



2019
TOWN OF PEMBROKE
ANNUAL REPORT

JANUARY 1, 2019 THROUGH DECEMBER 31, 2019





2019

PEMBROKE BOARD OF SELECTMEN

(From Left to Right)

**Top Row: Willard J. Boulter, Jr. (Chairman), Arthur P. Boyle, Jr. (Vice Chairman),
Daniel W. Trabucco (Selectman)**

**Bottom Row: John G. Brown, Jr., (Clerk), Jessica Bradley Rushing (Selectman), Edwin J.
Thorne (Town Manager)**

ANNUAL REPORTS
OF THE
TOWN OFFICERS

JANUARY 1, 2019 - DECEMBER 31, 2019

COVER PICTURE: *Herring Superintendent's Shed and Water Wheel at Herring Run Park, Barker Street "Pembroke Pride"*

I am most honored the Town of Pembroke has selected my Photo Pembroke Pride for the 2019 Annual Report. We have lived in the Town of Pembroke for 30 years raising our family here. We have many dear memories of the Herring Run, a hidden jewel of the Town, from the "Dinosaur Rock", May Fish Fry, and Duck Derby Birthday Parties to name a few. That morning I just happen to be riding past to the center for errands and was struck by the morning sun lighting up the American flag, new wheel and door, I had to turn around and capture it.

Photo Courtesy of Deborah Carey.

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IN MEMORIAM	3
STATE AND COUNTY OFFICIALS	6
EXECUTIVE SERVICES	
Annual Report of the Board of Selectmen.....	7
Town Manager’s Report	10
TOWN CLERK	
Census and Population Statistics – 2019	12
Elected Town Officials	13
Appointed Town Officials	15
Annual Town Meeting – May 14, 2019.....	22
Annual Town Election – May 18, 2019	39
Marriages	41
Report of the Board of Registrars	43
FINANCIAL MANAGEMENT SERVICES	
Advisory Committee	44
Board of Assessors	45
Town Accountant	47
Town Treasurer/Collector	65
School Employee Payroll	69
Town Employee Payroll	81
PUBLIC SAFETY	
Police Department	89
Fire Department	92
Emergency Management	93
Animal Control Officer	95
PUBLIC WORKS	
DEPARTMENT OF PUBLIC WORKS	
Highway Division	96
Cemetery, Tree, Parks & Commons Division	97
Water Division	98
South Shore Recycling Cooperative	99
INSPECTIONAL SERVICES	
Building Department	105
Wiring Inspector	105
Plumbing and Gas Inspector	106
Sealer of Weights and Measures	106
Health Agent, Board of	107

HUMAN SERVICES

Council on Aging108
Veterans’ Department111
Commission on Disabilities112
Plymouth County Cooperative Extension113
Plymouth County Mosquito Control114
South Shore Community Action Council117

COMMUNITY DEVELOPMENT

Board of Zoning Appeals120
Planning Board121
Affordable Housing Committee122
Housing Authority123
Conservation Commission125
Community Preservation Commission126
Historic District Commission.....127
Old Colony Planning Council130

NATURAL RESOURCES AND RECREATION

Recreation Commission133
Herring Fisheries Commission135
Town Landing137
Open Space Committee138

LIBRARY AND CULTURAL SERVICES

Library Trustees139
Town Memorial Committee141

PUBLIC SCHOOLS

School Enrollment142
Pembroke School Superintendent’s Report143
Pembroke High School, Graduation List, Class of 2019.....145
Pembroke Community Middle School160
Bryantville Elementary School163
Hobomock Elementary School166
North Pembroke Elementary School168

TELEPHONE DIRECTORY

Alphabetically by Service171
Alphabetically by Department172

In Memoriam



Gail M. Burke

July 8, 1942 – May 22, 2019

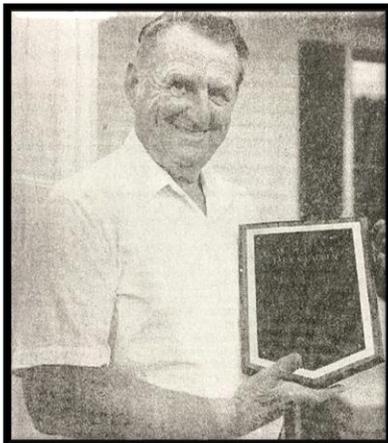
Council on Aging Volunteer



Irving "Bud" Whitney

July 2, 1922 – June 27, 2019

Pembroke Fire Department



John "Jackie" Glauben

March 15, 1934 – July 19, 2019

Pembroke Water Department

In Memoriam



Iris Copobianco
March 4, 1922 – November 6, 2019
Council on Aging Volunteer



Louise Tanderes
December 2, 1922 – December 22, 2019
Pembroke Library and Council
on Aging Volunteer

In Memoriam

2018



George F. Bent, Jr.

March 28, 1925 – March 27, 2018

Town Memorial Committee

American Legion



Frank E. Costa, Sr.

September 21, 1926 – June 3, 2018

Town Memorial Committee

Pembroke Fire/Highway
Departments

TOWN OF PEMBOKE
INCORPORATED March 21, 1712

Ninth Congressional District

William Keating (D) Representative

Quincy

First Councilor District

Joseph C Ferreira Councilor

Fall River

Plymouth & Barnstable Senatorial District

Vinny deMacedo (R), Senator

Plymouth

Sixth Plymouth Representative District

Josh Cutler (D), Representative

Duxbury

Plymouth County Commissioners

Sandra Wright (R)
Gregory A Hanley (D)
Daniel A Pallotta (R)

Bridgewater
Plymouth
Hanover

ANNUAL TOWN MEETING

Second Tuesday in May

SELECTMEN'S MEETING

Tuesday 7:30 to 9:00 PM

Population 2019 Town Census

18770

ANNUAL REPORT OF THE BOARD OF SELECTMEN

To the Citizens of the Town of Pembroke:

The Board of Selectmen is pleased to submit this 165th Annual Report of the Town of Pembroke Officers and Elected Officials. This book contains the reports of all departments, commissions, boards and committees on their activities for the calendar year 2019. These reports are designed to inform citizens of how town government works and where and how your tax dollars are being spent.

The current elected officials of this five-member Board of Selectmen are Chairman Willard J. Boulter, Vice-chairman Arthur P. Boyle, Jr., Clerk John Brown, Selectman Daniel W. Trabucco and Selectman Jessica M. Rushing. As the Chief Elected and Executive Officers of the Town, the Selectmen are vested with all the municipal authority not specifically retained by the Town Meeting or other elected boards. The Selectmen appoint a Town Manager who is responsible for the daily management of the Town. Edwin J. Thorne was appointed as Pembroke's Town Manager in 1998 and has proven to be most competent and professional in his service and advice in the matters before the Board. The Selectmen wish to thank legislators Senator Viriato deMacedo and Representative Josh Cutler for their continued and diligent hard work in support of the residents of Pembroke.

The Selectmen issue the warrants for the Annual and Special Town Meetings, initiate legislative policy by inserting articles in these warrants, and then implement the votes that are subsequently adopted. The Selectmen are also responsible for negotiating contracts with Union Employees of the Town. They appoint members of most official boards, committees and commissions and hold public hearings on important town issues brought up by these committees and other community groups. The Board met under their regular schedule thirty-eight times and held special meetings twice in 2019. Some of the matters before the Board this year included the appointment of a new Council on Aging Director, the execution of a Community Compact with the Commonwealth, the adoption of the town's Housing Production Plan and American's with Disabilities Act Transition Plan.

Early in the year, the Selectmen created the Town Manager Search Committee with the help of Community Paradigm Associates to begin the search for Pembroke's next Town Manager. The Selectmen's office also began working on many projects. The Herring Run has had significant work done to comply with the Americans with Disabilities Act. In addition, the historic water wheel was constructed and put in place at the Herring Run. A curbside textile recycling program in conjunction with Simple Recycling was implemented in the Fall as a way to give residents another option to recycle their textiles as well as reduce solid waste tonnage costs.

The Selectmen's office provides support for many town offices and departments including Solid Waste and the Recycling Center, Animal Control, Department of Municipal Inspections, Emergency Management, Town Landing and ADA Coordination. The staff prepares and posts meeting notices, minutes, news, announcements, calendars and press releases and provides meeting coverage and other requested services for various boards and committees to ensure statute compliance and improve communication between the town and the residents at a fraction of the cost additional hours for staff based on increased demand for services would entail.

Beginning this year, and continuing through 2020, the town has begun working on a Municipal Vulnerabilities Preparedness Plan through a state grant. This plan helps the town understand how it may be impacted by climate change and identify opportunities to act. The Town began working with Mass DOT on the Complete Streets project. This initiative provides technical assistance and

construction funding to create accessible options for all travel modes for people of all ages and abilities. Both projects require the input and assistance from many boards and departments within the town and will continue in the upcoming year.

The Capital Planning Committee and the Cash Management Committee review and set fiscal guidelines for the annual operating budget and the five-year capital improvement plan. The Insurance Advisory Committee meets to review health insurance costs and seeks to keep costs under control. Library Director Deborah Wall deserves a sincere note of gratitude for her dedication and service in keeping the town website up to date. The website address is www.pembroke-ma.gov.

The Selectmen’s office assisted the Energy Committee again this year as they continued to work with the Department of Energy Resources to secure additional funding through the Green Community Grant for energy efficiency projects in town, bringing in a \$272,148.17 award toward heating and lighting projects in several town and school buildings. The GATRA bus service program to assist the elderly and disabled has been running well, as has the bus service that transports residents to the commuter rail station.

The Board of Selectmen are empowered as the Licensing Board responsible for issuing and renewing licenses and permits such as, liquor licenses, automobile dealer licenses, common victualer licenses, live and Sunday entertainment licenses, transient vendor permits, mobile food vendor permits, roadside stand permits and door-to-door solicitation permits. The Board’s licensing activities for the year 2019 were as follows:

<u>Number</u>	<u>Class of License or Permit</u>
16	Common Victualer All Alcoholic Beverages Licenses
2	Common Victualer Wine and Malt Beverage Licenses
5	Retail Package Sales of All Alcoholic Beverages Licenses
4	Retail Package Sales of Wine and Malt Beverages Licenses
2	Club All Alcoholic Beverages Licenses
2	General on Premises All Alcoholic Beverages License
1	Farmer Winery Pouring License
1	Class I New Motor Vehicle Dealer License

<u>Number</u>	<u>Class of License or Permit</u>
21	Class II Auto Dealer Licenses
1	Taxi Cab Licensee
43	Common Victualer Licenses
10	Live Entertainment Licenses/ Special Events Permits
3	Amusement Device Licenses
3	Precious Metal Dealer Licenses
3	Sunday Entertainment Licenses
1	One Day Liquor Licenses
2	Mobile Food Vendor/Ice Cream Truck Permits
2	Temporary Trailer Permits
1	Underground Storage Tank Permit
21	Permits for Use: Town Land or Beaches
2	Permits for Use: Road Use Permits (Races)
2	Permits for Special Events
1	Farm Stand Permit
4	Door-to-Door Solicitation Permit

The Selectmen's office collected \$346,251.10 in revenue in 2019 through rents paid, licenses, permits, fees, antenna revenues, parking fines and other revenue sources.

Additionally, the Selectmen's office accepted fifty-six (56) recycled cell phones and shipped them to Cell Phones for Soldiers, making the total collected to date five hundred and thirty-seven (537) phones. Cell Phones for Soldiers is a national nonprofit serving troops and veterans with free communication services and emergency funding; each donated phone is valued at \$5, providing two and a half hours of free talk time to deployed troops. The Town of Pembroke has thus far donated \$2,685 for troops serving overseas, representing 1,342 hours of connection for deployed troops, their friends and family.

PEMBROKE BOARD OF SELECTMEN

Willard J. Boulter, Chairman

Arthur P. Boyle, Jr., Vice-Chairman

John G. Brown, Jr., Clerk

Daniel W. Trabucco, Selectman

Jessica M. Rushing, Selectman

ANNUAL REPORT OF THE TOWN MANAGER

I am pleased to submit my twenty second annual report as Town Administrator/Manager for the year 2019.

The year began with the Town Manager Special Act signed into law in December 2018, and the transition into the new form of town administration began in the early months of 2019.

Highway projects continued to play a major role in improving the town's infrastructure. The completion of the Route 53/Pleasant Street traffic signal/intersection by P.A. Landers in late fall alleviated one of the most dangerous intersections on Route 53. Design work on the Route 36 corridor project was completed and construction is anticipated in fiscal year 2022.

The annual Town Meeting in May 2019 saw many changes because of the change in town administration. The ATM warrant saw for the first time a Consent Agenda, which allowed participants to approve several articles, and passed without debate. Also, the Town Meeting, included, in addition to the General Fund budget and Enterprise Funds, a Capital Plan article, which adopted the approval of \$1,330, 118 in capital improvements to town departments including the schools. Town Meeting also saw the passage of the Age Qualified Cluster Development By-law which will allow housing development to occur at the Pembroke Country Club while retaining the current 18-hole golf course.

The Town continued to receive state grants, most notably the \$102,000 award which will make the Town Landing recreational facility handicapped accessible. Also, the Town, as part of the Complete Streets Program, was awarded \$35,953 to hire a consultant to prepare a Tier 2 Project Prioritization Plan, which will identify 15 public works projects in the community for future development.

The Town also was the recipient of several state earmarks courtesy of State Representative Josh Cutler. They were \$25,000 for recreational improvements to the Mattakeesett Street facility, and \$25,000 for the Pembroke Public Library.

Projects that were underway in 2019 were improvements to the Herring Run Park, which included ADA accessibility to the historic bridge, fish ladder constructed by the Division of Marine Fisheries, and the installation of a water wheel donated by the Pembroke 300th Anniversary Committee. The Community Center Task Force received a \$50,000 allocation to enter into a consultant contract with Bergmann, Hendrie & Archetype, Inc., to continue preparing a report on the construction of a new multi-generational facility in Pembroke Center. With the \$25,000 allocation in Community Preservation Funds, the Town embarked upon improving the parking facilities at the Tubb's Meadow Preserve, and continued its commitment to improving the quality of Oldham, Furnace, Hobomock, Gorham Mill and Glover Mill Ponds, and the Herring Run.

The Town continued its partnership with the Old Colony Planning Council as the Council's technical assistance program allowed the town to update its zoning bylaws as well as the Open Space Plan.

The South Shore Managers Association continued to be an active organization with meetings in West Bridgewater, Marshfield, Pembroke, Dighton, Hanover, and at Bridgewater State University. The group welcomed new members Avon, Berkeley, Dighton, East Bridgewater, Fairhaven, Lakeville, Marion, Mattapoisett, Rochester, Westport.

As always, none of the activities, events, and programs in 2019 would be possible without the cooperation of all elected and appointed town officials, employees, and department heads. The manager's office enjoyed great success with the hard work of Angela Sestito, Principal Clerk, and Brandon Gulnick, Administrative Assistant. A special thank you to Sabrina Chilcott, Assistant Town Manager, for her special work ethic and commitment to the Town of Pembroke.

Edwin J. Thorne
Town Manager

REPORT OF THE TOWN CLERK POPULATION STATISTICS

YEAR	TYPE	NUMBER	YEAR	TYPE	NUMBER
2019	Town Census	18,770	1980	Federal Census	13,453
2018	Town Census	19,079	1979	Town Census	13,076
2017	Town Census	19,004	1978	Town Census	12,856
2016	Town Census	19,352	1977	Town Census	12,775
2015	Town Census	19,473	1975	State Census	12,374
2014	Town Census	19,563	1970	Federal Census	11,193
2013	Town Census	19,417	1965	State Census	7,708
2012	Town Census	19,265	1960	Federal Census	4,919
2011	Town Census	19,071	1955	State Census	3,833
2010	Town Census	18,892	1950	State Census	2,579
2009	Town Census	19,092	1945	State Census	1,821
2008	Town Census	18,834	1940	Federal Census	1,718
2007	Town Census	18,549	1935	State Census	1,621
2006	Town Census	18,520	1930	Federal Census	1,492
2005	Town Census	18,556	1925	State Census	1,480
2004	Town Census	18,270	1920	Federal Census	1,358
2003	Town Census	18,270	1910	Federal Census	1,336
2002	Town Census	18,016	1905	Federal Census	1,358
2001	Town Census	17,701	1900	State Census	1,240
2000	Town Census	17,425	1895	State Census	1,223
1999	Town Census	16,974	1890	Federal Census	1,320
1998	Town Census	16,415	1885	State Census	1,313
1997	Town Census	16,167	1880	Federal Census	1,405
1996	Town Census	15,726	1875	State Census	1,399
1995	Town Census	15,840	1870	Federal Census	1,447
1994	Town Census	15,479	1865	State Census	1,489
1993	Town Census	15,208	1860	Federal Census	1,524
1992	Town Census	15,110	1855	State Census	1,500
1991	Town Census	14,840	1850	Federal Census	1,388
1990	Town Census	14,704	1840	Federal Census	1,258
1989	Town Census	14,759	1830	Federal Census	1,325
1988	Town Census	14,612	1820	Federal Census	1,297
1987	Town Census	14,310	1810	Federal Census	2,051
1986	Town Census	13,864	1800	Federal Census	1,943
1985	State Census	13,847	1790	Federal Census	1,954
1984	Town Census	13,576	1776	Provincial Census	1,768
1983	Town Census	13,510	1765	Provincial Census	1,409
1982	Town Census	13,507			
1981	Town Census	13,507			

<u>ELECTED OFFICIALS</u>		
<u>Moderator</u>		One Year Term
Stephen C. Dodge		Term Expires 2020
<u>Selectmen</u>		Three Year Term
Willard J. Boulter, Jr.		Term Expires 2020
Arthur P. Boyle, Jr.		Term Expires 2020
John G. Brown, Jr.		Term Expires 2021
Daniel W. Trabucco		Term Expires 2021
Jessica M. Rushing		Term Expires 2022
<u>Assessor</u>		Three Year Term
Elizabeth Bates		Term Expires 2020
Mary E. Quill		Term Expires 2021
Elaine Boidi		Term Expires 2022
<u>Town Clerk</u>		Three Year Term
Margaret Struzik		Term Expires 2020
<u>Board of Health</u>		Three Year Term
Gary Fine		Term Expires 2020
Matthew Newman		Term Expires 2021
Thomas Driscoll		Term Expires 2022
<u>Housing Authority</u>		Five Year Term
Judith Parks		Term Expires 2020
Thomas Berry		Term Expires 2023
Carolyn Crossley		Term Expires 2024
Vacant	Resident's Appointee	No term limit
James Muscato	State Appointee	No term limit
<u>Library Trustees</u>		Three Year Term
Mary Beth Courtwright		Term Expires 2022
Sean Fitzpatrick		Term Expires 2022
Marilyn Dionne		Term Expires 2020
Jillian Taylor		Term Expires 2020
Larissa Curley		Term Expires 2021
Carol Watches		Term Expires 2021
<u>Planning Board</u>		Five Year Term
John Scholl		Term Expires 2020
James Noone		Term Expires 2021
Daniel Taylor		Term Expires 2021
Andrew C. Wandell		Term Expires 2022
Thomas Irving		Term Expires 2022
Daniel Smith		Term Expires 2023
Rebecca Coletta		Term Expires 2024

<u>Constable</u>		Three Year Term
Andrew Wandell		Term Expires 2020
Arthur Boyle, Jr.		Term Expires 2021
Gary Fine		Term Expires 2022
<u>Pembroke School Committee</u>		Three Year Term
David Boyle		Term Expires 2020
Suzanne Scroggins		Term Expires 2020
James Agnew		Term Expires 2021
Michael A. Tropeano		Term Expires 2021
Susan Scholl		Term Expires 2022
<u>D.P.W. Commissioners</u>		Three Year Term
Jason Federico		Term Expires 2020
Benjamin Bastianelli		Term Expires 2021
Paul Whitman		Term Expires 2022

<u>APPOINTED OFFICIALS</u>		
<u>Advisory Committee</u>	Estab. ATM, 1934	Joint Appt: 3 Years
Maria Karas		Term Expires 2020
Stephen M. Walsh		Term Expires 2020
Sandra Beaton		Term Expires 2020
Matthew Norton		Term Expires 2021
Kelly Seifert		Term Expires 2021
Patrick Chilcott		Term Expires 2021
Linda Peterson		Term Expires 2022
Timothy Landy		Term Expires 2022
Vacant		Term Expires 2022
<u>Affordable Housing Committee</u>	Estab. BOS, 1987	No Term Limit
Carolyn Crossley	Judith Parks	Andrew Wandell
James Noone	Vacant	
Vacant	Vacant	
<u>Animal Control Officer</u>		One Year Term
William Hart		Term Expires 2020
<u>Board of Assessors</u>		
Catherine Salmon, Chief Assessor		
<u>Board of Health</u>		
Lisa Cullity, Health Agent	Animal Inspector	
<u>Capital Funding Study Comm.</u>	Estab. BOS, 2017	No Term Limits
Daniel W. Trabucco	Selectmen's Rep	
Stephen Walsh	Advisory Committee Rep	
Andrew Sullivan	Community Center Rep	
Benjamin Bastianelli, III	DPW Representative	
J. Michael Hill	Fire Dept. Representative	
Andrew Wandell	Planning Board Rep	
Richard Wall	Police Department Rep	
David Boyle	School Committee Rep	
Vacant	Member of the Public	
<u>Casino Task Force</u>		Three Year Term
Daniel W. Trabucco, Sel. Rep.		Term Expires 2021
<u>Cemetery Trustees</u>	Estab. ATM, 1975	No Term Limits
Stephen C. Dodge	Carol Ferguson	Vacant
<u>Central Plymouth County Water District Advisory Board</u>		Three Year Term
Willard J. Boulter, Jr.		Term Expires 2021

<u>Commission on Disabilities</u>	Estab. ATM, 1990	Three Year Term
Darren MacDonald		Term Expires 2020
Angela Sestito		Term Expires 2020
Thomas Weinreich		Term Expires 2021
Andrew Freeman		Term Expires 2021
Michelle O'Connor		Term Expires 2021
Daniel Robinson		Term Expires 2022
Joyce Stephens		Term Expires 2022
Brandon Gulnick, ADA Coordinator		
<u>Community Center Task Force</u>	Estab. BOS, 2017	No Term Limits
Andrew Sullivan	Michael Guimares	Daniel Trabucco
Ralph Cappola	Michelle Burt	Andrew Wandell
Kyle Harney	Joel Sugarman	Stephen Curley
<u>Community Preservation Comm.</u>	Estab. ATM, 2006	Three Year Term
Lisa Cullity	Selectmen's Appointee	Term Expires 2020
Daniel Pelletier	Selectmen's Appointee	Term Expires 2020
Carolyn Crossley	Housing Authority	Term Expires 2021
Paul Whitman	DPW Commission	Term Expires 2021
Corey Pento	Recreation Commission	Term Expires 2021
Andrew Wandell	Planning Board	Term Expires 2022
Stephen Hermann	Historical Commission	Term Expires 2022
Gino Fellini	Conservation Comm	Term Expires 2022
Vacant	Open Space Committee	Term Expires 2022
<u>Conservation Commission</u>	Estab. ATM, 1961	Three Year Term
Gino Fellini		Term Expires 2020
Arthur Egerton		Term Expires 2020
Richard Madden		Term Expires 2021
Mark Sotir		Term Expires 2021
Robert Clarke, Conservation Agent		Term Expires 2022
Ronald Boidi		Term Expires 2022
Sandy Gremlich		Term Expires 2022
<u>Council on Aging</u>	Estab. ATM, 1975	Three Year Term
Linda Osborne	(nine members 2018)	Term Expires 2020
John Melchin		Term Expires 2020
Marilyn Christmann		Term Expires 2020
Joseph Ryan		Term Expires 2021
Sue Ellen Hewitt		Term Expires 2021
James Kinkade		Term Expires 2021
Pamela Blades		Term Expires 2022
Karee Bohman		Term Expires 2022
Michele Campbell		Term Expires 2022
COA Associate Members:	Mary Lopes	
Ruth Ingalls	Linda Robbins Porazzo	Janet O' Melia
Gretchen Emmets, COA Director	John Sullivan	Rhonda Vickery

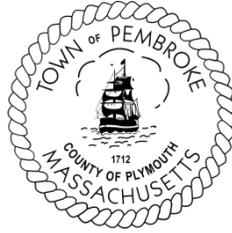
<u>Cultural Council</u>	May Serve 2 Terms	Three Year Term
Martha Scott	First Term	Term Expires 2020
Lydia Hale	First Term	Term Expires 2021
Kyle Harney	Second Term	Term Expires 2021
Linda McCollum	Second Term	Term Expires 2022
Eugenie King	First Term	Term Expires 2022
<u>Drainage Commission</u>	Estab. ATM, 1976	Joint Appt: 3 yrs
Vacant		Term Expires 2020
Paul Whitman		Term Expires 2020
Vacant		Term Expires 2021
Vacant		Term Expires 2022
Vacant		Term Expires 2022
<u>Emergency Management Co-Directors</u>		One Year Term
Richard Wall		Term Expires 2020
Michael Hill		Term Expires 2020
<u>Energy Committee</u>	Estab. BOS, 2007	No Term Limits
Nick Zechello, Jr.	Ann Marie Stanton	Richard Jones
Deborah Wall	Dick White	Lisa Karol
Bill Harmon	Donal Anderson	Sarah Fredrickson
<u>Fire Chief & Forest Warden</u>		
J. Michael Hill, Fire Chief		
<u>Fiscal Planning/Management (Cash Management Comm)</u>	Estab. BOS, 1993	
School Superintendent	Erin Sullivan Obey	
School Committee Member	Susan Scholl	
School Committee Member	Michael Tropeano	
Town Treasurer/Collector	Kathleen McCarthy	
Town Accountant	Michael Buckley	
Chief Assessor	Catherine Salmon	
Assessor	Elizabeth Bates	
Selectman	Willard J. Boulter, Jr.	
Selectman	Arthur P. Boyle, Jr.	
Selectman	John G. Brown, Jr.	
Selectman	Daniel W. Trabucco	
Selectman	Jessica M. Rushing	
Advisory Committee Member	Linda A. Peterson	
Advisory Committee Member	Stephen Walsh	
<u>Gas Inspector</u>		Three Year Term
Gary Young		Term Expires 2020
Bill Stewart, Alternate		Term Expires 2020
<u>GATRA</u>		No Term Limits

Joseph Ryan	Vacant, Alternate	
<u>Herring Fisheries Commission</u>	Estab. ATM, 1858	Three Year Term
Arthur Egerton		Term Expires 2020
Kyle Stenstrom		Term Expires 2020
Brendan Mosher, alternate		Term Expires 2020
Gino Fellini		Term Expires 2021
Mark Amorello, Superintendent		Term Expires 2021
Joshua Rosario, alternate		Term Expires 2021
Willard J. Boulter Jr.		Term Expires 2022
Rick Madden		Term Expires 2022
Matthew Queenan		Term Expires 2022
<u>Historic District Commission</u>	Estab. ATM, 1974	Three Year Term
Laura DeYoung		Term Expires 2020
Linda Osborne		Term Expires 2020
Elizabeth Bates		Term Expires 2021
Kyle Harney		Term Expires 2021
Miles Prescott		Term Expires 2021
David Mallen		Term Expires 2022
Stephen Hermann		Term Expires 2022
<u>Insect Pest Control Supt.</u>		Three Year Term
Vacant		Term Expires 2022
<u>Inspector of Buildings/Zoning Enforcement Officer</u>		Three Year Term
George H. Verry		Term Expires 2020
<u>Inspector of Buildings, Alternates</u>		Three Year Term
Anthony Marino		Term Expires 2020
Joseph S. Stack		Term Expires 2020
<u>MAPC Representative</u>		Three Year Term
Vacant		Term Expires 2022
Vacant, Alternate		Term Expires 2022
<u>MBTA Advisory Board</u>		One Year Term
William Cullity, Jr.		Term Expires 2020
<u>North River Commission</u>		Three Year Term
Willard J. Boulter, Jr., Rep.		Term Expires 2021
Andrew Sullivan, Alternate		Term Expires 2021
<u>Old Colony Elderly Services</u>		One Year Term
Gretchen Emmetts, Representative		Term Expires 2020
<u>Old Colony Planning Council</u>	Joined ATM, 1969	Three Year Term

Daniel W. Trabucco, Representative		Term Expires 2020
Daniel Taylor, Alternate		Term Expires 2020
<u>Old Colony Planning Council Joint Transportation Committee</u>		Three Year Term
Eugene Fulmine, Jr., Representative		Term Expires 2020
<u>Open Space Committee</u>	Estab. ATM, 1996	No Term Limits
Linda McCollum	Michael McDonough	Denise Moraski
Vacant	Patricia Lynch	James Gallagher, III
Robert Clarke, Conservation Liaison		
<u>Plumbing Inspector</u>		Three Year Term
Gary Young		Term Expires 2020
Bill Stewart, Alternate		Term Expires 2020
<u>Plymouth County Advisory Board</u>		One Year Term
John G. Brown, Jr.		Term Expires 2020
<u>Police Department</u>		
Richard Wall, Police Chief		
<u>Recreation Commission</u>	Estab. ATM, 1961	Three Year Term
Ginger Comeau		Term Expires 2020
Timothy Folan		Term Expires 2020
Corey Pento		Term Expires 2020
Jennifer Skinner		Term Expires 2021
Nicole Pedro		Term Expires 2021
Eric Hurt		Term Expires 2021
Kristine Cullinane		Term Expires 2022
Rachel Quinlan		Term Expires 2022
Bryan Phillips		Term Expires 2022
Susan Roche, Director		
<u>Recycling Committee</u>	Estab. ATM, 2010	Three Year Term
Vacant		Term Expires 2020
Vacant		Term Expires 2020
Vacant		Term Expires 2020
Molly Rosen		Term Expires 2021
Meghan Watts		Term Expires 2021
Matthew Murphy		Term Expires 2022
Stephen Curley		Term Expires 2022
<u>Registrars, Board of</u>		Three Year Term
Vacant		Term Expires 2020
Vacant		Term Expires 2021
Virginia Wandell		Term Expires 2022
<u>Sealer of Weights & Measures</u>		One Year Term

Joseph Suppa		Term Expires 2020
<u>Sign Bylaw Review Committee</u>	Estab. BOS, 2013	No Term Limits
Arthur P. Boyle, Jr.	Selectmen's Rep	
Frank Baldassini	Zoning Board Rep	
Elizabeth Bates	Historic District ComRep	
Dan Taylor	Planning Board Rep	
George Verry	Bldg Inspec/Zoning Enf	
Richard Wall	Resident's Rep	
<u>S.S. Community Action Council</u>		Three Year Term
Linda Osborne, Selectmen's Rep		Term Expires 2022
<u>Town Accountant</u>		
J. Michael Buckley, Jr.		Contract until 2024
<u>Town Administrator</u>		
Edwin J. Thorne		Contract until 2020
<u>Town Clock Winder</u>		One Year Term
Robert Hynes		Term Expires 2020
<u>Town Collector/Treasurer</u>		
Kathleen McCarthy		
<u>Town Counsel</u>		One Year Term
Kopelman & Paige, P.C.		Term Expires 2020
<u>Town Government Study Committee</u>	Estab. BOS, 2014	No Term Limits
Timothy Brennan	Scott Wilson	Andrew Sullivan
John Duggan	Daniel Trabucco	Vacant
Vacant		
<u>Town Landing Committee</u>	Estab. ATM, 1949	Three Year Term
Faith Byrne		Term Expires 2020
Marc Gallagher		Term Expires 2021
Emily Norman		Term Expires 2021
David R. Boyle		Term Expires 2022
Vacant		Term Expires 2022
Amy Hill, Town Landing Director		
<u>Town Memorial Committee</u>	Estab. ATM, 1987	No Term Limits
Linda Osborne, Chairman	Michael Hurney	Julie Caruso
Don Kernan, American Legion	Kathleen A. Keegan	Andy Pongratz
Mark Moneypenney	Gwen Chapman	David McPhillips
Anna Nicklas, American Legion Aux	Robin Kernan, Veterans Agent	
<u>Veterans' Agent</u>		One Year Term

Robin R. Kernan		Term Expires 2020
<u>Veterans' Neglected Graves Officers</u>		One Year Term
Edward R. Bursaw		Term Expires 2020
Andrew Pongratz		Term Expires 2020
<u>Wage & Personnel Board</u>		Three Year Term
Vacant		Term Expires 2020
Vacant		Term Expires 2021
Vacant		Term Expires 2022
<u>Wiring Inspector</u>		Three Year Term
Nicholas Zechello		Term Expires 2020
Kenneth Twigg, Assistant Alternate		Term Expires 2020
<u>Zoning Board of Bldg Law Appeals</u>		Three Year Term
Frederick C. Casavant, IV		Term Expires 2020
Christine Griffin		Term Expires 2021
James L. Gallagher, II		Term Expires 2022
Vacant, Alternate		Term Expires 2020
Michael Fay, Alternate		Term Expires 2021
John Grenier, Alternate		Term Expires 2022



TOWN OF PEMBROKE

**ANNUAL TOWN MEETING WARRANT
TUESDAY MAY 14, 2019**

PLYMOUTH, ss.

To either of the Constables of the Town of Pembroke in the County aforesaid
Greeting: In the name of the Commonwealth of Massachusetts, you are hereby required and directed to notify and warn the inhabitants of the Town of Pembroke who are qualified to vote on Town affairs and Elections therein to meet at the

**PEMBROKE HIGH SCHOOL
LEARNING LANE, PEMBROKE, MASSACHUSETTS
TUESDAY, THE FOURTEENTH DAY OF MAY 2019
AT SEVEN O'CLOCK IN THE EVENING**

then and there to act on the following articles: ARTICLES 1 – 36

Moderator Steven C Dodge called the Annual Town Meeting to order at 7:15 P.M. at the Pembroke High School, Learning Lane Pembroke MA on May 14, 2019, pursuant to a warrant under the hands of the Selectmen Chair Matthew Furlong, Vice-Chair Arthur P. Boyle Jr., Clerk Willard J. Boulter, Selectmen Daniel W Trabucco and John G. Brown. Checkers appointed by the Town Clerk were Pamela Blades, Stephanie Callanan, Kyle Harney, Beth Kitson, Mary Ann Smith and who reported 240 voters in attendance. Tellers Sworn in by the Moderator were Ellen Davison, Pat Cullity, Judy Graham, Mary Hill, and Gail Sim.

Moderator Stephen Dodge invited Mary Driver, Pembroke's newest naturalized citizen, to lead the body in the pledge of allegiance

Acting on a motion made by Selectmen Boyle a vote was passed to give the Moderator authority to determine that a 2/3rds vote has been achieved.

A motion was made to allow the following non-residents and non-registered voters to enter and address the Town Meeting:

Edwin Thorne, Town Administrator
Michael Buckley, Town Accountant
Joel Bard, Town Attorney
Josh S. Cutler, State Representative
Dave Antone, PAC TV
Ken McCormick, Deputy Chief
Cathy Salmon, Chief Assessor

town meeting warrant and to raise and appropriate from taxation the sum of \$39,201 to fund the changes; and further authorize the Town Accountant to allocate the funds to the appropriate budget items voted under Article 3 of this meeting.

Town Accountant Michael Buckley made an amendment to add SC-19 Summer/After School Counselor The maximum rate not to exceed \$13.92.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 3 - ACTION 1:

To see what sums the Town will raise by taxation or otherwise to pay Town Debts and charges for the ensuing fiscal year and to fix the salary and compensation of all elective officers and employees of the Town, as provided by Section 108 and 108A of Chapter 41, Mass. General Laws, and applicable amendments thereto, and appropriate the same, as shown in **Appendix A**, or take any action relative thereto.

Moved by Stephen Curley that the Town appropriates the sum of \$63,723,515 to fund the operating expenses of the Town for the Fiscal Year 2020 as listed under Appendix A of the 2019 annual town meeting warrant, column headed “2020 Town Manager”, and to fund this appropriation, raise and appropriate from taxation the sum of \$62,338,478 and transfer the following sums:

Silver Lake Escrow Fund	\$98,016
Ambulance Fund	\$854,275
Septic Betterment Program	\$93,360
Cemetery Funds	\$27,332
Recreation Revolving	\$11,400
Council on Aging Transportation Fund	\$80,000
School Construction Surplus	\$73,660
School Athletic Funds	\$97,712
Recreation Revolving	\$49,282

Steve Curley informed the Moderator that the Library is required to spend 15% of its budget on the purchase of books, in order to comply the Book Purchase Line Item was adjusted from 85,000. to 90,000.

SECONDED AND SO VOTED

MAJORITY

Annual Town Meeting was adjourned and the Special Town Meeting opened at 7:40 P.M.

With all its business complete the Special Town Meeting was adjourned at 7:50 and the Annual Meeting resumed

ARTICLE 4 - ACTION 31:

To see if the town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Water Enterprise Fund as shown in **Appendix B**, or take any other action relative thereto.

Moved by Stephen Walsh that the Town appropriate the sum of \$2,096,495 from water revenue to fund the FY20 Water Enterprise Fund as shown in Appendix B of the 2019 annual town meeting warrant.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 5 - ACTION 13:

To see if the town will vote to raise and appropriate and/or transfer from available funds a sum of money to operate the Solid Waste Enterprise Fund as shown in **Appendix C**, or take any other action relative thereto.

Moved by Linda Peterson that the Town appropriate the sum of \$1,922,368 from Solid Waste Revenue to fund the FY20 Solid Waste Enterprise Fund as shown in Appendix C of the 2019 annual town meeting warrant.

**SECONDED AND SO VOTED
MAJORITY**

ARTICLE 6 - ACTION 7:

To see if the Town will raise and appropriate, transfer from the Water Enterprise Fund, the Stabilization Fund, or other available funds, or authorize borrowing or leasing, a sum or sums of money for capital projects and/or equipment in accordance with the following capital budget schedule, which is incorporated by reference herein, and further to authorize the Board of Selectmen, acting as Water Commissioners, to impose betterments pursuant to M.G.L. Chapters 80 and 83 (see **Appendix E** Capital Projects Requests to follow); further r, any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount, or take any action in relation thereto.

Article 6 Motion 1

Moved by: Steve Curley the sum of \$698,300 be appropriated to fund capital projects and equipment in accordance with the capital budget schedule appearing in Article 6 of the warrant, excluding School Department Technology, Six Wheel Dump Truck, Mill Street Drainage; and that to meet this appropriation, \$698,300 shall be transferred from the Capital Projects Stabilization Fund.

Article 6 Motion 2

Moved by Steve Curley that the town appropriates \$250,000 to pay costs of technology for the use of the School Department, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. c. 44, ss 7(9) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. Any premium received upon the sale of any bonds or notes, approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, ss 20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3rds MAJORITY

ARTICLE 6 - ACTION 7:

To see if the Town will raise and appropriate, transfer from the Water Enterprise Fund, the Stabilization Fund, or other available funds, or authorize borrowing or leasing, a sum or sums of money for capital projects and/or equipment in accordance with the following capital budget schedule, which is incorporated by reference herein, and further to authorize the Board of Selectmen, acting as Water Commissioners, to impose betterments pursuant to M.G.L. Chapters 80 and 83 (see **Appendix E** Capital Projects Requests to follow); further r, any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount, or take any action in relation thereto.

Moved by: Steve Curley the sum of \$698,300 be appropriated to fund capital projects and equipment in accordance with the capital budget schedule appearing in Article 6 of the warrant, excluding School Department Technology, Six Wheel Dump Truck, Mill Street Drainage; and that to meet this appropriation, \$698,300 shall be transferred from the Capital Projects Stabilization Fund.

Article 6 Motion 3

Moved by Steve Curley that the town appropriates \$250,000 to pay costs of purchasing a Six Wheel Dump Truck for the use of the Department of Public Works, including the payment of all cost incidental and related thereto, and that to meet this appropriation, \$90,000 shall be transferred from funds borrowed to pay costs of the following project for which such amount is no longer needed to completed the project for which it was borrowed:

Amount	Project	Town Meeting Date	Article
\$90,000	Route 14 Drainage	October 27, 2015	9 (Action 11)

the Treasurer, with the approval of the Selectmen, is authorized to borrow \$160,000. under and pursuant to M.G.L. c. 44, ss7(1) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. Any premium received upon the sale of any bonds or notes, approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, ss 20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3rds MAJORITY

ARTICLE 7 – ACTION 6:

TRUST FUND TRANSFERS

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to be deposited into the OPEB Trust Fund, Separation Pay Fund, Special Injury Leave Fund, Workers' Compensation Insurance Fund, Capital Stabilization Fund, Water Stabilization Fund and the Stabilization Fund, or take any other action relative thereto.

Moved by Kelly Seifart that the Town appropriate and transfer from free cash the sum of \$100,000 to be added to the Other Post-Employment Benefits Liability Fund established by the vote of Article 11 of the April 24, 2012 Annual Town Meeting; and further that the sum of \$125,000 be appropriated and transferred from Free Cash and that the sum of \$25,000 be appropriated and transferred from Water Surplus to be added to the amount voted in Article 16 of the November 4, 2003 Special Town Meeting to fund Separation Pay Benefits; and further that the sum of \$25,000 be appropriated and transferred from Free Cash to be added to the Special Injury Leave Fund established by the vote of Article 7 of the May 9, 2017 Town Meeting; and further that the sum of \$25,000 be appropriated and transferred from Free Cash to be added to the Worker’s Compensation Insurance Fund established by the vote of Article 4 of the October 24, 2017 Town Meeting; and further that the sum of \$238,700 be appropriated and transferred from the (Sale of Real Estate Fund) to be added to the Capital Stabilization Fund established by the vote of Article 22 of the May 8, 2018 Town Meeting; and further that the sum of \$176,108 be appropriated and transferred from Water Surplus to be added to the Water Stabilization Fund established by the vote of Article 6 of the October 23, 2018 Town Meeting; and that the sum of \$25,000 be appropriated and transferred from Free Cash to be added to the Stabilization Fund.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 8 – ACTION 12:

COMMUNITY PRESERVATION FUND ALLOCATIONS

To see if the Town will vote to appropriate and/or reserve from the Community Preservation annual revenues in the amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and other expenses in fiscal year 2020, with each item to be considered a separate appropriation:

Appropriations:

From FY20 estimated revenues for Historic Resources Reserve \$ 30,000

From FY20 estimated revenues for Community Housing Reserve \$ 30,000

From FY20 estimated revenues for Open Space Reserves \$ 30,000

From FY20 estimated revenues for Committee Administrative Expenses \$ 10,000

and further to appropriate any remaining balance of funds as of the termination of the 2019 Annual Town Meeting from Community Preservation Fund FY20 Annual Revenues to the Annual Budgeted Reserve, or take any other action relative thereto.

Moved by: Steph Curley that the Town appropriate and/or reserve from Community Preservation annual revenues the following amounts to be used for the Committee’s administrative expenses, community preservation projects, and other expenses in Fiscal Year 2020:

Appropriations:

From FY20 estimated revenues for Historic Resources Reserve \$ 30,000

From FY20 estimated revenues for Community Housing Reserve \$ 30,000

From FY20 estimated revenues for Open Space Reserves \$ 30,000

From FY20 estimated revenues for Committee Admin. Expenses \$ 10,000

And further appropriate any remaining balance of funds as of the termination of the 2019 Annual Town Meeting from Community Preservation Fund FY20 Annual Revenues to the Annual Budgeted Reserve.

SECONDED AND SO VOTED

2/3rds MAJORITY

ARTICLE 9 – ACTION 8:

REVOLVING FUND LIMITS

To see if the Town will vote to set the FY2020 annual spending limits on the Revolving Funds set forth in Article X-A of the Town of Pembroke General Bylaws in accordance with Massachusetts General Laws Chapter 44, § 53E½ as follows, or take any other action relative thereto.

Revolving Fund	Limit on Spending
LIBRARY	\$ 25,000
TOWN LANDING	\$ 25,000
TREASURER/COLLECTOR	\$ 50,000
DPW CEMETERY	\$ 10,000
DPW TREE	\$ 20,000
CONSERVATION 3	\$ 20,000
COUNCIL ON AGING 1	\$110,000
Board of Health	\$ 5,000
HISTORIC DISTRICT COMM.	\$ 3,000
RECREATION COMMISSION	\$ 50,000
COUNCIL ON AGING 2	\$ 20,000
POLICE DEPARTMENT	\$ 20,000

Moved by: The Moderator that the Town authorize FY20 spending limits on the revolving accounts pursuant to Massachusetts General Laws, Chapter 44, Section 53E½ as printed in Article 9 of the Annual Town Meeting warrant.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 10 - ACTION 19:

To see if the Town will vote to amend the Bylaws of the Town of Pembroke, Article IV, “Officers, Boards and Committees”, Section 12 by striking the words “once in a local newspaper of general circulation, which will also post it on their websites” and replacing it with the words “continuously on the town’s social media platforms until filled” as shown below, or take any other action relative thereto.

Nothing in this by-law is intended to alter or replace any procedure for filling vacancies contained in the Town’s various collective bargaining agreements.

SECTION 12.

Whenever a vacancy exists in any appointive Town office or employee position for which a salary or wage is paid, the vacancy will be advertised ~~once in a local newspaper of general circulation, which will also post it on their websites~~ **continuously on the town’s website and social media platforms until filled**; also, the position will be posted on the town website. A paper copy will be posted in

town hall and in the department seeking the candidate. Applications to fill such vacancy will be accepted by the appointing authority for at least ten (10) business days following the publication notice of vacancy and the closing date will be listed in the notice. This by-law shall not apply to employees covered under Civil Service. The appointing authority of a vacant office or position may make a temporary or interim appointment to fill such vacancy until such time as a permanent appointment is made after compliance with this section.

Moved by Stephen Walsh that the Town amend the General Bylaws, as most recently amended, by revising Article IV, Officers, Boards and Committees, Section 12, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

2/3rds MAJORITY

ARTICLE 11: ACTION 9:

To see if the Town will vote to amend the Bylaws of the Town of Pembroke, Article IV, “Officers, Boards and Committees”, Section 14 and Section 16 by deleting both sections in their entirety, or take and other action relative thereto.

Moved by Linda Peterson that the Town amend the General Bylaws, as most recently amended, by revising Article IV, Officers, Boards and Committees, by deleting Section 14 and Section 16, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

MAJORITY

ARTICLE 12 - ACTION 15:

To see if the Town will vote to amend the Bylaws of the Town of Pembroke, Article VII, “Town Administrator”, by deleting this section in its entirety, or take and other action relative thereto.

Moved by Stephen Curley that the Town amend the General Bylaws, as most recently amended, by deleting Article VII, Officers, Town Administrator, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

MAJORITY

ARTICLE 13 - ACTION 35:

To see if the Town will vote to amend the Bylaws of the Town of Pembroke, Article X-A, “Revolving Funds”, and authorize a new revolving account, pursuant to M.G.L. c.44, s.53E½, under the supervision of the Town Clerk, in to which receipts for Clerk’s online licensing program in the town shall be deposited, and from which disbursements, in an amount which shall not exceed \$ 20,000 for Fiscal Year 2020, may be expended by the Town Clerk for the purpose of funding and maintaining of the online licensing program without further appropriation; or take any other action relative thereto.

Moved by Maria Karas that the Town create a new revolving fund in accordance with M.G.L. c.44, s.53E½ in to which receipts for the Clerk’s online licensing program shall be deposited, and from which disbursements, in an amount which shall not exceed \$ 20,000 for Fiscal Year 2020, may be expended in connection with the upkeep and maintenance of the online licensing program, and further amend the

General Bylaws, Article X-A, "Revolving Funds" to include the fund and the relevant information required by statute

SECONDED AND SO VOTED

MAJORITY

ARTICLE 14: ACTION 5:

To see if the Town will vote to transfer the care, custody, management and control of the tax-title parcels of land identified below from the Acting Town Manager and/or Treasurer as the custodian of tax title parcels and from the purposes for which they are held to the Conservation Commission for the purpose of conservation and passive recreation purposes under the provisions of G.L. c.40, §8C, which parcels are described more particularly as follows:

Map-Parcel ID	Address/Location	Book - Page #
B2-2430, 2431	Chandler St	18706-206
B2-2437, 2438	Morse Street	44205-19
B2-2532	Ramsdell Street	18514-276

Or take any other action relative thereto.

Moved by Kelly Seifert that the Town transfer the care, custody, management and control of the tax-title parcels of land identified in Article 14 of the May 2019 Annual Town Meeting warrant from the Interim Town Manager and/or Treasurer as the custodian of tax title parcels to the Conservation Commission for the purpose of conservation and passive recreation purposes under the provisions of G.L. c.40, §8C.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 15 - ACTION 34:

Route 36 Project Easements

To see if the Town will vote to (a) authorize the Board of Selectmen to acquire, by purchase, gift and/or eminent domain, the fee to and/or permanent and/or temporary easements, for public way purposes, including without limitation, for the construction, alteration, installation, maintenance, improvement, repair, replacement and/or relocation of rights of way, sidewalks, drainage, utilities, driveways, guardrails, slopes, grading, rounding, construction, landscaping, and other appurtenances and/or facilities, to enable the Town to undertake the Center Street Project....

Moved by Steve Curley to vote to (a) authorize the Board of Selectmen to acquire, by purchase, gift and/or eminent domain, the fee to and/or permanent and/or temporary easements, for public way purposes, including without limitation, for the construction, alteration, installation, maintenance, improvement, repair, replacement and/or relocation of rights of way, sidewalks, drainage, utilities, driveways, guardrails, slopes, grading, rounding, construction, landscaping, and other appurtenances and/or facilities, to enable the Town to undertake the Center Street Project and for any and all purposes incidental or related thereto, in, on and under certain parcels of land located on or near Center Street and approximately shown on plans entitled "Massachusetts Department of Transportation Highway Division Plan and Profile of Center Street in the Town of Pembroke Plymouth County", prepared by Design Consultants, Inc., on file with the Town Clerk, as said plans may be amended and/or incorporated into an easement plan, and land within 200 feet of said parcels, and to authorize the Board of Selectmen to submit a petition the General Court for a special act authorizing the conveyance to the

Moved by Linda Peterson that the Town amend Schedule C of the Classification and Compensation By-law as listed and printed in Appendix D of this warrant by adding \$1 for each step to the wage rate of Council on Aging Van Drivers, SC-13.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 18: ACTION 20:

To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, by adding a new Section V.13, Age Qualified Cluster Development Special Permits, as follows:

Section V.13 Age-Qualified Cluster Development Special Permits

Purpose and Intent: A special permit process is established with the intent of providing alternate housing for a maturing population to reduce residents’ burdens of property maintenance and to minimize demands on municipal services, and of promoting flexibility in land use planning to improve site layouts, protection of natural features, environmental values and encourage active recreational space.

Moved by: Rebecca Coletta that the Town amend its Zoning Bylaws, as most recently amended, by adding a new Section V.13, Age Qualified Cluster Development Special Permits, as printed in the 2019 annual town meeting warrant.

A motion was made by Marjorie Baumler to table the Article

SECONDED AND SO VOTED

FAILED 2/3rds MAJORITY

A motion was made by Jeanne Gigliotti to revise Section 4. Affordable Housing, C. by deleting “on a case by case basis, the Planning Board, in its discretion, shall permit the applicant to provide the affordable housing units on the site of the development, off site at a different location or through a payment to the Town in lieu of units.”

SECONDED AND SO VOTED

FAILED

A motion was made by David Skolnick to Delete Section 5 C.

SECONDED AND SO VOTED

FAILED

A motion was made by Jim Kinkagl to Move the Question

SECONDED AND SO VOTED

MAJORITY

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

2/3rds MAJORITY

ARTICLE 19: ACTION 10:

To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, by amending Section III. Establishment of Districts, Section 9, Nonresidential Frontage, by allowing use of all Street’s for frontage in Industrial Districts A and B...

Moved by Andrew Wandell that the Town amend its Zoning Bylaws, as most recently amended, by amending Section III. Establishment of Districts, Section 9, Nonresidential Frontage, by allowing use of all streets for frontage in Industrial Districts A and B, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

2/3rds MAJORITY

ARTICLE 20: ACTION 22:

To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, by amending Section IV - Use and Dimensional Regulations, Section 2 – Residential-Commercial District, Paragraph B – Uses Permitted by Special Permit, Subparagraph 3 by adding Assisted Living Facilities as a use allowed by special permit...

Moved by Thomas Irving that the Town amend its Zoning Bylaws, as most recently amended, by amending Section IV - Use and Dimensional Regulations, Section 2 – Residential-Commercial District, Paragraph B – Uses Permitted by Special Permit, Subparagraph 3 by adding Assisted Living Facilities as a use allowed by special permit, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT **23rds MAJORITY**

ARTICLE 21: ACTION 27:

To see if the Town will vote to amend the Town’s Zoning Bylaw, as most recently amended, by amending Section IV.2.B.3, Residential-Commercial District, Uses Permitted by Special Permit, by including assisted living facilities in those uses that may be allowed in the Residential-Commercial District by special permit...

Moved by Thomas Irving that the Town amend its Zoning Bylaws, as most recently amended, by amending Section IV.2.B.3, Residential-Commercial District, Uses Permitted by Special Permit, by including assisted living facilities in those uses that may be allowed in the Residential-Commercial District by special permit, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT **2/3rds MAJORITY**

ARTICLE 22: ACTION 16:

To see if the Town will vote to amend the Town’s Zoning Bylaw, as most recently amended, by amending Section IV.3.D.2, Business District A, Dimensional Regulations, and Section VI.J, Separability, to correct typographical errors...

Moved by Stephen Walsh that the Town amend its Zoning Bylaws, as most recently amended, by amending Section IV.3.D.2, Business District A, Dimensional Regulations, and Section VI.J, Separability, to correct typographical errors, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT **2/3rds MAJORITY**

ARTICLE 23: ACTION 30:

To see if the Town will vote to amend the Town’s Zoning Bylaw, as most recently amended, by inserting the text underlined below and deleting the text struck through below as follows:

1. by amending Section IV.4.A, Business District B, Uses Allowed, by including uses allowed in Residence District A;
2. by amending Section IV.4.B, Business District B, Uses Permitted by Special Permit, by including uses allowed by special permit in Residence District A; and

3. by amending Section IV.4.D.10, Business District B, Dimensional Regulations, by modifying the dimensional regulations as shown below, or take any other action related thereto.

Moved by John Scholl that the Town amend its Zoning Bylaws, as most recently amended, by amending Section IV.4.A, Business District B, Uses Allowed, by including uses allowed in Residence District A; and by amending Section IV.4.B, Business District B, Uses Permitted by Special Permit, by including uses allowed by special permit in Residence District A; and by amending Section IV.4.D.10, Business District B, Dimensional Regulations, by modifying the dimensional regulations as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

2/3rds MAJORITY

ARTICLE 24: ACTION 14:

To see if the Town will vote to amend its Zoning Bylaw, as most recently amended, by amending Section IV.7.B, Center Protection District, Uses Permitted by Special Permit, by adding assisted living facilities to those uses that may be allowed in the Center Protection District by special permit...

Moved by Andrew Wandell that the Town amend its Zoning Bylaws, as most recently amended, by amending Section IV.7.B, Center Protection District, Uses Permitted by Special Permit, by adding assisted living facilities to those uses that may be allowed in the Center Protection District by special permit, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

2/3rds MAJORITY

ARTICLE 25: ACTION 18:

To see if the Town will vote to amend its Zoning Bylaw, as most recently amended, by amending Section V – Special Provisions, Standards and Procedures, Paragraph 1.C, Signs, Permit Requirements, by requiring signs for commercial uses visible from a public way to include street numbers

Moved by: John School that the Town amend its Zoning Bylaws, as most recently amended, by amending Section V – Special Provisions, Standards and Procedures, Paragraph 1.C, Signs, Permit Requirements, by requiring signs for commercial uses visible from a public way to include street numbers, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

2/3rds MAJORITY

ARTICLE 26: ACTION 32:To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, as follows, or

take any other action related thereto:

1. by amending Section V.1.K, Signs, Appeals, by amending the time period for an appeal to conform with Section VI.C;
2. by amending Section V.7.F, Site Plan Approval, Procedure by specifying the appeals process;

3. by amending Section VI.C, Appeals, by clarifying the appeals process;
4. by amending the Table of Contents to reflect the change to the Section VI.C heading; and
5. by amending Section VI.G, Hearings and Decisions, by clarifying the authority to hear appeals.

Moved by: John School that the Town amend its Zoning Bylaws, as most recently amended, by amending Section V.1.K, Signs, Appeals, by amending the time period for an appeal to conform with Section VI.C; and further by amending Section V.7.F, Site Plan Approval, Procedure by specifying the appeals process; and further by amending Section VI.C, Appeals, by clarifying the appeals process; and further by amending the Table of Contents to reflect the change to the Section VI.C heading; and by amending Section VI.G, Hearings and Decisions, by clarifying the authority to hear appeals, as printed in the 2019 annual town meeting warrant.

A motion was made by Robert Demarzo to amend Section H part 1 by changing: Any appeal of a Site Plan Review decision shall be made to a court of competent jurisdiction pursuant to G.L. c. 40A, Section 17, within 20 days of the date the decision is filed with the Town Clerk – *and replace with* - Any appeal of a Site Plan Review decision may be made to the Zoning Board of Appeals within 20 days of the date the decision is filed with the Town Clerk.

And to further amend by striking from H, Part 3, Subsection C, action 1 the last sentence (The Zoning Board of Appeals shall have no jurisdiction to hear an appeal of any Site Plan Review Decision and)

SECONDED AND SO VOTED AS WRITTEN IN THE WARRANT

AND AMENDED ON TOWN MEETING FLOOR

2/3rds MAJORITY

ARTICLE 27: ACTION 21: To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, by amending

Section V.5.A, Nonconforming Uses, by granting the Building Inspector authority to issue building permits for alterations to nonconforming single and two-family structures in specified circumstances...

Moved by: Stephen Curley that the Town amend its Zoning Bylaws, as most recently amended, by amending Section V.5.A, Nonconforming Uses, by granting the Building Inspector authority to issue building permits for alterations to nonconforming single and two-family structures in specified circumstances, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

2/3rds MAJORITY

ARTICLE 28: ACTION 26: To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, by amending Section V.5.B, Nonconforming Uses, by modifying the text to conform with G.L. c. 40A, § 6...

Moved by: Steve Walsh that the Town amend its Zoning Bylaws, as most recently amended, by amending Section V.5.B, Nonconforming Uses, by modifying the text to conform with G.L. c. 40A, § 6 as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT

2/3rds MAJORITY

ARTICLE 29: ACTION 33:

To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, by amending Section V.7.F, Site Plan Approval, Procedure, by updating the departments and boards to receive a copy of the site plan submission from the Planning Board and requiring filing and recording of the decision by amending subparagraphs 1, 8 and 9 with all other subparagraphs to remain the same...

Moved by: Linda Peterson that the Town amend its Zoning Bylaws, as most recently amended, by amending Section V.7.F, Site Plan Approval, Procedure, by updating the departments and boards to receive a copy of the site plan submission from the Planning Board and requiring filing and recording of the decision by amending subparagraphs 1, 8 and 9 with all other subparagraphs to remain the same, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT **2/3rds MAJORITY**

ARTICLE 30: ACTION 23:

To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, by amending Section VI.D.3, Special Permits, by specifying the departments and boards to receive a copy of a special permit application for review...

Moved by: Matthew Norton that the Town amend its Zoning Bylaws, as most recently amended, by amending Section VI.D.3, Special Permits, by specifying the departments and boards to receive a copy of a special permit application for review, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT **2/3rds MAJORITY**

ARTICLE 31: ACTION 29: To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, by amending

Section VI.H.1, Effect of Unfavorable Decisions, by clarifying the applicable authority for such unfavorable decisions...

Moved by: Maria Karas that the Town amend its Zoning Bylaws, as most recently amended, by amending Section VI.H.1, Effect of Unfavorable Decisions, by clarifying the applicable authority for such unfavorable decisions, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT **2/3rds MAJORITY**

ARTICLE 32: ACTION 25:

To see if the Town will vote to amend its Zoning Bylaws, as most recently amended, by amending Section VI.E.2, Variances, by prohibiting use variances by amending subparagraph 2 and all other Sub-paragraphs to remain the same...

Moved by: Kelly Seifert that the Town amend its Zoning Bylaws, as most recently amended, by amending Section VI.E.2, Variances, by prohibiting use variances by amending subparagraph 2 and all other subparagraphs to remain the same, as printed in the 2019 annual town meeting warrant.

SECONDED AND SO VOTED AS PRINTED IN THE WARRANT **2/3rds MAJORITY**

ARTICLE 33 - ACTION 36: To bring to the Election Officers their vote, all on one ballot, for the following named Officers and Committees, to Wit: One Moderator for one year; one Selectmen for three years; one Assessor for three years; one Board of Health Member for three years; one Housing Authority member for four years to fill a vacant term; one Housing Authority member for five years; two Library Trustees for three years; one Planning Board member for one year to fill a vacant term; one Planning Board Member for five years; one Constable for one year to fill a vacant term; one Constable for three years; one School Committee Members for three years; one DPW Commissioner for three years; or take any other action relative thereto.

Moved by: The Moderator to bring to the Election Officers their vote, all on one ballot, for the officers and committees as printed in Article 33 of the annual town meeting warrant.

SECONDED AND SO VOTED **MAJORITY**

ARTICLE 34 - ACTION 28:
To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2020, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the community preservation fund. Each recommendation is to be voted on individually.

The following Recommendations A-B-C and D were moved by Lisa Cullity

Recommendation A: To appropriate the sum of \$4,400.00 from the undesignated fund reserve and that said funds be granted to the trustees of the Pembroke Historical Society for the historic restoration of the Brick Kiln Shipyard marker located at 101 Brick Kiln Lane in Pembroke, or take any other action relative thereto.

SECONDED AND SO VOTED **MAJORITY**

Recommendation B: To appropriate the sum of \$25,000.00 from the undesignated fund reserve and that said funds be granted to the trustees of First Church for phase III of ongoing historic restoration to include attic ceiling, clock tower and bell tower restoration, and window replacement, and to authorize the Board of Selectmen to enter into a grant agreement with the Trustees of First Parish Church for this purpose, or take any other action relative thereto.

SECONDED AND SO VOTED **MAJORITY**

Recommendation C: To appropriate the sum of \$40,000.00 from the open space reserve and that said funds be granted to the Pembroke Public Schools for phase I, part 2 of an athletic fields project to include fencing on the softball field at Pembroke High School for open space and recreational purposes, or take any other action relative thereto.

SECONDED AND SO VOTED

MAJORITY

Recommendation D: To appropriate, as a supplement to the grant awarded in 2016, the sum of \$47,350.00 from FY19 annual revenues and that said funds be granted to the town manager to repair rotted wood around windows and doors and for the replacement of the rear fire egress at the GAR Hall (AKA Pembroke Police Boys' Club) on Center Street for historical restoration purposes, or take any other action relative thereto.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 35 - ACTION 11:

To see if the Town will vote to raise and appropriate and/or transfer from available funds, the sum of \$5,000 to contract with the South Shore Community Action Council to provide services to residents of the Town, or take any other action relative thereto.

Moved by Steve Curley that the Town appropriate from Free Cash the sum of \$5,000 to contract with the South Shore Community Action Council to provide services to residents of the Town.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 36: ACTION 4:

To see if the Town will vote to raise and appropriate and/or transfer from available funds, the sum of \$7,000 to be granted to the Pembroke Celebrates with Fireworks Committee for the purpose of funding a fireworks display, or take any other action relative thereto.

Moved by Kathleen Keegan that the Town appropriate from the Camp Pembroke Fund the sum of \$7,000 and that said funds be used by Pembroke Celebrates with Fireworks' for the purposes of funding a fireworks display.

SECONDED AND SO VOTED

MAJORITY

With business completed the Annual Town Meeting was adjourned at 10:05 P.M.

PEMBROKE TOWN ELECTION MAY 18, 2019

PREC. 1 PREC. 2 PREC. 3 PREC. 4 PREC. 5 TOTALS

MODERATOR		1 YEAR TERM		1 SEAT		
STEPHEN C. DODGE	233	193	205	226	180	1037
WRITE INS	3	2	0	1	3	9
BLANKS	44	32	34	33	33	176
TOTAL	280	227	239	260	216	1222
SELECTMEN		3 YEAR TERM		1 SEAT		
STEPHEN CURLEY	94	85	81	106	69	435
JESSICA B. RUSHING	183	139	154	151	146	773
WRITE INS	0	0	2	1	0	3
BLANKS	3	3	2	2	1	11
TOTAL	280	227	239	260	216	1222
BOARD OF ASSESSORS		3 YEAR TERM		1 SEAT		
ELAINE BOIDI	214	157	190	197	164	922
WRITE INS	0	4	0	1	1	6
BLANKS	66	66	49	62	51	294
TOTAL	280	227	239	260	216	1222
BOARD OF HEALTH		3 YEAR TERM		1 SEAT		
THOMAS DRISCOLL	190	147	176	176	155	844
WRITE INS	6	8	7	11	5	37
BLANKS	84	72	56	73	56	341
TOTAL	280	227	239	260	216	1222
HOUSING AUTHORITY		4 YEAR VACANCY		1 SEAT		
THOMAS BERRY	198	152	186	182	158	876
WRITE INS	1	2	0	2	0	5
BLANKS	81	73	53	76	58	341
TOTAL	280	227	239	260	216	1222
HOUSING AUTHORITY		5 YEAR TERM		1 SEAT		
CAROLYN M. CROSSLEY	209	151	189	182	161	892
WRITE INS	2	2	0	2	1	7
BLANKS	69	74	50	76	54	323
TOTAL	280	227	239	260	216	1222
LIBRARY TRUSTEE		3 YEAR TERM		2 SEATS		
MARY BETH COURTRIGHT	213	165	187	201	157	923
SEAN FITZPATRICK	176	136	181	181	145	819
WRITE INS	0	2	0	0	2	4
BLANKS	171	151	110	138	128	698
TOTAL	560	454	478	520	432	2444
PLANNING BOARD		1 YEAR VACANCY		1 SEAT		
JOHN SCHOLL	197	152	182	188	161	880
WRITE INS	0	3	1	2	1	7
BLANKS	83	72	56	70	54	335
TOTAL	280	227	239	260	216	1222
PLANNING BOARD		5 YEAR TERM		1 SEAT		
REBECCA COLETTA	164	130	127	142	118	681
ALYSHA S. PERRY	94	84	93	90	78	439
WRITE INS	1	0	0	4		5
BLANKS	21	13	19	24	20	97
TOTAL	280	227	239	260	216	1222
CONSTABLE		1 YEAR VACANCY		1 SEAT		
Phillip Reily	7	9	10	5	7	38
Andrew Wandell	8	11	3	19	6	47
Willard Boulter Jr	0	0	7	1	0	8
WRITE INS	32	33	15	23	20	123
BLANKS	233	174	204	212	183	1006
TOTAL	280	227	239	260	216	1222

CONSTABLE		3 YEAR TERM			1 SEAT	
GARY FINE	196	146	173	177	150	842
WRITE INS	4	10	5	10	3	32
BLANKS	80	71	61	73	63	348
TOTAL	280	227	239	260	216	1222
SCHOOL COMMITTEE		3 YEAR TERM			1 SEAT	
SUSAN SCHOLL	208	170	189	187	167	921
WRITE INS	1	0	3	3	1	8
BLANKS	71	57	47	70	48	293
TOTAL	280	227	239	260	216	1222
DPW COMMISSIONERS		3 YEAR TERM			1 SEAT	
PAUL WHITMAN	208	153	180	184	171	896
WRITE INS	0	2	1	5	2	10
BLANKS	72	72	58	71	43	316
TOTAL	280	227	239	260	216	1222

Date	Party A	Party B
2/16/2019	Thomas Joseph Raedy	Kelli Joyce Keefe
2/24/2019	Everett Charles O'Neal	Deborah Jean McEttrick
4/21/2019	Deerk Michael Larkin	Erin Elizabeth Broadford
4/26/2019	Joshua Adam Ladue	Jade Elaine Fontaine
4/28/2019	David Michael Leonard	Shauna Lee Ahearn
5/16/2019	Jeffrey Matthew Pilarski	Mary Chao
5/18/2019	Robert Warren Sheldon	Paula Ann Ryan
5/25/2019	Michael James Porter	Anita Theresa Anderson
5/25/2019	Benjamin Bastianelli IV	Ashley Maureen Prezioso
5/31/2019	Ryan Kenneth Evans	Mia Anne Miller
6/1/2019	Dean Lewis Kendrick	Ashley Marie Pond
6/1/2019	Andrew Thomas Stanton	Kaitlyn Marie Cardey
6/7/2019	Sean Thomas Malley	Sherilyn Nancy Mullin
6/9/2019	Michael Scott Sacilotto	Elizabeth Day Bernard
6/13/2019	Frederick Bartlett Wurtz Jr	Janette Andrea Packard
6/14/2019	Kevin Edward Russell	Mary Elizabeth Laycox
6/15/2019	Matthew Richard Mahoney	Katie Rae Woodward
6/22/2019	Richard Francis LaCara	Jill Marie Vieira
6/22/2019	Thomas Henry Black Jr.	Melissa Ann Ahern
6/29/2019	Michael Joseph Marshalka	Stephanie Marie Philippou
6/29/2019	Kevin Thomas Garnett	Shelby Ann Howland
7/2/2019	Michael William Guest	Shannon Claire Curry
7/12/2019	John Joseph Shaughnessy	Marianne Sampey Shaughnessy
7/14/2019	Karina Noriega Romero	Elizabeth Sullivan McCourt
7/20/2019	Jason Paul Howe	Emily Elizabeth McSweeney
8/9/2019	Daniel Robert Epstein	Shani Fayola Ama Bird
8/10/2019	Michael William Miller	Kelsea Ann Daggett
8/13/2019	Kelly Lynn Morse	Mary Frances Donoghue
8/25/2019	Michael James Rosen Jr	Chelsea Marie Ruel
8/25/2019	Charles Jeffrey Cronin Jr	Kristen Lorraine Mangano
8/30/2019	Stephen Thomas Macdonald	Lauren Theresa Cannone
9/5/2019	Matthew Ryan Rocha	Maria Anita Cimino Dotta
9/6/2019	Jesse Daniel Walsh	Kristen Michelle Courtney
9/7/2019	Justin David Steeves	Leah Van Sickle
9/7/2019	Timothy Charles Bean	Jessica Lee Garcia
9/7/2019	William Matthew Carey	Tatiana Maslova
9/14/2019	Thomas Michael Wiley	Jennifer Ann Kenney
9/14/2019	Craig Alan Butt	Kelly Lavey Lydon
9/17/2019	Michael James Petrie	Melanie Ann Stoltz
9/17/2019	Matthew Gerald Hintz	Kylie Marissa Lunt
9/22/2019	James Francis Nunes	Kelly-Anne LaMarre
9/28/2019	Cameron James Evers	Julie Ann Matthews
9/28/2019	Daniel Edward Mahoney	Kathleen Theresa Aicardi
9/29/2019	Mitchell Michael Khouri	Lindsey Marie Domineau
10/5/2019	Michael William Dempsey	Caroline Elizabeth Martin
10/11/2019	Kenny Sanchez	Ashley Brooke Keithly
10/11/2019	Paulo Rogerio Coelho Almeida	Kaitlyn Michaela Nally

10/12/2019	Mark Anthony Pilalas	Gisele Nascimento-Ribiero
10/12/2019	Timothy Michael Ledin	Amanda Lynn Ballerini
10/12/2019	Matthew Edward Ralph Gronlund	Adriana Marie Masnyj
10/13/2019	Joseph Michael Ricciardi	Kellee Ann Bulger
10/18/2019	Kenneth Joseph Melchin	Jean Marie DelVecchio
10/19/2019	Susan Barbara Montani	Denise Michelle Carter
11/2/2019	Jonathan William Mann	Traci Marie Layman
11/9/2019	Brian Allen Mason	Michelle Marie Hallahan
11/11/2019	Jeffrey Michael Churchill	Ashley Elizabeth Mitchell
11/16/2019	John David Haigh	Susan Mary Driscoll
12/24/2019	John David Nourse	Patricia Johnson
12/27/2019	Adam Baxter Wadel	Jessica Jane Carroll
12/28/2019	David Mitchell Burns	Ekaterina Nugaeva
12/28/2019	Sean Michael Taylor	Susan Theresa Taylor
12/31/2019	Kenneth Thomas Keefe	Jennifer Elizabeth Rensink

ANNUAL REPORT OF THE BOARD OF REGISTRARS

To the Honorable Board of Selectmen and the Citizens of Pembroke:

The board has met to register new voters before each Town Meeting and Election at a date and time determined by State Law.

We would like to remind all residents that State Law requires a census to be mailed to each residence in town. We ask that you promptly respond as failure to do so may result in removal from the voting list.

Anyone wishing to register to vote may do so at the Town Clerk's Office during regular business hours and at special evening registration sessions that will be posted.

Residents may also register by mail or at the Registry of Motor Vehicles.

Precinct 1 – Pembroke Town Hall
Precinct 2 & 4 - Pembroke Middle School
Precinct 3 – Bryantville Elementary School
Precinct 5 – North Pembroke Elementary School

Precinct	Active	Non-Voter	Total
1	2835	1044	3879
2	2617	1084	3701
3	2687	1036	3723
4	2713	1165	3878
5	2569	1051	3620
Total	13421	5380	18801

Respectfully Submitted,

Margaret Struzik, Town Clerk
Virginia Wandell, Chairman
Stephanie Callanan, Registrar
Mary Ann Smith, Registrar

ANNUAL REPORT OF THE ADVISORY COMMITTEE

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

The primary responsibility of the Advisory Committee is to deliver a balanced budget at the Annual Town meeting for the coming fiscal year. The committee is mandated to make recommendations on each article submitted either favorable or not favorable. Prior to the annual town meeting, a public meeting was held to provide the citizens with an opportunity for questions on the town's financial status. This year's fiscal budget was \$62,741,733. We would like to thank the town departments, town manager, and town accountant for their assistance in providing the information for this budget.

Listed below are the supplemental transfers made from the reserve fund this year.

Fiscal Year 2019 Reserve Fund Appropriation (as provided by the Town Accountant)

<u>Date</u>	<u>Amount</u>	<u>Department</u>	<u>Purpose</u>
09/10/18	\$2,368.08	Recreation	Buyback
11/05/18	\$7,100.00	Recreation	Building Repairs
12/10/18	\$5,000.00	Police	Building Repairs
12/17/18	\$7,400.00	Selectmen	Route 53 Design
12/17/18	\$920.40	Town Hall	Buyback
12/17/18	\$2,437.71	Town Accountant	Buybacks
01/01/19	\$2,700.00	Library	Building Repairs
04/22/19	\$680.92	Planning Board	Advertising
06/30/19	\$1,239.21	Town Accountant	Buyback
06/30/19	\$299.58	Advisory Committee	Wages & Salaries
06/30/19	\$547.80	Planning Board	Overtime
06/30/19	\$2,000.00	Animal Control	Expenses
06/30/19	\$77.61	Lydia Drake Library	Heating Fuel
 Total Transfers	 \$32,771.31		
 Original Appropriation.	 \$50,000.00		
 Balance	 \$17,228.69		

Respectfully submitted:

Stephen Curley, Chairman (July-May), Linda A. Peterson, Chairman (May-June), Members;
Stephen Walsh, Elizabeth Monks, Matthew Norton, Maria Karas

REPORT OF THE BOARD OF ASSESSORS

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

The members of the Board of Assessors are;

Elizabeth A. Bates, MAA, Chairman

Elaine Boidi, MAA, Member,

Mary E. Quill, MAA, Member

Catherine M. Salmon, MAA, holds the position of Chief Assessor/Appraiser.

The office staff consists of Jeanne M. Gigliotti, MAA, Assistant Assessor, Casey Driscoll, Full-time Data Lister, Lauren Grady, Principal Clerk.

The staff of the Assessors' office continues the on-going cyclical inspections. Each year, the office sends out mailings to property owners in various sections of town. This mailing requests an interior inspection. This year mailings were sent to property owners in many different Pembroke neighborhoods including High Street, Mountain Avenue, Barker Street, Old Washington Street and the surrounding streets to those neighborhoods. This cyclical program is part of the in-house certification program and the cooperation of property owners is of great assistance to the Assessors in fulfilling the requirements of the Department of Revenue. Data Collection of Commercial, Industrial, and Exempt Properties continues throughout the town as well. In addition to the cyclical inspections, the staff also inspects all sold properties as well as any property where a building permit has been taken. The Assessing Department visits many properties each year. We wish to thank all of the Pembroke property owners who have cooperated with our staff by allowing these inspections.

The Assessing staff continues their proactive effort of making the public aware of the various property tax exemptions available. There are property tax exemptions available to qualifying Seniors, Disabled Veterans, Surviving Spouses, and Blind Persons. Taxpayers must meet certain requirements for each exemption. Information can be obtained on these exemptions by contacting the office or on-line at the Town of Pembroke Website on the Assessing Department page.

The Assessing Department is responsible for the commitment of all Motor Vehicle Excise Tax and administration of 21,000 MVE tax bills.

The Assessors continue to offer the on-line database that has been updated to provide fiscal year 2020 assessments on all real estate properties. The property database can be accessed for viewing through the town's website. Go to www.pembroke-ma.gov, click on "Departments" and then click on "Assessors Office". Click the ASSESSMENT DATA link. In addition, the Assessor's Maps are now available online. Go to www.pembroke-ma.gov, click on "Town Departments" and then click on "Assessors Office". Click the ASSESSORS MAPS ONLINE link.

TAX RATE RECAPITULATION

Total amount to be raised	
Town meeting appropriation, state & county costs.....	\$71,771,192
Less total receipts	
From state, local receipts	
(permits, auto excise tax,	
free cash, etc.).....	\$28,933,676
Levy – amount to be raised by taxation.....	\$42,837,516
Divided by: Total valuation of Town.....	\$2,956,350,289
Equals – tax	
rate.....	\$14.49

Respectfully submitted:
BOARD OF ASSESSORS

Elizabeth A. Bates, MAA, Chairman,
Elaine Boidi, MAA, Member,
Mary E. Quill, MAA, Member

REPORT OF THE TOWN ACCOUNTANT

To the Honorable Board of Selectmen and the Residents of Pembroke:

I hereby submit my Annual Report, which consists of a Balance Sheet, Statement of Revenues and Statement of Expenditures for the Fiscal Year 2019.

I would like to take this opportunity to thank the Board of Selectmen for giving me the opportunity to serve the residents of Pembroke and also thank the many people, most importantly Kristin Curran, who have assisted my office over the past year.

Respectfully Submitted,

Michael Buckley
Town Accountant

Town of Pembroke
Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2019

	Governmental Fund Types			Proprietary Funds	Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-term Debt	(Memorandum Only)
<u>ASSETS</u>							
Cash and cash equivalents	4,032,989	4,764,692	2,506,024	2,899,626	5,491,907	-	19,695,238
Receivables:							
Personal property taxes	12,592						12,592
Real estate taxes	359,359						359,359
Deferred taxes	142,640						142,640
Allowance for abatements and exemptions	(212,174)						(212,174)
Tax liens	312,191			30,642			342,833
Tax foreclosures	1,683						1,683
Motor vehicle excise	214,760						214,760
Departmental		696,355		472,283			1,168,638
Due to/from other funds	(12,831)	1,500		9,349	11,331		9,349
Due from other governments	1,194,269	184,239			47,513		1,426,021
Amounts to be provided - payment of bonds						26,152,291	26,152,291
Amounts to be provided - payment of notes		112,000					112,000
Amounts to be provided - Authorized & Unissued						1,758,266	1,758,266
Total Assets	<u>6,045,478</u>	<u>5,758,786</u>	<u>2,506,024</u>	<u>3,411,900</u>	<u>5,550,751</u>	<u>27,910,557</u>	<u>51,183,496</u>
<u>LIABILITIES AND FUND EQUITY</u>							
Deferred revenue	831,051	696,354		502,925			2,030,330
Accrued payroll and withholdings	1,224,602						1,224,602
Other liabilities					694,498		694,498
Bonds payable						26,152,291	26,152,291
Bonds Authorized & Unissued						1,858,266	1,858,266
Notes payable		112,000					112,000
Total Liabilities	<u>2,055,653</u>	<u>808,354</u>	<u>-</u>	<u>502,925</u>	<u>694,498</u>	<u>28,010,557</u>	<u>32,071,987</u>
Reserved for encumbrances	2,384,848			381,338			2,766,186
Reserved for expenditures	305,000			267,926			572,926
Reserved for continuing appropriations		455,869	2,506,024	1,699,600			4,661,493
Reserved for snow and ice deficit							-
Reserved fund balance		4,494,563			4,856,253		9,350,816
Undesignated fund balance	1,299,977			560,111			1,860,088
Total Fund Equity	<u>3,989,825</u>	<u>4,950,432</u>	<u>2,506,024</u>	<u>2,908,975</u>	<u>4,856,253</u>	<u>-</u>	<u>19,211,509</u>
Total Liabilities and Fund Equity	<u>6,045,478</u>	<u>5,758,786</u>	<u>2,506,024</u>	<u>3,411,900</u>	<u>5,550,751</u>	<u>28,010,557</u>	<u>51,283,496</u>

General Fund Summary
Revenue, Expenditures and Change to Fund Equity
Fiscal Year Ending June 30, 2019

Revenue	Total
Real Estate Tax	40,194,673
Unrestricted State Aid	15,716,894
Motor Vehicle Excise Tax	2,968,155
Licenses and Permits	611,081
Personal Property Tax	578,733
Rentals	382,150
Local Meals Tax	349,448
Tax Liens and Deferrals	291,463
Interest on Investments	267,592
Penalties and Interest	184,207
Departmental Revenue	83,607
Medicaid Reimbursements	77,586
Charges for Services	57,167
In Lieu of Taxes	43,663
Cemetery Revenue	29,562
Fines and Forfeitures	28,141
Miscellaneous Revenue	9,676
School Department	651
Total Revenue	\$61,874,449
Expenditures	
Education	33,353,763
Insurances and Other	12,772,651
Public Safety	8,073,378
Debt Service	2,936,832
General Government	2,000,060
Public Works	1,890,517
Culture and Recreation	1,015,520
Intergovernmental Assessments	1,012,115
Health & Human Services	421,481
Total Expenditures	\$63,476,317
Total Excess (Deficiency) of Revenues over Expenditures	(1,601,868)
Transfers & Other Financing Sources (Uses)	
Transfer From Other Funds	1,464,980
Transfer To Stabilization Fund	(25,000)
Transfer To OPEB Fund	(125,000)
Transfer To Self Insurance Funds	(380,000)
Transfer To Other Funds	(124,446)
Total Transfers & Other Financing Sources & Uses	\$810,534
Fund Equity	
Total Excess (Deficiency) of Revenues over Expenditures and Other Financing Sources (Uses)	(791,334)
FY2018 Fund Equity	4,781,159
FY2019 Fund Equity	\$3,989,825

Statement of Appropriations and Expenditures
Year Ending June 30, 2019

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Moderator</i>							
Elected Officials	0.00	100.00	0.00	100.00	100.00	0.00	0.00
	0.00	100.00	0.00	100.00	100.00	0.00	0.00
<i>Selectmen</i>							
Elected Officials	0.00	9,000.00	0.00	9,000.00	9,000.00	0.00	0.00
Wages & Salaries	0.00	160,242.00	0.00	160,242.00	160,145.55	0.00	96.45
General Expenses	0.00	13,450.00	7,400.00	20,850.00	17,543.09	0.00	3,306.91
Audit Expenses	0.00	41,500.00	0.00	41,500.00	38,500.00	3,000.00	0.00
Pond Treatment	0.00	92,965.00	0.00	92,965.00	19,731.35	11,455.15	61,778.50
Plymouth County Coop	0.00	107.00	0.00	107.00	107.00	0.00	0.00
S.S. Community Action	0.00	5,000.00	0.00	5,000.00	5,000.00	0.00	0.00
Lower Chandler Mill Pond	3,618.50	0.00	0.00	3,618.50	3,618.50	0.00	0.00
Friends Meeting House	1,255.32	0.00	0.00	1,255.32	0.00	0.00	1,255.32
Town Celebrations	17,371.00	0.00	0.00	17,371.00	0.00	17,371.00	0.00
Holiday Lights	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Watershed Association	2,167.33	0.00	0.00	2,167.33	0.00	2,167.33	0.00
Washington St. Property	15,050.00	0.00	0.00	15,050.00	0.00	15,050.00	0.00
Little Sandy Fence	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Animal Pound	15,946.00	0.00	0.00	15,946.00	15,946.00	0.00	0.00
Town Signage	144.39	0.00	0.00	144.39	0.00	0.00	144.39
Town Memorials	500.00	0.00	0.00	500.00	0.00	0.00	500.00
Hobomock Pond	1,305.00	0.00	0.00	1,305.00	1,305.00	0.00	0.00
Oldham Pond	41,100.00	0.00	0.00	41,100.00	33,460.00	7,640.00	0.00
Furnace Pond	10,550.00	0.00	0.00	10,550.00	10,325.00	225.00	0.00
Animal Pound	0.00	12,500.00	0.00	12,500.00	0.00	12,500.00	0.00
Encumbrances	22,974.67	0.00	0.00	22,974.67	22,345.25	0.00	629.42
	131,982.21	334,764.00	7,400.00	474,146.21	337,026.74	69,408.48	67,710.99
<i>Town Administrator</i>							
Wages & Salaries	0.00	144,291.00	0.00	144,291.00	143,740.48	0.00	550.52
General Expenses	0.00	3,750.00	0.00	3,750.00	2,923.33	0.00	826.67
	0.00	148,041.00	0.00	148,041.00	146,663.81	0.00	1,377.19
<i>Advisory Committee</i>							
Wages & Salaries	0.00	6,973.00	299.58	7,272.58	7,272.58	0.00	0.00
General Expenses	0.00	581.00	0.00	581.00	357.60	0.00	223.40
Reserve Fund	0.00	50,000.00	-32,771.31	17,228.69	0.00	0.00	17,228.69
Encumbrances	204.05	0.00	0.00	204.05	204.05	0.00	0.00
	204.05	57,554.00	-32,471.73	25,286.32	7,834.23	0.00	17,452.09
<i>Town Accountant</i>							
Wages & Salaries	0.00	127,211.00	3,676.92	130,887.92	129,648.63	1,239.21	0.08
General Expenses	0.00	51,800.00	0.00	51,800.00	3,711.97	19,072.67	29,015.36
Non Union COLA	0.00	7,582.00	0.00	7,582.00	1,062.64	0.00	6,519.36
Clerical Contract	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Buyback Fund	327,963.79	125,000.00	0.00	452,963.79	236,187.85	216,775.94	0.00
Accounting System	150,000.00	0.00	0.00	150,000.00	1,428.80	148,464.20	107.00
OPEB Trust Fund	0.00	100,000.00	-100,000.00	0.00	0.00	0.00	0.00
Stabilization Fund	0.00	25,000.00	-25,000.00	0.00	0.00	0.00	0.00
Special Injury Fund	0.00	25,000.00	-25,000.00	0.00	0.00	0.00	0.00
Workers Comp Fund	0.00	75,000.00	-75,000.00	0.00	0.00	0.00	0.00
Encumbered Expenses	1,000.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
	478,963.79	536,593.00	-221,323.08	794,233.71	372,039.89	385,552.02	36,641.80
<i>Board of Assessors</i>							
Elected Officials	0.00	5,400.00	0.00	5,400.00	5,400.00	0.00	0.00
Wages & Salaries	0.00	250,948.00	0.00	250,948.00	247,613.99	0.00	3,334.01
General Expenses	0.00	37,150.00	0.00	37,150.00	26,907.06	10,242.94	0.00
Vehicle Purchase	0.00	28,000.00	0.00	28,000.00	25,381.00	2,619.00	0.00
Assessors Maps	4,916.00	0.00	0.00	4,916.00	4,916.00	0.00	0.00
Om Line Database	2,092.00	0.00	0.00	2,092.00	2,092.00	0.00	0.00
Building Decorations	767.75	0.00	0.00	767.75	0.00	767.75	0.00
GIS System	100.00	0.00	0.00	100.00	100.00	0.00	0.00
Digital Flyover	2,850.00	0.00	0.00	2,850.00	2,233.26	616.74	0.00
Encumbered Expenses	8,516.00	0.00	0.00	8,516.00	6,587.48	0.00	1,928.52
	19,241.75	321,498.00	0.00	340,739.75	321,230.79	14,246.43	5,262.53

Statement of Appropriations and Expenditures
Year Ending June 30, 2019

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Treasurer/Collector</i>							
Wages & Salaries	0.00	361,466.00	0.00	361,466.00	348,036.74	917.00	12,512.26
General Expenses	0.00	79,885.00	0.00	79,885.00	74,051.38	1,800.00	4,033.62
	0.00	441,351.00	0.00	441,351.00	422,088.12	2,717.00	16,545.88
<i>Town Counsel</i>							
Encumbered Expenses	0.00	115,000.00	0.00	115,000.00	110,337.02	0.00	4,662.98
	0.00	115,000.00	0.00	115,000.00	110,337.02	0.00	4,662.98
<i>Data Processing/MIS</i>							
General Expenses	0.00	64,475.00	0.00	64,475.00	58,325.92	6,149.08	0.00
Equipment	23,900.00	0.00	0.00	23,900.00	0.00	23,900.00	0.00
Encumbrances	13,243.38	0.00	0.00	13,243.38	2,000.00	11,243.38	0.00
	37,143.38	64,475.00	0.00	101,618.38	60,325.92	41,292.46	0.00
<i>Town Clerk</i>							
Elected Officials	0.00	86,353.00	0.00	86,353.00	86,353.00	0.00	0.00
Wages & Salaries	0.00	50,399.00	0.00	50,399.00	50,399.00	0.00	0.00
General Expenses	0.00	12,320.00	0.00	12,320.00	9,116.86	0.00	3,203.14
Voting Equipment	4,454.91	0.00	0.00	4,454.91	4,454.91	0.00	0.00
	4,454.91	149,072.00	0.00	153,526.91	150,323.77	0.00	3,203.14
<i>Elections</i>							
Wages & Salaries	0.00	50,000.00	0.00	50,000.00	43,827.25	138.08	6,034.67
General Expenses	0.00	23,000.00	0.00	23,000.00	13,501.95	0.00	9,498.05
	0.00	73,000.00	0.00	73,000.00	57,329.20	138.08	15,670.80
<i>Board of Registrars</i>							
Wages & Salaries	0.00	7,600.00	0.00	7,600.00	6,954.75	0.00	645.25
General Expenses	0.00	8,700.00	0.00	8,700.00	50.98	0.00	8,649.02
	0.00	16,300.00	0.00	16,300.00	7,005.73	0.00	9,294.27
<i>Conservation Commission</i>							
General Expenses	0.00	935.00	0.00	935.00	297.66	0.00	637.34
Hazardous Tree Removal	500.00	0.00	0.00	500.00	0.00	500.00	0.00
	500.00	935.00	0.00	1,435.00	297.66	500.00	637.34
<i>Planning Board</i>							
Wages & Salaries	0.00	50,082.00	547.80	50,629.80	50,629.80	0.00	0.00
General Expenses	0.00	2,240.00	680.92	2,920.92	2,031.39	0.00	889.53
	0.00	52,322.00	1,228.72	53,550.72	52,661.19	0.00	889.53
<i>Zoning Board of Appeals</i>							
Encumbered Expenses	0.00	2,600.00	0.00	2,600.00	2,461.44	0.00	138.56
	0.00	2,600.00	0.00	2,600.00	2,461.44	0.00	138.56
<i>Town Hall Maintenance</i>							
Wages & Salaries	0.00	93,210.00	920.40	94,130.40	93,334.79	0.00	795.61
General Expenses	0.00	106,592.00	0.00	106,592.00	95,187.62	10,000.00	1,404.38
	0.00	199,802.00	920.40	200,722.40	188,522.41	10,000.00	2,199.99
General Government	\$672,490.09	\$2,513,407.00	-\$244,245.69	\$2,941,651.40	\$2,236,247.92	\$523,854.47	\$181,618.05
<i>Police Department</i>							
Wages & Salaries	0.00	3,795,056.00	0.00	3,795,056.00	3,596,227.59	15,531.00	183,297.41
General Expenses	0.00	360,902.00	5,000.00	365,902.00	344,058.96	1,432.55	20,410.49
Equip New Officers	761.36	0.00	0.00	761.36	761.36	0.00	0.00
Station Repairs	275.25	0.00	0.00	275.25	275.25	0.00	0.00
Marked Cruiser	2,032.76	0.00	0.00	2,032.76	2,032.75	0.00	0.01
Portable Radios	1,231.35	0.00	0.00	1,231.35	1,231.35	0.00	0.00
Ballistic Vests	2,612.50	0.00	0.00	2,612.50	0.00	2,612.50	0.00
Server Replacement	4,000.00	0.00	0.00	4,000.00	4,000.00	0.00	0.00
Encumbrances	1,015.53	0.00	0.00	1,015.53	1,015.49	0.00	0.04
	11,928.75	4,155,958.00	5,000.00	4,172,886.75	3,949,602.75	19,576.05	203,707.95

Statement of Appropriations and Expenditures
Year Ending June 30, 2019

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Fire Department</i>							
Wages & Salaries	0.00	3,207,316.00	-2,248.70	3,205,067.30	3,190,224.56	5,495.22	9,347.52
General Expenses	0.00	166,000.00	2,248.70	168,248.70	167,506.70	500.00	242.00
Truck & Bldg Repairs	1,810.69	0.00	0.00	1,810.69	1,810.69	0.00	0.00
SCBA Equipment	2,429.37	0.00	0.00	2,429.37	2,429.37	0.00	0.00
New Firefighters	33,399.60	0.00	0.00	33,399.60	33,399.60	0.00	0.00
	37,639.66	3,373,316.00	0.00	3,410,955.66	3,395,370.92	5,995.22	9,589.52
<i>Building Commission</i>							
Wages & Salaries	0.00	417,027.00	0.00	417,027.00	410,616.38	0.00	6,410.62
General Expenses	0.00	12,400.00	0.00	12,400.00	11,332.26	0.00	1,067.74
	0.00	429,427.00	0.00	429,427.00	421,948.64	0.00	7,478.36
<i>Emergency Preparedness</i>							
Wages & Salaries	0.00	2,753.00	0.00	2,753.00	2,752.08	0.00	0.92
General Expenses	0.00	9,511.00	0.00	9,511.00	8,562.69	0.00	948.31
	0.00	12,264.00	0.00	12,264.00	11,314.77	0.00	949.23
<i>Animal Control</i>							
Wages & Salaries	0.00	52,490.00	0.00	52,490.00	50,565.16	1,923.66	1.18
General Expenses	0.00	6,750.00	2,000.00	8,750.00	8,388.01	361.99	0.00
	0.00	59,240.00	2,000.00	61,240.00	58,953.17	2,285.65	1.18
Public Safety	\$49,568.41	\$8,030,205.00	\$7,000.00	\$8,086,773.41	\$7,837,190.25	\$27,856.92	\$221,726.24
<i>Pembroke Public Schools</i>							
Operating Budget	0.00	33,259,352.00	0.00	33,259,352.00	31,534,323.20	1,725,028.80	0.00
Security Cameras	20,000.00	0.00	0.00	20,000.00	19,828.00	172.00	0.00
Technology	76,000.00	0.00	0.00	76,000.00	51,812.77	24,187.23	0.00
Technology	0.00	55,000.00	0.00	55,000.00	55,000.00	0.00	0.00
Encumbrances	1,692,864.64	0.00	0.00	1,692,864.64	1,692,799.29	0.00	65.35
	1,788,864.64	33,314,352.00	0.00	35,103,216.64	33,353,763.26	1,749,388.03	65.35
Education	\$1,788,864.64	\$33,314,352.00	\$0.00	\$35,103,216.64	\$33,353,763.26	\$1,749,388.03	\$65.35
<i>Public Works</i>							
Wages & Salaries	0.00	942,032.00	-20,000.00	922,032.00	887,601.34	0.00	34,430.66
General Expenses	0.00	287,788.00	20,000.00	307,788.00	260,376.08	46,612.14	799.78
Pine Grove Cemetery	2,182.00	0.00	0.00	2,182.00	0.00	2,182.00	0.00
Encumbered Expenses	78,758.31	0.00	0.00	78,758.31	78,138.78	0.00	619.53
	80,940.31	1,229,820.00	0.00	1,310,760.31	1,226,116.20	48,794.14	35,849.97
<i>Snow & Ice</i>							
General Expenses	0.00	125,000.00	346,871.59	471,871.59	471,871.59	0.00	0.00
	0.00	125,000.00	346,871.59	471,871.59	471,871.59	0.00	0.00
<i>Town Wide Utilities</i>							
General Expenses	0.00	203,277.00	0.00	203,277.00	188,929.64	0.00	14,347.36
Encumbered Expenses	15,695.29	0.00	0.00	15,695.29	3,599.47	0.00	12,095.82
	15,695.29	203,277.00	0.00	218,972.29	192,529.11	0.00	26,443.18
Public Works	\$96,635.60	\$1,558,097.00	\$346,871.59	\$2,001,604.19	\$1,890,516.90	\$48,794.14	\$62,293.15

Statement of Appropriations and Expenditures
Year Ending June 30, 2019

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Board of Health</i>							
General Expenses	0.00	27,610.00	0.00	27,610.00	24,566.62	0.00	3,043.38
	0.00	27,610.00	0.00	27,610.00	24,566.62	0.00	3,043.38
<i>Council on Aging</i>							
Wages & Salaries	0.00	193,299.00		193,299.00	193,299.00	0.00	0.00
General Expenses	0.00	44,733.00	0.00	44,733.00	35,696.17	0.00	9,036.83
Senior Tax Work Off	0.00	5,000.00	0.00	5,000.00	3,000.00	0.00	2,000.00
Senior Tax Work Off	2,500.00	0.00	0.00	2,500.00	2,500.00	0.00	0.00
	2,500.00	243,032.00	0.00	245,532.00	234,495.17	0.00	11,036.83
<i>Veterans' Services</i>							
Wages & Salaries	0.00	72,560.00	0.00	72,560.00	72,558.58	0.00	1.42
General Expenses	0.00	2,100.00	0.00	2,100.00	1,695.12	0.00	404.88
Veterans Benefits	0.00	150,000.00	-60,000.00	90,000.00	87,626.48	0.00	2,373.52
	0.00	224,660.00	-60,000.00	164,660.00	161,880.18	0.00	2,779.82
<i>Commission on Disabilities</i>							
General Expenses	0.00	705.00	0.00	705.00	539.30	0.00	165.70
	0.00	705.00	0.00	705.00	539.30	0.00	165.70
Human Services	\$2,500.00	\$496,007.00	-\$60,000.00	\$438,507.00	\$421,481.27	\$0.00	\$17,025.73
<i>Library</i>							
Wages & Salaries	0.00	575,775.00	0.00	575,775.00	573,678.79	0.00	2,096.21
General Expenses	0.00	59,800.00	2,700.00	62,500.00	58,631.08	0.00	3,868.92
Books & Periodicals	0.00	90,000.00	0.00	90,000.00	90,000.00	0.00	0.00
Furniture	1,420.00	0.00	0.00	1,420.00	1,420.00	0.00	0.00
Flooring	830.00	0.00	0.00	830.00	0.00	830.00	0.00
Painting & Repairs	12,550.00	0.00	0.00	12,550.00	0.00	12,550.00	0.00
Security Cameras	7,000.00	0.00	0.00	7,000.00	7,000.00	0.00	0.00
Roof Repairs	395.00	0.00	0.00	395.00	395.00	0.00	0.00
Fire Alarms	0.00	9,052.00	0.00	9,052.00	0.00	9,052.00	0.00
Water Bubblers	0.00	5,000.00	0.00	5,000.00	5,000.00	0.00	0.00
	22,195.00	739,627.00	2,700.00	764,522.00	736,124.87	22,432.00	5,965.13
<i>Lydia Drake Library</i>							
General Expenses	0.00	5,000.00	77.61	5,077.61	5,077.61	0.00	0.00
	0.00	5,000.00	77.61	5,077.61	5,077.61	0.00	0.00
<i>Recreation</i>							
Wages & Salaries	0.00	97,924.00	2,368.00	100,292.00	100,291.20	0.00	0.80
General Expenses	0.00	12,080.00	0.00	12,080.00	11,846.19	0.00	233.81
	0.00	110,004.00	2,368.00	112,372.00	112,137.39	0.00	234.61
<i>Community Center</i>							
Wages & Salaries	0.00	28,043.00	19,852.00	47,895.00	47,850.22	0.00	44.78
General Expenses	0.00	49,806.00	7,100.00	56,906.00	55,388.54	0.00	1,517.46
Encumbered Expenses	5,961.79	0.00	0.00	5,961.79	5,961.79	0.00	0.00
	5,961.79	77,849.00	26,952.00	110,762.79	109,200.55	0.00	1,562.24
<i>Herring Fisheries</i>							
General Expenses	0.00	1,800.00	0.00	1,800.00	1,675.13	122.00	2.87
	0.00	1,800.00	0.00	1,800.00	1,675.13	122.00	2.87
<i>Town Landing</i>							
Wages & Salaries	0.00	44,974.00	0.00	44,974.00	44,974.00	0.00	0.00
General Expenses	0.00	1,600.00	0.00	1,600.00	679.37	0.00	920.63
	0.00	46,574.00	0.00	46,574.00	45,653.37	0.00	920.63
<i>Town Clock Winder</i>							
Wages & Salaries	0.00	1,517.00	0.00	1,517.00	1,517.00	0.00	0.00
	0.00	1,517.00	0.00	1,517.00	1,517.00	0.00	0.00
<i>Commemorations</i>							
General Expenses	0.00	5,910.00	0.00	5,910.00	3,446.30	2,400.00	63.70
Encumbered Expenses	3,400.00	0.00	0.00	3,400.00	416.88	0.00	2,983.12
	3,400.00	5,910.00	0.00	9,310.00	3,863.18	2,400.00	3,046.82
<i>Historical Commission</i>							
General Expenses	0.00	2,000.00	0.00	2,000.00	270.88	0.00	1,729.12
	0.00	2,000.00	0.00	2,000.00	270.88	0.00	1,729.12
Culture & Recreation	\$31,556.79	\$990,281.00	\$32,097.61	\$1,053,935.40	\$1,015,519.98	\$24,954.00	\$13,461.42

Statement of Appropriations and Expenditures
Year Ending June 30, 2019

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Debt Service</i>							
Principal	0.00	843,502.00	-111,000.00	732,502.00	662,501.31	0.00	70,000.69
Interest	0.00	208,201.00	-100,000.00	108,201.00	101,360.39	0.00	6,840.61
Principal-Excluded	0.00	1,555,000.00	0.00	1,555,000.00	1,555,000.00	0.00	0.00
Interest-Excluded	0.00	581,875.00	0.00	581,875.00	581,875.00	0.00	0.00
Short Term Interest	0.00	45,500.00		45,500.00	36,095.11	0.00	9,404.89
	\$0.00	\$3,234,078.00	-\$211,000.00	\$3,023,078.00	\$2,936,831.81	\$0.00	\$86,246.19
Debt Service	\$0.00	\$3,234,078.00	-\$211,000.00	\$3,023,078.00	\$2,936,831.81	\$0.00	\$86,246.19
<i>Pension Assessment</i>							
General Expenses	0.00	3,252,447.00	0.00	3,252,447.00	3,252,447.00	0.00	0.00
	0.00	3,252,447.00	0.00	3,252,447.00	3,252,447.00	0.00	0.00
<i>Unemployment Assessment</i>							
General Expenses		135,000.00	-46,871.59	88,128.41	79,664.75		8,463.66
	0.00	135,000.00	-46,871.59	88,128.41	79,664.75	0.00	8,463.66
<i>Health Insurance</i>							
General Expenses	0.00	8,674,543.00	-165,000.00	8,509,543.00	8,501,854.81	0.00	7,688.19
	0.00	8,674,543.00	-165,000.00	8,509,543.00	8,501,854.81	0.00	7,688.19
<i>Life Insurance</i>							
General Expenses	0.00	20,000.00	0.00	20,000.00	18,983.75	0.00	1,016.25
	0.00	20,000.00	0.00	20,000.00	18,983.75	0.00	1,016.25
<i>Medicare Tax</i>							
General Expenses	0.00	525,000.00	0.00	525,000.00	524,015.97	0.00	984.03
	0.00	525,000.00	0.00	525,000.00	524,015.97	0.00	984.03
<i>General Town Insurance</i>							
General Expenses	0.00	718,500.00	-280,000.00	438,500.00	395,272.99	10,000.00	33,227.01
Encumbered Expenses	2,500.00	0.00	0.00	2,500.00	411.97	0.00	2,088.03
	2,500.00	718,500.00	-280,000.00	441,000.00	395,684.96	10,000.00	35,315.04
Insurance & Other	\$2,500.00	\$13,325,490.00	-\$491,871.59	\$12,836,118.41	\$12,772,651.24	\$10,000.00	\$53,467.17
General Fund Totals	\$2,644,115.53	\$63,461,917.00	-\$621,148.08	\$65,484,884.45	\$62,464,202.63	\$2,384,847.56	\$635,834.26

**General Fund Expenditures
Local and State Assessments
Budget to Actual**

	Fiscal 2019 Budget	Fiscal 2019 Actual	Variance
County Tax	55,308	55,308	0
Mosquito Control	63,324	63,324	0
Air Pollution Control	5,764	5,764	0
Metro Area Planning Council	9,520	9,520	0
Old Colony Planning Council	6,773	6,773	0
Registry Non-Renewals	19,460	19,460	0
Regional Transit	145,731	145,731	0
Special Education	12,771	29,212	-16,441
School Choice Tuitions	49,411	50,178	-767
Charter School Tuitions	540,952	626,845	-85,893
Assessment Totals	\$909,014	\$1,012,115	-\$103,101

General Fund Revenue
Receipts Received as of June 30, 2019

Revenue Source -		Percent
Real Estate Tax	40,194,673	
Personal Property Tax	578,733	
Tax Liens	243,858	
Tax Deferrals	47,605	
Total Property Taxes	\$41,064,869	64.83%
Chapter 70 Education Aid	13,523,843	
Charter School Reimbursements	235,915	
Unrestricted General Govt. Aid	1,738,078	
Veterans Benefits	67,293	
Elderly & Veterans Reimbursements	110,161	
Miscellaneous	41,604	
Total Unrestricted State Aid	\$15,716,894	24.81%
Excise Taxes -		
Motor Vehicle Excise Tax	2,968,155	
Local Meals Excise Tax	349,448	
Penalties & Interest		
Property Taxes	55,306	
Excise Taxes	80,055	
Tax Liens	48,846	
Payments In Lieu of Taxes -	43,663	
Charges for Services -		
Lien Certificates	38,300	
Registry Fees	18,867	
Rentals -		
General Rentals	57,069	
Antenna	248,581	
Solar	76,500	
Fees -		
Selectmen	715	
Treasurer	2,965	
Town Clerk	6,734	
Assessors	1,979	
Board of Health	2,455	
Planning Board	17,650	
ZBA	17,800	
Police Detail	33,309	
Cemetery Revenue	29,562	
School Department	651	

General Fund Revenue
Receipts Received as of June 30, 2019

Revenue Source -		Percent
Licenses & Permits -		
Building Department	437,650	
Public Works	5,325	
Selectmen	46,500	
Police Department	9,312	
Fire Department	21,360	
Dog Licenses	9,696	
Town Clerk	7,710	
Board of Health	73,528	
Fines and Forfeits -		
Registry Fees	25,257	
Court Fines	1,310	
Animal Control	1,205	
Investment Income -	267,592	
Medicaid Reimbursements -	77,586	
Sale of Surplus Property		
Miscellaneous Revenue -	10,045	
Total Local Receipts	\$5,092,686	8.04%
Transfers From Other Funds -		
Special Revenue Funds	22,600	
Special Revenue Funds-Ambulance	610,750	
Special Revenue Funds-Septic Better.	93,360	
Special Revenue Funds-COA Revolving	70,000	
Capital Project Funds	136,463	
Water Enterprise Fund	375,000	
Solid Waste Enterprise Fund	20,000	
Trust Funds	136,807	
Total Interfund Transfers	\$1,464,980	2.31%
Total General Fund Revenue	\$63,339,429	100.00%

**General Fund Revenue
Local and State Receipts
Budget to Actual**

Local Receipts As reported on the Tax Rate Recapitulation Sheet	Fiscal 2019 Budget	Fiscal 2019 Actual	Variance	%
Motor Vehicle Excise Tax	2,905,134	2,968,155	63,021	102.17%
Meals Tax	320,000	349,448	29,448	109.20%
Penalties and Interest	260,000	184,207	(75,793)	70.85%
Payments in Lieu of Taxes	33,000	43,663	10,663	132.31%
Other Charges for Services	55,000	57,167	2,167	103.94%
Fees	80,000	83,607	3,607	104.51%
Rentals	330,000	382,150	52,150	115.80%
Departmental Revenue - Schools	0	651	651	-
Departmental Revenue - Cemeteries	27,000	29,562	2,562	109.49%
Licenses and Permits	400,000	611,081	211,081	152.77%
Fines and Forfeits	30,500	28,141	(2,359)	92.27%
Investment Income	95,000	267,592	172,592	281.68%
Medicaid Revenue	105,000	77,586	(27,414)	73.89%
Miscellaneous Non-recurring	<u>0</u>	<u>9,676</u>	<u>9,676</u>	-
Total - Local Receipts	\$4,640,634	\$5,092,686	\$452,052	109.74%

Cherry Sheet Receipts Detail	Fiscal 2019 Budget	Fiscal 2019 Actual	Variance	%
Education				
Chapter 70	13,521,752	13,523,843	2,091	100.02%
Charter School Assessment Reimbursement	<u>132,600</u>	<u>235,915</u>	<u>103,315</u>	<u>177.91%</u>
Total Education	13,654,352	13,759,758	105,406	100.77%
General Government				
Unrestricted General Government Aid	1,738,078	1,738,078	0	100.00%
Veterans' Benefits	73,461	67,293	(6,168)	91.60%
Exemptions: Vets, Blind, & Surviving	97,977	110,161	12,184	112.44%
Miscellaneous Revenue	0	41,604	41,604	-
Total General Government	1,909,516	1,957,136	47,620	102.49%
Total - Cherry Sheet Revenue	\$15,563,868	\$15,716,894	\$153,026	100.98%
Total - Local and State Revenue	\$20,204,502	\$20,809,580	\$605,078	102.99%

Special Revenue Accounts
Gifts, Grants and Other Special Revenue

<u>Account</u>		<u>Beginning</u> <u>Balance</u>	Revenue	<u>Payroll &</u> <u>Expenses</u>	<u>Transfer</u>	<u>Ending Balance</u>
Public Safety Gifts	201	2,853	2,200	1,469		3,584
Fuel Assistance Gifts	202	4,624	4,498	2,693		6,429
Selectmen Gifts	205	786	1,121	50		1,857
Camp Pembroke Fund	207	23,106	9,870	5,646		27,330
Center Street Drainage	208	9,560	0	0		9,560
COA Gift Fund	226	4,933	6,351	1,544		9,740
Veterans Gift Fund	227	4,511	275	786		4,000
Veterans Brick Gift Fund	243	0	1,160	0		1,160
Aniversary Fund	244	0	1,710	0		1,710
Library Gift Fund	263	3,113	29,766	32,776		103
Fire Department Gift Fund	281	21,679	4,955	6,270		20,364
Herring Fisheries Gifts	289	450	56	0		506
Total Gifts & Donations		\$75,615	\$61,962	\$51,234	\$0	\$86,343
School Transportation Fund	115	342,382	120,866	165,922		297,326
School Athletic Fund	116	69,812	167,527	81,499	-79,200	76,640
N. Pembroke Revolving Fund	117	2,540	31,418	30,214		3,744
Bryantville Revolving Fund	118	3,577	35,293	38,743		127
Hobomock Revolving Fund	119	446	36,112	34,213		2,345
PCMS Revolving Fund	120	761	1,857	1,619		999
High School Revolving Fund	121	1,230	60,683	50,908		11,005
SPED Gifts	122	1,090				1,090
School Gift Fund	123	143		62		81
Bryantville Gift Fund	124	929	8,900	9,508		321
Mosher Gift Fund	125	26				26
N. Pembroke Gift Fund	126	1,032	2,200	3,141		91
Middle School Gift Fund	128	11,310	1,272	3,785		8,797
High School Gift Fund	130	3,894	2,898	4,099		2,693
Hobomock Gift Fund	132	3,642	21,281	7,782		17,141
SPED Revenue Fund	133	955		177		778
School Insurance Fund	139	43,081	208,017	215,253		35,845
Tax Title Revolving	204	16,153	903,816	40,056	-850,000	29,913
Bond Premiums	212	0	75,911	71,038		4,873
Zoning Engineering	213	8,979		1,806		7,173
Stanford Hill Deposit	216	3,000		0		3,000
Wetlands Protection Fund	217	14,689	8,630			23,319
School Extended Day Revolving	217	791,226	153,128	435,060		509,294
Conservation Deposits	220	47	500	500		47
Town Forest Committee	223	6,812	9,144	5,107		10,849
Water Permits Revolving	224	17,806	8,301	6,530		19,577
Insurance Proceeds	228	31,591				31,591
Conservation Local Filing Fees	232	22,735	17,483	29,010		11,208
Insurance Proceeds	234	24,293	32,177			56,470
Planning Deposits	236	56,064	100,451	77,997		78,518
Selectmen Deposits	239	0	4,000			4,000
Town Clerk Document Fees	241	0	269			269
Ambulance Fund	245	1,143,772	1,267,113	533,455	-610,750	1,266,680
COA Program Revolving	246	1,535	1,820	2,331		1,024
School Facilities Revolving	251	31,508		31,180		328
School Building Revolving	252	42	77,108	77,033		117
Water Payments to Others	260	0	22,967	45,151	22,184	0
Library Fines Revolving	261	606	9,735	10,341		0
Library Passport Program	269	0	13,773			13,773
Health Nursing Revolving	280	7,465	3,057	10,522		0
Septic Review Revolving	282	6,825	10,567	8,814		8,578
DPW Vehicle Revolving	285	18,582	8,292	9,425		17,449
DPW Tree Fund	286	1,684		684		1,000
DPW Insurance Revolving	287	0	1,314	1,162		152
DPW Insurance Revolving	288	0	45,382	41,768		3,614
Recreation Revolving	292	239,509	206,062	213,123	-11,850	220,598
Town Landing Revolving	296	27,116	8,285	12,384		23,017

Special Revenue Accounts
Gifts, Grants and Other Special Revenue

<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll & Expenses</u>	<u>Transfer</u>	<u>Ending Balance</u>
Affordable Housing Fund	297	49,895		1,058		48,837
Historical Society Revolving	298	3,899	780	100		4,579
PCMS Activity Fund	365	11,093	1,268	8,066		4,295
High School Activity Fund	397	108,693	169,246	204,650		73,289
Parking Fines Revolving	444	487	120	0		607
Sidewalk Fund	600	51,009	15,568	0		66,577
Total Revolving Funds		\$3,183,965	\$3,874,591	\$2,525,276	-\$1,529,616	\$3,003,664
School Teacher Grant	140	2,927	59,092	62,019		0
School Special Support Grant	192	0	21,776	21,776		0
Pond Cleanup Grant	200	1,832	34,500	1,405		34,927
Recycling Grant	218	3,186	7,500	0		10,686
Financial Planning Grant	219	5,000	119,700	79,675		45,025
Fire Equipment Grant	221	4,927	7,175	12,102		0
COA Formula Grant	222	0	36,156	36,156		0
COA Transportation Revolving	229	87,820	111,821	11,388	-70,000	118,253
Extended Polling Hours Grant	230	1,466		4		1,462
Elder Affairs Grant	231	7,302	3,445	2,107		8,640
Herring Park Grant	233	0	100,000	37,264		62,736
Police E-911 Grant	238	0	77,651	61,502		16,149
School 94-142 Grant	240	0	583,051	549,559		33,492
Community Policing Grant	242	0	2,622	2,622		0
School Transition Grant	243	0	7,125	7,125		0
Fire HazMat Grant	249	3,250	11,408	12,325		2,333
Police Law Enforcement Fund	251	3,481	12,486	486		15,481
Fire SCBA Grant	254	1,235		0		1,235
School Equipment Grant	257	45,000		45,000		0
Public Safety Grant	258	411		411		0
School Early Childhood Grant	262	8,003	16,400	17,164		7,239
Library MEG Grant	262	6,702	7,620	7,059		7,263
Library LIG Grant	264	13,418	12,712	14,052		12,078
Library LSTA Grant	265	1,561	0	1,561		0
Library NRC Grant	268	1,869	2,931	4,240		560
School Title One Grant	271	2,897	204,719	204,403		3,213
Police Overtime Grant	276	0	2,566	951		1,615
Health Grant	280	7,465	1,138	6,684		1,919
School SPED P.I. Grant	298	452	0	0		452
School Energy Grant	300	0	187,500	187,500		0
School Grant	309	5,589	16,691			22,280
School Grant	325	0	5,200			5,200
Project Leader Grant	385	0	18,047			18,047
Police Vest Grant	436	318	3,959	0		4,277
Police Equitable Sharing Grant	438	11,182	0	4,027		7,155
School Circuit Breaker Grant	520	395,761	727,450	680,395		442,816
Vocational Transportation Grant	574	4,561	0	4,561		0
Total Grants		\$627,615	\$2,402,441	\$2,075,523	-\$70,000	\$884,533
Chapter 90 Highway	13	44,117	678,192	700,815		21,494
School Lunch Fund	22	49,183	961,395	958,573		52,005
Community Preservation Fund	24	656,010	373,555	356,218		673,347
Septic Betterment Program	25	301,975	134,756	114,329	-93,360	229,042
Total Other Special Revenue		\$1,051,285	\$2,147,898	\$2,129,935	-\$93,360	\$975,888
Total Special Revenue		\$4,938,480	\$8,486,892	\$6,781,968	-\$1,692,976	\$4,950,428

Capital Project Funds
Fiscal Year Ending June 30, 2019

	Beginning			Total		Ending
	Balance	Appropriation	Transfers	Available	Expended	Balance
Emergency Alert System	25,000			25,000	0	25,000
Owls Bog Purchase	10,225			10,225	0	10,225
Learning Lane Drainage	50,492			50,492	0	50,492
Town Building Repairs	0	180,000		180,000	25,800	154,200
Route 14 Drainage	101,777			101,777	2,771	99,006
Furnace Pond Dredging	81,722			81,722	130	81,592
Police Station Repair	1,526			1,526	1,526	0
Police Generator Switch	6,590			6,590	0	6,590
Fire Extrication Equip	11,490			11,490	8,209	3,281
Fire Turnout Gear	124,754			124,754	124,754	0
Fire Pumper A	0	625,000		625,000	0	625,000
Fire Pumper B	0	625,000		625,000	0	625,000
Fire Hose	0	75,000		75,000	52,837	22,163
School Roof Repairs	210,000			210,000	0	210,000
High School Field	357,907			357,907	357,907	0
Route 14 Drainage	4,726			4,726	4,726	0
DPW Facility Stidy	9,000			9,000	0	9,000
DPW Dump Truck	0	75,000		75,000	75,000	0
Library Security System	1,266			1,266	1,266	0
School Construction	914,461		-914,461	0		0
School Construction	658,135		-73,660	584,475		584,475
Total Special Revenue	\$2,569,071	\$1,580,000	-\$988,121	\$3,160,950	\$654,926	\$2,506,024

Trust Funds
Fiscal Year Ending June 30, 2019

	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Interest</u>	<u>Expense</u>	<u>Transfer In</u>	<u>Transfer Out</u>	<u>Ending Balance</u>
Non-Expendable							
Perpetual Care	533,816	16,908	5,328	2,327		-6,307	547,418
Expendable							
Perpetual Care Income	201	991	11				1,203
Sale of Lots	14,482	18,950	149			-20,000	13,581
Stabilization Fund	456,696		4,724		25,000		486,420
Stabilization Fund	929,651		9,242				938,893
Post Employment Benefits Fund	742,344		74,594		125,000		941,938
Silver Lake Escrow Fund	194,961		1,619			-98,000	98,580
Conservation Fund	47,843	475	604				48,922
Open Space Fund	238,884		3,199	1,675			240,408
Hatch School Fund	23,388		275				23,663
Richard Chase Fund	21,744		256				22,000
Edna Raistrick Fund	4,121		42				4,163
Library Building Fund	311		3				314
Elsie Duffill Fund	3,386		35				3,421
Irene L. Smith Fund	9,600		97				9,697
Darling Book Fund	11,390	50	134				11,574
Paul Magoun Fund	4,206		43				4,249
Della Chiesa Fund	9,623	363	99				10,085
Estes Flower Fund	903		9	20			892
Louis Gray Flower Fund	266		2	20			248
Lewis & Sturtevant Fund	83		1	20			64
William Lavalley Flower Fund	448		4	20			432
Blakeman Flower Fund	389		4	20			373
Lois W. Hall Fund	1,535		15				1,550
Cultural Council Fund	4,809	650	49				5,508
Police Block Grant Fund	4,136		42				4,178
Stone Flower Fund	497		5	20			482
Tubbs Meadow Fund	54,114		704				54,818
Dog Shelter Fund	23,163		204	15,925			7,442
Center Library Fund	30,482		299	5,000			25,781
Lydia Drake Library Fund	12,000	1,413	140				13,553
Dr. Randall Scholarship Fund	117		1				118
Injured on Duty Fund	75,556		1,245		55,000		131,801
Workers Comp Fund	25,071		2,582		325,000		352,653
Kellogg Scholarship Fund	10,633		126	1,500			9,259
Capital Stabilization Fund	0		3,157		850,000	-12,500	840,657
Total Trust Funds	\$3,490,849	\$39,800	\$109,043	\$26,547	\$1,380,000	(\$136,807)	\$4,856,338

Agency Funds
Fiscal Year Ending June 30, 2019

	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Interest</u>	<u>Expense</u>	<u>Transfer</u>	<u>Accruals</u>	<u>Ending Balance</u>
Payroll Withholding Payable	94,921	9,033,374		8,906,175			222,120
Performance Deposits	296,070	156,773		16,492			436,351
Police Details Payable	10,664	724,575		707,642			27,597
Firearm Permits Payable	6,138	27,363		28,351			5,150
Compost Bins	1,231			1,231			0
Cemetery Details Payable	6,964	8,545		15,509			0
Comm Center Details Payable	0	500					500
Passport Program	0						0
Deputy Collector Fees Payable	4,874	48,461		50,557			2,778
Total Agency Funds	\$420,862	\$9,999,591	\$0	\$9,725,957	\$0	\$0	\$694,496

Enterprise Funds
Revenue, Expenditures and Changes in Fund Balance

	<u>Water Enterprise</u>	<u>Solid Waste Enterprise</u>
Revenue		
Departmental User Charges	2,039,710	1,847,898
Penalties and Interest	50,805	16,777
Departmental Revenue	73,122	37,648
Capital Payments	81,256	0
Intergovernmental	38,765	0
Sale of Bonds	1,750,000	0
Total Revenue Raised	\$4,033,658	\$1,902,323
Expenditures		
Personal Services	567,282	78,110
Operating Expenses	497,530	1,492,513
Capital Replacement	663,937	0
Capital Projects	113,960	0
Debt Service	566,662	257,323
Transfer to Other Funds - Indirect Costs	397,184	20,000
Total Operating Expenditures	\$2,806,555	\$1,847,946
Revenues over/(under) Expenditures	\$1,227,103	\$54,377
Retained Earnings		
Fund Balance July 1, 2018	\$1,293,577	\$333,919
Revenues over/(under) Expenditures	1,227,103	54,377
Fund Balance June 30, 2019	\$2,520,680	\$388,296
Less: Reserve for Encumbrances	2,066,343	14,595
Reserved for Expenditure	176,108	91,818
Unreserved Retained Earnings	\$278,229	\$281,883

Financial History
Various Information

	Free Cash	Stabilization	OPEB Fund	Injured on Duty Fund	Workers Comp Fund
Fiscal 2019	1,087,750	1,425,313	941,939	131,800	352,653
Fiscal 2018	1,734,996	1,386,348	742,344	75,556	25,071
Fiscal 2017	2,252,832	1,349,956	611,692	50,055	0
Fiscal 2016	2,274,830	1,317,952	342,953	0	0
Fiscal 2015	1,875,872	1,282,598	134,655	0	0
Fiscal 2014	1,276,198	1,244,902	89,860	0	0
Fiscal 2013	953,877	1,236,139	61,651	0	0
Fiscal 2012	1,063,538	1,229,822	0	0	0
Fiscal 2011	825,321	1,222,591	0	0	0
Fiscal 2010	1,240,500	1,522,167	0	0	0

State Aid (Less Offsets)

	General Government	Education	Assessments	Net State Aid	% of General Fund Budget
Fiscal 2019	1,957,136	13,759,758	1,012,115	14,704,779	23.44%
Fiscal 2018	1,923,075	13,491,378	835,291	14,579,162	24.20%
Fiscal 2017	1,830,001	13,413,553	710,220	14,533,334	25.12%
Fiscal 2016	1,745,770	13,197,725	615,571	14,327,924	26.37%
Fiscal 2015	1,689,933	13,174,931	650,601	14,214,263	26.89%
Fiscal 2014	1,667,778	13,111,521	604,639	14,174,660	27.54%
Fiscal 2013	1,633,988	13,015,961	510,218	14,139,731	28.12%
Fiscal 2012	1,487,991	12,837,058	408,956	13,916,093	28.20%
Fiscal 2011	1,566,729	12,772,651	411,335	13,928,045	28.64%
Fiscal 2010	1,597,350	12,222,735	342,488	13,477,597	28.59%

General Fund Bonded Debt Service

	Ex. Debt Service	Debt Service	Debt % Budget*	Bond Rating	Tax Rate
Fiscal 2019	2,136,876	910,957	1.45%	AA	14.60
Fiscal 2018	1,998,075	992,183	1.65%	AA	14.89
Fiscal 2017	2,545,858	853,510	1.48%	AA	15.10
Fiscal 2016	1,932,461	995,546	1.83%	AA	15.26
Fiscal 2015	2,002,795	790,837	1.50%	AA	14.74
Fiscal 2014	2,057,563	928,387	1.80%	AA-	14.69
Fiscal 2013	2,113,639	839,938	1.67%	AA-	14.20
Fiscal 2012	2,700,241	912,690	1.85%	AA-	13.91
Fiscal 2011	2,865,244	744,192	1.53%	AA-	13.47
Fiscal 2010	2,840,539	851,460	1.81%	AA-	12.89
Fiscal 2009	3,188,621	608,087	1.29%	AA-	11.65

*Non Excluded Debt

To the Honorable Board of Selectmen and the Citizens of Pembroke:
 I hereby respectfully submit the report of the Collector/Treasurer for the Fiscal Year 2019. I am grateful for the opportunity to serve the residents of Pembroke. I would also like to express my appreciation to the staff of the Collector/Treasurer's office for all their support.

Kathleen McCarthy
 Treasurer/Collector

		07/01/18		Exemptions			Transfer		06/30/19
		Balance	Commitment	Abatement	Receipts	Refunds	Other		Balance
Real Estate	2019	0	40,784,412	198,110	40,197,207	83,021	115,437		356,678
	2018	277,383	0	0	123,664	128	151,167		2,681
Total R.E.		277,383	40,784,412	198,110	40,320,871	83,149	266,604		359,360
Personal Property Tax	2019	0	580,490	150	576,193	679	0		4,826
	2018	7,384	0	0	2,822	54	0		4,616
	2017	3,411	0	0	206	0	0		3,205
	Prior Years	11,153	0	10,999	206	0	0		-53
Total P.P.		21,948	580,490	11,150	579,428	733	0		12,593
Comm. Preservation Fund	2019	0	315,888	2,879	310,136	422	671		2,624
	2018	1,849		0	867	0	974		8
Total C.P.A.		1,849	315,888	2,879	311,003	422	1,644		2,632
Motor Vehicle Excise Tax	2019	0	2,783,675	77,971	2,574,270	17,433			148,867
	2018	153,057	307,455	35,960	423,882	36,760	0		37,429
	2017	38,569	49	2,986	20,192	2,647	0		18,086
	2016	15,899	0	5,433	5,379	5,292	0		10,379
	Prior Years	98,506	0	95,153	3,353	0	0		0
Total M.V.E.		306,031	3,091,178	217,503	3,027,077	62,132	0		214,761
Water Liens	2019	0	227,945		213,579		2,681		11,685
Trash Liens	2019	0	180,979	9,120	164,619		2,800		4,440
Total		0	408,924	9,120	378,198	0	5,481		16,125
Tax Deferral Balance as of 6/30/19	Tax	142,640							
	Liens	0							
	CPF	55							
Tax Title Balance as of 6/30/19	Tax	312,191							
	Liens	14,517							
	CPF	1,854							

Short Term Debt								
SAAN Ch.90 Money-\$112,000								
Authorized Unissued Debt								
Balance on School Roofs-\$1,248,266								
Luddham Ford Dam-\$100,000								
6 Wheel DPW Dump Truck \$160,000								
School Tchnology \$250,000								
Fiscal Year 2019								FY 2019
	Issue Date	Pay Off Date	Starting Balance	FY 2019 New Issues	Interest Due	Principal Due	Total Due	Ending Balance
Departmental Equipment - Fire	7/15/08	7/15/22	340,000.00	0.00	12,550.00	70,000.00	82,550.00	270,000.00
DPW Roadside Mowers	11/1/10	2/15/19	15,000.00	0.00	375.00	15,000.00	15,375.00	0.00
DPW Air Compressor	4/1/15	4/1/19	5,000.00	0.00	100.00	5,000.00	5,100.00	0.00
Emergency/DPW Generator	4/1/15	4/1/23	25,000.00	0.00	800.00	5,000.00	5,800.00	20,000.00
3 Sanders	4/1/15	4/1/24	55,000.00	0.00	1,800.00	10,000.00	11,800.00	45,000.00
Library Generator	4/1/15	4/1/24	35,000.00	0.00	1,100.00	10,000.00	11,100.00	25,000.00
Emergency Awareness System	4/1/15	4/1/20	10,000.00	0.00	250.00	5,000.00	5,250.00	5,000.00
DPW Mowers	4/1/15	4/1/20	10,000.00	0.00	250.00	5,000.00	5,250.00	5,000.00
DPW Front End Loader and Attach	2/10/17	2/1/26	310,000.00	0.00	9,887.50	40,000.00	49,887.50	270,000.00
DPW 10 Wheel Dump/sander/plow	2/10/17	2/1/26	275,000.00	0.00	8,725.00	35,000.00	43,725.00	240,000.00
Snow Blower/Blade for Backhoe	2/10/17	2/1/26	95,000.00	0.00	3,125.00	15,000.00	18,125.00	80,000.00
Trackless tractor and attachments	2/10/17	2/1/26	150,000.00	0.00	4,937.50	25,000.00	29,937.50	125,000.00
DPW Ten Wheel Dump Truck	2/10/17	2/1/24	150,000.00	0.00	5,250.00	25,000.00	30,250.00	125,000.00
DPW 35K Lift	2/10/17	2/1/22	40,000.00	0.00	1,600.00	10,000.00	11,600.00	30,000.00
Library Generator	2/10/17	2/1/21	15,000.00	0.00	600.00	5,000.00	5,600.00	10,000.00
Mini Pumper Fire Truck	2/10/17	2/1/27	195,000.00	0.00	6,100.00	25,000.00	31,100.00	170,000.00
3 Unmarked Police Cars	2/10/17	2/1/22	80,000.00	0.00	3,200.00	20,000.00	23,200.00	60,000.00
Fire Truck Full Size Pumper	12/13/18	9/15/26	0.00	330,000.00		0.00	0.00	330,000.00
Fire Truck Full Size Pumper	12/13/18	9/15/33	0.00	625,000.00		0.00	0.00	625,000.00
Supply and Attack Hoses	12/13/18	9/15/28	0.00	75,000.00		0.00	0.00	75,000.00
DPW Dump Truck and Plow	12/13/18	9/15/28	0.00	75,000.00		0.00	0.00	75,000.00
Turnout Gear and Storage	12/13/18	9/15/27	0.00	126,000.00	5,600.00	14,000.00	14,000.00	126,000.00
Extraction Equipment	12/13/18	9/15/27	0.00	63,000.00	2,800.00	7,000.00	7,000.00	63,000.00
			1,805,000.00	1,294,000.00	69,050.00	346,000.00	406,650.00	2,774,000.00
Elementary School Construction 1	4/15/16	8/1/25	230,000.00	0.00	9,800.00	30,000.00	39,800.00	200,000.00
Elementary Schools	4/15/16	8/1/25	2,230,000.00	0.00	94,800.00	280,000.00	374,800.00	1,950,000.00
School Acquisition	4/15/16	8/1/26	1,000,000.00	0.00	42,250.00	115,000.00	157,250.00	885,000.00
Secondary School Construction 1	4/15/16	8/1/26	1,480,000.00	0.00	62,500.00	170,000.00	232,500.00	1,310,000.00
Secondary School Construction 2	4/15/16	8/1/26	4,700,000.00	0.00	198,500.00	540,000.00	738,500.00	4,160,000.00
Hob, North, Midd & High Roofs	4/1/15	4/1/35	4,740,000.00	0.00	140,800.00	280,000.00	420,800.00	4,460,000.00
Hob, North, Midd & High Roofs	10/1/19	4/1/35		-860,669.00	0.00	0.00	0.00	-860,669.00
Engineering Services - School 1	4/15/16	8/1/26	95,000.00	0.00	4,000.00	10,000.00	14,000.00	85,000.00
Engineering Services - School 2	4/15/16	8/1/22	60,000.00	0.00	2,550.00	15,000.00	17,550.00	45,000.00
			14,535,000.00	-860,669.00	555,200.00	1,440,000.00	1,995,200.00	12,234,331.00
High School Field Lights	11/1/10	2/15/21	30,000.00	0.00	750.00	10,000.00	10,750.00	20,000.00
Hobomock Septic 1	4/15/16	8/1/24	45,000.00	0.00	1,900.00	10,000.00	11,900.00	35,000.00
Hobomock Septic 2	4/15/16	8/1/19	10,000.00	0.00	350.00	5,000.00	5,350.00	5,000.00
School Roof	2/15/12	11/15/21	40,000.00	0.00	787.50	10,000.00	10,787.50	30,000.00
School Cameras	4/1/15	4/1/20	10,000.00	0.00	250.00	5,000.00	5,250.00	5,000.00
Hobomock Roof	4/15/13	4/15/27	60,000.00	0.00	1,325.00	10,000.00	11,325.00	50,000.00
School Project Special Legislation	4/15/16	8/1/24	65,000.00	0.00	2,800.00	10,000.00	12,800.00	55,000.00
Hobomock/Learning Lane Drainage Eng./study	2/10/17	2/1/27	45,000.00	0.00	1,375.00	5,000.00	6,375.00	40,000.00
Hobomock/Learning Lane Drainage	2/10/17	2/1/27	345,000.00	0.00	10,675.00	40,000.00	50,675.00	305,000.00
Turf Field and Track	12/13/18	9/15/28	0.00	535,000.00	23,625.00	70,000.00	93,625.00	535,000.00
			650,000.00	535,000.00	43,837.50	175,000.00	218,837.50	1,080,000.00
Andruk Bogs 1	11/1/10	2/15/21	49,999.00	0.00	1,250.00	16,667.00	17,917.00	33,332.00
Bridge Repairs	7/15/08	7/15/27	152,000.00	0.00	6,050.00	17,000.00	23,050.00	135,000.00
Cemetery Drainage	7/15/08	7/15/28	208,000.00	0.00	8,306.25	23,000.00	31,306.25	185,000.00
Oldham Street Drainage 1	2/15/12	11/15/21	35,000.00	0.00	675.00	10,000.00	10,675.00	25,000.00
Oldham Street Drainage 2	2/15/12	11/15/21	20,000.00	0.00	393.75	5,000.00	5,393.75	15,000.00
Recreational Facility-Mattakesett	7/15/08	7/15/22	50,000.00	0.00	1,850.00	10,000.00	11,850.00	40,000.00
Road Improvements	11/1/10	2/15/20	70,000.00	0.00	1,750.00	35,000.00	36,750.00	35,000.00
Road Improvements	2/15/12	11/15/21	140,000.00	0.00	2,756.25	35,000.00	37,756.25	105,000.00
Park Improvements	4/15/13	4/15/20	10,000.00	0.00	200.00	5,000.00	5,200.00	5,000.00
Oldham Algea	4/15/13	4/15/25	35,000.00	0.00	775.00	5,000.00	5,775.00	30,000.00
Elm & Harvard Culvert @3%	4/1/15	4/1/35	245,000.00	0.00	7,275.00	15,000.00	22,275.00	230,000.00
199 Plymouth Street Drainage	2/10/17	2/1/21	15,000.00	0.00	600.00	5,000.00	5,600.00	10,000.00
Route 14, Drainage	2/10/17	2/1/27	180,000.00	0.00	5,500.00	20,000.00	25,500.00	160,000.00
Furnace Pond Engineering/Permitting	2/10/17	2/1/22	100,000.00	0.00	4,000.00	25,000.00	29,000.00	75,000.00
Police and Fire Feasibility Study	2/10/17	2/1/21	35,000.00	0.00	1,400.00	15,000.00	16,400.00	20,000.00
Rt. 14 Reconstruction Project Drainage X2	2/10/17	2/1/27	45,000.00	0.00	1,375.00	5,000.00	6,375.00	40,000.00

DPW Feasibility Study	2/10/17	2/1/22	20,000.00	0.00	800.00	5,000.00	5,800.00	15,000.00
Owls Bog	2/10/17	2/1/27	80,000.00	0.00	2,525.00	10,000.00	12,525.00	70,000.00
Storm Damage Repairs	12/13/18	9/15/28	0.00	180,000.00		0.00	0.00	180,000.00
Land acquisition Washington Street	12/13/18	9/15/36	0.00	775,000.00	32,800.00	45,000.00	77,800.00	775,000.00
Hobomock Sidewalks	12/13/18	9/15/36	0.00	775,000.00	32,800.00	45,000.00	77,800.00	775,000.00
			1,489,999.00	1,730,000.00	113,081.25	351,667.00	464,748.25	2,958,332.00
Recycling Center-Outside Debt Limit	11/1/07	12/1/19	40,000.00	0.00	1,400.00	20,000.00	21,400.00	20,000.00
Landfill ClosureX2-Outside Debt limit	6/13/12	1/15/33	2,019,429.00	0.00	42,178.04	115,319.00	157,497.04	1,904,110.00
Landfill ClosureX3	1/7/15	1/15/35	86,191.00	0.00	1,853.10	4,245.00	6,098.10	81,946.00
Total Outside Debt			2,145,620.00	0.00	45,431.14	139,564.00	184,995.14	2,006,056.00
Trash Bins	2/10/17	2/1/22	260,000.00	0.00	10,400.00	65,000.00	75,400.00	195,000.00
Total Inside Debt			260,000.00	0.00	10,400.00	65,000.00	75,400.00	195,000.00
Total Trash			2,405,620.00	0.00	55,831.14	204,564.00	260,395.14	2,201,056.00
Station #5-Outside Debt Limit	8/1/03	8/1/18	105,000.00	0.00	2,165.62	105,000.00	107,165.62	0.00
Well Repairs-Outside Debt Limit	2/15/12	11/15/20	15,000.00	0.00	281.25	5,000.00	5,281.25	10,000.00
Vyredox Repairs-Outside Debt limit	8/1/03	8/1/18	5,000.00	0.00	103.12	5,000.00	5,103.12	0.00
Water Mains-Outside Debt Limit	4/15/16	8/1/25	140,000.00	0.00	5,950.00	20,000.00	25,950.00	120,000.00
Oldham Village Water Main-Outside Debt Limit	11/1/07	12/1/19	200,000.00	0.00	7,000.00	100,000.00	107,000.00	100,000.00
Edgewood Bogs-Outside Debt Limit	7/15/08	7/15/27	450,000.00	0.00	18,000.00	45,000.00	63,000.00	405,000.00
Pleasant Street Land-Outside Debt Limit	2/15/12	11/15/21	20,000.00	0.00	393.75	5,000.00	5,393.75	15,000.00
Water Tank Painting-Outside Debt Limit	11/1/10	2/15/20	45,000.00	0.00	1,125.00	25,000.00	26,125.00	20,000.00
Water Mains -Outside Debt Limit	4/15/13	4/15/28	225,000.00	0.00	5,125.00	25,000.00	30,125.00	200,000.00
Pleasant Street Land 2	4/15/13	4/15/28	875,000.00	0.00	20,075.00	90,000.00	110,075.00	785,000.00
Little Brook Water Mains-Outside Debt Limit	4/1/15	4/1/35	245,000.00	0.00	7,275.00	15,000.00	22,275.00	230,000.00
DPW 4X4 Pickup	4/1/15	4/1/20	10,000.00	0.00	250.00	5,000.00	5,250.00	5,000.00
DPW 4X4 Backhoe	4/1/15	4/1/28	95,000.00	0.00	2,875.00	10,000.00	12,875.00	85,000.00
Water Filtration Upgrades	12/13/18		0.00	836,000.00	0.00	0.00	0.00	836,000.00
Water Filtration Upgrades			0.00	860,669.00	0.00	0.00	0.00	860,669.00
Total Outside Debt			2,430,000.00	1,696,669.00	70,618.74	455,000.00	525,618.74	3,671,669.00
Andruk Bogs 2	11/1/10	2/15/21	25,001.00	0.00	625.00	8,333.00	8,958.00	16,668.00
CWWM Plan	11/15/02-9/28/01	8/1/19	28,617.00	0.00	1,042.30	14,310.20	15,352.50	14,306.80
Storm Water Management	7/15/17	7/15/37	326,248.00	0.00	7,014.34	14,052.00	21,066.34	312,196.00
Total Inside Debt			379,866.00	0.00	8,681.64	36,695.20	45,376.84	343,170.80
Total Water			2,809,866.00	1,696,669.00	79,300.38	491,695.20	570,995.58	4,014,839.80
			23,695,485.00	4,395,000.00	916,300.27	3,008,926.20	3,916,826.47	25,262,558.80
Septic Loan Program-Outside Debt Limit	Varies	Varies	975,566.00	0.00	6,271.00	85,835.31	92,106.31	889,730.69
			975,566.00	0.00	6,271.00	85,835.31	92,106.31	889,730.69
Total Debt			24,671,051.00	4,395,000.00	922,571.27	3,094,761.51	4,008,932.78	26,152,289.49
Police Motorcycle Lease			0.00	4,400.00		4,400.00	4,400.00	0.00
Fire Ambulance Lease			0.00	155,116.98		76,116.09	76,116.09	79,000.89
Total Debt Including any Leases			24,671,051.00	4,554,516.98	922,571.27	3,175,277.60	4,089,448.87	26,231,290.38
*Paydown was needed prior to permanent financing reflected in principal column								
**Principal and interest totals include paydowns								

Town of Pembroke

Trust Fund Activity

Fiscal Year 2019

<u>Trust Fund Name</u>	<u>Beginning Balance</u>				<u>Ending Balance</u>
	<u>07/01/18</u>	<u>Deposits</u>	<u>Interest</u>	<u>Expense</u>	<u>06/30/19</u>
General Funds					
Stabilization Fund-CD	\$456,696.48	\$25,000.00	\$4,723.13	\$0.00	\$486,419.61
Special Purpose Stabilization	\$929,651.08	\$0.00	\$9,241.91	\$0.00	\$938,892.99
Arts Lottery - Cultural Council	\$4,808.59	\$650.00	\$48.94	\$0.00	\$5,507.53
Tubbs Meadow Fund	\$54,113.80	\$0.00	\$704.29	\$0.00	\$54,818.09
Law Enforcement Block Grant	\$4,136.45	\$0.00	\$41.88	\$0.00	\$4,178.33
Dog Shelter Fund	\$23,163.40	\$0.00	\$204.41	(\$23,367.81)	\$0.00
Open Space Fund	\$89,908.64	\$0.00	\$1,204.12	\$0.00	\$91,112.76
Open Space Fund	\$148,974.89	\$0.00	\$1,995.21	\$0.00	\$150,970.10
Conservation Fund	\$6,778.64	\$0.00	\$68.76	\$0.00	\$6,847.40
Conservation Fund	\$41,064.85	\$475.00	\$534.51	\$0.00	\$42,074.36
Other Post Employment Benefits	\$742,344.41	\$125,000.00	\$74,594.42	\$0.00	\$941,938.83
Injured on Duty (IOD)	\$75,555.75	\$55,000.00	\$1,244.67	\$0.00	\$131,800.42
Workers Compensation Stabilization Fund	\$25,071.01	\$325,000.00	\$2,581.69	\$0.00	\$352,652.70
Capital Fund	\$0.00	\$850,000.00	\$3,156.97	(\$12,500.00)	\$840,656.97
School Funds					
Hatch School Fund	\$23,387.61	\$0.00	\$275.45	\$0.00	\$23,663.06
Richard Chase Fund	\$21,744.23	\$0.00	\$256.14	\$0.00	\$22,000.37
Library Funds					
Della Chiesa Fund	\$9,623.49	\$363.31	\$97.71	\$0.00	\$10,084.51
Edna Raistrick Fund	\$4,121.56	\$0.00	\$41.74	\$0.00	\$4,163.30
Irene L. Smith Fund	\$9,600.04	\$0.00	\$97.37	\$0.00	\$9,697.41
Library Building Fund	\$310.79	\$0.00	\$2.98	\$0.00	\$313.77
Darling Book Fund	\$11,390.30	\$50.00	\$134.17	\$0.00	\$11,574.47
Center Library	\$20,337.35	\$0.00	\$239.60	\$0.00	\$20,576.95
Center Library	\$10,144.66	\$0.00	\$59.58	(\$5,000.00)	\$5,204.24
Lydia Drake Library					
Lydia Drake Library Fund	\$1,046.38	\$1,412.87	\$10.69	\$0.00	\$2,469.94
Elsie Duffill Fund	\$3,386.30	\$0.00	\$34.41	\$0.00	\$3,420.71
Lois W. Hall Fund	\$1,534.82	\$0.00	\$15.65	\$0.00	\$1,550.47
Lydia Drake (Murphy)Fund Library Upkeep	\$10,953.85	\$0.00	\$128.99	\$0.00	\$11,082.84
Flower Funds					
John Blakeman Flower Fund	\$389.40	\$0.00	\$3.99	(\$20.00)	\$373.39
Lewis & Sturtevant Flower	\$82.56	\$0.00	\$0.61	(\$20.00)	\$63.17
William LaValley Flower	\$448.35	\$0.00	\$4.35	(\$20.00)	\$432.70
Louis Gray Flower Fund	\$265.54	\$0.00	\$2.71	(\$20.00)	\$248.25
Estes Flower Fund	\$902.93	\$0.00	\$8.95	(\$20.00)	\$891.88
C. Bruno Stone Flower Fund	\$496.79	\$0.00	\$4.92	(\$20.00)	\$481.71
Luther Magoun Cemetery					
Perpetual Care-John Church	\$625.53	\$0.00	\$6.09	\$0.00	\$631.62
Perpetual Care-G. Church	\$474.41	\$0.00	\$4.51	\$0.00	\$478.92
Paul Magoun Cemetery					
Paul Magoun Fund	\$4,205.97	\$0.00	\$42.73	\$0.00	\$4,248.70
Howland Tomb					
Perpetual Care-E. Marston	\$727.43	\$0.00	\$7.30	\$0.00	\$734.73
Sachem Lodge					
Perpetual Care-A. McPherson	\$3,416.60	\$0.00	\$34.58	\$0.00	\$3,451.18
Perpetual Care-M. Page	\$113.95	\$0.00	\$0.85	\$0.00	\$114.80
Perpetual Care-E. Allen	\$569.53	\$0.00	\$5.77	\$0.00	\$575.30
Perpetual Care					
Perpetual Care	\$501,628.26	\$13,332.12	\$4,960.03	(\$8,633.72)	\$511,286.69
Perpetual Care Income	\$200.91	\$4,601.25	\$11.21	(\$3,610.12)	\$1,203.25
Cemetery Perpetual Care Stock CD	\$26,260.50	\$0.00	\$309.34	\$0.00	\$26,569.84
Sale of Lots					
Sale of Lots	\$14,482.39	\$15,375.00	\$148.73	(\$20,000.00)	\$10,006.12
Scholarship Fund					
Dr. Randall's Scholarship Fund	\$117.13	\$0.00	\$0.88	\$0.00	\$118.01
Paul Kellogg Memorial Scholarship	\$10,633.25	\$0.00	\$125.28	\$0.00	\$10,758.53
Escrow Accounts					
Silver Lake Escrow	\$194,960.95	\$0.00	\$1,619.36	(\$98,000.00)	\$98,580.31
Grand Totals	\$3,490,851.75	\$1,416,259.55	\$109,041.58	(\$171,231.65)	\$4,844,921.23

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$192,269.87	SUPERINTENDENT	OBEY	ERIN E.
\$145,374.84	ASSISTANT SUPERINTENDENT	BRUST	MARYBETH
\$139,363.90	DIRECTOR OF STUDENT SERVICES	DeLORENZO	JESSICA
\$135,468.84	M/S BUILDING LSHP. WAGES	MCGARRIGLE	DONNA
\$133,712.15	DEPT. CHAIRS	GALLIGAN	MARK N.
\$132,998.14	DEPT. CHAIRS	DUFFY	MARK
\$129,827.03	H/S BUILDING LSHP. WAGES	TALBOT	MARC J.
\$129,470.90	BRYANT. BLDG. LSHP. WAGES	GLAUDE	CATHERINE A.
\$120,292.93	K-12 DIRECTOR OF FINE ARTS	CHAPMAN	GWYNNE L.
\$115,546.13	HOBOMOCK BLDG LEADERSHIP WAGES	MURPHY	MICHAEL D.
\$113,551.22	SECONDARY SPED COORDINATOR	COLLUM	MEGHAN L.
\$112,818.55	DEPT. CHAIRS	SAFIZADEH	SAVIZ
\$109,399.64	H/S BUILDING LSHP. WAGES	KELLEY	KRISTEN A.
\$108,604.34	DIRECTOR ATHLETIC & FACILITIES	DOMINGOS	JUSTIN J.
\$108,527.88	M. S. CLASSROOM TEACHERS	ZOPATTI	GREGORY D.
\$107,469.87	BRYANT. BLDG. LSHP. WAGES	ARONS	MICHELLE M.
\$107,324.52	H. S. CLASSROOM TEACHERS	ROONEY	JAMES
\$107,130.50	IT DW ADMIN PRF SALARIES	ULYSSE	JAMES
\$106,954.38	H/S BUILDING LSHP. WAGES	RIX	DAVID
\$105,801.97	INST TECH LEAD TRAIN PRF SL	HALL	BRANDON
\$104,743.02	H. S. CLASSROOM TEACHERS	KING	BRIAN
\$103,723.31	NORTH BUILDING LSHP. WAGES	SIMMONS	JENNIFER R.
\$102,275.50	HS GUIDANCE PROF. SALS.	GOFF	KERRAN B.
\$102,227.30	M/S BUILDING LSHP. WAGES	WALSH	THOMAS W.
\$101,662.50	H. S. CLASSROOM TEACHERS	GLASS	AUSTIN
\$98,625.50	MS GUIDANCE PROF. SALS	MCCLUNE	JOANNE
\$98,431.46	HOBOMOCK BLDG LEADERSHIP WAGES	KELLY	VALERIE N.
\$97,930.30	HS GUIDANCE PROF. SALS.	CONATHAN	ROBIN L.
\$96,690.88	H. S. CLASSROOM TEACHERS	TURLEY	JOSEPH
\$96,548.00	M. S. CLASSROOM TEACHERS	STODDARD	WENDY
\$95,960.16	HOBOMOCK CLASSROOM TEACHERS	MAURANO	MARGARET
\$95,638.16	NORTH CLASSROOM TEACHERS	BATCHELDER	JUDITH
\$95,168.66	H. S. CLASSROOM TEACHERS	KNIFFEN	HILLARY M.
\$95,138.16	HOBOMOCK PSYCHOLOGIST	LISI	MICHAEL
\$95,078.99	NORTH CLASSROOM TEACHERS	SULLIVAN	MICHELE
\$94,918.38	HS GUIDANCE PROF. SALS.	SHANNON	JAMES
\$94,688.16	NORTH SPED. TEACHERS	KILEY	ROSEMARY
\$94,638.16	NORTH CLASSROOM TEACHERS	COSTA	TRACI
\$94,538.16	H. S. CLASSROOM TEACHERS	MROWKA	AMANDA
\$94,447.00	NORTH CLASSROOM TEACHERS	ANGLEY	TARA E.
\$94,447.00	NORTH CLASSROOM TEACHERS	BADEAU	LYNNE A.
\$94,388.16	BRYANTVILLE CLASSROOM TEACHERS	FERNALD	MARIESA
\$94,314.39	HOBOMOCK CLASSROOM TEACHERS	DOYLE	GRETCHEN
\$94,254.16	NORTH PSYCHOLOGIST	PEARSON	ERICA S.
\$94,240.20	HOBOMOCK CLASSROOM TEACHERS	PENELLA	JESSICA A.
\$94,197.00	M. S. CLASSROOM TEACHERS	JEFFERS	MEGAN D.

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$93,997.00	HOBOMOCK CLASSROOM TEACHERS	MACDONALD	PAUL
\$93,947.00	HOBOMOCK CLASSROOM TEACHERS	SAN GIOVANNI	LARA
\$93,889.86	H. S. CLASSROOM TEACHERS	TALBOT	CAROLYN
\$93,696.38	M. S. CLASSROOM TEACHERS	DRESSER	RACHEL A.
\$93,647.00	BRYANTVILLE CLASSROOM TEACHERS	DAVIS	JANET M.
\$93,463.02	H. S. CLASSROOM TEACHERS	POURBAIX	NOELLE
\$93,447.00	SPED. GRANT TEACHERS	DWYER	KAREN
\$93,447.00	H. S. CLASSROOM TEACHERS	RUKA	ANNE F.
\$93,447.00	H. S. CLASSROOM TEACHERS	WHALEN	COURTNEY L.
\$93,422.27	M. S. CLASSROOM TEACHERS	FITZGERALD	LYN M.
\$93,386.95	M.S. NURSE'S SALARY	EARNER	JOANNE
\$93,288.16	HOBOMOCK CLASSROOM TEACHERS	HARRIS	MICHELLE R.
\$93,287.80	BRYANTVILLE CLASSROOM TEACHERS	CAFARDO	LEEANNE M.
\$93,197.00	BRYANT. SPECH/VISION TEACHERS	CHRISTENSEN	MARIANNE
\$93,197.00	H. S. CLASSROOM TEACHERS	COSTA	MEREDITH A.
\$93,197.00	MUSIC TEACHER	HAWES	DANIEL F.
\$93,197.00	NORTH CLASSROOM TEACHERS	SOLIWODA	MELINDA
\$93,197.00	NORTH CLASSROOM TEACHERS	WOODS	ELIZABETH N.
\$93,063.02	BRYANTVILLE CLASSROOM TEACHERS	DUNN	MARIA
\$92,842.02	H. S. CLASSROOM TEACHERS	McCORMACK	MARIJANE
\$92,813.02	HOBOMOCK CLASSROOM TEACHERS	DECOSTA	SHANNON
\$92,813.02	NORTH CLASSROOM TEACHERS	FOLEY	KARIN
\$92,653.62	HOBOMOCK CLASSROOM TEACHERS	DUNPHY-BOCK	RENEE
\$92,600.28	H. S. CLASSROOM TEACHERS	GRIGGS	ELAINE B.
\$92,597.00	H. S. CLASSROOM TEACHERS	BREMER	SHEILA M.
\$92,574.38	H. S. CLASSROOM TEACHERS	NEWTON	RICHARD J.
\$92,469.00	H/S SPED TEACHERS	FRATES	MICHAEL C.
\$92,419.00	H. S. CLASSROOM TEACHERS	KENNY	NEIL
\$92,139.52	M. S. CLASSROOM TEACHERS	MICHALEK	COURTNEY G.
\$92,002.02	BRYANTVILLE CLASSROOM TEACHERS	ADAMS	KATHIE
\$92,002.02	NORTH CLASSROOM TEACHERS	MONTANA	KELLY
\$92,002.02	NORTH SPED. TEACHERS	STACK	KAREN J.
\$92,001.92	NORTH CLASSROOM TEACHERS	CELLUCCI	CLAUDIA
\$91,896.02	H. S. CLASSROOM TEACHERS	MURRAY	MICHAEL
\$91,824.02	NORTH SPED. TEACHERS	PIWARUNAS	CHERYL
\$91,702.02	NORTH CLASSROOM TEACHERS	MOLISSE	JULIE
\$91,702.02	BRYANTVILLE CLASSROOM TEACHERS	WELDON	KEVIN
\$91,600.88	M. S. CLASSROOM TEACHERS	HOVEY	THOMAS
\$91,512.88	H. S. CLASSROOM TEACHERS	KENNEDY	ERIN K.
\$91,477.02	H. S. CLASSROOM TEACHERS	CONSOLATI	PAUL
\$91,452.02	BRYANTVILLE CLASSROOM TEACHERS	BURKE	KELLI
\$91,252.02	BRYANTVILLE SPED. TEACHERS	DeIPOZZO	TRACEY
\$91,252.02	BRYANTVILLE CLASSROOM TEACHERS	DOHERTY	CHRISTINE C.
\$91,252.02	BRYANTVILLE CLASSROOM TEACHERS	GLYNN	MEGAN
\$91,252.02	BRYANTVILLE CLASSROOM TEACHERS	MURPHY	LUCYANNE
\$91,252.02	NORTH CLASSROOM TEACHERS	SNEE	MEGHAN

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$91,252.02	HOBOMOCK SPED. TEACHERS	TOOLIN	STEPHANIE M.
\$91,100.88	M. S. CLASSROOM TEACHERS	LEEPER	NAOMI J.
\$90,977.38	M. S. CLASSROOM TEACHERS	FROST	JENNYE P.
\$90,789.88	M. S. CLASSROOM TEACHERS	MURPHY	CARRIE
\$90,624.02	H/S SPED TEACHERS	RADZEVICH	PAULA M.
\$90,579.88	M. S. CLASSROOM TEACHERS	LEONIDO	MAUREEN
\$90,350.17	H. S. CLASSROOM TEACHERS	PLACE	LYNNE
\$90,339.88	H. S. CLASSROOM TEACHERS	JACKSON	GEORGE
\$90,303.80	BRYANTVILLE CLASSROOM TEACHERS	MCDERMOTT	ANGELA
\$90,239.88	BRYANTVILLE CLASSROOM TEACHERS	DUFFY	AMIEE
\$90,152.02	NORTH CLASSROOM TEACHERS	CALLANAN	ANNE
\$90,152.02	K-8 SOCIAL WORKER	LARSON	CHERYL A.
\$90,100.17	BRYANTVILLE CLASSROOM TEACHERS	KENNEDY	TIMOTHY
\$90,070.38	H. S. CLASSROOM TEACHERS	COURCHENE	AMANDA M.
\$90,065.56	BRYANTVILLE NURSE'S SALARY	HALEY	CATHERINE
\$89,958.88	H. S. CLASSROOM TEACHERS	FLAHERTY	ERIC
\$89,939.88	H. S. CLASSROOM TEACHERS	DOYLE	JEFFREY
\$89,839.88	BRYANTVILLE CLASSROOM TEACHERS	NADWORN	CYNTHIA A.
\$89,839.88	BRYANTVILLE CLASSROOM TEACHERS	SCHAFFERT	GERRI A.
\$89,788.56	M. S. CLASSROOM TEACHERS	NEWALL	ADAM G.
\$89,772.08	H. S. CLASSROOM TEACHERS	MOTTA	AMY B.
\$89,689.88	H.S. LIBRARIAN	MURPHY	CHRISTINE M.
\$89,664.52	HOBOMOCK CLASSROOM TEACHERS	BELLIVEAU	CHRISTINE L.
\$89,600.34	BRYANTVILLE CLASSROOM TEACHERS	FRUSTACI	KATHRYN M.
\$89,600.34	NORTH CLASSROOM TEACHERS	RUSHTON	JENNA
\$89,589.88	HOBOMOCK CLASSROOM TEACHERS	GLYNN	JOELLE
\$89,589.88	H. S. CLASSROOM TEACHERS	TOWNSEND	KARYN
\$89,540.36	SPED. GRANT TEACHERS	GREALIS	ERIN
\$89,539.88	NORTH CLASSROOM TEACHERS	FULTZ	KAREN
\$89,539.88	H/S SOCIAL WORKER	GERETY	HOLLY
\$89,539.88	NORTH CLASSROOM TEACHERS	LUSSIER	KATHLEEN E.
\$89,539.88	NORTH CLASSROOM TEACHERS	MOSHER	BRENDAN J.
\$89,539.88	SPED. GRANT TEACHERS	MURPHY	KAREN J.
\$89,539.88	HOBOMOCK CLASSROOM TEACHERS	WEISMAN	WENDY J.
\$89,489.88	BRYANTVILLE CLASSROOM TEACHERS	DROWNE	LYNNE
\$89,422.13	H/S SPED TEACHERS	GOETZ	GREGORY F.
\$89,289.88	BRYANTVILLE SPED. TEACHERS	BALASCO	KIMBERLY
\$89,289.88	M. S. CLASSROOM TEACHERS	CORWIN	NATHANIEL P.
\$89,289.88	M. S. CLASSROOM TEACHERS	DUBOIS	AIMEE B.
\$89,289.88	HOBOMOCK CLASSROOM TEACHERS	LEFEBVRE	LAUREN E.
\$89,289.88	HOBOMOCK SPED. TEACHERS	MACDONALD	TAMMY L.
\$89,289.88	HOBOMOCK CLASSROOM TEACHERS	MCKAY	MICHAEL
\$89,289.88	NORTH SPCH/VISION TEACHERS	PALICA	ERIN
\$89,289.88	SYSTEM WIDE OT,PT,SP,VI,HEAR	ROONEY	MICHELLE
\$89,289.88	HOBOMOCK CLASSROOM TEACHERS	ROSA	JULIE D.
\$89,289.88	NORTH CLASSROOM TEACHERS	SHADRICK	HEIDI M.

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$89,289.88	HOBOMOCK SPED. TEACHERS	STEFANOSKI	MELISSA
\$89,289.88	NORTH CLASSROOM TEACHERS	WEIR	MICHELLE C.
\$89,244.06	H. S. CLASSROOM TEACHERS	INFASCELLI	COURTNEY A.
\$89,174.52	HOBOMOCK CLASSROOM TEACHERS	MURPHY	MARINDA
\$88,797.92	NORTH CLASSROOM TEACHERS	LASNIER-DUNCAN	KATLYN P.
\$88,797.92	BRYANTVILLE CLASSROOM TEACHERS	O'LEARY	VIRGINIA
\$88,696.52	BRYANTVILLE CLASSROOM TEACHERS	McNULTY	SARA E.
\$88,645.96	INFORMATION MANAGEMENT	TINKER	ERIN
\$88,547.88	ESL - DISTRICT	SCHNELL	KIRSTEN A.
\$88,438.42	NORTH CLASSROOM TEACHERS	KENNY	JENNIFER
\$88,346.56	H. S. CLASSROOM TEACHERS	WALLS	JESSICA A.
\$87,924.52	H. S. CLASSROOM TEACHERS	CAMPBELL	JENNIFER R.
\$87,742.82	M/S SPED TEACHERS	SCIULLI	KRISTEN M.
\$87,674.52	HOBOMOCK CLASSROOM TEACHERS	CALTER	JENNIFER D.
\$87,598.56	M. S. CLASSROOM TEACHERS	LEBLANC	KELLY M.
\$87,445.72	BRYANTVILLE CLASSROOM TEACHERS	MATHESON	MICHELLE
\$86,945.72	HOBOMOCK CLASSROOM TEACHERS	RAICHE	SHARYN L.
\$86,484.32	ACCOUNTING AND OPERATIONS	KING	COLLEEN
\$85,477.56	M. S. CLASSROOM TEACHERS	RUGGIERO	CATHERINE W.
\$85,386.98	M. S. CLASSROOM TEACHERS	GEARIN	JULIANNE S.
\$84,644.32	271 TITLE ONE TEACHERS	LEONARD	KERRY B.
\$84,575.76	NORTH CLASSROOM TEACHERS	PELTON	MELISSA A.
\$84,160.06	M/S SPED TEACHERS	VENETO	MARY THERESA
\$84,040.21	M. S. CLASSROOM TEACHERS	SCHMUTTENMAER	SHEILA
\$83,804.32	BRYANTVILLE CLASSROOM TEACHERS	FITZPATRICK	SUSAN L.
\$83,168.41	TRANSITIONAL COORDINATOR	HUSTED	MARIA S.
\$83,014.76	NORTH CLASSROOM TEACHERS	McFADYEN	NATALIE J.
\$82,936.38	HUMAN RESOURCES WAGES	VANDERMOLEN	NATALIE
\$82,817.35	H.S. NURSE'S SALARY	TURVEY	SAMANTHA
\$82,474.32	H. S. CLASSROOM TEACHERS	MASSA	ERIN E.
\$81,817.71	HOBOMOCK CUSTODIAL WAGES	EVANS	MICHAEL
\$81,608.81	SPED. GRANT TEACHERS	McDONOUGH	KIELY J.
\$81,514.00	M. S. CLASSROOM TEACHERS	HAYES	MALLORY
\$81,463.08	BRYANTVILLE CLASSROOM TEACHERS	RUSSELL	MEGHAN L.
\$81,417.06	H. S. CLASSROOM TEACHERS	KIRTLEY	RACHEL C.
\$81,410.91	NORTH CLASSROOM TEACHERS	MYLETT	CHRISTINA M.
\$80,771.98	NORTH SPED. TEACHERS	McNAMARA	MARY E.
\$80,638.84	H. S. CLASSROOM TEACHERS	WALSH	ABIGAIL B.
\$80,555.06	M. S. CLASSROOM TEACHERS	GILLIS-JANSSEN	MELANIE F.
\$80,073.23	HOBOMOCK NURSE'S SALARY	DEPAUL	ANDREA M.
\$79,742.32	BRYANTVILLE SPED. TEACHERS	NUNES	GAIL
\$79,723.56	H. S. CLASSROOM TEACHERS	HALL	THERESA M.
\$79,523.34	MS GUIDANCE PROF. SALS	GOITIA	ERIN S.
\$79,492.32	HOBOMOCK CLASSROOM TEACHERS	VALERI	KELLY
\$79,242.16	H. S. CLASSROOM TEACHERS	DEPOLITO	JESSICA A.
\$79,015.06	M. S. CLASSROOM TEACHERS	NOGUER	CHRISTINE

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$78,837.81	271 TITLE ONE TEACHERS	CONNICK	CAMILLE
\$78,704.68	H. S. CLASSROOM TEACHERS	LAZARUS	JESSICA T.
\$78,641.68	H. S. CLASSROOM TEACHERS	LAPRISE	SHARI L.
\$78,392.32	H. S. CLASSROOM TEACHERS	OTTINA	KATHLEEN A.
\$78,392.16	SPED GRANT OT PT SP VI HEAR	CANTINO	KERRI A.
\$77,616.62	H. S. CLASSROOM TEACHERS	TARBOX	GREGORY R.
\$77,424.68	H. S. CLASSROOM TEACHERS	GATES	MARYELLEN
\$76,644.18	NORTH CLASSROOM TEACHERS	COOK	AMANDA M.
\$76,644.18	NORTH SPCH/VISION TEACHERS	FOOTE	MEAGHAN E.
\$76,644.18	PCMS SOCIAL WORKER	McGOWAN	RACHEL H.
\$76,644.18	BRYANTVILLE CLASSROOM TEACHERS	REILLY	WHITNEY C.
\$76,418.96	H. S. CLASSROOM TEACHERS	GOULD	EDWARD A.
\$76,405.84	M. S. CLASSROOM TEACHERS	MCDONOUGH	LESLIE J.
\$75,917.42	NORTH CLASSROOM TEACHERS	CONN	JESSICA N.
\$75,917.42	NORTH CLASSROOM TEACHERS	KLEMONSKY	NICOLE M.
\$75,749.83	DIRECTOR SALARY	LUCAS-TERRA	CINDY M.
\$75,309.14	H. S. CLASSROOM TEACHERS	AUGER	BENJAMIN P.
\$74,349.28	BRYANTVILLE SPED. TEACHERS	FIGUEIREDO	JENNA M.
\$74,344.84	EXTENDED DAY TEACHER SALARIES	STRUK	MARCIA J.
\$73,154.88	M. S. CLASSROOM TEACHERS	LOPEZ	ROSA D.
\$73,084.88	H. S. CLASSROOM TEACHERS	ALMON	CAITLIN N.
\$72,994.33	H.S. CUSTODIAL WAGES	CALLANAN	CHRISTOPHER
\$72,970.51	M. S. CLASSROOM TEACHERS	DOOLEY	GAIL M.
\$72,895.38	H. S. CLASSROOM TEACHERS	SANBORN	ZOE L.
\$72,743.37	H. S. CLASSROOM TEACHERS	FULMINE	ANTHONY S.
\$72,114.88	HOBOMOCK SPED. TEACHERS	LYDON	ALLISON M.
\$72,114.88	HOBOMOCK SPED. TEACHERS	RHODES	MARY M.
\$72,111.72	H. S. CLASSROOM TEACHERS	dePONTBRIAND-B	LAURA K.
\$72,006.80	HOBOMOCK CLASSROOM TEACHERS	CREHAN	MEGHAN K.
\$71,774.28	H. S. CLASSROOM TEACHERS	CARTEE	TARA L.
\$71,420.16	H. S. CLASSROOM TEACHERS	MORSE	CHARLES W.
\$71,346.26	HOBOMOCK CLASSROOM TEACHERS	NOONS	BRITTNEY J.
\$71,314.61	ATHLETIC CUSTODIAL SERVICES	RIZZITANO	EDWARD
\$70,468.88	HOBOMOCK CLASSROOM TEACHERS	MORRIS	JULIE A.
\$70,450.86	HOBOMOCK CLASSROOM TEACHERS	DUMONT	ALYSON G.
\$70,250.00	DEPT. CHAIRS	LACROIX	JOAN B.
\$69,950.86	K-8 SOCIAL WORKER	MARTIN	CAITLIN L.
\$69,280.44	SECONDARY PSYCHOLOGIST	MURPHY	BRYANNA L.
\$68,960.75	H.S. CUSTODIAL WAGES	ELLIOTT	DIANE S.
\$68,699.79	ESL - DISTRICT	EMMONS	ELIZABETH M.
\$68,516.22	H. S. CLASSROOM TEACHERS	O'MARA	KATHLEEN
\$68,202.16	H/S SPED TEACHERS	LADD	LINDSAY M.
\$68,142.13	M.S. CUSTODIAL WAGES	FLYNN	ROBERT
\$65,862.18	H/S SPED TEACHERS	SHELTERS	DONALD J.
\$65,761.58	HOBOMOCK CLASSROOM TEACHERS	CAVACCO-WILLIS	MICHELLE R.
\$65,576.63	NORTH CLASSROOM TEACHERS	CHRISTMAS	JOCELYN N.

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$65,465.80	NORTH CLASSROOM TEACHERS	MCCANN	NICOLE F.
\$65,033.44	H. S. CLASSROOM TEACHERS	SILVA DELGADO	JOVANN
\$64,181.76	H.S. CUSTODIAL WAGES	DORGAN	MICHAEL
\$63,079.88	COMMUNICATIONS SPECIALIST	MONTEFORTE	SHARON M.
\$62,528.00	ACCOUNTING & PAYROLL SUPPORT	DUTRA	DEBRA
\$62,179.28	BRYANTVILLE CLASSROOM TEACHERS	BARTHOLOMAE	ELIZABETH M.
\$61,769.73	H.S. CUSTODIAL WAGES	CURRIER	RYAN D.
\$61,558.00	NORTH CUSTODIAL WAGES	GILLIS	JAYMES R.
\$61,271.52	H.S. CUSTODIAL WAGES	COSBY	ROBERT T.
\$61,072.60	M.S. CUSTODIAL WAGES	PAGE	RICHARD E.
\$60,864.24	H. S. CLASSROOM TEACHERS	ROSE	JESSICA A.
\$60,638.22	NORTH CUSTODIAL WAGES	SILVA	STEVEN
\$59,160.81	BRYANTVILLE CUSTODIAL WAGES	MULLEN	JESSICA N.
\$58,504.62	BRYANTVILLE CLASSROOM TEACHERS	POWELL	SAMANTHA J.
\$58,073.71	BRYANTVILLE CUSTODIAL WAGES	DeGRASSE	JODIE L.
\$58,070.40	TRANSPORTATION /REV WAGES	JACOBS	LORI
\$57,873.90	PHS SALARY SECRETARY CLERICAL	LANZAROTTO	KATHY-ANN
\$56,823.66	NORTH CUSTODIAL WAGES	PACE	FRED
\$56,673.66	HOBOMOCK CUSTODIAL WAGES	EOSUE	MICHAEL A.
\$56,488.26	M/S SPED TEACHERS	TICE	BRIAN G.
\$56,363.97	HOBOMOCK BLDG LEADERSHIP WAGES	KAY	DANIELLE M.
\$56,242.40	H. S. CLASSROOM TEACHERS	ANDERSON	PATRICIA
\$56,218.60	BUILDING TECHNOLOGY-ELEMENTARY	CRUISE	KENNETH
\$55,646.00	BES SALARY SECRETARY CLERICAL	GRINDLE	CAROL
\$55,482.61	H.S. CUSTODIAL WAGES	BOURGET	CHRISTOPHER
\$55,188.38	NORTH BUILDING LSHP. WAGES	SWIFT	ERICA N.
\$54,758.62	SUBSTITUTES	MCAULIFFE	JUDITH
\$54,666.00	PHS SALARY SECRETARY CLERICAL	EAKINS	KATHRYN
\$54,656.80	PHS SALARY SECRETARY CLERICAL	LOGAN	ANDREA
\$54,633.93	BRYANTVILLE CUSTODIAL WAGES	MENDES	MARKUS C.
\$54,555.68	ESL - DISTRICT	LANE	GRETCHEN G.
\$54,110.64	PCMS SALARY SECRETARY CLERICAL	GLYNN	MARGARET
\$53,494.48	PCMS SALARY SECRETARY CLERICAL	SHEEHAN	MARY
\$53,451.80	PHS SALARY SECRETARY CLERICAL	WEBB	JANICE A.
\$53,403.04	NORTH CLASSROOM TEACHERS	HIGGINS	DEBORAH
\$53,186.40	NPS SALARY SECRETARY CLERICAL	ROSSINI	ERIKA
\$52,830.76	H/S SPED TEACHERS	CORCORAN	ASHLEY R.
\$51,713.76	M. S. CLASSROOM TEACHERS	HARTWEG	JUVELYN S.
\$51,403.12	SUBSTITUTES	LANG	KATHLEEN
\$51,022.16	M. S. CLASSROOM TEACHERS	PETIT	KIMBERLY J.
\$50,246.72	M. S. CLASSROOM TEACHERS	PREVITI	MARY R.
\$49,865.12	H/S SPED TEACHERS	WHIPPLE	PATRICIA
\$49,789.24	NORTH CLASSROOM TEACHERS	WAGNER	LINDA M.
\$48,835.76	HES SALARY SECRETARY CLERICAL	MOORHEAD	PAULA
\$47,690.02	SYSTEM WIDE OT,PT,SP,VI,HEAR	CAREY	LYNDA L.
\$47,124.24	ACCOUNTING & PAYROLL SUPPORT	PRAETSCH	JERILYN

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$47,002.56	DEPT. CHAIRS	SHAPIRO	JONATHAN E.
\$46,957.69	H. S. CLASSROOM TEACHERS	BARIL	ERIC G.
\$46,233.61	HOBOMOCK SPED. TEACHERS	BRZEK	LISA A.
\$46,030.72	BRYANTVILLE PSYCHOLOGIST	PONTERA	KELLY M.
\$45,573.96	BRYANTVILLE CLASSROOM TEACHERS	FLOOD	KRISTI M.
\$45,483.30	HS GUIDANCE PROF. SALS.	TURNER	KELLY D.
\$42,709.76	M. S. CLASSROOM TEACHERS	SPEARIN	KYLE C.
\$40,741.04	BRYANTVILLE CUSTODIAL WAGES	SHUTE	MICHAEL
\$40,700.00	M.S. CUSTODIAL WAGES	JOHNSON	JOSHUA R.
\$40,648.40	H. S. CLASSROOM TEACHERS	GREGG	SARA E.
\$40,457.72	H. S. CLASSROOM TEACHERS	HARNETT	EMMA M.
\$39,400.00	SUBSTITUTE CUSTODIANS	MURPHY	JOHN J.
\$39,368.43	PHS SPED ESP	DERITO	MAUREEN E.
\$39,349.48	H. S. CLASSROOM TEACHERS	ROGOWSKY	EMILY P.
\$39,346.53	BRYANTVILLE CLASSROOM TEACHERS	FORMON	HEATHER R.
\$39,320.60	PCMS SPED ESP	ALFANO	MICHELLE
\$38,573.76	HOBOMOCK SPED. TEACHERS	MURPHY	SUSAN E.
\$37,886.61	NPS CLERICAL PARA SALARY	SAMUELSON	KIMBERLY A.
\$37,252.16	SPED. SUPPORT SALARIES	NOYES	LAURIE M.
\$36,857.76	BRYANTVILLE CLASSROOM TEACHERS	KEHEW	KELSEY R.
\$36,636.40	M. S. CLASSROOM TEACHERS	RICHARDSON	JENNIFER A.
\$36,604.86	PHS SPED ESP	PARRELLA	PAMELA
\$36,210.36	PHS SPED ESP	FOX	CHERI J.
\$35,854.60	H. S. CLASSROOM TEACHERS	KELLY	GINA M.
\$35,624.91	PHS SPED ESP	CONANT	JESSICA
\$35,532.62	SYSTEM WIDE OT,PT,SP,VI,HEAR	JARRETT	KATHRYN
\$34,854.12	BES CLERICAL PARA SALARY	SMITH	TRACEY A.
\$34,359.67	HOBOMOCK SPED ESP	VILAGIE	KATHLEEN
\$33,610.24	NORTH NURSE'S SALARY	LEACH	MARGARET F.
\$33,518.77	EXTENDED DAY ESP	HANLEY	THERESA
\$33,230.87	NORTH SPED ESP	PROSPER	ELEANOR
\$33,105.77	GRANT 240 ESP	DUCHINI	DAWN
\$32,907.05	PHS SPED ESP	JONES	KEVIN M.
\$32,840.76	HOBOMOCK SPED ESP	HUNT	KERRIE
\$32,723.40	H. S. CLASSROOM TEACHERS	BRADFORD	ALICE M.
\$32,709.13	HOBOMOCK SPED ESP	LaPLANTE	JENNIFER M.
\$32,547.37	PCMS SPED ESP	JONES	KIMBERLY A.
\$32,376.39	NORTH SPED ESP	EOSUE	DEBRA
\$32,044.02	BRYANT EDUCATIONAL SUPPORT	JOHNSON	BARBRA M.
\$31,920.04	PHS EDUCATIONAL SUPPORT PROF	HURLEY	STEPHANIE
\$31,880.87	BRYANTVILLE SPED ESP	CARMICHAEL	ROBERTA
\$31,866.95	NORTH LIBRARY ESP	NUGENT	KATHERINE
\$31,839.44	HOBOMOCK EDUCATIONAL SUPPORT	WEST	KIMBERLY
\$31,741.96	H/S SPED TEACHERS	KILLEEN	TIFFANY A.
\$31,739.64	BRYANTVILLE SPED ESP	SOLOMON	NANCY A.
\$31,657.04	JOB COACH	RONDEAU	REBECCA M.

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$31,600.19	PCMS SPED ESP	HAMILTON	LINDA
\$31,597.09	GRANT 240 ESP	DAVIS	JILL
\$31,550.43	HOBOMOCK LIBRARY ESP	JACOBSEN	DEBORAH
\$31,349.67	PHS SPED ESP	BUDAK	DANIELLE M.
\$31,335.70	M. S. CLASSROOM TEACHERS	HAYLON	ANNE MARIE B
\$31,299.00	JOB COACH	BALDWIN	BONNEY
\$31,187.60	BRYANTVILLE PSYCHOLOGIST	BITTENBENDER	RACHEL H.
\$31,148.80	HS GUIDANCE PROF. SALS.	SKELDON	CHRISTINA L.
\$30,885.83	CAFETERIA SUPPORT STAFF	GILL	BARBARA J.
\$30,698.46	BRYANTVILLE CLASSROOM TEACHERS	GRIER	MEGHAN K.
\$30,571.63	EXTENDED DAY ESP	GERLACH	ERIN O.
\$30,571.36	M. S. LIBRARY PARAS.	KINSMAN	JOYCE F.
\$30,552.78	HOBOMOCK SPED ESP	McMAHON	SHAWN A.
\$30,450.38	NORTH SPED ESP	DECASTRO	SHARON
\$30,012.62	BRYANT EDUCATIONAL SUPPORT	NICHOLS	DANIELLE
\$29,943.43	EXTENDED DAY ESP	BYRNE	MICHELLE A.
\$29,618.40	M. S. CLASSROOM TEACHERS	ROSEN	MICHAEL J.
\$29,536.07	NORTH EDUCATIONAL SUPPORT PROF	DEGAGNE	MICHAEL P.
\$29,483.40	K-8 SOCIAL WORKER	CARR	AMANDA C.
\$29,423.73	HOBOMOCK SPED ESP	FIUMARA	SHERYL A.
\$29,311.03	CAFETERIA SUPPORT STAFF	BODELL	ANN M.
\$28,902.05	BRYANTVILLE LIBRARY ESP	DEVINE	BARBARA R.
\$28,789.96	PHS EDUCATIONAL SUPPORT PROF	FREITAS	DONNA M.
\$28,706.99	BRYANTVILLE SPED ESP	SLEKIS	STEPHANIE E.
\$28,662.69	M. S. CLASSROOM TEACHERS	JULIAN	MARIA B.
\$28,459.26	HOBOMOCK SPED ESP	MESSNER	ALLISON M.
\$28,372.37	HOBOMOCK SPED ESP	DeSIMONE	CAROL A.
\$28,033.68	CAFETERIA SUPPORT STAFF	MCRAE	NANCY R.
\$27,810.36	HOBOMOCK SPED ESP	DEVINE	ELIZABETH
\$27,768.40	H/S SPED TEACHERS	LEWIS	KATHERINE C.
\$27,454.76	NORTH SPED ESP	HEATH	DEBORAH
\$26,908.80	BRYANTVILLE CLASSROOM TEACHERS	KRAMPF	KATHARINE P.
\$26,793.14	EXTENDED DAY ESP	KULIK	PATRICIA M.
\$26,650.30	JOB COACH	JESSON	KATHRYN L.
\$26,511.22	NORTH SPED ESP	SMILEY	HEATHER F.
\$26,371.94	CAFETERIA SUPPORT STAFF	TRASK	LISA J.
\$25,226.86	SUBSTITUTES	DeCOSTE	BRIANNA G.
\$22,905.30	DW LONG TERM SUB PRF SAL	BAKER	ANDREW R.
\$22,872.27	H. S. COACHES	KELLY	CADY P.
\$22,528.95	HES CLERICAL PARA SALARY	DONLON	AUDRA E.
\$22,186.67	M/S SPED TEACHERS	RUTLEDGE	LISA M.
\$21,164.22	CAFETERIA SUPPORT STAFF	WALSH	DENISE M.
\$20,063.19	HOBOMOCK EDUCATIONAL SUPPORT	BROOKS	NANCY J.
\$19,516.76	CAFETERIA SUPPORT STAFF	HOWIE	JULIE A.
\$19,282.36	CAFETERIA SUPPORT STAFF	HOWIE	PATRICE
\$19,044.83	CAFETERIA SUPPORT STAFF	SMITH	DEBRA

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$18,945.82	CAFETERIA SUPPORT STAFF	BYRNE	FAITH L.
\$18,556.30	NORTH SPED ESP	SOKOLOWSKI	LAUREN F.
\$18,342.91	EXTENDED DAY ESP	CARAFONE	ALICIA E.
\$17,626.60	CAFETERIA SUPPORT STAFF	GALLINGER	JANICE M.
\$17,184.07	DEPT. CHAIRS	HARTLEY	DIANE P.
\$16,860.22	CAFETERIA SUPPORT STAFF	ADAMS	MAUREEN
\$16,680.41	CAFETERIA SUPPORT STAFF	MERRITT	PATRICIA A.
\$16,492.72	CAFETERIA SUPPORT STAFF	HOLMES	GAYLE M.
\$15,778.20	CAFETERIA SUPPORT STAFF	HANNON	JUDITH K.
\$15,753.44	CAFETERIA SUPPORT STAFF	KILGALLON	KAREN
\$15,685.24	CAFETERIA SUPPORT STAFF	MCAULIFFE	JUDITH A.
\$15,563.48	EXTENDED DAY ESP	RICHARDSON	KRISTEN C.
\$15,248.48	CAFETERIA SUPPORT STAFF	BURROWS	JANET
\$14,426.71	CAFETERIA SUPPORT STAFF	MACCORMICK	CORINNE J.
\$14,373.64	BRYANT EDUCATIONAL SUPPORT	GUARINO	JOSIE A.
\$14,266.70	M.S. CUSTODIAL WAGES	O'DONNELL	KEVIN
\$14,113.58	EXTENDED DAY ESP	HRIVNAK	CHRISTY J.
\$14,040.00	SUBSTITUTES	NOONE	KATHLEEN
\$13,950.00	SUBSTITUTES	BLACKMORE	LEEANN
\$13,859.56	HOBOMOCK CUSTODIAL WAGES	WHITE	ZACHARY E.
\$13,458.40	SYSTEM WIDE OT,PT,SP,VI,HEAR	HAAS	ALISON S.
\$13,173.76	ESL - DISTRICT	SELLERS	RACHEL
\$13,050.00	SUBSTITUTES	RIELS	KATHRYN
\$12,947.27	CAFETERIA SUPPORT STAFF	LOVSTAD-FRANK	MONIKA
\$12,619.87	PHS SPED ESP	MURPHY	KEELAN P.
\$12,433.15	CAFETERIA SUPPORT STAFF	CONROY	KERRI M.
\$12,359.23	CAFETERIA SUPPORT STAFF	JOHNSON	ROBYN M.
\$11,970.00	SUBSTITUTES	McLEAN	RHONDA J.
\$11,534.93	CAFETERIA SUPPORT STAFF	FRATTASIO	LISA
\$11,500.00	SPED TRANSPORTATION	SYLVESTER	JESSICA E.
\$11,140.00	SUBSTITUTES	MUSK	PAMELA A.
\$10,941.54	SUBSTITUTES	TRAFTON	BETTY C
\$10,489.45	PHS SPED ESP	MCCARTHY	BONNIE J.
\$10,367.48	MUSIC TEACHER	KIDD	NANCY E.
\$10,276.24	PHS SPED ESP	DECINA	JULIANNA M.
\$10,164.70	SUBSTITUTE NURSE	ROSEMOND	CHARLENE M.
\$10,114.03	CAFETERIA SUPPORT STAFF	JACOBS	KELLY A.
\$10,050.00	SUBSTITUTES	HANRAHAN	CATHERINE D.
\$9,909.28	CAFETERIA SUPPORT STAFF	HILL	LISA C.
\$9,685.08	HOBOMOCK SPED ESP	DUGAS	KATIE E.
\$9,600.00	H. S. COACHES	FLYNN	WILLIAM L.
\$9,598.00	H. S. COACHES	LOPES	TIMOTHY J.
\$9,598.00	H. S. COACHES	SEWARD	WILLIAM C.
\$9,360.00	SUBSTITUTES	WAGNER-SMITH	KIMBERLY
\$9,100.00	SUBSTITUTES	MOON	SUZANNE M.
\$9,021.83	PHS SPED ESP	GEARY	JAMES M.

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$8,790.00	SUBSTITUTES	FARRELL	KATHERINE A.
\$8,754.23	BRYANT EDUCATIONAL SUPPORT	GLAVIN	MARY C.
\$8,700.00	SUBSTITUTES	CHALE	ADAM L.
\$8,594.76	Title One Instructional Bryant	PALOMBO	VALERIE
\$8,550.00	SUBSTITUTES	GOFF	KELLY E.
\$8,314.76	SYSTEM WIDE OT,PT,SP,VI,HEAR	ROBERTS	SARAH-RUTH B
\$8,010.00	SUBSTITUTES	CARTER	PEGGY ANN
\$7,996.76	CAFETERIA SUPPORT STAFF	MAHONEY	ANNETTE M.
\$7,740.00	SUBSTITUTES	ARSENAULT JR	JOSEPH
\$7,650.00	SUBSTITUTES	KAMINSKI	DONNA F.
\$6,930.00	SUBSTITUTES	PORTER	THOMAS E.
\$6,866.60	MUSIC TEACHER	NARYSHKOVA	IRINA
\$6,597.45	CAFETERIA SUPPORT	MACDONALD	LOU-ANN
\$6,525.00	SUBSTITUTES	HARRINGTON	THOMAS W.
\$6,420.00	H. S. COACHES	SCOTT	ADAM H.
\$6,420.00	H. S. COACHES	TURNER	JOHN R.
\$6,418.00	H. S. COACHES	BROOKS	ROBERT F.
\$6,418.00	H. S. COACHES	SHUMAN	ROBERT A.
\$6,418.00	H. S. COACHES	TINKHAM	BRIAN J.
\$6,294.00	H. S. COACHES	LEWIS JR.	ROBERT P.
\$6,294.00	H. S. COACHES	MORASH JR.	KEVIN J.
\$6,294.00	H. S. COACHES	NOYES	BRIAN
\$6,293.93	CAFETERIA SUPPORT STAFF	TARBOX	LISA R.
\$5,928.00	H. S. COACHES	RICHARDS	RYAN J.
\$5,820.00	SUBSTITUTES	CARABBA	CAITLIN
\$5,820.00	SUBSTITUTES	KING	HEATHER R.
\$5,600.00	SUMMER TEACHERS STIPENDS	HOXIE	JOHANNA A.
\$5,535.00	SUBSTITUTES	HOVEY	DONNA ML
\$5,400.00	SUBSTITUTES	MARTEL	JESSICA L.
\$5,220.00	SUBSTITUTES	ALEXANDER	SCOTT E.
\$4,823.95	CAFETERIA SUPPORT	RICE	MARSHA A.
\$4,815.00	SUBSTITUTES	HILL	CAROLYN B.
\$4,802.00	H. S. COACHES	EROMIN	MICHAEL J.
\$4,444.00	H. S. COACHES	SCHIMMEL	CRISTINA M.
\$4,190.00	H. S. COACHES	SILVA	JASMYN J.
\$3,856.29	CAFETERIA SUPPORT	MARSH	DONNA M.
\$3,500.00	SUBSTITUTES	SZOSTAK	MARGARET
\$3,455.00	H. S. COACHES	GUIMARES	MICHAEL B.
\$3,387.00	H. S. COACHES	ASAFF	ADRIEN H.
\$3,387.00	H. S. COACHES	PLANT	KEVIN P.
\$3,387.00	H. S. COACHES	WANDELL	DANIEL E.
\$3,370.00	H. S. COACHES	SOUZA	ADAM
\$3,220.54	CAFETERIA SUPPORT STAFF	EARL	RACHEL E.
\$3,135.00	SUMMER OT PT SPEECH VISION HEA	WHEELER	CHRISTIANE C
\$3,100.00	SUBSTITUTES	LUGO	FELIPE
\$3,068.00	H. S. COACHES	CHAHINE	DANIEL G.

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$3,060.00	SUBSTITUTES	CARROLL	ABIGAIL S.
\$3,015.00	SUBSTITUTES	WICKER	MORIAH L.
\$2,964.00	H. S. COACHES	PARKS	BAILEY E.
\$2,850.00	SUBSTITUTES	HADDAD	MARISSA T.
\$2,800.00	SUMMER TEACHERS STIPENDS	SCANNELL	SARAH J.
\$2,610.00	SUBSTITUTES	STONE	RACHEL C.
\$2,570.00	H. S. COACHES	DWYER	MARIE J.
\$2,490.00	SUBSTITUTES	GALLAGHER	MARY E.
\$2,450.00	H. S. COACHES	DUPUIS	TRAVIS FJ
\$2,320.00	SUBSTITUTES	COTILLO	JULIE A.
\$2,258.00	M.S. COACHES	FINN	CAROLYN G.
\$2,045.00	SUBSTITUTES	GRAHAM	LEAH C.
\$2,045.00	SUBSTITUTES	PANTON	JESSICA M.
\$1,961.34	BRYANT EDUCATIONAL SUPPORT	DECESARE	JENNIFER
\$1,950.00	SUBSTITUTES	MAZARES	JOAN C.
\$1,950.00	SUBSTITUTES	MCPHEE	PATRICIA C.
\$1,827.99	SUMMER PARA STIPENDS	HARLAND	SARA P.
\$1,819.31	BUS DRIVER WAGES & OVERTIME	DeANDRADE	JOSEPH
\$1,800.00	SUBSTITUTES	WATSON	SUSAN M.
\$1,754.34	BUS DRIVER WAGES & OVERTIME	FRIZZELL	DAWN M.
\$1,725.00	SUBSTITUTES	MERRIFIELD	NANCY J.
\$1,695.00	SUBSTITUTES	PRICE	CAROL B.
\$1,600.00	SUBSTITUTES	FANNING	ROBERT G.
\$1,507.00	CAFETERIA SUPPORT	BOWEN	JEAN G.
\$1,500.00	SUBSTITUTES	MAZARES	NICHOLAS G.
\$1,480.00	SUBSTITUTES	CARVETTE	KIMBERLY A.
\$1,480.00	SUMMER TEACHERS STIPENDS	MINIHAN	MARIE A.
\$1,400.00	SUBSTITUTES	BRALEY	PAIGE M.
\$1,350.00	SUMMER OT PT SPEECH VISION HEA	NATHAN	JOHN F.
\$1,350.00	SUBSTITUTES	REPUCCI	MARY T.
\$1,260.00	SUBSTITUTES	VITALI	EMILY N.
\$1,225.00	SUBSTITUTES	SCHWEMIN	DANIEL P.
\$1,200.00	SUBSTITUTES	JONES	GRETCHEN A.
\$1,197.28	SUMMER PARA STIPENDS	PRICE	MARCUS S.
\$1,125.00	SUBSTITUTES	MCNAMARA	LISA M.
\$1,125.00	SUBSTITUTES	O'NEILL	LESLIE A.
\$1,050.00	SUBSTITUTES	SMITH	JOANNE L.
\$1,000.00	SUBSTITUTES	ROWLAND	MARYCLAIRE E
\$975.00	SUBSTITUTES	CRAFFEY	LOGAN J.
\$900.00	SUBSTITUTES	BARONAS	KRISTIN L.
\$900.00	SUBSTITUTES	JOHNSON	KEVIN C.
\$880.00	SUMMER OT PT SPEECH VISION HEA	BLOOMER	ANNE M.
\$880.00	SUBSTITUTES	LELYVELD	SUSAN
\$840.00	SUBSTITUTES	ULICH	SARAH E.
\$825.00	SUBSTITUTES	CARDARELLI	EMMA E.
\$640.00	SUBSTITUTES	PARKS	ALISON H.

School Employees 2019 Gross Wages

Total	Department	Last name	First name
\$562.50	SUBSTITUTES	HAMBURGESS	REBECCA A.
\$560.00	SUBSTITUTES	PEARCE	AMANDA E.
\$525.00	SUBSTITUTES	ARENBERG	LINDA
\$525.00	SUBSTITUTES	KAZOLIAS	KAREN J.
\$489.50	CAFETERIA SUPPORT	SCARDINA	TAMIKA S.
\$450.00	SUBSTITUTES	SMALL	CORINNE M.
\$450.00	SUBSTITUTES	ZIMMERMAN	JOHN W.
\$404.25	CAFETERIA SUPPORT	HUTCHINGS	DEBORAH A.
\$375.00	SUBSTITUTES	BERGAMESCA	HEATHER M.
\$375.00	SUBSTITUTES	BRIGHAM	NATHAN S.
\$375.00	SUBSTITUTES	SULLIVAN	KATHLEEN M.
\$300.00	SUBSTITUTES	SINNOTT	PHYLLIS M.
\$300.00	SUBSTITUTES	VIVIANO	ALISON G.
\$245.91	PHS SPED ESP	CAVALLO	ALEXANDER H.
\$240.00	SUBSTITUTES	O'Donnell	ARLENE M.
\$225.00	SUBSTITUTES	ADAMS	ERICA L.
\$225.00	SUBSTITUTES	MANCUSO	SELINA P.
\$203.50	CAFETERIA SUPPORT	MCDONOUGH	LINDA S.
\$200.00	SUBSTITUTES	HILL	PAULA J.
\$198.00	CAFETERIA SUPPORT	MIGLIETTA	DAVID
\$187.50	SUBSTITUTES	SHELDON	CHASE G.
\$175.00	SUBSTITUTES	SULLIVAN	MAUREEN R.
\$100.00	SUBSTITUTES	BURKE	SUZANNE L.
\$93.50	CAFETERIA SUPPORT	KEYES	ANDREA L.
\$75.00	SUBSTITUTES	BRANDI	NANCY M.
\$75.00	SUBSTITUTES	GREENE	NANCY S.
\$75.00	SUBSTITUTES	HEALEY	HELEN
\$75.00	SUBSTITUTES	UPSON III	RICHARD M.
\$75.00	SUBSTITUTES	ZIELINSKI	KASEY A.
\$66.00	CAFETERIA SUPPORT	MARCELLA	ALESSANDRA

Town Employees 2019 Gross Wages

Total	Department	Last name	First name
\$180,994.96	Fire Department	HILL	JAMES M
\$177,822.26	Police Department	TYLER	COLBY M
\$172,446.93	Police Department	WALL	RICHARD D
\$160,824.05	Fire Department	KILLINGER	ROBERT
\$154,760.58	Police Department	BOTTO	RYAN J
\$153,646.41	Police Department	JOUDREY	PAUL H
\$150,721.76	Department of Public Works	FULMINE JR.	EUGENE B
\$150,583.57	Fire Department	BARKOWSKY	DAVID
\$150,358.13	Fire Department	MCCORMICK	KENNETH J
\$146,329.58	Police Department	DOYLE	KEVIN R
\$144,817.70	Police Department	MACDONALD	RICHARD
\$144,590.48	Board of Selectmen	THORNE	EDWIN J
\$141,231.40	Police Department	READY	SEAN
\$138,967.88	Police Department	LaPIERRE	WENDY
\$137,594.99	Police Department	BARAGWANATH	THOMAS J
\$137,250.32	Police Department	DIGRAVIO	MARK A
\$134,507.22	Fire Department	LAMMI	PETER K
\$133,080.68	Police Department	ANDERSON	ANTHONY M
\$129,155.63	Fire Department	DOYLE	RICHARD G
\$127,985.33	Police Department	WYMAN	CHRISTOPHER
\$125,867.70	Police Department	MOORE	CHRISTOPHER
\$125,125.33	Fire Department	DAVIS	MICHAEL A
\$123,008.98	Police Department	KIRBY	STEPHEN P
\$119,264.84	Fire Department	SHEA III	JAMES P
\$119,179.96	Fire Department	SMITH	DANIEL N
\$117,922.32	Fire Department	HALL	THOMAS D
\$116,905.78	Fire Department	ROBERTSON	MARK W
\$116,769.21	Police Department	SIMMONS	JONATHAN R
\$114,678.36	Police Department	HORVATH	MICHAEL
\$114,566.80	Fire Department	JONES	NATHAN B.
\$113,588.26	Police Department	HURLEY JR.	DAVID F
\$111,070.07	Fire Department	HALL	MICHAEL R
\$110,816.87	Water Department	CHERNICKI	MICHAEL J
\$109,644.32	Fire Department	LANDRY	CLINTON
\$109,579.50	Police Department	HORKAN	CHRISTOPHER
\$109,547.30	Fire Department	HILL	JORDAN
\$109,492.19	Police Department	TURVEY	JUSTIN A
\$109,340.10	Department of Public Works	GLAUBEN	SCOTT E
\$108,884.87	Police Department	BARROWS	ADAM F
\$107,424.68	Police Department	BRENNAN	WILLIAM A
\$107,007.42	Fire Department	SCOLEGE JR	WALTER
\$106,750.40	Police Department	RAMSEY	MICHAEL G
\$105,675.93	Police Department	MARSH III	WILLIAM W
\$104,895.56	Fire Department	EVANGELISTA	BRIAN M

Town Employees 2019 Gross Wages

Total	Department	Last name	First name
\$104,664.16	Town Treasurer/Collector	MCCARTHY	KATHLEEN E
\$104,599.52	Fire Department	SCANLON	ANDREW C
\$103,816.41	Fire Department	COSTANZO	ROBERT A
\$102,949.28	Board of Assessors	SALMON	CATHERINE M
\$102,799.53	Police Department	CLAUSS JR	DAVID F
\$102,145.46	Police Department	BURNS	JAMES M
\$102,123.63	Fire Department	MALONE	ROBERT D
\$100,387.77	Fire Department	FARROW	ROBERT J
\$98,289.95	Police Department	LANZILLOTTA	JAMES P
\$97,481.65	Fire Department	GASSIRARO	MARK J.
\$96,456.12	Police Department	SIMMONS	MARY E
\$96,440.58	Fire Department	RICCIARELLI	SHAMUS J
\$95,119.84	Fire Department	WITHAM	MICHAEL
\$92,720.05	Library	WALL	DEBORAH A
\$89,924.02	Fire Department	CAMMARANO	ANTHONY R
\$88,850.28	Water Department	FISKE	MARK
\$88,628.18	Town Clerk	STRUZIK	MARGARET
\$88,464.27	Water Department	RIVERS	STEPHEN L
\$85,561.43	Police Department	GUMPRIGHT	KARL R
\$85,022.57	Police Department	CAIN	EDWARD A
\$84,576.72	Fire Department	WILSON	JAMES D
\$82,768.67	Fire Department	HUFF	NANCY M
\$80,845.49	Police Department	PICARIELLO	LAUREEN M
\$78,316.14	Fire Department	RILEY	DILLON P
\$78,079.05	Board of Selectmen	CHILCOTT	SABRINA J
\$77,517.00	Water Department	SLADEN	BARRY E
\$76,262.51	Municipal Inspections	CULLITY	LISA M
\$73,691.06	Police Department	EDMONSTON III	JOHN J
\$73,550.01	Department of Public Works	DAIUTE	JOSEPH P
\$71,355.65	Police Department	CAIN	BRIAN R
\$69,263.28	Water Department	NICKERSON	RICHARD E
\$68,995.70	Town Treasurer/Collector	GRASSO	JENNIFER M
\$68,531.24	Department of Public Works	DEVINE	CHRISTOPHER
\$68,332.68	Board of Selectmen	CURRAN	KRISTIN A
\$66,671.38	Board of Selectmen	BUCKLEY	JOHN M
\$65,178.58	Recreation	ROCHE	SUSAN M
\$65,061.51	Department of Public Works	MARTINELLI	PAUL L
\$64,457.45	Department of Public Works	CALLAHAN	CHRISTINE C
\$63,766.57	Library	McCLEARY	MELISSA A
\$63,246.83	Board of Assessors	GIGLIOTTI	JEANNE M
\$63,124.70	Department of Public Works	LONGABARD	BRIAN P
\$62,974.48	Department of Public Works	ALDROVANDI	MICHAEL A
\$61,491.12	Department of Public Works	BRISSETTE	MARK E
\$61,178.14	Town Treasurer/Collector	COSBY	STACEY A

Town Employees 2019 Gross Wages

Total	Department	Last name	First name
\$59,873.64	Department of Public Works	ANDERSON	PHILLIP C
\$59,520.13	Library	BENVIE	KATHLEEN A
\$58,808.75	Water Department	McMAHON	JAMES M
\$58,155.07	Police Department	FLANNERY	LINDA M
\$58,119.25	Fire Department	TWIGG	RYAN M
\$57,091.82	Department of Public Works	MURRAY	DANA A.
\$56,613.61	Board of Selectmen	HART	WILLIAM T
\$56,349.03	Department of Public Works	HUSSEY	WILLIAM R
\$56,043.99	Fire Department	FRASER	KRISTINE S
\$55,930.77	Department of Public Works	SIMON	PATRICK
\$55,803.23	Water Department	JONES	SUSAN
\$55,723.85	Municipal Inspections	GRADY	TRACY A
\$55,181.33	Board of Selectmen	WHITMAN	MARY F
\$54,798.76	Fire Department	ISENOR	DANIEL R
\$54,634.76	Fire Department	TAGLIENTE	PETER
\$54,358.08	Police Department	TIERNEY	KATHRYN
\$53,693.28	Library	MCDERMOTT	SUSAN B
\$53,397.64	Town Clerk	McETTRICK	ANDRAEA C
\$52,971.72	Library	McBAIN	STEPHANIE C
\$51,429.28	Department of Public Works	MURRAY CAMPBEL	ROSE M
\$51,284.46	Board of Selectmen	HEINS	MATTHEW W.
\$50,895.20	Water Department	THORNTON	ROBERT A
\$50,257.33	Board of Selectmen	CYTRYNOWSKI	ZBIGNIEW
\$50,179.66	Municipal Inspections	SULLIVAN-LANDY	SHEILA M
\$49,244.49	Town Treasurer/Collector	HENKENIUS	SYLVIE D
\$48,661.43	Recreation	DEMPSEY	GERARD W
\$48,578.37	Town Treasurer/Collector	MURPHY	ALYSON
\$47,054.64	Fire Department	INGLIS	WILLIAM J
\$46,566.31	Council on Aging	SHEA	SUSAN L
\$46,392.40	Fire Department	DEAN	TREVOR J.
\$46,066.41	Town Treasurer/Collector	O'NEIL	AMANDA N
\$45,778.53	Library	MAVILIA	LINDA
\$44,662.38	Board of Assessors	DRISCOLL	CASEY M
\$42,621.20	Municipal Inspections	VERRY	GEORGE
\$42,112.18	Board of Selectmen	LANDY	TIMOTHY F.
\$42,037.25	Board of Assessors	GRADY	LAUREN C
\$41,647.38	Library	NEWMAN	MATTHEW
\$41,613.46	Municipal Inspections	KELLER	RACHEL L
\$36,278.42	Board of Selectmen	GULNICK	BRANDON W
\$35,429.05	Police Department	MORGAN	BRIAN C
\$35,315.71	Recreation	FERRIS	SHAUNA N
\$34,542.96	Selectmen Monthly	CLARKE SR	ROBERT A
\$34,138.00	Municipal Inspections	STACK III	JOSEPH S
\$33,292.72	Fire Department	COLE	BRIAN N.

Town Employees 2019 Gross Wages

Total	Department	Last name	First name
\$32,275.34	Fire Department	RICCIARELLI	BRIDGET M.
\$31,903.26	Department of Public Works	BURNS	STEVEN R
\$31,875.45	Board of Selectmen	SESTITO	ANGELA G.
\$30,761.02	Police Department	TURNBULL JR.	EARL B.
\$30,450.25	Library	COLEMAN	JANET M
\$28,656.33	Municipal Inspections	ZECHELLO	NICHOLAS
\$27,705.38	Municipal Inspections	YOUNG	GARY A
\$25,952.41	Police-Special	SIMON	ROY L
\$23,440.17	Fire Department	MCNAMARA JR.	ROBERT B.
\$23,383.30	Police-Special	MORGAN	ROBERT H
\$23,216.06	Library	O'CONNELL	DARLENE M
\$22,887.57	Council on Aging	LARKIN	SUSAN
\$21,565.76	Council on Aging	FREEMAN	LINDA J
\$21,499.75	Library	DONAHUE	LAURA C.
\$21,106.08	Police-Special	OHRENBERGER	MICHAEL T
\$20,150.91	Council on Aging	DRISCOLL	SUZANNE
\$19,729.62	Police-Special	MCCANN JR	JOSEPH G
\$19,668.61	Council on Aging	WHITE	CHRISTINE M
\$18,557.02	Police-Special	FLANNERY	EDWARD J
\$18,052.98	Selectmen Monthly	KERNAN	ROBIN R
\$16,251.12	Council on Aging	McPHERSON	JAMES
\$16,105.45	Library	MAHNKE	CORY E
\$15,677.99	Library	McPHEE	KAREN L
\$15,438.69	Police-Special	WALETKUS	ALAN
\$15,235.92	Library	SILVA	ROSEMARIE
\$14,847.39	Council on Aging	WHITE	TIMOTHY A
\$14,748.63	Water Department	PEDERSEN	KRISTIAN
\$14,578.44	Department of Public Works	HOPPIE	RICHARD F.
\$14,364.03	Library	JOYCE	MELISSA D
\$13,955.06	Council on Aging	RYAN	JOSEPH F
\$13,521.22	Council on Aging	STEELE	EDWARD J
\$13,500.67	Department of Public Works	COLBY	JOSEPH E.
\$12,402.10	Department of Public Works	NAUGHTON	BRENDAN J.
\$12,333.35	Council on Aging	BREEN	JOHN J.
\$11,122.44	Police-Special	CLAUSS	DAVID F
\$10,498.50	Town Landing	HILL	AMY
\$9,856.26	Police-Special	BURNS	GREGORY J
\$9,622.61	Water Department	MARSH	JAMES F.
\$9,308.97	Library	PELKEY	PERRY-LEE R
\$9,176.54	Police-Special	LANE JR	ROBERT E
\$9,156.82	Library	SHEA	PAMELA M
\$8,929.93	Library	READER-MERLIN	PATRICIA A
\$8,335.12	Recreation	DYER	AMANDA P
\$8,271.68	Library	MURDOCK	JACQUELINE N

Town Employees 2019 Gross Wages

Total	Department	Last name	First name
\$7,528.16	Police-Special	SHUBERT	MARK S.
\$7,215.52	Library	SULLIVAN	LAURA F
\$6,966.00	Council on Aging	BRUCE	CATHERINE E
\$6,544.50	Selectmen Monthly	SUPPA	JOSEPH
\$6,391.48	Recreation	CHAPMAN	JUSTINE A
\$6,325.23	Library	PICKERING	KIMBERLY A
\$6,322.81	Library	WALSH	CARLY A
\$6,293.70	Recreation	FULMINE	JESSICA M.
\$6,204.30	Recycling	FOSTER	VINCENT P
\$6,171.72	Recreation	MCSWEENEY	BRIANNE R
\$6,147.80	Recreation	MURRIN	MARIA N
\$6,080.74	Recreation	BRIGGS	MARISSA L
\$5,818.08	Board of Selectmen	CURRAN	EMILY V
\$5,752.59	Recreation	BRIGGS	JARED M
\$5,733.96	Board of Selectmen	BADGER	DONNA R
\$5,653.38	Selectmen Monthly	TWIGG	KENNETH E
\$5,596.92	Recreation	GALLEY	JENNIFER L
\$5,535.25	Library	MURPHY	HELEN P.
\$5,477.42	Recreation	WRIGHT	ANNA M
\$5,168.00	Recreation	FABIAN	LINDSEY A
\$4,952.93	Board of Assessors	LONG	CYNTHIA A.
\$4,887.70	Town Landing	TOBIN	SEAN D
\$4,729.58	Recycling	SZERLONG	LEONARD C
\$4,603.50	Recreation	FABIAN	LAUREN A
\$4,570.67	Recycling	MARTIN	VALERIE J
\$4,518.96	Selectmen Monthly	BOULTER JR.	WILLARD
\$4,407.62	Police-Special	SHORT	ARTHUR J.
\$4,254.55	Town Landing	CONER	PETER R.
\$4,211.98	Recreation	KEOUGH	KAYLA R.
\$4,102.00	Council on Aging	TIERNEY	RUTH E
\$4,063.62	Town Landing	TOBIN	MICHAELA P
\$4,012.94	Library	YARASITIS	AMELIA R
\$3,836.36	Recycling	RILEY	SHERYL A.
\$3,816.46	Municipal Inspections	DOWLING	MICHELE
\$3,808.34	Recycling	LOPRESTI	HAROLD
\$3,719.43	Municipal Inspections	GESWELL III	EDWARD J
\$3,663.98	Board of Selectmen	SMITH	MARY ANN
\$3,642.04	Recreation	HURLEY	BRYNN R
\$3,513.58	Recreation	GARNEAU	EMMA C.
\$3,288.60	Council on Aging	EMMETTS	GRETCHEN E.
\$3,269.90	Library	RAYNOR	BRIAN K.
\$3,159.61	Library	NEE	JULIA M
\$3,145.00	Town Landing	HARRIS	KAYLEIGH L
\$3,077.49	Recreation	TWIGG	LEAH M.

Town Employees 2019 Gross Wages

Total	Department	Last name	First name
\$3,074.03	Library	SHEEDY	TERESA L.
\$3,039.66	Town Landing	HARRIS	ZACHARY D
\$3,006.22	Call Firefighters	GRADY	COLIN J.
\$2,986.34	Town Landing	HARRIS	JACOB R
\$2,957.78	Recreation	COMMESSO	KAITIEMAE L.
\$2,932.92	Recreation	CHRISTIE III	MICHAEL J.
\$2,852.15	Recreation	REILLY	ABIGAIL M.
\$2,612.32	Call Firefighters	GALANDZI	MICHAEL
\$2,590.00	Town Landing	KLINE	DANIEL P
\$2,583.12	Town Clerk	CALLANAN	STEPHANIE
\$2,552.13	Elections/Registrars	WANDELL	VIRGINIA J
\$2,528.97	Library	MURPHY	CHRISTINE
\$2,489.58	Call Firefighters	DIXON	DAVID T.
\$2,117.87	Town Landing	HRIVNAK	KATARINA C
\$2,107.18	Police-Special	TENORE	RICHARD C
\$2,005.32	Town Landing	NORMAN	LIAM R
\$1,982.06	Elections/Registrars	QUILL	MARY E.
\$1,903.75	Selectmen Monthly	HYNES	ROBERT J.
\$1,839.34	Library	CANNIFF	GILLIAN K.
\$1,800.00	Board of Assessors	BATES	ELIZABETH A
\$1,800.00	Board of Assessors	BOIDI	ELAINE R
\$1,800.00	Selectmen Monthly	BOYLE JR	ARTHUR P.
\$1,800.00	Selectmen Monthly	BROWN JR.	JOHN G.
\$1,800.00	Selectmen Monthly	TRABUCCO	DANIEL W
\$1,796.74	Call Firefighters	DOLAN	CHARLES E.
\$1,742.16	Town Landing	LONG	BRENDAN R
\$1,717.35	Recreation	WINSLOW	ISABELLA A.
\$1,651.26	Town Landing	LONG	JACK C
\$1,631.36	Police-Special	ANASTASIO	ERNEST P
\$1,631.36	Police-Special	NOGUEIRA	FRANK
\$1,602.40	Library	DISKIN	GREGORY W.
\$1,559.88	Call Firefighters	ARETINO	NICHOLAS R
\$1,379.92	Police-Special	McCARTHY	MICHAEL H
\$1,312.71	Police Department	BAAR	AMANDA M
\$1,304.34	Call Firefighters	GALANDZI	CRISTIAN B
\$1,287.42	Call Firefighters	MORLEY	BRIAN M
\$1,287.03	Board of Selectmen	CURRAN	ANASTASIA S.
\$1,252.61	Town Landing	SPRING	COLLETTE M.
\$1,227.50	Recreation	MAGGIORE	CAMERON
\$1,187.70	Recreation	SHEEHAN	SOPHIE O.
\$1,159.02	Call Firefighters	MUSIAL	BRYAN D
\$1,149.18	Recreation	CURRAN	SHANE T.
\$1,145.37	Town Landing	WALKER	KALIE P.
\$1,134.87	Police-Special	PIERCE	CHARLES J.

Town Employees 2019 Gross Wages

Total	Department	Last name	First name
\$1,105.85	Call Firefighters	WALETKUS	VICKI L
\$1,056.25	Municipal Inspections	WENGRYN	CYNTHIA L.
\$1,050.00	Selectmen Monthly	RUSHING	JESSICA M.
\$1,040.04	Town Landing	BOYLE	EMILY
\$1,027.26	Call Firefighters	KELLY JR.	WILLIAM D.
\$1,000.00	Council on Aging	MITCHELL	ILONA E
\$993.27	Call Firefighters	BENTING	ROBERT W
\$968.94	Call Firefighters	MARTYNOWSKI	BRIAN D.
\$968.62	Police-Special	FRATTASIO	JONATHAN F.
\$948.52	Town Landing	JACKSON	AVA J.
\$905.58	Call Firefighters	MACPHERSON	DANIEL J.
\$899.70	Call Firefighters	YACOVONE	JONATHON E
\$857.46	Call Firefighters	HALLORAN	SHAWN F.
\$792.08	Town Landing	JONES	LILY P.
\$752.70	Call Firefighters	BURRILL	EDWIN
\$750.00	Selectmen Monthly	FURLONG	MATTHEW J
\$676.45	Town Landing	KRECKIE	MATTHEW J.
\$631.38	Town Landing	GRENIER	DYLAN C.
\$614.25	Police Department	MANNING	CHRISTINA M
\$541.00	Call Firefighters	ENGLE JR	JOHN
\$531.36	Department of Public Works	PEPE JR.	ROBERT V.
\$531.24	Library	MAZZOLA	CAROLINE M
\$500.00	Council on Aging	BATEMAN	MARY P.
\$500.00	Council on Aging	JOHNSON	PATRICIA A
\$500.00	Council on Aging	MARANO	CONCETTA I
\$500.00	Council on Aging	MELCHIN	JOHN L
\$500.00	Council on Aging	MORANDE	CLAIRE C.
\$500.00	Council on Aging	O'REILLY	ROBERTA L
\$500.00	Council on Aging	SAYCE	JAMES N
\$500.00	Council on Aging	SILVIA	JO-ANN
\$500.00	Council on Aging	ST. ONGE	RUTH
\$500.00	Council on Aging	WALSH	DONNA L.
\$483.12	Police Department	GRISWOLD	KERRI F
\$474.26	Town Landing	SIMPSON	CHARLES J.
\$455.75	Town Landing	MERLAN	LUKE C.
\$455.46	Police Department	BOULTER	JAMES A
\$422.40	Call Firefighters	JEROME	ANDREW D
\$411.00	Call Firefighters	MAZZOLA	DOUGLAS E
\$407.84	Police-Special	BEARCE	MICHAEL A
\$407.84	Police-Special	EDGAR	ROBERT
\$407.84	Police-Special	SALVUCCI III	DANIEL
\$391.69	Library	KUBEK	ROSELYN Y.
\$387.06	Library	STAPLES	HEATHER
\$383.18	Library	BOWLER	BONNIE P.

Town Employees 2019 Gross Wages

Total	Department	Last name	First name
\$340.60	Library	JORDAN	REBECCA J.
\$316.52	Town Landing	TRASK	ABIGALE J.
\$313.13	Library	HINTHORN	SANDRA B
\$254.90	Police-Special	MACKENZIE	SEAN R
\$250.38	Recreation	BURKE	JAMES M.
\$150.42	Police Department	ANCTIL	REBECCA L
\$100.00	Selectmen Monthly	DODGE	STEPHEN C.
\$77.04	Recreation	FORD SELTER	MICHAELA C.
\$42.24	Call Firefighters	HOGAN	MICHAEL J

To the Honorable Board of Selectmen and the Citizens of Pembroke

I would like to thank the residents of Pembroke for their continued support of the men and women who honorably serve as members of the Pembroke Police Department.

I would also like to thank the men and women of our Fire Department, Department of Public Works, everyone at our Town Hall, Library, Council on Aging, Housing Authority, Schools, Board of Selectmen, and other associates, both paid and volunteer who help shoulder the load with ***“Pembroke’s Finest”***

Finally, I would like to personally thank and publically recognize the caring and often heroic efforts that the men and women of the Pembroke Police bring to the public each and every day. ***“Protect & Serve”***

*** In Memoriam***

Tragedy struck the Towns of Pembroke and Plymouth on December 29th, 2019 when a motor vehicle crash took the life of 13-year old ***Claire Zisseron*** and critically injured her mother ***Elizabeth*** and her best friend ***Kendall Zemotel***. Our hearts go out to the ***Zisseron*** and ***Zemotel*** families, classmates and friends.

35th Anniversary - ***END OF WATCH - Metropolitan Police Officer Robert P. Dana*** - March 25, 1984

Robert Dana grew up in Pembroke and was a Special Police Officer with the Pembroke Police Department prior to joining the MDC Police Department. Officer Dana was shot and killed in the line of duty while backing up a Milton Police Officer on a traffic stop in the Blue Hills.

Police Business

During the past year the Pembroke Police answered **17,713** calls incidents/calls for service. There were **985** offenses submitted to the State and Federal incident-based crime tracking system with **187** of those being felonies. The Pembroke Police conducted **831** investigations of crime and investigations of other incidents. As a result, the Pembroke Police made **233** arrests and there were an additional **52** adults placed into Protective Custody for 2019. Our records indicate that alcohol and drugs were contributing factors in **53%** of arrests and **32** of the above arrests were for ***Driving Under the Influence of Alcohol or Drugs***. In addition to the charges filed during arrests, Pembroke Police also submitted **156** criminal complaint applications to the Courts. There were **7** juvenile arrests. The Pembroke Police processed and/or served **116** Abuse Protection and Harassment Orders. In **2019** the Pembroke Police responded to **456** motor vehicle crashes, completed **280** motor vehicle crash reports and issued **799** motor vehicle citations.

*** Staffing Milestones ***

In February, Officer Justin Turvey graduated from the MPTC 66th ROC in Plymouth. Officers are required to complete an 800-hour Massachusetts Police Training Council approved Academy and then they must complete the Pembroke Police 180 hour Filed Training Program. Officer Turvey was the Top Shot in his class and since Officer Turvey had already completed our Field Training Program he was street ready upon graduation.

In April, Detective Sergeant Edward “Ted” Cain retired after 39 years of service. Cain started his career in 1980 as a Pembroke Special and Auxiliary Officer. He became a fulltime Officer in January of 1988. Officer Cain was promoted to Detective in 1998. Detective Cain accepted all the challenges of his new job from investigating murders and sex crimes, to investigating crimes against children, fraud, larcenies and assaults. What we will all remember most about Ted Cain was his unwavering commitment to solve the Virginia Hannon murder of 1984 and bring justice to the Virginia Hannon family.

In May, Officer Brian Morgan transferred to the Weymouth Police Department. Officer Morgan had been our lead Motorcycle Patrol Officer. He was also a skilled motorcycle trainer and valued member of the SEMLEC MOP Unit. We wish Brian good luck with the challenges of working in the “big city”

In July, Officer Brian Cain and Officer John Edmonston graduated from the 9th ROC Police Academy in Randolph. Both Officers Cain and Edmonston began their careers in Pembroke as Special Police Officers and had completed the 180 Field Training Program prior to attending the academy.

In November, Officer Earl Turnbull graduated from the 1st MPOC Joint Base Cape Cod Police Academy. Officer Turnbull was a Special and Permanent Intermittent with the Pembroke Police and had begun his 180 Hour Field Training program when called up to fill Officer Morgan’s vacancy.

***** Facility *****

The Police Station continues to be a challenge to maintain as a suitable facility to serve the Public and provide a safe and sound environment for the Police Officers who work here. The design services and site evaluations done in 2016 by Kaestle Boos Associates Engineering showed that new public safety facilities are very much needed. Now that the public voted in a new capital line in our town annual budget it is imperative that town leadership take the next steps to fund and build new public safety facilities for the security of our residents and the safety and well-being of our police officers and firefighters.

***** COMMUNITY POLICING INITIATIVES *****

Plymouth County OutReach	Great North River Boat Race	PTAD
Neighborhood Bike Patrol	Ponds and River Boat Patrol	Open Space ATV Patrol
Click it or Ticket Grant	Distracted Drivers Grant	Impaired Drivers Grant
Bryantville School Liaison	Hobomock School Liaison	North Pembroke School Liaison
PCMS Liaison	School Resource Officer	School Lockdown Training
Prom Angels	Back-Pack Drive for Homeless	Chamber of Commerce
Jimmy Fund Walk	Cops for Kids with Cancer	Special Olympics
Firearms Licensing	At Risk Persons Outreach	Tim Tebow Night to Shine Prom
Veterans Coat Drive	Domestic Violence Outreach	TIP-A-COP for Special Olympics
Halloween Glow Sticks	COFFEE WITH A COP	

Pembroke Police also provided traffic safety officers and logistics for all Town approved road races, charity walks, the “Pembroke Celebrates” Fireworks Extravaganza, the annual Historical Society Fish Fry, the Annual Christmas Tree Lighting and many other public events.

At home you can inventory your medicine cabinet and safely get rid of any unused or unwanted prescription medications by depositing them in the green **RX DROP BOX** in the police station lobby. In **2019** residents deposited **600+ pounds** of unwanted medication in the box to be safely destroyed.

Chief Richard D Wall

Lieutenant Richard G MacDonald

Detective Sergeant Edward A Cain (ret)
Sergeant David F Hurley
Sergeant Thomas J Baragwanath
Sergeant Ryan J Botto

Officer Laureen M Picariello
Officer Stephen J Kirby
Officer Christopher M Horkan
Detective James M Burns
Officer Christopher L Moore
Officer William W Marsh III
Officer Kevin R Doyle
Officer William A Brennan
Officer David F Clauss Jr
Officer Adam F Barrows
Officer Justin Turvey
Officer John J Edmonston III

Lieutenant Wendy A LaPierre

Sergeant Jonathan R Simmons
Sergeant Paul H Joudrey
Sergeant Sean P Ready

Officer James P Lanzillotta
Officer Christopher B Wyman
Officer Michael J Horvath
Officer Brian C Morgan (transfer)
Officer Michael G Ramsey
Officer Anthony M Anderson
Officer Mark A DiGravio
Officer Karl R Gumpright
Officer Colby M Tyler
Officer Mary E Simmons
Officer Brian R Cain
Officer Earl B Turnbull

Administrative Staff

Linda Flannery – Assistant to the Chief

Kathryn Tierney – Secretary

Permanent Intermittent

Charles J Pierce
John Simon

Michael McCarthy

Specials – Retired

Michael T Ohrenberger
Robert H Morgan
Joseph G McCann
Gregory J Burns

Edward J Flannery
Richard C Tenore
Willard J Boulter Jr
William F Hinchey

Specials – Auxiliary

Douglas Bailey
James Boulter
Robert Lane
Alan Waletkus
Mark Shubert
Roy Simon

Frank Nogueira
Willard J Boulter III
James Madden
Arthur Short
Robert Morrisette

“To recognize always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them”

Attributed to Sir Robert Peel, father of modern policing

ANNUAL REPORT OF THE PEMBROKE FIRE DEPARTMENT

To the honorable Board of Selectmen and the Citizens of Pembroke, I submit this report of the fire department for the year 2019.

First, I would like to thank all the Officers and Firefighters for their dedication to duty, your professionalism in the field continues to make me proud as our community continues to grow and our residents and visitors rely on your skills more and more.

We responded to 3,131 emergency calls in 2019. My concerns for proper all-around coverage still remain and budget cuts are starting to infringe upon the resources needed to keep it at the levels we have.

In September, the Department laid to rest Irving “bud” Whitney. Bud had been retired for many years and was living in Florida at his passing but was a long standing member of company 1 on School St. Bud is probably best remembered by those who knew him as “Uncle Sam” from the local parades he would attend dressed as him, Bud was his twin.

Our Open house was a success again this year. We continued our partnership with the elementary schools to provide early fire prevention education. We were fortunate to have an old house to conduct training on this year. Members practiced skills together that they usually cannot get without traveling to the Massachusetts Fire Academy in stow.

We are still pursuing new fire station facilities at each end of the town to better protect the community.

We congratulate Captain Robert Killinger on his promotion and welcomed 6 new FF/Paramedics this year, Dillon Riley, Ryan Twigg, Trevor Dean, Bridget Ricciarrelli, Brian Cole and Robert McNamara Jr.

We wish a happy retirement to Peter Tagliente, Walter “Butch” Scoledge, Nancy Huff and Jim Wilson all of whom retired in 2019 combining for more than 100 years of service. We also wish all the best to Dan Isenor and Bill Inglis who resigned their positions to pursue other endeavors.

Finally, to the citizens of Pembroke, our community continues to grow at a rapid pace and with that comes many challenges to the town especially for public safety. We cannot serve you without your support.

Please remember when calling **911** for an emergency to;

Remain calm. Speak clearly. Give the correct address of the emergency.

Give the type of emergency. Remain on the line, if it safe to do so, until the 911 operator has all of your information.

My best wishes to the community for a safe 2020.

Respectfully,

Chief J. Michael Hill



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

2019 was a quiet year with respects to storms and critical incidents. Even though the year was relatively uneventful, our Pembroke Emergency Management (PEMA) team continued to plan and prepare for any event that may occur as we worked on relationships with our Public Safety Departments, the DPW, area Nurses and our National Grid Liaisons. Our goal is keeping our residents safe by providing shelter when needed and by working together to open roads and restore power as quick as possible. A special thanks to Sabrina Chilcott and Ed Thorne of the Town Hall for hosting our pre storm meetings and for creating our public alerts. Thanks to Deb Wall at the Library for continually updating our social media and town websites with news of any impending storms and parking bans. We are especially grateful for the dedicated service of our PEMA member Health Agent Lisa Cullity. Lisa organized two major team trainings in conjunction with the Massachusetts Office of Disabilities and the Plymouth County Public Health Emergency Preparedness Coalition to ensure that people with disabilities receive the proper assistance in times of emergencies. Our winter training included guest host Lisa Drennan speaking on Diversities Abilities Inclusion.



The PEMA improvement project of the year was to install a large scanner printer unit at the Town Hall to make maps and scan building and site plans as part of digitizing future Town Comprehensive Emergency Plans. Using funds from an Emergency Management Preparedness Grant through the Massachusetts Emergency Management Agency (MEMA) and the Federal Emergency Management Agency (FEMA), PEMA was able to combine funds with several other town boards and agencies to purchase a **Savin** Wide Format Digital Color Imaging System. This unit is available for the day to day use of all Town Hall Offices and is extremely useful when saving complex plans to a digital file or making copies of oversized plans, maps and images.

The Pembroke Emergency Management Agency (*PEMA*) team would like to *thanks* the men and women of the Pembroke Police and Fire Departments, DPW, Library, Town Hall, Board of Health, Animal Control, Council on Aging, Housing Authority, School District and the nurses and volunteers who, by working together keep the citizens of Pembroke safe and informed during emergency situations.

Respectfully Submitted by Chief J Michael Hill and Chief Richard D Wall

ANNUAL REPORT OF THE ANIMAL CONTROL OFFICER

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

The Animal Control Department provides daily coverage on a twenty-four hour, on-call basis. Citizens requiring the department's services may call the Selectmen's Office weekdays at (781) 293-3844, leave a message at the Pembroke Animal Pound at (781) 293-5288 or after hours, emergency dispatch by contacting the non-emergency line of the Pembroke Police Department at (781) 293-6363.

Highlighted below are some of the responsibilities and activities of the department throughout the calendar year.

- Enforcement of the Pembroke By-Laws, Article XX Section 7 and Massachusetts General Laws, Chapter 140 & 272 relating to animals
- Citations issued
- Pickup and disposal of roadkill
- Stray/abandoned animals of all types picked up and held at the pound facility
- Daily kennel duties/maintenance of facility grounds
- Aid to other Animal Control Officers and government agencies
- Investigation of all logged complaints
- Appearances in court and in local dog hearings
- Dog bites and other domestic/ wild animal bites investigated
- Capture and destruction of suspected rabid animals, if any
- Adoption and placement of abandoned animals
- Trips to the veterinarian/humane societies
- Patrols of parks, playing fields, schools and cemeteries

A rabies epizootic continues in the State of Massachusetts. The Animal Control Department wants to remind all residents that it is the law to have all dogs, cats and ferrets vaccinated against rabies. The Animal Control Department also wants to remind all dog owners to license their dogs yearly between January 1st and March 1st.

The Animal Control Department strives to find homes for all abandoned or unclaimed animals. The adoptions fees vary between types of animal. Animals that are up for adoption are listed on www.petfinder.com.

The department would like to take the opportunity to thank all of the other town departments and citizens for their continued cooperation, donations and assistance throughout the year.

William Hart
Animal Control Officer

ANNUAL REPORT OF THE DEPARTMENT OF PUBLIC WORKS

HIGHWAY DIVISION

At the end of 2018, going into 2019, Pembroke had below average snow fall and warmer temperatures from December into early February. Calculated snow fall based on Town's weather report, was approximately 38 + inches. DPW's workforces, along with private contractors, were dispatched on seven (7) occasions for plowable snow storms. DPW's crews were dispatched a twenty-one seven (21) times for de-icing operations which included post plowable storms.

The Route 53 & Pleasant Street project has commenced drainage and paving work with a punch list remaining for PA Landers, which is overseen by Mass DOT.

Road repairs funded Chapter 90 funds were done by milling and binder wearing course on High Street and Valley Street from Duxbury town line to Blue Jay Way. Top wearing course will be applied on both streets after July 2020 upon receiving Chapter 90 funds.

Potholes continue to be repaired town wide by the DPW crews with the town owned Hot Box.

Annual street sweeping and all catch basin cleaning was completed town wide, both of which were contracted out, per storm water regulations.

A majority of the town streets had center lines repainted, crosswalks and stop bars were done by an outside contractor.

An extensive amount of drainage structures have been repaired and or replaced by the Highway Department crews due to aging infrastructure.

Town wide street sign upgrade is ongoing to comply with Federal Highway mandate.

The Tree Division crew removed a substantial amount of dangerous trees, tree trimming and storm related damage trees using town owned bucket truck.

The Highway Division also shares responsibilities with the Cemetery/Commons/Grounds and Water Divisions throughout the year. Thanks to both Divisions for their efforts in assisting when needed. The Highway Division would like to express our gratitude to the Town Hall Staff, Police and Fire Departments for the efforts and assistance throughout the year.

Respectfully Submitted,

Joe Daiute, Foreman
Pembroke Public Works, Highway Division

2019 ANNUAL REPORT OF THE DEPARTMENT OF PUBLIC WORKS
CEMETERY, GROUNDS AND COMMONS DIVISION

To the Honorable Board of Selectmen and Citizens of Pembroke:

In the latter half of 2019, the Cemetery Division has gone through a few changes. In the early fall we hired 2 new Skilled Laborers and in November I, Christine Callahan, accepted the promotion of Cemetery, Grounds and Commons Foreman position.

The Cemetery Department had a total of Sixty-Eight (68) burials this past year. Thirty-One (31) cremations and Thirty-Seven (37) full interments. The Cemetery Department installed Twenty-Five (25) foundations, Six (6) flat/granite markers and Twelve (12) government military markers. The three active cemeteries sold a total of Twenty-One (21) lots, Nineteen (19) to residents and Two (2) to a non-resident and Two (2) niche wall unit for a total of Twenty-Three (23) graves.

The Cemetery, Grounds and Commons Division is made up of 2 Skilled Laborers and 1 Working Foreman. We are responsible for the maintenance of grounds in 3 active cemeteries, 3 inactive cemeteries and 23 other town building, parks and islands throughout the town as well as all the workings of a cemetery.

The Cemetery, Grounds and Commons Division wish to thank the men and women of the Town Hall and Water Division for all their help, with special thank you to the Highway Division for all their extra help through the spring and summer of 2019. We want to thank the Fire and Police Departments for their assistance. Additionally, we want to thank Community Preservation Committee and the DPW commissioners for all their support.

Respectfully submitted,

Christine Callahan
Pembroke Cemetery, Grounds and Commons Division

ANNUAL REPORT OF THE PEMBROKE DPW WATER DIVISION

To the Honorable Board of Selectman and the Citizens of Pembroke

The Pembroke DPW Water Division provided the following services to the Town throughout 2019.

There were:

- 348 Mark outs
- 46 Emergency water mark outs
- 24 Service Leaks repaired
- 11 Hydrant Leaks repaired
- 4 Water main break repairs
- 10 Frozen services
- 10 Frozen meters replaced
- 161 Meters were replaced
- 22 New meters installed & turned on
- 391 Final Readings
- 13 Fire hydrants replaced
- 29 Fire hydrants repaired
- 51 Water services shut off
- 39 Water services turned on
- 23 Trench inspections
- 25 Water shutoff valves replaced
- 4 Cross connections inspected
- 4 Fire flow test
- 8 Low pressure repairs
- 2 Gate intersections
- 5 Pressure test were witnessed

Water Dept. also performed:

Required sample testing for 2019
Implemented new unidirectional Flushing Program and completed Spring & Fall flushing.
Town wide Backflow inspections were completed.
DEP sanitary survey was completed.
Worked daily with PA Landers on the Rt. 14 Corridor Project
New water main installed. 400' 6" DI, 650' 8" DI.

Water Incidents

Water Breaks: 4 Main leaks

Service Leaks: 24 Service leaks

The Water Division would like to thank the residents and business owners who participated in the Meter Replacement Program and the Backflow Prevention Inspection and Testing Program.

The DPW Water Division would like to thank the other DPW Divisions, Town Hall Staff, as well as the Pembroke Police and Fire Departments for their support and assistance. The Water Division also wishes to thank the Water Commissioners for their support throughout the year.

The Water Commissioners would also like to thank the Water Division for the work completed this year.

Respectfully submitted,
Pembroke Department of Public Works – Water Division



PO Box 247
Westwood, MA 02090
781.329.8318
director@ssrcoop.info
ssrcoop.info

REPORT OF SOUTH SHORE RECYCLING COOPERATIVE 2019

1/27/2020

The South Shore Recycling Cooperative (SSRC) is a voluntary association of fifteen South Shore towns. It was established by Intermunicipal Agreement and Special Legislation in 1998 to help member towns improve their recycling programs, and reduce the amount, toxicity and cost of disposal.

Members of the SSRC are: **Abington, Cohasset, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Middleborough, Norwell**, new member **Pembroke, Plymouth, Rockland, Scituate, Weymouth**, and **Whitman**. Representatives from each member town are appointed by Chief Elected Official(s) (*list attached*).

The historic challenges of 2018 for our recycling programs continued through 2019. Demand for mixed paper and cardboard, our largest volume commodities, continued their record slump due to the loss of the huge China market. Values for fibers, as well as metals were deeply impacted. The cost of single stream recycling soared to that of disposal. Uncertainty around household hazardous waste services informed our decision to bid out services for 2020, which will also be more costly.

The SSRC continues to help its Member Towns navigate this new normal by monitoring and reporting the changes locally and globally, seeking out the most advantageous vendor options and pricing, and aggressively helping with resident education to improve material quality.

Despite the cost increases, SSRC welcomed new Member Pembroke in July.

In FY2019, the SSRC raised **\$116,450.74**: \$72,750 from municipal member dues, \$904.80 in sponsorships, \$27,193.24 in grant funding, \$980.00 in donations, and \$116.93 in interest. Those funds pay for the services of the Executive Director, the Recycling Education and Compliance Officer, and for waste reduction and recycling activities that benefit our member towns. In addition to technical assistance, these activities **saved /earned Member Towns \$189.766** in 2019.

MATERIALS MANAGEMENT

Household Hazardous Waste Collections - The SSRC bids and administers a contract on behalf of its Member Towns for Household Hazardous Waste Collections. It coordinates

multi-town collections for ten of our Member Towns, creating further savings. Member Towns saved staff time to bid, schedule and publicize collections. The Executive Director assisted at eight of the twelve events, and administers the billing. The SSRC hired a Household Hazardous Waste Specialist to share the load of covering events.

The contract, in force through June, was similar to the State Contract with an additional 5% discount for larger volume collections. With fewer vendors and more demand, the terms for our Fall collections were the same as the State contract, FAC82.

2,046 residents attended our **twelve collections** in 2019. The **reciprocity policy** also enabled a record **372 residents** attend other Member Towns' collections. This arrangement qualifies member towns for additional **Recycling Dividend Program** points, and earned them an extra **\$23,100** in grant money through that program.

The total cost savings and benefits of the HHW program in 2019 is estimated at **\$49,800**.

General Recyclables – Major disruption in recyclables markets continued through the year. The SSRC helped our Towns' programs and residents adapt to more stringent quality standards through the services of our grant-funded Recycling Education and Compliance Officer, multimedia outreach, and guidance by the Executive Director. (see introduction for more)

Other Materials – The SSRC has enabled its Members to save money, find better service and/or earn rebates for:

- Organic (food) waste
- Textiles
- Tires
- Brush and compost management.
- Propane tanks

PUBLIC OUTREACH:

20th Anniversary Lecture - Executive Director Galkowski presented “From Single Use to Zero Waste: What’s new with recycling” at the South Shore Natural Science Center. A standing room only crowd attended. The show was part of the North and South River Watershed Association’s Water Watch Lecture Series.

MassDEP and the House of Representatives recognized the SSRC’s twenty years of service at the event.

Recycling Education and Compliance Officer (RECO) – The SSRC hired a dedicated field staffer with a 2-year, \$82,000 grant from MassDEP in 2017. She worked with municipal staff, haulers and directly with residents to improve recycling quality and quantity. This reduced staff time, and/or disposal and processing costs for the thirteen towns that enlisted her services, and provided outreach materials and signage.

In 2019, she completed projects in seven of our Member towns. The Report can be found [here](#). The 4 page Recommendation Summary (2 pages for curbside towns, 2 for dropoff towns) is [here](#).

Radio PSAs – With funding from MassDEP and Bay State Textiles, the SSRC re-aired 4 PSAs for 6 weeks on WATD FM. They covered plastic bags and food in recycling, textiles and composting. This helped our towns to qualify for MassDEP incentive grant funding.

Signage – All our Member towns have received “Do not bag recyclables”, and many took “No Food or Liquids in Recycling” signs for transfer stations and other public areas, through a MassDEP grant. Display of these signs helps our towns earn incentive grant money. See graphics at end of report.

Website - ssrcoop.info provides both general and town-specific recycling and household hazardous waste collection information, meeting minutes and annual reports, a monthly newsletter, and links to other sites. It logged 62,000 page views in 2019, 19% more than in 2018. 74% of visitors were new.

Facebook: The SSRC posts waste reduction and recycling tips regularly on its Facebook page, which has 344 followers.

Press Contacts - The SSRC is a resource to and a presence in print, web and cable media. It was featured in or consulted for print articles, cable broadcasts and online media. They can be found in the News and media section of the website.

Resident Contacts – The Director fielded over 300 calls and emails from residents and businesses in 2019. She advised how to properly dispose of everything from adult VHS tapes to a pop-up camper.

ADVICE, ASSISTANCE AND NETWORKING

The Executive Director’s help is frequently sought by the solid waste managers. She stays current on local and national solid waste issues, attending conferences, meetings and webinars, visiting local disposal and recycling facilities, and reading professional publications. She attended Selectmen, Board of Health and DPW meetings, and provided advice and help on a **wide range of issues** including recycling and disposal contracts, regulatory language, propane tanks, and much more.

Grant assistance - The SSRC helped **the majority of Member Towns** submit their DEP Data Surveys and/or DEP Grant applications. Maximizing grant funds is a frequent topic at our Board meetings as well.

Membership in SSRC qualified our Member Town’s for an additional **\$36,400** Recycling Dividend Program funds, which provided a total of **\$151,700** in grants to fourteen of our Towns.

Newsletter - The SSRC publishes monthly [Updates](#), which are emailed to 625 subscribers,

including many residents.

ADVOCACY

The Executive Director worked actively with the Mass. Product Stewardship Council and our Beacon Hill delegation to promote legislation the Board deems beneficial to its solid waste programs. 2019's focus legislation concerned packaging, mattress and paint producer responsibility.

The Director represents the Board on the MassDEP Solid Waste Advisory Committee.

The SSRC exists to assist its member towns in improving their solid waste disposal and recycling functions. It always welcomes suggestions on how it can better serve its Members.

Respectfully submitted,

Claire L. Galkowski, Executive Director

South Shore Recycling Cooperative Board of Directors 2019

TOWN	FIRST	LAST	C/O	POSITION
Abington	Marty	Golightly	BOH	Health Agent
	Angela	Dahlstrom	BOH	Recycling Education and Compliance Officer
Cohasset	Merle	Brown	citizen	SSRC Chairman
	Mary	Snow	DPW	Highway Dept. Admin. Asst
Duxbury	Peter	Buttkus	DPW	Director
	Gary	Glasier	DPW	Assistant Director
Hanover	Victor	Diniak	DPW	Superintendent
	Kurt	Kelley	DPW	Assistant Superintendent
Hanson	Arlene	Dias	BOH	Commissioner, SSRC Treasurer
	Gil	Amado	BOH	Health Agent
Hingham	Stephen	Messinger	Transfer Station	Foreman
	Randy	Sylvester	DPW	Superintendent
Hull	Joseph	Stigliani	DPW	Interim Director
	Joyce	Sullivan	BOH	Health Director
Kingston	Paul	Basler	Streets, Trees & Parks	Superintendent, SSRC Vice Chairman
	Jean	Landis-Nauman	Recycling Committee	Chairman, SSRC Secretary
Middleboro	Christopher	Peck	DPW	Director
	Donna	Jolin	DPW	Office Manager
Norwell	Ben	Margro	BOH	Health Agent
	Vicky	Spillane	Recycling Committee	Appointee
Pembroke	Angela	Sestito	Selectmen's Office	Principal Clerk
	open			
Plymouth	Jonathan	Beder	DPW	Director; SSRC At Large
	Rachel	Newell	DPW	Administrative Assistant
Rockland	Delshaune	Flipp	BOH	Health Agent
	Stephen	Nelson	BOH	Commissioner
	Scott	Margolis	BOH	Commissioner
Scituate	Sean	McCarthy	DPW	Asst. Director
	Kevin	Cafferty	DPW	Director
Weymouth	Kathleen	McDonald	DPW	Principal Clerk
	Fred	Happel	DPW	Solid Waste Coordinator
	Robert	O'Connor	DPW	Advisor
Whitman	Alexis	Andrews	BOH	Health Inspector
	Bruce	Martin	DPW	Director

South Shore Recycling Cooperative 2019 Annual Report quantifiable benefits

	HHW residents to home town event	HHW reciprocity use by residents	multitown setup fee avoidance	contract cost savings- 5% discount	roll off savings using SSRC arranged vendor (see below)	HHW admin, on site staff time @-\$50/hr	Recycling Dividend Program HHW awarded point values	Bay State Textile tons (arranged by SSRC)	HHW total value	BST rebates, avoided disp cost	SEMASS Mercury processing subsidy, CRS direct pmts (facilitated by SSRC)	RDP textile awarded point values (radio ads, data coll, etc)	RECO services (\$40/ hour), outreach materials	equipment acquisition/disposal (\$50/ hour)	Exec. Dir. MSW consults, assistance	resident calls and emails	Total
Abington	41	39	\$850		\$290	\$600	\$1,200	\$3,020	38.5	\$6,397	\$325.51	\$600		\$200	\$10,543	14	
Cohasset	36	22			\$545	\$600	\$1,200	\$2,403	38.0	\$7,100	\$146.76	\$600		\$500	\$10,750	11	
Duxbury	44	50			\$290	\$600	\$2,200	\$3,184	58.2	\$9,077	\$910.13	\$1,100		\$350	\$14,621	18	
Hanover	223	8	\$850	\$314	\$1,445	\$1,200		\$4,040	20.4	\$3,637				\$250	\$7,927	12	
Hanson	41	8			\$900	\$600	\$1,200	\$2,749	17.4	\$2,690		\$600		\$250	\$6,289	6	
Hingham	166	41		\$320	\$290	\$600	\$2,200	\$3,617	16.6	\$2,658	\$3,167.33	\$1,100		\$100	\$10,642	14	
Hull	93	28			\$290	\$600	\$600	\$1,611	8.1	\$815	\$0.00			\$100	\$2,526	20	
Kingston*	116	8	\$850	\$381	\$900	\$600	\$1,200	\$4,055	42.1	\$7,198	\$995.79	\$600		\$3,350	\$16,199	9	
Middleboro	30	14			\$290	\$600	\$2,200	\$3,134	22.7	\$2,269		\$1,100	\$900	\$50	\$6,553	9	
Norwell	30	38	\$250		\$900	\$600	\$1,200	\$3,018	11.9	\$2,060		\$600	\$40	\$125	\$5,803	13	
Pembroke	0	23	\$850			\$150		\$1,023	40.4					\$400	\$1,423	11	
Plymouth	275	28		\$278	\$580	\$1,200	\$1,800	\$4,161	76.5	\$12,706	\$9,520.21	\$1,800	\$760	\$400	\$28,587	36	
Rockland	23	42	\$600		\$545	\$600	\$1,200	\$3,010	16.1	\$3,664	\$261.75	\$600		\$1,000	\$8,536	16	
Scituate	144	22	\$850	\$525	\$900	\$600	\$2,200	\$5,241	84.0	\$15,448	\$623.04	\$1,100	\$1,160	\$150	\$22,562	23	
Weymouth	304	8				\$1,200	\$3,500	\$5,012	80.0	\$15,595	\$2,010.99	\$3,500		\$50	\$26,168	21	
Whitman	63	16	\$850		\$900	\$600	\$1,200	\$3,629	20.0	\$3,400		\$600		\$150	\$7,779	9	
Total	1629	395	#####	\$1,818	\$9,065	\$10,950	\$23,100	\$52,907	590.9	\$94,713	\$17,961.51	\$13,900	\$2,860	\$7,425	\$189,766	242	
* benefits include free roll off from Cambridge									HHW detail		State Contract	SSRC Contract	diff				
									>150 disc		0%	5%		5%			
									setup fee multitown		\$850	\$850					
									Trash rolloff		\$900	\$355		\$545			
									Trash & OCC rolloffs		\$900	\$555		\$345			

ANNUAL REPORT OF THE BUILDING DEPARTMENT

To the Honorable Board of Selectmen and the Citizens of Pembroke:

The following is a review of the actual construction in the Town of Pembroke for the year ending December 31, 2019.

21	New Dwellings valued at	\$5,372,200.00
101	Commercial New and Renovations valued at	\$4,471,278.00
566	Miscellaneous Residential Permits valued at	\$11,707,651.00
688	Total Permits Issued and Valued at	\$21,551,129.00
	Fees collected and turned over to the Treasurer	\$238,062.00

Respectfully submitted,
George Verry
Building Commissioner/Zoning Official

ANNUAL REPORT OF THE WIRING INSPECTOR

To the Honorable Board of Selectmen and the Citizens of Pembroke:

I herby submit my report as Wiring Inspector for the year ending December 31, 2019.

Permits as follows:

Total Permits.....	400
Fees Collected and turned over to the Treasurer.....	\$46,084.00

Respectfully submitted,
Nicholas Zechello
Inspector of Wires

ANNUAL REPORT OF THE GAS INSPECTOR

To the Honorable Board of Selectmen and the Citizens of Pembroke:

I herby submit my report as Gas Inspector for the year ending December 31, 2019.

Permits as follow:

Gas Permits.....	394
Fees Collected and turned over to the Treasurer.....	\$21,002.00

Respectfully Submitted,
Gary Young
Gas Inspector

ANNUAL REPORT OF THE PLUMBING INSPECTOR

To the Honorable Board of Selectmen and the Citizens of Pembroke:

I herby submit my report as Plumbing Inspector for the year ending December 31, 2019

Permits as follow:

Plumbing Permits.....	188
Fees Collected and turned over to the Treasurer.....	\$19,588.00

Respectfully Submitted,
Gary Young
Plumbing Inspector

ANNUAL REPORT OF THE SEALER OF WEIGHTS AND MEASURES

To the Honorable Board of Selectmen and the Citizens of Pembroke:

I herby submit my report as Sealer of Weights and Measures for the year ending December 31, 2019

Inspections as follow:

Total Inspections.....	10
Fees Collected and turned over to the Treasurer.....	\$2792.00

Respectfully Submitted,
Joe Suppa
Sealer of Weights and Measurers

ANNUAL REPORT OF THE BOARD OF HEALTH

To the Honorable Board of Selectmen and the Citizens of Pembroke:

The Board of Health members are Thomas Driscoll, Chair, Matthew Newman, Clerk, and Gary Fine, Member. In 2019, the Health Agent performed the following: 141 perk tests, 452 septic related inspections, 241 food related inspections (Agent and contractors), 36 housing complaints, 109 general complaints, 73 meetings/conferences, 102 animal inspections, 16 Animal complaints, 3 pool inspections and 1 camp inspection (Agent and contractors).

The Board of Health issued 112 Food Permit Licenses, 3 Body Art Establishment Licenses, 9 Body Art Practitioner Licenses, 1 Camp License, 1 Funeral Director License, 76 Septic Install and Repair Licenses, 72 Livestock Licenses, 18 Pumping Licenses, 1 Skating Rink License, 4 Special Licenses, 3 Swimming Pool Licenses, 1 Tanning Salon License, 43 Title 5 Inspector Licenses and 9 Private Trash Hauler Licenses.

Our Public Health Nurses, under our fifth-year vaccination program, administered 33 flu shots. We have three regular and two alternate nurses that assist in various capacities and participate in our Emergency Planning.

Oldham Pond remains under its treatment program and was able to remain open for recreation all summer for this year. (Five out of the last six years). The remaining ponds also tested at normal levels during most of the summer. We had only one bacterium count exceeding the state limit the entire summer.

The Board continued working with the Five Town Tobacco Control Collaborative. This group will continue to work on education and enforcement of nicotine use as well as compliance checks to ensure proper sales and signage. Vaping and vaping related issues are also a focus of this program.

We continue with the assistance and support of the Police and Fire departments to develop a highly functional Emergency Response Plan for All Hazards, with a specific focus on Pandemic Response and Emergency Sheltering. This year we focused on developing resources and techniques for assisting those with access and functional needs.

Respectfully Submitted by

Lisa Cullity
Health Agent

Annual Report of the Pembroke Council on Aging

To the Honorable Board of Selectmen and the Citizens of Pembroke:

The Pembroke Council on Aging (Senior Center), located at 144 Center Street is the Town department that assesses the needs of and provides services to residents age 60 and older. The mission of the Council of Aging is to advocate for improved quality of life for older adults through educational, social and recreational activities. The Senior Center also provides advocacy and assistance to Pembroke Elders and their families by helping them understand the complex issues associated with the aging process. Aging in place, transportation, property tax relief, medical coverage, fuel assistance and nutrition are identified as primary concerns of our elders.

This year the Senior Center was sad to see Director Susan Shea step down to pursue a different position at the end of September. A going away party was held by The Friends so everyone could wish her well, she will be missed. A new Director Gretchen Emmetts was appointed in December, she looks forward to the future at the Senior Center, and the exciting new things to come.

The Council on Aging employs a full time Director and three part time Principal Clerks, Suzanne Driscoll, Susan Larkin, and Christine White. We also have five part time van drivers, Jack Breen, Jim McPherson, Joseph Ryan, Ed Steele and Tim White.

The Senior Center also employs two Grant based positions, a part-time Community Outreach Coordinator, Linda Freeman and a part time outreach assistant, Cathy Bruce. Outreach workers meet with seniors and families to assess a situation, explain different community programs/benefits, and will help assist with applications. Our workers deal with crisis situations, housing issues, home visits, and outside organizations on a regular basis. In 2019 there were over 2000 outreach services provided, which is a huge number that is growing daily. The Outreach workers and all the Council on Aging staff are bound by strict confidentiality laws and are not allowed to release any information about an elder without permission.

The Senior Center has been very lucky to have Ken Pike as a SHINE volunteer who helps review medical and prescription coverage throughout the year. Medicare and Medicaid can be very difficult to navigate for anybody and we are beyond lucky to have Ken.

The Senior Center with the staff's help under the supervision of the Transportation Coordinator Chris White provided 1575 Volunteer Medical rides and 9427 daily senior and ADA rides. The senior and ADA rides are offered through our Dial-a-Ride Program with GATRA. These rides are curb to curb, to events, grocery shopping, bank, hairdresser, Lunch Bunch, and day trips. These daily trips are free to Pembroke residents that are over 60 or have a disability.

The Senior Center has over 75 active volunteers without whom we as a center would not be able to function. In 2019 our dedicated volunteers donated 7348 hours of their time with a savings to us of over \$90,000. Volunteers are always welcome if you are interested please see Susan Larkin.

Volunteers at the Senior Center have delivered over 7959 Meals on Wheels to 117 clients. MOW are provided Monday-Friday. If you or anyone you know could benefit from these meals, please contact OCES Nutrition Site Manger Lori Naughton. We received amazing handmade cards from the Pembroke Youth Soccer league to send with these meals, and the seniors loved them! Lori also manages the daily nutrition program held here each day at the center. Meals are served here daily at 11:30, this past year 1027 daily meals were served here. Advance sign up is required.

The Council on Aging provides, special events, exercise, trips and more. As a Center we had 18322 sign ins which is very impressive number. Susan Larkin works very diligently with The Friends Group and their President Gail Shaw to bring in new events. Our programs consist of special courses for socialization, health, wellness of both the body and mind and so much more. The Friends as always have been very supportive of our programs, we are very lucky to have them.

The Memory Café, which is funded by a grant from Massachusetts Council on Aging continues to draw a good number of attendees every 3rd Wednesday of the month at 1:00 pm under the supervision of Community Outreach Coordinator and Belaine McCabe. This group was formed for clients with memory concerns and their care givers. This program is open to all towns.

The Pembroke Pioneer monthly newsletter is going strong under the supervision of Suzanne Driscoll, please call if you want to receive it online or at home.

We continue to work regularly with Old Colony Elder Services more as demand for services increase on a regular basis. If you are a senior or know of a senior that could use assistance with nutrition, basic home care needs or maybe help managing finances please call so we can set up an appointment.

As always, the staff and volunteers worked PEMA system updating this very important list. Please call the Senior Center if you need to be added to this list, as it is a revolving list always being added to.

The Firehouse Food Pantry delivering has continued to expand in this past year doubling in size, we continue to see the need grow and expect it to double yet again for 2020. As a community we are indeed lucky to have such an amazing resource. The Senior Center is very thankful for all the volunteers at the Firehouse Food Pantry.

We have had several donations from the community to the Emergency fuel fund which has been a blessing as we have had more than usual requests for help. We appreciate the donations and are glad we can help Pembroke residents.

A very big topic of discussion this year has been the newly proposed Community Center. After several meetings with the architects and our Board of Directors, we feel that this needs to be brought to town meeting and voted on. We still have the daily struggle of only having the one bathroom and we need to move forward and have another one put into the center, regardless of the outcome of the vote being brought forth.

The Board of Directors has been reorganized with Joseph Ryan as Chair, Pamela Blades as Vice, James Kinkade as Treasurer and John Melchin as recording secretary. We currently have one spot open that we hope to fill shortly.

All in all, we have been a very busy center, we have provided rides, meals, events, outreach a total of 37,994 times reaching over 1036 individuals in the town of Pembroke, with an average of 74 people per day. We look forward to increasing those numbers in 2020 by bringing in new programs and events. Stay tuned for evening exercise classes for all ages. We are all young at heart, just slightly older in other places.

The Pembroke Council on Aging would like to thank the Board of Selectman and the citizens of Pembroke for their ongoing support. Continued support and interest help us meet the needs of our elder adults in the community. Please feel free to stop by the Center if you have any comments or suggestions on how we can continue to improve the quality of live for our seniors.

Respectfully Submitted

Gretchen Emmetts
Director

Council on Aging Board of Directors:

Joseph Ryan – Chairman
Pamela Blades – Vice Chair
James Kinkade – Treasurer
John Melchin – Secretary
Karee Bohman
Marilyn Christmann
Sue Ellen Hewitt
Linda Osborne

ANNUAL REPORT OF THE DEPARTMENT OF VETERAN SERVICES

To the Honorable Board of Selectmen and the Citizens of Pembroke:

The Veterans' Department provides aid and assistance to all eligible veterans' and their dependents under Massachusetts General Law, Chapter 115. Benefits provided include application for bonuses, financial assistance, medical reimbursements as well as emergency funds. The staff is trained and certified by the Department of Veterans' Services. The town of Pembroke is reimbursed by the rate of 75% for the benefits provided by the town to our Veterans'.

While our Department has no connection with the Veterans' Administration, we do provide assistance by helping Veterans' in our town obtain Federal Benefits. We also help our Veterans' obtain their military records, medal replacements and grave markers.

We encourage anyone with questions pertaining to Veterans' Benefits to contact our office 781-293-4651 or 781-709-1415. Our office hours are 8:30-4:30, Mondays –Friday. If needed, we are also available for evening hours: please call our office to make an appointment.

Increased co-operation between different military organizations helped in upgrading the support our Veterans' received last year. Special consideration should be given to Pembroke American Legion Post 143, Pembroke Military Support Group, and the Firehouse Food Pantry for their help. Food programs, wheelchair services, winter coats and contact with active military personnel were enhanced with the help of these organizations.

Thank you to all the groups that assisted us, and we look forward to working with you again next year.

Respectfully submitted,

Robin R. Kernan, Veterans' Service Officer

Mary Whitman, Assistant Veterans' Service Officer

ANNUAL REPORT OF THE COMMISSION ON DISABILITIES

To the Honorable Board of Selectmen and the Citizens of Pembroke:

The Commission on Disabilities was pleased to welcome Daniel Robinson, Andrew Freeman, Darren MacDonald, Michelle O'Connor and Angela Sestito to the Commission this year.

Town Manager Edwin Thorne bestowed the ADA Coordinator's role upon Administrative Assistant Brandon Gulnick, who prioritized and executed the presentation of Pembroke's ADA Self Evaluation, Transition and Grievance Plans for a vote of the Selectmen.

The town landing is a high priority project that will begin in the spring; work to be done includes the demolition of the current lifeguard building; construction of a new ADA compliant guardhouse with restrooms, pathways, and pond access ramps. Massachusetts Office on Disabilities has awarded the town \$131,000 with the town investing the remaining \$70,000 courtesy of a CPC grant application.

Another high priority project that began in the fall was the Herring Run Project; the culvert was made accessible and the water wheel was installed in the fall, and phase two will begin by making other areas of the park ADA compliant for people with disabilities.

The Veterans Memorial Park project continues to move forward to install ADA complaint walkways throughout the park for full access to the monuments for all people.

The Commission on Disabilities is a volunteer run town department staffed primarily by members Thomas Weinreich and Michelle O'Connor. Some of the services this office provides for its disabled residents are transportation for anyone under the age of 60 years old and does not have a driver's license and the Medical Equipment Recycle Program. The Commission accepts donated medical equipment, which is given to anyone in need, free of charge.

Michelle and Tom attended Massachusetts Office on Disabilities Emergency management Preparedness seminar whose primary focus was assisting people with disabilities in case of an emergency. Everyone who attended received a fully stocked survival kit containing relevant supplies for use in an emergency.

Additionally, Brandon, Michelle, and Tom attended a disability summit held at the Boston Convention Center wherein many different agencies talked about the services they provide to people with disabilities.

Upcoming work of the Commission and projects to be brought forward include developing a Complete Streets Prioritization Plan for Pembroke which would make the streets in town more user friendly for pedestrians and anyone with a disability. The Office is in the Community Center & open Monday & Wednesday from 10 am until 2 pm.

Thank you to everyone who donated medical equipment this past year it was very much appreciated.

Tom Weinreich, Chairman, Pembroke Commission on Disabilities

PLYMOUTH COUNTY COOPERATIVE EXTENSION ANNUAL REPORT

July 1, 2018 - June 30, 2019

The role of Plymouth County Cooperative Extension is to deliver research-based information to Plymouth County residents through non-formal methods. The Plymouth County Extension staff work on behalf of Plymouth County residents, in concert with UMass Amherst faculty and Extension staff, and the United States Department of Agriculture, to provide valuable information in the program areas of 'Agriculture and Landscape' and '4-H Youth and Family Development'. The Extension System is supported by County, State and Federal funds, and operates under Federal and State laws and agreements. Local citizens, appointed by the Plymouth County Commissioners, serve as Plymouth County Cooperative Extension Trustees, directing the overall program. Volunteer advisory groups work with Extension staff on developing programs.

Cooperative Extension resources and programs for Plymouth County residents include: 4-H Science and Technology workshops in the areas of embryology and plant science; accredited overnight 4-H summer camps; 4-H animal science summer day-workshops; 4-H Life Skills Training, 4-H Community Service Projects, 4-H Public Speaking Training, 4-H Babysitting Program and 4-H partnerships with local farms and agricultural enterprises including the Marshfield Agricultural Society, Plymouth County Farm Bureau and Plymouth County Grange. New research findings are translated into practical applications and shared with residents and communities through workshops, lectures, conferences, office visits, phone calls, field demonstrations, radio, television, local libraries, technical assistance, and newspaper articles. Publications such as newsletters, booklets, and fact sheets bring information directly to those who need it. Additional information is delivered through UMass-Amherst Center for Agriculture and Extension web access www.ag.umass.edu

Members of the Plymouth County Extension Staff:

Molly Vollmer, Director Plymouth County Extension/ Extension Educator
Valerie Schell, Extension Educator, 4-H Youth and Family Development Program
Harley Anne Hamilton, Program Assistant, 4-H Program
Blake Dinius, Entomologist, Tick and Insect Education Program
Cathy Acampora, Administrative Assistant

Board of Trustees:

John Burnett Jr. –Whitman	Meghan C. Riley –Chairman, Whitman
Jeff Chandler – Duxbury	John Illingworth- Abington
John Hornstra, Norwell	Victoria Morris, Bridgewater
Aylene Calnan- Hingham	Janice Strojny, Middleboro

Daniel Pallotta, Plymouth County Commissioner - Hanover

The Plymouth County Extension office is located at 44 Obery Street, Plymouth, MA 02360
(774-404-7020; fax: 774-773-3184)

REPORT OF PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

The Commissioners of the Plymouth County Mosquito Control Project are pleased to submit the following report of our activities during 2019.

The Project is a special district created by the State Legislature in 1957, and is now composed of all Plymouth County towns, the City of Brockton, and the town of Cohasset. The Project is a regional response to a regional problem, and provides a way of organizing specialized equipment, specially trained employees, and mosquito control professionals into a single agency with a broad geographical area of responsibility.

The 2019 efforts were directed at larval mosquitoes starting with the spring brood. The Project treated over 15,000 acres for larval mosquitoes (larviciding). The pesticide used was B.t.i. (an environmentally selective bacterial agent). Upon emergence of the spring brood of mosquitoes, ultra-low volume adulticiding began on June 3rd, 2019 and ended on September 17th, 2019. The Project responded to 17,584 requests for spraying and larval checks from residents covering all of the towns within the district.

Massachusetts Department of Public Health (DPH) has developed an “Arbovirus Surveillance and Response Plan” for the state. The Plan creates a system which estimates the human risk for contracting Eastern Equine Encephalitis and West Nile using several factors including the number of infected mosquitoes. Based on guidelines defined by the Plan, all towns in Plymouth County Mosquito Project were initially at “Low Level Risk” for mammalian infection of West Nile (WNV) and Eastern Equine Encephalitis (EEE). At the end of the season 6 towns (Bridgewater, Halifax, Plympton, Kingston, Middleboro and Carver) were at moderate risk for West Nile, all other towns remained at low risk. At the end of the season the towns of Carver, Lakeville, Middleboro, Marion, Rochester and Wareham were at critical risk for EEE. At high risk for EEE were Bridgewater, East Bridgewater, Halifax, Mattapoisett, Plympton, West Bridgewater and Whitman. The District’s remaining towns were at moderate risk for EEE.

West Nile Virus activity in 2019 was significantly less than 2018. However, the district had two human cases of WNV. Mosquito surveillance is a coordinated effort between PCMCP and DPH. The District submitted 696 samples containing 23,300 mosquitoes to DPH for testing and 4 samples were positive for WNV. The positive samples were in Middleboro, Pembroke and Whitman. The Department of Public Health (DPH) also detected WNV in their mosquito samples. They had a total of 16 WNV isolations from the towns of Carver, Halifax, Lakeville and Kingston. As part of our West Nile Virus control strategy a total of 53,248 catch basins were treated with larvicide in all of our towns.

The United States saw historic activity of Eastern Equine Encephalitis Virus (EEEV). Nationwide there were 38 human cases of EEE in 10 states. Massachusetts had 12 human infections of EEEV, the most of any state. There was extensive EEEV activity within the district. One human case of EEE occurred within the district. PCMCP submitted 23,300 mosquitoes grouped into 696 mosquito samples for testing and 72 were positive for EEEV. The isolations were from Bridgewater, Cohasset, Duxbury, Hanson, Lakeville, Marion, Mattapoisett, Middleboro, Norwell, Pembroke, Rochester and Scituate. DPH also detected EEEV in 92 of their 551 samples tested. Those detections were in the towns of Carver, Duxbury, East Bridgewater, Halifax, Kingston, Lakeville, Marion, Mattapoisett, Rochester, Wareham, West Bridgewater and Whitman.

The Commonwealth of Massachusetts responded to the EEEV activity by conducting wide scale aerial adulticiding. In all, 6 applications occurred. Three of these applications were

in the district. Applications of this kind are complex and involve a large number of state agencies including DPH, The Department of Agriculture and The State Reclamation and Mosquito Control Board. The Project assisted with these applications in a number of ways, including supplying equipment and helping to document efficacy of the application.

PCMCP followed the “Arbovirus Surveillance and Response Plan” and responded to the EEEV by increasing our adulticiding and mosquito surveillance. The Project conducted wide area applications by truck in locations where EEE was detected. We also submitted for testing more than 247 extra mosquito samples.

The Health threat of EEEV and WNV continues to ensure cooperation between the Plymouth County Mosquito Control Project, local Boards of Health and the Massachusetts Department of Public Health. In an effort to keep the public informed, EEE and WNV activity updates are regularly posted on Massachusetts Department of Public Health website.

In conjunction with the MDPH we have been monitoring *Aedes albopictus* expansion in the state. *Ae. albopictus* is an introduced mosquito that has the potential to become a serious pest and a vector of disease. The mosquito has been present in Massachusetts since 2009. The larvae live in containers and are closely linked with human activity. They are especially associated with used tires. We conducted surveillance at 8 sites in Plymouth, Wareham, Brockton, Pembroke, Middleboro, Rockland and Whitman. This year we did not detect the mosquito. The Project began a tire recycling program in October 2017. During the 2019 season we recycled 2,494 tires bringing us to a total of 9,290 tires for the program.

The figures specific to the town of Pembroke are given below. While mosquitoes do not respect town lines the information given below does provide a tally of the activities which have had the greatest impact on the health and comfort of Pembroke residents.

Insecticide Applications: Our greatest effort has been targeted at mosquitoes in the larval stage, which can be found in woodland pools, swamps, marshes and other standing water areas. Inspectors continually gather data on these sites and treat with highly specific larvicides when immature mosquitoes are present. In Pembroke 786 larval sites were checked.

During the summer 2111 catch basins were treated in Pembroke to prevent the emergence of *Culex pipiens*, a known mosquito vector in West Nile Virus transmission.

Our staff treated 1304 acres using truck mounted sprayers for control of adult mosquitoes. More than one application was made to the same site if mosquitoes reinvaded the area. The first treatments were made in June and the last in September.

Water Management: During 2019 crews removed blockages, brush and other obstructions from 3385 linear feet of ditches and streams to prevent overflows or stagnation that can result in mosquito production. This work, together with machine reclamation, is most often carried out in the fall and winter.

Mosquito Survey: Our surveillance showed that the dominant mosquitoes throughout the district were generally *Coquillettidia peturbans* and *Cs. melanura*. In the Town of Pembroke the three most common mosquitoes were *Cq. peturbans*, *Cs. melanura* and *Cx. species*

Education and Outreach: We continue to reach out to residents in a variety of ways. Our website has been recently updated and includes web pages for meetings and the annual budget. It also includes educational handouts to provide more information and better describe all the Project’s services.

We encourage citizens or municipal officials to visit our website at www.plymouthmosquito.org or call our office for information about mosquitoes, mosquito-borne diseases, control practices, or any other matters of concern.

Stephen Gillett
Superintendent

Commissioners:
Cathleen Drinan, Chairman
John Sharland –Vice Chairman/Secretary
John Kenney
Michael F. Valenti

South Shore Community Action Council

71 Obery Street
Plymouth MA 02360



2019 Program & Services Impact Report For The Town of Pembroke

Date

January 30, 2020

Services Performed By:

South Shore Community Action Council
71 Obery Street
Plymouth MA 02360

Services Performed For:

Town of Pembroke
Board of Selectmen
100 Center Street
Pembroke MA 02359

SSCAC works to eliminate poverty on the South Shore by working with our communities so that all people can live with dignity, realize their full potential and contribute to the vibrancy of the South Shore. In 2019, South Shore Community Action Council (SSCAC) helped 20,614 low-income people living in 121 towns and communities throughout the South Shore, Cape Cod and the Islands.

Program & Services Provided to Pembroke Residents

Fuel Assistance, Energy Conservation, Food Resources, Transportation, Emergency Rent/Mortgage/Utility Assistance, South Shore Early Education, Consumer Aid, Volunteer Income Tax Assistance and South Shore Family Network.

\$243,695 Pembroke Service Dollars Expended

In 2019, SSCAC expended \$243,695 service dollars on behalf of 674 residents in 385 Pembroke households.

223 Pembroke Fuel Assistance Households

South Shore Community Action Council helped keep 223 Pembroke residents warm during the winter months.

50 Pembroke Energy Conservation Households

South Shore Community Action Council lowered utility bills with free Weatherization, Appliance & Heating System Repair/Replacement for 50 Pembroke resident households.

11 Pembroke Residents Received Transportation Services

South Shore Community Action Council provided safe and reliable transportation for 11 elderly and disabled Pembroke residents to and from medical appointments.

1,771 Pembroke Food Resources Meals Provided

South Shore Community Action Council provided 1,771 meals to homebound Pembroke seniors struggling with hunger and food insecurity. This is the equivalent of 2,355 pounds of fresh and nonperishable food.

26 Pembroke Income Tax Returns Prepared

Free state & federal income tax preparation and e-filing was performed for 26 Pembroke residents resulting in \$29,774 State & Federal refunds.

66 Pembroke Parents & Children Participated in S.T.E.M.

South Shore Family Network hosted community-based parent/child playgroups for early literacy and S.T.E.M. (Science, Technology, Engineering and Math)

21 Pembroke Preschool Children Served

High quality preschool and child care, nutritious meals, health screening and family supports were provided to 21 Pembroke Preschool children and their families.

17 Pembroke Consumer Complaints Mediated

Mediation of consumer complaints was performed for 17 low income Pembroke residents.

Pembroke Client Demographics

PEMBROKE CLIENT DEMOGRAPHICS	% SERVED
Residents Over The Age 55	41%
Single Parent Household	23%
Female	62%
Living Below 100% Poverty Level	24%
Disabled	21%
Active Military or Veteran	5%
Homeowners	68%

PEMBROKE CLIENT DEMOGRAPHICS	% SERVED
High School Graduate	28%

SSCAC Mission

Our mission is to eliminate poverty in our south shore communities by opening to everyone the opportunities for education and training, the opportunity to work, and the opportunity to live in decency and dignity.

We join together with our communities to strengthen, supplement, and coordinate efforts so every individual has the opportunity to contribute to the full extent of his/her capabilities and to participate in the workings of our society.

SSCAC Programs & Services

- Fuel Assistance
- Weatherization
- Heating System Repair and Replacement
- Transportation for the Elderly and Disabled
- South Shore Early Education
- Consumer Aid
- Arrearage Assistance
- Food Resources
- South Shore Family Network
- Volunteer Income Tax Preparation

SSCAC Governance

Our Board of Directors' composition is dictated by legislation and includes committed individuals with varying backgrounds and experiences, all of whom are local residents from the South Shore volunteering their time, energy, and expertise to make a difference.

SSCAC By The Numbers

- \$22,013,449 Operating Budget in 2019
- 20,614 Individuals Served in 2019
- 252 Locally Employed in 2019
- 677 Community Partners in 2019
- 6% Agency Overhead in 2019

For more information, visit www.sscac.org, find us on Facebook, or call us at 508-747-7575

ANNUAL REPORT OF THE BOARD OF ZONING AND BUILDING LAW APPEALS

To the Honorable Board of Selectmen:

The responsibility of the Board of Zoning and Building Law Appeals is to hear and decide applications requesting special permits and variances under the provisions of the zoning by-laws.

Over the course of 2019, there were twenty-nine (29) applications filed with the Town Clerk's office. Of those, nineteen (19) were special permit requests and ten (10) were variance requests. There were no appeals filed. Twenty-one (21) applications were approved, one (1) application was denied, and six (6) applications were withdrawn. Ending 2019, there was one (1) application pending.

The Board regretfully accepted the resignation of member, Linda MacDonald and welcomed new member, John Grenier.

The Board would like to thank the administrative assistants, Matthew Heins and Angela Sestito for their support, and are looking forward to another productive year in 2020.

Respectfully Submitted,

Frederick Casavant, Chairman
Christine Griffin, Vice-Chairman
James Gallagher, Clerk
Michael Fay, Member
John Grenier, Member

ANNUAL REPORT OF THE PLANNING BOARD

To the Honorable Board of Selectmen and the Citizens of Pembroke:

The Planning Board of the Town of Pembroke consists of Rebecca Coletta (Chairman), Andrew Wandell (Vice-Chairman), Thomas Irving (Clerk), James Noone, Daniel Taylor, Daniel Smith, Jr., and John Scholl.

The Planning Board Assistant is Matthew Heins. The Office of the Planning Board is located in Room 12 at Pembroke Town Hall.

The Planning Board held 28 meetings during 2019, one of which was a site walk.

Fifteen amendments to the town's Zoning Bylaws were approved in May 2019 at the Annual Town Meeting, all of which were supported by the Planning Board. The board was heavily involved in envisioning, crafting, discussing and advocating for these zoning changes. One particularly important amendment, which was extensively discussed by the board with a great deal of input from members of the public, allows for age-restricted cluster development projects by special permit.

Seven Site Plan applications were submitted to the Planning Board in 2019. Approval was granted by the board to four of these, two were withdrawn, and one was still in the application review process as of the end of 2019. Approval was also granted in 2019 to two Site Plan applications submitted in 2018.

No Definitive Subdivision applications were submitted to the Planning Board in 2019. One Preliminary Subdivision application was submitted to the board in 2019, and it was approved by the board.

No Special Permit applications were submitted to the Planning Board in 2019, and no requests for approval of architectural style (in the Center Protection District) were submitted to the board in 2019.

No scenic road applications were submitted to the Planning Board in 2019.

Three Form A (also known as Approval Not Required Under Subdivision Control) applications were submitted to the Planning Board in 2019. The board endorsed (i.e., approved) all three of these. In 2019 the board also endorsed one Form A application submitted in 2018.

No new public ways were proposed to the town for acceptance in 2019.

In the May 2019 town elections, Planning Board members Rebecca Coletta and John Scholl were re-elected to their seats.

On June 17, 2019, the Planning Board voted to reorganize. Rebecca Coletta was re-elected as Chairman, Andrew Wandell was re-elected as Vice-Chairman, and Thomas Irving was re-elected as Clerk.

Respectfully submitted,

Rebecca Coletta, Chairman

ANNUAL REPORT OF THE AFFORDABLE HOUSING COMMITTEE

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

The Pembroke Affordable Housing Committee began a new year of work in September 2019 with new members and a new slate of officers. The committee includes Judy Parks (Chairman), Carolyn Crossley (Vice Chairman), Andrew Wandell (Clerk), James Noone (Member) supported by Sabrina Chilcott (Assistant TM) and Brandon Gulnick (SHI/AHC Liaison).

The newly organized committee reviewed the Pembroke Housing Production Plan and the Subsidized Housing Inventory (SHI), the official count of affordable housing units in the Town. The committee is committed to bringing the SHI to 15%, which is above the Commonwealth's mandated 10%. Exceeding the required 10% protects the Town from adversarial 40B proposals by private developers. The goal of the committee is maintain the SHI above the 10% so that the Town can control the production of affordable units so that they meet the needs of the population of the Town, are sited in appropriate locations, and provide housing that is affordable to the range of incomes eligible for subsidized home ownership or rental units.

The committee's work for 2020 is to develop an Affordable Housing Trust that can receive donated funds or land designated for affordable housing; to pursue changes in land use that would allow multi-family housing in areas that do not impact residential areas, and to review the zoning of different type of residential units to meet the needs of the town and the evolving demographics.

The Affordable Housing Committee is also working with the Pembroke Housing Authority so that our work is more integrated in serving the needs of the residents of Pembroke.

Respectfully submitted,

Judy Parks, Chairman
Carolyn Crossley, Vice-Chairman
Andrew Wandell, Clerk
James Noone

ANNUAL REPORT OF THE HOUSING AUTHORITY

To the Honorable Board of Selectmen and Citizens of Pembroke:

The Pembroke Housing Authority is committed to providing safe, decent, affordable housing. The Authority administers 116 units of Massachusetts Chapter 667 housing (Elderly, Disabled), 7 units of Massachusetts Chapter 705 (family housing), 16 units of Massachusetts Chapter 689 group homes, 49 units of Federal Public Housing (Elderly, Disabled, Family), 7 Massachusetts Rental Vouchers and 83 Federal Housing Choice Vouchers (Section 8).

An important note to all residents, taxpayers, partners, and stakeholders in public service: The Pembroke Housing Authority is a quasi-state and federal agency. As such and as a retained-revenue Housing Authority, it does not rely upon any financial aid or subsidy from the Town of Pembroke's General Fund to sustain itself.

The Pembroke Housing Authority also manages and administers the *Halifax Housing Authority's* state and federal programs and the Housing Choice Voucher Program for the *Rockland Housing Authority*. Providing these services for other local authorities is fiscally prudent, socially responsible, and mutually beneficial. By managing other agencies, we have greater economies to scale, we streamline services and eliminate redundancies. This results in higher performance and better service for all parties involved – particularly those we house and care for. The Pembroke Housing Authority receives a management fee for doing this.

Beginning in 2019, numerous capital improvement projects were undertaken as well as regular work orders and preventive maintenance activities. The Maintenance staff continue to perform at very high levels. In 2019, there was another record high number of (unit) turnovers across the elderly, disabled and family programs. Typically, as residents age and or their emotional or physical condition changes; a different setting may be required, and this also results in a unit turn-over(s).

At *The Settlement* at Mayflower Court, brand new mini-split systems were installed for all 56 apartments and the community building. These high efficiency, *Air-Sourced* air conditioning and heating systems will provide the highest quality warm and cool air year-round and is the most reliable service available today. Funding for this \$300,000.00 capital project was made possible through LEAN Energy and National Grid. There was no cost to the Housing Authority, the town of Pembroke, or Massachusetts taxpayers.

By mid-year, we completed a new emergency generator project at a group home adjacent to *The Settlement* at Mayflower Court. This emergency (back up) power source was funded in large part by a community preservation grant and a generous donation by Christopher White, President and CEO of *Road to Responsibility*. This invaluable equipment ensures continued health and safety for those who reside there and is vital in many instances for life support during prolonged, power outages.

A Fire Alarm Replacement Project at *The Preserve* at Kilcommons Drive was concluded in 2019. Funding for this project was made possible through the *Department of Housing and*

Community Development, the Housing Authority's own operating reserves and by a special award authorized by the townspeople through the Community Preservation Committee.

In this year's state budget, there was a special earmark for the Pembroke Housing Authority. This earmark was in the amount of \$30,000.00 and is over and above the formula funding the housing authority receives from the commonwealth. Many thanks to our State Rep. Josh Cutler for his sponsorship of the bill and the necessary leadership in making it all possible. The earmark will be used to update the community building at *The Preserve* at Kilcommons Drive.

The Board of Commissioners and the Authority continue to review and perfect our policies making changes where necessary to outdated ones and implementing new ones to meet the challenges of our ever-changing environment. Well-developed policies improve the health, safety, wellness, appearance, financial condition, and sustainability of the Pembroke Authority.

Our continued thanks go out to the Town Manager and Staff, the Police and Fire Departments, Department of Public Works and the Council on Aging for the vital services they provide to the housing authority, its residents and this great town of ours. The greater Pembroke residents and taxpayers can take pride and share in the successes of the Pembroke Housing Authority. Lastly, we want to thank the very dedicated housing authority staff for their hard work and commitment to the mission of providing a healthy, safe, and warm place to call home.

Anyone interested in finding out more about low income housing programs may inquire at: Pembroke Housing Authority, 6 Kilcommons Drive, Pembroke, Massachusetts 02359, telephone (781) 293-3088 or visit www.PembrokeHousingAuthority.Com or www.Mass.Gov .

Respectfully Submitted,

Carolyn Crossley, Chairperson
Judith Parks, Vice-Chairman
James Muscato, Treasurer

Thomas Berry, Vice Treasurer
Henry Daggett, Commissioner

John P. McKeown, Executive Director

Annual Report of the Conservation Commission

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

The members of the Pembroke Conservation Commission respectfully submit the following report for the year ending 2019.

The goal of the commission continues to be the preservation of our wetlands, open space, and wildlife as well as the protection of our community's natural resources. The office of the commission had a busy year.

The following is a breakdown of Conservation Commission activities:

1. The Commission received 27 Requests for Determination of Applicability;
2. The Commission received 13 Notices of Intent;
3. The Commission issued 9 Order of Conditions;
4. The Commission issued 4 Extension Permits for Orders of Conditions;
5. The Commission issued 34 Certificates of Compliance;
6. The Commission conducted numerous on-site inspections and responded to inquiries and requests from the community.

The commission regretfully accepted the resignation of Scott Glauben and Sandra Simon and welcomed new members Ronald Boidi and Sandy Gremlich.

Respectfully submitted,

Mark Sotir, Chairman
Gino Fellini, Vice-Chairman
Robert Clarke, Agent and Member
Arthur Egerton, Member
Ronald Boidi, Member
Richard Madden, Member
Sandy Gremlich, Member

ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

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

The Community Preservation Act was adopted by Pembroke voters in 2006 and establishes a funding source financed by surcharge revenues, and the Commonwealth of Massachusetts, for the purpose of open space, historical preservation and community housing projects and purchases. The Community Preservation Act has been a tremendous asset to the town by providing funds to complete many worthwhile projects without utilizing the town's general funds.

The members of the Community Preservation Committee respectfully submit the following report for the calendar year ending 2019.

In October, Mr. Gino Fellini was appointed, as a member of the committee, by the Conservation Commission to a term that will expire in 2022.

In the months prior to town meeting, the committee held regularly scheduled meetings to evaluate funding applications for recommendation to the voters.

The townspeople awarded \$116,750.00 in Community Preservation Act funds for the following projects which were recommended by the committee and approved at the 2019 annual town meeting

- to the trustees of the Pembroke Historical Society for the historic restoration of the Brick Kiln Shipyard marker located at 101 Brick Kiln Lane
- to the trustees of the First Church for Phase 3 of ongoing restoration to include attic ceiling, clock tower and bell tower restoration and window replacement
- to the Pembroke Public Schools for Phase 1, part 2 of the athletic fields project to include fencing on the softball field at Pembroke High School
- to the Town Manager for the replacement of rotted wood around windows and doors and for the replacement of the rear fire egress at the GAR Hall (AKA Pembroke Police Boys' Club) on Center Street

The committee looks forward to working with the 2019 fund recipients to ensure successful completion of their projects. Further, the committee will continue to work with the other town committees and residents to enhance historic, natural and community resources in Pembroke.

Respectfully submitted,

Lisa Cullity, Chairman
Carolyn Crossley, Housing Authority
Gino Fellini, Conservation Commission
Stephen Herrmann, Historic Commission
Corey Pento, Recreation Commission
Daniel Pelletier, Selectmen's Appointee
Paul Whitman, DPW Commissioner
Andrew Wandell, Planning Board

ANNUAL REPORT OF THE PEMBROKE HISTORIC DISTRICT COMMISSION

To the Honorable Board of Selectmen:

Milestones:

June 2019 The Board reorganized. After many years as Chairperson of the Committee, Elizabeth Bates stepped down. Miles Prescott and Steve Herrmann assumed the role of Co-Chairman. Bates Elizabeth remained on the board and accepted the role of curator of the Bethel Chapel and all documents and artifacts stored there.

Major Projects:

John Turner House:

The Turner House Restoration project is entered a second phase in 2019.

Here is what has been completed to date.

WestMill Preservation has:

- finished the front facade with the exception of the front door.
- foundation repairs and stabilization
- removal and disposal of asphalt shingles
- replacement of deteriorating sheeting boards
- installation of ice and water shield

Here is what is in process to date.

- replacement of deteriorating fascia board and cornices around the building
- replacement of wooden gutters
- repair of original sashes

Clean Harbors has

Removed and disposed of Hazardous paints and solvents that had been stored in the basement

University of Massachusetts Boston Department of Archaeology (Fiske Center for Archaeological Research).

Christa Beranek, PHD and her team of archeology students have

- surveyed the records, deeds, and historical records for the property,
- mapped the site with GPS technology
- dug test pits all over the property in search of artifacts

Dr. Baranek and her students are working on completing a comprehensive written description of the property. This document will include all permits needed from the state of Massachusetts Historical Commission to begin construction projects on the property for a town safety building.

This study was designed to provide the town with information that will place a new safety facility on the property taking into consideration the protection of any sensitive historical structures and or archaic sites.

Irving Gas Station:

Located in North Pembroke Historical District

-Met with project managers and engineers.

-meetings negotiating an exterior plan that suited to the aesthetics of its proximity to the 1706 Friends meeting house.

-This included its setting on the property, exterior materials, signage, colors, lighting, landscaping, windows and shape.

Memorial Park at the First Church on Center Street:

The Commission ruled on the appropriateness of the ADA compliant walkways and landscaping in the park on the green in front of the First Church

Grand Army of the Republic Building on Center Street:

The Commission ruled on the appropriateness of adjustments to the restoration of GAR building. Structural considerations necessitated changes in the project that had to be made during the construction.

Community Center Project Recreation/Senior Citizens:

The Commission has met with the Community Center committee and is in the process of considering several design options as well as permitting documents.

West Box Mill Sight:

The West Box mill site is currently being renovated and the Commission is working with the owners to protect the historical integrity of the site.

Education/Outreach:

Historical Lectures:

In its second year the Commission co-hosted a celebration of the 1772 Pembroke Resolves with the First Church of Pembroke. 60 people attended a slide/lecture on the “Resolves” and its place in the history of the Revolution. The talk was followed by biographical sketches of the 5 signers of the Document and a visit to their nearby grave sites. Attendees read passages of the document. In addition, the Pembroke Historical Society opened its doors to the attendees after the talk. The Commission hopes to continue the annual reading of the Pembroke Resolves next year with the reading of the Resolves and a slide lecture on the topic of Slavery and Abolition in Pembroke.

The Commission put on a talk to the 5th grade classes at Bryantville Elementary School on the History of Shipbuilding on the North River and Pembroke builders’ greatest ships.

The Pembroke Historic Transplant Project is still ongoing and seeking architectural pieces from Pembroke Homes as well as homes for pieces be recycled into. We currently have windows, doors, and fireplace surrounds looking for adoption.

Challenges:

Demolitions

1674 house

Respectfully Submitted,

Miles Prescott- Co Chair

Steve Herrmann - Co-Chair

Laura DeYoung

Kyle Harney

David Mallen

Elizabeth Bates

Linda Osborn

ANNUAL REPORT OF THE OLD COLONY PLANNING COUNCIL

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

As your representatives to the Old Colony Planning Council (OCPC), we are pleased to present this report on behalf of the Council for 2019.

The Old Colony Planning Council was established in 1967 by state statute and is authorized to prepare plans for the physical, social, and economic development of the seventeen-member district. OCPC is designated as; an Economic Development District by the U.S. Department of Commerce for the coordination of regional economic development activities, and the Area Agency on Aging (AAA) by the Executive Office of Elder Affairs to plan, manage and coordinate elder services in a twenty-three community service area. OCPC is the designated staff of the Old Colony Metropolitan Planning Organization (OCMPO) to plan and program transportation and transit improvements for the region.

In addition to the above-designated responsibilities, the Council also assists its member municipalities with technical planning, grant application preparation and current local and regional socioeconomic information.

During the past year, the Council completed the 2019 Comprehensive Economic Development Strategy (CEDS) Updated Plan; the FFY 2020-2024 Transportation Improvement Program (TIP); the FFY 2020 Unified Planning Work Program (UPWP); 2020-2040 Long Range Transportation Plan (LRTP); the Brockton Area Transit – 2019 Fare Analysis Study, and the 2019 Ridership Report. Additionally, the Council conducted numerous Road Safety Audits, Intersection Analyses, and Transportation Technical Studies to the member communities.

The Council provided technical assistance to our member communities under the District Local Technical Assistance (DLTA) Program. Established by Chapter 205 of the Acts of 2006, the DLTA Program enables the Commonwealth's 13 Regional Planning Agencies to provide technical assistance to their member communities. Each year, OCPC receives an allocation of funds to provide this assistance. This assistance must focus on advancing municipal partnerships, planning for housing and planning for growth and is intended to encourage and enable municipalities to work together to achieve and/or enhance cost effective service delivery, or to create and sustain ongoing collaboration and consultation on issues affecting the municipalities, such as land use and planning for new economic and housing growth. Projects and activities should result in a measurable change in the municipalities, whether in law, regulation, program management, or practice.

The Town of Pembroke requested the assistance of the Old Colony Planning Council to complete a draft of their Open Space and Recreation Plan prepared several years ago by graduate students of The Conway School. This seven-year planning document based on the requirements of the Massachusetts Executive Office of Environmental Affairs, provides information on the town's regional context, geographical and geological features, natural resources, and recreational opportunities. This plan outlines specific actions Pembroke can take to advance the realization of the open space and recreation visions of the community.

The Town of Pembroke requested the assistance of OCPC to review the existing zoning bylaws to explore opportunities to increase the current housing supply. Options explored include inclusionary zoning bylaws, altering the zoning bylaws to allow more multi-family housing, adjusting the size of certain districts, allowing accessory dwellings by right in certain zoning districts, and/or facilitating the development of a Community Center complex with a housing component. The Council proposed an age qualified cluster development bylaw with a special permit process to provide alternate housing for a maturing population to reduce resident burden of property maintenance and to minimize demands on municipal services. Town officials selected preferred elements from each of the examples and presented a final bylaw which was later adopted by town meeting vote.

Thirteen of the seventeen member communities have been designated Green Communities. These communities have been the recipients of \$8,862,261 from DOER since 2010. With the assistance of the Old Colony Planning Council, the Town of Pembroke has received \$833,677 in Green Communities grant funding. The Division of Energy Resources offers technical assistance funding to the Council to meet the annual reporting requirements of the Green Communities Program. The Council received \$44,265 in Municipal Energy Technical Assistance funding for designation grant, competitive grant, and annual reporting requirements. The Council received \$43,000 in Regional Energy Planning Assistance Grant funding to assist the Towns of East Bridgewater and Avon seek designation and to provide technical assistance to the towns of Abington, Brockton, Halifax, Hanson, Kingston, Pembroke, Plympton, Stoughton, and Whitman.

The Old Colony Area Agency on Aging (AAA) during the past year, with assistance and guidance from member community advisory committee members, has continued the ongoing administration of over \$1.5 million dollars of Federal and State funding for elder services. The OCPC-AAA administers and oversees funding for services like transportation, homecare, legal services, nutrition, and others to the more than 100,000 people age 60 and over in the region. The OCPC-AAA continues to advocate on behalf of older persons from throughout the region. The OCPC-AAA Long-Term Care Ombudsman Program continues its efforts, with 1079 visits to nursing and rest homes, investigating over 189 issues of concern from residents or families. In addition, OCPC continues to administer the Septic Loan Program for the Towns of Avon, Cohasset, Hanson, Kingston, and Stoughton. During 2019, the Council processed approximately \$389,255.50 in loans for both septic systems and sewer connection for the communities under the Septic Loan Program.

One delegate and one alternate member represent each member community of the Council. The Council members establish policy, develop the work program, and employ and oversee the activities of the professional staff. The Council meets on the last Wednesday of each month at 7:00 PM in the OCPC offices located at 70 School Street, Brockton, MA. In 2019, the Council elected Christine Joy of Plympton as Council President; David Klein, of Abington as Council Treasurer; and, Sandra Wright of Bridgewater as Council Secretary. Pasquale Ciaramella served as Executive Director of the Council until December 2nd when Mary Waldron succeeded Pat as the Executive Director.

The Council gratefully acknowledges the generous support and cooperation of its member communities and the participation and involvement of the many individuals who participate as members of committees. Special thanks are extended to the Joint Transportation Committee (JTC) Chair Noreen O'Toole; Comprehensive Economic Development Strategy Committee (CEDS) Chair Maryellen Brett; and, the Area Agency on Aging Advisory Committee Chair Josephine Schofield for their commitment, dedication and leadership during the past year. The Council also recognizes the work of local boards and commissions and the government agencies, public and private institutions and individuals who assisted the Council in its efforts.

Respectfully submitted,
Rebecca Colletta, Delegate
Daniel W. Trabucco, Alternate
Troy E. Garron, Delegate At Large

Annual Report of the Recreation Commission

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

Mission: *The Pembroke Recreation Commission strives to provide exceptional and creative programs, services, and facilities that foster community spirit and involvement while serving the physical and social needs of the residents.*

Programs

We continue to grow and offer new activities each year to serve the needs of the community. This past summer we offered new enrichment activities which included Counselor in Training Program, Pickleball and an Improve Acting Class; in addition to the one-week clinics which included Soccer and Field Hockey. The continuous growth in our Summer Happenings program provided summer fun for about 400 children per week. The Summer Happenings groups enjoyed a field trip every week of the summer session. The summer fun group also had the chance to cool off with a snow cone truck, ice cream truck and inflatable waterslides over the summer.

The After-School Program which runs from September through June, this is a vital program which provides affordable after school care and enrichment for the working families of Pembroke. We are experiencing continual enrollment increases each year; for the 2018-2019 school year Recreation provided affordable and safe option for about 200 children each week. In addition, we offer other year-round youth programming; February and April Rec-Cation, T-ball, Basketball, Drama, Super Soccer Stars and Golf. Recreation continues to expand its family and adult programs with constant enrollment in our in-house quilting program, Unified Basketball as well as offering as the New York City Shopping & Sightseeing trips.

Events

This year we continued to offer Entertainment on the Green Concert series and had a full schedule with 8 shows from July 7th to August 25th.

Business Affairs

Community Center Task Force continues its pursuit to build a new Community Center that will house the Recreation Department and the Council on Aging. The members have been diligently meeting for several years now to create a conceptual design to present to the residents in the spring of 2020.

In March we welcomed Nicole Pedro as a new commissioner to complete a nine-member board. Then in August with regret we accepted the Assistant Director's resignation from Shauna Ferris, Jessica Fulmine assumed her role in October. December also accepted the resignation from Commissioner Jennifer Skinner.

Field/Facility Improvements

Recreation with combined funding effort with Pembroke Community Preservation Committee made several facility improvements. At the JJ Shepherd Memorial Town Forest/Mattakeesett Street ball field complex we installed pads under bleachers at in the outfield of fields B & C; as well repairing the resurfacing the basketball court. Plans are underway to improve the playground in the spring of 2020. At the Marcus B. Ford Playground, we created a newer flower bed and replaced some much need mulch to the park. Recreation continues to perform regular maintenance and safety improvement at the all its facilities.

Rentals & Field Permits

The department continues to rent the Pembroke Community Center facility and issue field permits.

Classroom Rentals: Private rentals, Boy Scout & Girls Scout Troops, meetings for sports leagues

Gymnasium Rentals: Private rentals, youth basketball & soccer practices, baseball facility rentals, Recreation continues to coordinate building and Town Green events with the Tree Lighting Committee, Arts Festival Committee, and various other organizations.

Field Permits: Magoun Field, Girls' Softball Fields, Birch Street Field, and the Community Center Ball Fields and Courts

Recreation Commission

Eric Hurt, Chair

Bryan Phillips, Vice Chair

Rachel Quinlan, Secretary

Kristi Cullinane, Treasurer

Corey Pento, CPC Representative

Ginger Comeau, Member

Tim Foley, Member

Vacancy

Recreation Department

Susan Roche, Director

Jessica Fulmine, Assistant to Director

ANNUAL REPORT OF THE HERRING FISHERIES COMMISSION

It is my pleasure to give the townspeople of Pembroke the report once again on the actions of the Herring commissioners and the state of the Herring population in Pembroke.

The commission members were very active this year committing over 1000 volunteered hours maintaining the stream and monitoring river flow, herring movements, counter maintenance and many other duties that contribute to the great success of the herring “story” in Pembroke.

The first and most important item regarding the herring is the robust condition on the fishery. Last migration period saw more than 475,000 returning adults to spawn in Oldham and Furnace ponds. This was by far the greatest number yet since the current commission took over. The count has been steadily increasing from about 60,000 fish to today’s numbers. This success is a direct result of the hard work and dedication of the commissioners. As already mentioned, there was a combined effort of over 1000-man hours volunteered to make this possible. Hopefully, we will surpass 500,000 in 2020 putting Pembroke run in the top 5 in the state.

There were several key developments in the fishery and the habitat. One of the most important was the removal of the invasive Willow Weed from the Hobomock dam area and the dam at Furnace Pond. Between both areas over 100 cubic yards of invasive weed was removed. The Pembroke DPW removed the debris and the commission and the DPW loamed and seeded the disturbed areas. The project was made possible through funds from the annual budget for pond and river work. The town hired a professional removal company that applied for all necessary permits and performed the work. The permit is good for 3 years, so we hope to have them back in 2020 to do more removal. By removing this weed we have created a wide and unobstructed path at both dams where before the weed was becoming an impediment to the migrating fish.

Another important development was the long-awaited placement of the water wheel at the Herring Park. With funds from a state grant and the help of the Ma Division of Marine Fisheries the Herring run was rebuilt from under the bridge downstream with new weirs and water flow. New piers were put in place to accommodate the wheel. There is still some work to be done to better control water flow, but it is an improvement over what was there. I need to mention the work that the Pembroke DPW to loam and seed the area and give it the finishing touch. It will be an added attraction to the visitors to the Herring park. This was the first phase of the Herring park renovations. Hopefully in the future with state grant money more improvements can be made to the park.

Towards the end of the migration the Ma DMF granted to commission permission to take 50 herring to have a fish fry. It was held in April on the grounds of the Lucky Dog restaurant. The point where the restaurant is located is called Sachem Point and has historical relevance to the local Indian tribes in past centuries. There were representatives of the Wampanoag tribe that demonstrated some of their crafts and told stories of the tribes’ past. Volunteers smoked the fish and made recipes for the past. We again will petition the state to allow a small take of Herring for another this Spring.

To end my report, I would like to express appreciation and thanks to everyone that participated in the work that makes the herring migration the success it has become. The Town of Pembroke and its staff that helped make the weed removal possible and the grant that restored part of the Herring Park. And lastly the herring that make their way back each year to the delight the many people that come to the run each spring to watch the migration that has been going on for centuries.

Respectfully Submitted,
Mark Amorello, Superintendent
Art Egerton, Assistant Superintendent
Matthew Queenan, Safety Officer
Willard J. Boulter, Jr., Secretary/Treasurer
Richard Madden
Kyle Stenstrom
Gino Fellini
Brendan Mosher
Joshua Rosario
Jack Boulter
Andrew Queenan

ANNUAL REPORT OF THE TOWN LANDING

To the Honorable Board of Selectmen and the Citizens of Pembroke:

Mission: The goals of the Town Landing are to provide patrons the opportunity to participate in the Red Cross learn to swim and water safety programs. It is our belief that the more knowledge one has, the safer one is around water.

Programs: The Red Cross learn to swim, and water safety programs are open to patrons of all ages and abilities. Classes run for five weeks during the summer months. This year, participation increased to over 165 attendees. Contributing factors were good weather, early treatment of Oldham pond as well as a professional and caring staff.

Employed were twenty-two lifeguards and swim instructors, as well as two aids.

Events: The Town Landing celebrated the end of a successful swim program with Family Fun Day. This event is free to all attendees. Featured are contests, races, big and little island swim races, and donut eating contests. The event concludes with the ever-popular water balloon fight. Over 160 citizens attended.

The American Legion Post 143 supports this event by donating food and drinks for all. A thank you to interim Town Manager, Edwin Thorne, for his continued support. His presence at this event is appreciated by the staff and all who attend.

Future Projects: We look forward to the completing the handicap accessibility project for Town Landing and its facilities. The ADA accessible beach mats and the ADA accessible portable bathroom were wonderful steps towards achieving our accessibility goals.

I look forward to another great season of lessons and water safety in 2020.

Respectfully submitted,

Amy Hill
Director of Town Landing

ANNUAL REPORT OF THE OPEN SPACE COMMITTEE

The Open Space Committee is a sub-committee of the Conservation Commission. Over the last few years, the focus of the committee has been updating the town's Open Space Plan - a planning resource that serves as a tool to help Pembroke maintain and enhance its great wealth of natural, cultural, and historic resources. The committee is in the final stages of submittal to the Massachusetts Executive Office of Environmental Affairs. Upon approval, the Town of Pembroke will be eligible for funding opportunities and grant programs administered through the state.

In addition to the task of updating the Open Space Plan, the Open Space Committee has worked hard to maintain the trails throughout town, holding trail cleaning events and gathering community involvement. New volunteers and members have revitalized the committee and fresh and innovative ideas have been introduced. Future projects are currently underway for town owned property, including the Arthur and Michelle Lage Preserve on Barker Street, the Bicentennial Trail, Herring Run Park, and an eventual goal of connecting all the walking trails in town.

The Conservation Commission would like to acknowledge and thank the members of the Open Space Committee for their work. The knowledge and dedication that the members bring to the committee has provided a real boost to the monumental effort of land protection and preservation.

Open Space Committee Members

Michael McDonough, Chair

Denise Moraski, Clerk

Ronald Boidi, Conservation Commission Liaison

Robert Clarke, Jr.

Tracy Marino

Julie Slys

Debbie Schneider

Respectfully Submitted,

Mark Sotir

Chairperson of the Conservation Commission

ANNUAL REPORT OF THE LIBRARY TRUSTEES

To the Honorable Board of Selectmen and the Citizens of the Town of Pembroke:
The Pembroke Public Library is committed to promoting the benefits and joys of reading, lifelong learning, and the discovery of ideas through virtual and physical collections. Through services for the community, the library strives to empower people to find and evaluate information and remain current with new technology.

Staffing changes included Janet Coleman being promoted to circulation supervisor and the resignation of Darlene O'Connell. Susan McDermott retired and Laura Donahue joined the staff. At a vote in town meeting, Stephanie McBain, reference librarian, was granted full time status.

- Community outreach events included such things as the Tree Lighting and many other public collaborations, many visits to Pembroke Public Schools and the summer reading program.
- The Municipal budget was \$725,575.00 and the library requested \$2,700.00 for unexpected building repairs.
- The Friends of the Library donated over \$14,000.00 for programs, books and museum passes. Many thanks to them. The library also received \$8,239.00 in other donations.
- The library began opening at 9 AM, instead of 9:30 AM.
- 7587 items were added to the collection this year. There were a total of 132,091 items circulated, including DVDs, video games, books and more. Over 81% of those items were borrowed by Pembroke residents. Our total holdings are 139,802 items. 94,043 adult items, 9379 young adult and 36380 children's. This year there were 179 print magazines and newspaper subscriptions. 17,793 items were borrowed from other libraries and 30,539 were loaned to other libraries.
- People made an estimated 103,000 visits to the library.
- Downloads totaled 21,148, eBooks and audio books included.
- As a Passport Acceptance Agency 650 applications were submitted to the State Department. The total revenue from passports was \$14,899.70
- The library was open 3044.5 hours.
- There were 461 total events with 12,103 total attendees. 168 adult events with 1698 attending, 25 YA events with 422 attending, and 268 children's' events with 6944 children and 3039 adults attending. A total of 3307 adults were in attendance at the YA and children's events.
- Museum passes were used 476 times but since each pass is for 2 to 4 people, many more benefitted from them.

- Public Computers were used 7623 times and the children's computers 2318 times.
- There are 14,232 card holders with 759 new cards issued. 12,161 are Pembroke residents.
- On line educational and research resources were used 12,453 times.
- Meeting rooms were used 476 times by community groups such as Scouts, the Pembroke Arts Festival, and the Clicking Needles Knitting group to name a few. The history room was used 18 times for public research.
- The library continues to be a collection point for the Pembroke Food Pantry. The library also co-sponsored a pajama drive for the Pembroke Community Group, and they reported that every family member was able to receive new pajamas.
- We have marketed our programs and events by using local media, online resources, informative flyers and displays and a bimonthly online newsletter.
- Volunteers are instrumental in helping with our work and programs. This year 51 volunteers of all ages provided 2,318 hours of service and we thank them.

We wish to thank the individual donors and other contributors who support our work including:

- The Della Chiesa Trust Fund
- Martha's Bike Shop
- Mattakeesett Garden Club

The Pembroke Public Library looks forward to continuing to serve its community, and we sincerely thank you for your support and patronage.

Respectfully submitted,
 Larissa Curley, Chairperson
 Mary Beth Courtright
 Lyn Dionne
 Jillian Taylor
 Carol Watches
 Sean Fitzpatrick

ANNUAL REPORT OF THE TOWN MEMORIAL COMMITTEE

The TMC thanks all Citizens of Pembroke for their support of our Veterans & fallen heroes so that we may be free.

We visited our three Elementary Schools attending their beautiful Memorial Day Programs.

Gettysburg Address winners - Bryantville - Navina Bekheit, Hobomock - Sarah Goodman, North - Elizabeth Soverkis

The Parade marched to Town Memorial Park where our Ceremony was observed. Ivy Pongratz sang the National anthem and the PHS band performed a major part of our beautiful Program, 1st. Mass Cav. Civil War Unit

Veterans' Day Ceremony was held at PHS honoring our Veterans. The PHS Honors Chamber Singers gave a moving performance in honor of our Veterans. Matthew McAuliffe, Project 351 Ambassador. 8th grade student at PCMS read the Proclamation. The Veterans' Essays were read by Bryantville - Frank Sorrentino, Hobomock - Mathew McManus, North - Grace Rejewski.

Respectively Submitted,

Linda Osborne, Chair
Mark Money Penny, Vice Chair
David McPhillips, Secretary
Andrew Pongratz
Kathleen Keegan
Sean Keegan
Robin Renee Kernan
Patricia Gladbach
Gwynne Chapman
Chief Richard Wall
Chief Michael Hill



**Pembroke Public Schools
Membership
October 2019**

School	PreK	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
Bryantville		67	73	71	62	69	75	70							487
Hobomock		52	54	61	53	72	55	57							404
North Pembroke	75	58	70	64	65	70	87	73							562
Elementary Grade Level Totals	75	177	197	196	180	211	217	200					Elementary Total		1453
Middle School									231	223					454
High School											208	204	206	191	809
													Secondary Total		1,263
													GRAND TOTAL		2,716

Pembroke Public Schools
2019 Annual Town Report

Erin Obey, Superintendent of Schools

Pembroke Public Schools are committed to providing a high-quality education in a safe and nurturing environment designed to inspire a love of lifelong learning. We continue to have ambitious goals in the areas of student achievement, social-emotional health, and wellness, technology, and communication. These focus areas, along with our core values, serve as the cornerstone of every decision we make to ensure the success of our students.

The vision for our future does not solely focus on teaching rigorous academic content but is a pronged approach that also focuses on the social-emotional learning skills that our students need to be successful in today's modern world. Now more than ever, our students look to us as role models. We take great pride in our efforts to make sure that every student feels welcomed, nurtured, safe, and valued.

Our schools provide a comprehensive educational program delivered by a professional and dedicated staff who are committed to ensuring student success at all levels. Pembroke Public Schools is a great place to develop academically, socially and emotionally due to a personalized learning environment designed to build a strong and empathetic community of learners. We encourage participation in extracurricular activities and urge our students to take advantage of the many programs, sports, clubs, and activities available. We believe that participation in extracurricular activities enriches a student's overall educational experience which helps to foster leadership and collaboration skills while instilling a sense of school pride and community. We have a strong tradition of excellence in education in and out of the classroom and our goal is for all students to find success in both.

As we continue to develop and improve in our focus area, I am excited about the opportunities ahead. We have had an extremely productive start to our school year. This was only made possible by the commitment of our students and staff to the teaching and learning process. Demanding academic excellence in conjunction with our athletic, and arts goals has led to an atmosphere of excitement in the Pembroke Public School District. I want to thank our community members for their continued support and commitment to these goals.

The upcoming months promise to be equally exciting and with the new year upon us, our thoughts turn to "what will our students need from us to have the best possible experience?" To that end, we stay focused on our District Goals, as well as the priorities and organizational infrastructures required to achieve these goals on behalf of every student: academic achievement, social-emotional learning, technology integration, and communication.

Preparations are underway for a successful second half of the year as we plan the best ways to guide our students through course selections, welcome parents at Kindergarten Information Night and prepare for Camp Bournedale, as well as our promotion, and graduation ceremonies. These events all represent new beginnings and growth opportunities for our students, and for us as a team.

Thank you to the town of Pembroke for the continued support of our schools, our teachers and our students. I look forward to celebrating the successes and the work that our students and staff do every day to make us proud.

PEMBROKE HIGH SCHOOL
2019 Annual Town Report
Marc Talbot, Principal

PHS Guidance Department

The Pembroke High School Guidance Department has continued to successfully implement the frameworks of the Massachusetts Association School Counselors Model. The guidance department has adopted a proactive and programmatic approach to ensure all students needs are met. A strong emphasis has been placed on meeting with students during group seminars and 1-1 meetings throughout the school year to provide academic and social-emotional support. Group seminars began in early September and ran throughout the school year. The curriculum in the seminars provided in-depth college and career searches utilizing Naviance with a goal to improve college and career readiness for all students. Portfolios were created for students to monitor and project courses for graduation requirements and to meet the needs of their individual post-secondary plans. The guidance counselors worked collaboratively with all stakeholders including administration, faculty, students, parents and the community to accomplish this goal. In order to effectively communicate with students' and their parents' various outlets were utilized. Scheduling seminars were added to the guidance curriculum to enhance the course selection process. Guidance counselors met with all students grades 8-11 to assist students with selecting courses and walking them through the detailed process. Guidance Google Classroom pages were created for each grade where important information, checklists, reminders and guidance curriculum was posted throughout the school year. Remind.com was utilized to communicate with students and parents via text messages. Regular updates were posted on the Web site, email blasts were sent via Naviance and through the Principal's Weekly Updates throughout the school year. To create a more systematic approach between schools the guidance counselors from the Pembroke Community Middle School and Pembroke High School met on a monthly basis under the direction of Donna McGarrigle, PCMS Principal. Through these collaborative meetings the departments were able to streamline procedures and protocols including scheduling students and 504 processes.

Maintaining focus on social-emotional and mental health remained a top priority. In turn, the guidance counselors attended weekly meetings with administration, adjustment counselors, the school nurse and resource officer to discuss students of concern. In addition, students that were not meeting with academic success despite interventions were referred to the Academic Study Team where an in-depth analysis on the student was conducted by administration, guidance counselors and the special education coordinator to determine the best action plan to assist the student. Each year, the adjustment counselors, physical education teachers and the guidance counselors collaborated to teach "Break-Free from Depression," a program developed by Boston Children's Hospital. The 4-module curriculum focused on increasing awareness about adolescent depression. The goal of this program was to increase awareness and teach students how to

recognize it in themselves and in their friends and give them strategies for finding help. The program was presented to all freshman students during Health & Wellness classes in the fall and spring. The guidance counselors and the sophomore adjustment counselor met with grade 10 students to conduct Screening, Brief Intervention, and Referral to Treatment (SBIRT). This is an evidence-based practice used to identify, reduce, and prevent problematic use, abuse, and dependence on alcohol and illicit drugs. The SBIRT model was incited by an Institute of Medicine recommendation that called for community-based screening for health risk behaviors, including substance use.

To expand upon postsecondary and career options for all juniors and seniors the guidance department collaborated with the Norwell Guidance Department to host approximately 100 colleges and universities at a college fair in September. A financial expert spoke at the Financial Aid Night and provided in-depth information regarding the financial aid process in November. The College Planning Night took place in January where The Director of Admission from Boston College and Bridgewater State University provided important information regarding the college admission process. Perspectives from both a selective private school and a Massachusetts state college were provided. The Admission Directors from Massasoit Community College and Quincy College were invited to PHS to participate in “Decision Days.” Approximately 25 students were admitted to Quincy College and Massasoit Community College during a 1-1 interview that took place in February in the guidance office. Quincy College waived their \$30 application fee for all participants. The guidance department continued to organize military visits with all branches and arranged to have the ASVAB proctored for students seeking to enlist in the military. The guidance counselors sent a total of 1599 transcripts to 274 different colleges/universities for the class of 2019 which consisted of 202 students.

The guidance department hosted its 3rd annual “Junior Book Award Program” during Underclassmen Awards night. Juniors that have made significant contributions academically and to their school and community were nominated to receive awards from several prestigious colleges and universities. A total of 16 awards from 12 colleges and universities including Harvard University, George Washington University, Renssealaer Polytechnical Institute and Yale University were awarded. The guidance secretary reached out to various scholarship donors to organize the scholarship program. In turn a total of 74 scholarships were awarded to 62 members of the class of 2019 totaling approximately \$100,000 in scholarship awards. Scholarship applications were posted via Naviance and the guidance counselors explained the application process and encouraged seniors to apply during Senior Seminars.

Athletics

The 2019 Pembroke High School year in athletics was an extremely exciting and record setting endeavor. The student-athletes should be proud of the tremendous efforts put forth in all three seasons, and in how they represented the town of Pembroke.

2019 By the Numbers

- 97 League All-Stars
- 23 Patriot Ledger All-Scholastics
- 1 Boston Globe All-Scholastic
- 1 Boston Herald All-Scholastic
- 1 Boston Globe division 2 coach of the year
- 5 programs qualified for the state tournament
- 16 individuals qualified for state track & wrestling meets
- 1 Patriot League Team Sportsmanship Award
- 6 Patriot League Fisher Division titles
- 1 MIAA South Sectional Title
- 1 MIAA state semi-final appearance

Winter Athletics 2019

The wrestling team had a strong performance, led by Patriot League Fisher Division MVP Ryan Parmenter, and Patriot League All-Stars: Matt Parmenter, Zach Mattie, and Declan Byrne. The team had four athletes qualify for the Division 2 state meet: Zach Mattie, Declan Byrne, Matt Parmenter, and Ryan Parmenter, with Ryan Parmenter finishing 5th overall. Ryan Parmenter then qualified for the All New England wrestling meet, where he placed 4th in his weight class. Ryan concluded his season being selected as a Patriot Ledger All-Scholastic.

The boys and girls indoor track team both capped off great winter seasons by defeating Plymouth South to win Patriot League Fisher Division titles. Highlights for the team include 9 Patriot League All-Stars for the girls, and 8 PL All-Stars for the boys. The boys team also had Christian Pulselli, along with the 4x200m relay team of Luke Chapman, Spencer Gagnon, Grant Hall, and Christian Pulselli named as Patriot Ledger All-Scholastics.

Pembroke/Silver Lake girls gymnastics team won the Patriot League title after coming up just short in 2018. While the team came just short of qualifying for the state tournament, they were led by PL All-Stars Lauren Canniff- Uneven Bars, Brooke Bonwitt- Balance Beam, and Tori Newton- All Around.

Girls hockey, in only the fifth year competing as a Pembroke only program, once again qualified for the MIAA tournament. The girls defeated Cambridge before falling to Matignon in the first round. Nikki Rinkus was named Patriot League MVP, and was a PL All-Star along with Emily McCabe and Carly Birolini. Nikki Rinkus and Carly Birolini both surpassed the 100-point mark during the season, becoming the 3rd and 4th players in school history to accomplish this. The duo were also named as Patriot Ledger All-Scholastics.

The girls basketball program ended the winter season with the most historic campaign in PHS history, having won both the Patriot League Fisher Division and the MIAA Division 2 South Sectional Title (by defeating Hingham) for the first time in school history. The team finished with a record of 20-5, after falling to Pentucket in the MIAA State Semi-Finals at the TD Garden. Jayne Howe became the program's first 1,000-point scorer and concluded her career with a program best 1,008 points. Jayne was named a league all-star, along with Sophie Considine, and PL Fisher MVP Katie Galligan. Howe was also named as a Patriot Ledger All-Scholastic along with Galligan. The Boston Globe then named Jayne Howe to the Globe All-Scholastic team, along with Head Coach Tim Lopes, who was the Globe's Division 2 Coach of the year. Katie Galligan capped off the team's accolades by being named a Boston Herald All-Scholastic.

Spring Athletics 2019

The spring had another strong showing from the Titan's track & field program, with both the girls and boys teams winning Patriot League Fisher Division titles. The boys program had an exceptional spring with All State Qualifiers in Christian Pulselli- 400m, Spencer Gagnon- 400m, Cole Radke- Mile, Grant Hall- Triple Jump and the 4x100 relay teams of: Luke Chapman, Grant Hall, Spencer Gagnon, and 4x400: Gagon, Pulselli, Will Reggio, Radke. The boys program capped off the All-State performances with Patriot Ledger All-Scholastics: Christian Pulselli, Luke Chapman, Grant Hall, Spencer Gagnon, Cole Radke, and Will Reggio.

Girls lacrosse once again qualified for the MIAA state tournament behind the strong play of PL Fisher Division All-Stars Nikki Rinkus, Katie Galligan, and Finley Gough. The Titans playoff run came up short, falling on the road to Wellesley High School. Nikki Rinkus scored her 100th career point during the 2019 campaign and was selected as a Patriot Ledger All-Scholastic.

Other spring notables were Patriot Ledger All-Scholastics Tory O'Malley (softball), Nick Forney (baseball), and Delaney Miller (golf) who, despite PHS having no girls golf team, qualified for the MIAA State Girls Golf Tournament.

Fall Athletics 2019

Boys Soccer had a 10-6-2 season, finishing 2nd in the Patriot League Fisher division and were led by PL All-Stars Max Saia, Will Wolongevicz, Noel Heeran, Luke Saia, and Lucas Crowley. The Titans qualified for the MIAA Tournament and fell in penalty kicks to Duxbury. Luke Saia was named both Patriot Ledger All-Scholastic, as well as an Eastern Massachusetts All-Star.

The Field Hockey team qualified for the program's first ever MIAA Tournament, hosting King Philip in a tight contest, where the Titans fell 3-2. The team was paced by PL Fisher Division All-Stars Megan Dorsey, Katie Galligan, Miranda Demita, and Lisa Freeley. Dorsey, Demita, and

Galligan were all Patriot League leaders in scoring, helping the Titan's offensive output be the most productive in the PL Fisher division.

Girls Cross Country had a good season running behind PL Fisher Division All-Stars Abby Obermann, Ashleigh Spellman, Sophia Pizzi, Caitlin Abban, Martha Bosworth, and Sarah Leach. The girls placed 2nd at the Patriot League Championships and 6th at the EMASS D3 Championships.

The boys golf team had a strong 2019 season, having swept Plymouth South for the first time in over 5 years and defeating Hanover for the first time in 3 years. This culminated in the squad finishing second in the PL Fisher Division and qualifying for the MIAA State Tournament for the first time in two years. For their great play throughout the season, Chris Sullivan and Robby Surprenant were both selected as Patriot League Fisher Division All-Stars.

Other Fall 2019 Notables: PL volleyball All-Star Sophie Antoniotti had her 1,000th career dig as a Titan, and the Cheerleading team placed 2nd at the Patriot League meet.

Visual and Performing Arts

The VPA faculty regularly meet and plan together in their PLC, sharing instruction practices and responsibilities as follows:

- Teachers are supporting one another with supplemental materials for instructional units, with ongoing development and implementation of curricula aligned with state and common core standards. The Department of Elementary and Secondary Education released a draft of the new arts curriculum frameworks for public comment in the spring of 2019. These new frameworks have been formally adopted as of August 2019. Future work of the VPA faculty will be to unpack these new state standards and align our curriculum to these new frameworks.
- PLC work this year is focused on using Google Suite and more specifically Google Classroom to enhance instruction and communication with students and caregivers. Numerous VPA teachers continued with their learning in a plethora of professional development activities throughout the year.
- Greg Tarbox and Austin Glass attended the New England Band Directors Institute held at Plymouth State University.
- Jessica Lazarus attended and presented a session for fellow educators at the MASSCUE and The NAEA National Conference held in Boston in October.
- Austin Glass served on the SEMSBA Executive Board as Band Representative and leads the Conductor Selection Committee.
- Austin Glass served as cooperating teacher for student teacher intern Debbie Chen from UMASS, Amherst

- Erin Massa and Amy Motta attended the National Arts Educators Conference.
- Erin Massa and Amy Motta collaborated with PTAD to paint over 100 pumpkins for their fall fundraiser.
- Jessica Lazarus received a Polar 3D grant to purchase a new Dremel 3D printer for the new 3D Printing and Product Design course. In addition, she secured a lease (free of charge) for a motion-capture suit used in the 3D Animation class. Ms. Lazarus, along with 2 PHS students presented a professional development session for educators at the MASSCUE conference on using the motion-capture suit in the classroom.
- Gwynne Chapman served as an adjudicator for the Southeastern Junior District Chorus Auditions and attended the MA State Music Educators Conference.
- Amy Motta and her ceramic students collaborated with 6th grade teachers and students at Hobomock on the Empty Bowls project.
- The Music Department was recognized as a “Best Communities for Music Education” for 2018.

The twelfth PHS Marching Band Camp was held in August. Continuing to add a great new visual element to the performance was the Color Guard under the direction of PHS alumnae Colleen Burns. The Marching Band, led by drum majors Danielle DeCastro and Katelyn Belyea, presented their Beatles field show at each home football game during the fall and at the Thanksgiving Day Game. The PHS Marching Band participated in UMASS Band Day held at Gillette Stadium.

The Thespian Society presented two main stage productions in the 2018-2019 school year. The winter play was *Noises Off* and the fall musical production was *The Music Man*. Both productions, along with the Spring Festival of One-Act plays, were under the direction of Thespian Advisor, Andrea Canevazzi.

The music department provided the following concert performance opportunities for our student musicians during the 2018-2019 school year:

- All-Town Band, Chorus and String concerts
- Spring Concerts
- Solo & Ensemble Concert
- South Shore Band Exchange Concert
- Performing on the Disney World Stages
- PHS Arts Festival
- Memorial Day Parade
- Baccalaureate
- Graduation
- Marching Band Halftime show
- Veteran’s Day
- Winter Concerts

- Before school concert series

Building on the skills and concepts learned in the VPA classroom, we are proud to recognize students who pursue opportunities to showcase their learning beyond the walls of PHS. Here are a few of the highlights from 2019-2019:

- Jade Sullivan was accepted to 2018 Art All-State
- Zachary Reggio, Katherine Mahar, and Sydney Alfano were accepted to the 2018 All-State Music Festival
- Ben Stanton’s digital art work was accepted into the CVPA Arts Massachusetts Emerging Young Artists Exhibit.
- The entire K-12 visual art teachers worked together with students in every grade on a collaborative art project of Patriots players and Patriot logos. The artwork was showcased in each school building during the art shows.
- 15 PHS artists had award winning entries in the Josh Cutler Art Show
- 8 PHS artists had award winning entries in the Congressmen Keating Art Show
- 5 artists had award winning entries in the UMASS Dartmouth Youth Art Show
- 10 students had winning entries in the Boston Globe Scholastics including Ryan Larsen, Gold Key award winner.
- 32 musicians were accepted to the 2019 spring SEMSBA Music Festival
- 5 freshmen students were accepted to the 2020 Southeastern Junior District Music Festival.
- 20 musicians were accepted to the 2020 Southeastern Senior District Music Festival and 9 of those students received recommendations to audition for 2020 All-State Music Festival.

ELA Department

The English-Language Arts department continued their professional-learning community work this year with a focus on revising curriculum and (especially at the 10th grade level) developing formative assessments to meet the standards of the MCAS 2.0 exam. Since the summer, teachers have been working in grade level teams—analyzing data and formulating new lessons and assessments aligned to the 2017 ELA MA State Frameworks and MCAS 2.0. Ms. Amanda Courchene and Ms. Jennifer Campbell have also infused the 9th-10th grade literacy support courses with online practice tests and other technology-based tools for improving students’ literacy and study skills.

Teachers continued to take advantage of professional development opportunities aimed at increasing student achievement and exposing teachers and students to new and innovative instructional practices. Teachers across the department are also participating in the professional development workshop series through the Language Collaborative at Bridgewater State University, titled “Teaching Authentic Writing.” Additionally, students and teachers have taken part in the following noteworthy activities:

Student recognition: under the leadership of their new advisor, Ms. Jane McCormack, the Mock Trial team began its season in the Fall of 2019.

Experiential Learning: in November 2018 and April 2019, in conjunction with 11th graders' studies on Transcendentalism, Ms. Ruka, Ms. McCormack, and Ms. Walls organized a field trip for all junior English classes to Walden Woods. Students walked Thoreau's pathways, visited the site of his one room house on Emerson's property, and ate lunch on the shores of Walden Pond.

Supporting students outside the classroom: Ms. Hillary Kniffen along with the entire ELA Department, organized a college essay seminar (taking place during Titan Time) in the fall of 2019. During these seminars-teachers, PHS administrators, and district administrators, provided feedback to students on college essay revisions. The seminars were very well attended, with more than half of the senior class taking part in multiple sessions held over a three-week period.

Ms. Anna Ruka attended the NEH summer seminar: The Transcontinental Railroad: Transforming California and the Nation. The seminar celebrated the 450th anniversary of the completion of the transcontinental railroad by exploring the people and groups involved in the process of building the railroad and the impact the railroad had on individuals, groups, and the nation. From her experience, Ms. Ruka created a teaching unit that probes one of the essential questions of the course on American Literature: What are the diverse voices of America and how do they shape our identities as Americans?

Ms. Jane McCormack continues her in-depth study of mindfulness in the classroom and is currently training with Calmer Choice on Cape Cod. Ms. McCormack's studies serve as a model to the department of how to integrate calm classroom techniques into daily instruction.

Science Department

The Science Department at PHS has experienced a change in leadership as Ms. Joan LaCroix retired and Mr. Jonathan Shapiro became the new K-12 Science Content Supervisor. The department is continuing their work to amplify students' content expertise while developing their abilities to reason and think critically as they become increasingly more adept at employing the Science & Engineering Practices in the 2016 Massachusetts Science and Technology/Engineering Curriculum Framework. Department members and students have been actively engaged in the following activities:

Two new members have joined the department: Mr. Andrew Baker in chemistry and Ms. Gina Kelly in biology. Mr. Baker comes to the department as a long-term substitute for Ms. Emily Rogowski with a fresh perspective and an incredible ability to build professional relationships with his students. Ms. Kelly brings with her many years of experience as a life science educator that include leading students through HL Biology of the International Baccalaureate program. Ms. Kelly, Dr. Tara Cartee, Mr. Neil Kenny and Dr. Shari Laprise are all taking a course on Structured

English Immersion in which they are learning strategies developed to help English Language Learners that are also useful for other populations.

Mr. Michael Murray has been actively involved in training Advanced Placement Biology Teachers in summer institutes at Bridgewater State University and LaSalle University in PA. He is a certified College Board trainer in Quantitative Skills for AP Biology and works with a group of AP Biology teachers from around New England to organize professional development for the New England AP Biology Professional Learning Community. He has been participating in the Amgen Biotech Education program through Harvard University and the Teaching the Genome Generation program from Jackson Laboratories in Maine for several years.

Mr. Newton completed his participation with the Massachusetts Department of Elementary and Secondary Education in partnership with the Evaluation Systems of Pearson in an Objective Review Conference. He and other Massachusetts educators with physics expertise met to review, approve and/or revise the draft test objectives and to help ensure the content that the content of the materials are accurate and appropriate for testing. He is currently working with the New England Chapter of the American Association of Physics Teachers to help plan the spring meeting. He's in the midst of a graduate course on using the computer-based algebra program, Bootstrap, to teach physics.

In the summer 2018, Mrs. Karyn Townsend participated in the co-teaching training provided by the Pembroke School District. She and special educator, Ms. Lindsay Ladd, are in their second year of co-teaching Biology at Pembroke High School. They exemplify the successful co-teaching model by creating a classroom atmosphere in which their roles are wholly integrated, and students do not see either one as “the main teacher.” Their work outside of the classroom includes differentiating materials based on individual student needs and accommodations defined by students' Individual Education Plans. Each of their biology classes is heterogeneous in that they are populated by both general and special education students.

Mr. Neil Kenny completed a course on the biology of the brain through the American Museum of Natural History. He's using what he learned in this course as he helps students learn in Zoology, Physics and Biology. Mr. Kenny is also serving as a mentor teacher to Mr. Andrew Baker.

History and Social Science Department

The History and Social Science Department at PHS has been working consistently in their professional-learning communities to revise curriculum and assessment with the goal of aligning all core courses to 2018 MA History/Social Science Frameworks. With the creation of new History/Social Science Frameworks and a statewide civics graduation requirement by the MA DESE and the MA State Legislature in the summer, 2018—department members will be spending professional development time throughout 2018-2021 aligning curriculum to the new standards and creating new instructional activities to meet these new requirements. Faculty have also

concentrated on a number of initiatives this year-each of which are aimed at developing students' abilities to reason and think critically as well as apply historical research methods, content knowledge, and historical thinking skills to their lives both inside and outside of school through studying and implementing the Inquiry-Design Method (IDM).

The Research Paper Toolkit continues to be refined as it is now utilized across grades 7-12. All grade levels are now revisiting their research paper assessments and making changes in order to target focus correction areas in students' writing. Notably, grades 9-11 are now implementing an annotated bibliography sub-assessment as part of the overall research paper writing process. By formulating an annotated bibliography successfully, students learn how to select, analyze, and include/exclude primary and secondary scholarship from their final research papers.

Department members and students have been actively engaged in the following activities:

Student recognition-upon the recommendation of the social studies' faculty at PHS, the following students were invited to attend the 10th annual James Otis Lecture at the Massachusetts State House: Colin Graham, Ethan Gaiser, Matt Newman, Brendan Cappuzo, Martha Bosworth, Libby Rankin, and Niamh Sheedy.

Student recognition-upon the recommendation of the social studies' faculty, the following students will represent PHS at the Commonwealth of Massachusetts' Annual Student Government Day: Kyle Mann and Niamh Sheedy.

Experiential learning: In Fall, 2019-all grade 10-United States History I students attended the annual Freedom Trail walking tour in Boston. As a culminating activity, students were asked to write both reflective and research-based essays recalling and applying what they learned on the tour. AP Government students will once again travel to Washington D.C. to tour the city's various landmarks and museums as well as meet with State Representatives. AP Psychology students competed at Boda-Borg, an interactive gaming facility where teams of students and teachers competed to complete physical, intellectual, and psychological challenges. Sociology students will also visit the Plymouth County House of Corrections as part of their study of deviant behavior and societal norms. Model United Nations I/II (MUN) students participated in BOSMUN XIII--a nation-wide conference of high school-level MUN students. At the conference, students have the opportunity to research and debate issues of global importance-simulating debates at the United Nations.

George Jackson and Erin Kennedy served as AP Readers and scorers of the AP Psychology and AP US History exams in June of 2019. This excellent professional development opportunity helps to inform faculty members' instruction in their own AP courses.

Caitlin Almon, Erin Kennedy, and Lynne Place attended the 2019 History & Social Science Professional Learning Institute at Harvard University in June, 2019. At the conference, educators shared model lessons, instructional strategies, and assessments that align to the 2018 HSS MA Frameworks.

World Languages Department

2018-19 was a fruitful school year in the World Languages Department. At Pembroke High School, teachers continued to work in their Professional Learning Community (PLC) with a focus on Google Suite for Education in order to increase learning opportunities for their students in and outside of the classroom. With the arrival of new textbooks for French and Spanish classes, teachers were hard at work to create new units of instruction that are aligned with the Massachusetts World language Standards while fostering a love for languages and respect for other cultures. Teachers also developed formative assessments using Massachusetts World Language Framework. Since January 2019, teachers have been working in teams and analyzed data they had gathered from these assessments to formulate new teaching strategies and best practices to improve their students' learning outcome.

At Pembroke High School, we welcomed Ms. Alice Bradford in September. PHS World Language teachers were also excited about the new cloud-based language laboratory through Schoolshape and started the new school year by taking advantage of professional development opportunities to better acquaint themselves with the new lab.

Across the department, teachers and students participated in the following activities:

In the area of Professional Growth, this year Mrs. Whitehill, Ms. Kirtley, and Mr. Auger focused their attention to TPRS (Teaching Proficiency through Reading and Storytelling), an input-based approach to teaching languages that focuses on the systematic instruction of vocabulary in a highly comprehensible, personalized and contextualized manner. Mr. Auger also joined the annual meeting of the Classical Association of New England (CANE) while Mr. Silva attended MSSA workshop on classroom management to enhance student learning.

Mrs. Saviz Safizadeh led a trip to Quebec City in May 2019. PHS students practiced their French while learning about the history of the province and its people. They visited several museums, the historic Plaines d'Abraham, the Huron Village located on the Huron-Wendat reservation and learned about maple syrup making process at a traditional sugar shack in nearby Beauce. Mrs. Safizadeh participated in MafFLA/AATF Proficiency Academy, collaborated with other AP French teachers at St. Johnsbury, VT. and attended the MA DESE Bilingual Network in November.

This past September, PCMS Spanish teacher Christine Noguier organized the fourth cultural PHS exchange visit for students from our sister school in Madrid, IES Galileo Galilei. For ten days, twenty families from Pembroke opened their homes to these high school exchange students visiting from Spain. The Spanish students, who were carefully paired with Pembroke students participating in the cultural exchange, attended PHS with their host partners, made many new friends, visited after-school jobs and sporting events, toured surrounding sights in New England, and generally got an exciting and first-hand experience of being a U.S. teen!

Students at PCMS and PHS enjoyed various activities through Latin, French, and Spanish Clubs. The purpose of World Language clubs is to provide educational opportunities outside of the classroom for those interested in extending their learning about the Latin, French, and Spanish languages and cultures. Topics range from music, to food, to understanding celebrations, traditions, and special holidays.

The World Languages Department works hard to provide students with global learning opportunities. In February 2020, PHS students will participate in the exchange program to Madrid, Spain while a second group will travel to Paris, Normandy, and Brittany in April. The department would like to thank the School Committee and PPS administration for their support.

Business

Under the direction of Mrs. Maryellen Gates, 59 students competed in the District DECA competition, with 27 students earning the opportunity to compete at the state level against 3,000 peers from across the Commonwealth. We had two 2nd place, two 3rd place, and one 4th place winners. Maeve Cleary, Grace Valerie, Finley Gough, Megan Willshire, Grace Davis, Jackson Graham, Morgan Cassford, and Jacob Donnelly earned the opportunity to compete at the International DECA Competition held in Orlando, Florida. Mrs. Gates continues to take on a leadership role at the state level as she is one of 10 members of the Massachusetts DECA Board.

Mathematics

Mrs. Noelle Pourbaix mentored 12 Mathletes to another successful season in competition with local high schools. Brain Flaherty was the recipient of the Mathematics Team Award.

Mrs. Elaine Griggs mentored several seniors for Independent studies in Computer Science: Sean Spring (autonomous arduino robot), Cooper Grund (started a chapter at PHS for the international ENABLE foundation who donated a 3D printer to print prosthetic hands for children), Ricky Gifford (BotBall leadership), and Mike Carleton and Michael Keeley (preparing for Java Developer's test with Oracle post graduation). Mrs. Griggs had several students submit entries for apps they developed in pairs in AP Computer Science Principles - App Development for the Congressional App Challenge. Mrs. Griggs also coached the PHS Botball team as they competed for the fifth year in a row at the New England Regional Botball competition hosted by UMASS Lowell. The team won "best team to watch out for" with PCMS students participating for the first

time. In 2019-2020 these students will be student leaders in Junior BotBall at PCMS. Mrs. Griggs is the Junior BotBall liaison in MA and is responsible for coordinating interested teams with KIPR (Kiss Institute for practical robotics). She also mentored junior Sophie Booth, who applied for the National Center for Women in Technology Aspirations award and who started the "STEM for GIRLS" club participating in Technovation. Mrs. Griggs earned her certification to teach AP CS A with Virtual High School (VHS). In addition, Mrs. Griggs continues to provide PD nationally for Exploring Computer Science (ECS).

Mrs. Elaine Griggs was selected as the Computer Science Teachers Association Award recipient (CSTA) for Teaching Excellence, announced at the annual National CSTA conference in Arizona in July 2019.

Class of 2019

On June 1, 2019, Pembroke High School graduated its fifteenth class since opening in 2004. It was a wonderful celebration of student achievement, as well as parental and community support. This support has been a major factor behind the growth and successes of Pembroke High School over the past 15 years.

Fifty-nine members of Pembroke High School's Class of 2019 were recipients of the John and Abigail Adams Scholarship. Due to their academic accomplishments and outstanding MCAS scores, these seniors will receive four years of free tuition at Massachusetts state colleges and universities.

The graduating Class of 2019 consisted of 224 graduates. Post-secondary plans included the following:

- 4 - Year College – 69.6%
- 2 - Year College – 13.4%
- Total College Matriculation – 83.0%
- Employment – 9.4%
- Military – 4.9%
- Professional/Trade School – 1.8%
- Post Graduate – 0.9%

Members of the Class of 2019

Michael David Abban	Liam Fitzgerald Glynn	Madison Nicole Razzaboni *
Ava E Ahern	Sean William Goodman	Hunter Grace Realini *
Kerri-Leigh Albert	Amelia J Goodwin	Jameson Michael Regan
Sydney Faith Alfano *^+	Finley B Gough *^	Zachary Gerard Reggio +~
Steven Richard Amriott	Emerson Rose Graham *	Nicole Christine Rinkus
Elizabeth S. Anderson	Jackson Thomas Graham	Walter Rodriguez, III
Timothy A Anderson	Jeanie Marie Griffin	Angela Frances Rossi *^
Jillian Anthony	Olivia L Griffin	Lauren Elizabeth Rourke
Ryan Joseph Antoniotti ~	Cooper Andrew Grund	Eric Rozanski
Aidan Vito Arone *	Haley M Guest	Jonathan F. Runne
Noah Daniel Banks	Morgan Jean Hackett	Christian I. Santos
Emilee S Barnes	Avery Beaty Hatch *+~	Grace Rose Schultz *
Declan C Bassett	Jessica Mae Hayes	Nicholas James Shea
Jenna Bastien	Luke David Hayward	Morgan Alyssa Simmons
Jordan P Baylis *	William E Healey *+~	Luke Joshua Sisson
Dillon Emory Belser	Aaron Casey Hegenberger ^	Katherine Campbell Smith ~
Nathaniel Jacob Belser ^	Luke Casey Hegenberger ^	Sean P Smith
Lilly Eve Benoit ^	John H Hendriksen, III *^	Sid G Smith
Alexander R Bergstrom	Michael Mark Hendriksen *^	Alyssa Dawn Sparrow
Marisalyn Marie Biagini	Samuel Paul Herrmann	James J Spillane
Carly Nicole Birolini *	Joseph Daniel Hickey	Sean D Spring
Juliet Elizabeth Bolger	James Thomas Higgins	Tyler Andrew Stevenson
Tyler James Bongarzone	Casey Lee Hobart	Anthony Vincent Sulfaro
Ebin P Bontos	Cassidy Donna Horvath	Harrison F Sullivan
Alison Christina Bonwitt	Jayne Ethelyn Howe *	Nicholas J. Tarantino
Jack A. Boulter +	Michael Jacob Humphries	Alana Taylor
Stephanie Marie Bowen	Owen Gerald Hussey	Jeremy Scott Terkelsen
MacKenzie T Brengle-Croteau	Victoria Anne Jackson	Sharlotte Alexis Courtney Thomas
Rebecca M Brennan	Samuel Sargent Jacobs	Jason Grant Tierney
Jared Michael Briggs *	Ava Michele Johnson *	Zoe Scioscia Tombros *^
Marissa Lyn Briggs *	Samantha Johnson *	Marie Elizabeth Tremblay *^
Cara Marie Brinkmann +~	Alexander Patrick Johnston	Jensen Trent
Thomas Joseph Brooks	Caleb A. Jones	Emily Trongone ^
Lillian Grace Brown ^+	Kristen M Joyce *	Abigail Elaine Twigg *
Analeise Melanie Burlone	Nathan Thomas Kavka *	Jacob William Twigg
Abigail Mary Byrne +~	Robert M Kay	Kayla Marie Tynan +~
Dylan Joseph Callahan	Emma Mairead Keane +~	Grace Catherine Valeri
Kyle John Callahan	Michael Edward Keeley, Jr.	Haile Katherine Wagner
Erica Joyce Campbell *	James P Kendrick	Lauren Elizabeth Walsh *+
Hayden Campbell	Justin F Kenney	Christopher Daniel Wesinger +
Michael Joseph Carlton Jr.	Skylar Elizabeth Kibbe *	Courtney L. Whitman *^+~
Morgan Rita Cassford *	Emma Leone Killham *	Megan Pamela Willshire *^
Kimberly L Chambers *	Sarah Elizabeth L'Italien *^	Amelia R Yarasitis ~
Tyler James Chantre	Derek T Lambiase +	Star Katarina Young ^+~
Justine Amelia Chapman	Erin M Landy ~	Sophia Maria Zervos +

<p>Emily E Claflin Warren Oliver Clark Maeve Elizabeth Cleary * Ryan C Comeau * Michael W Connall Makenzie L Conway Anastasia Curran * Natalie Wry Curran Paige Wry Curran * Grace Anne Davis Chad J Demita Julia Concetta DePalma Vanessa Diane DeSimone Michael Anthony DiBari Jacob Louis Donnelly * Paige Elizabeth Dow-Walsh Zachary James Duchini Anthony James Dupuis Glenn Edward Egan Camryn Elizabeth Evans *^ Adam Fabrizio Reilly Snow Fagnant * Sophie Farrell * Lara Paige Federspiel *^ William Joseph Ferreira ~ Dominic Daniel Ficuciello Brian Patrick Flaherty *^ Jonathan Flanagan Madeleine Rose Fogarty Kiley Ann Foley * Faith M Fontaine Joshua Foley Fontes Nicholas R Forney Alyssa Samantha Frustaci Johnathan J Gabler Spencer O'Keefe Gagnon * Bridget Maeve Gannon Michaela Lowry Gassiraro Ryan S Gates Aidan James Geary Caroline Elizabeth Gedutis + Richard W Gifford Madelyn Stoan Gill Kayla Jane Girard</p>	<p>Georgia Noelle Lane Jonathan Robert Lane Lucas James Lapham Ryan E. Larsen Alec R. Lawrence Naeva Lemme Elizabeth Patricia Lowe Alexandra Marie Lynch * Lauren Marie MacDonald * Cameron Maggiore Lindsey Kate Malcolm +~ Griffin Porter Malone Zachary R. Mattie Matthew Francis Mayo Emily Rose McCabe Cole Thomas McCormack Riley Mae McDonough Cortney Rose McDougall Mallory E Messner Sarah Anne Morrissey Quincy Allen Mosher Garrett Frederick Murphy Shannon E. Murray * Emma Ann Nee * Colin Christopher Newton Victoria Grace Newton *^ Emily Patricia O'Brien Katelyn Elizabeth O'Brien Shauna Marie O'Neil * Jack W Ogilvie Matthew John Ostiguy Alexandra Lizette Panacy * Lauren Nichole Peck *^ Caitlin Mary Pekarul * Christopher John Perry * Sara Lacey Picariello Hannah Kathleen Pierce Jared A. Pillard * Timothy J Pinto Gemma Frances Prescott * Katrina Shea Price Christian DiLuca Pulselli * Cole William Normand Radke *^ Taylor Marie Rampersad</p>	<p>* denotes NHS Members ^ denotes Top 10% of Class of 2018 + denotes Tri-M Music Honors Society Members ~ denotes International Thespian Society Members</p>
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Pembroke Community Middle School
2019 Annual Town Report
Donna McGarrigle, Principal

Pembroke Community Middle School opened the 2019-2020 school year with an enrollment of 454 students: 231 seventh graders and 223 eighth graders.

There have been a few new additions to our staff this year. Ms. Annie Haylon has joined our Social Studies Department to teach on Team 7.2 as well as Mr. Mike Rosen who has joined our Team 7.2 Team teaching Science. Ms. Jenn Richardson was also added to our staff to teach Grade 8 Science on Team 8.1. Ms. Gail Dooley was added to our staff as she teaches Grade 7 Stem Lab as well as Math Foundations for both seventh and eighth graders. Ms. Amanda Carr is our new Adjustment Counselor and comes to us along with Bodie, her service dog. Ms. Carr works half time at PCMS and half time at Hobomock Elementary School.

This year we have added several new electives including Home Economics and Engineering: Simple Machines. These popular electives are taught by our Grade 7 STEM LAB teacher, Mrs. Megan Jeffers.

In early January, PCMS' Student Leadership ran a Movie Night. Five hundred and fifty dollars were raised and donated \$550 to California to support Wildfire Relief!

Also, in January, our chorus, band, and orchestra students performed at the Providence Bruins game. Our chorus students sang the National Anthem while our band and orchestra students performed in the stands between each period.

In early January, 8th grader, Luke Savoie was our 2019 Geography Bee Champion.

In February, the Physical Education program at PCMS conducted their annual Hoops for Heart competition. Ms. Stoddard and Mr. Corwin run this annual event. A 'knockout' championship was held in each PE class and the ten winners for their respective classes were: Gavin Houghton, Brady Spencer, Jacob Haley, Sean Sweeney, Michael Tremblay, DeVanti Perry, Aiden Peacock, Matt Lewis, Cam Milewski and Joshua Phinney. We also sponsored a coin drive during lunches for the entire week and the funds were donated to the American Heart Association. We had a Heart Wall on which students remembered a loved one fighting heart disease or wrote inspirational messages.

In March, PCMS students attended a Middle School Math Tournament which took place at Hanover Middle School. We competed against several other South Shore middle schools. Both PCMS teams placed (1st and 3rd respectfully). Our Teams consist of the following students: Declan Crowley, Jake Gabriel, Aiden Peacock, Sammy McKenna, Joe Beck, Allison Lindvall, Kevin Murphy, Emma Gerlach, Matt Willshire, Matt Steele, Alison Connall, and Aiden Sullivan.

In late March, we hosted two grade wide assemblies called Taylor's Message as well as a presentation at night for parents. Kathi and Chris Sullivan are alcohol and drug awareness speakers. Kathi tells the story of how she lost her daughter, Taylor, and the tragic consequences of

underage drinking. Chris played for the New England Patriots and the Pittsburgh Steelers. He battled an addiction to drugs and alcohol which ended his football career and almost ended his life. Their stories are powerful and reinforce the importance of making good life choices.

In the Spring, our Grade 8 Spanish students took the National Spanish Exam. Students from PCMS earned a total of 1 gold, 4 silver and 12 bronze medals along with 38 honorable mentions. “Attaining a medal or honorable mention for any student on the National Spanish Exam is very prestigious,” said Kevin Cessna-Buscemi, National Director of the Exams, “because the exams are the largest of their kind in the United States with over 146,000 students participating in 2019.” Students from Pembroke Community Middle School take Spanish as a two-year program, taught by Spanish teachers Christine Nogueer and Rosa Whitehill, and are assessed towards the end of their second year.

Our 8th grade Latin students also took a national exam and PCMS scored 5.1 percentage points higher than the national average for reading comprehension. There were three award winners this year:

Maxima Cum Laude / Silver Medal – Liam Brennan

Magna Cum Laude / Certificate – Holly Beaudoin

Cum Laude / Certificate – Paige Harrison

In March, PCMS presented Annie Jr., directed by Mrs. Kelly LeBlanc. All of the performances were well attended, and it was a great community event for all!

In April, four PCMS students, who as part of the high school robotics team, competed in the Junior Botball competition. Each team had 2 robots programmed to work together to collect and move objects to accumulate points. The team also won the Judge’s Choice Award for rookies. Congratulations to Zach Jackson, Declan Battell, Ben Dyer and Jeff April!

In May, PCMS students were fortunate enough to have Mr. Nicky present two grade wide assemblies. Mr. Nicky creates and performs song parodies related to middle school social studies content. Our students were thrilled as they cheered and sang along with him. Many of our students follow him on YouTube as he has over 30,000 followers. He even had several students come on stage and actually create and perform their own historical song parodies. Thank you to our PTO for making this possible!

During the spring PCMS 7th grader Ryan Myatt was chosen as this year's PTAD/Pembroke Titan Youth Basketball True Titan Award winner. Ryan was nominated by his coach and chosen for his great attitude and teamwork along with being someone responsible and always making good choices.

In late May, PCMS celebrated the achievements of their students by hosting a High Honor Roll and Honor Roll Dinners. Fifty eight percent of our Grade 7 students and 56% of our Grade 8 students received either Honor or High Honor Roll Recognition.

In late Spring, our Student Leadership Club ran a G.I. Go Fundraiser in the hopes of helping the veteran community. With our team of students and staff, we raised \$300 for the GI Go Fund.

In June, our Grade 7 students attended the Heritage Gardens Museum while our Grade 8 students visited George's Island for their end of the year field trips. Our 8th graders also had their annual Harbor Cruise/Grade 8 Dance. These great opportunities were provided to the students because of the generosity and efforts of our PCMS PTO!

In early Fall, Ms. Gillis ran her annual Fall Art Contest. The winning drawings were framed and displayed on our windows right by the cafeteria:

1st Shelby Houghton
2nd Lauren Mann
3rd Chris McNamara
4th Alexis Whitfield
5th Sophia Hall
6th Hailey Burrill

In October PCMS held a 'Wicked Gold' Fundraiser, and we donated close to \$400 which was given to the childhood cancer organization. Our students held a spirit day and dressed in black and gold to show their support for this cause. The Student Leadership Club hosted a Fall Ball which resulted in a \$700 donation to the National Breast Cancer Foundation in November. The Student leadership Club then conducted a Food Drive Battle and PCMS proudly donated over 2,000 non-perishable groceries to the Firehouse Pantry. In mid-December, they also ran a Coats for Kids Campaign and collected 50 coats for the needy.

In Late October, our 7th grade students attended Bridgewater State University to take part in Science lab experiments. Students had the opportunity to be present on a college campus and be exposed to college level science labs and experiments.

In early December, three of our PCMS students were accepted to the 2020 Southeastern Junior Music Festival. The students will attend a 2 -day festival on March 13 & 14, 2020. They were: Jillian Pongonis (Soprano), Devon Vitale (Alto), and John Goddard (Snare Drum)

In late December, our PCMS Jingle Ball champions for 2019 were the Red 11 team which consisted of: Will Johnson, Nehemiah Holtz, Ben Landolfi, and Patrick Norman. They received their Jingle Ball tees and their names on the plaque. The runner-up team played with them against the teachers on the December 20th. That team was: Heather Boyce, David Johnson, Giovanni Dous, and Connor Walker. It was a great event and 75 toys donated to the Pembroke Community Group.

Respectfully submitted,

Donna McGarrigle, PCMS Principal

Bryantville Elementary School
2019 Annual Town Report
Dr. Catherine Glaude, Principal

Bryantville Elementary School believes all children will achieve to their greatest potential in a safe, caring, supportive, and enriching environment. We currently have 487 students enrolled in Kindergarten through Grade 6. All kindergarten classes are full day.

Teachers strive to support and challenge all students. We offer additional, targeted support in Reading through our Title 1 program to children in Kindergarten through Grade 3. There is after-school or before-school support offered by teachers in upper grades. Each grade level has at least 30 minutes of instruction during the day, called Titan Time, when teachers offer support or enrichment to all students. Two computer-based programs called Lexia Core 5/Power-up for Reading and IReady Math are used in every grade during Titan Time. These computerized programs allow teachers to personalize instruction and offer just the right level of challenge to each student. We offer accelerated classes in Math and English Language Arts in Grade 6 that go deeper in concepts and move at a faster pace than the other classes.

We welcomed several new educators to our school this year. Meghan Grier, who previously worked in our Title 1 program, is filling a one-year position in Grade 1. Samantha Powell, who previously taught at Hobomock Elementary School, is a teacher in Grade 2. Katharine Krampf is the general music teacher and Irina Naryshkova is the strings teacher. Rachel Bittenbender was hired as the school psychologist.

Our teachers have extensive knowledge and experiences in teaching elementary education and use state standards in Mathematics, English Language Arts, Social Studies, Science, and Unified Arts to evaluate what students know and can do. Teachers are constantly upgrading their curriculum and instructional strategies. District content area supervisors work with the elementary schools to offer support for curricular initiatives.

Teachers in Kindergarten through Grade 6 have upgraded their mathematics curriculum using resources from *enVision Math*. These resources include an on-line component where students practice daily skills and problem solving on the computer. Students in upper grades take math tests on-line. Teachers use a Math Guided Workshop Model where small groups of students work with the teacher each day on skills that are identified as needs for that particular group of students.

We have upgraded our writing curriculum and all teachers are working with a writing consultant to learn new strategies. Teachers in Kindergarten through Grade 6 use resources from *Empowering Writing* for consistency in teaching writing skills. Students in Grades 3-6 have weekly practice using laptops for writing. Teachers also use Google Classroom for managing and writing assignments.

Throughout the school year, teachers meet weekly in their grade level teams to share successes and challenges, analyze test results, develop curriculum, and exchange instructional strategies. Faculty meetings twice a month are used to work on areas identified

in our school improvement plan. In addition to the district professional development days, there are many after-school workshops, district courses and professional reading opportunities for educators.

We have a Teacher Evaluation System based on a set of indicators that describe effective teaching practices. Using this criteria, administrators document classroom observations of every teacher. Teachers identify student improvement and professional practice goals. One of the goals in the School Improvement Plan is to prepare students for rigorous writing expectations as defined by state standards and as assessed through on-line testing. Teachers aligned their student improvement and professional practice goals to forward our school improvement efforts.

This year the school district upgraded student laptops and Grade 2-6 classrooms now have a ratio of 2 students to 1 computer. Every classroom has a wireless network and projection device. Students in Grades 3-6 use the computers for daily writing and weekly assessments. All students in Grades 3-6 take the state tests (MCAS) on computers.

In addition to academic development, we foster social and emotional growth of children. Every teacher begins the school day with a Morning Meeting. Morning Meeting is a daily routine that brings students and teachers together in a circle to greet one another, to share and respond to each others' news, to practice social skills through fun activities, and to build interest in the learning events in the day ahead. We also use the *Social Thinking Curriculum* as another resource for promoting social growth in children. Morning Meetings and the *Social Thinking Curriculum* are part of our anti-bullying program that teaches children to use strategies for effectively navigating social conflict. Social emotional learning was also one focus of our school improvement efforts. Our school has a set of values called "The BEST Promise" to promote the following behavioral expectations: Be a problem solver, Embrace challenges, Stay in control, and Take care of others. Three times a year we have whole school assemblies featuring student and teacher performances that honor our work towards The BEST Promise.

We offer children a solid foundation in art, music, and physical education, and have a large percentage of children participating in band, orchestra, and chorus. There are over 80 students in band and over 80 students in chorus. There are after-school offerings in drama and various clubs and activities, such as art and music. The YMCA offers before and after-school daycare options to parents.

Our school offers many leadership opportunities to Grade 6 students. Some of the activities this year include working with the assistant principal on The BEST Promise school assemblies, tour guides for parent events, leading recycling efforts, bus guides, collecting items for those in need and buddying with younger children to help them practice math and reading skills.

We are thankful for the many contributions that our P.T.O. and our parent volunteers make to our school community. Their major fundraising event called Boosterthon resulted in a Fun Run for all students as well as daily character-building activities for each classroom. In addition to donations made to our school that were used for extra technology purchases, the P.T.O. funded all field trips and supported enrichment activities in our school. This year we

were able to use P.T.O. funding to bring Museum of Science traveling programs to our school. The P.T.O. hosts a social each month where committee updates are given, events are planned and hot topics in education are discussed with the principal.

The Bryantville School Council, with membership including teachers, parents, and community members, meets several times a year to discuss school improvement efforts and progress toward our school improvement goals. Topics discussed include exciting uses of the new technology, the budget, the district's social emotional goals and developments in math, writing, reading, social studies and science.

On behalf of Bryantville Elementary School, I thank the citizens of Pembroke for their commitment to education and for the beautiful facility we have for our children. I am honored and proud to be the principal of this fine school.

Respectfully submitted,

Dr. Catherine Glaude, Principal

Hobomock Elementary School
2019 Annual Report
Michael Murphy, Principal

Hobomock Elementary School presently has an enrollment of 403 students in Kindergarten through grade six. The Principal at Hobomock is Mr. Michael Murphy. He is supported by Ms. Valerie Kelly, who serves as both the Assistant Principal and Special Education Coordinator for the building.

The school focuses on excellence in teaching as we work to provide appropriate support *and* challenge for every child. The academic program continues to offer accelerated instruction in math and English language arts in grade six. In grade six, Mrs. Kelly Valeri teaches the Accelerated Pathways English language arts, and Mr. Paul MacDonald teaches the Accelerated Pathways math. These programs provide instruction for children who are ready to learn at an accelerated pace.

Buddy Program

Many of the children in our school also participate in one of our buddy grade level pairings. This program matches older students with younger students once a week for the purpose of reading stories and acting as a mentor to our younger learners.

Specialists

Our specialist teachers provide our students with instruction and vibrant experiences in the arts and physical education. The Hobomock chorus consists of students in grades three through six. The chorus is directed by Dr. Jessica Penella. Mrs. Shannon DeCosta leads our students with their work in art. Ms. Brittany Noons keeps our students active and assists them in making health choices in physical education. Our students also have an opportunity to attend at least one library class that is lead by Mrs. Jacobson.

Enrichment

The Hobomock PTO continues to be an active and integral part of our school community. The members enhance our environment with educational, enrichment, and fun community-building activities. The organization been generous in their support of field trips for every grade in the school as well as providing funding that was used by the school administration to increase technology within the building.

The Mindful Morning Club, advised by Dr. Penella, actively plans and carries out quiet mindfulness techniques designed to meet the social and emotional needs of our students.

Special Education Programming

Hobomock Elementary is also proud to house the district-wide programs for children with special education needs. The students are supported by a team of educators that are skilled in meeting the diverse learning needs of the students that are served in the program. In addition to housing the district-wide special education programs, Hobomock Elementary is also the host school for two classrooms that are associated with the North River Educational Collaborative. Students in these classrooms arrive each day from neighboring towns and are taught within classrooms at Hobomock

but utilize staffing that is part of the North River Collaborative. It has been a pleasure to have an opportunity to work with such diverse learners.

Hobomock School Council

Each year the School Council fulfills an advisory role to the administration of Hobomock. This group contributes to the overall success of our school with a sharing of ideas and concepts to ensure a smooth running of the school day. Our council members include the following individuals this year.

2019-2020 Hobomock Elementary School Council

Keri Tillson	Parent
Kara Kenney	Parent
Scott Wilson	Parent
Shannon DeCosta	Staff
Audra Donlon	Staff
Stephanie Toolin	Staff
Gretchen Emmetts	Community Member
Michael Murphy	Administrator

Character Education

Hobomock Elementary School has rolled out a whole-school character education program where all members of the Hobomock Elementary community encourage the values of Fairness; Independence; Citizenship; Kindness; Responsibility; Perseverance; and Integrity. Each grade level comes together on a regular basis to celebrate their accomplishments and encourage each other to embody these character traits.

Respectfully submitted,

Michael D. Murphy

North Pembroke Elementary School
2019 Annual Town Report
Erica Swift, Principal

North Pembroke Elementary School believes that every member of our school community should feel safe and respected. Toward that end, we embrace and teach a clear and concise *Code of Responsibility*. I will:

Treat others with respect.
Keep my hands to myself.
Use kind words. (Report bullying.)
Help take care of our school and grounds.
Try hard to do my best every day.

In addition, we have continued our whole-school character education program where all members of the North Pembroke Elementary community encourage the values of Respect; Responsibility; Fairness; Caring; Perseverance; Honesty; Integrity; Self-Discipline; Trustworthiness; and Citizenship. Each grade level comes together on a regular basis to celebrate their accomplishments and encourage each other to embody our core values.

North Pembroke Elementary School presently has an enrollment of 570 students in Pre-School through grade six. This total includes the four, district-wide *integrated* pre-school classes located here serving seventy-four children. We also have three full-day kindergarten classes. The other grades (1-6) are currently staffed at three or four sections each. The Principal at North Pembroke was Michael Murphy through June. Mrs. Erica Swift joined us in July. She is supported by Jennifer Simmons, who serves as both the Assistant Principal and Special Education Team Chair for the building.

The teachers at North Pembroke Elementary School have extensive knowledge and experience in teaching elementary education and use state standards in Mathematics, English Language Arts, Social Studies, Science, Health and Wellness and Unified Arts to evaluate what students know and can do. Our mission focuses on excellence in teaching as we work to provide appropriate supports and challenges for every child.

The academic program continues to offer accelerated instruction in math and English language arts in grade six. In grade 6, Mrs. Natalie McFadyen teaches the Accelerated Pathways English language arts, and Mrs. Katlyn Duncan teaches the Accelerated Pathways math. These programs provide instruction for children who are ready to learn at an accelerated pace. We also offer support in Reading through our Title 1 program to children in Kindergarten through Grade 3. Teachers at each grade level have at least 30 minutes of instruction during the day, called Titan Time, when teachers offer additional support and enrichment to students. Computer based programs called LexiaCore5 and iReady are utilized for enrichment and additional intervention. Teachers meet weekly as grade level teams to discuss student's academic progress and collaborate on instructional strategies and interventions.

In addition to academics, North Pembroke Elementary has focused on social and emotional learning. Teachers utilize practices from the Responsive Classroom curriculum which focuses on practical strategies that bring together social and academic learning through the day. Staff have also begun to apply restorative practices as an approach to problem solving with students. These practices help to foster strong relationships between students, staff, and the school community. The school has also begun a “Student of the Month” initiative in which students are nominated by their teacher’s for exhibiting our school’s core values. The students and their parents are then invited to a celebration to honor the student’s hard work and effort.

Specialists

Our specialist teachers provide our students with instruction and vibrant experiences in the arts and physical education. Support for music and the arts here includes our chorus for students in grades three through six. The chorus is directed by Mrs. Karin Foley. Our 1st and 2nd graders perform their concert early this spring. Mrs. Julie Molisse and Mr. Brendan Mosher are once again collaborating to have our students take part in the HEART Healthy program. This program integrates art and physical education and encourages children to work together in teams as they support healthy life-styles and the American Heart Association.

Buddy Program

Many of the children in our school also participate in one of our buddy programs. This program pairs older students with younger students once a week for the purpose of reading stories and acting as a mentor to our younger learners.

The **North Pembroke PTO** continues to be an active and integral part of our school community. The members enhance our environment with educational, enrichment, and fun community-building activities. The organization been generous in their continued support of field trips for every grade in the school. The PTO has purchased multiple devices over the past few years to support our goal of increasing instructional technology. Their major fundraising event called Boosterthon consisted of a fun run for students and daily character-building activities in classes.

The **Student Council**, advised by Mrs. Melissa Pelton, actively plans and carries out school wide activities. The Student Council involves students in grades 4-6. The students engaged in a money donation drive for the Pembroke Firehouse Food Pantry. The student council also takes an active role in supporting childcare needs throughout the year for parent and teacher conferences. The group also assists the school by providing assistance in developing and promoting school spirit activities.

The **Green Team** is a student club that is also overseen by Mrs. Pelton. The team is made up of students in grades four through six. The goal of the club is to increase the knowledge of the North Pembroke Elementary School community in our quest to reduce, reuse, and recycle various items here at school. Members of the club meet weekly as a group to explore and find new ways of reducing waste here in our school.

Each year the **School Council** fulfills an advisory role to the administration of North Pembroke. Our council members include the following individuals this year.

Carrie Balasco	Parent
Jennifer Foss	Parent
John Hannon	Parent
Sarah Rizzitano	Parent
Jessica Conn	Teacher
Nicole McCann	Teacher
Heidi Shadrick	Teacher
Michele Sullivan	Teacher
Julie Abban	Community Representative
Erica Swift	Principal

This group contributes to the overall success of our school with a sharing of ideas and concepts to ensure a smooth running of the school day.

North Pembroke Elementary school is appreciative to the citizens of Pembroke for their continued support and collaboration, which enables our children to have a fruitful education and future.

Respectfully Submitted,

Erica Swift, Principal

WHERE TO CALL FOR SERVICE

SERVICE	DEPARTMENT	TELEPHONE
Alcohol Licenses	Selectmen's Office	781-293-3844
Animal Pound	Animal Control Officer	781-293-5288
Assessments	Assessor	781-293-2393
Automobile Dealer License	Selectmen's Office	781-293-3844
Bill and Payments	Collector	781-293-2671
Birth Certificates	Town Clerk	781-293-7211
Building Permits (All)	Building Department	781-293-3864
Burial Plots	Cemetery Department	781-293-5649
Business Certificates	Town Clerk	781-293-7211
Civil Defense (PEMA)	Pembroke Emergency MGMT	781-293-5413
Death Certificates	Town Clerk	781-293-7211
Dog License	Town Clerk	781-293-7211
Elderly Services	Council on Aging	781-294-8220
Highway, Tree, Cemetery	Dept. of Public Works	781-293-5620
Marriage License	Town Clerk	781-293-7211
Trash/Recycling	Selectmen's Office	781-293-3844
Vendor Bills and Accounts	Accountant	781-293-4673
Veteran's Benefits	Veteran's Agent	781-293-4651
Voting & Registrations	Town Clerk	781-293-7211
Water Billing & Issues	Water Department	781-293-5620
Wetlands Issues	Conservations Department	781-293-4674
Working Papers	Pembroke High School Guidance	781-293-2357
Zoning Hearings	Zoning Board of Appeals	781-294-4425
Zoning Enforcement Issues	Building Inspector	781-293-3864

TELEPHONE DIRECTORY BY DEPARTMENT

DEPARTMENT	PHONE	DEPARTMENT	PHONE
Accounting	781-293-4673	PEMA	781-293-5413
Animal Control	781-293-5288	Planning Board	781-294-4425
Assessors	781-293-2393	Police	781-293-6363
Building	781-293-3864	Police Emergency	911
Cemetery	781-293-5649	Recreation	781-293-3249
Town Clerk	781-293-7211	Recycling Center	781-293-6453
Tax Collector	781-293-2671	Selectmen	781-293-3844
Council On Aging	781-294-8220	School Department	781-829-0832
Conservation	781-293-4674	Town Manager	781-293-3844
Disabilities Comm.	781-293-9484	Trash Billing	781-293-2671
Fire	781-293-2300	Trash Pickup	855-898-7274
Fire Emergency	911	Treasurer	781-293-3893
Health	781-293-2718	Veterans	781-293-4651
DPW/Highway/Tree	781-293-5620	Water	781-293-5620
Library	781-293-6771	Zoning Board	781-294-4425

REGULAR MEETINGS OF TOWN DEPARTMENTS, BOARDS, COMMITTEES OR COMMISSIONS

<u>Department</u>	<u>Day</u>	<u>Time</u>	<u>Place</u>	<u>Telephone</u>
Selectmen	Tuesday	7:30 P.M.	TOWN HALL	781-293-3844
Advisory Committee	Monday	7:00 P.M.	TOWN HALL	
Board of Assessors	Bi-weekly Mondays	5:30 P.M.	TOWN HALL	781-293-2393
Board of Health	Bi-weekly Mondays	6:30 P.M.	TOWN HALL	781-293-2718
Building Department	Monday	5:00 P.M.	TOWN HALL	781-293-3864
Capital Funding Study Committee	Wednesday	6:00 P.M.	TOWN HALL	781-293-3844
Community Center Task Force	2 nd Wednesday	6:00 P.M.	CENTER LIBRARY	
Community Preservation Committee	2 nd & 4 th Thursday	7:30 P.M.	TOWN HALL	781-293-4674
Conservation Commission	Bi-weekly Mondays	7:30 P.M.	TOWN HALL	781-293-4674
Collector	Monday	5:00 P.M.	TOWN HALL	781-293-2671
DPW Commissioners	1 st and 3 rd Monday	5:30 P.M.	TOWN HALL	781-293-5620
Open Space Committee	2 nd & Last Tuesday	7:00 P.M.	TOWN HALL	781-293-4674
Planning Board	Bi-weekly Mondays	6:30 P.M.	TOWN HALL	781-294-4425
Treasurer	Monday	5:00 P.M.	TOWN HALL	781-293-3893
Town Clerk	Monday	5:00 P.M.	TOWN HALL	781-293-7211
Town Government Study Committee	3 rd Wednesday	7:00 P.M.	TOWN HALL	781-293-3844
Town Memorial Committee	1 st Wednesday	7:00 P.M.	TOWN HALL	
Veterans Agent	Monday	5:00 P.M.	TOWN HALL	781-293-4651
Zoning Board of Appeals	Bi-weekly Mondays	7:00 P.M.	TOWN HALL	781-293-3864
Commission on Disabilities	Bi-weekly Tuesdays	7:00 P.M.	TOWN HALL	781-293-9484
Council on Aging	2 nd and 4 th Tuesday	7:00 P.M.	SENIOR CENTER	781-294-8220
Energy Committee	2 nd Tuesday	6:30 P.M.	CENTER LIBRARY	
Historic District/Historic Commission	3 rd Thursday	7:30 P.M.	BETHEL CHAPEL	
Housing Authority	1 st Tuesday	7:00 P.M.	KILCOMMONS DR	781-293-3088
Library Trustees	2 nd Thursday	7:30 P.M.	CENTER LIBRARY	781-293-6771
Pembroke Drug Prevention Coalition	4 th Wednesday	6:00 P.M.	CENTER LIBRARY	
Pembroke School Committee	Bi-weekly Tuesdays	7:30 P.M.	NO. PEMBROKE ELEM.	781-829-1178
Recreation Commission	2 nd Tuesday	7:00 P.M.	COMMUNITY CENTER	781-293-3249

TOWN HALL HOURS: Monday from 8:30 am to 7:00 pm, Tuesday through Friday from 8:30 am to 4:30 pm
TOWN WEB SITE: www.pembroke-ma.gov SCHOOL WEBSITE: www.pembrokek12.org