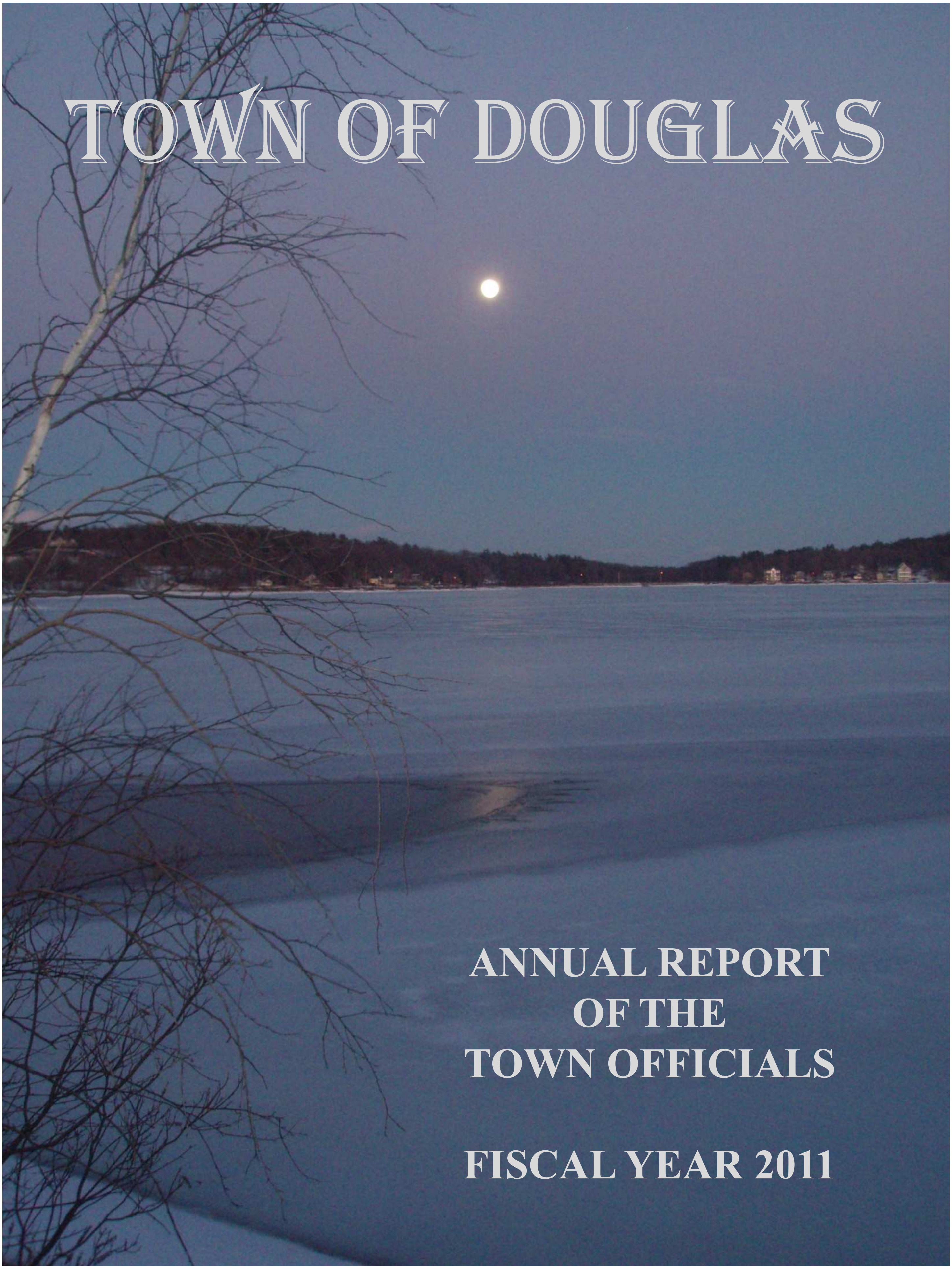
TOWN OF DOUGLAS



ANNUAL REPORT
OF THE
TOWN OFFICIALS

FISCAL YEAR 2011

Compiled and Formatted by: ***Suzanne L. Kane***

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Whitin Reservoir by Moonlight

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Also available at: www.douglasma.org

TOWN OF DOUGLAS

ANNUAL REPORT

2011

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GENERAL INFORMATION

In Memoriam

Our Appreciation and Sympathy is extended to the families
of those who served our community.

Harry F. Colton Jr.
1931 ~ 2011
Korean War Veteran

Joseph C. Drake
1930 ~ 2011
Korean War Veteran

Marylynne A. Dube
1942 ~ 2011
Conservation Commission
1984 ~ 2011
Open Space Committee
1998 ~ 2011
Douglas Housing Partnership
2004 ~ 2011
Douglas Octoberfest Committee
2007 ~ 2011

Bruce T. Dwight
1946 ~ 2011
Vietnam Veteran

Moses H. Harris
1913 ~ 2011
WWII Veteran

Eleanor A. Luneau
1932 ~ 2011
Teacher's Aid / Selectmen's Assistant

Peter MacGregor
1932 ~ 2011
Korean War Veteran

In Memoriam

(continued from previous page)

Eugene J. Morin
2001 ~ 2007
Finance Committee
1931 ~ 2011
Korean War Veteran

John E. Niejadlik
1952 ~ 2011
Vietnam Veteran

Robert E. Robards
1931 ~ 2011
Korean War Veteran

Stanley A. Stazinski
1919 ~ 2011
WWII Veteran

Paul J. Valliere
1941 ~ 2011
Vietnam Veteran

In Appreciation

Our appreciation goes out to our Retirees' and Volunteers' who served the Community well.

Sharon Brotherton
Town Treasurer
1993 ~ 2010

Barbara Gjeltema
Library Board of Trustees

2001 ~ 2003	2003 ~ 2010
Trustees	Life Member

Municipal Center Hours of Operation

Monday – Thursday
8:30 am – 1:00 pm
1:30 pm – 4:00 pm

Tuesday Evening
4:00 pm – 6:00 pm

Friday: Closed
State and Federal Holidays: Closed

Additional hours
Administrative Office and Community Development Only:
Friday
8:30 AM to NOON.

Memorial Day to Labor Day
8:30 AM to 5:00 PM - Monday through Thursday
Friday: Closed

Monthly Committee Meeting Schedule		
Building & Facility Construction Committee	1st & 3rd Wednesday	7:00 pm
Cable Advisory Commission	2nd & 4th Monday	7:00 pm
Conservation Commission	1st & 3rd Mondays	7:00 pm
Economic Development Comm.	2nd Monday	7:00 pm
Finance Committee	2nd & 4th Mondays	7:00 pm
Library Trustee’s	4th Tuesday	7:00 pm
Open Space Committee	3rd Thursday	7:00 pm
Planning Board	2nd & 4th Tuesdays	7:00 pm
School Building Committee	3rd Thursday	7:00 pm
Selectmen	1st & 3rd Tuesdays	7:00 pm
Water / Sewer Commission	1st Tuesday (W/S)	7:00 pm
Zoning Board of Appeals	1st Wednesday	7:00 pm

Meetings and changes to meetings must be posted with the Town Clerk 48 hours in advance.
All meetings are open to the public except as defined under M.G.L. c30a, §11a.5.

Municipal Employees

July 1, 2010 through June 30, 2011

Accountant Office	**29 Depot Street**	**508-476-4000**	**508-476-4012**
Lovett, Jeanne	Town Accountant / Finance Dir.	110	
Forte, Cindy	Assistant to the Finance Director	121	
Administration Office	**29 Depot Street**	**508-476-4000**	**508-476-4012**
Guzinski, Michael	Town Administrator	101	
Kane, Suzanne	Administrative Assistant	100	
Assessor's Office	**29 Depot Street**	**508-476-4000**	**508-476-4012**
Kessler, Julie	Administrative Assistant	113	
MacKay, Beth	Principal Assessor	353	
Building Department	**29 Depot Street**	**508-476-4000**	**508-476-4012**
Alger, Jane	Building Department Clerk	351	
Reynolds, Adelle	Building Commissioner	106	
Cable Coordinator	**29 Depot Street**	**508-476-4000**	**508-476-4012**
Aldrich, Patrick	Cable Coordinator	122	
Clerk's Office	**29 Depot Street**	**508-476-4000**	**508-476-4012**
Damore, Eileen	Assistant Clerk	116	
Furno, Christine	Town Clerk	355	
Community Development	**29 Depot Street**	**508-476-4000**	**508-476-4012**
Chesley, Maria	Administrative Secretary	357	
Cundiff, William	Town Engineer	108	
Zisk, Stephen	Planning/Conservation Agent	105	
Facility Maintenance	**29 Depot Street**	**508-612-6738**	**508-476-4012**
Colonero, Rick	Facilities Maintenance Manager		
Fire Department	**64 Main Street**	**508-476-2267**	**508-476-3912**
Bloem, Danielle	EMT - B		
Brennan, Kim	EMT - B		
Brundage, Lucas	Call FF		
Bush, Shawn	Call FF		
Campo, Peter	Captain / Call FF / EMT I		
Carey, Tim	Call FF (Military Leave)		
Cohen, Jonathan – Resigned 3/1/11	Call FF		
Cooper, Christine	EMT - P		
Curtis, Matthew	EMT - B / Call FF		
Farrington, Joseph	Fulltime FF / EMT - P		
Freeman, Lisa	Clerk		
Furno, Adam	Lieutenant / Call FF / EMT-B		
Furno, John	Deputy Chief / Call FF / EMT-B		
Furno, Patricia	EMT-B		

Fire Department – cont.	64 Main Street	508-476-2267	508-476-3912
Garland, Scott	EMT-B		
Gonynor, Michael	EMT-P		
Griffin, Thomas	Call FF		
Hall, Brian – Resigned 10/15/10	On Call FF / EMT - B		
Johnson, Nadine	EMT-P		
Jordan, Kevin	Aux FF		
Kaufman, James	Fulltime FF / EMT - P		
Kollett, Robert	Call FF		
Labrecque, Pauline	Lieutenant / Fulltime FF / EMT-P		
Libby, Gerard	Call FF		
Manning, Kelly	Lieutenant / Call FF / EMT - P		
Manning, Patrick	Call FF / EMT-B		
Marks, Ernest Jr.	Call FF		
McCallum, Justin	Lieutenant / Fulltime FF / EMT-P		
Morin, Keith	Aux FF / EMT - B		
Mosley, David	Call FF		
Parkinson, Jeremy	EMT - P		
Pratt, Jeremiah	Call FF		
Prefontaine, Jess	EMT - P		
Rivard, Aaron	Aux FF		
Rosenkrantz, Joel	Call FF / EMT-P		
Rousseau, Patrice	EMT-B		
Sheridan, John – Resigned 10/1/10	On Call FF / EMT - P		
Sochia, Ted	Captain / Call FF		
Vinson, Jack	Aux FF		
Vinson, Kent	Chief / EMT-P		
Viveiros, Dan	Call FF / EMT-P		
Wall, Douglas	Call FF		
White, Bill Jr.	Call FF / EMT - P		
White, Bill Sr.	EMT - P		

Forest Fire Warden & Chief	64 Main Street	508-476-2267	508-476-3912
Vinson, Kent	Chief		

Health, Board of - Office	29 Depot Street	508-476-4000	508-476-4012
Bacon, Marleen	Administrative Supervisor	352	
Krauss, Grazina RN	Nurse	111	

Highway Department	56 Main Street	508-476-3378	508-476-2721
Begin, Raymond			
Brule, Philip			
Furno, Adam			
Furno, David			
Furno, John	Superintendent		
Griffin, Thomas			
King, Jeffery			
Marks, Ernest Jr.			
Mello, Marybeth	Clerk		

Library, Simon Fairfield Public	**290 Main Street**	**508-476-2695**	**508-476-2695**
Bowen, Gail	Library Assistant		
Carlsson, Ann	Director		
Colonero, Will	Library Page		
Malo, Kathryn	Library Assistant		
McGauley, Brian	Library Page		
Soderman, Debbie	Children's Librarian		
Tetreau, Josh	Circulation Librarian		

MIS - Town			
Ducharme, John			

Police - Fire Dispatchers	**29 Depot Street**	**508-476-3333**	**508-476-3210**
Brennan, Kimberly	Part Time		
Brule, Patricia	Full Time		
Chicoine, Erin – Resigned 5/4/11	Part Time		
Dunleavy, Daniel Jr.	Full Time		
Foynes, Elias	Part Time		
Gibbons, Kyle	Part Time		
Kaminski, Karen – Resigned 5/11/11	Part Time		
Lange, Brendon	Full Time		
Lefebvre, Joseph	Part Time		
Schultzberg, Jacob	Full Time		
Statton, Keith	Full Time		
White, Susan	Full Time		

Police Department	**29 Depot Street**	**508-476-3333**	**508-476-3210**
Bloniasz, Jacob	Officer		
Brimmer, Jacquelyn	Officer		
Brown, David	Detective Sergeant		
Brule, Patricia	Administrative Secretary		
DeGenova, George	Officer		
Dunleavy, Mark	Officer		
Foley, Patrick	Chief		
Fulone, Brett	Sergeant		
Gilbert, Gregory	Sergeant		
Gould, Travis	Officer		
Kaminski, Mark	Officer		
McLaughlin, Aaron	Officer / Part Time Detective		
Miglionico, Nick	Lieutenant		
Stratton, Keith	Officer		
Tetreau, Ronald	Officer		
Yannino, Anthony	Officer		

Police, Part-Time / Reserve Officers	**29 Depot Street**	**508-476-3333**	**508-476-3210**
Forget, Norman	Part-time Patrolman		
Schultzberg, Jacob	Part time Patrolman		

School - Business Office	**21 Davis Street**	**508-476-4037**	**508-476-4423**
Cardone, Regina	Assistant Business Manager		
Iacobucci, Dean	Business Manager		
Stand, Ellen	Secretary		

School - Early Learning & Pre-School	**29 Depot Street**	**508-476-4035**	**508-476-4032**
Cyr, Lori	Secretary		
Wilson, Shellie	Director of Special Education & Early Childhood C.		

School - Elementary	**17 Gleason Street**	**508-476-2154**	**508-476-4041**
Campbell, John	Principal		
Gilrein, Katie	Nurse		
Heldenbergh, Gladys	Secretary		
Purvis, Tracey	Guidance		
St. Pierre, Laura	Principal Secretary		

School - High School	**33 Davis Street**	**508-476-4100**	**508-476-7310**
Bates, Nancy	Assist. Principal		
Brosnahan, Kathy	Guidance Secretary		
Carpenter, Jill	Guidance Counselor		
Chupka, David – Resigned FY11	Co - Athletic Director		
Doyon, Robert	Co - Athletic Director		
Etzweiler, Vickey	Principal Secretary		
Fitzpatrick, Caroline	Co – Athletic Director		
Hurley, Jessica	Adjustment Counselor		
Landry, Marsha	Secretarial Clerk		
MacDonald, Marian – Retired FY11	Principal Secretary		
Maines, Kevin	Principal		
Richie, Kathy – Resigned FY11	Secretarial Clerk		
Sousa, Donna	Technology Director		
Stark, Genie	Guidance Director		
Valliere, Patricia	Nurse		

School - Intermediate Elem.	**21 Davis Street**	**508-476-3332**	**508-476-1604**
Bachelder, Beverly	Principal		
Campbell, Kathleen	Health Services Director		
Godbout, Robert	Dean of Students		
Nichols, Susan	Librarian		
Osterman, Cheryl	Principal Secretary		
Sousa, Donna	Technology Director		
Sugrue, Damian – Resigned FY11	Principal	324	
Tibbets, Lauren	Secretarial Clerk		

School - Superintendents Office	**21 Davis Street**	**508-476-7901**	**508-476-3719**
Jackman, Jane	Administrative Assistant		
Lane, Nancy	Superintendent		

Senior Center	**331 Main Street**	**508-476-2283**	**508-476-1681**
Graveson, Alyssa	Director		
Hansen, Sandy	Secretary		
Rousseau, Patrice	Outreach Coordinator		

Transfer Station	**9 Ridell Street**	**508-476-3742**	
Griffin, Arthur Jr.			
Hebert, Raymond			
Macleod, Stephen			
St. Germain, Donald			

Treasurer / Collector's Office	29 Depot Street	508-476-4000	508-476-4012
Carter, Pamela – Appointed July 2011	Assistant Collector	354	
Damore, Eileen	Administrative Assistant		
Danforth, Lois	Assistant Treasurer	356	
Vaidya, Cheryl	Treasurer / Collector	119	

Water / Sewer Department	29 Charles Street	508-476-2400
Bloniasz, Lee – as of 10/03/2011	Administrative Assistant	
Decoteau, Raymond	Assistant Operator, W/S	
Dejong, David	Primary Operator, Water	
Dudley, Ralph III	Chief Operator, Sewer	
Harris, Debby – Resigned May 2011	Administrative Assistant	
Sullivan, Robert	W/S Superintendent	
Wilson, Robert	Part-time	

Town Officials
Boards/Committees

July 1, 2010 through June 30, 2011

Animal Control Officer		
Gareri, Joyce	Dog Officer	

Animal Inspector		Appointed by State (1 yr.)
Sullivan, Kevin		2012

Assessors, Board of		Elected (3 yrs.)
Blatchford, John Jr.	Chairman	2012
Meizen, Scott		2013
Sughrue, James		2014

Blackstone Valley Voc. School Dist. Com.		Elected (4 yrs.)
Lavin, John III		2014

Bridge Viewer		Appointed (1 yr.)
Furno, John	Highway Superintendent	2012

Building & Facility Construction Committee		Appointed (3 yrs.)
Cundiff, William	Town Engineer	
Brown, Linda	BOS Appointment	2014
Gouin, Ed	Moderator's Appt.	2014
Holland, Sean	Chair - BOS Appointment	2012
Howe, Virginia	BOS Appointment	2013
McConnell, William	Chair - Moderator's Apt.	2012
Mosczynski, Shirley	Vice Chair - School Appointment	2013
Sargent, Matt	Moderator's Appt.	2013

Building Department - Inspectors		Appointed (1 yr.)
Harper, Peter	Plumbing/Gas Alternate	2012
Hickey, Wayne	Electrical Alternate	2012
Josey, Robert	Plumbing/Gas Inspector	2012
Wallis, Richard	Electrical Inspector	2012

Cable Advisory Committee		Appointed (3 yrs.)
Cohen, Mitchell	Chair	2012
Fontaine, Wilfred - Res. 3/19/11		2014
Malo, Kellie		
Menn, Christopher		2013
Preston, Richard	Did not see re-appointment	
Werme, Robert Jr.	Vice Chair	2014

Capital Improvement Committee		Appointed (3 yrs.; Dept. Reps' 1 yr.)
Brouillette, Paula		2012
Chesebrough, Ellie	Dept. Rep.	2012
Dunleavy, Mark	Vice Chair - Dpt. Rep.	2012
Gonynor, Donald	Chair	2014
Lane, Nancy	Dept. Rep.	2012
Mosczynski, Shirley		2013
Vinson, Kent	Dept. Rep.	2012
1 Opening - At large		2013
1 Opening - Dept. Rep.		2012

Cemetery Commission		Elected (3 yrs.)
Cooney, Shirley	Chair	2013
Heinz, Debra	Secretary	2014
Swenson, Gail	Treasurer/Secretary	2012

Central MA Regional Planning Rep.		Appointed (1 yr.)
Bonin, Timothy	BOS Alternate	2012
LaPorte, Jeffrey	BOS Delegate	2012
Sharkey, Tracy	Planning Board Rep.	2012

Conservation Commission		Appointed (3 yrs.)
Brown, Linda		2012
Donley, Kelley		2014
Dube, Marylynne	Vice Chair	2013
Sharkey, Tracy		2014
Van Roo, Brandi		2012
Windoloski, David		2013
Yacino, Michael	Chair	2012
Lajoie, Maria	Recording Secretary	

Constables		Elected (3 yrs.)
Blain, Debra		2013
Field, Carol		2013

Council On Aging		Appointed (1 yr.)
Allen, Martha		2012
Blake, Patrick	Secretary	2012
Boucher, Karen		2012
Edwards, Rita		2012
Hoffer, Jennifer		2012
Morini, Lori	Chair	2012
Ouillette, Janet		2012
Rousseau, Levita		2012
Wall, Thomas		2012
Wall, Loretta		2012

Cultural Council		Appointed (3 yrs.)
Downs, Shirley		2012
Hackett, Anne	Chair	2014
Leuci, Susan		2012
Reber, Ellen		2012

Disability, National Organization on		Appointed (1 yr.)
Reynolds, Adelle	ADA Compliance Officer	2012

Economic Development Commission		Appointed (3 yrs.)
Branagan, David		2012
Davis, Harold	Chair	2014
Gogolinski, Carol	Secretary	2013
Peterson, Paul Jr.	Vice Chair	2013
Van Reed, Cliff		2012

Elderbus Board of Directors		Appointed (1 yr.)
Graveson, Alyssa	Alternate	2012
Rousseau, Patrice	Representative	2012

Emergency Management		Appointed (3 yrs.)
Marks, Ernest Jr.	Director	2012

Employees' Insurance Advisory Committee		Appointed (1 yr.)
Bloniasz, Jacob	Police Officers Collective Bargaining Unit	
Brosnahan, Kathy	Non-Union School Employees	
Butler, Robin	Cafeteria Collective Bargaining Unit	
Gaskell, Lynn	Teachers Association	
Labrecque, Pauline	Firefighters Collective Bargaining Unit	
Lanpher, Jane	Retiree	
MacKay, Beth	Non-Union Municipal Employees	

Employees' Insurance Advisory Committee – Cont.		Appointed (1 yr.)
Manning, David	Custodial Collective Bargaining Unit	

Fence Viewer		Appointed (3 yrs.)
Smith, Joel		2012
Yacino, Michael		2012

Finance Committee		Appointed (3 yrs.)
Bari, Todd	Chair	2012
Gogolinski, Carol		2013
Hackett, Scott		2014
Holmes, Pamela		2012
Hutnak, Michael	Vice Chair	2012
Hyland, David Apt. 4/14/11		2013
Kocur, Jerome		2014
Murphy, Kathleen		2014
Roche, James		
Lannon, Lisa	Recording Secretary	
Opening		2013

Health, Board of		Appointed (3 yrs.)
Donatelli, Steven		2013
Lapham, Justin	Chair	2012
McCallum, David	Vice Chair	2012
Smith, Phil		2014
Yacino, Joseph		2013

Health, Board of - Agent
Yacino, Joseph

Health, Board of - Engineer
Malley, James Jr.

Historical Commission		Appointed (3 yrs.)
Aldrich, Sean		2014
Fontaine, Dawn	Secretary	2012
Kmetz, David		2013
Menn, Christopher		2013
Youngsma, Betsy	Chair	2012
Opening		2012

Housing Authority		Elected (5yrs.)
Dunleavy, Debra	Chair	2013
Fitzpatrick, Joseph		2012
Potter, John		2015
Ballou, Kenneth	Treasurer (State Apt.)	2008

Library Trustees		Elected (3 yrs.)
Grimes-Smith, Barbara		2014
Tetreault, Merritt	Vice Chairman	2012
Van Reed, Barbara Res. 5/27/11		2013

Library Trustees - Life Members		Appointed by Trustees
Biagioni, Joseph II	Chairman	
Chesebrough, Ellie	Secretary	
Gjeltema, Barbara Res. 4/25/11		
Holden, Betty		
Lachapelle, Ramona	Treasurer	
Van Reed, Barbara		

Measurer of Lumber		Appointed (3 yrs.)
Demars, Robert		2012
Plamondon, David		2014
Smith, Joel		2013

Moderator		Elected (3 yrs.)
Menard, Keith		2012

Moses Wallis Devise		Elected (1 yr.)
Therrien, BettyAnn		2014

Octoberfest Committee		Appointed (3 yrs.)
Branagan, David	Volunteer / Logistics	2014
Dube, Marylynne	Donations / Prizes	2013
Menard, John	Entertainment	2012
Menard, Keith	Entertainment	2013
St. Pierre, Mary	Secretary / Vendors	2012
St. Pierre, Tony	Chair / Rides / Games	2012

Open Space Committee		Appointed (3 yrs.)
Anderson, Katherine		2013
Dube, Marylynne		2013
Fontaine, Wilfred	Alternate	2012
Mosczynski, Lisa	Secretary	2014
Perkins, Sue	Chair	2014
Youngsma, Katiegrace	Vice Chair	2012

Personnel Board		Appointed (3 yrs.)
Chesebrough, Ellie	Chair - FinCom Appointment	2011
Heinz, Debra	Vice Chair - FinCom Appointment	2013
McCallum, BettyAnn	Secretary - BOS Appointment	2012
Open	BOS Appointment	2013
Open	Clerk's Appointment	2011

Planning Board		**Elected (5 yrs.)**
Brown, Derek		2014
Chesebrough, Ebenezer	Vice Chair	2012
Gallant, Maureen	Associate	2014
Greco, Michael	Associate	2013
Marks, Ernest Jr.	Chair	2016
Mungeam, Mark		2013
Sharkey, Tracy		2015
Werme, Robert Jr.		2012
Zwicker, Michael		2015
Lannon, Lisa	Recording Secretary	

Recreation Commission		**Elected (3 yrs.)**
Cicero, Joseph		2014
Furno, John	Vice Chair	2013
Furno, Christine	Treasurer	2014
Hasemann, David	Secretary	2012
Saster, Robert	Chair	2013

Registrars, Board of		**Appointed (3 yrs.)**
Furno, Christine		2012
Kelly, Elaine		2012
Resan, Anne		2013
Sughrue, Mary Lou		2013

School Building Committee		**Appointed (term of project)**
Bachelder, Beverly	Intermediate Elementary School Principal	
Breault, Leslie	Secretary / School Committee Member	
Brouillette, Paula	Vice Chair / BOS Member	
Campbell, John	Elementary School Principal	
Cohen, Mitchell	Chair / BOS Member	
Cundiff, William	Town Engineer	
Gouin, Melissa	Voting Member	
Guzinski, Michael	Executive Administrator	
Iacobucci, Dean	Building Maintenance	
Lane, Nancy	Superintendent of Schools	
Mosczynski, Shirley	Voting Member	
Yacino, Scott	Voting Member	

School Committee		**Elected (3 yrs.)**
Breault, Leslie	Secretary	2012
Downs, Shirley	Vice Chair	2012
Kosnoski, Gregory		2013
Villemaire, Lori		2013
Yacino, Scott	Chair	2014

Selectmen, Board of		Elected (3 yrs.)
Bonin, Timothy	Vice Chair	2013
Cohen, Mitchell		2012
Davis, Harold		2014
Hughes, Michael	Chair	2012
LaPorte, Jeffrey		2013

Skate Park Building Committee		Appointed (term of project)
Cheney, Christine		
Gagnon, Suzanne	Co-Chair	
Gosselin, Jennifer		
Millward, Jessica	Alternate	
Mort, Pamela	Co-Chair	

State Ethics Commission Municipal Liaison		Indefinite
Furno, Christine		

Town Clerk		Elected (3 yrs)
Furno, Christine	Town Clerk	2012

Town Collector		Elected (3 yrs)
Carter, Pamela	Town Collector (changed to Apt. July 2011)	2013

Town Treasurer		Elected (3 yrs)
Brotherton, Sharon – Ret 12/31/10	Town Treasurer	2012

Tree / Moth Superintendent		Appointed (3 yrs.)
Mosczynski, Leon		2013

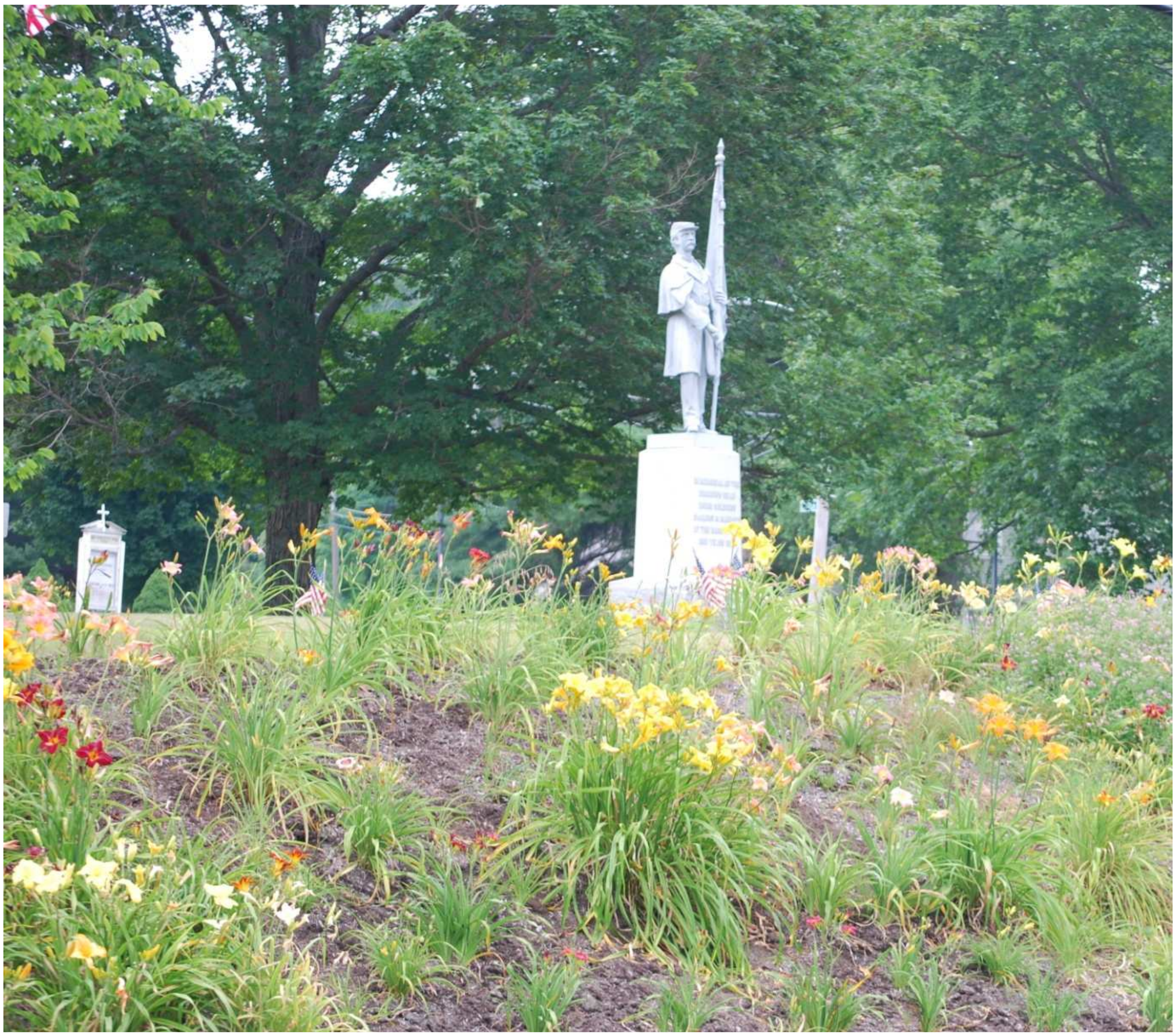
Veterans Agent		Appointed (1 yr.)
Trajanowski, Ken	Director	2012

Water / Sewer Commission		Elected (3 yrs.)
Bloniasz, Keith	Secretary	2012
Haire, Colin	Vice Chair	2014
Josey, Robert	Chair	2013

Weigher, Measurer & Surveyor of Commodities		Appointed (1 yr.)
Pacheco, Christine		2012
Pyne, Marlen		2012
Pyne, James		2012
Talvy, Tammie		2012

Worcester Regional Transit Authority Advisory Board.		Appointed (1 yr.)
Graveson, Alyssa	Town Representative	2012
Rousseau, Patrice	Alternate	2012

Zoning Board of Appeals		Appointed (3 yrs.)
Demers, Leonard	Alternate	2014
Heney, Daniel	Chair	2014
Holland, Sean	Vice Chair	2013
Holmes, Pamela		2012
Nelson, Michael	Alternate	2013



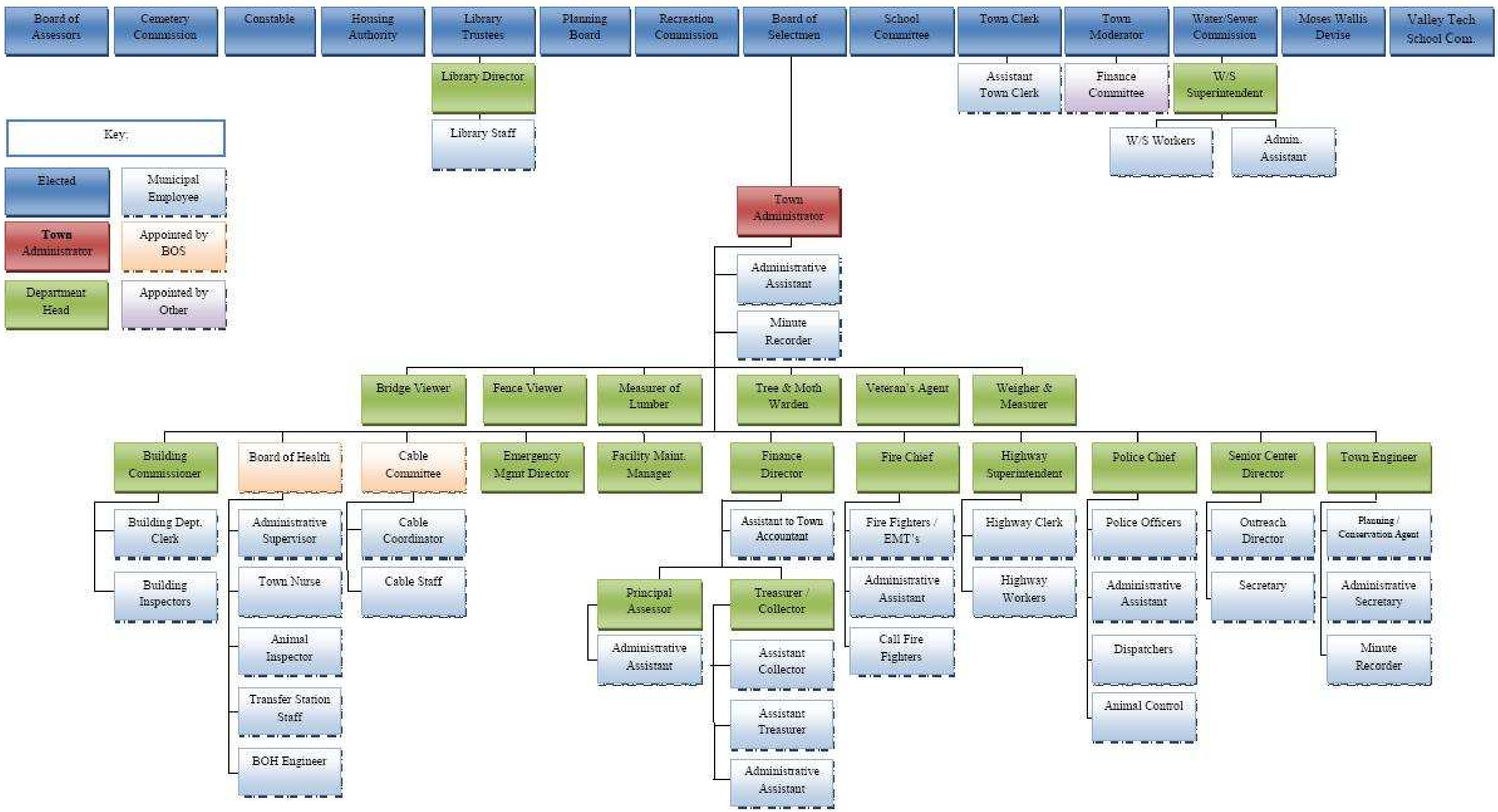
Daylilies at the Common.
Photo – Suzanne Kane

Town of Douglas

Organizational Chart

Employees / Boards / Committees

Approved March 6, 2012

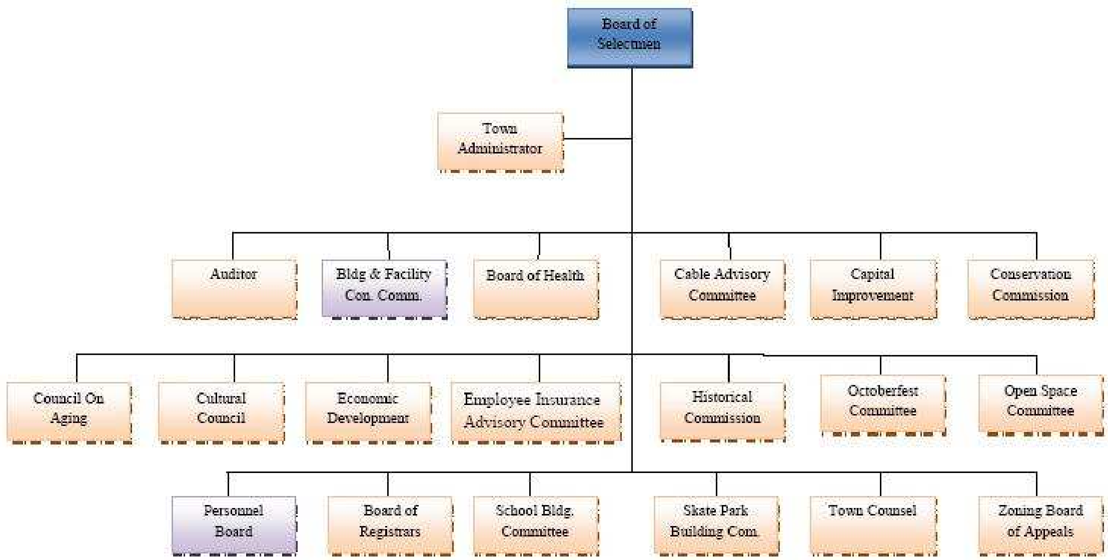


Approved
March 6, 2012

Town of Douglas

Organizational Chart

Board Of Selectmen Appointments



Municipal Calendar
Fiscal Year 2013

July 2012		

August 2012		
1st	First Quarter Taxes due	Collector
16th	Last day to register to vote and change party for State Primary	Town Clerk

September 2012		
1st	Transfer Station Permit Renewal for six months	BOH
6th	State Primaries. Polls open 7:00 am – 8:00 pm.	Town Clerk

October 2012		
1st	Last date to file Application to have land valued and taxed as Forest Land, Agricultural / Horticultural Land or Recreational Land, MGL 61 A, B	Assessor
4th	Octoberfest 9:00 to 4:00 pm	
17th	Last day to register to vote and change party for Presidential Election	Town Clerk

November 2012		
1st	Second Quarter Taxes Due	Collector
6th	Presidential Election. Polls open 7:00 am to 8:00 pm	Town Clerk
26th	Liquor License Renewals due	Selectmen

December 2012		
1st	Application for the Senior Tax Work-off Abatement Program filing deadline	Assessor
10th	Class II; Common Vic.; Entertainment; Auto Amusement Licenses due	Selectmen

January 2013		
1st	Food Service License, Disposal Works Installers Licenses, Septage Hauler Licenses, Trash Haulers Licenses Due	BOH
1st	Assessment of all Real & Personal Property for the ensuring Fiscal Year beginning July 1st	Assessor
2nd	Forms for List of Personal Property are available in the Assessor's Office (due March 1st)	Assessor

February 2013		
1st	Town Census Forms due	Town Clerk
1st	Commitment & Excise Tax Issues	
4th	Real Estate & Personal Property Tax Abatement filing deadline	Assessor
4th	Third Quarter Taxes due	Collector
28th	Dog Licenses due	Town Clerk

March 2013		
1st	Form of List for Personal Property filing deadline	Assessor
1st	Filing deadline for 3-ABC forms by Non-Profit Organizations	Assessor
1st	Transfer Station Sticker Renewal for six month period	BOH
1st	Articles Due for Annual Town Meeting	Selectmen
26th	Last day to submit Nomination papers for Annual Town Election	Town Clerk

	April 2013	
1st	Exemption Application filing deadline	Assessor
16th	Last day to Register to Vote for Annual Town Meeting	Town Clerk
24th	Last day to Register to Vote for Annual Town Election	Town Clerk
30th	Certificate of Registration for Storage of Flammables due	Town Clerk
30th	Funeral Director's License Due	BOH

	May 2013	
1st	Fourth Quarter Taxes due	Collector
6th	Annual Town Meeting	Town Clerk
14th	Annual Town Election	Town Clerk
15th	Commercial Swimming Pool License, Campground License, Children's Recreational Campground License Due	BOH

	June 2013	

DCR Meeting – January 2012

(left – right) Town Administrator Michael J. Guzinski, Representative Ryan Fattman, Board of Selectmen Chairman Timmothy Bonin, Senator Richard Moore, Police Chief Patrick Foley, Representative Kevin Kuros, and Detective Aaron McLaughlin.

GENERAL GOVERNMENT

BOARD OF SELECTMEN

It is a distinct privilege to present the Douglas Board of Selectman's 2011 report to you.

2011 was a busy and productive year for our Town and I believe it will be remembered as an impactful one in the Town's strong and storied history.

Some of the accomplishments of the past year include:

- Hiring of a new Fire Chief and welcoming Chief Kent Vinson to the post;
- Affirming the new appointment of our Treasurer/Collector position, Cheryl Vaidya;
- Retaining new legal counsel, Blatman, Bobrowski& Mead, LLC under a new contract that favors the Town;
- Passing a TIF agreement with Classic Envelope and a PILOT agreement with Con Edison for a solar farm off of Rte.16; and
- Working towards the successful completion of the school building project.

Additionally, 2011 will be remembered for the two unique and severe storms that forced many Douglas residents to lose power for nearly a week. Stories of neighbors helping neighbors were plentiful. The storms taught us important lessons about preparedness and each other.

Also enclosed is the Town's fiscal year report from July 1, 2010 to June 30, 2011.

Finally, I would like to recognize the Town's volunteers who serve on the various boards and commissions who are vital in order to keep Douglas moving forward. Service to the public is the cornerstone to our system of governance and your involvement has helped shape our rural Town. On behalf of the entire Board of Selectmen, please accept our thanks and appreciation for your time and talent.

Respectfully submitted,

Timothy P. Bonin
Chairman

(left to right) Mitchell S. Cohen, Harold R. Davis, ChairmanTimothy P. Bonin, Vice Chairman Michael D. Hughes, and Jeffrey D. LaPorte

Board of Selectmen – FY11 Expenditures	
Wages	$152,485.45
Total Wages:	**$152,485.45**

Expenses	
Additional Compensation	$3,600.00
Repair & Maintenance	$4,700.20
Prof and Technical Consultants	$00.00
Advertising	$131.09
Postage	$190.00
Office Supplies	$857.17
Other Supplies	$2,712.50
In-State Travel	$2,558.52
Training/Education	$2,517.00
Dues and Membership	$1,871.26
Capital	$00.00
Total Expenses:	**$19,137.74**

Board of Selectmen - Other	
Awards & Recognitions	$20.88
Town Counsel	$74,255.92
Property Insurance	$203,147.55
Town Reports	$2,987.81
Town Hall Office Supplies	$15,528.67
Weights and Measures	$750.00
Street Lighting	$43,000.00
Total Other:	**$339,690.83**

FY07 Receipts to Treasurer	
Licenses – Alcohol	$5,250.00
Licenses – All Others	$1,215.00
Selectmen Fees	$13.03
Total Receipt	**$6,478.03**

Licenses Issues for 2010

Company Name/ Business Address	D/B/A	Owner/Manager/ License Type
Blackstone Vly Beagle Club, Inc. 135 Walnut Street	**Blackstone Valley Beagle Club**	Ms. Christine Nelson Liquor – All Alcoholic Club
Slovak Catholic Sokol Gymnastic Club, Inc. 405 Northeast Main Street	**Slovak Catholic Sokol Gymnastic Club**	Mr. Randy Manyak Liquor – All Alcoholic Club
Whitinsville Fish & Game Club, Inc. 12 White Court	**Whitinsville Fish and Game Club**	Mr. William Harney Liquor – All Alcohol Club
Falzboro, Inc. 306 Main Street	**Black Lab Lounge**	Mr. Scott Hurley Liq – All Alcoholic Com Vic.
LavMar Inc. 295 Main Street	**Digger's Liquors**	Mr. William Lavallee Liquor – All Alcohol Pkg Store
Douglas Package Store, Inc. 392 Northeast Main Street	**Douglas Village Package Store**	Mr. David Wnukowski Liquor – All Alcohol Pkg Store
Douglas Convenience Ctr, Inc. 63 Main Street	**Family Convenience Center**	Mr. Ray Whitehead Liq – Wine & Malt Pkg Store
GVN Pizza Restaurants, Inc. 303 Main Street	**Gregory's Pizza & Restaurant**	Ms. Vaia Pritsoulis Liq – Wine and Malt Rest
The Picket Fence Restaurant, Inc 338 Main Street	**The Picket Fence Restaurant**	Ms. Diana Dube Liq. – Wine and Malt Rest
Marlene Bosma 436 Northeast Main Street	**Douglas Flea Market Place**	Ms. Marlene Bosma Liquor – Wine and Malt Tavern

Company Name/ Business Address	Licenses Issues for 2010 D/B/A	Owner/Manager/ License Type
Falzboro, Inc. 306 Main Street	**Black Lab Lounge**	Mr. Scott Hurley Common Victualler
Ronald Forget 538 Northwest Main Street	**Breezy Picnic Grounds**	Mr. Keith Forget Common Victualler
Children's Haven, Inc. 52 South Street	**Children's Haven, Inc.**	Ms. Ann Roon Common Victualler
Marlene Bosma 436 Northeast Main Street	**Douglas Flea Market Place**	Ms. Marlene Bosma Common Victualler
Joussef Bassim 296 Main Street	**Douglas House of Pizza**	Mr. Joussef Bassim Common Victualler
The Donut Shop, Inc. 323 Main Street	**Douglas Jumbo Donuts**	Mr. Christos Mitkonis Common Victualler
Soldiers Field Concession Stand 2 Manchaug Street	**Douglas Youth Baseball**	Mr. John Furno Common Victualler
Douglas Donuts, LLC 63 Main Street	**Dunkin' Donuts**	Ms. Carollee Youssef Common Victualler
Drake Petroleum Co., Inc. 311 Main Street	**East Douglas Xtra Mart**	Ms. Paula Burns Common Victualler's
Douglas Convenience Ctr, Inc. 63 Main Street	**Family Convenience Center**	Mr. Ray Whitehead Common Victualler
Shawn & Gladys Barrett 297 Main Street	**G'Licious**	Shawn & Gladys Barrett Common Victualler
Donut Shop, Inc. 319 Main Street	**Gourmet Subs and Deli**	Mr. Christos Mitkonis Common Victualler
GVN Pizza Restaurants, Inc. 303 Main Street	**Gregory's Pizza & Restaurant**	Ms. Vaia Pritsoulis Common Victualler
Theo's Corporation 324 Main Street	**Harry's Famous Pizza**	Mr. Theofanis Marcou Common Victualler
Douglas School Cafeteria	**High School, IE School, Elementary School**	Ms Dianne Braga Common Victualler
The Goodness Store, Inc. 328 Main Street	**The Goodness Store**	Mr. Joseph Quintal, Jr. Common Victualler
Eileen Gresian 299 Main Street	**The Little Coffee Bean**	Ms. Eileen Gresian Common Victualler
James Brevigleiri 41 Pond Street	**All Around Auto Sales**	Mr. James Brevigleiri Class II
Jean Chamberlain 169 Davis Street	**Douglas Auto & Truck Sales**	Ms. Jean Chamberlain Class II
Douglas Equipment Corp. 18 Glen Street	**Douglas Equipment Corp.**	Mr. Michael Stanick, Jr. Class II
Kevin Stolte 3 Glen Street	**K2 Automotive**	Mr. Kevin Stolte Class II
Timothy Lapan 89 Yew Street	**T.J. Lapan Co.**	Mr. Timothy Lapan Class II
Tom Tomkiewicz 28A Ridell Rd.	**TAB Auto Sales**	Mr. Tom Tomkiewicz Class II
Ronald Forget 538 Northwest Main Street	**Breezy Picnic Grounds**	Mr. Keith Forget Automatic Amusement
The Goodness Store, Inc. 328 Main Street	**The Goodness Store, Inc.**	Mr. Joseph Quintal, Jr. Automatic Amusement
Falzboro, Inc. 306 Main Street	**Black Lab Lounge**	Mr. Scott Hurley Entertainment

TOWN ADMINISTRATOR

It is with great pleasure that I present to you, the citizens of Douglas, my Annual Report for 2011. As I enter my ninth year of service with the Town, I would like to thank the people of Douglas for the honor and privilege of serving as your Town Administrator. This past year has witnessed several important events for the community.

The Board of Selectmen, in their report, has described to you the major events that have occurred, and the projects that the Town has been working on, over the past year. One of the most important events of the past year was the approval of a $49.9 Million School Project. My office will be working closely with the School Department and other Municipal Departments over the next two years to ensure the successful completion of this project.

Fiscal Year 2012 has proved to be another difficult budget year, and I expect Fiscal Year 2013 to be even more challenging. In spite of these extraordinary financial difficulties, I am happy to report that through the hard work and sacrifices of many individuals we were able to balance the FY12 Budget without any substantial reductions in municipal services. I'm pleased to report that all Town departments are continuing to do a great job in maximizing municipal services with the limited resources available to them. The municipal and school officials continue to maintain a very positive and cooperative relationship as we navigate through these difficult financial times. It's been through this cooperative working relationship that we've been able to maintain high quality services to all the people of Douglas. Through open communication and extraordinary cooperation among all the town's departments we've been able to properly plan and budget for the services that are so vitally important to all the citizens of Douglas.

Town Administrator Michael J. Guzinski and Administrative Assistant Suzanne Kane

I would like to acknowledge and thank all of the dedicated residents, officials, department heads, employees, and volunteers who are continually working to make the Town of Douglas a better place in which to live. I would like to express my sincere gratitude to the Board of Selectmen for granting me the opportunity to serve your community. I would also like to thank Suzanne Kane for all of her assistance, and for the valuable work she does in making the Selectmen's Office work so efficiently and effectively. As your Town Administrator, I look forward to working with each of you, in serving the residents of Douglas.

Respectfully submitted,

Michael J. Guzinski
Town Administrator

TOWN CLERK

Town Clerk Christine Furno

To the Honorable Board of Selectmen and the Citizens of the Town of Douglas:

The Town Clerk's office is pleased to submit the following reports for the calendar year January 1, 2011 thru December 31, 2011.

TOWN STATISTICS

The Town of Douglas is located in Southern, Massachusetts, bordered by Oxford and Sutton on the North; Uxbridge on the East; Burrillville, Rhode Island on the South; and Webster on the West. Douglas is 18 miles South of Worcester, 40 miles Southwest of Boston and 175 miles from New York City.

Incorporated as a Town:	1746
Total Area:	37.71 square miles
Land Area:	36.37 square miles

Form of Government: 5 member Board of Selectmen / Open Town Meeting

CENSUS STATISTICS

2011	**8612**
2010	8432
2009	**8460**
2008	8507
2007	**8444**
2006	8315
2005	**8030**
2004	7992
2003	**7864**
2002	7496
2001	**7391**
2000	7282
1990	**4871**
1980	3721
1970	**2947**

TOTAL REGISTERED VOTERS AS OF DECEMBER 31, 2011

Other	48
Republicans	1074
Democrats	1130
Unenrolled (Independent)	3671
TOTAL	**5923**

MASSACHUSETTS CONGRESSIONAL DELEGATION

U.S. SENATORS

SCOTT BROWN
2400 JFK Building
15 New Sudbury Street
Boston, MA 02203
617-565-3170
617-723-7325 (fax)

JOHN F. KERRY
One Bowdoin Square, 10 floor
Boston, MA 02114
617-565-8519

CONSTITUTIONAL OFFICES

GOVERNOR **Deval Patrick**
LT. GOVERNOR **Tim Murray**

State House, Room 280
Boston, MA 02133
617-725-4005
888-870-7770 (instate use only)
TTY: 617-727-3666

ATTORNEY GENERAL **Martha Coakley**

McCormack Building
One Ashburton Place
Boston, MA 02108
617-727-2200
TTY: 617-727-4765

SECRETARY OF THE COMMONWEALTH

WILLIAM FRANCIS GALVIN
Citizen Information Service
One Ashburton Place, Room 1611
Boston, MA 02108-1512
617-727-7030
800-392-6090
TTY: 617-878-3889

U. S. REPRESENTATIVE

RICHARD E. NEAL
2 Congress St.
Post Office Building
Milford, MA 01757
508-634-8198

STATE SENATOR

RICHARD T. MOORE
State House, Room 312-D
Boston, MA 02133
617-722-1420
Richard.Moore@state.ma.us

STATE REPRESENTATIVE

KEVIN J. KUROS
State House, Room 443
Boston, MA 02133
617-722-2460
kevin.kuros@mahouse.gov

VITAL STATISTICS

At the recommendation of the Registry of Vital Records and the United States Department of State, we will no longer be printing vital records in the Town Report. This will help to protect the privacy of the individuals as well as help to curb identity theft. We will continue to maintain the lists of names and dates in the Office of the Town Clerk for anyone interested in reviewing them. The following statistics were recorded in the Town of Douglas for the calendar year 2011.

Births – 72
Deaths – 43
Marriages – 24

FY2011 RECEIPTS

Town Clerks Fines	$90.00
Town Clerk Fees	$1825.00
Town Clerk Licenses	$1020.00
Hunting/Sporting Licenses	$2313.00
Dog & Kennel Licenses	15,830.00
TOTAL RECEIPTS	$21,078.00

A MESSAGE FROM THE TOWN CLERK

As the Town of Douglas grows, to accommodate such, we have made a few necessary changes. Due to the 2010 Federal Census population figures, we are required by law to add a 3rd precinct. According to MGL Chapter 54, Section 6, it states that you cannot have more than 4,000 inhabitants in one precinct. Therefore, after many hours of discussions and meetings with Secretary Galvin's Office, the Local Election Districts Review Commission, the Assessor's Office, and the Board of Selectmen, we were able to establish new precinct lines. This will be in effect as of January 1, 2012. All registered voters will be notified regarding the change, and the new map will be displayed showing the new precincts at the upcoming Elections. We will continue to have our polling location at the Municipal Center Gymnasium.

Respectfully Submitted,

Christine E.G. Furno *CMC/CMMC, Town Clerk*
Eileen F. Damore*, Asst. Town Clerk*

SPECIAL TOWN MEETING
Monday, March 28, 2011

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on 33 Davis Street on Monday, November 28, 2011at 7:05 p.m. There being a quorum present (500 registered voters); the meeting was called to order by the Moderator, Keith M. Menard. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Keith Menard. Mr. Menard did an introduction of Non-Resident Members of Town Meeting, an introduction of the Finance Committee and the Board of Selectmen. Mr. Menard explained how the Town Meeting will be run and the rules of Town Meeting. Due to a large turn-out, the Moderator appointed Jerome Jussaume as the Asst. Moderator for the over-flow room located in the cafeteria of the High School. At this time, the Town voted as follows:

Article 1: New Elementary School Construction and Middle School Repair Project

To see if the Town will vote to appropriate, borrow or transfer from available funds, the total sum of Forty-Nine Million, Nine Hundred Four Thousand, Three Hundred Eighty-Nine Dollars ($49,904,389), which is expected to be expended under the direction of the School Building Committee, as follows:

(i) Thirty-Two Million, One Hundred Fifty-Five Thousand, Twenty-Six Dollars ($32,155,026) to pay costs of constructing, originally equipping and furnishing a new Douglas Elementary School, to be located at 23 Davis Street, and for the payment of all costs incidental and related thereto, for which Project the Town may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"). The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town. Any grant that the Town may receive from the MSBA for the Douglas Elementary School Project shall not exceed the lesser of (1) sixty-two and seven hundredths percent (62.07%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA for the Project.

(ii) Seventeen Million, Seven Hundred Forty-Nine Thousand, Three Hundred Sixty-Three Dollars ($17,749,363) to pay the costs of remodeling, reconstructing and making extraordinary repairs to the Douglas Intermediate/Elementary School located at 21 Davis Street, which facility will then become the Douglas Middle School, and for the payment of all costs incidental and related thereto for which Project the Town may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"). The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town. Any grant that the Town may receive from the MSBA for the Douglas Middle School Project shall not exceed the lesser of (1) fifty-four and sixteen hundredths percent (54.16%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA the Project, or to take any other action relative thereto.

MOTION: I move Article One as shown in warrant, with the Elementary School cost changed to $31,458,774 and the Intermediate Elementary School cost changed to $18,448,615, $18,445,615, retaining the identical total of $49,904,389 as shown in the warrant, or to take any other action relative thereto.

"Amended Vote – presenter made typographical error"

Finance Committee: Recommend

MOTION PASSED BY MAJORITY STANDING VOTE. Yes-373; No-92 (2/3RD REQUIRED)

Article 2: Expansion of Statutory Exemptions under MGL Ch. 59, Section 5, Clause 41C

To see if the Town will vote pursuant to the provisions of G.L. chapter 59, section 5, clause 41C to adjust the age of eligibility for tax exemption to sixty-five and to increase the tax exemption amount to $1,000; or take any other action relative thereto.

MOTION: I move that the Town vote pursuant to the provisions of G.L. chapter 59, section 5, clause 41C to adjust the age of eligibility for tax exemption to sixty-five and to increase the tax exemption amount to $1,000, and to become effective for Fiscal Year 2012.

Finance Committee: Recommend

MOTION PASSED BY MAJORITY VOICE VOTE.

Meeting adjourned at 9:32 PM.

A True Copy, ATTEST: Christine E. G. Furno, CMC/CMMC Town Clerk

SPECIAL TOWN MEETING SUMMARY
March 28, 2011

MONEY TO BE BORROWED:

Article 1	New Elementary School Const. and Middle School Repair Project	$49,904,389

SPECIAL TOWN ELECTION — 1628 Voted ~ 26%
TUESDAY, APRIL 5, 2011 — 6343 Reg. Voter

The following were sworn to faithful performance of their duties as election officers for Precinct One: Constable – Debra Cygielnik-Blain; Ballot Clerks - BettyAnn McCallum, Patricia Brule; Ballot Checkers - Elaine Kelly, Patricia Koslak; Ballot Counter/Tabulator – Christine E.G. Furno.

The following were sworn to faithful performance of their duties as election officers for Precinct Two: Constable – Carol E. Field; Ballot Clerks – Andrew Hill, Brittany Furno and Lois Garrison; Ballot Checkers - Monica Prunier; Donna Frabotta; Ballot Counter/Tabulator – Eileen F. Damore.

The warrant was read by the Town Clerk, Christine E.G. Furno, and the polls were opened at 8:00 a.m. The Town of Douglas voted as follows:

QUESTION #1:

Shall the Town of Douglas be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued in order to pay costs of (i) constructing, originally equipping and furnishing a new Douglas Elementary School, to be located at 23 Davis Street, and (ii) remodeling, reconstructing and making extraordinary repairs to the Douglas Intermediate/Elementary School located at 21 Davis Street, which facility will then become Douglas Middle School, and for the payment of all costs incidental and related thereto?

	PCT 1	PCT 2	TOTAL
YES	**525**	**414**	**939**
NO	365	324	689
TOTAL	**890**	**738**	**1628**

The polls closed at 8:00 p.m.
A True Copy, ATTEST: Christine E. G. Furno, CMC/CMMC Town Clerk

SPECIAL TOWN MEETING
Monday, May 2, 2011

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on 33 Davis Street on Monday, May 2, 2011 at 7:03 PM. There being a quorum present (82 registered voters); the meeting was called to order by the Moderator, Keith M. Menard. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Keith Menard. Mr. Menard did an introduction of Non-Resident Members of Town Meeting, an introduction of the Finance Committee and the Board of Selectmen. Mr. Menard explained how the Town Meeting will be run and the rules of Town Meeting. At this time, the Town voted as follows:

Article 1: Fiscal Year 2011 Budget Transfers/Amendments

To see if the Town will vote to amend the action taken on Article 2 of the Annual Town Meeting of May 3, 2010 and continued to June 21, 2010, by making the following changes to the Fiscal Year 2011 Budget:

Decrease Revaluation Expenses by	**$3,580**
Decrease Treasurer's Wages by	**$15,000**
Decrease Town Counsel Expenses by	**$10,000**
Decrease Assessor's Expenses by	**$1,350**
Decrease Property Insurance Expenses by	**$9,000**
Decrease Police Wages by	**$21,000**
Decrease Police Expenses by	**$650**
Decrease Fire Wages by	**$10,000**
Decrease Highway Wages by	**$8,000**
Decrease Highway Maintenance by	**$10,000**
Decrease Recreation Wages by	**$2,116**
Decrease Recreation Expenses by	**$4,884**
Decrease Health Insurance Expenses by	**$181,420**
Increase Unemployment Expenses by	**$50,000**
Increase Snow & Ice Expenses by	**$212,000**
Increase Health Reimbursement Account by	**$15,000**

Or take any other action related thereto.

MOTION: I move that the Town vote to amend the action taken on Article 2 of the Annual Town Meeting of May 3, 2010 and continued to June 21, 2010, by making the changes to the Fiscal year 2011 Budget as described in the warrant.

Finance Committee: Recommend
MOTION PASSED BY MAJORITY VOICE VOTE

Article 2: **School Feasibility Capital Account Transfer to Stabilization Fund**

To see if the Town will vote to transfer the sum of **$192,108.52** from the School Feasibility Capital Account (Art. 10 ATM 5/5/08), to the Stabilization Fund or take any other action related thereto.

MOTION: I move that the Town vote to transfer the sum of $192,108.52 from the School Feasibility Capital Account (Art. 10 ATM 5/5/08), to the Stabilization Fund.

Finance Committee: Recommend
MOTION PASSED BY UNANIMOUS CONSENT

Article 3. School Lunch Account Transfer to Stabilization Fund

To see if the Town will vote to transfer the sum of **$5,000** from the School Lunch Fund to the Stabilization Fund, or take any other action related thereto.

MOTION: I move that the Town vote to transfer the sum of $5,000 from the School Lunch Fund to the Stabilization Fund.

Finance Committee: Recommend
MOTION PASSED BY UNANIMOUS CONSENT

Motion made and seconded to dissolve the meeting.

Meeting dissolved at 7:14 PM.

A True Copy, ATTEST: Christine E. G. Furno, CMC/CMMC Town Clerk

SPECIAL TOWN MEETING
SUMMARY
May 2, 2011

MONEY TO BE TRANSFERRED: (Amend Art. 2 ATM 5/3/10 & 6/21/10)

Article 1	Decrease Revaluation Expenses by	$3,580
	Decrease Treasurer's Wages by	$15,000
	Decrease Town Counsel Expenses by	$10,000
	Decrease Assessor's Expenses by	$1,350
	Decrease Property Insurance Expenses by	$9,000
	Decrease Police Wages by	$21,000
	Decrease Police Expenses by	$650
	Decrease Fire Wages by	$10,000
	Decrease Highway Wages by	$8,000
	Decrease Highway Maintenance by	$10,000
	Decrease Recreation Wages by	$2,116
	Decrease Recreation Expenses by	$4,884
	Decrease Health Insurance Expenses by	$181,420
	Increase Unemployment Expenses by	$50,000
	Increase Snow & Ice Expenses by	$212,000
	Increase Health Reimbursement Acct. by	$15,000

MONEY TO BE TRANSFERRED: (from School Feasibility Capital Account)

Article 2	to Stabilization Fund	$192,108.52

MONEY TO BE TRANSFERRED: (from School Lunch Fund)

Article 3	to Stabilization Fund	$5,000.00

ANNUAL TOWN MEETING
Monday, May 2, 2011

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on 33 Davis Street on Monday, May 2, 2011 at 7:03 PM. There being a quorum present (82 registered voters); the meeting was called to order by the Moderator, Keith M. Menard. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Keith Menard. Mr. Menard did an introduction of Non-Resident Members of Town Meeting and also an introduction of the Finance Committee. At this time, the Town voted as follows:

A motion was made and seconded to recess the Annual Town Meeting and to commence Monday, June 13, 2011, hearing no objections, motion passed by Unanimous Consent.

A motion was made and seconded to recess Annual Town Meeting Articles 7 - 18 immediately following dissolving of the Special Town Meeting, hearing no objections, motion passed by Unanimous Consent.

Annual Town Meeting convened at 7:14 PM.

Articles 1-6: Postponement of Financial Articles

A motion was made and seconded to postpone consideration of Articles 1 through 6 until the continued session of the Annual Town Meeting to be held on June 13, 2011, with such articles to be taken up sequentially as the first order of business at that session.

PASSED BY MAJORITY VOICE VOTE

Article 7: Recurring Business

A. Assessor's To Work Additional Hours: To see if the Town will vote to authorize the Board of Assessors to appoint one or more of their members to work for compensation, in accordance with the provisions of the Town's Personnel Bylaw, and to establish such compensation to be paid said member for Fiscal Year 2012, or take any other action related thereto.

B. Ambulance Receipts Reserved for Appropriation: To see if the Town will vote to reserve all receipts received by the Town from ambulance user charges, user billings, and ambulance donations and gifts to the Ambulance Receipts Reserved Account, or take any other action related thereto.

C. Simon Fairfield Public Library: To see if the Town will vote to require that all funds received in Fiscal Year 2012 from State Aid Grants for the Public Library be transferred to a Special Account for the Simon Fairfield Public Library, or take any other action related thereto.

D. State and Federal Grants: To see if the Town will vote to authorize the Board of Selectmen to apply for and accept State or Federal grants they deem beneficial to the Town, provided that the Board of Selectmen shall hold a public hearing prior to the Board's acceptance of any such grant, if said grant requires the Town to meet future conditions or requirements, or take any other action related thereto.

E. Separate Account Funds: To see if the Town will vote to continue the following account funds and to authorize the expenditure of funds from said fund for the below indicated purposes and not to exceed amount, or to take other actions related thereto:

#	Department	Receipts	Expenditures
1	Simon Fairfield Library pursuant to MGL Chapter 44, § 53E ½	All fines received during Fiscal Year 2012 by the Simon Fairfield Library	The Simon Fairfield Library Board of Trustees may expend a sum not to exceed Five Hundred dollars ($500) for the purpose of purchasing books, films and other library supplies and materials.
2	Home Composting Program pursuant to MGL Chapter 44, § 53E ½	All receipts received in connection with the Home Composting Program	The Board of Health may expend a sum not to exceed two thousand five hundred dollars ($2,500) for the purpose of operating the Home Composting Program.
3	Planning Board & Engineering – MGL Chapter 44, §53E ½	Project fees received that are associated with staff review.	The funds may be expended without further appropriation by the Planning Board or Town Engineer for such consulting and project review costs. Expenditures from the fund may not exceed $50,000.
4	Conservation – MGL Chapter 44, §53E ½	Project fees received that are associated with staff review.	The funds may be expended without further appropriation by the Conservation Commission or their Conservation Agent for such consulting and project review costs. Expenditures from the Fund may not exceed $50,000.
5	Zoning Board of Appeals – MGL Chapter 44, §53E ½	Project fees received that are associated with staff review.	The funds may be expended without further appropriation by the Zoning Board of Appeals or Town Engineer for such consulting and project review costs. Expenditures from the fund may not exceed $50,000.

F. Acceptance of Chapter 90: To see if the Town will vote to authorize to accept and enter into contracts for the expenditure of funds to be allotted by the State under authorization of Chapter 90 of the Massachusetts General Laws (as pertaining to Highway Funds), for the construction, reconstruction and improvement of Town roads, said funds may be borrowed in anticipation of State Revenue, and expended without further appropriation under the direction of the Highway Superintendent with the approval of the Board of Selectmen, or take any other action related thereto.

G. Compensating Balance Agreements: To see if the Town will vote to authorize the Treasurer to enter into a compensating balance agreement or agreements for Fiscal Year 2012 pursuant to MGL Chapter 44 § 53F, or take any other action related thereto.

H. Acceptance of Easements: To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, an easement or easements for the purpose of construction, installation, maintenance and repair of municipal drainage, sewer and water systems, and roadway, or take any other action relative thereto.

MOTION: I move that the Town vote to approve the recurring business items as printed in the warrant.

Finance Committee: Recommend

PASSED BY MAJORITY VOICE VOTE

Article 8: Adoption of Revised FY 12- 17 Capital Improvement Plan

To see if the Town will vote to approve the Town of Douglas FY12 – 17 Capital Improvement Plan as submitted by the Capital Improvement Committee, or take any other action relative thereto.

MOTION: I move that the Town vote to approve the Town of Douglas FY12-17 Capital Improvement Plan as submitted by the Capital Improvement Committee and printed in the Voter Information Bulletin.

**This article outlines the Fiscal year 2012 capital plan for the Town. As a result of the difficult financial situation that the Town currently faces, the Capital Improvement Committee is recommending not to fund any capital projects in Fiscal Year 2012.*

Finance Committee: The Finance Committee recommends not funding any Capital Projects in Fiscal Year 2012

PASSED BY MAJORITY VOICE VOTE

Article 9: School bus Contract Extension

To see if the Town will vote to authorize the School Committee to enter into a contract in excess of three years for the provision of regular school transportation services upon such terms and conditions as are deemed by the School Committee to be in the best interest of the Town, or to take any other action relative thereto.

MOTION: I move that the Town vote to authorize the School Committee to enter into a contract in excess of three years for the provision of regular school transportation services upon such terms and conditions as are deemed by the School Committee to be in the best interest of the Town.

Finance Committee: Recommend

PASSED BY MAJORITY VOICE VOTE

Article 10: Town Meeting Bylaw - Amendment

To see if the Town will vote to amend Article 1, Section 5 of the General Bylaws – Town Meetings by deleting the words "**last Friday in March**" and inserting in place thereof the words "**first Friday in March**", or take any other action related thereto.

MOTION: I move that the Town vote to amend Article 1, Section 5 of the General Bylaws – Town Meetings by deleting the words "**last Friday in March**" and inserting in place thereof the words "**first Friday in March**".

Finance Committee: Recommend

PASSED BY MAJORITY VOICE VOTE

Article 11: Sign Bylaw

To see if the Town will vote to amend Article 10 of the General Bylaws – Sign Bylaw by making the following changes:

Change every section reference in the Sign Bylaw from 10 to 9.

Delete section 9.1.15 in its entirety and replace with the following:
9.1.15 Temporary Sign: Any sign not intended by virtue of its construction or content to be maintained indefinitely.

Add the following sections:
9.1.22 Political Sign: A sign designed to influence the action of voters for the passage or defeat of a measure, or the election of a candidate to a public office at a state, county or local election.

9.1.23 Residential Use: Any property with primary use being residential including but not limited to one or two-family residential use.

9.1.24 Business Use: Any property with primary use being commercial or industrial use.
Change the typographical error in section 9.2.2.2 letter B from "with sixty (60) days" to "within (60) days"

Delete section 9.2.2.7 in its entirety and replace with the following:
9.2.2.7 No permit or permit fee shall be required for temporary signs not exceeding six (6) square feet in area, including temporary political signs. Such signs shall not be erected or displayed so as to endanger public safety. Such signs shall not be erected on trees or telephone poles. Such signs may be placed on private property only with the consent of the property owner. Such signs shall not be erected for longer than thirty (30) days before the commencement of the sale, promotion, activity, event, or other purpose for which the sign is erected, and must be removed within seven (7) days after such sale, promotion, activity, event or purposed as concluded. In cases of State, County or Local elections, political signs may remain up during the period between the primary and general elections.

Delete section 9.2.3.1 in its entirety and replace with the following:
9.2.3.1 The building inspector shall inspect every sign requiring a permit within thirty (30) days after it is erected to determine whether the sign has been erected in accordance with the provisions of the permit thereof and shall order the removal or modification of any sign erected or maintained in a manner inconsistent with such permit. Thirty (30) days notice in writing shall be given to the owner of such sign, and to the owner of the premises on which such sign is located to remove the sign or modify it so as to be in accordance with the provisions of the permit. Immediate removal may be ordered for any sign requiring a permit, which is erected without first obtaining such permit. Immediate removal of any sign not requiring a permit, including but not limited to Temporary Signs, may be ordered for any sign not in compliance with this sign bylaw by way of verbal and written notice by the Building Inspector. Any person(s) aggrieved by reason of his/her inability to obtain a permit as required by these bylaws may request a waiver from the applicable or specific provisions of this bylaw from the Board of Selectmen within thirty (30) days of denial. Such waiver may be granted upon a determination that it is consistent with the general purpose and intent of this bylaw, and the Board of Selectmen shall set forth those facts supporting its determination.

Change the title of section 9.4.1 from **Residential Districts** to **Residential Uses**

Delete section 9.4.1.3 in its entirety and replace with the following:
9.4.1.3 The size and design of a sign identifying a subdivision shall have Planning Board Approval.

Change the title of section 9.4.2 from **Business Districts** to **Business Uses**

Add the following at the end of section 9.4.2.9:
Exception: Banners announcing grand opening of businesses or special events not to exceed thirty-six (36) square feet may be allowed without a permit. They may be erected up to thirty (30) days before event but must be removed the day after the event.

MOTION: I move that the Town vote to amend Article 10 of the General Bylaws as described in the warrant.

After a lengthy discussion, a motion was made and seconded to postpone Article 11 indefinitely.

MOTION TO POSTPONE ARTICLE INDEFINITELY PASSED BY MAJORITY VOICE VOTE

Article 12 Accessory Apartment Bylaw – Section 3.3

To see if the Town will vote to amend Section 3.3.3 and 3.3.4 of the Douglas Zoning Bylaw by making the following changes (changes are underlined, additions are in bold and deletions are bolded and stricken):

3.3.3 Standards

…

4. Only one (1) Accessory Apartment may be created within a one family dwelling **<u>or on any lot</u>**.

5. An Accessory Apartment **<u>may only be created in a principal one – family dwelling or no more than fifty (50) feet from a principal one – family dwelling</u>**

6. The design of the Accessory Apartment **<u>when attached to the principal dwelling</u>** is such that the appearance remains that of a one family residence. Any new additions **<u>or detached structures</u>** required for the Accessory Apartment shall conform to the minimum yard sizes and maximum height requirements for a single family dwelling of the district where the building is located.

…

8. At least three (3) off-street parking spaces must be provided for any one family dwelling which has an Accessory Apartment **<u>whether attached or detached</u>**.

…

3.3.4 Time Limit

The special permit may be granted for a period not to exceed three (3) years. Such special permit may be renewed, without a public hearing, for **~~another~~** **<u>subsequent</u>** three-year period**<u>s</u>** upon submittal of an affidavit by the owner **~~indicated~~** **<u>indicating</u>** that the conditions of this Section 3.3 continue to be satisfied. Upon expiration of the special permit or when the dwelling is sold, or when the need for such care ceases, whichever occurs first, the dwelling shall revert to single family use, and the Accessory Apartment may not be occupied **whether attached or detached** unless a new special permit is obtained from the Planning Board.

Or take any other action related thereto.

MOTION: I move that the Town vote to amend Section 3.3.3 and 3.3.4 of the Douglas Zoning Bylaw as described in the warrant.

PASSED BY UNANIMOUS VOICE VOTE (2/3 REQUIRED)

Article 13: Floodplain District – Section 8.3

To see if the Town will vote to amend Section 8.3 of the Douglas Zoning Bylaws in response to the Federal Emergency Management Agency's (FEMA) request for communities to update their existing Floodplain Bylaws. The proposed changes are needed in order to reflect the revised Flood Insurance Rate Maps (FIRM) and a Flood Insurance Study (FIS), which are going to become effective for communities in Worcester County on July 4, 2011. These changes will allow the Town of Douglas to remain in good standing with the National Flood Insurance Program (NFIP). FEMA creates maps that define a community's floodplain district boundaries. These maps include base flood elevations and floodway data. The maps form the basis of a community's floodplain management program. To ensure compliance with the requirements of the NFIP, communities must refer to the current effective Flood Insurance Study and Flood Insurance Rate Maps in their Bylaw.

The changes are as follows:

(1) *Delete section* ***8.3.2.1*** *in its entirety and replace with the following:*

> **"8.3.2.1 Floodplain District Boundaries**
> The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas within the Town of Douglas designated as Zones A and AE, on the Worcester County Flood Insurance Rate Map (FIRM) issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The map panels of the Worcester County FIRM that are wholly or partially within the Town of Douglas are panel numbers 25027C0980E, 25027C0982E, 25027C0984E, 25027C0985E, 25027C0987E, 25027C0995E, 25027C1002E, 25027C1003E, 25027C1004E, 25027C1008E, 25027C1015E and 25027C1020E dated July 4, 2011. The exact boundaries of the FPPOD are defined by the 100-year base flood elevations shown on the FIRM and further defined by the Worcester County Flood Insurance Study (FIS) report dated July 4, 2011. The FIRM and FIS report are incorporated herein by reference and are on file with the Town Clerk, Planning Board, Building Official, Conservation Commission and Community Development Department.
>
> The map entitled "FEMA Flood Map of Douglas, Massachusetts" and adopted at the May 7, 2007 Annual Town Meeting, on file with the Town Clerk further delineates the boundaries of the district but does not supersede the FEMA FIRM map that this bylaw applies to. It simply provides a level of clarity that may not exist on the FEMA FIRM maps. This map is hereby made part of this By-law."

and amend the Zoning Map for the Town of Douglas accordingly.

(2) *In the first sentence of section* ***8.3.2.2 (1.)*** *delete the following:* "A1-30, and "

(3) *In section* ***8.3.3*** *delete:* "FEMA Region I, Rm. 462
J.W. McCormack Post Office & Courthouse
Boston, MA 02109"

And replace with: "Federal Emergency Management Agency, Region I
99 High Street, 6th Floor
Boston, MA 02110"

(4) *In section* ***8.3.4.1*** *delete:* "(currently 780 CMR 3107.0, "Flood Resistant Construction")"

And replace with: "(currently 780 CMR 120.G, "Flood Resistant Construction and Construction in Coastal Dunes")"

(5) *In section* ***8.3.4.1*** *delete:* "Inland Wetlands Restriction, DEP (currently 302 CMR 6.00)"

And replace with: "Inland Wetlands Restriction, DEP (currently 310 CMR 13.00)"

(6) *In section* ***8.3.5*** *Other Use Regulations subsection 1, delete:* "AI 3D and "

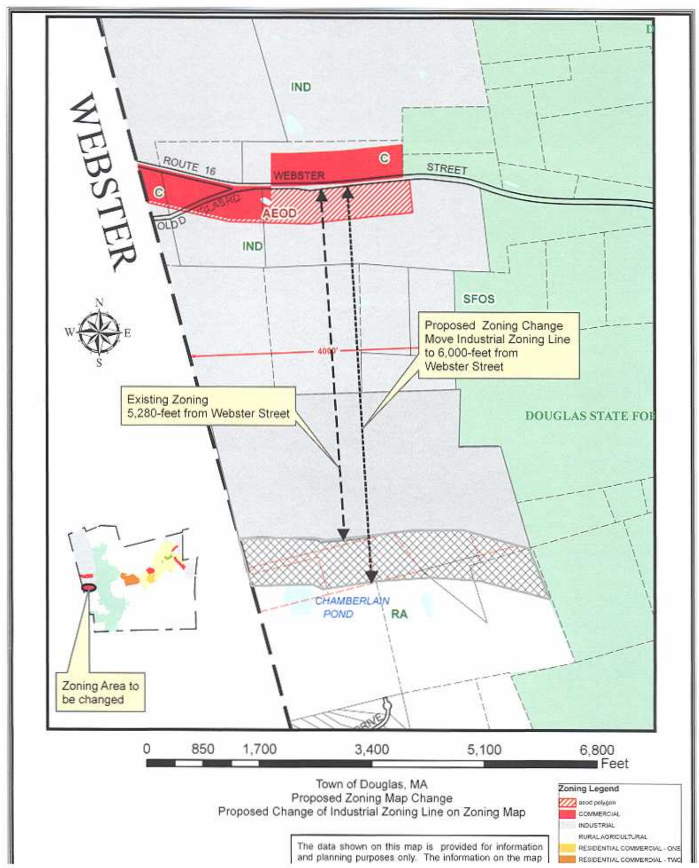
Or take any other action related thereto.

MOTION: I move that the Town vote to amend Section 8.3 of the Douglas Zoning Bylaws as described in the warrant.

PASSED BY UNANIMOUS VOICE VOTE (2/3 REQUIRED)

Article 14: RA District and establishing the same as an Industrial District

To see if the Town will vote to remove the area bounded westerly by the Webster Town Line, easterly by the area currently designated and zoned as SFOS (State Forest Open Space), northerly by the area currently designated and zoned as I (Industrial), and southerly by a line created by offsetting the northern side of the presently existing highway layout for Route 16 (Webster Street) a distance of 6,000 feet due south from said highway layout, from the RA (Rural Agricultural) zoning district and place it within the I (Industrial) zoning district, and amend the Zoning Map for the Town of Douglas accordingly, or take any other action related thereto.



MOTION: I move that the Town postpone Article 14 indefinitely.

MOTION TO POSTPONE ARTICLE INDEFINITELY PASSED BY MAJORITY VOICE VOTE

Article 15: Street Acceptance – The Overlook – Sunset Drive and Madden Way

To see if the Town will vote to accept as public ways "Sunset Drive" and "Madden Way" as heretofore laid out by the Board of Selectmen as shown on the plan entitled, "Street Acceptance Plan Sunset Drive and Madden Way in the Town of Douglas, Massachusetts for Douglas Board of Selectmen", dated August 2, 2010, prepared by Heritage Design Group, LLC, a copy of which is on file with the Town Clerk, and will further vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, rights sufficient to use said Sunset Drive and Madden Way for all purposes for which public ways are used in the Town of Douglas, and further, to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out such acquisitions, on such terms and conditions as the Board of Selectmen deems appropriate, or take any other action related thereto.

MOTION: I move that the Town vote to accept as public ways "Sunset Drive" and "Madden Way" as heretofore laid out by the Board of Selectmen as shown on the plan entitled, "Street Acceptance Plan Sunset Drive and Madden Way in the Town of Douglas, Massachusetts for Douglas Board of Selectmen", dated August 2, 2010, prepared by Heritage Design Group, LLC, a copy of which is on file with the Town Clerk, and will further vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, rights sufficient to use said Sunset Drive and Madden Way for all purposes for which public ways are used in the Town of Douglas, and further, to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out such acquisitions, on such terms and conditions as the Board of Selectmen deems appropriate.

PASSED BY UNANIMOUS CONSENT

Article 16: Oak Street – Removal of Scenic Road Designation - By Petition

To see if the Town will vote to remove the designation of Oak Street (between Northwest Main St. and the Sutton Town line) as a Scenic Road as defined in MGL Chapter 40, section 15c and the town of Douglas Scenic Rd. Bylaw, or take any other action relative thereto.

MOTION: I move that the Town vote to remove the designation of Oak Street (between Northwest Main St. and the Sutton Town line) as a Scenic Road as defined in MGL Chapter 40, section 15c and the town of Douglas Scenic Rd. Bylaw.

DEFEATED BY MAJORITY VOICE VOTE

Article 17: Capital Project Fund – Limitations - By Petition
Non-binding advisory article

To see if the Town will vote to adopt the following general bylaw:

When any capital project, whether or not exempt from the proposition 2 ½ tax levy, is completed and project funds, or interest earned therefrom, remain unexpended and unencumbered, then such unexpended funds shall be reserved in an account dedicated to offset the tax rate in the ensuring fiscal year to the maximum extent permitted by law. The purpose of such reserved funds, if any, to offset the tax rate shall be effectuated by an article placed on an appropriate town meeting warrant. Further, said funds shall not be used or transferred to any other account for any other purpose without approval at an annual town meeting. This general bylaw shall apply to any capital project currently underway or completed as of the date of this bylaw enactment and any future capital project. For the purposes of this bylaw the definition of a capital project shall be the same as defined elsewhere in the general bylaws under Article 2, Administration and Finance, as may be amended from time to time. This bylaw shall apply to any capital project funds regardless of the funding source provided that such funds or any portion thereof are not otherwise restricted or obligated by law.

Or take any other action related thereto.

MOTION: I move that the Town vote to adopt the following general bylaw:

When any capital project, whether or not exempt from the proposition 2 ½ tax levy so-called, is completed and project funds or interest earned there from remain unexpended and unencumbered, then the Selectmen shall sponsor an article on the next Annual Town Meeting warrant which uses such unexpended funds to offset the tax rate to the maximum extent permitted by law and subject to approval by town meeting. This article shall apply to any capital project currently underway or completed and any future capital project. For the purposes of this article the definition of a capital project shall be the same as defined in the general bylaws under Article 2, Administration and Finance, as may be amended from time to time. This article shall apply to any capital project funds regardless of the funding source provided that such funds or any portion thereof are not otherwise restricted or obligated by law.

PASSED BY MAJORITY STANDING VOTE: YES-35; NO-32

Article 18: Personnel Contract Posting – Petition Article

To see if the Town will vote to enact the following General Bylaw:

Beginning in Fiscal Year 2012, and each year thereafter, the chief administrative officer of the Town shall make accessible electronically, through a link on the Douglas Town web site, each and every personnel employment contract for all departments in the Town which has been signed and is in force. Whenever any new contract replaces an expired contract, or when a contract is extended, with or without modifications, then said new or extended contract(s) shall replace the existing contract(s) on the Town web site. Said contracts shall be accessible in their entirety.

Or take any other action relative thereto.

MOTION: I move that the Town vote to enact the following General Bylaw:

Beginning in Fiscal Year 2012, and each year thereafter, the chief administrative officer of the Town shall make accessible electronically, through a link on the Douglas Town web site, each and every personnel employment contract for all departments in the Town which has been signed and is in force. Whenever any new contract replaces an expired contract, or when a contract is extended, with or without modifications, then said new or extended contract(s) shall replace the existing contract(s) on the Town web site. Said contracts shall be accessible in their entirety.

MOTION MADE AND SECONDED TO AMEND ARTICLE 18 TO ADD THE FOLLOWING TO THE BEGINNING:

Section 10, subsection f, subsubsection 2

MOTION TO AMEND PASSED BY MAJORITY VOICE VOTE.

ARTICLE 18 PASSED AS AMENDED BY MAJORITY VOICE VOTE

Motion made and seconded to recess the Annual Town Meeting and convene on June 13, 2011.

The meeting was recessed at 9:02 PM.

True Copy, ATTEST: Christine E. G. Furno, CMC/CMMC Town Clerk

ANNUAL TOWN MEETING CONTINUATION
MONDAY, JUNE 13, 2011

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on 33 Davis Street on Monday, June 13, 2011 at 7:00 p.m. There being a quorum present (50 registered voters); the meeting was called to order by the Moderator, Keith M. Menard. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Keith Menard. Mr. Menard did an introduction of Non-Resident Members of Town Meeting and also an introduction of the Finance Committee. At this time, the Town voted as follows:

MOTION MADE AND SECONDED TO RECONVENE THE ANNUAL TOWN MEETING FROM MAY 2, 2011

The Moderator addressed the Residents that the Finance Committee posted the budget recommendations 6 days prior to the meeting and in the Town of Douglas By-laws it states the budget must be posted at least 7 days prior to the meeting, at this time, the Moderator would accept a motion to suspend By-law Section 3(b). Motion made and seconded, Moderator declared it passed by Majority Voice Vote (2/3rd required).

Articles 1, 2 & 3: Finance Committee Report, FY11 Budget & Salaries of Elected Officials

Article 1: Finance Committee Report

To see if the Town will vote to hear and act upon the report and recommendations of the Finance Committee as presented and printed in the Finance Committee's Annual Town Meeting recommendations, or to take any other action relative thereto.

Explanation: This will be part of a combination of Articles 1, 2 and 3. It presents the Finance Committee's recommended FY 12 budget along with funding sources and the embedded salaries and stipends of elected officials.

Finance Committee: RECOMMEND

Article 2: FY12 Budget

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow such sums of money as are necessary to fund the annual operating budget of the Town for Fiscal Year 2012, or take any other action relative thereto.

Finance Committee: RECOMMEND

General Fund		**FY10 Actual Revised Budget STM Jun 10**	**FY11 Actual Revised Budget STM May 11**	**FY12 Finance Committee/ BOS/ Town Administrator Recommended Budget**
General Government				
Selectmen				
Wages		151,817	153,239	158,545
Expenses		21,980	18,480	18,480
	Subtotal:	173,797	171,719	177,025
Awards & Recognition		40	40	40
Town Hall Office Supplies		18,255	18,255	18,255
Town Reports		3,000	3,000	3,000
Town Counsel		80,000	65,000	70,000
Total Selectmen:		275,092	258,014	268,320
Accountant				
Wages		87,336	89,109	97,851
Expenses		2,400	1,050	2,000
	Subtotal:	89,736	90,159	99,851
Audit		20,500	23,000	23,000
Total Accountant:		110,236	113,159	122,851

Assessors				
Wages		106,426	86,064	85,605
Expenses		36,889	39,089	36,100
	Subtotal:	143,315	125,153	121,705
Revaluation		50,000	(3,580)	
Total Assessors:		193,315	121,573	121,705
Treasurer				
Wages		93,503	81,298	98,026
Expenses		16,964	23,964	33,084
	Subtotal:	110,467	105,262	131,110
Tax Title		5,000	6,500	12,000
Total Treasurer:		115,467	111,762	143,110
Collector				
Wages		61,778	62,997	65,135
Expenses		18,732	18,732	16,392
	Subtotal:	80,510	81,729	81,527
Tax Taking		16,000	6,000	6,000
Total Collector:		96,510	87,729	87,527

General Government

Finance Committee			
Wages	1,500	1,500	1,500
Expenses	6,500	4,000	4,000
Reserve Fund	50,000	50,000	50,000
Total Finance Committee:	58,000	55,500	55,500
Technology			
Wages	10,300	10,300	10,300
Expenses	34,200	38,150	38,150
Total Technology:	44,500	48,450	48,450
Town Clerk			
Wages	87,873	89,506	95,679
Expenses	14,000	14,000	15,500
Total Town Clerk:	101,873	103,506	111,179
Municipal Buildings			
Wages	49,965	53,281	55,297
Expenses	111,504	101,000	101,000
Total Municipal Building:	161,469	154,281	156,297
Permanent Building Committee			
Wages	750	750	750
Expenses	500	500	500
Total Permanent Building Comm:	1,250	1,250	1,250

Community Development			
Wages	192,210	202,368	201,538
Expenses	3,500	3,500	3,500
Subtotal:	195,710	205,868	205,038
Planning Board	2,910	2,910	2,910
Economic Development	2,000	2,000	2,000
Zoning Board - Wages	9,000	-	
Zoning Board - Expenses	3,460	3,460	3,460
Subtotal:	12,460	3,460	3,460
Open Space	500	500	500
Conservation Commission	2,789	2,789	2,789
Total Comm Development:	216,369	217,527	216,697
Other General Government			
Moderator	250	250	250
Octoberfest	1,000	1,000	-
Housing Authority	500	500	500
Total Other General Government:	1,750	1,750	750
Total General Government:	**1,375,831**	**1,274,501**	**1,333,636**

Public Safety

Police			
Wages	1,279,650	1,256,617	1,312,815
Expenses	156,473	142,511	143,161
Cruiser	51,000	51,000	
Total Police:	1,487,123	1,450,128	1,455,976
Fire			
Wages	178,057	184,580	171,531
Expenses	67,339	63,839	63,350
Total Fire:	245,396	248,419	234,881
Ambulance			
Wages	212,631	280,425	218,669
Expenses	49,300	60,500	60,500
Total Ambulance:	261,931	340,925	279,169
Building Dept			
Wages	113,336	115,095	117,413
Expenses	6,926	6,426	6,826
Total Building Dept:	120,262	121,521	124,239

Trees			
Wages	600	600	600
Expenses	5,880	4,500	4,500
Total Tree Dept:	6,480	5,100	5,100
Civil Defense			
Wages	325	325	325
Expenses	1,200	1,200	1,200
Total Civil Defense:	1,525	1,525	1,525
Sealer Weights & Measures			
Expenses	750	750	750
Total Sealer Weights & Measures:	750	750	750
Animal Control			
Expenses	24,900	24,900	24,900
Total Animal Control	24,900	24,900	24,900
Total Public Safety:	**2,148,367**	**2,193,268**	**2,126,540**

Public Works

Cemetery			
Expenses	11,000	10,000	9,885
Total Cemetery:	11,000	10,000	9,885
Highway			
Wages	428,426	433,961	401,503
Expenses	26,012	26,012	26,012
Subtotal:	454,438	459,973	427,515
Maintenance	142,200	124,700	134,700
Special Sign Acct	5,400	2,900	2,900
Snow & Ice	247,859	297,000	85,000
Total Highway:	849,897	884,573	650,115

Public Works

Other Public Works			
Monitor Landfill	1,235	1,235	1,235
Monitor Wells	10,450	10,450	10,450
Street lighting	41,000	39,500	41,550
Total Other Public Works:	52,685	51,185	53,235
Total Public Works:	**913,582**	**945,758**	**713,235**

Health & Human Services

Board of Health			
Wages	45,932	46,818	47,328
Expenses	7,000	7,000	7,000
Subtotal Health:	52,932	53,818	54,328
Nurse			
Wages	13,722	14,270	14,484
Subtotal Nurse:	13,722	14,270	14,484
Animal Inspection			
Wages	2,745	2,800	2,842
Expenses	350	350	350
Subtotal Animal Inspection:	3,095	3,150	3,192
Total Board of Health:	69,749	71,238	72,004
Council on Aging			
Wages	75,340	76,289	76,263
Expenses	8,200	14,500	14,500
Total Council on Aging:	83,540	90,789	90,763
Veterans			
Expenses	10,015	10,015	10,015
Benefits	24,000	40,000	40,000
Total Veterans:	34,015	50,015	50,015
Total Health & Human Services:	**187,304**	**212,042**	**212,782**
Culture & Recreation			
Recreation			
Wages	6,400	1,284	-
Expenses	20,000	15,116	15,000
Total Recreation:	26,400	16,400	15,000
Library			
Wages	136,261	138,779	149,314
Expenses	49,120	49,633	50,397
Total Library:	185,381	188,412	199,711
Memorial Day	1,750	1,750	1,750
	1,750	1,750	1,750
Total Culture & Recreation	**213,531**	**206,562**	**216,461**
Education			
Douglas Schools			
Personnel & Expenses	10,265,242	10,874,264	11,080,200
Transportation/Fixed Assets	668,790	735,080	779,023
Total Douglas Schools:	10,934,032	11,609,344	11,859,223

Blackstone Valley Regional *			
Assessment	452,077	430,186	442,041
Debt Assessment	61,112	59,899	58,185
Representative Expense	500	500	500
Total Blackstone Valley:	513,689	490,585	500,726
Medicaid Reimbursement	5,000	5,000	5,000
Norfolk County Agricultural	27,405	69,491	163,552
Total Education:	**11,480,126**	**12,174,420**	**12,528,501**
Insurance/Employee Benefits *			
Ins - Prop, Liab & Work Comp	195,000	202,431	205,000
Unemployment	50,000	80,000	50,000
Ins - Health & Life	2,608,314	2,698,064	2,751,556
Ins - HRA		15,000	20,000
Retirement/Medicare	843,755	837,443	882,513
Total Employee Benefits	**3,697,069**	**3,832,938**	**3,909,069**
Debt Service *			
Total Debt Service	**1,890,336**	**1,807,550**	**1,669,716**
Total Capital Outlay		114,500	
Total Special Articles		50,000	
Transfer to Special Revenue Funds		26,000	
Transfer to Capital Projects		139,000	
Transfer to Stabilization	293,461	22,024.18	
Summary - Expenditures			
Total General Government:	**1,375,831**	**1,274,501**	**1,333,636**
Total Public Safety:	**2,148,367**	**2,193,268**	**2,126,540**
Total Public Works:	**913,582**	**945,758**	**713,235**
Total Health & Human Services:	**187,304**	**212,042**	**212,782**
Total Culture & Recreation	**213,531**	**206,562**	**216,461**
Total Education:	**11,480,126**	**12,174,420**	**12,528,501**
Total Employee Benefits	**3,697,069**	**3,832,938**	**3,909,069**
Total Debt Service	**1,890,336**	**1,807,550**	**1,669,716**
Total Capital Outlay	**0**	**114,500**	**0**
Total Special Articles	**0**	**50,000**	**0**
Total Transfers to Stabilization, Special Revenue, Capital Projects			
Total Budget Request	**22,199,607**	**22,998,563**	**22,709,940**

*** net of transfers**			
Total Capital Outlay		(189,369)	
Total Special Articles	**(293,461)**	(187,024)	
Total Operating Budget:	**21,906,146**	**22,622,170**	**22,709,940**

Article 3: Salaries of Elected Officials:

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Chapter 41 Section 108 of the Massachusetts General Laws, as amended, as follows:

Board of Assessors	**$2,900**
Blackstone Valley Vocational School District Rep.	**$500**
Moderator	**$250**
Board of Selectmen	**$1,600**
Clerk	**$60,503.92**
Water/Sewer Commission	**$2,400**

Or take any other action relative thereto.

Finance Committee: RECOMMEND

MOTION: I move that the Town vote to hear and act upon the report and recommendations of the Finance Committee and further to fix the salary and compensation of elected officials as presented in the Finance Committee's FY12 Budget Recommendation, and further to approve a total budget of $22,709,940 consisting of $220,000 transferred from Ambulance Receipts Reserved for Appropriation, $5,000 transferred from the Wetlands Protection Account, $248,620 transferred from Free Cash and the remaining $22,236,320 to be raised and appropriated, all as set forth in the Column entitled "FY12 Finance Committee/Board of Selectmen/Town Administrator Recommended Budget" in the handout entitled, "Finance Committee Budget Message for Fiscal Year 2012", for the purpose of funding the annual operating budget of the Town for Fiscal Year 2012.

PASSED BY MAJORITY VOICE VOTE

Article 4: FY12 Transfer Station Enterprise Fund

To see if the Town will vote to raise and appropriate and/or transfer the sum of **$271,528** from Transfer Station charges and fees and **$7,295** to be taken from Transfer Station retained earnings, for a total budget of **$278,823** to operate and maintain the Transfer Station.

Salaries/Wages		$42,273
Expenses		$236,550
	Total	**$278,823**

Or take any other action relative thereto.

Explanation: This approves funding sources and amounts for operating the Transfer Station in Fiscal Year 2012.

Finance Committee: RECOMMEND

MOTION: I move that the Town vote to raise and appropriate the sum of **$271,528** from Transfer Station charges and fees and **$7,295** to be taken from Transfer Station retained earnings, for a total budget of **$278,823** to operate and maintain the Transfer Station.

Salaries/Wages		$42,273
Expenses		$236,550
	Total	**$278,823**

PASSED BY MAJORITY VOICE VOTE.

Article 5: FY12 Water/Sewer Enterprise Fund

To see if the Town will vote to raise and appropriate and/or transfer the sum of **$872,719** from Water & Sewer charges and fees, and transfer the sum of **$229,168** from the reserved for debt account and transfer the sum of **$10,000** from Sewer development for a total budget of **$1,111,887** to operate and maintain the Water/Sewer Department.

Salaries/Wages		$328,398
Expenses		544,321
Debt		$229,168
Capital Outlay		$10,000
	Total	**$1,111,887**

Or take any other action relative thereto.

Explanation: This approves funding sources and amounts for operating the Water & Sewer Enterprise for Fiscal Year 2012.

Finance Committee: RECOMMEND

MOTION: I move that the Town will vote to raise and appropriate the sum of **$872,719** from Water & Sewer charges and fees, and transfer the sum of **$229,168.00** from the reserved for debt account and transfer the sum of **$10,000** from Sewer development for a total budget of **$1,111,887** to operate and maintain the Water/Sewer Department.

Salaries/Wages		$328,398
Expenses		544,321
Debt		$229,168
Capital Outlay		$10,000
	Total	**$1,111,887**

PASSED BY MAJORITY VOICE VOTE

Article 6: Personnel Bylaw Classification & Update

To see if the Town will vote to approve the following Personnel Classification and Compensation plans for Fiscal Year 2012; or to take any other action relative thereto.

Explanation: This represents the proposed schedule for Fiscal Year 2012. It includes a 1.5% Cost of Living Adjustment for non-union employees covered by the Bylaw.

Finance Committee: RECOMMEND

MANAGEMENT

MANAGEMENT Compensation Plan - FY12 Budget

Grade	Position	Grade	Position
M-1		**M-4**	Fire Chief
			System Manager Water & Sewer
M-2	Principal Assessor		Town Accountant
	Municipal Facilities Maint Mgr.		
		M-5	Hwy Superintendent
M-3	Building Commissioner		Town Engineer
	Director Senior Center		
	Library Director		
	Planning & Conservation Agent		
	Treasurer/Collector		

COLA Increase % 1.50%

	1	2	3	4	5	6	7	8	9	10
1	**37,857.62**	**38,709.42**	**39,580.38**	**40,470.94**	**41,381.54**	**42,312.62**	**43,264.65**	**44,238.11**	**45,233.47**	**46,251.22**
2	**47,320.91**	**48,385.63**	**49,474.31**	**50,587.48**	**51,725.70**	**52,889.53**	**54,079.54**	**55,296.33**	**56,540.50**	**57,812.66**
3	**59,153.92**	**60,484.88**	**61,845.79**	**63,237.32**	**64,660.16**	**66,115.01**	**67,602.60**	**69,123.66**	**70,678.94**	**72,269.22**
4	**68,024.78**	**69,555.34**	**71,120.34**	**72,720.54**	**74,356.75**	**76,029.78**	**77,740.45**	**79,489.61**	**81,278.13**	**83,106.89**
5	**73,129.21**	**74,774.61**	**76,457.04**	**78,177.33**	**79,936.32**	**81,734.88**	**83,573.92**	**85,454.33**	**87,377.05**	**89,343.04**

OFFICE ADMINISTRATIVE POSITIONS
OFFICE ADMINISTRATIVE Compensation Plan - FY12 Budget

Grade	Position	Grade	Position
OA-1	Jr. Clerk Assessors Library Assistant Meeting Minute Recorder	**OA-3**	Adm. Sec/Comm Development Assessors' Admin Asst. Asst. Tax Collector Asst. to the Town Accountant Asst. Treasurer
OA-2	Adm. Sec Bd Selectmen Highway Clerk Principal Clerk -Fire, Building, Assessors Senior Clerk	**OA-4**	Adm. Secretary Adm. Supervisor/Bd Health Asst. Town Clerk
		OA-5	Adm. Asst. to Exec Adm./BOS

COLA Increase % 1.50%

	Grade	1	2	3	4	5	6	7	8	9	10
1	Hourly	**12.92**	**13.21**	**13.51**	**13.81**	**14.12**	**14.44**	**14.77**	**15.10**	**15.44**	**15.79**
2	Hourly	**15.52**	**15.87**	**16.23**	**16.59**	**16.96**	**17.35**	**17.74**	**18.13**	**18.54**	**18.96**
3	Hourly	**17.07**	**17.46**	**17.85**	**18.25**	**18.66**	**19.08**	**19.51**	**19.95**	**20.40**	**20.86**
4	Hourly	**19.62**	**20.06**	**20.51**	**20.97**	**21.45**	**21.93**	**22.42**	**22.93**	**23.44**	**23.97**
5	Hourly	**21.79**	**22.28**	**22.78**	**23.30**	**23.82**	**24.36**	**24.90**	**25.46**	**26.04**	**26.62**

PUBLIC WORKS POSITIONS
PUBLIC WORKS Compensation Plan - FY12 Budget

Grade	Position	Grade	Position
PM-1	Truck Driver/Laborer	**PM-3**	
PM-2	Asst Water/Sewer Operator Hwy Laborer Operator	**PM-4**	Group Leader
		PM-5	Water Operator Chief Operator Highway Mechanic

COLA Increase % 1.50%

		1	2	3	4	5	6	7	8	9	10
1	Hourly	**$16.53**	**$16.91**	**$17.29**	**$17.68**	**$18.07**	**$18.48**	**$18.90**	**$19.32**	**$19.76**	**$20.20**
2	Hourly	**$18.06**	**$18.46**	**$18.88**	**$19.30**	**$19.74**	**$20.18**	**$20.64**	**$21.10**	**$21.57**	**$22.06**
3	Hourly	**$18.95**	**$19.38**	**$19.81**	**$20.26**	**$20.71**	**$21.18**	**$21.66**	**$22.14**	**$22.64**	**$23.15**
4	Hourly	**$19.87**	**$20.32**	**$20.78**	**$21.25**	**$21.72**	**$22.21**	**$22.71**	**$23.22**	**$23.75**	**$24.28**
5	Hourly	**$21.94**	**$22.44**	**$22.94**	**$23.46**	**$23.99**	**$24.53**	**$25.08**	**$25.64**	**$26.22**	**$26.81**

Miscellaneous Positions
MISCELLANEOUS Compensation Plan - FY12 Budget

Grade	Position	Grade	Position
MS-1	Senior Center Clerk Transfer Station Employees	MS-3	
MS-2	Assessor Lister	MS-4	Senior Outreach Coordinator

COLA Increase % 1.50%

		1	2	3	4	5	6	7	8	9	10
1	Hourly	**$12.92**	**$13.21**	**$13.51**	**$13.81**	**$14.12**	**$14.44**	**$14.77**	**$15.10**	**$15.44**	**$15.79**
2	Hourly	**$15.52**	**$15.87**	**$16.23**	**$16.59**	**$16.96**	**$17.35**	**$17.74**	**$18.13**	**$18.54**	**$18.96**
3	Hourly	**$17.07**	**$17.46**	**$17.85**	**$18.25**	**$18.66**	**$19.08**	**$19.51**	**$19.95**	**$20.40**	**$20.86**
4	Hourly	**$19.62**	**$20.06**	**$20.51**	**$20.97**	**$21.45**	**$21.93**	**$22.42**	**$22.93**	**$23.44**	**$23.97**

* All employees currently in the **MS** Compensation classification who are currently receiving an hourly wage higher than that presented above for their relevant grade and step, shall remain at their current hourly wage until such time that the compensation plan exceeds their current hourly wage.

Public Safety
Public Safety Compensation Plan - FY12 Budget

Grade	Position	Grade	Position
PS-1	vacant	**PS-5**	Assistant Fire Chief Deputy Fire Chief
PS-2	Basic Call Fire Fighter Lt. Fire Fighter Part-time Dispatcher*	**PS-6**	Part-time EMT (on call)
PS-3	Captain Fire Fighter Part-time Reserve Officer* Part-time Reserve Clerk*	**PS-7**	Part-time Nurse Full-time 911 Trainer
		PS-8	Full-time Fire/EMT
PS-4	Full-time Dispatcher	**PS-9**	Administrative/Secretary/Dispatcher

* Police part-time position have a one year probationary period.

COLA Increase % 1.50%

		1	2	3	4	5	6	7	8	9	10
1	Hourly										
2	Hourly	**$12.92**	**$13.21**	**$13.51**	**$13.81**	**$14.12**	**$14.44**	**$14.77**	**$15.10**	**$15.44**	**$15.79**
3	Hourly	**$15.52**	**$15.87**	**$16.23**	**$16.59**	**$16.96**	**$17.35**	**$17.74**	**$18.13**	**$18.54**	**$18.96**
4	Hourly	**$17.07**	**$17.46**	**$17.85**	**$18.25**	**$18.66**	**$19.08**	**$19.51**	**$19.95**	**$20.40**	**$20.86**
5	Hourly	**$17.91**	**$18.32**	**$18.73**	**$19.15**	**$19.58**	**$20.02**	**$20.47**	**$20.93**	**$21.41**	**$21.89**
6	Hourly	**$18.81**	**$19.23**	**$19.66**	**$20.11**	**$20.56**	**$21.02**	**$21.49**	**$21.98**	**$22.47**	**$22.98**
7	Hourly	**$19.76**	**$20.21**	**$20.66**	**$21.13**	**$21.60**	**$22.09**	**$22.58**	**$23.09**	**$23.61**	**$24.14**
8	Hourly	**$20.75**	**$21.21**	**$21.69**	**$22.18**	**$22.68**	**$23.19**	**$23.71**	**$24.24**	**$24.79**	**$25.35**
9	Hourly	**$21.80**	**$22.29**	**$22.79**	**$23.31**	**$23.83**	**$24.37**	**$24.92**	**$25.48**	**$26.05**	**$26.64**

* All employees currently in the **Public Safety** Compensation classification who are currently receiving an hourly wage higher than that presented above for their relevant grade and step, shall remain at their current hourly wage until such time that the compensation plan exceeds their current hourly wage.

PASSED BY MAJORITY VOICE VOTE

Motion made and seconded to dissolve Annual Town Meeting.

The meeting adjourned at 7:28 PM

True Copy, ATTEST Christine E. G. Furno, CMC/CMMC Town Clerk

ANNUAL TOWN MEETING
SUMMARY
MAY 2, 2011/JUNE 13, 2011

MONEY TO BE RAISED & APPROPRIATED: (from tax levy)		
Articles 1, 2, & 3	General Government	$22,236,320
MONEY TO BE TRANSFERRED		
Articles 1,2, & 3	from Wetlands Protection Account	$5,000
	from Ambulance Receipts	$220,000
	from Free Cash	$248,620
	TOTAL	*$473,620*
ENTERPRISE FUND (Transfer Station):		
Article 4	Appropriate from Transfer Station charges and fees	$271,528
	Transfer from Transfer Station retained earnings	$7,295
	TOTAL TRANSFER STATION	*$278,823*
ENTERPRISE FUND (Water/Sewer):		
Article 5	Appropriate from Water/Sewer charges and fees	$872,719
	Transfer from Water/Sewer Reserved for Debt Account	$229,168
	Transfer from Sewer development	$10,000
	TOTAL WATER/SEWER	*$1,111,887*
REVOLVING ACCOUNTS:		
Article 7	Simon Fairfield Library Board of Trustees	$500
	Board of Health – Home Composting Program	$2,500
	Planning Board 53E ½	$50,000
	Conservation 53E ½	$50,000
	Zoning Board of Appeals 53E ½	$50,000

ANNUAL TOWN ELECTION — 881 Voted – 15%
TUESDAY, MAY 10, 2011 — 5869 Reg. Voters

Pursuant to the foregoing warrant the inhabitants of the said Town of Douglas who are qualified to vote in elections and town affairs met in the Municipal Center Gymnasium, 29 Depot Street, Douglas on Tuesday, May 10, 2011.

The following were sworn to faithful performance of their duties as election officers for Precinct One: Constable – Debra Cygielnik-Blain; Ballot Clerks - BettyAnn McCallum, Patricia Brule; Ballot Checkers - Elaine Kelly, Patricia Koslak; Ballot Counter/Tabulator – Christine E.G. Furno.

The following were sworn to faithful performance of their duties as election officers for Precinct Two: Constable – Carol Field; Ballot Clerks - Anne Burgess, Lois Garrison; Ballot Checkers – Donna Frabotta, Monica Prunier; Ballot Counter/Tabulator – Eileen F. Damore.

The warrant was read by the Town Clerk, Christine E.G. Furno and the polls were opened at 8:00 a.m. The Town of Douglas voted as follows:

	PCT 1	PCT 2	TOTAL
SELECMAN – 3 years (vote for 1)			
Blanks	0	0	0
Paula Brouillette	174	140	314
Harold R. Davis	**307**	**260**	**567**
Write-In/Other	0	0	0
TOTAL	481	400	881
ASSESSOR – 3 years			
Blanks	181	144	325
James John J. Sughrue Jr.	**300**	**256**	**556**
Write-In/Other	0	0	0
TOTAL	481	400	881
SCHOOL COMMITTEE – 3 years			
Blanks	153	144	297
Scott A. Yacino	**328**	**256**	**584**
Write-In/Other	0	0	0
TOTAL	481	400	881
AGENT MOSES WALLIS – 1 year	PCT 1	PCT 2	**TOTAL**
Blanks	137	107	244
Betty A. Therrien	**344**	**293**	**627**
Write-In/Other	0	0	0
TOTAL	481	400	881
TRUSTEE PUBLIC LIBRARY – 3 years			
Blanks	179	150	329
Barbara Grimes- Smith	**302**	**250**	**552**
Write-In/Other	0	0	0
TOTAL	481	400	881
CEMETERY COMMISSION – 3 years			
Blanks	189	157	346
Debra A. Heinz	**292**	**243**	**535**
Write-In/Other	0	0	0
TOTAL	481	400	881
WATER/SEWER COMMISSION – 3 years			
Blanks	152	105	257
Colin H. Haire	**329**	**295**	**624**
Write-In/Other	0	0	0
TOTAL	481	400	881
RECREATION COMMISSION – 3 years (vote for 2)			
Blanks	402	326	728
Joseph J. Cicero	**248**	**204**	**452**
Christine E.G. Furno	**312**	**270**	**582**
Write-In/Other	0	0	0
TOTAL	962	800	1762
PLANNING BOARD – 5 years			
Blanks	145	108	253
Ernest R. Marks Jr.	**336**	**292**	**628**
Write-In/Other	0	0	0
TOTAL	481	400	881

HOUSING AUTHORITY – 5 years

Blanks	462	392	854
Write-In/Other			
Eric Beaird	1	0	1
Dennis Bishop	2	0	2
Harold Buxton	1	0	1
Kim Cicero	1	0	1
Kevin Connors	0	1	1
Shirley Cooney	2	0	2
Dan Fierro	2	0	2
Joseph Fitzpatrick	0	1	1
Carol Gogolinski	0	3	3
Donald Gonynor	1	0	1
Fred Pilch	1	0	1
Nathan Preston	2	0	2
Michael Small	1	0	1
Helen Someaert	1	0	1
James John J. Sughrue Jr.	0	1	1
Kevin Sughrue	2	0	2
Tom Tebo	2	1	3
Rei Wilson	0	1	1
TOTAL	481	400	881

The polls closed at 8:00 p.m.

A True Copy, ATTEST Christine E. G. Furno, CMC/CMMC Town Clerk

TOWN OF DOUGLAS
SPECIAL TOWN MEETING
Monday, November 14, 2011

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on 33 Davis Street on Monday, November 14, 2011 at 7:00 PM. There being a quorum present (72 registered voters); the meeting was called to order by the Moderator, Keith M. Menard. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Keith Menard. Mr. Menard did an introduction of Non-Resident Members of Town Meeting, an introduction of the Finance Committee and the Board of Selectmen. Mr. Menard explained how the Town Meeting will be run and the rules of Town Meeting. At this time, the Town voted as follows:

Article 1: Fiscal Year 2012 Budget Transfers/Amendments

To see if the Town will vote to raise and appropriate or transfer from available funds such sums of money as are necessary to fund the following amendments to Article 2 of the Annual Town Meeting of May 2, 2011 and continued to June 13, 2011:

Increase Police Wages by	**$12,102**
Increase Police Expense by	**$3,454**
Increase BFCC Wages by	**$750**
Increase Debt Expense by	**$418,307**
Increase Ambulance Wages by	**$22,000**
Increase Veterans Expenses by	**$15,000**

Or take any other action related thereto.

MOTION: I move that the Town vote to raise and appropriate the sum of **$449,613** and to transfer the sum of **$22,000** from Ambulance Receipts Reserved for Appropriation to fund the budget amendments to Article 2 of the Annual Town Meeting of May 2, 2011 and continued to June 13, 2011, as written in the warrant.

Finance Committee: Recommend
MOTION PASSED BY UNANIMOUS CONSENT

Article 2: Prior Year Bill

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$205.26** to pay for the following prior year bill:

Integrys Energy Services	**$205.26**

Or take any other action related thereto.

MOTION: I move that the Town vote to transfer the sum of **$205.26** from the Street Light Account of Article 2 of the Annual Town Meeting of May 2, 2011, and continued to June 13, 2011 to pay for a prior year bill to Integrys Energy Services

Finance Committee: Recommend

MOTION PASSED BY UNANIMOUS CONSENT (9/10th REQUIRED)

Article 3: Firefighter's Union Contract Ratification

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$3,038** to the Fire Wages Account and the sum of **$4,054** to the Ambulance Wages Account and to ratify the provisions of the collective bargaining agreement negotiated with the Firefighters Union for the period of July 1, 2011 to June 30, 2014, or take any other action related thereto.

MOTION: I move that the Town vote to raise and appropriate the sum of **$3,038** to the Fire Wages Account, and to transfer the sum of **$4,054** from the Ambulance Receipts Reserved for Appropriation to the Ambulance Wages Account and to ratify the provisions of the collective bargaining agreement negotiated with the Firefighters Union for the period of July 1, 2011 to June 30, 2014.

Finance Committee: Recommend

MOTION PASSED BY MAJORITY VOICE VOTE

Article 4: Purchase of New Ambulance

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of **$160,000** for the purchase of a New Ambulance and associated equipment for the Fire/Ambulance Department, or take any other action related thereto.

MOTION: I move that the Town vote to transfer from the Stabilization Account the sum of **$160,000** for the purchase of a New Ambulance and associated equipment for the Fire/Ambulance Department. It is the intention of this article that said funds shall be returned to the Stabilization Account from the Ambulance Receipts Reserved for Appropriation at a future Town Meeting.

Finance Committee: Recommend

MOTION PASS UNANIMOUS VOICE VOTE (2/3^{RDS} REQUIRED)

Article 5: Purchase, Installation, and Repair of Public Safety Radio Communication Equipment

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of **$150,000** for the purchase, installation, and repair of Public Safety Radio Communication Equipment, or take any other action related thereto.

MOTION: I move that the Town will vote to transfer from the Stabilization Account the sum of **$150,000** for the purchase, installation, and repair of Public Safety Radio Communication Equipment.

Finance Committee: Recommend

MOTION PASSED BY UNANIMOUS VOICE VOTE 2/3^{RDS} REQUIRED)

Article 6: Waterways - Douglas Dive Rescue Team Account

To see if the Town will vote to transfer the sum of **$6,000** from the Waterway Improvement RRA to a Waterway Dive Rescue Team Account for the purpose of paying costs associated with the purchase of supplies, equipment and training, or take any other action related thereto.

MOTION: I move that the Town vote to transfer the sum of **$6,000** from Waterway Improvement Receipts Reserved for Appropriation to a Waterway Dive Rescue Team Account for the purpose of paying costs associated with the purchase of supplies, equipment and training.

Finance Committee: Recommend

MOTION PASSED MAJORITY VOICE VOTE

Article 7: Transfer from School Building Schematic Design & School Feasibility Capital Account to Stabilization Account

To see if the Town will vote to transfer **$306,695.23** from the School Building Schematic Design Account (Art. 1, STM 11/15/10), and **$3,561** from the School Feasibility Capital Account (Art. 10, ATM 5/5/08), for a total of **$310,256.23** to the Stabilization Account, or take any other action related thereto.

MOTION: I move that the Town vote to transfer the sum of **$306,695.23** from the School Building Schematic Design Account (Art. 1, STM 11/15/10), and the sum of **$3,561** from the School Feasibility Capital Account (Art. 10, ATM 5/5/08), for a total sum of **$310,256.23** to the Stabilization Account.

Finance Committee: Recommend

MOTION PASSED BY UNANIMOUS VOICE VOTE (2/3^{RDS} REQUIRED)

Article 8: Massachusetts Clean Energy Project

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$6,000** to fund the grant match for the wind turbine study, or take any other action related thereto.

MOTION: I move that the Town vote to raise and appropriate the sum of **$6,000** to fund the grant match for the wind turbine study.

Finance Committee: Recommend

MOTION PASSED BY UNANIMOUS VOICE VOTE

Article 9: Fiscal Year 2012 Water & Sewer Budget Transfers/Amendments

To see if the Town will vote to transfer the sum of **$220,968** from the Water/Sewer Reserved for Debt Account and to make the following amendments to the Fiscal Year 2012 Water/Sewer budget.

Decrease Salaries/Wages by	**$17,538**
Increase Debt by	**$238,506**

Or take any other action related thereto.

MOTION: I move that the Town vote to transfer the sum of **$220,968** from the Water & Sewer Reserved for Debt Account and to make the amendments to the Fiscal Year 2012 Water/Sewer budget as listed in the warrant.

Finance Committee: Recommend

MOTION PASSED BY UNANIMOUS VOICE VOTE

Article 10: Manchaug Street Sewer Extension Transfer

To see if the Town will vote to transfer the sum of **$37,363.83** from the Water/Sewer Retained earnings to the Manchaug Street Sewer Extension Capital Project Account, or take any other action related thereto.

MOTION: I move that the Town vote to transfer the sum of **$37,363.83** from Water/Sewer Retained earnings to the Manchaug Street Sewer Extension Capital Project Account.

Finance Committee: Recommend

MOTION PASSED BY UNANIMOUS VOICE VOTE

Article 11: Acceptance of M.G.L. Chapter 60 Section 62A – Tax Title Agreements

To see if the Town will vote to add a new Section 2(b) of Article 2 of the General By-laws as follows, or take any other action relative thereto:

"Pursuant to General Laws, Chapter 60, Section 62A, payment agreements between the Treasurer and persons entitled to redeem parcels in tax title are hereby authorized. Such agreements shall be for a maximum term of no more than five years. Each agreement will require a minimum payment at the inception of 25% needed to redeem the parcel. During the term of the agreement the treasurer may not bring an action to foreclose the tax title unless payments are not made in accordance with the schedule set out in the agreement or timely payments are not made on other amounts due the municipality that are a lien on the same parcel."

MOTION: I move that the Town vote to add a new Section 2(b) of Article 2 of the General By-laws as written in the warrant:

Pursuant to General Laws, Chapter 60, Section 62A, payment agreements between the Treasurer and persons entitled to redeem parcels in tax title are hereby authorized. Such agreements shall be for a maximum term of no more than five years. Each agreement will require a minimum payment at the inception of 25% needed to redeem the parcel. During the term of the agreement the treasurer may not bring an action to foreclose the tax title unless payments are not made in accordance with the schedule set out in the agreement or timely payments are not made on other amounts due the municipality that are a lien on the same parcel.
Finance Committee: Recommend
MOTION PASSED BY UNANIMOUS VOICE VOTE

Article 12: TIF Agreement – Gilboa Properties LLC & Classic Envelope, Inc.

To see if the Town will vote to approve the Tax Increment Financing Agreement between the Town, Gilboa Properties, LLC, and Classic Envelope, Inc., substantially in the form as is on file with the Town Clerk prior to the Town Meeting (the "TIF Agreement"), pursuant to GL c. 40, §59, and to authorize the Town Administrator to submit the TIF Agreement, Tax Increment Financing Plan, and Certified Expansion Project Application to the Massachusetts Economic Assistance Coordinating Council all relating to the project as described in the TIF Agreement to be located in the 120 Gilboa Street Economic Opportunity Area, and to take such other actions as may be necessary to obtain approval of the Certified Expansion Project Application, the Tax Increment Financing Plan and TIF Zone and to implement the TIF Agreement, or to take any other action related thereto.

MOTION: I move that the Town vote to approve the Tax Increment Financing Agreement between the Town, Gilboa Properties, LLC, and Classic Envelope, Inc., substantially in the form as is on file with the Town Clerk prior to the Town Meeting (the "TIF Agreement"), pursuant to GL c. 40, §59, and to authorize the Town Administrator to submit the TIF Agreement, Tax Increment Financing Plan, and Certified Expansion Project Application to the Massachusetts Economic Assistance Coordinating Council all relating to the project as described in the TIF Agreement to be located in the 120 Gilboa Street Economic Opportunity Area, and to take such other actions as may be necessary to obtain approval of the Certified Expansion Project Application, the Tax Increment Financing Plan and TIF Zone and to implement the TIF Agreement.

Finance Committee: Recommend

MOTION PASSED BY UNANIMOUS VOICE VOTE

Article 13: PILOT Agreement – Con Edison

To see if the Town will vote to approve a PILOT agreement pursuant to Massachusetts General Law Chapter 59 Section 38H between the Town and Con Edison Development, substantially in the form as is on file in the Office of the Town Clerk prior to the Town Meeting, or take any other action related thereto.

MOTION: I move that the Town vote to approve a Payment in Lieu of Taxes (PILOT) agreement pursuant to Massachusetts General Law Chapter 59 Section 38H between the Town and Con Edison Development, substantially in the form as is on file in the Office of the Town Clerk prior to the Town Meeting.

Finance Committee: Recommend

MOTION PASSED BY UNANIMOUS VOICE VOTE

Article 14: Personnel Classification & Compensation Schedule Change

To see if the Town will vote to make the following changes to the Personnel Classification & Compensation Plan (changes in bold and highlighted):

OFFICE ADMINISTRATIVE Compensation Plan - FY12 Budget

Grade	*Position*	*Grade*	*Position*
OA-1	Jr. Clerk Assessors	OA-3	Adm. Sec/Comm Development
	Library Assistant		Assessors' Admin Asst.
	Meeting Minute Recorder		Asst. Tax Collector
			Asst. to the Town Accountant
			Asst. Treasurer
OA-2	Adm. Sec Bd Selectmen	OA-4	Adm. Supervisor/Bd Health
	Adm. Sec Water & Sewer		Asst. Town Clerk
	Highway Clerk		**Children's Librarian**
	Circulation Librarian		
	Principal Clerk -Fire, Building, Assessors		
	Senior Clerk	OA-5	Adm. Asst. to Exec Adm./BOS
			COLA Increase % **1.50%**

COLA Increase % **1.50%**

	Grade	1	2	3	4	5	6	7	8	9	10
1	Hourly	**12.92**	**13.21**	**13.51**	**13.81**	**14.12**	**14.44**	**14.77**	**15.10**	**15.44**	**15.79**
2	Hourly	**15.52**	**15.87**	**16.23**	**16.59**	**16.96**	**17.35**	**17.74**	**18.13**	**18.54**	**18.96**
3	Hourly	**17.07**	**17.46**	**17.85**	**18.25**	**18.66**	**19.08**	**19.51**	**19.95**	**20.40**	**20.86**
4	Hourly	**19.62**	**20.06**	**20.51**	**20.97**	**21.45**	**21.93**	**22.42**	**22.93**	**23.44**	**23.97**
5	Hourly	**21.79**	**22.28**	**22.78**	**23.30**	**23.82**	**24.36**	**24.90**	**25.46**	**26.04**	**26.62**

MISCELLANEOUS Compensation Plan - FY12 Budget

Grade	Position	Grade	Position
MS-0	**Library Page** **Cable Recording Assistant**	MS-3	
MS-1	Senior Center Clerk Transfer Station Employees	MS-4	Senior Outreach Coordinator
MS-2	**Cable Access Coordinator** Assessor Lister		

COLA % Increase 1.50%

		1	2	3	4	5	6	7	8	9	10
0	Hourly	**$8.00**	**$8.18**	**$8.36**	**$8.55**	**$8.74**	**$8.94**	**$9.14**	**$9.35**	**$9.56**	**$9.77**
1	Hourly	**$12.92**	**$13.21**	**$13.51**	**$13.81**	**$14.12**	**$14.44**	**$14.77**	**$15.10**	**$15.44**	**$15.79**
2	Hourly	**$15.52**	**$15.87**	**$16.23**	**$16.59**	**$16.96**	**$17.35**	**$17.74**	**$18.13**	**$18.54**	**$18.96**
3	Hourly	**$17.07**	**$17.46**	**$17.85**	**$18.25**	**$18.66**	**$19.08**	**$19.51**	**$19.95**	**$20.40**	**$20.86**
4	Hourly	**$19.62**	**$20.06**	**$20.51**	**$20.97**	**$21.45**	**$21.93**	**$22.42**	**$22.93**	**$23.44**	**$23.97**

- All employees currently in the MS Compensation classification who are currently receiving an hourly wage higher than that presented above for their relevant grade and step, shall remain at their current hourly wage until such time that the compensation plan exceeds their current hourly wage.

Or take any other action related thereto.

MOTION: I move that the Town vote to make the changes to the Personnel Classification & Compensation Plan as indicated in the warrant (changes are in bold and highlighted).

Finance Committee: Recommend

MOTION PASSED BY UNANIMOUS VOICE VOTE

Article 15: Personnel By-Law Amendments

To see if the Town will vote to make the following changes to the Personnel Bylaw:

Delete the following in section II F.:

"The Personnel Board shall appoint a Personnel Assistant, who is not a member of the Board, who shall be responsible for the administration of this Bylaw and any classification and compensation plans and such rules and regulations regarding such plans as may be promulgated by the Personnel Board. The Personnel Assistant shall maintain adequate personnel records of all employees occupying positions subject to this Bylaw and any classification and compensation plans. He or she shall furnish the Board with information and make recommendations as to initial classification, approval of reports, the settlement of grievances, and any other actions relevant to this Bylaw."

And replace with the following:

"II F. The Town Administrator shall be responsible for the administration of this Bylaw and any classification and compensation plans and such rules and regulations regarding such plans as may be promulgated by the Personnel Board. The Town Administrator or his designee shall maintain adequate personnel records of all employees occupying positions subject to this Bylaw and any classification and

compensation plans. He or she shall furnish the Board with information and make recommendations as to initial classification, approval of reports, the settlement of grievances, and any other actions relevant to this Bylaw."

Delete the second paragraph of section V. B.:

"Holiday pay for full-time, non-exempt employees shall be paid at the scheduled hours for that day. Holiday pay for part-time employees shall be the prorated schedule of hours. Temporary seasonal employees shall not receive holiday pay."

And replace with the following

"Holiday pay for full-time, part-time, and non-exempt employees shall be paid for the hours normally scheduled for that day. Temporary, fill-in, and seasonal employees shall not receive holiday pay."

Add the following at the end of the first paragraph of section V. C. Sick Days:

"Temporary, fill-in, and seasonal employees shall not receive sick pay."

Delete the fourth sentence of paragraph 2 of section V. D. Tuition Reimbursement:

"The Town may require the employee to sign an agreement to remain with the Town for a period of up to two years after completion of the course, or else be willing to reimburse the Town for the funds."

And replace with the following:

"The Town shall require the employee to sign an agreement to remain with the Town for a period of up to two years after completion of the course, or shall reimburse the Town for the funds."

Delete the last paragraph of section V. D. Tuition Reimbursement:

"Reimbursement: To receive reimbursement you must submit a fully executed copy of the Educational Assistance Request Form. Forms can be found in the Personnel Policies and Procedures for the Town of Douglas, (Attachment F) along with proof of payment to the educational institution with official grade utilizing the Expense Report (Attachment G)."

And replace with the following:

"Reimbursement: To receive reimbursement a fully executed copy of the Educational Assistance Request Form along with proof of payment to the educational institution and official grade must be submitted."

Add the following to the end of the first paragraph of section V. E. Bereavement Leave:

"Temporary, fill-in, and seasonal employees shall not receive bereavement pay."

Delete the last sentence of section V. E. Bereavement Leave:

"An exception to above can be made at the discretion of the department head."

Delete section VI. Personal Leave in its entirety:

"All full-time employees are entitled to three (3) days of personal leave with pay each fiscal year to be earned and taken in the same manner as vacation benefits for the purpose of attending to personal business which unavoidably conflicts with the employee's work schedule or to observe religious holidays. Except in circumstances that prevent advance notice, employees shall request leave at least seventy-two (72) hours in advance. Personal leave that is not utilized by June 30th of the year in which it is credited shall be forfeited."

And replace with the following:

"All full-time employees are entitled to three (3) days of personal leave with pay each fiscal year to be earned and taken in the same manner as vacation benefits for the purpose of attending to personal business which

unavoidably conflicts with the employee's work schedule or to observe religious holidays. All regular part-time employees are entitled to two (2) days of personal leave with pay. Personal leave that is not utilized by June 30th of the year in which it is credited shall be forfeited."

Or take any other action related thereto.
MOTION: I move that the Town vote to Table Article 15

Finance Committee: Recommend

MOTION TO POSTPONE ARTICLE INDEFINITELY PASSED BY MAJORITY VOICE VOTE

Motion made and seconded to dissolve the meeting.

Meeting dissolved at 7:53 PM.

A True Copy, ATTEST: Christine E. G. Furno, CMC/CMMC Town Clerk

Town of Douglas
SPECIAL TOWN MEETING
SUMMARY
November 14, 2011

MONEY TO BE RAISED AND APPROPRIATED:		
Article 1	General Government	$449,613
Article 3	to Fire Wage Account	$3,038
Article 8	Wind Turbine Study – Grant match	$6,000
	TOTAL	*$458,651*
MONEY TO BE TRANSFERRED: (from Ambulance Receipts)		
Article 1	for Appropriation to fund FY12 Budget	$22,000
Article 3	to Ambulance Wages Account	$4,054
	TOTAL	*$26,054*
MONEY TO BE TRANSFERRED: (from Street Light Account)		
Article 2	Prior year bill – Integrys Energy	$205.26
MONEY TO BE TRANSFERRED: (from Stabilization Account)		
Article 4	New Ambulance	$160,000
Article 5	Public Safety Radio Com. Equipment	$150,000
	TOTAL	*$310,000*
MONEY TO BE TRANSFERRED: (from Waterway Improvement Receipts)		
Article 6	to Waterway Dive Rescue Team	$6,000
MONEY TO BE TRANSFERRED: (to Stabilization Account)		
Article 7	from SBC Schematic Design Acct.	$306,695.23
	from School Feasibility Capital Acct.	$3,561
	TOTAL	*$310,256.23*
MONEY TO BE TRANSFERRED: (Water & Sewer Reserved for Debt Acct.)		
Article 9	FY12 Water/Sewer budget	$220,968
MONEY TO BE TRANSFERRED: (from Water/Sewer Retained Earnings)		
Article 10	to Manchaug Street Sewer Ext. Capital Project Account	$37,363.83

PERSONNEL BOARD

The Personnel Board provides personnel policies for all non-union, non-school, and non-contracted employees. The Board is also vested with the authority to promulgate classification and compensation plans.

This year the Board held public hearings on the Personnel Policies and Procedures Manual and presented a final draft to the Board of Selectmen for its approval. The Personnel Board continued receiving updated job descriptions and grading them. It revised the compensation plan adding several positions which were not included and gained its acceptance the Fall Town Meeting. It reviewed the Personnel By-law noting discrepancies in benefits awards which will address at the next Annual Town Meeting. It received one sick bank request.

A municipal employee evaluation and pay raise structure proposal was received from Selectman Jeffrey LaPorte. The Board asked Town Administrator Michael Guzinski to appoint a sub-committee of town staff to review the proposal. Although initially rejected by the sub-committee, the Board asked them to review the current forms used to evaluate staff.

The Personnel Board voted for a 3% raise for employees in FY12 with no step increases so as to provide an equitable raise to all employees, including those who were at the top of their step. This was countered by the Town Administrator with a 1.5% raise plus steps which eventually gained approval from the Town.

Kristen Stevens joined the Board this Fall.

Respectfully submitted,

Ellie Chesebrough
Chair

FINANCE DEPARTMENT

TOWN OF DOUGLAS

Combined Balance Sheet - All Fund Types & Account Group

June 30, 2011

	Governmental Fund Types				Fiduciary	L-T Debt	Totals
	General 0100	Special Revenue	Capital Projects	Enterprise Fund	Trust & Agency	Account Group	(Memo Only)
Assets							
Cash & investments	2,013,543.58	1,303,301.70	1,683,095.98	1,282,270.59	1,862,421.52	0.00	8,144,633.37
Petty Cash	100.00						100.00
Receivables:							
Property taxes	356,613.06	0.00	0.00	0.00	0.00	0.00	356,613.06
Tax liens	608,871.74	0.00	0.00	0.00	0.00	0.00	608,871.74
Motor vehicle excise	103,823.19	0.00	0.00	0.00	0.00	0.00	103,823.19
Boat excise	3,032.08	0.00	0.00	0.00	0.00	0.00	3,032.08
Intergovernmental	6,249,157.63	89,079.86	9,800.00	0.00	0.00	0.00	6,348,037.49
Water/Sewer	0.00	0.00	0.00	202,149.59	0.00	0.00	202,149.59
Other	0.00	213,739.01	0.00	0.00	3,995.00	0.00	217,734.01
Special assessments	155.16	0.00	0.00	0.00	0.00	0.00	155.16
Due from other funds	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fixed Assets	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inventory	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Prepaid expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Tax Foreclosures	273,343.64	0.00	0.00	0.00	0.00	0.00	273,343.64
Amount to be provided-debt	0.00	0.00	0.00	0.00	0.00	16,307,463.45	16,307,463.45
Amount to be provided-Landfill	0.00	0.00	0.00	0.00	0.00	122,000.00	122,000.00
Loans Authorized	0.00	0.00	0.00	0.00	0.00	50,154,389.00	50,154,389.00
Total Assets	**9,608,640.08**	**1,606,120.57**	**1,692,895.98**	**1,484,420.18**	**1,866,416.52**	**66,583,852.45**	**82,842,345.78**

	Governmental Fund Types				Fiduciary	L-T Debt	Totals
	General 0100	Special Revenue	Capital Projects	Enterprise Fund	Trust & Agency	Account Group	(Memo Only)
Liabilities & Reserves							
Warrants & accounts payable	460,743.67	77,025.49	710,446.82	47,255.93	8,999.72	0.00	1,304,471.63
Payrolls payable & withholdings	161,344.36	0.00	0.00	0.00	0.00	0.00	161,344.36
Other liabilities	14,019.03	0.00	0.00	2.22	377,508.22	0.00	391,529.47
Due to other funds	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Notes payable	0.00	0.00	1,650,000.00	0.00	0.00	0.00	1,650,000.00
Bonds payable	0.00	0.00	0.00	0.00	0.00	16,307,463.45	16,307,463.45
Landfill	0.00	0.00	0.00	0.00	0.00	122,000.00	122,000.00
Loans Authorized and Unissued	0.00	0.00	0.00	0.00	0.00	50,154,389.00	50,154,389.00
Allowance for Abate & Exempt	154,923.15	0.00	0.00	0.00	0.00	0.00	154,923.15
Deferred revenue - Intergvmt	6,239,011.63	89,079.86	9,800.00	0.00	0.00	0.00	6,337,891.49
Deferred revenue	1,190,915.72	213,739.01	0.00	202,149.59	3,995.00	0.00	1,610,799.32
Total Liabilities & Reserves	8,220,957.56	379,844.36	2,370,246.82	249,407.74	390,502.94	66,583,852.45	78,194,811.87
Fund Balances							
Reserved							
Contributed Capital	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Encumbrances	331,619.90	0.00	0.00	197.30	0.00	0.00	331,817.20
Petty cash	100.00	0.00	0.00	0.00	0.00	0.00	100.00
Continued appropriations	208,506.77	0.00	0.00	0.00	0.00	0.00	208,506.77
Expenditures	248,620.00	0.00	0.00	246,463.00	0.00	0.00	495,083.00
Bond Premium	0.00	0.00	0.00	0.00	0.00	0.00	0.00
South Street	14,152.30	0.00	0.00	0.00	0.00	0.00	14,152.30
Other	0.00	0.00	0.00	640,848.42	0.00	0.00	640,848.42
Undesignated - Snow & Ice	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Undesignated - Deficits	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Undesignated	584,683.55	1,226,276.21	(677,350.84)	347,503.72	1,475,913.58	0.00	2,957,026.22
Total Fund Balances	1,387,682.52	1,226,276.21	(677,350.84)	1,235,012.44	1,475,913.58	0.00	4,647,533.91
Total Liabilities and Fund Balances	9,608,640.08	1,606,120.57	1,692,895.98	1,484,420.18	1,866,416.52	66,583,852.45	82,842,345.78

* *unaudited financial statements*

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
114 MODERATOR					
01114100 MODERATOR - COMPENSATION					
51905 STIPENDS	250.00	250.00	0.00		0.00
TOTAL MODERATOR - COMPENSATION	250.00	250.00	0.00	0.00	0.00
TOTAL MODERATOR	250.00	250.00	0.00	0.00	0.00
122 SELECTMEN					
01122100 SELECTMEN - SALARIES					
51100 SALARIES	100,027.00	100,026.30	0.00		0.70
51110 F/T WAGES	50,112.00	50,088.00	0.00		24.00
51200 F/T WAGES	1,500.00	898.44	0.00		601.56
51905 STIPENDS	1,600.00	1,472.71	0.00		127.29
TOTAL SELECTMEN - SALARIES	153,239.00	152,485.45	0.00	0.00	753.55
01122200 SELECTMEN - EXPENSES					
51505 ADDITIONAL COMPENSATION	3,600.00	3,600.00	0.00		0.00
52400 REPAIRS AND MAINT AGREEMENT	4,714.00	4,700.20	0.00		13.80
53001 ADVERTISING	100.00	131.09	0.00		(31.09)
53401 POSTAGE	185.00	190.00	0.00		(5.00)
54200 OFFICE SUPPLIES	1,081.00	857.17	0.00		223.83
55800 OTHER SUPPLIES	2,573.00	2,712.50	0.00		(139.50)
57100 IN-STATE TRAVEL	2,000.00	2,558.52	0.00		(558.52)
57150 TRAINING AND EDUCATION	2,517.00	2,517.00	0.00		0.00
57300 DUES AND MEMBERSHIPS	2,375.00	1,871.26	0.00		503.74
TOTAL SELECTMEN - EXPENSES	19,145.00	19,137.74	0.00	0.00	7.26
01122500 FOUR TOWN COMMITTEE					
57601 FOUR TOWNS' EXPENDITURES	5,000.00	0.00	0.00	5,000.00	0.00
TOTAL FOUR TOWN COMMITTEE	**5,000.00**	**0.00**	**0.00**	**5,000.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01122506 GASB 34&45 ART#1 5/7/07					
53000 PROF AND TECHNICAL CONSULTANTS	27,500.00	0.00	0.00	27,500.00	0.00
TOTAL GASB 34&45 ART#1 5/7/07	**27,500.00**	**0.00**	**0.00**	**27,500.00**	**0.00**
01122600 SELECTMEN ENCUMBRANCE					
51905 STIPENDS	41.21	41.21	0.00		0.00
TOTAL SELECTMEN ENCUMBRANCE	**41.21**	**41.21**	**0.00**	**0.00**	**0.00**
TOTAL SELECTMEN	**204,925.21**	**171,664.40**	**0.00**	**32,500.00**	**760.81**
129 AWARDS AND RECOGNITIONS					
01129200 AWARDS AND RECOGNITIONS					
55800 OTHER SUPPLIES	40.00	20.88	0.00		19.12
TOTAL AWARDS AND RECOGNITIONS	**40.00**	**20.88**	**0.00**	**0.00**	**19.12**
131 FINANCE COMMITTEE					
01131100 FINANCE COMMITTEE SALARIES					
51200 P/T WAGES	1,500.00	921.18	0.00		578.82
TOTAL FINANCE COMMITTEE SALARIES	**1,500.00**	**921.18**	**0.00**	**0.00**	**578.82**
01131200 FINANCE COMMITTEE - EXPENSES					
53401 POSTAGE	1,500.00	1,246.90	0.00		253.10
53402 PRINTING AND MAILING	3,345.00	3,584.39	0.00		(239.39)
54200 OFFICE SUPPLIES	100.00	0.00	0.00		100.00
57150 TRAINING AND EDUCATION	0.00	50.00	0.00		(50.00)
57300 DUES AND MEMBERSHIPS	160.00	173.00	0.00		(13.00)
TOTAL FINANCE COMMITTEE - EXPENSES	**5,105.00**	**5,054.29**	**0.00**		**50.71**
TOTAL FINANCE COMMITTEE	**6,605.00**	**5,975.47**	**0.00**	**0.00**	**629.53**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
132 RESERVE FUND	0.00				
01132200 RESERVE FUND	0.00				
57800 RESERVE FUND	746.71	0.00	0.00		746.71
TOTAL RESERVE FUND	**746.71**	**0.00**	**0.00**	**0.00**	**746.71**
	0.00				0.00
135 TOWN ACCOUNTANT	0.00				0.00
01135100 TOWN ACCOUNTANT - SALARIES	0.00				0.00
51100 SALARIES	71,646.00	71,645.85	0.00		0.15
51200 P/T WAGES	17,463.00	16,759.97	0.00		703.03
TOTAL TOWN ACCOUNTANT - SALARIES	**89,109.00**	**88,405.82**	**0.00**	**0.00**	**703.18**
01135200 TOWN ACCOUNTANT - EXPENSES					
53000 PROF AND TECH CONSULTANTS	600.00	0.00	500.00		100.00
53001 ADVERTISING	0.00	256.44	0.00		(256.44)
54200 OFFICE SUPPLIES	900.00	547.76	0.00		352.24
57100 IN-STATE TRAVEL	100.00	0.00	0.00		100.00
57150 TRAINING AND EDUCATION	500.00	315.00	0.00		185.00
57300 DUES AND MEMBERSHIPS	300.00	50.00	0.00		250.00
TOTAL TOWN ACCOUNTANT - EXPENSES	**2,400.00**	**1,169.20**	**500.00**	**0.00**	**730.80**
01135500 ACCT SOFTWARE ART10 10/25/04					
58000 CAPITAL	5,907.70	0.00	0.00	5,907.70	0.00
TOTAL ACCT SOFTWARE ART10 10/25/04	**5,907.70**	**0.00**	**0.00**	**5,907.70**	**0.00**
TOTAL TOWN ACCOUNTANT	**97,416.70**	**89,575.02**	**500.00**	**5,907.70**	**1,433.98**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
136 TOWN AUDIT					
01136200 TOWN AUDIT					
53000 PROF AND TECH CONSULTANTS	23,000.00	23,000.00	0.00		0.00
TOTAL TOWN AUDIT	**23,000.00**	**23,000.00**	**0.00**	**0.00**	**0.00**

141 ASSESSORS					
01141100 BOARD OF ASSESSORS - SALARIES					
51100 SALARIES	47,671.00	47,670.57	0.00		0.43
51110 F/T WAGES	28,553.00	27,859.73	0.00		693.27
51200 F/T WAGES	0.00	0.00	0.00		0.00
51201 P/T WAGES	1,958.00	1,957.55	0.00		0.45
51905 COMPENSATION - ELECT	2,900.00	2,900.00	0.00		0.00
TOTAL BOARD OF ASSESSORS - SALARIES	**81,082.00**	**80,387.85**	**0.00**	**0.00**	**694.15**
01141200 BOARD OF ASSESSORS - EXPENSES	0.00				
52400 REPAIRS AND MAINT AGREEMENT	31,513.00	27,091.25	0.00		4,421.75
53800 OTHER SERVICES	1,391.00	1,141.02	0.00		249.98
54200 OFFICE SUPPLIES	900.00	842.79	0.00		57.21
57100 IN- STATE TRAVEL	500.00	167.76	0.00		332.24
57150 TRAINING AND EDUCATION	2,200.00	1,861.37	0.00		338.63
57300 DUES AND MEMBERSHIPS	235.00	235.00	0.00		0.00
58700 REPLACEMENT EQUIPMENT	1,000.00	0.00	0.00		1,000.00
TOTAL BOARD OF ASSESSORS - EXPENSES	**37,739.00**	**31,339.19**	**0.00**	**0.00**	**6,399.81**
TOTAL ASSESSORS	**118,821.00**	**111,727.04**	**0.00**	**0.00**	**7,093.96**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
142 REVALUATION					
01142600 REVALUATION ENCUMBRANCE					
52400 REPAIRS AND MAINT AGREEMENT	14,432.75	14,322.00	0.00		110.75
53001 ADVERTISING	0.00	109.85	0.00		(109.85)
TOTAL REVALUATION ENCUMBRANCE	**14,432.75**	**14,431.85**	**0.00**	**0.00**	**0.90**

145 TREASURER					
01145100 TREASURER - SALARIES					
51100 SALARIES	45,932.00	47,497.62	0.00		(1,565.62)
51110 F/T WAGES	27,573.00	28,249.36	0.00		(676.36)
51200 P/T WAGES	2,793.00	0.00	0.00		2,793.00
51410 EDUCATIONAL	1,000.00	1,000.00	0.00		0.00
TOTAL TREASURER - SALARIES	**77,298.00**	**76,746.98**	**0.00**	**0.00**	**551.02**
01145200 TREASURER - EXPENSES					
52400 REPAIRS AND MAINT AGREEMENT	0.00	258.66	0.00		(258.66)
53000 PROF AND TECHNICAL CONSULTANT	13,214.00	13,689.28	0.00		(475.28)
53001 ADVERTISING	1,060.00	1,058.64	0.00		1.36
53800 OTHER SERVICES	7,580.00	7,605.05	0.00		(25.05)
54200 OFFICE SUPPLIES	860.00	821.23	0.00		38.77
55800 OTHER SUPPLIES	0.00	44.65	0.00		(44.65)
57000 EXPENDITURES	0.00	50.00	0.00		(50.00)
57150 TRAINING AND EDUCATION	2,500.00	1,058.48	0.00		1,441.52
57300 DUES AND MEMBERSHIPS	100.00	135.00	0.00		(35.00)
57400 INSURANCE PREMIUMS	650.00	925.00	0.00		(275.00)
TOTAL TREASURER - EXPENSES	**25,964.00**	**25,645.99**	**0.00**	**0.00**	**318.01**
TOTAL TREASURER	**103,262.00**	**102,392.97**	**0.00**	**0.00**	**869.03**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
146 COLLECTOR					
01146100 COLLECTOR - SALARIES					
51100 SALARIES	54,480.00	54,479.15	0.00		0.85
51110 F/T WAGES	7,517.00	7,480.20	0.00		36.80
51410 EDUCATIONAL BONUS WAGES	1,000.00	1,000.00	0.00		0.00
TOTAL COLLECTOR - SALARIES	**62,997.00**	**62,959.35**	**0.00**		**37.65**
01146200 COLLECTOR - EXPENSES					
52400 REPAIRS AND MAINT AGREEMENT	6,066.00	5,921.40	0.00		144.60
53000 PROF AND TECHNICAL CONSULTANT	7,778.00	7,376.82	0.00		401.18
53800 OTHER SERVICES	2,340.00	2,145.00	0.00		195.00
54200 OFFICE SUPPLIES	1,120.00	259.00	0.00		861.00
57150 TRAINING AND EDUCATION	850.00	545.64	0.00		304.36
57300 DUES AND MEMBERSHIPS	75.00	75.00	0.00		0.00
57400 INSURANCE PREMIUMS	503.00	474.00	0.00		29.00
TOTAL COLLECTOR - EXPENSES	**18,732.00**	**16,796.86**	**0.00**	**0.00**	**1,935.14**
TOTAL COLLECTOR	**81,729.00**	**79,756.21**	**0.00**	**0.00**	**1,972.79**

151 TOWN COUNSEL					
01151200 TOWN COUNSEL	0.00				
53000 PROF AND TECHNICAL CONSULTANT	74,500.00	74,255.92	0.00		244.08
TOTAL TOWN COUNSEL	**74,500.00**	**74,255.92**	**0.00**	**0.00**	**244.08**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
155 MANAGEMENT INFO SYSTEMS	0.00				
01155100 INFORMATION SYSTEMS - SALARIES	0.00				
51200 P/T WAGES	10,300.00	9,025.00	0.00		1,275.00
TOTAL INFORMATION SYSTEMS - SALARIES	**10,300.00**	**9,025.00**	**0.00**	**0.00**	**1,275.00**
01155200 INFORMATION SYSTEMS - EXPENSES					
52400 REPAIRS AND MAINT AGREEMENT	0.00	3,374.25	0.00		(3,374.25)
53000 PROF AND TECHNICAL CONSULTANT	7,500.00	12,371.40	0.00		(4,871.40)
53800 OTHER SERVICES	21,950.00	13,330.02	0.00		8,619.98
54200 OFFICE SUPPLIES	600.00	0.00	0.00		600.00
54300 BLDG AND EQ REPAIRS AND MAINT	3,200.00	0.00	0.00		3,200.00
58700 REPLACEMENT EQUIPMENT	4,900.00	7,163.04	0.00		(2,263.04)
TOTAL INFORMATION SYSTEMS - EXPENSES	**38,150.00**	**36,238.71**	**0.00**	**0.00**	**1,911.29**
TOTAL MANAGEMENT INFO SYSTEMS	**48,450.00**	**45,263.71**	**0.00**	**0.00**	**3,186.29**
158 TAX TITLE FORECLOSURE					**0.00**
01158200 TAX TITLE - EXPENSES					**0.00**
53000 PROF AND TECHNICAL CONSULTANT	9,100.00	4,475.00	0.00		4,625.00
53002 LEGAL SERVICES	2,000.00	6,386.55	0.00		(4,386.55)
TOTAL TAX TITLE - EXPENSES	**11,100.00**	**10,861.55**	**0.00**	**0.00**	**238.45**
159 TAX TAKING					
01159200 TAX TAKING - EXPENSES					
53000 PROF AND TECHNICAL CONSULTANT	3,000.00	2,625.00	0.00		375.00
53001 ADVERTISING	3,000.00	1,558.20	0.00		1,441.80
TOTAL TAX TAKING - EXPENSES	**6,000.00**	**4,183.20**	**0.00**	**0.00**	**1,816.80**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
161 TOWN CLERK					
01161100 TOWN CLERK - SALARIES					
51100 SALARIES	56,959.00	56,958.29	0.00		0.71
51200 F/T WAGES	26,547.00	26,574.27	0.00		(27.27)
51201 P/T WAGES	8,689.00	8,661.10	0.00		27.90
51410 EDUCATIONAL BONUS WAGES	1,000.00	1,000.00	0.00		0.00
TOTAL TOWN CLERK - SALARIES	**93,195.00**	**93,193.66**	**0.00**	**0.00**	**1.34**
	0.00				0.00
01161200 TOWN CLERK - EXPENSES	0.00				0.00
52400 REPAIRS AND MAINT AGREEMENT	0.00	267.07	0.00		(267.07)
53000 PROF AND TECHNICAL CONSULTANT	1,000.00	1,211.23	0.00		(211.23)
54200 OFFICE SUPPLIES	3,200.00	1,705.61	0.00		1,494.39
55800 OTHER SUPPLIES	7,250.00	8,537.61	1,230.00		(2,517.61)
57100 IN-STATE TRAVEL	0.00	58.14	0.00		(58.14)
57150 TRAINING AND EDUCATION	2,100.00	97.99	0.00		2,002.01
57300 DUES AND MEMBERSHIPS	300.00	312.00	0.00		(12.00)
57400 INSURANCE PREMIUMS	150.00	100.00	0.00		50.00
TOTAL TOWN CLERK - EXPENSES	**14,000.00**	**12,289.65**	**1,230.00**	**0.00**	**480.35**
01161600 TOWN CLERK ENCUMBRANCES					
55800 OTHER SUPPLIES	1,125.00	1,125.00	0.00		0.00
TOTAL TOWN CLERK ENCUMBRANCES	1,125.00	1,125.00	0.00	0.00	0.00
TOTAL TOWN CLERK	**108,320.00**	**106,608.31**	**1,230.00**	**0.00**	**481.69**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
171 CONSERVATION COMMISSION					
01171200 CONSERVATION - EXPENSES					
53001 ADVERTISING	200.00	0.00	0.00		200.00
53800 OTHER SERVICES	900.00	399.19	0.00		500.81
54200 OFFICE SUPPLIES	50.00	0.00	0.00		50.00
57100 IN-STATE TRAVEL	0.00	56.84	0.00		(56.84)
57150 TRAINING AND EDUCATION	1,000.00	95.00	0.00		905.00
57300 DUES AND MEMBERSHIPS	639.00	468.00	0.00		171.00
TOTAL CONSERVATION - EXPENSES	**2,789.00**	**1,019.03**	**0.00**		**1,769.97**

172 OPEN SPACE					
01172200 OPEN SPACE - EXPENSES					
53800 OTHER SERVICES	500.00	0.00	0.00		500.00
TOTAL OPEN SPACE - EXPENSES	**500.00**	**0.00**	**0.00**	**0.00**	**500.00**

175 PLANNING BOARD					
01175200 PLANNING BOARD - EXPENSES					
53000 PROF AND TECHNICAL CONSULTANT	0.00	105.00	0.00		(105.00)
53001 ADVERTISING	1,000.00	458.85	0.00		541.15
01175200 PLANNING BOARD - EXPENSES - Cont.					
55800 OTHER SUPPLIES	100.00	69.98	0.00		30.02
57150 TRAINING AND EDUCATION	150.00	0.00	0.00		150.00
57300 DUES AND MEMBERSHIPS	1,660.00	1,697.28	0.00		(37.28)
TOTAL PLANNING BOARD - EXPENSES	**2,910.00**	**2,331.11**	**0.00**		**578.89**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
176 ZONING BOARD OF APPEALS					
01176200 BOARD OF APPEALS - EXPENSES					
53001 ADVERTISING	2,910.00	759.30	0.00		2,150.70
55800 OTHER SUPPLIES	500.00	0.00	0.00		500.00
57150 TRAINING AND EDUCATION	0.00	50.00	0.00		(50.00)
57300 DUES AND MEMBERSHIPS	50.00	0.00	0.00		50.00
TOTAL BOARD OF APPEALS - EXPENSES	**3,460.00**	**809.30**	**0.00**	**0.00**	**2,650.70**

182 ECONOMIC DEVELOPMENT					
01182200 ECONOMIC DEVELOPMENT - EXPENSE					
53000 PROF AND TECHNICAL CONSULTANT	2,000.00	0.00	0.00		2,000.00
TOTAL ECONOMIC DEVELOPMENT - EXPENSE	**2,000.00**	**0.00**	**0.00**	**0.00**	**2,000.00**

183 HOUSING					
01183200 HOUSING AUTHORITY					
53800 OTHER SERVICES	500.00	0.00	0.00		500.00
TOTAL HOUSING AUTHORITY	**500.00**	**0.00**	**0.00**	**0.00**	**500.00**

189 COMMUNITY DEVELOPMENT					
01189100 COMMUNITY DEVELOPMENT - SAL					
51100 SALARIES	159,224.00	159,223.89	0.00		0.11
51110 F/T WAGES	41,445.00	36,270.45	0.00		5,174.55
51200 P/T WAGES	1,699.00	1,578.74	0.00		120.26
TOTAL COMMUNITY DEVELOPMENT - SAL	**202,368.00**	**197,073.08**	**0.00**	**0.00**	**5,294.92**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01189200 COMMUNITY DEVELOPMENT - EXP					
52400 REPAIRS AND MAINT AGREEMENT	0.00	1,258.69	0.00		(1,258.69)
53000 PROF AND TECHNICAL CONSULTANT	2,500.00	0.00	0.00		2,500.00
53402 PRINTING AND MAILING	100.00	0.00	0.00		100.00
54200 OFFICE SUPPLIES	400.00	969.86	0.00		(569.86)
54805 VEHICLES GASOLINE	500.00	394.47	0.00		105.53
57100 IN-STATE TRAVEL	0.00	473.44	0.00		(473.44)
57150 TRAINING AND EDUCATION	0.00	175.00	0.00		(175.00)
57300 DUES AND MEMBERSHIPS	0.00	52.00	0.00		(52.00)
TOTAL COMMUNITY DEVELOPMENT - EXP	**3,500.00**	**3,323.46**	**0.00**		**176.54**
TOTAL COMMUNITY DEVELOPMENT	**205,868.00**	**200,396.54**	**0.00**	**0.00**	**5,471.46**
01189503 NATIONAL POLLUTANT DISCHARGE					
53004 NAT'L POLLUTANT DISCHARGE ENG	0.16	0.00	0.00		0.16
TOTAL NATIONAL POLLUTANT DISCHARGE	**0.16**	**0.00**	**0.00**	**0.00**	**0.16**
01189504 NEW SIDEWALK CONST ART9 5/5/08					
58000 NEW SIDEWALK CONST ART5 5/5/08	58,440.00	0.00	0.00	58,440.00	0.00
TOTAL NEW SIDEWALK CONST ART9 5/5/08	**58,440.00**	**0.00**	**0.00**	**58,440.00**	**0.00**
TOTAL COMMUNITY DEVELOPMENT	**264,308.16**	**200,396.54**	**0.00**	**58,440.00**	**5,471.62**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
192 PUBLIC BUILDING MAINTENANCE					
01192100 BUILDING MAINT - SALARIES					
51100 SALARIES	53,281.00	53,280.34	0.00		0.66
TOTAL BUILDING MAINT - SALARIES	**53,281.00**	**53,280.34**	**0.00**		**0.66**
01192200 BUILDING MAINT - EXPENSES					
52101 ELECTRICITY	27,266.00	29,029.60	0.00		(1,763.60)
52102 HEATING	29,009.00	29,513.24	0.00		(504.24)
52300 WATER/SEWER	1,800.00	2,129.28	0.00		(329.28)
52400 REPAIRS AND MAINT AGREEMENT	22,000.00	22,787.97	0.00		(787.97)
52700 RENTALS AND LEASES	300.00	0.00	0.00		300.00
52900 OTHER PROPERTY RELATED SERV	2,050.00	2,336.50	0.00		(286.50)
53400 TELEPHONE	6,250.00	5,664.05	0.00		585.95
53404 CELLULAR TELEPHONE	960.00	646.51	0.00		313.49
53800 OTHER SERVICES	0.00	2,667.83	0.00		(2,667.83)
54200 OFFICE SUPPLIES	100.00	733.38	0.00		(633.38)
54300 BLDG AND EQ REPAIRS AND MAINT	6,900.00	1,884.45	0.00		5,015.55
54500 CUSTODIAL SUPPLIES	1,500.00	300.04	0.00		1,199.96
54600 GROUNDS KEEPING SUPPLIES	1,500.00	1,019.49	0.00		480.51
54805 VEHICLES GASOLINE	1,365.00	1,575.60	0.00		(210.60)
54900 FOOD AND FOOD SERVICE SUPPLIES	0.00	219.00	0.00		(219.00)
TOTAL BUILDING MAINT - EXPENSES	**101,000.00**	**100,506.94**	**0.00**		**493.06**
TOTAL BUILDING MAINT	**154,281.00**	**153,787.28**	**0.00**	**0.00**	**493.72**
01192503 MASONRY REPAIR PO/MUN ART9 5/0					
52900 OTHER PROPERTY RELATED SERVICE	12,790.00	0.00	0.00	12,790.00	0.00
TOTAL MASONRY REPAIR PO/MUN ART9 5/0	**12,790.00**	**0.00**	**0.00**	**12,790.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01192505 MUN CTR PARTIAL ROOF #8 5/3/10					
58000 MUN CTR PARTIAL ROOF #8 5/3/10	80,000.00	0.00	0.00	80,000.00	0.00
TOTAL MUN CTR PARTIAL ROOF #8 5/3/10	**80,000.00**	**0.00**	**0.00**	**80,000.00**	**0.00**
TOTAL PUBLIC BUILDING MAINTENANCE	**247,071.00**	**153,787.28**	**0.00**	**92,790.00**	**493.72**

193 PROPERTY INSURANCE					
01193700 PROPERTY INSURANCE					
57400 INSURANCE PREMIUMS	203,147.55	203,147.55	0.00		0.00
TOTAL PROPERTY INSURANCE	**203,147.55**	**203,147.55**	**0.00**	**0.00**	**0.00**

195 TOWN REPORTS					
01195200 TOWN REPORTS					
53402 PRINTING AND MAILING	3,000.00	2,987.81	0.00		12.19
TOTAL TOWN REPORTS	**3,000.00**	**2,987.81**	**0.00**	**0.00**	**12.19**

196 TOWN HALL SUPPLIES					
01196200 TOWN HALL - OFFICE SUPPLIES					
53401 POSTAGE	12,255.00	12,609.48	0.00		(354.48)
54200 OFFICE SUPPLIES	5,335.00	2,919.19	0.00		2,415.81
TOTAL TOWN HALL - OFFICE SUPPLIES	**17,590.00**	**15,528.67**	**0.00**	**0.00**	**2,061.33**
01196600 TOWN HALL SUPPLIES ENCUMBRANCE					
54200 OFFICE SUPPLIES	229.00	0.00	0.00		229.00
TOTAL TOWN HALL SUPPLIES ENCUMBRANCE	**229.00**	**0.00**	**0.00**	**0.00**	**229.00**
TOTAL TOWN HALL SUPPLIES	**17,819.00**	**15,528.67**	**0.00**	**0.00**	**2,290.33**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
197 OCTOBER FEST					
01197200 OCTOBER FEST - EXPENSES					
53800 OTHER SERVICES	1,000.00	1,000.00	0.00		0.00
TOTAL OCTOBER FEST - EXPENSES	**1,000.00**	**1,000.00**	**0.00**		**0.00**
198 PERMANENT BLDG COMMITTEE					
01198100 PERMANENT BLDG COMMITTEE					
51200 P/T WAGES	750.00	738.25	0.00		11.75
TOTAL PERMANENT BLDG COMMITTEE	**750.00**	**738.25**	**0.00**	**0.00**	**11.75**
01198200 PERMANENT BLDG COMMITTEE					
53001 ADVERTISING	250.00	0.00	0.00		250.00
53402 PRINTING AND MAILING	250.00	0.00	0.00		250.00
54200 OFFICE SUPPLIES	0.00	220.39	0.00		(220.39)
TOTAL PERMANENT BLDG COMMITTEE EXPENSES	500.00	220.39	0.00	0.00	279.61
TOTAL PERMANENT BLDG COMMITTEE	**1,250.00**	**958.64**	**0.00**	**0.00**	**291.36**
	0.00				
TOTAL GENERAL GOVERNMENT	**1,649,353.08**	**1,421,932.46**	**1,730.00**	**189,637.70**	**36,052.92**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
210 POLICE					
01210100 POLICE - SALARIES					
51100 SALARIES	171,000.00	170,999.32	0.00		0.68
51110 F/T WAGES	927,119.00	917,174.03	0.00		9,944.97
51200 P/T WAGES	38,630.00	37,283.55	0.00		1,346.45
51300 OVERTIME	46,746.00	55,625.58	0.00		(8,879.58)
51410 EDUCATIONAL BONUS WAGES	46,000.00	45,884.82	0.00		115.18
51420 DIFFERENTIAL WAGES	18,622.00	18,060.00	0.00		562.00
51430 LONGEVITY WAGES	8,500.00	8,500.00	0.00		0.00
TOTAL POLICE - SALARIES	**1,256,617.00**	**1,253,527.30**	**0.00**	**0.00**	**3,089.70**
01210200 POLICE - EXPENSES					
52400 REPAIRS AND MAINT AGREEMENT	28,850.00	28,131.08	0.00		718.92
53400 TELEPHONE	2,037.00	2,085.10	0.00		(48.10)
53404 CELLULAR TELEPHONE	5,955.00	5,478.54	0.00		476.46
53800 OTHER SERVICES	633.00	141.81	0.00		491.19
54200 OFFICE SUPPLIES	2,400.00	2,439.78	0.00		(39.78)
54500 CUSTODIAL SUPPLIES	81.00	80.32	0.00		0.68
54800 VEHICULAR SUPPLIES	1,508.00	1,687.72	0.00		(179.72)
54805 VEHICLES GASOLINE	43,000.00	45,990.29	0.00		(2,990.29)
55500 BOOKS AND PERIODICALS	0.00	52.50	0.00		(52.50)
55800 OTHER SUPPLIES	24,700.00	25,419.35	0.00		(719.35)
57100 IN-STATE TRAVEL	730.00	489.13	0.00		240.87
57150 TRAINING AND EDUCATION	12,000.00	6,786.39	50.00		5,163.61
57200 OUT-OF-STATE TRAVEL	289.00	0.00	0.00		289.00
57300 DUES AND MEMBERSHIPS	10,425.00	9,169.00	0.00		1,256.00
58700 REPLACEMENT EQUIPMENT	436.00	0.00	0.00		436.00
TOTAL POLICE - EXPENSES	**133,044.00**	**127,951.01**	**50.00**	**0.00**	**5,042.99**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01210400 POLICE - CAPITAL					
58700 POLICE CRUISERS	51,000.00	50,762.92	0.00		237.08
TOTAL POLICE - CAPITAL	**51,000.00**	**50,762.92**	**0.00**	**0.00**	**237.08**
01210600 POLICE ENCUMBRANCES					
57100 IN-STATE TRAVEL	475.16	475.16	0.00		0.00
TOTAL POLICE ENCUMBRANCES	**475.16**	**475.16**	**0.00**	**0.00**	**0.00**
TOTAL POLICE	**1,441,136.16**	**1,432,716.39**	**50.00**	**0.00**	**8,369.77**
220 FIRE					
01220100 FIRE - SALARIES					
51100 SALARIES	139,280.00	123,831.47	0.00		15,448.53
51200 P/T WAGES	25,000.00	26,155.00	0.00		(1,155.00)
51300 OVERTIME	16,800.00	15,915.41	0.00		884.59
51904 STIPENDS	4,500.00	3,000.00	0.00		1,500.00
TOTAL FIRE - SALARIES	**185,580.00**	**168,901.88**	**0.00**	**0.00**	**16,678.12**
01220200 FIRE - EXPENSES					
52101 ELECTRICITY	6,000.00	8,493.21	0.00		(2,493.21)
52102 HEATING	8,500.00	16,336.40	0.00		(7,836.40)
52300 NON-ENERGY UTILITIES	200.00	274.83	0.00		(74.83)
52400 REPAIRS AND MAINT AGREEMENT	10,000.00	6,274.98	0.00		3,725.02
53400 TELEPHONE	1,300.00	1,200.92	0.00		99.08
53404 CELLULAR PHONES	500.00	139.19	0.00		360.81
53800 OTHER SERVICES	3,000.00	9,018.38	0.00		(6,018.38)
54200 OFFICE SUPPLIES	1,000.00	739.58	0.00		260.42
54300 BLDG AND EQ REPAIRS AND MAINT	3,000.00	1,992.40	0.00		1,007.60
54500 CUSTODIAL SUPPLIES	1,500.00	1,795.80	0.00		(295.80)

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01220200 FIRE – EXPENSES – Cont.					
54800 VEHICULAR SUPPLIES	1,500.00	1,029.68	0.00		470.32
54805 VEHICLES GASOLINE	4,000.00	4,921.56	0.00		(921.56)
55800 OTHER SUPPLIES	9,000.00	5,406.56	0.00		3,593.44
57100 IN-STATE TRAVEL	1,000.00	240.83	0.00		759.17
57150 TRAINING & EDUCATION	0.00	25.00	0.00		(25.00)
57300 DUES AND MEMBERSHIP	2,500.00	2,380.00	0.00		120.00
58700 REPLACEMENT EQUIPMENT	15,839.00	7,310.07	0.00		8,528.93
TOTAL FIRE - EXPENSES	**68,839.00**	**67,579.39**	**0.00**	**0.00**	**1,259.61**
01220503 FIRE PAGERS PORT ART#9 5/7/07					
58500 PAGERS PORTABLES ART#9 5/7/07	0.08	0.00	0.00		0.08
TOTAL FIRE PAGERS PORT ART#9 5/7/07	**0.08**	**0.00**	**0.00**	**0.00**	**0.08**
01220504 FIRE STATION EX ART#9 5/7/07					
58000 FIRE STATION EX ART #9 5/7/07	3,600.46	3,600.00	0.00		0.46
TOTAL FIRE STATION EX ART#9 5/7/07	**3,600.46**	**3,600.00**	**0.00**	**0.00**	**0.46**
01220506 4 SUPPLY HOSE & ADAPT 5/3/10 "					
58500 4 SUPPLY HOSE & ADAPTERS "	9,500.00	8,155.93	0.00	1,344.07	0.00
TOTAL 4 SUPPLY HOSE & ADAPT 5/3/10"	**9,500.00**	**8,155.93**	**0.00**	**1,344.07**	**0.00**
01231501 ADV LIFE SUPPORT ART#8 11/10					
58500 ADVANCE LIFE SUPP ART#8 11/10	50,000.00	50,000.00	0.00		0.00
TOTAL ADV LIFE SUPPORT ART#8 11/10	**50,000.00**	**50,000.00**	**0.00**	**0.00**	**0.00**
TOTAL FIRE	**317,519.54**	**298,237.20**	**0.00**	**1,344.07**	**17,938.27**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
231 AMBULANCE					
01231100 AMBULANCE - SALARIES					
51100 SALARIES	166,053.00	139,050.18	0.00		27,002.82
51110 F/T WAGES	21,872.00	23,811.76	0.00		(1,939.76)
51200 P/T WAGES	70,000.00	80,191.82	0.00		(10,191.82)
51300 OVERTIME	22,000.00	18,186.85	0.00		3,813.15
51904 STIPENDS	2,500.00	2,500.00	0.00		0.00
TOTAL AMBULANCE - SALARIES	**282,425.00**	**263,740.61**	**0.00**	**0.00**	**18,684.39**
01231200 AMBULANCE - EXPENSES	**0.00**				
52400 REPAIRS AND MAINT AGREEMENT	7,000.00	13,373.31	0.00		(6,373.31)
53800 OTHER SERVICES	3,000.00	1,866.88	0.00		1,133.12
54200 OFFICE SUPPLIES	2,000.00	832.98	0.00		1,167.02
54800 VEHICULAR SUPPLIES	1,000.00	0.00	0.00		1,000.00
54805 VEHICLES GASOLINE	6,000.00	7,631.21	0.00		(1,631.21)
55000 MEDICAL SUPPLIES	9,000.00	13,823.97	0.00		(4,823.97)
55800 OTHER SUPPLIES	1,000.00	2,470.61	0.00		(1,470.61)
57000 EXPENDITURES	1,000.00	15.00	0.00		985.00
57100 IN-STATE TRAVEL	0.00	17.81	0.00		(17.81)
57150 TRAINING AND EDUCATION	7,000.00	3,800.00	0.00		3,200.00
57300 DUES AND MEMBERSHIPS	7,000.00	3,312.50	0.00		3,687.50
58500 ADDITIONAL EQUIPMENT	8,500.00	3,566.27	0.00		4,933.73
TOTAL AMBULANCE - EXPENSES	**52,500.00**	**50,710.54**	**0.00**	**0.00**	**1,789.46**
TOTAL AMBULANCE	**334,925.00**	**314,451.15**	**0.00**	**0.00**	**20,473.85**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
241 BUILDING INSPECTOR					
01241100 BUILDING INSPECTOR - SALARIES					
51100 SALARIES	61,030.00	61,029.60	0.00		0.40
51110 F/T WAGES	27,385.00	27,375.49	0.00		9.51
51904 STIPENDS	26,680.00	25,480.00	0.00		1,200.00
TOTAL BUILDING INSPECTOR - SALARIES	**115,095.00**	**113,885.09**	**0.00**	**0.00**	**1,209.91**
01241200 BUILDING INSPECTOR - EXPENSES	**0.00**				
52400 REPAIRS AND MAINT AGREEMENT	0.00	400.00	0.00		(400.00)
53800 OTHER SERVICES	100.00	1,964.90	0.00		(1,864.90)
54200 OFFICE SUPPLIES	576.00	574.39	0.00		1.61
57100 IN-STATE TRAVEL	4,000.00	2,077.02	0.00		1,922.98
57150 TRAINING AND EDUCATION	1,400.00	1,071.00	0.00		329.00
57300 DUES AND MEMBERSHIPS	350.00	200.00	0.00		150.00
TOTAL BUILDING INSPECTOR - EXPENSES	**6,426.00**	**6,287.31**	**0.00**	**0.00**	**138.69**
TOTAL BUILDING INSPECTOR	**121,521.00**	**120,172.40**	**0.00**	**0.00**	**1,348.60**
244 WEIGHTS AND MEASURES					
01244200 WEIGHTS & MEASURES - EXPENSES					
53000 PROF AND TECHNICAL CONSULTANT	750.00	750.00	0.00		0.00
TOTAL WEIGHTS & MEASURES - EXPENSES	**750.00**	**750.00**	**0.00**	**0.00**	**0.00**
291 CIVIL DEFENSE					
01291100 CIVIL DEFENSE - SALARIES					
51904 STIPENDS	325.00	325.00	0.00		0.00
TOTAL CIVIL DEFENSE - SALARIES	**325.00**	**325.00**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01291200 CIVIL DEFENSE - EXPENSES					
52400 REPAIRS AND MAINT AGREEMENT	0.00	182.60	0.00		(182.60)
55800 OTHER SUPPLIES	1,200.00	0.00	0.00		1,200.00
TOTAL CIVIL DEFENSE - EXPENSES	**1,200.00**	**182.60**	**0.00**	**0.00**	**1,017.40**
TOTAL CIVIL DEFENSE	**1,525.00**	**507.60**	**0.00**	**0.00**	**1,017.40**
292 ANIMAL CONTROL					
01292200 ANIMAL CONTROL					
53000 PROF AND TECHNICAL CONSULTANTS	24,900.00	24,900.00	0.00		0.00
TOTAL ANIMAL CONTROL	**24,900.00**	**24,900.00**	**0.00**	**0.00**	**0.00**
294 FORESTRY					
01294100 FORESTRY - SALARIES					
51904 STIPENDS	600.00	600.00	0.00		0.00
TOTAL FORESTRY - SALARIES	**600.00**	**600.00**	**0.00**		**0.00**
01294200 FORESTRY - EXPENSES					
52400 REPAIRS AND MAINT AGREEMENT	4,500.00	3,440.00	0.00		1,060.00
TOTAL FORESTRY - EXPENSES	**4,500.00**	**3,440.00**	**0.00**	**0.00**	**1,060.00**
TOTAL FORESTRY	**5,100.00**	**4,040.00**	**0.00**	**0.00**	**1,060.00**
TOTAL PUBLIC SAFETY	**2,247,376.70**	**2,195,774.74**	**50.00**	**1,344.07**	**50,207.89**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
300 SYSTEM WIDE					
13011110 SCHOOL COMMITTEE					
51110 VIDEO SERVICES	1,200.00	1,200.00	0.00		0.00
51200 SCHOOL COMM - SECRETARY WAGE	780.00	780.00	0.00		0.00
53000 CONTRACTUAL SERVICES	15,773.27	15,773.27	0.00		0.00
53001 ADVERTISING	3,106.33	3,106.33	0.00		0.00
53402 PRINTING AND MAILING	579.48	579.48	0.00		0.00
57300 DUES AND MEMBERSHIPS	200.00	200.00	0.00		0.00
TOTAL SCHOOL COMMITTEE	21,639.08	21,639.08	0.00	0.00	0.00
13011210 SUPERINTENDENT					
51100 SUPERINTENDENT SALARY	148,911.90	148,911.90	0.00		0.00
51110 SECRETARY WAGES	52,275.00	52,275.00	0.00		0.00
54200 OFFICE SUPPLIES	310.29	310.29	0.00		0.00
57100 TRAVEL AND CONFERENCES	591.69	591.69	0.00		0.00
57300 DUES AND MEMBERSHIPS	5,074.00	5,074.00	0.00		0.00
TOTAL SUPERINTENDENT	**207,162.88**	**207,162.88**	**0.00**	**0.00**	**0.00**
13011230 CURRICULUM & INSTRUCTION					
51100 CURRICULUM DIRECTOR SALARY	54,817.31	54,817.31	0.00		0.00
54200 OFFICE SUPPLIES	300.00	300.00	0.00		0.00
57100 TRAVEL AND CONFERENCES	0.00	0.00	0.00		0.00
57300 DUES AND MEMBERSHIPS	39.00	39.00	0.00		0.00
TOTAL CURRICULUM & INSTRUCTION	**55,156.31**	**55,156.31**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13011410 BUSINESS OFFICE					
51100 BUSINESS MANAGER SALARY	100,997.00	100,997.00	0.00		0.00
51110 BUDGET OFFICER/ASSISTANT SALARY	53,279.00	53,279.00	0.00		0.00
51200 BOOKKEEPER/SECRETARY WAGES	44,328.24	44,328.24	0.00		0.00
54200 OFFICE SUPPLIES	417.67	417.67	0.00		0.00
57100 TRAVEL AND CONFERENCES	0.00	0.00	0.00		0.00
57300 DUES AND MEMBERSHIPS	200.00	200.00	0.00		0.00
TOTAL BUSINESS OFFICE	**199,221.91**	**199,221.91**	**0.00**	**0.00**	**0.00**
13011430 LEGAL SERVICES					
53002 LEGAL SERVICES	85,381.31	85,381.31	0.00		0.00
TOTAL LEGAL SERVICES	85,381.31	85,381.31	0.00	0.00	0.00
13011450 DISTRICT TECHNOLOGY					
51100 TECH COORDINATOR	60,933.00	60,933.00	0.00		0.00
54200 TECH SUPPLIES	1,458.32	1,458.32	0.00		0.00
57100 TRAVEL AND CONFERENCES	285.00	285.00	0.00		0.00
57300 DUES AND MEMBERSHIPS	0.00	0.00	0.00		0.00
TOTAL DISTRICT TECHNOLOGY	**62,676.32**	**62,676.32**	**0.00**	**0.00**	**0.00**
13012250 NON INSTRUCTION TECHNOLOGY					
55800 DISTRICT WIDE NON-INSTR TECH	11,937.46	11,937.46	0.00		0.00
TOTAL NON INSTRUCTION TECHNOLOGY	11,937.46	11,937.46	0.00	0.00	0.00
13013010 SALARY ADJ/MERIT PAY					
51400 SALARY ADJUSTMENT/OTHER COMP	12,580.00	12,580.00	0.00		0.00
TOTAL SALARY ADJ/MERIT PAY	12,580.00	12,580.00	0.00	0.00	0.00

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13013200 HEALTH SERVICES					
51904 SCHOOL PHYSICIAN CONTR SERVICE	0.00	0.00	0.00		0.00
53800 OTHER SERVICES	3,000.00	3,000.00	0.00		0.00
TOTAL HEALTH SERVICES	**3,000.00**	**3,000.00**	**0.00**	**0.00**	**0.00**
13014130 UTILITY SERVICES					
53400 TELEPHONE	13,134.94	13,134.94	0.00		0.00
TOTAL UTILITY SERVICES	13,134.94	13,134.94	0.00	0.00	0.00
13014210 MAINTENANCE OF GROUNDS					
51100 CUSTODIAN - GROUNDSKEEPER	65,384.00	65,384.00	0.00		0.00
51300 CUSTODIAN - GROUNDSKEEPER OT	848.40	848.40	0.00		0.00
54600 GROUNDS SUPPLIES/MATERIAL	12,431.69	12,431.69	0.00		0.00
TOTAL MAINTENANCE OF GROUNDS	**78,664.09**	**78,664.09**	**0.00**	**0.00**	**0.00**
13014450 DSTR NETWORK & TELECOMM					
51110 NETWORK SUPPORT TECH	44,328.24	44,328.24	0.00		0.00
53400 NETWORKING/TELECOMMUNICATION	2,013.30	2,013.30	0.00		0.00
TOTAL DSTR NETWORK & TELECOMM	**46,341.54**	**46,341.54**	**0.00**	**0.00**	**0.00**
13022110 SPED ADMINISTRATION					
51100 DIRECTOR OF STUDENT SERVICES	87,294.00	87,294.00	0.00		0.00
51110 SPED SECRETARY	20,821.34	20,821.34	0.00		0.00
54200 SPED SUPPLIES	4,437.97	4,437.97	0.00		0.00
57100 SPED TRAVEL AND CONFERENCES	0.00	0.00	0.00		0.00
57300 SPED DUES AND MEMBERSHIPS	275.00	275.00	0.00		0.00
TOTAL SPED ADMINISTRATION	**112,828.31**	**112,828.31**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13022305 SPED TEACHING					
51100 SPED TEACHING SALARIES	8,562.50	8,562.50	0.00		0.00
TOTAL SPED TEACHING	**8,562.50**	**8,562.50**	**0.00**	**0.00**	**0.00**
13022320 SPED SERVICES					
51100 DISTRICT WIDE THERAPISTS	173,453.00	173,453.00	0.00		0.00
51430 DW THERAPISTS - HONORARIUM	3,000.00	3,000.00	0.00		0.00
53000 SPED CONTRACTED SERVICES	4,863.00	4,863.00	0.00		0.00
53200 SPED TUTORING	723.75	723.75	0.00		0.00
58000 SPED D/W ADAPTIVE EQUIPMENT	8,966.84	8,966.84	0.00		0.00
TOTAL SPED SERVICES	**191,006.59**	**191,006.59**	**0.00**	**0.00**	**0.00**
13022330 SPED PARAPROFESSIONAL					
51110 SPED PARAPROFESSIONAL SALARIES	16,116.00	16,116.00	0.00		0.00
TOTAL SPED PARAPROFESSIONAL	**16,116.00**	**16,116.00**	**0.00**	**0.00**	**0.00**
13022357 SPED PROF DEV					
57300 SPED COURSE REIMBURSEMENT	800.00	800.00	0.00		0.00
TOTAL SPED PROF DEV	**800.00**	**800.00**	**0.00**	**0.00**	**0.00**
13022720 SPED TESTING AND ASSESSMENT					
53000 SPED TESTING AND ASSESSMENT	0.00	0.00	0.00		0.00
TOTAL SPED TESTING AND ASSESSMENT	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
13022800 SPED PSYCHOLOGIST					
51100 SPED PSYCHOLOGIST SALARIES	45,422.00	40,135.81	5,286.19		0.00
TOTAL SPED PSYCHOLOGIST	**45,422.00**	**40,135.81**	**5,286.19**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13029300 SPED - TUITION					
53200 SPED TUITIONS	0.00	0.00	0.00		0.00
TOTAL SPED - TUITION	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
TOTAL SYSTEM WIDE	**1,171,631.24**	**1,166,345.05**	**5,286.19**	**0.00**	**0.00**
301 ECC					
13112325 SUBSTITUTE TEACHERS					
51200 SUBSTITUTES	2,310.00	2,310.00	0.00		0.00
TOTAL SUBSTITUTE TEACHERS	**2,310.00**	**2,310.00**	**0.00**	**0.00**	**0.00**
13112430 GENERAL SUPPLIES					
55800 TECHNOLOGY SUPPLIES	919.00	919.00	0.00		0.00
TOTAL GENERAL SUPPLIES	**919.00**	**919.00**	**0.00**	**0.00**	**0.00**
13113200 HEALTH SERVICES					
54200 HEALTH OFFICE SUPPLIES	0.00	0.00	0.00		0.00
TOTAL HEALTH SERVICES	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
13114110 CUSTODIAL SERVICES					
54500 BUILDING SUPPLIES	2,315.34	2,315.34	0.00		0.00
TOTAL CUSTODIAL SERVICES	**2,315.34**	**2,315.34**	**0.00**	**0.00**	**0.00**
13122110 SPED ADMINISTRATION					
54200 SPED SUPPLIES	297.15	297.15	0.00		0.00
TOTAL SPED ADMINISTRATION	**297.15**	**297.15**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13122305 SPED TEACHING					
51100 SPED TEACHER SALARIES	79,415.18	79,415.18	0.00		0.00
TOTAL SPED TEACHING	**79,415.18**	**79,415.18**	**0.00**	**0.00**	**0.00**
13122330 SPED PARAPROFESSIONAL					
51110 SPED PARAPROFESSIONAL SALARIES	41,166.92	41,166.92	0.00		0.00
TOTAL SPED PARAPROFESSIONAL	**41,166.92**	**41,166.92**	**0.00**	**0.00**	**0.00**
TOTAL ECC	**126,423.59**	**126,423.59**	**0.00**	**0.00**	**0.00**
302 ELEMENTARY					
13212210 PRINCIPAL'S OFFICE					
51100 PRINCIPAL	87,802.00	87,802.00	0.00		0.00
51110 SECRETARY/CLERK WAGES	69,947.92	69,947.92	0.00		0.00
54200 PRINCIPAL OFFICE SUPPLIES	1,706.82	1,706.82	0.00		0.00
57100 PRINCIPAL TRVL/CONFERENCE	165.00	165.00	0.00		0.00
57300 PRIN DUES/MEMBERSHIPS	860.00	860.00	0.00		0.00
TOTAL PRINCIPAL'S OFFICE	**160,481.74**	**160,481.74**	**0.00**	**0.00**	**0.00**
13212305 TEACHERS SALARIES					
51100 TEACHER SALARIES	1,424,560.66	1,381,878.22	42,682.44		(0.00)
51430 TEACHER HONORARIUMS	13,500.00	13,500.00	0.00		0.00
TOTAL TEACHERS SALARIES	**1,438,060.66**	**1,395,378.22**	**42,682.44**	**0.00**	**(0.00)**
13212325 SUBSTITUTE TEACHERS					
51200 SUBSTITUTES	27,322.50	27,322.50	0.00		0.00
TOTAL SUBSTITUTE TEACHERS	**27,322.50**	**27,322.50**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13212330 PARAPROFESSIONALS					
51110 PARAPROFESSIONAL SALARIES	17,260.89	17,260.89	0.00		0.00
TOTAL PARAPROFESSIONALS	**17,260.89**	**17,260.89**	**0.00**	**0.00**	**0.00**
13212340 LIBRARY SERVICES					
51110 LIBRARY AIDE	16,806.49	16,806.49	0.00		0.00
TOTAL LIBRARY SERVICES	**16,806.49**	**16,806.49**	**0.00**	**0.00**	**0.00**
13212357 PROFESSIONAL DEVELOPMENT					
57300 COURSE REIMBURSEMENT	860.00	860.00	0.00		0.00
TOTAL PROFESSIONAL DEVELOPMENT	**860.00**	**860.00**	**0.00**	**0.00**	**0.00**
13212410 TEXTBOOKS/MATERIALS					
55100 TEXTBOOKS/MATERIALS	18,161.62	18,161.62	0.00		0.00
TOTAL TEXTBOOKS/MATERIALS	**18,161.62**	**18,161.62**	**0.00**	**0.00**	**0.00**
13212430 GENERAL SUPPLIES					
54200 GENERAL EDUCATION SUPPLIES	8,977.46	8,977.46	0.00		0.00
55800 TECHNOLOGY SUPPLIES	1,736.22	1,736.22	0.00		0.00
TOTAL GENERAL SUPPLIES	**10,713.68**	**10,713.68**	**0.00**	**0.00**	**0.00**
13212451 INSTRUCTIONAL HARDWARE					
55100 TECH INSTRUCTIONAL HARDWARE	0.00	0.00	0.00		0.00
TOTAL INSTRUCTIONAL HARDWARE	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
13212455 INSTRUCTIONAL SOFTWARE					
55100 INSTRUCTIONAL SOFTWARE	840.00	840.00	0.00		0.00
TOTAL INSTRUCTIONAL SOFTWARE	**840.00**	**840.00**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13212710 GUIDANCE SERVICES					
51100 GUIDANCE COUNSELOR SALARY	33,825.00	29,835.63	3,989.37		(0.00)
TOTAL GUIDANCE SERVICES	**33,825.00**	**29,835.63**	**3,989.37**	**0.00**	**(0.00)**
13213200 HEALTH SERVICES					
51100 NURSES SALARY	66,393.00	66,393.00	0.00		0.00
51430 NURSES HONORARIUM	2,000.00	2,000.00	0.00		0.00
54200 HEALTH OFFICE SUPPLIES	1,313.69	1,313.69	0.00		0.00
TOTAL HEALTH SERVICES	**69,706.69**	**69,706.69**	**0.00**	**0.00**	**0.00**
13214110 CUSTODIAL SERVICES					
51100 CUSTODIAN SALARIES	69,726.01	69,726.01	0.00		0.00
51300 CUSTODIAN OVERTIME	1,821.50	1,821.50	0.00		0.00
54500 BUILDING SUPPLIES	12,219.09	12,219.09	0.00		0.00
TOTAL CUSTODIAL SERVICES	**83,766.60**	**83,766.60**	**0.00**	**0.00**	**0.00**
13214130 UTILITIES					
52300 WATER/SEWER	4,584.96	4,584.96	0.00		0.00
TOTAL UTILITIES	**4,584.96**	**4,584.96**	**0.00**	**0.00**	**0.00**
13214210 REFUSE COLLECTION					
52900 RUBBISH REMOVAL	3,626.01	3,626.01	0.00		0.00
TOTAL REFUSE COLLECTION	**3,626.01**	**3,626.01**	**0.00**	**0.00**	**0.00**
13214220 BUILDING MAINTENANCE					
52400 BUILDING ROUTINE REPAIR	1,000.00	1,000.00	0.00		0.00
TOTAL BUILDING MAINTENANCE	**1,000.00**	**1,000.00**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13214230 BUILDING SERVICE CONTRACTS					
55100 REPAIR/SERVICE OF MAINT EQUIP	0.00	0.00	0.00		0.00
TOTAL BUILDING SERVICE CONTRACTS	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
13219100 MA SCHOOL TUITION					
53200 TUITIONS	9,861.00	9,861.00	0.00		0.00
TOTAL MA SCHOOL TUITION	**9,861.00**	**9,861.00**	**0.00**	**0.00**	**0.00**
13222110 SPED ADMINISTRATION					
54200 SPED SUPPLIES	960.75	960.75	0.00		0.00
TOTAL SPED ADMINISTRATION	**960.75**	**960.75**	**0.00**	**0.00**	**0.00**
13222305 TEACHERS SALARIES					
51100 SPED TEACHER SALARIES	183,222.10	183,222.10	0.00		0.00
TOTAL TEACHERS SALARIES	**183,222.10**	**183,222.10**	**0.00**	**0.00**	**0.00**
13222320 SPED SERVICES					
51100 THERAPISTS SALARIES	34,901.00	34,901.00	0.00		0.00
TOTAL SPED SERVICES	**34,901.00**	**34,901.00**	**0.00**	**0.00**	**0.00**
13222325 SUBSTITUTE TEACHERS					
51200 SPED SUBSTITUTES	0.00	0.00	0.00		0.00
TOTAL SUBSTITUTE TEACHERS	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
13222330 PARAPROFESSIONALS					
51110 SPED PARAPROFESSIONAL SALARIES	86,244.72	86,244.72	0.00		0.00
TOTAL PARAPROFESSIONALS	**86,244.72**	**86,244.72**	**0.00**	**0.00**	**0.00**
TOTAL ELEMENTARY	**2,202,206.41**	**2,155,534.60**	**46,671.81**	**0.00**	**(0.00)**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
303 INTERMEDIATE/ELEMENTARY					**0.00**
13312210 PRINCIPAL'S OFFICE					**0.00**
51100 PRINCIPAL/ASST PRIN SALARIES	175,073.00	175,073.00	0.00		0.00
51110 SECRETARY/CLERK WAGES	65,295.80	65,295.80	0.00		0.00
54200 PRINCIPAL OFFICE SUPPLIES	7,637.35	7,637.35	0.00		0.00
57100 PRINCIPAL TRAVEL/CONFERENCE	30.00	30.00	0.00		0.00
57300 PRIN/ASST DUES MEMBERSHIPS	920.00	920.00	0.00		0.00
TOTAL PRINCIPAL'S OFFICE	**248,956.15**	**248,956.15**	**0.00**	**0.00**	**0.00**
13312220 COORDINATORS					
51100 GRADE LEVEL COORDINATOR	3,485.80	3,485.80	0.00		0.00
51110 CO-CURRICULAR STIPENDS	6,830.00	6,830.00	0.00		0.00
TOTAL COORDINATORS	**10,315.80**	**10,315.80**	**0.00**	**0.00**	**0.00**
13312305 TEACHERS SALARIES					
51100 TEACHER SALARIES	1,983,682.30	1,860,364.63	123,317.67		0.00
51430 TEACHER HONORARIUMS	18,500.00	18,500.00	0.00		0.00
TOTAL TEACHERS SALARIES	**2,002,182.30**	**1,878,864.63**	**123,317.67**	**0.00**	**0.00**
13312325 SUBSTITUTE TEACHERS					
51200 SUBSTITUTES	40,497.50	40,497.50	0.00		0.00
TOTAL SUBSTITUTE TEACHERS	**40,497.50**	**40,497.50**	**0.00**	**0.00**	**0.00**
13312340 LIBRARY SERVICES					
51100 LIBRARIAN SALARY	75,058.00	66,397.44	8,660.56		(0.00)
51110 LIBRARY PARAPROFESSIONAL	14,558.86	14,558.86	0.00		0.00
51430 LIBRARIAN HONORARIUMS	1,000.00	1,000.00	0.00		0.00
TOTAL LIBRARY SERVICES	**90,616.86**	**81,956.30**	**8,660.56**	**0.00**	**(0.00)**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13312357 PROFESSIONAL DEVELOPMENT					
57300 COURSE REIMBURSEMENT	4,555.00	4,555.00	0.00		0.00
TOTAL PROFESSIONAL DEVELOPMENT	**4,555.00**	**4,555.00**	**0.00**	**0.00**	**0.00**
13312410 TEXTBOOKS/MATERIALS					
55100 TEXTBOOKS/MATERIALS	41,485.55	41,485.55	0.00		0.00
TOTAL TEXTBOOKS/MATERIALS	**41,485.55**	**41,485.55**	**0.00**	**0.00**	**0.00**
13312430 GENERAL SUPPLIES					
54200 GENERAL EDUCATION SUPPLIES	10,806.29	10,806.29	0.00		0.00
55800 TECHNOLOGY SUPPLIES	3,844.27	3,844.27	0.00		0.00
55804 MUSIC SUPPLIES	840.95	840.95	0.00		0.00
55805 GYM SUPPLIES	693.13	693.13	0.00		0.00
55806 ART SUPPLIES	3,182.55	3,182.55	0.00		0.00
55808 SCIENCE SUPPLIES	1,311.79	1,311.79	0.00		0.00
TOTAL GENERAL SUPPLIES	**20,678.98**	**20,678.98**	**0.00**	**0.00**	**0.00**
13312451 INSTRUCTIONAL HARDWARE					
55100 TECH INSTRUCTIONAL HARDWARE	7,227.48	7,227.48	0.00		0.00
TOTAL INSTRUCTIONAL HARDWARE	**7,227.48**	**7,227.48**	**0.00**	**0.00**	**0.00**
13312455 INSTRUCTIONAL SOFTWARE					
55100 INSTRUCTIONAL SOFTWARE	3,057.00	3,057.00	0.00		0.00
TOTAL INSTRUCTIONAL SOFTWARE	**3,057.00**	**3,057.00**	**0.00**		**0.00**
13312710 GUIDANCE SERVICES					
54200 GUIDANCE OFFICE SUPPLIES	88.00	88.00	0.00		0.00
TOTAL GUIDANCE SERVICES	**88.00**	**88.00**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13313200 HEALTH SERVICES					
51100 NURSES SALARY	36,856.00	31,631.22	5,224.78		(0.00)
54200 HEALTH OFFICE SUPPLIES	1,120.55	1,120.55	0.00		0.00
TOTAL HEALTH SERVICES	**37,976.55**	**32,751.77**	**5,224.78**	**0.00**	**(0.00)**
13313520 OTHER STUDENT ACTIVITIES					
55800 LEGO ROBOTICS/SCIENCE F	912.20	912.20	0.00		0.00
TOTAL OTHER STUDENT ACTIVITIES	**912.20**	**912.20**	**0.00**	**0.00**	**0.00**
13314110 CUSTODIAL SERVICES					
51100 CUSTODIAN SALARIES	151,407.83	151,282.39	125.44		(0.00)
51300 CUSTODIAN OVERTIME	2,444.64	2,444.64	0.00		0.00
54500 BUILDING SUPPLIES	17,232.79	17,232.79	0.00		0.00
TOTAL CUSTODIAL SERVICES	**171,085.26**	**170,959.82**	**125.44**	**0.00**	**(0.00)**
13314130 UTILITIES					
52300 WATER/SEWER	5,520.60	5,520.60	0.00		0.00
53400 TELEPHONE	913.12	913.12	0.00		0.00
TOTAL UTILITIES	**6,433.72**	**6,433.72**	**0.00**	**0.00**	**0.00**
13314210 REFUSE COLLECTION					
52900 RUBBISH REMOVAL	9,374.44	9,374.44	0.00		0.00
TOTAL REFUSE COLLECTION	**9,374.44**	**9,374.44**	**0.00**	**0.00**	**0.00**
13314220 BUILDING MAINTENANCE					
52400 BUILDING ROUTINE REPAIR	371.63	371.63	0.00		0.00
TOTAL BUILDING MAINTENANCE	**371.63**	**371.63**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13314230 BUILDING SERVICE CONTRACTS					
55100 REPAIR/SERVICE OF MAINT EQUIP	0.00	0.00	0.00		0.00
TOTAL BUILDING SERVICE CONTRACTS	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
13319100 TUITION TO MASS SCHOOLS					
53200 TUITIONS	8,333.67	8,333.67	0.00		0.00
TOTAL TUITION TO MASS SCHOOLS	**8,333.67**	**8,333.67**	**0.00**	**0.00**	**0.00**
13322110 SPED ADMINISTRATION					
54200 SPED SUPPLIES	722.80	722.80	0.00		0.00
TOTAL SPED ADMINISTRATION	**722.80**	**722.80**	**0.00**	**0.00**	**0.00**
13322310 SPED TEACHERS SALARIES					
51100 TEACHER SALARIES	422,245.00	405,773.68	16,471.32		0.00
51430 SPED TEACHER HONORARIUM	2,500.00	2,500.00	0.00		0.00
TOTAL SPED TEACHERS SALARIES	**424,745.00**	**408,273.68**	**16,471.32**	**0.00**	**0.00**
13322320 SPED SERVICES					
51100 THERAPISTS SALARIES	47,131.00	47,131.00	0.00		0.00
53000 SPED CONTRACTED SERVICES	41,417.25	41,417.25	0.00		0.00
53200 SPED TUTORING	1,195.75	1,195.75	0.00		0.00
TOTAL SPED SERVICES	**89,744.00**	**89,744.00**	**0.00**	**0.00**	**0.00**
13322325 SUBSTITUTE TEACHERS					
51200 SPED SUBSTITUTES	0.00	0.00	0.00		0.00
TOTAL SUBSTITUTE TEACHERS	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13322330 PARAPROFESSIONAL					
51110 SPED PARAPROFESSIONAL SALARIES	83,177.14	83,177.14	0.00		0.00
TOTAL PARAPROFESSIONAL	**83,177.14**	**83,177.14**	**0.00**	**0.00**	**0.00**
13322800 PSYCHOLOGISTS SALARIES					
51100 SPED PSYCHOLOGIST SALARIES	64,945.00	57,205.14	7,739.86		0.00
TOTAL PSYCHOLOGISTS SALARIES	**64,945.00**	**57,205.14**	**7,739.86**	**0.00**	**0.00**
13329330 SPED TUITION					
53200 SPED TUITION	0.00	0.00	0.00		0.00
TOTAL SPED TUITION	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
TOTAL INTERMEDIATE/ELEMENTARY	**3,367,482.03**	**3,205,942.40**	**161,539.63**	**0.00**	**0.00**
304 HIGH SCHOOL					
13412210 PRINCIPAL'S OFFICE					
51100 PRINCIPAL/ASST PRIN SALARIES	180,679.00	180,679.00	0.00		0.00
51110 SECRETARY WAGES	60,754.41	60,754.41	0.00		0.00
54200 PRINCIPAL OFFICE SUPPLY	7,805.93	7,805.93	0.00		0.00
55800 AWARDS	771.66	771.66	0.00		0.00
55801 GRADUATION SUPPLIES	3,640.07	3,640.07	0.00		0.00
57100 PRIN/ASST TRAVEL CONFERENCE	150.00	150.00	0.00		0.00
57300 PROFESSIONAL/SCH MEMBERSHIP	4,789.00	4,789.00	0.00		0.00
TOTAL PRINCIPAL'S OFFICE	**258,590.07**	**258,590.07**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13412220 COORDINATORS					
51100 DEPARTMENT CHAIR STIPENDS	18,848.73	18,848.73	0.00		0.00
51110 CO-CURRICULAR STIPENDS	44,205.93	44,205.93	0.00		0.00
TOTAL COORDINATORS	**63,054.66**	**63,054.66**	**0.00**	**0.00**	**0.00**
13412305 TEACHERS SALARIES					
51100 TEACHER SALARIES	2,293,796.20	2,215,480.34	78,315.86		0.00
51430 TEACHER HONORARIUMS	11,500.00	11,500.00	0.00		0.00
TOTAL TEACHERS SALARIES	**2,305,296.20**	**2,226,980.34**	**78,315.86**	**0.00**	**0.00**
13412325 SUBSTITUTE TEACHERS					
51200 SUBSTITUTES	35,291.37	35,291.37	0.00		0.00
TOTAL SUBSTITUTE TEACHERS	**35,291.37**	**35,291.37**	**0.00**	**0.00**	**0.00**
13412330 PARAPROFESSIONALS					
51110 PARAPROFESSIONAL SALARIES	19,689.65	19,689.65	0.00		0.00
TOTAL PARAPROFESSIONALS	**19,689.65**	**19,689.65**	**0.00**	**0.00**	**0.00**
13412340 LIBRARY SERVICES					
51100 LIBRARIAN SALARY	69,802.00	69,802.00	0.00		0.00
TOTAL LIBRARY SERVICES	**69,802.00**	**69,802.00**	**0.00**	**0.00**	**0.00**
13412357 PROFESSIONAL DEVELOPMENT					
57300 COURSE REIMBURSEMENT	9,710.00	9,710.00	0.00		0.00
TOTAL PROFESSIONAL DEVELOPMENT	**9,710.00**	**9,710.00**	**0.00**	**0.00**	**0.00**
13412410 TEXTBOOKS/MATERIALS					
55100 TEXTBOOKS/MATERIALS	15,901.89	15,901.89	0.00		0.00
TOTAL TEXTBOOKS/MATERIALS	**15,901.89**	**15,901.89**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13412420 INSTRUCTIONAL EQUIPMENT					
55100 INSTRUCTIONAL EQUIPMENT	1,461.50	1,461.50	0.00		0.00
TOTAL INSTRUCTIONAL EQUIPMENT	**1,461.50**	**1,461.50**	**0.00**	**0.00**	**0.00**
13412430 GENERAL SUPPLIES					
54200 GENERAL EDUCATION SUPPLIES	9,256.05	9,256.05	0.00		0.00
55800 TECHNOLOGY SUPPLIES	5,451.91	5,451.91	0.00		0.00
55803 INDUSTRIAL ARTS SUPPLIES	3,961.73	3,961.73	0.00		0.00
55804 MUSIC SUPPLIES	2,893.81	2,893.81	0.00		0.00
55805 GYM SUPPLIES	991.27	991.27	0.00		0.00
55806 ART SUPPLIES	3,773.73	3,773.73	0.00		0.00
55807 WORLD LANGUAGE SUPPLIES	0.00	0.00	0.00		0.00
55808 SCIENCE SUPPLIES	4,000.00	4,000.00	0.00		0.00
55809 AP SUPPLIES	3,200.99	3,200.99	0.00		0.00
TOTAL GENERAL SUPPLIES	**33,529.49**	**33,529.49**	**0.00**	**0.00**	**0.00**
13412455 INSTRUCTIONAL SOFTWARE					
55100 INSTRUCTIONAL SOFTWARE	15,364.76	15,364.76	0.00		0.00
TOTAL INSTRUCTIONAL SOFTWARE	**15,364.76**	**15,364.76**	**0.00**	**0.00**	**0.00**
13412710 GUIDANCE SERVICES					
51100 GUIDANCE COUNSELOR SALARY	128,672.00	113,776.13	14,895.87		(0.00)
51110 GUIDANCE SECRETARY SALARY	40,427.10	40,427.10	0.00		0.00
54200 GUIDANCE OFFICE SUPPLIES	4,419.14	4,419.14	0.00		0.00
TOTAL GUIDANCE SERVICES	**173,518.24**	**158,622.37**	**14,895.87**	**0.00**	**(0.00)**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13413200 HEALTH SERVICES					
51100 NURSES SALARY	61,435.00	61,435.00	0.00		0.00
54200 HEALTH OFFICE SUPPLIES	1,585.17	1,585.17	0.00		0.00
TOTAL HEALTH SERVICES	**63,020.17**	**63,020.17**	**0.00**	**0.00**	**0.00**
13413510 ATHLETICS					
51100 COACHES/A.D. SALARY	92,962.90	92,962.90	0.00		0.00
52700 RENTALS AND LEASES	229.57	229.57	0.00		0.00
53000 OFFICIALS	29,560.50	29,560.50	0.00		0.00
53300 ATHLETIC TRANSPORTATION	5,660.20	5,660.20	0.00		0.00
54200 ATHLETIC SUPPLIES	17,646.95	17,646.95	0.00		0.00
57300 ATHLETIC DUES/MEMBERSHIPS	4,954.00	4,954.00	0.00		0.00
TOTAL ATHLETICS	**151,014.12**	**151,014.12**	**0.00**	**0.00**	**0.00**
13413520 OTHER STUDENT ACTIVITIES					
53300 FIELD TRIPS	4,466.28	4,466.28	0.00		0.00
55800 BAND/CHORUS SUPPLIES	2,208.34	2,208.34	0.00		0.00
57100 TRAVEL AND CONFERENCES	1,398.11	1,398.11	0.00		0.00
TOTAL OTHER STUDENT ACTIVITIES	**8,072.73**	**8,072.73**	**0.00**	**0.00**	**0.00**
13414110 CUSTODIAL SERVICES					
51100 CUSTODIAN SALARIES	108,404.64	108,404.64	0.00		0.00
51300 CUSTODIAN OVERTIME	2,432.36	2,432.36	0.00		0.00
54500 BUILDING SUPPLIES	22,963.71	22,963.71	0.00		0.00
TOTAL CUSTODIAL SERVICES	**133,800.71**	**133,800.71**	**0.00**	**0.00**	**0.00**
13414120 FUEL OIL/PROPANE					
52102 FUEL OIL/PROPANE	14,632.97	14,632.97	0.00		0.00
TOTAL FUEL OIL/PROPANE	**14,632.97**	**14,632.97**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13414130 UTILITIES					
52300 WATER/SEWER	20,234.16	20,234.16	0.00		0.00
53400 TELEPHONE	7,138.17	7,138.17	0.00		0.00
TOTAL UTILITIES	**27,372.33**	**27,372.33**	**0.00**	**0.00**	**0.00**
13414210 REFUSE COLLECTION					
52900 RUBBISH REMOVAL	8,804.22	8,804.22	0.00		0.00
TOTAL REFUSE COLLECTION	**8,804.22**	**8,804.22**	**0.00**	**0.00**	**0.00**
13414220 BUILDING MAINTENANCE					
52400 BUILDING ROUTINE REPAIR	3,227.95	3,227.95	0.00		0.00
TOTAL BUILDING MAINTENANCE	**3,227.95**	**3,227.95**	**0.00**	**0.00**	**0.00**
13414230 BUILDING SERVICE CONTRACTS					
55100 REPAIR/SERVICE OF MAINT EQUIP	300.00	300.00	0.00		0.00
TOTAL BUILDING SERVICE CONTRACTS	**300.00**	**300.00**	**0.00**	**0.00**	**0.00**
13422110 SPED ADMINISTRATION					
54200 SPED SUPPLIES	149.00	149.00	0.00		0.00
TOTAL SPED ADMINISTRATION	**149.00**	**149.00**	**0.00**	**0.00**	**0.00**
13422305 SPED TEACHER SALARIES					
51100 SPED TEACHER SALARIES	183,089.00	169,533.80	13,555.20		0.00
51430 SPED TEACHER HONORARIUMS	3,000.00	3,000.00	0.00		0.00
TOTAL SPED TEACHER SALARIES	**186,089.00**	**172,533.80**	**13,555.20**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
13422320 SPED SERVICES					
53000 SPED CONTRACTED SERVICES	10,496.50	10,496.50	0.00		0.00
53200 SPED TUTORING	8,079.97	8,079.97	0.00		0.00
TOTAL SPED SERVICES	**18,576.47**	**18,576.47**	**0.00**	**0.00**	**0.00**
13422325 SUBSTITUTE TEACHERS					
51200 SPED SUBSTITUTES	0.00	0.00	0.00		0.00
TOTAL SUBSTITUTE TEACHERS	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
13422330 PARAPROFESSIONALS					
51110 SPED PARAPROFESSIONAL SALARIES	1,465.89	1,465.89	0.00		0.00
TOTAL PARAPROFESSIONALS	**1,465.89**	**1,465.89**	**0.00**	**0.00**	**0.00**
13422800 PSYCHOLOGIST SALARIES					
51100 PSYCHOLOGIST SALARIES	76,101.00	67,320.08	8,780.92		(0.00)
TOTAL PSYCHOLOGIST SALARIES	**76,101.00**	**67,320.08**	**8,780.92**	**0.00**	**(0.00)**
13429300 SPED TUITION					
53200 SPED TUITION	312,684.34	312,684.34	0.00		0.00
TOTAL SPED TUITION	**312,684.34**	**312,684.34**	**0.00**	**0.00**	**0.00**
TOTAL HIGH SCHOOL	**4,006,520.73**	**3,890,972.88**	**115,547.85**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
306 SCHOOL TRANSPORTATION					
13613300 TRANSPORTATION SERVICES - REG					
53300 REGULAR TRANSPORTATION	570,305.00	569,800.00	0.00		505.00
TOTAL TRANSPORTATION SERVICES - REG	**570,305.00**	**569,800.00**	**0.00**	**0.00**	**505.00**
13623300 TRANSPORTATION SERVICES - SPED					
53300 SPED TRANSPORTATION	164,775.00	159,259.80	0.00		5,515.20
TOTAL TRANSPORTATION SERVICES - SPED	**164,775.00**	**159,259.80**	**0.00**	**0.00**	**5,515.20**
TOTAL SCHOOL TRANSPORTATION	**735,080.00**	**729,059.80**	**0.00**		**6,020.20**
307 SCHOOL ENCUMBRANCES					
13700600 SCHOOL ENCUMBRANCES					
51000 SALARIES/WAGES	293,879.97	293,108.51	0.00		771.46
57000 EXPENDITURES	4,531.55	4,078.63	0.00		452.92
TOTAL SCHOOL ENCUMBRANCES	**298,411.52**	**297,187.14**	**0.00**	**0.00**	**1,224.38**
308 MEDICAID REIMBURSEMENT					
13800200 MEDICAID REIMBURSEMENT					
53000 PROF AND TECHNICAL CONSULTANTS	5,000.00	2,936.17	0.00		2,063.83
TOTAL MEDICAID REIMBURSEMENT	**5,000.00**	**2,936.17**	**0.00**	**0.00**	**2,063.83**
395 SCHOOL SPECIAL ARTICLES					
01395502 HS REPAIRS ART 5 11/14/06					
52400 HS REPAIRS ART 5 11/14/06	0.00		0.00		0.00
TOTAL HS REPAIRS ART 5 11/14/06	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01395503 IES BLDG NEEDS ASSESSMENT ART#8					
53000 IES BLDG NEEDS ASSESSMENT ART#8	0.00		0.00		0.00
TOTAL IES BLDG NEEDS ASSESSMENT ART#8	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
01395504 PICK UP TRUCK ART# 8 5/3/10					
58700 PICK UP TRUCK ART#8 5/3/10	23,839.00	23,839.00	0.00		0.00
TOTAL PICK UP TRUCK ART# 8 5/3/10	**23,839.00**	**23,839.00**	**0.00**	**0.00**	**0.00**
TOTAL SCHOOL SPECIAL ARTICLES	**23,839.00**	**23,839.00**	**0.00**	**0.00**	**0.00**
399 VOCATIONAL					
13990000 BLACKSTONE VALLEY VOCATIONAL					
51904 STIPENDS	500.00	500.00	0.00		0.00
53200 TUITIONS	430,186.00	430,186.00	0.00		0.00
53201 BVV - DEBT ASSESSMENT	59,899.00	59,899.00	0.00		0.00
TOTAL BLACKSTONE VALLEY VOCATIONAL	**490,585.00**	**490,585.00**	**0.00**	**0.00**	**0.00**
13990001 NORFOLK CNTY AGRICULTURAL					
53200 NORFOLK CNTY AGRICULTURAL	59,491.00	63,891.00	0.00		(4,400.00)
53300 TRANSPORTATION	10,000.00	5,512.50	0.00		4,487.50
TOTAL NORFOLK CNTY AGRICULTURAL	**69,491.00**	**69,403.50**	**0.00**	**0.00**	**87.50**
TOTAL VOCATIONAL	**560,076.00**	**559,988.50**	**0.00**	**0.00**	**87.50**
TOTAL EDUCATION	**12,496,670.52**	**12,158,229.13**	**329,045.48**	**0.00**	**9,395.91**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
420 HIGHWAYS AND STREETS					
01420200 HIGHWAY SIGNS - EXPENSES					
55300 PUBLIC WORKS SUPPLIES	2,900.00	2,527.68	0.00		372.32
TOTAL HIGHWAY SIGNS - EXPENSES	**2,900.00**	**2,527.68**	**0.00**	**0.00**	**372.32**
421 ADMINISTRATION					
01421100 HIGHWAY - SALARIES					
51100 SALARIES	78,756.00	78,754.99	0.00		1.01
51110 F/T WAGES	301,900.00	298,027.47	0.00		3,872.53
51200 P/T WAGES	30,725.00	28,222.91	0.00		2,502.09
51300 OVERTIME	5,000.00	1,689.23	0.00		3,310.77
TOTAL HIGHWAY - SALARIES	**416,381.00**	**406,694.60**	**0.00**	**0.00**	**9,686.40**
01421200 HIGHWAY - EXPENSES					
52101 ELECTRICITY	2,750.00	2,429.75	0.00		320.25
52102 HEATING	6,500.00	8,838.92	0.00		(2,338.92)
52400 REPAIRS AND MAINT AGREEMENT	540.00	1,792.77	0.00		(1,252.77)
52900 OTHER PROPERTY RELATED SERV	75.00	593.01	0.00		(518.01)
53001 ADVERTISING	650.00	486.71	0.00		163.29
53400 TELEPHONE	850.00	436.32	0.00		413.68
53404 CELLULAR PHONES	450.00	676.65	0.00		(226.65)
53800 OTHER SERVICES	7,000.00	6,963.93	0.00		36.07
54200 OFFICE SUPPLIES	1,500.00	725.77	0.00		774.23
54300 BLDG AND EQ REPAIRS AND MAINT	3,037.00	1,040.82	0.00		1,996.18
54500 CUSTODIAL SUPPLIES	1,000.00	758.67	0.00		241.33
55000 MEDICAL SUPPLIES	400.00	125.86	0.00		274.14
57100 IN-STATE TRAVEL	1,000.00	490.40	0.00		509.60

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01421200 HIGHWAY – EXPENSES – Cont.					
57150 TRAINING AND EDUCATION	400.00	60.00	0.00		340.00
57300 DUES AND MEMBERSHIPS	100.00	145.00	0.00		(45.00)
58500 ADDITIONAL EQUIPMENT	0.00	195.00	0.00		(195.00)
TOTAL HIGHWAY - EXPENSES	**26,252.00**	**25,759.58**	**0.00**	**0.00**	**492.42**
01421600 HWY ADMIN ENCUMBRANCES					
54200 OFFICE SUPPLIES	71.98	71.98	0.00		0.00
TOTAL HWY ADMIN ENCUMBRANCES	**71.98**	**71.98**	**0.00**	**0.00**	**0.00**
TOTAL ADMINISTRATION	**442,704.98**	**432,526.16**	**0.00**	**0.00**	**10,178.82**
422 CONSTRUCTION AND MAINTENANCE					
01422200 HIGHWAY MAINTENANCE - EXPENSES					
52400 REPAIRS AND MAINT AGREEMENT	12,000.00	26,031.28	0.00		(14,031.28)
52900 OTHER PROPERTY RELATED SERVICE	0.00	13,277.94	0.00		(13,277.94)
53800 OTHER SERVICES	0.00	7,660.00	0.00		(7,660.00)
54300 BLDG AND EQ REPAIRS AND MAINT	44,500.00	7,284.32	0.00		37,215.68
54800 VEHICULAR SUPPLIES	21,000.00	18,160.81	0.00		2,839.19
54805 VEHICLES GASOLINE	24,000.00	41,300.08	0.00		(17,300.08)
55300 PUBLIC WORKS SUPPLIES	23,200.00	10,873.70	0.00		12,326.30
TOTAL HIGHWAY MAINTENANCE - EXPENSES	**124,700.00**	**124,588.13**	**0.00**	**0.00**	**111.87**
01422504 FRONT END LOADER ART 9 5/5/08					
58000 FRONT END LOADER ART 9 5/5/08	0.00	0.00	0.00		0.00
TOTAL FRONT END LOADER ART 9 5/5/08	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01422505 1 TON DUMP TRUCK ART9 5/5/08					
58000 1 TON DUMP TRUCK ART 9 5/5/08	0.20	0.00	0.00		0.20
TOTAL 1 TON DUMP TRUCK ART9 5/5/08	**0.20**	**0.00**	**0.00**	**0.00**	**0.20**
TOTAL CONSTRUCTION AND MAINTENANCE	**124,700.20**	**124,588.13**	**0.00**	**0.00**	**112.07**

423 SNOW & ICE REMOVAL					
01423100 SNOW & ICE - SALARIES					
51200 P/T WAGES	7,999.12	7,999.75	0.00		(0.63)
51300 OVERTIME	42,631.00	42,630.37	0.00		0.63
TOTAL SNOW & ICE - SALARIES	**50,630.12**	**50,630.12**	**0.00**	**0.00**	**(0.00)**
01423200 SNOW & ICE - EXPENSES					
53800 OTHER SERVICES	79,616.00	79,616.50	0.00		(0.50)
54800 VEHICULAR SUPPLIES	9,061.00	9,060.88	0.00		0.12
54900 FOOD AND FOOD SERVICE SUPPLIES	1,312.35	1,312.72	0.00		(0.37)
55300 PUBLIC WORKS SUPPLIES	158,545.00	158,544.25	0.00		0.75
TOTAL SNOW & ICE - EXPENSES	**248,534.35**	**248,534.35**	**0.00**	**0.00**	**0.00**
TOTAL SNOW & ICE	**299,164.47**	**299,164.47**	**0.00**	**0.00**	**(0.00)**

	0.00				
424 STREET LIGHTING	**0.00**				
01424200 STREET LIGHTING	**0.00**				
52101 ELECTRICITY	43,000.00	43,000.00	0.00		0.00
TOTAL STREET LIGHTING	**43,000.00**	**43,000.00**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
434 MONITOR WELLS					
01434200 MONITOR WELLS - EXPENSES					
53000 PROF AND TECH CONSULTANTS	10,450.00	9,675.00	0.00		775.00
TOTAL MONITOR WELLS - EXPENSES	**10,450.00**	**9,675.00**	**0.00**		**775.00**
435 LANDFILL MAINTENANCE					
01435200 LANDFILL MAINTENANCE - EXPENSE					
53000 PROF AND TECHNICAL CONSULTANT	1,235.00	600.00	0.00		635.00
TOTAL LANDFILL MAINTENANCE - EXPENSE	**1,235.00**	**600.00**	**0.00**		**635.00**
491 CEMETERY					
01491200 CEMETERY - EXPENSES					
52300 NON-ENERGY UTILITIES	0.00	30.00	0.00		(30.00)
52400 REPAIRS AND MAINT AGREEMENT	8,840.00	9,640.00	0.00		(800.00)
54200 OFFICE SUPPLIES	100.00	0.00	0.00		100.00
54600 GROUNDS KEEPING SUPPLIES	1,000.00	0.00	0.00		1,000.00
55300 PUBLIC WORKS SUPPLIES	60.00	0.00	0.00		60.00
TOTAL CEMETERY - EXPENSES	**10,000.00**	**9,670.00**	**0.00**	**0.00**	**330.00**
TOTAL PUBLIC WORKS	**934,154.65**	**921,751.44**	**0.00**	**0.00**	**12,403.21**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
510 HEALTH DEPARTMENT					
01510100 BOARD OF HEALTH - SALARIES					
51110 F/T WAGES	37,009.00	36,996.89	0.00		12.11
51200 P/T WAGES	8,414.00	8,413.57	0.00		0.43
51201 P/T WAGES	595.00	525.00	0.00		70.00
51300 OVERTIME	800.00	731.95	0.00		68.05
TOTAL BOARD OF HEALTH - SALARIES	**46,818.00**	**46,667.41**	**0.00**	**0.00**	**150.59**
01510200 BOARD OF HEALTH - EXPENSES					
53000 PROF AND TECHNICAL CONSULTANT	3,100.00	2,979.63	0.00		120.37
53006 BONDING SERVICES	100.00	100.00	0.00		0.00
53401 POSTAGE	0.00	41.00	0.00		(41.00)
53404 CELLULAR PHONES	450.00	349.10	0.00		100.90
53800 OTHER SERVICES	1,400.00	1,358.26	0.00		41.74
54200 OFFICE SUPPLIES	600.00	557.03	0.00		42.97
55000 MEDICAL SUPPLIES	300.00	125.00	0.00		175.00
55800 OTHER SUPPLIES	200.00	177.45	0.00		22.55
57100 IN-STATE TRAVEL	650.00	755.84	0.00		(105.84)
57150 TRAINING AND EDUCATION	100.00	60.00	0.00		40.00
57300 DUES AND MEMBERSHIPS	100.00	100.00	0.00		0.00
TOTAL BOARD OF HEALTH - EXPENSES	**7,000.00**	**6,603.31**	**0.00**	**0.00**	**396.69**
TOTAL BOARD OF HEALTH	**53,818.00**	**53,270.72**	**0.00**	**0.00**	**547.28**
513 ANIMAL INSPECTOR					
01513100 ANIMAL INSPECTOR - SALARIES					
51200 P/T WAGES	3,033.27	3,032.52	0.00		0.75
TOTAL ANIMAL INSPECTOR - SALARIES	**3,033.27**	**3,032.52**	**0.00**	**0.00**	**0.75**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01513200 ANIMAL INSPECTOR - EXPENSES					
53001 ADVERTISING	0.00	106.00	0.00		(106.00)
55800 OTHER SUPPLIES	150.00	75.00	0.00		75.00
57100 IN-STATE TRAVEL	200.00	0.00	0.00		200.00
TOTAL ANIMAL INSPECTOR - EXPENSES	**350.00**	**181.00**	**0.00**	**0.00**	**169.00**
TOTAL ANIMAL INSPECTOR	**3,383.27**	**3,213.52**	**0.00**	**0.00**	**169.75**

522 NURSING					
01522100 NURSING - SALARIES					
51200 P/T WAGES	14,270.00	13,895.15	0.00		374.85
TOTAL NURSING - SALARIES	**14,270.00**	**13,895.15**	**0.00**	**0.00**	**374.85**

541 COUNCIL ON AGING					
01541100 COUNCIL ON AGING - SALARIES					
51100 SALARIES	26,479.00	26,478.68	0.00		0.32
51200 P/T WAGES	49,810.00	48,770.63	0.00		1,039.37
TOTAL COUNCIL ON AGING - SALARIES	**76,289.00**	**75,249.31**	**0.00**	**0.00**	**1,039.69**
01541200 COUNCIL ON AGING - EXPENSES					
52400 REPAIRS AND MAINT AGREEMENT	400.00	40.00	0.00		360.00
53001 ADVERTISING	0.00	304.76	0.00		(304.76)
53300 TRANSPORTATION	4,500.00	4,519.62	0.00		(19.62)
53400 TELEPHONE	720.00	711.36	0.00		8.64
54200 OFFICE SUPPLIES	300.00	583.99	0.00		(283.99)
54300 BLDG AND EQ REPAIRS AND MAINT	150.00	0.00	0.00		150.00
54500 CUSTODIAL SUPPLIES	150.00	0.00	0.00		150.00
55800 OTHER SUPPLIES	880.00	836.78	12.00		31.22

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01541200 COUNCIL ON AGING - EXPENSES - Cont.					
57100 IN-STATE TRAVEL	2,600.00	1,656.36	0.00		943.64
57150 TRAINING AND EDUCATION	(420.00)	0.00	0.00		(420.00)
57300 DUES AND MEMBERSHIPS	220.00	135.00	0.00		85.00
TOTAL COUNCIL ON AGING - EXPENSES	**9,500.00**	**8,787.87**	**12.00**	**0.00**	**700.13**
TOTAL COUNCIL ON AGING	**85,789.00**	**84,037.18**	**12.00**	**0.00**	**1,739.82**
543 VETERANS SERVICES					
01543200 VETERANS - EXPENSES					
53800 OTHER SERVICES	9,000.00	8,657.61	0.00		342.39
54200 OFFICE SUPPLIES	200.00	153.77	0.00		46.23
55800 OTHER SUPPLIES	500.00	483.84	0.00		16.16
57100 IN-STATE TRAVEL	280.00	284.94	0.00		(4.94)
57300 DUES AND MEMBERSHIPS	35.00	35.00	0.00		0.00
TOTAL VETERANS - EXPENSES	**10,015.00**	**9,615.16**	**0.00**	**0.00**	**399.84**
01543300 VETERANS - BENEFITS					
57700 VETERANS BENEFITS	63,448.00	63,252.95	0.00		195.05
TOTAL VETERANS - BENEFITS	**63,448.00**	**63,252.95**	**0.00**	**0.00**	**195.05**
TOTAL VETERANS SERVICES	**73,463.00**	**72,868.11**	**0.00**	**0.00**	**594.89**
TOTAL HUMAN SERVICES	**230,723.27**	**227,284.68**	**12.00**	**0.00**	**3,426.59**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
610 LIBRARY					
01610100 LIBRARY - SALARIES					
51100 SALARIES	62,304.00	62,302.78	0.00		1.22
51110 F/T WAGES	58,875.00	57,402.56	0.00		1,472.44
51200 P/T WAGES	17,600.00	19,073.66	0.00		(1,473.66)
TOTAL LIBRARY - SALARIES	**138,779.00**	**138,779.00**	**0.00**	**0.00**	**0.00**
01610200 LIBRARY - EXPENSES					
52101 ELECTRICITY	2,427.00	2,627.08	0.00		(200.08)
52102 HEATING	3,900.00	4,249.45	0.00		(349.45)
52400 REPAIRS AND MAINT AGREEMENT	0.00	658.15	0.00		(658.15)
52900 OTHER PROPERTY RELATED SERV	0.00	650.00	0.00		(650.00)
53000 PROF AND TECHNICAL CONSULTANT	6,234.00	3,548.00	0.00		2,686.00
53400 TELEPHONE	500.00	288.07	25.88		186.05
54200 OFFICE SUPPLIES	500.00	931.30	0.00		(431.30)
54300 BLDG AND EQ REPAIRS AND MAINT	850.00	161.50	0.00		688.50
55800 OTHER SUPPLIES	35,222.00	35,149.43	756.54		(683.97)
TOTAL LIBRARY - EXPENSES	**49,633.00**	**48,262.98**	**782.42**	**0.00**	**587.60**
TOTAL LIBRARY	**188,412.00**	**187,041.98**	**782.42**	**0.00**	**587.60**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
630 RECREATION					
01630100 RECREATION - SALARIES					
51200 P/T WAGES	1,284.00	1,284.00	0.00		0.00
TOTAL RECREATION - SALARIES	**1,284.00**	**1,284.00**	**0.00**	**0.00**	**0.00**
01630200 RECREATION - EXPENSES					
52101 ELECTRICITY	2,400.00	2,680.44	0.00		(280.44)
52400 REPAIRS AND MAINT AGREEMENT	4,000.00	3,546.49	0.00		453.51
53400 TELEPHONE	300.00	369.34	0.00		(69.34)
53800 OTHER SERVICES	3,000.00	3,902.44	0.00		(902.44)
54300 BLDG AND EQ REPAIRS AND MAINT	600.00	63.90	0.00		536.10
54805 VEHICLES GASOLINE	500.00	396.27	0.00		103.73
55800 OTHER SUPPLIES	2,041.00	629.76	0.00		1,411.24
57300 DUES AND MEMBERSHIPS	550.00	600.00	0.00		(50.00)
58700 REPLACEMENT EQUIPMENT	325.00	515.78	0.00		(190.78)
TOTAL RECREATION - EXPENSES	**13,716.00**	**12,704.42**	**0.00**	**0.00**	**1,011.58**
01630501 MARTIN RD ENG ART#2 05/16/05					
52902 #2 05 ATM - MARTIN RD	0.00	0.00	0.00		0.00
TOTAL MARTIN RD ENG ART#2 05/16/05	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
TOTAL RECREATION	**15,000.00**	**13,988.42**	**0.00**	**0.00**	**1,011.58**

691 HISTORICAL COMMISSION					
01691500 HISTORICAL COMM- GRANT					
53000 PROF AND TECHNICAL CONSULTANTS	4,900.00	0.00	0.00	4,900.00	0.00
TOTAL HISTORICAL COMM- GRANT	**4,900.00**	**0.00**	**0.00**	**4,900.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
692 CELEBRATIONS					
01692200 CELEBRATIONS - EXPENSES					
53800 MEMORIAL DAY OTHER SERVICES	1,750.00	1,720.00	0.00		30.00
TOTAL CELEBRATIONS - EXPENSES	**1,750.00**	**1,720.00**	**0.00**	**0.00**	**30.00**
TOTAL CULTURE AND RECREATION	**210,062.00**	**202,750.40**	**782.42**	**4,900.00**	**1,629.18**

709 DEBT - OTHER COSTS					
01709200 BONDING COSTS					
53000 PROF AND TECHNICAL CONSULTANT	6,010.00	6,009.70	0.00		0.30
TOTAL BONDING COSTS	**6,010.00**	**6,009.70**	**0.00**	**0.00**	**0.30**
TOTAL DEBT - OTHER COSTS	**6,010.00**	**6,009.70**	**0.00**	**0.00**	**0.30**

710 RETIREMENT OF DEBT					
01710900 DEBT SERVICE - PRINCIPAL					
59100 LONG TERM DEBT - PRINCIPAL	55,000.00	55,000.00	0.00		0.00
59102 POLICE STATION FHA	28,750.00	28,750.00	0.00		0.00
59103 SEWER DESIGN LEVY 107K	10,000.00	10,000.00	0.00		0.00
59104 CAFETORIUM 355K	20,000.00	20,000.00	0.00		0.00
59106 FIRE/EMS STATION	53,462.00	53,462.00	0.00		0.00
59108 LAND ACQUISITION	100,000.00	100,000.00	0.00		0.00
59109 SCHOOL CONST (9.9M 12/02)	455,000.00	455,000.00	0.00		0.00
59110 SCHOOL CONST (4.065M)	175,000.00	175,000.00	0.00		0.00
59111 WWTF - LEVY	191,033.00	191,032.26	0.00		0.74
59112 POST OFFICE - NONEXL	22,819.00	22,818.49	0.00		0.51
59113 CHAPTER 61 LAND	15,000.00	15,000.00	0.00		0.00
59114 AMBULANCE 135K 12/15/06	27,000.00	27,000.00	0.00		0.00
59115 LAND ACQUISITION 767200 12/15/0	53,000.00	53,000.00	0.00		0.00

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
01710900 DEBT SERVICE – PRINCIPAL- Cont.					
59116 WWTF LEVY - 300K	11,108.00	11,107.54	0.00		0.46
TOTAL DEBT SERVICE - PRINCIPAL	**1,217,172.00**	**1,217,170.29**	**0.00**	**0.00**	**1.71**
751 LONG TERM INTEREST					
01751900 DEBT SERVICE - INTEREST					
59100 LONG TERM DEBT-INTEREST	7,494.00	7,493.75	0.00		0.25
59102 POLICE STATION FHA	4,852.00	4,851.56	0.00		0.44
59103 SEWER DESIGN LEVY 107K	425.00	425.00	0.00		0.00
59104 CAFETORIUM 355K	850.00	850.00	0.00		0.00
59106 FIRE/EMS STATION	6,616.00	6,615.92	0.00		0.08
59108 LAND ACQUISITION	4,250.00	4,250.00	0.00		0.00
59109 SCHOOL CONST (9.9M 12/02)	286,806.00	286,806.25	0.00		(0.25)
59110 SCHOOL CONST (4.065M)	127,143.00	127,142.51	0.00		0.49
59111 WWTF - LEVY	101,992.00	101,991.74	0.00		0.26
59112 POST OFFICE - NONEXL	6,652.00	6,651.51	0.00		0.49
59113 CHAPTER 61 LAND	5,108.00	5,107.49	0.00		0.51
59114 AMBULANCE 135K 12/15/06	1,890.00	1,890.00	0.00		0.00
59115 LAND ACQUISITION 767200 12/15/0	26,710.00	26,710.00	0.00		0.00
59116 WWTF LEVY - 300K	3,737.00	3,736.22	0.00		0.78
TOTAL DEBT SERVICE - INTEREST	**584,525.00**	**584,521.95**	**0.00**	**0.00**	**3.05**
TOTAL DEBT SERVICE	**1,807,707.00**	**1,807,701.94**	**0.00**	**0.00**	**5.06**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
820 STATE ASSESSMENTS & CHARGES					
01820800 STATE ASSESSMENT & CHARGES					
56300 SCHOOL CHOICE ASSESSMENT	219,123.00	208,027.00	0.00		11,096.00
56330 SPED ASSESSMENT	8,802.00	9,130.00	0.00		(328.00)
56400 AIR POLLUTION DISTRICTS	2,187.00	2,187.00	0.00		0.00
56460 RMV NON RENEWAL CHARGES	6,840.00	7,740.00	0.00		(900.00)
56630 REGIONAL TRANSIT AUTHORITY	5,703.00	5,703.00	0.00		0.00
TOTAL STATE ASSESSMENT & CHARGES	**242,655.00**	**232,787.00**	**0.00**		**9,868.00**

911 RETIREMENT & PENSION					
01911700 RETIREMENT & PENSION					
51706 WORCESTER REGIONAL RETIREMENT	644,320.00	644,320.00	0.00		0.00
51707 EMPLOYER'S FICA	45,666.00	44,391.53	0.00		1,274.47
51708 SCHOOL FICA	147,457.00	140,497.60	0.00		6,959.40
TOTAL RETIREMENT & PENSION	**837,443.00**	**829,209.13**	**0.00**	**0.00**	**8,233.87**

913 UNEMPLOYMENT COMPENSATION					
01913700 UNEMPLOYMENT COMPENSATION					
51700 UNEMPLOYMENT	97,400.00	93,647.39	0.00		3,752.61
TOTAL UNEMPLOYMENT COMPENSATION	**97,400.00**	**93,647.39**	**0.00**	**0.00**	**3,752.61**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
914 HEALTH INSURANCE					
01914700 HEALTH INSURANCE					
51703 HEALTH INSURANCE - TOWN	647,729.00	652,710.82	0.00		(4,981.82)
51704 HEALTH INSURANCE - SCHOOL	2,072,897.00	2,067,914.57	0.00		4,982.43
TOTAL HEALTH INSURANCE	**2,720,626.00**	**2,720,625.39**	**0.00**	**0.00**	**0.61**
01914701 HEALTH INSURANCE - HRA					
51709 HEALTH INSURANCE - HRA	15,000.00	2,375.00	0.00	12,625.00	0.00
TOTAL HEALTH INSURANCE - HRA	**15,000.00**	**2,375.00**	**0.00**	**12,625.00**	**0.00**
TOTAL HEALTH INSURANCE	**2,735,626.00**	**2,723,000.39**	**0.00**	**12,625.00**	**0.61**
	0.00				
TOTAL FRINGE BENEFITS	**3,670,469.00**	**3,645,856.91**	**0.00**	**12,625.00**	**11,987.09**
940 PRIOR YEAR BILLS					
01940200 PRIOR YEAR BILLS					
57600 PRIOR YEAR BILLS	367.00	367.00	0.00		0.00
TOTAL PRIOR YEAR BILLS	**367.00**	**367.00**	**0.00**	**0.00**	**0.00**
992 TRANSFERS TO SPECIAL REVENUE					
01992900 TRANSFERS TO SPECIAL REVENUE					
59620 TRANSFER TO SPECIAL REVENUE	26,000.00	26,000.00	0.00		0.00
TOTAL TRANSFERS TO SPECIAL REVENUE	**26,000.00**	**26,000.00**	**0.00**	**0.00**	**0.00**

0100 GENERAL FUND FY2011 BUDGET ANALYSIS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	CARRY FORWARD	CLOSED TO FUND BALANCE
993 TRANSFER TO CAPITAL PROJECT					
01993900 TRANSFER TO CAPITAL PROJECT					
59630 TRANSFER TO CAPITAL PROJECTS	139,000.00	139,000.00	0.00		0.00
TOTAL TRANSFER TO CAPITAL PROJECT	**139,000.00**	**139,000.00**	**0.00**	**0.00**	**0.00**
01996900 TRANSFER TO STABILIZATION					
59680 TRANSFER TO STABILIZATION	22,024.18	22,024.18	0.00		0.00
TOTAL TRANSFER TO STABILIZATION	**22,024.18**	**22,024.18**	**0.00**	**0.00**	**0.00**
TOTAL TRANSFERS AND PRIOR YEAR BILLS	**187,391.18**	**187,391.18**	**0.00**	**0.00**	**0.00**
TOTAL GENERAL FUND	**23,676,562.40**	**23,001,459.88**	**331,619.90**	**208,506.77**	**134,975.85**
TOTAL EXPENSES	23,676,562.40	23,001,459.88	331,619.90	208,506.77	134,975.85

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TOWN OF DOUGLAS
COMBINING BALANCE SHEET-ENTERPRISE FUNDS
Year ended June 30, 2011

	Enterprise Fund 0600 Water/Sewer	Enterprise Fund 0610 Transfer Station		TOTAL Enterprise Funds
Assets				
Cash and investments	1,129,506.58	152,764.01		1,282,270.59
Accounts receivable	202,149.59	0.00		202,149.59
Due from Commonwealth		0.00		0.00
Due from Federal Government		0.00		0.00
Due from other funds		0.00		0.00
Loans Authorized		0.00		0.00
	1,331,656.17	152,764.01		1,484,420.18

Liabilities & Fund Bal.				
Warrants/Accounts payable	28,299.50	18,956.43		47,255.93
Sales Tax payable	2.22	0.00		2.22
Due to Other Funds		0.00		0.00
Deferred revenue	202,149.59	0.00		202,149.59
Notes payable		0.00		0.00
Loans Authorized/Unissued		0.00		0.00
Fund balance - designated		0.00		0.00
Fund balance - reserved	880,213.72	7,295.00		887,508.72
Unreserved fund balance	220,991.14	126,512.58		347,503.72
	1,331,656.17	152,764.01		1,484,420.18

TOWN OF DOUGLAS
COMBINING BALANCE SHEET-ENTERPRISE FUNDS
Year ended June 30, 2011

Revenues	Enterprise Fund 0600 Water/Sewer	Enterprise Fund 0610 Transfer Station		TOTAL Enterprise Funds
Intergovernmental	0.00	0.00		0.00
Charges for Services	932,312.84	265,512.00		1,197,824.84
Other	52,702.80	3,857.09		56,559.89
	985,015.64	269,369.09		1,254,384.73
Expenditures				
Personal Services	288,537.13	39,587.63		328,124.76
Purchase of Services	325,396.93	201,284.02		526,680.95
Supplies	75,578.37	1,392.63		76,971.00
Other Charges & Expenditures	10,219.00	0.00		10,219.00
Capital Outlay	41,385.10	0.00		41,385.10
Debt Service	261,558.60	0.00		261,558.60
	1,002,675.13	242,264.28		1,244,939.41
Excess Revenues over/ (under) Expenditures	(17,659.49)	27,104.81		9,445.32
Bond Proceeds	0.00	0.00		0.00
Transfers in	0.00	0.00		0.00
Transfers (out)	0.00	0.00		0.00
	0.00	0.00		0.00
Excess Revenues over/ (under) Exp/Transfers	(17,659.49)	27,104.81		9,445.32
Fund Balance, 6/30/10	1,118,864.35	106,702.77		1,225,567.12
Fund Balance, 6/30/11	1,101,204.86	133,807.58		1,235,012.44

FY11 General Fund Revenue			
Revenues and other Sources:	**Budget**	**Actual**	**Variance (unfavorable)**
Personal Property Taxes	218,257.63	217,263.03	-994.60
Real Estate Taxes	11,011,484.37	10,969,020.69	-42,463.68
Subtotal:	11,229,742.00	11,186,283.72	-43,458.28
Tax Liens		190,307.18	190,307.18
Motor Vehicle Excise Taxes	912,790.00	977,903.51	65,113.51
Vessel Excise Taxes	1,400.00	2,380.17	980.17
Other Excise			0.00
Penalties and Interest:			
Interest on Personal Property		57.70	57.70
Interest on Real Estate	60,000.00	39,572.49	-20,427.51
Interest on Tax Liens	20,000.00	31,433.32	11,433.32
Interest on Motor Vehicle Excise	10,000.00	9,408.67	-591.33
Interest on Vessel Tax		27.66	27.66
Demands	30,000.00	61,450.00	31,450.00
Total Penalties and Interest:	120,000.00	141,949.84	21,949.84
Payment in Lieu of Taxes			0.00
Licenses, Fees and Permits:			
Fees:	64,500.00		
Selectmen Fees		1,191.03	
Assessors Fees		527.50	
Treasurer Fees		127.10	
Tax Collector Fees		18,680.00	
Town Clerk Fees		1,937.75	
Conservation Fees		2,319.72	
Planning Board Fees		7,977.34	
Zoning Board Fees		3,000.00	
Community Development Fees		2,015.46	
Police Fees		7,623.94	
Fire Fees		6,199.92	
Sanitation Fees		3,560.00	
Board of Health Fees		4,655.78	
Total Fees:	64,500.00	59,815.54	-4,684.46
Rental of Town Property	35,585.00	35,985.04	400.04
Licenses and Permits:			
Selectmen Licenses - Alcohol	5,285.00	5,250.00	
Selectmen Licenses	1,100.00	1,215.00	
Town Clerk Licenses	1,300.00	1,020.00	
Building Permits	71,315.00	65,815.69	
Animal Licenses	15,750.00	15,855.00	
Highway Permits		60.00	
Board of Health Permits	4,850.00	7,535.00	
	99,600.00	96,750.69	-2,849.31
Fines and Forfeiture			
Town Clerk Fines		65.00	65.00
Police Fines	22,829.00	20,197.50	-2,631.50
	22,829.00	20,262.50	-2,566.50

FY11 General Fund Revenue – Cont.			
Revenues and other Sources:	**Budget**	**Actual**	**Variance (unfavorable)**
Earnings on Investments	20,000.00	19,128.30	-871.70
Miscellaneous other		62,674.94	62,674.94
Medicaid Reimburse	30,800.00	75,631.31	44,831.31
FEMA		1,582.50	1,582.50
	30,800.00	139,888.75	109,088.75
State Aid:			
Chapter 70	8,196,565.00	8,196,565.00	0.00
Charter Tuition Reimburse	0.00	0.00	0.00
School Transportation		856.00	856.00
Lottery, Beano & Charity Games	617,250.00	617,250.00	0.00
Veteran's Benefits	34,322.00	33,664.00	-658.00
Exemptions: Vets, Blind & Surving Spouses	23,535.00	25,843.00	2,308.00
Exemptions: Elderly			0.00
State Owned Land	210,027.00	210,027.00	0.00
School Building Authority	515,934.00	515,934.00	0.00
Other State Revenue		252.00	252.00
Total State Revenue:	9,597,633.00	9,600,391.00	2,758.00
Transfers	429,815.00	429,815.00	0.00
Other Financing Sources		0.00	0.00
Total:	22,564,694.00	22,900,861.24	336,167.24
Carryovers and Encumbrances	1,111,868.40	1,111,868.40	0.00
Total:	**23,676,562.40**	**24,012,729.64**	**336,167.24**

Special Revenue Fund Balances - June 30, 2011		
Fund	**Account Name**	**Balance as of 40,724.00**
School Revolving Funds		
0201	School Lunch	31,562.99
0202	Preschool	57,140.54
0204	School Choice	266,190.28
0208	Circuit Breaker	41,339.86
0209	Athletic Revolver	-6,853.90
0210	Student Activity - Extended Day	14,449.68
0269	Health Services	5,809.65
0293	Lost Books	3,423.34
0293	School Building Rental	41,398.20
State Grants		
School		
0280	Academic Support Grant 2011	1.27

Special Revenue Fund Balances - June 30, 2011		
Fund	**Account Name**	**Balance as of 40,724.00**
Town		
0281	43 D Grant	8,092.30
0281	Clean Energy Grant	-28,000.00
0281	Extended Polling Hours Grant	995.20
0281	Forest Steward Mumford Grant	-946.00
0281	Forest Steward Chestnut Grant	-850.00
0281	Fire Safe Grant 2011	2,985.94
0281	DPH - Ambulance Grant	12.01
0281	Emergency Mgt Grant	1,405.00
0281	Cert Grant	895.00
0281	911 Training 2011Grant	-3,694.70
0281	911 Regional Grant	-50,000.00
0281	Citizens Corp Grant	-2,500.00
0281	Library - MEG/LIG Grant	30,953.15
0281	Library -1-08 Com Music Related Grant	10.99
0281	Arts Lottery Grant	8,584.34
Receipts Reserved for Appropriation		
0282	Waterways Improvement	6,144.63
0282	Ambulance	252,593.65
0282	Sale of Lots - Cemetery	7,746.00
Town Special Revenue		
0283	Wetlands Protection	57,597.88
0283	Sanitation Inspection 53G	7,285.00
0283	Cable	194,468.28
0283	Insurance Reimb Revolving under $20K	1,081.01
0283	Composting Bins 53E 1/2	922.05
0283	Library Fees & Fines 53E 1/2	615.92
Town Special Revenue		
0283	Planning Board	13,211.30
0283	ER0702 Guaranteed Bldrs Ch.44 §53G	661.46
0283	ER Stonegate Ch.44 §53G	8,961.71
0283	Sub 020319 Stonegate Ch.44 §53G	8,520.40
0283	Sub 070924 Lakewood Ch.44 §53G	3,923.34
0283	ER Walnut Grove Ch.44 §53G	3,635.29
0283	ER0502 Pyne North Ch.44 §53G	6,853.08
0283	ER0501 Area E Pyne Ch.44 §53G	1,382.17
0283	ER07081 Pyne Ch.44 §53G	2,091.65
0283	ER0301 Area D Pyne Ch.44 §53G	4,744.43
0283	SPR-100614-01 Rt 16 Ch.44 §53G	3,148.33
0283	North Village 40B Ch.44 §53G	672.90
0283	ZBA 2010-01 Wind Turbine Ch.44 §53G	1,002.93
0283	Sub Ballou Ch.44 §53G	3,584.94
0283	Sub Amended Deer Ch.44 §53G	6,850.76
0283	Sub Nature View Estates Ch.44 §53G	6.03
0283	Sub Morse Pond Ch.44 §53G	5,988.01
0283	Sub Summerlyn Ch. 44 §53G	201.97
0283	Sub North Woods Ch. 44 §53G	1,620.98
0283	ER Pyne Area F Ch.44 §53G	7,063.95
0283	Sub Whitin Res Ch.44 §53G	1,753.87
0283	Sub Louie Ch.44 §53G	942.55

Town Special Revenue

0283	Sub William Est. Ch.44 §53G	1,178.72
0283	Sub Shady Knolls II Ch.44 §53G	1,892.26
0283	SPR-100614-01 Rt 16 Ch.44 §53G	1,445.22
0283	ER0702 Guaranteed Bldrs Ch.44 §53E 1/2	1,875.00
0283	Lakewood Est Ch.44 §53E 1/2	3,095.26
0283	North Village 40B Ch.44 §53E 1/2	1,489.68
0283	ER 0501 Area E Pyne Ch.44 §53E 1/2	4,423.91
0283	ER 0708-1 Pyne Ch.44 §53E 1/2	2,000.00
0283	SPR-100614-01 Rt 16 Ch.44 §53E 1/2	4,184.98
0283	Sub Amned Deer Cross Ch.44 §53E 1/2	2,935.09
0283	Sub Nature View Ch.44 §53E 1/2	742.45
0283	Sub Summerlyn Ch. 44 §53E 1/2	1,501.09
0283	Sub Whitin Res Ch.44 §53E 1/2	20.58
0283	Sub Louie Ch.44 §53E 1/2	425.00
0283	Sub Maple Heights Ch.44 §53 E1/2	237.62
0283	Sub Shady Knolls II Ch.44 §53E 1/2	1,480.89

Special Revenue - Gifts and Donations
School

0294	School Donations	12,202.71
0294	GEMS Grant	1,942.84
0294	BV Chamber of Commerce	95.01

Special Revenue - Gifts and Donations
Town

0284	Kingwood Estates	4,519.16
0284	Bombara Overlook	4,185.03
0284	Economic Development	12,825.00
0284	Housing Partnership	95.73
0284	Police Donations	1,250.00
0284	Dare Donations	250.18
0284	CERT Donations	546.50
0284	Council on Aging Donations	825.64
0284	Library Peter Coppola	1,180.00
0284	Library Historical Books	2,483.60
0284	Library Building Donations	19,736.52
0284	Library Donations	13,380.53
0284	Community Youth	1,003.34
0284	Skate Park	392.64
0284	Track & Field	20,000.00

Federal Grants
School

0290	Teacher Quality 2010	107.57
0290	Teacher Quality 2011	2,635.96
0290	Ed Jobs 2011	49,460.56
0290	94-142- Spec Ed 2011	7,262.21
0290	Specialized Train 2011	538.25
0290	Title I 2011	1,295.88
0290	Learn & Serve 2011	334.94
0290	ARRA Idea 2010	0.24

Special Revenue Fund Balances - June 30, 2011		
Fund	**Account Name**	**Balance as of 40,724.00**
Town		
0291	GHSB Grant 2011	-880.00
0291	DEA Task 2011	-932.16
0291	PHER Public Health Grant	2,791.38
0291	ARRA Health Insurance	137.59
Chapter 90		
2300	Chapter 90	-9,800.00

Respectfully submitted;

Jeanne Lovett, *Finance Director*

TREASURER/COLLECTOR

To the Honorable Board of Selectmen and the Citizens of the Town of

Douglas:

The Treasurer/Collector's Fiscal 2011 Town Reports contain the following sheets:

- Report of Treasurer's Receipts July 1, 2010 thru June 30, 2011
- Statement of Indebtedness for Fiscal 2011
- Annual Salary/Wage Report for Calendar Year 2011
- Collections Report for Fiscal 2011
- Tax Title Collections for Fiscal 2011

In Fiscal 2011 real estate collections rose 1%. Tax Title Collections rose 15% & Excise Tax Collections rose 2%.

The structure of the Treasurer/Collector's Office changed in April of 2011. The Treasurer, Ms. Sharon Brotherton retired in December of 2010. I was appointed Treasurer/Collector in May of 2011. I would like to introduce you to our office staff:

Mrs. Lois Danforth, Assistant Treasurer
Mrs. Pamela A Carter, Assistant Collector, CMMC
Mrs. Eileen Damore, Administrative Assistant to the Treasurer/Collector

In closing, I would like to thank my staff, the Town Administrator, Finance Director and the other department heads and their staff for the warm welcome and their assistance during this year's transition. I would also like to wish Ms. Brotherton the best in her retirement and future endeavors.

I am happy to answer any questions regarding the following reports or any questions that you have regarding the Collection of Real Estate Taxes or the Tax Title process, I may be reached at 508-476-4000 Ext 356.

Respectfully Submitted by:

Cheryl J Vaidya, *Treasurer/Collector, CMMC/CMMT*

Honorable Board of Selectmen and the Citizens of the Town of Douglas:

The following is a recap of the Town of Douglas's financial report for fiscal year ending June 30, 2011:

Balance June 30, 2010	8,533,395.85
Add Treasurer's Receipts	33,951,200.04
Less Warrants Paid	-34,339,962.52
Balance June 30, 2011	**8,144,633.37**

As of June 30, 2011 cash consisted of the following balances:

General Revenue Accounts	
Unibank General Fund	2,716,018.37
Unibank Now Account	845,250.82
Unibank Vendor Account	37.16
Unibank Payroll Account	61.23
Unibank School Project Vendor Account	12.47
MMDT Depository Account	733,056.39
Unibank Bond Proceeds Account	1,295,222.58
MMDT Simon Fairfield Public Library Fund	20,916.10
MMDT Andrew Sanborn Scholarship Fund	45,172.88
Student Activity Accounts	
Unibank Elementary Activity Account	9,009.87
Unibank Intermediate Activity Account	12,438.31
Unibank High School Activity Account	71,701.89
Other	
Unibank Trust Funds	817,959.20
Unibank Road Bond/Contractor Bonds Accounts	293,981.62
Stabilization Fund	
Bartholomew & Co.-Stabilization	1,283,794.48
Total Cash	**8,144,633.37**

TOWN OF DOUGLAS
STATEMENT OF INDEBTEDNESS

Long Term Debt

Original Amount	Description	Rate	Maturity	Principal Balance as of 6/30/2011
$1,155,000.00	Land Acquisition - New High School	3.500% - 4.250%	2011	**$0.00**
$355,000.00	Cafetorium - Elementary School	3.500% - 4.250%	2011	**$0.00**
$107,500.00	New Sewer Plant Design - Levy	3.500% - 4.250%	2011	**$0.00**
$322,500.00	New Sewer Plant Design - Rates	3.500% - 4.250%	2011	**$0.00**
$135,000.00	Departmental Equipment - Ambulance	4.00%	2011	**$27,000.00**
$575,000.00	Police Station	5.625%	2012	**$57,500.00**
$615,000.00	Fire/EMS Station	6.00% - 4.250%	2012	**$106,924.00**
$560,000.00	Building Remodeling	4.16%	2013	**$165,000.00**
$349,000.00	Post Office Renovation	5.25%	2014	**$103,876.92**
$855,000.00	Well	5.2%	2015	**$246,861.68**
$555,000.00	Water Tank	6.00% - 4.25%	2018	**$298,076.00**
$225,000.00	Land Acquisition	4.16%	2018	**$120,000.00**
$767,200.00	Land Acquisition - New High School	4.00%	2021	**$553,000.00**
$9,900,000.00	School Construction - New High School	3.00%	2022	**$6,480,000.00**
$4,065,000.00	School Construction	4.16%	2023	**$2,945,000.00**
$5,670,506.42	New Sewer Plant	2.00%	2025	**$4,698,866.80**
$206,500.00	Water Lines	4.25%	2033	**$178,392.65**
$104,700.00	Well	5.125%	2034	**$85,288.92**
$300,000.00	New Sewer Plant	2.00%	2038	**$241,676.48**
			TOTAL	**$16,307,463.45**

* Denotes debt retired in Fiscal 2011.

Short Term Debt

	Description		Balance as of 6/30/2011
BAN	Manchaug Sewer Extension		**$150,000.00**
BAN	School Buildings		**$1,500,000.00**
		TOTAL	**$1,650,000.00**

Authorized & Un-issued Debt

Description	Date of Vote		Amount Authorized
Manchaug Sewer Extension	5/4/2009		**$250,000.00**
Elementary School Construction	3/28/2011		**$31,458,774.00**
Intermediate Elementary School Repairs	3/28/2011		**$18,445,615.00**
		TOTAL	**$50,154,389.00**

The following is an account of the taxes that were transferred to Tax Title in Fiscal 2011 and the Tax Title amounts collected in Fiscal 2011.

Explanation of Tax Title:

Tax Title is the process by which the Town has secured its financial interest on a parcel by placing a recorded lien on a parcel for back taxes owed to the Town of Douglas. The lien will be redeemed once the tax title account has been paid in full.

Tax Title balance as of 6/30/2010	$	577,255.27
Parcels added to Tax Title in Fiscal 2011	$	229,362.17
Tax Title Accounts Disclaimed	$	(3991.29)
Less Payments made to Tax Title Accounts	$	(193,754.41)
Tax Title Balance as of June 30, 2011	**$**	**608,871.74**
Tax Title Interest Collected in Fiscal 2011	$	31,433.28
Redemption and Legal Fees Collected	$	3,825.00
Total Interest and Fees Collected as of June 30, 2011	**$**	**35,258.28**

Respectfully Submitted By:

Cheryl J Vaidya
Treasurer/Collector CMMT/CMMC

To the Honorable Board of Selectmen and the citizens of the Town of Douglas:

The following is a breakdown of all monies collected and turned over to the Treasurer for fiscal year 2011 beginning July 1, 2010 and ending June 30, 2011.

Real Estate

2011	$10,756,720.64
2010	$233,695.24
2009	$1,275.76
2008	$0.00
2007	$1,168.33
	$10,992,859.97

Personal Property

2011	$216,782.04
2010	$811.98
	$217,594.02

Motor Vehicle Excise Tax

2011	$811,674.26
2010	$164,787.11
2009	$10,085.06
2008	$4,711.11
2007	$1,444.69
2006	$1,544.39
2005	$340.94
2004	$9.38
2003	$0.00

Motor Vehicle Excise Tax –cont.

	2002	$25.00
	1998	$13.75
	1997	$80.00
	1988	$13.75
	1986	$0.00
		$994,729.44
Whitins Reservoir Water District		
	2011	$62,635.73
	2010	$2,730.65
	2009	$812.67
		$66,179.05
Water Use		
	2011	$266,834.13
Sewer Use		
	2011	$365,244.27
Service Charge		
	2011	$129,432.91
WWTF Design		
	2011	$55.98
WWTF Construction		
	2011	$134,791.09
Water/Sewer Interest		
	2011	$8,681.93
Water/Sewer Demand		
	2011	$14,425.00
Water System Development Fees		
	2011	$0.00
Sewer System Development Fees		
	2011	$0.00
Water Lien		
	2011	$10,974.69
Sewer Lien		
	2011	$13,229.35
Interest		
	2011	$4,559.31
Water Repair Account		
	2011	$374.12
Final Water Read Fees		
	2011	$1,950.00
Sewer Assessments		
	2011	$0.00
Water/Sewer shut off/on fee		
	2011	$1,090.00
Backflow Prevention Test		
	2011	$1,330.00
Manchaug Street Sewer Extension		
	2011	$22,560.65
		$975,533.43
Committed Interest		
	2011	$0.00
		$0.00

Miscellaneous Revenues

Bank Interest	$927.87
Municipal Lien Certificates	$8,675.00
Boat Excise	$4,815.00
Check Charges	$225.00
Betterment Release Fees	$0.00
Motor Vehicle Mark/Clear fees	$9,580.00
Roll Back Taxes	$0.00
Forest Product	$0.00
Release Fee	$0.00
Ambulance Lien	$1,282.52
Deputy Fees	$17,090.00
Advertising Fee	$1,325.00
	$43,920.39

Interest

2011	$23,838.38
2010	$19,910.67
2009	$1,946.06
2008	$1,414.08
2007	$618.94
2006-1986	$1,338.60
	$49,066.73

Fees

2011	$29,850.00
2010	$26,130.00
2009	$4,450.00

Fees – cont.

2008	$715.00
2007	$135.00
2006-1986	$195.00
	$61,475.00

Assessments Collected	$12,271,362.48
Fees and Interest	$110,541.73
Misc. revenues	$43,920.39
Water/Sewer Collected	$975,533.43
TOTAL COLLECTED	**$13,401,358.03**

Respectfully Prepared By:

Pamela A. Carter
Assistant Collector, CMMC

W2 Salaries – Annual 2011	YTD Gross
ADAMSON, Anne-Marie	$22,964.34
ALDRICH, Patrick	$12,586.02
ALGER, Jane	$27,728.40
ALLAN, Martha	$750.00
ANTHONY, Krista	$50,715.12
ATWOOD, Linda	$210.00
AUBIN, Maryellen	$596.45
AUGER, Eleanor Marie	$50,461.16
BABIGIAN, Michelle	$69,591.84
BABOLA, Erin	$65,954.84
BABOLA, Todd	$49,683.32
BACHELDER, Beverly	$99,641.52
BACON, Ann	$525.00
BACON, Marleen	$39,019.19
BALDYGA, Amy	$71,876.48
BALLOU, Nancy	$14,171.21
BARI, Kimberly	$14,560.63
BATES, Nancy	$81,848.22
BEANE, Sarah	$19,638.89
BEAUCHEMIN, Luke	$36,007.08
BEDLION, Karen	$16,837.79
BEGIN, Raymond	$53,184.25
BERG, Sharron L	$78,452.12
BERTHIAUME, Kimberly	$71,124.16
BERTONE, Julie M	$70,124.16
BERUBE, Melissa	$2,450.00
BIAGION, Susan L	$14,030.15
BLAIN, Debra	$525.00
BLATCHFORD, Kristine	$57,113.16
BLATCHFORD, John Jr	$1,300.00
BLOEM, Danielle	$3,742.17
BLONIASZ, Jacob	$58,741.96
BLONIASZ, Keith	$800.00
BLONIASZ, Lee	$3,135.04
BOISVERT, Suzanne	$1,365.00
BOLIO, Paul	$73,024.16
BONIN, Timothy	$150.00
BOUCHER, Nicole	$75.00
BOURQUE, Kimberly	$15,800.80
BOWEN, Gail	$6,050.28
BRAGA, Dianne	$32,331.32
BRANEY, Carolyn	$60,004.96
BRAYTON, Angela	$2,627.00
BRENNAN, Kimberly	$16,609.97
BREZNIAK, Walter	$420.00
BRIMMER, Jayson	$1,001.52
BRIMMER, Jacquelyn	$65,679.24
BROGAN, Molly	$1,540.00
BRONZO, Shannon	$47,650.04
BROSNAHAN, Kathy	$41,808.62
BROTHERTON, Sharon	$5,247.72
BROUILLETTE, Paula	$182.97
BROWN, David James	$68,550.08
BROWN, Douglas	$1,487.50
BRULE, Philip	$65,135.34

W2 Salaries – Annual 2011	YTD Gross
BRULE, Patricia	$53,510.00
BRUNDAGE, Lucas	$63.65
BRUNDAGE, Melanie	$19,278.03
BURGESS, Anne M	$1,095.00
BURGHART, Sarah	$5,400.00
BUSH, Shawn	$376.04
BUTLER, Robin	$13,530.45
CAHILL, Michael	$5,672.00
CAMPBELL, Kathleen	$50,625.04
CAMPBELL, John Jr	$88,466.05
CAMPO, Peter	$7,722.61
CARDONE, Regina	$53,939.17
CARLSSON, Ann D	$63,088.52
CARNEIRO, Jillian	$13,835.44
CARPENTER, Jill	$52,562.66
CARTER, Jeffrey	$18,190.73
CARTER, Pamela	$56,372.70
CAWLEY, Kathryn	$280.00
CELLUCCI, Lisa	$33.15
CHAGNON, George	$750.00
CHAGNON, Marie	$750.00
CHAGNON, Joseph	$14,696.00
CHAISSON, Jillian	$17,267.52
CHANAKI, Karen	$8,109.85
CHAUVIN, Leah	$71,876.48
CHICOINE, Erin	$2,605.44
CHIODA, Joseph	$16,725.31
CHRISTIANSEN, Tammarie	$9,895.81
CHUPKA, Susan	$14,407.38
CICERO, Kimberly	$72,129.48
COE, Angela	$1,420.60
COFFEY, Laura	$47,312.80
COHEN, Mitchell	$300.00
COLABELLO, Louis Paul	$67,598.84
COLONERO, William	$388.00
COLONERO, Patrick J	$54,003.08
CONLON, Donald	$1,560.00
CONNOR, Carol	$15,597.32
CONNOR, Sarah	$31,852.36
CONNORS, Abigail	$4,008.16
CORDANI, Laura	$70,124.16
CORTESE, Andrea	$7,699.26
COSTA, Emily	$73,189.98
COTE, Christie	$69,103.48
CRAGO, Meghan	$158.00
CRISTIAN, Karen	$64,495.52
CROWLEY, Darlene	$13,987.73
CULLEN, Brien A	$75,751.16
CUNDIFF, William	$88,292.40
CURTIS, Matthew	$8,957.54
CUTTING, Andrea L	$1,828.56
CYR, Lori	$40,461.68
DAGENAIS, Stephanie	$75,900.48
DAIGLE, Amanda	$44,079.96
DAMORE, Eileen F	$34,995.83

W2 Salaries – Annual 2011	YTD Gross
DANFORTH, Lois	$30,892.86
DAVIS, Carmen L	$15,124.51
DEGENOVA, George	$59,463.30
DEJONG, David	$61,604.20
DELUCA, Charlene	$11,699.34
DEARY, Judith	$7,390.00
DECOTEAU, Raymond J	$49,913.95
DELPHOS, Mary	$14,782.70
DENONCOUR, Albert J	$81,329.83
DIFUSCO, Daniel	$320.00
DICKEY, Jennifer	$8,156.28
DICKINSON, Marsha F	$78,452.12
DION, Michael	$6,092.78
DIONIS, Maria	$80,531.73
DIXSON, Jean	$750.00
DOEG, Christopher	$1,382.44
DORR, Frances	$31,315.84
DOYLE, Nancy A	$71,124.16
DOYON, Robert Sr	$7,676.00
DRUZBICKI, Helena	$750.00
DUCHARME, John	$9,850.00
DUDLEY, Ralph E. III	$60,837.66
DUGAN, Ryan	$14,263.04
DUMAIS, Megan	$9,040.00
DUNLEAVY, Mark W	$61,453.60
DUNLEAVY, Daniel W. Jr	$45,131.48
DUPRE, Nancy A	$78,952.12
ELLIOTT, Gerald	$80,365.04
ETZWEILER, Vicky	$16,036.80
FERGUSON, Alex	$4,945.00
FIELD, Carol	$995.00
FINDLAY, Jessica	$49,840.32
FITZPATRICK, Jean M	$77,404.40
FITZPATRICK, Caroline	$70,689.84
FLAYHAN, Catherine	$70,124.16
FLYNN, Patricia	$40,516.20
FOGARTY, Sharon	$43,889.96
FOLEY, Patrick T	$105,769.51
FORD, Lisa	$50,461.16
FOREST, Michelle A	$70,124.16
FORGET, Norman L	$11,060.00
FORTE, Cynthia	$16,877.26
FRABOTTA, Donna	$390.00
FREDRICKSON, Kristine	$140.00
FREEMAN, Lisa	$25,808.56
FREVE-REESE, Judith	$42,495.84
FULLER, Gwen	$200.00
FULONE, Brett D	$78,650.28
FURNO, Adam J	$55,251.78
FURNO, Patricia	$2,660.27
FURNO, David	$53,552.79
FURNO, John J	$93,684.85
FURNO, Brittany	$300.00
FURNO, Christine E	$59,174.92
GARDNER, Nicole	$10,479.08

W2 Salaries – Annual 2011	YTD Gross
GARERI, Joyce	$699.81
GARLAND, Scott	$4,317.65
GARRISON, Lois	$300.00
GASKELL, Lynne M	$69,358.84
GAUTHIER, Kathleen N	$73,876.48
GEVRY, Leonard	$160.00
GIBBONS, Kyle	$13,835.82
GICAS, Kristin	$49,315.12
GILBERT, Gregory G	$73,096.75
GILREIN, Catherine	$68,703.84
GINGRAS, Lauren	$2,179.00
GINISI, Brian	$45,729.76
GIONET, John	$52,294.32
GODBOUT, Robert G	$76,757.97
GONYNOR, Michael	$6,012.19
GONYNOR, Donald P	$400.00
GONZALEZ, Janet	$3,611.03
GOSS, Robert Jr.	$74,438.48
GOUIN, Melissa	$2,737.50
GOULD, Travis	$77,520.59
GRAVES, Rachel	$68,679.77
GRAVESON, Alyssa M	$26,872.79
GRAVESON, Kelly	$57,253.64
GRAY, Kris	$17,973.23
GREENO, Peter	$320.00
GREENSLIT, Carey	$75.00
GRENIER, Patricia	$35,260.59
GRIFFIN, Thomas	$43,781.15
GRIFFIN, Arthur Jr	$13,635.22
GUZEWICZ, Joyce	$378.00
GUZINSKI, Michael	$104,983.18
HACKETT, Anne	$70,624.16
HAIGH, Sheila	$53,684.82
HAIRE, Colin	$800.00
HAMMOND, Charlene	$24,556.38
HANLEY, Diane	$6,119.86
HANNON, Stephanie	$4,117.68
HANSEN, Sandra	$10,378.38
HARKINS, Stephanie L	$74,280.48
HARLOW, Daniel	$1,237.80
HARPER, Peter	$500.00
HARRIS, Kimberly	$34,372.84
HARRIS, Debby	$11,320.58
HARTMAN, Anne	$150.00
HASEMANN, Marie Ann	$3,150.00
HAYES, Kathleen	$59,840.60
HEBERT, Raymond	$988.38
HELDENBERGH, Gladys	$17,820.16
HELSTROM, Heidi	$1,680.00
HENDRICKS, Carrie	$64,125.73
HENNESSEY, Christie	$11,597.31
HICKEY, Wayne	$500.00
HILL, Andrew	$195.00
HILL, Charles	$3,152.00
HILL, William James	$3,788.00

W2 Salaries – Annual 2011	YTD Gross
HILL, John D	$120.00
HIPPERT, Danielle J	$71,624.16
HOLM, Patti	$13,658.42
HOLMBERG, Andrew	$43,107.13
HOPKINSON, Linda M	$24,490.84
HOULE, Diana	$7,034.71
HOWARD, Cory	$4,620.00
HOWE, Kirsten	$140.00
HUGHES, Michael	$364.74
HURLEY, Jessica S	$76,852.12
HUTH, James	$63,457.20
IACOBUCCI, Dean	$101,700.75
JACKMAN, Jane V	$52,932.18
JANE, Andrea	$58,983.32
JANE, Jessica	$6,406.81
JEZNACH, Leslie	$18,783.25
JOHNSON, Nadine	$7,264.36
JONES, David	$36,807.17
JORDAN, Kevin	$572.00
JOSEY, Robert A	$11,576.65
JOST, Kathleen	$72,124.16
JOYCE, Erin	$3,360.00
KAMINSKI, Karen	$453.12
KAMINSKI, Mark E	$65,363.45
KANE, Suzanne	$50,842.51
KASPER, Brenda	$25,635.33
KATZ, Cindy	$1,260.00
KELLEY, Elizabeth	$50,328.68
KELLY, Elaine	$640.00
KELLY, Cheryl L	$27,215.17
KESSLER, Julie E	$28,790.12
KILBOURN, Kelly	$33,510.16
KING, Stephanie L	$71,876.48
KING, Jeffrey	$22,360.18
KOERTEN, Jennifer	$1,032.59
KOLLETT, Robert	$3,028.76
KOLLETT, Jeffrey R	$67,646.12
KOSLAK, Patricia K	$390.00
KOUMANELIS-URGUHART, Nealy	$84,076.78
KRAUSS, Grazina	$13,731.11
KROUNER, Mitchell S	$80,435.59
KUCZER, Maria	$2,730.00
LAFORTUNE, Lisa	$1,925.00
LAPOLT, Deana	$16,088.74
LAPORTE, Jeffrey	$300.00
LABRECQUE, Pauline	$68,456.96
LACHAPELLE, Edward J	$85,203.38
LAJOIE, Maria	$36,853.39
LANCASTER, Sandra E	$76,404.40
LANDRY, Marcia	$23,790.39
LANE, Nancy	$156,759.85
LANGE, Brendon	$37,308.65
LANNON, Lisa	$5,646.96
LANPHER, Hilda-Jane	$140.00
LANPHER, Robert	$702.38

W2 Salaries – Annual 2011	YTD Gross
LAPIERRE, Margaret	$22,670.81
LAVIN, John III	$500.00
LAZAROSKI, Megan	$32,406.84
LEBALLISTER-DUDKA, Jill	$27,358.00
LEFEBVRE, Joseph	$8,580.02
LEONARD, Paul	$71,266.45
LERNER, Kate	$46,127.84
LIBBY, Gerard	$472.00
LISKA, Petr	$52,195.80
LOEHMANN, Elaine	$71,876.48
LOEHR, Angela	$70.00
LOSHUSAN, Marina	$16,193.14
LOSIEWICZ, Kristen	$2,570.40
LOVETT, Jeanne	$75,183.02
LUUKKO, Charlene R	$21,109.94
LUUKKO, Kevin	$35,148.31
LYDON, Karen	$76,650.48
MACINNIS, Hillary	$15,361.85
MACLEOD, Stephen	$7,837.52
MACCHI, Carol	$14,378.37
MACIEJEWSKI, Tammy	$938.40
MACKAY, Beth A	$48,380.28
MAHLER, Renee	$35,062.20
MAHONEY, Ivone	$13,357.20
MAINES, Kevin	$100,174.22
MAKSIN, Beverly	$328.00
MALEK, Adam	$2,627.00
MALO, Kathryn	$7,378.07
MANNING, Kelly	$18,090.99
MANNING, Carol	$24,388.70
MANNING, David	$37,989.78
MANNING, Patrick	$681.06
MANYAK, Faye	$79,452.12
MARKS, Ernest JR	$20,746.27
MARSHALL, John	$29,072.88
MARTIN, Denise	$90.44
MARTINSEN, Robyn	$76,336.20
MASSOTTI, Kimbly	$2,325.80
MATTSCHECK, Cathy	$59,524.60
MAYO, Emily S	$73,655.66
MAYOTTE, Jeffrey	$38,471.52
MCCALLUM, Bettyann	$969.71
MCCALLUM, David	$4,042.69
MCCALLUM, Justin	$55,206.45
MCCROHON, Rachel	$51,946.02
MCDERMOTT, Elaine	$13,852.06
MCDONALD, Katie	$350.00
MCDONALD, Martha	$16,914.80
MCGAULEY, Brian	$1,808.00
MCGEE, Jennifer	$49,366.32
MCGLOIN, Lisa	$306.00
MCGRATH, Errion	$76,779.40
MCGRATH, Brian	$66,653.87
MCKINNEY, Harry	$3,691.75
MCLAUGHLIN, Cheryl E	$70,124.16

W2 Salaries – Annual 2011	YTD Gross
MCLAUGHLIN, Aaron	$71,960.83
MEIZEN, Scott	$800.00
MELLO, Marybeth	$27,128.49
MENARD, Keith	$250.00
MENCHIN, Jaye	$14,206.97
MERRILL, Andrea	$46,837.64
MESZARO, Lyn	$14,369.81
METCALF, Sonja	$2,417.00
MIGLIONICO, Nicky L	$95,957.41
MILLER, Charlene	$71,279.66
MINARD, Sarah	$3,336.25
MOLVAR, Kathleen	$6,405.00
MOLVAR, Melissa	$71,876.48
MONGIAT, Michael	$74,754.03
MOONEY, Pamela	$16,572.17
MOREL, Meggie	$20,246.03
MORGANELLI, Rebecca	$10,518.49
MORIN, Keith	$840.00
MORIN, Michael	$2,627.00
MORIN, Sharon	$16,586.47
MORIN, Nickolas	$316.00
MOSCZYNSK, Leon	$600.00
MOSELEY, David Jr	$1,216.48
MURPHY, Mary	$5,500.56
MURPHY, Lisa	$33,006.87
MYERS, Carolann	$24,097.67
NASUTI, Laura	$49,315.12
NICHOLS, Susan S	$76,904.40
O'BRIEN, Kristen	$67,527.48
O'DELL, Daniel	$30,404.12
O'HEARNE, Lauren	$44,319.96
O'NEILL, Shannon	$51,963.20
OFCARCIK, Mathew	$1,129.20
OSTERMAN, Cheryl	$40,461.68
OUILLETTE, Janet	$72.00
OUILLETTE, Ida A	$674.73
PARENTEAU, Mary	$750.00
PARKINSON, Jeremy	$6,112.35
PARSLOW, Heather	$9,845.78
PASTORE, Ramona	$14,271.14
PECK, Victoria	$4,304.74
PEPIN, Lindsey	$1,490.00
PETERSEN, Leanne	$9,667.50
PICARD, Rose	$11,048.39
PICOTTE, Steven	$42,690.65
PIERCE, Larry	$78,952.12
PIERCE, Megan	$140.00
PIGNATIELLO, Susanna	$3,710.00
POPE, David R	$35,794.33
POPE, David M	$730.10
POULIN, Roland	$2,666.00
PRATT, Jeremiah	$2,480.10
PREDAINA, Lisa	$22,021.81
PREFONTAINE, Jessica	$2,653.28
PROCOPIO, Lisa	$53,287.84

W2 Salaries – Annual 2011	YTD Gross
PROVENCHER, Chondra	$210.00
PRUNIER, Monica	$390.00
PSUIK, Jill	$4,130.00
PURVIS, Tracy	$57,983.08
QUINN, Ralph	$8,520.00
RAMOS, Stephanie	$21,475.26
REBER, Ellen	$42,346.36
RENDA, Joseph III	$2,300.00
RENNIE, Brenda	$16,462.95
RESAN, Anne	$250.00
REYNOLDS, Adelle	$61,158.07
RHEAUME, John	$50,748.32
RINDONE, Ellen	$3,150.00
RIORDAN, Kevin	$74,646.24
RIVARD, Aaron	$492.00
RIVARD, Laurie J	$14,286.45
ROBERSON, Lindsay	$31,586.64
ROSENKRANTZ, Joel	$9,925.82
ROUSSEAU, Ashley	$2,175.81
ROUSSEAU, Patrice	$35,065.29
RUSSO, Barbara	$52,254.48
SACCO, Kristen	$13,063.04
SANCHES, Donna	$70.00
SANCHIONI, John	$320.00
SASTER, Robert	$4,728.00
SCHULTHEISS, Linda	$39,134.06
SCHULTZBERG, Jacob	$41,035.75
SIMMONS, Heather	$52,970.30
SIMONELLI, Deborah A	$74,876.48
SMALL, Patricia	$15,907.61
SMALL, Michael	$560.00
SMALL, Matthew	$14,986.61
SMALL, Emmalee	$1,330.00
SMITH, Paul	$70,524.16
SMITH, Molly	$13,383.72
SOCHA, Cindy L	$95,666.83
SOCHIA, Leon T. IV	$2,056.24
SODERMAN, Tina	$256.00
SODERMAN, Debra A	$37,994.81
SOKOL, Marydolores	$71,824.16
SOUSA, Elizabeth	$8,723.66
SOUSA, Emily	$280.00
SOUSA, Donna	$61,516.26
SQUIER, Carla	$75,501.48
ST. GERMAIN, Donald	$988.38
ST. PIERRE, Laura	$40,461.68
STACK, Imogene	$84,510.58
STACY, Amy	$316.00
STAND, Shelby	$8,357.30
STAND, Ellen	$44,463.04
STAND, Amy	$56,777.97
STAND, Jarred	$51,839.79
STAWIECKI, Arelis	$1,401.00
STEWART, Glorialyn	$21,857.94
STIENSTRA, Cheryl	$13,821.09

W2 Salaries – Annual 2011	YTD Gross
STRATTON, Keith	$62,085.48
SUGHRUE, Mary	$250.00
SUGHRUE, James J. Jr	$800.00
SULLIVAN, Ashley	$4,455.00
SULLIVAN, Kevin	$2,116.93
SULLIVAN, Robert	$72,617.67
SWALLOW, Theresa	$58.00
TAYLOR, Donna	$6,021.25
TEDISKY, Marlena	$58,983.32
TERRANOVA, Janelle	$45,223.04
TESSIER-WOUPIO, Diane	$76,452.12
TETREAU, Joshua	$24,532.67
TETREAU, Lorraine	$114.75
TETREAU, Ronald Jr.	$38,020.68
THAYER, Jeffrey	$49,263.22
THERIAULT, Megan	$4,759.70
THEWS-MILLER, Diane	$688.50
TIBBETTS, Lauren	$34,204.76
TIMM, Allison	$13,390.80
TOURONY, Brenda	$150.00
TOWLE, Megan	$51,148.88
TURNER, Nancy	$8,139.76
TURNER, Laura	$56,144.12
URSCH, Victoria	$5,365.37
USHER, Rachel	$53,353.40
VAIDYA, Cheryl	$42,626.66
VAILLANCOURT, Dorothy	$750.00
VALIPOUR, Pamela J	$69,233.84
VALLIERE, Patricia	$63,992.84
VANINWEGEN, Eric	$63,551.60
VILANDRE, David	$71,779.66
VILLEMAIRE, Scott	$45,543.04
VINSON, Jack	$781.25
VINSON, Kent	$68,607.92
VIVIEROS, Daniel	$8,529.55
VOGEL, Courtney	$50,523.49
WAGGENHEIM, Jonathan	$58,798.34
WALCEK, Karen Ann	$630.00
WALL, Douglas	$972.85
WALLIS, Richard	$13,855.85
WATKINS, John	$14,356.71
WAY, Kathleen	$23,682.01
WERME, Theresa	$2,096.60
WHEELER, Michelle	$71,876.48
WHITE, Susan	$47,420.16
WHITE, Elizabeth	$2,100.00
WHITE, Lisa	$47,755.48
WHITE, William Sr	$50.00
WHITE, William Jr	$1,423.98
WILLIAMS, Daniel	$6,955.00
WILLSEY, Heather	$10,521.12
WILSON, Robert	$17,908.80
WILSON, Donna	$23,578.90
WILSON, Shellie J	$88,111.82
WONG-KAM, Charity	$19,584.29

W2 Salaries – Annual 2011	YTD Gross
WOOD, Janice	$14,424.62
WOUPIO, Benjamin	$420.00
WRIGHT, Johnny	$270.00
YACINO, Joseph	$4,388.70
YACINO, Paul	$4,728.00
YANNINO, Anthony	$71,830.43
ZISK, Stephen	$71,419.44
ZULIANI, Tracey	$43,146.36
Subtotal	**$14,969,524.96**

Police Off Duty Detail**	
BLONIASZ, Jacob	$3,821.00
BRIMMER, Jacquelyn	$3,249.00
DEGENOVA, George	$1,108.00
DUNLEAVY, Mark W	$7,927.00
FULONE, Brett D	$3,206.50
GILBERT, Gregory G	$1,180.00
GOULD, Travis	$2,379.29
KAMINSKI, Mark E	$11,405.50
MCLAUGHLIN, Aaron	$1,052.00
MIGLIONICO, Nicky L	$14,241.50
STRATTON, Keith	$1,340.00
YANNINO, Anthony	$4,417.50
Subtotal	**$55,327.29**
Grand Total	**$15,024,852.25**

** Special Detail G.L.CH44§ 53C: Compensation of employees for off-duty or special detail work not related to regular duties.

Respectfully Prepared By:

Lois Danforth
Assistant Treasurer

ASSESSORS

MEETING DATE/TIME
1st Tuesday of the Month
at 6:00 PM

476-4000 ext. 353

(left to right)
Administrative Assistant Julie Kessler
and Principal Assessor Beth MacKay

FY 2011 Assessed Valuation of Town	932, 883,614
FY 2011 Tax Rate	13.31

CLASSIFICATION	
Residential	798,971,658
Open Space	-0-
Commercial	18,479,737
Industrial	17,220,800
Personal Property	16,398,019

Total Taxes Levied for Fiscal Year 2011	11,326,765.76
Real Estate	11,108,508.40
Personal Property	218,257.36
Number of Parcels Assessed	4,060
Valuation of Exempt Property (i.e. Town owned, State owned, non-profit charitable)	81,813,400
Valuation of Chapter Land Properties (i.e. Ch.61-Forestry, Ch.61A-Agriculture, Ch.61B-Recreation)	2,378,035
Average Assessed Value of Single Family Residence	259,047
FY 2011 Real Estate and Personal Property Abatements	14,941.64
FY 2011 Real Estate Exemptions	34,712.50

Motor Vehicle Excise Commitments	
July 1, 2010 thru June 30, 2011	1,089,368.20
Number of Motor Vehicles Assessed	11,964
FY 2011 Boat Excise Commitment	4,779

The Board of Assessors is a three member elected Board. State law requires the Assessors to value all real estate and personal property subject to taxation, based on ‘full and fair cash value’ as of the January 1st preceding each fiscal year. The State Department of Revenue mandates the Assessors annually conduct sales analyses to maintain property values at or near 100% of market value. The assessed values are submitted to the State for certification every three years.

The Assessors are responsible for the assessed values. Town Meeting appropriations voted by Town citizens determine the tax rate. The total taxes apportioned must be sufficient to meet state and local appropriations.

The Assessors encourage all taxpayers to contact the Assessors’ Office with any question relative to their real estate assessments, abatements, exemptions, or motor vehicle excise tax.

Respectfully submitted,
John A. Blatchford, Jr., *Chairman*
James J. Sughrue, Jr. and Scott A. Meizen

FINANCE COMMITTEE

Mission Statement – approved on November 14, 2005

As representatives of the citizens of Douglas, the Finance Committee will strive to provide recommendations to Town Meeting that are based upon financial data and sound fiscal policy and to carry out all duties prescribed by Massachusetts General Law and Town Bylaws.

Fiscal year 2011 was another in a series of challenging financial years for the Town, with escalating costs, reduced growth, and the reality of reduced state aide. The importance of multi-year planning is becoming essential as the Town strives to achieve its goals against significant economic headwinds. As has been the case in the recent past, the ability of the Town to navigate these challenges is dependent upon the full cooperation of all town officials and departments, and the Finance Committee thanks all for their cooperation and collaboration. Thanks to many in the community who were willing to make sacrifices, we were able to get through the year, but with no relief on the horizon, the importance of maximizing the financial resources of the community remains the top priority of the Finance Committee. Nevertheless, we will also continue to keep an eye on the future of the community and work with other boards and committees to contemplate the financial needs of the Town for several years to come.

Reserve Fund Activity for FY11

An amount set aside annually within the budget of Town to provide a funding source for "extraordinary or unforeseen" expenditures. The Finance Committee can authorize transfers from this fund for this category of expense. The following is a summary of the 2011 reserve fund activity:

FY11			
Appropriation	**50,000.00**		
Department	**Amount**		
Property Insurance	716.55		
Town Clerk Salaries	3,689.00		
Tax Title	2,600.00		
Snow & Ice	2,164.47		
Highway	240.00		
Streetlighting	3,500.00		
Debt-Other Costs	157.00		
Animal Inspector	233.27		
Unemployment	11,400.00		
Veteran's Benefits	23,448.00		
Finance Committee	1,105.00		
TOTAL expended	**49,253.29**	**Returned to General Fund**	**746.71**

Respectfully,

***Todd Bari**, Chairman*
***Jim Roche**, Vice-chairman*
Carol Gogolinski, Scott Hackett, Pam Holmes,
Michael Hutnak, Jerome Kocur, Jeffrey LaPorte

CAPITAL IMPROVEMENT COMMITTEE

The Douglas Capital Improvement Committee is tasked with developing a Capital Plan or list of Capital Improvements or projects. These projects include infrastructure as well as vehicles and equipment. Due to serious budget constraints that the town was facing this year, the Committee reviewed all capital requests but voted not to fund any projects at the annual town meeting.

The Capital Improvement Committee recommended at the special town meeting held in November, that monies be transferred from Stabilization Account for the repairs and upgrades to our public safety communication equipment and also to replace the oldest ambulance for the Fire Department. The cost for the ambulance replacement will be paid back to the stabilization fund through ambulance receipts for appropriation.

Repairs to Public Safety Communication Equipment: $150,000
Replace Ambulance # 2 (2000 Model Lifeline): $160,000

The Capital Improvement Committee will continue to work with the Department Heads and Committees to ensure that we can meet and fund our future capital needs.

Committee: Chairman Donald Gonynor, Vice Chairman Mark Dunleavy, Paula Brouillette, Ellie Chesebrough, Shirley Mosczynski, Chief Kent Vinson, Nancy Lane

Respectfully Submitted,

Donald Gonynor
Chairman

Octoberfest – 2011
Photo – Mitchell Cohen

PUBLIC SAFETY

POLICE DEPARTMENT

Police Chief Patrick Foley

The Douglas Police Department is comprised of 15 full-time officers, to include the Chief of Police, a Lieutenant, a detective Sergeant, two patrol Sergeants and ten patrol officers, as well as, two part-time/reserve officers. Also included within the Douglas Police Department is our public safety communication staff, which includes an administrative secretary/dispatcher, four full-time dispatchers and three part-time dispatchers. They are responsible for handling all Police, Fire and EMS emergency and non-emergency calls, as well as, dealing with the public at large on a daily basis.

The Police Department handled 13,441 calls for services in 2011, which included 397 arrests. A breakdown of some of these arrests showed that 41 were for operating under the influence (OUI), of which ten were second offenses, one was a third offense, one was a fourth offense, five were for operating under the influence of drugs and one OUI involved a motor vehicle accident. There were 38 individuals arrested for various drug/narcotic violations. Some of the offenses were distribution of cocaine and heroin and possession with the intent to distribute cocaine and heroin, as well as, cultivation and distribution of marijuana, which were a result of a major narcotic bust in December and the arrests of six individuals from Douglas. Also, 34 individuals were arrested for domestic violence and a total of 46 restraining orders were issued. The Department continues to see an increase in larcenies from motor vehicles and residential burglaries, which is being fueled by economics and narcotic addiction. The Douglas Police Department encourages residents to lock their vehicles at all times and to report any and all suspicious activities and or persons seen in their neighborhoods. The Department continues to make arrests, charging individuals with various offenses associated with these crimes.

The Department continues to address motor vehicle violations and motor vehicle accidents by using various resources, both aggressively and proactively. In 2011 the Department investigated a total of 117 accidents, which resulted in 31 individuals being injured, with one pedestrian, one bicyclist and one fatal accident, resulting in two fatalities. The fatal crash occurred in January on Webster Street during a snow storm, when a motor vehicle lost control and collided with a tractor trailer. Main Street continues to have the most accidents with 27, followed by North Street and Southeast Main Streets, each with eight and Webster Street having seven. In examining these accidents, a total of 24 accidents occurred on Fridays and 18 occurred on Mondays and Wednesdays having 17. Fifty-five percent of all accidents were single vehicle and another fifteen percent were rear-end accidents. Fifty-four percent occurred during daylight and 56% occurred when the weather was clear and roadway was dry. Also, seatbelts were used by 65% of the operators.

The Department issued a total of 1,860 traffic citations for various motor vehicle offenses, which resulted in $55,325.00 total fines and 49% being issued for speeding showing an average of 15 mph over the speed limit.

On August 31, 2011, the Douglas Police Department was one of 19 local police departments honored at the annual Massachusetts Law Enforcement Challenge (MLEC) Awards Ceremony along with the Massachusetts State Police for excellence in traffic safety efforts during calendar year 2010 to reduce motor vehicle related fatalities, injuries, and economic losses to the Commonwealth. In recognition of their efforts, the Douglas Police Department was ranked **"FIRST PLACE"** and received the **Award of Excellence,** as the top Municipal Police Department in the Commonwealth**.** The event was held at the Devens Common Center and was attended by the Secretary of Public Safety and Security Mary Elizabeth Heffernan, Superintendent of the State Police Colonel Marian McGovern, the President of the Massachusetts Chiefs of Police Association, and federal, state and community officials. Congratulations to Officer/Detective Aaron McLaughlin, who was responsible for writing this application and for his outstanding commitment to highway safety.

In December, the Department received a **Pedestrian Safety Commendation** from AAA of Southern New England. This was our seventh award from AAA for having more than 14 years without a pedestrian fatality. We also received a **Gold Award** also, from AAA for our outstanding traffic enforcement programs.

The Department continues to actively seek grants to obtain various resources and equipment. This year, the Department received a State E-911 grant, which totaled $20,898.

Lt. Nick L. Miglionico and Sgt Brett D. Fulone are continuing their work towards obtaining Accreditation through the Massachusetts Police Accreditation Program. Accreditation is a self-initiated process by which police agencies voluntarily strive to meet and maintain standards that have been established for the police profession, by the police profession. Obtaining Accreditation status through the Commission is considered to be "A Badge of Honor". It is one of the best measures of a Police Departments compliance with professional standards.

We have upgraded our web page: www.douglasmapolice.com, which contains information about the Douglas Police Department, and strongly encourages all residents to sign up for emergency alerts and community notifications with Nixle.com. Over 2000 governmental agencies have signed up with Nixle.com to help notify communities of emergency information and community activities. Please sign up at www.nixle.com. Also, Douglas Police Department is now on Facebook. We post town activities, press releases, public safety announcements, and other information to friends of the Police Department. You can find us by searching DouglasPD

During these difficult economic times and budgetary constraints; all Departmental personnel continue to receive quality law enforcement training, with a total of 106 law enforcement courses attended, resulting in 1216 credit hours awarded. The Department was able to achieve this by the following; using a distance learning/web-based training; when possible looking for tuition free courses and utilizing State E-911 grant monies. Some of the courses attended were: Accreditation Training, Sexual Assault Investigations involving older adults, Eye Witness Identification, Bomb Making Awareness, Use of Force Instructor Certification, Computer Crimes, Cyber Crimes Investigations, Collecting Scientific Evidence 1 & 2, Narcotic Investigations and Criminal Interdiction, Crash Date Retrieval 1 & 2, as well as, the required forty hour In-Service Training.
Also, all dispatchers are now trained as Emergency Medical Dispatchers.

The Douglas Dive Rescue Team continues to train throughout the year. This past year they have been called out several times for emergencies in town along with assisting area towns with their water related emergencies. Members of the team supply their own gear and train on their own time. Information on the dive team can be found on the department's website or by emailing douglasdiveteam@douglasma.org.

Officer Anthony Yannino continues to serve as our Community Policing Officer. His duties include crime prevention and safety programs for the elderly of the Town of Douglas. He is responsible for visiting the Senior Center, Riddlebrook Apartments and Douglas Schools.

The Department continues to provide school safety programs. The Officer Phil Program and our D.A.R.E. (Drug Enforcement Resistance Education) Officer, Sergeant Brett Fulone, provide our students the needed resources and skills to avoid danger and drug use.

Detective Sergeant David J. Brown continues his role as a Resource Officer with Douglas High School on a part-time basis. This gives the Department visibility in all three schools and continues our partnership to provide positive law enforcement insight and information, as well as being a resource for the students.

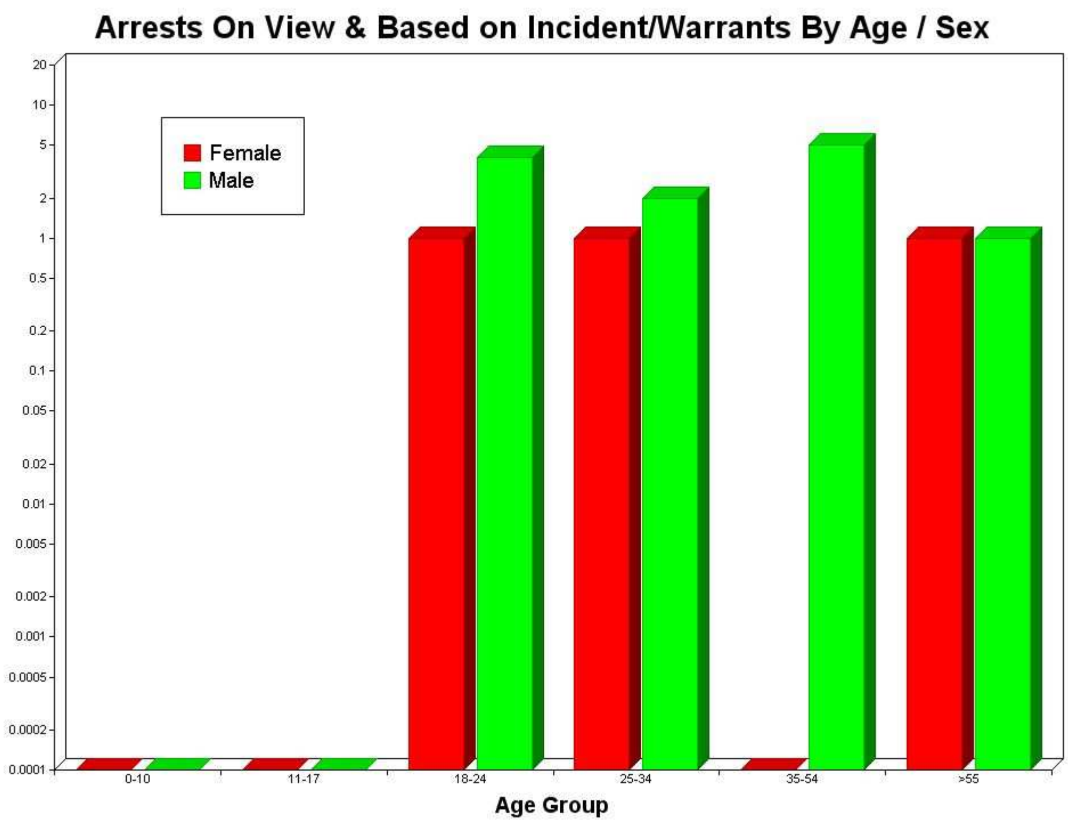
Officer Aaron McLaughlin continues his duo role as both a patrol officer and a detective. This has allowed the Department to provide a quicker "follow-up" response to crimes. The Department also has two crime scene technicians, Officers Ron Tetreau and Mark Dunleavy, responsible for assisting the patrol officers and detectives in the recovery of evidence at crime scenes.

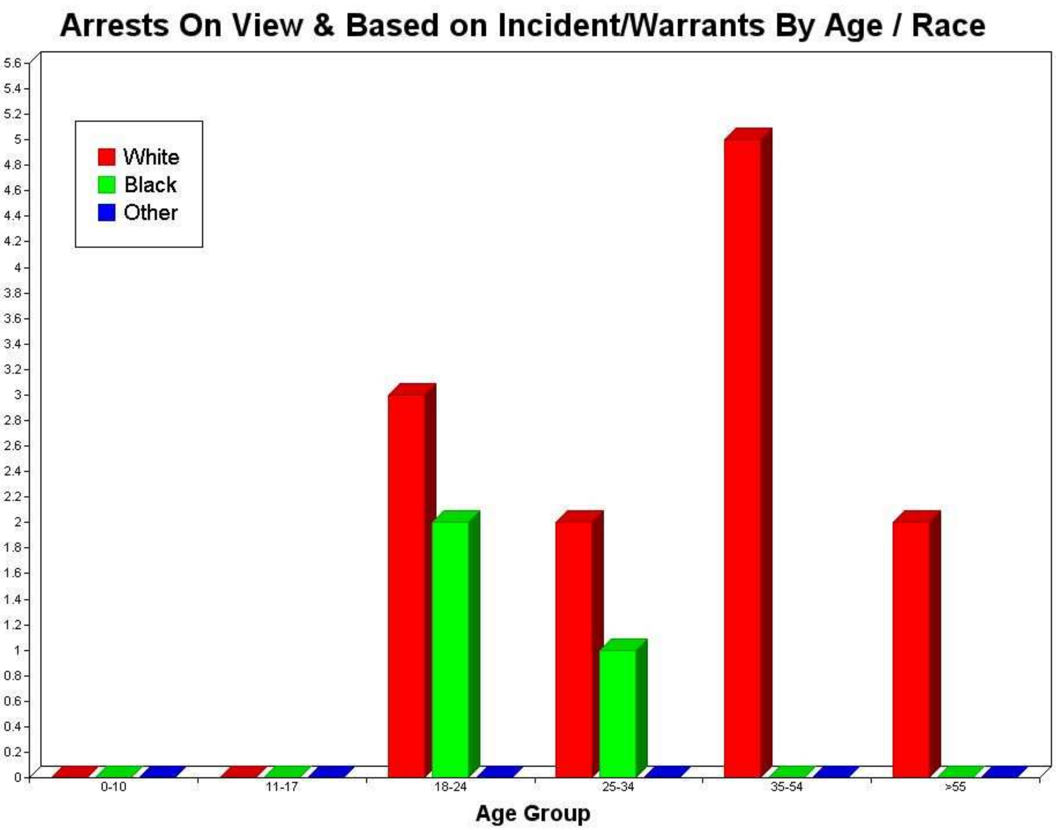
On behalf of all the officers and dispatchers, I wish to thank the citizens and business community for your strong support of the Douglas Police Department. The Department will continue to provide professional and dedicated services to the Town and citizens of Douglas.

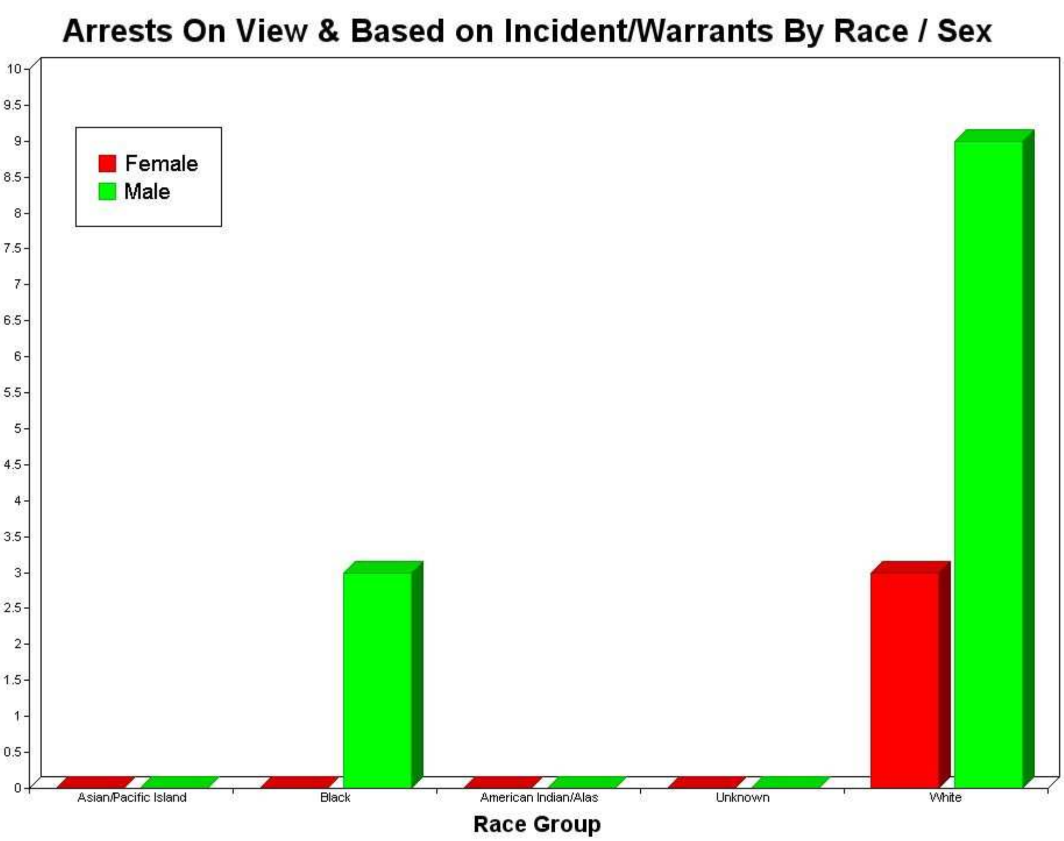
Respectfully submitted,

Patrick T. Foley
Chief of Police

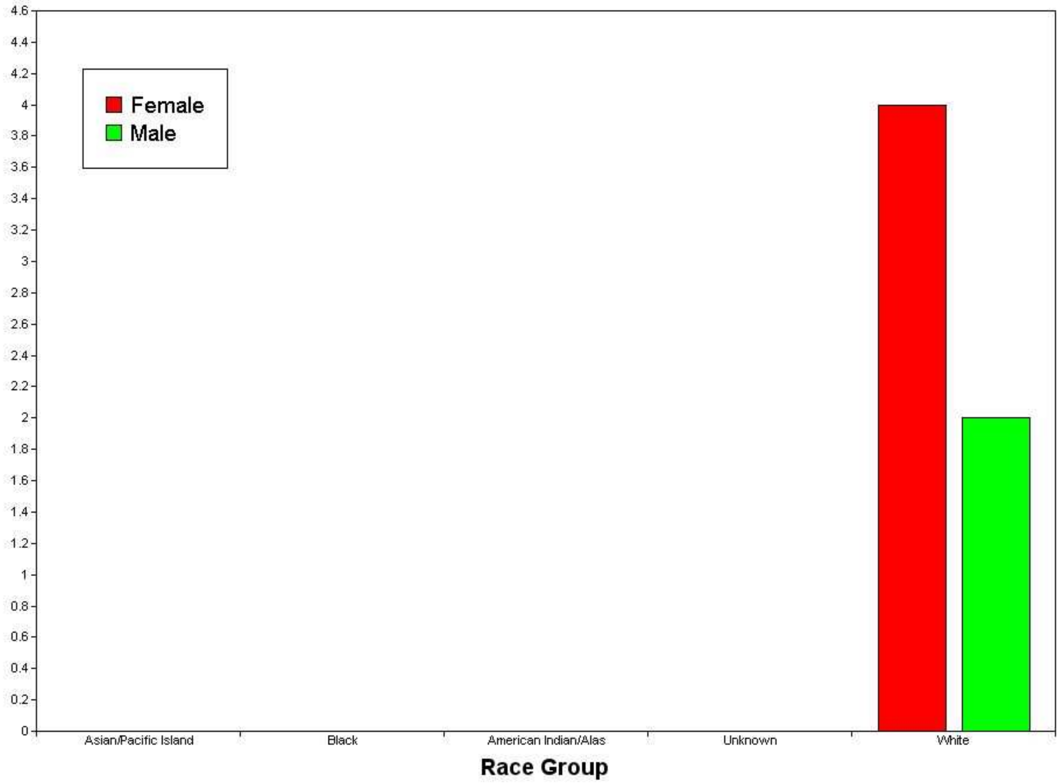
"Everyone gave something, some gave everything. We shall never forget them". September 11, 2001



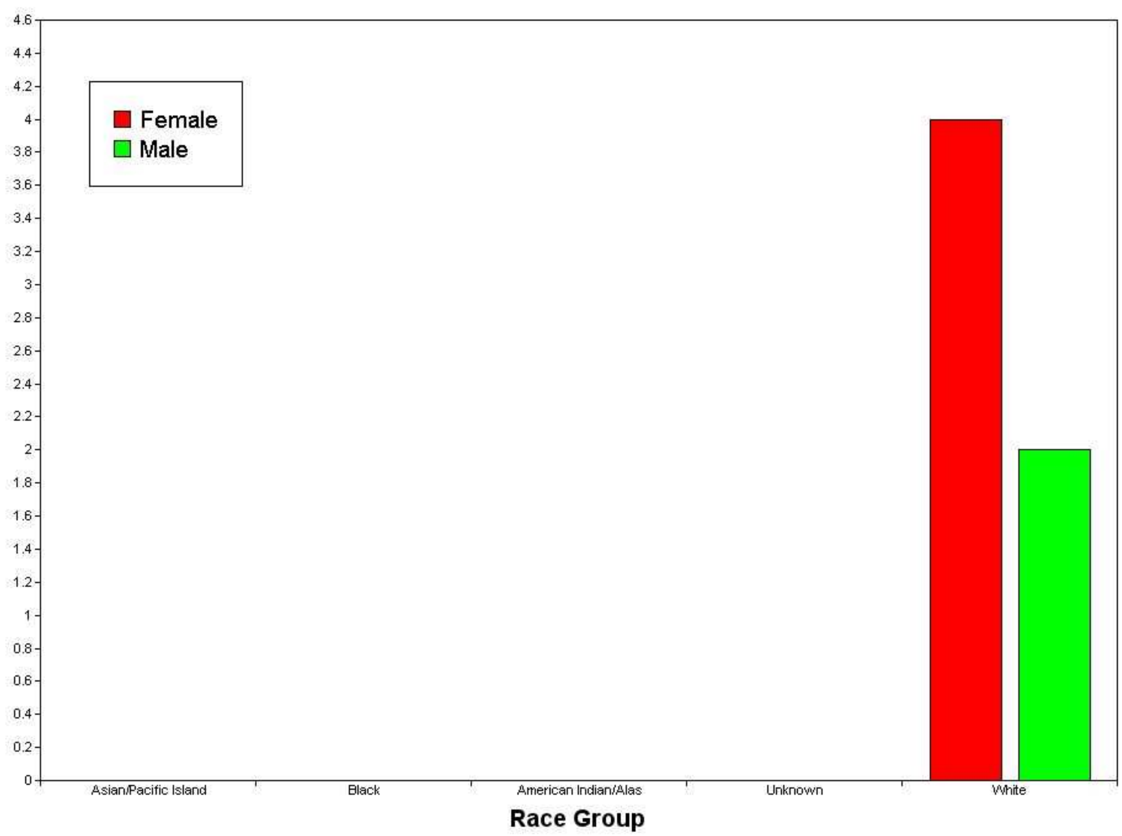

Arrests On View & Based on Incident/Warrants By Age / Race
White
Black
Other
0-10
11-17
18-24
25-34
35-54
>55
Age Group


Arrests On View & Based on Incident/Warrants By Race / Sex
Female
Male
Asian/Pacific Island
Black
American Indian/Alas
Unknown
White
Race Group

Victim By Race / Sex



Victim By Race / Sex



2011 Police Salaries and Outside Details

Officer	Police Budget	Outside Details (Revolving)	Total
Lt. Nick L. Miglionico	95,957.41	14,241.50	110,198.91
Sgt. David Brown	68,423.98	0	68,423.98
Sgt. Gregory Gilbert	73,096.75	1,180.00	74,276.75
Sgt. Brett D. Fulone	78,650.28	3,206.50	81,856.78
Officer Mark Kaminski	65,363.45	11,405.50	76,768.95
Officer Aaron Mclaughlin	71,960.83	1,052.00	73,012.83
Officer Jacob Bloniasz	58,741.96	3,821.00	62,562.96
Officer Mark Dunleavy	61,453.60	7,927.00	69,380.60
Officer Anthony Yannino	71,830.43	4,417.50	76,297.93
Officer George Degenova	59,463.30	1,108.00	60,571.30
Officer Travis Gould	61,608.18	18,291.70	79,899.88
Officer Keith Stratton	62,085.48	1,340.00	63,425.48
Officer Ronald Tetreau	38,020.68	0	38,020.68
Officer Jacquelyn Brimmer	64,176.24	3,249.00	67,425.25

FIRE DEPARTMENT

(left to right) Fire Chief Kent Vinson, Lt. Pauline Labrecque, and Administrative Assistant Lisa Freeman

The Douglas Fire Department continues its mission statement “to provide the best service that our resources allow” and 2011 presented some challenges not seen in decades in our region. We had a very busy fall/winter season with many storms that pounded the area and tested the resources of our department to its limits. We also battled a hurricane and early winter snowstorm in October that left our citizens without power for days, not once but twice. While this was a trial some period the department members worked hard around the clock to assure that our citizens were safe from the hazards that such storms present. We had a number of carbon monoxide calls where generators were being used improperly. This filled dwellings with the deadly gas, and some residents actually needed medical treatment and transport to the hospital as a result. Through it all we worked hard to assure the safety of our citizens, even checking on the elderly in their homes to make sure they had adequate food and water. A shelter was set up by the emergency manager and the CERT team manned them so residents could take showers. We were also able to acquire nine pallets of water that could be picked up at the fire station for the needs of our citizens during these storms. We are also very proud of the fact that the Douglas Fire Department was also able to send manpower and resources within minutes of the tornado that struck in Brimfield and Monson area. A task force of an ambulance and a fire engine were sent to help in search and rescue efforts of our neighbors in the western part of our region. This truly was a year that presented many challenges not seen in years, and all of them were met head on without missing a beat. I am very proud of our department members and they all put their needs and family on the back burner to help others.

We also had some milestones that we reached during the year. The Douglas Fire Department was finally awarded, after much hard work our Paramedic license for our ambulances. That means that we are now operating at the advance life support level of service, a huge improvement in the level of services that we are able to provide. We now have 13 paramedics on our roster and this means that our resources are much deeper. We are now licensed to provide advanced airway management, electrocardiograms, chest decompression and intravenous and medication administration. Again, congratulations to all who worked so hard to bring us to that level of service.

Training Division and SAFE Program

Our firefighters continue to train diligently to keep their skills sharp. During the year they trained on many of their firefighting skills. Some were able to attend the District Seven recruit program, which gives new firefighters the basic skills needed to be proficient at their job with emphasis always on safety. Also, one firefighter went to the MA Fire Academy for the Call/Vol program and obtained her FF I/II certification. The members also trained on raising ladders, hose line deployment, vehicle extrication, self contained breathing apparatus and wild land firefighting. We also sent four firefighters to the University of Extrication Training which was a two day course on vehicle stabilization.

Finally, as we have for the past twelve years a firefighter visits the schools on a monthly basis educating the third grade class on the many hazards of fire. They learn the hazards of tobacco use, the importance of having working smoke detectors in the home and also how to make and practice successful escape plans.

In conclusion, we would also like to thank Chief Donald Gonynor who after many years of dedicated service to the department retired. We wish him well in his retirement and thank him for his years of service with our department.

Respectfully Submitted,

Fire Chief Kent F. Vinson

Incident Analysis
From 01/01/2011 Thru 12/31/2011

Incident Type

Incident Type	Occurrences	Percentage
Fire, other	7	2.1
Building fire	7	2.1
Cooking fire, confined to container	7	2.1
Chimney or flue fire, confined to chimney or flue	7	2.1
Fuel burner/boiler malfunction, fire confined	3	0.9
Trash or rubbish fire, contained	1	0.3
Fire in motor home, camper, recreational vehicle	1	0.3
Mobile property (vehicle) fire, other	1	0.3
Passenger vehicle fire	2	0.6
Natural vegetation fire, other	1	0.3
Forest, woods or wildland fire	3	0.9
Brush or brush-and-grass mixture fire	1	0.3
Outside rubbish fire, other	7	2.1
Outside rubbish, trash or waste fire	3	0.9
Dumpster or other outside trash receptacle fire	1	0.3
Special outside fire, other	2	0.6
Munitions or bomb explosion (no fire)	1	0.3
Rescue, EMS incident, other	4	1.2
Medical assist, assist EMS crew	27	8.1
EMS call, excluding vehicle accident with injury	4	1.2
Motor vehicle accident with injuries	20	6.0
Motor vehicle accident with no injuries	15	4.5
Extrication of victim(s) from vehicle	2	0.6
Swift water rescue	1	0.3
Rescue or EMS standby	2	0.6

Incident Analysis by Type – Cont.		
Incident Type	**Occurrences**	**Percentage**
Hazardous condition, Other	1	0.3
Gasoline or other flammable liquid spill	4	1.2
Gas leak (natural gas or LPG)	2	0.6
Oil or other combustible liquid spill	2	0.6
Chemical hazard (no spill or leak)	1	0.3
Carbon monoxide incident	13	3.9
Electrical wiring/equipment problem, other	3	0.9
Heat from short circuit (wiring), defective/worn	1	0.3
Power line down	22	6.6
Arcing, shorted electrical equipment	4	1.2
Building or structure weakened or collapsed	2	0.6
Vehicle accident, general cleanup	1	0.3
Service Call, other	3	0.9
Lock-out	3	0.9
Water problem, other	5	1.5
Water or steam leak	1	0.3
Smoke or odor removal	3	0.9
Public service assistance, other	4	1.2
Public service	1	0.3
Unauthorized burning	14	4.2
Cover assignment, standby, moveup	2	0.6
Good intent call, other	2	0.6
Dispatched & canceled en route	3	0.9
No incident found on arrival at dispatch address	6	1.8
Steam, other gas mistaken for smoke, other	1	0.3
Smoke scare, odor of smoke	15	4.5
HazMat release investigation w/no HazMat	2	0.6
False alarm or false call, other	6	1.8
Central station, malicious false alarm	1	0.3
Local alarm system, malicious false alarm	2	0.6
Bomb scare - no bomb	2	0.6
Smoke detector activation due to malfunction	15	4.5
Alarm system sounded due to malfunction	3	0.9
CO detector activation due to malfunction	3	0.9
Unintentional transmission of alarm, other	1	0.3
Sprinkler activation, no fire - unintentional	2	0.6
Smoke detector activation, no fire - unintentional	10	3.0
Detector activation, no fire - unintentional	2	0.6
Alarm system activation, no fire - unintentional	19	5.7
Carbon monoxide detector activation, no CO	3	0.9
Severe weather or natural disaster, other	2	0.6
Wind storm, tornado/hurricane assessment	1	0.3
Severe weather or natural disaster standby	2	0.6
Special type of incident, other	6	1.8
Citizen complaint	1	0.3
TOTAL	**332**	**100.0**

2011 INSPECTIONS	*JAN*	*FEB*	*MAR*	*APR*	*MAY*	*JUN*	*JULY*	*AUG*	*SEP*	*OCT*	*NOV*	*DEC*	**TOTAL**
SMOKE AND CO	11	9	9	2	7	11	8	14	5	5	13	9	**103**
BUSINESS					1					22	10	2	**35**
PROPANE	3		7	1	4	7	2	1	4	1	1	17	**48**
TRUCK TANK	1				2			1					**4**
BOILER PERMITS	8	2	8	3	5	2	2	1	2	1	2	5	**41**
OIL TANK								2	1			1	**4**
OIL LINE	1	1	2	1	3	5	3	5	7	3	4	9	**44**
VENTLESS									1				**1**
BURN PERMITS	305												**305**
											Total inspections		**585**

2011 Ambulance Statistics

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Totals
00:01-01:00	3	2	3	1	1	4	2	16
01:00-02:00	1	2	1		6	3	6	19
02:01-03:00	3	1		1	1		1	7
03:01-04:00	2		2		3	4	4	15
04:01-05:00	2	3	2	1	2	1	2	13
05:01-06:00	1	6	3	3	3	2	3	21
06:01-07:00	1	2	2	2	3	4	2	16
07:00-08:00	4	5	7	5	5	2	3	31
08:01-09:00	11	6	5	5	6	4	3	40
09:01-10:00	7	4	9	6	10	3	6	45
10:01:11:00	5	3	6	9	9	2	3	37
11:01-12:00	4	8	4	6	12	9	4	47
12:01-13:00	10	8	9	3	7	3	7	47
13:01-14:00	6	6	5	7	6	4	5	39
14:01-15:00	9	6	7	7	1	6	11	47
15:01-16:00	5	7	3	8	8	6	4	41
16:01-17:00	5	4	5	10	6	8	10	48
17:01-18:00	5	5	3	9	3	3	9	37
18:01-19:00	8	10	5	9	4	6	4	46
19:00-20:00	3	4	5	8	12	3	5	40
20:01-21:00	3	3	2	5	1	9	6	29
21:01-22:00	6	2	13	3	3	2	3	32
22:01-23:00	3	1	2	4	6	3	5	24
23:01-00:00	2	8	3	2	1	1	3	20
Totals	**109**	**106**	**106**	**114**	**119**	**92**	**111**	**757**

2011 Ambulance Statistics

BLS call	372
ALS - Intermediate call	84
ALS - Paramedic called	301
Total	**757**
Refusals	171
Simultaneous Calls	16
Mutual aid given to another town	39
Mutual aid received/transported	16
Medflight	
Lifeflight	1
Rehab for fire call	1
Abdominal Pain/ kidney stone	42
Allergic reaction	14
Altered Mental Status	13
Animal bite	
Anxiety attack	3
Boating accident/ jet ski	2
ATV / 4 wheeler /dirt bike	1
Back pain	18
Bicycle accident (non motorized)	1
Dog Bite	2
Chest Pains/Cardiac	81
Code / Obvious Death/DOA	12
Diabetic Incident	10
Choking	1
Domestic abuse/ sexual abuse	8
Fall	50
General illness - (n/v, migraine, etc)	54
Head injury	10
Hypothermia/hyperthermia	1
Leg pain / hip pain	13
Citizen/Lift assist	8
MVA	118
Nosebleed	7
No EMS needed	27
Pregnancy/OB Emergency	
Overdose /poisoning/ ETOH	33
Stroke	8
Seizure	23
Syncope	17
Trauma	7
Upper extremity injury/pain	11
Lower extremity injury/pain	20
Unresponsive	3
Respiratory distress	51
Psych evaluations	32
Miscellaneous	56
Total	**757**

Vitals ALS	
Oxford ALS	37
AMR	
Webster ALS	17
MP2181	
Northbridge ALS	9
Events	
Mendon ALS	15
Alert	
Uxbridge ALS	62
Douglas	18
Total	**158**
Hospital pt was tx to:	
Citizen/Lift assist	8
Milford	303
St. V's	80
Memorial	31
Umass	93
Hubbard	17
Refusal	171
No EMS	27
Rehab	1
DOA	8
Cancelled	17
Landmark	1
Total	**757**
Mutual Aid ambulance who provided transport	
Webster	1
Uxbridge	5
Northbridge	
Oxford	
Police on board/follow	1

BUILDING DEPARTMENT

The Building Department is responsible for all residential and commercial permits that are submitted including but not limited to electrical, plumbing, and gas. The state has now added the requirement for sheet metal/mechanical permits for all projects requiring duct work. Along with reviewing and processing the permits, we perform all inspections necessary to document that all work completed is in compliance with the Massachusetts State Building Code and all other applicable codes.

There are many different types of permits that are submitted to our department. They range from replacing windows in a dwelling up to constructing a new school. Depending on the project, there are numerous departments and/or boards that may be required to review the submittal. Under the Massachusetts State Building Code a building permit is required for any and all new construction, reconstruction, alterations, repairs, demolition, change of use, and change of occupancy in a building or structure.

As stated in the last report, the State is constantly changing the existing laws as well as creating new laws they feel are necessary based on incidences that occur. Past law changes have dealt with “Sprinkler System” requirements, “Trench” permits, increased regulations for dwellings with lead-based paint, “Energy” requirements dictating what insulation and windows are to be installed in new construction, “Smoke Detector” requirements, and “Carbon Monoxide” requirements. Changes continuously are being made by the state in return putting more demands on the inspectors.

Along with all the building aspects and permits, our department is responsible for Zoning Enforcement. Our role is to enforce the Town of Douglas Zoning Bylaws as well as any and all Special Permits and Variances with conditions that may be granted by the Zoning Board of Appeals and/or Planning Board.

All of the departments and boards continually work with the other departments and boards to clarify and simplify permitting process. Although some processes may seem redundant and/or time consuming, they are necessary for the welfare and safety of the town. We invite anyone who is planning a project, whether it be residential and commercial, to come in to the department to meet with us to discuss all aspects of the proposed project and hopefully alleviate any delays that could occur when the project is in motion.

Some of the larger projects our office has been working on are the new Douglas Elementary School, a Solar Farm project to be constructed on a 20 acre parcel of land off of Main Street, a Recycling Plant to be constructed off of Cliff Street, and the interior retrofitting of the Guilford of Maine Building which was purchased by Classic Envelope.

Respectfully Submitted,

Adelle Reynolds
Building Commissioner

JANUARY 1, 2011 – DECEMBER 31, 2011 **Building Permits Issued**	
Fees Received for 519 Permits: ***$ 75,701.19*** **Not including: Fees** ***Waived*** **for 24 Town and Non-profit Projects:** ***$2,456.33***	
HOUSES	13
GAS	34
ELECTRIC	137
PLUMBING	69
SHEET METAL	4
BARNS	2
GARAGES	9
MISCELLANEOUS BUILDINGS	22
ADDITIONS / ALTERATIONS	154
POOLS	14
CHIMNEYS / STOVES / FIREPLACES	41
DEMOLITIONS	11
COMMERCIAL / INDUSTRIAL	4
SIGNS	3
TOTAL FEES RECEIVED INTO THE BUILDING DEPARTMENT **FOR** ***FY 2011*** **(July 1, 2010 – June 30, 2011):** ***$ 65,322.19***	

EMERGENCY MANAGEMENT

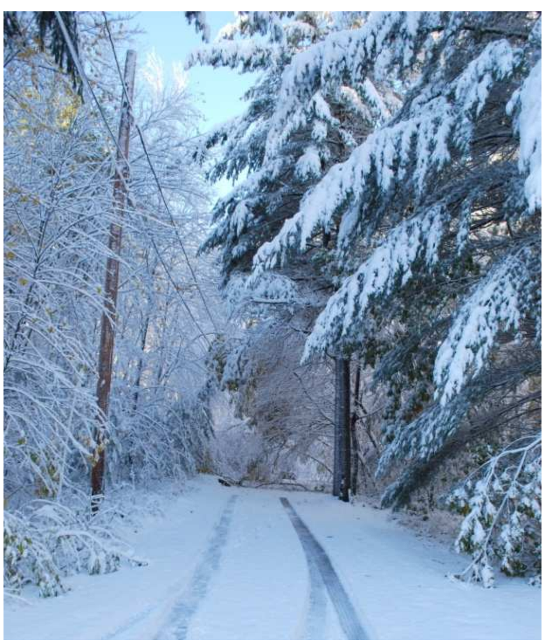
There were two major natural disasters that occurred in 2011: tropical storm Irene, and the snowstorm of October. In both incidents, the town was without power for several days. The Douglas Citizen's Emergency Response Team (C.E.R.T.), which has several volunteers, assisted in opening two shelters for people who needed a place to stay and take showers – one at the Douglas Senior Center and one at the Douglas High School. They also set up two water stations and gave out drinking water and water for people with animals. They spent many hours of their time over several days assisting residents from all over the town. They deserve a big thank you.

Driveway with downed trees after October snow storm.
Photo - Suzanne Kane

The Emergency Management Department applied for and received two grants from the Department of Homeland Security. One was used to purchase shelter supplies and the other we used to purchase a trailer for storage and transportation of those supplies.

Respectfully submitted,

Ernest R. Marks, Jr.
Emergency Management Director



Downed trees during October snow storm.
Photo - Suzanne Kane

Downed trees during October snow storm
Photo - Suzanne Kane.

PUBLIC HEALTH

BOARD OF HEALTH

(left to right) Administrative Supervisor Marleen Bacon and Town Nurse Grace Krauss

The members of the Douglas Board of Health are pleased to submit the following report for the year 2011.

The Board of Health meets the first Tuesday of each month at 6:00 PM in the Health Department office of the Municipal Center. Meeting changes can be found on the Town's website.

The Board of Health or its Agent(s) performed the following:

Title 5 Soil Testing witnessed	22
Permits issued for new or repaired septic systems	15
Approved State or Local Title 5 variances	3
Well installation permits	8
Certificates of Compliance issued	13
In-ground swimming pool permits issued	3

All public and semi-public beaches were tested on a weekly basis for e-coli. Commercial in-ground swimming pools are inspected yearly prior to the issuance of a permit. All children's overnight camps and recreational camps are inspected prior to opening.

The seven monitoring wells located at the capped Riedell Road landfill and the Transfer Station are tested twice a year, as well as, three locations at Riddle Brook. All results are filed with the Worcester office of the Department of Environmental Protection and are kept on file at the Board of Health office.

Permits issued yearly by the Board of Health include; Food Service Permits, Retail Food Permits, Commercial Swimming Pools, Campgrounds, Funeral Directors, Resale of Milk/Cream, Garbage Handlers, Septage Handlers and Disposal Works Installers.

All Food Service, Retail Food and School Cafeterias are inspected twice a year. All reports are kept on file.

The Board of Health Agent responded to complaints concerning issues such as housing complaints, trash, abandoned properties, odors, septic issues, noise and outdoor wood burning furnaces.

The Board of Health, with help from the Highway Department, continues to place mosquito pellets in Town culverts in an attempt to control the growth of the mosquito population. The Board of Health places public service announcements on the local cable station advising residents on ways to protect themselves from tick and mosquito bites. This information can be found during the spring and summer months or can be obtained by calling the Board of Health office.

The Board of Health hired Kevin Sullivan as the new Animal Inspector. Mr. Sullivan started his duties in February of 2011.

Respectfully submitted

Justin Lapham
Chairman

PUBLIC HEALTH NURSE

The Public Health Nurse provides immunizations and is responsible for reporting, investigating and following up on reports of communicable diseases as mandated by the State Department of Public Health. The role of the Public Health Nurse is to protect the health of the entire population of the Town through education, prevention and control of communicable diseases, injury and disability prevention, promotion of health and healthy behaviors.

Wellness clinics, including blood pressure monitoring, are held on the second and fourth Thursday of each month at the Municipal Center from 1:30 PM to 3:30 PM, for the homebound residents at Riddlebrook Apartments, West Street, on the first Thursday of each month from 10:00 AM to 12:00 noon and at the Senior Center on the third Thursday of each month from 10:00 AM to 11:00 AM.

Several seasonal flu clinics were held and vaccinations were offered to all residents.

All clinics are open to the general public at no charge and no appointment is necessary.

The past year I attended a conference to respond to the outbreak of infectious diseases.

Home visits to residents are provided as needed to homebound seniors.

Respectfully submitted,

Grazina E. Krauss, R.N.
Public Health Nurse

ANIMAL INSPECTOR

The year 2011 for Animal Inspector brought exciting new challenges. In March I was appointed Animal Inspector by the Douglas Board of Health and was informed that I had big shoes to fill. Following Mr. Downs 22 years of service to the town I set forth to do everything I could. With the support of the Board of Health, and the helpfulness of all other town departments it was a successful year.

Barn Inspections, Road Kill, and Quarantines:

Road Kill	41
Quarantines	24
Barn Inspections	49
Cattle	43
Goats	51
Sheep	36
Swine	2
Llamas/Alpacas	2
Equines	167
Poultry	303
Rabbits	26

I would also like to thank both Animal Control Officers, Joyce and Sue, for a great year and a job well done. It was a pleasure working with the both of you.

It was a pleasure working with everyone this year, both the hardworking and dedicated employees, and the wonderful residents of Douglas. I look forward to future years and experiences, and working with everyone.

Respectfully submitted

Kevin Sullivan
Animal Inspector

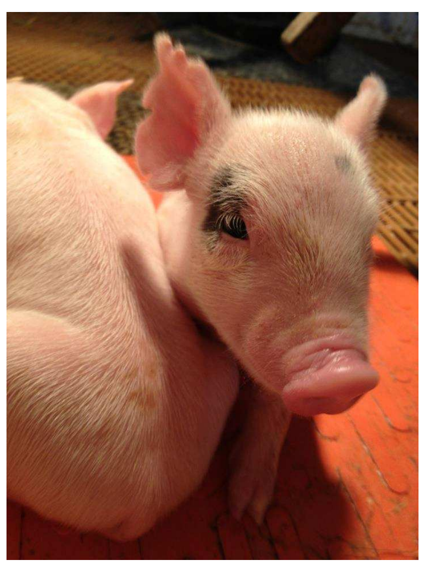


Photo - Erin Kane

TRANSFER STATION

The Transfer Station and Recycling Center are under the direct supervision of the Board of Health. Permits are sold to Douglas residents only and are sold twice a year (March 1st and September 1st). The Board of Health strives to keep the cost of trash disposal at a fair and reasonable rate for Town residents.

Donald St. Germain,

The site is located on Riedell Road and is open Tuesday, Thursday and Saturday from 7:00 AM to 4:00 PM.

The site accepts household trash, some bulky items, certain white goods and recycled items. The site also collects TV's, computer monitors, air-conditioners, auto batteries, used clothing, and propane tanks.

The Board of Health held a tire collection day on October 15, 2011 and collected 127 passenger tires and 12 truck tires.

The Board of Health is part of the Blackstone Valley Regional Recycling Group which accepts most of our recyclables and forwards any profits back to the Town of Douglas.

Residents of the Town of Douglas can also take certain items to the Northbridge division of the Blackstone Valley Regional Recycling Group located at 193 Main Street in Northbridge. For further information on this, please contact the Douglas Board of Health office.

In accordance with the Solid Waste Regulation 310 CMR 19:000, section 19.207(25), the Transfer Station is inspected yearly by a registered professional engineer.

The following tonnages were recorded:

Solid Waste	1,681 Tons
Metal	54 Tons
Mixed paper/plastics	108 Tons
Glass/Tin	47 Tons
Electronics	23,210 lbs
Textiles	3,194 lbs.

Respectfully submitted,

Justin Lapham
Chairman

PUBLIC WORKS

DOUGLAS, MASS.

INCORPORATED, 1746

HIGHWAY DEPARTMENT

Approximately $278,000 was awarded in state aid to the Highway Department. With a portion of this money the department was able to reconstruct the Cedar Street bridge.

Projects to improve drainage were completed for South West Main Street. Routine maintenance performed within the department includes cutting brush, patching pot holes, painting crosswalks and road lines and replacing street signs. The Highway Department also maintains over 700 catch basins during the year and now maintains the ball fields within the town. With the state's permission we dismantled several beaver dams in town which prevented flooding. Along with the regular maintenance schedule the department also assists the Water Sewer Department and the School Department. During the winter of 2010/2011 the town deficit spent in the amount of $299,000 in order to properly treat the roads and perform snow removal. The Highway Department also faced weather challenges in 2011 with Tropical Storm Irene and the October snow storm.

Respectfully Submitted

John J. Furno
Highway Superintendent

Tomas Griffin, Phil Brule, David Furno, Ray Begin, Ernie Marks, Adam Furno, Highway Clerk MaryBeth Mello, and Highway Superintendent John Furno

WATER / SEWER DEPARTMENT

508-476-2400 **Office Hours:** Monday thru Friday 7:00 AM to 3:30 PM

Water Division

The water division pumped 92,398,000 gallons of water this past year. Fire hydrants were inspected, operated, and flushed in the fall. All cross connection devices were tested as required by the DEP.

Service Calls: 57
New Services: 0
Meters Replaced: 24
Water Leaks Repaired: 4
Hydrants Replaced: 3
Hydrants Repaired: 0

Wastewater Division

The Wastewater Treatment Plant processed 69.782 million gallons. The plant maintained the removal rate of 98% for BOD's, and 98% removal rate for TSS's. 1,098,000 gallons of sludge went to Synagro Northeast for incineration.

News

A Rate Study was conducted by Pioneer Consulting Group, Inc. as a result a new rate structure was implemented in the fall.

Commissioners Meeting Date / Time

Meetings are held on the first Tuesday of each month at 7:00 pm at the Wastewater Treatment plant, 29 Charles Street, Douglas

Commissioners:
Robert Josey, Chairman
Colin Haire, Vise Chairman
Keith Bloniasz, Secretary

Yearly Events

Water Meters are read twice per year, in March and September. Fire Hydrants are Flushed in the Spring or Fall, depending on supply and conditions.
Consumer Confidence reports will be delivered by July 1st.

Administrative Assistant Lee Bloniasz and Systems Manager Robert Sullivan

Respectfully Submitted,

***Robert Sullivan**, Systems Manager*
Town of Douglas Water Sewer Department

MUNICIPAL FACILITIES MAINTENANCE

508-612-6738

The Municipal Facilities Maintenance Department Manager performs preventative maintenance, custodial duties, landscaping (grass cutting, flower planting and care) and snow removal for several of the Town of Douglas buildings. As Manager I am also responsible for the hiring of contractors and oversight of all projects regarding facilities.

In 2011, and in eight consecutive years, the Facility Maintenance Department participated in the Senior Citizen Property Tax Work-Off Abatement Program. One of the projects completed this year was masonry re-pointing and stabilizing the stone wall in front of the Municipal building.

In 2010, the Facility Maintenance Department requested funding, and was approved for a partial roof replacement at the Town Municipal Building. I anticipate this project will go out for bids in the summer of 2011. The source for funding this project is Capital Improvement.

Once again, escalating fuel and electric costs, combined with a level funded budget, have made it difficult to accomplish needed maintenance projects.

I continue to stay involved with long range planning by attending Capital, Building Facilities and Construction committee meetings.

Respectfully submitted,

Patrick "Ricky" Colonero
Facility Maintenance Director

CEMETERY COMMISSION

In addition to the usual maintenance of the Douglas Center Cemetery, South Street Cemetery and Pine Grove Cemetery, several other tasks were completed: 1) adaptations to the Douglas Center Cemetery watering spigots to prevent backflow were installed 2) insecticide to control grub infestation in Douglas Center Cemetery was applied 3) negotiations with National Grid to remove the pole and guy wire from the burial area in Douglas Center Cemetery were completed. This removal is to be finished by Spring 2012. Finally, the cost of a cemetery lot was increased from $800 to $1000. Each lot is sufficient for a two person burial.

Respectfully submitted;

Shirley Cooney, Chair
Gail Swenson
Debby Heinz

Center Cemetery – Main Street
Photo – Suzanne Kane

TREE WARDEN

In 2011 I continued to work together with the Highway Department, the Police Department and National Grid's arborists to remove large butts and limbs as well as damaged and diseased trees to keep our streets safe and clear.

The public should please be aware that the trees along each and every one of our roads are town property and Massachusetts General Law Chapter 87, section 9 ***prohibits the posting of signs of any kind on street trees***. Please obey this law and keep our trees healthy.

We also have a Scenic Road bylaw and I urge citizens to take the initiative to get their roads designated for the added protection it offers our beautiful trees. During FY11 I worked hard to coordinate a tree removal and maintenance program that was as efficient and economical as possible. A total of $3,440.00 was expended through the Tree Warden's budget and includes payment for police details.

We have three pests, in particular, that residents should be aware of. The Wolly Adelgid attacks our coniferous hemlocks and the Emerald Ash Borer does significant damage to our deciduous ashes. Residents should also be on the watch for the Asian Longhorn Beetle. Familiarize yourself with what it looks like (below) and, if found, contact me or state officials immediately. More information and a report form can be found at http://massnrc.org/pests/alb/ or call 1-866-702-9938.

Lastly, we experienced significant damage to our street trees due to Tropical Storm Irene at the end of August and to the early snowstorm we had at Halloween. I offer a special "thank you" to the Highway Department for clearing our streets and roads.

Asian Longhorn Beetle

Respectfully submitted,

Leon Mosczynski
Tree Warden
508-476-2460

Center Cemetery – Main Street
Photo – Suzanne Kane

PLANNING

&

DEVELOPMENT

COMMUNITY DEVELOPMENT

The Community Development Department is comprised of the Conservation Commission, Economic Development Commission, Open Space Committee, Planning Board, and Zoning Board of Appeals. The staff within the Community Development Department includes the Town Engineer, the Planning/Conservation Agent, an Administrative Assistant and a part-time meeting minute recorder. Staff also has a significant role in serving on the Building Facilities and Construction Committee, the School Building Committee and as MGL ch. 43D: Expedited Permitting Coordinators.

The Department provides assistance and direction to residents, project applicants, and project abutters in understanding the local bylaws, rules and regulations, and the overall permitting process. The Department also provides assistance to the aforementioned departments, boards and committees in application review, drafting decisions and project oversight. Additionally, the Department also maintains aspects of the Town Geographic Information System (GIS) and permit tracking databases. The Department also provides technical assistance to various other Town Departments, Boards and Committees as detailed below.

Additionally the Community Development Department has provided the following services over the course of the past year: Intermediate/Elementary School Project, Library ADA Compliance Project, Safety Complex, facilitating road layouts and acceptances; coordinating and drafting bylaw changes such as NPDES stormwater bylaws; GIS Mapping; Evaluation for BOS for a municipal wind turbine; Design and permitting assistance to the Planning Board for failed subdivisions and review of new submittals; review of a proposed wind farm; the Highway Department in securing local permits for bridge, roadway and drainage improvement projects; the Economic Development Commission in developing the industrial areas of Town; Conservation Commission and Open Space Committee in finding ways to preserve and plan for maintaining the natural resources within the Town, along with the daily guidance and input to the various Boards, Committees and Departments within the Town.

Respectfully submitted,

William J. Cundiff, P.E.
Town Engineer

PLANNING BOARD

The Douglas Planning Board consists of seven (7) Members who are Elected by the community, two (2) Associate Members appointed by the Planning Board and the Board of Selectmen. Each Member serves a five (5) year term. Generally the Planning Board meetings are scheduled every second and fourth Tuesday of the month at 7:00pm. The meetings are held in the Community Meeting Room located at the Municipal Center.

The responsibilities of the Planning Board include municipal planning and overseeing the Subdivision Control Law, which includes ANR Plans, Preliminary Plans and Definitive Subdivision Plans.

The Planning Board is also the Special Permit Granting Authority (SPGA) for the Limited Density Residential Development Bylaw, Earth Removal Bylaw, Aquifer Protection Bylaw, Accessory Apartment Bylaw, Adult Entertainment Bylaw, Wireless Communication Bylaw, Common Driveway Bylaw and Site Plan Review.

The Planning Board reviewed the following submittals for the year 2011:

Accessory Apartment Special Permits: 7
ANR Plans: 9
Earth Removal Special Permits: 3
Site Plan Review: 4
Aquifer Protection Permit: 2
Two-Family Dwelling: 1

Subdivisions being constructed: 06

1. Maple Heights Estates -3 lots
2. Summerlyn Estates -6 lots
3. Whitins Reservoir Estates -7 lots
4. StoneGate Estates -30 lots
5. Nature View Estates -23 lots
6. Deer Crossing Estates-30 lots

Subdivisions accepted as Public Ways:

1. Overlook Subdivision (Sunset Drive & Madden Way)

Annual Town Meeting Articles sponsored by the Planning Board:

- Zoning Change & Floodplain Bylaw change (Approved at Town Meeting)
- Zoning Map Change-located between Webster Street & Southwest Main Street near the Douglas/Webster Town line. *(Passed over at Town Meeting)*
- Amendment to the Accessory Apartment Bylaw *(Approved at Town Meeting)*

Respectfully submitted,

Ernest R. Marks*, Chairman*
Eben Chesebrough*, Vice Chairman,*
Mark Mungeam, Robert Werme Jr., Derek Brown, Tracy Sharkey, Michael Zwicker
Associate Members: ***Michael Greco, Maureen Gallant***

CONSERVATION COMMISSION

The Douglas Conservation Commission consists of seven (7) Members along with Associate Members who are appointed by the Conservation Commission. Each member serves a three (3) year term. The Conservation Commission meetings are generally scheduled at 7:00pm every first and third Monday of the Month. The meetings are held in the Community Meeting Room located in the Municipal Center. For general information regarding meeting agenda items, or specific dates, times and places you may call the office at 1-508-476-4000 x357.

The duties and responsibilities of the Conservation Commission include protecting the community's natural resources, along with controlling activities deemed to have a significant effect upon wetland values. Impacts can come from public or private water supply, groundwater, flood control, erosion control, stormwater damage prevention, water pollution control, wildlife and recreation.

The Conservation Commission has been able to protect over 100 acres of land since the year 2000 through easements, land donations and land acquisitions, and we are always interested in acquiring more. The preservation of these parcels wouldn't have been possible without the dedication and leadership of Commissioners that have served to protect Douglas's resources over the years.

Marylynne Dube

One such individual was Marylynne A. Dube who passed away this year. Marylynne had been a member of the Conservation Commission since 1984 and was the Chairwoman since 1996.

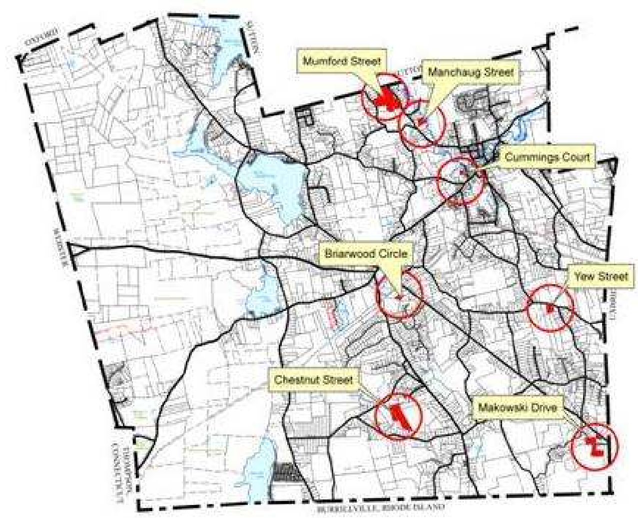
Marylynne spent most of her life coalition building, setting positive goals that were always in the best interest of the community and the environment and the last nineteen years at the helm of our commission.

She was an awesome leader and not just as Chairwoman of the Conservation Commission. She would lead by example and showing her tenacity saving those little salamanders from being run down as they migrated across Douglas roads. And who could forget the so-called Douglas Landfill boondoggle?

We certainly won't forget all the battles with builders who sometimes didn't recognize the value of all those wetlands. But the lady never quit. The town dedicated a small piece of land in her name down behind the old Speck farm on the north side of Manchaug Road. It's only 7 acres yet like saving one salamander or one small swamp or a natural stream it is all part of our ecosystem and no matter what the law says it cannot be replaced.

The following is a list of the Conservation Parcels in the Town:

1. French Property, Makowski Drive (20 acres)
2. Briarwood Circle Property (4 acres)
3. Cummings Court Property (2 acres)
4. Chestnut Street Property (30 acres)
5. Yew Street Property (6 acres)
   - Sign posted and parking available
6. Manchaug Street Property " Dedicated to Marylynne Dube June 2010" (7 acres)
   - Sign posted and parking available
7. Mumford Street Property " Dedicated to Leon Mosczynski in April 2007" (44 acres)
   - Sign posted and parking available



The Conservation Commission had the following submittals for 2011:

The Commission has over 100 active permits along with reviewing (12) Notices of Intents, (7) Requests for Determinations (RDA), (8) Request for a Certificate of Compliance and (5) Violations.

Respectfully submitted,

Michael Yacino, *Chairman,* ***Marylynne Dube,*** *Vice Chairwoman*
Linda Brown, Kelley Donley, Tracy Sharkey, Brandi Van Roo, David Windoloski

ZONING BOARD OF APPEALS

A Zoning Board of Appeals is created under the provisions of MGL, Chapter 40A as a necessary part of the establishment of zoning regulations in a community. Chapter 40A empowers the Board of Appeals to:

1. Hear appeals taken from decisions of any Administrative Official or Board of the Town acting in the provisions of law;
2. Grant Variances from terms of the Zoning Bylaws; and
3. Grant Special Permits as provided by the Zoning Bylaws.

During the period of January 1, 2011 to December 31, 2011 eleven (11) applications were submitted for consideration:

Seven (7) requests for a Special Permit; and
Four (4) requests for a Variance;

Respectfully submitted,

Daniel Heney, *Chairman*
Sean Holland, *Vice Chairman*
Pamela Holmes, *Member,*
Michael Nelson*, Alternate,* ***Leonard Demers,*** *Alternate*

OPEN SPACE

The Open Space Committee, comprised of four regular members and one alternate member, is interested in keeping tracts of land open for its natural and scenic value. We are knowledgeable about conservation techniques that can help with the burden of taxes and can also help to direct people regarding forestry, agriculture, etc. Sadly, we lost a long time and dedicated member, Marylynne Dube, in the fall of 2011. There were no properties in Chapter 61 for sale. We continue to review the necessity of an Open Space Plan as well as looking at various properties in town and their value as open space. A town clean up is always a project we consider. We have an annual budget of $500 and had no expenditures in the last fiscal year. Anyone interested in helping out with this mission is very welcome to join; we need new members, you don't have to run for a 3 year appointment, and although flexible, we generally meet on a Friday morning once a month. Please leave a note in the open space slot in the copy room at the Municipal Center if you're interested.

Respectfully Submitted,

Sue Perkins, Chair
Katherine Anderson, Vice Chair
Katiegrace Youngsma, Secretary
Lisa Mosczynski, Member
Fred Fontaine, Alternate

BUILDING FACILITIES & CONSTRUCTION COMMITTEE

The Building Facilities and Construction Committee (BFCC) is comprised of seven voting members each serving a 3-year term and one non-voting member - the Town Engineer. The BFCC has begun the process of implementing the recommendations of the Building and Facilities Needs Analysis.

The BFCC has significantly progressed in executing the Library ADA Compliance Project. Durland-Van Voorhis of New Bedford, MA has been meeting with the BFCC, the Library Trustees, and the Facilities Maintenance Manager in developing a solution for the Library ADA compliance issue. Design Development Plans are nearing completion and an estimate for construction cost should be completed soon.

The BFCC has developed a Request for Qualifications (RFQ) for Designer Selection for the Safety Complex. The Safety Complex Project is a Feasibility Study / Schematic Design for the Police, Fire and Highway Departments in the Town. Once a Designer is selected, the feasibility study / schematic design process will have begun. The goal is to have a cost ready for the next annual town meeting.

The Board of Selectmen has requested the BFCC to locate and estimate costs associated with a Municipal Compost Facility. Accordingly, the BFCC is exploring options for such a facility. The options include sharing an existing facility in an abutting town, using town owned land and constructing a facility in Town, or acquiring property to locate a facility

Additionally, the BFCC is beginning to work on the following projects: Siting a Municipal Compost Facility, replacement of the Cedar Street and Hemlock Street Bridges, and assisting the School Building Committee with the execution of the Intermediate/Elementary School Project.

The BFCC has also been designated as the “Energy Committee” and is charged with evaluating the Green Communities Act. Accordingly, a grant has been obtained from the State to provide Consulting Assistance which aids in the evaluation of the Act Components and to develop a plan for adopting and implementing the Act.

The BFCC is also overseeing the feasibility of siting Municipal Wind Turbine behind the High School. This feasibility study work is funded, in large part, through an $85,000 grant from the Massachusetts Clean Energy Center (MassCEC).

Respectfully submitted,

Sean Holland
Chairman

HISTORICAL COMMISSION

The Douglas Historical Commission's Mission:

Conduct research to survey, document & assess community historic resources

Coordinate survey and Inventory actions with the Massachusetts Historical Commission

Promote community preservation and serve as a resource for community heritage and preservation education; develop and facilitate programs for that effort

Advise board and town officials on matters pertinent to historic resources

Meetings are held as needed; normally at 9AM on Fridays.

The Historic Commission is working towards completing an inventory of has the downtown Douglas Historic District. Sample pages of the more significant buildings and structures have been submitted and reviewed by the Mass. Historical Commission. The bulk of the work is being photographed, written out and submitted to secure this historic district.

At the annual town meeting, we requested and were granted funds ($4900) for hiring a professional consultant to review our submissions prior to their being sent to the MHC.

The Commission appointed Sean Aldrich as Chair of the Commission.

Respectfully submitted,

Sean Aldrich
Chair

ECONOMIC DEVELOPMENT COMMISSION

The Douglas Economic Development Commission was established by the Douglas Town Meeting and is charged with attracting and retaining businesses and supporting quality economic development in the Town. The worst recession since the Depression had slowed development throughout the country. Nevertheless, the Town did make some progress during this year. During the last six years, the Commission continued to implement its mandate to take the necessary steps pursuant to its economic development program. As a result of the Carter-Burgess study, the Commission concentrated its efforts on key industrially zoned parcels on the eastern and western borders of the Town. The study identified the major parcels of land in Douglas that are suited for commercial/industrial development. These were ranked in order of importance to Douglas. With the slow improvement in the national economy and the increase in population in the Blackstone Valley, the Commission expects that the next few years will see an increased interest in commercially/industrially zoned land in Douglas.

As a consequence of the study, the Commission selected a large tract of land on the southerly side of Route 16, adjacent to the Webster town line, and several parcels located off Route 146 which form a large tract of vacant land including parcels in Uxbridge, Sutton and Northbridge, as the prime sites with significant development prospects. A four town ad hoc group has been meeting to discuss common infrastructure and regulatory changes to encourage quality growth along the 146 corridor. Both sites were approved as Priority Development Sites by the Commonwealth and will be targeted for new investment. As a consequence of the designation, the Town received a grant of $150,000 from the Commonwealth. The funds were used to insure that the Town can promptly review any applications for new investment at these two sites and solve any impediments to their development. A road linking industrial land in Sutton and Douglas has been designed. The construction of the interior road will attract development from companies looking to locate along Route 146.

The purchase by Classic Envelope of a long vacant industrial building, will be a substantial boost to the Town's tax base and employment. Under the Tax Increment Financing Agreement between this Company and the Town at least 75 jobs will be transferred to Douglas and 40 new jobs will be created. Priority in filling job vacancies will be given to Douglas residents. Additional benefits to the Town include space in this building for Town highway equipment and a studio for the Town's cable TV station.

The Town Meeting also approved a PILOT agreement for the installation of a solar panel farm which will generate significant new revenue for the Town. The solar farm will be located in a former sand pit that is producing little in taxes to the Town.

The Commission and the Town have endorsed and promised financial support to the newly created Blackstone Valley Economic Development Council. The Council will provide a badly needed regional approach to economic development in the Valley.
T he Commission meets on the second Monday of the month.

Respectfully submitted,

Harold R. Davis
Chairman

Highway Safety Award

(left to right) Lieutenant Nick Miglionico, Dective Aaron McLaughlin,
Officials from the Executive Office of Public Safety,
Chief Patrick Foley, and Officer Keith Stratton.

PUBLIC SERVICE

SIMON FAIRFIELD PUBLIC LIBRARY

Library Hours

Monday 10-5
Tuesday 11-8
Wednesday 10-5
Thursday 11-8
Saturday 9-1

Staff

Library Director	Ann D. Carlsson
Children's Librarian	Debbie Soderman
Circulation Librarian	Josh Tetreau
Library Assistants	Kathryn Roy
	Gail Bowen
Library Pages	Brian McGauley
	Tina Soderman
	Will Colonero

Board of Trustees

Joe Biagioni*	Chair
Pete Tetreault	Vice-Chair
Ramona Lachapelle*	Treasurer
Ellie Chesebrough*	Secretary
Betty Holden*	
Barbara VanReed*	
Barbara Grimes-Smith	

(*denotes life member)

Honorary Life Members

Barbara Gjeltema (retired 2011)
Margaret S. Carrick
William Baron
Jack Sughrue
William Wallis Jr.
David R. Manning
Sue S. Cave
Lilian Cencak
Lena R. Quinn

Circulation Statistics

Adult Fiction	6110
Adult Non-Fiction	2856
Juvenile Picture Books	5851
Juvenile Fiction	3056
Juvenile & YA Non-Fiction	2039
Young Adult Fiction	1262
Magazines	2147
CDs	1440
Internet	1068
Video Games	1445
DVDs	12,835
Passes	57
Audio Books	1002
e-Reader	10
Total Circulation	**41,178**

The Simon Fairfield Public Library is a member of the Central Western Massachusetts Automated Resource Sharing Network (CWMARS) through which patrons have access to materials at most libraries throughout the state through inter-library loans. This can be done at home or through the library. Patrons can use their Douglas Library card at other CWMARS member libraries; they can access Databases on the Massachusetts Board of Library Commissioners Website (MBLC) and can download books onto their e-Reader through CWMARS.

Membership in CWMARS requires that the library be certified by the Massachusetts Board of Library Commissioners. Certification is achieved when the library meets an "hours open" requirement; a minimum materials expenditure requirement, a municipal appropriation requirement and employs a certified director. Should a library lose its certification, patrons lose the privilege of borrowing materials from most other libraries in the CWMARS network. This past year, the Douglas library received its second consecutive waiver on the municipal appropriation requirement due to level funding of most town budgets. The Board of Library Commissioners recognizes the difficult fiscal situation many Massachusetts towns are facing and will provide waivers of this requirement when a library does not receive a disproportionate budget cut compared to the rest of the town.

The library continues to see a record number of patrons and circulation activity. We have an outstanding DVD collection reflecting the most current movies, documentaries and TV programs. The library purchases current and older CDs and has an ever growing collection of Video Games for the Wii, DS, XBOX 360 and Play Station 2 and 3. There is a large collection of audio books for both children and adults. Of course, we still have books and do our best to have multiple copies of the most popular titles. Thanks to memorial donations, we have the June and Edward P. Mone American Historical book collection which is truly a comprehensive and enviable collection of current and older titles, the Lena R. Quinn Large Print book collection, the Peter Coppola and Tom Keevan book funds. We circulate discount passes to area attractions such as the Roger Williams Zoo, Tower Hill Botanical Garden, Providence Children's Museum and the Mystic Aquarium. The library offers free Wireless Internet access. Patrons can borrow a lap-top for in house use or bring in their own. This past year, we redesigned our website, making it easier to navigate and find information about the library. We also introduced the Kindle e-Reader for circulation. We currently have three Kindles that come with a huge selection of new books and older classics that patrons can borrow for a three week period. We are looking into purchasing the Nook e-Reader as well and expect to have that available in early 2012. These cannot be reserved online at this time, although patrons are welcome to put their name on a wait list at the library.

The library continues to offer programming for adults and children. Special performances were held throughout the year including: The Pied Potter of Hamelin; Sparky's Puppets, Deb Hudgins; Davis Bates and Roger Ticknell Storytellers; Yetti Frankel, Recycled Words Workshop; and Henry the Juggler. There is a book sale during Octoberfest and at other times throughout the year. We have the Adult Book Club which meets on the 2nd Tuesday of every month at 6:30. Our Library employees, Josh and Katie conduct the "Greatest Book Club Ever" on the 1st Tuesday of every month at 6:30. The goal is to read through the 100 greatest novels of all time. We have Book Bunch for Grades 2-4 on the 4th Thursday of the month at 6:00. The Young Readers Club for grades 5-7 meets the 2nd Thursday of the month at 6:00. New members are always welcome, and pre-registration is required for the Book Bunch and Young Readers Club. Story times are held in the Fall, Winter, Spring and Summer along with the Summer Reading Program. Last year, we had over 87 kids registered for the summer program alone. Our Community Garden alongside of the library continues to produce veggies that we donate to the People's Pantry in Douglas. Our hope is to continue this garden every summer. We would like to acknowledge and thank the individuals and local businesses that donated to the Summer Reading Program: Harry's Famous Pizza; Sandy Stopyra; G'Licious; The Little Coffee Bean; Douglas House of Pizza and Gregory's Restaurant and Pizzaria. We appreciate your continued support very much.

This coming year the Board of Trustees will continue their work with the Building Facilities and Construction Committee and Dorland Van Voorhis Architects to make the library handicapped accessible. This project is currently in the design development phase and will include an elevator in the rear of the library, off-street parking and renovation of interior spaces of the library to move the children's library downstairs, to make the stacks and bathrooms accessible and to accommodate the new elevator. This is not an expansion project to the existing building, rather a renovation/upgrade. The library is currently not handicapped accessible. The Board continues to fund-raise to offset the cost to the community. All of us who work here consider it a privilege to provide library services to the citizens of Douglas and thank you for your patronage and support.

Respectfully Submitted;

Ann D. Carlsson
Library Director

(left to right)
*Library Assistant **Kathryn Malo**,*
*Children's Librarian **Debbie Soderman**,*
*Library Director **Ann Carlsson**, and*
*Circulation Librarian **Josh Tetreau***

SENIOR CENTER

Open Monday through Thursday 9-2pm

508-476-2283

Osteo Stress Exercise Group:
(from left to right) Top: Margurite Saviano, Pauline Richard. Bottom: Elaine Kuleaze, Grace Lamarco, Angela McNaulty, Marylou Sughrue, Janet Ouillette

The Senior Center is a place in the community where seniors can gather for support, socialization, fitness and/or other services provided for older people. Senior centers are important as many elder people live alone and don't see family members regularly. The resources and activities available at many of today's senior centers help many older people remain a vital part of their communities. The main idea behind a senior center is to provide a welcoming environment for all seniors in the community interested in taking part in the group atmosphere. The Senior Center is also a source of information and referral for seniors and their families. Many older adults and their families are struggling to bridge the gaps between work and retirement, full independence and limited support, good health and chronic conditions. Senior Centers are instrumental in bridging those gaps.

The Douglas Senior Center is committed to serving the **full spectrum** of seniors, from the healthy, active senior who wants to use a lifetime of skills and experience to make a difference in our community to the frail elder who requires assistance meeting the needs of daily life.

We provide access to resources for seniors and their families that enable seniors to live healthier lives and remain at home as long as possible. The Douglas Senior Center and Council on Aging strive to provide information, education, and enriching social interaction for seniors of the community. The programs that are offered are designed to meet the needs of the seniors in the community. The Senior Center provides information on a variety of senior assistance programs and seniors resources. All programs enable seniors the opportunity to access information on ways to stay health and remain active members of the community longer.

The Outreach program is a key service the Center offers. Many of our seniors are living longer than ever before. Because of this many seniors and their families need assistance and services to make remaining at home possible. The Outreach program is able to provide services and programs that are geared towards the homebound. This program allows ways for homebound seniors to remain active and part of the community, as well as provides the family with a link to elder services and care. The information and resources that we provide allow seniors and their families to obtain services that will work for them to accommodate their needs. By working with seniors and their families, we are able to provide a connection to information that allows seniors to live longer, healthier lives. We also strive to foster a sense of community among these seniors, easing the isolation in which they live and promoting positive life choices that afford them the dignity they deserve.

The Douglas Seniors have access to two transportations options, The Douglas/Sutton Van and SCM Elder bus

Douglas /Sutton Senior Van
The Senior Van is on the road. The Van will provide transportation to destinations that SCM Elder bus does not. This van is a supplement service and is unable to provide transportation to the service areas that Elder bus covers. The van is for the use of all senior and disabled individuals in the towns of Douglas and Sutton. The van is available Monday, Wednesday Thursday, 9:30-12:30 AM. All ride reservations must be made 48 (business) hours ahead of time. A Van Policy and Procedure form must be completed prior to the reservation. All reservations can be made by calling The Sutton Senior Center 508-234-0703. The Douglas Senior Center will not be taking ride reservations. Policy and Procedure forms are available at both Senior Centers.

SCM Elder bus Elder bus Service Schedule
S.C.M. Elder bus, under contract to the Worcester Regional Transit Authority, provides transportation services to senior and disabled clients for twenty-one communities within central Massachusetts.
Please call elder bus directly at (1-800 321-0243) to make all reservations. Reservations must be made 48 business hours ahead of time.

Emergency Information: This fall the center has created a voluntary Emergency Information Sheet. This program is designed to provide emergency personnel a better picture of who would needs, what service in a serve storm or disaster. We have learned no matter how well prepare; there may be thing's we overlook during preparation or issues that occur during extended powerloss. Emergency Information sheets were made available in our newsletter and at the center. We have asked **all** Seniors to take the time to fill out this sheet so we may assist you in the event that we have a natural disaster or storm. All information that was provided is kept confidential and will only be used in the event of a significant storm by center staff or emergency personnel.

Examples of Programs The Senior Center Offers:

Bi monthly Birthday parties
Blood Pressure Clinics
Bingo
Book club
Card Groups
Computer Class
Crocheting/Knitting Class
Cultural Council sponsored Music programs
Elders service Referrals
Family assistance
Fuel and Food assistance
Health and wellness programs
Insurance referrals
Legal Clinics
Lunch Club
Meals on Wheels
Osteo Stress Exercise
Outreach Assistance
Painting classes
Programs on Senior related issues
Podiatry Clinic
Tai Chi
Yoga

Respectfully submitted;

Alyssa Graveson
Director

(left to right)
Outreach Coordinator ***Patrice Rousseau***
Secretary ***Sandy Hansen***
Senior Center Director ***Alyssa Graveson***

VETERANS' SERVICE

The Veterans' Services Department is a mandated position in the Commonwealth of Massachusetts. Any city or town with a population of 12,000 or more is required to have a full-time Veterans' Services Officer (VSO). The primary duty is to assist veterans and their dependants in applying for state and federal veterans benefits. This office also serves the towns of Northbridge, Sutton and Uxbridge. Douglas reimburses one-sixth of the Director's salary and benefits to Northbridge.

The increasing need of State Veterans Benefits (M.G.L. Chapter 115) has been quite evident this year. During fiscal year 2011, $63,734.79 was paid out in benefits for qualified Douglas veterans. That is an increase of $18,612.86 over the previous year. This reflects a continuing need for assistance as the economy is struggling to recover. Also included is the purchase of flags that adorn veterans' graves during Memorial Day and burial expenses of indigent veterans. The Department of Veterans' Services (DVS) continues to reimburse 75% of authorized benefits to the town.

People receiving Social Security benefits once again did not receive a COLA increase during FY2011. Yet healthcare premiums, heating costs and other needs continue to rise. That, coupled with increased unemployment creates a greater need for assistance.

This summer the winds of hurricane Irene caused some damage to the Veterans' Hall where this office is located. Fortunately, insurance was able to cover the repair and replacement of roofing shingles and siding.

The Veterans' Services office is conveniently located at 875 Hill Street in Whitinsville, where veterans can be assured of private and confidential service. The telephone/fax number is 508-234-9808.

As always, Veterans' Services looks forward to assist veterans and/or their dependents. Please call with any veteran concerns.

Respectfully submitted,

Ken Trajanowski
Veterans' Services Director

HOUSING AUTHORITY

The Housing Authority assists residents of Douglas and surrounding communities with inquires regarding low income and elderly housing in Douglas.

In 2011, the Housing Authority maintained a phone extension at the Municipal Center to provide better accessibility for inquires and received dozens of such inquires this year. As the Town of Douglas has no public housing, most individuals are redirected to nearby communities or to private housing facilities in the area.

Our long term vision is to have Town owned affordable housing available to our residents.

Respectfully Submitted,
Debra A. Dunleavy, *Chair*

MOSES WALLIS DEVISE

To the Selectmen and Residents of the Town of Douglas,

Income to the Devise consisted of interest earned on monies deposited in UniBank. These funds earned a total of $203.74 in interest for the 2011 calendar year.

The Accounts Receivable ended 2011 with a balance of $ 0.00. On June 16, 2011 the last and final restitution payment from the Superior Court of Worcester Probation Office was received and applied as required. This case is now closed.

The Agent charges herself with amounts due the Devise December 31, 2011 as follows:

Devise Accounting January 1, 2011 - December 31, 2011		
UniBank Account Balance 12/31/2010		39,213.20
UniBank - Interest earned FY 2011		203.74
Accounts Receivable Balance 12/31/2010	1,809.60	
6/16/2011 Final court ordered payment of embezzled funds	1,809.60	1,809.60
	0.00	41,226.54
Account Values in Devise as of December 31, 2011		
UniBank	41,226.54	
Accounts Receivable	0.00	
Devise Value	**41,226.54**	
Disposition of Funds in Devise as of December 31, 2011		
Due from Accounts Receivable	0.00	
UniBank For Savings		41,226.54
Amount to be kept Permanent		**-27,502.43**
Funds Available to Town of Douglas		13,724.11

Respectfully Submitted,

Betty A. Therrien, *Agent*
Devise of Moses Wallis

CABLE ADVISORY COMMITTEE

The Cable Advisory Committee is appointed by the Board of Selectmen to advise them on issues regarding Cable Television and to provide oversight of the Public, Educational and Government channel operations (Channels 11, 12 and 13). Channels 11 and 12 originate from the Cable Offices at Town Hall. Channel 13 programming originates at the High School and is managed by the School Department.

The Douglas Cable Advisory Committee (DCAC) records nearly all public government meetings for broadcast on Channel 12. In addition to broadcast, these meetings are available online and can be viewed at any time. During calendar year 2011, we recorded, broadcast, and posted online 231 meetings for 287 hours of video. Our total online archive through 2011 is 1005 programs and 1416 hours.

These meetings are recorded by a small cadre of Cable Recording Assistants who have been trained in the use of the equipment. Our Cable Access Coordinator, Pat Aldrich, oversees these operations.

The DCAC continued to offer free Video Training Classes with some great results by the students. The classes are taught by our Cable Access Coordinator. We have cameras, microphones, tripods, lights, and a laptop computer available for trained residents to borrow and use for recording and editing video for broadcast. In addition, three desktop computers and one laptop computer are available for editing use in our office.

The DCAC encourages all interested residents to become local "producers" and submit their programs for broadcast on Channel 11.

The DCAC continues to hear from residents interested in competition with Charter, our sole Cable TV provider. We have contacted Verizon several times regarding their FiOS service. Verizon has not yet committed to providing this service in the Town of Douglas. We are eager to negotiate a contract with Verizon or any other provider to improve competition and services.

Our funding comes entirely from Charter, via the License Agreement that allows them to operate in the Town of Douglas. Charter's current ten-year license runs through November 18, 2013. We began preparing for negotiating a license renewal near the end of 2011, and expect to begin formal negotiations by the middle of 2012.

We are always open to comments and suggestions regarding the programming on Channel 11 and 12, as well as comments or complaints about the service from Charter Communications.

The Cable Committee can be reached at cable@douglasma.org or at 508-476-4000, ext. 122. Our web site is www.douglasma.org/cable and includes the government video archives, cable bulletin board information, and the signup form for our free classes.

Respectfully submitted,

Mitch Cohen, *Chair*
Robert Werme, Jr., *Vice Chair*
Fred Fontaine, Christopher Menn*, and one vacancy*

Skate Park
Photo – Suzanne Gagnon

CULTURE
&
RECREATION

RECREATION COMMISSION

This past year brought increases in demand on our facilities in a major way. The soccer basketball and baseball programs saw significant increases in numbers topping out at around 350 to 375 participants in each sport.

This coupled with the budgetary cuts and restraints proved to be a challenge at both maintaining fields and basketball facilities but providing the equipment and maintenance required to provide the type of programs that have become a model for central mass.

As always each sport hosted major tournaments which provided the revenue to maintain the services we are accustomed to providing—the baseball and softball programs hosted all-star tourneys that attracted over (35) teams representing (20) towns.

The soccer program continues to be self supportive and ranks as the premier soccer program in the valley—without their pro active board members we would be hard pressed to maintain the level of excellence that they have set over the years.

The basketball program also hosted their 15th annual youth basketball tourney which attracted (45) teams from (17) towns and again this affords us the ability to be self sufficient and overcome the massive budget cuts that recreation takes every year.

As always our goal has been to finish the Martin Rd Park and as always it doesn't seem to fit into the town's master plan—we continue to research alternate means of financing such as federal grants but to date we do not qualify.

It is our intention along with all the sports boards to continue to provide the facilities and equipment to keep our programs the best in central mass.

Respectfully submitted;

Bobby Saster*, Chairman*
John Furno*, Vice Chairman*
Christine Furno*, Treasurer*
David Hasemann*, Secretary*
Joseph Cicero*, Project Manager*

LOCAL CULTURAL COUNCIL

Art is fundamental, unique to each of us…Even in difficult economic times - especially in difficult economic times - the arts are essential."

–Maria Shriver, Award-Winning Journalist and Author

The Massachusetts Cultural Council (MCC) is the central agency distributing funds in the arts, humanities and interpretive sciences through the town's Local Cultural Council (LCC). The Douglas Local Cultural Council is a group of volunteers appointed by the Board of Selectmen. Their mission is to distribute funds awarded from the State to people or organizations that have submitted qualified applications.

Blackstone Valley Community Chorus *Photo – Adam Burney*

Grant applications are due to the local council by October 15 of each year. The Local council reviews the grants and votes on those they feel will add the most artist and cultural experiences throughout the community. This year the Douglas council had just over $6,000.and approved 16 grants from its 29 applicants. The Committee sets a goal to select a wide assortment of entertainment and activities to satisfy all ages in the community. Some of this year's recipients were The Blackstone Valley Community Band and The Blackstone Valley Community Chorus, the Douglas Historical Society and the Simon Fairfield Public Library.

Thank you to Leslie Breault and Michele Rokes for their dedicated years of service to the LCC. The Douglas LCC is always looking for more people to add to its roster. If you would like to be a part of this exciting group and be a part of artistic and cultural activities within our town consider joining the Douglas LCC. Applications are available from the office of the Board of Selectmen.

Respectfully submitted,
Anne M. Hackett, LCC Chair

Blackstone Valley Community Concert Band

OCTOBERFEST COMMITTEE

Again and Again the veteran Octoberfest team continues to produce Douglas's signature event, and each time it surpasses all expectations.

The weather and the economy did not deter the crowd this year as Main Street played host to over 8 thousand Blackstone Valley residents. This year's success has enabled the Committee to continue to provide a one-time college scholarship to a Douglas student. Requirements and applications are available by visiting the Octoberfest website at; www.douglasoctoberfest.org

A wet Saturday morning saw busy vendors lining both sides of Main Street offering crafts, food, games, and unique displays that kept the crowds occupied most of the day. Those who waited out the first two hours were rewarded with a fantastic afternoon of fun. Each year this event is attended by thousands who plan to attend this event regardless of the weather.

Rides and games were a central point again this year as they were prominently displayed on the church lawn allowing easy access by families with small children. The Huge Slide, moonwalk, train, and obstacle course are always a great hit with our younger citizens. The cash cube is still a favorite and there were some wonderful and generous certificates and prizes to be won. New attractions and activities are being added each year to add diversity to the program.

Photo – Mitchell Cohen

Two full stages offered entertainment throughout the day ranging from bands, chorus, dance routines, cheerleaders, and even a pie eating contest. Special recognition must be given to the Douglas Cultural Council for continuing to provide grants to make some of these acts possible. The Douglas High School Band, as always, provided an outstanding performance on Main Street to close the event.

The committee would like to thank everyone who helped to make this successful year. We specifically thank all our local merchants, contractors, business offices and our sponsors who donated time, goods and services. Without these donations, the Octoberfest would not be the success it has been in the past and we hope it will continue to be in the future.

Octoberfest 2012 is being planned for Saturday, October 6, 2012. As always, we welcome any comments, suggestions, or ideas that could enhance the next Octoberfest. Anyone interested in participating can contact the committee through the town hall.

Respectfully submitted;

The Douglas Octoberfest Committee

SKATE PARK BUILDING COMMITTEE

The Douglas Skate Park Committee was organized in 2002 by a group of citizens who were motivated to construct a safe place for our youth to skate. Our original goals were to research site location, design, safety, fundraising and grants.

In June of 2007 the school committee granted us permission to construct the park in the lower parking lot of Intermediate School. With the support of our town officials, recreation committee and the school committee we will be begin the construction of the park April 21, 2008.

In April 2008, we installed a 50’ x 90’ asphalt base and a 6’ fence around the skate park.

In July 2009 the Highway Department constructed and successfully installed the skate park ramps. With great joy the kids were safely skate boarding in their hometown park.

Finally, the Douglas Skate Park has remained up and running for the 2009-2011 spring/ summer and fall seasons. The youth of Douglas have a safe environment to do what they love…skateboarding!

The goal for the Douglas Skate Park Building Committee in the next year is to have the sponsorship sign constructed and installed by summer/fall 2012.

Our committee members are as follows: Co-Chairwoman-Suzanne Gagnon, Co-Chairwoman and Treasurer-Pam Mort, Secretary- Jennifer Gosselin, Andrea Cutting, Dave Cheney, Chris Cheney and Jessica Millward.

Respectfully submitted,

Pamela Mort
Douglas Skate Park Co-chair

Photo – Suzanne Gagnon

SCHOOLS

SCHOOL SUPERINTENDENT

On behalf of School Committee Chairperson, Scott Yacino and School Committee members, Shirley Downs, Leslie Breault, Greg Kosnoski and Lori Villemaire, I want to express appreciation for the continued support of education by the Town of Douglas. The support of the community is so important to the continued success of our schools.

During the 2011 school year, the Administrators, teachers and all our staff, continued to diligently work to continuously improve educational outcomes for our students. As we do each year, we delineated our efforts through the District Improvement Plan, taking a close look at current status and identifying areas for growth during the 2011 school year. The targeted goal areas consist of: Curriculum, Instruction and Assessment, Teacher and Administrator Quality, Student Support Programs and Services, Leadership and Governance and Business and Financial Management. This document, the District Improvement Plan, clearly indicates our plan for the year and serves as a valuable way to measure our success and plan for improvement moving forward.

Absolutely the most exciting occurrence during the 2011 school year was the Town Meeting of March 28th where the Douglas School Project was approved for ballot vote on April 5, 2011. The success of the ballot initiative was an affirmation of our town's solid support of education. The ongoing support of parents and community members throughout the early stages of the project proposal up through the passage on April 5th, was epitomized through the strong contribution of the PRIDE group (Parents and Residents Invested in Douglas Education).

With this approval, construction of the new Douglas Elementary School is slated to begin in February 2012. The renovations of the current Intermediate School will be done in tandem with the Elementary School construction, resulting in a repaired and improved Douglas Middle School. When finished the project will result in a change in the grade configuration of the schools. When completed, the District schools will be as follows: Douglas Primary School (located in the current Elementary School), grades Pre-K, Kindergarten and grade 1; Douglas Elementary School, grades 2-5; Douglas Middle School, grades 6-8; and Douglas High School, grades 9-12.

The District is pleased to have completed the first year with the Massachusetts Math and Science Initiative program. The intent of this grant funded program is to increase the number of students enrolled in Advanced Placement courses at the High School. These courses are at a college level and when paired with an acceptable score on the National Test at the conclusion of the course, provide students with college credit in the subject area. Students who perform well on such courses can realize more than academic benefit by reducing their course-load and perhaps tuition at the College level. With these additional courses offered at Douglas High School which began during the 2010 school year, the District now offers Advanced Placement classes in World Language, English (2), Science(2) and Math(2), and History/Social Studies(2).

Based on our very strong performance with Advanced Placement exams, Douglas High had eleven Advanced Placement Scholars in the 2010-11 school year. Six students were named as AP Scholars, one student was named an AP Scholar with Honor, and four students were named AP Scholars with Distinction. In fact, the High School performance was so exemplary that Douglas High School was named to the College Boards 2nd Annual AP District Honor Roll. Douglas was one of only 367 school districts from across the United States and Canada to receive this honor, based on the performance of our students. This is a remarkable honor and achievement for our students, their teachers and families, our District and community.

The Douglas Early Childhood Center continues to offer a high-quality preschool educational experience to our earliest learners ages 3-5. Enrollment in this program provides great benefit through building a strong foundation in early literacy skills for our youngest learners.

The District continues to actively seek the input of all interested parties in the development of the budget. Budget presentations are made each year for the School Committee, Administrators, teachers, students, parents, senior citizens and Town officials. The wise advice and comments heard in these sessions is used in budget decision-making and development. The District continues to address enrollment as the number of students per grade increases (at most levels with certain grades excepted due to one year anomalies) and the resulting increase in class sizes. Particularly impacted is Douglas High School as the smaller graduating classes are being routinely replaced with significantly larger entering classes. The number of sections needed in specific courses to provide for this increase in enrollment requires both more staff and materials.

The 2011 School Year was an exciting and productive year for our District with a continued focus of improvement and providing the best education to each and every student enrolled in our schools. Having the opportunity to serve the students and their families in our community as Superintendent of Schools is an honor and a privilege.

Respectfully submitted,

Nancy T. Lane
Superintendent of Schools

EARLY CHILDHOOD CENTER & STUDENT SUPPORT SERVICES DEPARTMENT

Dear Residence of the Town of Douglas,

It is my pleasure to submit the 2010-2011 town report for the Douglas Early Childhood Center and the Student Support Services Department.

The Department of Student Support Services, with the support of the Administration and School Committee, provides comprehensive services designed to meet the needs of eligible students from 3 to 22 years of age. Program offerings for students with disabilities include: Integrated Preschool, substantially separate service for students with severe disabilities at all levels, inclusion services for students with mild to moderate disabilities, the STARS program for students 18-22 years old, speech/language, physical, occupational and vision therapies, adaptive physical education and vocational services. In addition, system wide services include: nursing, counseling and psychological services, guidance, services for English language learners, 504 Plan accommodations, and outreach to students who are homeless.

During the past school year, several community activities were once again accomplished with the continued dedication of the preschool teachers and their assistants at the Early Childhood Center. Our scarecrow project was underway in the fall with the students collecting articles of clothing for the bee keeper, bride, pirate, clown, skier, and fairy. The scarecrows greeted us every day as they were lined up
along the sidewalk of the Early Childhood Center and the Town Hall. Community Reading day is always well received by our students. The students enjoyed listening to stories from various members of the community and we want to thank them for their time and being a part of the event. The Early Childhood families also continue to donate gently used jackets, hats, mittens, etc. for the "Community Cares Closet" for families in need. The generosity of staff, parents and community members is appreciated. The "Snowflake Drive" was held again with parents and staff choosing snowflakes, purchasing specific gifts, and bringing the gifts back to the school wrapped and ready for delivery. The project continues to grow as more community members, parents and staff become involved.

The Early Childhood Center held its second Open House for new students turning three years old. Parents received information about the ECC explaining the process of registering their child for classes beginning in the Fall. An estimated 55 families attended the Open House and were given additional information about the program. Another Open House will be scheduled in the spring of 2012.

A School Council was formed at the Early Childhood Center. Two parents, one preschool teacher and the Director of Student Support Services meet on a monthly basis to address building needs and to make improvements to the Student Handbook. This motivated group wants to make a difference in our endeavor to support and improve the education of our students.

Our fourth Special Olympics "School Day Games" were held. The event was well attended by parents, siblings, other family members, and community members. The Douglas High School marching band lent its music for the entrance of the athletes and did an outstanding job. Students and staff participated in the opening ceremonies. Our athletes participated in the games and were cheered on by their families, friends and peers. Our students received their gold medals with pride and honor. This year we were fortunate to have a photographer who volunteered his time the capture the excitement and fond memories. We appreciate the support of all of the community members, parents, and staff who made this event possible through their time and donations. Without all of them this event would not have been a success. We look forward to having another positive day for our students to participate in Special Olympics in the spring of 2012.

The Douglas Parent Advisory Council (DPAC) is a group of dedicated and active parent volunteers who offer support to parents of any child with identified or potential special needs who attends the Douglas Public Schools. All parents are welcome and encouraged to attend monthly meetings sponsored by DPAC and are eligible to participate in workshops and activities that are offered throughout the year.

We are looking forward to continuing to serve our learners, their parents and our community and would like to thank all of you for your support in assisting us to reach our goals and objectives. As always, we seek to minimize the impact of students' disabilities, move students toward independence and maximize their opportunities to fully participate in society.

Respectfully submitted:

Nealy E Koumanelis-Urquhart, M.Ed
Director of Student Support Services

ELEMENTARY SCHOOL

Dear Residents of the Town of Douglas;

It is my pleasure to submit the 2011 annual town report for the Douglas Elementary School.

Douglas Elementary School opened its doors on August 31st of this year to welcome 369 children to school, in addition to 54 staff members. There were six sections of full-day kindergarten, six sections of first grade, and six sections of second grade. Open House at the Elementary School was held on September 15th of this year. This annual event continues to be a popular way for students and siblings, parents and grandparents, to visit new classrooms, meet faculty, and learn about our wonderful school.

We continue to utilize Harcourt Storytown literacy program for reading and Harcourt Math for mathematics. Our teachers have become expert at utilizing the various components of these programs and are able to offer our children an exceptional learning experience as a result. We continue to utilize Aimsweb assessment systems to assist us in monitoring student progress in reading and mathematics. We have continued to enjoy the benefit of using the new science curriculum from Harcourt Publishers. The science series is notable because it combines highly readable texts with high quality hands-on learning experiences.

Our elementary school staff members have continued the Read At Home (R.A.H) program. This year the students have adopted a new R.A.H. mascot, "Sparky" the Dragon! As students read books at home they earn "scales" for Sparky, which are added at the end of each month. Our beloved dragon is currently 32 feet long, and growing fast!

With the enthusiastic leadership of Mr. Paul Smith, our Physical Education teacher, Douglas Elementary students participated in the "Hoops for Hearts" program sponsored by the American Heart Association. I am pleased to report that our students took first place for the third year in a row among Division 2 schools. In May of this year our second grade students participated in the annual Memorial Day program. This year several local veterans were honored as part of this program.

In December we continued the tradition of a holiday concert. Lead by Mrs. Elizabeth Kelley, our music teacher, students in Kindergarten entertained parents and grandparents with a performance here at the Elementary School. Our First and Second grade students performed a variety of holiday themed songs for family and friends who packed the auditorium at the Intermediate Elementary School.

Students and staff at the elementary school were involved in several successful community service programs throughout the past year. Among these are events like Food Drives in February and November, as well as the December "Snowflake" project, which support area families in need. The second grade continued its tradition of planting bulbs this past fall – and we are all looking forward to seeing the results of that effort come springtime!

Over the past year, Douglas Elementary School has continued to enjoy the support of an outstanding Parent-Teacher Organization. In addition to assisting classroom staff with needed "extras", the PTO has continued a wide variety of activities that support our mission here. It is through the PTO that we are able to offer in-school enrichment activities during the year, bringing outside presentations in for our children. Annual field trips also rely on PTO generosity. The PTO supports the elementary school community beyond the school day, as well. This past year, for example, the PTO sponsored a "Trunk or Treat" day as part of the Halloween parade. Parents decorated the trunks of their cars in various Halloween themes, which students visited at the end of the parade. Additionally, staff members continue to enjoy the "Staff Appreciation" treats which "magically" appear on doors and desks each month.

It is a delight to reflect back on the many successes we have enjoyed here at Douglas Elementary School over the past year. This growth is a tribute to a talented staff, wonderful students and the tremendous support we receive from parents and residents of Douglas. We look forward to further success in the upcoming year.

Respectfully submitted,

John F. Campbell
Principal – Douglas Elementary School

INTERMEDIATE ELEMENTARY SCHOOL

Dear Residents of the Town of Douglas,

I am pleased to submit the 2010-11 annual report for the Douglas Intermediate Elementary School.

This past year was a highly productive one for us as the exciting new Douglas Public Schools building project began to unfold, and we prepared for the resulting transition of the Intermediate Elementary School into the new Douglas Elementary School (grades 2-5), and Douglas Middle School (grades 6-8). Faculty representatives from gr. 3-5 and Related Arts Specialists met with the project Program Design group to provide input into the school design process. Moving forward, faculty and staff representatives will continue to offer feedback regarding furniture and equipment selection, designing course offerings and programming, and offering age-appropriate extra-curricular activities for each building, gr. 2-5 and 6-8. It's gratifying to see the project taking shape, with the creation of the haul road this past fall, and the imminent start of actual construction to begin soon! It's also exciting to imagine the IES as a completely rehabbed and outfitted middle school, with state-of-the-art technology. What a joy it will be to see the children of Douglas benefit! We truly appreciate the hard work and dedication of so many educational stakeholders in our school and community, working together to make this vision a reality!

Our school year opened in September 2011 with an enrollment of 665 students in grades 3-7. This year, we welcomed seven new staff members to the Intermediate School! We were most fortunate to have Mrs. Donna Taylor serve as our 7th grade Science teacher while Mrs. Rachel Usher was out on leave. In addition, Ms. Kristen Sacco has joined our faculty, teaching Art in grades 3-7 while Mrs. Leslie Myers is out on leave. We also have Mrs. Judith Deary serving as a long-term substitute, teaching Literature in grade 7. Ms. Nicole Gardner joined our faculty as a new teacher in grade 5; Mr. Joseph Chagnon as our new School Psychologist for the District; Ms. Elizabeth Sousa as our new Office Clerk; and Ms. Jessica Jane as our 3rd grade paraprofessional. We were delighted to welcome all of these talented individuals to our team!

A major focus for us this past year was to foster strong communication – among the students, staff, parents, and community – in order to meet the needs of students, share information, build community, and celebrate the many positive initiatives happening in our school that benefit students! This was accomplished in a variety of ways, including through monthly grade-level team meetings with the Principal; community meetings for grades 3-5 and 6-7, led by our Dean of Students; a weekly "Monday Memo" distributed to faculty and staff; a Principal's Weekly Parent E-Mail Update sent out on-line; periodic Principal's Coffees; and monthly School Council meetings. In addition, the IES Leadership Team was formed to foster strong communication among grade-level teams, and encourage a school-wide approach to raising academic achievement. We truly appreciate our faculty members volunteering of their time after the end of the school day to participate on this team! The addition of a Community Mentoring program, supervised by our IES Adjustment Counselor, also has been helpful in bringing community members into the school, and fostering a spirit of cooperation and teamwork between the school and community. It was a pleasure to participate (for the first time in many years) in the NELMS Scholar-Leader Banquet, held at the DCU Center in Worcester, MA. This ceremony not only recognized two outstanding students, but also served as a communications vehicle to celebrate high expectations, and to spotlight academic achievement!

An extensive revision of the existing Student/Parent handbook took place this year as the result of a collaborative effort among the IES faculty, the School Council, and the administrative team. These stakeholders set out to enhance the effectiveness of the handbook as a useful and helpful communications tool that clearly outlines general school-related information, school rules and regulations, roles and responsibilities of all educational stakeholders, and disciplinary consequences. A listing of extracurricular activities offered at the IES was also included. In addition, we piloted in the spring of 2011 an 8th Grade Course Selection Sheet (with parent sign-off form), accompanied by a *Course of Studies Guide for Grade 8*, that was distributed to parents and contained course descriptions and curriculum pathways.

Promoting disciplinary consistency and uniformity while emphasizing a positive approach was another major focus area addressed in the comprehensive handbook revision. The Code of Conduct and a Disciplinary Guidelines chart that was added aligns with our Positive Behavioral Intervention Supports (PBIS) School-Wide Expectations, and is designed to be both age- and grade-appropriate, providing a range of consequences for the most common disciplinary infractions. An "On the Tiger Bus" program was also implemented this past year, in which students were selected from the Tiger Paw recipients for a special reward once/month – a 30-minute time period to socialize and play games with other students. The PBIS Team collaborated with the IES Student Council to conduct the annual holiday Snowflake Drive, designed to provide holiday gifts for needy families in the area. These two groups also worked together with the IES Adjustment Counselor to bring a "Rachel's Challenge" program to the IES for the first time in December 2011, thus serving as a moving and memorable enhancement to our anti-bullying curriculum.

A Schedule Committee was also formed during the 2010-11 school year, in order to devise a master schedule designed to promote student achievement, and be fair, equitable, and age-appropriate for both learning communities – elementary (gr. 3-5) and middle (gr. 6/7). This schedule was formulated and piloted, starting in the fall of 2011. Features of the schedule include additional instructional enrichment in the Related Arts areas; delivery of Related Arts instruction in 8-week blocks for grades 6-7 (in accordance with a typical middle school model), while retaining the daily rotation for grades 3-5; common planning time for all grade-level teams and the Specialists; an activity period set aside for musical rehearsals, community meetings, assemblies, and delivery of the anti-bullying curriculum; and recess being scheduled prior to lunch in order to encourage students to eat a healthy lunch after a period of physical activity.

The development of curriculum initiatives designed to raise student achievement, while also enriching the curriculum through after-school and assembly programming, continued to be a top priority. Assemblies were held at the IES, including a presentation on autism by "The Children's Network" of Northboro, sponsored by the DPAC, and "The Ned Show." Starting in the fall of 2011, we moved from a "Student Ambassador" model in gr. 6-7 to a "Student Council" model, thus providing greater responsibility for students in terms of governance and decision-making. Several projects Student Council members planned and conducted included

“Red Ribbon Week” in the fall of 2011 (promoting anti-bullying) and the opening of the IES School Store, “The Tiger Den.” We were also pleased to continue to be able to offer more by way of extra-curricular options, including the official addition of the Running Club, a highly successful program! A Chess Club, an Art Club, a French Club, and a Spanish Club are all being piloted as well. In addition, we continue to offer a highly successful LEGO Robotics program, and Planet Protectors (recycling), as well as Boys’ and Girls’ Basketball and Middle School Cheerleading. A Homework Club is offered to students in grades 6 and 7 after school for students needing extra assistance. A FAST Athletics after-school program was also successfully piloted for students in gr. 3-5.

Finally, the before-school MCAS program was expanded to include both fall and spring ELA and Math sessions for the 2011-12 school year, servicing 90 students in the fall program.

IES teachers have continued to regularly assess the performance of their students relative to national, state, and local student performance standards, and use student assessment results to review and improve curricula, course of study, programs, and instructional practices. In the fall of 2011, teacher representatives from each grade level received training in the use of the NWEA Item Bank, offered through TestWiz.net, to create formative assessments in Math and ELA for each grade level. Teachers worked together to create these assessments, with the goal being to achieve consistency of content and approach across grade levels.

Major gains were made in the areas of curriculum, instruction, and assessment as the result of the Intermediate Elementary School staff collaborating with their colleagues - both school-wide and across the District - in order to benefit students and raise student achievement. For example, teachers collaborated with the Director of Curriculum to revise and align the gr. 3-7 subject-area curriculum with the Common Core standards, in accordance with the District’s Textbook Adoption/Curriculum Review cycle. The Fourth Grade Team worked together with the Principal, the Dean of Students, and the Director of Curriculum to formulate a standards-based report card aligned with the new Common Core curriculum standards. This report card was piloted in the fall of 2011.

Math Curriculum Highlights:

Incorporated ASSISTments program to promote student achievement in math at all ability levels in gr. 6-8; three teachers from IES (gr. 6, gr. 7, and Math Specialist) took course in ASSISTments, offered through the Blackstone Valley Curriculum Collaborative; conducted the St. Jude’s Math-a-Thon (for the third year), thus providing Fun Books for all students in gr. 3-5 who participate with additional MCAS math practice; provided grade-level “Math Day” program in gr. 6 and 7 to provide MCAS review within a fun and motivational setting; conducted “STEM Day” in gr. 5 to provide MCAS review in math and science prior to MCAS; gr. 5 Math teacher selected for NASA Summer Teacher Internship; submitted entries prepared by gr. 6/7 students to the Raytheon “MathMoveU” contest, with one sixth grade student being named a national winner in this competition; and grade 7 students participated in “March Madness” unit.

ELA Curriculum Highlights:

Piloted F.L.O.O.D. (Finding Literature Outside Our Doorway) Reading Incentive Program in gr. 3-7; grade 6 Composition classes participated in Poetry Slam and the Science Poetry Contest, sponsored by Boston College, with three students selected as grand prize winners; grade 5 students completed Historical Book Report Quilt projects; and grade 7 students attended “A Christmas Carol” performance at the Hanover Theatre in Worcester, MA.

Science Curriculum Highlights:

Conducted successful IES Science & Engineering Fair initiative for gr. 6-7, funded through a Gelfand Endeavor in MA Schools (GEMS) grant; sent 10 students from gr. 6-7 to Regional Science Fair at WPI in Worcester, MA, for the first time ever, with three students from gr. 6 and 7 qualifying for the State Middle School Science & Engineering Fair to be held in Worcester, MA; gr. 6 and 7 Science teachers attended the 2011 Massachusetts State Science & Engineering Fair at MIT in Cambridge, MA on Friday, May 6th; gr. 6 Composition classes participated in Science Poetry Contest, sponsored by Boston College; gr. 7/8 students participated in STEMKids Conference, offered by the Blackstone Valley Education Foundation, with two Douglas teachers teaching a workshop; hosted Rocketry Workshop for Blackstone Valley science teachers, conducted by Mr. Richard Varner from NASA; continued to offer LEGO Robotics program to IES students; new Houghton-Mifflin Science program implemented in grade 3; hosted National Grid energy program for gr. 4 and 5; Science teachers attended STEM Summit in Sturbridge, MA; hosted visit by Raytheon engineer in 7th grade Science class; hosted iRobot Corporation’s “20 in 20” demonstration at the IES; hosted visit by four STEM educators from Thailand; applied to become a NASA Explorer School for the 2011-12 school year and was selected, allowing us to access engaging, relevant and exciting classroom activities and lessons based on current NASA missions; held “STEM Day” in 5th grade prior to spring MCAS testing, with each homeroom hosting a different

STEM-related activity; wrote a successful grant and was awarded funding from the Blackstone Valley Education Foundation to incorporate a Space Week with an environmental focus (Space Debris) into the middle school science curriculum – gr. 6, 7, and 8 - with additional potential for science fair projects on this topic, an outreach program to students in grades Pre-K-2, and an outside speaker to conduct an assembly program on this timely topic in the spring of 2012.

Social Studies Curriculum Highlights:
The Third Grade Team visited the Jenckes Store in downtown Douglas in October, and conducted the second annual "Noon at the Museum" project in May; the "Mexico Day" project was conducted by the Fourth Grade Team, with excellent participation from parents; the IES applied to become a Gilder-Lehrman Institute of American History Affiliate School for the 2011-12 school year; and the IES joined National Geographic and offered a school-level National Geographic Bee for IES students for the first time for students in grade 6 - December 2011.

Spanish Curriculum Highlights:
A "Cinco de Mayo" celebration was held in grade 6 Spanish, with students participating in literary and arts/crafts activities designed to raise cultural awareness; local foreign exchange students were invited to be guest speakers in the Spanish classes; and a Spanish placement test was continued in grade 7 Spanish, in order to aid in Spanish placement in gr. 8.

Related Arts Curriculum Highlights:
P.E./Health
The P.E. staff assisted with the Gr. 7 March Madness culminating event, as well as the Student-Faculty Basketball game to raise money for the St. Denis Food Pantry; and the school nurse gave presentations at the community meetings this year on health-related issues.
Library/Music/Art/Technology
In addition to teaching their own subject-area content, the Related Arts teachers worked hard this year to teach students 21st century skills, and to familiarize students with technology-based programs such as Noodle Tools, Google Docs, and Google Apps. The Library/Technology teachers were also instrumental in assisting the 6th and 7th graders with the Science fair, particularly in helping students with their graphs and in designing visually appealing displays to showcase their projects. They also assisted the fifth graders with creating an Essential Question open-response question, and accompanying PowerPoint presentations on Simple Machines, and worked with the fourth graders to create special PowerPoint presentations for Mexico Day. The Art teacher encouraged students to enter the Alternatives, Inc. Bookmark Design Contest in recognition of Mental Health Awareness month, and two students were selected as winners – with two others recognized for Honorable Mention. The Music teacher continued to conduct vocal and instrumental groups, and also assisted with providing special music for school events.

As we reflect upon the 2010-11 school year at Douglas Intermediate Elementary School, we look back upon our many accomplishments with pride, while looking forward to the coming year as we continually strive for excellence. As always, our goal remains the same: to provide the best possible education for the children of Douglas.

Respectfully submitted;

Beverly Bachelder
Intermediate Elementary School Principal

HIGH SCHOOL

We are very pleased to report that Douglas High School has had a very positive and productive 2011. Our faculty, Guidance Department, and administrative personnel are united in our mission to provide our students with a safe, supportive learning environment in which students may achieve academic success and personal growth. Most importantly, we continually strive to make decisions in the best interests of our students. We are mission-driven, student-centered, and always seeking to improve.

Students and staff alike continue to enjoy the beautiful building that we are so fortunate to have at DHS. It is such a pleasure to show new students, visitors, and community members around the school, listening to their enthusiastic comments not only about our building, but also about the culture and climate of our school community.

We continue to be focused on both our mission, as well as our Core Values. We remain student centered and continuously looking to improve the academic and social experience for all of our students.

Throughout the past year, we have continued our focus on implementing school improvement initiatives that provide all students with the opportunity to enroll in academic courses that are rigorous, challenging and engaging while also being focused on raising student achievement. First among these initiatives for 2011 was the continued expansion of our Advanced Placement level course offerings in an effort to further challenge our students. We feel that this goal has been achieved as all academic departments are able to offer our students courses offered in both college preparatory, honors and Advanced Placement levels. Our participation in the Massachusetts Math and Science Initiative grant program has afforded our staff the opportunity to participate in many professional development opportunities as well as the opportunity to work collaboratively with fellow educators from the Blackstone Valley on topics such as instruction, assessment and curriculum development. Since the start of this initiative, DHS has expanded its Advanced Placement offerings to include; AP Statistics, Calculus, Physics, Biology and Chemistry. We continue to utilize "AP Potential," a software program that informs our decisions about which AP-level offerings would best suit our students based on their PSAT scores and interests.

In November, DHS was notified by the College Board that it had been selected as an Advanced Placement Honor Roll recipient for "Expanding Opportunities and Improving Performance for AP Students". Of 136 AP exams taken in 2011, 86 of these exams received qualifying scores of 3 or greater. There were 41 more qualifying scores in 2011 than in 2010. Also 28 more students took an AP exam in 2011 than took one in 2010. There were 11 students recognized as AP Scholars from DHS in 2011. The overall average test score for these 11 students was a 3.69. Six of these 11 students were recognized as Advanced Placement Scholars. These students received grades of "3" or higher on 3 AP exams. Congratulations are extended to Christina Brunson, Jessica Forte, Shanda Lightbown, Reed Miller, Colleen Murphy and Tyler Pietras. One of these 11 students; Sean Cicero; was recognized as an Advanced Placement Scholar with Honors. Sean received an average of 3.25 on all AP exams taken, and scores of "3" or higher on 4 or more AP exams. Congratulations go out to Sean for her this outstanding academic achievement. Four students; Megan Batson, Alyssa Dagenais, Emily Griffin and Bridget Murphy; were recognized as Advanced Placement Scholars with Distinction. These students received an average score of 3.5 on all AP exams taken, and scores of "3" or higher on 5 or more AP exams. Congratulations are also extended to these four students. This is just an outstanding achievement.

The 2011 graduating class meet the new graduation requirements which included an additional math and science requirements in an effort to better prepare students for success in college. In keeping with our mission statement and in an effort to provide our students with opportunities to meet their civil and social responsibilities, students are also required to complete additional community service hours throughout their high school career.

Revising the curriculum to teach skills needed for the success after high school is a proven way to raise student achievement. Additions to the related arts curriculum were approved and implemented. These new courses are: Marketing, Entrepreneurship and Personal Finance were presented at DHS for the first time in 2011. Enrollment and participation levels for these elective courses were excellent. Mrs. Lynne Gaskell is the teacher for these new electives in the area of business, within the Related Arts department. These elective courses provide a direct compliment to the benefits we receive from the student-run school store at DHS, an exemplar for a real-life authentic application of skills learned in the classroom. Students are responsible for conducting market research, inventory control, and direct sales of merchandise. To support this positive program students in these programs at DHS have participated in state conferences as well as participating in state-wide competitions under the direction of the national program for distributive education. In addition, our work study program, under the supervision of Mrs. Jill Carpenter, guidance counselor, enables students to earn high school credit as they explore various career experiences through local businesses.

Other curricular improvements have also been implemented at DHS to raise student achievement. District-wide vertical teams continue to conduct subject-area curricula and syllabi review and revision, updating, and organization in an effort to make them as authentic and valuable to teachers and students as possible. All curricula continue to be posted on our faculty drive and course syllabi are posted on our website. In addition, each academic department has a curriculum brochure to help students and their parents understand not only departmental offerings and requirements, but key benchmark skills and overall concepts and they are updated on a yearly basis. The school-wide rubric that was approved four years ago to assess student mastery of the expectations for student learning continues to be incorporated into our report card. A standard essay rubric, a math/ELA open-response question rubric, an oral presentation rubric, and a research paper rubric have also been implemented for school-wide use. The program of studies now incorporates the expectations for student learning and has been revised and updated to reflect current curriculum initiatives. In addition, the Math and English departments have revised their curricula and prepared course outlines and benchmarks for all courses offered. These departments have begun the process of aligning their course with the “Common Core” standards. A formal cycle of practice MCAS tests was also given to students prior to the actual exams, and MCAS math skills classes were again offered for students who needed additional help. We are confident that these initiatives will result in higher test scores.

The senior project had another extremely successful year, with all seniors passing the requirement and many exceeding expectations. We remain committed to the senior project requirement serving to build connections with the town of Douglas, and help enhance the lives of its residents. As a result of this commitment to the senior project, we implemented some adjustments to the project to ensure it will remain a valuable learning experience for our seniors.

An indicator of Douglas High School’s regard within the Blackstone Valley is reflected in the fact that school choice enrollment again increased while choice out decreased. This year, our enrollment totaled 616 students.

One of our top priorities at Douglas High School continues to be strengthening relationships between the school and the town of Douglas. Clear, regular communication with parents and community members is essential; to that end, we have begun to post our weekly bulletins as well as our monthly newsletter on the school’s web page. During the school year, the administration has also posted to those parents/guardians enrolled in its email blast, bi-monthly updates on events held, as well as those upcoming events at DHS. We continue to also post notices on our website and on the local cable television station. We seek to work closely and cooperatively with the Douglas Police Department and the Douglas Fire Department to ensure that our students are safe and secure while in school. To this end, the Douglas Police Department and the Douglas School Department participate under a Memorandum of Understanding.

Encouraging students to make a commitment of time and energy to better their community not only provides help for those who are in need, but also strengthens school/community relationships in the process. The community service requirement for graduating seniors and National Honor Society members illustrates this commitment. Nine students, eight juniors and one senior, were inducted this year into the National Honor Society – C.W. Holmes Chapter—in November. They joined the existing seniors to bring the total membership to twenty-six members of the DHS National Honor Society. Mr. David Vilandre is the faculty advisor to this group.

Guidance Department January 2012

We herewith submit the Annual Report of the Guidance Department for the Douglas High School servicing grades 8 through 12.

The High School Guidance Department consists of one Director of Guidance who serves as head of the department and is responsible for grades 9, 10, 11 and 12 last names beginning with A-K and is AP and PSAT testing coordinator, one counselor responsible for students with last names beginning with L-Z in grades 8, 9, 10, 11 and 12 and coordinates the School to Career program, SAT testing and shared responsibility of MCAS testing prep, one adjustment counselor/school psychologist/counselor who is directly responsible for 8th grade school counseling last names beginning with A-K, school adjustment counseling for grades 8-12 and school psychologist for grades 8-12. The guidance staff also serves as Chapter 504 coordinators for students on their caseload and they attend all special education team meetings. All the members of the staff are members of the Student Assistance Team and the newly formed Student Intervention Team. The total enrollment for the 2010-2011 school year for grades 8-12 serviced by this staff totaled approximately 616.

The breakdown for the guidance personnel was as follows:

Guidance Counselor: Jill Carpenter served as a full time guidance counselor to service all students with names beginning with L-Z in 8, 9, 10, 11 and 12th grade meeting with all students individually and in groups. Planned and taught guidance seminars consisting of sessions with 8th, 9th, 10th and 11th graders by coordinating scheduled times with the Health, English and History departments. Met with 8th, 9th, 10th 11th and 12th graders individually and in groups to review grades, credits, PSAT results and discuss college and career plans. Coordinated programs for the School to Career program in conjunction with the director of guidance including Job Shadow Day for juniors held in March, a Career Fair held at Northbridge High School for sophomores and attended monthly meetings with other members of the Blackstone Valley Chamber of Commerce Education Committee. Coordinated the Advisor/Advisee program, establishing groups of students and advisors, curriculum and times to meet monthly. Selected representatives to attend the Hugh O'Brien Youth Leadership seminar. Scheduled students and staff for all MCAS testing and retesting and is the coordinator for ISSP and EPP plans for students in need of remediation. Coordinated our 4th annual College Fair in October. Served as co-coordinator of Peer Leaders and coordinator of SAT testing. Mrs. Carpenter also is assisting with the application process to Blackstone Valley Tech and with the Center for Talented Youth Program through John Hopkins.

Adjustment Counselor/School Psychologist/8th Grade Counselor: Jessica Hurley worked with students through individual and group counseling sessions addressing their special needs and concerns as school adjustment counselor for grades 8 – 12. She also serves as school psychologist conducting all psychological testing and attending all special education team meetings to report the results of these tests. She is also an 8th grade counselor meeting with 8th graders last names A-K during guidance seminar and on an individual basis as necessary to discuss grades, career choices, etc. Completed Signs of Suicide training with 9th graders including information on depression, managing grief and loss and the importance of support networks. The Student Assistance Team is chaired by Mrs. Hurley and consists of staff members seeking ways to assist students in need who are referred for various academic, social and emotional reasons. Mrs. Hurley is the coordinator of the Center for Talented Youth program through Johns Hopkins in which she determines eligibility through MCAS scores and holds a parent informational meeting including application procedures, etc. Lastly, she coordinates the lengthy application and interview process for our 8th graders interested in Blackstone Valley Regional Technical High School.

The 2011 senior class graduated 107 students. Ninety percent went on to higher education with 75% attending four year institutions and 15% going on to two year or technical institutions, 10% were entering the military, the work force or were undecided about their future plans.

This year's seniors at Douglas High School are required to have 122 credits to graduate. Credits must come from required core courses in the following areas: English – 20 credits,
math – 20 credits, science – 15 credits, social sciences – 20 credits, computers – 5 credits, physical education/health – 10 credits, and senior project – 2 credits. The remaining 30 credits required for graduation are accumulated from a diversified list of both core courses, VHS courses and elective courses that meet the student's needs, interests and future educational plans. Students who complete the required courses and proper elective courses in a successful manner will meet the entrance requirements for many four-year colleges, two-year colleges and technical and training schools after graduation.

The minimum passing grade remains at 65. Students must carry six academic courses or the equivalent, plus physical education and health in freshman and sophomore year. Seniors must complete a senior project as part of their graduation requirements and have passed all of the MCAS tests required.

Students planning to attend four-year colleges and universities are informed of the minimum requirements to be considered for admission. The recommended minimum grade to meet the requirements established by many four-year colleges, including our state colleges and universities is 85 or a 3.0 on the 4.0 scale. Students are advised to take as many college preparatory courses as possible including Honors and Advanced Placement classes. They are encouraged to register for and take the PSAT and then the SAT I test, the ACT test and in some cases the SAT II tests.

Students in the 8th, 9th and 10th grades are required to take part in the MCAS testing program. Our scores continue to be favorable and are improving according to the state's required AYP. Students requiring assistance in math, science or English are given the opportunity to take part in MCAS remedial classes after school to strengthen their skills in these areas. Students who score in the Advanced or Proficient areas of English Language Arts and Math on the 10th grade test and are in the top 25% of students in the district earned the John and Abigail Adams Scholarship. This year we have 28 students who received the scholarship which can be used toward free tuition at most public university or college in Massachusetts. Four students also qualified for the Koplik Certificate of Mastery Scholarship which can also be used toward free tuition at any public university or college in Massachusetts.

Students in the 8th grade, who score in an Advanced area of the MCAS, qualify to become part of the Johns Hopkins University Center of Talented Youth Program. They are allowed to take the SAT's as 8th graders and many score high enough to be recognized by the CTY program and are invited to forums and programs designed for the talented and gifted student. Last year, 16 students scored in the Advanced sections of the MCAS and were eligible for the program.

Students in our 8th grade are given the opportunity to meet with representatives from Blackstone Valley Tech. Interested students are then taken on a tour of the school. Students and parents receive information and assistance with the application and interview process from Mrs. Hurley and Mrs. Carpenter.

All students in the 10th grade and those who take the PSAT in 11th grade have access to and are taught to access a computer program connected to Collegeboard called Quickstart. This allows our students the opportunity to study for the SAT, research careers, and colleges. Sophomores are also taught to access the Your Plan for College website to take a career interest inventory related to their personality, create a resume and to research careers and colleges.
Then, in 10th grade, they must create a comprehensive career project which they share with their classmates during guidance seminar in conjunction with the Health Department.

The following is a list of programs or services our department provided for the students at Douglas High School as well as their parents or guardians:

- Individual and group counseling
- Career and college preparation
- Crisis assessment and intervention
- Coordinated a Student Assistance Team (SAT) to review referrals at least monthly and provide intervention programs for students and/or parents
- Coordinated the newly formed Student Intervention Team to review referrals for students in need of services mostly for social/emotional issues
- Parental support service
- Provide lists of outside referrals for counseling agencies upon request
- Contacts with community agencies
- Signs of Suicide training for 9th graders
- Linkages with parents and community businesses
- Continued collaboration with the Blackstone Valley Chamber of Commerce Education Foundation School to Career Program
- Job Shadow Day for juniors
- Field trip to Career Fair for sophomores
- Assistance to students in regard to course selections
- Assistance for students in the following testing programs: PSAT's, SAT's, ACT's, John Hopkins Center for Talented Youth program
- AFL/CIO scholarship test
- Selected Hugh O'Brien Youth Leadership program
- Assisted in the selection of the Bausch and Lomb Science/Math winner, the Rensselaer Polytechnic Institute Award as well as other select awards and programs
- Assisted with the Blackstone Valley Tech application process and interviews
- Provided College Admissions Panel night with local college admissions counselors to relay information about applications to colleges, financial aid and general college admissions information
- Updated school profile
- Coordinated the Advisor/Advisee Program
- Coordinated AP testing program
- Scheduled college representatives to come and speak to students
- Scheduled the Armed Service representatives
- Provided information on college fairs and encouraged students to attend
- Conducted field trip to Worcester College Fair
- Conducted guidance seminar for grades 8-12 addressing study skills, career and college research,

internet safety, personal, social and academic assistance, etc.

- Scheduled students and staff and collated all MCAS materials by filling out all appropriate paperwork, organizing materials and packaging testing materials for return
- Scheduled students and staff for all MCAS retesting
- Supervised intern from Assumption College
- Coordinated information regarding the Kopflik Certificate of Mastery program through the Dept. of Ed.
- Assisted students with application process for the Title I Robert J. Watson Memorial Scholarship and the Christian A Herter Memorial Scholarship program
- Coordinated local senior scholarship committee
- Attended the fall CollegeBoard Workshop for counselors
- Attended the fall and spring MASCA workshops
- Attended all Special Education Team meetings
- Continued linkage with Student Paths career and college information
- Peer Leadership/SADD Co-Advisor/Coordinators
- Coordinated College Freshman Return Day
- Coordinated Douglas High School's College Fair
- Continued linkage with Grafton Job Corp
- Coordinated SAT testing
- Coordinated 4th annual College Fair
- Coordinated district wide Vertical Guidance Curriculum Team Meetings
- Held a Transitioning to High School informational meeting for parents
- Implemented Your Plan for College, a web based program for which we were recognized as one of the top schools for this new state initiative!!

Above all, the Guidance Department tries to provide the necessary services for students and parents through meetings, phone calls and programs that will enable our students to have a successful and rewarding experience at Douglas High School. We also provide the tools necessary to navigate decisions regarding life after high school through career and college information and preparation. Our department works closely with the teaching staff and administration towards these goals. We continue to look for ways to reach out to our community and improve our department and ourselves. We remain committed to reaching for excellence in the Douglas High School Guidance Department.

Town Government Week:
This past April, DHS celebrated Town Government Week. The program introduced high school students to the functions of local government, and the role and responsibilities of public officials in particular. DHS Seniors, within their social studies classes studied local municipal government history, structure, and their role as informed, engaged citizens and future leaders. We greatly appreciated the many community members who came to DHS to speak and participate in the town government fair. Major highlights of the fair were watching students trying on a full firefighter's suit with gear, along with local town officials and committees aiding students with their Scavenger Hunt. We thank the Douglas Selectmen's office along with the DHS History Department for organizing and planning Town Government Week. We would also like to give special thanks to the representatives who came to speak to the students; Representative Kevin Kuros, Town Administrator Michael Guzinski, as well as Selectmen Paula Brouillette and Jeffrey Laporte. Also addressing the students were Administrative Assistant Suzanne Kane, Police Chief Patrick Foley, Fire Chief Kent Vinson, and Highway Supervisor John Furno.

Humanities Collaborative:
The History Humanities Scholars Collaborative celebrated its sixteenth year with the theme of "Painting by Numbers: America's Changing Portrait". Eleven Douglas High School juniors joined other students from other Blackstone Valley schools to participate in the program. The students visited Holy Cross University, Assumption College, Clark University, and Worcester State University as part of the agenda. The program encourages students to think critically as well as becoming more responsible and knowledgeable citizens. They also get a taste of the college experience through lectures, workshops, and peer debating. The program concluded with Presentation Night at Auburn High School last April. The Douglas High School Scholars took first place at Presentation Night, performing a wonderful skit dealing with changes in transportation within American society. Their achievement was a testament to their hard work and dedication rehearsing for the presentation. The Humanities Collaborative was led by Todd Babola as advisor last year, and Brian Ginisi will become co-advisor for the 2011-2012 year. Thank you to our students for their exceptional participation and to DHS history teachers Caroline Fitzpatrick, Paul Leonard, Brian McGrath, Jarred Stand, Todd Babola, and Brian Ginisi for their ongoing support of this valuable program.

World Languages:
The World languages Department hosted its annual World Language Open House on March 10th. The theme of this year's program was "Languages make the world go round". The evening was well attended with parents, students and faculty getting together to enjoy foods from around the world, international dance demonstrations, cultural crafts, and exhibits of student work!

World Language Night is a joint venture with Senior Project. Mony Chea was the senior who was instrumental in organizing, conducting the evening as well as the other activities that took place during World Language Week.

AP French was offered for the first time this year with 7 students enrolled. As a benchmark assessment as well as practice for the AP exam, those students were given the DELF B1 exam (Diplôme d'étude en langue française) which is a French diploma equivalence exam to permit foreigners to work in France. All students completed the exam successfully and would have received a passing score on the exam's pass/not pass scale.

Both students enrolled in the AP Spanish class received exemplary scores – a "5" and a "4". These were the highest scores earned to date by non-native speakers.

2011 Douglas Eighth Grade Science and Engineering Fair
The 2011 Douglas Eighth Grade Science and Engineering Fair were held on April 12, 2011 in the High School cafeteria. Seniors Cathryn White and Lindsey Morreale helped coordinate the fair for their Senior Project. Eighth grade students worked individually or in pairs, entering over 80 projects which were judged by 35 local STEM (Science, Technology, Engineering and Math) professionals. The projects represented a wide range topics and a great deal of outstanding student work.
The 1stPlace Award was earned by Carol McPherson-How Do Different Types of Paper Affect Ink Separation in Chromatography? The 2ndPlace Award went to Tyler Hartman-Which Handsoap is Best for Reducing Bacteria? The 3rdPlace Award went to Tyler Barsamian and Theodore George-How Does Shooting Free Throws with Your Eyes Closed Affect Accuracy?

Projects that earned Honorable Mention were:
Kyle Dowen - How Will Steel Sustain Weight After Applying Heat?
Brandon Mooney-How Does Music Tempo Affect the Blood Pressure of Different Age Groups?
Rachael Morin-Which Brand of Orange Juice Has the Most Vitamin C?
Katie Kelly-Does the Position of Your Body Affect the Hit of the Volleyball?
Matthew Desilets-Where Do Borax Crystal Grow Best: Room Temperature or Boiling Water?
Caroline Smith-How Can I MakeMikuMiku Dance Easier to Use for Newcomers?
Grace Burns-What Part of the Maple Sugaring Season Has the Sap That Takes the Least Time to Boil?

Ten projects advanced to the Worcester Regional Science and Engineering Fair, which was held on May 4 at WPI. Katie Kelly and Rachael Morin were unable to attend, so they were replaced by:
Allison Hester and Abbey Blanchard-What Effect Does Static Electricity Have on Different Hair Colors? Cameron Gagnon-Which Variables Will Make a Trebuchet Throw the Farthest?

At the Worcester Regional Science and Engineering Fair, Matt Desilets, Brandon Mooney, and Carol McPherson all earned 3rdPlace Awards. TylerBarsamian and Teddy George earned Honorable Mention. Carol McPherson's artwork was chosen as the cover design for the 2012 Worcester Regional Science and Engineering Fair. Due to their placement at the Regional Fair, those five students advanced to the Massachusetts State Science and Engineering Fair, held at Worcester Technical High School on Saturday, June 4, 2011.Rachael Morin also represented Douglas at the State Fair. Congratulations to all the students who participated at this year's fairs and represented Douglas at the Regional and State level!

DesignLabWorkshops Electrify Students' Interest in STEM (Science, Technology, Engineering and Math)
The 2011-2012 school year was the third year that Douglas offered DesignLab Electrical Engineering After School Workshops for 8th graders. The fall workshops began in October and ran through the end of December. Students learned about electricity, circuits and switches, how to solder wires, and how to use various tools. Students designed and built their own nighttime Frisbees, bedroom alarm systems, and fortune-telling boxes. Mrs. Graveson coached the students through the safe and proper use of tools and electricity and helped them learn to use the engineering design process to create their own inventions. Mac Andrews, local parent and Raytheon Engineer, also joined the students to share his engineering expertise (and some cool "toys" related to electrical engineering). The Fall 2011 participants were Ben Boisvert, Joe Briggs, Alex Corso,

Juliana Dumont, Emma Helstrom, Hudson Houle, Cam Kearney, Izzy Mazzarella, Thea McCrory, Jen Peterson, Hannah Postma and Mitch Thackaberry. A second series of workshops, Motorized Machines, runs each Spring.

Student attendance at conferences:
It was a pleasure this past year to celebrate outstanding achievements on the part of both our students and our staff. Several of our students received distinguished individual honors in a variety of other areas. Alyssa Dagenais was honored by the Worcester County Superintendents' Association at the Annual Scholar's Luncheon which took place at Assumption College in Worcester in January. In addition, sophomore Nicholas Cordts and was selected to receive the Hugh O'Brian Leadership Award; also attending the conference was Amanda Maguire.

One Douglas student successfully completed the Blackstone Valley Youth Leadership Academy program, a program offered over the past three years. This program provided high-achieving freshmen and sophomores from the Blackstone Valley the opportunity to meet other student and adult leaders from the area, enhance leadership skills, and learn about internship opportunities in the Blackstone Valley, and work together to complete a community service project. This year Joel Morin is representing Douglas High School in the Leadership Academy.

2011 Senior Class Trip to Walt Disney World:
If you happened to be at Douglas High School just before the end of the school day on April 14, 2011 you would have seen 55 excited seniors boarding motor coaches that would take them to the airport in Manchester, NH. Where were they going that had them so excited? The answer is Walt Disney World in Florida for their senior class trip. It was the first time on an airliner for several of our students, and for many others, it was their first visit to Walt Disney World. The students were able to spend some time relaxing by the pool on their first night there and plan their activities for their first day in the theme parks. On Friday, most students were up early and heading to the parks to get the most for their money. They returned to the hotel in the late afternoon to prepare to attend a special celebration. The special event they attended was Grad Bash. This is a night of fun, food and music at Universal Studios held especially for high school seniors and their chaperones where they had the entire facility to themselves from 8PM to 2AM.

On Saturday evening, students were treated to a tasty Italian buffet on a patio at the edge of the lagoon in EPCOT Center's World Showcase. When the meal was over, students were able to remain on the patio for a private viewing of Illuminations: Reflections of Earth. This show chronicles the formation of Earth from its very beginning to our present day through an amazing combination of fire, water, lasers and fireworks all set to music.

For the rest of this special trip, students took advantage of all of the theme parks as well as the water parks. Many of the students made their way to Typhoon Lagoon where they were able to scuba dive in a tank filled with a variety of aquatic animals including sharks and rays! On a number of occasions, chaperones were told by Disney employees and guests alike how polite and well behaved our students were. They certainly represented our school and our town well. On Tuesday, April 19 our students flew back home and, like all good things do, the trip became a wonderful and lasting memory for all of the students who attended.

Student Council (2011 Calendar Year):
The spirit week at Douglas High School began with the Student Council kicking off the activities with sporting events on February 12 during the day and Snowball, our winter semiformal, in the evening. These events contributed to a very exciting day and night and the occasion led to a good time by all. We would like to thank Ms. Braney, Student Council Advisor, and all the student members for their time in planning such a successful event. During the following week, students dressed up to show their spirit in pajamas, matching outfits for twin day, mismatched and clashing clothes for Crazy Day, as a fictional character, and in their class colors. On Friday, students participated in events including Quiz Bowl, Don't Forget the Lyrics, a Food Eating Contest, Minute to Win It events, Volleyball, Basketball, Gatorball, Relays, and a Lip Sync contest. Congratulations to the senior class who claimed victory.

In May, Student Council and National Honor Society members joined forces for the third year in a row to participate in Project Bread's Walk for Hunger. This year, we had a group of ten that fundraised and walked the 20 miles for this great cause.

With the help of our Student Council members under the leadership of Ms. Braney, the Holiday season began with the gift of giving. They were able to raise $1,136.74 for the Toys for Tots program. The Student Council officers and Ms. Braney were able to purchase 86 gifts to donate to Toys for Tots so that children, who would otherwise go without gifts, would get a gift this holiday.

8th Grade Dinner Dance: The 8th grade dinner dance took place in June in the DHS cafeteria for all members of the 8th grade class. This year's dance featured a Hollywood theme. The students had the opportunity to have pictures taken, dine together and dance the night away during this celebration that culminates their eighth grade year. Thanks go out to Mr. Gionet and Mrs. Hackett for their efforts in making this a meaningful night for our students.

Music Department:
Marching Band
The Douglas High School Band has had a very successful year. The 70 member marching band performed in many events including 15 parades in both Massachusetts and Rhode Island. In addition to the parades and two concerts, the band also performed for the Douglas Special Olympics held at the Elementary School in May.

The Douglas Marching Band includes a 27 member Performing Color Guard ensemble, consisting of a Majorette Squad, a Rifle Drill Team, and a Flag Team. This group earned the highest score in Division II in the annual Quincy Christmas Parade, which is the Massachusetts State parade band championship event. Our Band is one of the few high school bands remaining that continues to present a National Line Honor Guard and displays the American flag proudly as part of our Band Front.

During the summer of 2011, 4 color guard students, representing each of the three teams, attended the Fred J Miller Summer Band Clinic, which was held at Clark University, in Worcester, MA. Fred J. Miller Summer Clinic is a program that teaches marching fundamentals and offers instruction in equipment handling, technique, dance, motivational sessions, leadership and team building. This program has become an annual tradition for our color guard students. Sophomore, Jolane Thibault, was awarded the trophy for Most Outstanding Twirler at the clinic. The Color Guard also performed at UMASS in the annual Color in the Cage event. Three of our veteran color guard students are currently assisting at the junior level by offering weekly instruction in equipment technique and choreographing a show for their annual recital.

In addition to the marching band, other performing groups include the Jazz Band, which performs for concerts and other school events, and the pep band performs for home basketball games.

The instrumental program begins in the fourth grade with instrumental lessons being offered free of charge during school hours. Students in this program also have the opportunity to perform with the Grade 4 and 5 beginner band. Students in grades 6 and 7 participate in the Intermediate School band. Performances include two concerts, local parades and a trip to the Great East Music Festival at Six Flags in Agawam where the group has earned a gold medal rating for the past several years.

Also at the junior level, students have the opportunity to participate in the junior auxiliary under the direction of Kris Gray. Students learn basic skills in flag, baton and rifle. They have the opportunity to perform in concerts, a recital and march with the Intermediate School Band in the Memorial Day parades. The Intermediate School band and junior auxiliary provide the necessary feeder program for the High School band ensembles.

Complete Band Staff includes:
Gery Elliott, Director
Sonja Metcalf, Asst Director, Pep Band Director
Carol Manning, Color Guard Director, Flag Advisor
Amy Stacy, Majorette Advisor
Meghan Crago, Rifle Advisor delete Ashley R and take the "Co-" off Meghan
Nick Morin, Percussion Advisor
Mark Stacy, Percussion Assistant
Scott Yacino, National Line Advisor
Kris Gray, Junior Auxiliary Instructor
Julia Archambault and Thomas Devlin, Drum Majors

Chorus
The vocal ensembles of Douglas High School, including the 65 member high school chorus and the 28 member a cappella ensemble (**Blue Light Special**) performed on twelve different occasions this year including such venues as the Douglas Octoberfest, Massachusetts Day at the Big "E", area homes for the elderly, the Douglas Senior Center, the senior class baccalaureate service, Pawtucket's McCoy Stadium and several performances at the school including the Senior Citizen Brunch, the Veteran's Day assembly and the winter and spring concerts. New to our line-up of performing venues this year was Douglas' own Second Congregational Church where the chorus held its first ever "Caroling for Cans" food drive in conjunction with the Peoples' Pantry.

In April the high school chorus travelled to Baltimore, Maryland to participate in competition. The ensemble performed exceptionally and placed first in the "Class A – Mixed Chorus". While in Baltimore the chorus members also visited Fort McHenry where they sang the National Anthem for the daily flag raising. The chorus also had the opportunity to perform the National Anthem for a group of World War II veterans who were staying at out hotel. It was a memorable and moving experience for all. The school's vocal ensembles are directed by Al DeNoncour with the assistance John Rheaume.

Departmental Events

In March the music department, in conjunction with the Art, Family and Consumer Science, Computer and Technology Education departments presented the musical **Thoroughly Modern Millie** as the culminating activity for this year's 8th grade Related Arts interdisciplinary unit. This is the Eighteenth musical production presented through this collaborative arts effort. The production included outstanding performances by Caoline Smith as *Millie Dillmount*, Nick Daly as *Jimmy Smith*, Katy Kelly as *Mrs. Meers*, Carol McPherson as *Dorothy Brown*, Christine Walthall as *Miss Flannery*, Matt Desilets as *Bun Foo* and Domenic Guertin as *Ching Ho*.

In April the department presented **Tiger Jam '11**, the annual fundraising concert for the music department scholarship fund. This year's concert featured many DHS students performing pop music as soloists and small ensembles as well as the return of several Douglas Music Department alumni and was tremendously successful. In addition to exceptional musical performances the concert's technical aspects were managed by students of Mr. DeNoncour's Music Technology class who served as sound and lighting technicians as well as stage managers.

In addition to many department events and accomplishments we were very proud to have two music department students receive the individual accomplishment of being selected to the Massachusetts Music Educators Central District Honors Chorus. Seniors Julia Archambault and George Slavin auditioned in November and will represent Douglas at the upcoming honors festival in January. In addition to being accepted into the district ensemble Julia was also nominated to audition for membership in the Massachusetts All-State Chorus. Auditions will be held in January.

Biotechnology Update

The Boston University Science Medicine biotechnology learning lab (Citylab) bus made a stop at Douglas High School from Monday, Dec. 19 through Thursday, Dec. 22. Amy Briggs, a Stem Cell Instructor, operated the Citylab and led students through a variety of labs. More than 100 Biotechnology, AP Biology, and College Biology students participated in the following: gel electrophoresis – allowing students to examine hemoglobin from Sickle Cell Anemia victims and Bacterial Transformation – allowing students to see how genetically engineering E. Coli bacteria is resistant to antibiotic Ampicillin. Ms. Briggs and her Citylab was a great addition to science curriculum and the students found the experience to be very worthwhile. Ms. Briggs visited Douglas High School back in November presenting Stem Cell and Biotech topics to 26 Biotechnology students.

IRobot, makers of the Roomba robotic vacuum, were at the high school demonstrating several of their robots and encouraging students to pursue STEM careers on Thursday, December 2, 2011. 8th and 9th graders attended this STEM presentation.

Douglas students attended the 4th Annual Blackstone Valley "STEM Kids…Branching Out" Conference On Saturday, November 5th, 2011. Fourteen 7th and 8th grade students from Douglas joined nearly 100 middle school students from across the Blackstone Valley at the 4th Annual STEM Kids Conference, held at the Tufts/Cummings School of Veterinary Medicine in North Grafton, MA. 7th graders Austin Gagnon, Delaney Krasner, Emily Lane, Brooke Linnehan, Rebecca Rokne, and Ryan Smith attended the program along with 8th graders Benjamin Aube, Alexandra Corso, Stephanie Hartman, Autumn Lombardi, Isabel Mazzarella, Althea McCrory, Alex Meszaro, and Jackson Palazini. Each student participated in three workshops involving topics such as aerospace engineering, anatomy, electrophysics, fermentation, meteorology, microbiology, radiology, robotics, teaching (led by Douglas's own Jessica Findlay and Kelly Graveson), and veterinary medicine. The purpose of the conference was to inspire students to pursue career opportunities in Science, Technology, Engineering and Math (STEM), while also giving them a taste of college life. IES teachers Karen Cristian and long-term sub Donna Taylor volunteered their time to chaperone this worthwhile event.

Athletics:

We are so very proud of all of our Athletic teams. During the Winter Season our varsity boys' basketball team made it to the quarterfinals of the district playoffs. Congratulations to all of the boys on the team for a terrific season. The girls' basketball team made it to the first round of district playoffs. The team put forth a great effort! Kyla Hatch, a senior, scored her 1,000 point basket during the district game against Assabett Valley. Congratulations Kyla! The Indoor Track ended their season on a high note by making it the state finals held at the Reggie Lewis Center in Boston. Our Winter Sports Award night was held on Tuesday, March 15th at 7:00 in the Douglas High School auditorium.

The **Varsity Cheerleading** team consists of 12 members: 3 Seniors, 3 Juniors, 1 Sophomore, and 5 Freshmen. After losing 7 experienced Seniors last year, it was a huge challenge to repeat their successes. This year's team was certainly up for the challenge! They practiced hard, preparing for competition season as well as for games. The team held a Youth Cheering Clinic during the December vacation week, in which they taught cheers, dance, motions, etc. to 39 girls, ages 5 to 13. The participants cheered at the Varsity Basketball game on Jan. 5th.

The spring season brought some great playing time for our athletes. The varsity baseball, softball, and boy's volleyball teams all made it to the districts! The athletes played with determination and showed what true Douglas team spirit was all about. Congratulations to the teams and their coaches for making it so far in the season!

Both the **Girls and Boys Track & Field** teams had a successful season. While the boys were 0 - 5, there were many strong individual performances and impressive personal bests. The boys distance medley relay team of Reed Miller, Daveed Goldenberg, Robbie Hayes, and Ross Mungeam placed 3rd out of a tough Division II field at the District E Relays. This same group along with Zac Chupka, Chris Masterson, and Keaton Tagseth competed in the District E Class Meet on May 14. This is the most boys Douglas has ever had qualify for this meet, and is an example of the overall effort and improvement this team has shown this year.

The girl's team had a fantastic season, boasting a 3 - 1 - 1 record (their best ever!); with the only loss coming from an extremely strong Sutton team. The girls had 11 individual qualifiers for the District E Class Meet, as well as an undefeated 4 x 400 relay team. The girls are looking forward to finishing out the regular season, and are hopeful to achieve their best team performance yet at this year's DVC Championships. Class meet qualifiers include Jenn Mailhiot, Emily Carroll, Morgan Richardson, Megan Kaswandik, Taryn Cordani, Ava Saster, Peggy Greeno, Makenzie Cyr, Emily Miller, Julia Piwowarski, and Courtney Hill. This is a true relfection of the hard work, dedication, and athleticism this team shows.

Softball and Baseball With the crack of the bat, the firing of the starter's pistol, and the whistle of the ref, the spring athletic season is well on its way. The spring teams have been going strong this year, and we are all looking forward to an exciting season!

The varsity baseball team has reached the midpoint of the season with a record of 6 wins and 4 losses. The team has played well so far and has its sights set on qualifying for the districts. The pitching staff was plagued by excessive walks early in the season but has made significant improvements over the last couple of weeks in that area. This year's captains are Nate Pajka, Kenny Weagle and Jake Foynes. They have proven to be great leaders both on and off the field. Nate Pajka is currently the team's offensive leader with a batting average of .536, 14 RBI and 15 runs scored. In addition, Max Karsok, Chris Blake, Kenny Weagle, Herm LaBonne and Jake Foynes are all hitting at better than .300 at this point of the season. On the mound, Dave Jeznach and Evan Bertone both have ERAs less than 2.00. The Tigers are looking to make a strong run in the second half of the season to qualify for the districts for the 13th time in the last 14 years.

The Varsity Softball team is 4 and 3 (2 and 2 in the DVC) so far this season. Our team batting average is over .400 which is awesome!! Our pitching staff has an era of 3.17 which is great!! Our 3 losses have been by a total of 4 runs which shows us that we are in every game right till the end. Our goal is to make it to District play at the end of the month.

During our Senior Athletic Awards night we honored our outstanding senior athletes. It was a bittersweet occasion as we saw them walk across our stage for the last time. 13 of our seniors were awarded generous scholarships from the Athletic Boosters organization. Tara Trottier was the recipient of the Bill Mahoney Award. The Coaches Scholarship, as well as the Scholar Athlete Award was awarded to Sean Cicero. The Tiger Award went to Chris Hill and Brittany Furno. The Ed Jameson Scholarship went to Kris Grann and Anna Wildman. We want to wish all of our senior athlete's good luck as they go on to pursue their dreams!

During the fall athletic season **The Douglas High School Field Hockey Team** faced some very skilled teams this season but gave some of their toughest opponents quite a game. Every day, each girl played their heart out and together played some of their best games in the second half of the season. The team received nothing but compliments from opposing coaches as well as referees on their improved level of play and positive attitudes on the field. Though the season ended with a losing record, they showed nothing but growth from day one and proved themselves as true competitors. We would like to congratulate all of the DHS fall sports teams on the completion of their season. And finally, we wish the very best for our seniors: Sam Landry, Mary Taintor, Abby Norberg, Erin Martin, and Nicole Labonte; they will truly be missed.

The Girls Volleyball Team, completed their season, and it was quite a season. The team finished with an overall record of 14 wins and 6 loses. They qualified for District play for the second straight season. The team played with passion and commitment and through this style of play; they generated a lot of excitement for the sport and the team. The team was led by a very strong senior class of Kendra Hildebrandt, Casey Bourque, Corrin Powell, Emily Gauthier, Peggy Greeno, Jennifer Mailhiot, Riley Tetreau, Amanda Bowker and Hannah Bosma. Junior Shannon Madden was also a major contributor the team's overall success. They enjoyed a successful post-season run with tournament victories over Norfolk Agricultural, Blackstone Valley Technical High School, and league rival Hopedale High School. The "Super Fans" came out in good numbers to support the girls and in turn spark a resurgence of school spirit. Coach Lachapelle and the team then went into the District Finals against Millis High School at Hudson High School. Millis is coached by Lisa White eighth grade English teacher at DHS. The match was exciting and very competitive. Unfortunately, DHS came up just a bit short losing the match in the fifth and deciding game. Despite the setback, the girls competed and contested every point. The volleyball team, which is in only its fourth year of varsity existence, had advanced to the District Finals and finished the season with an overall record of 17 – 7. This is an outstanding achievement for the program, the players, Coach Lachapelle and Towle and for the entire the school.

The Golf Team had another fantastic season! Their final overall record was 9-4-2. Their 2-3-1 DVC record enabled them to finish in second place in the conference. They placed second in the DVC tournament and their third place finish in the District Tournament enabled them to qualify for the State Tournament for the 4th consecutive season! Junior Ben Schlesman earned medalist honors in 8 matches and was named to the DVC All Star Team. His fifth place finish in the District tournament qualified him as an individual State finalist for the second consecutive season. This will also give Ben the honor of being named to the Worcester T & G Super All Star Team for the second consecutive season. Other key contributors to the team's success this year were sophomores Curtis Bourque (medalist 4 times), Eddie Peladeau (medalist once), Brian Hasemann, Garrett Hippert, and Ryan Walker, along with Freshmen Matt Peladeau and Adam Parella. Not to be overlooked in this outstanding season is the fact that Brian Hasemann recorded a hole-in-one in his very first competitive Varsity match! Congratulations to this young team! We know the best is yet to come!!

The 2011 **Cross Country** season was very successful. The boys and girls teams both finished 6 -2, which are school records for both teams. The girls were led by Senior captain Ava Saster, a third time DVC all star. Also receiving All Star selections this year are freshman Makenzie Cyr, and Caroline Meizen, who is only a 7th grader. The team finished a 3rd in the DVC meet behind very strong teams of Sutton and Whitinsville Christian. The Boys team was led by Senior Co-captains Ross Mungeam and Reed Miller. Ross continues to be a frontrunner in all meets, finishing second in the DVC Championship held at Nipmuc Regional. Ross followed up that meet with an astounding race at Wrentham in the Division 2 All State Invitational. Ross completed the 3.1 mile course in 16.50 finishing ahead of the other 287 runners in the race. Both teams continue to train daily, prepared for the all important District meet at Gardner Golf Club on Saturday, November 12th. The Girls Team finished sixth out of thirty-four teams and the Boys Team finished fifth out of twenty-nine teams. Senior Ross Mungeam finished second in his meet and again qualified for the State meet Saturday November 19th at Franklin Park in Boston.

The **Varsity Boys Soccer Team** ended their season with a record of 10-4-5.. After a span of getting shut out in 3 of 4 games, the team started coming together and getting healthy and put in 6 goals vs. Whitinsville Christian including 4 by forward Josh Jess. They tied Nipmuc in the next to last game of the season after losing to them 1-0 the first time they played. The team continued on to tie Sutton 0-0 at their homecoming in September. Standout players for this season were: Connor King, Major Dorfman, Jack Blatchford, Josh Jess, Tommy Kulesza, Robbie Hayes, Max Karsok, Robbie Hayes, Jake Foynes and Nolan Karsok. The team won their first district game vs. AMSA 8-0. The team then advanced to play Parker Charter School and defeated them 2-0. They then advanced to the District Semi-finals where they lost a hard fought game to Keefe Tech 2-0. This was another strong season for Coach Ferguson and his team. Our Team was led by 9 seniors that have allowed less than 1 goal a game over the span of the season (18 goals in 19 games). Leading scorers on the team were Josh Jess and Major Dorfman, both with 9 goals.

The 2011 **Girls Varsity Soccer team** finished with a record of 6-10-2. Although they did not make districts, they still had numerous accomplishments on and off the field. This year had a nice balance of upper and lower classmen by having three 8th graders, one freshman, eight sophomores, five juniors and four seniors. This balance allowed for a great team dynamic which fostered a hard working team that battled each and every game. Emily Carroll and Emma Piwowarski were named to the DVC second team and Amanda Gresain tallied 6 shutouts throughout the year. The girls also participated in the first ever night game held at DHS. Special thanks go to seniors Kelsey Stevens and Emily Kessler, as part of their senior project they organized the girl's soccer team senior game played against Hopedale High School at DHS to be played under the lights. Both young women put a great deal of planning into this event and received a significant amount of school and community support for this initiative. All proceeds collected from the game were contributed to the Dana-Farber Clinic at the Milford Regional Medical Center.

On November 16th the winter pre-season meeting was held. Students interested in our winter sports, which include boys and girls middle school, junior varsity and varsity Basketball as well as Indoor Track attended the meeting and were able to meet the coaches and discuss tryout schedules and expectations. Tryouts for the winter season began on November 28th.

The Athletic Department was proud to implement a new concussion policy for all of our players. All coaches, players, and their parents must take an on-line concussion course to become aware of the symptoms of a concussion. We now have implemented a re-entry plan for sports for any athlete who has suffered a head injury. It is the main priority of the Athletic Department to make sure that all of our students stay healthy and strong during their season!

Graduation:

The 133rd annual commencement at Douglas High School was a wonderful culmination of our year. On a bright Friday evening the ceremony took place on the High School's Athletic Field. Of the one hundred and four Douglas High School seniors who graduated, ninety percent are continuing their education. This ceremony was the culmination of their Senior Week activities that were both meaningful and poignant; including Awards Night and Baccalaureate. The graduation reflects the strong community support for education as well as being an opportunity for all stakeholders to celebrate the culmination of our senior's academic journey in Douglas. The ceremony was a moving experience, from the class being ushered to the stage in bagpipe procession to the speeches of the Class Valedictorian and Salutatorian.

Some colleges to which our students were accepted are Holy Cross College, WPI, Northeastern, University of Georgia, Boston College, Quinnipiac University, Providence College, Bryant College, University of New Hampshire, University of Connecticut, University of Massachusetts-Amherst, University of Rhode Island, Bryant College, and Assumption College. There were 28 students from the senior class who received the John and Abigail Adams scholarship, entitling them to four years of free tuition at Massachusetts colleges and universities based on their MCAS scores that rank in the top 25%. Four members of the graduating class were also awarded The Koplik Certificate of Mastery Award qualifying them for free tuition at a state university, college or community college. Congratulations to Sean Cicero, Courtney Mungeam, Tim Mesite and Jessica Forte for this recognition. Scholarship aid totaling over $1,000,000 was awarded to this graduating class!

As we conclude our eighth year at the new Douglas High School building, we reflect on our many accomplishments with pride, and look forward to the coming year and continued growth and accomplishment for our students. Our goal remains the same: to provide "a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth" at Douglas High School. It is an honor and a privilege to work closely and cooperatively with parents and community members as we seek to help all of our students achieve their highest potential.

Respectfully submitted,

Kevin G. Maines
Principal

Nancy E. Bates
Assistant Principal

CLASS OF 2011

Allard, Kyle
Alves, Nathan
Batson, Megan
Beaudette, Ryan
Bedlion, Matthew
Bertone, Alexandra
Boucher, Alana
Bourgeois, Amanda
Brown, Tylor
Brunson, Christina
Butkowski, Andrew
Cafarelli, Anthony
Cahill, Sarah
Callahan, Holly
Campbell, Jacqueline
Carroll, Matthew
Chea, Monychan
Christy, Evander
Chrul, Emily
Chupka, Zachary
Cicero, Sean
Colucci, Shari
Cook, Kaitlynn
Crimmins, Michael
Dagenais, Alyssa
Daignault, Dakota
Daubney, Katelyn
Davidson, Haley
Denomme, Lori
DeSouza, Leandro
DeWitt, Kimberly
Diaz, Valery
Donais, Danielle
Eldridge, Ethan
Ferraro, Stephanie
Forget, Richard
Forte, Jessica
Freeman, James
Furno, Brittany
Galluzzo, Erika
Glode, Kimberly
Gosselin, Mark
Grann, Kristopher
Griffin, Emily
Gurney, Gabrielle
Hall, Matthew
Hasemann, Sarah
Hatch, Kyla
Hessmann, Stephanie
Hild, Samantha
Hill, Andrew
Hill, Christopher
Hill, Ryan
Horton, Aaron
Hurst, Lauren
Jeznach, David
Kearney, Allison
Keith, Jacob
Kelly, Kathryn
Keough III, John
LaBonne, Bradley
Landry, Victoria
Latimer, Dylan
Lavigne, Erik
Lightbown, Shanda
Lombardi, Erin
MacPhee, Tiffany
Martin, Cassandra
Martin, Clifford
Mathews, Kylie
McNamara, Cassandra
Mesite, Timothy
Mielnicki, Emily
Modica, Samantha
Morin, Karyn
Morreale, Lindsey
Mungeam, Courtney
Murphy, Bridget
Murphy, Colleen
Nadreau, Jonathan
Newark, Marissa
Novicki, Brianna
Nunez, Carlos
Ochocki, Jacek
Olson, Kayla
Pajka, Nathan
Paquin, Matthew
Pierce, Samuel
Pietras, Tyler
Pilkington, Jared
Rennie, Adrienne
Rizun, Rachael
Ross, Jessica
Rothrock, Chelsea
Rudick, Morgan
Ryan, Emmy
Serra, Braedon
Taft, Crystal
Theriault, Kevin
Tokarz, Stephanie
Tosti, Alyssa
Treen, Matthew
Tsimogiannis, Catherine
Ursch, Nicole
VandenAkker, Jacob
Veau, Zachary
Viveiros, Katelin
Walthall, Kathleen
Weagle, Kenneth
White, Cathryn
Wildman, Anna
Willard, Joseph
Wnukowski, Kevin

BLACKSTONE VALLY VOCATIONAL REGIONAL SCHOOL DISTRICT

Gateway to Success

At Valley Tech, students are given every opportunity guiding them toward a bright future and career path. A comprehensively motivated group of individuals comprise our staff and administrators, blended seamlessly with a group of highly motivated students, make it possible for Valley Tech to enjoy a strong reputation for success. Along with continued support from the community, including households and businesses, the invaluable experience and knowledge base of the instructional staff, and dedicated group of leadership team members feed the ever-growing hunger for knowledge of Valley Tech students and promote a true desire for everyone to learn on a daily basis.

In Fiscal Year 2011 (FY11) (July 1, 2010 – June 30, 2011), students, staff, and administrators continued to advance a reputation of achieving data verified accomplishments. This report details and highlights several of those accomplishments, while reinforcing that Valley Tech constantly looks toward the future to promote 21st century workforce advancements via the pinnacle of improvement techniques.

Economic woes continue to plague the Commonwealth and our nation, but Valley Tech remains committed to providing quality education to a growing population. This is achieved by aggressively pursuing all possible non-taxpayer revenues. Valley Tech's FY11 budget, unanimously approved by each of its 13 member towns, reflected an overall increase of just 2.68 percent. During this year, future planning established the FY12 budget with an overall increase of just 1.99 percent.

Valley Tech, your vocational technical system, is proud to serve the needs of the Blackstone Valley and feed a quality labor force for the future. Our rigorous academic curriculum integrates student competencies with the advanced skill of the vocational technical instruction to create a well-rounded education.

Mission
To create a positive learning community that prepares students for personal and professional success in an internationally competitive society through a fusion of rigorous vocational, technical, and academic skills.

District
Blackstone Valley Regional Vocational Technical High School, based in Upton, Massachusetts, proudly serves the towns of Bellingham, Blackstone, Douglas, Grafton, Hopedale, Mendon, Milford, Millbury, Millville, Northbridge, Sutton, Upton, and Uxbridge.

A Letter from the Superintendent-Director

At Valley Tech, we prepare our students for a multitude of career paths by providing high-quality academic and vocational education. The success of these students can be credited to the diligent support of the parents, families and guardians of our students, the solid preparation originally provided at the K-8 sending schools in our District's 13 member towns, along with the two-way education, and a strong emphasis on academics validated through work competencies by Valley Tech's highly qualified high school instructors. The yearly financial commitment you make to Valley Tech supports the growing student body and it provides substantial return on investment with remarkable accomplishments.

Throughout my 17-year career as superintendent-director at Valley Tech, there have been dramatic changes in our nation's education system. The success of your nationally recognized vocational technical system has always been of the utmost importance, and we continually strive to be the best for our students and our community.

Massachusetts has made great strides in education since 1993 and students have reached levels of performance that equal or surpass those in most other states and even countries. Each successive Valley Tech class consistently raises the bar for those who follow. We know our contributors expect results and we take great pride in the achievements of our students. We hope you do as well.

An integral component in educating for a global advantage is keeping an eye on trends in the economy and job markets, to be at the forefront of education and provide our students with relevance in education. A strong emphasis of late has been on the fields of science, technology, engineering, and math. In recent years we have endeavored to provide our students with an abundance of opportunities and experience in these growing fields of study. We will continue this diligent work, always providing relevant education and skills to our students and the District.

Valley Tech continues to earn attention as more practitioners come to understand the value of integrating vocational and life skill training with academic curricula. I am proud to represent our model system as superintendent-director, but also representing our system as the President of the Massachusetts Association of School Superintendents.

As always, we remain steadfast in our commitment to pursue all non-taxpayer revenues available and devoted to supporting all of our students with quality educational opportunities. Thank you for your interest in our 2011 Annual Report. We hope that the reputation of your vocational technical system earns your pride.

Respectfully submitted;

Dr. Michael F. Fitzpatrick
Superintendent-Director

Students Respond to High Expectations

The accomplishments of our students reflect the Valley Tech commitment to learning and success:

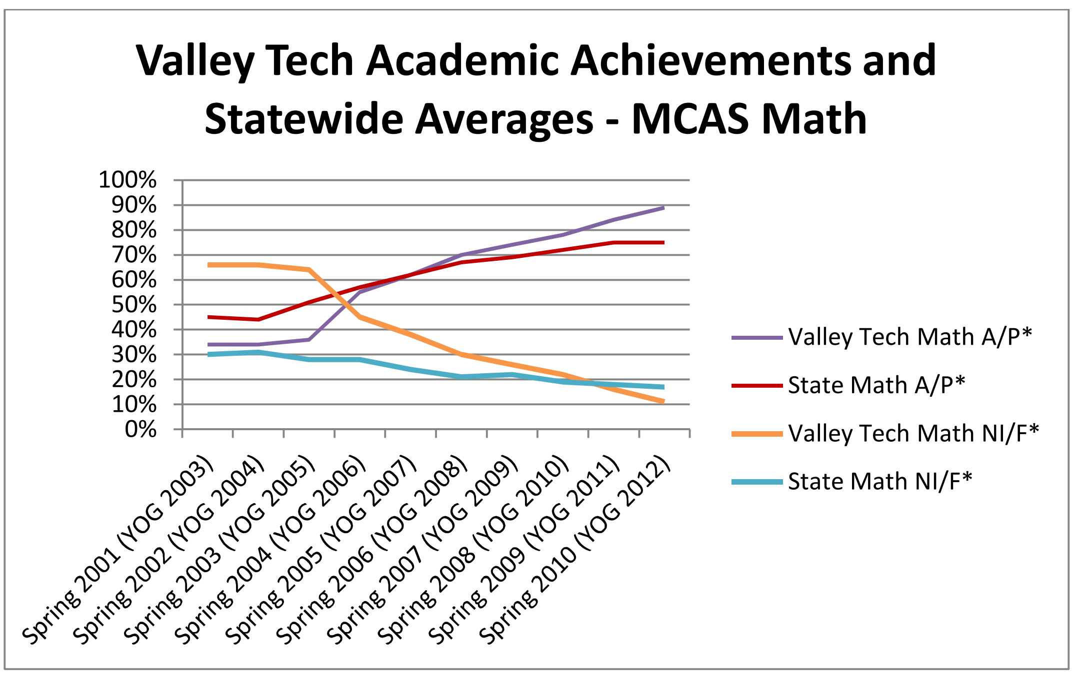
- More than two-thirds of the graduating class of 2011 will be pursuing some form of post-secondary education while the remaining third will enter directly into the workplace or military.
- **Class of 2011:** The Class of 2011 included the following members from Douglas (National Honor Society members are indicated by NHS in parentheses): Abigail J. Amaral, Health Services; Michael S. Belle, Carpentry; Nichole A. Carter, Business Technology; Leah T. Dufault, Cosmetology; Laura K. Fitzpatrick, Culinary Arts; Kyle H. Gagne, Manufacturing Technology; Andrew P. Gibbs, Business Technology; Joseph S. Gniadek, Plumbing; Matthew J. Gurney, Auto Body; Aliciamarie R. Halacy, Cosmetology; Timothy R. Hayes, Culinary Arts; Casey K. Howlett, Electronics; Jeremy S. Lacourse, HVAC/R; Andrew E. Lavin, Culinary Arts; Meghan S. Macchi, Culinary Arts; Sean M. Mikhael, Carpentry; Zachary W. Olbrys, HVAC/R; Timothy M. Quinn (NHS), Drafting; Brandon M. Turner, Plumbing; Johnny J. Wright, Drafting.
- For the fourth straight year, the maximum number of seniors from Blackstone Valley Regional Vocational Technical High School were declared eligible for the John and Abigail Adams Scholarship awarded by the Commonwealth of Massachusetts through the state Department of Elementary and Secondary Education (DESE). The 70 members of the Class of 2011 qualifying for the scholarship program represent the threshold of the top 25 percent of the students in the district. The scholarship program was introduced by the Governor's office and the DESE for the Class of 2005. Twenty members from that class at Valley Tech were eligible. The number of qualifiers rose to 37 for the Class of 2006, to 42 for the Class of 2007 and to the maximum 56 for the Class of 2008 and 70 for the Classes of 2009, 2010, and 2011.
- Students at Valley Tech realize the importance of finishing their secondary careers if they hope to find success in post-secondary institutions or the workforce. They have consistently responded by remaining in school throughout their four years at Valley Tech. The school has one of the lowest dropout rates in the Commonwealth, according to statistics compiled by the DESE. For the Class of 2010, Valley Tech accomplished a 0.5 dropout rate, contrasted to the state average of 2.9 percent. Valley Tech was also among the leaders for the highest four-year graduation rate among district high schools. Valley Tech's graduation rate was 97 percent. The state average was 82.1 percent.
- The results from the spring 2010 administration of the Massachusetts Comprehensive Assessment System (MCAS) tests to members of the Class of 2012 showed that for the tenth straight year Valley Tech students made noteworthy gains in reaching proficiency on the MCAS. Federal legislation requires all students to reach Advanced or Proficient in mathematics and English language arts by the year 2014. Eighty-nine percent in math and eighty-nine percent in English language arts reached that level on the first attempt in Valley Tech's Class of 2012. The data reflected a five percent increase in math and three percent increase in English language arts proficiency over Valley Tech's Class of 2011.

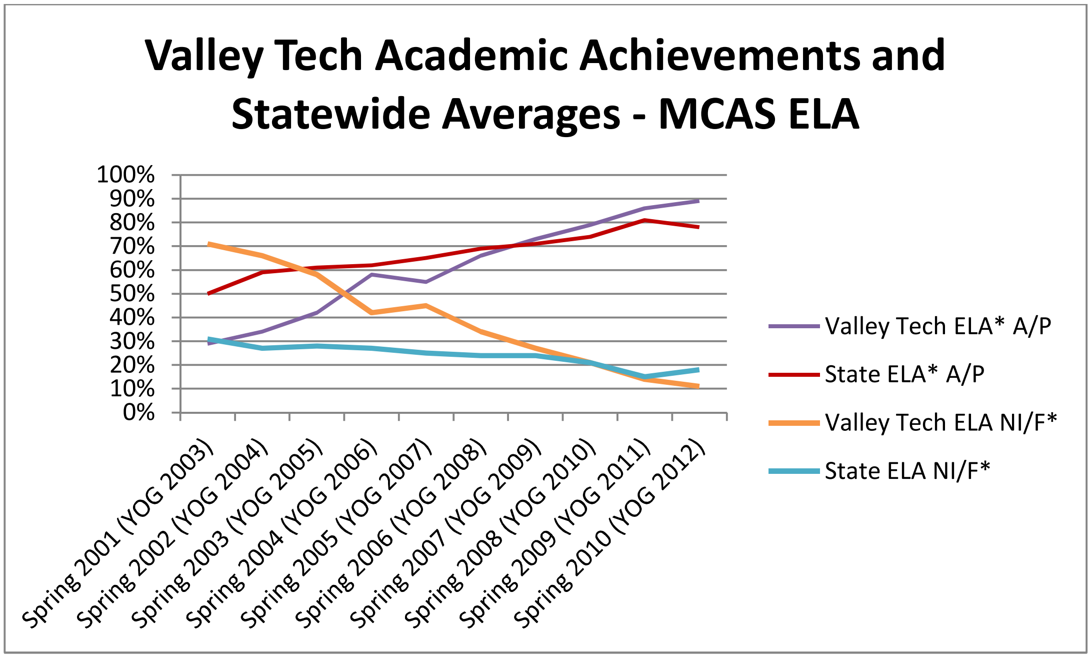
The percentages of students who scored at Advanced or Proficient levels are well above the state averages of 75 percent in math and 78 percent in English. On the science and technology/engineering test, which the DESE has made a third requirement to receive a high school diploma, Valley Tech's Class of 2012 reached a proficiency percentage of 82, well above the state average of 65 percent. (see Valley Tech MCAS chart below.)

Valley Tech MCAS Results

Test Date	Class YOG*	Math A/P*	Math NI/F*	ELA* A/P	ELA NI/F*
Spring 2010	2012	89%	11%	89%	11%
Spring 2009	2011	84%	16%	86%	14%
Spring 2008	2010	78%	22%	79%	21%
Spring 2007	2009	74%	26%	73%	27%
Spring 2006	2008	70%	30%	66%	34%
Spring 2005	2007	62%	38%	55%	45%
Spring 2004	2006	55%	45%	58%	42%
Spring 2003	2005	36%	64%	42%	58%
Spring 2002	2004	34%	66%	34%	66%
Spring 2001	2003	34%	66%	29%	71%

YOG – Year of Graduation
A/P – Advanced/Proficient
ELA – English Language Arts
NI/F – Needs Improvement/Failure





- Recently released results of spring 2010 Advanced Placement testing yielded a record number of Valley Tech students achieving qualifying exam scores. This demonstrates Valley Tech's continued dedication to a rigorous academic curriculum and the ability of our students to reach new levels of success.
- The sold-out 17th Annual Superintendent's Dinner, a seven-course gourmet meal planned and prepared by the Culinary Arts students, staff, and alumni, yet again earned widespread cheers. Guests praised the menu, presentation, service, hospitality, and décor, calling the meal and the gala evening "an annual rite of spring" and "a not-to-be-missed event." The funds raised by the dinner go toward various student initiatives. The dinner, which draws attendees from throughout the region including numerous state officials, highlights the contributions and talents of several vocational technical programs in addition to Culinary Arts. Those programs include students from Painting and Design Technologies, Carpentry, Electronics, Graphics Communications, and HVAC/R.

Valley Tech Graduates First Class of Licensed Practical Nurses from Post-Secondary Program

Valley Tech opened its post-secondary Practical Nursing program in September 2009, following full approval from the Massachusetts Department of Elementary and Secondary Education. On January 13, 2011 the members of the first Practical Nursing class at Blackstone Valley Regional Vocational Technical High School took their biggest steps toward a career in the medical field – a walk across the stage to receive their certificates and pins. The 19 students who graduated attended the 16-month, evening program three days a week and their monthly clinical experiences, many of them while working full-time.

In the demanding 60 week program each student completed more than 950 hours of training plus clinical work topping 540 hours. The program curriculum is designed to assist graduates in passing the challenging National Council Licensing Examination for Practical Nurse (NCLEX-PN). The students were among the more than 70 applicants who sought admission into the program.

Valley Tech and the Practical Nursing Program are grateful to partner health care organizations that support the program by offering exceptional clinical affiliation for students to practice and refine their nursing skills. The success of the program and of each student is in no small measure due to the generosity of these organizations: Milford Regional Medical Center, Countryside Healthcare of Milford, St. Camillus Health Center in Whitinsville, Beaumont Rehabilitation and Nursing of Northbridge, Tri-River Medical in Uxbridge, Whitney Place in Westborough, and Knollwood Nursing in Worcester.

Valley Tech: the Home of Champions

SkillsUSA

For the fifth straight year, Valley Tech proudly hosted the annual SkillsUSA Massachusetts State Championships. To qualify, students participated in district competitions throughout the state. More than 1,000 students from throughout the Commonwealth competed in over 60 vocational-technical trade and employment contests. SkillsUSA Massachusetts is the largest educational organization in New England with more than 25,000 members and is the second largest in the country with the national organization boasting nearly 300,000 members.

Again this year, Valley Tech partnered with Milton-CAT of Milford and the Upton Highway Department for two contests. Milton-CAT hosted the diesel competition and the Upton Highway Department hosted the masonry competition at the Department's barn on Pleasant Street in Upton near Valley Tech.

In partnership with a sizable number of businesses and industries, the SkillsUSA championships and conference have evolved into a nationwide multi-million dollar event with major non-tax support and donations.

A total of 23 Valley Tech students including two teams won either gold, silver or bronze medals, at the SkillsUSA State Championships. At the prestigious National SkillsUSA Championships in Kansas City, Missouri, Valley Tech recorded podium finishes for the eighth time in the last nine years with two students securing gold medals and four students capturing silver medals. All seven of the 2011 student representatives from Valley Tech placed in the top 10 for their respective competitions.

Daniel Serafin, a 2011 graduate from Millbury, won the gold medal in the Plumbing competition.

Stephanie Rivard of Northbridge took the gold medal in the Technical Drafting competition.

Valley Tech's Community Service team, under the direction of English and History Team Leader Rosemary Quirk, won the silver for its school year-long campaign promoting respect in the school and in the community with its project entitled Respect Y.E.S! (Yourself, Environment, Society). The three-person team included Elizabeth Belanger of Northbridge, Mollie Letendre of Hopedale, and Melissa Burdick of Northbridge.

Marissa Bunnewith of Millbury won the silver medal in the Commercial Baking competition.

Andrew Cardin of Sutton finished 4th in the nation in Welding.

Robotics and LEGO Competitions

The BVT Robotics Team consists of about 40 students and participation is a school-wide undertaking. Our U.S. FIRST Robotics team had another successful season making it to the quarterfinals in multiple regional competitions. Valley Tech constructs a robot each year as an integrated project across several vocational-technical programs. Numerous vocational technical areas at Valley Tech volunteer with Robotics projects by offering their technical skills to assist the team. Drafting students create mechanical designs and drawings, Manufacturing Technology students machine parts, Electronics students wire the robot with controls, Information Technology students program the robot, Auto Body students paint the robot, Carpentry students design and build the competition course, and Graphic Arts students design and produce team apparel. The BVT Robotics Team project bridges technical areas and involves all students. It allows an additional opportunity for team building skills to be integrated into the curriculum.

Valley Tech also hosted the FIRST LEGO League Competition for middle school students learning science, technology, engineering, and math through intense and fun hands-on competitions. A full field of 64 teams of students ages 9-14 from across the Northeast competed.

Successful Year for BVT Athletics

After another year of dedication, hard work and plenty of sweat, Valley Tech's athletic teams continue their successes in the Colonial Athletic League as well as in the Massachusetts Interscholastic Athletic Association (MIAA). Alex Schleper, a 2011 Valley Tech graduate from Sutton, competed in the Central Massachusetts Decathlon and finished 16th out of 125 competitors. Out of our 18 varsity teams, 17 qualified for District playoffs. The varsity cheerleading team won the Central Massachusetts Championship in the Co-ed division and the varsity football team qualified for the Superbowl playoffs and triumphed over Nipmuc during the popular Thanksgiving Day game. Proudly reinforcing the values that we uphold at Valley Tech, Boys Volleyball was named MIAA State Sportsmanship Team. Off the field, our athletes upheld those same values. The girls soccer team, girls volleyball team, and boys volleyball teams raised over $5,000 for local and regional charities. We were also proud to add the field hockey program to our athletic offerings, without affecting the athletic budget.

Career Guidance Receives National Accolades

Blackstone Valley Tech's innovative approach to career counseling affords students the maximum benefit for their future and is yielding results. Because of the highly positive and tangible results taking place at Valley Tech, the success of the career guidance curriculum was recently featured in the Southern Regional Education Board's publication *Skills for a Lifetime: Teaching Students the Habits of Success* written by Gene Bottoms and Ione Phillips.

Valley Tech implemented numerous school improvement initiatives in 1995 and remarkable changes have occurred since. Combined with the successful efforts to increase student achievement and proficiency on MCAS results, significant modifications were made to the roles and expectations of school counselors which led to the school serving as a model for its career guidance curriculum. Strategies for helping students changed allowing for integration of the habits of success into the curriculum with an across the curriculum approach to career counseling that is a part of each student's program of study throughout their four years of study.

The career counseling curriculum at Valley Tech involves an outreach approach to counseling as opposed to the traditional method of one-on-one counseling. It begins by assisting students in choosing a career technical course of study during their freshmen year. Throughout the student's high school career 30 Employability Skills courses are attended per year in each grade taught by school counselors for a total of 120 lessons across four grades. This approach also allows counselors a chance to know each student individually which can help identify at-risk students earlier. Topics of study focus on employability skills necessary for success including: organization, time management, study skills, positive relationships with peers and adults, goal-setting, and exposure to career and college resources.

The results speak for themselves. The goal was for every student to pass the MCAS and that goal has been realized every year since 2004. The program prides itself on a goal of 100% placement of students after high school in post-secondary study, employment, or military service. College-going rates are at an all time high and rise annually and nearly every Valley Tech student leaves the school with a solid plan for the future.

Valley Tech Awarded Life Sciences Grant

In February 2011, Valley Tech was awarded a grant in the amount of $120,000 from the Massachusetts Life Sciences Center, a quasi-public agency tasked with implementing the state's ten-year, $1 billion Life Sciences Initiative through its Equipment and Supplies Program for Skills Training and Education. The funds will be used to purchase science equipment and supplies. The program for Skills Training and Education provides funding for the purchase of equipment at vocational technical schools, community colleges, and workforce training organizations in Massachusetts.

The program was formally announced by Lieutenant Governor Timothy Murray at a statewide Science, Technology, Engineering, and Math (STEM) Summit on September 28, 2010 and accepted applications from October 2010 to January 2011. It provides grants totaling more than $3.4 million to support STEM education across the state.

Valley Tech Wins State Funds to Fix Old Roof without Impacting Local Taxes

In the spring of 2011, Valley Tech received approval from the state for the completion of a roof repair project on an older section of the school. State support comes from the Massachusetts School Building Authority, a unit of the State Treasurer's office. Valley Tech garnered the funds in a state-wide $300 million Green Repair Program competition that drew applications from approximately 500 eligible schools.

Valley Tech's state funding proposal documented the need for the repairs. Infrared testing revealed a faulty roof membrane and disclosed that the seams, flashing, and insulation were, however, in sound condition. A total of 142 leaks were tallied at 112 locations since February 2007. If the work were left undone, the building eventually would have become 'sick,' and would have created conditions causing illness and potentially serious allergic reactions to some of the nearly 1,350 students, faculty members, and staffers who study and work in the building on any given school day.

The funding allows the District to avoid additional costs to its 13 member towns for the state-assisted 53 percent funding of repairs to leaky sections of the roof of the 46-year-old award-winning school. The total cost avoidance to the District, which includes the reimbursement from MSBA of 53 percent, is approximately

$1,190,000. Previously, Valley Tech gradually set aside some $600,000, which it earmarked for the roof project. As a direct result, the roof repairs and restoration project avoided further spending by the member towns, whether by a Proposition 2 ½ debt exclusion override or a bond issue.

In receiving these funds, the following tax impacts, fees, and debt interest for each member town was avoided: Bellingham at $65,788; Blackstone at $97,150; Douglas at $68,122; Grafton at $109,527; Hopedale at $27,549; Mendon at $46,256; Milford at $163,560; Millbury at $72,764; Millville at $44,619; Northbridge at $142,058; Sutton at $111,442; Upton at $47,631; and Uxbridge at $193,365.

Dr. Michael F. Fitzpatrick Named Massachusetts Superintendent of the Year

Blackstone Valley Vocational Regional School District Superintendent-Director, Dr. Michael F. Fitzpatrick was named Massachusetts Superintendent of the Year by the American Association of School Administrators (AASA), ARAMARK Education, and the ING Foundations. This prestigious tribute is bestowed upon superintendents who successfully lead learning in their districts, who have strength in both personal and organizational communication, who illustrate constant improvement of administrative knowledge and skills, and who participate in local community activities as well as understand regional, national, and international issues. There were 49 state-level superintendent recipients on behalf of their respective states along with Canadian and international winners.

A dedicated administrator with some 40 years of experience, Dr. Fitzpatrick has been Superintendent-Director of Blackstone Valley Vocational Regional School District for 17 years. In those 17 years, the District has earned acclaim for dramatically improved student performance and has served as a model of education reform and excellence.

Numbers Reflect Conservative Approach

The District's operating budget for FY11 was developed with sensitivity to the continued financial challenges faced by our 13 member towns and designed to maximize stakeholder investment. It accommodated a 4.80% increase in students to be served, yet was held to a 2.68% overall increase.

The District's FY11 total operating budget was $18,949,245. Chapter 70 Aid was expected to contribute $7,631,018 and Minimum Contributions from the 13 member towns totaled $8,592,069.

In the operation portion of the budget but outside DESE Net School Spending areas, the District budgeted $623,086 for transportation costs and $799,372 for retiree medical coverage, and deferred the acquisition of capital assets. This was offset by $615,512 in regional student transportation funds received from the Commonwealth. In addition to their state-required Minimum Contributions, the member towns unanimously supported the school's operating budget with shared assessments for operations, student transportation, and retiree medical.

In response to the ongoing financial crisis, the State reduced its initial Chapter 70 State Aid estimates by $301,139; however this reduction was offset by a $28,598 increase in Chapter 71 Transportation Aid, $39,350 in ARRA-State Fiscal Stabilization Funds, and $193,718 in Ed Jobs Funds. In addition to staffing efficiencies, the District is diligent in seeking out competitive pricing for the purchase of supplies, technology, and other contractual services. These efforts allowed the District to utilize $236,500 of unreserved fund balance as a direct offset to member assessments. Finally, Valley Tech secured approximately $1.2 Million in grants and private donations to provide additional educational investments and vocational instructional equipment.

FY11 REVENUES	BUDGETED	ACTUAL
Member Town Assessments:		
Minimum Contribution	8,592,069	8,592,069
Transportation (Over State Aid)	623,086	623,086
Capital Equipment	-	-
Retiree Medical	799,372	799,372
Member Credits	(307,946)	(307,946)
Debt Service	658,232	658,232
Total Member Assessments	10,364,813	10,364,813
State Aid:		
Chapter 70 – Regional Aid	7,631,018	7,329,879
Transportation Reimbursement	586,914	615,512
Total State Aid	8,217,932	7,945,391
Other Revenue Sources:		
Miscellaneous Income	130,000	107,261
Unreserved Fund Balance	236,500	236,500
Total Other Revenues	366,500	343,761
GRAND TOTALS	18,949,245	18,653,965

Researching and Earning Grants, Awards and Rebates

Valley Tech continually pursues any non-taxpayer resources available through public and private grants or donations. These dollars provide additional support for expanded learning, programs, and services for students. The funds also assist in reducing member town assessments. The District welcomes additional suggestions regarding untapped sources or new funding opportunities. Grants secured during FY11 are:

SOURCE	GRANT	AMOUNT
Stimulus Funds		
ARRA[a]	Title I ARRA[a]	$19,722.00
ARRA[a]	ARRA[a] IDEA[b]	132,350.00
ARRA[a]	State Fiscal Stabilization Fund (SFSF)	39,350.00
ARRA[a]	EdJobs	290,739.00
Federal Entitlement		
Federal	Title I	$72,487.00
Federal	Title II A	24,127.00
Federal	Special Education 240	277,424.00
Federal	Perkins	141,961.00
State Entitlement		
State	Special Ac. Support	$24,000.00
State	Academic Support	17,100.00
Competitive/Private		
Commonwealth Corp.	Bridging the Opportunity Gap-DYS[c]	$30,000.00
MassBioEd	Biotechnology Equipment and Professional Dev.	13,439.00
Life Sciences Center	Life Sciences Equipment and Supplies	120,000.00
Federal	Race to the Top	6,582.00
State	DESE[d]/Dist. Accountability Office	10,000.00
State/local	Local Cultural Council Grant Sutton	200.00
State/local	Local Cultural Council Grant Milford	500.00
State/local	Local Cultural Council Grant Bellingham	310.00
VTEF[e]	Yoga for Teens	1,000.00
VTEF[e]	Aviation Club	1,000.00
VTEF[e]	LPN Professional Development	500.00

SOURCE	GRANT	AMOUNT
Competitive/Private – Cont.		
VTEF[e]	Two UConn E^2 Scholarships	1,000.00
VTEF[e]	Project SMILE[f]	1,000.00
BVCC[g]	Clean Tech Awareness	4,500.00
BVCC[g]	Watch Your Mouth	500.00
	Total:	$1,229,791.00

[a] ARRA-American Recovery and Reinvestment Act
[b] Individuals with Disabilities Education **Act**
[c] Department of Youth Services
[d] DESE-Department of Elementary and Secondary Education
[e] VTEF-Valley Tech Education Foundation
[f] Students Making Important Lasting Effects
[g] BVCC-Blackstone Valley Chamber of Commerce

School Committee Provides Experience and Expertise

Valley Tech's School Committee, comprised of 13 dedicated individuals, proves invaluable in overseeing District operations. Committee members are elected to four-year terms in biennial voting across the District. Our students benefit from their experience and expertise representing an array of industry occupations, which contributes to the success of Valley Tech and always improves the school.

Michael D. Peterson, Mendon
Chairman
Gerald M. Finn, Millville
Vice Chairman
Paul M. Yanovitch, Hopedale
Assistant Treasurer

Joseph M. Hall, Bellingham
William J. Pontes, Blackstone
John C. Lavin, III, Douglas
Anthony M. Yitts, Grafton
Arthur E. Morin, Jr., Milford
Chester P. Hanratty, Jr., Millbury
Jeff T. Koopman, Northbridge
Mitchell A. Itinarelli, Sutton
Kenneth M. Pedersen, Jr., Upton
James H. Ebbeling, Uxbridge

Dr. Michael F. Fitzpatrick
Superintendent-Director
Barbara Auger
District Treasurer
Diana Pedersen
Secretary

Special thanks to Daniel L. Baker of Uxbridge for his many years of distinguished service to Valley Tech and the communities in our District.

Blackstone Valley Vocational Regional School District
65 Pleasant Street
Upton, MA 01568-1499
(508) 529-7758
www.valleytech.k12.ma.us

SCHOOL BUILDING COMMITTEE

The School Building Committee was formed by the Board of Selectmen in May, 2008. This followed the Massachusetts School Building Authority (MSBA) approving a conceptual plan renovating and expanding the existing Intermediate Elementary School. Town Meeting approved funding $350,000 for the first phase of the project, the feasibility study, in May, 2008.

The School Building Committee selected Heery International to provide project management services and DiNisco Design to provide design services.

The Feasibility Study determined a slightly different project, the construction of a new Elementary School, would be more cost-effective and educationally superior to the original Intermediate Elementary School expansion plan. The existing building would still be repaired. We sought and received approval from MSBA for the change.

Following completion of the Feasibility Study, Town Meeting approved $495,000 to fund Schematic Design in November, 2010. We proceeded on the Schematic Design of a new Grade 2-5 Elementary School and a major repair to the Intermediate School. At the conclusion of the project the Intermediate School will be renamed the Middle School, for Grades 6-8.

An independent Ballot Question Committee, P.R.I.D.E. (Parents and Residents Invested in Douglas Education) was formed by several community members to advocate for approval of the project. Donna Taylor served as president of P.R.I.D.E.

The final project budget was determined to be $49,904,389 to complete the design and construction of both projects, including appropriate furniture and technology. We expect to receive 62.07% reimbursement for the new Elementary School and 54.16% reimbursement for the repaired Middle School from the MSBA. The majority of site costs are not reimbursable. The net cost to the Town was estimated at $23.5M.

On March 28, 2011, Town Meeting approved the requested budget. On April 5, 2011, a Special Election approved the necessary debt override. Attendance at both events was higher than those for High School approval in 2000, and by some accounts set town voter participation records.

Design and Contract Documents were completed throughout the remainder of 2011. The project went to bid in December, 2011, with bids scheduled to be opened in January 2012. Work is expected to begin in March, 2012.

The new Elementary School will open in September 2013. The Intermediate School will be vacated from July 2013 through January 2014, during which time the majority of repairs will be made. The repaired building will reopen in February 2014. Final site work, including the removal of all modular classrooms, will be completed in Spring 2014.

Respectfully submitted,

***Mitch Cohen**, Chair, School Building Committee*

*Voting members: **Paula Brouillette** (Vice-Chair), **Leslie Breault** (Secretary)*
Nancy Lane** (Superintendent of Schools), **Shirley Mosczynski**, and **Scott Yacino

*Non-Voting members: **William Cundiff** (Town Engineer), **Michael Guzinski** (Executive Administrator),*
***Dean Iacobucci** (School Business Manager), **Beverly Bachelder** (Intermediate Elementary School Principal),*
*and **John Campbell** (Elementary School Principal)*

GLOSSARY

GLOSSARY OF DEPARTMENTS, BOARDS & COMMITTEES

ANIMAL CONTROL OFFICER: Responsible for responding to complaints ranging from nuisance dog barking to lost or injured animals. The Animal Control Officer works with the Douglas Police Department and the Douglas Board of Selectmen to resolve disputes and maintain public safety in relation to the animals in Douglas.

ANIMAL INSPECTOR: responds to all dog bites and investigates and quarantines. Makes sure that rabies shots are up to date. Performs yearly Barn Inspections. The Massachusetts Bureau of Animal Health appoints the Animal Inspector each year.

BOARD OF ASSESSORS: Composed of three elected members and is required by Massachusetts General Laws to value all real and personal property based on "full and fair cash value" within their community. Every three years, the Board of Assessors must submit these values to the Department of Revenue for certification. Property sales must also be reviewed on an annual basis and the values adjusted if deemed necessary to maintain “full and fair cash value”. The Board of Assessors is required to annually assess taxes in an amount sufficient to cover the state and local appropriations chargeable to the Town, and subsequent to the determination of the total assessment. The Board of Assessors must annually fix the tax rate. All maintenance of the real and personal property databases, the processing of commitments of real and personal property, and motor vehicle and boat excise taxes are performed by two full-time and one part-time staff members under the direction of the Board of Assessors. Taxpayers have a formal right to file for an abatement of taxes, once the tax bills have been distributed. Certain taxpayers are also allowed exemptions from their property tax bills. Taxpayers having questions relative to a bill, the abatement process, or statutory exemptions are advised to contact the Assessors' Office as soon as the bill is received. [Meeting Date/Time/Place: 1st Tuesday of the month at 6:00 p.m. in the Assessors’ Office]

BUILDING DEPARTMENT: Responsible for all building permits that are reviewed by numerous departments depending on the project. A building permit is required for new construction, reconstruction, alterations, repairs, demolition, change of use, and change of occupancy. Along with the building aspects, this department is also responsible for zoning enforcement. Although the Building Department does not have the authority to grant waivers to any code, law, bylaw, or regulation, they may be granted through various appeal boards.

BUILDING FACILITIES AND CONSTRUCTION COMMITTEE: This committee was created under the provisions of Article 10 of the Town of Douglas General Bylaws. It is comprised of an appointed 7 member committee with 3 members being appointed by the Board of Selectmen, 3 members by the Town Moderator, and 1 by the School Committee. The Town Engineer also serves on this committee as a non-voting member. The Committee is intended to be used as a resource for various Town Construction Projects with a cost of $10,000 or greater and/or as requested by the Board of Selectmen.

CAPITAL IMPROVEMENTS COMMITTEE: Composed of five (5) department heads or their representatives and four (4) Douglas residents. The Committee's Charter is to identify capital projects for the six years (current year plus the next five years) and consolidate those projects into an on-going capital plan. The Plan will be updated on an annual basis with the current year's plan to be included in the overall annual budget. The Committee's goals are the identification, prioritization and proposed funding sources of capital projects. [Meeting Date/Time: 2nd and 4th Wednesday at 7:00 p.m.]

CEMETERY COMMISSION: Responsible for maintaining the Town Cemeteries and works to ensure future availability of burial plots in Douglas.

COMMUNITY DEVELOPMENT DEPARTMENT: Comprised of the Town Engineer, the Conservation/Planning Agent and an Administrative Secretary. The Community Development Department provides assistance and is a liaison primarily to the Planning Board and Conservation Commission and also performs Special Projects within the Town under the direction of the Board of Selectmen. It is also available to provide support to all the Departments, Boards and Committees within the Town. This department is also happy to assist the public in navigating through the local and state permitting processes regarding land development in the Town of Douglas.

COLLECTOR OF TAXES: is responsible for the collection of all monies due to the Town of Douglas including: Real Estate Tax, Personal Property Tax, Motor Vehicle Excise Tax, Boat Excise Tax, Water & Sewer Bills as well as the collection of taxes assessed by the Whitin Reservoir Watershed District Taxes.

CONSERVATION COMMISSION: Responsible for the administration of the Douglas Wetland Bylaw, the Wetlands Protection Act, Chapter 131, Section 40 of the Mass General Laws and the Rivers Protection Act created by Chapter 258 of the Acts of 1996. There are additional conditions for land use found in the Code of Massachusetts Regulations: 310 CMR 10.00 et seq. There are also various laws relating to open space, environmental policy, agricultural issues and water and land conservation regulations. The Conservation Commission is charged with keeping abreast of not only changes to all these laws, but the results of litigation brought on behalf of communities or land owners which is a priority. The Commission regularly conducts site walks to view potential projects and advise builders if changes in plans need to be made to satisfy various regulations. Hearings are scheduled with as much convenience to the applicants as time would allow. [Meeting Date/Time: 1st and 3rd Monday at 7:00 p.m.]

COUNCIL ON AGING: Provides information, education, and recreation for the elders, sixty years of age or older, in Town. The Director works with outside agencies in order to provide a range of services to those elders who are in need of them. The Outreach Coordinator works with seniors at risk and their families to provide information counseling and referrals. [Meeting Date/Time: 4 or 5 times during the month determined by the Committee at the Senior Center]

ECONOMIC DEVELOPMENT COMMISSION: Created by Town Meeting vote in 1999. Its purpose is to create programs that will enable existing businesses in Douglas to expand in the Town and attract new businesses. [Meeting Date/Time: 2nd Monday at 7:00 p.m.]

FINANCE COMMITTEE: According to MGL Chapter 39, S16, this committee maybe established by town bylaw for any town whose valuation exceeds one million dollars. This committee shall consider any or all municipal questions for the purpose of making reports or recommendations to the Town. While the statute receives varying interpretations, the Town of Douglas established the Finance Committee in 1992 at an Annual Town Meeting eliminating the need for Selectmen to act impartially on financial matters. [Meeting Date/Time: 2nd and 4th Monday at 7:00 p.m.]

FIRE DEPARTMENT: In addition to traditional firefighting and rescue duties, the Douglas Fire Department is responsible for issuing permits and completing inspections. The staff and call firefighters/EMTs also partake in various training sessions throughout the year. The S.A.F.E. (Student Awareness Fire Education) program is taught in the elementary school and is vital to the education of children and their families in the prevention of fire and burn safety. Station tours upon request.

HEALTH, BOARD OF: Deals with all aspects of Title 5 concerning the installation of new or repairs to private septic systems and private drinking water supplies. The Board of Health manages the Transfer Station. Permits for the Transfer Station can be purchased at this office. The Board of Health is charged with the inspection and licensing of food service establishments, campgrounds, commercial swimming pools and the licensing and inspection of garbage and septage vehicles. The Board of Health deals with rabies and mosquito control. A Board of Health is a statutory board created pursuant to the Mass. General Law C III, s26 and C. 41, sl. This Board consists of five (5) members who are appointed by the Selectmen. Each member serves a three (3) year term. Each year the Board appoints a Chairperson, Vice-Chair, Health Agent, Nurse, Administrative Supervisor, Animal Inspector, Food Service Inspector and Sanitation Agent. The Board meets the first Monday of each month at 6:00 p.m. in the Health Department office. All meetings are open to the public and minutes of past meetings are kept in the Health office. The Board of Health is charged with the protection of the public health and to fulfill these duties by developing, implementing and enforcing health policies. Local health policies are available at this office. [Meeting Date/Time: 1st Monday at 6:00 p.m.]

- **HEALTH AGENT:** can be contacted when there are housing deficiencies between a landlord and a tenant. The Board of Health agent handles complaints such as landlord/tenant disagreements, noisome trades, trash complaints, etc. The Agent also performs bathing beach water testing during the summer months.

- **SANITATION AGENT:** is a Professional Engineer who reviews all septic system plans and performs all installation inspections. This person does not do Title 5 inspections for the re-sale of a home as these are done by State Certified inspectors.

- **FOOD SERVICE INSPECTOR:** inspects all food establishments twice a year and in accordance with the Massachusetts Food Code.

- **PUBLIC HEALTH NURSE:** holds yearly flu clinics. Blood pressure clinics are open to residents of any age. The Public Health Nurse holds flu clinics as the Senior Center and at Riddlebrook Apartments. The Public Health Nurse is charged with reporting all communicable diseases to the State Department of Public Health and to perform any follow up work. The Nurse is available every Thursday.

HIGHWAY DEPARTMENT: Responsible for maintaining safe, passable roadways and sidewalks. This is achieved by cutting brush, patching roads, sweeping streets, painting lines, and snow removal. The Highway Department also provides basic repair and maintenance of guardrails and bridges. During warmer months, the Highway Department maintains and cuts the grass at the town commons and public squares.

HISTORICAL COMMISSION: Responsible for promoting and preserving the historic resources of the town including buildings, structures, streetscapes, historic and scenic roads. [Meeting Date/Time: 3^{rd} Tuesday (As needed) at 7:00 p.m.]

HOUSING AUTHORITY: Responsible for providing maintenance and referral services for the Section 8 Certificate Program, Section 8 Voucher Program, Section 8 Mobility and Portability Programs as well as Elderly Programs.

LIBRARY, SIMON FAIRFIELD PUBLIC: Provides access to a myriad of books, magazines, audio books, play-aways, DVDs, CDs, adult and children programming, and free wireless access to the internet.

MUNICIPAL FACILITIES MAINTENANCE MANAGER: Responsible for the daily, general$_1$ preventative maintenance of the municipal buildings, custodial duties, landscape and yard duties, the occasional hiring of contractors, and overseeing special projects within the facilities.

OPEN SPACE COMMITTEE: The Committee works on land preservation projects to preserve open space and important habitats throughout Town. The Committee also works to educate the public on the benefits of Open Space and how it enhances our quality of life. Every acre of Open Space actually brings Douglas net revenue in taxes because it does not require additional and extensive services to support it.

PERSONNEL BOARD: Supports the non-contractual and non-elected positions within the municipal system. This includes the Police Dispatchers, Fire/EMT's, Highway, Water/Sewer, Library, and Municipal Center employees. Its main responsibility is to maintain the compensation plan for the employees and work with the department heads regarding staffing related issues. The Personnel Board believes that the better we staff our departments with quality employees, the higher quality of service our community receives. [Meeting Date/Time: 3^{rd} Monday at 7:00 p.m.]

PLANNING BOARD: One of the most significant functions of this Board is subdivision control and issuance of special permits for, as well as the supervision of gravel removal. It also serves as the permit granting authority for certain special permits as outlined in the town's first zoning bylaws. Most of the Board's time is taken up with subdivisions: checking plans submitted for proposed subdivisions, implementing inspections for subdivisions being built, or having a background supervisory role until the roads of a particular subdivision are accepted as town roads. [Meeting Date/Time: 2^{nd} & 4^{th} Tuesday at 7:00 p.m.]

POLICE DEPARTMENT: In addition to traditional police and rescue duties, the Douglas Police Department provides various programs to the Douglas School System and the Town of Douglas such as DARE, Citizen Police Academies, bicycle safety, boat patrols, RAD (Rape Aggression Defense) program, and RAD Kids program.

RECREATION COMMISSION: Sponsors recreational programs throughout the year and works arduously to create and maintain recreational areas and facilities in Douglas.

SCHOOL COMMITTEE: Works closely with the school department administration to improve educational quality by acting as the bridge between the educational process and the community at large. Responsibilities include the creation of policy, approval of the school department budget, and employment of the Superintendent. Five (5) elected members make up the committee, each serving a three-year term. [Meeting Date/Time: Every Other Wednesday at 7:00 p.m. at the High School room C208]

SELECTMEN, BOARD OF: Operates as the Executive Board of the Town and is charged with setting policies for the Town as well as appointing many key Town Officials and Members of Boards and Committees. [Meeting Date/Time: 1^{st} & 3^{rd} Tuesday at 7:00 p.m.]

people first come when they need information. The Town Clerk serves the residents as Chief Election Officer which oversees polling places, election officers, and the general conduct of all elections, consisting of preparation of ballots, voting equipment, voting lists along with voter registrations. The Town Clerk also records and certifies all official action of the Town, including town meetings, Planning and Zoning Board decisions. Registers all vital events occurring within the community, such as, recording and preserving all original birth, marriage, and death records. The Town Clerk is also the Public Records Officer. Administers the oath of office to all elected and appointed members of local committees and boards, posts meetings of all government bodies, provides access to public records in compliance with State Public Records Law, provides certified copies of all vital records and conducts or assists with genealogical research, maintains records of adopted municipal bylaws, appointments, petitions and submits general bylaws/zoning bylaws to the Attorney General for approval. The Town Clerk is also a licensing officer. Issues state licenses and permits, including marriage licenses, hunting, fishing and trapping licenses, and permits for raffles and bazaars. Issues local licenses, permits and certificates as mandated by statute or bylaw, which include burial permits, business certificates, dog licenses, fuel storage permits and burning permits. The Clerk's Office is also responsible for conducting a yearly census and publishing the annual street list.

TRANSFER STATION: is for use by residents of Douglas. The site collects household waste and offers recycling of glass, paper, cardboard, tin and plastic. There is a box on site for used clothing, books, games, TV's and computer monitors. Permits are sold twice a year. During summer months the site collects automotive batteries and 5 lb. propane tanks.

TREASURER'S OFFICE: Is responsible for the receipt of all Town monies and investments, all Tax Title Accounts, and the timely payment of all debt, expenses and payrolls of the Town.

TREE WARDEN: Cares for all of the shade trees on public property in town including parks, town commons, public streets and schools.

VETERANS' SERVICES: Douglas is part of the Southern Blackstone Valley Regional Veterans' Services District which consists of the towns of Douglas, Northbridge, Sutton and Uxbridge. The office is located in 875 Hill St. in Northbridge. The District is a local one-stop aid station for veterans, their dependents and widows/widowers of veterans. Here they can receive benefits such as financial aid, medical expense reimbursement, and forms to file VA claims and in some cases, just someone to talk to. The Commonwealth of Massachusetts returns 75% of the monetary aid provided by the Town of Douglas. It has been found that the veteran or recipient of this aid, most likely spends 100% of this monetary benefit within the local community. This type of aid benefits everyone. Veterans' benefits are not automatic and must be applied for in accordance with Federal and State laws, rules and regulations. Therefore, the Director must keep abreast of the latest changes in these rules pertaining to Veterans' rights. Our office hours are Monday – 8:30 to 7:00pm, Tuesday - Thursday 8:30 - 4:30pm, and Friday 8:30 - 1:00pm.

WATER/WASTEWATER DIVISIONS: Responsible for testing, operation and maintenance of the town water supply, sewer lines and facilities. They are also responsible for maintaining and repairing hydrants, checking meters, and performing relevant repairs. [Meeting Date/Time: 1st Tuesday at 7:00 p.m.]

ZONING BOARD OF APPEALS: Created under the provisions of MGL Chapter 40A as a necessary part of the establishment of zoning regulations in a community. Chapter 40A empowers the Board of Appeals to; 1) Hear appeals taken from decisions of any administrative official or board of the Town acting under the provisions of the law; 2) Grant variances from terms of the Zoning Bylaw; and 3) Grant special permits as provided by the Zoning Bylaw. [Meeting Date/Time: 3rd Thursday at 7:00 p.m. – Public Hearings as posted]

VOLUNTEERS NEEDED

The Board of Selectmen continue to search for volunteers to serve on the towns various boards and committees. The commitment of our dedicated and enthusiastic volunteers is what helps shape the community of Douglas. If you are interested in volunteering for a position on one of the town's boards or committees, please complete the "Application of Boards/Committees" on the next page and return it to the Board of Selectmen's office. This form can also be found on the town's website at www.douglasma.org under the "Forms & Application's" section of the Bulletin Board.

Current openings can be found on the town's website at www.douglasma.org under the "Openings" section of the Bulletin Board.

Learn more about the board/committee you are interested in by attending a meeting. All meetings are open to the public. You can also view video's of meetings at http://www.douglasma.org/cable/online_programs.php

For office use only

Appointed: Yes ☐ No ☐ Date: ____________________

Date Resigned: _____________ or did not seek re-appointment: ☐

Residency confirmation by Town Clerk: ____

Town of Douglas
29 Depot Street
Douglas, MA 01516
508-476-4000 • Fax: 508-476-4012

Application for Board/Committee

Please submit this application to the Selectmen's Office.

Name: ____ Date: ____________________________

Residence: ____ Email: ___________________________

P.O. Box ___________________________________ Phone (H): _____________________________________

Business: __________________________________ Phone (W): _____________________________________

Business Address: __________________________ Occupation / Title: ______________________________

Education: ____

1. What Board/Committee are you applying for? ____

1a. ***If applicable***, are you seeking a : **Full Member** position ☐ **Alternate/Associate** position ☐.

2. If you are not appointed to this Board/Committee, please list in order of preference, what other Board/Committees you are willing to be considered for: ____

____

3. How long have you lived in Douglas? ____

4. Are you a registered voter? Yes ☐ No ☐

5. Have you been asked by a Board/Committee to become a member? Yes ☐ No ☐

6. How did you hear about the Board/Committee? ____

____

7. Why are you seeking an appointment? ____

____

8. What is your experience or knowledge regarding the duties of this Board/Committee?

9. Please list any education, experience, professional achievement, previous occupation, skills, or special interests you may have that will assist you with this Board/Committee.

10. How many times during the last year have you attended a meeting of the Board/Committee to which you would like to be appointed?

11. Would there be a possible conflict of interest if you were appointed to this Board/Committee?

Yes ☐ No ☐ If yes, please explain:

12. Have you ever had business before the Board/Committee to which you are requesting an apt.?

Yes ☐ No ☐

If yes, please explain:

13. Please list all other Board/Committee's on which you have served in this or other towns.

Applicant's signature:

The filling out of this form in no way assures appointment. All board/committee vacancies will be filled by citizens deemed most qualified to serve in a particular capacity.

Please return this form to the Selectmen's Office.

AT YOUR SERVICE

Accountant	**476-4000 ext. 110**
Animal Control (call Police Department)	476-3333
Assessors	**476-4000 ext. 353**
Building Department	476-4000 ext. 351
Building Maintenance Director	**612-6738**
Board of Health	476-4000 ext. 352
Board of Health Nurse	**476-4000 ext. 111**
Cable Coordinator	476-4000 ext. 122
Collector of Taxes	**476-4000 ext. 354**
Community Development Department	476-4000 ext. 357
Conservation Commission	**476-4000 ext. 357**
Executive Administrator	**476-4000 ext. 101**
Fire Department	**9-1-1**
Non – emergency	476-2267
Highway Department	**476-3378**
Library, Simon Fairfield Public	476-2695
Planning Board	**476-4000 ext. 357**
Police Department	9-1-1
Non – emergency	476-3333
School Department	
Administration	476-7901
Early Childhood Learning Center	**476-4035**
Elementary	476-2154
Intermediate School	**476-3332**
High School	476-4100
Blackstone Valley Reg. Vo. Tech.	**839-5471**
Selectmen	476-4000 ext. 350
Senior Center / Council on Aging	**476-2283**
Town Clerk	476-4000 ext. 355
Town Engineer	**476-4000 ext. 108**
Transfer Station	476-3742
Treasurer	**476-4000 ext. 356**
Veterans' Director	234-9808
Water/Waste Water Divisions	**476-2400**

TOWN OF DOUGLAS
MASSACHUSETTS

The Town of Douglas is an equal opportunity provider, and employer.