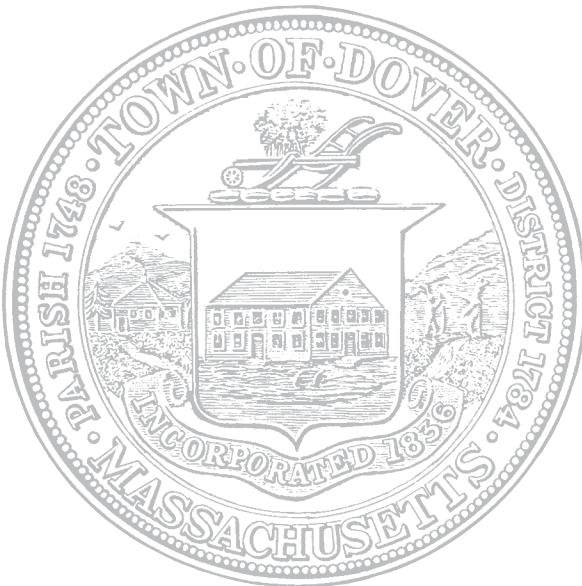


DOVER

188th Town Report

2024



In Memoriam

The Town Report of 2024 recognizes the following individuals who served the Town of Dover with commitment and distinction:

Philip R. Luttazi

Cemetery Commission, 1968–86
Agent, Swimming Pools and Sewage Disposal, 1986–96
Agent, Board of Health, 1997–2007
Trustee of Larrabee & Whiting, 1998–2024

Jean A. Weise

Teacher, Dover Schools, 1976–1995
Town Report Committee, 2000–06

Kathleen W. Weld

Pianist, Dover Foundation, 1968–2024
Dover Arts Council, 1992–94
Warrant Committee, 1994–2001
Caryl School Study (Reuse) Committee, 2001–02
Long Range Planning Committee, 2002–06
Board of Selectmen, 2002–08
Cell Tower RFP Advisory Committee, 2003–04
Committee to Study the Future of the Caryl School, 2004
Caryl Community Center Building Committee, 2005–09
Caryl Community Center Fundraising Committee, 2006–07
Caryl Community Center Great Room Committee, 2007–09
Fence Viewer, 2008–13
Town Report Committee, 2008–24
Caryl Management Advisory Committee, 2010–22
Parks and Recreation Commission, 2023–24

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Acknowledgments by the Town Report Committee

Kathy Weld, Chair, *deceased October 2024*
Mary Kalamaras, Chair, *effective November 2024*
Zaiga Alksnitis
Nicole Lapenta McAllister
Alysia Poe

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.

On October 24, 2024, the Committee lost one of its longest-serving members, Kathleen W. Weld—our intrepid chair for many years, who expertly led us through thick and thin and whose seemingly limitless energy, exemplary work ethic, attention to detail, and tenacity for getting things right can be seen throughout the *Dover Town Report* across her 16 years of involvement. Her leadership, good humor, and seasoned counsel will be missed. Readers can learn more about Kathy's life and her civic and artistic contributions to the Town through our Historical Focus feature on page 237.

The Committee enthusiastically welcomes its newest members, who have graciously volunteered to carry forward our work—archivist and librarian Nicole Lapenta McAllister and freelance editor Alysia Poe, whose combined talents are perfectly suited to the task at hand and will surely help us continue to provide our fellow citizens with a high-quality publication.

We once again thank all contributors for submitting their reports in a timely fashion and extend our deep appreciation, as always, to our graphic designer, Pat Dacey, and to the staff at King Printing, in particular Sophie Chhay, for their reliable and professional services.

The *Dover Town Report* would not be the same without the photographic contributions by our 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 and photo submission ideas, visit our Web page at 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 by filling a currently open member position. Please contact us at townreport@doverma.gov.

Citizen Volunteer Form

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: _____

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

DOVER

Information for Citizens

2024



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 Josh Tarsky
Second Councillor District: Councillor Tamisha L. Civil
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	1912, 1972	Regional High School Post Office	1968, 2004 1975
Town House	1922	Protective Agencies Bldg.	1976, 1999
Chickering School	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
2024	6,193	4,503	2,023

Town Offices Directory

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

Town Website: 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	
Department of Public Works	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 2024-25

	Term Expires
Moderator	Cemetery Commissioners
James R. Repetti	Mariah Riess, Chair 2025
	Carol A. Jackman 2027
	Frederick G. Sears 2026
Board of Selectmen	Trustees Larrabee and Whiting Estate
Robyn M. Hunter, Chair	John D. Jeffries 2025
David M. Haviland	Jonathan P. Fryer, Chair 2029
	Mary C. Crane 2029
	Michael A. Savage 2029
Town Clerk	Constables
Felicia S. Hoffman	André G. Boudreau 2025
	Alan Heinlein 2025
	Christopher Jackman 2025
Board of Assessors	Planning Board
Caroline "Bonnie" Akins, Chair	Carol L. Lisbon, Chair 2029
Robert G. Cocks Jr.	Jody B. Shue, Vice Chair 2026
Charles W. Long	Valerie L. Lin <i>(to fill unexpired term)</i> 2025
	William Motley 2026
Dover School Committee	George L. Sidgwick 2025
Jeff Cassidy, Chair	Kate Williams, <i>associate member</i> 2025
Martha H. Castle	
Kate Nixon Cook	
Jessica N. Hole	
Goli Sepehr	
D-S Regional School Committee	Board of Health
(Dover members)	Kay M. Petersen, Chair 2026
Mark G. Healey, Chair	Stephen I. Kruskall 2027
M. Colleen Burt	John Quackenbush 2025
Kevin P. Crotty	
Library Trustees	Parks and Recreation Commission
Robert Andrews, Chair	Christopher Boland, Chair 2025
Amy B. Collins	Jennifer Daman 2027
Peter K. Hoffmann	Michael Gilio 2027
Carolyn B. Ringel	Eric H. Loeffler 2025
Judith Schulz	<i>(Open, to fill unexpired term)</i> 2026
Amee V. Tejani	

Appointed Officials

For 2023–24

	Term Expires
Appointed by the Board of Selectmen	
Town Administrator	
Michael Blanchard	2026
Town Accountant	
Kathleen LaPlant	2025
Town Counsel	
Anderson & Kreiger, LLP	2025
Treasurer/Collector	
Kyle Banoey, <i>resigned March 2024</i>	2024
Sara Hunter, Interim Treasurer/Collector	2025
Affirmative Action Officer	
Michael Blanchard	2025
Americans with Disabilities Act (ADA) Compliance Officer	
Robin Tusino	–
Animal Control Officer	
(Position open)	2024
Board of Appeals (Zoning)	
Alan Fryer, Chair, <i>resigned March 2024</i>	2025
George Chimento, Chair, <i>effective March 2024</i>	2026
Nadir Ahmed	2025
LaVerne A. Lovell	2027
Michael Donovan, <i>associate member</i>	2025
Nancy Greene, <i>associate member</i>	2025
Board of Fire Engineers	
J. Ford Spalding, Chair, <i>resigned February 2024</i>	2026
Kathryn Cannie, Chair, <i>effective February 2024</i>	2026
Paul Copponi	2026
James P. Dawley Jr.	2027
Board of Registrars	
George Chimento, <i>resigned June 2024</i>	2024
Margaret “Peg” Crowley	2025
Erin Gorden	2026
Deborah H. Stein	2027
Felicia S. Hoffman, <i>ex officio</i>	–

	Term Expires
Board of Selectmen Membership Size Study Committee	
Kathryn Cannie, Chair	–
James Dawley Jr.	–
Richard Forte Jr.	–
LaVerne A. Lovell	–
David Peress	–
Carolyn B. Ringel	–
Mark Sarro	–
Michael Blanchard, <i>ex officio</i>	–
David M. Haviland, <i>ex officio</i>	–
Capital Budget Committee Representative	
Robyn Hunter	2025
Chief of Communications	
Joseph P. Vinci	2025
Community Center Building Committee	
Ford Spalding, Chair, <i>resigned February 2024</i>	–
Dick Malcom, Chair, <i>effective February 2024</i>	–
David Billings	–
Luciana Burdi	–
Barry Goldman	–
Ruth Townsend	–
John D. Jeffries, <i>Board of Selectmen liaison, through October 2024</i>	–
David M. Haviland, <i>Board of Selectmen liaison, effective November 2024</i>	–
J. Woodrow Weiss, <i>Warrant Committee liaison</i>	
Michael Blanchard, <i>ex officio</i>	
Conservation Commission	
John Sullivan, Chair	2026
Tim Holiner	2026
James A. McLaughlin	2027
Sarah Monaco	2025
Amey D. Moot	2027
Anna Nagy	2025
(Positions open: <i>one full member; two associate members</i>)	

Term Expires**Term Expires****Council on Aging**

Robert G. Cocks Jr., Chair	2025
Maureen Dilg	2026
Reverend Peter DiSanto	2025
Elizabeth Hagan	2027
Cindy Holmes	2025
Gilbert Thisse	2027
Geraldine Wise	2026
Annemarie Thompson, <i>associate member</i>	2025
Carol A. Pilch, <i>associate member</i>	2025

Cultural Council

Judith Schulz, Chair	2026
Denise Auclair	2026
Camille Boudreau	2027
Shashi Chawla	2026
Stefanie Leahy	2026

Director of Public Works

Kevin McCabe	2025
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Forest Warden

Edward Kornack, Warden, <i>resigned July 2024</i>	2026
James Wright, Interim Chief	2026

Groundwater Bylaw Enforcement Agent

Kevin McCabe	2025
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Hazardous Waste Coordinator

Robert Tosi	2026
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Historical Commission

Anne Reitmayer, Chair	2026
Sierra Heath Bright	2026
Gene Hornsby	2025
Jane D. Moore	2025
Geoffrey M. Sauter	2026
Ellen Weinberg	2027
(Position open)	

Housing Task Force

Walter Avallone	-
Jason Belmonte	-
Michael Blanchard	-
Janet Bowser	-
Christopher Costello	-
Jasmin Farinacci	-
R. Alan Fryer, <i>resigned March 2024</i>	-
Robyn Hunter	-
Valerie L. Lin	-
Carol Lisbon	-
Anna Nagy	-
Kay Petersen	-
Jody Shue	-

Inspector of Buildings

Walter Avallone, Commissioner/Inspector of Buildings	2025
Zoning Enforcement Officer	
Floating Dock Inspector	

Joseph Doyle, Local Inspector	2025
Felix Zemel, Back-up Inspector	2025

Inspector of Wiring

(Appointed by Inspector of Buildings)	
Kevin Malloy, Inspector of Wiring	2025
Paul Angus, Alternate Inspector	2025
James Murphy, Second Alternate Inspector	2025

Inspector of Plumbing and Gas

(Appointed by Inspector of Buildings)	
James Vaughan, Inspector of Plumbing and Gas	2025
Robert Piersiak, Alternate Inspector	2025
Jeffrey Harris, Second Alternate Inspector	2025

MBTA Advisory Board

John Jeffries, <i>through November 2024</i>	2025
David M. Haviland, <i>to fill unexpired term</i>	2025

Measurer of Wood and Bark

Julian (Jay) Crocker	2027
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Metropolitan Area Planning Council Representative

(Includes Three Rivers Interlocal Council and Southwest Advisory Planning Committee)	
Jasmin Farinacci	2026

MetroWest RTA Representative

Kevin McCabe	-
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Norfolk County Advisory Board

Michael Blanchard	-
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Term Expires**Term Expires****Open Space Committee**

Amey Moot, Chair	2026
Mark Adamczyk	2025
Jeffrey S. Behrens	2025
Henry Faulkner	2027
Boynton Glidden	2027
Gregory M. Kahoun	2025
Justine Kent-Uritam	2026
Carol Lisbon, <i>Planning Board appointee</i>	2025
Sarah Monaco, <i>Conservation Commission appointee</i>	2025
Rick Nagy	2025
Tara Nolan	2025
Connie Sullivan, <i>resigned March 2024</i>	2026
John Jeffries, <i>Board of Selectmen liaison, through October 2024</i>	
Robyn Hunter, <i>Board of Selectmen liaison, to fill unexpired term</i>	2025

Personnel Board

Juris Alksnitis, Co-Chair, <i>Moderator appointee</i>	2026
Sue Geremia, Co-Chair	2025
Mary Hornsby	2025
Robert Seiler	2026
Michael Blanchard, <i>ex officio</i> (Position open: <i>Warrant Committee appointee</i>)	

Personnel Rules Ombudsmen

Michael Blanchard, <i>male</i>	2025
Robin Tusino, <i>female</i>	2025



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Police Department

Joseph P. Vinci, Chief of Police	2027
Nicole Bratcher-Heffernan	2025
Donald Cahill	2025
David Chaisson	2025
Richard Collamore Jr.	2025
Katherine Kolodziejczyk	2025
Matthew Lavery	2025
Jeffrey Lynch	2025
Anthony Madden	2025
Bruce Maggio	2025
Edward Maguire	2025
Charles Marscher	2025
Ryan Menice	2025
Bret Rowean	2025
Ryan Sullivan	2025
Todd Wilcox	2025
Joseph Woppard	2025
Colin Young	2025

Recycling Committee

Jennifer Luethy, Chair	2026
Matthew Hadge, <i>to fill unexpired term</i>	2025
Janit Greenwood	2025
Carol Lisbon	2025
Wendy Muellers	2026
Leesa Mullin	2025
Catherine Piemonte	2026

Right-to-Know Coordinator

Robert Tosi	2025
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Superintendent of Streets

Robert Tosi	2025
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Sustainability Committee

Anna Nagy, Chair	2027
Matthew Hadge	2027
Patricia, Hudson	2027
Jeanne Lukenda	2027
Paul Venton	2027
Michael Blanchard, <i>ex officio</i>	
Jasmin Farinacci, <i>ex officio</i>	
(Positions open: <i>four full members; Board of Selectmen liaison</i>)	

Title VI Nondiscrimination Coordinator

Robin Tusino	2025
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	Term Expires		Term Expires
Town Engineer Michael J. Angieri	2025	Personnel Board Juris Alksnitis	2026
Town Report Committee Kathy Weld, Chair, <i>deceased October 2024</i>	2026	Appointed by the Assessors	
Zaiga Alksnitis	2026	Town Assessor Amy Gow	2025
Mary Kalamaras	2025	Appointed by the Board of Health	
Nicole McAllister	2027	Administrative Assistants Linda Baldwin-Lyons	—
Alysia Poe (Position open)	2026	Suzanne Hilts	—
Town Sexton Laurence R. Eaton	—	Board of Health Director Jason Belmonte	—
Tree Warden and Moth Superintendent Kevin McCabe	2025	Board of Health Consultants Jim Palmer, Deer Management Agent	—
Veterans' Grave Officer Fred Sears	2025	Natick Walpole Visiting Nurse Association Eileen Garvey, Executive Director	—
Veterans' Services Paul Carew	2025	Inspector of Animals Jennifer Shaw Cronin	2025
Appointed by the Moderator		Appointed by the Capital Budget Committee	
Assistant Moderator Kathryn R. Cannie	2025	Capital Budget Committee Barry Goldman, Chair	2026
Warrant Committee J. Woodrow Weiss, Co-Chair	2026	Cynthia Devall	2027
Martin J. Howard, Co-Chair	2026	Garfield Drummond	2026
Simone Azevedo	2025	Cameron Hudson, <i>Warrant Committee appointee</i>	2025
Kevin Bauman	2027	Robyn Hunter, <i>Board of Selectmen appointee</i>	2025
Micheline Boudreau, <i>to fill unexpired term</i>	2025	John Quackenbush	2027
Nina Green	2027	J. Woodrow Weiss, <i>Warrant Committee appointee</i>	2025
Melissa Herman, <i>resigned October 2024</i>	2025	Appointed by the Conservation Commission	
Cameron Hudson	2025	Open Space Committee Sarah Monaco	2025
Sara C. Kinney	2026	Sustainability Committee Anna Nagy	2027
Janet McCormick	2025		
Robyn Hunter, <i>Board of Selectmen liaison</i>	2025		
Memorial Day Committee			
Carol A. Jackman	2027		
Chris Jackman	2027		
(Position open)	—		
Dover Representative to Minuteman Margaret E. W. Charron	2025		

Term Expires

Appointed by the Planning Board

Planning Assistant

Susan Hall

—

Town Planner

Jasmin Farinacci

—

Open Space Committee

Carol Lisbon

2025

Tree Preservation Committee

Valerie L. Lin, Chair

2026

Janet Bowser

2026

Julian Crocker

2026

Shannon Crotty

2026

Boynton Glidden

2026

Angela Lin

2026

Appointed by the Warrant Committee

Personnel Board

(Position open)

Capital Budget Committee

Cameron Hudson

2024

J. Woodrow Weiss

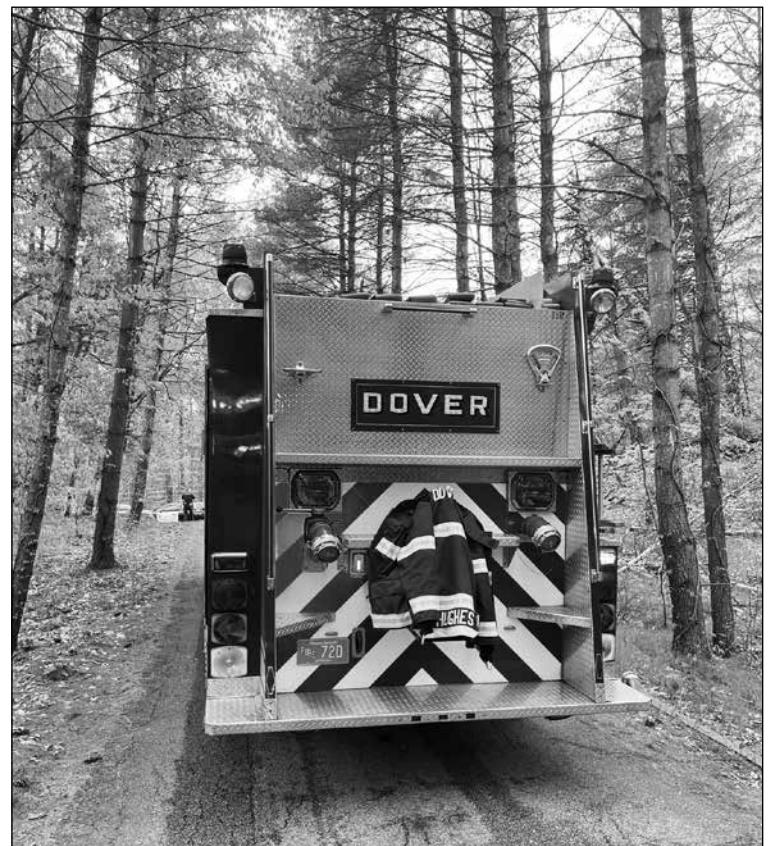
2025

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

DOVER

Town Government Reports

2024



Report of the **Moderator**

James R. Repetti

The Annual Town Meeting was held on Monday, May 6, 2024, at 7 p.m., in the Dover-Sherborn High School's Mudge Auditorium. We greatly appreciate the outstanding efforts by Town Clerk Felicia Hoffman, Assistant Moderator Kate Cannie, Police Chief Joseph Vinci, 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 actions 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

Robyn Hunter, Chair

David M. Haviland, Clerk

John D. Jeffries, Member, *resigned October 2024*

Michael Blanchard, Town Administrator

The year 2024 saw a few membership changes on the Board of Selectmen. Following the passing of Robert P. “Bob” Springett in 2023, at a Special Town Election on March 5, 2024, in conjunction with the Presidential Primary, David M. Haviland was elected to fill the remainder of Mr. Springett’s term and was welcomed to the Board. At the May 2024 Annual Town Election, Mr. Haviland was subsequently elected to serve a full three-year term as Selectman. John D. Jeffries resigned from the Board in October 2024. The Board extends its sincere thanks and appreciation to Mr. Jeffries for his hard work and service to the Town.

Personnel Changes

Several notable personnel changes occurred throughout 2024, including the hiring of Joseph Vinci as Police Chief; Anthony Madden as Police Officer; Liam Frazier as Heavy Equipment Operator; Ashley Gemma as DPW Office Manager; and Lukas Bratsos as Heavy Equipment Operator/Groundskeeper; as well as the promotion of Jennifer Pink as the Assistant Treasurer and Janice McGovern as Assistant Collector-Payroll Coordinator.

We wish to thank the following departing staff members for their service to the Town: Treasurer/Collector Kyle Banoe; Assistant Treasurer/Collector Gavin Fiske; and Heavy Equipment Operator/Assistant Mechanic Andrew Wills.

Goals and Priorities

In summer 2024, in accordance with its custom of the last five 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 2025 (FY25). The Board and Town Administrator then identified and prioritized the resulting goals for FY25, as summarized on the following page.

Community Engagement and Communication: The Board’s ongoing efforts to improve the Town’s communications and promote greater citizen participation include:

- increasing resident participation/sign-ups for Town communications, including through the Town newsletter and Town social media;
- holding monthly Board member public office hours;
- attending Town events, such as Dover Days;
- redesigning the Town website; and
- completing the Town communications plan and implementing recommended actions.

Technology: The Board will continue its efforts to improve and modernize its technology, which will involve:

- securing funding for online permitting and implementing a pilot program; and
- conducting a strategic technology review.

Town Operations and Services: The Board will continue to work with the Acting Finance Director and consultants to evaluate staffing needs and to modernize and incorporate best practices in the Treasurer and Accounting operations for improved financial performance.

Human Resources and Staffing: The Board will pursue the successful recruitment and onboarding of new staff to fill vacant positions and to highlight the role and responsibilities of Human Resources.

Special Projects: Additional areas of focus for the Board include monitoring the progress of the Community Center Building Project, establishing a Municipal Electric Aggregation Program, supporting the Rail Trail Working Group, and creating a Sustainability Committee.

Community Center Building Project

Following ground-breaking for the Community Center Building Project in August 2023, substantial progress was made in 2024, and the Board is thankful to the Community Center Building Committee (CCBC) for shepherding the project by working closely with the owner’s project manager, architect, and contractor on the completion of a long-awaited multigenerational building that, upon its opening in 2025, will serve as a focal point for a variety of town activities. (See the Community Center Building Committee report on page 235 for more details.)

Hale Conservation Restriction

The Town continued its efforts with Hale Education and the Trustees of Reservations to craft a Conservation Restriction (CR) agreement to protect from development, in perpetuity, a significant portion of the Hale Reservation property located in Dover. Unfortunately, the parties were unable to reach an agreement for a CR due to the legal complexities of municipal finance and property law. However, the Board did share its continued support of Hale's mission and its efforts to permanently protect Hale's land. It was also pleased to learn that Hale successfully met its private fundraising goal and is filing a CR that will not require municipal funding.

Other Activities

In 2024, the Town undertook a number of activities worthy of note. The Board of Selectmen:

- approved a feasibility study on the regionalization of Dover's Protective Services dispatch operations with the towns of Westwood and Medfield;
- approved an intergovernmental agreement between the Town and the Parks and Recreation Commission regarding the supervision of Town staff and the operation of the Community Center building;
- approved an intergovernmental agreement between the Town and the Cemetery Commission regarding the supervision of Town staff;
- approved a retainer agreement for the Town of Dover to join with the National Rural Water Association and others as plaintiffs in class action complaints against per- and polyfluoroalkyl substances (PFAS) manufacturers; and
- issued a Boston Post Cane proclamation honoring Alfreda Marcinowski as Dover's oldest resident at 101 years old.

Grants

The Town received more than \$800,000 under the following state and federal grants issued in 2024, and it extends its appreciation to our elected state and federal representatives who advocated on its behalf:

- *Massachusetts Electric Vehicle Incentive Program Public Access Charging Program Grant*: \$50,000 for the Community Center Building Project.
- *Massachusetts Community Compact Municipal Fiber Program Grant*: \$202,168 for Police Department radio sites.

- *Massachusetts Office of Grants and Research*: \$18,440.78 for the Police Department Road Safety Program.
- *Massachusetts Executive Office of Elder Affairs Formula Grant*: \$20,258 for the Council on Aging.
- *Massachusetts Community One Stop for Growth Grant*: \$40,000 for the Department of Public Works for the Wilsondale Street Culvert Replacement Project.
- *Massachusetts Housing Partnership Grant*: \$10,000 for the Board of Appeals for 40B Comprehensive Permit technical assistance.
- *Massachusetts 911 Grant*: 51,573.68 for the Police Department.
- *Massachusetts Executive Office of Public Safety Bulletproof Vest Program Grant*: \$2,237.50 for the Police Department.
- *Massachusetts Executive Office of Technology Services and Security Grant*: Municipal Cybersecurity Awareness Training Program.
- *Massachusetts Cultural Council Grant*: \$5,500 for the Cultural Council.
- *MassTrails Grant*: \$184,760 for the design, engineering and permitting of a potential recreational trail and shared-use pathway project in Dover.
- *MassDOT Municipal Pavement Grant*: \$217,261 for the Department of Public Works for the Route 109 Repaving Project.
- *Massachusetts Department of Fire Services Firefighter Safety Equipment Grant*: \$9,896.22 for the Fire Department.
- *Massachusetts Department of Environmental Protection Sustainable Materials Recovery Program Grant*: \$6,000 for the Department of Public Works for the support of local recycling.

Litigation

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

- *Robert W. Recchia v. Dover Zoning Board of Appeals*
Housing Appeals Committee No. 2024-04

Appeal filed relative to the Board of Appeals denial of a comprehensive permit for the Dover Homes development project under Massachusetts General Laws, Chapter 40B.

- *Vincent J. O'Brien, as Trustee of the Delta Realty Trust, v. Town of Dover*
Norfolk Superior Court No. 2482CV01231

Claim filed regarding the Community Center building project as follows: (1) a claim for private nuisance, seeking damages and equitable relief to enjoin the Town from using diesel generator and installing a new heating, ventilation, and air conditioning system; (2) a claim for easement by implication, seeking declaratory judgment; and (3) a claim for restitution, seeking to enforce Massachusetts General Laws, Chapter 266, Section 94, a statute criminalizing the destruction of a boundary monument.

Appreciation

The Selectmen are immensely grateful for the effort and dedication of our many elected and appointed boards, committees, commissions, 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.



Dover Days. Photo courtesy of the Town Report Committee.

Report of the Warrant Committee

Woodrow Weiss, Co-Chair
Martin J. Howard, Co-Chair
Simone Azevedo
Kevin Bauman
Micheline Boudreau (effective October 2024, to fill unexpired term)
Nina Green
Melissa Herman (resigned October 2024)
Cameron Hudson
Sara Cadena Kinney
Janet McCormick
Robyn Hunter, Board of Selectmen liaison

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 or to complete an unexpired 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 2025 (FY25) budget began in fall 2023 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 2024, 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 2024 Annual Town Meeting, the FY25 budget was voted for implementation on July 1, 2024.

The Town's Operating Budget has increased 28.4% over the past five fiscal years, from \$35,632,386 for FY21 to \$45,824,838 for FY25. During the last three fiscal years, the total expenditures, including capital items and special articles, increased 17.2%, from \$42,135,654 for FY23 to \$49,391,001 for FY25. Revenues generated through property taxes grew 8.4%, from \$37,909,519 to \$41,080,936. Total revenue from all sources, excluding Free Cash, increased 1.1%, from \$50,378,581 to \$50,969,479. The difference between revenue and expenses is made up from Free Cash and, in some years, a Proposition 2½ override. FY25 marked the 18th 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 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 2024 Annual Town Meeting, voters approved a 3.0% increase in the FY25 Operating Budget (Article 4), for a total of \$45,743,065. This reflects a commitment on the part of all Town departments to review their needs carefully and in detail. Of this FY25 Operating Budget amount, \$24,865,383, or 54.4%, represents expenditures for the Dover, Regional, Minuteman, and Norfolk Agricultural Schools, a 7.1% 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 FY25 Capital Budget (Article 5) of \$1,981,536, and \$800,000 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, 2024. The previous certification was \$9,590,556 on May 1, 2024. 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. It must also 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 Melissa Herman, Stephen Migausky, Jerry Chen, and our long-serving Secretary, Peter Smith.

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



Bog bridge in Wylde Woods. Photo courtesy of the Conservation Commission.

Report of the **Capital Budget Committee**

Barry Goldman, Chair

Cynthia Devall

Garfield Drummond

John Quackenbush

Robyn Hunter, Board of Selectmen

Cameron Hudson, Warrant Committee

Stephen Migausky, Warrant Committee

The responsibility of the Capital Budget Committee is to “prepare a capital budget program for use by all Town boards and officials in their deliberations.” In addition, it requests and reviews a five-year capital budget projection from each Town department and from the Dover-Sherborn Regional School Committee 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 for any item that is over \$10,000 or of a special nature and provides its recommendation on each item to the Warrant Committee. These are then forwarded to the Selectmen, who determine whether the item is to be included in Article 5 of the Annual 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.

The Committee prepared its Fiscal Year 2025 (FY25) Capital Budget recommendations during fall 2023 and winter 2024. Individual requests by Town departments and committees were reviewed and meetings were held to clarify issues, establish replacement guidelines and new purchase parameters, and consider alternative options. In addition, the Committee requested a five-year Capital Budget outlook from each department. This longer-range view allows the Committee, Town boards, and Town Administrator to properly plan for the Town’s year-to-year financial needs and to prepare a financial projection that considers the most appropriate sources and uses of funds to meet those requirements.

Ongoing issues that have affected the Capital Budget requests include:

- environmental issues, unforeseen natural disasters, flooding and erosion of the Charles River, smaller culverts and waterways, and threats to Town infrastructure;

- aging infrastructure and equipment, most of which was acquired or built more than 25 years ago, such as is the case for the Fire Department, Highway Department, Regional Schools, Town House, and Town Library;
- high inflation with substantial increases in labor and materials; and
- supply chain issues, limited public bidders, and regulations.

The Town has aggressively pursued grant funding to help offset capital expenses and one of most productive sources has been the Massachusetts Green Communities Grant Program. 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 a 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.

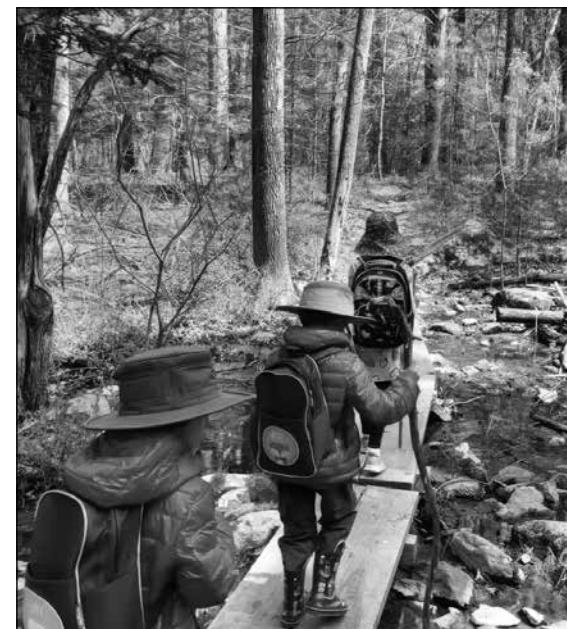


Photo courtesy of the Parks and Recreation Department.

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

Other highly efficient energy-related projects completed include the installation of 71 energy-efficient windows at the Town House and a new roof with improved ventilation and insulation, replacing the century-old originals. These projects are part of a more comprehensive renovation plan to bring the Town House up to date with new mechanical, electrical, and fire protection systems, as well as improve its energy systems.

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

The Committee, the Board of Selectmen, and the Warrant Committee has a formal Financial Policy that defines the scope of the work under which the Committee will recommend a five-year Capital Improvement Program that projects estimated project costs, priorities, and anticipated funding sources. Sources will include tax levy, Free Cash, the Capital Stabilization Fund, borrowing, grants, and other external sources. Because major department equipment requests are consistently the largest fraction of the budget, the Committee initiated an early due diligence and justification program for municipal equipment based on established useful life standards so that we can better project appropriate replacement schedules. The goal is to establish a process that will help minimize year-to-year tax rate impact.

For FY25, three departments—the Fire Department, Department of Public Works, and Board of Selectmen—account for more than 86% of the proposed Capital Budget. The Committee received 16 requests for Article 5 from Town departments and commissions in the amount of \$4,139,236. The Committee ultimately recommended expenditures for Article 5 in the amount of \$1,981,536 (a decrease of \$1,453,455 from FY24 expenditures). However, in doing so we were able to address \$3,011,661 of the Town's capital requests, primarily thanks to the Town receiving grants from the American Rescue Plan Act (ARPA) and the Commonwealth of Massachusetts Disaster Relief Trust Fund totaling \$1,030,125. In accordance with the aforementioned Financial Policy, the Committee's approved recommendations for Article 5 expenditures were as follows:

Department of Public Works		
Building salt shed		\$462,300
Willow Street culvert: repair and renovate		\$195,000
Front-end loader and plow		\$355,000
Fire and Ambulance		
Self-contained breathing apparatus		\$146,252
Station workwear		\$12,075
Turnout gear		\$29,909
Police Department		
Patrol vehicles		\$130,000
Board of Selectmen		
Library: Design and replace HVAC system		\$395,000
Protective Services Building:		
Locker Room		\$20,000
Fuel Tanks		\$16,000
Whiting Road Building: repair and renovate		\$80,000
Chickering Elementary School		
Flooring		\$140,000
Regional Schools		
HVAC units		\$647,400

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.

Report of the
Town Clerk

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

Board of Registrars

George Chimento
Margaret "Peg" Crowley
Erin Gorden

The following reports appear on pages 32-74:

- **Presidential Primary**, March 5, 2024
- **Special Town Election**, March 5, 2024
- **Caucus**, March 11, 2024
- **Annual Town Meeting, Deliberative Session**, May 6, 2024
- **Annual Town Meeting, Article 27 Elections**, May 20, 2024
- **State Primary**, September 3, 2024
- **State Election**, November 5, 2024
- **Vital Statistics for the Calendar Year 2024**
- **Financial Reports for the Calendar Year 2024**

Presidential Primary

March 5, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 8th of February 2024, a Presidential Primary was held on March 5, 2024. Constable Christopher Jackman inspected the ImageCast ballot box and found it to be empty and set at zero. Felicia Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 1,480 ballots had been cast: 586 Democrat, 888 Republican, and 6 Libertarian. At 8:27 p.m., the unofficial results were read. The final, official count from Dover is as follows:

Democrat

Presidential Preference

PRESIDENTIAL PREFERENCES		STATE COMMITTEE	
Dean Phillips	31	Group	343
Joseph R. Biden	493	Blanks	249
Marianne Williamson	12	Peter Kinyon Hoffmann	397
No Preference	4	Carol L. Lisbon	412
Write-ins	11	Martha Holt Castle	380
Blanks	2	Jennifer S. Luethy	377
State Committee Man		Peter H. W. Ting	371
John K. Bowman	452	Robert W. Andrews	390
Write-ins	0	Jane A. Brown	384
Blanks	140	John Quackenbush	391
State Committee Woman		Mary Kalamaras	372
Rebecca L. Raush	473	Janit S. Greenwood	394
Write-ins	2	Barry Mitchell Goldman	366
Blanks	117	Kay Marsh Petersen	383
		Amelia E. Slawsby	395
		Lori Curtis Krusell	379
		Erin E. Rodat-Savla	379
		Janit S. Hartke	369
		Candice Jacqueline Sullivan	367
		Elaine E. Rosenburg	372
		Jacqueline A. Hart	371
		Wendy Parker	373
		Write-ins	2
		Blanks	13,096

Republican

Presidential Preference

Chris Christie	11	Group	358
Ryan Binkley	0	Blanks	533
Vivek Ramaswamy	3	Walter H. Weld	429
Asa Hutchinson	0	Kathleen Winslow Weld	431
Donald J. Trump	312	John D. Stellberger	393
Ron DeSantis	4	Carolyn N. Malloy	449
Nikki Haley	546	Eric C. Guyer	375
No Preference	9	Deborah J. Guyer	378
Write-ins	4	Rachel K. Motley	415
Blanks	2	William Crowninshield Motley	400

State Committee Man

THE COMMITTEE AGAINST DISCRIMINATION	THE COMMITTEE AGAINST DISCRIMINATION	THE COMMITTEE AGAINST DISCRIMINATION
Eric Calton	443	Bethany Anne Berk
Andrew E. Johanson	127	Zakhar Sklyar
Write-ins	2	Charles W. Long
Blanks	319	Suzanne Sheridan

State Committee Woman

State Committee Woman	Eligible Number	Eligible Number	
Maureen Maloney	296	Kevin Joseph O'Connor	412
Amanda Joan Petersen	244	Tracey Anne Mannion	413
Write-ins	3	Roger John Selmi	389
Blanks	348	Write-ins	16
		Blanks	23,359

Libertarian

Presidential Preference

Presidential Preference	TOWN COMMITTEE	
Jacob George Hornberger	0	Group
Michael D. Rectenwald	0	Write-ins
Chase Russel Oliver	2	Blanks
Michael Ter Matt	0	
Lars Damian Mapstead	0	
No preference	2	
Write-ins	2	
Blanks	0	

State Committee Man

State Committee Total	
Peter C. Everett	6
Write-ins	0
Blanks	0

State Committee Woman

Christina Crawford	6
Write-ins	0
Blanks	0

Special Town Election

March 5, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 28th day of December 2023, a Special Town Election was held on March 5, 2024. 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 1,205 ballots had been cast. At 8:12 p.m., the unofficial results were posted. The official count is as follows:

Selectman (to fill unexpired 3-year term)

(Vote for one)

David M. Haviland	1,110
Write-ins	33
Blanks	62



Photo courtesy of the Town Report Committee.

Caucus

March 11, 2024

On Monday, March 11, 2024, Felicia S. Hoffman, Town Clerk, called the Caucus for the purpose of nominating candidates for Town offices to order at 7:30 p.m. She called for nominations of Caucus Chair and Clerk.

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

Mr. Repetti explained the procedures for Caucus under Chapter 53, Section 121 of the Massachusetts General Laws. Other announcements relative to nomination papers and voting procedures were made. It was moved, seconded, and passed that 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:

Moderator (1 year)	James R. Repetti
Selectman (3 years)	David M. Haviland
Assessor (3 years)	Charles W. Long
Dover School Committee (3 years)	Kate Nixon Cook
(Vote for one)	
D-S Regional School Committee (3 years)	Kevin P. Crotty
(Vote for one)	
Library Trustee (3 years)	Amy B. Collins
(Vote for two)	Carolyn B. Ringel
Library Trustee (1 year)	Robert W. Andrews
(Vote for one)	
Planning Board (5 years)	Carol L. Lisbon
(Vote for one)	
Planning Board Associate (2 years)	Valerie L. Lin
(Vote for one)	
Board of Health (3 years)	Stephen I. Kruskall
(Vote for one)	
Cemetery Commission (3 years)	Carol A. Jackman
(Vote for one)	

Trustees of Larrabee & Whiting Estate

(Vote for three)

Mary C. Crane

Jonathan P. Fryer
Michael A. Savage

Alan M. Heinlein

Constable (3 years)

(Vote for one)

Park and Recreation (3 years)

(Vote for two)

Michael G. Gilio

Jennifer J. Daman

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 25 at 3 p.m., in the Town Clerk's office. The meeting was adjourned at 8:18 p.m.



Photo courtesy of the Town Report Committee.

Annual Town Meeting

Deliberative Session

May 6, 2024

The Annual Town Meeting was held at the Lindquist Commons Building at the Dover-Sherborn Regional High School in Dover on May 6, 2024. The meeting was duly called to order by the Moderator on the first day of May at 7:16 p.m., and held pursuant to the Warrant therefore issued by the Selectmen on the 21st day of March 2024, 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 began preliminary introductions and instructions for the procedures used during the meeting. The response cards for the electronic voting that would be used during the meeting were tested. Mr. Repetti recognized the Chair of the Board of Selectmen for opening remarks. He then recognized the Chair of the Warrant Committee for a motion governing the conduct of the meeting.

Motion: It was moved by Mr. Hudson and seconded by Mr. Weiss 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 169 (yes) to 6 (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 2023 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 170 (yes) to 2 (no).

ARTICLE 2.

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 Ms. Kinney and seconded by Mr. Migausky 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 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	\$98,154
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 175 (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 2025:

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
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4. Council on Aging

(a) Senior activities and transportation	\$40,000
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5. Recycling Committee

(a) Materials sales proceeds	\$4,000
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or take any other action relative thereto.

Motion: It was moved by Mr. Smith and seconded by Mr. Chen 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
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4. Council on Aging

(a) Senior activities and transportation	\$40,000
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5. Recycling Committee

(a) Materials sales proceeds	\$4,000
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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 179 (yes) to 2 (no).

ARTICLE 4.

Operating Budget (Board of Selectmen)

To see if the Town will raise and appropriate from available funds, or any combination of these methods, a sum of money 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 Mr. Hudson and seconded by Mr. Weiss that the salaries and expenses recommended by the departments, officers, boards, and committees of the Town as shown in the “FY 2025 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 4” (Operating Budget), be called over by the Moderator, and if no objection is made that such salaries and expenses are approved, and that 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) \$150,000 from Overlay Surplus; and
- (b) \$949,000 from Free Cash

Vote: The motion was put to a vote and passed 172 (yes) to 11 (no).

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

	FY24 Approved	FY25 Requested	FY24/FY25 % Change
General Government			
122 Selectmen			
Salaries	\$510,481	\$640,937	25.6
Expenses	178,720	276,045	54.5
Totals	689,201	916,982	33.1
129 Copy/Postage	26,900	0	(100)
131 Warrant Committee	9,200	9,300	1.1
132 Reserve Fund	250,000	250,000	0.0
135 Town Accountant			
Salaries	239,621	254,746	6.3
Expenses	43,300	43,300	0.0
Totals	282,921	298,046	5.3
141 Assessor			
Salaries	166,065	179,283	8.0
Expenses	45,985	48,385	5.2
Totals	212,050	227,668	7.4
145 Treasurer/Collector			
Salaries	253,833	249,619	(1.7)
Expenses	58,875	73,280	24.5
Totals	312,708	322,899	3.3

	FY24 Approved	FY25 Requested	FY24/FY25 % Change
151 Law	\$200,000	\$220,000	10.0
155 Data Processing			
Salaries	62,608	0	(100)
Expenses	239,435	242,640	1.3
Totals	302,043	242,640	(19.7)
161 Town Clerk			
Salaries	92,584	98,154	6.0
Expenses	11,135	11,235	0.9
Totals	103,719	109,389	5.5
162 Election/Registration			
Salaries	41,501	53,390	28.6
Expenses	29,644	30,264	2.1
Totals	71,145	83,654	17.6
171 Conservation Commission			
Salaries	51,102	48,303	(5.5)
Expenses	102,040	125,040	22.5
Totals	153,142	173,343	13.2
175 Planning Board			
Salaries	134,421	145,168	8.0
Expenses	95,100	95,100	0.0
Totals	229,521	240,268	4.7
176 Board of Appeals			
Salaries	3,022	3,113	3.0
Expenses	1,450	1,450	0.0
Totals	4,472	4,563	2.0
191 Whiting Road	7,000	7,000	0.0
192 Town House Expenses	64,582	53,582	(17.0)
193 Dover Community Center			
Salaries	0	0	0.0
Expenses	86,784	48,300	(44.3)
Totals	86,784	48,300	(44.3)
195 Town Report	6,125	0	(100)
199 Building Maintenance			
Salaries	235,439	289,810	23.1
Expenses	125,000	112,300	(10.2)
Totals	360,439	402,110	11.6
General Government Totals	\$3,371,952	\$3,609,744	7.1

	FY24 Approved	FY25 Requested	FY24/FY25 % Change		FY24 Approved	FY25 Requested	FY24/FY25 % Change	
Public Safety								
201 Police				423 Snow and Ice				
Salaries	\$2,401,495	\$2,499,036	4.1	Salaries	\$105,700	\$105,700	0.0	
Expenses	154,750	152,500	(1.5)	Expenses	278,300	278,300	(11.5)	
Out-of-State Travel	3,000	0	(100)	Totals	384,000	384,000	0.0	
Totals	2,559,245	2,651,536	3.6	424 Street Lighting	8,899	8,899	0.0	
220 Fire				425 Town Garage	72,916	114,916	57.6	
Salaries	550,377	567,967	3.2	428 Tarvia/Patching	280,000	305,000	8.9	
Expenses	94,250	108,424	15.0	433 Garbage Disposal	0	0	0.0	
Totals	644,627	676,391	4.9	439 Solid Waste				
231 Ambulance				Salaries	85,531	91,344	9.4	
Salaries	292,331	329,874	12.8	Expenses	279,628	325,607	16.4	
Expenses	66,307	66,307	0.0	Totals	363,159	416,951	14.8	
Totals	358,638	396,181	10.5	450 Town Water				
241 Building Inspector				Salaries	8,203	7,642	(6.8)	
Salaries	220,639	236,462	7.2	Expenses	35,950	39,450	9.7	
Expenses	7,320	8,600	17.5	Totals	44,153	47,092	6.7	
Totals	227,959	245,062	7.5	491 Cemetery				
291 Emergency Management				Salaries	102,373	108,849	6.3	
Salaries	0	0	0.0	Expenses	32,785	34,210	4.3	
Expenses	0	0	0.0	Totals	135,158	143,059	5.8	
Totals	0	0	0.0	Public Works and Facilities Totals	\$2,617,194	\$2,776,186	6.1	
292 Animal Control				Health and Human Services				
Salaries	18,422	18,422	0.0	519 Board of Health				
Expenses	7,250	7,250	0.0	Salaries	\$173,720	\$169,463	(2.5)	
Totals	25,672	25,672	0.0	Expenses	107,849	109,829	1.8	
294 Care of Trees				Totals	281,569	279,292	(0.8)	
Salaries	0	0	0.0	541 Council on Aging				
Expenses	0	0	0.0	Salaries	204,250	230,072	12.6	
Totals	0	0	0.0	Expenses	49,900	50,900	2.0	
295 Tree Committee				Totals	254,150	280,972	10.6	
299 Protective Agencies Building	81,655	61,700	(24.4)	543 Veterans				
Public Safety Totals	\$3,897,796	\$4,056,542	4.1	Salaries	1,000	1,000	0.0	
Public Works and Facilities				Expenses	1,000	1,000	0.0	
411 Engineering				Totals	2,000	2,000	0.0	
Salaries	\$0	\$0	0.0	Health and Human Services Totals	\$537,719	\$562,264	4.6	
Expenses: Selectmen	0	0	0.0					
Expenses: Planning Board	0	0	0.0					
Totals	0	0	0.0					
422 Highway Maintenance								
Salaries	855,047	882,407	3.2					
Expenses	473,862	473,862	0.0					
Totals	1,328,909	1,356,269	2.1					

	FY24 Approved	FY25 Requested	FY24/FY25 % Change
Education			
600 Dover School Operating	\$10,778,641	\$11,302,838	4.9
601 Dover's Share Regional			
Operating Assessment	12,529,057	12,877,926	2.8
Debt Assessment	425,881	390,199	(8.4)
Totals	12,954,938	13,268,125	2.4
602 Minuteman Vocational	248,626	269,420	8.4
604 Other Vocational Schools	25,000	25,000	0.0
Education Totals	\$24,007,205	\$24,865,383	3.6
Culture and Recreation			
610 Library			
Salaries	\$657,239	\$695,807	5.9
Expenses	237,119	233,933	(1.3)
Totals	894,358	929,740	4.0
650 Park and Recreation			
Salaries	413,631	478,994	15.8
Expenses	88,600	91,400	3.2
Totals	502,231	570,394	13.6
691 Historical Commission	1,250	1,250	0.0
692 Memorial Day	3,500	0	(100)
Culture and Recreation			
Totals	\$1,401,339	\$1,501,384	7.1
Debt Service			
710/751 Maturing Debt Principal and Interest	\$1,862,375	\$2,519,223	35.3
759 Bank Charges	0	0	0.0
Debt Service Totals	\$1,862,375	\$2,519,223	35.3
Unclassified			
Pensions			
911 Norfolk County Retirement	\$1,730,036	\$1,798,819	4.0
Insurance			
912 Workers Compensation	118,543	128,026	8.0
914 Group Insurance	2,853,912	3,127,200	9.6
916 Medicare/FICA	192,000	203,000	5.7
950 Other Insurance	234,768	291,549	24.2
Insurance Subtotals	\$3,399,223	\$3,749,775	10.3
Unclassified Totals	\$5,129,259	\$5,548,585	8.2
OPERATING BUDGET			
GRAND TOTALS	\$42,824,838	\$42,439,312	6.1

Vote: The motion was put to an electronic vote and passed 172 (yes) to 11 (no).

ARTICLE 5. Capital Budget (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, borrow or any combination of these methods, a sum of money 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) Six-wheel dump truck with plow and spreader
 - (b) Culvert replacement
 - (c) Front-end loader with plow
 - (d) Salt shed
 - (e) Stormwater system
2. Fire Department/Ambulance
 - (a) Self-contained breathing apparatus equipment
 - (b) Turnout gear
 - (c) Station wear
3. Police Department
 - (a) Patrol vehicles
4. Board of Selectmen
 - (a) Protective Services Agencies: HVAC/locker room
 - (b) Protective Services Agencies: fuel tanks
 - (c) Whiting Road Building: Community Center storage upgrade
 - (d) Library: HVAC
5. Parks and Recreation
 - (a) Caryl Park playground and pickleball project design fees
6. Schools (Chickering)
 - (a) Flooring

Article 5, Motion 1: It was moved by Mr. Smith and seconded by Mr. Hudson 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 "Revision to 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 \$475,236, transfer from Free Cash the sum of \$761,127, and transfer \$85,000 from the unexpended balance from Article 5 (Item 6f) of the 2022 Annual Town Meeting and transfer \$50,000 from the unexpended balance from Article 5 (Item 5a) of the 2023 Annual Town Meeting, for the following items:

1(a) Fire Department: self-contained breathing apparatus	\$146,252
1(b) Fire Department: turnout gear	\$29,909
1(c) Fire Department: station workwear	\$12,075
2(a) Police Department: patrol vehicles	\$130,000
3(b) DPW/Highway: front-end loader with plow	\$355,000
4(a) Selectmen: Library HVAC	\$395,000
4(b) Selectmen: Protective Services Building locker room	\$20,000
4(c) Selectmen: Protective Services Building fuel tanks	\$16,000
4(d) Selectmen: Whiting Road Building upgrade for Community Center storage	\$80,000
5(a) Park and Recreation: design fees for Caryl Park playground	\$47,127
6(a) Schools (Chickering): flooring	\$140,000

Vote: The motion was put to an electronic vote and passed 167 (yes) to 9 (no).

A hold was placed on Article 5 (Item 5a). Discussion ensued regarding design fees for a pickleball court that were originally included in this article, which would have made the original request a total of \$93,710.

Motion: A motion was made from the floor to amend the motion to include design fees for the pickleball court.

Vote: The motion was put to an electronic vote and failed 86 (yes) to 98 (no).

Motion: It was moved by Mr. Smith and seconded by Mr. Hudson that the Town transfer from Free Cash the sum of \$47,127 for design fees for the Caryl Park playground.

Vote: The motion was put to an electronic vote and was passed 129 (yes) to 53 (no).

Article 5, Motion 2: It was moved by Mr. Smith and seconded by Mr. Hudson that the Town appropriate a sum of \$613,000 for the purpose of repairing and replacing the Willow Street culvert (Item 3a), 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 \$613,000 under Massachusetts General Laws Chapter 44, Section 7, as amended.

Vote: The motion was put to an electronic vote and passed 142 (yes) to 36 (no), which was more than the two-thirds vote required.

Article 5, Motion 3: It was moved by Mr. Smith and seconded by Mr. Hudson that the Town appropriate a sum of \$462,300 for the replacement of the DPW salt shed (Item 3c), 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 \$462,300 under Massachusetts General Laws Chapter 44, Section 7, as amended.

Vote: The motion was put to an electronic vote and passed 136 (yes) to 41 (no), which was more than the two-thirds vote required.

A Consent Agenda Motion to vote to move Articles 6, 7, 8, and 9, all of which are recurring or non-substantive, was read.

Motion: It was moved by Mr. Weiss and seconded by Ms. McCormick that Articles 6, 7, 8, and 9 be called over by the Moderator and, if no objection was 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 163 (yes) to 9 (no).

ARTICLE 6.

Unemployment Compensation Fund (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 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. Weiss and seconded by Ms. McCormick that the Town raise and appropriate the sum of \$25,000 for the Unemployment Compensation Fund.

Vote: The motion was put to an electronic vote and passed 163 (yes) to 9 (no).

ARTICLE 7.

Sick Leave for Retiring Police Officers (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 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 Mr. Chen and seconded by Mr. Howard 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 163 (yes) to 9 (no).

ARTICLE 8.

Road Construction, Reconstruction and Improvements (Board of Selectmen)

To see if the Town will vote to raise and appropriate, appropriate from available funds, borrow or any combination of these methods, a sum of money for the purpose of highway construction, reconstruction and other improvements under the authority of the Massachusetts General Laws as funded by various State budgets; 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. Herman and seconded by Mr. 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 163 (yes) to 9 (no).

ARTICLE 9.

Conservation Fund (Conservation Commission)

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 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 Ms. McCormick and seconded by Ms. Cadena Kinney 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 163 (yes) to 9 (no).

ARTICLE 10.

General Stabilization Fund (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 to the General Stabilization Fund in accordance with Chapter 40 Section 5B of the Massachusetts General Laws; to 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. Weiss that the Town appropriate and transfer from Free Cash the sum of \$197,000 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 158 (yes) to 11 (no).

ARTICLE 11.

Regional Schools OPEB Stabilization Fund (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 to the Dover-Sherborn Regional Schools Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws; to 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 Ms. Kinney and seconded by Ms. Herman that the Town appropriate and transfer from Free Cash the sum of \$743,000 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 154 (yes) to 15 (no).

ARTICLE 12.

Unpaid Bills of Prior Years (Warrant Committee)

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 to pay any unpaid bills rendered to the Town for prior years; and to 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 Ms. McCormick and seconded by Mr. Hudson that the sum of \$5,855.98 be transferred from Free Cash for the purpose of paying the following unpaid bills:

Department	Description	Amount
Building Maintenance	Office of Public Safety & Inspections	\$5,000.00
Building Maintenance	BP Trucking	\$855.98

Vote: The motion was put to an electronic vote and passed 169 (yes) to 5 (no), more than the four-fifths vote required.

ARTICLE 13.

Supplemental Appropriations to Article 4 (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 2023 Annual Town Meeting, to be expended during the current fiscal year, or make any other adjustments to the Fiscal Year 2024 budget that may be necessary; and to determine whether the money shall be provided by transfer from available funds; or take any other action relative thereto.

Motion: It was moved by Mr. Howard and seconded by Mr. Chen that Article 13 be dismissed.

Vote: The motion was put to an electronic vote and passed 160 (yes) to 4 (no).

ARTICLE 14.

Revolving Fund, Department of Public Works (Board of Selectmen)

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

Insert the following row in the table:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund
Department of Public Works	Department of Public Works	Solid waste and recycling program sales and related proceeds	Maintenance, repair, and replacement of facilities and equipment for the transfer station	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; and further, to see if the Town will vote pursuant to authorize the use of this revolving fund account for the Department of Public Works, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such account shall not exceed \$35,000 for Fiscal Year 2025; or take any other action relative thereto.

Motion: It was moved by Ms. Herman and seconded by Mr. Migausky that the Town vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled "Departmental Revolving Funds," for the purpose of establishing a new revolving fund in Section 5-16 E, as follows:

Insert the following row in the table:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund
Department of Public Works – Sale of Recycled Materials	Department of Public Works	Wholesale sales/ proceeds of recycled materials	Maintenance, repair, and replacement of facilities and equipment for the transfer station	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; and further, to see if the Town will vote pursuant to authorize the use of this revolving fund account for the Department of Public Works, and that unless otherwise amended by

the Board of Selectmen and Warrant Committee, such account shall not exceed \$35,000 for Fiscal Year 2025.

Vote: The motion was put to an electronic vote and passed 168 (yes) to 11 (no).

ARTICLE 15.

Revolving Fund for Community Center (Board of Selectmen)

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

Insert the following row in the table:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund
Community Center	Board of Selectman	Rental fees and other community charges	Cost associated with operating the Community Center and maintenance/ improvement projects for the facility	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; and further, to see if the Town will vote to authorize the use of this revolving fund account for the Community Center, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such account shall not exceed \$25,000 for Fiscal Year 2025; or take any other action relative thereto.

Motion: It was moved by Mr. Smith and seconded by Mr. Hudson that the Town vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental Revolving Funds,” for the purpose of establishing a new revolving fund in Section 5-16E, as follows:

Insert the following row in the table:

Revolving Fund	Department, Board, Committee or Officer Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses Payable from Fund
Community Center	Board of Selectman	Rental fees and other community charges	Cost associated with operating the Community Center and maintenance/ improvement projects for the facility	N/A

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code; and further, to see if the Town will vote to authorize the use of this revolving fund account for the Community Center, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such account shall not exceed \$25,000 for Fiscal Year 2025.

Vote: The motion was put to an electronic vote and passed 162 (yes) to 12 (no).

ARTICLE 16.

Borrowing Authorizations (Board of Selectmen)

To see if the Town will vote to rescind the borrowing authorized under Article 12 of the 1997 Annual Town Meeting, appropriated for a grant to the Dover Community Development Corporation, Inc. for the development of elderly affordable housing, for which borrowing is no longer needed as the project was not completed; or take any other action relative thereto.

Motion: It was moved by Mr. Migausky and seconded by Mr. Howard that the Town vote to rescind the borrowing authorized under Article 12 of the 1997 Annual Town Meeting, appropriated for a grant to the Dover Community Development Corporation, Inc. for the development of elderly affordable housing, for which borrowing is no longer needed as the project was not completed.

Vote: The motion was put to an electronic vote and passed 156 (yes) to 4 (no).

Motion: A motion was made from the floor to reconsider Article 5a.

Vote: The motion was put to an electronic vote and failed 73 (yes) to 103 (no).

ARTICLE 17

Development and Housing Plan (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 purpose of developing a comprehensive Dover Development and Housing Plan, and to fund 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. Weiss and seconded by Mr. Migausky that the Town appropriate and transfer from Free Cash the sum of \$100,000 for a Dover Development and Housing Plan under the direction of the Board of Selectmen.

Vote: The motion was put to an electronic vote and passed 152 (yes) to 27 (no).

ARTICLE 18.

Construction Hours Bylaw (Planning Board)

To see if the Town will vote to amend the General Bylaws by adding Chapter 93 entitled "Construction Hours," the complete text of which is on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code; or take any other action relative thereto.

Motion: It was moved by Mr. Chen and seconded by Mr. Howard that the Town amend the General Bylaws by adding Chapter 93 entitled "Construction Hours," the complete text of which is on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering 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 135 (yes) to 38 (no).

ARTICLE 19.

Small- and Medium-Scale Solar Bylaw (Planning Board)

To see if the Town will vote to amend the Zoning Bylaw Chapter 185, by adding Section 185-46.4 (Small and medium-scale ground-mounted solar photovoltaic facilities) as set forth in the complete text on file in the Offices of the Town Clerk and the Planning Board, 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; or take any other action relative thereto.

Motion: It was moved by Mr. Howard and seconded by Mr. Chen that the Town amend the Zoning Bylaw Chapter 185, by adding Section 185-46.4 (Small and medium-scale ground-mounted solar photovoltaic facilities) as set forth in the complete text on file in the Offices of the Town Clerk and the Planning Board, 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 149 (yes) to 18 (no), which was more than the two-thirds vote required.

ARTICLE 20.

Stormwater Management Bylaw (Board of Selectmen)

To see if the Town will vote to amend the General Bylaw Chapter 159, entitled "Stormwater Management and Erosion Control," by deleting it in its entirety, and replacing with the complete text on file in the Office of the Town Clerk, 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; or take any other action relative thereto.

Motion: It was moved by Mr. Weiss and seconded by Mr. Migausky that the Town amend the General Bylaw Chapter 159, entitled "Stormwater Management and Erosion Control," by deleting it in its entirety, and replacing with the complete text on file in the Office of the Town Clerk, 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: A motion was made to allow DPW Director, a non-resident, to speak at Town Meeting.

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

A presentation was made by the DPW Director regarding this bylaw.

Motion: An amendment was proposed from the floor.

Vote: The amendment was put to an electronic vote and failed 37 (yes) to 126 (no).

Vote: The main motion was put to an electronic vote and passed 120 (yes) to 46 (no).

ARTICLE 21.

Contracts Exceeding Three Years (Board of Assessors)

To see if the Town will, pursuant to Massachusetts General Laws Chapter 30B, Section 12(b), vote to authorize the Board of Assessors to solicit and award contracts for terms exceeding three years, but not to exceed six years, including any renewal, extension or option, provided in each instance the longer term is determined to be in the best interest of the Town by a majority vote of the Board of Assessors, or to take any other action relative thereto.

Motion: It was moved by Mr. Migausky and seconded by Ms. Cadena Kinney that the Town pursuant to Massachusetts General Laws Chapter 30B, Section 12(b), vote to authorize the Board of Assessors to solicit and award contracts for terms exceeding three years, but not to exceed six years, including any renewal, extension or option, provided in each instance the longer term is determined to be in the best interest of the Town by a majority vote of the Board of Assessors.

Vote: The motion was put to an electronic vote and passed 140 (yes) to 15 (no).

ARTICLE 22.

Transfer of Town-Owned Land (Conservation Commission)

To see if the Town will vote to authorize the Board of Selectmen to transfer the real property listed below, which land is currently held by the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance, and to authorize the Board of Selectmen to convey such land to the Conservation Commission on such terms and conditions and for such consideration, which may be non-monetary consideration, as the Board of Selectmen may determine, or take any other action relative thereto.

Tax Parcel	Address	Title Reference
Parcel 5-77 (3.07 acres)	Chickering Drive	Book 16530, Page 455 Judgement in Tax Lien Case
Parcel 5-206-A (0.18 acres)	Wakeland Drive	Book 16179, Page 570 Judgement in Tax Lien Case
Parcel 5-197 (1.49 acres)	Main Street	Book 16179, Page 569 Judgement in Tax Lien Case
Parcel 7-14-A (6.27 acres) Parcel 7-14B (4.50 acres)	Dedham Street	Book 35403, Page 295 Judgement in Tax Lien Case
Parcel 8-22 (3.73 acres)	Wilsondale Street	Book 26389, Page 194 Judgement in Tax Lien Case
Parcel 16-27 (2.62 acres) Parcel 16-32 (2.02 acres) Parcel 16-33 (2.0 acres)	Grand Hill Drive	Book 32562, Page 468 and Document No. 1314946 (Registered and Recorded Land) Judgement in Tax Lien Case
Parcel 17-22-A (1.66 acres) Parcel 17-22-D (18.23 acres) Parcel 17-22-E (7.14 acres) Parcel 17-22-F (2.248 acres)	Centre Street	Book 9721, Page 454 and Book 9721, Page 452 Quitclaim Deeds (2)
Parcel 5-186-A (52.60 acres)	Haven Street	Book 4409, Page 660 Deed
Parcel 5-181 (31.5838 acres)	Haven Street	Book 5650, Page 722 Deed
Parcel 11-28 (6.0 acres)	Church Street	Book 1755, Page 559 Deed
Parcel 15-6 (3.923 acres)	Bridge Street	Book 7299, Page 477 Deed

Motion: It was moved by Ms. McCormick and seconded by Ms. Herman that the Town vote to authorize the Board of Selectmen to transfer the real property as set forth in the Warrant, with the exception of Parcel 5-181 and Parcel 11-28, which land is currently held by the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance, and to authorize the Board of Selectmen to convey such land to the Conservation Commission on such terms and conditions and for such consideration, which may be non-monetary consideration, as the Board of Selectmen may determine.

Vote: The motion was put to an electronic vote and passed 158 (yes) to 3 (no).

ARTICLE 23.

Load Aggregation Programs (Board of Selectmen)

To see if the Town will accept the provisions of Chapter 164, Section 134 of Massachusetts General Laws and to initiate the process to aggregate electrical load, pursuant to Massachusetts General Law Chapter 164, Section 134, and grant the Board of Selectmen authority to research, develop and participate in a contract, or contracts, to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt out of the aggregation; or take any other action relative thereto.

Motion: It was moved by Mr. Smith and seconded by Mr. Howard that the Town accept the provisions of Chapter 164, Section 134 of Massachusetts General Laws and to initiate the process to aggregate electrical load, pursuant to Massachusetts General Law Chapter 164, Section 134, and grant the Board of Selectmen authority to research, develop and participate in a contract, or contracts, to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt out of the aggregation.

Vote: The motion was put to an electronic vote and passed 156 (yes) to 6 (no).

ARTICLE 24.

Cross Street Sidewalk (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 Chickering Elementary School.

Motion: It was moved by Mr. Weiss and seconded by Mr. Migausky that the Town appropriate and transfer from Free Cash a sum of \$22,350.25 to construct a sidewalk on Cross Street from the intersection of Cross

Street and Centre Street to Chickering Elementary School, including of all costs incidental and related thereto.

Motion: A motion to amend the original motion was made by the petitioner, who requested a change in wording from “construct” to “design” in the motion.

Vote: The motion to amend was put to an electronic vote and failed 23 (yes) to 139 (no).

Vote: The main motion was put to an electronic vote and failed 59 (yes) to 102 (no).

ARTICLE 25.

Dog Leash Bylaw (Citizens' Petition)

To see if the Town will vote to amend Chapter 83 of the General Bylaws of the Town of Dover by adding new section as set forth below, and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code, or take any other action relative thereto:

Article II Dogs § 83-3 Restraint required. No dog shall be allowed in any public place or street within the boundaries of Dover unless it is effectively restrained by a leash of no more than seven feet. Exceptions to this would be if it is contained within a motor vehicle.

Motion: It was moved by Mr. Migausky and seconded by Ms. McCormick that the Town vote to amend Chapter 83 of the General Bylaws of the Town of Dover by adding new section as set forth below, 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:

Article II Dogs § 83-3 Restraint required. No dog shall be allowed in any public place or street within the boundaries of Dover unless it is effectively restrained by a leash of no more than seven feet. Exceptions to this would be if it is contained within a motor vehicle.

Motion: The petitioner made a motion to amend “seven feet” to “ten feet” and add to the last sentence “is a service or therapy dog, or is a hound owned by a sporting club, such as a hunt club.”

Vote: The motion to amend was put to an electronic vote and passed 97 (yes) to 62 (no).

Vote: The amended main motion was put an electronic vote and passed 81 (yes) to 79 (no).

ARTICLE 26.

Transfer from Free Cash (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 Mr. Howard and seconded by Ms. Kinney that the Town transfer the sum of \$800,000 from Free Cash in the Treasury to reduce the tax rate for the ensuing fiscal year and authorize the Board of Assessors to use the same to reduce the tax rate.

Vote: The motion was put to an electronic vote and passed 136 (yes) to 6 (no).

Motion: It was moved by Mr. Hudson and seconded by Mr. Weiss that the Annual Town Meeting be dissolved.

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



Photo courtesy of the Council on Aging.

Annual Town Meeting

Article 27 Elections
May 20, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 4th day of April 2024, the Annual Town Election was held on May 20, 2024. 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 355 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	329
Write-ins	0
Blanks	26

Selectman (3 years)

(Vote for one)	
David M. Haviland	313
Write-ins	4
Blanks	38

Assessor (3 years)

(Vote for one)	
Charles W. Long	300
Write-ins	2
Blanks	53

Dover School Committee (3 years)

(Vote for one)	
Kate Nixon Cook	288
Write-ins	2
Blanks	65

D-S Regional School Committee (3 years)

(Vote for one)	
Kevin P. Crotty	280
Write-ins	3
Blanks	72

Library Trustee (3 years)

(Vote for two)	
Amy B. Collins	280
Carolyn B. Ringel	284
Write-ins	2
Blanks	144

Library Trustee (1 year)

(Vote for one)	
Robert W. Andrews	293
Write-ins	3
Blanks	59

Planning Board (5 years)

(Vote for one)	
Carol L. Lisbon	303
Write-ins	4
Blanks	48

Planning Board Associate (2 years)

(Vote for one)	
Valerie L. Lin	304
Write-ins	0
Blanks	51

Board of Health (3 years)

(Vote for one)	
Stephen I. Kruskall	292
Write-ins	2
Blanks	61

Cemetery Commission (3 years)

(Vote for one)	
Carol A. Jackman	302
Write-ins	3
Blanks	61

Trustees of Larrabee and Whiting (5 years)

(Vote for three)	
Mary C. Crane	298
Jonathan P. Fryer	283
Michael A. Savage	278
Write-ins	2
Blanks	204

Constable (1 year)

(Vote for one)	
Alan Heinlein	324
Write-ins	1
Blanks	30

Park and Recreation Commission (3 years)

(Vote for two)

Jennifer J. Daman	281
Michael G. Gilio	282
Write-ins	3
Blanks	144



Photo courtesy of the Police Department.

State Primary

September 3, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 15th of August, 2024, a State Primary was held on September 3, 2024. Christopher Jackman, Constable, inspected the ImageCast ballot box and found it to be empty and set at zero. Felicia Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 758 ballots had been cast, 532 Democrat, 226 Republican, and 0 Libertarian. At 8:52 p.m., the official results were read. The official vote count is as follows:

DEMOCRAT

Senator in Congress

Elizabeth Ann Warren	468
Write-ins	20
Blanks	44

REPUBLICAN

Senator in Congress

Robert J. Antonellis	55
Ian Cain	17
John Deaton	141
Write-ins	4
Blanks	9

Representative in Congress

Jake Auchincloss	493
Write-ins	6
Blanks	33

Representative in Congress

Write-ins	24
Blanks	202

Councillor

Tamisha L. Civil	149
Muriel Elaine Kramer	88
Sean Murphy	39
David S. Reservitz	189
Write-ins	2
Blanks	65

Councillor

Francis T. Crimmins Jr.	167
Write-ins	2
Blanks	57

Senator in General Court

Rebecca L. Rausch	469
Write-ins	6
Blanks	57

Senator in General Court

Dashe Videira	50
Write-ins	9
Blanks	167

DEMOCRAT (continued)**Representative in General Court**

Patrick A. Gatto	109	Write-ins	18
Kenneth J. Ruetenik	51	Blanks	208
Joshua Tarsky	308		
Bhuren Patel	0		
Write-ins	3		
Blanks	61		

Clerk of Courts

Robert L. Jubinville	242	Write-ins	16
Walter F. Timilty	196	Blanks	210
Write-ins	2		
Blanks	92		

Register of Deeds

William Patrick O'Donnell	393	Write-ins	16
Noel DiBona	77	Blanks	210
Write-ins	3		
Blanks	59		

County Commissioner

Joseph P. Shea	368	Write-ins	8
Richard R. Staiti	333	Blanks	444
Write-ins	4		
Blanks	359		

REPUBLICAN (continued)**Representative in General Court**

Write-ins	18
Blanks	208

Clerk of Courts

Write-ins	16
Blanks	210

Register of Deeds

Write-ins	16
Blanks	210

County Commissioner

Write-ins	8
Blanks	444

LIBERTARIAN**Senator in Congress**

Write-ins	0
Blanks	0

Representative in Congress

Write-ins	0
Blanks	0

Councillor

Write-ins	0
Blanks	0

Senator in General Court

Write-ins	0
Blanks	0

Representative in General Court

Write-ins	0
Blanks	0

Clerk of Courts

Write-ins	0
Blanks	0

Register of Deeds

Write-ins	0
Blanks	0

County Commissioner

Write-ins	0
Blanks	0



Youth ice-skating class. Photo courtesy of the Parks and Recreation Department.

State Election

November 5, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 22nd day of October 2024, a State Election was held on November 5, 2024. Christopher Jackman, Constable, inspected the ImageCast ballot boxes and found them 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 3,694 ballots had been cast. At 8:27 p.m., the unofficial results were posted. On November 18, 2024, the Election Day results were revised to include absentee ballots received from overseas voters who had mailed their ballots by November 5, 2024, as required by law. The official count of the votes for Dover is as follows:

President and Vice President

Ayyadurai and Ellis	19
De La Cruz and Garcia	9
Harris and Walz	2,439
Oliver and Ter Maat	40
Stein and Caballero-Roca	37
Trump and Vance	1,117
Write-ins	67
Blanks	66

Senator in Congress

Elizabeth Ann Warren	2,033
John Deaton	1,634
Write-ins	15
Blanks	112

Representative in Congress

Jake Auchincloss	2,648
Sana Fadel	22
Write-ins	79
Blanks	1,045

Councillor

Tamisha L. Civil	1,877
Francis T. Crimmins	1,481
Write-ins	8
Blanks	359

Senator in General Court

Rebecca L. Rausch	2,112
Dashe M. Videira	1,318
Write-ins	5
Blanks	359

Representative in General Court

Joshua Tarsky	1,934
William R. Dermody	1,310
Write-ins	19
Blanks	531

Clerk of Courts

Walter F. Timilty	2,540
Write-ins	55
Blanks	531

Register of Deeds

William Patrick O'Donnell	2,234
Write-ins	50
Blanks	1,202

County Commissioner

Joseph P. Shea	2,234
Richard R. Staiti	1,724
Write-ins	74
Blanks	3,356



Sunset, Channing Pond. Photo by Simone Azevedo.

Ballot Question 1: State Auditor's Authority to Audit the Legislature.

This proposed law would specify that the State auditor has the authority to audit the legislature.

Yes	2,526
No	1,017
Blanks	51

Ballot Question 2: Elimination of MCAS as High School Graduation Requirement.

Requirement. This proposed law would eliminate the requirement that a student pass the Massachusetts Comprehensive Assessment System (MCAS) tests (or other statewide or district-wide assessments) in mathematics, science and technology, and English in order to receive a high school diploma. Instead, in order for a student to receive a high school diploma, the proposed law would require the student to complete coursework certified by the student's district as demonstrating mastery of the competencies contained in the state academic standards in mathematics, science and technology, and English, as well as any additional areas determined by the Board of Elementary and Secondary Education.

Yes	1,388
No	2,299
Blanks	107

Ballot Question 3: Unionization for Transportation Network Drivers.

The proposed law would provide Transportation Network Drivers ("Drivers") with the right to form unions ("Driver Organizations") to collectively bargain with Transportation Network Companies ("Companies"), which are companies that use a digital network to connect riders to drivers for pre-arranged transportation, to create negotiated recommendations concerning wages, benefits and terms and conditions of work. Drivers would not be required to engage in any union activities. Companies would be allowed to form multi-Company associations to represent them when negotiating with Driver Organizations. The state would supervise the labor activities permitted by the proposed law and would have responsibility for approving or disapproving the negotiated recommendations.

The proposed law would define certain activities by a Company or a Driver Organization to be unfair work practices. The proposed law would establish a hearing process for the state Employment Relations Board ("Board") to follow when a Company or Driver Organization is charged with an unfair work practice. The proposed law would permit the Board to take action, including awarding compensation to adversely affected Drivers, if it found that an unfair work practice had been committed. The proposed law would provide for an appeal of a Board decision to the state Appeals Court.

This proposed law also would establish a procedure for determining which Drivers are Active Drivers, meaning that they completed more than the median number of rides in the previous six months. The proposed law would establish procedures for the Board to determine that a Driver Organization has signed authorizations from at least five percent of Active Drivers, entitling the Driver Organization to a list of Active Drivers; to designate a Driver Organization as the exclusive bargaining representative for all Drivers based on signed authorizations from at least 25 percent of Active Drivers; to resolve disputes over exclusive bargaining status, including through elections; and to decertify a Driver Organization from exclusive bargaining status. A Driver Organization that has been designated the exclusive bargaining representative would have the exclusive right to represent the Drivers and to receive voluntary membership dues deductions.

Once the Board determined that a Driver Organization was the exclusive bargaining representative for all Drivers, the Companies would be required to bargain with that Driver Organization concerning wages, benefits and terms and conditions of work. Once the Driver Organization and Companies reached agreement on wages, benefits, and the terms and conditions of work, that agreement would be voted upon by all Drivers who have completed at least 100 trips the previous quarter. If approved by a majority of votes cast, the recommendations would be submitted to the state Secretary of Labor for approval and if approved, would be effective for three years. The proposed law would establish procedures for the mediation and arbitration if the Driver Organization and Companies failed to reach agreement within a certain period of time. An arbitrator would consider factors set forth in the proposed law, including whether the wages of Drivers would be enough so that Drivers would not need to rely upon any public benefits. The proposed law also sets out procedures for the Secretary of Labor's review and approval of recommendations negotiated by a Driver Organization and the Companies and for judicial review of the Secretary's decision.

The proposed law states that neither its provisions, an agreement nor a determination by the Secretary would be able to lessen labor standards established by other laws. If there were any conflict between the proposed law and existing Massachusetts labor relations law, the proposed law would prevail. The Board would make rules and regulations as appropriate to effectuate the proposed law. The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect.

Yes	1,492
No	2,089
Blanks	213

Ballot Question 4: Limited Legalization and Regulation of Certain Natural Psychedelic Substances. This proposed law would allow persons aged 21 and older to grow, possess, and use certain natural psychedelic substances in certain circumstances. The psychedelic substances allowed would be two substances found in mushrooms (psilocybin and psilocyn) and three substances found in plants (dimethyltryptamine, mescaline, and ibogaine). These substances could be purchased at an approved location for use under the supervision of a licensed facilitator. This proposed law would otherwise prohibit any retail sale of natural psychedelic substances. This proposed law would also provide for the regulation and taxation of these psychedelic substances.

This proposed law would license and regulate facilities offering supervised use of these psychedelic substances and provide for the taxation of proceeds from those facilities' sales of psychedelic substances. It would also allow persons aged 21 and older to grow these psychedelic substances in a 12-foot by 12-foot area at their home and use these psychedelic substances at their home. This proposed law would authorize persons aged 21 or older to possess up to one gram of psilocybin, one gram of psilocyn, one gram of dimethyltryptamine, 18 grams of mescaline, and 30 grams of ibogaine ("personal use amount"), in addition to whatever they might grow at their home, and to give away up to the personal use amount to a person aged 21 or over.

This proposed law would create a Natural Psychedelic Substances Commission of five members appointed by the Governor, Attorney General, and Treasurer which would administer the law governing the use and distribution of these psychedelic substances. The Commission would adopt regulations governing licensing qualifications, security, recordkeeping, education and training, health and safety requirements, testing, and age verification. This proposed law would also create a Natural Psychedelic Substances Advisory Board of 20 members appointed by the Governor, Attorney General, and Treasurer which would study and make recommendations to the Commission on the regulation and taxation of these psychedelic substances.

This proposed law would allow cities and towns to reasonably restrict the time, place, and manner of the operation of licensed facilities offering psychedelic substances, but cities and towns could not ban those facilities or their provision of these substances.

The proceeds of sales of psychedelic substances at licensed facilities would be subject to the state sales tax and an additional excise tax of 15 percent. In addition, a city or town could impose a separate tax of up to 2 percent. Revenue received from the additional state excise tax, license application fees, and civil penalties for violations of this proposed law would be deposited in a Natural Psychedelic Substances Regulation Fund and would be used, subject to appropriation, for administration of this proposed law.

Using the psychedelic substances as permitted by this proposed law could not be a basis to deny a person medical care or public assistance, impose discipline by a professional licensing board, or enter adverse orders in child custody cases absent clear and convincing evidence that the activities created an unreasonable danger to the safety of a minor child.

This proposed law would not affect existing laws regarding the operation of motor vehicles while under the influence, or the ability of employers to enforce workplace policies restricting the consumption of these psychedelic substances by employees. This proposed law would allow property owners to prohibit the use, display, growing, processing, or sale of these psychedelic substances on their premises. State and local governments could continue to restrict the possession and use of these psychedelic substances in public buildings or at schools. This proposed law would take effect on December 15, 2024.

Yes	1,246
No	2,364
Blanks	126

Ballot Question 5: Minimum Wage for Tipped Workers. The proposed law would gradually increase the minimum hourly wage an employer must pay a tipped worker, over the course of five years, on the following schedule:

- to 64% of the state minimum wage on January 1, 2025;
- to 73% of the state minimum wage on January 1, 2026;
- to 82% of the state minimum wage on January 1, 2027;
- to 91% of the state minimum wage on January 1, 2028; and
- to 100% of the state minimum wage on January 1, 2029

The proposed law would require employers to continue to pay tipped workers the difference between the state minimum wage and the total amount a tipped worker receives in hourly wages plus tips through the end of 2028. The proposed law would also permit employers to calculate this difference over the entire weekly or bi-weekly payroll period. The requirement to pay this difference would cease when the required hourly wage for tipped workers would become 100 percent of the state minimum wage on January 1, 2029. Under the proposed law, if an employer pays its workers an hourly wage that is at least the state minimum wage, the employer would be permitted to administer a "tip pool" that combines all the tips given by customers to tipped workers and distributes them among all the workers, including non-tipped workers.

Yes	1,308
No	2,364
Blanks	122

Vital Statistics

For the Calendar Year 2024

BIRTHS IN 2024

23 Males

23 Females

MARRIAGES IN 2024

April 12	Eugene J. Levin Margarita Domzho	Dover, MA Dover, MA
June 22	Nicholas George Thibeault Bailey Murphy Pratt	North Smithfield, RI North Smithfield, RI
July 16	Joseph DeSalvo Lowri Angharad Pytka	Hoboken, NJ Hoboken, NJ
July 20	Nathan Dewitt Brace Ruchi Bhavsar	Needham, MA Needham, MA
July 27	Sean Timothy Nash Elizabeth Joyce Pontes	Medfield, MA Bellingham, MA
August 17	Steven James Roth Tracey Selzer Hyams	Dover, MA Dover, MA
August 31	Edward Channing Raymond Mary Catherine Newport	Cambridge, MA Cambridge, MA
September 4	Rodrigo Barreto Miranda Lopes Giovanna Barteli DePinho	Dover, MA Ashland, MA
September 8	Alexander James Davey Kayla Jennison Steeves	Medfield, MA Medfield, MA
September 8	Lawrence Ching Tsen Jennifer Rae London	Dover, MA Dover, MA
September 27	Brandon Timothy Wu Mingshi Gao	Westborough, MA Westborough, MA
November 16	Orod Mahmud Bavar Tracy Nichole Ben Itzhak	Westborough, MA Dover, MA
December 4	David Francis Tocci Jeannie Kim Dziamia	Needham, MA Needham, MA
December 22	Sara Boncza Freimer Matthew Scott Chamberlain	Manor, TX Manor, TX

DEATHS IN 2024

January 3	Robert F. Klobucher	93 152 Walpole Street
January 16	Andrew Stephen Holik	93 91 Walpole Street
January 25	Margaret E. Fleming	75 1 Hawthorne Lane
February 1	Ali Goli	58 47A Walpole Street
February 2	Janet L. Umlauf	90 30 Brookfield Road
February 18	Gerard A. Sweeney	81 42 Donnelly Drive
March 1	Brewster Jameson	96 3 Sanger Circle
March 3	Donald Sallett	80 46 Donnelly Drive
March 3	Peter Albert Ward	79 2 Burnham Road
March 14	Nicholas H. Thisse	87 4 Morningside Drive
April 16	Jean Alice Weise	89 12 Greenwood Road
June 12	Richard P. Brauer	50 2 Donnelly Drive
June 15	Kerry Barbara Muzyka	71 34 Old Farm Road
June 23	Martin Gardiner	91 21 Junction Street
July 21	Walter D. Nolan	86 17 Cranberry Lane
July 22	Paul A. Reese	83 8 Pleasant Street
August 9	George Edward Stephenson Jr.	91 182 Dedham Street
August 20	Vladimir Ivanovich Romanishin	70 28 Yorkshire Road
September 19	Corinne Azoulay LeChevallier	60 Paris, France
October 7	Betty L. Klobucher	90 152 Walpole Street
October 17	Peter Hugo Karl Fein	89 14 Ruel Drive
October 24	Kathleen W. Weld	77 29 Main Street
November 6	Jeannette Wu	94 5 Francis Street
November 12	Anna M. Powers	97 7 Wildwood Road
December 14	Richard W. Cullen	73 52 Willow Street
December 16	Abigail Porter Egan	96 82 Claybrook Road
December 28	Dylan B. Keene	38 36 Wilsondale Street

Financial Reports

For the Calendar Year 2024

Fees Collected by the Town Clerk's Office

January	\$2,950
February	4,175
March	4,420
April	3,320
May	595
June	0
July	465
August	496
September	365
October	0
November	542
December	232
Total	\$17,560

Fees Collected by the Board of Appeals

January	\$5,000
February	3,000
March	150
April	150
May	0
June	0
July	150
August	150
September	20,500
October	0
November	300
December	0
Total	\$29,400

Report of the Town Treasurer

Kyle Banoey, Treasurer/Collector, resigned March 2024
Sara Hunter, Interim Treasurer/Collector, effective March 2024

The following reports appear on pages 76-87:

- Total Gross Wages for the Calendar Year 2024
- Treasurer's Cash for the Year Ending June 30, 2024
- Statement of Taxes Outstanding as of June 30, 2024
- Statement of Long Term Debt as of June 30, 2024

Total Gross Wages

For Calendar Year 2024

	Regular Wages	Overtime/Other	Total Gross Wages
Selectmen's Office			
Abraham-DiSciullo, Mona	\$84,595	\$467	\$85,062
Blanchard, Michael J.	209,240		209,240
Carew, Paul E.	1,000		1,000
Costello, Christopher	97,152		97,152
Hunter, Robyn M.	100		100
Jeffries, John D.	150		150
Townsend, James C.	1,820		1,820
Tusino, Robin M.	99,357		99,357
Town Accountant's Office			
LaPlant, Kathleen R.	131,777		131,777
McGovern, Janice	47,136		47,136
Rigano, Nancy L.	71,335		71,335
Assessor's Office			
Akins, Caroline B.	400		400
Cocks, Robert	350		350
Daniels, Courtney E.	60,774		60,774
Gow, Amy L. B.	117,183		117,183
Long, Charles W.	350		350
Treasurer/Collector's Office			
Banoey, Kyle A.	26,526		26,526
Fiske, Gavin T.	35,994		35,994
Mann, Debra	23,995		23,995
Pink, Jennifer G.	70,493	24,355	94,848
Valente, Carl F.	35,270		35,270
Town Clerk and Elections			
Alksnitis, Judith H.	188		188
Alksnitis, Juris G.	158		158
Alksnitis, Zaiga T.	479		479
Boudreau, Andre	808		808
Cocks, Martha Susan S.	872		872
Cross, Margaret J.	288		288
Crowley, Margaret L.	31		31
Haviland, Catherine K.	257		257
Heidke, Darlene L.	32,455		32,455
Heinlein, Alan	635		635
Herd, Eleanor A.	2,177		2,177

	Regular Wages	Overtime/Other	Total Gross Wages
Town Clerk and Elections (cont'd)			
Herd, William R.	\$137		\$137
Hoffman, Felicia S.	102,001		102,001
Jackman, Christopher	755		755
Loscalzo, Anita B.	244		244
McCullough, Kathleen	131		131
McGuire, Laura E.	6,969		6,969
Rodat-Savla, Erin	128		128
Schlenker, Elizabeth A.	281		281
Waterman, Carolyn D.	160		160
Building Maintenance			
Crosby III, Bradley S.	73,341	\$3,221	76,562
Murphy, Robert P.	53,550	232	53,781
Warnick, Karl L.	125,547	1,642	127,190
Police Department			
Bratcher-Heffernan, Nicole M.	105,567	1,443	107,010
Cahill Jr., Donald P.	121,302	15,891	137,193
Chaisson Jr., David E.	144,599	19,798	164,397
Collamore Jr., Richard F.	113,201	3,270	116,472
Kolodziejczyk, Katherine M.	131,073	27,483	158,556
Lavery, Matthew O.	116,487	25,452	141,938
Lynch, Jeffrey W.	116,465	12,318	128,783
Madden, Anthony	92,817	5,982	98,799
Maggio, Bruce D.	141,127	15,390	156,517
Maguire, Edward J.	126,458	24,630	151,089
Marscher, Charles S.	141,485	10,013	151,498
Menice, Ryan W.	174,492	38,217	212,709
Rowean, Bret	59,215	7,147	66,362
Sullivan, Ryan P.	126,132	32,199	158,331
Vinci, Joseph P.	168,378		168,378
Wilcox, Todd V.	164,776	16,720	181,496
Woppard, Joseph S.	164,203	20,777	184,980
Young, Colin R.	125,014	12,976	137,991
Fire/Rescue Department			
Barry, Daniel B.	8,840		8,840
Becker, Christopher J.	1,062		1,062
Blum, Andrew S.	12,779		12,779
Buckley, Paul E.	5,599		5,599
Campbell, Leslie M.	45,894		45,894
Cannie, Kathryn R.	200		200
Dawley Jr., James P.	200		200
Giblin, Timothy C.	3,797		3,797
Hartman, Frederick M.	8,945		8,945
Hinsley, Mary C.	27,575		27,575

	Regular Wages	Overtime/ Other	Total Gross Wages
Fire/Rescue Department (cont'd)			
Hughes, James S.	\$3,705		\$3,705
Hughes, Paul M.	5,732		5,732
Keusch, Dylan S	560		560
Kornack, Edward G.	73,962		73,962
Kornack, John P.	1,067		1,067
London, Jack I.	446		446
Luttazi, Phillip D.	16,720		16,720
Luttazi, Romolo P.	23,375		23,375
Lynch Jr., Michael J.	6,476		6,476
Mack, Brian C.	2,011		2,011
McCarthy, Brendan E.	3,272		3,272
Mitchell, William A.	42,973		42,973
Murphy, Daniel K.	57,032		57,032
Murphy, Michael V.	16,927		16,927
Novitch, Nicholas A.	16,377		16,377
Nowicki, Walter J.	30,939		30,939
Nowicki III, Walter J.	8,449		8,449
Perinne, Petri J.	958		958
Perinne, Rebekka	7,736		7,736
Pfannenstiehl, Curt F.	4,771		4,771
Puurunen, Marja K.	16,055		16,055
Quayle, Thomas E.	362		362
Reimann, Theodore H.	29,264		29,264
Reinemann, Heidi E.	3,643		3,643
Reinemann, Richard L.	1,052		1,052
Schulz, Johanna G.	3,020		3,020
Smith II, Dickson	56,375		56,375
Smith, Elisabeth A.	747		747
Spalding, James F.	100		100
Surgenor, Timothy R.	6,788		6,788
Tiberi, David W.	3,121		3,121
Tiberi, Richard F.	56,565	\$1,194	57,759
Tosi, Brian A.	21,618	2,665	24,284
Tosi, Kathleen P.	175		175
Tosi, Kevin	29,124	1,754	30,878
Tullie, Cameron J.	634		634
Van Tassell, David P.	17,447		17,447
Vounatsos, John S.	50,896	1,266	52,161
Wadness, Kenneth S.	3,950		3,950
Weinberg, Ellen O.	5,358		5,358
Weinberg, Nevin A.	1,307		1,307
Wright, James W.	35,438		35,438

	Regular Wages	Overtime/ Other	Total Gross Wages
Inspectors			
Avallone, Walter A.	\$114,819		\$114,819
Doyle Jr., Joseph F.	47,733		47,733
Malloy, Kevin	33,886		33,886
Murphy, James T.	649		649
Piersiak, Robert F.	1,914		1,914
Vaughan, James F.	32,607		32,607
Young, Susan M. L.	62,571		62,571
Zemel, Felix I.	338		338
Health Department			
Baldwin-Lyons, Linda M.	29,492		29,492
Belmonte, Jason R.	100,683		100,683
Hilts, Suzanne E.	13,814		13,814
Peterson, Kay M.	150		150
Steenbergen, Priscilla T.	11,017		11,017
Department of Public Works			
Angieri, Michael J.	18,681		18,681
Bates, Nancy J.	66,158		66,158
Beckwith, Robert	74,129	\$8,973	83,102
Belhumeur, Kyle R.	6,130		6,130
Bratsos, Lukas	26,499	1,600	28,099
Frazier, Liam E.	54,399	5,535	59,934
Gemma, Ashley R.	49,821		49,821
Gorman, James J.	76,557	15,997	92,554
Hann, John J.	66,275	4,577	70,852
Keene, Martin R.	0	723	723
Kizik, Janine H.	21,311		21,311
McCabe, Kevin J.	161,008		161,008
Petrangelo, Michael A.	5,162	633	5,795
Stephenson, Mark R.	72,843	13,623	86,466
Tosi Jr., John R.	141,340	6,651	147,991
Wills, Andrew F.	14,835	4,553	19,388
Sanitation			
Dinatale, Christine	5,741	36	5,777
Fung, Series	2,169		2,169
Gerlach, John F.	25,051	1,018	26,069
Hayes, Wade J.	39,980	917	40,898
Conservation			
Hagerty, Lori E.	46,043		46,043
Michaud, Dale C.	1,748		1,748
Planning Board			
Farinacci, Jasmin L.	100,008		100,008
Hall, Susan E.	44,184		44,184

	Regular Wages	Overtime/ Other	Total Gross Wages
Cemetery			
Dauphinee, Lawrence R.	\$90,011	\$10,341	\$100,352
Johnson, Sydney J.	5,939		5,939
Council on Aging			
Claypoole, Janet E.	114,927		114,927
Desimone, Andria M.	6,498		6,498
Devine, Elizabeth M.	2,351		2,351
James, Jennifer L.	26,481		26,481
Rittenmeyer, Tracy	4,950		4,950
Rosa, Elizabeth A.	146		146
Schmid, Matthew	765		765
Sears, Bente M.	435		435
Siniscalchi, Laura S.	473		473
Tejani, Amee V.	31,620		31,620
Vaida, Nancy C.	50,890		50,890
Library			
Bentley, Sean T.	60,096		60,096
Campbell, Joan S.	57,562		57,562
Fair, Lisa A.	1,883		1,883
Finke, Adam L.	9,182		9,182
Fogarty, Elizabeth	60,095		60,095
Giblin, Wendy P.	30,378		30,378
Hancock, Katherine E.	10,786		10,786
King, Charles E.	18,172		18,172
Klem, Bethany	108,123		108,123
Kroon, Mary F.	31,722		31,722
Leib, Bart R.	28,862		28,862
Li, Ping	5,230		5,230
Ramsbottom, Susan B.	64,368		64,368
Roberson, Jill A.	25,860		25,860
Tegeler, Nancy M.	74,693		74,693
Westen, James K.	78,015		78,015
Parks and Recreation			
Allen Jr., James E.	3,286		3,286
Brenna, Katherine M.	2,025		2,025
Bunn, Charles R.	1,048		1,048
Bunn, Wesley J.	1,444		1,444
Bunn, Winston R.	1,337		1,337
Chui, Kate A.	2,126		2,126
Clements, Mattison R	30,787	885	31,672
Collins, Francesca M.	61		61
Cooper, Peter D.	91,224		91,224
DePaola, Harrison P.	1,768		1,768
DePaola, William J.	2,020		2,020

	Regular Wages	Overtime/ Other	Total Gross Wages
Parks and Recreation (cont'd)			
DiCicco, Nicole E.	\$75,867	\$5,061	\$80,929
Frey, Alexander C.	3,031		3,031
Ghiloni, Mark F.	142,779		142,779
Hills, Leah F.	438		438
Levenson, Richard F.	19,225		19,225
Lindauer, Heidi I.	2,183		2,183
Lombard, Patrick M.	3,135		3,135
McCann, Erin D.	1,728		1,728
Moss, Cian D.	257		257
Moss, Cillian A.	1,908		1,908
Motley, Emma	1,188		1,188
Murphy, Alexa W.	1,576		1,576
Muse, Robert	2,239		2,239
Ntiforo, Devon A.	1,978		1,978
Nunn, Riley E.	1,766		1,766
Palmer, Thomas J.	73,418	5,683	79,101
Poku, Kofi F.	2,710		2,710
Rooney, Max L.	1,489		1,489
Rothstein, Hannah R.	1,989		1,989
Sharma, Ahbhi	2,153		2,153
Sharma, Attila	2,748		2,748
Slawsby, Liam E.	2,223		2,223
Strouse, Cameron V.	1,216		1,216
Sylvester, Peter J.	4,672		4,672
Travers, Mark E.	64,064	2,330	66,394
Wilson, Anne H.	26,212		26,212
Wilson, Garrett T.	2,398		2,398
SCHOOL DEPARTMENT			
Administration			
Anzivino, Karen	61,970		61,970
Carnes, James M.	134,463		134,463
Desjardins, Tawny C.	109,043		109,043
Fleming, Kate A.	100,062		100,062
Hochman, Nisha G.	116,091		116,091
Natal, Jessica	98,808		98,808
O'Donnell-Haney, Kelly	67,782		67,782
Reinemann, Deborah J.	165,665		165,665
Teaching Staff			
Cianciarulo, Gioia M.	65,582		65,582
Ghosh, Deborpita	7,242		7,242
Kilgallon, Caitlyn E.	15,388		15,388
Lowney, Tara G.	39,069		39,069
Luczkow, Christine B.	68,954		68,954

	Regular Wages	Overtime/ Other	Total Gross Wages
Teaching Staff (cont'd)			
Marsh, Emily A.	\$39,441		\$39,441
Shanbar-Emerson, Jodi L.	95,925		95,925
Atkinson, Christine E.	116,210		116,210
Avery, Brigid R.	24,225		24,225
Baker, Melissa A.	128,131		128,131
Carroll, Alex	61,271		61,271
Chiavarini, Catherine E.	118,353		118,353
Cohn, Amy C.	117,135		117,135
Coughlin, Sherrilyn M.	12,757		12,757
Cronin, Jennifer S.	3,500		3,500
Cummings, Corinne M.	98,923		98,923
Delaney, Kimberly A.	86,003		86,003
Grady, Renee F.	126,906		126,906
Halloran, Laura R.	36,729		36,729
Hugo, Michelle M.	117,753		117,753
Johnson, Jennifer	59,231		59,231
Keohane, James M.	112,783		112,783
Kraeutler, Kristen M.	116,185		116,185
Lacunza, Wendy	18,750		18,750
Loughlin, Leslie G.	100,992		100,992
Marinelli, Jessica A.	126,832		126,832
McCorkle, Andrew L.	78,662		78,662
Merritt, Meredith A.	90,794		90,794
Moran, Laurie F.	119,848		119,848
Nave, Kathryn A.	109,043		109,043
Oleyer, Ashley S.	72,500		72,500
Parker, Alison M.	89,402		89,402
Power, Donna M.	123,515		123,515
Powers, Nancy E.	132,312		132,312
Ring, Anna L.	68,708		68,708
Sager, Ryan	61,895		61,895
Saunders, Alisa M.	110,468		110,468
Sawan, Anna Y.	78,831		78,831
Schenker, Johnathan M.	74,995		74,995
Simoni, Sarah C.	100,188		100,188
Stephan, Priscilla J.	121,724		121,724
Strain, Victoria L.	70,164		70,164
Sullivan, Molly A.	28,038		28,038
Ulrich, Laurette I.	118,578		118,578
Vanaria, Devon R.	77,734		77,734
Vetere, Allison M.	85,669		85,669
Welch, Andrea M.	120,098		120,098
Windsor, Keri A.	127,031		127,031

	Regular Wages	Overtime/ Other	Total Gross Wages
Substitutes			
Atkinson, Ashley A.	\$400		\$400
Birmingham, Grace	1,875		1,875
Buff, Allison L.	875		875
Burnes, Leslie K.	2,250		2,250
Carter, Christine	3,075		3,075
Deady, Barbara	10,560		10,560
Desalvo, Abby R.	375		375
Giammarco, Nancy M.	1,300		1,300
Godfrey, Jamie D.	4,125		4,125
Helm, Christine M.	375		375
Irmiter, Ellen A.	10,465		10,465
MacGlaflin, Jill P.	1,750		1,750
Mackay, Claire A.	375		375
O'Malley, Siobhan M.	375		375
Potemri, Dylan	3,000		3,000
Scott, Anisah M.	2,313		2,313
Sherwood, Kristin	125		125
Thomson, Jennifer	750		750
Tunney, Alison R.	5,071		5,071
Wright, Leslie A.	625		625
Support Staff			
Albergo, Kelsey J.	31,417		31,417
Barbosa, Danailla Laureano	1,401		1,401
Cannizzaro, Chelsy K.	24,501		24,501
Cappucci, Isabella T.	3,900		3,900
Chase, Cheryl C.	29,732		29,732
Clark, Lara J.	9,107		9,107
Conroy, Samantha H.	23,624		23,624
Cruz, Isabella M.	15,392		15,392
Davis, Daniel J.	84,835		84,835
Devall, Cynthia	100		100
DiSciullo, Adrianna A.	23,183		23,183
Do Carmo, Silvia A.	2,745		2,745
Dorfman, Amy E.	17,193		17,193
Dos Santos, Maria S.	48,866	\$100	48,965
D'Ovidio, Michelle E.	23,070		23,070
Dow, Carly A.	28,370		28,370
Driscoll, Abigail A.	9,780		9,780
Driscoll, Laura A.	132,354		132,354
Dyckman, Christine M.	7,322		7,322
Elbag, Christopher F.	34,587		34,587
Fraser, Christopher R.	105,576		105,576
Fraser, Nicole T.	13,521		13,521
Gaffny, David J.	84,365		84,365

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff (cont'd)			
Garcia, Lisa M.	\$19,926		\$19,926
Gillis, Kathleen P.	130,962		130,962
Hanes, Taylor M.	7,516		7,516
Hann, Jennifer L.	4,021		4,021
Hartz, Stephanie A.	75,361		75,361
Horbaczewski, Maria N.	31,227		31,227
Howitt, Damion O.	49,956	\$5,863	55,819
Hughes, Elizabeth B.	33,977		33,977
Jackson, Katherine A.	12,845		12,845
Jacobsen, Judy A.	47,576	1,120	48,696
Lague, Wendy	33,174		33,174
Law-Linck, Julie B.	110,183		110,183
Lebret, Pablo L.	31,165		31,165
Lyons, Danielle M.	95,834		95,834
Lyons, Deirdre M.	32,632		32,632
MacDonough, Megan M.	25,594		25,594
McCann, Patricia R.	7,636		7,636
McCarthy, Katherine	42,323		42,323
McCarthy, Sean W.	33,841		33,841
McKean, Mary L.	3,547		3,547
Miller, Marina K.	19,428		19,428
Morello, Andrea D.	32,477		32,477
O'Duggan, Sarah	10,592		10,592
Olschefski-Lusby, Heidi A.	32,017		32,017
Pacheco, Paula	9,410		9,410
Papaefthemiou, Natalia S.	37,181		37,181
Parkhurst, Shaylyn M.	32,622		32,622
Parlon, Matthew D.	2,248		2,248
Pollender, Katherine	83,915		83,915
Puls, Allison L.	33,222		33,222
Schapira, Katelyn G.	18,984		18,984
Scott, Malik	35,751		35,751
Sesay, Adama B.	15,694		15,694
Shea, Michaela	16,225		16,225
Sloan, Ashley	13,139		13,139
Saint Jean, Louis M.	2,816		2,816
Sterling, Joel A.	62,892	9,092	71,984
Stevens, Emily C.	12,037		12,037
Troland, Ellen M.	31,928		31,928
Uminski, Christine E.	76,814		76,814
Waters, Barbara B.	3,236		3,236
Whitten, Laurie A.	117,416		117,416
Yaremiy, Nadia M.	29,905		29,905
Grand Totals	\$14,975,363		\$15,407,175

Treasurer's Cash

For the Year Ending June 30, 2024

Beginning Balance as of June 30, 2023 \$54,309,887
Final audit and closing work has not been completed for Fiscal Year 2023, so the revenue and expenditure details for FY24 and FY23 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, 2024

Bank of America	\$811,888
BNY Mellon Bank	144,242
Century Bank/Eastern Bank	1,447,847
Citizens Bank	527,668
MMDT	7,650,089
Multibank Securities	6,546,827
Needham Bank	2,995,760
Rockland Trust Company	(170,068)
UBS	2,017,167
UniBank	2,663,266
Webster Bank	308,331
Trust Funds Held at BNY Mellon	2,330,683
OPEB Held at BNY Mellon	8,019,828
Stabilization and Bond Proceeds Funds	18,737,999
Total Cash Balance (unaudited)*	\$54,031,526

**Total rounded to nearest dollar.*

Statement of Taxes Outstanding

As of June 30, 2024

	Outstanding June 30, 2023	Commitments June 30, 2023	Tax Takings and Deferrals	Refunds and Adjustments	Abatements	Collections	Outstanding June 30, 2024
Real Estate							
Prior Years	\$31,832						\$13,720
2021	39,259						26,364
2022	62,585						37,031
2023	378,865						138,208
2024	0	\$37,229,965	\$14,962 15,952	\$346 163,169	\$72,654	36,861,597	442,931
Personal Property							
Prior Years	\$3,458						\$12,662
2021	8,176						8,176
2022	1,803						902
2023	1,284						608
2024	0	\$776,533		\$9,204			(1,367)
Motor Vehicle Excise							
Prior Years	\$13,676						\$10,933
2021	16,749						11,279
2022	35,291						15,071
2023	81,902		\$150,718		\$304 9,137	220,701	13,769
2024	0	1,521,348	15,621	19,412	1,420,743		96,815
Boat Excise							
Prior Years	\$15						\$15
2021	128						128
2022	30						30
2023	0		\$446		\$25		68
2024	0						0

Statement of Long Term Debt

As of June 30, 2024

Date of Issue	Purpose	Average Coupon Rate (%)	Original Amount	Outstanding June 30, 2023	Principal Paid	Outstanding June 30, 2024
April 19, 2012	Chickering School Refunding Bonds	2.86	\$2,000,000	\$655,000	\$655,000	\$0
December 21, 2017	46 Springdale Avenue (Exempt)	3.32	\$3,031,000	\$2,256,000	\$155,000	\$2,101,000
January 27, 2022	Caryl Community Center (Exempt)	2.81	\$16,276,000	\$15,460,000	\$815,000	\$14,645,000
January 27, 2022	Caryl Community Center, Parks & Recreation (GO Bonds)	2.86	\$779,000	\$735,000	\$40,000	\$695,000
June 20, 2024	D-S Regional School HVAC (GO Bonds)	5.00	\$508,141	\$508,141	\$0	\$508,141
June 20, 2024	Claybrook Road Construction/Restabilization (GO Bonds)	5.00	\$1,337,000	\$1,337,000	\$0	\$1,337,000
June 20, 2024	Additional Caryl Community Center (Exempt)	4.57	\$4,254,859	\$4,254,859	\$0	\$4,254,859
Totals			\$25,206,000	\$1,665,000		\$23,541,000

Report of the
Town Accountant

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

The following unaudited reports appear on pages 90-93. Final reports will be available on the Town of Dover website (www.doverma.gov) upon completion of the audited financial statements.

- **General Government Funds, Statement of Revenues and Expenditures for the Year Ending June 30, 2024**
- **OPEB Trust Fund—Statement of Fiduciary Fund, Net Position as of June 30, 2024**
- **General Fund Statement of Revenues and Other Sources and Expenditures and Other Uses—Budget and Actual for the Year Ending June 30, 2024**

General Government Funds, Statement of Revenues and Expenditures

For the Year Ending June 30, 2024

General Fund	
REVENUES	
Property Taxes	\$37,055,909
Excise	1,644,272
Penalties, Interest and Other Taxes	232,148
Charges for Services	110,755
Departmental, Fees, Rentals	396,242
Licenses and Permits	493,652
Intergovernmental	1,385,694
Fines and Forfeitures	4,525
Investment Income	781,665
Other	10,204
Transfers In	2,784,293
Free Cash to Reduce Tax Rate	1,200,000
Other Available Funds	0
Overlay Surplus	100,000
Total Revenues	\$46,199,359
EXPENDITURES	
General Government	\$3,085,560
Public Safety	3,581,624
Education	23,422,567
Public Works	2,268,402
Health and Human Services	415,640
Culture and Recreation	1,281,042
Insurance and Benefits	4,402,749
Debt Services	2,344,758
Intergovernmental	295,164
Transfers Out	10,827
Other Uses	452,071
Capital/One-Time Projects	2,702,021
Total Expenditures	\$44,262,424
Excess (Deficiency) of Revenues Over Expenditures	\$1,936,937

UNAUDITED, PRELIMINARY AMOUNTS

Totals rounded to the nearest dollar. Final report can be found on Town's website when available.

OPEB Trust Fund: Statement of Fiduciary Fund Net Position

As of June 30, 2024

OPEB Trust Fund	
ASSETS	
Cash and Cash Equivalents	\$136,894
Fixed Income	3,446,268
Equities	4,260,431
Alternative Investments	144,364
Total Assets	\$7,987,957
LIABILITIES	\$0
NET POSITION	
Restricted for OPEB Benefits	\$7,987,957
Total Net Position	\$7,987,957
Total Liabilities and Net Position	\$7,987,957

UNAUDITED, From BNY Mellon 6/30/24 Statement

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

For the Year Ending June 30, 2024

	Original Budget	Final Budget	Actual	Variance with Final Budget Favorable (Unfavorable)
REVENUES AND OTHER SOURCES				
Property Taxes	\$38,003,391	\$38,003,391	\$37,055,909	\$ (947,482)
Excise	1,400,400	1,400,400	1,644,272	243,872
Penalties, Interest and Other Taxes	90,000	90,000	232,148	142,148
Charges for Services	105,000	105,000	110,755	5,755
Departmental, Fees, Rental	375,025	375,025	396,242	21,217
Licenses, Permits	385,000	385,000	493,652	108,652
Intergovernmental	1,385,694	1,385,694	1,385,694	0
Fines and Forfeitures	2,000	2,000	4,525	2,525
Investment Income	300,000	300,000	781,665	481,665
Other	0	0	10,204	10,204
Transfers In	2,784,293	2,784,293	2,784,293	0
Free Cash to Reduce Tax Rate	1,200,000	1,200,000	1,200,000	0
Other Available Funds	0	0	0	0
Overlay Surplus	100,000	100,000	100,000	0
Total Revenues and Other Sources	\$46,130,803	\$46,130,803	\$46,199,359	\$68,556
EXPENDITURES AND OTHER USES				
General Government	\$3,371,952	\$3,653,452	\$3,085,560	\$567,892
Public Safety	3,897,796	3,944,796	3,581,624	363,172
Education	24,007,205	24,007,205	23,422,567	584,638
Public Works	2,617,194	2,618,694	2,268,402	350,292
Health and Human Services	537,719	537,719	415,640	122,079
Culture and Recreation	1,401,339	1,401,339	1,281,042	120,297
Insurance and Benefits	5,129,258	4,799,258	4,402,749	396,509
Debt Service	1,862,375	1,862,375	2,344,758	(482,383)
Intergovernmental	328,671	328,671	295,164	33,507
Transfers Out	14,919	14,919	10,827	4,092
Other Uses	301,391	301,391	452,071	(150,680)
Capital/One-Time Projects	2,660,986	2,660,986	2,702,021	(41,035)
Total Expenditures and Other Uses	\$46,130,805	\$46,130,805	\$44,262,424	\$1,868,381
Excess (Deficiency) of Revenues and Other Sources Over Expenditures and Other Uses	\$0	\$0	\$1,936,937	\$1,936,937
Funded with Debt	\$9,264,000	\$9,264,000		

UNAUDITED-PRELIMINARY FIGURES

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

Final budget figures include reserve fund and appropriation transfers. Actual expenditures include encumbrances. Totals rounded to the nearest dollar. Final report can be found on Town's website when available.

Report of the Town Insurance

For the Year Ending June 30, 2024

	Limits	Deductible
Property		
Buildings and Contents	\$64,151,718	\$5,000
Extra Expense—Blanket	Actual Loss Sustained	None
Coverage Extensions and Special Property	Various	Various
Boiler and Machinery (max \$100 million)	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
General Liability		
Bodily Injury and Property Damage	\$1 million/\$3 million	None
Vehicles		
Bodily Injury and Property Damage	\$1 million	None
Personal Injury Protection	\$8,000	None
Uninsured Motorists	\$100,000/\$300,000	None
Physical Damage	Per schedule on file	\$1,000-\$5,000
Umbrella/Excess Liability		
	\$3 million	\$10,000
Professional Liability		
Public Officials Liability	\$1 million/\$3 million	\$10,000
School Board Liability	\$1 million/\$3 million	\$10,000
Law Enforcement Liability	\$1 million/\$3 million	\$10,000
Police and Fire Accident		
	Per schedule on file	
Town Insurance Expenditures		
Group Health Insurance		\$2,227,875
Workers' Compensation		75,434
Medicare		208,322
Property, Liability and Professional Insurance		186,420
Total Town Insurance Expenditures		<u>\$2,698,051</u>

Report of the Personnel Board

Juris Alksnitis, Co-Chair
Sue Geremia, Co-Chair
Mary Hornsby
Robert Seiler
Michael Blanchard, 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 2024, the Board collaborated closely with the Director of Human Resources, Robin Tusino, to update the Summary Report and Personnel Rating Manual as a follow-up to the 2023 Town Personnel Classification and Compensation Study. A significant focus again this year was to respond to multiple requests for review of nonunion Town positions for the accuracy of job descriptions and the resulting technical evaluation for placement in the applicable grade level. This process is ongoing and is an important function for attracting and retaining qualified candidates to these Town positions. The Board also worked with Ms. Tusino to finalize the Service Animal in the Workplace Policy, which was subsequently approved by the Selectmen.

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 2026 (effective July 2025).

In conclusion, Dover residents are encouraged to provide the Committee with comments and suggestions for improving this report and to consider joining our ranks.

Report of the Board of Assessors

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

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

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).

The following is a statement of the valuation of Dover as of January 1, 2024, which is the basis for taxing property for the Fiscal Year July 1, 2024, through June 30, 2025. 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	\$3,112,600
Value of State-Owned Property	38,982,200
Value of Town-Owned Property	105,789,419
Value of Property Held in Trust for the Worthy Poor	4,681,800
Value of Other Exempted Property	247,709,800
Value of Taxable Personal Property	75,102,343
Value of Taxable Real Estate	<u>3,506,549,972</u>
Total Value of All Personal and Real Estate	\$3,981,928,134
Total Net Taxable Valuation (Excluding Motor Vehicles)	\$3,581,652,315

Amount to Be Raised by Taxation

Town Purposes as per Appropriation	\$47,916,531
Other Local Expenditures	
Amounts Certified for Tax Title Purposes	\$10,000
Offsets	16,854
Overlay Deficits of Prior Years	0
Other	0
Snow and Ice Deficit	<u>0</u>
	26,854

State and County Assessments	336,480
Overlay of Current Year	<u>189,146</u>
Gross Amount to Be Raised by Taxation	\$525,626

Estimated Receipts and Other Revenue Sources

Estimated Receipts (State)	\$1,446,507
Massachusetts School Building	
Authority Payments	0
Estimated Receipts (Local)	2,816,300
Revenue Sources for Particular Purposes (Free Cash)	2,755,983
Other Available Funds for Particular Purposes	285,000
Free Cash to Reduce Tax Rate	<u>800,000</u>

Total Estimated and Available Funds

\$8,103,790

Net Amount to be Raised by Taxation on Property

Amount on Personal Property	\$846,403
Amount on Real Estate	<u>39,518,818</u>

\$40,365,221

Assessments Added to Taxes

Motor Vehicle and Trailer Excise Assessed for 2024	\$1,688,708
Motor Vehicle and Trailer Excise Assessed for 2023 in 2024	11,223
FY23 Boat, Ship, or Vessel Excise	<u>433</u>

1,700,364

Total Taxes and Assessments Committed to the Collector

\$42,065,585

Motor Vehicle Statistics

Number of Vehicles/Value Assessed for 2024	6,409	\$77,470,276
Number of Vehicles/Value Assessed for 2023 in 2024	145	\$3,876,938

Tax Rates

Personal and Real Estate	\$12.27
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, 2024,
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 \$1,475,000

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 351,900

Off Trout Brook Road, 0.83 acre 61,500

Off Wakeland Road, 8.40 acres 72,800

\$2,722,700

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 \$11,984,200

Land, 182.10 acres 19,260,900

\$31,245,100

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 \$314,600

\$314,600

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, 121.742 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>963,800</u>
	\$1,282,100

Charles River School

6 Old Meadow Road

Improvements	\$8,677,800
Land, 13.126 acres	2,819,400
4 Old Meadow Road	
Improvements	694,400
Land, 1.079 acres	<u>603,300</u>
	\$12,794,900

Trustees of Reservations

Off Brookfield Road, 15.00 acres	\$752,400
Chase Woodlands, 85.183 acres	1,178,500
Dedham Street, 16.15 acres	166,300
Farm Street, 1.478 acres	82,900
Glen and Wight Streets, 5.63 acres	897,200
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	7,879,800
Off Pleasant Street, 1.65 acres	22,700
Pond Street, 6.71 acres	272,200
Powissett Street, 4.122 acres	1,150,500
37 and 39 Powissett Street, 104.49 acres	4,095,500
Improvements	591,300
Strawberry Hill Street, 63.45 acres	3,273,100
Off Tower Drive, 6.65 acres	342,900
Walpole and Powissett Streets, 529.60 acres	29,848,400
Walpole Street, 6.40 acres	1,051,300
Walpole Street (Muzi), 2.157 acres	830,800
Off Walpole Street, 3.58 acres	<u>651,500</u>
	\$53,564,600

Hale Education, Inc.

Off Adams Lane, 26.8 acres	<u>\$2,480,200</u>
	\$2,480,200

Hale Reservation, Inc.

Powissett and Off Hartford Streets	
Improvements	\$1,110,700
Land, 657.04 acres	56,159,900
Wilsondale Street, 16.67 acres	<u>225,100</u>
	\$57,495,700

Dover Land Conservation Trust		
Bridge and Smith Streets, 20.523 acres	\$4,241,700	
Centre Street, 57.11 acres	2,294,900	
Off Centre Street, 48.599 acres	2,158,000	
Claybrook Road, 21.20 acres	767,800	
Dedham Street, 10.822 acres	1,035,900	
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	1,001,200	
80 Pine Street, 3.632 acres	89,300	
131 Pine Street, 71.06 acres	4,440,800	
Improvements	34,000	
Off Pine Street, 19.241 acres	988,50	
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	81,800	
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	<u>137,600</u>	
		\$35,912,800

Trustees of Boston College:

20 Glen Street		
Improvements	\$9,212,900	
Land, 78.50 acres	<u>7,697,100</u>	

\$16,910,000

**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>963,800</u>	

\$1,538,100

**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>562,200</u>	

\$1,182,400

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	\$1,008,400	
Land, 1.00 acre	<u>963,800</u>	

\$1,972,200

Roman Catholic Archdiocese of Boston

30 Centre Street		
Improvements	\$402,300	
Land, 1.02 acres	<u>579,400</u>	

32 Centre Street		
Improvements	3,220,600	
Land, 3.66 acres	<u>1,183,300</u>	

\$5,385,600

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>\$66,000</u>	

\$66,000

Valuation of Exempted Public Property

Value of Town Property Put to Public Use, July 1, 2024,
in Accordance with Section 51, Chapter 59, General Laws:

Town House

5 Springdale Avenue	
Improvements	\$4,500,700
Personal Property	<u>229,492</u>

\$4,730,192

Caryl Community Center

4 Springdale Avenue	
Improvements	\$2,835,300
Land, 3.057 acres	1,944,500
Personal Property	<u>398,904</u>

\$5,178,704

Dover Town Library

56 Dedham Street	
Improvements	\$2,803,100
Land, 1.00 acre	963,800
Books and Furnishings	<u>1,234,813</u>

\$5,001,713

Protective Agencies Building

1 and 3 Walpole Street	
Improvements	\$1,256,800
Land, 1.65 acres	1,120,400
Personal Property	<u>966,221</u>

\$3,343,421

Chickering Elementary School

29 Cross Street	
Improvements	\$15,674,400
Land, 43.95 acres	4,507,200
Personal Property	<u>849,147</u>

\$21,030,747

Dover-Sherborn Regional School District

9 Junction Street	
Improvements	\$36,897,300
Land, 98.8862 acres	<u>14,386,000</u>

\$51,283,300

Parks and Recreation

Bickford Park, 2.292 acres	\$134,200
Caryl Park, 107 Dedham Street	
Land, 83.80 acres	9,155,700
Improvements	740,500
Channing Pond Park, 5.64 acres	81,000
Improvements	600
Dedham and Centre Street Lot, 0.25 acres	783,100

Dover Common and Training Field Lot,	
3.70 acres	1,235,900
Howe Lot, 3.22 acres	1,327,000
Riverside Drive, 0.765 acres	545,100
Springdale Avenue, 1.40 acres	57,700
West End School Lot, 1.50 acres	670,000
Personal Property	<u>478,208</u>

\$15,209,008

Conservation Commission

Bean Land, 10.27 acres	\$1,534,200
Bridge Street, 6.92 acres	154,900
Brodie Land, 7.988 acres	1,201,600
Channing, Gibbons, Rice & Wylde Lands,	
199.40 acres	6,936,500
Chickering Drive, 3.06958 acres	75,700
Claybrook Road, 1.80 acres	77,100
Dedham Street, 18.15 acres	2,805,800
French Land, 11.80 acres	579,200
Fullerton Land, 7.00 acres	1,046,800
Gould Land, 7.20 acres	255,600
Grand Hill Drive, 6.64 acres	999,900
Halper Land, 1.18 acres	652,400
Harvey Land, 23.77 acres	383,900
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	625,900
Mackintosh Land, 29.28 acres	1,198,100
Main Street, 1.49265 acres	691,400
Murray Land, 12.60 acres	138,600
Riverside Drive, 0.04 acres	9,200
Scott Land, 46.00 acres	1,451,100
Springdale Avenue, 23.61508 acres	1,695,000
Off Springdale Avenue, 0.20 acres	44,400
Taylor Land, 14.47 acres	553,100
Valley Farm Land, 65.69 acres	6,160,900
Wakeland Road, 0.18 acres	46,300
Walpole Street, Off Walpole Street,	
33.00 acres	1,688,100
Willow Street, 2.11 acres	61,600
Wilsondale Street, 9.76 acres	<u>1,018,200</u>

\$36,400,700

Town of Dover

Ben Arthur's Way, 0.7548 acres	\$65,400
10 Donnelly Drive, 2.00 acres	83,100
Draper Road, 0.29 acres	54,600
Hartford Street, 1.00 acre	642,500
Heard Land, 7.42 acres	1,664,900
Hynes Land, 1.46 acres	1,074,200
Main Street, 0.30 acres	54,800
Off Farm Street, 0.53 acres	65,300
Ponzi Land, 31.58 acres	2,246,700
Trout Brook Road, 0.15 acres	38,600
5 Whiting Road, 0.25 acres	778,600
Improvements	99,100
Personal Property	5,809
Willow Street, 0.92 acres	<u>54,400</u>
	\$6,928,009

Transfer Station

Powissett Street, 3.00 acres	\$1,756,800
Improvements	252,500
Personal Property	<u>31,014</u>

Highway Department

2 and 4 Dedham Street, 3.40 acres	\$1,177,100
Improvements	1,132,200
Willow and Cross Streets, 0.21 acres	48,100
Personal Property	<u>186,615</u>

Highland Cemetery

54 Centre Street and Off Dedham Street, 19.91 acres	\$2,308,500
Improvements	24,500
Personal Property	<u>15,507</u>

Water Supply

Church Street, 6.00 acres	\$920,400
Improvements	17,500
Personal Property	<u>96,189</u>

Land Exempted by Common Consent. Held in Trust for the Benefit of the Worthy Poor Who Have a Legal Residence (Settlement) in the Town of Dover:

Larrabee Estate	
Land, 66.84 acres	<u>\$4,681,800</u>

Report of the Police Department

Joseph Vinci, Chief of Police

The year 2024 brought several changes to the Dover Police Department. In January, I was appointed as the new Chief of Police, having come from the Westwood Police Department, where I served as an officer since 2006. In February, the Department hired Officer Anthony Madden, who had previously served as an officer at the Haverhill Police Department since 2020.

This past year, the Department made upgrades to its computer software and databases, including purchasing policy software that provides officers with full access to our policy manual from any connected device and stores all pertinent departmental forms and documents in a digital format, allowing us to clean out some file cabinets. The Department also purchased Cordico, a confidential and trusted mobile wellness app for high-stress occupations that provides officers with access to mental health resources, self-assessments, and lists of therapists, all the while maintaining anonymity.

We have also initiated crisis intervention training for all Department personnel, who will attend a 40-hour class designed to prepare officers to deal with people in mental health crises and other difficult situations.

One change noticeable to the public in 2024 was of our uniform shirt color, from French blue to dark navy. This small change allows officers access to a more extensive and practical variety of uniform styles.



Protective Services open house. Photo courtesy of the Dover Police and Dover Fire Associations/Officer Ryan Menice.

In June, the Department established its Drone Unit, which is run by Sergeant Ryan Menice, who holds an independently earned FAA Part 107 Drone License and who submitted all the necessary paperwork to get the program up and running. We currently have one drone in service for use in search and rescue missions and to assist in many other ways with police and fire operations. At the time of this writing, two additional officers are taking the required classes to become certified drone pilots.

The Department also made great strides in improving its radio infrastructure, thanks to a grant from the Commonwealth of Massachusetts that funded a study performed by the Collins Center on dispatch regionalization with the Town of Westwood, the results of which are informing ongoing work to improve our dispatch capability, make additional radio upgrades, and provide better overall radio coverage. In addition, our new radio vendor, Cyber Communications is assisting us in the removal of the portable radio tower on Snow Hill.

The Police Department is fortunate to have assembled an incredible team of dedicated officers. We will continue to provide the highest levels of service to the community. I want to thank everyone for welcoming me as the new Chief. I found the transition much easier because of this kindness and the relationships I have already forged. I will always be grateful for the warm reception from the Town, the community, and the Department.



School Resource Day. Photo courtesy of the Police Department.

Police Department Summary of Activities

For the Calendar Year 2024

Police Incidents

Accidents: Motor Vehicle	119
Alarms: Intrusion, Vehicle, and Panic	336
Ambulance Requests	287
Animal Complaints	164
Assaults	2
Assists: Other Agencies, Citizens, Etc.	226
Bicycle Complaints	0
Breaking and Entering	13
Building Checks	9,744
Civil Drug Law Violations	1
Deer Strikes	25
Destruction of Property	8
Disturbances	13
Fire Alarms/CO	245
Harassment	12
Identity Thefts	17
Larceny	24
Littering/Illegal Dumping	3
Lockouts	13
Miscellaneous Services	4,255
Missing Persons	8
Motor Vehicle Complaints	41
Motor Vehicle Stops	1,450
Noise Complaints	17
911 Verifications	229
Safety Hazards	51
Soliciting	44
Suspicious Activities	242
Youth Complaints	153
Suspicious or Unattended Deaths	4
Total Calls	17,746

Arrests

Larceny Over \$1,200	0
Warrants	3
Operating Under the Influence of Liquor	3
Operating After License Suspension	3
Assault and Battery	3
Assault and Battery (Dangerous Weapon)	2
Protective Custody	0
Failure to Stop	0
Drug Offenses	2
Domestic Violence	2
Receiving Stolen Property	0
Total Arrests	18



Photo courtesy of the Police Department/Officer Ryan Menice.

Report of the Board of Fire Engineers

Kate Cannie, Chair
Paul Copponi
Jim Dawley Jr.

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 of Fire Engineers 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 2024 Annual Town Meeting, the Board's request for station gear (\$12,075), self-contained breathing apparatus (SCBA) replacement units (\$146,252), turnout gear (\$29,909), and new Toughbook laptops (\$12,000) was approved.

In personnel changes, Chief R. Paul Lutazzi retired on March 31, after which Deputy Chief Edward G. Kornack served as Interim Chief until his retirement on July 31. On July 30, the Board appointed James W. Wright as Interim Chief.

In 2024, the Board contracted with Parrow Consulting & Associates to conduct an operational review of the Town's Fire and Ambulance/Emergency Medical Services, with the intention of evaluating the capabilities of the Department as regards the ongoing needs of the community.

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. Fire/Ambulance Department

responses have significantly increased as statistics attest to. The Board 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.

At its December 2 meeting, the Board voted to promote Michael Lynch, Brian Tosi, and Kevin Tosi to the rank of Lieutenant.

Finally, the Board expresses its thanks and gratitude to the following members of the Department who retired in 2024: Chief R. Paul Lutazzi, Interim Chief Edward G. Kornack, Jack London, and Lieutenants John Kornack, Richard Reinemann, and Karl Warnick. We thank them for their dedicated professional service to the Department and the citizens of the Town of Dover.



Protective Services open house. Photo courtesy of the Dover Police and Dover Fire Associations/Officer Ryan Menice.

Fire Department Summary of Activities

For the Calendar Year 2024

Statistics

Incidents (402)

Brush/Grass Fires	8	Oil Burner Fires	4
Vehicle Fires	0	Mutual Aid	12
Dumpster Fires	1	Illegal Burning	3
Smoke in House	3	False Alarms	0
Water Rescues	1	Haz-Mat Incidents	6
Electric Fires	7	Automatic Boxes	0
Vehicle Accidents	37	Ambulance Assists	34
House Alarms	190	Gas Spills	0
Chimney Fires	1	Missing Persons	1
Wires Down	5	Still Alarms	0
Propane Gas Fires	0	Bomb Scares	0
Station Coverage	0	Elevator Entrapments	0
Carbon Monoxide	4	Water in Basement	6
Public Building Alarms	28	Explosive Devices	0
Rescues	3	Downed Trees in Road	0
Investigations	8	Buildings Hit by Lightning	0
Structure Fires	5	Other	35

Permits Issued (320)

Oil Burners	17	Smokeless Powder	0
Underground Tanks	18	Smoke Detectors	116
Blasting	0	Propane Storage	45
Temporary Heat	3	Bonfires	0
Welding	5	Carbon Monoxide	116

Inspections (416)

Oil Burner	83	Bonfires	0
Propane Gas	45	Public Buildings	15
Blsating	0	Underground Tanks	18
Temporary Heat	3	Tank Removals	0
Gas Stations	1	Demolitions	5
Sprinkler Systems	3	21E Inspections	0
Welding	5	Carbon Monoxide	116
Fire Prevention Programs	2	Fireworks	0
Smoke Detectors	116	Solar	3
Batteries	1		

Ambulance Calls (374 patients)

MetroWest Medical Center, Framingham	5	Air Ambulance	1
Newton-Wellesley Hospital	61	Refusal of Transport	122
Beth Israel Deaconess, Needham	123	Fire Department Stand-bys	4
Other Facility	34	Responses Canceled	24
		Mutual Aid (statistics only)	10
		Advanced Life Support (statistics only)	136

Appointed by the Board of Fire Engineers

Chief R. Paul Luttazi
(retired 4/1/24)
Interim Chief Edward G. Kornack
(4/2/24 to 7/31/24)
Interim Chief James W. Wright
(8/19/24 to present)
Captain John R. Tosi Jr.

Lieutenants

John Kornack (retired 2/9/24)
Richard Louis Reinemann
(retired 2/9/24)
Karl Warnick (retired 11/30/24)
Michael J. Lynch Jr.
Walter J. Nowicki Jr.
Theodore (Ted) Reimann (A)
Brian A. Tosi
Kevin B. Tosi (A)

Appointed by the Fire Chief Fire and EMT Personnel

Daniel Barry
Christopher Becker (A)
Andrew Blum
Paul Buckley (A)
Leslie Campbell
Timothy Giblin (A)
Fred Hartman (A)
Mary Hinsley (A)
James Hughes
Katherine Jackson (A)
Jack London (retired 7/31/24)
Phil Luttazi
Brian Mack (A)
Brendan McCarthy
William Mitchell (A)
Dan Murphy (A)
Michael Murphy (A)

Nicholas Novitch (A)
Walter Nowicki III
Petri Perinne
Rebekka Perinne (A)
Curt Pfannenstiehl
Marja Puurunen (A)
Deborah Reinemann (A)
Heidi Reinemann (A)
Johanna Schultz (A)
Dickson Smith (A)
John Sugden Jr. (Chaplain)
Timothy Surgenor (A)
Kathleen Tosi
David Van Tassel (A)
John Vounatsos
Ellen Weinberg (A)
Nevin Weinberg (A)

(A) Ambulance Squad Member

DOVER

School Reports

2024



Report of the
Superintendent of Schools

Elizabeth M. McCoy

The Dover-Sherborn Public Schools are rooted in academic excellence and committed to sustained success and continuous improvement. By way of a rigorous curriculum, extensive enrichment 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. Evidenced by multiple measures, including standardized test scores, graduation rates, college enrollment, and alumni accounts, students acquire the knowledge and skills necessary to thrive in postsecondary life. As reported by multiple stakeholders, the Schools are the community's greatest asset and the reason most families choose to live and raise their children in Dover and Sherborn.

The Strategy for District Improvement continues to drive the system's work toward achieving its mission: "to inspire, challenge, and support all students as they discover and pursue their full potential."

Goals and initiatives are outlined in 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.

As the District continues to focus on deeper learning, social-emotional wellness, and student belonging, many efforts were made in 2024 to elevate student voice. Research indicates that students who believe they have a voice in school are seven times more likely to achieve at high levels, as they experience increased self-worth, engagement, and purpose. The

system believes that children have invaluable insights into who they are as individual learners and how to improve the collective experience for all.

To launch this effort, the District Leadership Team welcomed more than 30 students to their summer retreat. Together, administrators and students began analyzing the results of last year's Challenge Success Survey, which gathered information on such topics as student engagement, homework, stress levels, and sleep. By examining quantitative data and sharing lived experiences, the group identified reasons for celebration as well as areas for improvement.

Additional opportunities to elevate student voice include the formation of a Superintendent Advisory Council, the launch of an "I Wish" campaign, and the opportunity for educators to shadow students for a day. Specific to instruction, educators continue to explore ways to increase student voice in the classroom through nine common instructional practices ("Best Practices"). Combined, these initiatives aim to develop students as active agents of learning and engaged citizens empowered to express their views.

To streamline communication, the District now uses ParentSquare, which directs all school and classroom updates, including newsletters, emails, pictures, and calendar invites, through a single platform. Additionally, parents and caregivers can access volunteer opportunities, schedule teacher conferences, and sign permission slips all in one place. Feedback has been overwhelmingly positive as families strive to organize multiple sources of information.

In support of its efforts, the District is eternally grateful to the taxpayers who provide a strong financial foundation for an excellent PreK–12th-grade program. The Schools also continue to benefit from the generous support of community organizations such as the Chickering PTO, Pine Hill CSA, Dover-Sherborn Middle School POSITIVE, Dover-Sherborn High School PTO, Dover-Sherborn Boosters, Friends of the Performing Arts (FoPA), and the Alan Thayer Mudge Memorial Fund, among others. As a result, Dover-Sherborn is an exceptional school district in both the academic and extracurricular arenas, and a continued source of pride for the community and its members.

Report of the **Dover School Committee**

Jeff Cassidy, Chair

Goli Sepehr, Secretary

Martha Castle

Kate Cook

Jessie Hole

The members of the Dover School Committee (DSC) are elected by Dover's residents. The Committee works with the Superintendent and Administration to oversee the operation and education program of Chickering Elementary 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 2024, the DSC welcomed new member Kate Cook, who was elected to a three-year term in May. We extend our sincere thanks to Liz Grossman who completed her term on the DSC.

District Leadership

In 2024, Superintendent Elizabeth McCoy and Assistant Superintendent Denton Conklin continued their strong leadership at the district level. 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 2024, a new math curriculum was fully rolled out after several years as a pilot program. The new program, Reveal Math, showed improvement in student learnings during its pilot phase against the previous curriculum, Everyday Math, as well as better increases compared with other curriculums tested during this period.

Academics

Chickering Elementary School strives for academic excellence and continues to rank as a top-performing Massachusetts elementary school in the research publication of *U.S. News & 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.

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 COVID pandemic. Uses of these funds have included the implementation of a multitiered system of interventions for students. These additional ESSER funds will not carry forward into 2025 as they have expired.

In 2024, 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 2024, we replaced portions of the school flooring.

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.

Report of the Chickering Elementary School

Deborah Reinemann, Principal

Jim Carnes, Assistant Principal

Laura Driscoll, Elementary Special Education Coordinator, Grades K-5

Jennifer Johnson, Preschool and Out of District Coordinator

Introduction

Chickering School continues to be a high-performing elementary school, where our students learn, laugh, care, grow, and make a difference. We welcome children from Dover and Boston who are enrolled in the METCO program. Teachers and Administration staff have identified the "9 Best Practices" of teaching and learning, working throughout 2024 to define, refine, and bring into practice strategies that maximize student learning and engagement.

Enrollment and Staffing

As of October 1, 2024, total enrollment stayed consistent with 492 students, compared with 498 students the previous year. We have three sections in kindergarten, four sections in first, second, and fourth grade, five sections in third and fifth grade, as well as two integrated preschool classes. We appreciate the generous support of the Dover School Committee, which allows our class sizes to remain within the policy range of 17 to 22 pupils per class section. Looking ahead to fall 2025, we anticipate that enrollment and classroom numbers will remain steady.

Despite retirement and maternity leaves occurring at the start of the school year, we were fortunate to have a complete staff of both regular and special education teachers.

Curriculum and Professional Development

Our School Improvement Plan for 2024-25 includes three areas: Multi-Tiered System of Support (MTSS), Math Curriculum and Instruction, and Community Communication.

In 2024, our MTSS program focused on refining English Language Arts and Math assessments, and piloting math intervention for Tier 2 instruction. After completing our pilot programs in spring 2024, we implemented Reveal Math as the new math curriculum the following fall. Teachers and Special Educators participated in professional development over the summer and continued to hone their instruction as the year progressed.

Our goal for communicating with our school community is to be clear, consistent, relevant, and accessible. The District has launched a new

interactive application, ParentSquare, for all families from preschool to grade 12, for whom communication from all four Dover-Sherborn schools can be found in one place.

At Chickering, we strive 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 while maintaining 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 regional school 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 2024–25 school year, the SAC will continue reviewing our communication strategies, our MTSS system, and plan for the next School Improvement Plan.

PTO

The Parent-Teacher Organization (PTO) is made up of parents/guardians, co-chairs, and a board that oversees fundraising, spending, and program development. We also have a PTO teacher liaison. 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 them an exceptional "whole child" educational experience, 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.

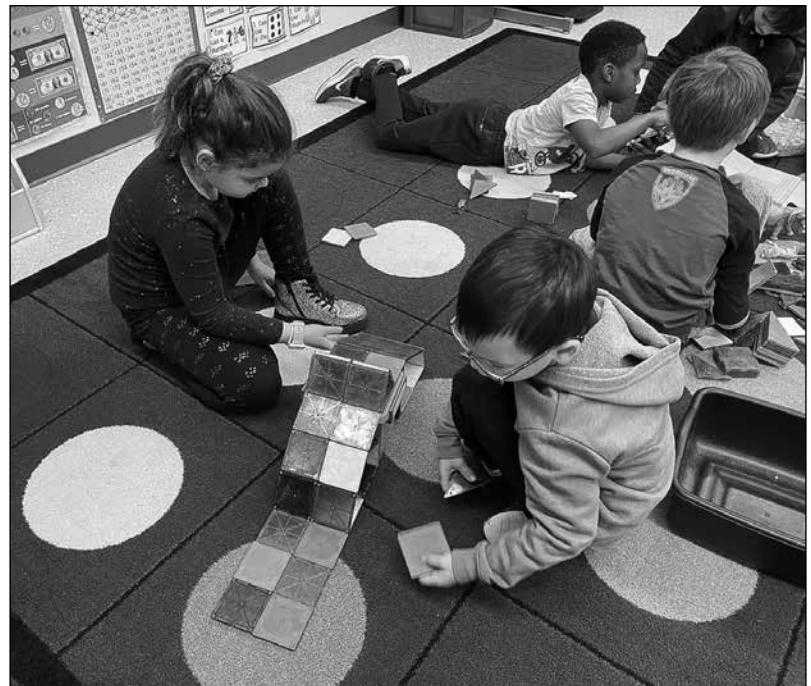


Photo source: X/Twitter (Chickering School, @ChickeringDover, 2024); courtesy of Chickering Elementary School.

Report of the

Dover-Sherborn Regional School Committee

Mark Healey, Chair (Dover)
Angie Johnson, Vice Chair (Sherborn)
Kate Potter, Secretary (Sherborn)
Toa Ashk (Sherborn)
Colleen Burt (Dover)
Kevin Crotty (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 2024, enrollment in the Dover-Sherborn Regional School District (the District) was 1,079 students.

District Strategic Plan

Superintendent Elizabeth McCoy had used her entry plan data to develop and propose a five-year Strategic Plan in spring 2023. The Plan, adopted in September 2023, prioritizes for both rigor and innovative practices to prepare students for an ever-evolving world and aims to challenge and support every student, fostering a growth mindset through comprehensive programs and a welcoming environment. Educator development is championed through collaboration and professional growth opportunities, as well as family and community partnerships to realize a shared vision. In addition to direct and “whole child” student support in pursuit of academic and extracurricular excellence for all, the Plan commits to evaluating and optimizing facilities to ensure the safety and sustainability of learning spaces, always seeking to provide a dynamic educational environment.

The clear vision, mission, and goals of the Strategic Plan will 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 (Massachusetts Comprehensive Assessment System) testing results for 2024 were as follows:

- **English Language Arts:** Eighty-six percent of sophomores met or exceeded expectations (state average 57%).
- **Mathematics:** Eighty-eight percent of sophomores met or exceeded expectations (state average 48%).
- **Science and Technology/Engineering:** Eighty-eight percent of sophomores met or exceeded expectations (state average 49%).

In 2024, 246 students took AP (Advanced Placement) courses in 15 subjects. In testing, 96% of the student scores were 3 or above, qualifying those students to earn equivalent college credit at most institutions.

Sixty-nine percent of the class of 2024 took the SAT (Scholastic Aptitude Test), with mean test scores of 650 for Evidence-based Reading and Writing and 659 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), which has encouraged our schools to consider the whole child in their definition of success.

Leadership and Faculty

During the 2023–24 school year, we were fortunate to have Superintendent McCoy and Assistant Superintendent Denton Conklin continue to lead the District. With their leadership renewed into the current (2024–25) academic year, they will continue to build relationships and drive programming.

Additionally, Ann Dever-Keegan, previous Dover-Sherborn High School (DSHS) Assistant Principal, was officially appointed as Principal of Dover-Sherborn Middle School (DSMS) on July 1. Timothy O’Mara, former DSHS guidance counselor, was officially hired as the Assistant Principal of 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 2024 included: John Hickey, Lindsay Li, Audrey Moran, Kimberly Phelan, and Leanne Wilkie. 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 2025 (FY25) budget is \$28,877,195, an increase of \$904,655 (3.23%) over the FY24 budget. Operating expenditures include salaries and benefits, including other post-employment benefits (\$24,260,945); buildings, grounds, and utilities (\$1,352,250); debt service (\$724,200); transportation (\$1,068,000), and other expenditures (\$1,471,800). State aid covers \$3,360,433 of these operating expenses. Revenues of \$359,675 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), along with \$275,000 from other revenue sources also help offset costs. Remaining expenditures are funded generously through local taxes. The District's Excess and Deficiency (E&D) account submitted for certification as of June 30, 2024, is \$796,185. 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 (FoPA), the Dover-Sherborn High School PTO, Dover-Sherborn Middle School POSITIVE, the Alan Thayer Mudge Memorial Fund, and the broader community. These groups continued to generously support us in 2024, and their contributions are critical to maintaining our excellent programs.

Contractual Agreements

The Educators' Agreement (Agreement), effective through August 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 Dover-Sherborn Education Association (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. All other DSEA contracts are also effective through the end of FY26.

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. The main capital project completed in summer 2024 was the replacement of the high school bleachers and press box. The new structure is ADA compliant and was partially funded through generous gifts from the Alan Thayer Mudge Memorial Fund, Dover-Sherborn Boosters, and Dover-Sherborn Cable Television.

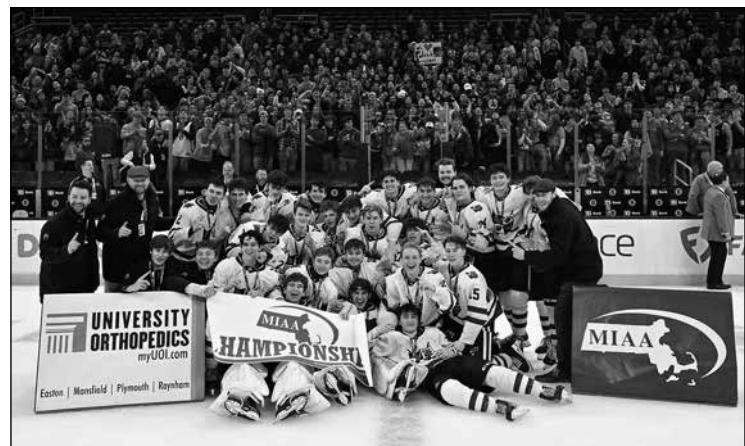
Looking forward, we anticipate the need to update the turf field and track (including the fencing and lighting), as well as continue work on replacing HVAC equipment for all three buildings on the Region's campus that are well over 20 years old. We continue to work cooperatively with sustainability groups from both towns and to investigate funding

opportunities available through the State's Green Communities Designation & Grant Program. This program supports communities in achieving environmental goals through energy efficiencies and reducing life-cycle costs in buildings and construction.

Membership

In 2024, Dover resident Kevin Crotty joined the DSRSC for a three-year term, replacing Margaret Charron who had served a seven-year term. Sherborn resident Toa Ashk joined the DSRSC for a three-year term, replacing Judi Miller who had served a six-year term. The DSRSC is thankful for their service.

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



(Top) Varsity Boys Ice Hockey 2024 MIAA Division 4 champions; (bottom) members of the DECA business, marketing, entrepreneurship program. Photos courtesy of Dover-Sherborn High School.



Report of the Dover-Sherborn Middle School

Ann Dever-Keegan, 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 spaces 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. As a one-to-one school, DSMS provides each student with an ACER Chromebook, enabling them to research, write, collaborate, and create in real time in the classroom.

Our theme continues to be “Be Kind, Be Curious, Be You.” DSMS staff work to infuse these actions into our students’ everyday experiences to 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 who are demonstrating leadership, scholarship, citizenship, and our school values of kindness, curiosity, and individuality.
- **MATHCOUNTS:** The DSMS MathCounts team practiced throughout the year with their advisor, Carmel Bergeron. In February, 12 members participated in the Metrowest Chapter Regional MathCounts competition in Weston. The four Mathletes who represented DSMS in the team competition placed eighth overall.

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). Our 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:** In fall 2024, our very talented DSMS theatrical cast and crew members put on an incredible production of Annie, which featured extraordinary costumes and set design, as well as energetic performers who dazzled audiences with their singing, dancing, and acting.
- **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, writing letters and notes of gratitude, 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. The group also plans and promotes many school spirit events such as Spirit Days and Spirit Weeks.
- **The Help Club** has raised money for Making Strides Against Cancer, JB Keys, The Trevor Project, and Riverside Community Care.
- **Citizen Action Groups (CAGs)**, are the mainstay of our citizenship program for all eighth-grade students. During the first half of the year, students learn about issues and concerns in our community. They then join a CAG that matches their interests, such as working with the environment, assisting local food pantries, supporting local veterans, addressing hunger and homelessness, or 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.

- **Trip to Washington, D.C.:** This year we continued our tradition of an annual eighth-grade trip to Washington D.C. The trip was a large success with most of our students in attendance. Students who did not attend were given an enriching Boston experience.

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 reflected our continued 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 2024, 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 its fall musical *Annie*.
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 2023–24 school year, DSHS served approximately 650 students in grades 9 through 12. Each year, over 95% of graduating students attend four-year colleges and universities. To graduate, all students must complete four years of English, four years of mathematics, and three years each of laboratory sciences, social studies, and world language. They must also earn 18 credits in the fine and performing arts and/or technology, engineering and computer science and 12.5 credits in wellness (physical and health education). In addition, they must complete 40 hours of community service.

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.

The pages that follow provide overviews and highlights of the DSHS 2023–24 school year, including academic testing results, individual departmental reports, a recap of student athletics for all seasons, as well as information on student activities and clubs, student wellness, and college preparation support.

Academic Testing

PSAT

The PSAT was offered in October 2023 to juniors and sophomores. Eighty-eight juniors (57% of the class) and 128 sophomores (71% of the class) took the test. Based on their scores, 15 students received National Merit Scholarship Program Letters of Commendation, and three students were recognized as National Merit Semifinalists.

SAT

- SAT I:** Sixty-nine percent of the Class of 2024 took the SAT test, with 68% of the students earning a combined score of over 1200 in Evidence-Based Reading & Writing and in Mathematics. The table below shows the average of the highest SAT test scores for the Class of 2024 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 2023			Class of 2024		
	DSHS	MA	US	DSHS	MA	US
Evidence-Based Reading & Writing	647	560	520	650	559	519
Mathematics	643	551	508	659	550	505

AP

Fifteen AP (Advanced Placement) courses were offered during the 2023–24 academic year. These courses are typically offered during junior and senior years and allow students to maximize their educational opportunities within the confines of the master schedule and graduation requirements.



Varsity Girls Cross Country team. Photo courtesy of Dover-Sherborn High School.

All students receiving AP credit are expected to take the AP examination at the end of the year. In spring 2024, 246 students took 603 examinations. Results for individual AP courses are as follows:

AP Course	# Students	Students Scoring 3 or Higher (%)
Biology	70	99
Calculus AB	21	100
Calculus BC	21	100
Chemistry	30	100
Computer Science A	40	88
English Language and Composition (G-11)	70	93
English Literature and Composition (G-12)	51	98
French Language and Culture	10	100
Physics C: Mechanics	15	100
Spanish Language	7	100
Statistics	68	90
Studio Art: 2D Art & Design	7	86
Studio Art: 3D Art & Design	1	100
U.S. Government and Politics (G-12)	80	98
U.S. History (G-11)	79	100

MCAS

For the 2023 MCAS exams, the Commonwealth used the Next-Generation MCAS test. Testing highlights for DSHS students are as follows:

- English Language Arts:** Eighty-six percent of sophomores met or exceeded expectations (state average 57%).
- Mathematics:** Eighty-nine percent of sophomores met or exceeded expectations (state average 48%).
- Science and Technology/Engineering:** Eighty-nine percent of sophomores met or exceeded expectations (state average 49%).

Graduate Post-Secondary Plans	Class of 2022	Class of 2023	Class of 2024
Four-Year College	93%	96%	94%
Two-Year College	2%	<1%	2%
Post-Graduate Program	2%	<1%	<1%
Other (gap year, job)	3%	3%	3%

Departmental Highlights

ENGLISH

Through effective reading, writing, and critical thinking instruction, our students are able to 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. The 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.

Freshmen focus on the themes of identity and self-discovery through their study of short stories, novels, drama, poetry, and nonfiction works. 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 may take a full year of American Literature, or enroll in a *new interdisciplinary course, Intersections*, taught by an English teacher and Fine Arts teacher. Both courses are offered at college preparatory or honors levels. Seniors not enrolled in AP English Literature may enroll in two of five same-level semester courses in focused areas, such as contemporary literature, poetry, film, and nonfiction studies, or enroll in Intersections.

RUNES Literary and Arts Magazine, published in May 2024, features outstanding nonfiction, fiction, and poetic writing, as well as artwork and photography by D-S students, chosen and arranged by students in the *RUNES/Creative Writing Club*.

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 & Applied Topics. We also continue to offer a semester-long elective course, Financial Literacy, as well as Business Marketing, which can count as a one-semester math credit. These courses are available to students in grades 11 or 12 who have passed Algebra II.

The Dover-Sherborn Math Team, a member of the *Southeastern Massachusetts Mathematics League*, continued its strong tradition of success, placing second out of 33 schools in Southeastern Massachusetts for the 2023–24 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 second time the team qualified to compete at this level in more than two decades (2022–23 being the first), and D-S finished in first place overall in the

medium school division ahead of Wayland, Weston, Sharon, Barrington, RI, and Rocky Hill in CT.

Honors and Awards: One of our students advanced further in the field of mathematics than any D-S student we know of in school history, placing among 40 students in the country for the final stage of the *USA Mathematical Olympiad (USAMO)* selection process to ultimately compete for a spot on the U.S. team for the *66th International Mathematical Olympiad (IMO)* in Queensland, Australia in July 2025. This follows a series of exams, including the American Mathematics Competition, American Invitational Mathematics Exam, and USAMO, where only the top few students advance. At the time of this writing, our student was vying for one of six spots on the U.S. team, following the nation's 2024 IMO victory.

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 in first place. 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 six 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*. A small group of students, accompanied by two science teachers, traveled to Vermont this last spring to observe the total solar eclipse, a rare astronomical event.

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 courses for all students. Electives include AP American Government, Government and Law, Economics, Introduction to Psychology, and Facing History. For 2024 AP examinations, 98% of our U.S. Government students qualified with a passing score of 3 or better while the national average was 73%. In U.S. History, all students qualified with a score of a 3 or better, while the national average was 72%. The Social Studies Department's enrichment programs and activities included the *EPIIC Tufts Inquiry Program; Harvard*

Model United Nations 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 **2024 Summer Reading Program** for grades 9–12 continued to focus on themes and issues of systemic racism, factors shaping United States foreign policy, and the growing polarization in American politics.

Honors and Awards: Several students received honors or awards in 2024. One student received the Daughters of the American Revolution Award for excellence in character, service, leadership, and patriotism; one student 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

A number of World Language students received honors for the 2024 calendar year. In May, eight students received awards from the Massachusetts State Seal of Biliteracy. Two students received the Seal in Spanish and one in Latin. In addition, two students in Spanish and three in Russian received the Seal of Biliteracy With Distinction.

In November 2024, 21 students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures.



Mock Trial team. Photo courtesy of Dover-Sherborn High School.

FINE AND PERFORMING ARTS

Performing Arts (Theatre and Music): Courses offered include Music Theory, Guitar I and II, American Musical Theater, and Acting Workshop. Additionally, three performance ensemble courses are offered: Regional Chorus, Regional 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 five years ago to improve student access to ensembles have yielded excellent results. The Concert Band and Chorus now consistently enroll more than 60 students in each ensemble, more than double the enrollment numbers prior to 2020.

Visual Arts: Course offerings providing the opportunity for all D-S students to create and enjoy art include Art 2D, Art 3D, Ceramics I and II, AP Studio Art, Darkroom Photography, Digital Photography, Yearbook Design I, II, and III, Computer Graphic Design, and Silkscreen Printing.

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

- **Scholastic Art Awards** recognized three of our students for their artistic works. One student received a Gold Key Award, and two students received Honorable Mentions.
- **Great East Music Festival**, held in the spring, featured bands from throughout the state, including the D-S Regional Concert Band, which received a Gold Medal Rating from the adjudicators.
- **Eastern District Senior Festivals**, sponsored by the Massachusetts Music Educators' Association (MMEA), awarded honors to five D-S students, two of whom went on to perform at the MMEA All-State Festival at Symphony Hall in Boston.

TECHNOLOGY, ENGINEERING, AND COMPUTER SCIENCE

Over the past 10 years, the primary goal of the Department has been to strengthen alignment between the grade 6–8 and grade 9–12 curriculums to provide students with a robust foundation in preparation for college courses and careers in computer science and engineering. To support this goal, D-S Middle School (DSMS) adjusted its course offerings to ensure a cohesive progression. The 6th-grade curriculum, focused on digital citizenship, is now integrated into wellness courses, while the 7th and 8th grades offer computer science courses that strongly emphasize programming. In 8th grade, students complete a capstone-style project that allows them to combine their coding skills with hands-on engineering tasks, such as coding a video game and building a functional controller.

At the high school level, the Department introduced more than 14 new or reconfigured courses over the past nine years, creating a seamless

continuation of the DSMS curriculum. Each year, the curriculum for grades 6–12 is reviewed and updated to reflect advances in technology and education. For example, during the 2022–23 school year, the Department prioritized cultural responsiveness by introducing thought-provoking units, while the 2023–24 school year has focused on ensuring equality and diversity within the curriculum.

Responding to increased interest in computer science, the Department expanded its offerings in the 2024–25 school year to include AP Computer Science A, an advanced programming course designed to align computer science education across grades 6–12 and meet demand for more rigorous programming instruction. Additionally, a new course titled Tech Trends and EthisCS will explore emerging technologies and their ethical implications, and is planned to launch in the 2025–26 school year.

DSHS computer science courses currently include Intro to CAD, Web Design Using HTML & CSS, Computer Programming with JavaScript, iOS App Design, Video Game Design, AP Computer Science Principles, and AP Computer Science A, which serve as capstones for sophomores, juniors, or seniors. Engineering and technology classes, including TV Media I, II, and III, and Industrial Technology I and II. A yearlong Engineering course is also available at the college preparatory and honors levels and may be taken for science or elective credits that count toward graduation. These continuous curriculum updates and additions reflect the Department's commitment to evolving with technology and ensuring that students are well-prepared for the future.

WELLNESS

The Freshman Wellness Curriculum requires students to take one-semester courses falling under Contemporary Issues, and which cover nutrition, sexuality, mental health, and alcohol, tobacco, and other drugs; and one semester each under 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, R.A.D. (Rape, Aggression, Defense Systems), and Target Sports.

GUIDANCE

Eighty-eight percent of the Class of 2024 completed some form of early decision, priority, or early action applications to colleges and universities. To respond to a rise in early college applications, counselors facilitate a five-class seminar series for grades 11 and 12. Juniors participate in seminar classes that prepare them for college applications, including completing resumes, beginning 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 on stress management, high school transition, study skills, time management, and career and personal exploration are available to freshmen and sophomores.

Counselors meet with seniors individually and in seminars. They also host representatives from more than one hundred colleges and universities and spend time strengthening their working relationships. Counselors meet several times with juniors individually to discuss the college application process and guide post-secondary educational planning. Freshmen and sophomores discuss academic and future career plans with counselors and are introduced to online programs for college and career exploration. An overview of the guidance curriculum can be found on the DSHS website (<https://hs.doversherborn.org>).

Support Programs: The Guidance Department offers several support programs:

- *Freshman welcoming activities* support freshmen during their transition to high school.
- *The Peer Helper Program* has in this past year trained 40 upperclass students to assist incoming freshman with healthy decision-making, respect for others, study and exam-taking strategies, social issues, and expectations for 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 2023–24 school year was very successful for D-S athletics. Student athletes and coaches worked extremely hard. During graduation week for the Class of 2024, the Athletic Department recognized 11 student athletes, six females and five males, who will each play a sport level in college athletics.

Winter Sports: Between November 2023 and March 2024, 235 students participated across 13 sports. Both Basketball and Boys Ice Hockey won TVL Small Championship titles. Boys Ice Hockey won the MIAA D4 State Championship, a first in school history. Boys Basketball made the MIAA D3 tournament and advanced on to the MIAA D3 Elite 8 game at Old Rochester Regional. Girls Basketball made it to the MIAA D3 Sweet 16 Game of the MIAA D3 Tournament versus Pentucket. Boys Alpine Ski won the MBE League for the third season in a row, while Girls Alpine Ski came in second. Boys Alpine Ski placed third and Girls Alpine Ski placed 11th at the MIAA State race. Girls Ice Hockey placed fifth in the TVL. Boys and Girls Nordic Ski qualified for the MIAA State Tournament placing 17th overall. The girls placed fourth and the boys sixth in the MBE league. Both Swim and Dive teams qualified for postseason play, the boys placing 27th at sectionals and 35th at MIAA D2 States, and the girls placing 17th at sectionals and 27th at MIAA D2 States. Both Track and Field teams qualified for postseason, with boys placing ninth in D4 States and the girls placing 24th in D4 States. The MADS gymnastics team placed third in the MIAA Sectionals Meet and seventh at the MIAA State Meet.



Varsity Boys Soccer, 2024 MIAA Division 3 champions. Photo courtesy of Dover-Sherborn High School.

Spring Sports: The season ran from March to June, with 288 students participating in nine sports. Girls Lacrosse, Boys Lacrosse, Boys Tennis, and Girls Tennis all won TVL Small Championship titles. In addition, Boys Lacrosse and Girls Lacrosse both advanced to the MIAA D3 Sweet 16 game. Boys Tennis and Girls Tennis advanced to the MIAA D3 Elite 8 Match. Baseball advanced to the MIAA D3 Sweet 16 Game at Apponequet after beating Holliston in the MIAA D3 Round of 32. Both Track and Field teams broke records throughout the season. The girls broke the Pentathlon, Heptathlon, and Triple Jump Relay records. The boys broke the 100 Meter, 4x400 Meter Relay, Triple Jump Relay, and the Spring Medley Relay records. Sailing had a much-improved season going 3-4-1 on the year.

Fall Sports: The season ran from August to November, with 256 participants in seven sports. Boys Soccer and Golf both won TVL Championships. Boys Soccer won the MIAA D3 State Championship, the first time in over a decade. Girls Soccer and Field Hockey advanced on to the MIAA D3 Elite 8 game. Golf placed fourth overall at the MIAA D2 Central Sectionals Tournament, while Girls Cross Country placed fourth at MIAA D2C Divisionals and 14th at MIAA All States. Boys Cross Country was state runner-up in the MIAA D2C Divisionals and 13th overall at MIAA All States. D-S Football played its annual game on Thanksgiving at Medfield.

NATIONAL HONOR SOCIETY

On October 17, 2024, 54 students were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS), bringing our DS membership to 80 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 many 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, Debate Team, DECA, DSHS Events, Executive Board, Coding Club, Creative Writing Club, Destination Imagination, EPIIC Tufts Inquiry, Harvard Model United Nations, Math Team, Mock Trial, National Honor Society, Prom & Senior Boat Cruise Executive Board, Robotics Team, RUNES literary magazine, School Newspaper, Science Olympiad, Senior Project, Student Council, THOxDS, 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:** Asian Student Union, Backpacks for Kids, Black Student Union, Cheer Club, Community Service Club, Down to Earth, Fitness Club, Gay-Straight Alliance (GSA), Global Citizenship Program, Jewish Heritage Club, MARC, Medical Club, Mountain Biking Club, Peer Helping, Philosophy Club, Red Cross Club, Relay for Life, Sports Medicine Club, Students Against Destructive Decisions (SADD), Sustainability Task Force, Volleyball Club, and Women's Group.

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.)

PARENT-TEACHER ORGANIZATION (PTO)

The DSHS PTO is organized for charitable educational purposes to actively support the Administration, to promote and encourage communication

in matters of common interest and to encourage spirit building initiatives among DSHS students, the faculty, and the community. Its monthly meetings are open to parents and guardians of students. The PTO 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 John Smith and often include teachers or administrators who talk about their areas of expertise and answer questions. 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 <https://dshspto.org>.

GUIDANCE ADVISORY COUNCIL (GAC)

The GAC is composed of three representatives from each grade for grades 6–12, with each serving two-year terms. The GAC is as a communication channel between the DSMS and DSHS communities and the Guidance Office. The GAC is chaired by the Director of Guidance and two parent/guardian committee members, and its functions include communicating parent/guardian and community perspectives to the DSHS administration, assisting with D-S 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 their parents/guardians. The GAC meets in September, November, January, March, and May.



Varsity Swim and Dive teams. Photo courtesy of Dover-Sherborn High School.

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, 85 children were enrolled in Dover and 100 children in Sherborn. Both programs did have a waitlist, but as of December 1, 2024, we were able to accommodate the list in Dover, although we still maintained a waitlist in Sherborn.

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 2024 we offered in-person classes in both elementary schools. Offerings for grades K–5 included Cupcake Decorating, Flag Football, Fiber Arts, Buildwave, Felting, Gingerbread House Decorating, Super Sports, Chess, Home Alone, Babysitting and Childcare, and Shark Tank Jr. Social Dance was offered to fifth-graders at the Sherborn Community Center. 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 2024, the Community Education Adult Program offered a combination of virtual and in-person classes. Virtual classes included Understanding Medicare, Demystifying Social Security, Real Estate Investing, Sell Your Home, Long Term Care, and How to Apply for College Financial Aid. Some of the in-person classes included Boating Skills, Seamanship and Basic Navigation, Floral Design, SAT Prep, Dog Obedience, Watercolor Painting, Landscape Oil Painting, Guitar Lessons, First Aid, CPR, Bonsai Workshop, Mosaic Ornament Making, Panoramic Sugar Egg Making, Pet First Aid & CPR, and Exploring Boston's Greenway, a walking tour.

We collaborated with Medway to offer classes such as Line Dancing, Ballroom Dancing, Instant Piano and Instant Guitar for Hopelessly Busy People. In 2024, we again 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, Cell Phones & Parenting, and many others. Social Club Simple virtual classes are recorded and sent to participants at the end of each class to allow for viewing 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 (click on “Students & Families,” then “Community Education”). Online program registration is available at <https://dscommiteducation.com/index/registration>.

Contact Information

Our office is 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, 2024

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

Kindergarten	76
Grade 1	88
Grade 2	72
Grade 3	97
Grade 4	85
Grade 5	78
Grade 6	87
Grade 7	76
Grade 8	90
Grade 9	74
Grade 10	64
Grade 11	84
Grade 12	79
Total Enrollment	1,050



Photo courtesy of the Parks and Recreation Department.

Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2024

REVENUE

School Aid (Chapter 70)	\$1,032,747
Total Revenue	\$1,032,747

EXPENDITURES

General Education	\$4,960,444
Special Education	3,930,127
Other	1,571,203
Total Expenditures	\$10,461,774

Net Cost to the Town	\$9,429,027
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Members of SADD (Students Against Destructive Decisions). Photo courtesy of Dover-Sherborn High School.

Dover-Sherborn Regional School District: Revenue Summary

For the Fiscal Year Ending June 30, 2024

REVENUE

Revenue from Local Sources

Member Town Assessments	\$24,164,536
Student-related Fees	327,295
Earnings on Investments	180,461
Use of Excess & Deficiency Funds	160,000
Other	8,454
Total Revenue from Local Sources	<u><u>24,840,746</u></u>

Revenue from State Aid

School Aid (Chapter 70)	2,635,260
Transportation (Chapter 71)	754,496
Total Revenue from State Aid	<u><u>3,389,756</u></u>

Revenue from State and Federal Grants

	<u><u>886,109</u></u>
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Other Revenue

School Lunch	872,444
Community Education Programs	993,589
Other Local Receipts	150,513
Private Grants	77,937
Total Other Revenue	<u><u>2,094,483</u></u>

Total Revenue from All Sources

	<u><u><u>\$31,211,094</u></u></u>
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Dover-Sherborn Regional School District: Expenditure Summary

For the Fiscal Year Ending June 30, 2024

EXPENDITURES

Expenditures by the School Committee

General Education	\$12,942,585
Other Operating	10,138,336
Special Education	2,907,730
Transportation	927,146
Debt Service	789,400
Total Expenditures	<u><u>27,705,197</u></u>

Expenditures from State and Federal Grants

884,161

Other Expenditures

Community Education Programs	828,502
School Lunch	774,702
Private Grants	34,150
Other	69,177
Total Other Expenditures	<u><u>1,706,531</u></u>

Total Expenditures from All Funds

\$30,295,889

Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2024

	Regular Wages	Overtime/Other	Total Gross Wages
Administration			
Patrick Collins	\$10,500		\$10,500
Denton Conklin*	158,908		158,908
Amy Davis*	4,290		4,290
Ann Dever-Keegan	157,325	\$2,000	159,325
Dawn Fattore*	164,938		164,938
Brandon Hall*	62,500		62,500
SonjaLea Katz*	60,664		60,664
John Lafleche	10,742		10,742
Janelle Madden*	85,260	600	85,860
Monique Marshall-Veale	105,320		105,320
Kathryn McCarthy*	155,375		155,375
Elizabeth McCoy*	217,941	5,000	222,941
Sean McGee*	106,897		106,897
Jennifer Meek	131,950	1,100	133,050
Timothy O'Mara	125,100	4,435	129,535
Anthony Ritacco Jr.*	40,659		40,659
Ellen Rowley	141,894		141,894
Donna Scungio*	89,012		89,012
Cameron Siciliano	80,923	6,700	87,623
John Smith	167,941		167,941
Tracy Sockalosky	125,454		125,454
Emily Sullivan	110,614	1,200	111,814
Victoria Sulser	121,800	1,100	122,900
Robin Tusino**	27,692		27,692
Leeanne Wilkie*	29,610		29,610
Administrative Assistants			
Elizabeth Benatti	63,913	2,100	66,013
Colette Cronin	34,552	325	34,877
Tracey DeFlaminio*	62,382		62,382
Richard Eliseo	6,009		6,009
Nancy Fabian	42,414		42,414
Cheryl Ingersoll*	26,940	708	27,648
Janet Kwon	7,050		7,050
Kathryn Lonergan	22,293		22,293
Traci Macomber	9,114		9,114
Christine Manchand	29,086		29,086

	Regular Wages	Overtime/Other	Total Gross Wages
Administrative Assistants (Cont'd)			
Diane McCrobie*	\$76,318		\$76,318
Heather Olenik	35,330	\$995	36,325
Keri Romano Campbell*	64,138	2,600	66,738
Suzanne Walton	22,612	357	22,969
Kathleen White	26,638		26,638
Coaches			
Cameron Bailen		2,100	2,100
Daniel Bennett Jr.		3,100	3,100
Kurt Borgman		3,100	3,100
Brett Boyd		5,525	5,525
Daniel Carroll		3,100	3,100
Sarah Chapin		1,550	1,550
Kanee Chlebda		16,663	16,663
Abigail Churney		3,100	3,100
Gianna Cottrell		7,431	7,431
Ryan Debin		4,331	4,331
Carly Eckles		8,525	8,525
Robert Evans		3,150	3,150
Scott Foley		8,725	8,725
Richard Grady		9,300	9,300
Mark Gray		7,363	7,363
Joseph Gruseck		8,663	8,663
Evren Gunduz		8,813	8,813
Stephen Harte		8,663	8,663
Hillary Havener		3,150	3,150
Scott Huntoon		3,100	3,100
Jonathan Kirby		6,300	6,300
Kevin Kroesen		9,350	9,350
David Laidman		1,550	1,550
Eric Lochiatto		9,775	9,775
Elliott Lucil		7,363	7,363
Angelo Macchiano		4,263	4,263
Ann Mann		6,200	6,200
Alexander Marlow		9,300	9,300
Erin Massimi		8,525	8,525
Molly McGill		8,663	8,663
Thomas McGill		4,075	4,075
Laura McGovern		6,200	6,200
Brian McLaughlin		8,525	8,525
Samuel Merten		12,906	12,906
Matthew Michel		3,100	3,100
Tonya Milbourn		8,663	8,663
Gavin Mish		3,100	3,100
Daniel Morris		3,100	3,100
Robert Mosher		19,056	19,056
TOTAL GROSS WAGES			149

	Regular Wages	Overtime/Other	Total Gross Wages
Coaches (Cont'd)			
Meggan Newmarker		\$775	\$775
Maura O'Brien		3,100	3,100
Dale Olmsted		10,531	10,531
Jerome Penn		4,000	4,000
Stephenson Ryan		16,813	16,813
Noah Schulze		7,431	7,431
Frederick Sears		3,100	3,100
Mark Thompson		6,200	6,200
Michael Tosone		4,000	4,000
Ashley Tuccillo		6,200	6,200
Susannah Wheelwright		7,363	7,363
Robert Willey		1,050	1,050
Community Education			
Tracey Carlin	\$55,628	8,080	63,708
Yi-Ju Chen	22,767	750	23,517
Sophie Chittick	2,750		2,750
Jennifer Chiu	3,925		3,925
Kathryn Chiu	3,287	250	3,537
Lara Clark	2,822		2,822
Samantha Conroy	8,348		8,348
Kathleen DeMarzo	12,114	250	12,364
Landon Dias	858		858
Carly Dow	5,266		5,266
Mary Ann Fabian	46,310	1,450	47,760
Audrey Felix	7,949		7,949
Kate Giudice	3,443	250	3,693
Helen Haas	4,937	250	5,187
Wendy Lacunza	92		92
Megan MacDonough	4,029	500	4,529
Ashley MacNeil	2,086		2,086
Theresa Malvesti	4,910	750	5,660
Andrew Marden	8,303	250	8,553
Brian May	5,152		5,152
Sean McCarthy	13,002	750	13,752
Alison Mueller	13,784	250	14,034
Jillian Newcomb	13,595		13,595
Audrey Parker	4,685		4,685
Kendall Parker	2,724		2,724
Reece Perdoni	4,046		4,046
Marcia Pinkham	8,901	750	9,651
Timothy Reed	29,990	25	30,015
Andrea Reine-Wales	23,581	1,000	24,581
Gabriella Repucci	3,276		3,276
Erika Sabatino	3,105		3,105
Jordan Sabatino	2,884		2,884

	Regular Wages	Overtime/Other	Total Gross Wages
Community Education (Cont'd)			
Lindsay Sawin	\$5,724	\$918	\$6,641
Lisa Sawin	52,612	900	53,512
Katelyn Schapira	2,119	250	2,369
Suzanne Sheridan	5,845	750	6,595
Brady Smith	18,837	790	19,627
Alexa Sobol	2,481		2,481
Dylan Sobol	1,277		1,277
Shyquanda Sterling	8,082		8,082
Cynthia Stewart-Laakso	4,934	500	5,434
Andrea Tizzano	6,629	750	7,379
Scott Walker		14,475	14,475
David Wilson	18,337	1,000	19,337
Custodians			
Dean Bogan	75,713	2,142	77,855
Kevin Callahan	54,392	2,306	56,698
Gislaine Antonio DeOliveira	44,201	3,814	48,015
Rayan DeOliveira	11,078	240	11,317
Christopher Hendricks	73,029	16,669	89,698
Joseph Larose	54,392	10,554	64,946
Wellington Laureano	30,782	2,585	33,367
Lenin Sanchez-Martinez	60,672	10,169	70,841
Jackson Schroeder	53,997	8,808	62,805
Eric Schwenderman	59,818	2,808	62,626
John Waters	54,392	3,132	57,524
Stanley Wohlfarth	23,920	5,002	28,922
Michael Young	12,432	1,553	13,985
Educational Assistants			
Anissa Baptiste	13,492	2,772	16,264
Annmarie Bowen	33,895	311	34,206
Imanhi Bruno-Reeves	629	875	1,504
Kathryn Cannistraro	13,304	210	13,514
Gavin Connolly	34,374	52	34,426
Zachary Conrad	20,882	2,589	23,471
Valerie Cook	20,337	1,015	21,352
Courtney Denman	33,209	2,080	35,289
Carolyn Driscoll	17,399		17,399
Jennifer Giannetto	33,895	1,250	35,145
Grace Gillis	34,374	964	35,338
Gary Golden	33,895	1,910	35,805
Ramune Keegan	20,183	25	20,208
Kathleen Kelley	19,980		19,980
Kevin Kroesen	34,374	64	34,438
Jacqueline Lambros	34,374	25	34,400
Kelley Lonergan	34,374	13,122	47,496

	Regular Wages	Overtime/ Other	Total Gross Wages
Educational Assistants (Cont'd)			
Elaine McCarthy	\$33,107	\$625	\$33,732
Annmarie McCrave	33,895	4,425	38,320
Daniel Morris	24,245	1,686	25,931
Robert Mosher	6,124		6,124
Ciara Moustakis	2,603		2,603
Dale Olmsted	23,289		23,289
Jeannine Serratore	33,895	1,806	35,701
Brady Smith	10,066	1,481	11,547
Nadine Succar	8,033		8,033
Gwenyth Swain	34,374	3,058	37,433
Ashley Tuccillo	33,895	1,519	35,414
Scardino Volmar	33,474	1,326	34,801
Robyn Wheeler	34,374	1,968	36,343
Nia Williams	4,485	161	4,646
Educators			
Sheri Ablaza	76,820	1,200	78,020
Sarah Altman	23,203	1,020	24,223
Kurt Amber	120,225	9,444	129,668
Mary Andrews	120,225	8,325	128,550
Jill Arkin	112,079	1,275	113,354
Hayley Arsenault	40,945	113	41,058
Marissa Bachand	120,225	5,314	125,538
Janae Barrett	120,225	2,075	122,300
Janice Barry	72,135	8,075	80,210
Donna Bedigan	112,079	10,184	122,263
Carmel Bergeron	112,079	27,875	139,954
Karyn Bishop	120,225	5,328	125,552
Carly Blais	74,384	1,452	75,836
Amanda Boczanowski	99,501	200	99,701
Heather Bond	97,825	13,576	111,401
Thomas Bourque	115,952	8,622	124,574
Joshua Bridger	120,225	5,681	125,906
Lisa Brodsky	120,225	1,725	121,950
Darren Buck	112,079	1,558	113,637
Paul Butterworth	120,225	2,922	123,147
Brittany Cabral	63,571		63,571
Elizabeth Carlson	47,138	796	47,934
Daniel Carroll	54,541	475	55,016
Christy Carter-Gilbert	59,181	125	59,306
Joseph Catalfano	120,225	1,075	121,300
Maura Cavanaugh	114,654	2,100	116,754
Caryn Cheverie	120,225	5,220	125,445
Kanee Chlebda	89,699	2,809	92,508
Caitlin Ciminelli	72,517	2,878	75,395

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (Cont'd)			
Allison Collins	\$120,225	\$11,978	\$132,203
Sara Collins	86,849	11,403	98,252
Gianna Cottrell	63,861	3,860	67,721
Jason Criscuolo	120,225	2,400	122,625
Emily Daly	80,463	819	81,281
Carey Dardompre	117,344	25	117,369
Sandra Domenikos	96,758	325	97,083
Mark Dondero	42,895		42,895
Cassidy Donohue	67,341	750	68,091
Gretchen Donohue	115,952	11,281	127,233
Patrick Dooley	19,890	1,021	20,912
Joanne Draper	120,225	1,275	121,500
Thomas Duprey	110,188	10,647	120,835
Carly Eckles	90,433	3,828	94,261
Christopher Estabrook	112,079	4,750	116,829
Jeffrey Farris	115,952	9,194	125,146
Maria Fiore	120,225	1,280	121,505
Elizabeth Friedman	120,225	3,869	124,093
Colleen Glaser	21,732	113	21,845
Leonie Glen	120,225	9,422	129,647
David Gomez	120,225	2,551	122,776
Judy Gooen	120,225	3,009	123,234
Richard Grady	120,225	5,153	125,378
Nicole Graziano	70,573	3,747	74,319
Nicholas Grout	120,225	10,269	130,493
Joseph Gruseck	110,188	3,700	113,888
Hillary Havener	86,849	3,094	89,943
Alyssa Healey	112,873	6,475	119,348
Beth Hecker	115,952	8,469	124,420
Kerry Hennessy	110,188	1,281	111,469
Geoffrey Herrmann	89,022	13,841	102,863
John Hickey	80,978	10,450	91,428
Scott Huntoon	120,225	4,034	124,259
George Jenkins	72,517		72,517
Anne Joyce	80,830	5,948	86,778
Keith Kaplan	120,225	8,694	128,918
Aketa Kapur	84,568		84,568
Dianne Kee	104,335	1,725	106,060
Christopher Levasseur	120,225	10,094	130,318
Lindsay Li	80,978	6,313	87,290
Yanhong Li	120,225	573	120,797
Alejandro Linardi Garrido	115,952	1,325	117,277
Heidi Loando	110,188	1,606	111,794
Eric Lochiatto	70,224	2,605	72,829
Heather Lockrow	102,181	225	102,406

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (Cont'd)			
Kristen Loncich	\$116,742	\$2,000	\$118,742
Anita Lotti	120,225	3,188	123,412
Elliott Lucil	120,225	4,825	125,050
Christine Luczkow	34,434	2,844	37,277
Wendy Lutz	120,225	1,925	122,150
Amanda Lydon	85,635	525	86,160
Angelo Macchiano	112,079	2,450	114,529
Kenneth Macie	88,711	375	89,086
Anna Martignetti	39,247	1,025	40,272
Lily Martini	67,341	475	67,816
Kara McAuliffe	110,188	694	110,882
Brett McCoy	112,079	2,521	114,600
Molly McGill	56,948	2,930	59,878
Laura McGovern	120,225	12,400	132,625
Julie McKee	120,225	4,759	124,984
Brian McLaughlin	120,225	5,739	125,963
Elisabeth Melad	120,225	8,250	128,475
Alyson Melucci	96,758	3,511	100,268
Mary Memmott	120,225	1,525	121,750
Kelly Menice	120,225	6,447	126,672
Tonya Milbourn	112,079	1,525	113,604
Megan Molica	50,001		50,001
Kathleen Moloy	120,225	9,784	130,009
Keenan Moore	64,627	3,492	68,119
Andrea Moran	94,499	225	94,724
Audrey Moran	78,097	8,151	86,248
Daniel Morris	12,654	160	12,814
Robert Mosher	43,480	225	43,705
Veronica Moy	115,952	10,034	125,986
Brigid Mullen-Richards	80,463	891	81,353
Natalie Nahabedian	56,948	4,124	61,072
Erin Newman	110,188	9,313	119,501
Erin Newton	62,601	950	63,551
Laura O'Garr*	72,135	25	72,160
Dale Olmsted	10,548	875	11,423
Elizabeth Owens	20,833	520	21,353
Michael Patti	64,627	5,240	69,868
Adelina Perez-Krebs	80,463	591	81,053
Kimberly Phelan	80,978	8,925	89,903
Joan Pierce	92,411	6,144	98,555
Luke Prior	18,983	810	19,793
Janel Pudelka	117,344	7,141	124,485
Sara Roberge	22,009	350	22,359
Amanda Rogers	94,009	1,756	95,766
Laura Romer	35,976	25	36,001

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (Cont'd)			
Wendy Rush	\$69,071	\$7,791	\$76,862
Stephenson Ryan	120,225	7,564	127,788
Jessica Rymut	73,505	616	74,120
Sandra Sammarco	104,335	1,595	105,930
Caroline Samoiloff	84,248	2,547	86,794
Kelly Savla	81,401	2,027	83,427
Noah Schulze	59,768	7,647	67,415
Anita Sebastian	92,634	25	92,659
Delaney Secrest	67,957	1,513	69,470
Russell Shade	12,434		12,434
Catherine Simino	67,247	4,891	72,138
Leigh Simon	90,433	650	91,083
Karen Smith	41,991	335	42,326
Joelle Sabin	108,834	6,018	114,852
Carol Spezzano	110,188	9,672	119,860
Robert Stack	21,732		21,732
Laura Sukys	77,163	956	78,119
Jenifer Sunday	58,055	11,722	69,777
Maureen Swain	92,634	9,178	101,813
Michael Sweeney	90,595	1,931	92,527
Leah Swinson	76,650	5,141	81,790
Mark Thompson	115,952	1,725	117,677
Patricia Uniacke	120,225	2,970	123,195
Rebecca Waterman	111,482	3,994	115,476
Richard Waterman	111,482	725	112,207
Robert Williamson	98,948	14,290	113,238
Hannah Wright	101,317	1,824	103,141
Kimberly Wynn	80,463	1,500	81,963
Food Services			
Lori Comiskey	20,586	1,310	21,896
Catherine Cornoni	5,639		5,639
Kimberley Fangel	31,435	1,050	32,485
Jennifer Hann	2,175		2,175
Katie Jackson	23,423	1,070	24,493
Lisa Johnston	48,182	6,636	54,818
Stephanie Landolphi	23,808	1,195	25,003
Danailla Laureano Barbosa	10,913	3,568	14,481
Leidiane Martins Silva	4,169		4,169
Leticia Santos	9,348	250	9,598
Bonnie Turco	34,188	1,566	35,753
Maria Vaccaro	18,587	500	19,087
Barbara Waters	12,194	200	12,394
Anne Wong	19,542	1,212	20,754

	Regular Wages	Overtime/ Other	Total Gross Wages
Health Services			
Janet Chandler	\$90,595	\$1,481	\$92,077
Ashley Dion	73,657	900	74,557
Kerry Laurence	112,079		112,079
Arlene O'Donovan-Driscoll*	74,108	900	75,008
Margaret Parsons	102,181	581	102,762
Information Technology			
Kurt Bonetti*	66,586	4,850	71,436
Lucan Curtis-Mahoney*	41,107	2,603	43,711
Karen Gibbs*	78,409		78,409
Henry Jones*	92,773	12,750	105,523
Substitutes			
Ashley Atkinson	600		600
Douglas Barone	12,575		12,575
Fabio Bethlehem	4,500		4,500
Grace Birmingham	875		875
Eve Buchhalter	3,000		3,000
Michael Cave	1,125		1,125
James Cawley	250		250
Kelsey Chiu	375		375
Julianne Costello	250		250
Barbara Deady	375		375
Abby DeSalvo	125		125
Janet Fasano	20,425		20,425
Ronald Gengo	6,250		6,250
Deborah Gorham	375		375
Bryanna Grant	1,125		1,125
Carol Haggerty	375		375
Ellen Irmiter	2,375		2,375
Katherine Jackson	400		400
Diana Jud	2,250		2,250
Dorothy Kaija	15,125		15,125
Diane Keverian	5,750		5,750
Dawn Lamacchia	2,336		2,336
Claire Mackay	250		250
Krishna Mahoney	100		100
Emily Marsh	375		375
Kimberly Nehiley	300		300
Whitney Nelson	18,983		18,983
Patrick O'Connor	625		625
Siobhan O'Malley	125		125
Dylan Potemri	1,750		1,750
Amy Robinson	7,125		7,125
Elizabeth Rubin	125		125
Gaelle Serichard-Ward	4,750		4,750

	Regular Wages	Overtime/ Other	Total Gross Wages
Substitutes (Cont'd)			
John Soraghan	\$9,625		\$9,625
Peter Vangsness	13,932		13,932
Kathyleen Wright	30,715	\$50	30,765
Sondra Yablonski	400		400
Support Services			
Lori Alighieri	1,260		1,260
Raelene Asselin	20,386	1,815	22,201
Susan Benson		950	950
Mila Clark	2,135		2,135
Susan Connolly*		8,000	8,000
Anna Cybulski	1,800		1,800
Louis Dittami	1,430	750	2,180
Ardis Flavelle	5,100		5,100
Jennifer Hawkins	1,370		1,370
Jacqueline Johnson	22,131		22,131
Linda Lannon	1,200		1,200
Claire Mackay	1,500		1,500
Anne Picardo	735		735
Katherine Potter	4,218		4,218
Brian Verdy*	12,180		12,180
Grand Totals	\$19,307,505		\$1,157,806
			\$20,465,311

* 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 the Town of Dover.



Orchestra members of the Dover-Sherborn Middle School fall musical Annie. Photo courtesy of Dover-Sherborn Drama.

Report of the

Minuteman Regional Vocational Technical School Committee

Maggie Charron, Dover Representative, Minuteman School Committee
Heidi Driscoll, Superintendent/District Director

About Minuteman

Minuteman Regional Vocational Technical High School (“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 2024, about 94% 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 669 students, with 632 in-district students and 37 out-of-district students. Five students from Dover were enrolled at Minuteman as of October 1, 2024.

District Budget

The total District budgetary assessment for Fiscal Year (FY25) is \$31,517,219, an increase of 3.96% over the previous year. Dover’s share is \$269,420, an increase of \$20,794 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 FY24, Minuteman received \$1,600,026 in grant funding, comprised of both federal and state entitlement grants for Chapter 74 programs as well as a number of competitive grant awards.

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. Co-op placements this year included Biotechnology (BT), Environmental Science (EV), Horticulture (H), and Veterinary Science (VS) at the following job sites:

- Abcam, MGH (BT)
- Boston Children’s (BT)
- MIT (BT)
- Harvard (BT)
- UMass Medical (BT)
- Minuteman National Park (EV & H)
- Concord Drinking Water (EV)
- Energy for the Common Good (EV)
- Billerica Wastewater (EV)
- French Excavation (EV)
- Needham DPW (EV)
- Cavicchio Greenhouses (H)
- Mahoney’s Garden Center (H)
- Marquis Tree Service (H)
- Barrett Tree East (H)
- Newton Cemetery (H)
- Weston Golf Club (H)
- Posh Pup Acton (VS)
- Arlington Animal Clinic (VS)
- Banfield Framingham (VS)
- Animal Adventures (VS)
- Whole Pet Vet (VS)
- Callahan Veterinary Group (VS)

More than a third of the senior class, and an additional number of juniors, participated in co-op programming in 2024. Notably, a team of Carpentry Program juniors worked with the Dover Department of Public Works on the repair and reconstruction of a materials storage building.

Graduating Class

The Class of 2024 saw 162 graduates, with three-quarters of the students heading to either a two-year or four-year college and the remaining students entering planned apprenticeships, trade school, military service, or the general workforce. Graduates planned to attend schools, including Syracuse University, Georgetown University, University of Rochester, Wentworth Institute of Technology, The New School, University of Connecticut, Northeastern University, Worcester Polytech, Johnson & Wales, Parsons School of Design, and Mount Holyoke College, Quinnipiac.

Minuteman Technical Institute

Minuteman Technical Institute (MTI) offers 10-month and 15-week courses in career trades for adults looking to gain technical skills in a new, high-demand profession. To meet workforce demands, it collaborates and develops programming with such 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 the IFMA led to the development of the Facilities Management Program to directly address the Greater Boston area's need 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 students completing the Carpentry Pre-Apprentice Program found employment and were retained beyond their first 30 days.

2024 District Highlights

Personnel: Interim Superintendent Kevin Mahoney finished his term at the District in June. His service during this transitional time was universally appreciated by the Minuteman School Committee, faculty, and school community. After a comprehensive search, the Committee appointed Heidi Driscoll as Superintendent of the Minuteman Regional School District. Superintendent Driscoll brings extensive experience in both Career and Technical Education and high-performing district leadership. The Committee looks forward to her tenure and will be working on a comprehensive strategic plan for the District under her leadership. In 2024, Minuteman also welcomed Principal Paul D'Alleva, who will lead the instructional leadership team at the high school.

Programming: Minuteman has introduced a new career pathway to available programming, Veterinary Science, and will see its first program graduates in 2025. The program moved into a new instructional building renovated to support greater curriculum and program options, including a new "Doggy Day Care" program.

Honors and Awards: The U.S. Department of Education selected Minuteman as one of its 2024 Green Ribbon Schools award honorees, following a nomination by the Massachusetts Department of Elementary & Secondary Education in light of the school's LEED Silver-certified building, which has replaced a more than 30-year-old outdated facility. The award recognizes the countless green initiatives reflected in the state-of-the-art building, with one notable example being its accommodation of the Horticulture and Environmental Science Programs. Each program has its own greenhouse space, which is maintained by a 2,000-gallon water collection system for roof runoff. The greenhouse supports a sustainable food and farming curriculum, allowing students to grow produce and herbs year-round that supply the cafeteria. Students tend five on-campus beehives and learn how to tap the maples for syrup production, reinforcing the value of the landscape for the economy and environmental health. The building also features a rooftop solar photovoltaic system. Minuteman makes every effort to ensure that career and technical education programs keep up with sustainability progress in each industry.

Committee Membership: In 2024, after many years of service to the District, including chairing the Minuteman School Building Committee, Ford Spalding retired from his "official" role as the Minuteman School Committee Representative due to a move. Mr. Spalding remains active in the Minuteman community, and Dover thanks him for his years of dedicated service to the District and advocacy for excellence in career and technical education. Maggie Charron, an experienced Regional School Committee member, was appointed to fill the vacancy.



Photo courtesy of the Minuteman School Committee.

DOVER

Health Reports

2024



Report of the
Board of Health

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

Personnel

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

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).

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 to 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 fewer than 25 people, and are regulated by the local Boards of Health.

PRIVATE WELLS

In 2024, approximately two-thirds of all 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 transfer 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.

In 2024, the BOH issued 20 permits for new wells that included wells used for drinking water, irrigation, and heating/cooling (geothermal). The BOH was not made aware of any drinking water wells that ran dry in 2024.

MassDEP provides valuable information about private wells, water quality standards, and certified testing laboratories at 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.

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 645 households, as well as commercial and public buildings, most of which are in or 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 44 households with water sourced from Natick Public Works.
- **Meadowbrook Water Trust:** 27 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:** 15 households receive water from a local well operated by WhiteWater, Inc.
- **Precious Beginnings Preschool:** Water for this building 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.

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 use 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 a system, 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 septic. 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, and 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.

To document the required maintenance of wastewater systems, the BOH asks residents to submit servicing documentation. Pumping records

are submitted by the pump companies to the BOH, which also licenses septic system installers and septic haulers and maintains a list of licensees.

MassDEP's Title 5 (310 CMR 15.000 of the State Environmental Code) requires that homes put up for sale 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 2024, the BOH conducted 22 soil evaluations and percolation tests, 26 building plan reviews, and 88 Title 5 inspections and reviews. The Board also issued permits for 23 new septic systems, 19 septic repairs, 4 home demolitions, 9 trash haulers, and 9 residential swimming pools.

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 require an inspection before a permit is issued. Commercial vendors and private caterers providing food at events, including private functions, must also apply for permits. Residents should contact the BOH if their organizations are unsure about how regulations apply to their planned events.



Photo by Ilene Hoffman; copyright © Ilene Hoffman Photography.

TOBACCO

In 2023, the BOH amended its tobacco regulations for the first time since 2013. The Board voted to cap the number of tobacco license holders in Dover at two. As of 2024, the only two license holders in town are Dover Market and the Mobil gas station.

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 the camps 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 2024, 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 system drip fields over time and lead to premature 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. In 2024, nine Trash Hauler Permits were issued.

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. No beaver complaints were received in 2024.

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 where 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 2024:

Type of Animal	2024
Horses/Ponies/Miniature Horses/ Donkeys/Mules	125
Alpacas	1
Goats	53
Sheep	28
Swine	5
Ducks	32
Chickens	118

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 2024, the Town recorded nine instances of dog bites and one instance 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.

The BOH conducted its annual rabies clinic March 16, 2024.

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.

	EEE	WNV
Cases in Animals	4	0
Cases in Humans, MA	4	18
Cases in Humans, Norfolk County	0	1
Positive Mosquito Samples, MA	97	333
Positive Mosquito Samples, Norfolk County	3	49

The BOH works with the Norfolk County Mosquito Control District (NCMCD). 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 BOH 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 land-owners. 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, 2024, a total of 13 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 flu/covid clinic on October 18, 2024, at the Department of Public Works, where 128 residents were vaccinated.

Elder Services

The BOH contracts with the Natick Walpole VNA to provide blood-pressure checks for senior citizens through the Council on Aging.

Board of Health Staffing

Full-time Health Director Jason Belmonte oversees two other members of the office staff. Administrative Assistant Suzanne Hilts joined the staff in July 2024 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 onboarding a Public Health Nurse in February 2025.



Powisset Farm. Photo courtesy of The Trustees of Reservations.

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

David A. Lawson, Director

The Norfolk County Mosquito District's (NCMCD's) operations involve taking an Integrated Pest Management (IPM) 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 help us focus our surveillance on areas of concern, thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

In 2024, we had 110 requests for service in the Town of Dover. We submitted 18 samples with three West Nile virus isolations 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 also collect and recycle off-rim tires to eliminate a common breeding site of mosquitos.

Statistics for 2024 are as follows:

- Culverts cleared: 27
- Drainage ditches checked/hand cleaned: 1,700 feet
- Intensive hand clean/brushing*: 1,400 feet
- Mechanical water management: 0 feet
- Tires collected: 0

*Combined 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): 96.8 acres
- Larval control (briquets and granular applications by hand): 4.3 acres
- Catch basin treatments (briquets by hand—West Nile virus control): 210 basins
- 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 2024, NCMCD sprayed, by truck, 3,120 acres with ultra-low-volume aerosol applications of adult mosquito insecticide.



Waterfall at the Upper Mill Pond dam, Noanet Woodlands.
Photo by Jim Repetti.

Report of the Animal Control Officer

Jennifer Shaw Cronin

The following statistics represent a 2024 year-end report by the Animal Control Officer, whose duties for Dover were conducted on a partial-coverage basis.

Animal control calls: The following animal-related calls were made in 2024:

Loose, missing, and/or returned animals	6
Barking dog complaints	0
Dogs hit by cars	2
Cats hit by cars	2
Deer hit by cars	2
Animals quarantined for wounds of unknown origin	2
Animals removed from a residence	3

Barn inspections: All barns and livestock passed the requirements of the Town of Dover and the Commonwealth of Massachusetts. The following animals, counted in 2024, were found to be in the best of condition:

Horses	78
Ponies	3
Donkeys	5
Goats	60
Sheep	51
Swine	5
Waterfowl	27
Alpacas	2
Chickens	133

Medfield Animal Shelter: In 2024, the number of dogs, cats, rabbits, guinea pigs, birds, and other small animals adopted from the Medfield Animal Shelter was 502. Statistics for stray or abandoned animals in Dover are as follows:

Abandoned dogs	1
Stray cats	3
Stray rabbits	0

My thanks and appreciation go to the Police Department and the Town of Dover and its residents for their cooperation throughout the year. Thanks also go to the Medfield Animal Shelter, our shelter veterinarian, Rosario Delgado, and the West Street Veterinary Clinic for their continued support of animal control and the animal shelter. Finally, I thank the Town of Medfield's ACO, Robert LaPlante, for his night and weekend coverage.



Powisset Farm. Photo courtesy of The Trustees of Reservations.

Report of the
Natick Walpole Visiting Nurse Association

Board Officers

Sheila Ahmed, President
Callum Maclean, Treasurer

Agency Leadership Team

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

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.

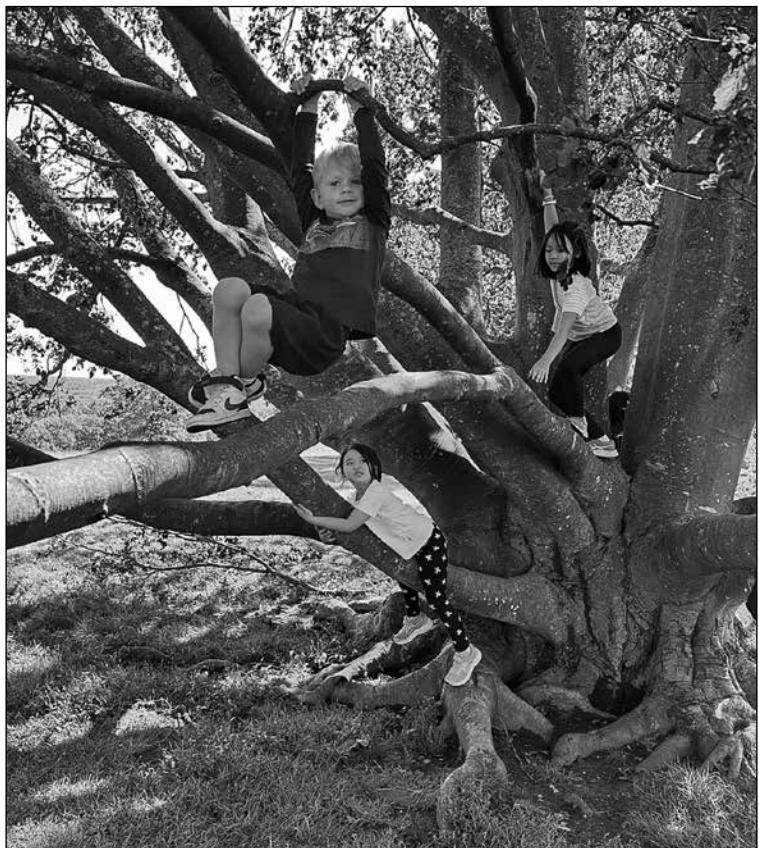
2024 Public Health Statistics for Dover

Total hours spent on blood pressure clinics, flu clinics, as well as communicable disease, TB cases, and MAVEN tracking and follow-ups: 156.

DOVER

Land Use Reports

2024



Report of the **Planning Board**

Carol Lisbon, Chair
Jody Shue, Vice Chair
Val Lin
Bill Motley
George Sidgwick
Kate Williams, Associate Member
David M. Haviland, Board of Selectmen Liaison

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, Housing Task Force, and the Sustainability Committee, and members attend the meetings of other Town boards and participate in ad-hoc committees relating to planning issues, such as the Housing Task Force. A Board member also chairs the Tree Preservation Committee, a subcommittee of the Planning Board.

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 Board of Selectmen (BOS) 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 2024. In June, Scott Freedman informed the Town that he could no longer serve on the Board. The Board appreciates Scott's time, dedication, and attention as a member. On August 15, 2024, the Board and the BOS held a joint meeting via Zoom to appoint Associate Member Val Lin as a full-time member with a term expiration of May 19, 2025. The Board publicized the resulting open position and received applications from three Dover residents. After an interview process, the Board voted on December 9, 2024, to appoint Kate Graves Williams to fill the unexpired term. The Board thanks all the applicants for their interest.

Board Review and Approvals

In 2024, the Board held 17 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 2024, there were no Definitive Subdivision or Preliminary Subdivision applications.

Site Plan Reviews: 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 2024, there were 16 Site Plan Review applications (five pools, one shed, one barn, two garages, two ground-mounted solar photovoltaic systems, and five Accessory Dwelling Units).

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 2024, the Board endorsed six 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 2024, there were two sign applications.

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 2024, 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 two applications in 2024.

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 BOS in 2023, to develop a comprehensive approach to multifamily housing

in Dover. This involves developing both a long-term housing plan and philosophy, as well as a process to ensure that all projects are collaboratively and appropriately vetted and managed.

Multifamily Project: In 2024, the Board participated in public hearings for a proposed four-unit, scattered-lot 40B Comprehensive Permit application on Troutbrook Road, Chickering Drive, and Edgewater Drive.

In addition, the Board is working with a consultant to develop Dover's plan to address the requirements of the MBTA Communities Act. This includes identifying options for overlay district site selection that meet compliance modeling requirements set forth by the law, with the help of consulting firm Horsley Whitten, as well as crafting preliminary language for a proposed zoning bylaw that would be brought to a special town meeting in fall 2025. 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.



Photo by James Swanson.

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. It successfully obtained an extension of a 2023 grant for \$12,000 to create a Natural Resource Protection Zoning Bylaw or Tree Preservation Bylaw.

Land Purchases: In 2024 there were no activities associated with land acquisitions.

Zoning Bylaws: The Planning Board is committed to reassessing the Town's Zoning Bylaws to foster and regulate development, all the while safeguarding those aspects of Dover that we all appreciate, as well as the essential natural resources and elements integral to Dover, as outlined in the Town of Dover Master Plan (last amended in 2012).

Accessory Dwelling Units: At the May 2023 Annual Town Meeting, the Town of Dover passed an updated Accessory Dwelling Unit (ADU) Bylaw to encourage healthy development and growth by right. After a public hearing in February, the Board voted to approve new ADU regulations to support the Bylaw.

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 so as to better position the Town in its guidance of upcoming redevelopment in the village center area. Combined regulations and zoning changes are being developed for presentation to the community in 2025.

Tree Preservation Committee: The Tree Preservation Committee has worked diligently to accomplish its charge and to support the Planning Board by providing community education and contributing to bylaw development. During the first half of 2024, the Committee:

- collaborated with the Department of Public Works (DPW) to include tree preservation aspects in the update of the Stormwater Management Bylaw and assisted in developing presentation material to support the Bylaw's approval at the May 2024 Annual Town Meeting;
- gathered, organized, and submitted data needed to successfully secure Dover's first designation as a Tree City USA community;
- helped develop regulations to support the updated Stormwater Management Bylaw;
- developed an online resource page for community access to tree-related bylaws, tree maintenance/care guidance, and Committee information. The resource can be found on the Town's website by selecting "Government" then "Boards & Commissions";
- collaborated with the BOS to create and approve the first Dover Arbor Day Proclamation to recognize and celebrate Arbor Day in Dover, MA, in 2023 and 2024; and

- collaborated with the DPW, Open Space Committee, Chickering Elementary School, Dover-Sherborn Regional Schools, Cemetery Commission, Town Library, Parks and Recreation, and community volunteers to develop a calendar of events encouraging residents to participate in celebrating Arbor Day, during which activities included new tree plantings (one each on the Town Green, Highland Cemetery, and Chickering Elementary School, and two on the Dover-Sherborn Regional Schools campus); a giveaway of 500 seedlings to Chickering students; educational talks and hands-on activities for children and adults at the Town Library; and a "Vernal Pool & Native Tree Walk" on a Dover property.

In the second half of 2024, the Committee continued building on its successful activities and initiating new ones by:

- submitting a 2024 Tree City USA application;
- completing the Stormwater Management Regulations;
- planning a 2025 community education session on awareness of Dover tree-preservation bylaws and regulations;
- developing a Tree Preservation Bylaw to reduce clear cutting;
- supporting the creation of a Tree Fund;
- initiating discussions and planning of a Master Planting Plan;
- preparing and planning Arbor Day activities for April 2025;
- collaborating with the newly established Sustainability Committee and other boards and committees to support the healthy growth of the community; and
- working with the Planning Board to update and renew the Committee's mission, terms, and membership.

In summary, over the past two years the Tree Preservation Committee has creatively engaged with the Dover community through public events that encourage resident education, participation, and engagement in local tree preservation awareness and efforts. Its collaborative, multidisciplinary approach across many Town departments, boards, and committees helps ensure that its initiatives are efficient and comprehensive. Lastly, we have researched and engaged with outside groups and communities so that our efforts comport with best practices and forward-looking tree preservation methods. The Committee embraces its mission to continue working with and educating Dover residents on the protection of the Town's beautiful natural resources and on healthy community growth for future generations.

Other Zoning Initiatives: The Planning Board developed and presented two bylaws at the May 2024 Annual Town Meeting, which were then passed: one to address ground-based, medium- and small-scale solar installations and a bylaw to address construction noise, which the Building Department requested to meaningfully respond to resident noise complaints. The Board participated in developing the new Massachusetts General Law Chapter 159 (Stormwater Management and Erosion Control) Bylaw approved at Town Meeting. Through a public hearing process, Regulation 53G (Section 248-26 of the Dover Rules and Regulations) was amended to allow the Board to use applicant-paid consultants during Site Plan Review. Following approval of the Solar Array Bylaw, supporting regulations were developed and approved.

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 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. It hopes to update the Dover Master Plan in 2026-27 through a process involving all Town residents. Prior master plans and related documentation can be found on the Planning Board's Web page on the Town's website (www.doverma.gov), which also provides detailed information on Board initiatives and work products, as well as educational materials on zoning and housing issues. We hope that Dover's citizens find this information useful and welcome your input.



Pegan Hill/Lewis Hill. Photo by Nancy Greene.

Report of the **Zoning Board of Appeals**

George L. Chimento, Chair
Nadir Ahmed
LaVerne A. Lovell
Michael Donovan, Associate Member
Nancy Greene, Associate Member

The Board of Appeals ("Board") serves as the Town of Dover's Zoning Board of Appeals. It consists of five members appointed by the Board of Selectmen, three of them as voting members and two as associate members. In 2024, attorney and long-time Chair, Alan Fryer, retired midyear, after which LaVerne A. Lovell served as Interim Chair until the appointment of attorney George L. Chimento and his election as Chair on August 1.

The Board is authorized to hear the appeals of decisions made by the Building Inspector, to grant variances in limited circumstances, and to issue Special Permits when authorized by Town of Dover Zoning Bylaws and Massachusetts General Laws (MGL). It also determines whether nonconforming uses and structures are grandfathered and thus not subject to current versions of the Zoning Bylaws. The Board also reviews requests to alter or construct within 150 feet of specified water bodies, most notably the Charles River. Importantly, the Board determines whether applications for affordable housing projects under MGL Chapter 40B (40B) should be granted and, if so, under what conditions. Any 40B decision is subject to the authority of the Massachusetts Housing Appeals Committee (HAC), including overrule if the HAC determines the decision to be unfairly "uneconomic" for the developer and inconsistent with state goals for affordable housing.

Most applications to the Board (other than for 40B projects) start with the Building Inspector's written denial of the proposed activity. Appeals to the Board must be timely, and applicants are cautioned that MGL Chapter 40A (Zoning) requires time limits not specified in the Zoning Bylaws. The Board will act on timely applications for Special Permits or Variances only after holding a public hearing, the notice of which is published in a local newspaper, posted on the Town website, and sent by mail to the applicants and other interested parties as defined by state law. The Board will file its written decisions with the Town Clerk, who then provides notice to applicants and other interested parties of their limited time (20 days) to appeal to a court of proper jurisdiction (not to the Board). Different procedures apply under state law for 40B affordable housing projects.

During 2024, the Board ruled on a wide range of matters: (a) the Town's Noanet Brook Culvert Replacement Project (Willow and Dedham

Streets); (b) the approval of Planning Board site approval and issuance of a Special Permit for an Accessory Dwelling Unit (3 Claybrook Road); (c) the approval of the reconstruction of two grandfathered unit dwellings (8 and 8A Farm Street); (d) the granting of a sideline variance for the construction of a new residence (62 Claybrook Road); and (e) the issuance of a Special Permit to allow short-term rentals of a residence through Airbnb (25 Dover Road). The Board's rejection of an application under MGL Chapter 40B to develop four housing units, one of them affordable, on noncontiguous parcels (Troutbrook Road, Chickering Drive, and Edgewater Drive) has been appealed to the HAC. The Board is presently conducting a multisession hearing for a 40B application to develop 42 rental units (11 of them affordable) on 81–85 Tisdale Drive.

Copies of the Zoning Bylaws and the Board's regulations and meeting minutes are available on the Town website (www.doverma.gov) or from Town Clerk's office during normal business hours. Status updates on current 40B projects are also on the Town website.

Applicants and aggrieved parties should not rely on the Board, Town employees, or Town officials for legal advice as to remedies or procedures. Seeking competent counsel familiar with state and local laws is always recommended.



Dover Town Center. Photo courtesy of the Police Department/Officer Ryan Menice.

Report of the **Department of Public Works**

Highway Division

Kevin McCabe, Director of Public Works

John Robert Tosi Jr., Operations Superintendent

James Gorman, Working Foreman

Maintenance

The Highway Division of the Department of Public Works (DPW) is responsible for maintaining and repairing 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 5,480 feet of new berm and curbing was installed on Walpole Street, Centre Street, Yorkshire Road, Meadowbrook Road, Bridge Street, Haven Street, Knollwood Drive, Main Street, Strawberry Hill Street, and Wildwood Road, to control water runoff and erosion. DPW repaired and rebuilt approximately 70 catch basins and manholes town-wide and continues to remove silt, sand, and debris from the roadways and catch basins. In 2024, DPW 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. DPW also contracted to line paint more than 400,000 linear feet of street markings. Dover's crew installed 85 feet of 12-inch drainage at the Town Garage. In addition, DPW replaced 295 feet of failed guardrail along Springdale Avenue, Farm Street, and Walpole Street with a new guardrail that complies with standards defined in the *Manual on Uniform Traffic Control Devices*.

Capital Projects

Over the past year, DPW completed two major capital projects. The Willow Street culvert was replaced and the roadway is now reopened. In addition, the winter material storage facility at the Town Garage was replaced.

Tarvia

In summer 2023, the Department conducted a comprehensive road study. We implemented a program that promotes a balanced approach to maintaining the Town's road network by keeping roads in good condition with less-expensive treatments. In keeping with this program, the DPW performed 1.788 miles of cold planning and bituminous concrete overlay, as well as completed 2.548 miles of pavement preservation consisting of crack sealing and micro-surfacing.

Preservation (Road Segment)	Treatment	Length (ft.)
Colonial Road	Micro-seal	1,750
Saddle Ridge Road	Micro-seal	3,000
Linnell Road	Micro-seal	155
Connick Road	Micro-seal	650
Draper Road	Micro-seal	3,900
Springdale Avenue (Church Street–Farm Street)	Micro-seal	4,000
Total		13,455

Mill and Overlay (Road Segment)	Length (ft.)
Haven Street	6,782
Wildwood Road	1,142
Bridge Street	1,516
Total	9,440

Solid Waste (Transfer Station)

In 2024, Dover residents threw away 1,178 tons of solid waste, which was transported mainly by contracted personnel to Wheelabrator Millbury, Inc. Please refer to the report of the Recycling Committee (page 203) 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	2024
1,327	1,247	1,233	1,348	1,311	1,198	1,127	1,178

Per-Ton Tipping Fee (\$)

2017	2018	2019	2020	2021	2022	2023	2024
66.00/	67.17/	68.18/	68.97/	69.82/	71.08/	75.52/	77.78/
67.17	68.18	68.97	69.82	71.08	75.52	77.78	79.92

Cost for Solid Waste Disposal at Wheelabrator (\$)

2017	2018	2019	2020	2021	2022	2023	2024
88,331	84,409	85,881	93,825	92,358	86,742	85,811	92,961

Streetlights

The Town owns and maintains 67 overhead streetlights.

State Aid (MGL Chapter 90)

This year DPW leveraged \$423,109 of Massachusetts General Laws Chapter 90 funding for the town-wide pavement preservation program. In addition, the town received \$169,140 of Fair Share funding, which was used towards the mill and overlay program. (See also “Tarvia” for street list).

Snow and Ice

Winter 2023–24 brought approximately 35 inches of snow. In addition to the plowable snow, there were approximately 10 occasions that our sanders went out to treat ice, which was most often caused by water runoff due to melting days and freezing nights. The following represents our responses to the season:

Date	Snow/Ice	Inches	Equipment Used
2023			
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
2024			
November 27	Ice		Sanders
December 4–21	Snow/Ice	4	Plows/Sanders/Contractors

Garage Operation

The Town Garage was built in 1998 and continues to serve the Town well. It is occupied by the Public Works, Highway, Cemetery, Town Engineer, and Water Departments, and is also providing temporary office space to the Parks and Recreation Department. DPW thanks Karl Warnick, Superintendent of Building Maintenance, and his staff for keeping the building in excellent condition. In August 2023 the building was flooded during several high-intensity rain events. All renovations have been completed, and all Departments moved back into the facility by April 2024.

Grants

In 2024, the Department put in several grant requests for various projects. The Town received a \$405,000 grant for flood relief from a state supplemental budget. The Town also received a grant of \$217,261 from the MassDOT Municipal Pavement Program, which supports pavement improvements of municipally owned state-numbered routes. The grant is funding the micro-surfacing and line painting of approximately 3,370 feet of roadway on County Street (Route 109).

Finally, an FY25 Community One Stop for Growth Award for \$40,000 from the Massachusetts Executive Office of Economic Development is funding the replacement of the Wilsondale Street culvert located over Powissett Brook, identified as a recommended mitigation measure in the Town of Dover’s Hazard Mitigation Plan. The project includes field investigation and data collection, engineering design, and regulatory permitting.

Report of the
**Parks and Recreation
Commission**

Chris Boland, Chair

Michael Gilio, Secretary

Eric Loeffler, Treasurer

Jennifer Daman, Commissioner

Mark Ghiloni, Director, Parks and Recreation

Nicole Wainwright, Assistant Director, Parks and Recreation

Mattison Clements, Recreation Supervisor, Parks and Recreation

Tom Palmer, Groundskeeper/Heavy Equipment Operator

Mark Travers, Groundskeeper/Heavy Equipment Operator

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. 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.

Strengthening Our Team and Preparing for the Future

In 2024, P&R welcomed a new full-time Recreation Supervisor, Mattison Clements, a key addition to our team. Her position replaces the part-time Program Assistant role, which had served the Department for over 15 years. The decision to expand this role reflects P&R's tremendous growth over the past decade in its diverse offerings of programs and community events. The expanded responsibilities and dedicated time of a full-time Recreation Supervisor is integral to supporting the Department's mission of providing high-quality recreational opportunities and meeting the needs of our growing community.

It is also a timely addition as we prepare to move back to the renovated Caryl Community Center in 2025, the reopening of which will mark a significant milestone for the Department. The updated facility will allow us to fully deliver on our promise of serving the recreation needs of all

residents, offering enhanced programs, activities, and events in a modern, accessible space. We are excited about this new chapter and look forward to continuing to enrich the lives of our community members through recreation.

Multi-Season Program Highlights

Art Club: This very popular program, taught by Assistant Director Nicole Wainwright, continues to allow participants to showcase their many artistic talents. Sessions were held throughout the year with each attracting 12 students and consistently 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 around 18 preschoolers is modified for younger artists.

Baseball: 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 12 preschoolers and five K-2nd graders. The summer session hosted 16 students. In the fall, Coach Pete, helped by our Recreation Supervisor, taught two well-attended classes for children in PreK-grade 2, for a total of 23 participants.



*Summer T-ball, Chickering Field. Photo by Mattison Clements;
courtesy of the Parks and Recreation Department.*

Go Go Allegro Music Classes: Due to space constraints arising from the construction of the new Caryl Community Center, we were excited to continue partnering with Medfield Parks & Recreation and offer a few PreK music classes during fall, spring, and winter. Thirteen 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 50 skaters participating in 2024, we are excited to see our attendance numbers continue to grow.

Musical Theater: Each season, Aly Pereira directs young musical theater students ages 6–11 in an abbreviated version of a Disney musical. In 2024, 30 talented kids enjoyed learning how to sing, act, and dance in the fall musical *Trolls 3*. 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 Metrocraft. Thirty-nine participants enjoyed the classes, which were held at St. Dunstan's Church.



Miss Erin's School of Dance. Photo courtesy of the Parks and Recreation Department.

PROformance Soccer: Miles Alden Dunn continued this popular soccer program at Chickering Fields for the spring and fall outdoor sessions. Thirty-eight children participated in the spring session, 32 played in the fall, and 96 attended the winter indoor sessions 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, 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 189 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.

Hipstitch: This year, we began our partnership with Hipstitch in Wellesley, offering a variety of creative classes. In the spring, eight participants enjoyed the Fiber Arts class, while the fall saw eight participants in the Sewing Combo and six in Fashion Design. These creative sessions provided participants with valuable skills and a fun, hands-on experience.

Winter Program and Event Highlights

Erin's School of Dance: Approximately a dozen dancers ages 3–8 took classes with Erin McCann and performed in an intimate gathering for their families at St. Dunstan's Church.

D-S Middle School Ski Program: The DSMS Ski Program provided students in grades 6–8 with the opportunity to spend their Friday afternoons and nights skiing at Nashoba Valley Ski Area in Westford, MA. For six consecutive Fridays in January and February, more than 50 skiers and snowboarders traveled to the slopes to enjoy a few hours of skiing and camaraderie.

Intramural Basketball: The Intramural Basketball program offers players a great option to develop their skills while playing with friends. One hundred fifty-four players in K–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 Snowboard Program: This ski and snowboard lesson program for students ages 7–12 returned to Blue Hills Ski Area in Canton, MA, for five consecutive Wednesdays. Close to 10 participants took advantage of the opportunity.

Spring Programs and Event Highlights

Eliot Hodgkins Fishing Derby: This annual fishing derby at Channing Pond was held on May 5 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 16 participants. P&R also partnered with Dover-Sherborn Soccer to offer CPR training to more than 20 coaches. We thank Juanita for helping the coaches receive this training.

Egg Hunt and Arts Event: Welcome spring! Dover families filled the Town Common on March 30 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: The Department offered a family program on June 8, featuring a free springtime children's performance by Jeff from Jammin with You, games, and small crafts on the Town Common.



Fishing Derby winners, Channing Pond. Photo courtesy of the Parks and Recreation Department.

Summer Program and Event Highlights

Summer Club: We returned to Boston College's Connors Center in Dover for our most popular summer program that served 541 elementary-school-aged children who participated 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 35 staff members and volunteers who helped make it a memorable summer for so many attendees!

Summer Concerts 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 Common, 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 Beantown Swing Orchestra, Group Therapy 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 21. Always a hit, Knucklebones offered fun family and kids' games during the concerts. Attendance ranged from 90 to 150 individuals per concert.

Fall Program and Event Highlights

Dover Days Fair (Dover Dash 5K, Fun Run): Dover Days 2024 was met with great anticipation by residents of all ages. Hundreds of townspeople came out to visit the 53 vendors that were set up along Dedham Street and the Town Library lawn. P&R programming covered the Town Common and included the return of a giant inflatable obstacle course and slide, free activities offered by Knucklebones and DJ Mike with games and music. The ninth 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 fourth annual Turkey Bowl, which took place the day before Thanksgiving on November 27. Twenty-one children in the K-grade 2 division faced off on Chickering Fields, while the grades 3–5 division had 24 participants. Each player received a commemorative long sleeve shirt and looked forward to continuing this Thanksgiving tradition.

Hikes + Crafts Early Release Days: On early-release school days in the fall, Nicole Wainright led anywhere between 10 and 14 kids on various Dover trail hikes, each of which culminated in a seasonal nature-based craft activity.

Pumpkin Decorating Event: On October 26, the Saturday before Halloween, families gathered at Chickering Elementary School for the highly anticipated fifth-annual Pumpkin Decorating Event. A total of 32 excited, costumed participants joined in the fun, transforming their pumpkins into creative masterpieces. DJ Jim provided lively tunes and hosted games for the kids, ensuring a spirited atmosphere throughout the event. Everyone walked away with goody bags filled with treats and prizes from

P&R. We were thrilled to partner with Beau Newmarker again, a D-S High School student, to bring an extra layer of fun with a lively Trunk or Treat event.

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.

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/softball diamonds—one at Chickering Fields and one at Caryl Park. The Department completed yearly maintenance tasks at the fields, including seeding, aerating, and topdressing.

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.

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.

Rail Trail Update: The Town of Dover is pleased to announce that it has received a \$184,760 grant from the MassTrails Grant Program. This grant supports the design and engineering of a potential recreational trail and shared-use pathway project in Dover. This new rail trail project is independent of previous initiatives and represents a fresh start in exploring the possibility of creating a trail to enhance community connectivity and promote outdoor recreation for healthier lifestyles. In the coming months, Town departments and committees will collaborate to develop a comprehensive plan for the trail's design. Public input will play a central role in shaping the project, with public meetings ensuring transparency and community involvement. Before any decisions are made, the design will be presented at a future Special Town Meeting. We are excited about the potential of this project to enrich the quality of life for Dover residents and look forward to working together with the community to explore its possibilities.

Intergovernmental Agreement: This year, the Parks and Recreation Commission and the Board of Selectmen entered into an intergovernmental agreement to transfer some of the parks staff duties to the Department of Public Works (DPW). This collaboration enables the DPW Director to oversee certain responsibilities traditionally handled by parks staff and will foster improved coordination on larger projects and increased efficiency with staff and equipment. The partnership reflects our commitment to optimizing resources and delivering superior service to the community.

P&R Revolving Fund

P&R's Revolving Fund report for Fiscal Year 2024 (ending June 30, 2024) 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) when available.

Honoring a Legacy

We honor the memory of Kathy Weld, a beloved member of the Dover community who passed away in October 2024. Kathy worked tirelessly on the Caryl Community Center project, initiating the process over two decades ago. Her vision and dedication helped lay the foundation for the center, and her passion for improving Dover has shaped so much of what we see today. Kathy was not only a gifted pianist but also a passionate volunteer who dedicated countless years to our town. Her legacy includes serving as a longtime member and chair of the Board of Selectmen, chairing the CMAC Committee, and most recently, contributing as a valued member of the Parks and Recreation Commission. Kathy's tireless commitment to Dover inspired all who knew her. She sought to make a lasting difference in our community, and her contributions have left an indelible mark. Her wisdom, dedication, and passion for our town will be deeply missed, and we are forever grateful for the positive impact she made.

Our Team and Volunteers

We thank all members of the P&R Department for their dedication in coordinating programs, events, and playing fields. Our sincere thanks also 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.

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, Dover Land Conservation Trust, Hale Partnership Task Force, Housing Task Force, Tree Preservation Committee, and recently formed Sustainability 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. In 2024, the Commission's Consultant Agent, Janet Bowser, assisted the Department of Public Works (DPW) and the Tree Preservation Committee with the development and drafting of the Town's new Stormwater Management Bylaw, which was passed at the May 2024 Annual Town Meeting and included increased tree preservation to reduce soil erosion and water runoff. The Consultant Agent continues to work with the DPW and Tree Preservation Committee on drafting the new Stormwater Management Bylaw Regulations.

In 2024, the Commission held 23 public meetings, during which it reviewed and approved 14 Notices of Intent, one Permit Amendment, five Requests for Determination of Applicability (to decide if a permit is needed), four Permit Minor Modifications, four Permit Extensions, one Emergency Certification, two Permit Waivers to use herbicides to control invasive plant species, and one ANRAD (to confirm wetland lines and a vernal pool). In addition, the Consultant Agent reviewed Building Permits, Well Permits, and Septic System Permits to ensure compliance with all wetland protection regulatory requirements. 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 15 Certificates of Compliance (to close out permitted work), two Enforcement Orders (work related to clearing in violation of regulations), one Notice of Violation, and reviewed multiple ongoing Enforcement Orders (work related to clearing 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 600 acres. At the 2024, Annual Town Meeting, attendees voted to authorize the Board of Selectmen to transfer nine parcels of land currently held for general municipal purposes, and to convey the land to the Conservation Commission for conservation purposes.

The Commission's Land Management Work Group continues to work on land management for its conservation properties, including work completed this year to replace a stream-crossing bridge and trail signs at Wylde Woods. (See photo page 25.) It is currently working with a consultant on developing a land management plan for Springdale Meadows (a conservation field across the street from Channing Pond). The Commission would like to thank the many volunteers who assist in keeping the trails clear and maintained for all to enjoy.

The Consultant Agent continues to monitor the status of the South Natick Charles River Dam Removal Project and has evaluated and reported on the project's 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 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, extension 233, or email Lhagerty@doverma.gov.

Report of the Tree Warden

Kevin McCabe

Removals/Pruning

Forty dead or hazardous trees were removed under contract during 2024. 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 2024, the Tree Warden conducted more than 59 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 Department of Conservation & Recreation at www.mass.gov for tips on identifying disease.

Plantings

In 2024, 13 replacement trees were planted town-wide. For Arbor Day the Tree Warden supplied seedlings to the Chickering Elementary students. Contact the Tree Warden to request planting locations for 2025.



*Autumn sunrise, Springdale Avenue. Photo by Paul Hsi;
copyright © Paul Hsi Photography.*

Report of the Recycling Committee

Jennifer Luethy, Chair

Janit Greenwood

Matthew Hadge

Carol Lisbon

Wendy Muellers

Leesa Mullin

Catherine Piemonte

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 2024, 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 17 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 (NLFB) helped reduce solid waste by an additional 7 tons. As a new initiative, the Town has begun collecting data on usage of private haulers for trash and recycling, which will enable more accurate tracking of Transfer Station activity.

Transfer Station data for 2024 is based on 1,275 households, accounting for 874 reported households that use private haulers. It also includes overall solid waste and recycling tonnage diverted from the Transfer Station to private haulers, the data on which reflects 708 out of the 874 reported households using private haulers since, at the time of this report, not all of the private hauling companies had responded to our inquiry.

Unlike in past years, the total revenue generated for the Town from recyclables was slightly less (\$1,683) than the total cost paid to recycle items. Nearly all the difference was due to December pick-ups that did not occur until early January 2025.

Changes in the recycling industry's business model continue and have impacted Dover's operations as well. In 2025, the DRC and the Department of Public Works will continue to explore developing new relationships with other haulers for recyclables to address our volumes, costs, and revenues while focusing on proper end-stream recycling.

The private hauler regulations developed by the Board of Health in 2023 effective January 1, 2024, has provided much needed data on household recycling and trash disposal activities. It appears that approximately 41% of households now use private haulers. For 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 208.

Transfer Station

In 2024, the DPW instituted a Transfer Station restickering program with the goal of having new stickers on all cars used by Transfer Station users by January 2025. Stickers were made available at the Town Garage, the Transfer Station, or online. The DRC participated with DPW personnel at its November Special Recycling Day to jumpstart the effort.

Food waste: A program begun for washing the food scrap collection totes on a biweekly basis has successfully reduced smells and insect infestation. For those who do not use the free service onsite, the DRC has communicated the availability of private pick-up services by Black Earth Composting should enough households to sign up.

Textile bins: Following a review of the two vendors who supply textile collection bins to the Transfer Station, the Red Cross bins (operated by Windward Trading Group, Ltd.) were removed and replaced with additional bins from Bay State Textiles. Unlike Windward Trading, Bay State Textiles pays the Town for its textile material based upon weight, which should increase revenue going into the new Transfer Station's \$35,000 Revolving Fund, approved at the May 2024 Annual Town Meeting.

Composting: With support from the DPW, the State of Massachusetts approved Dover's request to allow the disposal of invasive plants into its general trash rather than the compost pile, removing a risk of contamination of compost material offered to residents and, therefore, reduce the potential spread of invasive plants. Signage listing the most common invasives was also placed by the compost pile.

Deposit Shed: The Deposit Shed continues to be a success, with an estimated 13 tons (approximately 190,000 beverage containers) recycled and \$9,278 returned to the Town's General Fund. The Hyde Park Redemption Center began collection of the bottles and cans, freeing up DPW personnel and equipment from having to do the delivery.

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

New Life Furniture Bank: Our formal partnership with 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 fourth year. In 2024, it served more than 757 families, and it thanks Dover residents for their generosity.

In 2024, the DRC organized 12 special drop-off days, staffed by DRC members and other volunteers, during which Dover residents donated more than 12 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. To further reduce furniture drop-offs that end up in our trash, the DRC is working with a resident who works with several nonprofits to outfit apartments for refugees with items not accepted by NLFB. The NLFB program, combined with the Swap Shop and our new outreach efforts, 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 posted policies and procedures. Added to the Swap Shop this year were a display case for announcements and an event calendar, a permanent collection bin for paper and cloth bags to be donated to A Place to Turn, a collection bin for used sports cleats to support a Dover resident's project, and a bin for tennis ball collection. Latex paint collection was restarted and will be available May through October. The DRC works with various area nonprofits to donate Swap Shop items for reuse when not taken by Dover residents.

Eyeglass recycling: In 2024, more than 300 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 at the Town House, and Dover Eyes on Whiting Road.

Grants

In December, Dover received a \$6,000 Recycling Dividends Program grant, the highest possible, from the Massachusetts of Environmental Protection (MassDEP) in recognition of the Town's programs and policies intended to maximize waste reduction, reuse, and recycling. This was the largest grant available to Dover and adds to the remaining grant funds from previous years. The DRC will work with the DPW 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, 64 bikes donated to The Bike Connector in Lowell, and 161 tires recycled. The DRC thanks the Norfolk County District Attorney's Office and Dover Country Properties for sponsoring the shredding trucks, and it also thanks 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 suitcases and backpacks for Generic Ministries in May, and reusable paper, plastic, and cloth bags for A Place To Turn in Natick in October. Due to a significant increase in the per-tire recycling cost, residents are limited to dropping off eight tires per collection weekend.

Another popular DRC event 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, all our streets were cleaned up. The DRC thanks all the residents and groups who participated in 2024 and urges everyone to help keep Dover free of trash year-round by removing it from their property and 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 borrowing program (the Library of Things) provided information and brochures, and sold rain barrels and food scrap bins.

The DRC looks forward to working with the newly created Sustainability Committee in support of their mission, which addresses our goals as well.

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 our MassDEP liaison, Missy Hollenback, for her support and appreciate her recognition of Dover's efforts as examples of what can be accomplished with Town and resident support.

Finally, the DRC thanks 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).



Photo courtesy of the Town Report Committee.

Solid Waste and Recycling Data

For the Calendar Year 2024

	2024	2023	2022	2019	2009
Solid Waste (tons)¹					
Refuse/Bulky Items	205	191	182	229	-
Trash	954	936	1,016	987	-
Total Solid Waste*	1,159	1,127	1,198	1,216	2,130
Recyclables (tons)					
Mixed Paper (all types) ¹	70	79	81	140	312
Cardboard	172	164	178	149	100
Glass	68	75	71	76	97
Single Stream ²	0	0	0	0	-
Metal (cans and scrap)	92	93	105	114	81
Plastic (non-deposit #1-#7)	46	50	53	62	37
Electronics	8	11	11	15	39
Textiles ³	24	20	15	13	10
Books	21	21	21	14	-
Comingled Containers ²	0	0	0	0	17
Mattresses and Box Springs	6	14	21	-	-
Special Events ⁴	7	11	11	20	-
Food Scraps ⁵	43	43	31	55	-
Deposit Trailer Containers ⁶	13	15	17	22	-
Other	0	0	0	0	-
Total Recyclables*	570	595	615	678	693
Total Solid Waste and Recyclables	1,729	1,722	1,813	1,894	2,823
Percentage (%) Recyclables to Total ¹	33.0	34.6	33.9	35.8	24.5
Households in Town (HHs) ^{7**}	1,302	2,149	2,142	2,144	-
Solid Waste (lb.) per HH	1,780	1,049	1,119	642	-
Deposit Shed Containers (~ units) ⁸	119,492	221,620	284,349	224,050	
Recycle Bins Sold (Town Garage/TS)	19	36	23	68	-
Motor Oil (gal.)	1,075	1,100	850	800	800
Misc. Fluorescent Bulbs (linear ft.)	4,200	6,160	9,100	6,925	1,376
Small Batteries (non-auto, lb.)	243	114	198	268	-
Propane Tanks (each)	-	0	74	-	73
Haulers Total Solid Waste (tons)	2,167	-	-	-	-
Hauler Total Recycling	192	-	-	-	-

Comparison (% Change)		
1-Year	5-Year	15-Year
7	(10)	n/a
2	(3)	n/a
3	(5)	(46)
(11)	(50)	(78)
5	15	72
9	(11)	(30)
0	0	0
(1)	(19)	14
(8)	(26)	24
(27)	(47)	(79)
20	85	140
0	50	n/a
0	0	(100)
(57)	n/a	n/a
(36)	(65)	n/a
0	(22)	n/a
(13)	(41)	n/a
0	0	n/a
(4)	(16)	(18)
0	(9)	(39)
(5)	(8)	35
(39)	(39)	n/a
70	177	n/a
(2)	34	34
(32)	(39)	205
113	(9)	n/a
n/a	n/a	n/a
-	-	-
-	-	-

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

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

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

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

⁵ Based on actual pounds from annual invoicing

⁶ Based on actual pounds from annual invoicing

⁷ Population/HHs per Town Report/census data

⁸ Estimated quantity based on proceeds

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

** Not including households using private haulers.

Report of the Inspector of Buildings

Walter Avallone, Inspector of Buildings/Commissioner

Zoning Enforcement Officer

Floating Dock Inspector

Joseph Doyle, Local Building Inspector

Susan Young, Administrative Assistant

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

Inspectors make field inspections of buildings at various stages of construction, as well as inspect all public buildings, churches, and public and private schools 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 Chapter 91 (Waterways Permitting) of the Massachusetts General Laws.

More than 2,000 inspections were performed in 2024 by the Department for work performed in conjunction with building, wiring, plumbing, and gas permits. Of the 13 New House Permits issued, six were for the demolition of existing houses replaced by new construction, leaving a total of seven additional new residences in Dover. Inspectors completed 30 Annual Life and Fire Safety inspections for public buildings, churches, public and private schools, nurseries, churches, and private organizations. It also conducted three Common Victualler License inspections for food preparation businesses.

Department hours for the public are Monday to Thursday 9 a.m. to 4 p.m. Appointments with the Building Inspector are available by calling the office at 508-785-0032, extension 225. Building inspections for current permitted work are done Monday through Thursday 8:30 a.m. to 11 a.m.

Statistics for 2024

	Applications	Fees	Value
New Houses	7	\$142,327	\$15,474,025
Schools	0	0	0
Additions, Remodels, Other	437	295,144	26,326,905
Totals	444	\$437,471	\$41,800,930

Report of the Inspector of Wiring

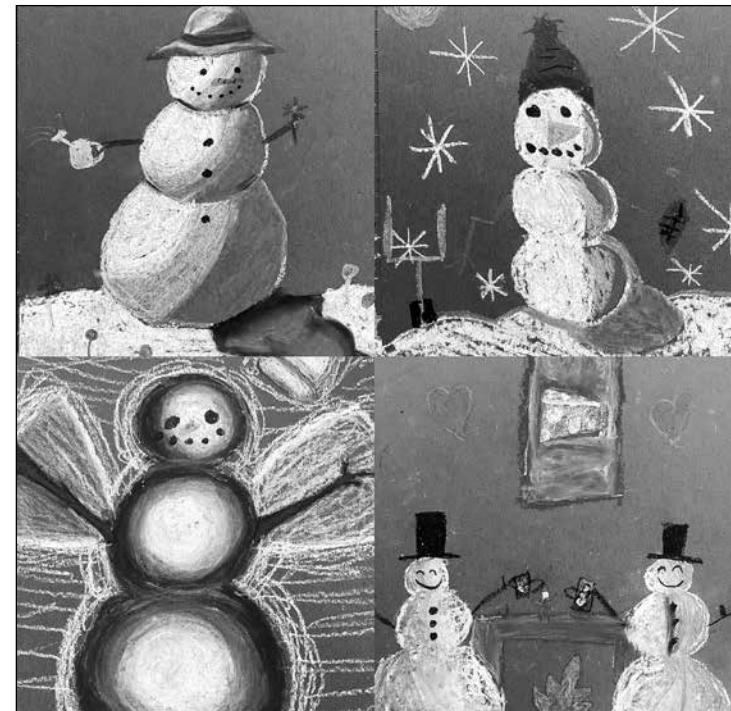
Kevin Malloy, Wiring Inspector

James Murphy, Alternate Inspector

During 2024 there were 279 Wiring Permits issued, many of which required multiple inspections. In some situations, violations were noted and corrections made.

The year 2024, brought a significant increase in solar and energy storage systems in the town.

The Wiring Inspector may be contacted at 508-785-0032, extension 245, for any concerns related to Wiring Permits, including registering a complaint or checking on an electrician's license.



Snowmen by Chickering students. Photo source: X/Twitter (Chickering School, @ChickeringDover, 2024); courtesy of Chickering Elementary School.

Report of the **Plumbing and Gas Inspector**

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

During 2024, a total of 142 Plumbing Permits and 134 Gas Permits were issued, many of which required multiple inspections. In some situations, violations were noted and corrections made. Any open permits from 2024 will be inspected and closed out in 2025.

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



Powisset Farm pigs. Photo courtesy of the Town Report Committee.

Report of the **Open Space Committee**

Amey Moot, Chair
Mark Adamczyk
Jeff Behrens, from September 2024
Henry Faulkner
Boynton Glidden
Greg Kahoun
Justine Kent-Uritam
Carol Lisbon, Planning Board
Sarah Monaco, Conservation Commission
Rick Nagy
Tara Nolan
Connie Sullivan, through June 2024
John Jeffries, Board of Selectmen Liaison, through October 2024
Robyn Hunter, Board of Selectmen Liaison, from November 2024

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 of the 2011 plan, which is available on the OSC's page of the Town website (www.doverma.gov). The OSC assists other Town boards in managing the recreation and conservation lands under its jurisdiction. It also strives to provide information on Dover's many open spaces and to encourage Dover residents to enjoy them.

The OSC membership purposefully represents the interests of the many governmental and nonprofit entities with lands under their control. For example, both the Conservation Commission and the Planning Board appoint members to the OSC. The Board of Selectmen (BOS) appoints the remaining members as well as its liaison. OSC members are often members of ad-hoc committees and subcommittees formed to assess projects or issues in Dover, such as 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., usually on Zoom. Please see the Town calendar at www.doverma.gov for meeting agendas and login or meeting room information.

Guided Walks on Conservation Lands

OSC members led 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 2024, the walks were often conducted in partnership with other organizations to enhance educational content. For example, the April vernal pool walk, featuring wetlands expert Paul McManus of EcoTech, was held in partnership with the Tree Preservation Committee's Arbor Day celebrations. The May stroll in Hale featured Dover Historical Society's Elisha Lee and Stuart Swiny taking participants to several of Hale's historic indigenous sites. OSC's October walk in DLCT's Bartlett Pines included the Charles River Watershed Association's (CRWA's) executive director, who spoke about the importance of Trout Brook to the Charles River and to the U.S. Army Corps' Charles River Natural Valley Storage Area (CRNVS) in preventing or mitigating the flooding of downstream urban communities.

OSC walks are publicized in the *Our Town* digital newsletter available on the Town'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. Once the location is confirmed, walks are listed in the Eventbrite Saturday Strolls in Dover collection and via the link on the main OSC page on the Town website. The OSC will continue offering these guided monthly walks in 2025, 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 spring 2025.

Hale Conservation Restriction (CR)

Through early 2024, the OSC supported The Trustees' education and outreach efforts in anticipation of an eventual Special Town Meeting on the proposed Hale Conservation Restriction (CR). The difficulties of accommodating all of Westwood and Dover's desires and Hale's needs led Hale to pursue a 100% private fundraising, with no contribution from the two towns. Therefore, no Special Town Meeting was required and OSC's help was no longer needed.

Hale raised over \$38 million from private individuals and foundations to support placing a CR on over 1,100 acres. All of Hale's land in Dover will be protected, forever. The Hale CR, along with all the related monitoring and enforcement responsibilities, will be held solely by The Trustees. As part

of the agreement, Hale will be selling to The Trustees just over 100 wooded acres that abut Powisset Farm. To ensure protection, The Trustees are donating a CR on these acres to the DLCT. The Trustees have no near-term plans to clear and farm this land and the trails on it will remain open to the public. The Hale CRs are under review by the Massachusetts Executive Office of Energy & Environmental Affairs (EEA) and are expected to be approved in summer 2025.

The Hale CR eliminates subdivision or residential development, confines Hale's programs to areas already in use, and guarantees public access to most trails year-round, in perpetuity. Hale's more than 1,200 contiguous acres of open space across Dover (725 acres) and Westwood (520 acres) provide unique and substantial connections with other protected lands and trails. The Hale CR significantly expands our permanently protected open space resources, improving our resilience to climate change and expanding the Town's recharge groundwater.



Channing Pond. Photo courtesy of the Police Department/Officer Ryan Menice.

Land Management Committee

The OSC partners with the Conservation Commission on the Land Management Work Group to coordinate and do maintenance on Town conservation properties. In addition to trail maintenance, the members built and replaced a bog bridge, and erected signs for Wylde Woods and Valley Farm. The working group is working on a land management plan for Springdale Meadows (the conserved field across the street from Channing Pond) and held its first trail workday for volunteers. If you would like to help with trail projects, please email us at trails@doverma.gov.

Conservation Support

The OSC provides ongoing support for and communication about various projects involving local conservation groups. For example, in 2024 the OSC:

- partnered with the Conservation Commission in the 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 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 Connie Sullivan for her valuable service. We are grateful that relatively new Dover resident Jeff Behrens will be finishing out her 2025 term. We thank all our members for continuing their generous service. We look forward to working with you in 2025!

DOVER

Other Town Reports

2024



Report of the
Town Library

Board of Trustees

Robert Andrews, Chair
Amy Collins
Peter Hoffmann
Carolyn B. Ringel
Judith Schulz
Amees Tejani

Bethany Klem, Library Director

The Dover Town Library has a question we repeat often: “How might we?” How might we share news and services with the community more effectively? How might we hear directly from patrons on topics that matter to them? How might we solicit input from residents without a barrage of surveys? How might we ensure our facility meets and exceeds community needs? How might we make this remarkable library a magical, inspiring place for even more people? If you’re on the receiving end of any of these questions, we hope you take a moment to share your thoughts—we want to hear them!

Strategic Plan

At the root of all these questions is our new Strategic Plan, which launched in May. Specific themes we will be exploring include:

- inspiring lifelong discovery;
- celebrating reading and learning;
- connecting to culture; and
- encouraging civic belonging and engagement.

Our focus areas for deeper engagement include:

- celebrating books and reading, even as we surprise patrons with offerings beyond books;
- becoming experts on unmet and underserved local needs;
- grappling with time as an access barrier;
- maximizing the community of active library users; and
- ensuring that our building is safe, accessible, and fit for purpose.

Community Engagement

The community is at the heart of everything the Library offers. Over the past year, we've deepened and formalized our collaboration with the Council on Aging, cohosting literary and educational events for seniors. Our Young Adult Librarian worked with his counterpart in Sherborn to add library programming at the Dover-Sherborn Middle School (DSMS). We brought a bigger tent to Dover Days and asked fun questions about reading, programming, and dreams for the Library. The team is also delighted with the invitations we receive, including to the annual Chickering Spelling Bee and to civic engagement assignments at DSMS.

Technology and Outreach

The biggest tech highlight of the past year has emphatically been the Library's new website, which launched in January 2024. It has worked smoothly and reliably, and it's a significant update from our former site. Our Library of Things has never been so easy to browse! In addition to our own website, the Minuteman Library Network has also introduced new services to create and renew library cards online.

Collections

The work of developing our collections never ends. With finite space and infinite interests, our collection selectors carefully choose new materials and even more carefully determine which materials to withdraw from the shelves. We've increased efficiency by working with our primary book vendor to have them apply more labeling to materials. We've also struggled with vendors who have fallen behind on order fulfillment. Ever chafed at the slow arrival of a new title in the past year? We agree and are pushing these vendors to improve their turnaround time.



Photo courtesy of the Council on Aging.

In May, the Library received another donated Amelia Peabody sculpture—a small bronze statue entitled *Me at the Hunt*, which was gifted by the Amelia Peabody Foundation.

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; music lessons on ArtistWorks; and a wide array of reading, music, and movies on Overdrive/ Libby, Hoopla, Kanopy, and Qello.

Governance, Policies, and Local Support

Policy updates continued this year, and the Trustees approved new rules governing patron behavior. At the Town level, we're working with the Board of Selectmen to discuss financial investment strategies to ensure our ex-municipal funds can grow and meet our myriad needs. We also remain cognizant of the tensions inherent in providing resources to a diverse community. In 2024, the Library received an informal materials challenge this year in response to a Pride display in June.

The Trustees honored former chair, Erin Rodat-Savla, with their annual recognition award in December. Ms. Rodat-Savla has been a revitalizing force for the Library, reforming the Friends of the Library, re-educating the Trustees about state laws relevant to their work, and volunteering her considerable talents toward designing, drafting, and publishing the new Strategic Plan.

No discussion of local support would be complete without acknowledging the hard work and dedication of the Friends of the Library, who consistently provide robust fundraising to pay for all the programming we offer. No tax dollars go toward the fun, free events taking place every week, and the Friends' efforts allow us to go above and beyond to support community members' cultural, civic, entertainment, and educational interests.

Facilities

Although the Library is so much more than a building, our physical structure is critical to our ability to fulfill our mission. Most of the building, constructed in 1968 with a major addition in 1995, is aging as well as it can. We've been fortunate to have a succession of directors who ensured that the space was open, welcoming, and usable. This work is also never finished. In March 2024, we installed an automatic door opener at the lower entrance to improve ADA accessibility. Other accessibility work included installing acoustic tiles on the Community Room ceiling in October to make speech and music more intelligible in what used to be a ferociously echoey room.

Our HVAC system and roof are limping along as best they can until the Building Maintenance Department finalizes replacement bids. We've had a few chilly mornings without heat, a few tropical days without AC, and a few ponds on the floor beneath leaking blowers and ceilings. Everyone involved is looking forward to a fully electric HVAC system that reduces the Town's reliance on fossil fuels.

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're a team of professionals dedicated to the community, and every day we strive to build a meaningful collection of materials, offer engaging programs, and make the library a worthwhile experience and destination. Visit us at www.dovertownlibrary.org or call us at 508-785-8113.

Library Statistics for Fiscal Year 2024

(July 2023–June 2024)

State aid awards	\$15,492	Items borrowed from other libraries	12,611
Gifts and donations	\$72,166	Holdings	180,985
Trust fund balances	\$632,004	Registered borrowers	3,020
Total collection use	109,362	Programs offered	395
Library visits	59,921	Program attendance	20,963
Items loaned to other libraries	25,245		



Photo courtesy of the Town Library.

Report of the **Cemetery Commission**

Mariah Riess, Chairman
Carol Jackman, Secretary
Fred Sears

During 2024, 12 families bought grave lots at Highland Cemetery; eight two-grave lots, two four-grave lots, and two eight-grave lots. The income from the sale of these lots was \$16,000 and perpetual care income was \$58,400, for a total income of \$74,400.

Thirty-six funerals were held in 2024, 22 of which were cremations and 14 were full burials. Nine of the funeral services were for veterans who had served in the U.S. Armed Forces. A total of \$25,200 was collected for these funerals, representing \$5,250 collected for regular full burials, \$4,800 for cremations, and \$15,150 for the surcharge revenue for holiday and weekend burials. Income from setting foundations and markers was \$6,200.

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 Department of Public Works 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 Unit 209 of the American Legion 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 flagpole. Additional thanks go to the Town for budgeting the funds needed to buy the plants and flags.

This year, many trees were pruned, but unfortunately we had to cut down some of our aging trees. The Meditation Garden received additional plantings, and we hope to add more.

Citizens are reminded that 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**

Anne Reitmayer, Chair
Sierra Bright
Gene Hornsby
Jane Moore
Geoffrey Sauter
Ellen Weinberg

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 2024, Thomas Johnson stepped down as a member serving on the Historical Commission after many years of service and hard work in carrying out the purposes for which the Commission exists. We are deeply appreciative of his work.

In 2024, the Commission reviewed 17 permit applications for the demolition of existing houses and other structures. Five of these demo permit applications were not subject to the jurisdiction of the Commission as the structures involved were constructed after 1929. Of the remaining 12 applications, 11 were determined by the Commission to not reflect historical significance. A few of the applications presented difficult issues in the eyes of the Commission, which saw the structures as being part of the historical and cultural heritage of Dover. Commission members carefully weighed the issues involved to arrive at their votes. They were also able to work with the owners and owners' representatives of several of the demo applications to salvage historic items from structures prior to their demolition. All 11 structures to be demolished were documented with photographs and some with existing condition plans as well.

The one property for which a demo application was filed, but which has been preserved, is the house at 1 Pegan Lane, located at what was Dover's original Town center, known as Bliss' Corners. This is a great outcome and preserves a very historic house dating back to the 1700s. The Commission is appreciative of all the parties who worked with both the then-owner and the present owners (having closed on the purchase of the property on New

Year's Eve, 2024) to navigate through the protracted and oftentimes difficult steps that led to sale of the house to the present owners who are enthusiastic stewards of this historic property. We recognize the past and present owners for their efforts.



Fisher Barn. Photo courtesy of Town Report Committee.

Report of the **Council on Aging**

Robert G. Cocks Jr., Chair

Maureen Dilg, Secretary

Reverend Peter DiSanto

Betty Hagan

Cindy Holmes

Gilbert Thisse

Geraldine Wise

Carol Pilch, Associate Member

Annemarie Thompson, Associate Member

Janet Claypoole, Director

Nan Vaida, Outreach Coordinator

Amee Tejani, Program Coordinator

Jennifer James, Administrative Assistant

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 2024, there were 1,567 residents aged 60 years and older in Dover, representing 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 2024, more than 780 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. Thank you to our partners for sharing space with the COA.

Senior Transportation

In 2024, the COA provided 236 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

In 2024, COA programs were held in person, virtually, and in hybrid mode at multiple locations in the Town. Fitness classes were offered in hybrid mode and included Strength & Stability, Stretch & Flow, Chair Yoga, Mat Yoga, and Mindful Movement with two new classes added—Core & Balance and Sculpt & Stretch. 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. In March, Judicial Outreach month, Chief Justice of the Massachusetts Land Court spoke on the trial courts and the types of cases heard. Local speakers spoke on the Physics of Food and Ancient Ships in the Field of Nautical Archaeology.

Other COA programs in 2024 included Mah Jongg, Pottery, Card Making, Knitting, Chit Chat Tea, and Coffee & Conversation. Classes under the Lifetime Learning series, sponsored by the Friends of the COA (FoCOA; www.coafriends.org), included Life Transition Binder; One Family: Human Origins and Heredity; Science of New England Weather; and History Talks: Churchill, Cuban Missile Crisis; and Boston Versus NYC: A Race to Build the Subway. Technology programs included Artificial Intelligence and ChatGPT, as well as Tech Classes for iPhone users on transportation apps and managing photos. An Intergenerational Tea was held with Dover Mothers Association and seniors.



Photo courtesy of the Council of Aging.

The COA co-hosted the Pageturners Book Club with the Town Library. It also co-sponsored, with the Westwood COA, monthly cooking classes at Powisset Farm, a Lake Winnipesaukee cruise, a trip to Canterbury Shaker Village, a Gloucester Harbor Cruise, and a tour of the Simon Pearce glass-blowing workshop in Vermont.

Coordinated trips included the Fuller Craft Museum, Boston Symphony Orchestra, Providence Performing Arts Center, Trinity Repertory Theatre, Blithewold Mansion and Gardens, North Shore Music Theatre, Huntington Theatre, Unity Farm Sanctuary and Southwick's Zoo. Musical programs featured Dover-Sherborn High School (DSHS) Brass, DSHS Barbershop Quartet, and Pilgrim Bluegrass Gospel Band.

The COA's 2024 historical programs featured The History of Jordan Marsh; Plimoth Patuxet Museums' Wampanoag People Past and Present; Martha Washington; Queen Elizabeth II; and Before Brooklyn: The Unsung Heroes Who Helped Break Baseball's Color Barrier, with journalist Ted Reinstein.

Intergenerational programs included Chickering School fifth-graders creating table decorations for monthly luncheons and Chickering students and the Girl Scouts decorating meal delivery bags. The Girl Scouts also created cards and visited with seniors at home deliveries. Dover-Sherborn Middle School students assisted at the Police Department's Holiday Brunch and went caroling to seniors' homes with elementary students. DSHS students interviewed veterans for a media project and did community service by providing tech support, creating Halloween decorations, baking cookies, raking leaves, shoveling snow, and managing summer pick-ups and distribution of veggies from Powisset Farm. 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. The COA facilitated the medical equipment loan program and, in partnership with Springwell Elder Services, offered home and community services. The SHINE program (Serving the Health Information Needs of Everyone) provided free consultations on Medicare for 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 it distributes 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 \$2,000 applied toward property tax bills.

Luncheons and Meals

Monthly senior luncheons offer opportunities to enjoy a meal, socialize, and celebrate holidays. In 2024, the Norfolk County Sheriff's Association shared information on senior services. Meteorologist Harvey Leonard presented Climate Change: Simple, Serious, and Solvable. The Thanksgiving luncheon served 95 seniors, for those both in person and homebound. Grab & Go Meals curbside service provided an extra monthly meal given rising food cost. The Dover Church and the COA held the Holiday Ballet & Cookies, distributing more than 1,000 wrapped treats baked by 35 volunteers and featuring Needham's Arrais Ballet dancers performing excerpts from The Nutcracker. About 60 seniors regularly participated in the popular Grab & Go Meals as well as biweekly pick-ups of bread donated by Blue Moon Bagel Cafe and a June-to-October farm stand with fresh Powisset Farm vegetables. The Dover Police Association's Holiday Brunch was held at Chickering School, where officers cooked breakfast for more than 80 seniors and delivered to the homebound.



*Senior luncheon with fifth-grade Chickering Elementary School students.
Photo courtesy of the Council on Aging.*

Grants and Gifts

In 2024, an MEOEA grant partially funded the COA's fitness programs and supported its Administrative Assistant position. FoCOA underwrote programs (such as Nature Talks, Travel Talks, Lifetime Learning) trip transportation, cooking classes, and offerings of farm-fresh produce. A Dover Cultural Council grant funded Dancing Through the Decades, featuring ballroom dancing and the art of dance.

Other Activities

The COA continued its Talk with the Town series to allow Town departments to update the community. Speakers included the Police Chief, Town Administrator, Town Planner, Board of Health Director, Dover-Sherborn Schools Superintendent, Town Clerk, Assistant Town Administrator, Town Selectmen, and 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 center's renovation and served on the Community Benefits Advisory Committee at Beth Israel Deaconess Hospital-Needham.

Volunteer Assistance

In 2024, 231 volunteers spent 1,400 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.



Photo courtesy of the 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 \$5,500 in grants for Fiscal Year 2024. Grants awarded include, but are not limited to:

- *Council on Aging: Dancing Through the Decades with Dance Caliente* (\$950)
- *Parks & Recreation: Dover Days Celebration* (\$1,733)
- *Motoko Dworkin: Tales of Now & Zen: An Evening of Stories for Adults*, at the Town Library (\$650)
- *Erin Clarke Gorden: Community Voices Initiative* (\$2,000)
- *Rehearsal for Life Freelance Players: Support for fall and spring programs* (\$350)
- *Marcos Valles: Music Education with Rockabye Beats*, at the Town Library (\$400)

Information, local guidelines, and applications for Dover Cultural Council grants are available at www.mass-culture.org/Dover.

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 30, and 2024 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, Ford Spalding, U.S. Navy veteran, reflected on the meaning of Memorial Day. Ford has been a supporter of the Town of Dover for years, having volunteered in various programs.

Dan Davis conducted the performance of "American Fantasy," arranged by Mike Story and played by students from Chickering Elementary 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. Committee member Chris Jackman read the names of those veterans who were buried this year in Highland Cemetery.

The parade to Highland Cemetery took place under the supervision of Grand Marshal William "Bill" Herd, U.S. Army veteran. 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 U.S. Flag and Memorial Star, followed by a gun salute and the playing of "Taps" by our buglers Will Goldman and Yasi Nee. The 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 returned to the Town House for the Raising of the Colors and the closing ceremony.

Special thanks go to everyone who made this 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 the cemetery are in memory of Private Robert O'Connell, U.S. Army veteran, and the plantings by the Flag at the rear of the cemetery are in memory of the Theodos family by their daughters.



Memorial Day remembrance. Photo courtesy of the Dover Firefighters Association.

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.



George B. Preston American Legion, Post 209. Photo courtesy of the Town Report Committee

Report of the **Community Center Building Committee**

Dick Malcom, Chair
David Billings
Luciana Burdi
Barry Goldman
Ruth Townsend

David M. Haviland, Board of Selectmen Liaison
Woodrow Weiss, Warrant Committee Liaison
Michael Blanchard, Ex Officio

Project Professionals

Colliers International, Owner's Project Manager
Fennick McCredie Architecture, Architect
M. O'Connor Contractors, General Contractor

The year 2024 saw the fruition of the hard work put into the Community Center Building Project by the project teams, with a substantial amount of construction on the new and renovated structures of the center taking place.

The approval phase of the project culminated at the May 2021 Annual Town Meeting, when Town citizens approved the project with a construction cost of \$18.9 million. However, after contractor bids were received at an amount greater than the approved budget, the project was value engineered, rebid, and re-approved at the June 2023 Special Town Meeting at a budget of 25.6 million. Project plans were to renovate the original 1910 schoolhouse portion of the building by removing all additions made to it throughout the years and then adding a new entrance lobby, community room, and recreation court. Construction began in fall 2023.

By the end of 2023 the 1910 building section was gutted to its frame, and foundations for the additions were constructed. Throughout the winter, the new entrance lobby, community room, and recreation court additions took shape with steel and concrete block. A topping-off ceremony was held in spring 2024 after the last structural member was installed. With the 1910 schoolhouse foundation underpinning completed, reinforcing structural work could then begin in that section. During the summer, the additions were closed in with roofing, brickwork, and glass, and the interiors took shape with spaces defined by the erection of the interior walls. Rough mechanical work was done, followed by installation of

insulation. The interior finish work begun in fall 2024 was mostly complete by the end of the year. The fall also saw groundwork construction with the addition of a drainage system, fire suppression water holding tanks, a groundwater infiltration system, a septic system, driveways, parking areas, and sidewalks. Landscaping was put off until the spring 2025, as temperatures at the time were not conducive for the work.

The construction of the project by M. O'Connor Contractors has occurred under the watchful eye of Fennick McCredie Architecture, Colliers Project Leaders (owner's project manager), and the Community Center Building Committee (CCBC). In addition, the Community Center Club—composed of Dover-Sherborn Middle School and Dover-Sherborn High School students interested in design, management, and construction—is monitoring the project with site visits and educational sessions presented by the project team.

The year 2025 will bring construction of the center to a conclusion, with finishes of both its interior and exterior expected to be completed. The opening of the new Caryl Community Center is projected to take place in late spring. Although the construction schedule slipped from fall 2024, the project has remained on budget.



Photo by Ford Spalding.

Historical Focus

Remembering Kathy Winslow Weld (1948–2024)

In 1968, newlyweds Walter and Kathleen Weld took up residence in the Bagg family's rental home on Farm Street in Dover. At the time, the bucolic town had no inkling that the young bride, with no connections with its residents, would almost immediately begin making a strong and lasting impression on her new community.

Born in 1948, not far from San Francisco Bay, California girl Kathleen Winslow had musical talent and ambition that was evident early on, when as a child she would wake up early to practice piano before school. Dreaming of a career as a concert pianist, she left her large family to study music at Wellesley College. But her life took a major turn when, while working as a cook for the Weld family one Cape Cod summer, Kathy met and fell in love with its youngest son, Wally, whom she married shortly after graduation. Although her life would now take a different path, her love of music and playing was destined to touch countless people.

Kathy immediately dove into community involvement, joining the program committee of The Dover Foundation, which recognized her prodigious musical skills and made her an integral part of their theatrical productions. Beginning in 1972 with the musical *Carousel*, she served as the rehearsal and performance pianist for every musical subsequently held, except for the two coinciding with the births of her sons.

Besides her involvement with the Foundation, Kathy shared her musical gifts by teaching at the Dana Hall School of Music in Wellesley, as well as giving private lessons to countless students in her home. A strong patron of the arts, she along with Wally also actively supported Boston's Handel and Haydn Society throughout her life, including through her tenure as Vice Chair of its Board of Governors.

In 2015, the woman who eventually became known as the "Queen of the Keys" was honored for her devoted service by the Foundation, whose board member Sheridan Miller recounts:



Kathy was not only an exceptionally talented pianist but also that of coach and mentor. Kathy often worked with individual vocalists and groups to help them prepare for auditions, shows, and many cabaret events. It was always understood that if you needed help learning a song Kathy would invite you to her home and around her beautiful piano to spend hours drilling and practicing to help you achieve your best.... Kathy set the bar very high for all of us at The Dover Foundation and inspired us to do more. Her legacy will always be that of a talented and generous friend who gave of her time and talents to help others achieve success.

In addition to Kathy's cultural contributions, a glance at this *Dover Town Report*'s In Memoriam page shows the impressive extent of her civic volunteerism. Despite being a busy mother of four sons, she tirelessly gave much of her energy, enthusiasm, and belief in striving for excellence to everything from the Dover Arts Council and Warrant Committee to the Fence Viewers and Board of Selectmen. She held strong opinions but willingly listened to others and did her part to keep Dover running in a forthright, lawful, and practical manner. She served on the Town Report Committee from 2008 until her death, painstakingly devoted to ensuring that her fellow citizens received accurate information in a timely fashion. As Chair, she led with grace, wit, and wisdom.

According to Wally, one of Kathy's greatest and most satisfying projects was bringing a community center to Dover. Ford Spalding, also involved in the effort, attributed the vision of transforming the former Caryl Elementary School to Kathy, who began working toward that end in 2001. If there was a committee related to the process, Kathy was on it, ultimately serving on seven committees during the complicated, drawn-out project. For her, however, it was a labor of love. Sadly, Kathy would not live to see the completion of the Caryl Community Center, although the recognition she deserves will come at its grand opening in 2025.

Kathy's final act of service to the Town of Dover was to serve on the Parks and Recreation Commission to prepare for the relocation of the Parks and Rec Department into the new building. Director Mark Ghiloni recalls how Kathy "brought the same passion and thoughtful leadership that defined her decades of involvement in town government."

On October 24, 2024, after a short bout with cancer, Kathy died peacefully, surrounded by her loving family. The California girl, with dreams and determination, has left an indelible mark on her New England hometown with an inspiring legacy and a powerful example of what it means to love and serve one's community.

-Zaiga Alksnitis and Mary Kalamaras, Dover Town Report Committee

