired term in the manner of the original appointment;

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 141 (yes) to 5 (no).

## **ARTICLE 26.**

### **Real Estate and MVE Demand Fee (Board of Selectmen)**

To see if the Town will vote to authorize the Town Treasurer/Collector to charge for each written demand an amount for unpaid real estate, personal property and the motor vehicle excise taxes, to be added to and collected as part of the tax, as authorized by Chapter 60, Section 15 of the Massachusetts General Laws; or take any other action relative thereto.

**Motion:** It was moved by Ms. Kinney and seconded by Mr. Kinder that the Town authorize the Town Treasurer/Collector to charge for each written demand an amount of \$15 for unpaid real estate, personal property and the motor vehicle excise taxes, to be added to and collected as part of the tax, as authorized by Chapter 60, Section 15 of the Massachusetts General Laws.

**Vote:** The motion was put to an electronic vote and passed 119 (yes) to 27 (no).

## **ARTICLE 27.**

### **Amend Bylaw, Long Range Planning Committee (Capital Budget Committee)**

To see if the Town will vote to amend the Town's General Bylaw, Article XXII (Long Range Planning Committee); by deleting it in its entirety; or take any other action relative thereto, 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.

**Motion:** It was moved by Ms. McCormick and seconded by Ms. Kinney move that the Town amend the Town's General Bylaw, Article XXII (Long Range Planning Committee); by deleting it in its entirety; 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 137 (yes) to 6 (no).

## ARTICLE 28.

### Sidewalks on Cross Street (Citizens' Petition)

To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money to construct a sidewalk on Cross Street from the intersection of Cross Street and Centre Street to the Chickering Elementary school; and a crosswalk at the end point of the existing Centre Street sidewalk.

**Motion:** It was moved by Mr. Kinder and seconded by Mr. Chen that the Town appropriate and transfer from Free Cash a sum of \$45,000 for the purpose of engineering and constructing a sidewalk to the Chickering School along Cross Street including of all costs incidental and related thereto.

A presentation was made by the petitioner, Mr. Garron, followed by comments from the floor of the meeting.

**Vote:** The motion was put to a vote and failed 29 (yes) to 123 (no).

## ARTICLE 29.

### Tax Rate Stabilization (Board of Selectmen)

To see if the Town will vote to transfer from Free Cash in the Treasury an amount to stabilize the tax rate for the ensuing fiscal year and authorize the Board of Assessors to use the same to stabilize the tax rate; or take any other action relative thereto.

**Motion:** It was moved by Ms. Herman and seconded by Mr. Hudson that the Town transfer the sum of \$1,200,000 from Free Cash in the Treasury to stabilize the tax rate for the ensuing fiscal year and authorize the Board of Assessors to use the same to stabilize the tax rate.

**Vote:** The motion was put to an electronic vote and passed 127 (yes) to 4 (no).

**Motion:** At 10:03 p.m., it was moved by Ms. Herman and seconded by Mr. Hudson to dismiss the meeting.

**Vote:** The motion was put to a voice vote and passed unanimously.

# Annual Town Meeting

Article 30 Elections

May 15, 2023

Pursuant to the Warrant given under the hands of the Selectmen on the 13th day of April 2023, the Annual Town Election was held on May 15, 2023. Constable Christopher Jackman inspected the ImageCast ballot box and found it to be empty and set at zero. Town Clerk Felicia S. Hoffman declared the polls open at 7 a.m.

At 8 p.m., Ms. Hoffman declared the polls closed. A total of 1,095 ballots had been cast. At 8:05 p.m., the unofficial results were posted. The official counts are as follows:

#### Moderator (1 year)

(Vote for one)

James R. Repetti	906
Write-ins	3
Blanks	186

#### Town Clerk (3 years)

(Vote for one)

Felicia S. Hoffman	913
Write-ins	3
Blanks	179

#### Selectman (3 years)

(Vote for one)

Robyn M. Hunter	823
Write-ins	10
Blanks	262

#### Assessor (3 years)

(Vote for one)

Caroline "Bonnie" Akins	833
Write-ins	3
Blanks	259

#### Dover School Committee (3 years)

(Vote for two)

Martha H. Castle	730
Jessica N. Hole	758
Iris Margariti	348
Write-ins	15
Blanks	339

**D-S Regional School Committee (3 years)**

(Vote for one)

M. Colleen Burt	721
Bethany Berk	329
Write-ins	0
Blanks	45

**Library Trustee (3 years)**

(Vote for two)

Peter K. Hoffman	694
Judith Schulz	735
Neha Gaur	271
Write-ins	6
Blanks	484

**Cemetery Commission (3 years)**

(Vote for one)

Geoffrey M. Sauter	332
Frederick G. Sears	504
Write-ins	3
Blanks	256

**Planning Board (5 years)**

(Vote for one)

Jody B. Shue	836
Write-ins	4
Blanks	255

**Board of Health (3 years)**

(Vote for one)

Kay M. Petersen	845
Write-ins	8
Blanks	242

**Park and Recreation Commission (3 years)**

(Vote for one)

Kathleen W. Weld	826
Write-ins	11
Blanks	258

# Special Town Meeting

Deliberative Session

June 3, 2023

Pursuant to the Warrant given under the hands of the Selectmen on April 27th, 2023, James Repetti, Moderator, called the Special Town Meeting of the Town of Dover to order on June 3, 2023, at 10:09 a.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.

Mr. Repetti introduced those sitting on the stage: Selectmen Robert Springett, Robyn Hunter, and John Jeffries; Town Counsel Nina Pickering-Cook; Assistant Town Moderator David Haviland, Town Clerk Felicia Hoffman, and Warrant Committee Members Melissa Herman (Chair), Cam Hudson (Vice Chair), Jerry Chen, Sara Cadena Kinney, Gordon Kinder, Steve Migausky, Janet McCormick, Peter Smith, and Woodrow Weiss.

Mr. Repetti remarked that the conduct of Special 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 said he would state the subject matter of each article, and that an electronic voting system would be used. On the response card provided to each registered voter, number one would indicate a yes vote, and two would indicate a no vote. If a motion to dismiss was placed on the floor of the 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 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 recognized Ms. Herman for a motion governing the conduct of the meeting.

**Motion:** It was moved by Ms. Herman and seconded by Mr. Hudson 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 246 (yes) to 9 (no).

The Moderator began the process of going through the Warrant.

## **ARTICLE 1.**

### **Caryl Community Center Project (Board of Selectmen)**

To see if the Town will vote to raise and appropriate, appropriate from available funds or borrow, or any combination of these methods, a sum of money to be expended by the Board of Selectmen to pay additional costs of designing and constructing the Caryl Community Center, including the payment of all costs incidental and related thereto; to determine whether the approval of any borrowing for this purpose shall be contingent upon approval of a Proposition 2½ debt exclusion under Chapter 59, Section 21C(k) of the Massachusetts General Laws; or take any other action relative thereto.

**Motion:** It was moved by Ms. Herman and seconded by Mr. Hudson that the Town appropriate a sum of \$6,600,000 to be expended by the Board of Selectmen for the purpose of the design and construction of the Caryl Community Center, including all 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 June 12, 2023, election.

Presentations were made by the Board of Selectmen, the Parks and Recreation Commission, and the Council on Aging. There were questions and comments from the floor.

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

**Vote:** The motion to move the question was put to an electronic vote and passed 271 (yes) to 31 (no).

**Vote:** The main motion was put to an electronic vote and passed 220 (yes) to 85 (no); more than the two-thirds vote required.

## **ARTICLE 2.**

### **Caryl Community Center Project (Parks and Recreation Commission)**

To see if the Town will vote to raise and appropriate, appropriate from available funds or borrow, or any combination of these methods, a sum of money to be expended by the Board of Selectmen to pay additional costs of designing and constructing the Caryl Community Center, for the addition of an outdoor recreation court and swing area, including the payment of all costs incidental and related thereto; to determine whether the approval of any borrowing for this purpose shall be contingent upon approval of a Proposition 2½ debt exclusion under Chapter 59, Section 21C(k) of the Massachusetts General Laws; or take any other action relative thereto.

**Motion:** It was moved by Ms. Herman and seconded by Mr. Hudson that the Town appropriate a sum of \$174,000 to be expended by the Board of Selectmen for the purpose of the including an outdoor recreation court and swing area at the Caryl Community Center, including all 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 June 12, 2023, election.

A presentation was made by the Mr. Boland of the Parks and Recreation Commission, followed by comments from Mr. Jeffries of the Board of Selectmen.

**Vote:** The motion was put to an electronic vote and passed 203 (yes) to 77 (no), more than the two-thirds vote required.

## ARTICLE 3.

### Caryl Community Center Operations (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money for the costs associated with the operations of the Caryl Community Center, including salaries and expenses; or take any other action relative thereto.

**Motion:** It was moved by Mr. Springett and seconded by Mr. Jeffries that the Town raise and appropriate the sum of \$40,000 for the salaries and expenses related to operating the Community Center.

**Vote:** The motion was put to an electronic vote and failed 104 (yes) to 167 (no).

**Motion:** A motion was made by Ms. Hermann and seconded by Mr. Kinder to adjourn the meeting.

**Vote:** The motion was put to a voice vote and passed unanimously. The meeting was adjourned at 11:37 a.m.



Norfolk Hunt Club. Photo by Elisha F. Lee Jr.

## Special Town Election

June 12, 2023

Pursuant to the Warrant given under the hands of the Selectmen on the 3rd day of May 2023, a Special Town Election was held on June 12, 2023. Christopher Jackman, Constable, 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 635 ballots had been cast. At 8:06 p.m., the unofficial results were posted. The official counts are as follows:

**Ballot Question 1:** Shall the Town of Dover be allowed to exempt from the provisions of Proposition 2½, so called, the amount required to pay for the bond issued in order to undertake the following projects as approved by the Special Town Meeting on June 3, 2023: additional costs for the construction and renovation of the Caryl Community Center; and an outdoor recreation court and swing area for the Caryl Community Center; such amounts to include the cost of architectural and engineering services related to those improvements and for the payment of all other costs incidental and related thereto?

Yes:	437
No:	198
Blanks:	0

# Vital Statistics

For the Calendar Year 2023

## BIRTHS IN 2023

26 Males

24 Females

## MARRIAGES IN 2023

January 8	Scott Albert Mangiacotti Danisa Andrea Alejo	Dover, MA Dover, MA
April 8	Cornelius Friedemann Gissel Nina Katherine Lupon	Fredericksburg, Denmark Fredericksburg, Denmark
April 8	Harold Richard Beacham Jr. Heather Kristen Unruh	Dover, MA Dover, MA
June 7	Jonathan James Anton Beatrice Juliet Pasts	Dover, MA Dover, MA
June 23	Benjamin Andrew Mitchell Melinda Selena Ching	Dover, MA West Newton, MA
July 15	Zachary Richard Scafati Victoria Rose Russo	South Boston, MA South Boston, MA
July 16	Donald D. Hogg Indrani Beatrice Frederick	Envile, TN Shirley, MA
August 12	Derek Robert Aitchison Mirline Jean-Pierre	Weymouth, MA Weymouth, MA
August 26	George Taylor Mead Yoanna Seril Fytopoulos	Columbus, OH Dover, MA
September 3	Matthew Evan Sloan Clara Rose Freeman	Toronto, ON Canada Dover, MA
September 9	Christopher Charles Biggin Lisa Anne Podgur	Austin, TX Austin, TX
September 9	Odane Micoy Spence Ashleigh Edna Conway	Walpole, MA Walpole, MA
October 7	David Benjamin Gross-Loh Kristin Kane Burkhardt	Cambridge, MA Wellesley, MA
October 13	Andrew N. Boerwinkle Rebecca Lynn Guthrie	Saint Petersburg, FL Saint Petersburg, FL

November 18	John William Reznicek Alyssa Nicole Powers	Rensselaer, NY Dover, MA
December 27	Kevin James McCabe Lily Angela Oksanen	Framingham, MA Sudbury, MA
December 31	Christopher Allan Boe Katerina Akrivlellis	Dallas, TX New York, NY

## DEATHS IN 2023

January 15	Feliks Simyonovich Sorits	90	47 Walpole Street
January 22	Stephen J. Gulo Jr.	78	27 Hartford Street
January 27	John Michael Kube	61	11 Stagecoach Lane
January 28	Anabis M. Tizzano	87	7 Circle Drive
February 18	John J. Walsh	87	5 Crest Drive West
March 8	Janet G. Leonard	95	4 Main Street
March 10	Norman Holbrook	58	28 Tisdale Drive
March 14	Charles Christie	91	54 Yorkshire Road
March 14	Christa Katsenes	82	25 Pleasant Street
March 14	Scott W. Oglevee	66	2 Rocky Brook Road
March 15	Keriann G. Smith	39	93 Centre Street
April 3	Alan Wood	94	55 Yorkshire Road
April 9	Scott R. Foster	91	30 Tubwreck Drive
May 3	Ella R. Connelly	96	15 Crest Drive
May 4	Christa Ruth Fein	86	14 Ruel Drive
May 5	Deborah Hyde Baldwin	73	113 Walpole Street
May 7	Steven Michael Stern	57	10 Circle Drive
May 11	John Cross	68	21 Rolling Lane
May 12	Kathleen McArdle	71	30 Main Street
June 17	Rita Jameson	99	3 Sanger Circle
June 27	Susanne M. Knowles	95	97 Main Street
July 2	George E. Carter	92	36 Yorkshire Road
July 8	Mary E. Carter	92	36 Yorkshire Road
August 8	Ingrid Johnsen Barrett	75	35 Haven Street
August 9	Rou Miao	90	22 Donnelly Drive
August 16	Jeffrey Brown Harvey III	15	2 Hilltop Road

September 11	Marquis Anthony Lockett Sr.	58	67C County Street
September 13	James D. Rooney	56	32 Draper Road
September 23	Betsy F. Levinson	86	21 Crest Drive
September 29	Karen J. MacTavish	76	12 Meeting House Hill Road
October 13	Nicholas Brian Taylor	25	9 Annie King Lane
October 21	Bessie Sherman	98	5 Comiskey Road
October 29	Linda A. Grandy	72	19 Main Street
November 13	Nancy J. Wright	65	71 Walpole Street
November 19	Christine Messner	75	2 Meadowbrook Road
December 4	Robert Peter Springett	76	28 Francis Street
December 11	Donna Lee Demann	90	81 Glen Street
December 18	Joanna M. Cowperthwaite	89	32 Cross Street
December 28	Rakesh Kamal	57	8 Wilson's Way
December 28	Teena Kamal	54	8 Wilson's Way
December 28	Arianna G. Kamal	18	8 Wilson's Way



*Photo by Kristen Dixon.*

## Financial Reports

For the Calendar Year 2023

### Fees Collected by the Town Clerk's Office

January	\$5,845
February	4,875
March	2,072
April	1,505
May	0
June	1,210
July	390
August	805
September	302
October	215
November	350
December	190
<b>Total</b>	<b>\$17,759</b>

### Fees Collected by the Board of Appeals

January	\$0
February	0
March	0
April	0
May	0
June	150
July	150
August	150
September	150
October	0
November	150
December	0
<b>Total</b>	<b>\$750</b>

*Report of the*  
**Town Treasurer**

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Kyle Banoey, Treasurer/Collector  
Gavin Fiske, Assistant Treasurer/Collector

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The following reports appear on pages 68–80:

- **Total Gross Wages** for the Calendar Year 2023
- **Treasurer's Cash** for the Year Ending June 30, 2023
- **Statement of Taxes Outstanding** as of June 30, 2023
- **Statement of Long Term Debt** as of June 30, 2023
- **Statement of Changes in Trust and Investment Fund Balances** for the Year Ending June 30, 2023

# Total Gross Wages

For Calendar Year 2023

	Regular Wages	Overtime/Other	Total Gross Wages
<b>Selectmen's Office</b>			
Mona Abraham-DiSciullo	\$68,570	\$88	\$68,657
Michael J. Blanchard	71,901		71,901
Paul E. Carew	1,000		1,000
Christopher Costello	11,088		11,088
Christopher M. Dwelley	9,698		9,698
Robyn M. Hunter	200		200
John D. Jeffries	100		100
Ryan J. Josephson	37,972		37,972
Richard T. Reed	45,640		45,640
Robert P. Springett	150		150
Ruth C. Townsend	5,500		5,500
Carl F. Valente	64,193		64,193
<b>Town Accountant's Office</b>			
Kathleen R. LaPlant	75,067		75,067
Janice McGovern	28,803		28,803
Nancy L. Rigano	51,142	354	51,496
<b>Assessor's Office</b>			
Caroline B. Akins	175		175
Kelly T. Brewer	3,414		3,414
Robert Cocks	200		200
Courtney E. Daniels	31,916		31,916
Amy L. B. Gow	89,782		89,782
Charles W. Long	175		175
<b>Treasurer/Collector's Office</b>			
Kyle A. Banoey	65,440		65,440
Gavin T. Fiske	50,829	51	50,881
Jennifer G. Pink	46,029	6,111	52,140
Marc V. Waldman	29,182		29,182
<b>Town Clerk and Elections</b>			
Juris G. Alksnitis	128		128
Zaiga T. Alksnitis	165		165
Andre Boudreau	334		334
Martha Susan Cocks	454		454
Margaret J. Cross	68		68
Elizabeth M. Devine	137		137
Catherine K. Haviland	308		308

	Regular Wages	Overtime/Other	Total Gross Wages
<b>Town Clerk and Elections (cont'd)</b>			
Darlene L. Heidke	\$25,101		\$25,101
Eleanor A. Herd	368		368
William R. Herd	248		248
Felicia S. Hoffman	87,178		87,178
Christopher Jackman	323		323
Camille C. Johnston	68		68
Michele Keleher	68		68
Anita B. Loscalzo	105		105
Erin Rodat-Savla	41		41
Elizabeth A. Schlenker	128		128
Carolyn D. Waterman	128		128
Linnea H. Wren	79		79
<b>Building Maintenance</b>			
Bradley S. Crosby III	51,963	\$2,898	54,860
Robert P. Murphy	42,535	57	42,592
Karl L. Warnick	82,661	783	83,444
<b>Police Department</b>			
Haznain Z. Ali	17,051	5,828	22,879
Nicole M. Bratcher-Heffernan	56,250	989	57,239
Donald Cahill Jr.	63,873	15,790	79,663
David Chaisson Jr.	66,882	23,700	90,582
Richard Collamore Jr.	66,558	5,257	71,815
Katherine M. Kolodziejczyk	67,740	25,481	93,220
Matthew O. Lavery	67,102	20,923	88,025
Jared R. Layman	6,079	268	6,347
Jeffrey W. Lynch	67,650	11,577	79,226
Bruce D. Maggio	13,672	4,022	17,694
Edward J. Maguire	63,103	17,757	80,860
Charles S. Marscher	72,785	16,087	88,873
Peter A. McGowan	118,464		118,464
Ryan W. Menice	83,435	35,782	119,217
Bret Rowean	8,908	1,395	10,304
Ryan P. Sullivan	70,463	23,423	93,886
Bruce D. Whitney	48,551	10,523	59,074
Todd V. Wilcox	68,377	14,197	82,574
Joseph S. Woollard	83,430	24,048	107,478
Colin R. Young	57,085	13,410	70,495
Robert A. Young	37,885	10,137	48,022
<b>Fire/Rescue Department</b>			
Daniel B. Barry	11,199		11,199
Christopher J. Becker	3,503		3,503
Andrew S. Blum	7,495		7,495
Paul E. Buckley	2,997		2,997

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Fire/Rescue (cont'd)</b>			
Kathryn R. Cannie	\$100		\$100
James Dawley Jr.	100		100
Timothy C. Giblin	2,401		2,401
Frederick M. Hartman	12,535		12,535
Mary C. Hinsley	20,776		20,776
Alexander H. Howe	845		845
James S. Hughes	2,985		2,985
Paul M. Hughes	1,682		1,682
Katherine A. Jackson	16,723		16,723
John P. Kornack	6,034		6,034
Edward G. Kornack	48,926		48,926
Phoebe L. Lasic-Ellis	168		168
Jack I. London	1,262		1,262
Phillip D. Luttazi	15,417		15,417
Romolo P. Luttazi	71,353		71,353
Michael Lynch Jr.	3,300		3,300
Brian C. Mack	2,167		2,167
Brendan E. McCarthy	2,745		2,745
William A. Mitchell	26,095		26,095
Daniel K. Murphy	34,569		34,569
Mickael V. Murphy	21,650		21,650
Nicholas A. Novitch	28,802		28,802
Walter J. Nowicki	26,936		26,936
Rebekka Perinne	7,521		7,521
Curt F. Pfannenstiehl	6,666		6,666
Marja K. Puurunen	10,837		10,837
Thomas E. Quayle	2,027	\$976	3,003
Theodore H. Reimann	26,491		26,491
Heidi E. Reinemann	8,207		8,207
Richard L. Reinemann	11,481		11,481
Johanna G. Schulz	2,764		2,764
Elisabeth A. Smith	1,627		1,627
Dickson Smith	51,632		51,632
James F. Spalding	100		100
Timothy R. Surgenor	8,448		8,448
David W. Tiberi	34,095		34,095
Richard F. Tiberi	38,236	1,697	39,933
Brian A. Tosi	19,534		19,534
Kathleen P. Tosi	1,188		1,188
Kevin Tosi	22,617	1,852	24,470
David Van Tassell	13,801		13,801
John S. Vounatsos	48,256	926	49,182
Kenneth S. Wadness	60,230		60,230
Ellen O. Weinberg	4,950		4,950
Nevin A. Weinberg	9,672		9,672

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Inspectors</b>			
Walter A. Avallone	\$92,273		\$92,273
Joseph Doyle	8,815		8,815
Kevin Malloy	31,310		31,310
James T. Murphy	1,005		1,005
Robert F. Piersiak	1,971		1,971
James F. Vaughan	29,891		29,891
Susan M. L. Young	47,222		47,222
Felix I. Zemel	5,753		5,753
<b>Health Department</b>			
Linda M. Baldwin-Lyons	23,310		23,310
Jason R. Belmonte	82,230		82,230
Jennifer S. Cronin	3,500		3,500
Karen R. Hayett	17,467		17,467
Kay M. Peterson	150		150
Priscilla T. Steenbergen	11,030		11,030
<b>Highway Department</b>			
Michael J. Angieri	15,722		15,722
Nancy J. Bates	55,252		55,252
Robert Beckwith	54,971	\$9,520	64,491
James J. Gorman	59,272	8,249	67,520
John J. Hann	14,918	540	15,458
Janine H. Kizik	20,792		20,792
Kevin J. McCabe	114,427		114,427
Michael A. Petrangelo	760	248	1,008
Mark R. Stephenson	55,385	7,037	62,422
Keith A. Tosi	628	1,673	2,302
Robert Tosi Jr.	72,516	3,789	76,305
Andrew F. Wills	58,632	4,849	63,481
<b>Sanitation</b>			
John F. Gerlach	20,364	178	20,542
Wade J. Hayes	30,297	468	30,765
<b>Conservation</b>			
Lori E. Hagerty	34,244		34,244
<b>Planning Board</b>			
Jasmin L. Farinacci	21,857		21,857
Susan E. Hall	27,046		27,046
<b>Cemetery</b>			
Lawrence R. Dauphinee	72,048	6,290	78,337
Sydney J. Johnson	5,255		5,255

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Council on Aging</b>			
Janet E. Claypoole	\$90,388		\$90,388
Andria M. DeSimone	5,643		5,643
Elizabeth Devine	1,500		1,500
Eleanor Herd	1,500		1,500
Jennifer L. James	710		710
Tracy Rittenmeyer	4,510		4,510
Matthew Schmid	1,500		1,500
Bente Sears	1,500		1,500
Suzanne Sheridan	7,968		7,968
Amee V. Tejani	27,977		27,977
Nancy C. Vaida	34,285		34,285
<b>Library</b>			
Jessica M. Alessi	17,299		17,299
Sean T. Bentley	16,279		16,279
Joan S. Campbell	54,259		54,259
Elizabeth Fogarty	45,560		45,560
Wendy P. Giblin	28,454		28,454
Erick F. Gordy	6,447		6,447
Jennifir M. Huston	5,554		5,554
Allison M. Keaney	11,231		11,231
Charles E. King	13,813		13,813
Bethany Klem	86,177		86,177
Mary F. Kroon	25,560		25,560
Kevin R. Kwok	131		131
Bart R. Leib	26,189		26,189
Liam O'Keefe	15,659		15,659
Susan B. Ramsbottom	28,974		28,974
Jill A. Roberson	14,786		14,786
Nancy M. Tegeler	57,138		57,138
Samantha A. Tullis	9,126		9,126
James K. Westen	58,170		58,170
<b>Parks and Recreation</b>			
Brianna K. Allen	155		155
James Allen Jr.	2,592		2,592
Katherine M. Brenna	1,395		1,395
Claire E. Caffrey	1,104		1,104
Kate A. Chui	1,841		1,841
Francesca M. Collins	610		610
Peter D. Cooper	9,751		9,751
Harrison P. DePaola	1,136		1,136
William J. DePaola	2,109		2,109
Nicole E DiCicco	66,558		66,558
Emily A. Drum	1,211		1,211

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Parks and Recreation (cont'd)</b>			
Alexander C. Frey	\$2,112		\$2,112
Mark F. Ghiloni	95,652		95,652
Leah F. Hills	800		800
Chris S. Kiesling	1,376		1,376
Richard F. Levenson	14,450		14,450
Eyob F. Lifshatz	2,264		2,264
Heidi I. Lindauer	1,322		1,322
Patrick M. Lombard	2,036		2,036
Laura E. McGuire	22,011		22,011
Cian D. Moss	2,679		2,679
Cillian A. Moss	1,860		1,860
Robert Muse	1,452		1,452
Tyler B. Myrick	114		114
Devon A. Ntiforo	1,680		1,680
Thomas J. Palmer	57,168		57,168
Kofi F. Poku	3,095		3,095
Max L. Rooney	2,260		2,260
Ahbbi Sharma	1,819		1,819
Attila Sharma	1,774		1,774
Abigail G. Teich	896		896
James C. Townsend	1,639		1,639
Mark E. Travers	49,392		49,392
Garrett T. Wilson	1,954		1,954
<b>SCHOOL DEPARTMENT</b>			
<b>Administration</b>			
Karen Anzivino	56,432		56,432
James M. Carnes	124,333		124,333
Tawny C. Desjardins	105,395		105,395
Kate A Fleming	45,232		45,232
Nisha G. Hochman	111,324		111,324
Jessica Natal	89,528		89,528
Kelly O'Donnell-Haney	62,090		62,090
Deborah J. Reinemann	141,322		141,322
<b>Teaching Staff</b>			
Christine E. Atkinson	111,324		111,324
Brigid R. Avery	42,342		42,342
Melissa A. Baker	121,490		121,490
Leslie M. Campbell	62,367		62,367
Catherine E. Chiavarini	113,239		113,239
Gioia M. Cianciarulo	59,509		59,509
Amy C. Cohn	111,324		111,324
Judith Cronin	48,138		48,138
Corinne M. Cummings	91,408		91,408

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Teaching Staff (cont'd)</b>			
Kimberly A. Delaney	\$98,366		\$98,366
Renee F. Grady	121,490		121,490
Stephen D. Harte	60,496		60,496
Michelle M. Hugo	90,812		90,812
James M. Keohane	111,324		111,324
Caitlyn E. Kilgallon	20,683		20,683
Kristen M. Kraeutler	108,219		108,219
Leslie G. Loughlin	74,255		74,255
Tara G. Lowney	20,683		20,683
Christine B. Luczkow	98,912		98,912
Jessica A. Marinelli	94,863		94,863
Emily A. Marsh	20,682		20,682
Andrew L. McCorkle	72,723		72,723
Meredith A. Merritt	30,540		30,540
Carolyn E. Miller	29,334		29,334
Laurie F. Moran	91,687		91,687
Eugenia M. Mota-Magestro	31,727		31,727
Kathryn A. Nave	79,827		79,827
Ashley S. Oleyer	62,367		62,367
Alison M. Parker	81,119		81,119
Donna M. Power	91,687		91,687
Nancy E. Powers	98,366		98,366
Ryan Sager	43,197		43,197
Alisa M. Saunders	85,337		85,337
Anna Y. Sawan	70,937		70,937
Johnathan M. Schenker	65,249		65,249
Jodi L. Shanbar-Emerson	91,478		91,478
Sarah C. Simoni	70,602		70,602
Priscilla J. Stephan	113,894		113,894
Victoria L. Strain	53,027		53,027
Laurette I. Ulrich	113,239		113,239
Devon R. Vanaria	65,249		65,249
Allison M. Vetere	68,711		68,711
Andrea M. Welch	113,239		113,239
Keri A. Windsor	98,366		98,366
<b>Substitutes</b>			
Meaghan R. Alexis	11,200		11,200
Ashley A. Atkinson	1,900		1,900
Allison L. Buff	230		230
Leslie K. Burnes	7,955		7,955
Barbara Deady	1,000		1,000
Abigail A. Driscoll	3,957		3,957
Nancy M. Giammarco	14,475		14,475
Jamie D. Godfrey	8,105		8,105

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Substitutes (cont'd)</b>			
Ellen A. Irmiter	\$750		\$750
Jill P. MacGlaflin	2,080		2,080
Alice C. Mackay	690		690
Claire A. Mackay	1,380		1,380
Cynthia H. Shapiro	2,470		2,470
Katie M. Witman	115		115
<b>Support Staff</b>			
Kelsey J. Albergo	22,942		22,942
Dudley S. Baker	4,360		4,360
Stephanie F. Cahoon	16,160		16,160
Thomas A. Cannata	16,317		16,317
Isabella T. Cappucci	3,900		3,900
Alex Carroll	20,682		20,682
Cheryl C. Chase	25,940		25,940
Lara J. Clark	12,325		12,325
Samantha H. Conroy	31,071		31,071
Stephanie A. Curran	35,172		35,172
Daniel J. Davis	77,144		77,144
Adrianna A. DiSciullo	35,430		35,430
Amy E. Dorfman	35,458		35,458
Santos Maria Dos	21,856	\$194	22,050
Michelle E. D'Ovidio	31,071		31,071
Carly A. Dow	30,225		30,225
Laura A. Driscoll	118,246		118,246
Christopher F. Elbag	31,071		31,071
Denise R. Foley	8,640		8,640
Christopher R. Fraser	97,843		97,843
David J. Gaffny	27,977		27,977
Lisa M. Garcia	18,792		18,792
Krystelle Ghanem	11,565		11,565
Grace K. Gillis	18,776		18,776
Kathleen P. Gillis	118,686		118,686
Stephanie A. Hartz	65,480		65,480
Nicole S. Harvey	15,779		15,779
Maria N. Horbaczewski	26,885		26,885
Damion O. Howitt	43,363	2,737	46,100
Elizabeth B. Hughes	26,885		26,885
Judy A. Jacobsen	30,918	224	31,143
Kathleen A. King	18,746		18,746
Wendy Lague	26,885		26,885
Julie B. Law-Linck	105,395		105,395
Pablo L. Lebret	10,725		10,725
Danielle M. Lyons	21,510		21,510
Deirdre M. Lyons	26,885		26,885

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Support Staff (cont'd)</b>			
John Malieswski Jr.	\$18,644		\$18,644
Patricia R. McCann	31,071		31,071
Katherine McCarthy	26,885		26,885
Sean W. McCarthy	12,325		12,325
Mary L. McKean	10,523		10,523
Marina K. Miller	29,538		29,538
Andrea D. Morello	26,885		26,885
Heidi A. Olschefski-Lusby	26,746		26,746
Shaylyn M. Parkhurst	26,885		26,885
Katherine Pollender	27,977		27,977
Allison L. Puls	27,641		27,641
Anna L. Ring	62,367		62,367
Katelyn G. Schapira	29,415		29,415
Malik Scott	5,004		5,004
Adama B. Sesay	2,249		2,249
Joel A. Sterling	53,641	\$2,805	56,446
Emily C. Stevens	12,306		12,306
Ana D. Sullivan	16,903		16,903
Ellen M. Troland	26,885		26,885
Kylie A. Troland	18,746		18,746
Christine E. Uminski	57,677		57,677
Xinlei Wang	18,776		18,776
Barbara B. Waters	12,748		12,748
Laurie A. Whitten	87,426		87,426
Anne H Wilson	31,988		31,988
Nadia M. Yaremiy	22,111		22,111
<b>Grand Totals</b>	<b>\$11,407,361</b>	<b>\$345,187</b>	<b>\$11,752,548</b>

## Treasurer's Cash

For the Year Ending June 30, 2023

**Beginning Balance as of June 30, 2023** \$51,773,648  
*Final audit and closing work has not been completed for Fiscal Year 2022, so the revenue and expenditure details for FY23 and FY22 are unavailable at the time of report publication.*

*This detail work will be made publicly available upon completion of the audit.*

### Bank Statement Balances as of June 30, 2023

Bank of America	\$743,024
BNY Mellon Bank	186,811
Century Bank/Eastern Bank	771,497
Citizens Bank	1,232,203
MMDT	7,269,299
Multibank Securities	6,390,626
Needham Bank	1,405,566
Rockland Trust Company	961,012
UBS	1,732,956
UniBank	3,781,849
Webster Bank	373,194
Trust Funds Held at BNY Mellon	2,170,442
OPEB Held at BNY Mellon	7,131,451
Stabilization and Bond Proceeds Funds	21,040,208
<b>Total Cash Balance (unaudited)*</b>	<b>\$55,190,139</b>

*\*Total rounded to nearest dollar.*

# Statement of Taxes Outstanding

As of June 30, 2023

	Outstanding June 30, 2022	Commitments and Deferrals	Tax Takings and Abatements	Refunds and Adjustments	Abatements	Collections	Outstanding June 30, 2023
<b>Real Estate</b>							
Prior Years	\$53,532	\$0	\$0	\$0	\$0	\$41,128	\$12,405
2020	99,111	0	0	0	0	92,309	6,803
2021	168,720	0	0	0	0	129,461	39,259
2022	608,486	22,344	17,729	0	0	541,287	62,585
2023	0	35,683,545	70,444	74,165	35,300,959		378,865
<b>Personal Property</b>							
Prior Years	\$2,682	\$0	\$0	\$0	\$0	\$110	\$2,572
2020	1,060	0	0	0	0	173	886
2021	8,383	0	0	0	0	206	8,176
2022	2303	0	0	0	0	500	1,803
2023	0	\$760,881	0	1,212	2,247	758,562	1,284
<b>Motor Vehicle Excise</b>							
Prior Years	\$31,561	\$0	\$0	\$0	\$0	\$24,156	\$7,405
2020	11,065	0	1,438	88	88	6,145	6,271
2021	57,921	0	1,680	2,157	40,694		16,749
2022	134,773	150,247	0	24,311	17,421	256,619	35,291
2023	0	1,452,055	0	5,775	13,265	1,362,663	81,902
<b>Boat Excise</b>							
Prior Years	\$15	\$0	\$0	\$0	\$0	\$0	\$15
2020	70	0	0	0	0	0	70
2021	128	0	0	0	0	0	128
2022	0	\$599	0	20	44	545	30
2023	0	0	0	0	0	0	0

# Statement of Long Term Debt

As of June 30, 2023

Date of Issue	Purpose	Average Coupon Rate (%)	Original Amount	Outstanding June 30, 2022	Principal Issued	Principal Paid	Outstanding June 30, 2023
April 19, 2012	Chickering School Refunding Bonds	2.86	\$2,000,000	\$655,000	\$0	\$655,000	\$0
December 21, 2017	46 Springdale Avenue GO Bonds	3.32	\$2,720,000	\$2,410,000	\$0	\$155,000	\$2,255,000
January 27, 2022	Caryl Community Center GO Bonds	2.81	\$16,276,000	\$16,276,000	\$0	\$816,000	\$15,460,000
January 27, 2022	Caryl Community Center Parks & Rec GO Bonds	2.81	\$779,000	\$779,000	\$0	\$44,000	\$735,000
<b>Totals</b>			<b>\$20,120,000</b>	<b>\$0</b>	<b><u>=====</u></b>	<b><u>=====</u></b>	<b><u>\$18,450,000</u></b>

## Statement of Changes in Trust and Investment Fund Balances

For the Year Ending June 30, 2023

Fund	Balance June 30, 2022	Net Investment Income	Realized Gain/Loss	Deposits	Expenditures	Balance June 30, 2023
<b>Park and Historical</b>						
George Chickering	\$102,338	\$1,448	(\$1,457)			\$102,330
<b>Park and Tree</b>						
Samuel Chickering	209,693	2,967	(2,984)			209,675
<b>Cemetery and Park</b>						
Chickering Cemetery and Park	209,284	2,961	(2,979)			209,266
<b>Cemetery</b>						
Perpetual Care	948,471	13,389	(13,464)			945,455
Caroline Chickering	26,199	371	(373)			26,197
Dorothea Hovey	543	7	(8)			474
<b>Library</b>						
Richards/Sanger/Lewis	12,614	194	(194)	2,001		14,615
Hovey Memorial	612,147	8,661	(8,713)			612,096
Endowment	27,063	383	(385)			27,060
<b>Investment</b>						
Conservation	1,524	22	(22)			1,524
Unemployment	6,491	47	(50)	439		1,608
Municipal Insurance	1,919	16	(17)			919
Other Post Employment Benefits	6,593,179	538,243	0	35		7,131,452
Regional School OPEB Stabilization	1,743,552	45,213	31,064	116		1,819,946
<b>Other</b>						
Larabee/Whiting Poor Scholarship	70,013	991	(996)			70,008
	21,948	311	(312)			21,946
<b>Totals</b>	<u><u>\$10,586,979</u></u>	<u><u>\$615,222</u></u>	<u><u>(\$889)</u></u>	<u><u>\$2,591</u></u>	<u><u>(\$9,333)</u></u>	<u><u>\$11,194,570</u></u>

## Report of the Town Accountant

Kathleen R. LaPlant, Town Accountant  
Nancy L. Rigano, Assistant Town Accountant

The following unaudited reports appear on pages 82–85. Final reports will be available on the Town of Dover website ([www.doverma.gov](http://www.doverma.gov)) upon completion of the audited financial statements.

- General Government Funds, Statement of Revenues and Expenditures for the Year Ending June 30, 2023
- OPEB Trust Fund—Statement of Fiduciary Fund, Net Position as of June 30, 2023
- General Fund Statement of Revenues and Other Sources and Expenditures and Others Uses—Budget and Actual for the Year Ending June 30, 2023

# General Government Funds, Statement of Revenues and Expenditures

For the Year Ending June 30, 2023

	<b>General Fund</b>	
<b>REVENUES</b>		
Property Taxes	\$36,150,910	
Excise	1,743,194	
Penalties, Interest, and Other Taxes	276,579	
Charges for Services	173,211	
Departmental, Fees, Rentals	586,983	
Licenses and Permits	387,458	
Intergovernmental	1,813,020	
Fines and Forfeitures	2,048	
Investment Income	419,369	
Other	6,644	
Transfers In	2,800,570	
Free Cash to Reduce Tax Rate	1,600,000	
Other Available Funds	131,102	
Overlay Surplus	100,000	
<b>Total Revenues</b>	<b>\$46,191,089</b>	
<b>EXPENDITURES</b>		
General Government	\$2,730,399	
Public Safety	3,499,441	
Education	22,285,162	
Public Works	1,952,271	
Health and Human Services	387,067	
Culture and Recreation	1,229,526	
Insurance and Benefits	4,246,947	
Debt Services	2,344,758	
Intergovernmental	295,164	
Transfers Out	10,827	
Other Uses	452,071	
Capital/One-Time Projects	2,702,021	
<b>Total Expenditures</b>	<b>\$42,135,654</b>	
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>\$4,055,435</b>	

\*\*\*UNAUDITED, PRELIMINARY FIGURES\*\*\*

Actual expenditures include encumbrances. Totals rounded to nearest dollar.  
The final report can be found on Town's website when available.

# OPEB Trust Fund: Statement of Fiduciary Fund, Net Position

As of June 30, 2023

	<b>OPEB Trust Fund</b>
<b>ASSETS</b>	
Cash and Cash Equivalents	\$71,425
Fixed Income	3,183,820
Equities	3,669,938
Alternative Investments	206,268
<b>Total Assets</b>	<b>\$7,131,451</b>
<b>LIABILITIES</b>	<b>\$0</b>
<b>NET POSITION</b>	
Restricted for OPEB Benefits	\$7,131,451
<b>Total Net Position</b>	<b>\$7,131,451</b>
<b>Total Liabilities and Net Position</b>	<b>\$7,131,451</b>

\*\*\*UNAUDITED, from BNY Mellon 6/30/23 statement\*\*\*

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

For the Year Ending June 30, 2023

	Original Budget	Final Budget	Actual	Variance with Final Budget Favorable (Unfavorable)
<b>REVENUES AND OTHER SOURCES</b>				
Property Taxes	\$36,443,919	\$36,443,919	\$36,150,910	(\$293,009)
Excise	1,150,200	1,150,200	1,743,194	592,994
Penalties, Interest, and Other Taxes	90,000	90,000	276,579	186,579
Charges for Services	94,000	94,000	173,211	79,211
Departmental, Fees, Rental	319,160	319,160	586,983	267,823
Licenses, Permits	265,000	265,000	387,458	122,458
Intergovernmental	1,813,020	1,813,020	1,813,020	0
Fines and Forfeitures	800	800	2,048	1,248
Investment Income	124,229	124,229	419,369	295,140
Other	771	771	6,644	5,873
Transfers In	2,800,570	2,800,570	2,800,570	0
Free Cash to Reduce Tax Rate	1,600,000	1,600,000	1,600,000	0
Other Available Funds	131,102	131,102	131,102	0
Overlay Surplus	100,000	100,000	100,000	0
<b>Total Revenues and Other Sources</b>	<b>\$44,932,771</b>	<b>\$44,932,771</b>	<b>\$46,191,089</b>	<b>\$1,258,318</b>
<b>EXPENDITURES AND OTHER USES</b>				
General Government	\$3,061,018	\$2,961,006	\$2,730,399	\$230,607
Public Safety	3,846,980	3,988,043	3,499,441	488,602
Education	23,551,186	23,551,186	22,285,162	1,266,024
Public Works	1,610,786	1,605,786	1,952,271	(346,485)
Health and Human Services	642,931	642,931	387,067	255,864
Culture and Recreation	1,670,393	1,670,393	1,229,526	440,867
Insurance and Benefits	4,709,564	4,673,513	4,246,947	426,566
Debt Service	2,345,753	2,345,753	2,344,758	995
Intergovernmental	329,241	329,241	295,164	34,077
Transfers Out	10,827	10,827	10,827	0
Other Uses	452,071	452,071	452,071	0
Capital/One-Time Projects	2,702,021	2,702,021	2,702,021	0
<b>Total Expenditures and Other Uses</b>	<b>\$44,932,771</b>	<b>\$44,932,771</b>	<b>\$42,135,654</b>	<b>\$2,797,117</b>
<b>Excess (Deficiency) of Revenues and Other Sources Over Expenditures and Other Uses</b>	<b>\$0</b>	<b>\$0</b>	<b>\$4,055,435</b>	<b>\$4,055,435</b>

\*\*\*UNAUDITED, PRELIMINARY FIGURES\*\*\*

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

Actual expenditures include encumbrances. Totals rounded to nearest dollar.

Final report can be found on Town's website when available.

# Report of the Town Insurance

For the Year Ending June 30, 2023

	<b>Limits</b>	<b>Deductible</b>
<b>Property</b>		
Buildings and Contents	\$62,083,222	\$1,000
Extra Expense—Blanket Coverage Extensions and Special Property	Actual Loss Sustained	None
Boiler and Machinery (max \$100 million)	Various Included up to blanket limit	Various
Treasurer's Bond	250,000	None
Public Employee Dishonesty	\$100,000- \$200,000	None
Flood and Earthquake	\$2 million/\$2 million	\$25,000
<b>General Liability</b>		
Bodily Injury and Property Damage	\$1 million/\$3 million	None
<b>Vehicles</b>		
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
<b>Umbrella/Excess Liability</b>		
	\$3 million	\$10,000
<b>Professional Liability</b>		
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
<b>Police and Fire Accident</b>		
	Per schedule on file	
<b>Town Insurance Expenditures</b>		
		<b>Premium</b>
Group Health Insurance		\$2,190,543
Workers' Compensation		74,188
Medicare		177,237
Other Insurance		155,938
<b>Total Town Insurance Expenditures</b>		<b>\$2,597,906</b>

# Report of the Personnel Board

Juris Alksnitis, Co-Chair

Sue Geremia, Co-Chair

Mary Hornsby

Robert Seiler

Michael Blanchard, Town Administrator, Ex Officio

Robin Tusino, Director of Human Resources (Support Staff)

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 and compensation practices. The Board also serves the Warrant Committee and the Selectmen by providing analysis and fact-based recommendations regarding compensation, benefits, and personnel-related topics.

In 2023, the Board continued working closely with Town Administrator Christopher Dwelley and Assistant Town Administrator Katelyn O'Brien until their departures, and subsequently with Interim Assistant Town Administrator Rick Reed, to finalize the details and steps leading to the successful implementation of the Town Personnel Classification and Compensation Study and the workforce transition to the applicable new pay schedules. The Board considers this a major milestone in modernizing the Town's compensation system. As the year progressed, the Personnel Board welcomed new Board member Robert Seiler, and it also transitioned to working with the newly appointed Town Administrator, Michael Blanchard, and the new Director of Human Resources, Robin Tusino. A significant focus has been to respond to requests for review of nonunion Town positions for accuracy in job descriptions and technical evaluation for placement in the applicable grade level. This process is ongoing.

Finally, each year the Board recommends to the Warrant Committee and the Selectmen an annual market adjustment to increase compensation schedules, which also reflects the cost of living adjustment (COLA), for the coming fiscal year. After reviewing both state and federal projected inflation indices together with information from the recent study of comparable towns, the Board recommended a 3.0% increase as the wage adjustment proposal for nonunion employees for Fiscal Year 2025 (effective July 2024).

# Report of the Board of Assessors

Caroline B. Akins, Chair  
Robert G. Cocks Jr.  
Charles W. Long

The Board of Assessors is responsible for fully and fairly valuing all real and personal property annually in Dover. The Town has successfully completed the five-year certification review conducted by the Bureau of Local Assessment, to ensure the values are derived using a methodology based on generally accepted mass appraisal practices, and are supported with current market evidence.

To assist citizens with their questions, the office is open 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.gov](http://www.doverma.gov)).

The following is a statement of the valuation of Dover as of January 1, 2023, which is the basis for taxing property for the Fiscal Year July 1, 2023, through June 30, 2024. 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	\$3,052,700
Value of State-Owned Property	38,703,100
Value of Town-Owned Property	106,525,188
Value of Property Held in Trust for the Worthy Poor	4,681,800
Value of Other Exempted Property	243,994,500
Value of Taxable Personal Property	70,568,071
<b>Total Value of All Personal and Real Estate</b>	<b>\$3,864,419,993</b>
<b>Total Net Taxable Valuation (Excluding Motor Vehicles)</b>	<b>\$3,467,462,705</b>

## Amount to Be Raised by Taxation

Town Purposes as per Appropriation	\$45,485,824
Other Local Expenditures	
Amounts Certified for Tax Title Purposes	\$0
Offsets	14,919
Overlay Deficits of Prior Years	0
Other	0
Snow and Ice Deficit	0
	<b>\$14,919</b>

State and County Assessments	328,671
Overlay of Current Year	301,391
<b>Gross Amount to Be Raised by Taxation</b>	<b>\$46,130,805</b>

## Estimated Receipts and Other Revenue Sources

Estimated Receipts (State)	\$1,385,694
Massachusetts School Building Authority Payments	0
Estimated Receipts (Local)	2,657,425
Revenue Sources for Particular Purposes (Free Cash)	2,784,295
Other Available Funds for Particular Purposes	100,000
Free Cash to Reduce Tax Rate	1,200,000
<b>Total Estimated and Available Funds</b>	<b>\$8,127,414</b>

## Net Amount to be Raised by Taxation on Property

Amount on Personal Property	\$773,426
Amount on Real Estate	37,229,965
	<b>\$38,003,391</b>

## Assessments Added to Taxes

Motor Vehicle and Trailer Excise Assessed for 2023	\$1,591,550
Motor Vehicle and Trailer Excise Assessed for 2022 in 2023	9,510
FY22 Boat, Ship, or Vessel Excise	446
	<b>1,601,506</b>

## Total Taxes and Assessments Committed to the Collector

	<b>\$39,604,897</b>
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## Motor Vehicle Statistics

Number of Vehicles/Value Assessed for 2023	6,406	\$72,494,872
Number of Vehicles/Value Assessed for 2022 in 2023	126	\$3,255,978

## Tax Rates

Personal and Real Estate	\$10.96
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, 2023,  
in Accordance with Chapter 59, General Laws:

### Property Exempted from Taxation under Provisions of the First Clause, Section 5, Chapter 59, General Use:

United States Postal Department

5 Walpole Street

Improvements

\$389,900

\$389,900

Department of the Army Corps of Engineers

Chickering Drive, 14.651 acres	\$1,427,000
Claybrook Road, 1.56 acres	314,900
Off Farm Street, 11.50 acres	113,300
Off Haven Street, 1.01 acres	33,800
Springdale Avenue, 14.50 acres	221,900
Off Springdale Avenue, 19.10 acres	77,600
Trout Brook Road, 21.689 acres	343,200
Off Trout Brook Road, 0.83 acre	59,400
Off Wakeland Road, 8.40 acres	<u>71,700</u>

\$2,662,800

### Property Exempted from Taxation under Provisions of the Second Clause, Section 5, Chapter 59, General Use:

Commonwealth of Massachusetts

(Metropolitan District Commission)

100 Reservation Road

Improvements

\$11,716,000

Land, 182.10 acres

19,260,900

\$30,976,900

### 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

\$303,700

\$303,700

### 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

\$7,422,500

\$7,422,500

## Property Exempted from Taxation under Provisions of the Third Clause, Section 5, Chapter 59, General Use:

Dover Historical and Natural History Society

80 Dedham Street		
Improvements	\$318,300	
Land, 1.00 acre	<u>898,400</u>	
		\$1,216,700

Charles River School

6 Old Meadow Road		
Improvements	\$8,677,800	
Land, 13.126 acres	2,819,400	
4 Old Meadow Road		
Improvements	645,900	
Land, 1.079 acres	<u>603,300</u>	
		\$12,746,400

Trustees of Reservations

Off Brookfield Road, 15.00 acres	\$752,400	
Chase Woodlands, 85.183 acres	1,178,500	
Dedham Street, 16.15 acres	163,600	
Farm Street, 1.478 acres	82,900	
Glen and Wight Streets, 5.63 acres	875,400	
Off Grand Hill Drive, 1.042 acres	33,600	
Main Street, 11.48 acres	157,900	
Off Pegan Lane, 20.79 acres	285,800	
Peters Reservation, 83.75 acres	7,853,900	
Off Pleasant Street, 1.65 acres	22,700	
Pond Street, 6.71 acres	263,400	
Powissett Street, 4.122 acres	1,150,500	
37 and 39 Powissett Street, 104.49 acres	4,095,500	
Improvements	569,800	
Strawberry Hill Street, 63.45 acres	3,273,100	
Off Tower Drive, 6.65 acres	341,800	
Walpole and Powissett Streets, 529.60 acres	29,848,400	
Walpole Street, 6.40 acres	1,051,300	
Walpole Street (Muzy), 2.157 acres	830,800	
Off Walpole Street, 3.58 acres	<u>651,500</u>	
		\$53,482,800

Hale Reservation, Inc.

Powissett and Off Hartford Streets		
Improvements	\$1,106,800	
Land, 657.04 acres	56,102,700	
Wilsondale Street, 16.39 acres	<u>225,100</u>	
		\$57,434,600

Dover Land Conservation Trust	
Bridge and Smith Streets, 20.523 acres	\$4,241,700
Centre Street, 57.11 acres	2,240,400
Off Centre Street, 48.599 acres	2,153,000
Claybrook Road, 21.20 acres	746,000
Dedham Street, 10.82 acres	1,006,000
Dover Road, 2.84 acres	1,001,500
Farm Street, 41.76 acres	2,973,600
3 Farm Street, 5.00 acres	1,675,100
4 Farm Street, 5.70 acres	835,000
Off Farm Street, 6.07 acres	270,200
Hunt Drive, 19.49 acres	680,400
Main Street, 5.99 acres	881,300
Miller Hill Road, 7.17 acres	183,500
Off Miller Hill Road, 1.374 acres	68,500
50 Pegan Lane, 2.812 acres	912,500
Off Pegan Lane, 16.59 acres	228,100
Pine Street, 8.521 acres	957,700
80 Pine Street, 3.632 acres	83,900
131 Pine Street, 71.06 acres	4,397,300
Improvements	34,000
Off Pine Street, 19.241 acres	895,700
Pleasant Street, 0.333 acre	55,300
Pleasant Street and Annie King Lane, 7.895 acres	1,259,400
5 Riverview Terrace and Willow Street, 3.17 acres	1,926,000
Rocky Brook Road, 4.18 acres	77,400
Springdale Avenue and Church Street, 11.79 acres	585,100
Springdale Avenue and Farm Street, 17.50 acres	1,852,100
Strawberry Hill Street, 33.3 acres	1,760,100
Off Springdale Avenue, 27.65 acres	1,493,600
Old Farm Road, 2.867 acres	137,600
	<u>\$35,702,000</u>

Trustees of Boston College:

20 Glen Street	
Improvements	\$8,840,900
Land, 78.50 acres	<u>7,656,300</u>

\$16,497,200

**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	\$574,300
Land, 1.00 acre	<u>898,400</u>

\$1,472,700

**Property Exempted under the Provisions of the  
Eleventh Clause, Section 5, Chapter 59, General Laws:**

Dover Evangelical Congregational Church

61 Dedham Street	
Improvements	\$620,200
Land, 0.50 acres	<u>524,100</u>

\$1,144,300

First Parish Church

15 and 17 Springdale Avenue	
Improvements	\$2,720,300
Land, 1.70 acres	<u>978,900</u>

\$3,699,200

Grace Church of Dover, MA, Inc.

21 Centre Street	
Improvements	\$1,007,200
Land, 1.00 acre	<u>898,400</u>

\$1,905,600

Roman Catholic Archdiocese of Boston

30 Centre Street	
Improvements	\$376,300
Land, 1.02 acres	<u>540,200</u>
32 Centre Street	
Improvements	3,220,600
Land, 3.66 acres	<u>1,117,900</u>

\$5,255,000

St. Dunstan's Episcopal Church

18 Springdale Avenue	
Improvements	\$1,345,000
Land, 0.83 acre	<u>797,700</u>

\$2,142,700

**Property Exempted under the Provisions of Section 5F,  
Chapter 59, General Laws:**

Town of Westwood (Conservation Commission)

Off Hartford Street	
Land, 1.30 acres	<u>\$61,600</u>

\$61,600

## Valuation of Exempted Public Property

Value of Town Property Put to Public Use, July 1, 2023,  
in Accordance with Section 51, Chapter 59, General Laws:

Town House

5 Springdale Avenue	
Improvements	\$4,500,700
Personal Property	<u>222,808</u>

\$4,723,508

Caryl Community Center  
4 Springdale Avenue

Improvements	\$4,711,700
Land, 3.057 acres	1,944,500
Personal Property	<u>387,285</u>

\$7,043,485

Dover Town Library

56 Dedham Street	
Improvements	\$2,803,100
Land, 1.00 acre	898,400
Books and Furnishings	<u>1,198,848</u>

\$4,900,348

Protective Agencies Building

1 and 3 Walpole Street	
Improvements	\$1,256,800
Land, 1.65 acres	1,044,400
Personal Property	<u>938,079</u>

\$3,239,279

Chickering School

29 Cross Street	
Improvements	\$15,674,400
Land, 43.95 acres	4,474,500

Personal Property	<u>824,415</u>
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\$20,973,315

Dover-Sherborn Regional School District

9 Junction Street	
Improvements	\$36,897,300
Land, 98.887 acres	<u>14,336,400</u>

\$51,233,700

Parks and Recreation

Bickford Park, 2.292 acres	\$134,200
Caryl Park, 107 Dedham Street	
Land, 83.80 acres	9,114,900
Improvements	740,500
Channing Pond Park, 5.64 acres	81,000
Improvements	600
Dedham and Centre Street Lot, 0.25 acres	730,000

Dover Common and Training Field Lot,

3.70 acres	1,235,900
Howe Lot, 3.22 acres	1,261,600
Riverside Drive, 0.765 acres	545,100
Springdale Avenue, 1.40 acres	57,700
West End School Lot, 1.50 acres	648,200
Personal Property	<u>464,279</u>

\$15,013,979

Conservation Commission

Bean Land, 10.27 acres	\$1,534,200
Bridge Street, 3.00 acres	74,900
Brodie Land, 7.988 acres	1,173,400
Channing, Gibbons, Rice & Wylde Lands, 199.40 acres	6,876,700
Claybrook Road, 1.80 acres	74,500
Dedham Street, 7.38 acres	1,720,400
French Land, 11.80 acres	576,400
Fullerton Land, 7.00 acres	992,400
Gould Land, 7.20 acres	255,600
Halper Land, 1.18 acres	630,600
Harvey Land, 23.77 acres	370,400
Haven Street, 25.61 acres	2,638,200
Hunt Drive, 6.03 acres	249,200
Hunters Path, 2.50 acres	68,200
Koch Land, Snow's Hill Lane, 8.20 acres	1,359,600
Koch Land Swap, 12.21 acres	621,500
Murray Land, 12.60 acres	133,200
Riverside Drive, 0.04 acres	9,200
Scott Land, 46.00 acres	1,410,300
Off Springdale Avenue, 0.20 acres	44,400
Taylor Land, 14.47 acres	547,500
Valley Farm Land, 13.09 acres	2,208,600
Walpole Street, Off Walpole Street, 33.00 acres	1,688,100
Willow Street, 2.11 acres	61,600
Wilsondale Street, 6.03 acres	<u>83,000</u>

\$25,402,100

Town of Dover

Ben Arthur's Way, 0.76 acres	\$64,400
Bridge Street Land, 3.92 acres	80,000
Chickering Drive, 3.07 acres	73,500
10 Donnelly Drive, 2.00 acres	83,100
Dedham Street, 10.77 acres	1,014,700
Draper Road, 0.29 acres	54,600
Grand Hill Drive, 6.64 acres	999,900
Hartford Street, 1.00 acre	599,000

Heard Land, 7.42 acres	1,621,400
Hynes Land, 1.46 acres	1,001,400
Mackintosh Land, 29.28 acres	1,179,400
Main Street, 1.79 acres	746,200
Off Farm Street, 0.53 acres	65,300
Ponzi Land, 31.58 acres	2,246,700
Springdale Avenue, 23.82 acres	1,695,600
Trout Brook Road, 0.15 acres	37,200
Valley Farm Land, 52.6 acres	3,952,300
Wakeland Road, 0.18 acres	44,700
5 Whiting Road, 0.25 acres	778,600
Improvements	99,100
Personal Property	5,640
Willow Street, 0.92 acres	54,400
Wilsondale Street, 3.73 acres	<u>935,200</u>
	<b>\$17,432,340</b>
Transfer Station	
Powissett Street, 3.00 acres	\$1,756,800
Improvements	252,500
Personal Property	<u>30,111</u>
	<b>\$2,039,411</b>
Highway Department	
2 and 4 Dedham Street, 3.40 acres	\$1,110,200
Improvements	1,106,200
Willow and Cross Streets, 0.21 acres	48,100
Personal Property	<u>181,180</u>
	<b>\$2,445,680</b>
Highland Cemetery	
54 Centre Street and Off Dedham Street, 19.91 acres	\$2,240,900
Improvements	24,500
Personal Property	<u>15,055</u>
	<b>\$2,280,455</b>
Water Supply	
Church Street, 6.00 acres	\$920,400
Improvements	17,500
Personal Property	<u>93,388</u>
	<b>\$1,031,288</b>
<b>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:</b>	
Larrabee Estate	
Land, 66.84 acres	<u>\$4,681,800</u>
	<b>\$4,681,800</b>

## Report of the Police Department

Todd Wilcox, Acting Chief of Police

As 2023 ended, the Dover Police Department wrapped up another year of committed community service while adapting to changes on the local, state, and federal levels. As always, the men and women of the Department take pride in the level of service provided to our residents and those passing through our town daily.

Chief Peter McGowan retired after more than 12 years as the Chief of Police for the Town of Dover. Chief McGowan came to us in 2011 and soon became an integral part of Dover, strengthening relationships with Town departments as well as other local, state, and federal law enforcement agencies. We wish him well in his retirement and remain grateful for his time with us, building our team and guiding the Department through some unique times.

With Chief McGowan's retirement, the Town of Dover went through a rigorous hiring process for a new chief. On December 28th the Town selected Joseph Vinci from the Westwood Police Department. Joseph has been a police officer in Westwood since 2006 and has spent the past four years as Operations Lieutenant in charge of uniformed patrol personnel. The Department welcomes Chief Vinci's arrival.

In other personnel matters, two officers joined the Department this year: Bruce Maggio comes to us after more than a decade of service with the Norfolk County Sheriff's Office. Bruce is a welcome addition and a great fit. Toward year's end, we hired Dispatcher Bret Rowean, with the hope that he can soon join the ranks of our patrol officers. We are fortunate to have assembled an incredible departmental team of dedicated officers and will continue to strive to offer fair and impartial policing to all.

The year 2023 was another year in which world events greatly impacted our small town. War in faraway lands made people feel unsafe, political issues created anxiety and stress for many, and the horrors of domestic violence once again infiltrated our town in the most heinous way. If you or a family member feels unsafe, please reach out to the Dover Police Department for help or a referral, or contact the SafeLink domestic violence hotline at 877-785-2020.

# Police Department Summary of Activities

For the Calendar Year 2023

## Statistics

**Total Incidents Logged:\*** 17,985

Accidents: Motor Vehicle	122
Alarms: Intrusion, Vehicle, and Panic	62
Ambulance Requests	269
Animal Complaints	193
Assaults	6
Assists: Other Agencies, Citizens, Etc.	223
Bicycle Complaints	0
Breaking and Entering	11
Building Checks	10,075
Civil Drug Law Violations	0
Deer Strikes	25
Destruction of Property	9
Disturbances	6
Fire Alarms/CO	241
Harassment	12
Identity Thefts	28
Larceny	9
Littering/Illegal Dumping	8
Lockouts	25
Miscellaneous Services	4,365
Missing Persons	5
Motor Vehicle Complaints	49
Motor Vehicle Stops	1,260
Noise Complaints	33
911 Verifications	223
Safety Hazards	96
Soliciting	26
Suspicious Activities	137
Suspicious or Unattended Deaths	12
Youth Complaints	155

\*Total incidents logged are not limited to the activities listed above.

## Arrests

<b>Total Arrests:</b>	18
Larceny Over \$1,200	1
Warrants	1
Operating Under the Influence of Liquor	3
Operating After License Suspension	6
Assault and Battery	0
Protective Custody	1
Failure to Stop	0
Drug Offense	1
Domestic Violence	4
Receiving Stolen Property	1



Police cruiser of yesteryear. Photo courtesy of the Dover Police Department.

# *Report of the* **Board of Fire Engineers**

Ford Spalding, Chair  
Kate Cannie  
Jim Dawley

The Dover Fire/Ambulance Department is a call department consisting primarily of Dover residents. A call department is composed of personnel who work in the Department after initial training and who are paid for their service when called to a fire, ambulance call, or training session. Officers and supervisory personnel receive a salary for their responsibilities. All serve the Town of Dover 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/Ambulance Department works with local communities to assist them during a fire, accident, or other incidents. In return, the same is done for Dover by our neighboring communities. We often participate in training exercises with our neighbors. 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.

At the May 1, 2023, Annual Town Meeting the Board's request of \$990,000 for the replacement of the Department's Engine 1 rescue pumper received approval with a 166 (yes) to 28 (no) vote. The rescue pumper is now under the construction process and should be ready for delivery in 2025.

Under the direction of Chief Paul Luttazi, the officers have updated the Department's Standard Guidelines for Fire Service. The document has been reviewed by all appropriate entities and distributed to all Department personnel.

Over the past few years at Annual Town Meetings, the Board has requested and received approval to increase wages for its Ambulance personnel, which has helped attendance at calls. The Fire/Ambulance responses have significantly increased as the numbers attest to. The Board of Fire Engineers wishes to express its appreciation and gratitude for the professional service that our men and women provide to each other and to the citizens of Dover.

Finally, the Board expresses its thanks and gratitude to Inspector David Tiberi, who retired from his position this past fall, for his dedicated professional service to the Department and citizens. Deputy Chief Edward Kornack is currently filling the position as Interim Inspector.



*Photo courtesy of J. Ford Spalding.*

# Fire Department Summary of Activities

For the Calendar Year 2023

## Statistics

### Incidents (389)

Brush/Grass Fires	19	Oil Burner Fires	3
Vehicle Fires	1	Mutual Aid	7
Dumpster Fires	1	Illegal Burning	0
Smoke in House	6	False Alarms	0
Water Rescues	0	Haz-Mat Incidents	6
Electrical Fires	5	Automatic Boxes	0
Vehicle Accidents	20	Ambulance Assists	27
House Alarms	178	Gas Spills	0
Chimney Fires	0	Missing Persons	0
Wires Down	8	Still Alarms	5
Propane Gas Fires	0	Bomb Scares	0
Station Coverage	1	Elevator Entrapments	0
Carbon Monoxide	15	Water in Basement	30
Public Building Alarms	10	Explosive Devices	0
Rescues	0	Downed Trees in Road	5
Investigations	23	Buildings Hit by Lightning	0
Structure Fires	7	Other	12

### Permits Issued (335)

Oil Burners	61	Smokeless Powder	0
Underground Tank	0	Smoke Detectors	95
Blasting	1	Propane Storage	78
Temporary Heat	2	Bonfires	0
Welding	3	Carbon Monoxide	95

### Inspections (543)

Oil Burner	60	Batteries	7
Propane Gas	150	Bonfires	0
Blasting	0	Public Buildings	59
Temporary Heat	3	Underground Tanks	20
Gas Stations	2	Tank Removals	0
Sprinkler Systems	8	Demolitions	8
Welding	12	21E Inspections	2
Fire Prevention Programs	1	Carbon Monoxide	105
Smoke Detectors	105	Fireworks	1

### Ambulance Calls (344)

MetroWest Medical Center, Framingham	3	Mutual Aid (Given)	1
Newton-Wellesley Hospital	67	Refusal of Transport	84
Beth Israel Deaconess, Needham	119	Fire Department Stand-by	2
Other Facility	25	Responses Canceled	43
Air Ambulance	0	Advanced Life Support (statistics only)	126
		(Med-Flight/Life-Flight)	0

### Appointed by the Board of Fire Engineers

Chief R. Paul Luttazi
Deputy Chief Edward G. Kornack
Captain John R. Tosi Jr.

### Lieutenants

John Kornack
Walter J. Nowicki Jr.
Theodore (Ted) Reimann (A)
Richard Louis Reinemann
Karl Warnick

### Appointed by the Fire Chief Fire and EMT Personnel

Daniel Barry	Nicholas Novitch (A)
Christopher Becker (A)	Walter Nowicki Jr.
Robert Beckwith	Rebekka Perinne (A)
Andrew Blum	Curt Pfaffenstiehl
Paul Buckley (A)	Marja Puurunen (A)
Leslie Campbell	Deborah Reinemann (A)
Thomas Giblin (A)	Heidi Reinemann (A)
Fred Hartman (A)	Johanna Anna Schulz (A)
Mary Hinsley (A)	Dickson Smith (A)
James Hughes	Elizabeth Smith (A)
Paul Hughes	John Sugden Jr. (Chaplain)
Katherine Jackson (A)	Timothy Surgenor (A)
Phoebe Lasic-Ellis (A)	Brian Tosi
Jack London	Kathleen Tosi
Phil Luttazi	Kevin Tosi
Michael Lynch	David Van Tassel (A)
Brian Mack (A)	John Vounatsos
Brendan McCarthy	Ellen Weinberg (A)
William Mitchell (A)	Nevin Weinberg (A)
Dan Murphy (A)	
Michael Murphy (A)	

(A) Ambulance Squad member

# DOVER

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*School Reports*

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# 2023



*Report of the*  
**Superintendent of Schools**

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Elizabeth M. McCoy

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I am honored to continue serving the students of Dover, Sherborn, and Boston alongside many talented educators, supportive families, and dedicated community members. Through the superintendent entry process, I have sought to deepen my knowledge of the District through conversations with stakeholders, observations of systems and routines, data collection and analysis, and a review of documents and policies. Assistant Superintendent Denton Conklin engaged in a similar study focused primarily on teaching and learning. Consistency between findings has lent validity to the themes and recommendations that resulted. The Superintendent's Report of Entry Findings, as summarized below, highlights the strengths, challenges, hopes, and aspirations of the District and its constituents.

The Dover-Sherborn Public Schools are rooted in academic excellence and committed to sustained success and ongoing improvement. By way of an academically rich and rigorous curriculum, extensive enrichment events and activities, highly competitive athletic teams and clubs, and a strong fine and performing arts program, students have an array of opportunities to develop their intellectual, physical, and artistic abilities. As evidenced by multiple measures, including standardized test scores, graduation rates, college enrollment, and alumni accounts, our students acquire the knowledge and skills necessary to thrive in postsecondary life. As reported by interviewees and survey submissions, the D-S Public Schools are the community's greatest asset and the reason most families choose to live and raise their children in Dover and Sherborn.

Moreover, parents, educators, and students consider the Dover-Sherborn community itself to be a significant strength for its small size, educational focus, and rural landscape, and they hold a high regard and deep appreciation for the people and places that embody both towns, which throughout the past 10 years have become more diverse. The METCO program is also referenced by many as being an asset that allows students to learn cooperatively alongside peers whose perspectives and backgrounds differ from their own and promotes skills such as empathy, critical thinking, and problem-solving that prepare students for a diverse, multicultural world.

Of significant value noted by students, parents, and caregivers are the faculty and staff, who are described as helpful, caring, supportive, flexible, understanding, fun, enthusiastic, dedicated, and hard-working. These professionals are revered for the strong relationships they have built with their students and for their efforts to get to know each individual and "uncover their unique gifts and talents." Staff also expressed a deep respect for their

*Previous page: Community Service Club students from Dover-Sherborn High School (standing) host Dover-Sherborn Middle School students for a cookie decorating session. Photo courtesy of Dover-Sherborn High School.*

colleagues and the positive climate and culture that contribute to a collaborative work environment.

The focus of the D-S Public Schools on the whole child is a strength acknowledged by a significant portion of the staff and community. The District's decade-long work with Challenge Success has led to greater balance for students, with research-based adjustments made to schedules, homework, and assessments. A "silver lining" of pandemic learning has been the marked shift in recognizing the importance of social-emotional wellness as a precursor to learning, and the efforts made to expand programming and personnel to meet the growing need for mental and behavioral support has been well-received. A recent equity audit reinforced the value of students' sense of belonging and its correlation to academic achievement, student motivation, classroom engagement, and improved health. Together these measures have fostered a student-centered environment grounded in opportunities for learning and growth across multiple developmental realms.

The complete Strategy for District Improvement was approved by the D-S School Committees in September 2023. Initiatives were outlined in each of the following five areas:

- **Excellence & Innovation in Learning:** Maintain academic excellence and rigor while adapting practices to prepare graduates for success in a rapidly changing world;
- **Challenge & Support All Students:** Enhance programming to ensure all students are able to achieve their full potential within a supportive learning environment;
- **Professional Learning & Growth:** Expand opportunities for professional growth and collaboration among educators in support of the District's vision for teaching and learning;
- **Family & Community Engagement:** Engage families and community members in the strategic pursuit of a shared vision and mission; and
- **Safe & Sustainable Spaces:** Evaluate and update facilities to ensure safe, sufficient, and sustainable spaces amid a changing educational and environmental landscape.

Understanding that maintaining an exceptional school district requires continuous reflection and a sustained drive for improvement, these priorities will inform our collective work for the next three to five years as we seek to "inspire, challenge, and support all students as they discover and pursue their full potential."

The District is eternally grateful to the taxpayers who provide a strong financial foundation for an excellent PreK–12 program. The D-S Public Schools continue to benefit from the generous support of community

organizations such as the PTOs, POSITIVE, Boosters, Friends of the Performing Arts (FoPA), and Mudge Foundation, among others. As a result, students have access to dynamic learning experiences in the classroom, on the field, on the stage, and through clubs and activities that challenge and inspire. Dover-Sherborn is an exceptional school district in both the academic and extracurricular arenas, and a source of pride for the community and its members.



*Jazz performers from Chickering Elementary School's fifth grade and Dover-Sherborn Middle School's sixth grade. Image source: Twitter (Chickering School, @ChickeringDover, 2023).*

# Report of the Dover School Committee

Elizabeth Grossman, Chair  
Goli Sepehr, Secretary  
Jeff Cassidy  
Martha Castle  
Jessie Hole

The members of the Dover School Committee (DSC) are elected by Dover's residents. The Committee works with the Superintendent and school administration to oversee the operation and education program of Chickering School and works jointly with the Sherborn School Committee and the Dover-Sherborn Regional School Committee (DSRSC) on matters impacting all three districts. The DSC is composed of five members elected on a rotating basis of one or two members each year for three-year terms.

## Membership

In 2023, we welcomed new members Jessie Hole and Martha Castle to the DSC. Jessie and Martha were elected to three-year terms in May. We extend our sincere thanks to Colleen Burt and Sara Gutierrez Dunn who completed their terms on the DSC. Colleen Burt was elected to serve on the DSRSC.

## District Leadership

In 2023, Superintendent Elizabeth McCoy and Assistant Superintendent Denton Conklin published findings relative to their yearlong entry process. As evidenced by data from multiple stakeholders, Dover continues to be valued for its commitment to academic excellence, focus on the whole child, and service to the community. We remain grateful for the continued leadership of Principal Deborah Reinemann and Assistant Principal James Carnes at Chickering Elementary School, as well as the dedication and commitment of our highly qualified and talented teachers and staff.

In September 2023, a Strategic Plan was launched in support of the District's vision and mission. Initiatives were outlined in five priority areas: Excellence and Innovation in Learning; Challenge and Support for All Students; Professional Learning and Growth; Family and Community Engagement; and Safe and Sustainable Spaces. By way of specific action steps over the next three to five years, the District aims to implement a shared vision for 21st-century education that inspires, challenges, and supports all students as they discover and pursue their full potential.

Retirements in the District in 2023 included Steven Harte and Kenneth Wadness. We wish both of these dedicated professionals all the best and thank them for their many years of service to our students and community.

## Academics

Chickering Elementary School strives for academic excellence and continues to rank as a top-performing Massachusetts elementary school in the research publications of *U.S. News and World Report*. At the same time, we value students' social and emotional needs and recognize the unique talents of each student. The DSC sets policies to achieve its defined goals and seeks to accomplish them in a fiscally prudent manner. This year, Chickering extended its curriculum pilot of the Reveal Math Program and Illustrative Mathematics Program. The school also continued implementation of the Columbia Teachers' College Reading Project as part of a structured literacy program across both Chickering and Pine Hill Elementary Schools.

## 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. We continued to receive federal and state grants, including funding from the Elementary and Secondary School Emergency Relief (ESSER) Fund, given to help address academic needs resulting from the pandemic. Uses of these funds have included the implementation of a multitiered system of interventions for students.

In 2023, enrollment remained steady. We continue to match classroom sections to adhere to our long-standing classroom size policy of between 17 and 22 students. We will continue to monitor real estate trends and census 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, is a significant part of the overall budget. However, the Town is reimbursed by the State of Massachusetts for a percentage of the tuition costs that exceeds a calculated base amount. This reimbursement, referred to as the "circuit breaker," offsets these costs.

## Facilities

We continue to perform maintenance required to keep the school building in top condition. We rely on a long-range, 20-year Capital Needs Assessment, initially prepared by an outside consultant in 2012 and updated in 2017, to guide our annual Capital Budget requests. During 2023, we replaced portions of the school flooring and continued the upgrade of the EMS software in accordance with this plan.

## Appreciation

The DSC is grateful for the many members of our community who have given tirelessly to support Chickering in maintaining its tradition of excellence. The DSC thanks Dover taxpayers, the Dover-Sherborn Education Fund (DSEF), the PTO, and the Alan Thayer Mudge Memorial 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.



Global Play Day at Chickering Elementary School. Image source: Twitter (Chickering School, @ChickeringDover, 2023).

## Report of the Chickering Elementary School

Deborah Reinemann, Principal

Jim Carnes, Assistant Principal

Laura Driscoll, Elementary Special Education Coordinator, Grades 3–5

Naomi O'Brien, Elementary Special Education Coordinator, PreK–Grade 2

## Introduction

The 2022–23 school year resumed with normal classroom routines and structures, school assemblies, curriculum enrichment programs, and our “mask optional” stance honoring individual choice for masks. In the current 2023–24 school year, we continue to provide all students, PreK–5, with an enriched academic learning experience, coupled with a comprehensive fine arts program. Our FLES (Foreign Language in the Elementary School) serves as a model program across the state.

## Enrollment and Staffing

As of October 1, 2023, total enrollment stayed nearly steady with 498 students, compared to 510 students in the previous year. We have four sections each at kindergarten and grades 1, 3, and 5; five sections each for grades 2 and 4; and two PreK classes. We appreciate the generous support of the Dover School Committee, which allows our class sizes to remain within the policy range of 17–22 pupils per class section. Looking ahead to fall 2024, we anticipate that enrollment and classroom numbers will remain steady.

With retirement and maternity leaves as the school year began, we were fortunate to have complete regular and special education teacher staffing.

## Curriculum and Professional Development

Our School Improvement Plan includes three areas: MTSS (Multi-Tiered System of Support), communication, and curriculum.

Our MTSS program continues to mature as we develop strong Tier 1 supports within each classroom, based on student needs. At Tier 2, a greater level of support, students are identified by common assessments and teacher recommendation. We provide reading, math, and social/emotional interventions in small groups across all grade levels. This school year we included pilot curricula in both math and SEL (Social Emotional Learning).

Our goal for communicating with members of our school community is to be clear, consistent, relevant, and accessible. The District has launched a new website wherein families can find all information about the school, including registration, family newsletters, and policies.

As a school, we seek to maintain the academic excellence and rigor of our curriculum while pursuing continuous improvement through curricular research and exploration. We support the District's Strategic Plan and have deepened our commitment to "create, foster, and implement culturally responsive practices to inform, educate, and improve our school community." Teachers are trained to bring culture and inclusion into the curriculum, and the school and classroom libraries offer literature representing a broad range of people. Professional development continues in this vein as we interpret and implement the recommendations from the district-wide equity audit.

## 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 in a supportive environment that meets students' needs. Special education and general education teachers collaborate to achieve the most effective planning and programming for students with complex needs, so that the school can better serve all children and maintain an inclusive environment.

We provide the following services and programs: assessment for Dover children younger than age five; programming options in the integrated preschool; counseling for social/emotional well-being; behavioral supports; speech and language therapy; 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 (SAC) is a state-mandated committee 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 SAC works collaboratively to identify the educational needs of school and to facilitate communication between the school and community.

During the 2023–24 school year, the SAC will continue reviewing our communication strategies and MTSS system to understand and support the process.

## PTO

The Parent-Teacher Organization (PTO) is made up of parents/guardians, with co-chairs, and a board that oversees fundraising, spending, and program development. We also have a teacher liaison to the organization. The PTO alternates its yearly fundraising efforts between an auction and a check-writing campaign, with funds primarily supporting curriculum enrichment. We are grateful for the generous support of the Dover

community, which enables us to provide teacher grants and a richer educational environment for our students.

## Conclusion

Education remains a top priority in Dover. Our students are a part of a thoughtful and engaged learning community that offers an exceptional "whole child" educational experience for them, delivered by highly skilled and dedicated staff. The curriculum is designed to be inclusive, foster curiosity, 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.



Image source: Twitter (Chickering School, @ChickeringDover, 2023).

# Dover-Sherborn Regional School Committee

Judi Miller, Chair (Sherborn)

Mark Healey, Vice Chair (Dover)

Angie Johnson, Secretary (Sherborn)

Maggie Charron (Dover)

Kate Potter (Sherborn)

Colleen Burt (Dover)

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 and support all students on their individual educational journeys. Dover and Sherborn members of the DSRSC are elected by Dover and Sherborn citizens, respectively, on a rotating basis of one member each year for a three-year term.

## Enrollment

As of October 2023, enrollment in the Dover-Sherborn Regional School District (the District) was 1,111 students.

## District Strategic Plan

Superintendent McCoy had used her entry plan data to develop and propose a five-year Strategic Plan in spring 2023. This plan, adopted in September 2023, prioritizes both rigor and innovative practices to prepare students for an ever-evolving world. It aims to challenge and support every student, fostering a growth mindset through comprehensive programs and a welcoming environment. The plan champions educator development through collaboration and professional growth opportunities, while seeking family and community partnerships to realize a shared vision. In addition to direct and “whole child” student support in pursuit of academic and extra-curricular excellence for all, it commits to evaluating and optimizing facilities to ensure the safety and sustainability of learning spaces. It seeks at all times to provide a dynamic educational environment. The clear vision, mission, and goals of this Strategic Plan ensure sound and actionable progress in the coming years.

## Academic Outcomes

The District remains one of the leaders in the Commonwealth in terms of academic outcomes for our students.

Next Generation MCAS testing results for 2023 were as follows:

- **English Language Arts:** Eighty-six percent of sophomores met or exceeded expectations (state average 58%).
- **Mathematics:** Eighty-eight percent of sophomores met or exceeded expectations (state average 50%).
- **Science and Technology/Engineering:** Eighty-six percent of sophomores met or exceeded expectations (state average 47%).

In 2023, 223 students took Advanced Placement (AP) courses in 15 subjects. In testing, 95% of the student scores were 3 or above, qualifying those students to earn equivalent college credit at most institutions.

Seventy-nine percent of the class of 2023 took the SAT, with mean test scores of 657 for Evidence-based Reading and Writing and 652 for Math.

In addition to its focus on strong academic outcomes, the District remains firmly committed to ensuring the social-emotional wellness of its students and continues its work with “Challenge Success” ([www.challengesuccess.org](http://www.challengesuccess.org)), which has encouraged our schools to consider the whole child in their definition of success.

## Leadership and Faculty

During the 2022–23 school year, we were fortunate to have Superintendent Elizabeth McCoy and Assistant Superintendent Denton Conklin accept positions to lead the District. They continue to build relationships and drive programming as their leadership was renewed into the current (2023–24) academic year.

Additionally, Ann Dever-Keegan, previous Dover-Sherborn High School (DSHS) Assistant Principal, was appointed as Interim Principal of Dover-Sherborn Middle School (DSMS) on July 1, and Timothy O’Mara, former DSHS guidance counselor, has taken the Interim Assistant Principal position for DSHS. Superintendent McCoy and Principal Smith continue to work hard to support the new leaders and strengthen the Regional Schools’ collaborative leadership for grades 6–12. Retirements at the District in 2023 included a number of educators and office staff: Lori Alighieri, Ellen Hyman, Deidre Clancy-Kelley, Susan Connelly, Maria Laskaris, and Susan Barss. We wish each of these dedicated professionals all the best in their retirement and thank them for their many years of dedicated service to our students and community.

## Finance

The DSRSC thanks the citizens of Dover and Sherborn for their continued generous support of the schools. The District’s Fiscal Year 2024 (FY24) budget is \$27,972,450 an increase of \$948,727 (3.51%) over the FY23 budget. Operating expenditures include: salaries and benefits, including other post-employment benefits (\$23,490,675); buildings, grounds, and utilities

(\$1,272,950); debt service (\$789,400); transportation (\$1,039,200), and other expenditures (\$1,380,315). State aid covered \$3,091,741 of these operating expenses. Revenues from student activity fees (\$45–\$75 per student); parking fees (\$300 per permit); and athletic fees (\$335 per sport, with a cap of \$1,340 per family) covered \$361,175 of these expenses. Remaining expenditures are funded generously through local taxes. The District's E&D (Excess and Deficiency) account submitted for certification as of June 30, 2023, is \$1,126,642. 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 received in both time and money from the Dover-Sherborn Boosters, the Friends of the Performing Arts, the PTO, POSITIVE, the Alan Thayer Mudge Memorial Fund, and the broader community. These groups continued to generously support us in 2023, and their contributions are critical to maintaining our excellent programs.

### **Contractual Agreements**

In June 2023, a three-year teachers' contract, set to begin in September 2023, was negotiated and approved by the three local and regional school committees and the Dover-Sherborn Education Association (DSEA). The Educators' Agreement (Agreement), effective through August 31, 2026, fairly and sustainably accommodates the educational standards we expect for our students while providing support for the high-quality services expected from our educators. At the same time, it acknowledges the constraints affecting town, state, and federal budgets. We are grateful for the continued cooperation between the Town and District leadership and the DSEA, and we believe the Agreement achieves its three fundamental goals of supporting our students effectively, creating fair working conditions for our employees, and ensuring sustainable costs for our taxpayers.

### **Facilities**

Our buildings and grounds represent a major educational investment by Dover and Sherborn 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 district-wide campus. The DSRSC works with the finance committees and select boards of both towns to determine how to best fund upcoming capital expenses required to maintain the facilities and equipment coming off warranty from the 2005 construction and renovation project. Capital projects completed in summer 2023 included work at DSHS. In Lindquist Commons, bathroom renovations included new hand dryers and motion-sensor faucets for sustainability. In the school's math wing, new environmentally friendly flooring introduced a low-maintenance alternative which will save significant incremental labor hours each summer. Funding for the projects completed in 2023 was provided through use of the District's E&D funding. Looking forward, we anticipate the need to update the turf field and track. In addition, we continue to work cooperatively

with sustainability groups from both towns, and to investigate funding opportunities available through the State's Green Communities Designation and Grant Program. This program supports communities in achieving environmental goals through energy efficiencies and reducing life-cycle costs in buildings and construction.

### **Membership**

Dover resident Colleen Burt joined the DSRSC for a three-year term, replacing Lynn Collins who had served a three-year term. The DSRSC is thankful for her service.

Visit [www.doversherborn.org](http://www.doversherborn.org) to keep up with changes, school events, or to contact our staff or school committees.



*Community Service Club. Photo courtesy of Dover-Sherborn High School.*

# Report of the Dover-Sherborn Middle School

Ann Dever-Keegan, Interim Principal

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

DSMS continues to provide an outstanding educational experience and positive culture for its students in grades 6, 7, and 8. Our talented staff, the availability of state-of-the-art technology, a beautiful library, and student-friendly space make the school a welcoming place for all students. Thanks to a supportive community and budget allocation, our teachers have many resources at their disposal. Class size continues to be approximately 16 students and the daily curriculum is both challenging and exciting. DSMS is a one-to-one school and again this year provided each student with a new ACER Chromebook, enabling students to research, write, collaborate, and create in real time in the classroom.

Our theme for the 2023–24 school year is “Be Kind, Be Curious, Be You.” DSMS staff work to infuse these actions into our students’ everyday experiences and ultimately create a school community that is full of kindness, curiosity, and students walking their own paths.

## Recognition and Awards

- **Project 351:** Once again two eighth-grade students represented DSMS at the Governor’s youth community service organization, which promotes leadership, development, enrichment, and impact.
- **Student Leadership Awards:** At all-school assemblies our staff presents “shout-outs” to students demonstrating leadership, scholarship, citizenship, and our school values of kindness, curiosity, and individuality.
- **MATHCOUNTS:** Our 2022–23 DSMS MathCounts team returned to in-person competition in 2023. Twelve students attended, and our team of four mathletes placed sixth at the Metrowest Chapter regional competition.

## Activity Highlights

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

- **Music and arts presentations:** DSMS Choirs, Concert Band, and Jazz Band students had the opportunity to shine at events such as the Dover-Sherborn Jazz Brunch, Winter and Spring Concerts, the Chocolate Cafe, and more, both during and after school hours. Many of these events are supported by the D-S Friends of the Performing Arts (FoPA). Term 1 general music classes shared their Band and Blues Fest culminating performances, as will the following term classes. The creative and powerful work of our visual arts students can be viewed throughout the year in our lobby’s art gallery.
- **D-S Drama fall musical presentation:** This past fall, our very talented DSMS cast and crew put on an incredible production of *Mary Poppins*. Our performers sang, danced, and acted, dazzling audiences by their energetic performances, as well as by the extraordinary costumes and set design.
- **Turkey Tourney:** The half-day prior to the Thanksgiving break is dedicated to building community and positive school culture. Students and staff take part in decorating doors, playing turkey toss, and running a turkey trot. The morning ends with an all-school assembly featuring our student musicians, a slide show, and student shout-outs.

The following groups focused on many community-service projects:

- **The Student Council** successfully hosted dances for grades 7 and 8. This group also plans and promotes many school spirit events such as Spirit Days and Weeks.
- **Help Club** has raised money for Making Strides Against Cancer, JB Keys, The Trevor Project, and Riverside Community Care.
- **Citizen Action Groups**, or CAGs, are the mainstay of our citizenship program for all eighth-grade students. During the first half of the year, students learn about various issues and concerns in our community. They then choose to join a CAG that matches their interests, such as working with the environment, assisting local food pantries, supporting local veterans, addressing hunger and homelessness, and mentoring and helping children in need. Each CAG has 15–20 students and a teacher who work together to explore and address the issue. In May, all CAGs participate in a service day at various venues in the area.

- **DSMS D1A (Day One, A Block):** This new student group planned and held the school's annual opening assembly, which serves as a welcome to new students, as well as a welcome back to the entire school community. Student-led activities and presentations covered all the important and exciting things that DSMS has to offer, as well as expectations for our community.
- **Trip to Washington, D.C.:** This year, after a pause due to the pandemic, we were able to successfully re-establish the eighth-grade annual trip to Washington D.C.

## Professional Development

DSMS is committed to providing learning and growth opportunities for its staff through professional development that is aligned with District and DSMS initiatives to promote a culture of data and tiered support for students, student engagement, and social and emotional learning. This year's offerings continue our focus on best teaching practices that deepen student engagement and learning, and on refining curricular resources to better ensure that all student needs are met.

## Grants

In 2023, POSITIVE (Parents Offering Support In Time, Involvement, Volunteering, Enthusiasm) provided grants for academic and extracurricular enrichment. DSMS is grateful for the generous support of this group.



Dover-Sherborn Middle School production of Mary Poppins. Photo courtesy of Dover-Sherborn Drama.

# Report of the Dover-Sherborn High School

John G. Smith, Principal

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. Our students excel in the classroom, on the stage as musicians and actors, and as athletes on the various playing fields and venues in our area. We are grateful for the support of our community and our parents and guardians.

## Curriculum Requirements

In the 2022–23 school year, DSHS served approximately 660 students in grades 9 through 12. Each year, over 90% 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 (Massachusetts Comprehensive Assessment System) 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 2022 to juniors and sophomores. One hundred ten juniors (63% of the class) and 108 sophomores (70% of the class) took the test. Based on their scores, 21 students received National Merit Scholarship Program Letters of Commendation and two students were recognized as National Merit Semifinalists.

### SAT

- SAT I:** Seventy-nine percent of the Class of 2023 took the SAT test, with 77% of the students earning a combined score of over 1200 in Evidence-Based Reading & Writing and in Mathematics. The following table shows the average of the highest SAT test scores for the Class of 2023 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 2022			Class of 2023		
	DSHS	MA	US	DSHS	MA	US
Evidence-Based Reading & Writing	641	567	529	648	560	520
Mathematics	651	561	521	643	551	508

### AP

Fifteen AP (Advanced Placement) courses were offered during the 2022–23 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 2023, 223 students took 540 examinations. The results for individual courses are as follows:



Robotics Club. Photo courtesy of Dover-Sherborn High School.

AP Course	# Students	Students Scoring 3 or Higher (%)
Biology	44	100
Calculus AB	16	100
Calculus BC	24	100
Chemistry	42	100
Computer Science A	23	96
English Language and Composition (G-11)	74	92
English Literature and Composition (G-12)	51	100
French Language and Culture	11	100
Latin (Not offered in 2021-22)	5	100
Physics C: Mechanics	17	94
Spanish Language	12	100
Statistics	48	79
Studio Art: 2D Art & Design	11	82
U.S. Government and Politics (G-12)	75	92
U.S. History (G-11)	78	99

### MCAS

For the 2023 MCAS exams, the Commonwealth is using the Next Generation MCAS test. The testing highlights for DSHS students are as follows:

- English Language Arts:** Eighty-six percent of sophomores met or exceeded expectations (state average 58%).
- Mathematics:** Eighty-eight percent of sophomores met or exceeded expectations (state average 50%).
- Science and Technology/Engineering:** Eighty-six percent of sophomores met or exceeded expectations (state average 47%).

Graduate Post-Secondary Plans			
	Class of 2021	Class of 2022	Class of 2023
Four-Year College	94%	93%	96%
Two-Year College	1%	2%	<1%
Post-Graduate Program	2%	2%	<1%
Other (gap year, job)	3%	3%	3%

## Departmental Highlights

### ENGLISH

The English Department offers courses at the college preparatory and honors levels for freshmen and sophomores, and at the college preparatory, honors, and advanced placement (AP) levels for juniors and seniors. During their freshman year, students focus on the themes of identity and self-discovery through their study of short stories, novels, drama, poetry, and nonfiction. Sophomores explore great themes in literature and hone their analytical and expository writing skills. AP courses include English Language and Composition offered to juniors, and English Literature and Composition offered to seniors. Juniors not enrolled in AP English Language take a full year of American Literature at either the college preparatory or honors level. Seniors not enrolled in AP English Literature enroll in two of five same-level courses in focused areas, such as contemporary literature, poetry, film, and nonfiction studies.

Through effective reading, writing, and critical thinking, we hope our students will use their language and communication skills to understand more about themselves, their world, their responsibility toward others, and their place in both the local and global communities.

### MATHEMATICS

The Mathematics Department provides standard courses at college preparatory and honors levels, with Algebra 1 or Geometry in grade 9, Geometry or Algebra II in grade 10, and Algebra II or Precalculus in grade 11. Several options are offered in grade 12, depending on previous levels of proficiency attained: AP Calculus BC, AP Calculus AB, Honors Calculus, College Preparatory Calculus, AP Statistics, Probability and Statistics, and Precalculus and Applied Topics. We also continue to offer a semester-long elective course, Financial Literacy, which is available to students in grades 11 or 12 who have passed Algebra II. A new semester-long elective, Business Marketing & Public Speaking, is being developed for 2024–25.

The Dover-Sherborn Math Team, a member of the *Southeastern Massachusetts Mathematics League*, continued its strong tradition of success, placing third out of 36 schools in Southeastern Massachusetts for the 2022–23 school year. Based on our third place finish among medium-sized schools in the *Massachusetts State Championships*, our team also qualified to represent the state in an invitational meet with the *New England Association of Math Leagues*. This was the first time the team qualified to compete at this level in more than 20 years, and it finished third overall in New England in the small/medium school division.

### SCIENCE

The Science Department provides a rigorous curriculum sequence at the college preparatory, honors, and AP 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, Forensic Science, and Marine Science.

The Science Olympiad team has been performing well in monthly West Suburban Science League competitions and is currently ranked fourth. Last year, five AP Chemistry students were nominated by their teacher to compete in the sectional competition of the *U.S. National Chemistry Olympiad*, the Avery Ashdown Exam. One student placed in the top 25 students in Eastern Massachusetts, qualifying him to compete in the National Chemistry Exam against the top 900 students in the country. Last spring, AP Physics students earned first place at the *Eastern Massachusetts Physics Olympics*. Physics students also demonstrated a quantum diamond exhibit at the Museum of Science.

### SOCIAL STUDIES

Courses are offered in history and the social sciences at both the college preparatory and honors 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.

For 2023 AP examinations, 92% of our U.S. Government students qualified with a passing score of 3 or better, while the national average was 49%. In U.S. History, 99% of our students qualified with a score of a 3 or better, while the national average was 48%.

The Social Studies Department's enrichment programs and activities included the *EPIIC Tufts Inquiry Program; a Model U.N. Simulation* in Boston; *Mock Trial*, in which our team finished third in the state competitions; and the *Close-Up Program*, a weeklong government studies program held in Washington, D.C. The Department's *2023 Summer Reading Program* for grades 9–12 continued to focus on themes and issues of systemic racism, various distinct cultures within American society, and the growing polarization in American politics.

**Honors and Awards:** Several students received honors or awards in 2023. One student received the Daughters of the American Revolution Award for excellence in character, service, leadership, and patriotism; two students each received a youth leadership award and represented DSHS at the *Hugh O'Brien Sophomore Youth Leadership Conference*; one student received the Fredrick Douglass and Susan B. Anthony Community Service and Social Justice Award; and another student received the Social Studies Award presented at the *Senior Academic Award Night*.

### WORLD LANGUAGE

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

Language and Culture, AP Latin, and AP Spanish Language and Culture courses are offered.

**Honors and Awards:** A number of World Language students received honors for the 2022–23 school year. In fall 2022, 26 students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures. In May 2023, seven students received awards from the Massachusetts State Seal of Biliteracy: one in French and six in Spanish.

## FINE AND PERFORMING ARTS

**Performing Arts (Theatre and Music):** Courses offered include Music Theory, Guitar I and II, American Musical Theater, and Acting Workshop, newly added. Additionally, three performance ensemble courses are offered: Chorus, Concert Band, and the Jazz Band (by audition). These groups perform at many school and community events throughout the year. Course offerings and their adjacent performances seek to provide opportunities for the creation and enjoyment of music for all D-S students and community members.

Schedule changes made four years ago to improve student access to ensembles have yielded excellent results, in that the Concert Band and Chorus now consistently enroll over 60 high school students in each ensemble—more than double the enrollment numbers prior to 2020.

**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. These course offerings provide the opportunity for all D-S students to create and enjoy art.

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

- *Scholastic Art Awards* recognized three of our students for their artistic works. Collectively these three students received four Gold Key, one Silver Key, and two Honorable Mentions.
- *Eastern District Senior Festivals*, sponsored by the Massachusetts Music Educators' Association (MMEA), awarded honors to six students, three of whom went on to perform at the MMEA All-State Festival at Symphony Hall in Boston, and one student also went on to perform regionally at the All-Eastern Festival.

## TECHNOLOGY, ENGINEERING, AND COMPUTER SCIENCE

During the past nine years, the primary goal of the Technology, Engineering, and Computer Science Department has been 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. To build a strong foundation for their subsequent high school courses, Dover-Sherborn

Middle School (DSMS) students take engineering courses at all three grade levels. Students in grades 6 and 7 take computer science, with a heavy emphasis on programming. Eighth-grade students complete a capstone-style project that combines their previously learned coding skills with a hands-on aspect, such as coding a video game and building and wiring a controller.

At the high school level, 14 new courses have been created over eight years. All course offerings, both new and previously existing, are now a continuation of the DSMS curriculum. The entire curriculum for each course offered in grades 6–12 is reviewed and updated each year. During the 2022–23 school year, we focused on cultural responsiveness and worked to add meaningful and thought-provoking units to each course. In 2023–24, we will continue thoroughly examining our curriculum units for their equality and diversity.

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, Video Game Design, and a capstone AP Computer Science course for sophomores, juniors, or seniors. Our newest course offerings will include a business course and also the AP Computer Science A for the 2024–25 school year. The Department also offers engineering and technology classes, including TV Media I, II, and III, and Industrial Technology I and II. A yearlong Engineering course is offered at both the college preparatory and honors levels and may be taken for science or elective credits that count toward graduation.



Dover-Sherborn High School production of The Music Man.  
Photo courtesy of Dover-Sherborn Drama.

## WELLNESS

The Freshman Wellness Curriculum requires one semester each of Contemporary Issues covering nutrition, sexuality, mental health, and alcohol, tobacco, and other drugs; and one semester each of Outdoor Education (one quarter) and Fitness Development (one quarter). Students in grades 10–12 can choose from the following electives: Cardiovascular Fitness, Outdoor Pursuits, General Survival, Student Leadership Internship, Stress Management, Sport Education (Net Sports, Winter Team Sports), Dance Education, CPR/AED Training, Yoga/Pilates, Coaching, Teaching, Recreation and Leadership, Fitness Program Planning, Drugs and Society, Muscular Fitness, Sports and Society, RAD (Rape, Aggression, Defense Systems), and Target Sports.

## GUIDANCE

**College Counseling:** Eighty-eight percent of the Class of 2023 completed some form of early decision, priority, or early action applications to colleges and universities. To respond to the growing number of early college applications, counselors facilitate a five-class seminar series for grades 11 and 12. Juniors participate in spring classes that help prepare them in advance for college applications, including completing their resumes, beginning their essays, and starting work on their Common Application. Seniors begin their seminar series during the first week of school and can complete their Common Application online, add schools to Naviance, edit and complete their essays, and participate in mock interviews. Seminars covering stress management, high school transition, and career and personal exploration are also available to freshmen and sophomores.

Counselors meet with seniors individually and in groups. They also host representatives from more than 100 colleges and universities and spend time strengthening their working relationships. Counselors meet several times with juniors individually to discuss the college application process and to guide their post-secondary educational planning. Counselors also meet with freshmen and sophomores to discuss their academic and future career plans, as well as introduce them to online programs that aid students 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 past year trained 40 upper-class students to assist incoming freshman 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 20 periodicals. In addition, patrons can search the library catalog for a growing collection of e-books. Digital services include online databases available from Massachusetts Regional Library System and those purchased by subscription, as well as thousands of ebooks and audio-based materials via OverDrive. The library houses a portable cart with 25 iPads and 15 Chromebooks for classroom use. An average day brings approximately 300 students and teachers to the library.

## ATHLETICS

The 2022–23 school year was a very successful one for D-S athletics. Student athletes and their coaches worked extremely hard, ultimately achieving a 205–97–13 record (67% wins) across all three seasons and earning second place (behind Norwell High School) in *The Boston Globe's* D4 Ames Award given to the athletic program with the highest winning percentage in their state division.

During graduation week, the Athletic Department recognized 16 student athletes, eight female and eight male, who will each play a sport at the next level in college athletics in fall 2023.

**Winter Sports:** The winter sports season ran from November 2022 to March 2023, with 265 participants across 13 sports. Both Boys and Girls Basketball won TVL Small Championship titles for the first time in school history; for the girls it was their first league title ever. Boys Basketball made the MIAA D3 tournament, losing in the first round; and the Girls Basketball advanced to the MIAA D3 Elite 8 Game at Rockland. Boys Alpine Ski won the MBE League, while Girls Alpine Ski came in second. Boys Alpine Ski placed third and Girls Alpine Ski placed 12th at the MIAA State race. Boys Ice Hockey qualified for the MIAA D4 Tournament, qualifying for the Sweet 16 Round at Sandwich after upsetting Boston Latin Academy in the MIAA D3 Round of 32. Girls Ice Hockey qualified for the MIAA D1 State Tournament at Winthrop. Boys and Girls Nordic Ski, the Boys and Girls Swim and Dive, and the Boys and Girls Indoor Track and Field teams all qualified for the MIAA State tournament. Members of Boys Basketball received TVL MVP honors.

**Spring Sports:** The spring sports season ran from March to June, with 301 students participating in nine sports. Girls Lacrosse, Boys Lacrosse, Boys Tennis, and Girls Tennis all won TVL Small Championship titles. In addition, Boys Lacrosse advanced to the MIAA D4 Final Four game; Boys Tennis was MIAA D3 State finalist; and Girls Tennis was MIAA D3 Final Four finalist. Baseball qualified for tournament play but lost in the MIAA D3 Round of 32. Girls Track and Field and Boy's Track and Field both broke records in the 1600 SMR: for the girls, the 3xTJ relay, and for the boys, the 4x100. Sailing competed in six races, finishing 11–18. Girls Lacrosse, Boys Lacrosse, Boys Tennis, and Boys Track and Field each had a member who earned TVL Small MVP honors. TVL Coach of the Year honors went to coaches of Girls Tennis, Boys Lacrosse, and Girls Lacrosse.

**Fall Sports:** The fall 2023 sports season ran from August to November, with 292 participants in seven sports. Golf, Girls Cross Country, Girls Soccer, and Field Hockey all won TVL Small Championship titles. Golf also won the MIAA D2 Sectional Championship and went on to win the MIAA D2 State Championship, its second state championship in three seasons; a sophomore team member also won the MIAA D2 Individual State Championship with a score of 72 on the day. Girls Cross Country was MIAA D2 State finalist at both Divisionals and All-States, its best finish in school history. Boys Cross Country was MIAA D2 State finalists at Divisionals, and 11th at All-States. Together the Boys and the Girls Cross Country teams had the best combined finish in school history. Both Girls Soccer and Field Hockey were MIAA D3 Final Four finalists for the second season in a row. Field Hockey Boys Soccer qualified for the MIAA D3 Elite 8 game after winning its first two games. Football placed fourth in the TVL Small. TVL MVP honors went to individual members of Golf, Girls Cross Country, Girls Soccer, and Field Hockey. Coach of the Year honors went to coaches of Girls Soccer, Girls Cross Country, and Field Hockey.



Girls Lacrosse State Championship.  
Photo courtesy of Dover-Sherborn High School.

## NATIONAL HONOR SOCIETY

On October 19, 2023, 47 students were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS), bringing our D-S membership to 85 leaders and scholars. Admission to the NHS is granted to juniors and seniors who have demonstrated a commitment to academics by attaining a GPA of 3.8 or higher, and who exemplify the NHS pillars of character, leadership, and service. Admission into the National Honor Society takes years of perseverance and self-motivation, and our members are a testament to the power of Dover-Sherborn students to use their education to make a difference. Our current NHS members serve the local community by tutoring fellow students and community members, completing an individual service project, and raising money for the Greater Boston Food Bank. Information about membership requirements and the NHS application can be found on the high school's website.

## STUDENT ACTIVITIES

Our school is proud to offer students a number of diverse clubs, organizations, and opportunities to become involved in our D-S school community. An activity fee of \$75 is required for participation in many of the clubs on campus.

- **Academic and student-life organizations:** Chess Team, Class Officers, Debate Team, Coding Club, Destination Imagination, EPIIC Tufts Inquiry, Harvard Model United Nations, Math Team, Mock Trial, National Honor Society, Robotics Team, RUNES literary magazine, School Newspaper, Science Olympiad, Senior Project, Student Council, and Yearbook.
- **Art, music, and drama clubs:** Two a cappella groups (DS al Coda and Noteworthy), Arts Club: Open Studios, Crew, Drama Club, Filmmaking Club, Knitting Club, Music Club, and Digital Recording Studio.
- **Social and cultural awareness groups:** AFS International Exchange Program, Health & Society, Asian Student Union (formerly CAPAY), Black Student Union, Cheer Club, Community Service Club, Down to Earth, Fitness Club, Gay-Straight Alliance (GSA), Global Citizenship Program, Hispanic/ Latino Student Union, Home Economics Club, Jewish Heritage Club, MARC, Medical Club, Peer Helping, Red Cross Club, Relay for Life, STEM Club, Students Against Destructive Decisions (SADD), Sustainability Task Force, Volleyball Club, Women's Group, and World of Difference.

## Parent and Community Groups

### D-S BOOSTERS

The D-S Boosters supported the athletic program with grants for the purchase of capital items. It continues to promote community spirit and provide recognition to student athletes participating in all sports at DSHS.

### D-S FRIENDS OF THE PERFORMING ARTS (FoPA)

FoPA is a 501(c)3 organization of parents and community volunteers who support the vocal and instrumental music and drama programs at the D-S Regional Schools. FoPA awards scholarships to seniors who have demonstrated excellence in the performing arts. It funds grants for workshops, equipment, and material requests, and provides production support for the concert bands, jazz bands, a cappella groups, and drama programs and students. (More information is available at [www.doversherbornfopa.org](http://www.doversherbornfopa.org).)

### PARENT-TEACHER ORGANIZATION (PTO)

The DSHS PTO is organized for charitable educational purposes to actively support the Administration, to promote and encourage communication between parents, teachers, and the school in matters of common interest, and to encourage spirit building initiatives among student, faculty, and community. Its ongoing efforts are managed through monthly meetings that are open to all parents and guardians of DSHS students. The board includes representatives from many parent organizations, the Dover-Sherborn Regional School Committee, and parents/guardians of students in each of the four grades. Meetings typically begin with an update from Principal Smith and often include teachers or administrators who talk about their areas of expertise and answer questions. Specific meeting dates, times, and locations are posted on the DSHS calendar. New faces and voices are always welcome. To learn more about the DSHS PTO, please visit our website at <https://sites.google.com/site/dshspto2015/>.

### GUIDANCE ADVISORY COUNCIL (GAC)

The Guidance Advisory Council is composed of three representatives from each grade for grades 6-12, each serving two-year terms. It serves as a communication channel between the middle and high school communities and the Guidance Office. Chaired by the Director of Guidance and a parent/guardian committee member, the Council's functions include communicating parent/guardian and community perspectives to the administration, assisting with Regional Schools tours for prospective students and families, and providing hospitality for guidance-sponsored events. Subcommittees support guidance programs and services designed to enhance the educational experience for students and parents/guardians in the Regional Schools. The Council meets five times per year: September, November, January, March, and May.

*Report of*

## Dover-Sherborn Community Education

Lisa B. Sawin, Director

Elizabeth McCoy, 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. Community Education includes Extended Day at both Chickering and Pine Hill Elementary Schools, and Youth and Adult Enrichment classes.

Dover-Sherborn Community Education offers the following programs:

### Extended Day

The tuition-based Extended Day Program is held at both elementary schools, where safe and stimulating after-school environments are provided for students in grades K-5. Children engage in arts and crafts projects, nature projects, outdoor physical activities, games, and creative play. Snacks are provided. The program is offered Monday through Friday with two afternoon pickup times: 5:15 p.m. and 6 p.m. At the time of this writing, 88 children were enrolled in Dover and 96 children in Sherborn. Both programs maintain waiting lists.

### After-School Enrichment

After-school enrichment programs providing age-appropriate classes for elementary and high school students are also offered. Classes for students are held at Pine Hill Elementary School, Chickering Elementary School, Dover-Sherborn Middle School (DSMS), and Dover-Sherborn High School (DSHS).

In 2023 we offered both virtual and in-person classes. Offerings for grades K-5 included Cupcake Decorating, Flag Football, Hip Hop, Chess, Lego Construction, Home Alone, Paint Your Pet, Drawing, and Babysitting and Childcare. We also supported and oversaw the DSMS Drama program during the summer and facilitated string instrument lessons in all four schools during the school year.

## Adult Enrichment

In 2023, the Community Education Adult Program offered a combination of virtual and in-person classes. Virtual classes included Understanding Medicare, Demystifying Social Security, Estate Planning, and How to Apply for College Financial Aid. In-person classes included Boating Skills, Seamanship and Basic Navigation, Floral Design classes, SAT Prep, Dog Obedience, Watercolor Painting, Oil Painting, Guitar Lessons, First Aid, CPR, and Golf Lessons at the Needham Golf Club.

We also collaborated with other communities, including Concord-Carlisle, Acton-Boxborough and Medway, to offer classes such as Line Dancing, Ballroom Dancing, Instant Piano and Instant

Guitar for Hopelessly Busy People. Partnering with The Glass Bar in Needham, we offered in-person classes for youths and adults on various glass-fusing techniques. New this year, we partnered with Social Club Simple to offer virtual classes, including How to Use Uber Transportation for Independence, Using Snapchat Safely, Google Sheets for Awesome Beginners, and others. Virtual classes are recorded to allow viewing them at any time. Additional support is also provided by the instructor following the class for students who have questions. We plan to continue offering virtual classes, since they appear to work well for both students and instructors

## Registration

Registration for the Extended Day Program is held in March for the following school year. Registration for all other programs, including Adult Enrichment, begins once brochures have been distributed or when the information is posted online. Full class descriptions and all brochures and flyers can be found at [www.doversherborn.org](http://www.doversherborn.org) (click on “Students & Families,” then “Community Education”). Online program registration is available at <https://dscommited.communityroot.com/index/registration>.

## Contact Information

The Community Education office is located in Lindquist Commons on the DSHS campus, 9 Junction Street, Dover, MA 02030. Our phone number is (508) 785-0036, extension 7516.

## Public Schools Enrollment

As of October 1, 2023

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

Kindergarten	62
Grade 1	75
Grade 2	89
Grade 3	66
Grade 4	96
Grade 5	87
Grade 6	76
Grade 7	87
Grade 8	84
Grade 9	69
Grade 10	83
Grade 11	83
Grade 12	96
<b>Total Enrollment</b>	<b>1,053</b>



Boys Basketball Tri-Valley League Small Co-Champions.  
Photo courtesy of Dover-Sherborn High School.

# Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2023

## REVENUE

School Aid (Chapter 70)	\$941,020
<b>Total Revenue</b>	<b><u>\$941,020</u></b>

## EXPENDITURES

General Education	\$4,779,069
Special Education	3,329,815
Other	1,551,913
<b>Total Expenditures</b>	<b><u>\$9,660,793</u></b>

<b>Net Cost to the Town</b>	<b><u>\$8,719,773</u></b>
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*Holiday bag decorating for the Council on Aging. Photo by Madison Butkus; courtesy of the Dover-Sherborn Hometown Weekly.*

# Dover-Sherborn Regional School District: Revenue Summary

For the Fiscal Year Ending June 30, 2023

## REVENUE

### Revenue from Local Sources

Member Town Assessments	\$23,453,269
Student-related Fees	315,240
Earnings on Investments	130,848
Use of Excess & Deficiency Funds	110,000
Other	924
<b>Total Revenue from Local Sources</b>	<b><u>24,010,281</u></b>

### Revenue from State Aid

School Aid (Chapter 70)	2,500,220
Transportation (Chapter 71)	658,551
<b>Total Revenue from State Aid</b>	<b><u>3,158,771</u></b>

### Revenue from State and Federal Grants

	<b><u>906,991</u></b>
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### Other Revenue

School Lunch	916,342
Community Education Programs	822,695
Other Local Receipts	68,957
Private Grants	21,679
<b>Total Other Revenue</b>	<b><u>1,829,673</u></b>

### Total Revenue from All Sources

	<b><u>\$29,905,716</u></b>
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# Dover-Sherborn Regional School District: Expenditure Summary

For the Fiscal Year Ending June 30, 2023

## EXPENDITURES

### Expenditures by the School Committee

General Education	\$12,486,264
Other Operating	9,637,734
Special Education	2,884,077
Transportation	932,137
Debt Service	835,200
<b>Total Expenditures</b>	<b><u>26,775,412</u></b>

### Expenditures from State and Federal Grants

	<u>905,472</u>
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### Other Expenditures

Community Education Programs	717,144
School Lunch	709,228
Private Grants	71,507
Other	44,739
<b>Total Other Expenditures</b>	<b><u>1,542,618</u></b>

### Total Expenditures from All Funds

	<u><u>\$29,223,502</u></u>
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# Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2023

	<b>Regular Wages</b>	<b>Overtime/ Other</b>	<b>Total Gross Wages</b>
<b>Administration</b>			
Ellen Chagnon	\$137,761		\$137,761
Denton Conklin*	154,280		154,280
Amy Davis*	3,900		3,900
Ann Dever-Keegan	144,500		144,500
Dawn Fattore*	158,750	\$1,336	160,086
Mary Feerick	66,169		66,169
SonjaLea Katz*	58,897		58,897
John Lafleche	21,172		21,172
David Lawrence	71,000		71,000
Janelle Madden*	80,253	600	80,853
Monique Marshall-Veale	94,562		94,562
Kathryn McCarthy*	150,850		150,850
Elizabeth McCoy*	212,625	5,000	217,625
Sean McGee*	103,783		103,783
Jennifer Meek	65,000	1,100	66,100
Timothy O'Mara	61,500		61,500
Anthony Ritacco Jr.*	119,742		119,742
Donna Scungio*	85,608		85,608
John Smith	163,050		163,050
Tracy Sockalosky	121,800		121,800
Emily Sullivan	108,154	1,200	109,354
Victoria Sulser	60,000	1,100	61,100
Robin Tusino	58,846		58,846
Leeanne Wilkie*	86,913		86,913
<b>Administrative Assistants</b>			
Susan Barss	31,061	1,180	32,241
Elizabeth Benatti	61,923	2,100	64,023
Susan Connelly*	19,292	9,155	28,446
Colette Cronin	33,395	525	33,920
Tracey DeFlaminio*	60,565		60,565
Nancy Fabian	37,915	300	38,215
Cheryl Ingersoll*	8,088	1,675	9,763
Janet Kwon	29,959	6,723	36,681
Kathryn Lonergan	61,923	1,300	63,223
Diane McCrobie*	74,095		74,095
Diane Morales	21,726	228	21,953

	<b>Regular Wages</b>	<b>Overtime/ Other</b>	<b>Total Gross Wages</b>
<b>Administrative Assistants (Cont'd)</b>			
Heather Olenik	\$14,318		\$14,318
Keri Romano Campbell*	60,809	\$325	61,134
Kathleen White	42,182	300	42,482
<b>Coaches</b>			
Cameron Bailen	1,033		1,033
Maura Bennett	8,312		8,312
Kurt Borgman	3,023		3,023
Brett Boyd	5,290		5,290
Daniel Carroll	3,023		3,023
Sarah Chapin	1,000		1,000
Kanee Chlebda	16,247		16,247
Robert Conrad	7,000		7,000
Zachary Conrad	3,500		3,500
Ryan Debin	4,263		4,263
Carly Eckles	6,045		6,045
Robert Evans	3,100		3,100
Scott Foley	11,412		11,412
Richard Grady	9,068		9,068
Mark Gray	2,023		2,023
Joseph Gruseck	8,525		8,525
Evren Gunduz	11,698		11,698
Tara Gunduz	2,067		2,067
Stephen Harte	8,525		8,525
Hillary Havener	3,100		3,100
Jonathan Kirby	12,245		12,245
Kevin Kroesen	3,023		3,023
David Laidman	7,179		7,179
Eric Lochiatto	9,581		9,581
Angelo Macchiano	4,156		4,156
Ann Mann	6,045		6,045
Alexander Marlow	9,068		9,068
Erin Massimi	8,312		8,312
Molly McGill	8,525		8,525
Thomas McGill	4,500		4,500
Laura McGovern	3,023		3,023
Brian McLaughlin	8,312		8,312
Samuel Merten	12,950		12,950
Matthew Michel	3,023		3,023
Tonya Milbourn	8,525		8,525
Gavin Mish	3,023		3,023
Robert Mosher	13,330		13,330
Gianna Napoli	7,285		7,285
Meggan Newmarker	3,023		3,023
Maura O'Brien	3,023		3,023

	<b>Regular Wages</b>	<b>Overtime/ Other</b>	<b>Total Gross Wages</b>
<b>Coaches (Cont'd)</b>			
Dale Olmsted	\$13,045		\$13,045
Timothy O'Mara	10,201		10,201
Jerome Penn	7,000		7,000
Peter Phelan	1,000		1,000
Karen Raymond	6,045		6,045
Stephenson Ryan	16,479		16,479
Noah Schulze	7,285		7,285
Frederick Sears	2,521		2,521
David Swanson	3,250		3,250
Mark Thompson	6,045		6,045
Michael Tosone	4,263		4,263
Susannah Wheelwright	6,680		6,680
Robert Williamson	3,023		3,023
Eugene Zanella	3,023		3,023
<b>Community Education</b>			
Jennifer Bradley	2,520		2,520
Stephanie Cahoon	6,041	\$250	6,291
Tracey Carlin	49,769	6,080	55,849
Yi-Ju Chen	21,326	750	22,076
Kathryn Chiu	4,565	750	5,315
Samantha Conroy	3,776		3,776
Abigail Crane	1,750		1,750
John Crowley	11,860	250	12,110
Kathleen Demarzo	8,401		8,401
Carly Dow	2,943		2,943
Mary Ann Fabian	45,357		45,357
Krystelle Ghanem	640		640
Kate Giudice	875		875
Cecily Graham	19,587	250	19,837
Helen Haas	4,672		4,672
Nicole Harvey	4,215	250	4,465
Judy Jacobsen	297		297
Ashley MacNeil	4,843	4,435	9,278
Theresa Malvesti	3,931	750	4,681
Andrew Marden	2,344	500	2,844
Sean McCarthy	18,678	2,792	21,470
Alison Mueller	18,172	750	18,922
Jillian Newcomb	1,058		1,058
Audrey Parker	1,199		1,199
Kendall Parker	1,956	250	2,206
Marcia Pinkham	9,322	750	10,072
Andrea Reine-Wales	22,034	750	22,784
Erika Sabatino	1,663		1,663
Jordan Sabatino	1,286		1,286

	Regular Wages	Overtime/Other	Total Gross Wages
<b>Community Education (Cont'd)</b>			
Lindsay Sawin	\$2,679		\$2,679
Lisa Sawin	47,971	\$650	48,621
Katelyn Schapira	3,791	250	4,041
Suzanne Sheridan	5,580	750	6,330
Brady Smith	21,648	750	22,398
Joel Sterling	924		924
Emily Stevens	1,546		1,546
Andrea Tizzano	1,804		1,804
Scott Walker	14,301		14,301
David Wilson	16,928	750	17,678
Keira Wilson	1,540		1,540
<b>Custodians</b>			
Dean Bogan	69,964	2,171	72,135
David Bonavire	47,463	575	48,038
Kevin Callahan	51,462	1,837	53,300
Gislaine DeOliveira	17,640	1,097	18,737
Maria DosSantos	17,004	545	17,549
Christopher Hendricks	70,898	10,842	81,740
Judy Jacobsen	5,460	132	5,592
Joseph Larose	51,462	17,732	69,194
Lenin Sanchez-Martinez	55,360	6,619	61,979
Jackson Schroeder	52,417	7,335	59,752
Eric Schwenderman	57,553	2,220	59,773
John Waters	51,462	4,916	56,379
Stanley Wohlfarth	45,600	9,059	54,659
<b>Educational Assistants</b>			
Raelene Asselin	17,964	1,880	19,844
Annmarie Bowen	24,740		24,740
Imanhi Bruno-Reeves	25,893	4,254	30,147
Daniel Carroll	19,635	2,336	21,971
Molly Cavanaugh	15,692		15,692
Gavin Connolly	32,485		32,485
Zachary Conrad	12,850	941	13,791
Valerie Cook	31,054	2,660	33,714
Courtney Denman	31,943	1,323	33,267
Sophia Devin	11,781	796	12,577
Carolyn Driscoll	6,063		6,063
Jane Fitch	19,635	136	19,771
Rachel Frangipane	13,998		13,998
Jennifer Giannetto	31,943	463	32,406
Grace Gillis	12,850	686	13,537
Gary Golden	31,943	1,359	33,302
Ramune Keegan	32,485	25	32,511
Kathleen Kelley	32,055		32,055

	Regular Wages	Overtime/Other	Total Gross Wages
<b>Educational Assistants (Cont'd)</b>			
Kevin Kroesen	\$34,734	\$3,409	\$38,143
Jacqueline Lambros	12,850		12,850
Kelley Lonergan	32,485	10,969	43,454
Zachary Maloof	19,635		19,635
Elaine McCarthy	31,943	627	32,571
Annmarie McCrave	31,943	2,750	34,693
Michael Merrihew	19,635		19,635
Daniel Morris	32,123	153	32,275
Robert Mosher	23,073	3,017	26,091
Jonathan Naor	19,467	2,085	21,552
Alexandra Nottingham	3,927	48	3,975
Dale Olmsted	31,943	75	32,018
Jeannine Serratore	31,943	350	32,293
Nadine Succar	26,007		26,007
Gwenyth Swain	32,055	2,326	34,381
Ashley Tuccillo	31,943	392	32,336
Scardino Volmar	5,885	178	6,063
Robyn Wheeler	12,850	153	13,003
<b>Educators</b>			
Sheri Ablaza	27,033	125	27,158
Lori Alighieri	78,619	7,795	86,414
Sarah Altman	43,366	1,184	44,549
Kurt Amber	121,490	9,294	130,783
Mary Andrews	121,490	7,998	129,487
Jill Arkin	113,239	1,500	114,739
Hayley Arsenault	21,677	225	21,902
Marissa Bachand	121,490	2,667	124,156
Janae Barrett	121,490	1,425	122,915
Janice Barry	72,894	5,459	78,352
Donna Bedigan	113,239	9,500	122,739
Carmel Bergeron	113,239	27,240	140,479
Karyn Bishop	121,490	3,671	125,161
Carly Blais	70,740	560	71,299
Amanda Boczanowski	34,988	75	35,063
Heather Bond	95,035	13,295	108,330
Thomas Bourque	117,162	9,458	126,619
Joshua Bridger	121,490	6,332	127,822
Lisa Brodsky	121,490	1,925	123,415
Darren Buck	113,239	1,335	114,573
Paul Butterworth	121,490	2,423	123,913
Brittany Cabral	86,707	1,685	88,392
Elizabeth Carlson	45,675		45,675
Daniel Carroll	19,147	450	19,597
Christy Carter-Gilbert	31,331	285	31,616

	<b>Regular Wages</b>	<b>Overtime/ Other</b>	<b>Total Gross Wages</b>
<b>Educators (Cont'd)</b>			
Joseph Catalfano	\$121,490	\$900	\$122,390
Maura Cavanaugh	117,162	1,475	118,637
Caryn Cheverie	121,490	2,209	123,698
Kanee Chlebda	86,060	1,725	87,785
Caitlin Ciminelli	68,669	1,424	70,093
Deirdre Clancy-Kelley	15,231		15,231
Allison Collins	121,490	11,977	133,467
Sara Collins	82,881	11,433	94,314
Jason Criscuolo	121,490	800	122,290
Emily Daly	77,260	638	77,897
Carey Dardompre	110,897	1,583	112,481
Elizabeth Darling	16,237		16,237
Sandra Domenikos	33,961	50	34,011
Mark Dondero	62,367	1,170	63,537
Cassidy Donohue	23,694	925	24,619
Gretchen Donohue	117,162	10,969	128,130
Amanda Doran	72,548		72,548
Joanne Draper	121,490	1,810	123,300
Thomas Duprey	111,324	8,579	119,903
Carly Eckles	87,780	2,414	90,194
Brooke Ehle	62,241		62,241
Christopher Estabrook	113,239	4,386	117,625
Jeffrey Farris	117,162	8,969	126,130
Maria Fiore	121,490	1,025	122,515
Elizabeth Friedman	121,490	3,571	125,061
Michelle Gaffney	73,275	73,275	
Leonie Glen	121,490	10,635	132,124
David Gomez	121,490	2,306	123,796
Judy Gooen	121,489	3,583	125,072
Richard Grady	121,490	7,257	128,746
Nicole Graziano	64,649	1,500	66,149
Nicholas Grout	121,490	10,069	131,558
Joseph Gruseck	111,324	4,361	115,685
Hillary Havener	82,881	1,215	84,096
Alyssa Healey	71,555	6,616	78,172
Beth Hecker	117,162	7,698	124,860
Kerry Hennessy	111,324	2,111	113,434
Geoffrey Herrmann	86,544	15,766	102,310
John Hickey	121,490	12,665	134,154
Mara Hicks	34,444	34,444	
Scott Huntoon	118,686	5,030	123,717
Ellen Hyman	73,275	5,567	78,842
George Jenkins	57,191		57,191
Anne Joyce	27,977	250	28,227
Keith Kaplan	121,490	6,572	128,061

	<b>Regular Wages</b>	<b>Overtime/ Other</b>	<b>Total Gross Wages</b>
<b>Educators (Cont'd)</b>			
Aketa Kapur	\$52,561		\$52,561
Dianne Kee	105,395	\$1,925	107,320
Maria Laskaris	78,619	5,592	84,211
Emily Lawson	10,231		10,231
Sierra Lazenby	20,480	270	20,750
Christopher Levasseur	121,490	9,869	131,358
Lindsay Li	121,490	4,346	125,836
Yanhong Li	121,490	938	122,427
Alejandro Linardi Garrido	117,162	1,300	118,462
Heidi Loando	111,324	1,948	113,272
Eric Lochiatto	67,994		67,994
Heather Lockrow	98,911	100	99,011
Kristen Loncich	112,776	2,093	114,869
Anita Lotti	121,490	5,893	127,383
Elliott Lucil	121,490	4,561	126,051
Wendy Lutz	118,686	2,950	121,637
Amanda Lydon	30,138	675	30,813
Angelo Macchiano	110,081	1,965	112,046
Kenneth Macie	84,459	575	85,034
Lily Martini	65,249	550	65,799
Kara McAuliffe	111,324	781	112,105
Brett McCoy	113,239	1,740	114,978
Molly McGill	55,025	2,413	57,437
Laura McGovern	121,490	15,265	136,754
Julie McKee	121,490	4,957	126,446
Brian McLaughlin	121,490	19,789	141,279
Elisabeth Melad	121,490	8,452	129,942
Alyson Melucci	93,648	4,756	98,404
Mary Memmott	121,490	1,320	122,810
Kelly Menice	121,490	6,736	128,225
Tonya Milbourn	113,239	1,725	114,964
Megan Molica	71,952	225	72,177
Kathleen Moloy	121,490	8,703	130,193
Keenan Moore	62,367	4,833	67,200
Andrea Moran	88,761	2,859	91,620
Audrey Moran	117,162	1,500	118,662
Robert Mosher	13,403	500	13,903
Veronica Moy	117,162	9,939	127,101
Brigid Mullen-Richards	77,260	425	77,685
Natalie Nahabedian	54,454	2,336	56,790
Gianna Napoli	60,068	2,583	62,650
Erin Newman	111,324	8,506	119,829
Erin Newton	63,237	875	64,112
Laura O'Garr*	53,575		53,575
Brendan O'Hagan	15,706		15,706

	<b>Regular Wages</b>	<b>Overtime/ Other</b>	<b>Total Gross Wages</b>
<b>Educators (Cont'd)</b>			
Timothy O'Mara	\$58,931	\$3,405	\$62,335
Michael Patti	22,709	1,952	24,661
Adelina Perez-Krebs	77,260	525	77,785
Kimberly Phelan	121,490	9,553	131,043
Joan Pierce	89,227	4,653	93,879
Janel Pudelka	117,162	7,068	124,230
Amanda Rogers	91,408	1,998	93,406
Laura Romer	72,035	25	72,060
Wendy Rush	65,839	3,956	69,795
Stephenson Ryan	121,490	4,511	126,001
Jessica Rymut	53,324	597	53,920
Sandra Sammarco	105,395	960	106,355
Caroline Samoiloff	86,060	1,250	87,310
Kelly Savla	80,286	5,063	85,349
Noah Schulze	57,460	6,965	64,425
Anita Sebastian	89,978		89,978
Delaney Secrest	65,249	125	65,374
Russell Shade	27,977	225	28,202
Catherine Simino	67,943	7,909	75,853
Leigh Simon	87,041	1,368	88,409
Karen Smith	14,607	175	14,782
Joelle Sabin	105,120	4,127	109,247
Carol Spezzano	111,324	9,259	120,582
Laura Sukys	73,292	3,524	76,816
Jenifer Sunday	56,189	6,773	62,962
Maureen Swain	83,151	5,751	88,902
Michael Sweeney	91,478	1,956	93,435
Leah Swinson	73,292	3,861	77,154
Mark Thompson	117,162	1,950	119,112
Patricia Uniacke	121,490	2,525	124,015
Rebecca Waterman	107,937	4,180	112,117
Richard Waterman	107,937	500	108,437
Robert Williamson	94,331	12,568	106,900
Hannah Wright	97,843	2,208	100,051
Kimberly Wynn	77,260	3,593	80,853
<b>Food Services</b>			
Lori Comiskey	18,716	1,058	19,773
Catherine Cornoni	8,053		8,053
Kimberley Fangel	29,196	850	30,046
Sarah Grinnell-Somers	773		773
Jennifer Hann	8,189		8,189
Katie Jackson	21,516	760	22,276
Lisa Johnston	40,643	2,657	43,299
Stephanie Landolphi	21,647	860	22,507

	<b>Regular Wages</b>	<b>Overtime/ Other</b>	<b>Total Gross Wages</b>
<b>Food Services (Cont'd)</b>			
Leidiane Martins Silva	\$6,820	\$250	\$7,070
Bonnie Turco	31,244	1,115	32,359
Maria Vaccaro	17,594	270	17,864
Anne Wong	21,645	1,030	22,675
<b>Health Services</b>			
Janet Chandler	88,932	1,148	90,080
Ashley Dion	25,907		25,907
Kerry Laurence	113,239	992	114,230
Arlene O'Donovan-Driscoll*	26,057	800	26,857
Margaret Parsons	98,107	1,148	99,255
Meaghan Smith	60,636	5,656	66,293
<b>Information Technology</b>			
Kurt Bonetti*	63,675	225	63,900
Lucan Curtis-Mahoney*	38,911		38,911
Karen Gibbs*	75,694		75,694
Henry Jones*	90,071	4,000	94,071
<b>Substitutes</b>			
Sheri Ablaza	52,250		52,250
Ashley Atkinson		57	57
Douglas Barone	18,210		18,210
Olivia Butterworth	4,900		4,900
John Carter	1,265		1,265
Christy Carter-Gilbert	15,580		15,580
Michael Cave	4,835		4,835
Nicole Corbett	11,200		11,200
Anthony Cueroni	15,960		15,960
Ronald Gengo	6,700		6,700
Rose Gilio	115		115
Jiefang Hu	2,215		2,215
Ellen Irmiter	250		250
Dorothy Kaija	15,040		15,040
Diane Keverian	24,195		24,195
Alice Mackay	1,727		1,727
Claire Mackay	930		930
Krishna Mahoney	200		200
Emily Marsh	125		125
Mary McGourty	4,008		4,008
Darice Merageas	114		114
Kimberly Nehiley	900		900
Tara Nolan	575		575
Amy Robinson	6,730		6,730
Elizabeth Rubin	1,535		1,535
Kenna Shue	1,035		\$1,035

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Substitutes (Cont'd)</b>			
John Soraghan	\$10,835		\$10,835
Peter Vangsness	11,353		11,353
Kathyleen Wright	4,940	\$50	4,990
<b>Support Services</b>			
Raelene Asselin	14,114		14,114
Susan Benson		750	750
John Berti		613	613
Andrea Cassidy	20,845	258	21,102
Mila Clark	3,588		3,588
Katherine Crawford	36,923		36,923
Louis Dittami	1,450	1,290	2,740
Ardys Flavelle	10,123		10,123
Denise Foley	2,020		2,020
Justin Halton	5,400		5,400
Caryn Haskins	14,911		14,911
Jennifer Hawkins	1,690		1,690
Jacqueline Johnson	20,872		20,872
Holly LaFave	140		140
Linda Lannon	1,350		1,350
Claire Mackay	7,975		7,975
Anne Picardo	2,205		2,205
Margaret Polk	21,221	375	21,596
Katherine Potter	5,390		5,390
Cameron Siciliano	30,769	500	31,269
Zoe Stinchfield Grave	405		405
Brian Verdy*	9,721		9,721
<b>Grand Totals</b>	<b>\$19,296,982</b>	<b>\$1,131,498</b>	<b>\$20,428,480</b>

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

\*\* Salary listed represents total salary, a portion of which is allocated to Town of Dover.

## Report of the Minuteman Regional Vocational Technical School Committee

Ford Spalding, Dover Representative, Minuteman School Committee

Chair, Minuteman School Building Committee

Dr. Kathleen A. Dawson, Superintendent, Minuteman Regional Vocational Technical School District (resigned September 30, 2023)

Kevin Mahoney, Interim Superintendent/District Director  
(effective October 24, 2023)

### About Minuteman

Minuteman is a four-year, accredited vocational and technical high school serving the member towns of Acton, Arlington, 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. Attendance at Minuteman offers the following:

- **A freshman year of experiencing a modern educational plan in a modern educational building.** The Minuteman campus has adapted to meet current employment opportunities and is designed in a way that excites student learning, creativity, and collaboration to provide education with a purpose.
- **A modern American high school experience.** 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: animal science, culinary arts, cosmetology, horticulture, building trades, biotechnology, environmental science, robotics, health occupations, engineering, electrical, automotive technology, and early childhood education.
- **Preparation 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.
- **The opportunity to be more than just another student.** At Minuteman, teachers and staff are personally invested in getting to know and work closely with each individual to help students realize their full potential.

## Enrollment

As of September 2023, about 93% of all grade 9–12 students reside in the nine member-town communities of Acton, Arlington, Bolton, Concord, Dover, Lancaster, Lexington, Needham, and Stow. For the second year in a row, all freshman students resided in member towns. Total enrollment as of fall 2023 was 686 students, with 649 in-district students and 37 out-of-district students. Five students from Dover were enrolled at Minuteman as of October 1, 2023.

## District Budget

The total District budgetary assessment is \$25,481,911, an increase of 4.5% over the previous year. Dover's share is \$248,626, an increase of \$51,199 based on the contractual assessment formula. The budget includes operating and capital/debt assessments. The District received unanimous support for the budget recommendations.

## Grants Awarded

In 2023, the Minuteman Regional Vocational Technical School District received a grant of \$354,000 for metal fabrication and joining technologies, which will help the school train students for high-demand occupations employing these technologies. The grant will also help the school expand and deepen its curriculum, add industry-recognized credentials, increase secondary enrollment in existing programs, and offer post-secondary opportunities for adults enrolled in the Minuteman Technical Institute (MTI).

Minuteman Regional Vocational Technical High School also received \$500,000 for technology and equipment to support expanding the Animal Science/Veterinary Science Vocational Program. The equipment will provide opportunities for students to receive hands-on learning with state-of-the-art training tools and earn additional industry-recognized credentials.

## Co-op Opportunities

Juniors and seniors at Minuteman are eligible for student employment through the Cooperative Education Program (Co-op). Co-op students can work at job sites within the scope of their career majors. The Co-op is open to seniors all year and to juniors for the year's second half. One hundred students were out on Co-op during the school year. Participating employers include Emerson Hospital, Winchester Hospital, Koch Institute for Integrative Cancer Research, Massachusetts General Hospital, the von Andrian Laboratory at Harvard Medical School, and Traverso Lab at MIT. Minuteman places students in a wide range of opportunities in advanced engineering, biotechnology, carpentry, cosmetology, electrical, engineering and robotics, plumbing, horticulture, and other fields.

## Graduating Class

The Class of 2023 had a graduation rate of 100%, with 64% of students heading to either a two-year or four-year college and 36% heading into planned apprenticeships, trade school, or joining the workforce. Graduates plan to attend such schools as MIT, Clark University, Worcester Polytechnic Institute, The New School, the University of Massachusetts, Johnson & Wales University, and Maine College of Art & Design, to name a few.

## Minuteman Technical Institute

MTI offers 10-month and 15-week courses in various career trades for adults looking to gain technical skills in a new, high-demand profession. MTI collaborates with and develops programming to meet workforce demands through such industry partners as MassHire, North Atlantic States Carpenters Training Fund, AET Labs, Rolls-Royce Naval, and the International Facilities Management Association (IFMA).

MTI students gain recognized industry credentials in OSHA and Hot Works, as well as earn hours toward state licenses. MTI's partnership with IFMA has led to the development of the Facilities Management Program, which directly addresses the need in the Greater Boston area for certified facilities managers.

All students in the Cosmetology Program who sat for the State Board of Cosmetology and Barbering Exam, passed on the first attempt. Of the Welding Program students, 98% who took the American Welding Society certification tests passed on their first attempt, while 97% of the students completing the Carpentry Pre-Apprentice Program found employment and were retained beyond their first 30 days.

## Secretary of the Navy Visit

On December 8, 2023, Secretary of the Navy Carlos Del Toro visited Minuteman High School and the Minuteman Technical Institute to engage with students and faculty. The visit, which came just days ahead of the historic Army-Navy football game, aimed to inspire and motivate the next generation of leaders.

The Secretary's visit began at Minuteman High School, where he toured classrooms, met with students, and hosted an inspirational question-and-answer session with students. During his address to the students, Secretary Del Toro emphasized the importance of education, resilience, and leadership, drawing on his own experiences in the Navy. It is important to note that he is a graduate of a vocational high school. He shared anecdotes from his career and highlighted the diverse opportunities that a strong education can provide, including the potential for careers in the Armed Forces. Local news outlets captured the Secretary's visit.

# DOVER

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*Health Reports*

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# 2023



*Report of the*  
**Board of Health**

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Kay Petersen, MD, Chair  
Stephen Kruskall, MD  
John Quackenbush, PhD

**Personnel**

Jason Belmonte, Health Director  
Linda Baldwin-Lyons, Administrative Assistant  
Priscilla Steenbergen, Administrative Assistant  
Jennifer Cronin, Animal Inspector  
Jim Palmer, Deer Management Agent

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The Board of Health (BOH) is a mandated regulatory agency responsible for protecting the public health and environment, with legal obligations, authority, and responsibilities as set forth in the Massachusetts General Laws (MGL) and Commonwealth of Massachusetts Regulations. Various federal statutes further lay out the responsibilities of state and local governments to ensure the public health. The BOH has legal authority to implement and enforce health policies and oversee inspections to protect public and environmental health.

The Board's elected members, agents, and inspectors work to ensure that food, water, soils, and air are protected from contamination that would pose a public health threat. The BOH works to prevent the spread of contagious disease in humans and animals, including diseases, such as tick-borne illnesses, that are transmitted from animals to humans. It is also responsible for ensuring that housing meets minimum health and safety standards. Additional information regarding the BOH can be found on the Town's website ([www.doverma.gov](http://www.doverma.gov)).

**Environmental Health and Safety**

**WATER QUALITY AND SUPPLY**

In Massachusetts, Public Water Supply (PWS) companies are those that provide water to 15 or more connections, or 25 or more people. They are regulated by the Massachusetts Department of Environmental Protection (MassDEP). Private water supplies (private wells) provide water to fewer than 15 connections, or 25 or more people, and are regulated by the local Boards of Health.

## PRIVATE WELLS

In 2023, approximately two-thirds of the 2,149 households in Dover relied on private wells located on residential properties.

The BOH Director is responsible for processing permits for new wells or well improvements, for inspecting the construction of new wells, for inspecting repairs and modifications made to existing wells, for ensuring that flow rates and quantities are satisfactory, for reviewing documentation for new wells and well improvements for compliance with the BOH Water Quality Standards, and (when submitted) for reviewing water quality test results prior to the conveyancing of property for compliance with the BOH Water Quality Standards.

Homeowner responsibilities include the testing of water quality prior to a transfer of ownership (title change) of a home, including providing the BOH and the home buyer with copies of the test report issued by a certified laboratory prior to the sale of the house. If any proposed renovation work results in an increase in the number of bedrooms in a home (or otherwise results in increased water usage), the owner must obtain a permit from the BOH for a quantity (flow) test to be witnessed by the Health Director prior to the issuance of any building permits. If wells have insufficient flow, they must either be modified or abandoned. Homeowners must replace abandoned wells with new wells that meet the BOH's quantity and quality requirements. Well drillers, water quality testing labs, and engineering firms used must be licensed by the Commonwealth of Massachusetts.

Dover residents must maintain access to wells from the street to enable maintenance, such as pump replacement or redrilling. Dover also requires that GPS coordinates showing the location of wells be included in proposed or updated well plans, as well as the use of flow meters for pump tests.

In 2023, the BOH issued 20 permits for new wells that included wells used for drinking water, irrigation, and heating/cooling (geothermal). The BOH learned of two existing wells with insufficient or no water.

MassDEP provides valuable information about private wells, water quality standards, and certified testing laboratories at [www.mass.gov/private-wells](http://www.mass.gov/private-wells). It also offers a public Web-based searchable database of groundwater wells at [www.mass.gov/service-details/well-database](http://www.mass.gov/service-details/well-database).

## PUBLIC WATER SUPPLIES

Approximately 35% of Dover households are serviced by six PWS companies that are regulated by the Massachusetts Department of Public Utilities (MassDPU) and MassDEP. The companies that operate in Dover include:

- **Dover Water Department:** This Town-owned PWS serves the Chickering Elementary School, Caryl Park, Caryl House, and Parks and Recreation. Water is sourced from Dover wells operated by the Town.

- **Aquarion Water Company:** Formerly Colonial Water Company, Aquarion serves approximately 640 households, as well as commercial and public buildings, most of which are in and adjacent to the Town center and connected by Town-owned infrastructure. Water is sourced from Aquarion-operated wells in Dover.
- **Glen Ridge Resident Water Trust:** Serves approximately 40 households with water sourced from Natick Public Works.
- **Meadowbrook Water Trust:** Approximately 25 households receive water sourced from Natick Public Works and Elm Bank wells, which are operated by Natick Public Works and WhiteWater, Inc.
- **Old Farm Road Water Trust:** Fifteen households receive water from a local well operated by WhiteWater, Inc.
- **Precious Beginnings Preschool:** Water for this building serving 44 students is sourced from a local well operated by Small Water Systems Services, LLC.

MassDEP publishes information and documents about all PWSs at [www.mass.gov/service-details/public-water-supplier-document-search](http://www.mass.gov/service-details/public-water-supplier-document-search).

## BATHING BEACHES

The BOH is responsible for assessing the safety of the water at the Grossman Camp, which is in the Dover portion of Hale Reservation. The recreational camps that utilize these bodies of water are responsible for testing and reporting the results to the BOH.

## SEWAGE DISPOSAL

Because there is no access to a public sewage system in Dover, all buildings require private sewage systems, typically a septic tank and distribution field. Subsurface sewage disposal systems require proper operation and maintenance to avoid failure and expensive repair or replacement. Proper operation includes keeping grease, fats, and oil from draining into systems, avoiding the use of garbage grinders, avoiding hazardous chemicals in laundry products, and promptly repairing leaking toilet tanks and faucets. Proper maintenance includes having septic tanks pumped every other year by a licensed vendor to remove septage. Pumping and other regular maintenance typically costs several hundred dollars. However, it is necessary to prevent septic system failure, which is vastly more expensive.

In addition, some pumps or other mechanical or electric devices installed in innovative alternative wastewater systems (for example, Eljen, FAST, Presby) require regular maintenance according to the manufacturer's maintenance schedule to prevent system disruption.

The regulations contained in the Massachusetts State Environmental Code, Title 5, and the State Sanitary Code, Chapter 2, require that towns provide for septic disposal. The Town of Dover has an agreement with the Charles River Pollution Control District in Medway to have its septic 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.

The BOH documents the required maintenance of wastewater systems by asking residents to submit servicing documentation. Pumping records are submitted by the pump companies to the BOH. The BOH licenses septic system installers and septic haulers and maintains a list of those it has licensed.

MassDEP's Title 5 (310 CMR 15.000 of the State Environmental Code) requires homes that are put up for sale to undergo a septic system inspection by a state-certified Title 5 inspector. The Town of Dover's Chapter 217 Bylaws ("Sewage Disposal Systems") define site and soil requirements. Home sellers must present Title 5 certification of proper septic system functioning to the BOH. Homes that use cesspools rather than septic tanks and leaching fields cannot receive Title 5 certification and must have new systems installed. During the review and approval of septic system construction plans, the BOH often requires deed covenants that prohibit the installation of garbage grinders and/or require regular maintenance of alternative septic systems.

In 2023, the BOH issued the following permits for:

- soil evaluations and percolation tests (14)
- upgraded septic systems for existing homes or previously developed lots (10)
- septic system upgrades that required innovative alternative wastewater treatment (FAST/Eljen/other, 6)
- general repairs (pipes, other, 14)
- demolition of buildings (3)
- pools (15); hot tubs (1)
- building plan reviews (22)
- Title 5 inspections reported and reviewed (39)

## **FOOD SAFETY**

The BOH adheres to the Massachusetts State Sanitary Code (105 CMR 590.000) when issuing food permits. All food establishments and commercial kitchens 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 permits. Residents should contact the BOH if their organizations are unsure how the regulations apply to their planned events.

## **TOBACCO**

In 2023, the BOH amended its tobacco regulations for the first time since 2013. In July, the Board voted to cap the number of tobacco license holders in Dover at two.

## **RECREATIONAL CAMP SAFETY**

In Massachusetts, recreational camps for children must be inspected and licensed by the local boards of health in the cities or towns where they are located. To be licensed, camps must meet all the minimum health, safety, sanitary, and housing standards established by MassDPH and any additional local requirements. In 2023, the BOH inspected and licensed eight recreational camps in Dover.

## **GARBAGE COLLECTION**

MassDEP prohibits the disposal of food waste with trash. Although many residents have installed kitchen food grinders or disposals, the Board strongly advises against using them because the small particulate matter they create will clog septic systems' drip fields over time and lead to premature septic system failure.

The Recycling Committee operates a food-waste drop-off program at the Transfer Station where it maintains drop receptacles. In 2023, the Board of Health formally adopted regulations for private waste haulers.

## **HOUSEHOLD HAZARDOUS WASTE**

The BOH, in coordination with the Recycling Committee, conducts the annual Hazardous Waste Collection Day each spring at the Medfield Department of Public Works. Residents may also drop off their hazardous waste on collection days held by other Charles River Household Waste Consortium member towns (Ashland, Bellingham, Franklin, Holliston, Medfield, Milford, Norfolk, Sherborn, and Walpole).

## **SHARPS DISPOSAL**

Massachusetts law prohibits the disposal of medical sharps in household trash. The BOH maintains an approved sharps receptacle at its office on the first floor of the Town House, where residents may safely discard sharps during office hours.

## BEAVER ACTIVITY

Beaver activity that leads to flooding periodically is a threat to safety in Dover. In such cases, the BOH issues emergency trapping permits for a limited period. One such approval was granted in 2023.

## Animal Inspections, Vaccinations, Quarantining

### ANIMAL INSPECTIONS

The BOH's Animal Inspector, Jennifer Cronin, annually inspects cattle, horses, goats, sheep, swine, and other non-domestic animals, as well as the conditions under which they are kept. As population changes occur, the BOH updates its inventory of locations at which animals are kept. Active barns are inspected, during which time the Animal Inspector reviews documentation of tuberculin and brucellosis testing, equine Coggins testing, and encephalitis vaccinations, and determines whether the animals appear free from contagious disease. The BOH also regulates manure storage, removal, and composting to protect wetland resources and drinking water.

The following animals were inspected in 2023:

Type of Animal	2023
Horses/Ponies/Miniature Horses/	86
Donkeys/Mules	
Alpacas	2
Goats	60
Sheep	51
Swine	7
Ducks	27
Chickens	133

### VACCINATIONS/QUARANTINING

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 prior vaccination, and at least once every three years thereafter. Vaccination orders, under the management of the Animal Inspector, also apply to other domestic animals.

In 2023, the Town recorded seven instances of dog bites and three instances of animals quarantined for wounds of an unknown origin.

MassDPH sets forth stringent quarantine requirements for the prevention of the spread of rabies. Dogs and cats exposed by direct contact, by proximity, or by having received a wound of unknown origin, are assumed to have been infected by a rabid animal. If a dog or cat is currently vaccinated, but for longer than a month prior to exposure, or if it is not currently vaccinated but proof exists of a previous vaccination, it must immediately

receive a booster vaccination and be strictly quarantined for 45 days. The Animal Inspector may order that unvaccinated animals be immediately vaccinated and placed under confinement for four months or, failing that, to be euthanized. Vaccination for other domestic animals is also required. The Animal Inspector may order vaccinations for animals whose health histories are unavailable or not in compliance with vaccine regulations.

In 2023, The BOH conducted its annual rabies clinic for the first time since the beginning of the pandemic.

### Zoonoses

The BOH is involved with the control of animal-to-human disease transmission (zoonosis), including tick-borne diseases, mosquito-borne diseases, infections from animal bites, and other interactions with animals.

### MOSQUITO-BORNE ILLNESS

The two mosquito-borne illnesses of significant concern in eastern Massachusetts are Eastern Equine Encephalitis (EEE) and West Nile Virus (WNV). The Massachusetts Department of Public Health (MDPH) routinely tests mosquitos for the two viruses from June through October each year. There was very little mosquito-borne illness in Massachusetts in 2023.

	EEE	WNV
Cases in Animals	0	0
Cases in Humans, MA	0	6
Cases in Humans, Norfolk County	0	1
Positive Mosquito Samples, MA	28	164
Positive Mosquito Samples, Norfolk County	0	10

The BOH works with the Norfolk County Mosquito Control District (NCMCD; see their report on page 165). The NCMCD takes an Integrated Pest Management (IPM) approach to mosquito control, which sometimes includes spraying of insecticide. Homeowners who wish to exempt their property from mosquito-control spraying must file the proper paperwork with the Town Clerk prior to the first of March. For more information, contact NCMCD directly.

### TICK-BORNE ILLNESS

Since 2010, the Tick-Borne Disease Committee has implemented a yearly Deer Management Plan (DMP), a regulated hunting program based on the experience and guidance of the Massachusetts Division of Fisheries and Wildlife and on Dover-specific rules and regulations. The program only allows bow hunting from tree stands and is administered on Town-owned and other conservation land, as well as on private properties with signed permission from the landowners. As in past years, signage was posted along trails and at entrances to all properties participating in the DMP. By

season's end on December 31, 2023, a total of 26 deer had been harvested. No injuries or complaints were reported.

## **Communicable Disease Prevention and Management**

### **COVID-19**

Test kits were provided throughout the year at the BOH office and made available to residents.

### **INFLUENZA**

The BOH held its annual flu clinic in October 2023 at the Highway Department, where 142 residents were vaccinated.

### **Elder Services**

The BOH contracts with the Natick Walpole VNA to provide blood-pressure clinic services to Dover's senior citizens through the Council on Aging.

### **Board of Health Staffing**

In 2023, Administrative Assistant Karen Hayett retired after serving the Town for 19 years, the last nine of which were spent serving the Board of Health. The Department is currently led by full-time Director Jason Belmonte, who oversees two other members of the office staff. Administrative Assistant Priscilla Steenbergen joined the staff in August 2023 and works 28 hours per week. Linda Baldwin-Lyons also works in the office 20 hours per week and has been serving the Town since 2021. The Board anticipates hiring a Public Health Nurse in 2024.



*Photo by Elissa Senger.*

## *Report of the* **Norfolk County Mosquito Control District**

David A. Lawson, Director

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

### **Surveillance**

NCMCD engages in an intensive mosquito 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 assist us in focusing our surveillance on hot zones, thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

In 2023, we had 74 requests for service in the Town of Dover. We submitted 18 samples and no isolations were found.

### **Water Management**

The NCMCD reduces the potential for larval mosquito development through a variety of methods under this category. Our freshwater water management program includes ditch and pond maintenance, as well as culvert area clearing to improve water quality and increase water flow.

We collect and recycle off-rim tires to eliminate a common breeding site of mosquitoes.

- Culverts cleared: 15
- Drainage ditches checked/hand cleaned: 4,100 feet
- Intensive hand clean/brushing: 300 feet\*
- Mechanical water management: 0 feet
- Tires collected: 0

*\*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, larval mosquito abatement is the most effective and environmentally friendly method of mosquito control. An intensive monitoring program, aids in our decision to effectively target culprit locations.

- Spring aerial larvicide applications (April): 94.3 acres
- Floodplain aerial larvicide applications (May–August): 0 acres
- Larval control (briquette and granular applications by hand): 6.2 acres
- Abandoned/unopened pool or other manmade structures treated: 0

## Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state-of-the-art GPS and computer equipment, allows us to focus our treatments on targeted areas. In 2023, NCMCD sprayed, by truck, 2,461 acres with ultra-low-volume aerosol applications of adult mosquito insecticide.



Photo by Beth Zaffino.

## Report of the Animal Control Officer

Jennifer Cronin

Type of Call	# Calls
Loose, Missing, Returned Animals	76
Dogs Hit by Motor Vehicles	0
Dog Bites	7
Deer Hit or Killed	25
Other Animal Calls	110
<b>Total Calls</b>	<b>218</b>

Citations Issued	0
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Photo by John Quackenbush.

*Report of the*  
**Natick Walpole Visiting Nurse  
Association**

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**Board Officers**

Sheila Ahmed, President  
Callum Maclean, Treasurer

**Agency Leadership Team**

Eileen Garvey, CEO  
Alyssa Kaiser, RN, BSN, Public Health Nurse Specialist/Coordinator

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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 service and pediatric nursing. 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.

The primary role of the Public Health Nurse Specialist/Coordinator is to provide public health services and educational programs for the towns we serve.

The VNA provides the Town of Dover with the following health services:

**Home Care** promotes good health and maximum functioning for Dover residents with disabilities. The VNA provides nursing, therapy, social work, and home health-aide services to residents who have been referred to the VNA by physicians, hospitals, and nursing homes. Telehealth services, wound-care specialists, and high-tech nursing care for complex care needs are also available. The VNA conducts home assessments and provides both home care and health promotion visits for residents with chronic illnesses or conditions or who might need information or access to services. Families interested in learning more about available community resources and Town departments seeking information can call the VNA for guidance. The nurse or therapist providing the assessment or information will help the caller identify appropriate services, with the goal of preventing unnecessary hospitalizations or institutionalizations. When possible, the VNA may apply for reimbursement available for the care, as well as perform all the services ordered by the client's physician.

**Senior Health Assessment and Education Clinics** are coordinated in conjunction with Dover's Council on Aging. These clinics are developed and led by the Public Health Nurse Specialist to provide health assessment and counseling, and to address various health-related 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 are certified lactation counselors who 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 in coordination with the Massachusetts Department of Public Health. Case finding is conducted through the Massachusetts Virtual Epidemiological Network (MAVEN) system. Visits, education, and immunization are all part of this service.

**2023 Public Health Statistics for Dover**

Total hours spent on blood pressure clinics; flu clinics; and communicable disease, TB cases, and MAVEN tracking and follow-ups: 153.



*Photo by J. Ford Spalding*

# DOVER

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*Land Use Reports*

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2023



## *Report of the* **Planning Board**

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Carol Lisbon, Chair  
Jody Shue, Vice Chair  
Scott Freedman  
Bill Motley  
George Sidgwick  
Val Lin, Associate Member

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The Planning Board is composed of five elected full members and an elected associate member. Its duties are set forth 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). Town Planner Jasmin Farinacci and part-time Planning Assistant Susan Hall support the work of the Board.

A Planning Board member also serves on the Open Space Committee and members attend the meetings of other town boards and participate in ad-hoc committees relating to planning issues such as the Housing and Hale Task Forces.

### **Membership**

In general, 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.

There were a few changes to the Planning Board membership in 2023. The year began with Laura Harbottle, Interim Town Planner, spearheading projects within the community until June. Dover is greatly appreciative of Laura's time and experience and her aiding the community while we searched for a full-time Planner. In September, Dover welcomed full-time Town Planner Jasmin Farinacci. At the Annual Town Election held on May 15, 2023, Jody Shue was re-elected to a five-year term.

### **Board Review and Approvals**

In 2023, the Board held 20 public meetings on a wide range of issues summarized as follows:

**Subdivision Applications:** Pursuant to state law, the Board governs the local subdivision process. A subdivision can be approved only after the Board conducts a public hearing and makes detailed findings. In 2023, there were no Definitive Subdivision or Preliminary Subdivision applications.

**Site Plan Review:** The Board also conducts site plan review of certain proposed as-of-right uses before the Town issues a building permit per Zoning Bylaw 185-36. The review process regulates permitted uses by imposing conditions, limitations, and safeguards taking into consideration factors such as public safety, and potential impacts on existing structures, open space and Town resources. In 2023, there were 10 Preliminary Site Plan Review applications (five pools, one shed, one water feature, one barn, one garage, and one car club).

**Approval Not Required (ANR) Plans:** Under the state process, the Board has the authority to endorse property owners' plans to create new lots on existing roads if the resulting lots comply with local zoning dimensional requirements and have adequate access. In 2023, the Board endorsed two ANR applications. Given the interest of nearby property owners in proposed ANRs, the Board continued its practice of giving formal notification to abutters of ANR applications.

**Sign Permits:** 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 2023, there were no sign applications submitted or issued.

**Scenic Road Applications:** 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 2023, the Board received a few applications for determinations that a hearing was not required but did not receive any applications necessitating a hearing.

**Special Permits:** The Board is the Special Permit Granting Authority for personal wireless service facilities, off-street recreational parking in a residential district, and new or altered buildings or structures in the Business, Medical-Professional, and Manufacturing Districts of Dover. The Planning Board received no applications in 2023.

## Other Business

**Housing:** Multifamily housing activity has increased significantly this year in Dover and the Board is very involved in addressing the short- and long-term impact of multifamily housing initiatives.

The Board and Town Planner are actively working with the Dover Housing Task Force, established by the Board of Selectmen this year, to develop a comprehensive approach to multifamily housing in Dover. This involves developing both a long-term housing plan and philosophy and a process to ensure that all projects are collaboratively and appropriately vetted and managed.

There were three active multifamily projects in 2023: The Board participated in a site visit and provided input to the Project Eligibility Letter sent to the Massachusetts Housing Finance Agency by the Town

Administrator on a proposed 40B 42-unit rental apartment development on Tisdale Drive. It provided input to the Zoning Board of Appeals on a four-unit scattered-lot 40B comprehensive permit application on Trout Book Road, Chickering Drive, and Edgewater Drive. And it brought together Town departments, boards, and committees to work with Pulte Homes on their proposal to develop multifamily housing on Junction Street.

In addition, the Board is working with a consultant to develop Dover's plan to address the requirements of the MBTA Communities Act. Dover is designated as an "Adjacent Small Town," and as such is required by law to adopt zoning by December 31, 2025, that identifies and establishes a zoning district where a multifamily housing unit is allowed by right at a minimum capacity of 102 units (5% of Dover's 2020 housing stock) with 15 units per acre. It should be noted that the Act does not require that multifamily housing in fact be built, it does not compel Dover to pay for new infrastructure, and it does not supersede Massachusetts wetlands or Title V laws. The Act does allow Dover to develop specific zoning regulations for the district, such as design criteria, setbacks, and dimensional requirements.

**Strategic Planning:** The Board engaged in several key strategic planning activities to better position the Town to manage growth, protect open space, mitigate climate change, and become more fiscally sustainable. The Planning Board was awarded a grant in the amount of \$12,000 to create a Natural Resource Protection Zoning Bylaw or Tree Preservation Bylaw.

**Land Purchases:** In 2023 there were no activities associated with land acquisitions.

**Zoning Bylaws:** The Planning Board is committed to reassessing the Town's Zoning Bylaws with the aim of fostering and regulating development, all the while safeguarding those aspects of Dover that we all appreciate, as well as essential natural resources and elements integral to Dover, as outlined in the Dover Master Plan.

**Accessory Dwelling Units:** At the May 1, 2023, Annual Town Meeting, the Town of Dover passed an updated Accessory Dwelling Unit (ADU) Bylaw to encourage healthy development and growth by right. The Planning Board thanks Dover's voters for approving this bylaw which provides increased flexibility for homeowners, allowing for multigenerational housing opportunities, a potential revenue stream to allow residents to age in place, and smaller housing units for current and new residents. ADUs with a maximum of 900 square feet will now be allowed by right in all homes and attached to the main residence with site plan approval by the Planning Board. ADUs proposed in a detached structure, such as a garage or barn, will continue to require a special permit from the Zoning Board of Appeals.

**Floodplain:** At the Annual Town Meeting a new Floodplain Bylaw was also passed, which incorporates new state and federal requirements. Updated maps will need to be approved at a future Town Meeting when made available by FEMA in 2025.

**Village Center Development:** The Planning Board is continuing its work on the Village Center Visioning process begun in 2021 to create consensus on future uses and desired architectural character to better position the Town to guide upcoming redevelopment in the village center area. A combination of regulations and zoning changes is being developed for presentation to the community in 2024.

**Tree Preservation Committee:** The Tree Preservation Committee has had a busy year since its creation on November 21, 2022. The Committee used a state grant to hire and collaborate with The Conway School for over four months to research historical tree preservation efforts in Dover, identify current tree preservation bylaws and bylaw gaps, engage and educate the Dover community about tree preservation aspects, and lastly to create an action list for strengthening the community's tree preservation efforts.

A summary presentation was provided to all land-use departments and committees to encourage future collaborative efforts toward tree preservation. The Committee next prioritized three initiatives: a stormwater management bylaw update, a Tree City USA application submission, and the development of an online tree resource. The Committee then began implementing the initiatives and educating the public. Public awareness efforts kicked off in early September with the Committee's first Dover Days booth.

The Committee's focus on collaboration has been demonstrated through various joint efforts with members of the Planning Board, the Conservation Commission, the Board of Health, the Department of Public Works, the Parks and Recreation Department, and the Board of Selectmen. For example, the Committee worked with the Selectmen to approve the first Dover Arbor Day Proclamation on November 9, 2023. Consequently, the Committee arranged for Dover's first official Arbor Day celebration on November 14, with a short ceremonial tree planting on the Town Green that included contributions by the Cemetery Commission, Parks and Recreation, and the Department of Public Works. These efforts support the application process for a Tree City USA designation, which the Committee completed at the end of 2023.

The Tree Preservation Committee is also working with the Department of Public Works and the Board of Health to update the Stormwater Management Bylaw to include tree preservation as a mechanism to reduce soil erosion and water runoff. The Committee will continue to build partnerships with other Town committees, boards, and departments to accomplish its various goals toward tree preservation education and efforts in Dover.

**Other Zoning Initiatives:** The Planning Board is working on a bylaw to address ground-based medium- and small-scale solar installations. During 2024, the Planning Board intends to conduct a comprehensive review of the Zoning and Subdivision Bylaws and the Planning Board Rules and Regulations to identify areas needing updates to reflect best practices

and address new land uses and pressures facing Dover. At the request of the Building Inspector and concerned residents, the Planning Board is developing a bylaw to address contractor construction hours and noise, which it will bring to the May 2024 Annual Town Meeting.

**Dover Master Plan:** The Board continues to pursue the implementation of the specific recommendations listed in Section IX of Dover's Master Plan, last adopted in 2012. Some prior recommendations have been implemented and certain areas are being addressed as described in this report. The Board is prioritizing those plans that are required by state and/or federal law, that are required for eligibility to participate in state funding programs, and/or are a required step to have legal authority to proactively manage growth. The Board hopes to update the Dover Master Plan in 2024–25 through a process involving all of Dover's residents. Prior Master Plans and related documentation can be found on the Planning Board's Web page on the Town of Dover website ([www.doverma.gov](http://www.doverma.gov)).

The Board uses its Web pages to post detailed information on its initiatives and work product, as well as provide educational material on zoning and housing issues. We hope that Dover's citizens find this information useful and welcome your input.



Folk band Backwards Hats performing at Powisset Farm.  
Photo courtesy of the Dover Town Report Committee.

*Report of the*  
**Zoning Board of Appeals**

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R. Alan Fryer, Chair  
LaVerne A. Lovell, Member  
Nadir Ahmed, Member  
Michael Donovan, Associate Member  
Nancy Greene, Associate Member

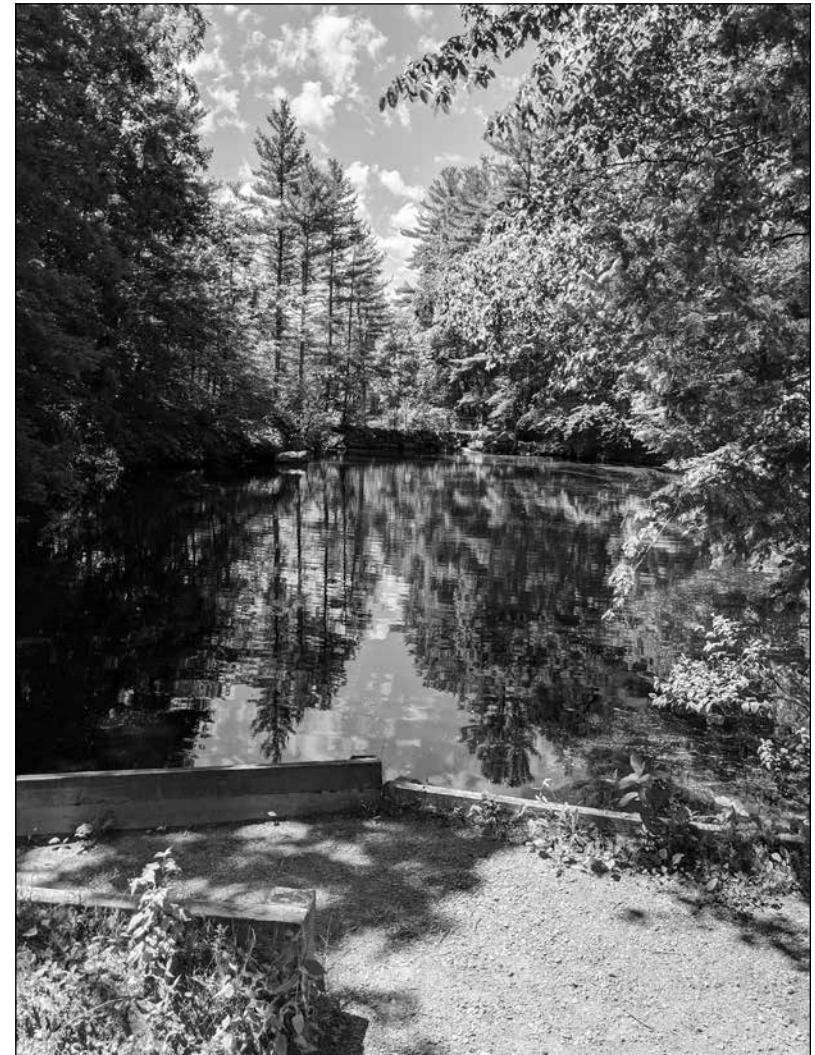
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The Zoning Board of Appeals (ZBA) has jurisdiction over appeals from rulings of administrative officials of the Town made under the “Zoning Bylaw” or, if specifically required or allowed under the Bylaw, upon direct application under the Zoning Bylaw 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 nonconforming. 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. Copies of the Zoning Bylaw and also of the ZBA’s governing rules are available from the Town Clerk.

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 2023, the Board received seven applications.



*Miss Peabody’s Woods (Noanet Woodlands). Photo by Thomas D. Erb.*

# Report of the Highway Department

Kevin McCabe, Director of Public Works

John Robert Tosi Jr., Operations Superintendent

James Gorman, Working Foreman

## Maintenance

The Highway Department is responsible for the maintenance and repair of the Town's roadway and sidewalk infrastructure, including pavement markings, granite and bituminous curbing, street and regulatory signage, stormwater utilities, and traffic islands. This year 12,834 feet of new berm and curbing was installed on Bretton Road, Centre Street, Donnelly Drive, Grand Hill Drive, Greystone Road, Hales Hollow, Normandie Road, Picardy Lane, Pine Street, Pond Street, and Riga Road to effectively control water runoff and erosion. The Department repaired and rebuilt approximately 90 catch basins and manholes town-wide and continues to try to remove silt, sand, and debris from the roadways and catch basins. In 2023, it cleaned out 1,200 catch basins, as required by Massachusetts Department of Environmental Protection (MassDEP) state and federal programs—such as the National Pollutant Discharge Elimination System (NPDES) Phase II Stormwater Program—and hauled the material to approved disposal sites. The Department also contracted to line paint more than 400,000 linear feet of street markings. Dover's crew also installed 205 feet of 12-inch drainage at various Town locations. In addition, the Department of Public Works replaced 1,337 feet of failed guardrail along Springdale Avenue, Centre Street, and Claybrook Road with guardrail that complies with standards defined in the Manual on Uniform Traffic Control Devices.

## Tarvia

In summer 2023, the Department conducted a comprehensive road study and subsequently implemented a program that promotes a balanced approach to maintaining the Town's road network by keeping good roads in good condition with less-expensive treatments. The Town performed 2.97 miles of cold planning and bituminous concrete overlay, as well as completed 9.37 miles of pavement preservation consisting of crack sealing, fog sealing, and micro-surfacing.

## Preservation (Road Segment)

	Treatment	Length (ft.)
Abbe Road (Normandie Road–Bretton Road)	crack seal	475
Bretton Road (Picardy Lane cul-de-sac)	crack seal	1,530
Normandie Road (Abbe Road–Bretton Road)	crack seal	1,200
Old Farm Road (Entire)	crack seal	3,900
Old Meadow Road (Entire)	crack seal	1,700
Centre Street (Walpole Street–#162)	crack seal	10,342
Pinewood Road (Entire)	crack seal	667
Woodridge Road (Entire)	crack seal	1,825
Taylor Lane (Entire)	crack seal	392
Draper Road (One lane, entire)	crack seal	2,566
Main Street (Entire)	micro-surface	9,000
Pleasant Street (Entire)	micro-surface	2,600
Centre Street (Walpole Street–Medfield Line)	fog seal	13,300
<b>Total</b>		<b>49,497</b>

## Mill and Overlay (Road Segment)

	Length (ft.)
Hales Hollow (Pond Street–Pine Street)	1,200
Pine Street (Centre Street–Medfield Town Line)	9,000
Pond Street (Riga Road–Hales Hollow)	2,200
Riga Road (Cedar Hill Road–Rocky Brook Road)	1,700
Bretton Road (Walpole Street–Picardy Lane)	550
Normandie Road (Walpole Street–Picardy Lane)	300
Picardy Lane (Bretton Road–Normandie Road)	750
<b>Total</b>	<b>15,700</b>

## Solid Waste (Transfer Station)

In 2023, Dover residents threw away 1,127 tons of solid waste that was transported mainly by contracted personnel to Wheelabrator Millbury, Inc. Please refer to the report of the Recycling Committee (page 194) for the tonnage and types of recycled materials collected. We are especially indebted to Wade Hayes and John Gerlach for keeping the Transfer Station open and operating with efficiency throughout the year.

## Solid Waste Tonnage to Millbury

2017	2018	2019	2020	2021	2022	2023
1,327	1,247	1,233	1,348	1,311	1,198	1,127

## Per-Ton Tipping Fee (\$)

2017	2018	2019	2020	2021	2022	2023
66.00/	67.17/	68.18/	68.97/	69.82/	71.08/	75.52/
67.17	68.18	68.97	69.82	71.08	75.52	77.78

## Cost for Solid Waste Disposal at Wheelabrator (\$)

2017	2018	2019	2020	2021	2022	2023
88,331	84,409	85,881	93,825	92,358	86,742	85,811

## Streetlights

The Town owns and maintains 67 overhead streetlights.

## State Aid (MGL Chapter 90)

This year the Department leveraged \$1,075,372.66 of Massachusetts General Laws, Chapter 90 funding for the town-wide paving program; engineering, construction, and administration services for Claybrook Road construction; final design and permitting of Willow Street and Dedham Street culverts; a 10-wheel roll-off dump truck; and a local grant match to support professional engineering services for the field investigation, data collection, and street culverts indexing (see also “Grants”).

## Snow and Ice

Winter 2022–23 brought approximately 33 inches of snow. In addition to the plowable snow, there were approximately 15 occasions that our sanders went out to deal with ice, which was most often caused by water runoff due to melting days and freezing nights. The following log represents our responses to the season:

Date	Snow/Ice	Inches	Equipment Used
<b>2022</b>			
December 11	Snow	2	Plows/Sanders
December 12–23	Ice		Sanders
<b>2023</b>			
January 6–24	Snow/Ice	8	Plows/Sanders/Contractors
February 7–28	Snow/Ice	17	Plows/Sanders/Contractors
March 4–14	Snow/Ice	6	Plows/Sanders/Contractors

## Garage Operation

The Town Garage was built in 1998 and continues to serve the Town well. It is occupied by the Highway Department, the Cemetery Department, and the Town Engineer. Space is also provided to the Parks and Recreation Department and the Water Department. I thank Karl Warnick, Superintendent of Building Maintenance, and his staff for keeping the building in excellent condition. In August, the building was flooded during several high-intensity rain events and is currently under renovation to repair the severe damage. All occupants are excited to move back into the Town Garage, which is scheduled for early 2024.

## Grants

The Department put in several grant requests for various projects in 2023. The Town received a \$165,000 grant from MassDEP and the Massachusetts Clean Water Trust to develop a comprehensive overview of Dover’s stream crossings, such as bridges and culverts, and to create an inventory of existing drainage systems and outlets, a proactive maintenance program, and a Geographic Information System Map of the Town’s stormwater systems, all of which will result in a robust long-term capital planning document.

The Town also received \$120,000 in Local Economic Development Projects Earmarks funding for water supply system projects. Goals include: developing a hydraulic model to evaluate fire flows, a flushing plan, and identify the demands of future development; performing valve maintenance and a leak detection study; performing a feasibility study for the Caryl Park Pump House; and developing conceptual plans for system improvements for the coming Downtown Dover Revitalization Plan.

## Appreciation

I would like to take this opportunity to thank Department members for a very productive year. I would also like to thank all the departments we work closely with—Parks and Recreation, Highland Cemetery, and Transfer Station employees—for the fantastic job they do of keeping Dover roadways and grounds safe and looking beautiful. Thank you to all the boards and committees for their partnership throughout the year. Lastly, a sincere thank-you goes to our Office Administrators Nancy Bates and Janine Kizik for continuing to make the Highway Department run effectively and efficiently.



Channing Pond. Photo by Hadley Reynolds.

*Report of the*  
**Parks and Recreation  
Commission**

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Chris Boland, Chair

Eric Loeffler, Treasurer

Michael Gilio, Secretary

Jennifer Daman, Commissioner

Kathy Weld, Commissioner

Mark Ghiloni, Director, Parks and Recreation

Nicole DiCicco, Assistant Director, Parks and Recreation

Beth McGuire, Programming Assistant (*resigned October 2023*)

Tom Palmer, Groundskeeper/Heavy Equipment Operator

Mark Travers, Groundskeeper/Heavy Equipment Operator

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The Parks and Recreation Department and its supervising Commission (collectively, P&R) provide Dover 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 hard-working 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. Although we continue to retool some of our programs for a post-pandemic world, 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 with other Town departments. We thank everyone who assisted us throughout the past year.

### **Multi-Season Program Highlights**

**Art Club:** This very popular program, taught by Assistant Director Nicole DiCicco, has a new home at the Chickering Elementary School art room. Sessions were held through the year with each attracting 8–10 students and often having waiting lists. Nicole continues to teach a weekly art class at the Center for the Development of Children (CDC) at its 30 Springdale Avenue location. This class for more than 15 preschoolers is modified for younger artists.

**Baseball/Softball Club, T-Ball and Baseball Lessons:** Similar to other Dover-Sherborn youth sports organizations, the Dover-Sherborn Youth Baseball and Softball Club (DSYBS) requested to be independent from Parks and Recreation. In winter 2023, the Commission voted to transfer

the coordination of the DSYBS program to the new Board of Directors. P&R will continue to be involved in allocating playing fields as with all the youth organizations.

Families introduced their younger children to the baseball field throughout the year. Last spring, Coach Pete Sylvester ran two T-Ball and Baseball classes for 11 preschoolers and 15 kindergarteners. The summer session hosted 17 students, and in the fall, Coach Pete taught three well-attended classes for children in PreK–grade 2, for a total of 27 participants.

**Elite Tae Kwon Do:** In January 2023, Master Jean Theodat informed the Department that he was retiring and could no longer offer the Tae Kwon Do program. We thank Master Jean for over a decade of quality programming and wish him all the best in his retirement!

**Erin's School of Dance:** Close to 20 dancers ages 3–8 took classes with Erin McCann and performed in an intimate gathering for their families at St. Dunstan's Church. Last fall, dancers returned for a revised program that allowed participants to experience jazz, ballet, and tap.

**Go Go Allegro Music Classes:** Due to space constraints arising from the construction of the new Caryl Community Center, we were excited to partner with Medfield Parks & Recreation and offer a few Pre-K music classes during fall and winter. More than 15 participants enjoyed the new classes.

**Ice Skating Lessons:** Our partnership with the Skating Club of Boston/Boston Skating Academy is ongoing, with September through June classes offered through P&R and held exclusively at the Norwood facility. The Micheli Center boasts three rinks, including an Olympic-sized arena. This great local program offers various levels and types of skating and helps participants learn and refine their skills. With more than 100 skaters participating in 2023, we are excited to see our attendance numbers continue to grow.

**Maplegate Golf Clinics and Lessons:** P&R is happy to be continuing its partnership with Maplegate Golf Course in Bellingham, where we had a handful of participants enrolled in various programs during Maplegate's spring and summer offerings.

**Musical Theater:** Each season, Aly Pereira directs young musical theater students ages 6–11 in an abbreviated version of a Disney musical. In 2023, 32 talented kids enjoyed learning how to sing, act, and dance in the fall musical *Encanto*. Each class culminates in a fun, fresh performance where every child spends a few moments in the spotlight.

**Right Brain Curriculum:** Throughout the year, we continued our partnership with Right Brain Curriculum to offer several classes, including LEGO Adventures, Public Speaking, and Expert Architects. More than 40 participants enjoyed the classes, which were held at St. Dunstan's Church.

**PROformance Soccer:** Miles Alden Dunn continued this popular soccer program at Chickering Fields for the spring and fall outdoor sessions. Thirty children participated in the spring session, 31 played in the fall, and 53 attended in the winter indoor session held at Tenacre Country Day School in Wellesley.

**Tennis Lessons and Clinics:** Instructed by Peter Cooper, Tennis ran from April through October, with lessons held at the Caryl Park courts. More than 100 children and adults participated in early spring lessons and 13 students during the summer months. In the fall, more than 90 participants took lessons and 26 students moved indoors for age-based clinics held at the Chickering Elementary School gym during the winter months. The Caryl Park courts remained busy throughout the summer as 186 children worked on their tennis skills with Peter during weeklong clinics that were divided into two age groups, six and under, as well as seven and older.

## Winter Program and Event Highlights

**D-S Middle School Ski Program at Nashoba Valley:** 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 50 skiers and snowboarders traveled to the slopes to enjoy a few hours of skiing and camaraderie.



*Jammin' with You* program. Photo courtesy of the Dover Parks and Recreation Department.

**Intramural Basketball:** The Intramural Basketball program offers players a great option to develop their skills while playing with friends. One hundred forty-three players in Kindergarten–grade 3 enjoyed the program, the success of which is attributable to the parents who volunteered as coaches. We thank them for their assistance.

**Winter Ski and Board Program:** This ski and snowboard lesson program for students ages seven to 15 returned to Blue Hills Ski Area in Canton, MA, for five consecutive Wednesdays. Close to a dozen participants took advantage of the opportunity.

## Spring Programs and Event Highlights

**April Break at Maplegate:** A handful of participants improved their golf game at the Maplegate Golf Clinics during April 17–20, 2023.

**Eliot Hodgkins Fishing Derby:** This annual fishing derby at Channing Pond was held on May 7, 2023, and featured lots of prizes and fun for close to 50 participants. Our volunteers helped make the day a success.

**Safety Courses:** Juanita Allen Kingsley again offered both Home Alone Safety and Babysitting Safety lessons, which included Red Cross CPR certification, for more than a dozen participants. P&R also partnered with Dover-Sherborn Youth Soccer to offer CPR training to more than 20 coaches. We thank Juanita for helping the coaches receive this training.

**Welcome Spring! Egg Hunt and Arts Event:** Dover families filled the Town Green on April 8, 2023, for our annual hunt. This popular community event saw kids scramble in search of eggs, gathering them in a matter of minutes while parents snapped some great photos!

**Satur-PLAY in May:** Thanks to a grant from Dover's Cultural Council, the Department was able to offer a new family program in May featuring two free springtime children's performances held in a fun and relaxed environment. Performers included DJ Mike and Jammin with You!

## Summer Program and Event Highlights

**Summer Club:** We returned to Boston College's Connors Center in Dover for our most popular summer program. Close to 500 elementary-school-aged children attended throughout the six-week program. In addition to the morning session, we saw strong attendance for our Extended Day program, which allowed participants to stay until 3 p.m. A big shout-out goes to the more than 25 staff members and volunteers who helped make it a memorable summer for so many attendees!

**Summer Concerts with the Town Library and Knucklebones:** On select Tuesday evenings in July and August, P&R partnered with the Town Library to hold free outdoor concerts on the Town Green, where bands entertained families as they enjoyed the summer weather. Kona Ice was in attendance for two of the dates to offer free flavored ice for attendees to cool down! Performers included the Rocky Woods Bluegrass Band, The Tear

Downs, and Eddy's Shoe Band. The Stacey Peasley Band helped families celebrate back-to-school with a well-attended concert on August 24th. Always a hit, Knucklebones offered fun family and kid's games during the concerts. Attendance ranged from 90 to 150 individuals per concert.

## Fall Program and Event Highlights

**Dover Days Fair (Dover Dash 5K and Fun Run):** Dover Days 2023 was met with great anticipation by residents of all ages. It was a warm day with temperatures in the mid-80s and the threat of rain. Nevertheless, hundreds of townspeople came out to visit the 50 vendors that were set up along Dedham Street and the Town Library lawn. P&R programming covered the Town Green and included the return of a giant inflatable obstacle course and slide and free activities offered by Knucklebones. The eighth annual Dover Dash 5K had a great turnout for both the 5K race and the Fun Run.

**Flag Football Turkey Bowl:** Coach Pete Sylvester and P&R held the third annual Turkey Bowl, which normally takes place the day before Thanksgiving, but which was rescheduled to Monday, November 27 due to rain and poor field conditions. Twenty-five children in Kindergarten-grade 2 faced off on Chickering Field while the grades 3–5 division had 30 participants. Each player received a commemorative T-shirt and looked forward to continuing this new Thanksgiving tradition.

**Hikes + Crafts Early Release Days:** Nicole DiCicco led more than 15 kids on multiple early release day hikes to various Dover trails in the fall, each of which culminated in a seasonal nature-based craft.

**Kids Test Kitchen:** We were extremely grateful to partner with Medfield Parks & Recreation on this program and open a few spots for this new class. It was a great opportunity for Dover participants to learn basics about cooking and food preparation.

**Pumpkin Decorating Event:** It was a fun Saturday afternoon before Halloween when families arrived on the Town Green to decorate pumpkins at this fourth annual event. Thirty-three costumed participants enjoyed creating their masterpieces. DJ Jim played music and led games with the kids, and everyone left with P&R bags filled with treats and prizes. In addition to offering pumpkin decorating, we partnered with Beau Newmarker, a Dover-Sherborn High School student, to offer a Trunk or Treat event. Thanks to a Dover Cultural Council grant, Beau planned and executed a successful event that preceded the pumpkin decorating.

**Virtual Halloween Costume Contest:** P&R's fourth-annual Costume Contest was held virtually, with families and individuals submitting their photo entries via social media and email. Children and families competed in four age categories: PreK–1, grades 2–4, grades 5–8, and a family/group category.

## Facilities and Parks

In addition to providing programming at more than 20 locations in and around Dover, P&R maintains park areas for the enjoyment of Dover residents and nonresidents 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 lands surrounding Chickering Elementary School, the Town Library, the Protective Agencies Building, and the Town House. The Department's vehicles and heavy equipment are located and maintained at the Town Garage.

**Parks:** We continue to see substantial park, playground, and trail usage throughout the year. Dover community members, especially families, took advantage of Dover's open spaces for exercise and recreation.

**Channing Pond:** P&R will continue to open the pond for winter skating as often as weather and temperatures allow. Safety and ice conditions are our top priority. Every season we hope that temperatures cooperate and that we have long stretches of skating.

**Athletic Fields:** P&R is committed to providing all youth athletic teams with safe, high-quality playing surfaces throughout their playing seasons. The Town's athletic fields are used for Department programs and by local youth sports clubs, which include Dover-Sherborn Soccer, Dover-Sherborn Youth Lacrosse, Dover-Sherborn Youth Field Hockey, and Dover-Sherborn Youth Baseball. We maintain 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. The Department completed a number of yearly maintenance tasks at the fields, including seeding, aeration, and verticutting. In addition, we completed larger projects to improve play on the Caryl Park diamond infield, and we replaced the fence.



*Flag Football Turkey Bowl. Photo courtesy of the Dover Parks and Recreation Department.*

## P&R Revolving Fund

P&R's Revolving Fund report for Fiscal Year 2023 (ending June 30, 2023) was not available from the Town Accountant at the time of this report's publication. This financial information can be found on the Town of Dover's website ([www.doverma.gov](http://www.doverma.gov)) when available.

## Appreciation

We thank all members of the Parks and Recreation Department for their dedication in coordinating programs, events, and playing fields. 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.



LEGO Civics Project. Photo courtesy of the Dover Parks and Recreation Department.

## *Report of the* **Conservation Commission**

John Sullivan, Chair

Amey Moot, Secretary

Tim Holiner

Jim McLaughlin

Sarah Monaco

Anna Nagy

Janet Bowser, Consultant Agent

Lori Hagerty, Administrative Assistant

The Conservation Commission currently consists of six voting members, one open voting member position and two open associate member positions. The volunteer commissioners are supported by a contracted agent and part-time administrator. 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 within that, a 70-foot No Structure setback and a 50-foot No Disturb setback. Rivers and streams are protected by a 200-foot riverfront zone and vernal pools are protected by a 100-foot No Disturb setback. 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.

Commission members and/or their consultant agent also serve on the Open Space Committee, Hale Partnership Task Force, Housing Task Force and Tree Preservation Committee. The Commission is a member of the Charles River Climate Compact (CRCC), made up of communities in the Charles River Watershed that work on regional natural resource protection, climate adaptation and mitigation strategies, and other projects.

The Commission would like to thank Christy Violin and Amira Quraishi, who both resigned this year, for their volunteer service.

In 2023, the Commission reviewed and approved 18 Notices of Intent, one permit application amendment, eight minor permit modifications, 14 Requests for Determination of Applicability (to decide if a permit is needed), and it revoked one Order of Conditions permit. 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), seven Enforcement Orders and five Notices of Violation (work related to clearing and filling in violation of regulations).

In addition to safeguarding wetlands, streams, and rivers, the Commission is responsible for the stewardship of Dover-owned conservation lands totaling more than 574 acres. These include Wylde Woods (200 acres), Snow Hill (almost 100 acres), Valley Farm (66 acres), Spring Meadows (24 acres), and Powisset Farm Woods (33 acres).

The Commission's Land Management Work Group continues to work on land management for its conservation properties, including perimeter field mowing and invasive plant removal to encourage walking paths. It is currently working with the Planning Board to update trail and easement documentation, as well as organizing volunteers to replace wooden stream crossings in Wylde Woods. The Commission would like to thank the Norfolk Hunt Club and the many Dover volunteers who assist in keeping the trails clear and maintained for all to enjoy.

Through its consultant agent, the Commission continues to monitor the South Natick Charles River Dam Advisory Committee's work to evaluate options for dam repair or removal. The agent also evaluated and reported on potential impacts to natural resources and floodplain areas within Dover.

The Commission cordially invites you to attend its meetings, which are open to the public and held twice monthly on Wednesday evenings. Check the Town website at [www.doverma.gov](http://www.doverma.gov) for meeting dates, times, and agendas. For questions about wetlands or projects on your property, please contact the Commission's office at 508-785-0032, ext. 233, or email [Lhagerty@doverma.gov](mailto:Lhagerty@doverma.gov).



*Photo courtesy of the Dover Council on Aging.*

## *Report of the* **Tree Warden**

Kevin McCabe

### **Removals/Pruning**

Fifty-seven dead or hazardous trees were removed under contract during 2023. The Public Works Department, contractors, and the Tree Warden responded to storm damage throughout the year.

Eversource continued its energy vegetation management plan to remove hazardous trees and limbs from rights-of-way and private property to improve electric service reliability and ensure the safety of its customers and employees.

### **Inspection and Disease Problems**

In 2023 the Tree Warden conducted more than 67 inspections for the health or safety of Town-owned trees. Dover has reported early signs of beech leaf disease, which is starting to spread in our area. Early detection is important, as heavily infested trees will not survive. Contact a tree specialist if an infestation is suspected or check the Massachusetts Department of Conservation & Recreation (DCR) website for identifying diseases tips.

### **Plantings**

In 2023, a total of 18 replacement trees were planted town-wide. Contact the Tree Warden to request planting locations for 2024.



*Photo by John Haggerty.*

# Report of the Recycling Committee

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Jennifer Luethy, Chair  
Janit Greenwood  
Matthew Hadge  
Carol Lisbon  
Wendy Muellers  
Leesa Mullin  
Catherine Piemonte

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The Dover Recycling Committee (DRC) serves as the Town of Dover's focal point for all trash and recycling activities. Its mission is to preserve and protect the environment, reduce the Town's total solid waste, and promote the recycling, reuse, and reduction (the "3Rs") of all household refuse. The Committee does this by researching and recommending environmentally sound and cost-effective markets for all recyclable and reusable materials; reducing the generation of Household Hazardous Waste (HHW) and recommending cost-effective collection and environmentally sound disposal methods; and informing citizens of recycling issues, best practices, and legislation.

During 2023, the DRC focused on continuing progress made on the following recycling and reuse efforts:

## Waste Disposal and Recycling

Waste disposal and recycling trends remain encouraging. Over the past 16 years, Dover has seen the solid waste trash generated per household decline dramatically, and recyclables as a percentage of total waste has remained in the low 30% range. This steady decline in absolute tonnage of refuse/bulky items, trash, and recyclables can be attributed to several behaviors: more efficient buying and consumption habits, increased use of alternative reuse disposal opportunities, and more households using private haulers. It is also worth noting that donations to the New Life Furniture Bank helped reduce solid waste by an additional 7 tons. Consistent with past years, the total revenue generated for the Town from recyclables has offset the total cost that it must pay to recycle items.

Changes in the recycling industry's business model continue and have impacted Dover's operations as well. In 2024, the DRC and the Highway Department will explore the development of new relationships with other haulers for recyclables to address our volumes, costs, and revenues while focusing on proper end-stream recycling.

The DRC would like to thank the Board of Health for developing Hauler Regulations, which became effective January 1, 2024. By requiring haulers to provide customer usage data, the DRC will gather better data

over time on household use of the Transfer Station for trash and recyclables, which could then be used to tailor recycling programs and initiatives.

For more detailed breakdowns on solid waste and recycled items, as well as comparisons across years, please see the Solid Waste and Recycling Data spreadsheet on page 198.

## Transfer Station

Physical improvements made to the Transfer Station in 2023 included upgrades made to the Deposit Shed, and refreshed and expanded traffic markings. Updated signage was also placed around the Transfer Station and clarifying signage was added to three of the textile recycling bins. An AED (automatic external defibrillator) was placed in the office. The mattress and box spring recycling fee was increased to \$45, reflecting the increased recycling cost from our vendor. As part of the continuing assessment of the layout of the Transfer Station, with an eye toward improving ease of use and providing space for additional collection items, a mapping project was completed and a map added to the Transfer Station website.

**Eyeglass recycling:** In 2023, more than 250 eyeglasses were recycled, thanks to an eyeglass recycling program implemented in partnership with the Sherborn Lions Club. Recycling boxes are available at the Transfer Station's Swap Shop, the Town Library, the Council on Aging, the Town Clerk's office in the Town House, and the Police Station.

**Fire extinguishers/hazardous waste:** The DRC researched the proper disposal of fire extinguishers. Empty extinguishers should be placed in the Large Metals Bin. Extinguishers that are full or partially full are considered hazardous waste and cannot be disposed of at the Transfer Station. Dover is part of a nine-town hazardous waste consortium that allows its residents to participate in the towns' waste disposal events. A calendar of events and procedural instructions is available at <https://www.doverma.gov/192/Household-Hazardous-Waste>.

**Deposit Shed:** The Deposit Shed continues to be a success, with an estimated 15 tons (approximately 220,000 beverage containers) recycled and \$9,965 returned to Dover's General Fund.

**Bins:** Recycling bins, composters, and rain barrels are available for sale at the Transfer Station. A rain barrel was connected to the Swap Shop gutter system to provide water at the Transfer Station and to illustrate how the barrels can be used to collect rainwater.

**New Life Furniture Bank:** Our formal partnership with New Life Furniture Bank (NLFB) of Walpole, a nonprofit organization that provides gently used furniture and household goods to individuals and families transitioning out of homelessness, is now in its third year. In 2023, it served more than 750 families, and it thanks Dover residents for their generosity. Using grant funds, the 20-foot trailer was replaced with a 40-foot trailer

located on the lower level of the Transfer Station, where items can be dropped off on designated days.

In 2023, the DRC organized 12 special drop-off days, staffed by DRC members and other volunteers, during which Dover residents donated more than 11 truckloads of furniture and household goods, translating to approximately 7 tons or more than 1,100 items that will be put to good use by the many people served by this initiative. We thank the residents who volunteered and everyone who donated desperately needed goods. Drop-off days are now scheduled for the third Saturday of every month. Residents who cannot bring items to the Transfer Station can contact NLFB directly to arrange for pick-up from their residence. The NLFB program, combined with the Swap Shop, has reduced the volume of items discarded in trash and refuse, thus lowering disposal fees paid by the Town.

**Swap Shop:** The DRC and Transfer Station employees urge Swap Shop users to respect its intent by leaving only truly useable items on its shelves, removing extraneous boxes and bags, and adhering to the policies and procedures posted.

## Grants

In October, Dover received a \$7,200 Recycling Dividends Program grant from the Massachusetts Department of Environmental Protection in recognition of the Town's programs and policies intended to maximize waste reduction, reuse, and recycling. This was the highest grant available to Dover and adds to the remaining grant funds from previous years. The DRC will be working with the Department of Public Works to apply these funds in furtherance of our recycling efforts.

## Community Activities

Dover's Special Recycling Weekends held in May and October continue to be very popular, with more than 2 tons of confidential documents shredded, 50 bikes donated to The Bike Connector in Lowell, and 175 tires recycled. The DRC would like to thank the Norfolk County District Attorney's Office and Dover Country Properties for the shredding trucks and the Dover Mobil Station for subsidizing our tire recycling program. Continuing its practice of using these recycling weekends for targeted support of local charities, the DRC collected personal hygiene products for Circle of Hope in Needham in May, and reusable paper, plastic, and cloth bags for A Place To Turn in Natick in October.

Another popular event organized by the DRC is the annual Spring Clean-Up, which was held throughout the month of April and engaged several hundred residents who picked up trash along all of Dover's roads. Once again, 100% of the streets were cleaned up. The DRC thanks all the residents and groups who participated this past year and urges everyone to help keep our streets free of trash year-round by picking up trash around their property and on streets.

The DRC provides Town residents with community education information and announcements through local newspapers, Facebook, Nextdoor.com, the Town of Dover's website, email alerts, the Our Town online monthly newsletter, and with strategically placed electronic signage. In September the DRC participated in Dover Days, during which it promoted the Town Library's program of Library of Things to borrow, provided information and brochures, and sold rain barrels and food scrap bins.

## Appreciation

We thank dedicated Town employees Wade Hayes and John Gerlach, who work tirelessly to maintain the Transfer Station and its various recycling areas. We also thank Desmond Brown for his years of service to the DRC and welcome Matthew Hadge and Catherine Piemonte as our newest Committee members.

Finally, the DRC thanks Dover residents for their ongoing efforts to reuse items, reduce trash, and increase recyclables. You can find more information about the Transfer Station's trash and recycling services and programs via the "Trash and Recycling" quick link on the Town of Dover website ([www.doverma.gov/184/Transfer-Station](http://www.doverma.gov/184/Transfer-Station)).



*Craig S. Hughes Solid Waste Transfer and Recycling Facility.  
Photo courtesy of the Dover Town Report Committee.*

# Solid Waste and Recycling Data

For the Calendar Year 2023

	2023	2022	2021	2016	2006
<b>Solid Waste (tons)<sup>1</sup></b>					
Refuse/Bulky Items	191	182	231	279	n/a
Trash	936	1,016	1,080	1,642	n/a
<b>Total Solid Waste*</b>	<b>1,127</b>	<b>1,198</b>	<b>1,311</b>	<b>1,921</b>	<b>2,452</b>
<b>Recyclables (tons)</b>					
Mixed Paper (all types) <sup>1</sup>	79	81	106	183	371
Cardboard	164	178	184	135	82
Glass	75	71	92	92	88
Single Stream <sup>2</sup>	0	0	0	128	n/a
Metal (cans and scrap)	93	105	120	73	129
Plastic (non-deposit #1–#7)	50	53	65	41	16
Electronics	11	11	10	26	32
Textiles <sup>3</sup>	20	15	13	18	9
Books	21	21	27	12	n/a
Comingled Containers <sup>2</sup>	0	0	0	0	15
Mattresses and Box Springs	14	21	21	n/a	n/a
Special Events <sup>4</sup>	11	11	10	18	n/a
Food Scraps <sup>5</sup>	43	31	43	57	n/a
Deposit Trailer Containers <sup>6</sup>	15	17	19	20	15
Other	0	0	0	0	3
<b>Total Recyclables*</b>	<b>595</b>	<b>615</b>	<b>710</b>	<b>804</b>	<b>760</b>
<b>Total Solid Waste and Recyclables<sup>1</sup></b>	<b>1,722</b>	<b>1,813</b>	<b>2,022</b>	<b>2,725</b>	<b>3,212</b>
Percentage (%) Recyclables to Total <sup>1</sup>	34.6	33.9	35.1	29.5	23.7
Households in Town (HHs) <sup>7</sup>	2,149	2,142	2,142	2,008	1,958
Solid Waste (lb.) per HH	1,049	1,119	1,224	1,913	2,505
Deposit Shed Containers (~ units) <sup>8</sup>	199,492	221,620	248,816	265,162	201,540
Recycle Bins Sold (Town Garage/TS)	36	23	18	32	n/a
Motor Oil (gal.)	1,100	850	1,475	650	1,150
Misc. Fluorescent Bulbs (linear ft.)	6,160	9,100	8,010	5,580	855
Small Batteries (non-auto, lb.)	114	198	185	211	138
Propane Tanks (each)	0	74			

Comparison (% Change)		
1-Year	5-Year	15-Year
(21)	(35)	n/a
(6)	(38)	n/a
(9)	(38)	(51)
(24)	(56)	(78)
(3)	31	117
(23)	(23)	(19)
n/a	n/a	n/a
(12)	44	(19)
(19)	29	231
1	(60)	(67)
12	(17)	67
(20)	78	n/a
n/a	n/a	n/a
0	n/a	n/a
9	(41)	n/a
(28)	(46)	n/a
(11)	(16)	13
n/a	n/a	n/a
(13)	(24)	(19)
(10)	(33)	(44)
(3)	15	43
0	7	9
(9)	(42)	(55)
(11)	(16)	10
28	(28)	n/a
(42)	31	(26)
14	63	964
7	(0)	43

<sup>1</sup> 2003-16 Includes Dover Trucking (mixed paper only includes DT for 2003-12)

<sup>2</sup> 2013-16 Dover Trucking (started single stream in 2013, eliminating contributions to mixed paper and comingles)

<sup>3</sup> Textile bins TS (Red Cross and Bay State), excluding DS High School and Middle School (Bay State Textiles)

<sup>4</sup> Two recycling events, including private document shredding (5,000 lb.), tire recycling (30 lb./tire), and bicycle reuse (30 lb./bike)

<sup>5</sup> Based on actual pounds from annual invoicing

<sup>6</sup> Based on actual pounds from annual invoicing

<sup>7</sup> Population/HHs per Town Report/census data

<sup>8</sup> Estimated quantity based on proceeds

\*Solid waste and recycling numbers have been rounded to the nearest ton.

# *Report of the* **Inspector of Buildings**

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Walter Avallone, Inspector of Buildings/Commissioner

Zoning Enforcement Officer

Floating Dock Inspector

Joseph Doyle, Local Building Inspector

Susan Young, Administrative Assistant

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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 of the Massachusetts General Laws (MGL) 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 on a yearly basis. The Department also responds to inquiries from attorneys, land surveyors, banks, and the general public regarding zoning and building-code issues. It reviews and issues permits for floating docks as required by MGL Chapter 91 (Waterways Permitting).

More than 2,000 inspections were performed in 2023 by Department personnel for work performed in conjunction with building, wiring, plumbing, and gas permits. All seven of the new house permits issued were for the demolition of existing houses, which were replaced by new construction, leaving no additional new residences in Dover. Inspectors completed 30 Annual Life and Fire Safety inspections for public buildings, schools, nurseries, churches, and private organizations, and conducted a total of four Common Victualler License inspections for food preparation businesses.

Department hours for the public are Monday through Thursday 9 a.m.–4 p.m. Appointments are also available with the Inspector 1 p.m.–2:30 p.m., Monday through Thursday. To schedule an appointment, call the office at 508-785-0032, ext. 225.

## **Statistics for 2023**

	<b>Applications</b>	<b>Fees</b>	<b>Value</b>
New Houses	7	\$62,266	\$6,226,650
Schools	0	0	0
Additions, Remodels, Other	464	382,970	49,501,730
<b>Totals</b>	<b>471</b>	<b>\$445,236</b>	<b>\$55,728,380</b>

# *Report of the* **Inspector of Wiring**

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Kevin Malloy, Wiring Inspector

James Murphy, Alternate Inspector

Paul Angus, Second Alternate Inspector

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During 2023 there were 331 wiring permits issued, many of which required multiple inspections.

In some situations, violations were noted and corrections made. Any open permits from 2023 will be inspected and closed out in 2024.

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



*Photo by Hadley Reynolds.*

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

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James Vaughan, Plumbing / Gas Inspector  
Robert Piersiak, Alternate Inspector  
Jeffrey Harris, Second Alternate Inspector

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During 2023, a total of 167 plumbing and 144 gas permits were issued, many of which required multiple inspections. In some situations, violations were noted and corrections made. Any open permits from 2023 will be inspected and closed out in 2024.

The Plumbing and Gas Inspector may be contacted at 508-785-0032, ext. 357, for any concerns related to plumbing and/or gas permits, including to register a complaint or check on a plumber's license.



*"Cocker Spaniel" by Amelia Peabody. Gift to the Dover Town Library from the estate of Beatrice Adams. Photo by Judith Schulz.*

## *Report of the* **Open Space Committee**

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Amey Moot, Chair  
Mark Adamczyk  
Henry Faulkner  
Boynton Glidden  
John Jeffries, Board of Selectmen Liaison  
Greg Kahoun  
Justine Kent-Uritam  
Carol Lisbon, Planning Board  
Rick Nagy  
Sarah Monaco, Conservation Commission  
Tara Nolan  
Connie Sullivan

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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 (OSRP) in accordance with Massachusetts laws and regulations. A revision is currently under way on this 2011 plan, which is available on the OSC's page of the Town website ([www.doverma.gov](http://www.doverma.gov)). The OSC can assist other Town boards in managing the recreation and conservation lands under their jurisdiction. It also strives to provide information on Dover's many open spaces and to encourage Dover residents to enjoy them.

Since there are many governmental and nonprofit entities with lands under their control, the OSC purposefully chooses its membership to better represent these interests. For example, both the Conservation Commission and the Planning Board appoint members to the OSC. The Board of Selectmen (BOS) appoints a liaison. The BOS appoints the remaining OSC members. OSC members are often members of ad-hoc committees and subcommittees formed to assess projects or problems in Dover like the Hale Partnership Taskforce and the Planning Board's Tree Preservation Committee. OSC members are also active with local conservation groups, including The Trustees of Reservations (The Trustees), the Upper Charles Conservation Land Trust (UCCLT), the Dover Land Conservation Trust (DLCT), Hale Education (Hale), Massachusetts Audubon Society (MAS), and the Norfolk Hunt Club (NHC).

Given this broad representation, discussions during OSC meetings cover many topics, from the desirability of preserving or acquiring particular properties to efforts that encourage the use of open space by Dover citizens. The OSC welcomes public attendance at its meetings, which are typically held on the first Tuesday of the month, September to June, at

7:30 p.m., on Zoom. Please see the Town calendar at [www.doverma.gov](http://www.doverma.gov) for meeting agendas and login or meeting room information.

## **Guided Walks on Conservation Lands**

OSC members lead guided walks through Dover conservation lands on the second Saturday morning of each month from April to December. These walks are free and open to all but require pre-registration for parking information. In 2023, the walks focused on Hale and its many interconnections with The Trustees, DLCT, and Dover town-owned properties. OSC walks are publicized in the *Our Town* digital newsletter available on the Town of Dover's website, various social media (Dover, MA Facebook group, NextDoor.com, Eventbrite, Boston.com, WickedLocal.com, Patch.com), and through emails sent to interested citizens. The OSC will continue offering these guided monthly walks in 2024, and we hope you will join us!

## **Open Space and Recreation Plan**

The OSC is in the process of updating the 2011 OSRP to reflect recently conserved lands, as well as the townspeople's opinions, use, and concerns regarding open space and recreation opportunities. A public forum presenting the updated plan will be scheduled in early 2024.

## **Hale Partnership Task Force**

In 2023, the OSC supported The Trustees' education and outreach efforts in anticipation of an eventual Special Town Meeting on the proposed Hale Conservation Restriction (CR). Dover's Hale CR would be jointly held by The Trustees and the Town of Dover, with the monitoring and enforcement responsibilities primarily falling to the Trustees due to their extensive experience and in-house expertise with CRs. The Hale CR would eliminate subdivision or residential development, keep programs to areas Hale already uses, and guarantee public access to most trails year-round.

Chair Amey Moot represented the OSC on the BOS's ad-hoc committee the Hale Partnership Task Force, which assessed the initial proposal by Hale to put a CR on their property. The task force began its work in November 2019. In September 2021, Dover received an appraisal of the Hale land in the Town, and provided input to the Town, The Trustees, and Hale regarding the terms of the CR. Throughout 2023, The Trustees, the Town of Dover, Town of Westwood, and Hale have been negotiating the terms of the legal documents with the aim that the Hale CR in Dover and the Hale CR in Westwood would be substantially similar.

Hale offers nearly 1,200 contiguous acres of open space across the Towns of Dover (680 acres) and Westwood (520 acres). In Dover, 485 acres are located north of Powissett Street and include the beautiful Noanet and Powissett Ponds as well as trail connections to The Trustees' Noanet Woodlands, the Town's Larrabee Estate, and DLCT's new Blake Reservation. The remaining 200 acres, located south of Powissett Street,

abut Powisset Farm, include the solar array, and surround the Town Transfer Station. Hale makes up a large and integral part of Dover's trail system and open space resources, which improve our resilience to climate change and recharge groundwater.

## **Conservation Support**

The OSC provides ongoing support for and communication about various projects involving local conservation groups. For example, in 2023 the OSC:

- assisted the Conservation Commission in forming a Land Management working group to help coordinate trail maintenance and improve stewardship of the Conservation Commission-owned properties; and
- organized an OSC booth at Dover Days that included extensive Hale CR information and provided information and maps showing the open spaces and trails throughout Dover.

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

## **Appreciation**

The OSC would like to thank past Committee member Christy Violin, of the Conservation Commission, for her valuable service, including enlisting her daughter's help at our Dover Days booth. In her place, we welcomed Sarah Monaco, Conservation Commissioner and Master of Foxhounds (MFH) for the Norfolk Hunt. The OSC would also like to thank Val Lin for all her many and varied contributions—from her role as an unofficial liaison to Parks and Recreation and the Planning Board's Tree Preservation Committee to keeping us up to date on the Dover Greenway group. We hope that when her family and other Town commitments allow, she will return to OSC. We are grateful that Val has been enthusiastically replaced by walk leader, trail maintainer, and nearly lifelong Dover resident, Rick Nagy. We thank all our members for continuing their generous service. We look forward to working with you in 2024!

# DOVER

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*Other Town Reports*

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# 2023



## *Report of the* **Town Library**

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Board of Trustees

Erin Rodat-Savla, Chair

Rob Andrews (*effective June 2023, to fill unexpired term*)

Adrian Hill (*resigned June 2023*)

Peter Hoffmann

Judith Schulz

Amee Tejani

Tracy Tobin

Bethany Klem, Library Director

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It has been a year of updates and renewal at the Dover Town Library. Without forgetting our commitment to an open, welcoming, and person-centered environment, the Library has also embraced new events, technology, and services to fulfill our mission to “educate and inspire all members of our community.”

### **Community Engagement**

The community, its members and its organizations, are at the heart of everything the Library offers. While most activities take place inside our building, we’ve added more outreach opportunities this year, including a vibrant presence at Dover Days and new collaborations with the Dover-Sherborn Middle School and Dover-Sherborn High School. Inside the building, our long-standing partnership with the Council on Aging has led to another excellent year of reading with the PageTurners Book Club, and new partnerships with other regional libraries has greatly expanded our virtual programming offerings. The Library also participated in the national Banned Books Week with a “Freedom to Read” read-in featuring special guests State Senator Rebecca Rausch and U.S. Representative Jake Auchincloss.

### **Strategic Plan**

Amid all the other enhancements and developments at the Library, Trustees Erin Rodat-Savla and Judy Schulz have joined Library Director Bethany Klem in launching a new Strategic Plan. The process involves conducting detailed research into community data and needs, and Dover residents have been generous with their time and insights. The Strategic Planning Survey opened in November and yielded more than 200 responses filled with valuable information, as well as offers for further conversations. The Strategic Planning Committee expects to file the new plan with the State of Massachusetts sometime in March 2024.

## Technology and Outreach

Several updates have positively affected the underpinnings of Library services this year. Upgraded Internet connections, new self-checkout software, and a new online catalog from the Minuteman Library Network have all improved access to Library resources. The semimonthly newsletter we revived last year is going strong, and we've added Wowbrary, a service that notifies subscribers and website visitors of new items added to the Library's collection in the prior week. Most excitingly, the Library spent the latter half of the year working on a new logo as well as a new website that will be ready to launch early in 2024. The new site is mobile-friendly and adds a host of features that make our collections, events, and services far more accessible than our previous website.

## Collections

Collection development is a never-ending process for any library. Our staff takes pride in curating fresh, relevant, and useful materials for our community, and this year has seen several new additions. Visitors can now browse collections of non-English language materials in our new World Languages collections for both adults and children, with many selections in Spanish and Chinese, among others. We've also continued to dramatically expand our Overdrive Advantage collections of ebooks and e-audiobooks, leading to shorter wait times for digital materials. Wi-Fi hotspots are another new addition to our Library, which means that community members have more access to freely available Internet on the go.



Dover Town Library. Photo courtesy of the Dover Town Report Committee.

Two new gifts to the Library are also worth mentioning: Beatrice Adams bequeathed to the Library two canine statues created by Amelia Peabody; we're grateful for her generosity in expanding our collection of Amelia's works. We also received a pastel work by local artist, Virginia Precourt, courtesy of Joan King. The statues are on display at the lower entrance to the Library, and the pastel will be hung inside as soon as we have adequate hardware to mount it safely.

As participants in the Minuteman Consortium, we also offer our patrons a wide selection of online digital content covering many disciplines, including arts and music, business, culinary arts, economics, entrepreneurship, environment, health, gardening, psychology, religion, science, and more. Library-funded databases are free and accessible through our website 24/7 from home and work. Highlights of the digital collection include news sources like *The Boston Globe*, *The Wall Street Journal*, and *The New York Times*; research support via Ancestry.com or ConsumerReports.org; learning opportunities on Great Courses or Mango Languages; and a wide array of reading and entertainment on Overdrive/Libby, Hoopla, Kanopy, and Qello.

## Governance and Policies

Policy updates continued this year, and the Trustees approved new rules for use of the Community Room. At the state level, legislators considered bills governing ebook pricing and book banning, and the Massachusetts Board of Library Commissioners added new questions about challenged materials to libraries' annual reports to state and federal agencies. Book challenges were a common theme in the state this year: In September, every public library in the state also received a FOIA (Freedom of Information Act) request seeking information about all materials that received challenges, reconsideration requests, or complaints since January 2021.

## Facilities

Although the Library is so much more than a building, our physical structure is critical to our ability to fulfill our mission. The majority of our building, constructed in 1968 with a major addition in 1995, is aging as well as it can. Two notable exceptions had an impact on public services this year. First, our HVAC system came to the end of its useful life and failed cooling equipment led to an early closure one day in April due to excessive indoor temperatures. Malfunctions in the heating equipment have led to increased fuel oil bills and manual overrides of the blowers. Thankfully, voters at the May 2023 Annual Town Meeting approved funds to allow the Building Maintenance Department to redesign and replace the heating system over the current and subsequent fiscal years.

Second, parts of the elevator are also at the end of their useful life, and our elevator was out of order for four months between June and October due to a failed component in the computing system. We're glad to have it operating reliably once again.

As always, Library staff members are pleased to assist with reader's advisory, help pick a great book, place a hold, 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 engaging programs, and to make the library a worthwhile experience and destination. Visit us at [www.dovertownlibrary.org](http://www.dovertownlibrary.org) or call us at 508-785-8113.

## Library Statistics for Fiscal Year 2023

(July 2022–June 2023)

State Aid awards	\$13,770
Gifts and donations	\$57,891
Trust fund balances	\$636,622
Circulation	95,391
Library visits	71,860
Items loaned to other libraries	24,272
Items borrowed from other libraries	12,116
Holdings	171,285
Registered borrowers	3,071
Programs offered	431
Program attendance	24,450



Mike Bent's "Little Voices, Big Change" magic show.  
Photo courtesy of the Dover Town Library.

## Report of the Cemetery Commission

Mariah Riess, Chair

Carol Jackman, Secretary

Fred Sears

During 2023, 18 families bought grave lots at Highland Cemetery: two one-grave lots, 10 two-grave lots, and six four-grave lots. The income from the sale of these lots was \$17,400 and the perpetual care income was \$64,600, for a total income of \$82,000.

Forty-two funerals were held in 2023, of which 29 were cremations and 13 were full burials. Seven of the funeral services were for veterans who had served in the U.S. Armed Forces. A total of \$24,900 was collected for these funerals, representing \$6,000 collected for regular full burials, \$5,400 for cremations, and \$13,500 for the surcharge revenue for holiday and weekend burials. Income from setting foundations and markers was \$16,600. This year, our cemetery gator was replaced, and the old one was auctioned off for \$8,500.

The Town of Dover is very fortunate to have Lawrence (Rusty) Dauphinee as Cemetery Supervisor. His caring way with families who are undergoing difficult times is truly appreciated. The Highway Department assists us on an as-needed basis and is another invaluable asset.

Memorial Day is the day that Highland Cemetery seems to have the greatest number of visitors, and as a town we are very thankful for everyone's support. We thank the George B. Preston American Legion Post 209 Auxiliary, who with the assistance of Boy Scout Troop 1, planted the geraniums at all the veterans' graves and ensured that the flags were in place for the Town ceremony. We also want to thank the Memorial Day Committee for its work each year on the beautiful ceremony conducted at our Memorial Star by the front Flag. Additional thanks go to the Town for budgeting the funds needed to buy the plants and flags.

This year, we installed a commercial-grade solar light for the back Flag. We also pruned trees, but unfortunately had to cut down some of our aging trees. The Meditation Garden received additional plantings, and we hope to add more.

Citizens are reminded they may contribute to our gift fund, which goes toward the beautification of the cemetery. All donations are greatly appreciated and tax deductible.

## *Report of the* **Historical Commission**

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Anne Reitmayer, Chair  
Sierra Bright  
Gene Hornsby  
Jane Moore  
Geoffrey Sauter  
Ellen Weinberg

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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 and archaeological assets of the Town of Dover. Composed of up to seven members appointed by the Board of Selectmen, the Commission administers Chapter 96 (Demolition Review) of the Town of Dover General Bylaws. The bylaw's 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, with the intent of preserving the cultural heritage of Dover.

In 2023, the Commission reviewed eight permit requests for the demolition of existing houses and other structures, none of which were deemed to be historically significant. Also in 2023, it reviewed a permit request that had been made in December 2022, for demolition of an existing house, which it deemed to be historically significant.

Lastly in 2023, Stephen Kruskall and Richard C. Eells resigned their positions on the Historical Commission as Chair and Secretary, respectively. Both had served on the Commission for many years and worked hard to carry out its mission. The Commission deeply appreciates their contributions. We welcomed two new members, Geoff Sauter and Ellen Weinberg.

## *Report of the* **Council on Aging**

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Robert G. Cocks Jr., Chair  
Maureen Dilg, Secretary  
Reverend Peter DiSanto  
Betty Hagan  
Gilbert Thisse  
Geraldine Wise  
Cindy Holmes  
Annemarie Thompson, Associate Member

Janet Claypoole, Director  
Nan Vaida, Outreach Coordinator  
Ameen Tejani, Program Coordinator  
Jennifer James, Administrative Assistant

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The Dover Council on Aging (COA) was established by the Town in 1976, pursuant to Chapter 40, Section 8B of the Massachusetts General Laws. COA programs and services are designed to meet the educational, social, and health and wellness needs of Dover's seniors and the families who care for them, in coordination with the Massachusetts Executive Office of Elder Affairs (MEOEA). As of 2023, there were 1,503 residents aged 60 years and older in Dover, representing approximately one quarter of the Town's population. The COA supports seniors and their families through information, support, outreach, advocacy, transportation, and health and social programs. In 2023, more than 730 people were served.

### **Caryl Community Center**

Due to the ongoing renovation project at Caryl Community Center (CCC), the COA offices remained in their temporary location in the Town House Fireside Room. Programs were held at the Town House, the Dover Legion, the Most Precious Blood Church, the Dover Church, St. Dunstan's Church, the Town Library, Powisset Farm, and Chickering Elementary School. We thank our partners for sharing space with the COA.

### **Senior Transportation**

In 2023, the COA provided more than 220 rides to seniors and residents with disabilities who qualified for the MetroWest Ride and discounted JFK Transportation Services rides to COA programs, medical appointments, and other MetroWest destinations, as well as to Boston for medical appointments.

## Programs and Classes

COA programs were held in person, virtually, and in hybrid mode at multiple locations in the Town. Fitness classes moved to a hybrid model and included Strength & Stability, Stretch & Flow, Chair Yoga, Mat Yoga, and Mindful Movement & Stretch. The COA and Parks and Recreation have suspended Pickleball while the CCC is closed. The Kingsbury Club in Medfield extended senior swim classes to COA members, while outdoor fitness included local guided walks and kayaking on Farm Pond. The COA hosted Nature Talks and Travel Talks on a wide range of topics. Dian Seidel, author of *Kindergarten at 60: A Memoir of Teaching in Thailand*, shared her retirement adventure of teaching young children overseas. Local speakers spoke on the cultural celebrations of Chinese New Year and Diwali, India's Festival of Lights, which also included a special dance performance by a Dover resident. The Art Show at Ivana's Art Loft featured works by Dover seniors and local artists.

Other COA programs in 2023 included Mah Jongg, Let's Paint, Card Making, Knitting, Chit Chat Tea, and Senior Coffee & Conversation. Classes under the Lifetime Learning series, sponsored by the Friends of the COA (FoCOA; [www.coafriends.org](http://www.coafriends.org)), included Russia and Ukraine Explained, Beginner Ukulele, Fun with Ukulele, American Artists and the Landscape, and Music Appreciation. The COA also hosted a NASA Solar System Ambassador series featuring: Return to the Moon—Forward to Mars; A Look Back in Time: The James Webb Space Telescope; and Hidden Figures: Women of NASA.



*Paddling crew at Farm Pond. Photo courtesy of the Dover Council on Aging.*

The COA co-hosted the Pageturners Book Club with the Town Library and co-sponsored, with the Westwood COA, monthly cooking classes at Powisset Farm, a trip to Quebec, a Long Island Lighthouse cruise, and a trip to Cranberry Bog with a Cape Cod canal cruise.

In-person travel returned with trips to the Museum of Fine Arts, Boston Symphony Orchestra, Providence Performing Arts Center, Peabody Essex Museum, Sedgwick Gardens at Long Hill, Cape Ann Museum, Mosesian Center for the Arts, Norwood Theatre, and Hammond Castle Museum, as well as a Cambridge Architecture cruise. Musical programs featured Dover-Sherborn Middle School (DSMS) student George Leon on piano and a holiday concert by Dover-Sherborn High School (DSHS) a cappella groups DS al Coda, Noteworthy, and the Harmonic Imbalance quartet.

In 2023, the COA added historical programs focused on New England, with: The History of Howard Johnson's; Boston's Thanksgiving Traditions; and Plimoth Patuxet Museums' 13,000 Moons and 12,000 Years: Wampanoag History Past and Present, as well as New England General Stores with journalist Ted Reinstein. The COA partnered with the Dover Historical Society on programs presented by local residents that included The Dover Union Iron Works, The Birth of Civilization: Life 15,000 Years Ago in the Mediterranean, and The Early Bronze Age of Cyprus.

Intergenerational programs continued with students reaching out to seniors. The Dover Mothers Association recruited children to decorate meal delivery bags. Chickering School fifth-graders created table decorations for the monthly luncheons. DSMS students performed Irish step dances at the St. Patrick's luncheon. The Dover Boy Scouts Troop 1 shoveled snow and shared holiday wreaths. The Girl Scouts crafted holiday wreaths and delivered them to seniors' homes, while Brownies and Daisies created valentines, cards, and artwork. DSMS students assisted at the Dover Police Holiday Brunch and decorated homemade wreaths, delivering them to seniors and singing carols. DSHS Community Service students provided tech support, created Halloween decorations, baked cookies, raked leaves, and shoveled snow. The Dover Church Men's Group delivered buckets of sand and salt for icy steps and walkways to 28 seniors.

## Other Senior Services

Outreach Coordinator Nan Vaida, RN provided support and resources to seniors and their families. She and COA Director Janet Claypoole coordinated with the Police and Fire Departments to check on isolated or at-risk seniors. In partnership with Springwell Elder Services, the COA offered home and community services and facilitated the medical-equipment loan program. The SHINE program (Serving the Health Information Needs of Everyone) provided free consultations on Medicare for enrolled seniors and info sessions on Medicare plan options to new beneficiaries.

The COA staff devotes tremendous 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. It works with seniors and families in crisis and the Police Department on elder abuse and elder-at-risk situations and also on distributing free visibility vests for seniors out walking.

The COA acts as the Town's Financial and Energy Assistance Coordinator to provide support to residents. Ms. Vaida offers state and federal resources and advocates for residents coping with energy/utility emergencies and food insecurity. The COA also coordinates the Senior Property Tax Work Off Program, recruiting workers for Town departments in return for up to \$1,500 applied toward property tax bills.

### **Luncheons and Meals**

Monthly senior luncheons offer opportunities to enjoy a meal, socialize, and celebrate holidays. In 2023, lunches featured local Irish step dancers, meteorologist Jason Brewer, musician Sean Fullerton, Community Center Building Committee Chair Ford Spalding, Town Administrator Michael Blanchard, and Police Chief Peter McGowan (retired). The Thanksgiving luncheon served 99 seniors, with meals delivered to the homebound. Grab & Go Meals curbside service provided an extra monthly meal given rising food costs. The Dover Church and the COA held the Holiday Concert & Cookies, distributing more than 800 wrapped treats baked by 30 volunteers and presenting DSHS a cappella groups. About 60 seniors regularly participated in the popular Grab & Go Meals biweekly pick-up of bread donated by Blue Moon Bagel Cafe, which included a farm stand with fresh Powisset Farm vegetable from June to November. The Dover Police Association's Holiday Brunch was held at Chickering School, where officers cooked breakfast for more than 85 seniors and delivered to the homebound.

### **Grants and Gifts**

In 2023, an MEOEA grant partially funded the COA's fitness programs and supported our Administrative Assistant's position. FoCOA underwrote programs such as Nature Talks, Travel Talks, Lifetime Learning, trip transportation, and offerings of farm-fresh produce.

### **Other Activities**

The COA continued to offer its Talk with the Town series to allow Town departments to update the community. Speakers included the Police Chief, Town Administrator, Assessor, Planning Board members, Chickering School Principal, Parks and Recreation Director and Commissioner, Library Director, and the Director of Public Works. The weekly COA e-newsletter promoted events and facilitated online program registration. The COA also attended Community Center Building Committee meetings on the CCC renovation, and it served on the Community Benefits Advisory Committee at Beth Israel Deaconess Hospital-Needham.

### **Volunteer Assistance**

In 2023, 178 volunteers spent 1,504 hours assisting the COA by delivering meals, helping at luncheons, teaching classes, providing office support, baking cookies, delivering salt/sand, providing technology assistance, and distributing meals, breads, fresh produce, and more under all weather conditions. We could not provide our programs and services without the time, energy, and enthusiasm of these volunteers—our most important asset. Their generosity and kindness are greatly appreciated.

The COA honored team member Sue Sheridan as she retired in June 2023 after 20 years of employment with the Town of Dover. Jennifer James joined the COA in December as Administrative Assistant.



COA volunteers. Photo courtesy of the Dover Council on Aging.

# Report of the Cultural Council

Judith Schulz, Chair  
Antonio Saenz, Secretary  
Deni Auclair, Treasurer  
Shashi Chawla  
Stefanie Leahy

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 awarded \$8,303 in grants for Fiscal Year 2023 (FY23). This figure is larger than usual, reflecting that some money for programs was carried forward from previous years because of the COVID-19 pandemic. Grants awarded include, but are not limited to:

- **Dover Diwali** (\$900)
- **The Dover Foundation: Hello Dolly** (\$903)
- **Dover Historical Society: Horticultural Habitat Identification for the Sawin Triangle** (\$600)
- **Dover Mother’s Association: Mind & Body Dover** (\$700)
- **Dover-Sherborn Schools: Scott Tarulli, Master Guitarist** (\$250); **Hip-Hop Song Composition Workshop** (\$500); **Dover-Sherborn Reads, The Memory of Light** (\$500)
- **Friends of the Council on Aging: Sean Fullerton Concert** (\$250)
- **Parks & Recreation: Satur-PLAY in May** (\$1,000); **Robert Newmarker, Not-so-Spooky Trunk or Treat** (\$500)
- **Rehearsal for Life Freelance Players: Support for fall and spring programs** (\$350)

- **Town Library: Davis Bates, Raising Our Voices: A Library Summer Reading Performance** (\$500); **Pirate Party** (\$450); **Pamela Means, The Power of the Protest Song: Our Shared History and Present Day** (\$900)

Information, local guidelines and applications for Dover Cultural Council grants are available at [www.mass-culture.org/Dover](http://www.mass-culture.org/Dover).



*Cultural Council booth at the Dover Days Fair.  
Photo courtesy of Judith Schulz.*

# *Report of the* **Memorial Day Committee**

Chris Jackman, Chair  
Carol Jackman

The Town of Dover has always been proud to conduct Memorial Day exercises on May 30th, and this year was no different. This is when we honor our many Dover veterans who lost their lives in battle or who passed after returning home.

The program, which began at 6 p.m., was attended by many townspeople, as well as members of the Police Department, the Fire Department, and the Dover Boy Scouts Troop 1. The George B. Preston American Legion Post 209 conducted the Posting of Colors, the Pledge of Allegiance was recited by all, and invited guests were introduced.

Our guest speaker, Lieutenant Brian Michel, U.S. Army, reflected on his 32 years of service to our country. Brian grew up in Dover and graduated in 1975 from Dover-Sherborn High School. After attending college, he entered the U.S. Army and was deployed to Kosovo and Iraq. Now retired, Brian spends his time between Texas and Cape Cod. (Yes, Brian is James "Boomer" Michel's younger brother.)

Dan Davis conducted the performance of "American Fantasy," arranged by Mike Story and played by students from the Chickering School, Dover-Sherborn Middle School, and Dover-Sherborn High School. Veterans in attendance were recognized by having them stand, state their name, branch of service, and dates of service. Reverend Dr. C. Maxwell Olmstead of Dover Church then closed the program with reflections on Memorial Day.

The parade to Highland Cemetery took place under the supervision of Grand Marshal Ford Spalding, U.S. Navy. Before entering the cemetery, the parade stopped at Soldiers Monument to place flowers in memory of all Dover's deceased veterans.

Graveside services were conducted near the cemetery's Flag and the Memorial Star, followed by a gun salute and the playing of "Taps" by our bugler, Will Goldman. Reverend Peter DiSanto of Grace Church offered a prayer. Ford Spalding and Chris Jackman carried out the traditional reading of names of Dover's own who died in battle. The parade marched out of Highland Cemetery, returning to the Town House for the Raising of Colors and the closing ceremony.

Special thanks go to everyone who made the event possible, including the Town House staff, the Police Department, the Fire Department, and the Boy Scouts, Cub Scouts, Girls Scouts, and Brownies. The Committee also wishes to thank the Dover American Legion Auxiliary, assisted by the Boy

Scouts, for decorating the graves of all veterans with geraniums and flags, and the Legion for hosting its annual cookout for all parade participants and townspeople in attendance.

It should be noted that the plantings in the urn by the front Flag in Highland Cemetery are in memory of Private Robert O'Connell, U.S. Army.



*Soldiers Monument. Photo by Kristen Dixon.*

## *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.



*Photo by Mary Kalamaras.*

## *Report of the* **Community Center Building Committee**

Ford Spalding, Chair

David Billings

Luciana Burdi

Barry Goldman

Dick Malcom

Terry Sobolewski

Ruth Townsend

Bob Springett, Board of Selectmen Liaison

Woody Weiss, Warrant Committee Liaison

Michael Blanchard, Town Administrator, Ex Officio

### **Project Professionals**

Colliers International, Owner's Project Manager

Fennick McCredie Architecture, Architect

M. O'Connor Contractors, General Contractor

In June 2022, when the original subcontractor bids for the Caryl Community Center (CCC) building project exceeded the amount approved by voters in June 2021 (\$18.9 million) by \$2.9 million, the project was put on hold while the Selectmen determined their next course of action. In November 2022, they asked the Building Committee to rebid the project and bring the results to a Special Town Meeting in June 2023 for a decision on whether or not to proceed with construction. In April 2023, the Building Committee, following the prescribed procurement process, selected the lowest qualified bidder, M. O'Connor Contracting of West Roxbury, Massachusetts, as the General Contractor. By this point, the total project cost had further escalated to \$25,443,800 from \$21.8 million. Throughout the month of May, the Committee held several community information sessions in preparation for the June 3, 2023, Special Town Meeting.

At the meeting, voters approved the construction of the new CCC at the new higher cost by a vote of 220 to 85. A second article sponsored by the Parks and Recreation Commission for an outdoor recreation court and swing set for \$174,000, to be included in the CCC project, also passed (203 to 77). Finally, a third article sponsored by the Selectmen, seeking \$40,000 for costs associated with future operations of the CCC, including salaries and expenses, was defeated (104 to 167).

Once the building permit was received on July 10, construction mobilization began with the establishment of fencing, the installation of a construction trailer, and the abatement of hazardous materials within the existing building. Since July, the following milestones have been met: The 1930 and 1970 buildings have been razed and the 1910 building shored up and ready for renovation. Foundations for the gym, pavilion, and other new structures have been completed and are ready for steel installation in January 2024. Construction is in progress on the underground fire prevention structures and the in-ground plumbing infrastructures. It is anticipated that the final completion date of the new CCC will be in October 2024.

The Building Committee, Colliers International, Fennick McCredie Architecture, and M. O'Connor Contracting continue to jointly monitor the project's progress, with the mandate of staying on time and on budget.



*Photo by Tom Zuppa.*

## *Historical Focus* **Discovering Amelia Peabody**

Perhaps you have noticed her name etched into the millstone monument at the intersection of Dedham and Centre Streets, posed your child for a photo op with the horse statue outside the Town Library, or walked the Peabody Loop trail in Noanet Woodlands. Maybe you have simply heard her name in passing—Amelia Peabody. How many residents today know who she was or what role she played in the life of our town? This remarkable woman's life and legacy seem to be in danger of fading into the mists of time.



*Photo: Collection of the Massachusetts Historical Society.*

Born to a wealthy Boston family, Amelia Peabody (1890–1984) was sent to finishing schools to learn the skills and graces required of a high society lady. But she instead dreamed of living a more robust outdoor life. Upon her father's death in 1918 and mother's remarriage in 1920, the family's sole heir used her inheritance to create a home suited to her interests and values. She purchased Mill Farm on Dedham Street as a rural retreat where she could raise and ride thoroughbreds and work on her art. A passionate, prolific sculptor who studied at the School for the Museum of Fine Arts, Amelia received many commissions and created hundreds of

works, several of which grace our library. She also exhibited her work in group and solo shows in Boston and the Northeast. She was particularly honored with the opportunity to exhibit at the New York World's Fair in 1939 and 1940! Her favorite subjects were nature and athletics, and she took inspiration from scenes and activities here in town.

As Amelia settled further into Dover life, she bought a second farm, Powisset Farm, for breeding livestock, including Hereford cattle and Yorkshire pigs. She bought up tracts of woodland between her two farms, ultimately becoming the largest landowner in Dover with 800 acres of property in her care.

Amelia believed in the health benefits of outdoor living and the importance of preserving nature and open spaces. During her lifetime, her woodland trails were always open to the public. (People in town today fondly remember skiing behind Mill Farm.) The Norfolk Hunt Club, of which she was one of the first female members, staged their hunts in her woods. Ever resourceful, she recycled trees downed by the 1938 New England Hurricane to create a series of horse jumps, now a popular trail dubbed Hurricane Alley. An avid Red Cross worker, Amelia hosted picnic days at her farms for war veteran students.

Her philanthropy was wide-ranging (Boston Children's Hospital, Tufts Veterinary School, Museum of Science, Institute for Contemporary Art), but Amelia was also generous at home. She employed students from Norfolk County Agricultural School and town residents on her farms and offered art lessons to local children. When the Dover-Sherborn High School Band was short of funds for a Disney World trip, she made up the difference, asking only for a pair of Mickey Mouse ears in return.

Amelia's concern for the environment was exceptionally forward-thinking. In 1948, she funded the construction of one of the world's first solar-heated houses—the Dover Sun House (formerly on Powissett Street)—developed by physicist Mária Telkes and designed by pioneering architect Eleanor Raymond, who had also designed the Mill Farm art studio. Amelia planted native species on her properties and served as an officer for both The Trustees of Reservations and New England Forestry Association. Upon her death, Amelia bequeathed some property to the New England Wild Flower Society and, most notably, hundreds of acres (now Noanet Woodlands) to The Trustees. Powisset Farm, also given to the care of The Trustees, has preserved Amelia's "farm forward" legacy through its organic and sustainable farming methods.

In 1981, Governor Edward J. King proclaimed May 16th as Amelia Peabody Day. We might all mark our calendars to remember the day so that our community matriarch's name and legacy truly do not fade into the mists of time. For more on Amelia's life and work, visit the Amelia Peabody Charitable Fund at <https://www.apcfund.org/amelias-story>.

*—Zaiga Alksnitis, Dover Town Report Committee*

## Notes