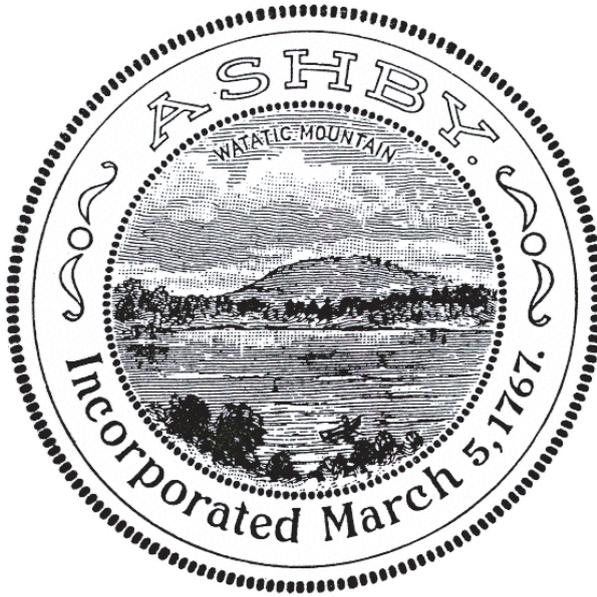


**ANNUAL
REPORTS**

**For the year
2014**



**TOWN OF ASHBY
MASSACHUSETTS**

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**The Town of Ashby web site:
www.ashbyma.gov**

Available Funds	Free cash, reserves, and unexpected balances available for appropriation.
Chapter 90	General Law which provides for contributions by the State for construction and maintenance of certain town road; usually roads leading from one town to another.
Cherry Sheet	Details of State and County charges and reimbursements used in determining the tax rate; known as “Cherry Sheet” due to color of the paper originally used.
Estimated Receipts	Estimate of miscellaneous receipts based on previous year’s receipts deducted by the Assessors from gross amount to be raised by taxation.
Free Cash	Amount certified by the Department of Revenue determined by any excess revenue and unexpended appropriations of the prior year.
Matching Funds	Amount made available by special State and Federal acts to supplement local appropriations for specific types of projects.
Provision for Abatements & Exemptions (formerly OVERLAY)	Amount raised by Assessors for purpose of creating a fund to cover abatements granted.
Provision for Abatements & Exemptions Surplus (formerly Overlay Surplus)	Excess determined by the Assessors (exceeding tax balance for that year) which may be voted for extra-ordinary or unforeseen purposes.
Reserve Fund	Amount appropriated for unforeseen or emergency purposes, controlled exclusively by the Finance Committee.

BOARD OF SELECTMEN

The Board of Selectmen wishes to acknowledge the contributions of several former board or committee members, who passed away during 2014, including Richard Catalini, Rauni Honkala, Ann Seymour, and James Stacy.

2014 was a year of change and challenge:

- At the Annual Town Election Janet Flinkstrom was elected Selectman for three years.
- The Board negotiated a contract with a new bargaining unit for dispatch personnel, which was funded at the 2014 Annual and Special Town Meetings.
- The Board developed a new plan to supply water from the well behind the Ashby Elementary School to the Town Hall and the Town Common area; funding was provided at the 2014 Annual Town Meeting.
- Ashby, Townsend, and Pepperell voted by referendum to pass a Proposition 2½ Override to build a new high school in Townsend for the North Middlesex Regional School District.
- In response to much grassroots activity the Board placed on the warrant for the 2014 Annual Town Meeting a non-binding resolution to ban fracked gas pipelines and to champion sustainable energy. The resolution passed unanimously.
- Janet Flinkstrom was chosen by the Board to represent the Town of Ashby with the Northeast Municipal Gas Pipeline Coalition. Although the pipeline has now chosen a route through New Hampshire (still holding the Northern Massachusetts route as a backup), this decision may not hold up depending on determinations by the Federal Energy Regulatory Commission.

The Board wishes to recognize all the volunteers, elected officials and employees of the Town who work every day to solve the issues facing the Town. To those that have retired from positions on Town boards and committees in 2014, we want to thank you for your hard work: your service to the community of Ashby is greatly appreciated.

Respectfully submitted,
Janet L. Flinkstrom, *Chairman of the Board of Selectmen*

FINANCE COMMITTEE

The Finance Committee held regular meetings on the second and fourth Tuesdays of each month. During summer months, we switch to a once per month schedule and during “budget season” we may meet more often. Public notices with the agenda items are posted on the bulletin board in front of the town hall. The atmosphere in our meetings is informal to encourage participation by all in attendance. We welcome members of the public to attend and join in our discussion. This year there have been a few changes to the Finance Committee. Two members resigned and we gained one new member bringing our committee to five representatives. We are always looking for additional members. If you're interested please contact Lorraine Pease at town hall.

The Finance Committee has updated the Reserve Fund Transfer Policy. The update focuses on accountability of department expenses, requiring documentation and receipts for over expenditures. The new policy states that a department can only request a Reserve Fund Transfer when any of their non-payroll budget lines reach 30 percent or less. This updated policy can be found on the town website. I am pleased to report that the Finance Committee and the Town Administrator have held many productive working sessions on the town budget. The town finances are in good condition with some debt and a well-funded stabilization plan. In order to maintain this fund, the town needs to be careful in spending free cash which has greatly been reduced over the last few years. Going forward, the Finance Committee is interested in creating a formal capital expense plan to more reasonably anticipate large expenditures.

The town is facing many financial challenges for years to come that requires various town departments to pay attention to our financial planning. All of the town buildings are in need of repair and we need to be diligent and begin to fund building maintenance projects to prevent more costly repairs in the future. The allocation of funding for a new police station is a priority for the Finance Committee.

The ongoing Ashby Elementary School roof/window project, as well as the new high school being approved and construction beginning spring 2015, will be the largest expenses our town has faced in many years. Even with state funding, the money needed to service this debt will consume a significant part of our 2.5% tax increase. We will be diligently working on the FY16 budget to assist in managing this debt.

It is very important to note that even with all possible cuts the FY2014/2015 budget was short by \$78,000.00. In order to balance the budget, the Assessor's Office was able to transfer the funds out of the Overlay Budget Reverse Fund. If the transfer could not have happened, even deeper cuts would have been inevitable.

As always we encourage residents to participate in any and all meetings held by the town and school district. These meeting will keep you better informed about the upcoming projects and give you the opportunity to provide input.

Respectfully submitted,
Kevin Stetson, *FinCom Chair*

BOARD OF ASSESSORS

The Board of Assessors is responsible for the valuation of real estate and personal property subject to taxation. The Registry of Motor Vehicles is responsible for motor vehicle valuations and supplies the data for excise bills. Assessed values for Real and Personal Property are based on “full and fair cash value” as of the January 1st preceeding each fiscal year.

As always, if you have any questions regarding any assessing issues, please feel free to contact Lois Raymond, Administrative Assessor, at 978-386-2427 x15 or by email at assess@ashbyma.gov Office hours are from Monday, Wednesday, Thursday 9:00 AM to 1:00 PM. Friday 9 AM to 12 PM. Wednesday evenings 4:00 PM to 8:00. Tuesdays closed. The Board of Assessors normally meets on the first Wednesday of the month at 4:30 PM.

Respectfully submitted by the Board of Assessors,
Oliver Mutch, *Chairman*
Charles Perna, *Member*
Harald M. Scheid – *Regional Tax Assessor*
Linda Couture – *Associate Assessor*
Lois Raymond – *Administrative Assistant*

Fiscal 2014 Assessments and Revenues by Major Property Class

Property Class	Levy Percent	Valuation by Class	Tax Rate	Tax Levy
Residential	93.0887	248,727,214	19.10	4,750,689.79
Open Space	-0-	-0-	19.10	-0-
Commercial	3.2397	8,656,286	19.10	165,335.06
Industrial	0.2396	640,100	19.10	12,225.91
Personal Property	3.4320	9,170,052	19.10	175,147.99
TOTALS	100.0000	267,193,652	19.10	5,103,398.75

Valuation and Tax History

Fiscal Year	Tax Rate	Total Valuation	Accounts	Tax Levy	Change(%)
2014	19.10	267,193,652	1,725	5,103,399	3.2529
2013	17.47	282,920,377	1,741	4,942,619	6.5904
2012	16.42	282,400,824	1,752	4,637,022	2.9398
2011	14.90	302,321,755	1,752	4,504,594	3.4634
2010	13.64	319,193,905	1,826	4,504,594	3.5710
2009	11.96	351,803,275	1,836	4,203,690	4.0528
2008	11.53	350,386,764	1,831	4,039,959	-1.3450

Fiscal Year 2014 Abstract of Assessments

Property Class Code/Description	Accts	Class Valuation	Avg. Value
012 – 043 Mixed Use Properties	16	17,571,120	1,098,195
101 Residential Single Family	1,087	216,362,500	199,045
102 Residential Condominiums	0	0	
104 Residential Two Family	12	2,474,800	206,233
105 Residential Three Family	2	648,000	324,000
Miscellaneous Residential	12	1,408,100	117,342
111 – 125 Apartments	1	210,700	210,700
130 – 132, 106 Vacant Land	346	12,803,900	37,005
300 – 393 Commercial	21	5,030,500	239,548
400 – 442 Industrial	4	640,100	160,025
501 – 508 Personal Property	113	9,170,052	81,151
600 – 821 Chapter 61, 61A, 61B	111	873,880	7,873
TOTALS	1,725	267,193,652	

Assessor's Account for Exemptions and Abatements

Description	FY2014	FY2013	FY2012	FY2011	FY2010
Assessor's Overlay	82,240.41	123,339.89	63,902.05	125,570.42	65,163.76
Overlay Deficits	-0-	-0-	-0-	-0-	-0-
Charges to 6/30/2014	32,471.88	47,232.50	37,748.91	98,819.56	65,163.76
Balance	49,768.53	76,107.39	26,153.14	26,750.86	-0-

New Growth Revenue

Fiscal Year	Added Valuation	Tax Rate	New Revenues
2014	2,094,435.00	19.10	36,590.00
2013	1,849,016.00	17.47	30,361.00
2012	1,232,817.00	16.42	18,369.00
2011	5,025,493.00	14.90	68,548.00
2010	1,796,600.00	13.64	21,487.00

TREASURER

As of December 31, 2014, available cash was equal to \$696,127.21 and a total of \$1,514.51 was earned in interest from the general fund accounts.

The sum of \$20,390.39 was collected in tax title receipts and foreclosure redemptions.

The following trust fund balances as of December 31, 2014 are:

John Forbes Memorial Clock Fund	\$ 1,313.78
School Funds	
Jesse Foster	\$ 1,091.60
Samuel P. Gates	\$ 21,793.59
Sumner Taylor	\$ 2,881.87
Cemetery Funds	
Sale of Lots	\$ 37,450.20
Perpetual Care	\$ 98,891.92
Rosanna Robbins	\$ 93,714.95
Open Space Acquisition Fund	\$ 19,526.49
Federal Forfeiture Fund	\$ 1,963.03
Stabilization Fund	\$668,458.60
Police-Law Enforcement Trust	\$ 825.63
Library Trust Funds	\$322,681.57
Memorial Trusts	\$ 6,384.31

The Town currently has no long-term borrowing.

Respectfully submitted,
Kate E. Stacy, *Treasurer*

REPORT OF THE COLLECTOR

These charts summarize calendar year 2014 collection activity, including a history of tax delinquency rates for the past ten years. Answers to commonly asked tax questions, payment options, and other informative links can be found at the town website within the Tax Collector department pages at: www.ci.ashby.ma.us.

Respectfully submitted,
 Beth Ann Scheid, CMMC
(Certified Massachusetts Municipal Collector)

COLLECTION ACTIVITY as Turn-Over Deposits to Treasurer		
January 1, 2014 - December 31, 2014		
2015	Real Estate Tax	2,469,521.31
2014	Real Estate Tax	2,516,095.62
2013	Real Estate Tax	1,154.98
2014	Personal Property Tax	173,956.09
2013	Personal Property Tax	166.14
2012	Personal Property Tax	73.73
2011	Personal Property Tax	63.92
2014	Motor Vehicle Excise Tax	377,545.23
2013	Motor Vehicle Excise Tax	14,391.96
2012	Motor Vehicle Excise Tax	888.87
2011	Motor Vehicle Excise Tax	408.14
2010	Motor Vehicle Excise Tax	366.25
2009	Motor Vehicle Excise Tax	245.00
2006	Motor Vehicle Excise Tax	232.50
2004	Motor Vehicle Excise Tax	40.10
	Title V Liens (amortized payments)	742.64
	Past Due Interest on Taxes	15,252.38
	Demand & Warrant Fees	8,260.00
	Deputy Notice & Service Fees	8,404.00
	RMV Non-renewal Mark Fees	3,220.00
	In Lieu Of Tax - City of Fitchburg	6,313.97
	Chapter Rollback Penalty RE Tax	477.75
	FY1995 Deferred Tax Lien	1,569.52
	Municipal Lien Certificate Fees	2,425.00
	Tax Service Billing File Fees	1,402.00
	NSF Returned Check Fees	75.00
	Tax Title Fees	105.72
	Other Miscellaneous Receipts	105.50
	Title V Liens (full payoff)	0.00
	CDBG Liens (full payoff)	0.00
		\$ 5,603,503.32

Net COLLECTION ACTIVITY by Tax Year and Levy						
January 1, 2014 - December 31, 2014						
REAL ESTATE TAX BILLINGS (includes Title V & Supplement Taxes)						
	Balance on 12/31/2013	Commitments during 2014	Payments (-) Refunds (+)	Exemptions(-) Abatements(-)	Transfer to Tax Title (-)	Balance on 12/31/2014
FY2015	0.00	5,080,478.86	2,463,858.73 1,791.46	57,929.28 0.00		2,560,482.31
FY2014	2,546,038.06	7,189.98	2,511,423.78 3,657.25	3,200.69 11.46	42,261.09	-11.73
FY2013	2,384.41	0.00	1,154.98 0.00	1,229.43 0.00	0.00	0.00
PERSONAL PROPERTY TAX BILLINGS						Balance on
		Commitments	Payments (-)	Abatements (-)	Refunds (+)	12/31/2014
FY2014	0.00	175,137.68	173,955.16			1,182.52
FY2013	1,280.37		166.14			1,114.23
FY2012	705.77		73.73			632.04
FY2011	400.13		63.92			336.21
MOTOR VEHICLE EXCISE TAX BILLINGS						Balance on
		Commitments	Payments (-)	Abatements (-)	Refunds (+)	12/31/2014
FY2014	0.00	392513.90	377,045.71	5,465.97	3,549.46	13,551.68
FY2013	14,496.24	2625.01	14,241.96	1,069.17	705.42	2,515.54
FY2012	1,972.31		888.87	43.75		1,039.69
FY2011	1,596.36		408.14			1,188.22
FY2010	1,688.95		366.25			1,322.70
FY2009	1,256.98		245.00			1,011.98
FY2006	705.21		232.50			472.71
FY2004	977.29		40.10			937.19

UNCOLLECTED RECEIVABLES - % by Levy Year as of 12/31/2014						
Excise	PersProperty	Fiscal Year	Unpaid Real Estate tax transferred to Tax Title			
			added to existing (vs. new accounts (Totals	%
3.45%	0.68%	FY2014	14,554.20 (7)	27,709.89 (13)	42,264	0.86%
0.67%	0.75%	FY2013	14,070.34 (7)	12,358.67 (8)	26,429	0.55%
0.30%	0.48%	FY2012	16,169 (10)	24,012 (12)	40,182	0.89%
0.34%	0.27%	FY2011	5,170 (4)	19,124 (14)	22,564	0.55%
0.39%	0.56%	FY2010	20,280 (7)	7,786 (5)	28,066	0.66%
0.30%	0.29%	FY2009	1,422 (1)	29,311 (14)	30,733	0.74%
0.56%	0.30%	FY2008	6,416 (7)	22,620 (10)	29,035	0.72%
0.57%	0.19%	FY2007	5,905 (9)	17,322 (13)	23,227	0.57%
0.13%	0.13%	FY2006	18,026 (17)	4,055 (2)	22,081	0.62%
0.29%	0.14%	FY2005	11,921 (16)	39,581 (16)	51,502	1.50%
0.27%	0.06%	FY2004	24,401 (41)	9,828 (10)	32,230	1.04%

TOWN CLERK'S FINANCIAL REPORT

2014 DOG LICENSES ISSUED

		EACH	TOTAL
48	MALES/ FEMALES	\$10.00	\$ 480.00
346	SPAYED/ NEUTERED	6.00	2076.00
4	KENNEL \$25.00	25.00	100.00
2	KENNEL \$50.00	50.00	100.00
3	KENNEL \$75.00	75.00	225.00
	TOTAL		\$2981.00
	MISCELLANEOUS		\$2184.80
	PAYMENTS TO TOWN TREASURER		\$5165.80

REGISTRARS REPORT

A voter registration session was held on Wednesday, March 5, 2014 from 9:00 AM until 8:00 PM to register new voters for the Special Town Meeting held March 15, 2014.

The Town Clerk's office was open Tuesday, April 8th from 9:00 AM to 8:00 PM to register new voters for the Annual Town Election held Monday, April 28, 2014.

A registration session was held on Monday, April 14th from 9:00 AM to 8:00 PM to register new voters for the Annual Town Meeting held May 3, 2014.

A voter registration session was held on Wednesday, August 20, 2014 from 9:00 AM until 8:00 PM to register new voters and for voters to change parties for the State Primary held September 9, 2014.

The Town Clerk's office was open Wednesday, October 15th from 9:00 AM to 8:00 PM to register new voters for the State Election held Tuesday, November 4, 2014.

The Board of Registrars met on December 1, 2014 to examine and certify the signatures on the affidavit to recall Steven Ingerson.

Lorraine Pease, *Town Clerk*

**ELECTED TOWN OFFICIALS
2014**

		TERM
MODERATOR	Nancy E. Chew	2016
TOWN CLERK	Lorraine Pease	2016
SELECTMEN	Michael McCallum	2015
	Steven Ingerson	2016
	Janet Flinkstrom	2017
ASSESSORS	Oliver H. Mutch	2015
	Charles Perna	2016
TREASURER	Kate Stacy	2016
COLLECTOR	Beth Ann Scheid	2015
NORTH MIDDLESEX SCHOOL DISTRICT COMMITTEE	Crystal Epstein	2016
NORTH MIDDLESEX SCHOOL DISTRICT SCHOOL COMMITTEE AT-LARGE	Michael L Morgan	2017
LIBRARY TRUSTEES	Randee J Rusch	2017
	Dwight F. Horan	2017
	David Jordan	2016
	Martha Morgan	2017
	John Mickola	2015
	Michelle Thomas	2015
	Tiffany Call, res.	2015
	Douglas Leab	2016
	Anne P. Manney	2016
	Claire Hutchinson-Lavin	2017
CONSTABLE	William A. Davis	2016
TREE WARDEN	Allan B. Dawson	2017
BOARD OF HEALTH	Cedwyn Morgan	2016
	William Stanwood	2017
	Scott Leclerc	2015
PARK COMMISSIONERS	Stephanie B. Lammi, res.	2016
	Eric Rantala, res.	2015
	William Ladue	2017
CEMETERY	Daniel Harju	2015
COMMISSIONERS	Rebecca Thatcher	2016
PLANNING BOARD	Alan W. Pease	2017

Jeanie Lindquist	2018
James H. Hargraves	2019
Wayne A. Stacy	2015
Andrew Leonard	2016

**APPOINTED TOWN OFFICIALS
2014**

TOWN ADMINISTRATOR	Robert Hanson
ASSISTANT TO BOARD OF SELECTMEN	Jennifer Collins
ASSISTANT TOWN CLERK	Barbara Faulkenham
TAX COLLECTOR'S CLERK	Barbara Faulkenham
TOWN ACCOUNTANT	Theresa Walsh, res. Tanya Gaylord
ACCOUNTING CLERK	Samantha Collyer, res.
ADMINISTRATIVE ASST. TO POLICE DEPT.	Samantha Collyer, res.
REGIONAL ASSESSOR	Harald Scheid
ADMINISTRATIVE ASSESSOR	Lois Raymond
ADA COORDINATOR	Peter Niall
AGRICULTURAL COMMISSION	John Mickola Tom Cason William Duffy, Jr. Paula Bogue Paula Packard Heather Leonard Sue Chapman, alt. Nadine Callahan, alt. Charles Perna, alt.
ASHBY CULTURAL COUNCIL	Kathryn Becker, chair Faith Anttila Katherine Stanwood Joanne Boudreau Maureen Davi Peggy Mosher
CEMETERY GROUNDSKEEPERS	James Porter Wayne Patnaude
CERTIFIED WATER OPERATOR	Wayne Stacy Michael Bussell

CONSERVATION COMMISSION

Tim Bauman, chair

Robert Leary

Roberta Flashman

Cathy Kristofferson

Oliver Mutch

Johanna Grutchfield

Nancy Catalini

Jan Miller

Linda Stacy, Chair

Elsie Fredrickson

Faith Anttila

Kathryn Becker, Outreach coor.

Police Chief Fred Alden

Mary Letourneau

COUNCIL ON AGING

DISPATCH MANAGER

DOG OFFICER/
ANIMAL ENFORCEMENT OFFICER

E-911 COORDINATORS

EARTH REMOVAL BOARD

Elmer S. Fitzgerald, Jr.

Alan Pease

Steven Ingerson

Cedwyn Morgan

James Hargraves

Bob Leary

Betty Tiilikkala

Bertha Tiilikkala

Kevin Sierra

Rachel Patnaude

Linda Stacy

Angie Godin

Sue Siebert

Christina Ewald

Jill Niemi

June Fors

Florence Bryan

Jeannette Colameta

Donna Fors

Donna Leonard

Judith Bureau

William Seymour, Jr.

Michael Bussell

Timothy Seymour

Robert Hanson

ELECTION OFFICERS

EMS DIRECTOR

EMERGENCY MANAGEMENT DIRECTOR

DEPUTY MANAGEMENT DIRECTOR

ETHICS COMMISSION LIASON OFFICER

FIELD DRIVER
FINANCE COMMITTEE

Mary Letourneau
Kevin Stetson, chair
Richard Doucette
Kathleen Panagiotis
Liryc Donald
Joseph Armstrong-Champ, res
Sharon Cassidy
Terrance Myles, res
William Seymour, Jr.
Wanda Goodwin
William Seymour, Jr.
Vacant

FIRE CHIEF
FULL TIME FIREFIGHTER/EMT
FOREST FIRE WARDEN
HAZARDOUS WASTE COORDINATOR
HEALTH AGENT,
Nashoba Board of Health
HIGHWAY SUPERINTENDENT
HISTORICAL COMMISSION

Rick Metcalf
William A. Davis
Claire Hutchinson-Lavin
Sally Bauman
Tom Dorward
Jamie Coyle
Paul Lieneck, chair
Michael Reggio
Claire Hutchinson-Lavin
Mark Haines

HISTORIC DISTRICT COMMISSION

INSPECTORS:

ANIMAL
BUILDING/ZONING OFFICER
BUILDING INSP. ALTERNATE
ELECTRICAL
ASS'T ELECTRICAL

PLUMBING & GAS
PLUMBING & GAS ALTERNATES
KEEPER OF THE TOWN CLOCK
LAND USE AGENT
LEGAL COUNSELS
TOWN COUNSEL
LAND USE COUNSEL
LABOR COUNSEL
SPECIAL COUNSEL
LIBRARY DIRECTOR

Mary Letourneau
Peter Niall
Richard Hanks
Paul Lessard
Stephen Dubois, res
Harry Paaviainen
Richard Kapenas
Gary Williams
Richard Foresman
Mark Archambault

Kopelman & Paige
Kopelman & Paige
Kopelman & Paige
Kathleen O'Donnell
Mary Murtland

LIBRARY ASSISTANTS	Christina Ewald Tiffany Call Jean Lindquist, res. Vacant
MART ADVISORY BOARD	
MONTACHUSETT JOINT TRANSPORTATION COMMITTEE	Wayne Stacy
MONTACHUSETT METRO PLANNING ORG. (MRO)	Vacant
MONTACHUSETT REGIONAL PLANNING COMMISSION	Alan Pease Wayne Stacy, alt.
MONTACHUSETT REGIONAL TECH SCHOOL COMMITTEE	Peter Capone
MOTH SUPERINTENDENT	Charles E. Perna
MUNICIPAL GROUNDSKEEPER	William Ladue
MUNICIPAL HEARINGS OFFICER	Michael McCallum
MORTH MIDDLESEX AREA EMERGENCY PLANNING COMM. (NMAEPC)	William Seymour, Jr. Timothy Seymour Michael Bussell
PEG BROADCAST TECNICIANS	John Pankowsky Joseph Laszlo Sam Armstrong-Champ
POLICE & FIRE SIGNAL OPERATORS	Joyce Hopkins Marilyn Cronin Kathy Bezanson Mark Lafferty, res Glenn Casey Amanda Pender Fred Alden
POLICE CHIEF	Lorraine Pease
REGISTRARS OF VOTERS	Carlton Mountain Donna Leonard Krishnabai, alt. Catherine Foster
RIGHT-TO-KNOW-LAW COORDINATOR	William Seymour, Jr.
SENIOR TAX WORK-OFF PROGRAM	Oliver Mutch
SOLID WASTE DEPARTMENT SUPERVISOR	Joan Chandley John Pankowsky

SOLID WASTE DEPARTMENT ATTENDANT

David Lacross, res
Andrew Blouin

RECYCLING COORDINATOR
SUPERINTENDENT OF SCHOOLS
TELLERS

Daniel Ewald
William Stanwood
Joan Landers
Nancy Peeler

Deborah Pillsbury
Cathy Kristofferson
Catherine Foster
Stephanie Lammi
Jan Miller
Roberta Flashman
Jim Hubert
June Fors
Timothy Foster
John Vogt
Robert Leary
Peggy Mosher
Scott Sweeney
Tiffany Call
Martha Morgan
Claire Lavin
Alan Ewald
Rebecca Thatcher
John Jainchill

Pamela Peeler
Scott Royal
John Pankowsky
Richard Catalini
Jeanie Lindquist
Jon Kimball
Christina Ewald
Robert Raymond
Deborah Vogt
Janet Flinkstrom
Patricia Wayrynen
Krishnabai
Ingrid Sweeney
Sam Armstrong-Champ
Susan Clement
John Lavin
Patricia Foster
Geraldine Zagarella

VETERANS' AGENT

Joe Mazzola

VETERANS' GRAVES AGENT
BACKUP VETERANS' GRAVES AGENT
WASTE OIL COORDINATOR

Christopher Travers
Lorraine Pease
Paul Lasorsa

WIITA CONSERVATION LAND MANAGEMENT COMMITTEE
(BLOOD HILL MANAGEMENT COMMITTEE)

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

ZONING BOARD OF APPEALS

Alan Pease
Garry Baer

Justin Baer
James Stacy, dec.
Scott Young, alt.

ADDITIONAL INFORMATION:
ASHBY'S JUSTICE OF THE PEACE

Carleton J. Mountain

HAZARDOUS WASTE COORDINATOR

Vacant

POLICE DEPARTMENT AND POLICE FIRE AND SIGNAL OPERATOR DIVISION

In 2014 the Ashby Police Department responded to 4753 incidents (including directed patrols, house watches and building checks). Our officers made 60 arrests, filed 32 additional criminal complaints and completed 1128 motor vehicle violation stops of which 736 resulted in citations. The department conducted patrol services, criminal investigations, medical assists, drug investigations, firearms licensing and crime prevention activities as well as numerous other calls for service.

The police and communications departments continue to provide services to the residents of Ashby 24 hours a day 7 days a week. In 2014 the police department was staffed by 5 full-time police officers while the communications department was staffed by 3 full-time dispatchers. Both departments maintain a roster of part-time employees, the number of which fluctuates from time to time.

In 2014 the police and communication departments encountered a number of challenges with respect to maintaining staffing levels in the positions of part-time administrative assistant and part-time dispatchers. In December Pamela Sager was appointed as the new administrative assistant. This position remains part-time and is integral to the operation of both departments. Staffing within the Communications Department continues to be a challenge. In order to provide 24hour dispatch operations, the department must maintain several part-time dispatchers while having only three full-time dispatchers on staff.

In September the police department in collaboration with the Drug Enforcement Agency hosted a medication drop-off day allowing residents to dispose of medications which were no longer needed or were expired. The department is working on a resolution which would make this service available throughout the year.

The police department's computer system including the server and all other computers within the department required an upgrade resulting in the replacement of this equipment. Additionally, funding was appropriated through town meeting for the purchase and installation of an emergency generator for the police station. We are pleased to report the generator has been installed and is now operational.

This will provide the police and communications departments the ability to continuously operate during times of power outages.

In 2014 the Communications Department received and dispatched 922, E911 calls for service. In addition to 911 calls, dispatchers receive thousands of calls for the police, fire, and highway departments. Dispatchers also receive and handle calls for animal control, coordinate with public utilities, and provide assistance to the public over the telephone as well as to the walk-in traffic at the police station. The dispatcher's workload increases yearly and the successful work of the emergency services could not have been achieved without the support and efforts of our dispatch staff.

The Communications Department continues to receive grant funding from the State 911 Department; these grants totaled nearly twenty-three thousand (\$23,000) dollars. These 911 grants provide funding which is used in part to operate the department, allow for the purchase of equipment to be used by the department, as well as to support training for dispatchers. Grant funding received from the state was in part used to pay for the replacement IT equipment within the dispatch center.

The Police and Communications Department would like thank all of the Town Departments and the residents of Ashby for their continued support and assistance throughout the year. Without everyone's support and cooperation we could not be successful in our mission.

Additional information, safety tips, and current activity can be viewed on the police department's webpage at www.AshbyPolice.org or via Facebook.

Respectfully submitted,
Fred Alden, *Chief of Police*

FIRE DEPARTMENT

Ashby Firefighters responded to 192 calls for assistance which is a 22% increase in the number of fire calls for the 2014 calendar year. Motor vehicle accidents continue to be the type of incident we respond to the most. There were twelve regularly scheduled training sessions as well as several special sessions. We have also begun "Company Training" sessions that are scheduled once a month. Other training included water pumping exercises, annual Hazardous Materials refresher, Chimney fire operations, Carbon Monoxide operations, Ice rescue, and Electric Vehicle operations that pose new risks to firefighters during patient extrication procedures.

The new Tanker truck has proven to be a great addition to our fleet of apparatus. We now have a dependable rig that also carries an extra 500 gallons of water.

This past year marked anniversaries for the following members:

- 5 years: Firefighter/EMTs Sarah Berlinger and Ashton Bosch
- 15 years: Firefighter Randy Stacy
- 50 years: Former Chief of department, Elmer “Fitzzy” Fitzgerald

The Fire Department would once again like to remind all homeowners to dispose of ashes from a wood stove or fireplace properly by placing them in a metal container with a lid and putting them outside. Never place hot ashes/coins in a cardboard box or other combustible container as they can stay hot for days and possibly start a fire. Hot ashes/coins also give off carbon monoxide (CO) and should never be stored inside a building. We have had many CO related calls that were directly related to wood stoves.

The Fire Department would like to ask any residents that are interested in joining the ranks as a Firefighter or EMT, to please either stop in to the station or call 978-386-5522 for details.

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

Respectfully submitted,
William T. Seymour Jr.

EMERGENCY MEDICAL SERVICES

Ashby EMTs responded to 313 calls for assistance during the 2014 calendar year which is a 35% increase in the number of medical calls from the previous year. We currently have 14 EMTs on the roster. Ethan Ward has successfully completed his requirements and is our newest EMT. We are still looking for residents who would consider joining the Department as an EMT. If interested, please call (978) 386-5522 or stop by the station for a visit.

The State of Massachusetts has adopted the National Registry Standards as the basis for Emergency Medical Services. With this new curriculum came new training requirements which had to be met before our EMTs could successfully recertify. Fortunately we have our own training instructor in-house who was able to teach all the necessary classes in our own station. This not only makes it convenient for our call staff but it also saves the town money.

The computers purchased last year for ambulance trip reports have worked out well and allow the ambulance crew to return to town much quicker so that they are available for another call instead of completing paperwork at the hospital.

As the opiate drug abuse has increased in the state, regulations to allow basic EMTs and First Responders to administer Narcan were approved. All of our EMTs

have been trained and Narcan is on board the ambulance for use. We are still waiting for the necessary agreements to be signed before the firefighters, First Responders, can be trained.

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

Respectfully submitted,
William T. Seymour Jr.

FIRE DEPARTMENT AND EMT ROSTER

Beals, Aaron	Firefighter
Beals, Gary	Firefighter
Berlinger, Sarah	FF/EMT
Bigwood, Daniel	Firefighter
Borneman, Chris	Firefighter
Borneman, Shawn	Firefighter
Bosch, Ashton	FF/EMT
Bosch, Estelle	EMT
Boudreau, Amanda	EMT
Brown, Eric	Firefighter
Bussell, Mike	Assistant Chief
Cauvel, John R.	Firefighter
Davis, William	Captain
Dawson, Allan	Firefighter
Dickhaut, Patrick	Firefighter
Eastman, Cherish	EMT
Fitzgerald, Elmer	Firefighter
Fredrickson, Eileen	EMT
Fredrickson, Paul	FF/EMT
Goodwin, Wanda	FF/EMT
Haas, Chris	Firefighter
Irish, Craig	Captain
Joseph, James	Captain
Lammi, David	Captain
Lane, Don	FF/EMT
Lasorsa, Paul	Assistant Chief
Martin, Jim	Firefighter
McMurray, Peter	Captain
Patnaude, Wayne	Firefighter

Pillsbury, David	Assistant Chief
Rantala, Kari	Captain/EMT
Seymour, Kim	EMT
Seymour, Tim	Captain/EMT
Seymour, William Jr.	Chief
Stacy, Randy	Firefighter
Stacy, Wayne	Firefighter
Swenor, Josh	FF/EMT
Ward, Kim	EMT
Ward, Libby	Firefighter
Ward, Ethan	FF/EMT

Auxiliary Members

Brian Nielson, Eric Ward, Nick Kimball, Shelbi Poulin

EMERGENCY MANAGEMENT

The Emergency Management Department continues to support the planning and preparedness functions for the town of Ashby in the event of a large scale incident, natural or manmade. A substantial effort is required to analyze and develop these plans. During the course of the year Emergency Management tracks all potential significant weather events in order to react in a timely and efficient manner for the citizens of Ashby.

Emergency Management in 2014 partnered with the Ashby Police Department to assist with the installation of an Emergency stand by generator for the Police station. This generator will also allow our dispatchers to provide uninterrupted communications to all first responders during a power outage.

Also I would like to thank Fire Chief Bill Seymour, Highway Superintendent Bill Davis, Police Chief Fred Alden, Lead Dispatcher Kathy Bezanson and Wiring inspector Paul Lessard for the assistance that was provided by them in the coordination and installation of the generator.

Lastly I would like to recognize the Ashby Police, Fire, and Highway Departments and our Town Hall staff for their partnership during the year.

Respectfully submitted,

Mike Bussell, *Emergency Management Director*

Tim Seymour, *Deputy Emergency Management Director*

HIGHWAY DEPARTMENT

This report covers work performed by the Ashby Highway Department between January 1, 2014 and December 31, 2014.

Road Mileage Breakdown for the Town of Ashby:

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

Road Maintenance and Construction:

General cold patching was done on all town roads this year as many times as potholes made it necessary. Spring, midsummer, and fall gravel road grading was completed on all gravel roads. Roadside drainage edging was done on various roads in town.

Sign Installation/Replacement:

Stop Ahead – installed on Turnpike Rd, Speed limit – nine signs installed on New Ipswich Rd, Stop sign – replaced at the intersection of Nourse and South Rd, and reflective sign post plates (red) were added to stop signs on Turnpike Rd to increase visibility. Yellow reflective sign post plates were added to curve ahead warning signs on Rindge Rd before the corner at the intersection of Mayo Rd.

Guard Rail Replacement:

None at the time of this report

General Brush Cutting:

The north side of town received the benefit of road side mowing this year at a cost of \$7,125. At our current level of funding we can continue the road side mowing program as is semiyearly. In the future I would like to get back to the practice of mowing the entire town yearly.

Equipment:

The highway department took possession of a new 2015 F-350 pickup and plow, with a cost of \$45,254. We also purchased a new dump truck with snow plow and sander for the sum of \$168,651. To finish things off we were able to purchase a new replacement brush chipper through a state grant for \$35,475.

Personnel:

It is with great sorrow that the Ashby Highway Department must announce the passing of Paul Rondeau, highway department mechanic. He will be missed!

PLEASE-Note:

We still need to restore the sixth position to fully staff the department. With new housing adding vehicles and new roads to the town’s infrastructure, we need to expand road services, not cut them back. I cannot express enough how much it would improve our level of service to you all.

Winter Operations:

All town snow removal equipment was repaired and prepared for service during the summer months. We have also stockpiled 3,032.01 tons of winter sand in anticipation of storms this year. Note: The types and numbers of storms may make it necessary to bring in more materials. Winter sand pile breaks down as follows:

<i>Materials</i>	<i>Quantity</i>	<i>Costs</i>
Sand	2,500.48 tons	\$30,480.87
Salt	531.53 tons	\$36,064.33
Total Stockpile	3,032.01 tons	\$66,545.20

Cross Culverts Replaced, Installed:

None

Bridge Repairs:

None

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

Structure	Quantity	Location	Action
Catch Basin	1	West Rd	Repaired

New Side Drain Installations:

Drainage installation on Piper Rd will begin in the spring of 2015.

Drainage Maintenance:

At the time of this report cleaning of roadside drainage structures has not taken place. However, all drainage structures will be cleaned in the spring of 2015.

Road Shimming:

The following roads had sections that were shimmed this year:

Location	Amount of material used	Cost
Jones Hill Rd	627.01 tons	\$40,363.90

Road Sealing:

Foster, Frost, Locke, and a 500' section of Taylor roads were edged, swept, patched and sealed this year. 9,508.94 gallons of seal were used, with a cost of \$41,363.90. Road preparation for the seal application was performed by the Ashby Highway Dept.

State Funded Chapter 90 Projects:

A new bituminous concrete wear surface was placed on New Ipswich Rd from Rte. 119 to Harris Rd. Project cost was \$85,268.30. The remainder of New Ipswich Rd and Piper Rd from Erickson Rd to Rindge Rd received a chip seal treatment. The total cost for the chip seal was \$90,178.40. The total spent on state funded road projects was \$175,446.70.

Town Resurfacing Projects:

None

Assist Other Departments:

Excavated & backfilled a trench from the police department to the town tennis courts for the purpose of installing a generator for the police dept.

General Information:

The Ashby Highway Department is now operating with fewer personnel and with less town funding for roadwork than was expended in 1987 (28 years ago). I cannot stress hard enough the fact that we need to replace personnel on the department! Lack of personnel affects us greatly year round for both snow removal and road repairs.

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

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

TREE WARDEN

This report spans from January 2, 2014 to January 2, 2015.

Property owner requests for the removal of potentially hazardous trees within the town right-of-way resulted in two (2) actions at the towns' expense (see use of funds below). An urgent request was called in by Fire Chief Bill Seymour for a tree on Jewett Hill Rd. which posed an imminent threat to public safety. Ashby Highway

Department responded with equipment to assist the tree in being felled back from the roadway. Two additional reports of hazardous trees along the right-of-way were called in. One was deemed as non-dangerous due to its location, the second was taken down by Unitil as it posed a threat to their power lines. Unitil is also pursuing funds for additional tree removal to enhance safety and reliability along Ashby roadways; this should be available in spring of 2015.

The Ashby Tree Warden attended a seminar at the National Grid office located in North Andover; the purpose of the seminar was to review the advance of the Emerald Ash Borer and the Asian Long Horned Beetle. A subsequent report was offered to the Ashby Board of Selectman with recommendations to monitor the status of these pests with the help of efforts being conducted by Massachusetts DCR in Willard Brook State Park.

Note: the condition of Ash trees within the town of Ashby is steadily worsening.

Work was conducted by Curtis Tree Service for the removal of trees on the town common. The four large specimens and one medium were all listed on last year's report as having received a "major reduction pruning" to try to help them rejuvenate. Due to diminished health and "binder Roots" as had been previously observed their condition became untenable. Upon take-down it was revealed that they had both hollowed-out trunks and dead bows which posed a danger to people gathered on the town common. The expense for this service and the above noted property owner requests have been paid from a purchase order submitted from the 2014 budget. Efforts by some concerned Ashby citizens has resulted in the planting of trees on the town common, along with one replacement which was donated by our friends at Unitil (Thank you). Two more trees have been offered for planting this spring.

Tree Warden plans as offered in last year's report, to hold the annual budget in reserve for the possibility of extensive hazardous removals during the winter, have been unused as of the date of this report.

Annual budget for the department of the tree warden:	\$2,000.00
Expenditures as of January 02, 2015:	\$ 0.00

Respectfully submitted,
Allan Dawson, *Tree Warden*

DOG OFFICER/ANIMAL ENFORCEMENT OFFICER

Wildlife continued to be a problem this year. If you see wildlife out during the daylight, it does not always mean there is a problem, but call and have it checked out. The high snow banks make travel very hard for animals, and they will sometimes follow the road until they find an opening.

All dogs must be licensed annually. Dog licenses expire every year on December 31. Please renew at the Town Clerk's Office. Bring your dog's current Rabies Certificate(s) with you.

Rabies vaccinations are required by Mass. Law for dogs and cats. Local clinics are held at Petco stores. Both Nashua and Leominster hold clinics on a weekly basis. Call "Luv My Pet" at 508-481-0580 for their schedule. Another option is our annual Rabies Clinic held in March at the West Townsend Fire Station. This year's clinic was scheduled for March 14, 2015 from 9am-11am.

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

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

PLANNING BOARD

The Planning Board brought three Zoning Bylaw amendments before the 2014 Annual Town Meeting. The first was to reorganize the Zoning Bylaw to make it easier to understand. This was approved unanimously. The second amendment removed references to special permit from Site Plan Review. The third was to amend the regulations to agriculture in the Zoning Bylaw to comply with changes in state law.

The Village Center Water Study was presented to the Board of Selectmen by Weston & Sampson Engineers. This study was the result of a grant applied for by the Land Use Agent from the Montachusett Regional Planning Commission. This study is providing the basis for solving the potable water issue with the Town Well near the Common.

In June the Planning Board was approached by a developer investigating installing a large scale solar array in Ashby. The Zoning Bylaw prohibits solar arrays by failing to mention them ("all uses not mentioned are prohibited"). State law does not allow municipalities to prohibit solar arrays in all districts. The Planning Board with the able assistance of the Land Use Agent began work on a solar bylaw in August which was completed in late December. The hope is to present the proposed bylaw to the Town Meeting in 2015.

The Planning Board approved five lot splits and signed one building permit in 2014.

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

CONSERVATION COMMISSION

The Ashby Conservation Commission is a board serving by the appointment of the Board of Selectmen through the enabling statutes of the Commonwealth of Massachusetts (G.L. Ch.40 P8C). The charge of the Conservation Commission is to protect the natural resources of the community. The duties and responsibilities of the Commission are delineated under the Commonwealth of Massachusetts' Conservation Commission Act (HB chapter 18.9) which grants authority for the planning, acquiring, and managing of open space, and monitoring agricultural and conservation restrictions.

The Wetlands Protection Act (Mass General Law Chapter 131, section 40) assigned the responsibility for administering this statute to the local conservation commission as described in HB Chapter 12 and the text printed in HB 18.34. This information is available to you on line at: <http://www.state.ma.us/legis/laws/mgl/gl-131-40>

Essentially, anyone who intends to alter wetland areas, land within 100 feet of any wetland or within 200 feet of any stream must apply to the Conservation Commission prior to such activity. Application is made by submitting a Request for Determination Applicability or a Notice of Intent. A public hearing is then held and site inspections are conducted before a decision is finalized. All decisions are based in accordance with State Regulations as described in the statute.

Ashby's wetlands are an important community resource and their protection has a positive impact on the health, finances and aesthetics of the town. Wetlands are complex ecosystems that provide valuable services to humans and animals alike.

The Commission assumed a leadership role in the efforts to "Stop the Pipeline," a coalition of organizations joined in opposition to the proposed "Kinder Morgan/Tennessee Gas Pipeline" identified as the Northeast Energy Direct Project. The Commission in concert with the Ashby Board of Selectman sponsored an article opposing the pipeline on the Town Warrant. The Ashby Town meeting voted unanimously in passing a "Resolution to Ban "Fracked Gas" Pipelines and Champion Sustainable Energy."

Commissioners have been very active within other state and regional groups as well as the Legislature with the goal to stop the construction of this environmentally harmful transporter of “fracked” methane gas.

The Commission is proud to maintain a cooperative working relationship with the following boards, agencies, and officers: The Board of Selectmen and the Town Administrator, the Ashby Police and Fire Departments, The Town and State Highway Departments, The Board of Health, the Planning Board, the Board of Assessors, and the Building Inspector.

We are participating members of the Massachusetts Association of Conservation Commissions, and the Nashua River Watershed Association. For over 28 years, the Commission has maintained membership in the Massachusetts Association of Conservation Commissions and all members have completed the eight-unit Fundamentals for Conservation Commissions certification program.

Ashby's five Commission members serve three-year terms and are as follows:

Tim Bauman, *Chair*

Roberta Flashman, *Secretary*

Cathy Kristofferson, *Treasurer*

Robert Leary, *Vice Chair*

with currently one open seat

Respectfully submitted,
George A. “Tim” Bauman

CEMETERY COMMISSION

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

Currently the commission has one vacant seat and anyone interested in becoming a commissioner should contact the selectmen about being appointed and/or the commission for more information on the duties of cemetery commissioners.

Thanks to the maintenance crew of Wayne Stacy, Wayne Patnaude and James Porter for their continued efforts. Keeping up with the mowing can be a difficult task, but they've done a great job this past season.

This year we hope to continue to make roadway improvements, remove several dead and sick/dying trees and do some planting to replace them.

If you have any questions or concerns about the cemeteries feel free to contact the commission at (978) 386-0280.

As always thank you to everyone for their interest and involvement in the cemeteries, it is greatly appreciated.

Respectfully submitted,
Daniel Harju, *Chair*
Rebecca Thatcher

NASHOBA ASSOCIATED BOARDS OF HEALTH

Nashoba Associated Boards of Health continues to serve the local Board of Health in meeting the challenges of environmental and public health needs in Ashby. In 2014 particular efforts were made to respond to continued demands in the Environmental Division while adjusting to changes in the Nursing Division created by national trends in health care. In addition to the day to day public health work Nashoba provides Ashby with the following services.

- Maintaining Nashoba's internet web site to provide information for the public. (See nashoba.org)
- Through our involvement in the Bioterrorism Regional Coalition we are keeping the Ashby Board of Health up-to date on matters of emergency preparedness planning.
- Response to health related impacts of beavers through coordination with the local Board of Health in the issuance of the necessary permits.
- Providing stepped-up enforcement of public health laws through the use of the Housing Court system. We look forward to continuing our work with Ashby's Board of Health. Included in highlights of 2014 are the following:
- Through membership in the Association, Ashby benefited from the services of the Nashoba staff including: Registered Sanitarians, Certified Health Officers, Registered Nurses, Registered Physical & Occupational Therapists, Licensed Social Workers, Nutritionists, Certified Home Health Aides, and Registered Dental Hygienists.
- Reviewed 43 Title 5 state mandated private Septic System Inspections for Ashby Board of Health. Received, reviewed, and filed these state mandated (but unfunded) Title 5 inspections. Corresponded with inspectors regarding deficiencies; referred deficient inspections to Ashby Board of Health for enforcement action.

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

TOWN OF ASHBY

Environmental Health Department

Environmental Information Responses, Ashby Office (days) 112

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

Food Service Licenses & Inspection 13

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

Beach/Camp Inspections 11

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

Housing & Nuisance Investigations 5

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

Septic System Test Applications 18

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

Septic System Lot Tests 89

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

Septic System Plan Applications 14

Detailed plans created by engineers hired by residents proposing to build or upgrade a septic system are received, filed, and routed to the Nashoba sanitarian for review.

Septic System Plan Reviews 34

Engineered plans are reviewed according to state code, Title 5, and local Board of Health regulations and review forms are created and sent to engineer for revision. Subsequent re-submittals by the engineer are also reviewed.

Septic System Permit Applications (new lots) 10

Septic System Permit Applications (upgrades) 12

Applicants' approved plan submittals and Board of Health requirements are incorporated into a permit to construct the septic system.

Septic System Inspections 30

Nashoba Sanitarian is called to construction sites at various phases of construction to witness & verify that system is built according to plans.

Septic System Consultations 34

During all phases of application, design, and construction the Nashoba Sanitarian is called upon for legal details and interpretation.

Well Permits 8

Water Quality/Well Consultations 41

Private wells are regulated solely by local Board of Health regulations. The Nashoba Sanitarian assist the BOH by reviewing well plans, securing well water samples, and interpreting water quality test results.

Rabies Clinics - Animals Immunized 18

Nashoba arranges for local clinics with cooperating veterinarians, arranging for dates and location, placing ads in local newspapers, and sending home flyers through local schools. In addition, since the recent raccoon rabies epizootic Nashoba has arranged for delivery of over 500 animal specimens to the State lab in Boston for analysis and has counseled possible exposure victims to seek medical assistance.

Nashoba Nursing Service & Hospice

Home Health

Nursing Visits **95**

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

Rehabilitative Therapy Visit **82**

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

Clinics

Local Well Adult, Support Groups, & Other Clinic Visits **155**

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

Number of patients that attended Flu Clinics held in Ashby 78

Number of patients whom attended Well Adult Clinics from Ashby 74

Health Promotion (skilled Nursing) visit 3

Communicable Disease Reporting & Control

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

- Investigate and control the spread of communicable diseases within Ashby (MGL Chap111, Sec 6, 7, and 92-116). Nashoba works with the Massachusetts Department of Public Health (MDPH) in this area.
- Receive and process reports from physicians concerning cases of diseases "dangerous to the public health" as defined by MDPH (MGL Chap111, Sec6)
- Notify MDPH Division of Epidemiology and Immunization within 24 hours of receiving notice of any case "dangerous to the public health".
- Receive reports and undertake follow-up as necessary regarding certain food borne and waterborne diseases and diseases being monitored by the MDPH.

- Receives reports, investigates and conducts follow-up on all incidences involving positive rabies results.

Number of Communicable Disease cases investigated	13
Confirmed Cases	7

Communicable Disease Number of Cases	
Hepatitis C	3
Influenza	3
Salmonella	1

Dental Health Department

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

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

Students Eligible	108
Students Participating	79
Referred to Dentist	11

Instruction - Grades K, 1 & 5

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

Number of Programs	5
Students Participating	102

ASHBY BOARD OF HEALTH

The Ashby Board of Health consists of Scott Leclerc, Cedwyn Morgan, and Bill Stanwood. We are assisted by our agent Rick Metcalf of the Nashoba Associated Boards of Health, and meet on the fourth Wednesday of every month at 8 pm in town hall. Additional meetings are occasionally scheduled as needed.

Septic permitting activity during the year has involved primarily repairs and replacements. Additional permitting activities include solid waste transport permits, well permits, tobacco permits, and food service permits.

Title V enforcement activities have included several orders to replace failed septic systems. Other enforcement activities have addressed solid waste complaints, housing complaints, and elimination of outdoor showers draining to surface water bodies.

The Board submitted detailed comments to Peterborough Oil and DEP regarding proposed modifications to the treatment system at Mr. Mikes. The Board also

submitted comments to the Federal Energy Regulatory Commission regarding the Northeast Energy Direct Pipeline, which was formerly proposed to be routed through Ashby. The current proposed layout no longer includes Ashby.

Respectfully Submitted,
 Cedwyn Morgan, *member*

BUILDING COMMISSIONER

The building department issued 105 permits in 2014. The following is a summary of the year’s activities.

Permits	
New Homes	1
Barns & sheds	6
Remodel, repair and additions	43
Wood stoves, Pellet Stoves & chimneys	17
Pools	2
Demolition	1
Solar panels	31
Commercial	3
Signs	1
Total Permits	105
Annual Inspections	6
Yearly inspection fees	\$250.00
Total Permit Fee Revenue	\$23,067.00
Total value of work	\$2,120,009.87

Respectively submitted,
 Peter Niall, *Building Commissioner*

ELECTRICAL DEPARTMENT

Wiring Permits for 2014 have been on the light side with permits ranging from remodeling, alarms, new construction and solar installations plus inspections for Unifit and the Fire Department.

Permits pulled for 2014 = 84 for total revenue of \$5915.00

Number of inspections for Unitil for meter turn on = 6
Electrical inspections for the Fire Department = 2

Respectfully submitted,
Paul Lessard, *Wiring Inspector*

PLUMBING AND GAS INSPECTOR

Number of permits for the year 2014	73
Plumbing Permits	35
Gas Permits	38
Number of inspections- approximately	92
Total revenue generated	\$4072.00

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

COUNCIL ON AGING

Our Mission Statement:

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

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

The COA Supports:

- Nashoba Nursing Services (800) 698-3307 provides Health Clinics at the American Legion Hall
- Montachusett Home Care Corporation (800) 734-7312 provides plans of care that enable elders to live at home

- SHINE (Serving the Health Information Needs of Elders) (800) 410-5288 provides free health insurance information, assistance and counseling to Medicare beneficiaries and their caregivers
- Montachusett Opportunity Council – Ashby COA volunteers deliver hot lunches through the Meals on Wheels program on Monday through Friday with frozen meals available for weekends.
- MART Shuttle Service is available Monday through Friday for medical appointments and shopping. Call Jennifer Collins (978) 386-2501 ext. 11 by 2:30 p.m. the day before travel.
- File of Life magnets are free for all seniors in town and available at the COA office or they can be mailed to you. Please call the office at (978) 386-2424 ext. 27.

Highlights:

- Senior Yoga/Chair Yoga class meets at Town Hall Saturday and Sunday mornings at 9 a.m. with instructor Roberta Flashman. Charge is \$5/per class; subsidy available for those in need.
- The COA has won a grant in conjunction with the Shirley COA to hold the 12-week workshop entitled “Aging Mastery Program” during the fall of 2015. This grant is funded by the Executive Office of Elder Affairs.

The Council offers it’s sincere thanks to the American Legion Post #361 for the generous use of their hall and for holding the Annual Holiday Dinner for Ashby seniors.

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

Respectfully submitted,

Kathryn Becker, *Director*

Linda Stacy, *Chairperson*

Nancy Catalini, *Vice Chairperson*

Oliver Mutch, *Treasurer*

Elsie Fredrickson

Faith Anttila

Jann Grutchfield

Jan Miller, *Secretary*

ASHBY CULTURAL COUNCIL

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

The Massachusetts Cultural Council granted the allotment of \$3,870 for the year 2015. The Ashby Cultural Council members met on Dec. 10, 2014 and voted to allocate a total of \$4,200 toward the approved applications. Twenty grant applications were received requesting funding of \$11,426. Eleven applications were approved and funded in the amount of \$4,200.

The approved requests and amounts to be disbursed for 2015 are:

Mike Christian	Beatles For Sale: The Tribute	\$620
Squannacook Early CC	Pumpnickel Puppets	100
John Root	Songbirds of the Northeast	500
Hawthorne Brook MS	Now Hear This: Sound of Science	131
Project Graduation NMRHS	Magician	549
Project Graduation NMRHS	Rubber Soul Band	400
Ed the Wizard	Magic – Pumpkin Festival	450
Ruth Harcovitz	Songs of World War II	550
Fruitlands Museum	Centennial Anniversary Programs	300
Denis Cormier	Hands on History	200
Davis Bates	A Song and Story Celebration	400
		\$4,200

Cultural Council members are: Kathryn Becker, Chairperson; Joanne Boudreau, Secretary; Katherine Stanwood, Publicist; Faith Anttila, Peggy Mosher and Maureen Davi.

Respectfully submitted,
Kathryn Becker, *Chairperson*

ASHBY FREE PUBLIC LIBRARY BOARD OF TRUSTEES

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

The Library Board Officers this year were: John Mickola, Chair; Michelle Thomas, Vice-Chair; Doug Leab, Treasurer, and Dave Jordan, Secretary. Additional members of the board were: Dwight Horan; Anne Manney, Tiffany Call, and Martha Morgan, and Hanae Olmstead and Clair Lavin (each partial year). The Board meets the 4th

Wednesday of the month, except November and December, when the meeting is the 3rd Wednesday.

Building upgrades this year: painting in study room and back hallway, downstairs toilet replacement; painting of the older book drop and bike racks; air conditioner cleaned.

Discussion about improvements included: Ashby “green community” credits that may be used to upgrade the boiler; the filters in the boiler need to be reversed - Board is seeking cost estimates; nails in the outside of the library are coming out and need to be reset; looking into extending cork flooring into the function room downstairs (the carpet is impractical when people want to serve food in the room); elevator inspection completed.

The cost of being members of the inter-library loan system CWMARS will go up, as the system is expanding and needs to support more towns, especially in western MA.

The transfer of the Marston Trust, which was left to benefit the library for scholarships and general expenses, to the Community Foundation of North Central Massachusetts has been completed. Expenditures from the trust will continue to be approved through the town warrant process, although payments will be made directly by the Community Foundation.

Last year’s scholarships totaled \$2290 with \$340 of that coming directly from the Marston Trust.

As always, many thanks go to the hard-working members of the Friends of the Ashby Free Public Library. Their dedication and hard work raising money at the Pumpkin Festival make programs in the library possible all year long.

We were sorry to bid farewell to Jeanie Lindquist, who retired as Librarian’s Assistant this year. Her warmth and good humor will be missed. We are fortunate to have Tiffany Call, a very able and enthusiastic Assistant, start this past fall. And of course, many thanks to the continued dedication of the library team of Library Director Mary Murtland, and Assisants Christina Ewald and Jackie Edwards.

LIBRARY DIRECTOR

The services that are provided to the patrons of the Ashby Free Public Library continue to change. We currently provide an Adult Book group, a Children’s Story and Craft Hour, a Children’s Lego Club, and the Dropped Stitch Club. We are hoping to start a Teen Book Group, a Family Movie Night, Family Movie Afternoon and a Pajama Story time. We encourage you to come and try out a group or program at the library.

This year, the Ashby Elementary third graders have started making planned trips to the library. To encourage and motivate the students to do more reading,

the library has increased its collection of books that would interest the visiting students and has provided more information resources to both the students and the teachers for subjects being taught at the elementary school.

The Ashby Free Public Library has become more of a community hub for public meetings and non-profit community groups. The library encouraged donations to the Ashby Food Pantry by giving fine amnesty to those who brought donations for the pantry to the library in February and March. We would like to continue to serve as a drop-off throughout the year and provide fine amnesty yearly.

Ashby library card holders are making use of more of the available resources provided by C/WMARS from home. The use of E-books, E Audio and E Video has increased by 44% this year. Our Library's interlibrary loan system also continues to provide the people of Ashby access to a broader selection of books, DVDs, music, and audio books from across the state. Patrons can now order books, renew books, and download books from home. Materials requested from other libraries across the state now arrive at the library in a much shorter amount of time and patrons can be contacted by email or by text to their phones. Due to growth and updating of our library collection, the demand for materials from our collection from surrounding libraries continues to increase each year.

Information about the library, new purchases, and the Friends of the Library can be found on our website – ashbylibrary.org. Patrons can sign up for weekly emails with a listing of our new books, movies and music on our website.

The Friends of the Ashby Free Public Library, through all of their fund-raising efforts, make it possible for us to continue to provide programs for our patrons. They have provided materials for the Children's Story and Craft Time, museum passes, and prizes for the Summer Reading Program. We would like to thank the Friends of the AFPL and the Ashby Cultural Council for sponsoring the programs held at the library.

The Ashby Free Public Library Fund has also been a great resource for the library. The Fund has purchased a copy machine, new shelving, art display wall hangers, and museum passes for the library.

The Ashby Free Public Library has had a change in staffing. After working at the library for 8 years, we are sad to see Jeanie Lindquist leave and we thank her for her hard work and dedication to the job. We welcome Tiffany Call as a new Assistant Librarian. We encourage patrons to come to the library to meet her.

The Ashby Free Public Library would like to thank the many volunteers that continue to make a big difference at the library. Many of the volunteers have participated in one or more of the following groups: the Friends of the Ashby Free Public Library, the Senior Tax Work-Off program, the Teen Laptop Scholarship Program, the Ashby Public Library Fund, or the Ashby Free Public Library Board of Trustees. We thank these volunteers for their ongoing support of our public library.

All Circulations and Renewals at Ashby Free Public Library — 2014

	Total	%
Adult and Young Adult Books	5543	30.9
Juvenile Books	5425	30.3
DVDs and Videos	5070	28.3
Audio, Games, Music, and Software	1609	9
Magazines	269	1.5
Total	17,916	100

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

PARKS DEPARTMENT

2014 was a busy year. I would like to thank Stephanie Lammi for the smooth transition for myself as park commissioner. Also, thanks go out to Eric Rantala for his help and his expertise on different items. A special thanks goes out to the Ashby Square and Compass Club organization for the work done on the carriage shed at the common and also the installation of a new power line to the gazebo and Unitarian Church. Many people were involved, and thanks to all.

Many functions were held on the common this year, resulting in much fun for all ages. Thanks go out to the people who scheduled their events on the common. The “communications” factor was excellent. Four new trees were added to the common, replacing the ones removed. Thanks to Murray and Sons Waste for trash removal and use of your dumpsters.

Allen Field hosted many events for young and old, including baseball, softball, soccer, scouting events, a car show, July 3rd bonfire, family fun day and more. Also, thanks go out to the scouts for litter pick-up after field events.

The new basketball goal was installed at the courts at the town hall. It is now used by many, and the users are thankful.

I would also like to thank the people of the Town of Ashby for the new mower purchased last year. It is much more efficient.

2014 was a great year, and I’m looking forward to another great year in 2015.

Respectfully submitted,
Bill Ladue

NORTH MIDDLESEX REGIONAL SCHOOL DISTRICT

Susan Robbins, Chair, Townsend
Jonna Clermont, Vice Chair, Pepperell
Anne Adams, Member, Pepperell
Brian Edmonds, Member, Pepperell
Crystal Epstein, Member, Ashby
William Hackler, At Large, Member
Michael Morgan, At Large Member
Randee Rusch, At Large Member
Robert Templeton, Member, Townsend

Joan Landers – Superintendent of Schools

Student Representatives to the School Committee

2013-2014 School Year

John Brinkman
Kyle Edmonds
Bryan Vachon
Bryan Spooner
Garret Carmichael

Report of School Committee Chairperson

The North Middlesex Regional School District School Committee congratulated Crystal Epstein and William Hackler on their election to the School Committee, replacing School Committee Members Anne Buchholz and Dennis Moore. The committee extended its appreciation to school committee members, Dennis Moore from Ashby, who served on the committee from 1993-1999, 2001-2008, and 2013-2014 and Anne Buchholz, who served on the committee from 1999-2014. Their commitment to the children of the North Middlesex Regional School District will have a lasting positive impact on the district.

At the committee's reorganizational meeting in May, Susan Robbins was re-appointed Chair and Jonna Clermont was re-appointed Vice-Chair.

Report of the Superintendent of Schools

Students

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

Volunteerism and Donations

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

Personnel

The North Middlesex Regional School District saw sixteen of its staff retire over the last year: Thomas Benaroch, Marie Coleman, Pauline Cormier, Diane Dunn, Patric Hanno, Diane Hill, Debora Passios, William Pothier, Paula Roberts, Janice Tarrant, Janice Porter, Paulette Krasinkewicz, Mary Leblanc, Debra Zajac, Andrew Brown and James McKenna. These staff members will leave their positive mark on education in Ashby, Pepperell, and Townsend through their dedication to the students of the North Middlesex Regional School District.

School District Budget

Highlights of the Fiscal 2014 Budget:

- Some of the changes in the FY14 budget included an increase in legal costs due to the bankruptcy proceedings of one of the district’s transportation vendors, Atlantic Express. The district made an emergency procurement for transportation service in January 2014 and provided services for the remainder of FY14. The emergency contract was awarded to Dee Bus Company of Shirley, MA.
- The district worked on the Hawthorne Brook/Squannacook Early Childhood sub-surface disposal system. This project included the de-commissioning of the wastewater treatment plant.
- The High School Feasibility Study was concluded, and the three member towns voted to approve the construction of a new high school within the district.

The General Fund expenditures for the school year were as follows:

Personnel Services	\$25,439,707
Contractual Services	\$ 3,724,706
Materials & Supplies	\$ 1,481,872
Utilities	\$ 1,557,889
Insurance & Retirement	\$ 7,627,109
Debt Service	\$ 1,072,428
Other Costs	\$ 3,965,466
TOTAL EXPENDED	\$44,869,129

2014 Grant Awards

140 - Title IIA Improving Educator Quality	\$ 77,199
240 - IDEA Special Education Allocation	\$844,270
274 - Special Education Program Improvement	\$15,514
262 - Early Childhood Special Education Allocation	\$36,006
298 - Early Childhood Special Education Program Improvement	\$3,350
305 - Title I	\$240,456
625 - Summer Academic Support	\$14,300
701 -Full Day Kindergarten Grant	\$124,520
 Total FY2014 Grant Awards	 \$1,355,615

North Middlesex Regional High School Building Committee

The District would like to extend its sincere thanks to the members of the NMRHS Building Committee for their commitment to the children of North Middlesex. The committee is comprised of members from each town, administration, teachers and town officials.

- Robert Templeton, Chair, Townsend
- Gary Shepherd, Vice Chair, Townsend
- Susan Robbins, Alternate School Committee Representative (Townsend)
- Nancy Haines, Business Manager
- Christine Batty, Principal, NMRHS
- Oscar Hills, Director of Buildings & Grounds
- Jeremy Hamond, Director of Technology
- James Landry, Teacher, NMRHS
- Sue Lisio, Town Official, Townsend
- Stephen Themelis, Town Official, Pepperell
- Heide Messing, Member, Townsend
- David Amari, Member, Ashby
- Craig Hansen, Member, Pepperell
- Ronald Scaltreto, Member, Townsend

District Goals

- The District and its team, in collaboration with the MSBA, developed a schematic design of sufficient detail to establish the scope, budget and schedule for the proposed high school project to foster 21st century learning and to meet the current and future needs of the students of our district.

- Worked in collaboration with the building committee, Owner's Project Manager, design team and the Massachusetts School Building Authority to gather a funding agreement for the high school building project
- Communicated with the three towns prior to the vote at town meeting
- Created baseline data systems within the district for beginning stages of common assessments
- Developed District Determined Measures as part of the Massachusetts Model Educator's Evaluation System
- Identification of district-wide assessments
- K-6 teachers assessed students using the Fontas and Pinnell Benchmark Assessment
- District explored alternative education opportunities for students
- District explored the possibility of a North Middlesex Commonwealth Virtual School
- The district submitted an application to open a Public Day School to meet the needs of students with severe learning needs
- Analysis of implementing an International Baccalaureate Program in the district
- Completion of Assistant Superintendent Search process
- Development of a plan to address Ashby well issues
- Technology upgrades at Nissitissit Middle School, Varnum Brook Elementary School, Ashby Elementary School, Hawthorne Brook Middle School
- Implementation of new Student Information System, Aspen

Special Education

The North Middlesex Regional School District provides a wide range of identification, diagnostic, educational, therapeutic and support services for students in grades PreK through 12 and until the age of 22. During FY14, the district created in-district programs to afford students the opportunity to access educational programming in the least restrictive setting within the district.

Curriculum and Professional Development

North Middlesex Regional School District is dedicated to supporting its staff and students with exceptional educational experiences. The District has been participating in a variety of educational initiatives to support teaching and learning. These multi-year initiatives will engage teachers and students in a range of activities to ensure all students leave NMRSD being ready for college and the careers they choose. The following summary of activities provides a glimpse into the many wonderful activities our teachers, students, and staff have participated in to ensure student success.

Supervision and Evaluation

Over the last two years, the North Middlesex Regional School District has trained all teachers on the state's new Supervision and Evaluation tool. This tool is designed to promote the three big ideas of a professional learning community that include: ensuring student learning, working together, and focusing on results. The system's primary purpose is to help teachers work together to support all students and their learning.

The evaluation system, comprised of three phases: Phase 1-Teacher Evaluation Cycle, Phase 2- Common Assessments (also known as District Determined Measures) and Phase 3- Student and Staff Feedback. For the last two years, the teachers and state have focused all professional development around Stage 1 implementation.

Along with solidifying aspects of Stage 1 implementation, teachers have been working collaboratively on creating and honing common assessments to assess student growth in all content areas through Stage 2 work. This second stage of work helps provide our students with a guaranteed curriculum.

Curriculum, Assessment, and Instruction

North Middlesex Regional School District continues to refine and enhance its curriculum each year through a number of committees, summer academies, and teacher leader meetings. These groups work tirelessly to refine the alignment to the state frameworks to manageable curriculum documents for our teachers to implement. Reflection and refinement are ongoing, continuous practices to ensure student success with the curriculum. A second part of the curriculum work is the development of common assessments or district-determined measures of student progress. With the increased rigor and focus of the new state frameworks incorporating the Common Core State Standards, the district is in the process of reviewing and developing curriculum and assessments to meet the higher criteria set out by the state.

Guidance

The North Middlesex Regional High School Guidance Department assisted 241 students graduating in June 2014. Students reached post-secondary goals in various forms; 83% went on to two or four-year colleges/universities, 5% joined the work force, and 12% went to trade school, prep school or joined the armed forces. One hundred and thirty-nine (139) students took 172 Advanced Placement exams in eleven (11) subject areas. Sixty-five (65) percent (112 out of 172 exams) of the students received a grade of three (3) or better, which earns college credits from the colleges/universities they plan to attend.

ASHBY ELEMENTARY SCHOOL
Principal, Anne Cromwell-Gapp

Ashby Elementary School has a total student population of 212 students, ranging from kindergarten to grade 4 and includes a comprehensive special education program. Enrollment figures include school choice students from neighboring towns including Ashburnham, Fitchburg, Gardner, Leominster, Lunenburg, and Winchendon.

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

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

There is a host of activities after the regular school day ends. We offer Before and After School Care for Kids (BACK Program), which runs from 6:30 AM to 9:00 AM and then from 3:15 PM to 5:30 PM to assist with Ashby's need for child care. During the summer, we offer an intramural sports camp, as well as an arts/crafts camp.

The spring 2014 MCAS results classified Ashby as a level 2 school, with 1 being the highest on a 5-point scale. Through an analysis of our areas of strength and need, AES has identified reading as an area to continue to improve. To improve student achievement in the area of reading, we will continue to build student reading stamina, work with consultants from Teachers for Teachers and develop individual classroom instruction within a Reader's Workshop model. We can accomplish this goal through the use of our redesigned and updated leveled school libraries. This year alone we have added 1,778 books to our reading library bins.

SQUANNACOOK EARLY CHILDHOOD CENTER
Principal, Anne Cromwell Gapp

Our district preschool serves all three towns: Ashby, Townsend and Pepperell and is located at the Squannacook Early Childhood Center (SECC) at 66 Brookline Street in Townsend, Ma. We offer a variety of programs for children ages 3-5. Enrollment includes both regular and special education students. Children attend school following the school calendar established by the NMRSD. SECC currently has five classrooms with 15 staff members. SECC offers an array of different programming opportunities to meet the individual needs of children. Each of the programs is designed to promote a child's emotional, social, physical, and cognitive development.

The preschool program is an integrated model that follows the Massachusetts Curriculum Frameworks, which emphasize a range of developmentally appropriate, open-ended, hands-on activities. These activities offer each child the opportunity to gain competence in skill areas and develop their self-esteem.

Each child is unique and grows at a different rate. Children are treated with respect and are encouraged to learn about their world through exploration and discovery. SECC provides a safe and accepting environment where preschoolers have fun while being encouraged to learn cooperation/socialization skills necessary for beginning their school career.

Each classroom is taught by a certified early childhood/special education teacher and a paraprofessional. The teacher to student ratio is seven to one. The special education program at SECC has a team that consists of early childhood/special education teachers, speech/language pathologist, occupational therapist, and a physical therapist. A unique feature of our program is the integration of specialists and therapists into the daily routine. Our teachers work with the local kindergarten staff at each of the elementary schools to ensure a smooth transition for students heading to kindergarten.

SPAULDING MEMORIAL SCHOOL
Principal, Becky Janda

It is an honor to be serving in my seventh year as principal of Spaulding Memorial School and have this opportunity to present the citizens of Townsend with the annual report. Spaulding Memorial is in its sixth year of the reconfiguration to a kindergarten to fourth-grade elementary school. The year began well and I feel privileged to be able to work with the talented staff of Spaulding Memorial School; they have a desire to continue to grow in the profession and a strong dedication to children that is evident every day.

Spaulding Memorial School serves approximately 450 students in kindergarten, first, second, third and fourth grade. Our class sizes in the range of 18-24 students, depending on the grade level. The educational program offered by the faculty at Spaulding Memorial is a highly effective elementary program that encourages each child to develop his/her individual talents and abilities in a caring, nurturing, and inclusive learning environment.

The curriculum at Spaulding focuses on the Massachusetts State Curriculum Frameworks for all subject areas. The Scott Foresman English/Language Arts program incorporates explicit instruction for listening, speaking, reading, spelling, and writing skills and encourages age-appropriate cross-curricular applications. We have also added an individualized reading program to our literacy block based on the principles of a reader's workshop model. We are in our third year of a math program called enVision that is based on the Common Core principles of conceptual understanding, problem-solving and computation. Our science curriculum emphasizes a hands-on approach, which fosters observations, inquiry, and understanding. The Social Studies curriculum emphasizes the understanding of family, community, and country through the integration of literature.

To educate the whole child, social skills are taught through the use of a program called Six Pillars of Social Competency that focuses on citizenship, responsibility, fairness, caring, trustworthiness and respect. We have also had a bullying prevention program in our third and fourth grade called Steps to Respect. In addition, children have an opportunity to extend the curriculum in computer, library, music, art and physical education classes. During the school year, the children's artwork, musical talent, and cultures are showcased at family events. The Townsend Fire Department offers an extremely successful SAFE program for our children. The core program is also supplemented by many cultural assemblies sponsored by our Parent Teacher Organization. These programs enrich, spark interests in children and support the school improvement goal of offering students more opportunities to participate and share in cultural events.

We are extremely fortunate to have a supportive parent group that regularly meets and organizes many family events and fundraisers.

I am pleased to be a part of the Spaulding Memorial School, the North Middlesex Regional School District, and Townsend. The children, parents, members of the community, town officials, staff at Spaulding Memorial School, the North Middlesex Regional School District Committee, Mrs. Joan Landers, Superintendent of Schools and the central office staff provide an excellent environment in which children can learn and reach their potential.

HAWTHORNE BROOK MIDDLE SCHOOL **Principal, Stephen Coughlan**

Hawthorne Brook Middle School is an institution committed to educational excellence, and a community committed to supporting one another. We are dedicated to using our resources to provide the best educational experience possible for our students, and we continue to look for ways to improve our school.

As much as possible, students and faculty at Hawthorne Brook are divided into smaller learning communities. Each team follows a common schedule and this shared schedule provides the teachers with the flexibility to modify and adjust student schedules to best meet the needs of each individual child. Hawthorne Brook is on a trimester schedule. This structure affords us opportunities to provide students with more time focused on math and literacy while maintaining the other programs and curriculum that middle school students need. We are also committed to looping students in grades 7 and 8, which helps teachers to target instruction to the specific needs of their students. Ultimately, this model allows us to create a strong web of support to enhance student success.

The staff at Hawthorne Brook has taken advantage of the professional development opportunities offered in the district and throughout the area. Teachers continue to create and revise teaching units to incorporate the Massachusetts State Frameworks incorporating the Common Core Standards, especially with respect to literacy and mathematics. The staff has maintained their focus on developing best practices for improving student engagement in the learning process. This year, teachers in each discipline are developing common assessments that will be used to assess curriculum implementation within the district, as well as individual student growth over time. This state initiative, District Determined Measures (DDMs), is intended to support other assessment data (MCAS) in helping schools to improve instruction.

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

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

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

NORTH MIDDLESEX REGIONAL HIGH SCHOOL Principal, Christine Battye

North Middlesex Regional High School serves students in grades nine through twelve and had 956 students enrolled for the 2013-2014 school year. The demographic configuration for the high school is as follows: African-American: 1.0%, Asian: 1.1 %, Hispanic 2.7%, Native American: 0.2%, Caucasian: 92.8%, Pacific Island: 0.0%, and multi-race Non-Hispanic 2.1%. Over the next five years (2013-2017), the average projected enrollment for the district will decrease by 3.26%. The daily average attendance rate for students is 94.7%, and the average for staff is at 96%. The town of Townsend allocates 50% of total revenue to the North Middlesex Regional School District; Pepperell allocates 44.8 %, and Ashby 48.8%. Approximately 50% of funding comes from local taxation and the other 50% from state, federal, and other resources. Ninety-seven (97) percent of the 2013 senior class received a high school diploma at the time of graduation. For the class of 2012, 69% of students enrolled in a four-year college, 11% in a two-year college, 3% in technical schools, while 10% entered the workforce, and 4% entered the military.

Table 1: Enrollment Data

Grade	October 2013	October 2012	October 2011	October 2010
9	236	251	275	254
10	234	246	251	275
11	242	239	279	290
12	240	263	273	285
TOTAL	952	999	1,078	1,104
Change	-95%	-93%	-97%	-1.03%

North Middlesex Regional High School has established numerous and varied school/business partnerships that sponsor and support many school programs and provide opportunities for students to gain real-world experience as student interns. The Band and Chorus Ad Book is solely sponsored by local businesses in support of the school's music program. Local businesses, such as McDonalds, Bailey's Restaurant and Sterilite, regularly support school programs. The Service Learning Program has expanded in recent years to include two service learning trips, one to New Orleans, and one to New York City. These trips partner students with numerous local businesses and non-profit organizations in the New Orleans and New York City areas. Since 2005, The Giving Tree Program has raised over \$5,000 an-

nually and distributed over 4,000 gifts to local families and community organizations. The North Middlesex Community Garden developed in 2009 grows and donates produce to local organizations. MassBioEd has teamed up with the Science Department and provided equipment, professional development, and an annual field trip to Worcester Polytechnic Institute for students. North Middlesex also accepts student teacher placements from the local area colleges and universities.

North Middlesex High School provides students opportunities for independent learning. The Senior Capstone Project requires a partnership with a professional from the community in which a student creates/develops a product or learns a skill/trade that is of particular interest to him/her. The Dual-Enrollment Program allows North Middlesex students to take college courses while still in high school at one of the several area colleges/universities. The Virtual High School Program allows students to take online courses. Through the School-to-Work Program, special education students participate in vocational exploration and development in over 20 local businesses and non-profit agencies. Students are also provided with real world experience through a Chemistry Job Shadow Day and the opportunity to participate in the Mock Trial Program.

North Middlesex Regional School District is one of fewer than 400 school districts in the nation honored by the College Board with a place on its AP® Honor Roll for opening Advanced Placement classroom doors to a significantly broader pool of students, while maintaining or improving the percentage of students earning scores of 3 or higher. North Middlesex is home to three national honor societies: the National Honor Society, the Tri-Music Honor Society, and the National Art Society. Students at North Middlesex Regional High School are recognized for their academic, athletic, artistic, theatric, musical, and community service accomplishments annually at our Underclassmen and Senior Awards Nights. In addition, our athletes are recognized at Senior and individual athletic award banquets. Our top 25 graduating seniors are recognized at the annual Academic Excellence Breakfast. The National Honor Society hosts an induction ceremony, and our musicians are recognized by the Tri-M Honor Society. Students are publically recognized academically by making honor or high honor roll.

MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL

Having only been recently named the Superintendent-Director of Montachusett Regional Vocational Technical School, I am honored and delighted to present the district's 2013-2014 annual report. It was a year marked by student achievement, faculty and staff distinctions, and leadership development - as well as transition. Compiling information for the enclosed report has provided me with an opportu-

nity to get to know the students, faculty and staff that comprise this wonderful school, and to reflect upon their tremendous achievements and activities. I am fortunate to work closely with a talented leadership team, many of whom have contributed to this report, and given great insight into some of the more notable highlights of the 2013-2014 academic year, including:

- Students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement. In the spring of 2014, Monty Tech's passing rate on the MCAS English Language Arts exam was 100%, Mathematics 98%, and Biology 99%.
- Competing in three categories: network security, digital forensics, and Cisco networking, a team of six talented students captured second place at the CyberPatriot event, a national high school cyber defense competition, founded by the Air Force Association.
- Class of 2014 graduate, Jessica Shattuck of Fitchburg was presented with the *Legion of Valor* award, the highest award a JROTC cadet may receive, recognizing academic excellence and extraordinary leadership skills.
- Ten students advanced through local, district and state competitions to earn the right to compete at the National SkillsUSA Conference in Kansas City, Missouri. The Monty Tech national delegation returned with a bronze medal in Action Skills.
- Monty Tech continues to participate in the highly selective Student Spaceflight Experiment Program, representing the only vocational school in the nation to have a student science experiment launch into space, and providing students with an opportunity to study the effects of gravity on their science project.

As you know, a Monty Tech education is grounded in workforce preparedness, balanced by a rigorous academic curriculum. Every day at Monty Tech, one guiding principle is evident - our students must be ready for both college *and* career. Students are prepared with industry-recognized credentials and skills to be successful in the world of work. And for those students whose future may include higher education, Monty Tech offers dual enrollment courses, articulation agreements, and Advanced Placement courses that may significantly reduce the amount of time and money spent on a college education.

We are so proud of the educational programs offered here at Monty Tech, yet we continually strive to improve upon them. Collaborating with area colleges and universities, we are ensuring our curriculum and instruction is rigorous and relevant. Sharing best practices with vocational-technical colleagues from across the state – and nation – we give and take some of the best ideas, with one thing in mind – what is best for our students.

We hope you will find this report a comprehensive review of the quality education you have come to know and expect from Montachusett Regional Vocational

Technical School. You may notice that each of the eighteen member cities and towns are reflected in this report, and that students performed services in almost every community last year. Providing our students with an opportunity to give back to the communities that support them – and support our school – is a pleasure.

I am honored to serve as Superintendent-Director of Monty Tech, a school that continues to transform secondary education in North Central Massachusetts, bringing to life lessons learned in a classroom, at the workplace, and in the community – all while consistently maintaining high standards of fiscal responsibility. Our FY14 Annual Budget was unanimously accepted by each of the eighteen member communities, and reflected only a 2.0% increase over the 2012-2013 Educational Plan. We recognize that we are in the midst of some difficult economic times faced by public education and so we will continue to seek creative ways to reduce member town assessments, while maintaining our high standards of academic and vocational-technical success.

Respectfully submitted,
Sheila M. Harrity, Ed.D., *Superintendent-Director*

Our Mission

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

Our District

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

Ashburnham	Ashby	Athol
Barre	Fitchburg	Gardner
Harvard	Holden	Hubbardston
Lunenburg	Petersham	Phillipston
Princeton	Royalston	Sterling
Templeton	Westminster	Winchendon

Leadership

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

Sheila M. Harrity, *Superintendent-Director*
Tom Browne, *Principal*
Tammy Crockett, *Business Manager*
Kim Curry, *Dean of Admissions*
Francine Duncan, *Director of Technology*
Christina Favreau, *Director of Academic Programs*
Jim Hachey, *Director of Vocational Programs*
Richard Ikonen, *Director of Facilities*
Katy Whitaker, *Development Coordinator*
Victoria Zarozinski, *Director of Student Support Services*

Enrollment

On June 1, 2014, student enrollment at Monty Tech included 1,403 students in grades nine through twelve. Students are represented from every community in the district: Ashburnham (54), Ashby (37), Athol (93), Barre (35), Fitchburg (364), Gardner (158), Harvard (3), Holden (68), Hubbardston (61), Lunenburg (70), Petersham (4), Phillipston (21), Princeton (17), Royalston (22), Sterling (56), Templeton (100), Westminster (77), and Winchendon (133). The remaining thirty students were from out-of-district towns, including Clinton, Leominster, Natick, Orange, Pepperell, Rutland, Shirley, West Boylston, and Worcester.

Throughout 2013-2014, Monty Tech offered a variety of opportunities for students, parents, and community members to learn about and visit the school. In October 2013, approximately 1,000 district eighth graders participated in the annual “Tour Day” event. Students toured our twenty-vocational/technical areas and learned about the school’s challenging academic offerings and exciting athletic and extracurricular programs. Career Awareness Night offered interested students the opportunity to return in the evening with their family members, to further explore the facilities and talk with staff members.

Each year, the Dean of Admissions conducts school visits, student interviews, and accepts applications for admissions. 2013-2014 proved to be an exceptionally busy year for her, as the school received 730 applications for admission. Of those, 642 were from students hoping to enter our incoming freshman class. The balance of the applications came from students hoping to enter the school as upperclassmen. Because there are only a limited number of students the school can accept each year, 367 freshmen and 19 upperclassmen were admitted.

The Vocational Interest Program (V.I.P.) offers area seventh and eighth grade students the chance to visit Monty Tech after school, and participate in hands-on learning experiences across a variety of vocational/technical areas. The program continued to attract a large number of students during the 2013-2014 school year, serving approximately 600 area students.

Class of 2014 Awards

Members of the Class of 2014 were awarded approximately \$50,000 in scholarships. The Monty Tech Foundation generously provided \$34,000 in scholarships to graduating seniors, ranging in amounts of \$250 to \$2,500. The Foundation also awarded \$6,000 to the practical nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of Monty Tech graduates in the form of financial donations. The School Committee, administration, faculty, and graduates themselves, are grateful for this support.

Articulation Agreements with local colleges also play an important role in helping reduce the cost of higher education. Qualified Monty Tech students are eligible to receive college credits through a number of articulation agreements with public and private colleges across the country. Well over 60% of the graduating class of 2014 reported plans to enroll at either a 2-year college, 4-year college/university, or a technical/trade school upon graduation. By earning college credits while still in high school, these students will benefit by saving both time and money as they pursue advanced educational programs.

Financial Report

In an effort to develop a cost-effective budget for the fiscal year 2013-2014, a great deal of effort was put forth by the School Committee, administration and staff. The final fiscal year 2013-2014 Educational Plan totaled \$24,785,280, which represents a 2.0% increase over the 2012-2013 Educational Plan. As a result of changes to the final FY14 State budget and the District's decision not to increase the already-approved community assessments, the District's FY14 budget was approximately \$200,000 below the minimum spending required by Massachusetts General Law Chapter 70.

The District was audited in August 2014 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA and a very good report is anticipated.

Grants and Contracts

Monty Tech continues to pursue grant funding on an annual basis. These funds assist in providing many educational and social services to the student population. For fiscal year 2014, state and federal grant sources provided the school with \$842,780. Programs funded by these grants include: Essential Health Services, Social Intervention and Mediation, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, and Summer Academic Support.

In addition to state and federal grant sources, Monty Tech was also the recipient of private and competitive grant awards totaling \$525,000. Included in that total are a number of highly competitive awards, including a \$400,000 award from the

Massachusetts Department of Elementary and Secondary Education, used to provide training in the new vocational-technical education frameworks to over 350 educators across the Commonwealth, and a \$42,500 award from the Executive Office for Administration and Finance, used to purchase one adult patient simulator, which will provide our Health Occupations students with unprecedented training opportunities, as the device manifests vital signs, clinical signs and symptoms. Allocation and competitive grants totaled \$1,367,780 for fiscal year 2014.

Academic Achievement

In 2013-2014, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable MCAS scores in English Language Arts, Mathematics, and Biology. In the spring of 2014, Monty Tech's passing rate on the English Language Arts exam was 100%, Mathematics 98%, and Biology 99%.

English Language Arts	2012	2013	2014
Students Tested	361	352	364
Passing	100%	99%	100%
Advanced/ Proficient	95%	95%	95%
Needs Improvement	5%	5%	5%
Failing	0%	1%	0%
 Mathematics	 2012	 2013	 2014
Students Tested	360	352	366
Passing 99%	98%	98%	
Advanced/Proficient	87%	80%	84%
Needs Improvement	12%	18%	14%
Failing 1% 2%	2%		
 Biology	 2012	 2013	 2014
Students Tested	361	398	351
Passing	98%	97%	99%
Advanced/ Proficient	73%	73%	74%
Needs Improvement	24%	24%	25%
Failing	2%	3%	1%

The district continues to make progress toward narrowing proficiency gaps. Students in all subgroups have met their progress and performance targets, continuing the school's Level 1 Status distinction.

Student Group	On Target= 75 or higher	Performance	Progress
All Students		81	Met Target
High Needs		79	Met Target
Low Income		84	Met Target
ELL and Former ELL		-	-
Students with Disabilities		81	Met Target
American Indian/ Alaska Native		-	-
Asian		-	-
African/American/Black		-	-
Hispanic/ Latino		93	Met Target
Native Hawaiian/ Pacific Islander		-	-
White		84	Met Target

Vocational Projects in the District Communities

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

The 2013-2014 school year was a busy one for our vocational educators, as each trade aimed to provide practical, hands-on learning experiences for our students, while helping to improve each of the eighteen member communities.

Auto Body

Collision Repair Technology: Throughout 2013-2014, the program completed seventy requests for service and repair work. Students detailed police vehicles, installed new fenders and repainted several town vehicles, benefiting the school, police and fire departments in local communities. With assistance from several other departments, the program hosted the annual car show, which was a tremendous success. Students also competed in the World of Wheels competition, held in Boston, and were awarded first place in the pedal car building competition. (Total enrollment: 60; 36 males, 24 females)

Automotive Technology

The Automotive Technology program saw a very busy year, marked by curriculum changes that instructors believe will benefit every student. Aligning state frameworks with NATEF standards, instructors purchased new textbooks and developed new lessons, designed to enhance the learning experience. The program also successfully completed the NATEF Master Automobile Service Technology recertification process, which occurs every five years. Because the Monty Tech program continues to hold this rigorous certification, students qualify for articulated credits at area colleges upon program completion. A top student, Brian Nielsen of Ashby was awarded a gold medal at the SkillsUSA state competition, and traveled to the national competition in June 2014. The program also supported eight students in the co-operative education program, and a total of fourteen students were employed within the industry. These students gained valuable workplace experience, applying

the skills they learned in the rigorous automotive technology program, and received high praise from their employers. Finally, in addition to all of these accomplishments, program students and instructors completed work on more than 400 vehicles, including those of faculty, staff, retirees, district residents, and municipal vehicles. (Total enrollment: 54; 44 males, 10 females)

Business Technology

Students and instructors in the Business Technology program continue to enjoy an increased presence in the school community, providing assistance to shops and offices throughout the school by coordinating bulk mailing, labeling, organizing, and collating jobs. Offices that receive direct support from the Business Technology program include: Monty Tech Nurses' Office, front office, Monty Tech Tea Room, and Student Support Services. Students also assist wherever there is a customer service need, as in the annual greenhouse project, directed by Mr. Dylan Hager. Students serve as customer service representatives and cashiers for this very busy seasonal operation. Students also run a successful school store, The Gear House, refining their skills in cash handling, customer service, organization, and marketing. (Total enrollment: 76; 14 males, 62 females)

Cabinetmaking

The Monty Tech Cabinetmaking program is delighted to report the acquisition of a new and much-needed piece of equipment – a CNC Machining Center, which effectively utilizes a variety of software programs. Having this new equipment will allow instructors to teach specific skills that the industry and area employers demand. Throughout the year, students spent a great deal of time building and installing cabinetry in a number of public offices throughout the Monty Tech district, including: Westminster Town Hall weights and measure scale cabinet; Cherry sign for the Fitchburg Fire Department; two podiums for the Town of Athol; a cherry buffet for the United Way offices in Fitchburg; display cases for the Gardner Elks; and counter tops built and installed at the Barre Police Station. Finally, the program saw nine students benefit from co-operative learning experiences with area employers. Both students and employers reported enjoying the mutually beneficial experience. (Total enrollment: 72; 46 males, 26 females)

Cosmetology

Providing students with opportunities to earn industry-recognized credentials and certifications is a guiding principle in the Cosmetology department. Twenty-three seniors sat for the State Board Exams, and all twenty-three passed and are now licensed cosmetologists. More than half of the graduating seniors remain in the industry. Students in their junior year of the program, who are primarily responsible for managing the “clinic floor”, provided numerous services that resulted in total

sales in excess of \$9,000. Monty Tech Cosmetology instructors continued to promote community service, and as a result, this year the program supported a classmate's Youth Venture Club project, raising more than \$650 for this very worthwhile organization. (Total enrollment: 90; 1 male, 89 females)

Culinary Arts

Students and instructors in the Monty Tech Culinary Arts program are among the busiest in our school. In addition to operating a full-service dining room and bakery, which serves 90-120 patrons daily, culinary students showcase their talents at trade shows and competitions throughout the year. In 2013-2014, culinary arts students participated in three hot food competitions, and placed first on two of the events, where they were competing against area hotels, restaurants, and professional chefs. The program provided breakfast, lunch, and dinner, as well as support staff, for a number of events for public organizations, including: Fitchburg Rotary Club, Montachusett Home Health Care, Senate Ways and Means Committee, Gardner AARP, and the Fitchburg City Council. The program was also fortunate to receive new equipment, including a combination steam convection oven, a kitchen video monitoring system, two new butcherblock tables, and a custom stainless steel bench with power supply. (Total enrollment: 101; 35 males, 66 females)

Dental Assisting

During 2013-2014, the Dental Assisting program placed 3 students in co-operative educational placements, working with area dentists. Fourteen students earned externships, while twelve students participated in affiliation. All sophomore, junior, and senior students attended the Yankee Dental Convention in Boston, and learned about the most current trends and practices in the field. While national passing averages for Dental Assisting National Board (DANB) exams range from 69% - 78%, the Monty Tech dental students earned a 94% passing rate on the Infection Control exam and an outstanding 100% passing rate on the Radiology exam. The program supported four students who traveled to the SkillsUSA national competitions. For the fourth consecutive year, Monty Tech welcomed Community Health Connections, a school-based dental hygiene program whose goal is to provide dental services to students in need. Through this initiative, thirty-two students were examined by a dentist, had their teeth cleaned, and had sealants or temporary fillings applied as needed. Monty Tech Dental Assisting students were given hands-on, practical experience, as they assisted the staff from CHC during each dental procedure that was performed. (Total enrollment: 62; 5 males, 57 females)

Drafting Technology

Students in the Drafting Technology program earned well-deserved recognition for their achievements in 2013-2014. Four seniors held co-op positions, four stu-

dents were recognized for outstanding SkillsUSA achievements, and 90% of the program's graduating seniors continue in the field of drafting, either by selecting a related college major or by entering the workforce in a related field. The shop continued to provide countless community services in the form of banners, signage, building plans, interior design plans, and decorating for school-sponsored events. Some of the more notable projects in 2013-2014 included: railings design for Harvard Public Schools; designed a Habitat for Humanity duplex in Fitchburg (to be built by Monty Tech students and instructors 2014-2015); landscape design services for the Forbush Library in Westminster; and completing the Fitchburg Fire Department seal. (Total enrollment: 56; 33 males, 23 females)

Early Childhood Education

Jordan Patricks earned a gold medal at the 2014 SkillsUSA state competitions in Action Skills. From there, she traveled to the national competitions, placing 3rd. She was accompanied by her classmate, Jessica Shattuck, who served as a National Voting Delegate and was also awarded the President's Volunteer Service Award. These students represent the Monty Tech Early Childhood Education program well, as the program is known for a strong emphasis on community service, academic and vocational-technical excellence, and a commitment to continued education. During 2013-2014, Early Childhood Education students participated in the Massachusetts Association for the Education of Young Children's Recognition Dinner, constructing twenty 3-dimensional children's games to serve as centerpieces for the event. Students volunteered at the Boston Strong relay held in Winchendon, organized and led children's activities at the annual ARC Christmas Party, and provided child care services for the mental health symposium held here at Monty Tech in May 2014. The Monty Tech Childcare Center continues to operate at full capacity, serves as a co-operative education site for two students, and successfully prepares their young students for transition into Kindergarten. The Center's Director, Ms. Kelley Booth, visits with prospective parents almost daily and handles frequent calls for Fall placement. (Total enrollment: 65; 2 males, 63 females)

Electrical

The Electrical program at Monty Tech continues to be one of the busiest trades in the school. During the 2013-2014 year, students and instructors completed a number of "outside projects" that include: installing new lighting at the Turkey Hill Middle School in Lunenburg, adding additional lighting receptacles at the Bromfield School in Harvard, adding additional receptacles and internet outlets in Barre, and rewiring a data network in Winchendon. Countless electrical projects were also completed in-house, including: library renovations, LED lighting on the outside of the school, and new equipment installations in a variety of vocational programs. The Electrical program is also particularly proud to have trained fourteen students

who benefited from a co-op placement during the 2013-2014 school year, successfully applying what they have learned at Monty Tech in workplaces across North Central Massachusetts. (Total enrollment: 87; 76 males, 11 females)

Engineering Technology

The Monty Tech Engineering program continued to enhance their curriculum and instruction by embedding three Project Lead the Way courses into the already rigorous vocational-technical curriculum. Students performed quite well on the end of course assessments affiliated with the Project Lead the Way coursework, with nine students earning college credit in Principles of Engineering, seven students earning college credit in Introduction to Engineering Design, and eight students earning credit in Digital Electronics. These students may apply these credits at colleges and universities across the country. The exploratory program during the 2013-2014 school year yielded positive results for the program, with 12 students selecting Engineering Technology as their first choice. All thirteen seniors graduated, and reported plans to continue their education or continue working in the engineering field. Finally, instructors were pleased with the work done in their instructional space, citing better organization and increased safety. Instructors also look forward to further renovations in the instructional space, including a dropped ceiling, refinishing the floor, new work benches, and the installation of a second SMARTboard. (Total enrollment: 57; 45 males, 12 females)

Graphic Communications

The Monty Tech Graphic Communications program is pleased to have graduated twenty students, all of whom were accepted at a variety of colleges, including 2-year, 4-year, public, and private institutions. Throughout the 2013-2014 school year, the shop continued to produce large quantities of print projects for district towns and community service organizations. This year, the shop produced approximately three hundred twenty “outside” print projects, billing in excess of \$18,000 and saving area town offices and school districts over \$125,000. The shop also produced yearbooks for local institutions, saving each school approximately \$8,000 - \$10,000, as the billing only reflects the cost of materials. The Graphic Communications program also completed numerous “in house” projects in our student-operated copy center, including: over two million black and white copies, two hundred fifty thousand color copies, and over five hundred wide format prints. By industry standards, this would cost the district \$275,000. Our cost to complete these projects was only \$55,000, which resulted in a substantial savings of \$219,500. The program was fortunate to receive a number of equipment upgrades and pieces of new technology, including: Konica Minolta High Speed Copier, a Konica Minolta Office Color Copier, and ten (10) new iMac computers, each equipped with CS6 software. (Total enrollment: 83; 28 males, 55 females)

Health Occupations

The Health Occupations program at Monty Tech continues to educate a large number of students, providing a rigorous education grounded in current medical knowledge and practice. With guest speakers including a mortician, an emergency room physician, the American Red Cross and representatives from Battered Women's Resources, instructors aim to provide students with critical exposure to a variety of health-related career options. The program, which boasts an enrollment of more than one hundred students, continues to participate in community service programs, including Red Cross Blood Drives, Pediatric Day (in conjunction with students from the Early Childhood Education program), and a "baby shower" for women living in a local battered women's shelter. The Health Occupations program is dedicated to providing all students with opportunities to earn industry-recognized credentials, and as a result, students earn the following credentials: Medical Terminology Certificate; Occupational Safety and Health Administration (OSHA) 10-hour certification; Cardiopulmonary Resuscitation (CPR) and First Aid Certificate through the American Heart Association; Certified Nursing Assistant License through the American Red Cross; and Certified Clinical Medical Assistant credential through the certifying board of the National Healthcare Association. (Total enrollment: 103; 7 males, 96 females)

House Carpentry

Most of the work done by the students and instructors in the Monty Tech House Carpentry program is done off-campus, completing renovation, building, and repair work for member communities. Some of the more notable projects from the 2013-2014 school year include: building two baseball dugouts (wood frame and asphalt shingle roofs) for Phillipston Elementary school; building four dugouts (wood frame, corrugated metal roofs, and PVCF trim); installing interior wall partitions, renovating exterior walls, and installing new windows at the Templeton Senior Center; building and installing cabinets at the Templeton Food Pantry; renovating the "booking room" at the Barre Police Station; installing a guard rail, small shed, hand-capped ramp guardrail, and Police Station sign for the Town of Hubbardston; replacing deteriorated aluminum trim around the school entrance at the Lunenburg Primary School; and reconstructing and reroofing the West Fitchburg Gazebo. (Total enrollment: 61; 36 males, 25 females)

Industrial Technology

In 2013-2014, the Monty Tech Industrial Technology program added instructor Matt McGee to the talented team of educators. Mr. McGee's great enthusiasm for the subject matter has been a welcome addition to the program, as he brings a wealth of both industry and teaching experience. Additionally, his immediate contributions to the program have resulted in revised and improved curriculum in in-

terpreting technical drawings and prints, and troubleshooting problems in heating and cooling systems. In a program where students are called on for “a little bit of everything,” a great deal of work was done to assist local municipal offices in building upgrades and renovations. Some of the more notable outside projects include: conducting an energy audit for the Sterling Municipal Light Department, and making necessary upgrades to the Department of Public Works main building, in an effort to reduce energy consumption at this aging facility. The co-operative education program continues to be a highlight for students in the Industrial Technology program, as seven students were awarded co-op placements during the year. (Total enrollment: 54; 47 males, 7 females)

Information Technology

As with any school, Information Technology provides key services to the educational community. In addition to the critical in-house Help Desk services offered by the program, students and instructors performed in excess of four hundred hours of repair, upgrading, and troubleshooting computer problems for Monty Tech community members. Competing in three categories: network security, digital forensics, and Cisco networking, a team of six talented students (led by instructor Richard Duncan) captured second place at the CyberPatriot event, a national high school cyber defense competition, founded by the Air Force Association. A team of seven Information Technology students travelled to Fitchburg State University, and participated in a highly competitive programming event. The team placed 5th in a field of more than forty teams. Finally, to ensure program graduates are armed with valuable industry-recognized certifications, program instructors offer students the following certification opportunities: CIW Web Foundation certification (passing rate 56%), TestOut PC Pro certification (passing rate 69%), IC3 certification (passing rate 75%), Discover I Networking course (passing rate 100%), and Cisco IT Essential Course for Computer Repair and Maintenance (passing rate 88%). (Total enrollment: 60; 55 males, 5 females)

Machine Technology

The Monty Tech Machine Technology department was pleased to add a new piece of equipment to the training program, a Sinker Electrical Discharge Machine (EDM), which will enable instructors to better prepare students to enter the workforce, and making them more marketable to area machine shops that utilize similar equipment. Two students advanced from the SkillsUSA district competition to compete at the state level, one in Precision Machining and the other in CNC Milling. The program is particularly proud of student efforts in Precision Machining at the state SkillsUSA competition, where a Monty Tech student won a bronze medal. A total of thirteen (13) students were offered co-op employment, and were able to put their vocational education into practice at area machine shops. Students

who remained at the school refined their skills by completing a number of special projects, including: manufacturing brass plaques to mark projects within the school and outside projects in Monty Tech communities, laser engraving plaques for the school's annual car show, and collaborating with Auto Body students to manufacture the rims, steering wheel, pedals, dashboard, and license plate for the pedal car that was entered into the World of Wheels competition, winning first prize. (Total enrollment: 63; 58 males, 5 females)

Masonry

Students and instructors in the Monty Tech Masonry program were busy on our campus, as well as in many of the member communities throughout the 2013-2014 school year. Community services included: building four block dugouts at Quabbin High School in Barre, installing concrete anchors for a batting cage at Ashburnham's Little League field, installing stone veneer on a concrete wall at Bromfield School for Harvard Access Television, installing a tile floor at the Barre Police Station, replacing a concrete floor for the Winchendon Housing Authority, completing tile and concrete repairs at Lunenburg High School, installing benches for Phillipston and Templeton Little League, and tiling three bathrooms and a stone veneer at the Westminster Senior Center. When students weren't busy in our district communities, they were preparing for and competing in the Massachusetts Trowel Trades Association (MTTA) competition. The annual event was held at Monty Tech, which brought seventy-two competitors and a total of two hundred fifty people to our campus in the spring of 2014. Finally, Masonry students performed particularly well in the district and state SkillsUSA competitions, where one student was awarded a gold medal and earned the right to travel to the national event in Kansas City, Missouri in June 2014. (Total enrollment: 71; 60 males, 11 females)

Plumbing

The Plumbing program welcomed a new instructor, Ms. Melissa Blanchard to the team of talented instructors, filling a vacancy that was left after longtime Plumbing instructor, Mr. John Dolen, retired after more than twenty years of service. Ms. Blanchard is a welcome addition to the program, whose depth of both industry and instructional experience is a steady and valuable resource for students and instructors alike. Prioritizing employability, the Plumbing instructors worked closely with the district's Co-Op Coordinator, Ken Baer, to provide all students in their junior year an opportunity to develop a comprehensive professional resume, and participate in the mock interview program. This experience will help students as they transition into the world of work. The Plumbing program is particularly proud to have trained seven students (more than 20% of the junior and senior class) who were given an opportunity to demonstrate their technical skills in a co-operative educational placement. The Monty Tech Plumbing program, like others throughout

the school, is committed to community service, and as a result, during the 2013-2014 school year, students and instructors completed rough drainage work at the Templeton Senior Center, and installed plumbing and heating systems in an unused space at the Bromfield School in Harvard, which is now home to the Harvard Community Cable Access Group. The Monty Tech Plumbing program proudly graduated sixteen students in the Class of 2014. Two students, in particular, received prestigious trade awards/recognitions: Matthew Parmenter (Winchendon) was named a Vocational-Technical All-Star by the Plumbing, Heating and Cooling Contractors Association of Massachusetts; and Shane Lashua (Westminster) was awarded the highly competitive Central Massachusetts Plumbing & Gas Fitting Inspectors Association scholarship. (Total enrollment: 69; 67 males, 2 females)

Welding/Metal Fabrication

The Welding/Metal Fabrication program is charged with successfully completing numerous projects on the Monty Tech campus, including repair work, layout, design, and installation. In conjunction with other trades at the school, students and instructors in the Welding/Metal Fabrication program are instrumental in the successful completion of many of the school's building renovation initiatives. In addition to the more than 60 miscellaneous projects successfully completed by students during the 2013-2014 school year, students and instructors worked collaboratively to complete the following community service projects: fabricated and welded a 31 ft. multi-section guard rail for the Bromfield School in Harvard; rebuilt a 10 ft. plow for the Winchendon Schools; fabricated and welded edge protectors for the Winchendon Housing Authority; fabricated and welded a handrail for the Hubbardston Slade Building; fabricated signs for the Town of Ashburnham fields; designed, fabricated, and welded six park benches for the Johnny Appleseed Trail Association in Fitchburg; and fabricated and welded wall mount brackets for the Fitchburg Fire Department. The program was pleased to place ten top students in co-operative education work experiences across the district. (Total enrollment: 59; 52 males, 7 females)

Special Services

During the 2013-2014 school year, Montachusett Regional Vocational Technical School District provided special services to approximately three hundred students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and just under one hundred students adhering to individualized Section 504 plans. While the Student Support Services (SSS) Department encompasses special education, the department provides support and is available to all Monty Tech students.

The department includes a full-time nursing staff that administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student's IEP meeting. The department benefits from a full-time school social worker who participates in departmental meetings

and assists students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. The school is also fortunate to have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three-year re-evaluation. In addition, we have a full-time speech pathologist, who is available to assist students with disabilities, assess these students and consult with teachers. Our students also have access to the services of a full-time adjustment counselor and part-time school psychologist. All of these individuals are available for scheduled counseling sessions and mental health emergency treatment, as well as crisis intervention.

The school's Director of Student Support Services oversees the district's Special Education Program, which is reviewed annually in May, in accordance with regulatory requirements. The comprehensive review and evaluation are done in collaboration with the Parent Advisory Council, and the results of the evaluation are used to improve the special education procedures and programs in place at Montachusett Regional Vocational Technical School.

Technology

In 2013-2014 Monty Tech continued the process of improving our network infrastructure to meet future needs. The Massachusetts Department of Elementary and Secondary Education's initiative to replace the current MCAS student assessment testing system with PARCC, an online student assessment testing system, is the driving force for such improvements in school districts across the state.

Monty Tech has completed the upgrade of the network core switch and other network switches throughout the building. Internet bandwidth was increased, and will increase further in 2014-2015. A second firewall was added to reduce the possibility of internet downtime. In July 2013, the school installed building-wide wireless access. We believe these improvements put the school in a position of being ready for the new PARCC assessment pilot testing scheduled for Spring 2015.

In December 2013, the library re-opened after a lengthy renovation. The library is equipped with laptops and a high-resolution projection system, and is home to two "quiet rooms" and one classroom, equipped with laptops and a SMARTboard.

Monty Tech continues to replace and add technology equipment and software so that students and staff gain experience with newer technology. The school added SMARTboards in several classrooms during the year. In addition, the Special Education department began using iPods as an e-reader assistive technology tool. Administrators began using iPads and Teachpoint teacher evaluation software to meet the reporting requirements of the Massachusetts Department of Elementary and Secondary Education (DESE) educator evaluation system.

SkillsUSA

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

Led by co-advisors, Ms. Kelsey Moskowitz, English teacher, Anne Marie Cataldo, Early Childhood Education Instructor, and Brad Pelletier, Special Education teacher, 2013-2014 proved to be a remarkable year for the Monty Tech Skill-USA chapter. Highlights of the year include:

- Fitchburg resident and Dental Assisting student, Brittany Velez, served as SkillsUSA National Secretary.
- Fifteen students attended the Annual Fall State Leadership Conference. The conference spanned three days, and presented the students with an opportunity to develop leadership skills and perform community service at an area YMCA Day Camp.
- The SkillsUSA local competition was held in December 2013/ January 2014. The competitions took place over a three-week period, and included leadership competitions as well as technical and skill based competitions. The event culminated in a Local Awards Ceremony, held at the school on January 29, 2014.
- Winners from the local competition advanced to the district competitions, held at Bay Path Regional Vocational Technical School. There, a grand total of thirty-nine (39) medals were captured by Monty Tech students - fourteen (14) gold, fourteen (14) silver, and eleven (11) bronze medals. Three students also qualified to run for the State Executive Council.
- Two students, Jessica Shattuck (Early Childhood Education) and Cassandra Campbell (Drafting Technology), served on the State Advisory Committee to help aid in the planning of the State Conference.
- A total of sixty-seven (67) students attended the State Leadership and Skills Conference, also held at Blackstone Valley Vocational Technical School. Traveling to the highly competitive conference were twenty-nine (29) District Medalist and qualifiers, thirteen (13) local leadership contestants, three (3) state officer candidates, and twenty-two (22) voting delegates. The event culminated with fourteen (14) medals and ten (10) students earning the right to compete at the National Leadership & Skills Conference held in Kansas City, Missouri in late June. Russell Holbert, Jessica Shattuck and Cassandra Campbell were selected to be national voting delegates.
- Five students also traveled to the National Conference, where they received the coveted President's Volunteer Service Award.
- In June 2014, fifteen students and six instructors attended the National Leadership & Skills Conference in Kansas City, Mo. There, Jordan Patricks,

a junior in Early Childhood Education (from Holden) received a bronze medal in Action Skills.

- Throughout the year, students participated in a number of community service projects, including: a “Change for Children” Campaign; a holiday party and celebration for children in the Fitchburg area; Salvation Army “Christmas Angels” were distributed to collect toys and gifts for underprivileged children; Raffle to benefit Be Like Brit Foundation and The Doug Flutie Jr. Foundation for Autism.

Marine Corps JROTC

The Monty Tech Marine Corps Junior Reserve Officers Training Corps (MCJROTC) had an eventful school year with enrollment exceeding 190 students. For the first time in its twelve-year history, the Monty Tech program was proud to see a cadet awarded the Legion Of Valor award. This is the highest award a deserving cadet may receive, recognizing academic excellence and extraordinary leadership skills. The Legion of Valor award was presented to Jessica Shattuck of Fitchburg by the Commanding General of Marine Corps Training and Education Command.

The JROTC Cyber Security Team, led by First Sergeant Paul Jornet and Information Technology Instructor Richard Duncan, once again captured national recognition by placing second in the Air Force Association’s National Cyber Security Competition held in Washington, DC.

The 2013-2014 Corps of Cadets completed over eighty-six hundred hours (8,600+) of community service throughout the district. The corps conducted a major canned food drive, worked side-by-side with the Marine Corps in a national Toys 4 Tots campaign, and spent four weekends working with the Salvation Army. The cadets also supported their adopted charity, Canines For Combat Veterans, raising more than \$21,000 through its annual "March-A-Thon".

One hundred Monty Tech cadets attended adventure training and leadership camps, hosted on Cape Cod and Boswell, Pennsylvania, where they were joined by cadets other JROTC units from across New England. Both camps provided cadets with both individual and team development opportunities.

During the summer of 2014, our Cyber Team was again asked to support three Cyber STEM camps. The Cyber Team coordinated the implementation of three, one-week long camps that focused on defending cyber networks from attacks. The camps also offered an introduction to robotics programming using the VEX Robotics System. The camps were attended by 300 students, representing twenty states.

The Monty Tech JROTC program was honored by a recent invitation issued by Senator Brewer, who asked the unit’s Color Guard to present colors in the senate chamber for the 2014 Memorial Day observation at the Massachusetts State House.

This recognition was a true honor for our cadets. The Cadet Corps continues to support community and patriotic functions throughout the district.

Women in Technology

The past year marked the 12th year that the North Central Massachusetts Women In Technology program has been providing opportunities for young women from area high schools to learn firsthand about careers in high-tech and business. Participants spent two days a month working on real-world work projects under the mentorship of company managers at SimplexGrinnell and Tyco Safety Products in Westminster, subsidiaries of Tyco International, a Fortune 500 company.

Students from Monty Tech, Leominster's Center for Technical Education Innovation, Oakmont, Quabbin, Gardner, Fitchburg and Narragansett participate in the program. Their completed projects are unveiled at an annual end-of-the-year presentation held in Monty Tech's Performing Arts Center. Corporate sponsors, along with families, friends and teachers, are invited to attend and see what the students have accomplished during the school year.

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

Each year, graduates of the program go on to rewarding and well-paying careers, made possible by this unique experience.

Student Athletics

The Monty Tech athletic program continues to expand in scope and skill each year. More students and teams compete every season. In fact, during the 2013-2014 school year, the Monty Tech Athletic program saw a record number of student athletes participating in competitive sports programs, more than 450 participants! During the fall of 2013, Monty Tech was well-represented by eighteen teams. In the winter months, there were thirteen teams, and wrapping up the year, spring saw fourteen teams come together at Monty Tech.

Last fall, the Varsity Football team started out strong, winning 5 of their first 7 games to qualify for the playoffs in the new football playoff system. They played a very tough game against St. Bernard's, losing 29 - 22. This may have taken a bit out of their sails as they finished the season 5 - 6. The JV Football team was 8 - 1 - 2 and the Freshmen Football team was 3 - 4. The Varsity Boys Soccer team finished at 8 - 6 - 3, qualifying for the post-season tournament, where they lost to Douglas, 3 - 0. The JV Boys Soccer team was 8 - 5 - 1, another improvement over the last year. The Varsity Golf team was 5 - 11 - 1 overall, while the JV Golf team participated in three

tournaments, gaining valuable experience on the links. The Varsity Field Hockey team was 12 - 4 - 2, qualifying for the Central Mass Tournament for the fourth consecutive year. They beat Blackstone Valley, 2 - 1, in the first round, and lost to Narragansett 2 - 0 in the quarter finals. The JV Field Hockey team finished at 6 - 5 - 1. The Boys Cross Country team was 11 - 3 and finished 2nd in the Colonial Athletic League with a 5 - 2 record. The Girls Cross Country team was 9 - 3 overall and 5 - 1 in the Colonial Athletic League, finishing 2nd. The Varsity Girls Volleyball team went 4 - 16. They had their annual Bump-Set-Spike competition in October, raising more than \$3,000 to help the fight against Breast Cancer. The JV Girls Volleyball team was 10 - 10 and the Freshmen Girls team continued to improve with an 8 - 6 record. The Varsity Girls Soccer team was 11 - 7 and qualified for the post-season where they lost to Assabet 1 - 0. The JV Girls Soccer team finished at 12 - 3 and will send some fine players to the varsity next year.

The Girls Varsity Basketball finished at 11 - 8 on the season, qualifying for the Central Mass Tournament in Steve Newingham's last season as coach. They lost to South Lancaster Academy, 51 - 46 in the first round. The JV Girls were 11 - 6 and the Freshmen Girls were 10 - 5. The Varsity Boys Basketball team finished at 9 - 10, missing an opportunity for the post season because of a snowed out game. The JV Boys Basketball team was 15 - 4. The Freshmen Boys were 13 - 6. The Wrestling team (a co-op team comprised of students from Fitchburg, Oakmont, Murdock, and Monty Tech) participated in many dual meets and tournaments finishing at 3 - 8. Tyler Popp, a freshman, participated in the State Tournament at the end of the year. The Ice Hockey team (a co-op team comprised of students from Fitchburg and Monty Tech) missed the playoffs for the 2nd year in a row. The JV Ice Hockey team played very well and we should be better next year. We participated in a Co-op Swim team with Leominster, North Middlesex and Oakmont and had 7 swimmers from Monty Tech participating. They swim at the Fitchburg State University pool, one of the best in the area. Indoor Track & Field student athletes each participated in 7 meets, and recorded some fine individual performances.

In the spring, the Varsity Softball team qualified for the Central Mass Tournament with a 12 - 8 record. They beat AMSA, 14 - 1 and lost to Assabet 11 - 5. The JV Softball team was 8 - 5. The Varsity Boys Volleyball team was 17 - 3 and 10 - 0 in the Colonial Athletic League, winning the league title for the 2nd year in a row. They beat Worcester Tech 3- 0 in the first round of the State Vocational Tournament, before losing to Greater New Bedford Vocational 3 - 0 in the finals. The JV Boys Volleyball team played strong all year and finished at 13 - 1. The Varsity Baseball team finished at 10 - 10 and qualified for the post-season tournament, where they lost to Auburn, 8 - 0. The JV Baseball team was 13 - 4 and the Freshmen Baseball team was 9 - 5. Due to poor field conditions, both the Varsity and JV teams played a lot of home games away using the Fitchburg State University and Oakmont fields for games, while the freshmen played a number of their games at

the Westminster Babe Ruth field. The Boys Track & Field team was 7 - 1, placing 2nd in the Colonial Athletic league with a 6 - 1 record. The Girls Track & Field team was 6 - 2, also placing 2nd in the Colonial Athletic League with a 5 - 2 record. The Varsity Boys Lacrosse team played in 17 games going 2 - 15. The JV Boys Lacrosse was 10 - 3 - 2, as we look to the future. The Girls Lacrosse team, a co-op with North Central Charter School, finished at 2 - 11 on the year. We had two boys and seven girls play for Fitchburg High School in Boys and Girls Tennis in a Co-Op agreement. He made the Sentinel and Enterprise All-Star team his first year on the team. We may try to add girls to the Co-Op at Fitchburg in tennis next spring.

Congratulations to the Outstanding Male and Female athletes for 2013-2014, Patrick Fenton and Brandi Richard.

Postgraduate and Continuing Studies

The Postgraduate & Continuing Studies Program, also known as Monty Tech Nites, continues to update and add courses that emphasize a commitment to excellence by offering affordable, quality, and enjoyable educational experiences. For the Fall of 2013, Monty Tech offered 101 courses “in-house” and another 400+ were offered online. Approximately 840 seats were sold for Fall 2013 courses. In comparison, there were 92 “in-house” courses and, again, over 400 on-line courses offered during the Spring 2014 semester. Approximately 790 seats were sold for Spring 2013 courses.

In March 2014 the postgraduate program successfully graduated our third class of fifteen Emergency Medical Technicians. The students took their practical exam at Monty Tech and proceeded to take their written exam at a state-designated facility. Several graduates have already found employment in their chosen field.

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

Practical Nursing Program

The Practical Nursing Program is designed to prepare graduates to practice safely, ethically and in a caring manner for patients who are experiencing common variations in health status in diverse health care settings. This mission, which is consistent with the philosophy and goals of the Montachusett Regional Vocational Technical School District, accomplished the following:

- Identifies a strong relationship between academic and vocational preparation
- Stresses the importance of developing critical thinking skills to function safely, effectively, and productively in an ever-changing technical and diverse society
- Supports the maintenance of a positive and caring learning and practice environment

In June 2014, thirty-three (33) students graduated and entered the nursing profession. The class achieved an initial NCLEX pass rate of 88%, and just over 91% of the 2014 graduates are currently working in the North Central area as LPNs in various health care settings from long term care, sub-acute care, clinics and prison health care.

The Monty Tech Practical Nursing Program continues to develop the “LPN to BSN Bridge” relationship with Fitchburg State University. Additionally, the program is proud to report an expanded partnership with Fitchburg State University, as both institutions were recently awarded a grant known as the “Nurse of the Future” initiative, awarded by the state Department of Higher Education. The grant funding will assist veterans hoping to transition from military to civilian healthcare fields, granting academic credits for previous military training and experience in related fields. The goal of this unique partnership is to have five students enrolled in the program at both Monty Tech and Fitchburg State University annually.

Looking Ahead

While the Montachusett Regional Vocational Technical School District educational community is certainly proud of the achievements of our talented students, faculty, and staff, we continue to have an eye toward the future, always committed to improving our vocational and academic programming, strengthening key partnerships, and maintaining facilities that contribute to student success and achievement. As we look ahead, there are a number of programs and initiatives that we expect will have a positive impact on our school and students for years to come.

Expand partnerships with area colleges and universities

Building upon an already strong partnership with area colleges, Monty Tech hopes to bring additional vocational-technical training opportunities to students that may result in articulated credits. Providing students with an opportunity to earn college credits while still in high school will not only save the students time and money, it validates they very rigorous educational programs in place here at Monty Tech. In 2014-2015, school officials hope to work closely with area college leaders to also accomplish the following:

- Embed MWCC’s Emergency Medical Technician (EMT) certificate program into Monty Tech’s Health Occupations program, which would result in students earning an additional eight (8) college credits before leaving Monty Tech;
- Work closely with MWCC and Becker College to develop a Cyber Security certificate and/or degree program that aligns with Monty Tech’s already very successful Information Technology (and Cyber Security) program;
- Establish a branch office of a financial institution (to be named later), which would allow instructors in the school’s Business Technology program to expand the scope of their curriculum to include financial literacy, bank

teller employability training, as well as provide a much-needed service to the Monty Tech educational community. Upon the establishment of this banking institution, Monty Tech school officials will work to develop articulation agreements with area colleges who will honor the valuable experiences learned from the expanded curriculum;

- Continue discussions regarding the development of a \$30,000 Baccalaureate Degree program with leaders at four Central Massachusetts public higher educational institutions: Fitchburg State University, Mount Wachusett Community College, Quinsigamond Community College, and Worcester State University. Upon completion, Monty Tech graduates will benefit from an agreement that outlines a “stackable pathway” of college credits that are guaranteed to transfer across these institutions, saving students in Central Massachusetts time and money as they pursue advanced education and training.

Expand AP offerings

While Monty Tech currently offers a limited menu of Advanced Placement coursework, district officials anticipate expanding AP offerings in the coming years. Grounded in the belief that because today’s vocational programs are rigorous and complex, high school academic offerings should be as well. To that end, administrators have considered introducing courses such as AP Environmental Science, AP United States History, and even AP Computer Science Principles (available Fall 2016).

Seek grant funds to support the addition of cutting edge vocational-technical educational programming: In an effort to maintain currency, appeal to a broad spectrum of students, and address documented, regional workforce needs, Monty Tech officials are actively seeking grant funding that would support the establishment of a new vocational-technical program, Animal Science/ Vet Tech. District officials, in collaboration with post-secondary partners, seek to establish a cutting edge veterinary science program, addressing a documented need in the career/technical education offerings in North Central Massachusetts, significantly bolster the local workforce, and create an opportunity for students to successfully bridge from secondary to post-secondary education. There are only five Chapter 74 animal science programs in high schools across the Commonwealth, and students in the Monty Tech sending districts do not have access to any of these programs. As a result, our students are at a distinct disadvantage for related employment opportunities.

Expand Summer Camp offerings

The school’s Dean of Admissions has developed an expanded Summer Camp program that will bring additional opportunities to interested 6th – 8th grade students in our eighteen sending communities. Students will be invited to attend one of eight innovative summer enrichment programs, each designed to introduce students to vocational programming, familiarize them with our school, and culminate

in an exciting field trip! Additionally, thanks to the continued generosity of the Monty Tech Foundation, scholarships will be available to students who qualify for free/reduced lunches, and all costs associated with the field trip will be covered for every participant.

The Monty Tech School Committee

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures. Our students continue to benefit from the broad scope of their experience and varying perspectives, and we are thankful to the following members of the 2013-2014 School Committee for their outstanding service.

Eric Olson, Phillipston, Chair
Barbara Reynolds, Lunenburg, Vice Chair
Diane Swenson, Ashburnham
Peter Capone, Ashby
Toni L. Phillips, Athol
John Scott, Barre
Claudia Holbert, Fitchburg
Brian J. Walker, Fitchburg
Ronald Tourigny, Fitchburg
LeRoy Clark, Fitchburg
Helen Lepkowski, Gardner
Eric D. Commodore, Gardner
TBD, Harvard
James Cournoyer, Holden
Kathleen Airoidi, Hubbardston
Edward Simms, Petersham
John P. Mollica, Princeton
Mary C. Barclay, Royalston
Dr. Kenneth I.H. Williams, Sterling
James M. Gilbert, Templeton
Walter Taylor, Westminster
Burton E. Gould, Jr., Winchendon
Terri Hillman, Winchendon, Secretary
Norman J. LeBlanc, District Treasurer

Respectfully Submitted By:

Sheila M. Harrity, Ed. D., *Superintendent-Director*