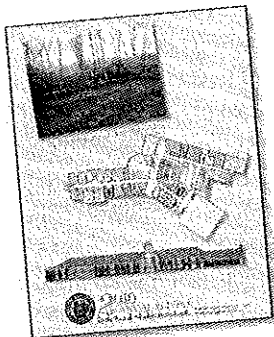


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		Important Telephone Numbers	(back cover)



About The Cover

“An investment in knowledge pays the best interest.”

– Benjamin Franklin

Construction of the new high school began on February 28, 2011.
The school will open for the 2012–2013 School Year.

Norberg v. Planning Board
Passive Litigation

**Worcester Superior Court C.A.
No. 06-00309-B**

This is an appeal of the Planning Board's refusal to endorse a plan "Approval under the Subdivision Control Law not required" submitted by David and Jacqueline Norberg in 2005 concerning land on Landry Lane. A bench trial was held in Worcester Superior Court on November 17-18, 2010. On September 2, 2010, the Court issued a Decision remanding this case back to the Planning Board to render a new decision based on the Court's findings that (1) Landry Lane is a public way; and (2) that the Extension from the end of Landry Lane to the southwesterly corner of Lot 3, as approved by the Planning Board on the 1988 ANR plan, was a "way in existence" at the time of the Town's adoption of the Subdivision Control Law. On September 24, 2010, a Notice of Appeal was filed in this matter by the co-defendant abutters.

**North v. Planning Board / North
v. ZBA (2 actions):**

**Land Court Case No. MISC
268779 (Planning Board)**

This is an appeal from the Planning Board's denial of a definite subdivision plan of Rowley Mill Estates. There has been no action on this file since the filing of the Complaint.

**Worcester Superior Court No.
2000-01847C (ZBA)**

(On remand to ZBA)

This is an appeal from the ZBA's denial of a special permit for the removal of sand and gravel at Elmsdale Road. In July, 2004 the court remanded the matter to the ZBA for a new hearing and decision on a revised application. The remand hearing never took place.

The Town and the plaintiff are currently engaged in settlement negotiations and have devised a proposed safety plan for earth removal activities at the property. Upon finalization of resolution terms, we will draft a Settlement Agreement to be executed by all parties, and the pending court action will be dismissed.

**Scotland Yard LLC v. Planning
Board**

**Land Court Case No. MISC
(Consolidated with Uxbridge
Multi-Family v. Planning Board)**

This is an appeal pursuant to G.L. c. 41, §81BB of a decision by the Planning Board denying the plaintiff's application for modification of the Ledgemere Country V Subdivision Plan which sought to extend the date for final completion of the ways and installation of the municipal services until October 31, 2010. The Complaint was filed on July 2, 2008. Town filed its Answer on July 24, 2008. This case has been placed on hold by the Court to allow the Plaintiffs to complete the hearings currently pending before the Planning Board with regard to newly submitted, revised plans for the project.

**Uxbridge v. Griff/ Griff v. Town
of Uxbridge and ZBA**

Cases Consolidated

Worcester Superior Court C.A. 01-2487-B
Worcester Superior Court C.A. 02-0294-B
These cases involve an action by the Town to enforce an October, 2001 Order that defendant cease and desist activities at the Uxbridge Motor Sports Park. In September, 2004 the Worcester Superior Court entered Judgment in favor of the Town, affirming the cease and desist order and ordering the motor sports park to close. The plaintiff appealed to the Appeals Court. The Appeals Court affirmed the Superior Court's Decision in favor of the Town which closed the case(s).

The Town has filed multiple Complaints for Contempt against Griff relative to his continued operation of the motor sports park. On October 12, 2006, the Superior Court ruled in favor the Town on its fourth Complaint for Contempt and awarded attorney's fees in the amount of \$5000. The Town then filed an itemization of attorney's fees, and, after a hearing at the request of the plaintiff, the Court ordered Griff to pay the Town the sum of \$18,069.48. We have obtained an Execution from the Court and have levied that execution against the subject property.

**Uxbridge Multi-Family Realty v.
Planning Board**

**Land Court Case No. MISC
381831**

**(Consolidated with Scotland Yard
LLC v. Planning Board)**

This is an appeal pursuant to G.L. c. 41, §81BB of a decision by the Planning Board denying the plaintiff's application for modification of the Ledgemere Country IV Subdivision Plan to extend the date for final completion of the ways and installation of the municipal services until October 31, 2010. The Complaint was filed on July 2, 2008 and the Town filed its Answer on July 24, 2008. This case has been placed on hold by the Court to allow the Plaintiffs to complete the hearings currently pending before the Planning Board with regard to newly submitted, revised plans for the project. A further Status Conference is scheduled in this case on January 21, 2011.

We are honored to have been appointed to serve as Town Counsel for the Town of Uxbridge and we remain committed to providing the Town with high quality, cost-effective, and timely legal advice and representation. We look forward to working with the Town Manager, the Selectmen, and other officers, boards and agencies of the Town to secure and advance the interests of the Town in calendar year 2011.

**Respectfully submitted,
Patrick J. Costello, Esq.
Louison, Costello, Condon & Pfaff, LLP**

Town Employee Earnings – Fiscal Year 2010

Accorsini, Jean E	\$ 56,833.98	Billbrey, Katherine	\$ 191.49	Cardin, Celeste I	\$ 21,181.56	Davidson, Patricia A	\$ 600.00
Ackerman, Lisa M	\$ 843.83	Biondi, Robyn	\$ 66,813.20	Carrier, Claude	\$ 52,603.95	Davis, Stephanie N	\$ 68,804.08
Adam, Kimberly A	\$ 1,170.00	Bishop, William K	\$ 44,014.07	Carrier, Cynthia	\$ 68,900.73	Day, Karla J	\$ 26,638.63
Adams, AnneMarie	\$ 1,322.75	Blair, Mark	\$ 1,380.20	Carter, Brian S	\$ 64,543.80	Dehestani, Steven	\$ 160.00
Adams, Matthew J	\$ 11,003.38	Blaue, Susan M	\$ 2,161.44	Casucci, Ian	\$ 172.03	DeLang, Donna L	\$ 1,367.44
Adams, Nancy	\$ 24,322.67	Blodgett, Melissa J	\$ 105,121.79	Catalano, Michael	\$ 61,410.86	Delang, Linda	\$ 36,806.64
Allen, Pamela	\$ 4,581.92	Blodgett-O'Toole, M.	\$ 43,125.96	Centrella, Lindsey	\$ 48.00	Delannoy, Denise M	\$ 36,144.13
Almy, Kevin D	\$ 43,476.44	Bloniasz, Jacob J	\$ 220.00	Char, Harvey T	\$ 263.00	DeLuca, Michael R	\$ 1,275.87
Alsfeld, Amanda J	\$ 49,583.73	Blood, Jeremy J	\$ 660.00	Char, Jacquelyn	\$ 263.50	Demanche, Vincent P	\$ 104.00
Alves, Jean M	\$ 8,862.31	Boatman, Rachel L	\$ 52.00	Chassie, Christine M	\$ 9,837.94	Desjardins, Kim C	\$ 74,692.83
Ambrosino, Michael C	\$ 34.68	Bolden, Jeanne M	\$ 10,613.38	Chastenay-Simpson, M.	\$ 32,271.90	Desmarais, Florence	\$ 39,899.76
Ames Jr., W. T	\$ 8,679.96	Boliver, James G	\$ 63,187.22	Chauvin, Cathy L	\$ 22,832.60	Desruisseaux, Nicole L	\$ 48,839.42
Anderson, Jessica A	\$ 227.50	Bollinger, Jared H	\$ 5,202.82	Chesley, Michelle L	\$ 16,950.65	Deveau, Daniel S	\$ 89,285.04
Anderson, Stephen R	\$ 73,497.53	Borden, Wayne	\$ 70,042.58	Chiasson, Nina M	\$ 536.16	Deyoung, Ann L	\$ 47,674.80
Andrews, Dixie A	\$ 131.25	Borgia-Lundberg, S.	\$ 18,825.56	Christian, Kathy A	\$ 292.50	Dhosi, Susan E	\$ 64,543.80
Ante, Tracey M	\$ 37,537.76	Borjeson, Sara	\$ 325.00	Ciccone, Anthony R	\$ 1,010.00	DiBattista, Amanda L	\$ 104.32
Aquilino, Christina	\$ 27,355.51	Bosma, Micheal J	\$ 701.56	Clark, Beverly A	\$ 405.50	DiBattista, Pamela L	\$ 38,749.76
Archambault, Elizabeth	\$ 1,889.10	Bouchard, Lauren A	\$ 48,848.33	Clark, Jennifer	\$ 61,709.63	Digregorio, Charisa	\$ 48,303.99
Arguin, Lisa M	\$ 31,056.57	Bouchard, Linda M	\$ 10,423.49	Clark, Marion	\$ 9,692.12	Dill, Thomas A	\$ 750.00
Armstrong, Christine M	\$ 66,075.55	Bowditch, Nancy D	\$ 31,471.67	Clarke, Beverly	\$ 33,071.79	DiMeglio, Michael T	\$ 79,243.42
Arnold, Erik P	\$ 84,000.00	Boyaj, Howard D	\$ 110,733.10	Cleary, Kathleen A	\$ 274.00	Dimmick, Bonnie	\$ 70,483.07
Auciello, Debra A	\$ 45,556.41	Bradshaw, Kerry A	\$ 57,540.63	Clement, Holly	\$ 1,931.41	Dinis, Antonio F	\$ 700.00
Baca, Marjorie Ann	\$ 421.73	Breau, Katherine A	\$ 2,565.36	Clifford, Nadine K	\$ 40,939.38	Dinoi, Debra M	\$ 47,669.71
Bach, Gregory A	\$ 23,107.76	Brennan, Elizabeth R	\$ 71,040.00	Clinton, Steven M	\$ 4,207.50	Dion, Michael	\$ 4,385.60
Baisley, Deborah S	\$ 3,070.93	Bresciani, Albert J	\$ 10,106.72	Cole, Justin L	\$ 21,798.04	Dion, Thomas A	\$ 5,414.86
BAJEMA, MITCHELL J	\$ 692.50	Bridges, Robert S	\$ 172.00	Cole, Maryellen E	\$ 21,564.17	Dionne, Elizabeth A	\$ 30,864.86
Baker, Linda C	\$ 42.00	Brierley, Shanna L	\$ 45,313.53	Cole, Richard	\$ 250.00	DiPasquale, Bonnie T	\$ 9,578.22
Baker, Lynn H	\$ 9,524.48	Britt, Frances	\$ 23,950.60	Cole, Sean P	\$ 125.00	DiPetrillo, Alison L	\$ 3,160.00
Baldanza, Angeles	\$ 20,313.87	Brochu, Brenda P	\$ 29,775.24	Collette, Robert E	\$ 440.00	DiPiero Dubeau, Joan F	\$ 65,115.93
Balunas, David S	\$ 51,999.15	Brochu, Lynne	\$ 1,003.35	Colwill-Shanley, M	\$ 5,541.33	Divitto, Michael F	\$ 70,070.17
Bandstra, Ruth L	\$ 67,447.38	Brodeur, Betty J	\$ 44,108.38	Cone, Cathi J	\$ 62.53	Doherty, Ronald	\$ 45,928.61
Bangma, Jason T	\$ 55,300.81	Brooks, Carol R	\$ 70,576.38	Congdon, John C	\$ 1,090.00	Dolphin, Olivia	\$ 240.00
Bangma, June G	\$ 30,736.97	Brophy, Diane M	\$ 44,951.34	Connors, Regina V	\$ 19,310.12	Donahue, Judith E	\$ 72,511.39
Bangma, Todd	\$ 3,306.36	Brothers, Diane M	\$ 750.00	Consoletti, Andrea B	\$ 10,786.79	Donahue, Kimberly J	\$ 680.00
Banner, Susan T	\$ 6,900.00	Brown, Donna L	\$ 19,751.56	Coolbrith, Lori-Ann	\$ 5,176.09	Donahue, Mark T	\$ 90,597.21
Barbosa, Marilyn A	\$ 16,633.35	Brown, Scott A	\$ 47,907.54	Coolbrith, Lynne M	\$ 15,099.53	Donatelli, Susan E	\$ 64,813.29
Barbuto Jr, Frank M	\$ 51,658.26	Brule, Rebecca S	\$ 5,492.00	Corona, Linda	\$ 40,902.85	Donovan, Daniel P	\$ 303.63
Barrell, Joan L	\$ 64,543.80	Buckley, Sarah E	\$ 61,408.43	Correia, Nicole R	\$ 18,463.16	Dorr, Frances Linda	\$ 160.00
Barsamian, Rebecca A	\$ 39,612.85	Buckley, Susan A	\$ 65,332.80	Cota, Christopher M	\$ 46,256.37	Douglas, Sarah M	\$ 21,981.73
Barsamian, Sara	\$ 284.00	Buma, William A	\$ 72,578.14	Cote, Brian J	\$ 1,219.92	Drover, Beverly A	\$ 240.00
Barstow, Stephanie R	\$ 27,578.22	Burgess Jr, Ellis M	\$ 51,928.01	Cote, Jacqueline M	\$ 455.00	Dubois, Susan H	\$ 70,483.07
Bazarian, Mary Jo	\$ 680.00	Burgess, Laura	\$ 25,929.26	Couture, Christopher	\$ 1,891.00	Dumont, Paula	\$ 41,152.52
Bazzett, Bernadette T	\$ 63,095.68	Burgess, Stephen P	\$ 40,399.64	Craig, Robert J	\$ 66,218.26	Duncan-Wicks, Sheryl	\$ 6,930.54
Beane, Barbara L	\$ 47,150.76	Burke, Brian C	\$ 58,229.31	Crater, Brian E	\$ 22,728.61	Dunlavey, Helen R	\$ 67,853.73
Belanger, Ann M	\$ 24,039.61	Burke, Timothy J	\$ 90,165.57	Cullen, Mark A	\$ 4,315.00	Dunlavey, Philip G	\$ 640.00
Belanger, Tanya M	\$ 13,219.69	Burr, Jillian M	\$ 50,509.50	Czupryna, Joanne C	\$ 36,426.00	Dunn, Lisa M	\$ 49,759.73
Belsito, Susan	\$ 62,943.13	Burton, Colin R	\$ 64,543.80	Dablestein, Shannan K	\$ 24,761.73	Duvarney, Robin R.	\$ 22,708.56
Bennett, Tara B	\$ 102,398.50	Buteau, Jayne E	\$ 51,810.15	Daley, Jeanne M	\$ 41,611.38	Dwight, Jody	\$ 79,971.36
Benoit-Ashby, Linda	\$ 61,060.45	Byrnes, Judith E	\$ 12,846.44	D'Alfonso, Elaine A	\$ 617.50	Dwyer, Alison	\$ 68,043.80
Berard, Bonnie J	\$ 59,160.50	Byron, Christine R	\$ 24,068.34	D'Amato, Carole	\$ 9,866.30	Earl, Holly M	\$ 84,282.35
Bergeron, David J	\$ 67,759.49	Byron, Kayla M	\$ 1,003.40	D'Andrea, Gretchen C	\$ 68,236.38	Ekstrom, Kara L	\$ 56,220.82
Berghuis, Jennie	\$ 321.06	Caffrey, Carol	\$ 32,843.20	Danforth, Ashley L	\$ 138.00	Ellis, Lisa A	\$ 41,660.33
Berkowicz, Walter J	\$ 72,409.74	Cahill, Daniel P	\$ 2,752.80	Danforth, Todd J	\$ 178.00	Emerick, Barbara J	\$ 50,653.36
Bernard, Deborah S	\$ 7,939.45	Cahill, Edward C	\$ 92.00	Darienzo, Jacqueline K	\$ 15,556.18	Emerick, Jonathan	\$ 39,841.19
Bernard, Sheila	\$ 70,890.30	Cahill, Isabelle F	\$ 52.91	Daugherty, Diana L	\$ 60,498.15	Emerick, Peter	\$ 69,224.16
Bernier, Eileen N	\$ 32,989.92	Cahill, Judene	\$ 6,761.69	Dauphin, Suzanne G	\$ 61,177.88	Emerick, Samuel	\$ 3,951.00
Berube-Potter, Louise	\$ 33,949.79	Calarese, Marc	\$ 1,891.00	Davey, Gabrielle C	\$ 18,852.69	Emond, Arthur J	\$ 39,448.56
Bianco, Ralph T	\$ 55,070.45	Campbell, Rosemary	\$ 69,021.26	Davey, Michael	\$ 40,971.22	Erickson, William A	\$ 615.38
Bianco, Renee D	\$ 21,155.76	Campbell-Landini, K J	\$ 62,749.13	Davey, Michelle J	\$ 585.00	Ethier, Cheryl M	\$ 63,312.39

Town Employee Earnings – Fiscal Year 2010

O'Brien, Paula J	\$ 1,121.25	Quintiliani, Helen G	\$ 64,989.84	Sheldon, Kendra J	\$ 10,903.58	Tourangeau, A D	\$ 79,071.34
O'Donnell, Margaret R	\$ 54,387.48	Raeke, Thomas	\$ 46,741.17	Sherman, Benn S	\$ 61,367.41	Tronerud, Jason	\$ 54,387.48
Ohannesian, Daniel J	\$ 65.00	Rancourt, Beth E	\$ 130.00	Sherman, Scott	\$ 57,301.02	Tymrakiewicz, Julian	\$ 229.44
Oliveira, Linda	\$ 14,453.67	Rapoza, Jeanne M	\$ 62,395.68	Silbor, Hurley	\$ 56,833.98	Tymrakiewicz, Wanda	\$ 25,820.99
Oliveri, Christina	\$ 2,575.00	Raymond, John J	\$ 82,281.46	Silbor, Pamela J	\$ 53,038.65	Utakis, David C	\$ 5,041.26
Ostroskey Jr., Peter John	\$ 1,597.61	Raymond, Michael G	\$ 59,340.92	Simonds, Linda H	\$ 54,833.52	Vaidya, Keith G	\$ 9,195.08
Ostroskey, Peter J	\$ 83,232.24	Raymond, Nora J	\$ 27,100.36	Sirois, Marla K	\$ 68,554.80	Vaidya, Kristen M	\$ 3,350.75
Ostroskey, Rebekkah L	\$ 7,555.67	Reardon, Maria S	\$ 14,563.61	Smart, Roberta J	\$ 16,066.65	Vaidya, Neil A	\$ 1,002.03
Ouellette, James	\$ 455.00	Reitblat, Raisa L	\$ 27,575.39	Smith, Jr., Harold J	\$ 1,105.00	Vandal, Brandon M	\$ 9,259.32
Ouillette, John D	\$ 160.00	Remillard, Joan M	\$ 77,464.99	Smith, William R	\$ 750.00	Vanderbrug, Cynthia J	\$ 18,152.50
Ovian, Victoria A	\$ 270.00	Renaud, Catie D	\$ 539.24	Smithson, Andrew	\$ 455.00	VanLingen, Kara	\$ 8,042.14
Pacheco, Ann F	\$ 27,335.39	Rice, Cheryl	\$ 1,143.02	Smoot, Benjamin N	\$ 63,645.65	Vecchione, Ruth E.	\$ 2,197.24
Palmer, Bruce E	\$ 47,926.02	Rice, Julia E	\$ 1,625.00	Smutok, Michael E	\$ 48,327.38	Vogel, Carol L	\$ 17,731.65
Pandolfo, Cathynn	\$ 4,526.46	Rice, Mary T	\$ 11,458.20	Snow, Timothy	\$ 260.00	Waeger, Timothy J	\$ 1,206.66
Paquette, Paul J	\$ 44,881.97	Rice, Peter	\$ 2,013.00	Sousa, Margaret J	\$ 71,506.10	Waite, Sandra	\$ 200.00
Parabicoli, Kristin L	\$ 4,852.97	Rice, Sandra L	\$ 1,356.75	St. Germain Kelly, M	\$ 64,543.80	Walker, Robert D	\$ 431.65
Parker, Catherine A	\$ 1,802.43	Riker, Elizabeth H	\$ 56,265.90	St. Germain, Kelli S	\$ 18,228.51	Wallace, Terri J	\$ 15,744.28
Patrick, Linda	\$ 59,391.99	Robbins, Christine M	\$ 3,408.10	Stankevitz, Patricia A	\$ 56,185.98	Walsh, Nancy A	\$ 19,705.71
Patrinelli, Brian R	\$ 660.00	Robbins, Laura A	\$ 37,377.72	Stanovich, Susan	\$ 137.83	Wante, Garrett J	\$ 1,240.00
Patton, Lynne A	\$ 29,758.19	Robert, Anne M	\$ 38,899.76	Stearns, Sharon A	\$ 244.00	Warner, Victoria A	\$ 391.87
Paul, Robert G	\$ 366.00	Robertson, Jennifer L	\$ 33,949.79	Steele, Kenneth	\$ 4,877.21	Washburn, Laura L	\$ 26,151.79
Penza, Kathleen M	\$ 68,701.26	Robinson, Frederick J	\$ 44,191.91	Stevens, Lisa	\$ 66,808.80	Waterhouse, Iona J	\$ 32,271.90
Peso, Nancy L	\$ 20,165.17	Roche, Gretchen E	\$ 56,444.67	Stevens Jr., Brian	\$ 58,762.19	Watt, Janice E	\$ 65,000.00
Peso, Paul	\$ 2,134.00	Roche, Michelle	\$ 65,606.98	Stockwell Jr, Thomas B	\$ 5,028.75	White, Jeffrey W	\$ 220.00
Peters, Craig J	\$ 1,053.75	Ronan, Pamela J	\$ 690.60	Stratton, Keith D	\$ 3,162.75	White, Susan L	\$ 14,513.72
Petersen, MaryEllen	\$ 5,306.60	Rondeau, Edward J	\$ 8,347.08	Strom, Yvette T	\$ 74.00	Williams, Gail A	\$ 49,194.45
Petrillo, Marsha	\$ 43,696.64	Ropiak, John J	\$ 220.00	Stuczynski Jr, Paul	\$ 80,954.51	Williams, Martha H	\$ 406.00
Petrowicz, Sharon C	\$ 26,254.73	Ross, Sharon J	\$ 53,958.03	Suchanek, Michelle A	\$ 2,150.00	Wilson, Donna M	\$ 260.00
Phillips, Sherry	\$ 22,242.60	Ruscitti, Mary Jane	\$ 4,525.00	Sullivan, Kevin M	\$ 58,970.35	Wilson, Michael	\$ 120,188.87
Picard, Alice M	\$ 94.00	Russell, Kerrie C	\$ 23,994.48	Sullivan, Suzanne M	\$ 23,562.10	Wise III, Russell S	\$ 2,912.00
Plasse, Rebecca	\$ 64,609.26	Russo, Arthur A	\$ 860.00	Svelnis, Mary	\$ 152.00	Wise, Rebecca A	\$ 40,762.76
Poirier, Bruce A	\$ 2,010.00	Sachse, Kristen L	\$ 44,676.27	Sweeney, Anne M	\$ 56,833.98	Wise, Suzanne White	\$ 32,338.42
Poirier, Mary C	\$ 416.69	Saucier, Doris I	\$ 32,764.51	Sweeney, William F	\$ 77,464.99	Wojtowicz, Abigail T	\$ 61.38
Pominville, Justin M	\$ 64,927.47	Sawyer, Deborah	\$ 20,499.06	Sweet, Steven J	\$ 58,716.41	Worden, David	\$ 65,073.20
Pond, Jennifer M	\$ 51,367.91	Sawyer, Donald R	\$ 94,870.10	Swift, Stephen M	\$ 4,988.07	Yargeau, Donna M	\$ 62,872.32
Poulin, Kelly J	\$ 47,525.47	Scagnelli, Maureen	\$ 76,204.28	Szlosek, Michael A	\$ 90,000.04	Yordanopoulos, J M	\$ 55,699.06
Pouliot, Ann J	\$ 2,263.60	Schultzberg, Gary E	\$ 46,746.78	Talling, Linda J	\$ 23,284.89	Young, Debra	\$ 43,050.09
Preservati, Patricia A	\$ 20,957.56	Schultzberg, Jacob M	\$ 2,437.50	Tancrell, Steven	\$ 58,081.91	Young, Jonathan A	\$ 644.74
Prince, Debra	\$ 63,185.86	Scott, Stephen E	\$ 24,023.13	Tanner, Cynthia A	\$ 64,246.87	Youngsma, Betsy H	\$ 16,198.04
Prior, Christine J	\$ 70,576.38	Scott, Timothy D	\$ 10,163.98	Tanson, Wayne D	\$ 61,473.43	Yukna, Pamela L	\$ 65,073.20
Prior, Keith R	\$ 39,097.48	Seagrave, Pamela M	\$ 48,088.52	Taylor, Stephen P	\$ 4,000.00	Zani, Caroline E	\$ 66,604.70
Prior, Steven W	\$ 68,066.52	Senecal, Joan L	\$ 195.00	Tessier, Catherine G	\$ 35,646.00	Zappella, Brian	\$ 65.00
Priore, Susan	\$ 72,062.57	Shaughnessy, Kelly L	\$ 9,747.84	Thayer, Gail A	\$ 25,565.22	Zeneski, Marla S	\$ 50.00
Puckett, Franceen A	\$ 73,727.34	Shaw, Christopher D	\$ 2,818.00	Thomas-Wagar, G L	\$ 33,052.59	Zini, George L	\$ 123,669.29
Puliafico, Amy R	\$ 81,120.00	Shaw, Paula S	\$ 30,457.18	Tognacci, Barbara G	\$ 310.00		

Finance Director

The financial section of the FY 2010 Town Report contains the following schedules: Real Estate, Personal Property, Motor Vehicle Excise Tax and Other Receivables; Real Estate and Personal Property Tax Abatements; Combined Balance Sheet; Departmental Turnbacks; Special Revenue Fund Balances; Grant Fund Balances; Capital Borrowing Fund Balances; Permanent Fund Balances, Agency Fund Balances, General Fund Cash Reconciliation; Revenue

Reconciliation; Budget to Actual General Fund Reconciliation; and the FY 2010 Recap Sheet. We will continue the Town's tradition of presenting detailed financial reporting in the Town Report, as well as to the community on an ongoing basis through the course of public meetings and via the Town website.

Please be advised that I am always happy to answer any questions or concerns regarding the financial detail of the Town Report, about the office or town finances

in general. Please feel free to contact the office or via email at dgenereux@uxbridge-ma.gov.

Respectfully submitted,
David A. Genereux, Finance Director
Treasurer/Collector
Office Staff:

Justin Cole – Town Accountant
Nick Federico – Assistant Town Accountant
Laura Robbins, Ellen Mayo
Lisa Yaroshefski, Jennifer Allen

Real Estate, Personal Property, and Motor Vehicle Excise Tax

	Balance @ 6/30/09	Commit- ments	Abate- ments	Tax Title	Transfers	Refunds	Collections	Deferrals	Adj inc (decr) uncoll	Balance @ 6/30/10
Real Estate Taxes										
1982	178.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	178.85
1983	152.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	152.94
1984	182.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	182.50
1985	190.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	190.00
1986	198.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	198.17
1987	203.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	203.48
1988	211.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	211.84
1989	563.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	563.78
1990	657.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	657.40
1991	680.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	680.68
1992	749.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	749.78
1993	770.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	770.46
1994	788.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	788.98
1995	770.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	770.00
1996	787.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	787.00
1997	2,546.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,546.94
1998	5,033.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,033.44
1999	2,687.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,687.71
2000	2,150.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,150.65
2001	2,339.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,339.78
2002	2,410.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,410.96
2003	1,185.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,185.36
2004	2,766.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,766.53
2005	3,188.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,188.24
2006	3,175.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,175.50
2007	4,584.40	0.00	0.00	0.00	0.00	0.00	(1,447.45)	0.00	0.00	3,116.95
2008	4,428.09	0.00	0.00	(1,250.44)	0.00	0.00	0.00	0.00	0.00	3,177.65
2009	4,399.94	851.90	(38,864.21)	0.00	0.00	38,864.21	(851.90)	0.00	0.00	4,399.94
2010	0.00	19,298,836.06	(122,176.59)	(518,084.86)	0.00	54,855.13	(18,703,591.21)	0.00	(22.96)	9,815.57
Totals	47,963.40	19,299,687.96	(161,040.80)	(519,335.30)	0.00	93,719.34	(18,705,890.56)	0.00	(22.96)	55,081.08

Combined Balance Sheet

	Governmental Fund Types			Proprietary Funds			Fund Type	Group	
	General Fund 1000	SRFG/ Grants Funds 2000-2099	Capital Projects Fund 3000-4000	Ambulance Fund 6520	Water Fund 6500	Sewer Fund 6510	Trust & Agency Funds 5000, 7000-9000	General Long Term Debt	(Memorandum Only)
Assets and Other Debits									
Cash:									
Unrestricted checking	3,422,119	(49,807)	518,935	331,301	1,833,050	1,012,695	685,301		7,753,594
Cash & Investment Market Value									
Restricted savings		3,867,215					997,299		4,864,424
Total cash	3,422,119	3,817,408	518,935	331,301	1,833,050	1,012,695	1,682,599		12,618,918
Taxes and Excises Receivable:									
Personal property taxes receivable	46,458								46,458
Real estate taxes receivable	55,081								55,081
Deferred Real Estate	28,077								28,077
Tax liens	1,391,161								1,391,161
Tax Possessions	172,868								172,868
Excise taxes	324,583								324,583
Total taxes and excises receivable	2,018,227								2,018,227
User Charges, Liens and Assessments:									
Sewer Use and Liens						171,728			171,728
Water Use, Liens, Final, Pipe & Labor					159,769				159,769
Ambulance				190,105					190,105
Sewer Assessment & Assess Added to Tax						171,728			521,602
Total user charges, liens and assessments				190,105	159,769	171,728			
Government Receivables:									
State aid - grants and contracts		54,278							54,278
State aid - SBAB	13,112,610								13,112,610
Total government receivables	13,112,610	54,278							13,166,888
								20,285,000	20,285,000
Amount to provide for payment of debt									
Amount to provide for pymt Capital Lease obligations									
	18,552,956	3,871,686	518,935	521,406	1,992,619	1,164,423	1,682,599	20,285,000	48,609,735
TOTAL ASSETS AND OTHER DEBITS									
Liabilities and Other Credits									
Warrants payable	(1,933,652)	(215,718)	(50,951)	(149,412)	(45,033)	(39,057)	(7,512)		(2,481,334)
Payroll Withholdings							(318,164)		(318,164)
Police off duty detail		(1,040)							(4)
Fire off duty detail		(4)					(367,137)		(367,137)
Other Agency Withholdings									5,982
Other liabilities	(27,262)	(255,141)	288,265						
Deferred revenue									183,584
Real estate and personal property taxes	183,584								(313,179)
Provision for abate. & exempt.	(313,179)								(1,391,161)
Tax liens	(1,391,161)								(172,868)
Tax Possessions	(172,868)								(324,583)
Excise taxes	(324,583)								(171,728)
Sewer Use and Liens					(159,769)	(171,728)			(169,769)
Water Use, Liens, Final, Pipe & Labor				(190,105)					(190,105)
Ambulance									
Sewer Assessment & Assess Added to Tax									(2,539,829)
Due from state				(190,105)	(159,769)	(171,728)			
Total Deferred Revenue	(2,018,227)								
State aid anticipation notes payable									(485,000)
Bond anticipation notes payable			(485,000)					(20,285,000)	(20,285,000)
Long-term bonds									(13,112,610)
School Construction Outstanding -SBAB	(13,112,610)								
Capital Lease Obligations									
TOTAL LIABILITIES AND OTHER CREDITS	(17,091,751)	(471,903)	(267,696)	(339,517)	(204,802)	(210,785)	(892,813)	(20,285,000)	(39,564,256)
Fund equity:									
Fund balance									
Market Value Adjustment				(6,988)					(146,280)
Fund Balance Reserved for Expenditures	(139,292)								
Fund Balance Reserved for Debt Service							(86,040)		(86,040)
Fund Balance Reserved for Overlay Releas									(744,073)
Designated	(308,339)	(49,040)		(3,584)	(266,000)	(119,131)			
Designated for Encumbrances									
Designated for Appropriation									
Emergency snow and ice to be raised	(1,015,575)	(3,350,744)	(251,250)	(171,338)	(1,522,017)	(854,507)	(903,657)		(8,069,086)
Undesignated	(1,461,205)	(3,399,784)	(251,250)	(181,890)	(1,768,017)	(973,638)	(989,697)		(9,045,479)
Total fund equity	(1,461,205)	(3,399,784)	(251,250)	(181,890)	(1,768,017)	(973,638)	(989,697)	(20,285,000)	(48,609,735)
TOTAL LIABILITIES AND FUND BALANCES	(18,552,956)	(3,871,686)	(518,935)	(521,406)	(1,992,619)	(1,164,423)	(1,682,510)	(20,285,000)	(48,609,735)

Special Revenue Fund Balances

VADAR	Proj.	Prgr.	Description	Equity			Revenues				Expenses		OFS/OFU		EFB 6/30/10
				BFB 6/30/09	BFB Adj	Adj FB 7/1/09	Intergov't	Interest	Fees/Charges	Other Rev	Exp	Debt	Transin	TransOut	
2010	SC003000	201	ADULT & CONTINUING ED	\$ 2,650.37		\$ 2,650.37			\$ 19,202.00		\$ 17,993.07				\$ 3,859.30
2030	00000000	000	COMMUNITY ACCESS TELEVISION	\$ 124,231.16	\$ 13.01	\$ 124,244.17			\$ 30.00	\$ 162,280.61	\$ 224,460.04		\$ 389,297.00	\$ 451,394.74	\$ (3.00)
2050	00000000	205	COMMUNITY SCHOOLS	\$ (2,064.40)	\$ 2,064.40	\$ -			\$ 24,799.07		\$ 28,277.63				\$ (3,478.56)
2060	00000000	206	DOG FUND	\$ 44,461.91		\$ 44,461.91			\$ 8,593.00					\$ 7,536.00	\$ 45,518.91
2090	SC085000	209	INSURANCE REIMB OVER \$20K	\$ 46,029.13	\$ 1,476.09	\$ 47,505.22					\$ 13,360.29				\$ 34,144.93
2100	00000000	210	INSURANCE REIMB UNDER \$20K	\$ 18,764.79	\$ 205.95	\$ 18,970.74				\$ 15,570.11	\$ 32,540.85		\$ 7,920.00		\$ 9,920.00
2101	PW001000	210	PAYMENTS IN LIEU OF INSURANCE	\$ -	\$ -	\$ -				\$ 1,153.44	\$ 2,944.40				\$ (1,790.96)
2110	FN101001	256	TECH SUSTAINABILITY	\$ 4,479.52	\$ 12,364.73	\$ 16,844.25				\$ 104,388.94	\$ 18,595.27		\$ 54,538.52		\$ 157,176.44
2111	SC103010	211	LOST BOOK REVOLVING	\$ 5,344.99		\$ 5,344.99				\$ 5,153.58	\$ 958.15				\$ 9,540.42
2112	00000000	211	INDUSTRIAL ARTS	\$ 2,004.78		\$ 2,004.78									\$ 2,004.78
2140	CR001003	214	RECREATION REVOLVING 53D	\$ 18,643.92		\$ 18,643.92			\$ 3,900.00	\$ 2,350.00	\$ 2,444.48				\$ 22,449.44
2150	PL001004	215	POLICE OFF DUTY DETAIL	\$ (1,770.61)		\$ (1,770.61)			\$ 114,446.73		\$ 110,710.00				\$ 1,966.12
2151	FI001004	215	FIRE OFF DUTY DETAIL	\$ 682.55		\$ 682.55			\$ 2,293.50		\$ 2,980.23				\$ (4.18)
2180	SC003013	218	SCHOOL ATHLETICS	\$ 24,828.48	\$ 663.00	\$ 25,491.48			\$ 44,320.00	\$ 25,610.15	\$ 59,992.03				\$ 35,425.60
2182	SC003014	218	STUDENT ACTIVITY	\$ -	\$ -	\$ -			\$ 29,893.50	\$ 2,857.93	\$ 169,349.80				\$ 74,387.30
2190	CS108501	219	SCHOOL CHOICE	\$ 246,811.19	\$ 7,524.00	\$ 254,335.19			\$ 386,426.00		\$ 184,000.88				\$ 456,760.31
2191	00000000	219	SCHOOL CHOICE P&T	\$ -	\$ -	\$ -								\$ 27,323.60	
2200	00000000	220	SCHOOL LUNCH	\$ (4,693.34)	\$ 3,331.95	\$ (1,361.39)			\$ 153,364.77	\$ 493,572.69	\$ 611,289.07				\$ 56,168.93
2210	00000000	221	SCHOOL BUILDING RENTAL	\$ 9,961.66		\$ 9,961.66			\$ 1,120.19		\$ -				\$ 11,081.85
2240	CS108503	224	STATE AID TO LIBRARIES	\$ 16,955.95		\$ 16,955.95			\$ 12,075.81	\$ 1,000.00	\$ 8,572.45		\$ 906.18		\$ 21,459.31
2250	00000000	225	SUMMER SCHOOL	\$ (906.18)		\$ (906.18)									\$ -
2280	00000000	228	WETLANDS PROTECTION	\$ 68,386.05		\$ 68,386.05					\$ 537.00			\$ 10,000.00	\$ 59,616.55
2300	SC003017	230	CHILDCARE	\$ 6,282.21	\$ 50.15	\$ 6,332.36			\$ 296,212.86	\$ 2,465.00	\$ 210,674.91			\$ 89,027.56	\$ 5,307.75
2320	SC003018	230	KINDERGARTEN	\$ 163,335.31		\$ 163,335.31			\$ 124,519.00		\$ 70,944.00				\$ 216,910.31
2321	SC003019	230	PRESCHOOL	\$ 4,611.82	\$ 20.56	\$ 4,632.38			\$ 173,150.99		\$ 141,658.45				\$ 8,433.24
2322	SC003020	230	SPECIAL NEEDS	\$ 13,384.14	\$ 23.32	\$ 13,407.46					\$ 23.32				\$ -
2330	00000000	233	MASS CULTURAL COUNCIL	\$ 9,991.94		\$ 9,991.94					\$ 12,337.74				\$ 10,645.66
2390	00000000	254	MASS HIGHWAY CHPSO	\$ (778.33)	\$ (89,861.69)	\$ (89,042.72)			\$ 12,859.63	\$ 131.83	\$ 12,412.35				\$ (5,003.89)
2400	00000000	256	UXBRIDGE ENVIRONMENTAL REM	\$ -	\$ -	\$ -			\$ 227.68						\$ -
2410	CD009001	241	PERFORMANCE BOND FOR	\$ -	\$ -	\$ -									\$ -
2434	PL001003	257	POLICE DONATIONS	\$ 29,915.92	\$ 1,354.78	\$ 31,270.70					\$ 4,089.16				\$ 30,326.54
2435	FI001003	257	FIRE DONATIONS	\$ 75,922.18		\$ 75,922.18					\$ 7,866.81				\$ 75,946.37
2436	AM001005	258	AMBULANCE DONATIONS	\$ 57,857.80		\$ 57,857.80									\$ 57,857.80
2437	HS001003	257	COA DONATIONS	\$ 21,072.43	\$ 38.00	\$ 21,110.43					\$ 3,401.51				\$ 27,632.14
2438	HC001003	257	CEMETERY DONATIONS	\$ 5,114.41		\$ 5,114.41					\$ 1,570.00				\$ 8,360.61
2470	PL008601	247	POLICE FED. FORFEITURE	\$ 53.03		\$ 53.03					\$ 500.00				\$ 53.03
2471	PL008600	247	POLICE STATE FORFEITURE	\$ 1,309.31		\$ 1,309.31			\$ 229.50						\$ 1,038.81
2500	GG008000	250	STABILIZATION	\$ 405,646.39		\$ 405,646.39			\$ 59,727.25				\$ 1,250,730.50	\$ 475,970.00	\$ 1,240,734.14
2501	GG008001	250	CI STABILIZATION	\$ 2,664.41		\$ 2,664.41									\$ 2,664.41
2510	SC003022	257	ED DONATIONS	\$ 53,055.06	\$ 611.64	\$ 53,666.70					\$ 7,136.33			\$ 32,157.97	\$ 41,914.81
2511	SC003025	258	THAYER ED DONATIONS	\$ 1,486.43		\$ 1,486.43									\$ 1,486.43
2514	SC086002	257	PLAYGROUND MAINTENANCE	\$ 54,017.65		\$ 54,017.65									\$ 54,017.65
2515	SC003021	230	PROJECT INDEPENDENCE	\$ 31,880.00		\$ 31,880.00					\$ 2,007.30				\$ 33,887.30
2531	PW001009	258	ARTHUR TAFT MEMORIAL	\$ 6,502.32		\$ 6,502.32					\$ 41,255.76				\$ 47,758.08
2532	CR001010	257	POUT POND DONATIONS	\$ 210.00		\$ 210.00					\$ 600.00			\$ 6,842.56	\$ 810.00
2660	CD001011	237	DEVELOPMENT REVOLVING	\$ 68,858.26	\$ 3,442.50	\$ 72,300.76					\$ 24,705.93				\$ 96,465.40
2665	CR101017	266	LIBRARY REVOLVING	\$ 4,988.50	\$ 2,806.48	\$ 7,794.98					\$ 12,654.25				\$ 4,505.25
2710	00000000	271	UNEMPLOYMENT COMP	\$ 61,489.63		\$ 61,489.63			\$ 1,024.76		\$ 100,758.64		\$ 225,000.00		\$ 186,755.75

Capital Borrowing Fund Balances

VADAR	Proj.	Prgm	Description	Equity			Revenues				Expenses	EFB 6/30/10
				BFB 6/30/09	BFB Adj	Adj FB 7/1/09	Intergov't	Interest	Fees/Charges	Other Rev	Exp	
3003	SC056003	000	TAFT SCHOOL ROOF	\$ 1,552.44		\$ 1,552.44						\$ 1,552.44
3006	SC056004	000	SCHOOL LAND ACQ. I	\$ 27,677.22		\$ 27,677.22						\$ 27,677.22
3008	PW056005	000	HIGHWAY SIDEWALK TRACTOR	\$ 1,235.66		\$ 1,235.66						\$ 1,235.66
3009	SC066006	000	SCHOOL LAND ACQ. II	\$ 7,185.95		\$ 7,185.95						\$ 7,185.95
3010	SC106007	000	MSBA HIGH SCHOOL	\$ 21,550.73		\$ 21,550.73					\$ 391,225.00	\$ (369,674.27)
4001	WA016008	000	RT16 WATER/SEWER IMRP	\$ 22,269.30		\$ 22,269.30					\$ 2,383.05	\$ 19,886.25
4002	WA076009	000	IMPROV TO MUNICIPAL WATER	\$ 540,631.32	\$ 152,496.91	\$ 693,128.23					\$ 175,053.06	\$ 518,075.17
4500	WW066010	000	WASTEWATER FACILITY	\$ 3,628.12		\$ 3,628.12						\$ 3,628.12
4501	WW076011	000	WASTEWATER ROOF/HVAC REPL	\$ 41,683.09		\$ 41,683.09						\$ 41,683.09
Totals				\$ 667,413.83	\$ 152,496.91	\$ 819,910.74	\$ -	\$ -	\$ -	\$ -	\$ 568,661.11	\$ 251,249.63

Permanent Fund Balances

VADAR	Proj.	Prgm	Description	Equity			Revenues				Expenses	EFB 6/30/10
				BFB 6/30/09	BFB Adj	Adj FB 7/1/09	Intergov't	Interest	Fees/Charges	Other Rev	Exp	
5300	HC008200	000	ALBEE EXP TRUST	\$ 6,129.50		\$ 6,129.50		\$ 117.48				\$ 6,246.98
5301	HC008201	000	OLD CENTER SCHOOL EXP TRUST	\$ 33,605.10		\$ 33,605.10		\$ 643.62			\$ 1,085.00	\$ 33,163.72
5302	HC008202	000	GIEDEIN MOWRY EXP TRUST	\$ 4,424.04		\$ 4,424.04		\$ 72.16			\$ 70.00	\$ 4,426.20
5303	HC008203	000	SOUTHWICK EXP TRUST	\$ 2,841.55		\$ 2,841.55		\$ 53.23			\$ 110.00	\$ 2,784.78
5304	HC008204	000	QUAKER CITY EXP TRUST	\$ 1,079.14		\$ 1,079.14		\$ 52.32			\$ 210.00	\$ 921.46
5305	HC008205	000	JB BANCROFT EXP TRUST	\$ 2,864.52		\$ 2,864.52		\$ 51.09				\$ 2,915.61
5400	SC008206	000	ANDREWS EXP TRUST	\$ 137,994.42	\$ 4,809.63	\$ 142,804.05		\$ 2,338.83		\$ 63,852.78	\$ 22,321.79	\$ 186,673.87
5401	GG008207	000	MARY GOLDTHWAITE EXP TRUST	\$ 52,595.13		\$ 52,595.13		\$ 1,316.28			\$ 3,000.00	\$ 50,911.41
5402	GG008208	000	E. THAYER EXP TRUST	\$ 12,048.07		\$ 12,048.07		\$ 1,239.26				\$ 13,287.33
5403	HS008209	000	CHARLES MATTHEWS EXP TRUST	\$ 14,236.30		\$ 14,236.30		\$ 354.74			\$ 507.21	\$ 14,083.83
5404	CR008210	000	J. THAYER LIBRARY EXP TRUST	\$ 568,788.04		\$ 568,788.04		\$ 18,156.13				\$ 586,944.17
8510	00000000	251	EDUCATION AND SCH TRUST	\$ 278.24	\$ -	\$ 278.24		\$ 4.56				\$ 282.80
Totals				\$ 836,884.05	\$ 4,809.63	\$ 841,693.68	\$ -	\$ 24,399.70	\$ -	\$ 63,852.78	\$ 27,304.00	\$ 902,642.16

General Fund Cash Reconciliation

Total Treasurer's Cash and Investments (6/30 quarterly report) \$ 10,471,940

Other trust funds not in custody of Treasurer 591,944

Total Cash and Investments 11,063,884

Accountant's/Auditor's Cash and Investments (per balance sheet)

General Fund \$ 2,940,499

Special Revenue Funds 4,299,029

Capital Projects Funds 518,935

Enterprise Funds 3,177,046

Trust and Agency Funds 1,682,509

Total per general ledger \$ 12,618,018

Reconciling Items (specify)

Warrants Payable \$ -1,554,091

Petty Cash

Pending Check Void -43

Total Adjusted Accountant's/Auditor's Cash and Investments \$ 11,063,884

Variance (explain) \$ 0

Budget to Actual General Fund Reconciliation

	May09 ATM-0100	May09 ATM Spec Art	Reserve Fund	Nov09 ATM-0100	Recap FY10	May10 ATM	Ch.44 a.33B	FY10 Allocation
114 MODERATOR	\$							\$
121 BOS SALARY	\$	18,070.00				\$	234.00	\$ 18,304.00
122 BOS EXPENSE	\$	2,300.00				\$	(234.00)	\$ 2,066.00
123 BOS CAPITAL OUTLAY	\$	-						\$
123 TM SALARY	\$	108,416.00				\$	90.00	\$ 108,506.00
123 TM EXPENSE	\$	22,300.00				\$	(90.00)	\$ 22,210.00
123 TM CAPITAL OUTLAY	\$	-						\$
131 FINANCE COMMITTEE	\$	500.00						\$ 500.00
132 RESERVE FUND	\$	80,000.00	\$ (89,733.53)	\$ (5,000.00)				\$ 5,285.47
135 TA SALARY	\$	87,183.00		\$ (600.00)		\$	(9,000.00)	\$ 77,583.00
135 TA EXPENSE	\$	1,500.00		\$ 600.00				\$ 2,100.00
135 AUDITOR	\$	35,600.00						\$ 35,600.00
141 BOS SALARY	\$	95,084.00		\$		\$	81,311.00	\$ 16,395.00
141 BOS EXPENSE	\$	16,395.00						\$
142 TRENNIAL REVALUATION	\$	-						\$
145 TC SALARY	\$	208,125.00		\$		\$	10,900.00	\$ 185,190.00
145 TC EXPENSE	\$	33,530.00		\$ (33,435.00)				\$ 33,530.00
151 TOWN COUNSEL	\$	50,000.00	\$ 3,777.50			\$	(18,800.00)	\$ 38,977.50
155 COMPUTER	\$	38,000.00		\$		\$		\$ 48,431.00
158 TAX TITLE	\$	10,888.00			\$	\$	(1,500.00)	\$ 44,388.00
161 CLERK SALARY	\$	84,545.00		\$		\$	79,207.00	\$ 2,700.00
161 CLERK EXPENSE	\$	2,700.00						\$
162 ELECTIONS SALARY	\$	5,000.00				\$	2,800.00	\$ 15,117.00
162 ELECTIONS EXPENSE	\$	13,870.00		\$		\$	14,000.00	\$ 27,870.00
171 CONSERVATION SALARY	\$	18,278.00						\$ 18,278.00
171 CONSERVATION EXPENSE	\$	1,032.00						\$ 1,032.00
175 PLANNING SALARY	\$	18,648.00				\$	(1,720.00)	\$ 16,928.00
175 PLANNING EXPENSE	\$	7,303.00				\$	1,720.00	\$ 9,023.00
178 ZBA SALARY	\$	700.00						\$ 700.00
178 ZBA EXPENSE	\$	1,825.00						\$ 1,825.00
182 ECONOMIC DEVELOPMENT	\$	-						\$
182 TOWN HALL SALARY	\$	10,000.00						\$ 10,000.00
182 TOWN HALL EXPENSE	\$	64,800.00				\$	(600.00)	\$ 64,300.00
185 TOWN REPORTS	\$	4,500.00						\$ 4,500.00
187 LIGHTING U.S. FLAG	\$	1,200.00						\$ 1,200.00
198 BLANCHARD SCHOOL	\$	3,580.00	\$ 521.91			\$	600.00	\$ 4,701.91
200 POLICE SALARY	\$	1,488,220.00		\$		\$		\$ 1,424,035.00
210 POLICE EXPENSE	\$	132,665.00		\$		\$	(6,000.00)	\$ 144,445.00
220 FIRE SALARY	\$	436,448.00						\$ 436,448.00
220 FIRE EXPENSE	\$	64,354.00		\$		\$	(6,000.00)	\$ 62,854.00
221 FOREST FIRE	\$	2,000.00						\$ 2,000.00
241 BUILDING SALARY	\$	55,247.00						\$ 55,247.00
241 BUILDING EXPENSE	\$	3,394.00						\$ 3,394.00
243 PLUMBING SALARY	\$	16,000.00						\$ 16,000.00
243 PLUMBING EXPENSE	\$	950.00						\$ 950.00
244 WEIGHTS AND MEASURES	\$	2,500.00						\$ 2,500.00
245 ELECTRICAL SALARY	\$	16,000.00						\$ 16,000.00
245 ELECTRICAL EXPENSE	\$	990.00						\$ 990.00
291 CIVIL DEFENSE	\$	97.00						\$ 97.00
292 AGO SALARY	\$	31,767.00	\$ 200.00					\$ 31,967.00
292 AGO EXPENSE	\$	6,691.00						\$ 6,691.00
294 TREE WARDEN SALARY	\$	-						\$
294 TREE WARDEN EXPENSE	\$	-						\$

Reserve Fund Transfers

			FY2009 - \$84,825.00		
Date	Department	Dept #	Amount	RF Bal	COMMENTS
7/1/09			\$ (80,000.00)	\$ 80,000.00	
11/17/09	ATM Nov09 Art6		\$ 5,000.00	\$ 75,000.00	FY10 Budget Ammendments
1/20/10	Veterans	543	\$ 45,000.00	\$ 30,000.00	Veterans Benefits
3/24/10	Police	210	\$ 3,800.00	\$ 26,200.00	Transmission Replacement
6/27/10	Blanchard	198	\$ 521.91	\$ 25,678.09	Fire Control Panel Repairs
6/27/10	Legal Services	151	\$ 3,777.50	\$ 21,900.59	Labor Consulation
6/27/10	MIS	155	\$ 11,000.00	\$ 10,900.59	Town Hall Server Replacement
6/27/10	Fire	220	\$ 4,500.00	\$ 6,400.59	Temp Vehicle Acquisition
6/27/10	Worcester Regional	911	\$ 934.12	\$ 5,466.47	Additional Assessment
6/27/10	Animal Control	292	\$ 200.00	\$ 5,266.47	Equipment replacement

2500 Stabilization

Date	Transfer In	Transfer Out	Comments	ATM Reference
11/17/09	\$ 1,082,965.00		Free Cash Transfer	Article 4
11/17/09		\$ 80,000.00	Unemployment Fund	Article 7 - 4
11/17/09		\$ 62,955.00	Police Vehicles	Article 14
5/11/10		\$ 82,415.00	Snow/Ice budget Deficit	Article 2 B-1
5/11/10		\$ 13,453.00	COA Van closeout	Article 2 B-2
5/11/10		\$ 130,000.00	Unemployment Fund	Article 2 B-3

Borrowing

Date	Borrowing Recision	Borrowing Authorization	Comments	ATM Reference
6/19/10		\$ 43,050,000.00	Debt Exclusion - New High School	STM 6/19 Art 1
6/19/10		\$ 110,000.00	Capital Exclusion - Bridge Study	STM 6/19 Art 2

Other Transfers

Date	From	To	Amount	ATM Reference	Comments
11/17/09	Free Cash	Water Enterprise	\$ 292,279.00	FATM Art 2	MBTE Transfer
11/17/09	Free Cash	Cable RRFA	\$ 389,297.00	FATM Art 3	Cable Transfer

Tax Rate Recap – continued

	(a) Actual Receipts Fiscal 2010	(b) Estimated Receipts Fiscal 2011
=> 1 MOTOR VEHICLE EXCISE	1,443,581.00	1,445,000.00
=> 2 OTHER EXCISE	0.00	0.00
=> 3 PENALTIES AND INTEREST ON TAXES AND EXCISES	132,132.00	125,000.00
=> 4 PAYMENTS IN LIEU OF TAXES	30,918.00	0.00
5 CHARGES FOR SERVICES - WATER	0.00	0.00
6 CHARGES FOR SERVICES - SEWER	0.00	0.00
7 CHARGES FOR SERVICES - HOSPITAL	0.00	0.00
8 CHARGES FOR SERVICES - TRASH DISPOSAL	0.00	0.00
9 OTHER CHARGES FOR SERVICES	4,669.00	0.00
10 FEES	80,788.00	80,000.00
11 RENTALS	3,500.00	3,500.00
12 DEPARTMENTAL REVENUE - SCHOOLS	0.00	0.00
13 DEPARTMENTAL REVENUE - LIBRARIES	0.00	0.00
14 DEPARTMENTAL REVENUE - CEMETERIES	0.00	0.00
15 DEPARTMENTAL REVENUE - RECREATION	0.00	0.00
16 OTHER DEPARTMENTAL REVENUE	0.00	0.00
17 LICENSES AND PERMITS	112,602.00	110,000.00
18 SPECIAL ASSESSMENTS	0.00	0.00
=> 19 FINES AND FORFEITS	101,516.00	100,000.00
=> 20 INVESTMENT INCOME	21,530.00	21,000.00
=> 21 MISCELLANEOUS RECURRING (PLEASE SPECIFY)	251,665.00	237,700.00
22 MISCELLANEOUS NON-RECURRING (PLEASE SPECIFY)	49,585.00	49,585.00
23 TOTALS	\$ 2,232,486.00	\$ 2,171,785.00

APPROPRIATIONS							AUTHORIZATIONS	
							MEMO ONLY	
City / Town Council or Town Meeting Dates	FY*	(a) Total Appropriations of Each Meeting	(b) ** From Raise and Appropriate	(c) From Free Cash See B-1	(d) From Other Available Funds See B-2	(e) From Offset Receipts (See A-1), Enterprise Funds (See A-2), or Community Preservation Fund (See A-4)	(f) *** Revolving Funds (See A-3)	(g) Borrowing Authorization
05/11/2010	2011	36,250,081.00	32,537,578.00	0.00	1,633,818.00	2,078,685.00	24,000.00	0.00
06/19/2010	2010	110,000.00	110,000.00	0.00	0.00	0.00	0.00	43,050,000.00
11/16/2010	2011	589,075.47	-174,132.00	613,019.00	132,688.47	17,500.00	0.00	300,000.00
Totals		36,949,156.47	32,473,446.00	613,019.00	1,766,506.47	2,096,185.00		
		Must Equal Cols. (b) thru (e)						

ate enforcement actions when necessary to obtain code compliance.

Residential

Total of 143 residential permits were issued for residential new construction and renovations.

Total fees collected Residential \$ 8,587

Commercial

Total of 45 were commercial permits were issued for commercial new construction and renovations.

Total fees collected Commercial \$ 3,808

Total Fees collected \$ 12,395

All Electrical work was inspected and approved or corrected for approval according to the NEC and the Commonwealth of Massachusetts.

Respectfully submitted,
Romeo Ethier, Inspector of Wires

Plumbing & Gas Inspector

The mission of the Plumbing Inspection Division is to contribute to the protection of the public through the enforcement of plumbing codes.

DESCRIPTION OF SERVICES

The Plumbing Inspector enforces State plumbing and mechanical codes. Many of the functions of the Division are mandated by the Commonwealth of Massachusetts, including enforcement and implementation of the code. Staff issue permits, inspect construction sites, and initiate enforcement actions when necessary to obtain code compliance.

There were 119 Plumbing Permits issued during the Fiscal year 2010.

Residential

Total of 96 residential permits were issued for residential new construction and renovations.

Total fees collected Residential \$ 7,819

Commercial

Total of 23 commercial permits were issued for commercial new construction and renovations.

Total fees collected Commercial \$ 1,923

Total Plumbing fees \$ 9,742.00

There were 126 Gas permits issued during the Fiscal year 2010.

Residential

Total of 120 residential permits were issued for residential new construction and renovations.

Total fees collected Residential \$ 4,535

Commercial

Total of 6 commercial permits were issued for commercial new construction and renovations.

Total fees collected Commercial \$ 714

Total Gas fees \$ 5,249.00

Total Gas & Plumbing Fees Collected \$14,991

All Plumbing and Gas work was inspected and approved or corrected and re-inspected for approval according to the Commonwealth of Massachusetts.

Respectfully submitted,
Peter Harper
Plumbing & Gas Inspector

Conservation Commission

The Conservation Commission is the governing body charged with the protection of Uxbridge's natural resources. The Commission also advises other municipal officials and boards on conservation issues. As required by law, every municipality in Massachusetts has a Conservation Commission. The enabling legislation that allows for the formation and operation of the Conservation Commission is called the Conservation Commission Act (MGL C.40 §8c).

As the municipal focal point for environmental protection, Conservation Commissions were given responsibility in 1972 for administering the Massachusetts Wetlands Protection Act (MGL C.131 § 40). Under this Act, the Commission reviews applications to do work in and near wetlands, flood plains, banks, river front areas,

beaches and surface waters. The Commission oversees approved projects in or near these resource areas and also carries out enforcement duties where the Wetlands Protection Act is being violated.

The Conservation Commission meets the first and third Monday of every month, at 7:00 P.M. in the Town Hall. Meetings are open to the public and all are invited and encouraged to attend. The Uxbridge Conservation Commission is a group of up to seven volunteers with a diverse background of skills and interests. The members of the Commission serve three year terms, and are appointed by the Town Manager. The tasks of the Commission require a great deal of study, learning and thought by its members, who become expert only by patience and work.

The Commission also undertakes the planning, acquisition and management of open space for passive use, creation of open space and recreation plans, and encouraging and monitoring conservation and agricultural preservation restrictions. The Conservation Commission has the authority to adopt rules and regulations for the use of conservation land. These regulations have the full force of law.

In FY 2010, the Commission deliberated on numerous applications for work in or near wetlands. During FY 2010, the Conservation Commission accomplished the following: reviewed 11 NOI (Notice of Intent) Plans including issuing Orders of Conditions for a variety of these projects; reviewed 7 Certificate of Compliance applications; reviewed 9 RDA's (Requests for Determination of Applicability) for various small or nonintrusive projects such as small home additions and paving of driveways; reviewed 6 applications for an Extension of the Order of Conditions; reviewed 1 application for a ANRAD (Abbreviated Notice of Resource Area Delineation); reviewed 2 applications for Special Permits and reviewed 1 Emergency Certifications.

The Commission is thankful for the many volunteers who help us manage our most-visited conservation areas, Pout Pond and Legg Farm. Volunteers have continued to maintain the beach and structures at Pout Pond Conservation Area. Volunteers also patrol and maintain trails.

and students, the Town of Uxbridge was able to successfully hold 7 H1N1 clinics between November and February.

It was overwhelming to see the number of volunteers who came forward in this effort. It would not have been possible to provide these services to the community without them.

The Town of Uxbridge is fortunate to have this caliber of people willing to serve their community.

We extend special thanks to the school department, who allowed us the use of their facilities for the clinics, and their nursing staff, who played an integral part in coordinating this campaign.

Thank you each and every one! It was a pleasure to serve alongside you.

The Board sadly accepted a resignation/retirement notification from Thomas Rice, who left his post as Vice Chairman of the Board of Health. "Tim" had been with this Board on and off since the 1970's and has also held positions with other town Boards. We were told if we wanted an exact year of appointment, for Tim, someone would need to begin reading the yearly reports as nothing is officially recorded elsewhere.

Susan Smith resigned her position as Chairman of the Board on February 1, 2010 after 11 years. She kept involved in the everyday business of the Board and fought to keep essential positions such as Health Agent filled. She was involved with the Hand Washing Program, Recycling Days, Cancer Awareness, PAYT, the Emergency Dispensing Site Planning and more.

These are two extraordinary people who gave considerable time to the Board of Health whether conducting research on or implementing and updating regulations as needs arose; or while in the field investigating complaints, performing inspections or, on behalf of the Town, appearing in court.

They were well liked by their constituents and, obviously, always did much more than their part to keep the Uxbridge Board of Health afloat.

They are sadly missed and we wish them happiness and success in their pursuits.

Term of Office:

- Susan A. Smith, Chairman
2008-2011 (resigned February 2010)

- James F. Smith, Member
2009-2012 (appointed)
 - Dr. Arvin Glicksman, Member
2009-2010 (term ended May 2010)
 - Peter Baghdasarian, Member
2010-2011 (elected May 25, 2010)
 - Wayne Tucker, Member 2010-2013
(elected May 25, 2010)
 - Dr. Charles Lutton, Medical Director
- Respectfully submitted,
James F. Smith, Chairman**

Planning Board

The Planning Board is responsible for administering many provisions of the Uxbridge Zoning Bylaws and Subdivision Rules and Regulations. The Planning Board reviews and endorses or denies plans requiring a determination that the Subdivision Control Law does not apply, also known as Approval Not Required or ANR Plans. The Planning Board also reviews Preliminary Subdivision Plans, Definitive Subdivision Plans and certain Special Permit proposals. The Planning Board also reviews and issues reports regarding various proposals to Town Meeting. The Planning Board facilitates various planning efforts and work toward coordinated and sustainable development patterns.

The Planning Board meets the second and fourth Wednesday of every month, at 7:00 P.M. in the Town Hall. Meetings are open to the public and all are invited and encouraged to attend.

At a regular scheduled meeting on December 9, 2009, Chairman Charles Lutton requested a moment of silence for the passing of Planning Board member Stanley Stefanick who passed away on Friday, November 20, 2009.

At a regular scheduled meeting on June 23, 2009, Chairman Lutton expressed gratitude and sincere thanks from the Town of Uxbridge and the Uxbridge Planning Board to Vice-Chair Bernier for all the hard work she has done in the past 6+ years. Vice-Chair Bernier felt that it has been a pleasure to be a part of the Uxbridge Planning Board and will certainly stay involved with the Town.

During FY 2010, the Planning Board accomplished the following: reviewed six (6)

ANR (Approval Not Required) applications; reviewed one (1) Special Permit application (requested extension); reviewed three (3) Modifications applications; reviewed five (5) Definitive Plan Approval applications (two are still pending).

On July 30, 2010, Governor Deval Patrick voted and signed "The Permit Extension Act". The Permit Extension Act was created by Section 173 of Chapter 240 of the Acts of 2010. The purpose of this act is to promote job growth and long-term economic recovery and the Permit Extension Act furthers this purpose by establishing an automatic two-year extension to certain permits and licenses concerning the use or development of real property. With limited exceptions, the Act automatically extends, for two years beyond its otherwise applicable expiration date, any permit or approval that was "in effect or existences" during the qualifying period beginning on August 15, 2008 and extending through August 15, 2010. The new expiration date is two (2) years from the date that otherwise marked the end of the lawful term of the permit or approval.

During FY 2010, there were five (5) roads accepted by Town Meeting. Arbor Road (Arbor Estates subdivision), Connor Pass and Dunny Cove Lane (both of Edgewater Place Estates subdivision) and Crown and Eagle Road; the acceptance reflected completion of these subdivision projects.

Pursuant to the General Laws of Massachusetts, the Planning Board also reviewed seven (7) Town Meeting warrant articles to amend the following articles: Amend Section 400-39 Bernat Mill Historic Overlay District; Amend Board of Health Regulations and Zoning Bylaws (by adding Life Science Technology guidelines); Amend the Zoning Bylaws (to add the following: (1) in zones R-A, R-B, R-C the "retreat lots"); Amend the Zoning Bylaws, Sections IX, Section 400-B, Section 400-50E, Article X Definitions and Revise Appendix A Table of Use Regulations all for the FATM November 17, 2009; To Request to Open the Dirt Bike Track Motocross Park for the Special Town Meeting on March 30, 2010; and Zoning Bylaws to Adopt Life Science and Life Science Technology; Zoning Bylaw

vehicles. This is the first water tanker in the department history that was designed and professionally built for the purpose. This will provide us with many years of service and improve our safety and effectiveness when working in the areas of town that do not have municipal water service available for firefighting.

In conjunction with the arrival of Tanker #1 we revamped our driver training program. Based on the National Fire Protection Association standards and programs sponsored by the Volunteer Firefighter's Insurance Services and Massachusetts Interlocal Insurance Association this new program combines classroom sessions on pumps and hydraulics, standard operating procedures and pump theory with practical training on vehicle inspection, operation and maintenance. All operators are now performing skills assessments on an annual basis after completing training to be authorized to operate apparatus.

We are also pleased to report that the retrofit of the Department of Defense Surplus truck received last year is complete and Forestry #1 is now in service. This vehicle replaces a 1977 truck and re-used much of the older vehicle equipment. Department members worked with local vendors to assemble a well thought out unit that will serve us well into the future and that saved a significant amount of money. Thanks to all that worked so hard on this project and in particular to Firefighter Rick Nedder for his efforts.

Regrettably, Engine #5 has experienced significant mechanical failure and was taken out of service in April 2010. We have worked with the Board of Selectmen, Town Manager and Finance Committee to acquire a temporary replacement vehicle to carry the rescue equipment that Engine #5 is equipped with. Engine #4 is a 1984 International/Ranger pumper that was purchased from Bulldog Fire Apparatus in June 2010. We anticipate using this as the rescue truck while specifications are developed and funding is identified at a future town meeting in order to purchase a more permanent solution.

Over the past year we have seen an increase in incidents involving alternative heating devices and highlighting the im-

portance of early detection and notification to occupants of dangerous conditions. The current economic conditions are influencing the use of portable heating devices and increased use of solid fuel burning devices like wood stoves and pellet stoves. We encourage you to follow regular maintenance schedules on all heating equipment to minimize the risk of fire or release of combustion products into inhabited spaces that can lead to illness or injury from exposure. Installation and maintenance of smoke and carbon monoxide detectors in homes is critical in alerting occupants of any problems that might put you in danger. Please check you batteries and test systems regularly. When an alarm sounds, call 9-1-1 and move to a safe location.

Lastly, thank you and congratulations to the men and women of Uxbridge Fire/EMS for the outstanding performance over this past year. Each member has put extraordinary effort into the programs and projects that have and continue to make our community safer! They are a dedicated and hard working team that can accomplish anything as they have demonstrated over and over.

Many thanks to all who were so generous and supportive!

STATISTICAL DATA

Responses:

Total Incidents	1839
Total EMS patients	1498
Total Patients transported	1173
Advanced Life Support incidents	1069

Categories:

Fire/Explosion	48
Overpressure/Rupture	7
Rescue Call	1463
Hazardous condition	42
Service Call	79
Good Intent Call	68
False Call	127
Severe Weather	3
Special Type/Inves	2

Permits:

Total permits issued	1452
Alarm installation	2
Alarm modification	4
Blasting	4
Open air burning	1291

Propane for Sale/Exchange	5
Storage of explosive materials	3
General permits	2
Live entertainment (temporary)	8
Propane installation/storage	36
Maintain storage tank facility	5
Install oil burner/store fuel oil	68
Sprinkler system modification	4
Tank removal and disposal	14
Transport combustible liquids	4
Unvented gas heater	2

Respectfully submitted,
Chief Peter Ostroskey

Police Department

The Police Department would like to first thank all the Departments and Department Heads for assisting us in our continuing mission of providing public safety services to citizens..

During the past year the department has continued to make adjustments in order to keep pace in this ever changing world and attempt to adjust to the looming budget cuts while trying to minimize reductions in service.

The Police Department, as in the past, continued to work during fiscal year 2010 to increase seat belt use with the assistance of grants from the Governor, A&S Highway Safety Council. All studies show seat belt use greatly reduces death and injury as a result of motor vehicle crashes. The percentage of person using seatbelt in town was about 63% based on surveys done out in the community. This is still much lower than the state and national average.

Traffic Enforcement is a serious concern for your Police Department. 80% of traffic fatalities occur within 25 miles of home and at a speed less than 40 miles an hour. Your air bag inflates up to 200 mph and can seriously injure unbelted drivers and passengers. Speeding impacts your wallet. Driving 20 mph over the speed limit is a \$175 ticket, plus a surcharge on your car insurance for up to six years.

The Food Pantry continued in its 14th year and has helped to serve the people of our community. The Uxbridge Police Department still serves as the emergency contact number. The pantry has assisted in providing many Thanksgiving and Christmas meals over the past three years. The food pantry works in conjunction with the interagency group that meets at the Police Department meeting room once a month.

As always, the Police Department has an open door policy, seven days a week twenty-four hours a day. We encourage our residents to stop in anytime to visit or to tour our facility.

**Respectfully submitted,
Scott J. Freitas, Chief of Police**

Public Safety Committee

The Public Safety Committee is appointed by the Town Manager and is responsible for review of submittals by the public, Town Officials and Departments relative to public safety concerns or issues. The Committee makes recommendations and referrals as indicated by the issue and information gathered in the process. The committee meets on the first Thursday of each month at Police Headquarters.

Several issues were considered over the period covered by this report. Among them we:

- Reviewed applications for use of the Town Common for traffic impact;
- Reviewed sign policies and criteria for recommendation to the Board of Selectmen;
- Reviewed parade routes and applications to the Massachusetts Executive Office of Transportation;
- Reviewed proposed street names for new streets and provided recommendations to the Board of Selectmen;
- Reviewed a number of sign requests and made recommendations to the Board of Selectmen or applicant as indicated.

We thank all who participated in these efforts and appreciate the assistance and cooperation.

**Respectfully submitted,
Public Safety Committee**

Emergency Management

The Office of Emergency Management for the town of Uxbridge has served to facilitate training, information and planning with several agencies regarding School Safety, Pandemic Planning, Flood Mitigation, Citizen Volunteers (CERT) and compliance with National Incident Management Response Plan.

Fortunately, we have not been subject to any catastrophic events during this time period. Along with preplanned exercises, our agency has been active in acquiring certification from the American Red Cross for Sheltering within our public facilities and from the Department of Homeland Security, a trailer equipped with cots blankets and support accessories to address the needs of up to 300 people.

Our CERT team which has been a major focus within our program has continued to develop and I would like to thank them all for their commitment and dedication towards the effort.

The Uxbridge CERT mission is to provide the Town of Uxbridge with additional resources to complement, augment, and support plans for emergency and disaster preparedness, mitigation/prevention, and execution when needed. The mission also includes raising emergency awareness throughout the Town, furthering the process of citizens understanding their responsibility in preparing for disaster and increasing their ability to safely help themselves, their family, and their neighbors. To join, you must pick up and submit an application at the Police Station at 275 Douglas St.

**Respectfully submitted,
Peter B. Emerick Director of
Emergency Management
William L. Oncay
Uxbridge CERT Leader**

Uxbridge Community Television

Uxbridge Community Television is the local PEG Access television station for the town of Uxbridge. The station covers a wide variety of events to be broadcasted on the three local channels. The

three channels are for Government, Public and Educational programming. Funding for this department is derived from fees collected by Charter Communications from the cable subscribers. At the present time we have approximately 4200 cable subscribers in the town of Uxbridge.

In the fiscal year of 2010, the department requested a budget of \$145,312.06. These funds were used for operating expenses including salaries for two full time employees, rent and other related expenses. During the Fall Town Meeting we requested an additional \$116,000 for a Studio Build out Project at the High School. These funds were utilized to build a studio, control room and a computer lab at the high school. Additional equipment was also purchased to outfit the studio with a light grid.

This space would be a shared facility for the school district and the community to utilize for producing programming for the community. There are presently classes offered to students at the high school. Middle school students are also offered an opportunity through the After School Program. The studio is available to the community through training programs offered by UCTV.

We are also offering live streaming of Government meetings on our website, uxbridgetv.org. The goal is also to have meetings archived for our viewing community.

Any resident, or organization, that is interested in producing or learning how to produce programming, should contact the studio. Classes are offered throughout the year and individual training is also available by calling 508-498-9473 or email at bgiles@uxbridge-ma.gov.

**Respectfully submitted,
Barry Giles, Program Coordinator
Uxbridge Community Television**

Department of Public Works

The mission of the Department of Public Works (DPW) is to maintain the Town's water, wastewater, traffic systems and recreational facilities for the protection of the public's safety and improvement

The FY09 Council on Aging Board is comprised of eleven members: Daniel Baker, Chairman, Linda Roberts, Vice Chairman, Karen Albright and Faye McCloskey, Co-Secretaries, Donna Oncay, Joan Remillard, Chris Walkiewicz, Marie Potter, Cathy R. Maney, Robert Gondek, and John McQuade, honorary member.

Our staff is comprised of four individuals: The Director, Marsha Petrillo, works full time M-F from 8:30 am to 5:00 pm. Our transportation coordinator, Susan White, works 19 hours per week; Monday - Thursday from 8:00 am to 12:00 noon and on Fridays from 8:00 am to 11:00 am. Our outreach coordinator works 15 hours per week. Our van driver works 19 hours per week. Richard Moran, of C & D Cleaning Service, provides 15 weekly hours of custodial service at the Senior Center.

The following list represents our daily programs and services:

- Daily Hot Lunch Program Monday – Friday
- Meals on Wheels to the homebound
- Monthly "Lunch n Learn" topics of interest with an emphasis on preventative care
- Musical luncheons every Thursday and Friday by Richard Colahan – Uxbridge volunteer
- SHINE counselor on staff
- Round Trip Transportation to medical appointments
- Round Trip Transportation to Hannaford Market for grocery shopping on Tuesdays and Wednesdays
- Round Trip Transportation to Wal-Mart for shopping the first Thursday of every month
- Special holiday trips and outings
- Local Senior Work Off Program
- Notary Public Services
- Fuel Assistance application preparation (SMOC)
- AARP Tax Assistance with a focus on Circuit Breaker Tax Credits for Senior Citizens
- Prescription Advantage and Medicare Part D application assistance
- Social Security, Medicare and Medicaid Assistance
- Fallon Representative - once per month by appointment

- VNA Blood Pressure Clinics & Podiatry Clinics (bi-monthly) and Annual Flu Shots
- Partnership with Uxbridge People First Food Pantry – Denise Mussulli
- Free Yoga Classes every Thursday 3:30-4:30 PM
- Senior Citizens Club meets the 2nd and 4th Wednesday of each month – \$10 yearly dues.
- Free Computer Classes every Friday 3-4 pm – Offered by Nipmuc Friends of Seniors

Outreach statistics are as follows:

Office Visits	598
SMOC Fuel Assistance	185
Referral Calls & Fact Finding	1612
SHINE Appointments	230
AARP Tax Help	102

The following statistics represent the number of individuals using our transportation services, meals on wheels, daily congregate lunch and attendance at our various programs:

Van Transportation – round trips	5,200
Medical Transportation – round trips	1,440
Meals on Wheels – delivered	19,705
Congregate Meals Served – at the Senior Center	5,167
Phone Calls In & Out	9,487
Overall Attendance	9,429

The Uxbridge Senior Center is a certified SMOC fuel assistance in-take site for local residents in need of assistance with their heating bills. Last winter, 138 households received fuel assistance through our office at the Senior Center. In total, our community fuel assistance benefit amounted to \$127,716.53; with an average household receiving \$925.48.

The Senior Center serves as a very important link between the community and local governmental departments. We work in partnership with the Police Department, Fire Department, the DPW, Board of Health, Veteran's Agent, the Assessors Office, Town Clerk and the Treasurer/Collector's Office.

This report marks the 25th year of our partnership with Tri-Valley, Inc., a private non-profit agency providing information, referrals, and care management services in Central Massachusetts. Tri Valley, Inc.,

is administered by an Executive Director and a salaried staff and is assisted by over 900 volunteers. We are happy and honored to announce our Senior Center was, once again, deemed Tri Valley's number one meal site with the highest attendance at our congregate meal program in FY 10.

The Senior Citizen Property Tax Work-Off Program is administered through the Senior Center. The program allows fifteen (15) eligible senior citizens to work off \$500 from their property tax bills. You must be 60 years of age or older, the legal owner of your home, and a local taxpayer for at least one year to participate in the work-off program.

The Senior Center served over 100 Uxbridge residents by way of our free AARP Income Tax Help this tax season. The total amount of savings earned from the Circuit Breaker tax credit for Uxbridge residents was approximately \$19,200. It is estimated that 24 of the 100 individuals served received a benefit of approximately \$800 from their Circuit Breaker state tax filing. The Circuit Breaker Tax Credit is for senior homeowners and renters who meet income limits and other eligibility requirements.

The Senior Center is the product of many helping hands and steadfast hearts. Marie Potter and Jean Patrick plant seeds of kindness wherever they go; we thank you both for taking time to dig out our old shrubs and replace them with colorful new plantings and for maintaining our gardens throughout the year. We thank Dick Moran of C&D Cleaning for going beyond the scope of his custodial contract, to set up for our parties, break down afterwards and for the weekly shuffling of chairs all year long. Thanks, too, for plowing when needed and for shoveling and sanding for us. We are extremely grateful to Marilyn Jones, our faithful Yoga instructor, for all the generous volunteer hours she gives to us year after year. We thank and treasure the students from Nipmuc Regional for teaching computer classes each week. We owe a special note of thanks to First Holiday Night, Uxbridge High School Student Council, Rebecca Plasse, Susan Priore and the students enrolled in the Family & Consumer Science Class for the delicious home

Twenty of our thirty-one cemeteries receive seasonal care. The committee currently oversees the summer maintenance of fifteen cemeteries through the lawn mowing services of Chris Cota. His professionalism, generosity and commitment to the care of our cemeteries is vital to our success in managing these historic properties.

The Committee was fortunate to receive a grant from Ocean State Power to replace the gates at the Norden (Swedish) Cemetery on Route 122. Aron Kerr of Kerr Welding designed and created new gates from the fencing saved when the Route 16 bridge near Lynch's was replaced several years ago. Aron based his design on research about the customs and traditions of the Nordic countries.

In the spring of 2010, Jill and Frank Kenrick and Sheryl Romasco used a tripod winch and chains to repair and reset a fallen stone and to level another stone at the Albee Cemetery.

On Armed Service Day in May, committee members placed almost 1200 American flags were on veterans' graves in the 35 cemeteries. Town resident Skip LaJoie helped us with this project.

The Uxbridge Historic Cemetery Committee is fortunate to have many friends, volunteers and abutters who assist us in the care and maintenance of cemeteries including: Albee Cemetery – Jill and Frank Kenrick; Aldrich – Buxton Cemetery – B. J.'s; Buffum Cemetery – Mary Brundage and Cody Brundage; George Aldrich Cemetery – Cove Insurance Agency; Royal Farnum Cemetery – Domingos and Donna Sanchez; Hannah Seagrave Cemetery – Thomas and Janet Patnode; and the Tucker Cemetery – Uxbridge Rod and Gun Club.

Donations to the Cemetery Committee are always welcome and can be made at anytime. Please send to Uxbridge Historic Cemetery Committee, 21 South Main Street, Uxbridge, MA. 01569

Respectfully submitted,
Sheryl Romasco, Chairman
Jill Kenrick, Secretary
Mary Brundage, Beth Butler
Roy Henry, Shelly Merriam

Historic District Commission

The Uxbridge Historic District Commission was established in 2004. The goal of the Commission is the preservation and protection of the distinctive characteristics and architecture of buildings and places significant in the history of the Town by means of maintenance and improvement of their settings and encouragement of new building designs and modifications compatible with the existing architecture within the designated area.

The designated area includes the first two properties on the south side of Douglas Street at the junction of Douglas and North Main and extends to the three surrounding hills on North Main Street, South Main Street, and Mendon Street; the crests of these hills serve as entry points to the District and thus it's boundaries. This area is known as the Uxbridge Town Common and Center Historic District.

During fiscal year FY09-FY010 the Commission approved Applications of Certification for renovation projects for the entrance to the Prospect Hill Cemetery presented by Sheryl Romasco, Robert Kiley owner of 50 South Main Street, William Leland owner of 2 Capron Street, Bruce Veinotte 15 Holbrook Lane for a sign at 2 South Main Street, and Paul S. Robinson for a sign at 2 South Main Street.

Greg Dubell was reappointed for another 3 year term as an alternate, Jeannette Gokey was appointed as a 3 year term alternate, and William H. Leland retired from service in October of 2010 and will be greatly missed.

The Commission would like to thank the members of the Town Hall who have assisted it with responsibilities. The Commission would also like to thank the residences and businesses that have voluntarily worked during the last year to strive for a historical unity within the designated area. The Commission works with no funds – no state or local dollars.

Respectfully submitted,
Faye McClosky, Chair
Pamela A. Cahill, Secretary
Atty. Gerald Lemire
Jeannette Gokey, Gregory Dubell
Robert Johnson, Alternates

Historical Commission

The Uxbridge Historical Commission meets monthly on the third Tuesday of the month at 3:00pm in the Coronet John Farnum House. During the months of December, January, February and March our meetings are usually held in the Town Hall at the same time. This enables us to lower the temperature in the Farnum House in an effort to save fuel.

The Commission oversees the Farnum House on behalf of the Town and also acts as the preservationist of this property as well as other items of historical merit within the community.

In an effort to create public awareness of the Farnum House, the Historical Society assists the commission in holding open houses during the year. In fiscal year 2009-2010, open house was held during June, July and August. In addition the house was opened on Memorial Day and the grounds were used for the vendor fair, which again was a great success.

We are very fortunate in having an Historical Society, Historic Cemetery Commission and the Historic District Commission. All of these organizations serve the people of Uxbridge with the knowledge and experience of dedicated people who care enough to take the time to preserve the past with an eye to the future. All of these groups use the Farnum House for most of their meetings and some events during the year.

The following people currently make up the Historic Commission, and their election dates are shown after their names:

- J. Francis Cove, Chairman – 2010-13
- Roy Henry – 2010-13
- William Albin – 2010-13
- Mary Dolan – 2009-12
- Faye McCloskey – 2009-12
- Shirley Maynard – 2008-11
- B. Mae Wrona, Secretary – 2008-11

On behalf of the Commission I would like to invite you to tour the Farnum House during our next open house.

Kindly consider becoming involved in the work of the commission or one of the organizations within our Town. We need more people who would be willing to give

summer readers enjoyed a pizza party sponsored by the Friends again this year. Prizes and a party for the older readers is a special treat and would not be possible if not for the Friends.

Amy Cowen, a Beginning Bridges consultant, has begun holding a weekly story time and craft session at the library. We have had a wonderful turnout with this program. A big thank you to Director Marylou Schiavone and to Amy.

There were many student library visits from the Taft Elementary School as well. Classrooms included Mrs. Bandstra, Mrs. Hazard, and Mrs. Bazzett, Mrs. DuBois, Mrs. Silbor and Mrs. Harcourt. Mrs. Sue Priore's Early Childhood Studies classes from the High School also visited and utilized the library for their many projects. One big project that we collaborated on was assisting the classes with the making of story time bags that are now housed in the children's room for circulation to patrons. These kits were funded by a grant from the Uxbridge Educational Foundation. The library was also host to several Boys & Girls Scout troops over the last year. The youth services staff at the library continues to be actively involved with the Coalition for a Community of Caring Project which promotes building a healthy community for our youth. Alison Dwyer, School Adjustment Counselor at the high school is the director of this program and is a pleasure to work with.

The staff was also involved for the 6th year in the Kids Fair held at the Whittin Community Center. Free books were handed out and a mural was created by visitors to our table. The mural hung in the library for many weeks. The library booth saw well over 300 visitors and many new patrons were registered as a result of this visit. There were many story times held as well as contests, raffles, family bingo nights. All in all the children's library was a very busy place over the last year.

The re-pointing project was completed in late spring, and the new air conditioning system was installed in the Children's Room just in time for summer weather. The skylight and turret were also repaired to help seal and protect the building against the elements. The Library thanks Roger

Lauze, who generously donated his time and expertise to repaint the reference room which had sustained some water damage this past year.

A budget reduction of \$23,006 in the Fall of 2009 required the Library to file for a waiver with the Massachusetts Board of Library Commissioners in order to remain certified. The MBLC met and granted a waiver.

The Friends of the Library continue their invaluable support by organizing Book & Bake Sales, sponsoring programs such as the Summer Reading Program and Master Gardener Betty Sanders, and funding several discount museum passes. Volunteers have organized a delivery service to homebound library patrons as well. We are grateful for their support and enthusiasm!

The Library Board of Trustees has made a tremendous commitment to preserve this institution for future generations. We thank the Town officials, administrative team and the Town's Finance Committee for their assistance this year. I thank the Library Board of Trustees, the Friends of the Library, the Uxbridge Library patrons and the wonderful staff of the Uxbridge Free Public Library for always going above and beyond for the people of this community.

**Respectfully submitted,
Jane Granatino, MLIS
Library Director**

Recreation Commission

The Recreation Commission's main function is to schedule the recreational areas within town. This includes the athletic fields, tennis courts, and outdoor basketball courts in town. We work in conjunction with the Parks Department of the DPW. We also have the following authority given to us by the town bylaws:

- § 114-1. Authority to accept grants and gifts.
- § 114-2. Deposit of sums from programs and activities.
- § 114-3. Expenditure of funds.

[HISTORY: Adopted by the Town Meeting of the Town of Uxbridge (Section XIII of the 2005 Compiled General Bylaws). Amendments noted where applicable.]

GENERAL REFERENCES

§ 114-1. Authority to accept grants and gifts. [Amended with November 2007 codification]

The Recreation Commission, consisting of seven people appointed by the Board of Selectmen, is hereby authorized to accept grants or gifts from the Federal Government, from a charitable corporation, from a private corporation or from an individual. Such funds as may from time to time be received shall be deposited with the Town Treasurer and held as a separate account. Commentary: This amendment establishes the composition of the Recreation Commission and brings the bylaw into compliance with the Charter.

§ 114-2. Deposit of sums from programs and activities.

The Recreation Commission is further authorized to deposit to said account all sums received in connection with the conduct of programs or activities it is authorized to conduct.

§ 114-3. Expenditure of funds. The Recreation Commission may, with the approval of the Selectmen, expend funds from the said account for any recreational purposes it is authorized to perform without further appropriations.

As always the Recreation Commission would like to extend a heartfelt thank you to the town's Parks and Highway Department. Without their support and efforts with maintaining the fields in town, they would not be in the good condition they are in now. We thank you for your hard work and dedication.

The recreational facilities are primarily used by the school teams and town leagues. The town leagues consist of baseball, basketball, flag football, soccer, and softball. These leagues also help in maintaining the fields that they use through volunteers and donations. The Uxbridge Lassie League and Uxbridge Baseball Association organize a spring clean up each year that helps maintain the fields they use. A very big thank you from the Recreation Commission is given to these volunteers, without them these leagues would not be viable. They also expend a good deal of money each year to

School Committee

A school committee must be responsive to its constituencies in governance, sensitive to the diverse needs of all learners, an advocate for students and learning before the people of the community and, as such, a vigorous ambassador for public education before all citizens.

Superintendent's Report

The decade long effort to address the educational space needs within the Uxbridge Public Schools has finally been resolved. At a Special Town Meeting on June 19, 2010 and at the ballot box on June 22, 2010, the citizens of Uxbridge voted to support the construction of a new high school on Quaker Highway. The new high school will provide for adequate educational space for all grade levels and eliminate the overcrowded conditions at Taft Elementary and Whitin Middle School. I want to thank the citizens of Uxbridge for their support of this project and their continued support for their children's educational needs.

Serving 2,007 students, Uxbridge Public Schools continues to follow its mission of providing challenging educational programs and services to meet the diverse needs of all students in a safe, supportive environment and, in partnership with the community, prepare students to become competent, creative and contributing citizens.

The District Strategic Plan focuses on Curriculum, Instruction, and Assessment, School Climate and Culture, Technology, and Family and Community. The staff has worked diligently to implement and improve upon research based classroom instruction and assessment practices that are proven to increase student achievement. The District continues to strive towards maintaining a high standard of rigorous academic and extra-curricular programs, while reducing costs and becoming more efficient in our operations.

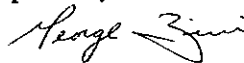
This year began with several administrative changes. After serving three years as Assistant Principal, Mrs. Tara Bennett was appointed as High School Principal. Dr.

Howard Boyaj, who has served as Principal of the Whitin Middle School, Director of Curriculum and Instruction, and Interim Superintendent, was appointed to Principal at Taft Elementary School. Erik Arnold was appointed to the position of Assistant Principal at the High School.

Included in this report you will see information from each building which highlights new programs for the 2009-2010 school year as well as existing programs which we were able to provide for our students.

I want to thank the community, School Committee, and staff for the support that I have received in my first year as Superintendent of Schools. I look forward to serving and working with everyone in the Uxbridge School Community to provide the best education possible for our students.

Respectfully Submitted,



George Zini,
Superintendent of Schools

Taft Elementary School

Taft School houses approximately 600 students in Grades 1 - 4. Current administration includes Dr. Howard Boyaj, Principal and Lori Fafard, Assistant Principal. There are 29 classroom teachers and additional support staff. Children receive a rich education which includes weekly art, music, physical education, computer and library classes. Some of the programs and activities held throughout the year include:

Curriculum and Instruction Programs

StoryTown Reading

The StoryTown reading and language arts program, developed by Harcourt School Publishers, has been adopted for students in grades K-6 in Uxbridge Public Schools. StoryTown features an organized direct approach to teaching reading that is aligned with the Massachusetts State Curriculum Frameworks. The program emphasizes explicit, systematic instruction in the five essential components of reading that include phonemic awareness, phonics, vocabulary,

fluency and comprehension.

The development of Harcourt's StoryTown is the result of extensive and confirmed research that is based on best instructional practice in the teaching of reading.

Following are several key components of the program: A high-quality collection of classic and contemporary literature designed to foster a love of reading in school and at home; three tiers of intervention strategies, targeted materials, and classroom management tools that match instruction to meet the different needs of students; integrated language arts lessons planned to help students develop and practice writing forms, grammar, usage, mechanics, and spelling skills; a program of various assessments to ensure mastery or diagnosis of reading difficulties throughout the year.

DORA

During the 2009-2010 school year, teachers at Taft implemented the Diagnostic Online Reading Assessment (DORA) three times a year as part of the reading assessment protocol. "DORA is a comprehensive, valid, and reliable web-based assessment that diagnostically assesses children's reading abilities." The assessment is interactive, and adapts as students' respond to each question, getting harder or easier as needed to complete the test. The student interface is in a cartoon style, and makes testing fun and engaging. DORA measures eight sub-skills of reading: high-frequency words, word recognition, phonics, phonemic awareness, oral vocabulary, spelling, reading comprehension and fluency. By examining multiple reading measures together, DORA reveals each student's unique reading profile; providing teachers with invaluable information for driving instruction. Taft teachers spent the first professional development day of the year in August viewing a live webinar of the program. During the October curriculum half day, teachers reviewed results of the first testing session, and began using the information to plan instruction that perfectly fit their student's needs.

Dr. Seuss Read Across America Night

Every year the National Education Association celebrates this vital goal of all teachers by holding a "Read Across America" Celebration on the Friday night closest to Dr. Seuss's birthday, March 2.

The Uxbridge Teachers Association has supported this project by holding a night of "round robin readings." Staff members are stationed throughout the building reading different stories to groups of children. The children can choose which stories they want to hear and/or which staff members they want to visit. The stories usually last about ten minutes long, so every ten minutes the children and families rotate to hear a different story.

Community Reading Day

The annual Community Readers Day for Uxbridge students was held during the morning of Wednesday, May 26. This event, coordinated by school librarians Margy O'Donnell and Donna Brown, involved sixty community readers who brought enjoyment, fun, and learning to students from pre-school through grade six classrooms.

The wide range of community readers included school officials, parents, community business owners, police and fire representatives, school committee members, elected officials, clergy, and UHS student members of the National Honor Society. Even the famous hand-puppet Curious George visited with students to share the joy of reading.

Community Readers Day has become one of the most popular and worthwhile annual school events. Research confirms that reading aloud to students is an essential part of the instructional program. What could be more rewarding for community members than having the opportunity to promote reading in our schools?

Uxbridge Grange

The Uxbridge Grange donated dictionaries to each Grade 3 student in a national program called Words for Thirds. Project supporters hope that by using dictionaries students will develop rich vocabularies.

Taft PTO

The goals of the Taft School PTO are to form a closer relationship between home and school, to be of service to teachers and students, and to raise funds for special programs and activities.

PTO officers included: Coleen Thayer (Co-President), Wendy Walker (Co-President), Jen Moss (Co-Treasurer), Jamie Fowler (Co-Treasurer) and Melissa Silvestro (Secretary).

Some of the many events sponsored by Taft PTO during the 2009 – 2010 school year included the following: Back-to-School Dance, Open-House Night, Bullying Program, Annual ABC Fair, Fall Fundraiser, Giving Trees Program, Parent-Teacher Conferences, Family Fun Night, Books and Beyond, and Father-Daughter Dance.

Taft Students Spell out Donations for Veterans

Fourth grade students raised a sum of \$1,151.00 for the Uxbridge Support our Troops and the Disabled American Veterans by spelling patriotic words and getting sponsors for the test. The winning class who raised the most monies won a trip to the Brockton VA Hospital in Brockton, MA. Mrs. Remillard's class raised \$232.25. They went on their field trip on June 3, 2010, with transportation donated by Vendetti Bus. Patriotic songs were sung under the direction of Mrs. D'Andrea at the hospital, children ate a boxed lunch, and socialized with the disabled veterans.

Metacomet Land Trust Awards Taft with Environmental Award

During the month of November 2009, Ms. Fafard attended the Metacomet Land Trust's 20th Anniversary Celebration. Taft School was recognized for our contribution this past Earth Day and throughout the year. Our efforts to educate adults as well as students by planting trees and decorating shopping bags with Earth Day messages for Hannaford Supermarket demonstrated our commitment to bettering the environment and working in partnership with others.

Mix It Up Day at Fourth Grade Lunch

Fourth grade students participated in a national effort on November 10, called Mix It Up at Lunch Day. Students were ran-

domly assigned to different tables at lunch. This activity, sponsored by the Teaching Tolerance magazine is designed to break down barriers between groups of individuals. Children at each table were given a list of questions to discuss regarding bullying. The children had previously voluntarily signed an anti-bullying pledge. During the week, Mrs. Jansson, the computer teacher, conducted some mix-it-up activities in her computer classes; and Mrs. O'Donnell, Taft Librarian, read books about bullying. This was the second year for Mix It Up At Lunch and will become an annual event at Taft.

Christmas Around the World

During the month of December, 2009, second grade classes traveled to eight countries to learn what different people around the world do to celebrate the holiday season. Each classroom represented a country, from Australia to India to Russia. The children spent an hour in each location, got their passports stamped and located the country on the world map. They learned songs, enjoyed stories and did crafts from all these different cultures.

Whitin Middle School

Curriculum and Instruction Programs

Key Three Comprehension Program

The Key Three Routine is a program that is used to teach and practice comprehension strategies for middle school students. It is designed to emphasize three key skills to develop active reading and listening skills. The skills are stating main ideas, taking notes, and summarizing.

Study Island

Throughout the school year middle school students participated in Study Island. Study Island is a software program that provides students with additional academic support based on state standards. Participants were able to work on Study Island activities both at school and at home through the use of the internet.

StoryTown Reading Program

The StoryTown reading and language arts program, developed by Harcourt School Publishers, has been adopted for students

School Culture and Environment

- School Climate Committee Promotes a Safe, Caring, Healthy Environment
- Teacher Teams Work Together to Enhance a Spirit of Staff Collegiality
- School Ambiance is Student-Centered and Creates a Climate for Learning
- Extracurricular Activities are Inclusive and Encourage Participation for All
- Expectations Challenge Students to Show Effort – Attitude – Respect

Effective School Practices

- School Improvement Planning that Reflects Breaking Ranks in the Middle
- Professional Development that Focuses on Improving Instruction
- Long-Range Planning to Implement Standards-Based Education
- School wide Priority to Implement Differentiated Instruction and Assessment
- Strategic Writing Program Implemented at All Grade Levels
- Ongoing Efforts to Improve Student Achievement on MCAS Tests
- Strong Parent (PTO) Cooperation, Involvement, and Support

Uxbridge High School

Uxbridge High School is a comprehensive high school rich in tradition and spirit that offers a rigorous curriculum and prepares its students for their life after high school. The new administrative team consisting of Tara Bennett, Principal and Erik Arnold, Assistant Principal and two Deans of Students led approximately 460 students and over 70 staff members.

New Programs

Trimester Schedule

After much research and discussion, Uxbridge High School implemented a trimester schedule for the 2009-2010 school year. The trimester schedule consists of three marking periods which correspond with the athletic seasons: trimester 1 concludes at Thanksgiving, trimester 2 concludes in mid-March and trimester 3 concludes at the end of the year in June. The daily schedule consists of five classes; four classes are 61 minutes and 1 class

is 90 minutes. Classes rotate through the week allowing for teaching and learning at different times of the day in each class.

Community of Caring

Community of Caring is a K-12, whole school, comprehensive character education program. Community of Caring was founded in 1982 by Eunice Kennedy Shriver and has been adopted by almost 1,400 schools nationwide and in Canada. It is research-based and has a proven record of accomplishment. Community of Caring believes that the universally accepted ethical values of caring, respect, responsibility, trust, and family are the foundation on which responsible decisions and behaviors are based. Community of Caring schools weave these values into every aspect of school life and the existing curriculum through a framework and components that include: Professional Development/ Ongoing Support, Values In and Across the Curriculum, Family and Community Involvement, Service Learning, Student Leadership/Forums and Social Inclusion.

Foreign Language

Two new courses: *Exploring Cultural Icons through Film* – conducted primarily in Spanish and with the use of films, readings, music, and on-line research, students learn about the lives and works of several Latino historical figures; and *Advanced Placement Spanish* conducted in Spanish, the objective is to integrate students' language skills so that they can proficiently communicate with native Spanish-speakers, read, and listen to materials. This course is equivalent to a third-year college level course.

Performing Arts

Chorus and Band classes are now offered "in school" for students to select as an elective course. Having this opportunity is a result of the trimester schedule. The Uxbridge High School Marching band performed in its first parades: Veteran's Day and Memorial Day – they were spectacular! *Grease*, the musical, was a smashing success with two sell-out evenings in March.

Technology

The video communications studio was completed in November 2009. The equip-

ment in the studio was purchased by the town through the Charter contract. The computer lab adjacent to the studio is used for photography and video editing courses.

SADD

Students Against Destructive Decisions prepared a mock crash in conjunction with the police and fire departments for the school. Students from the high school participated as actors of a drinking and driving car crash.

Existing Programs

Mosaic Studio Program

The 2009 – 2010 school year marks the eight year for the Mosaic Studio program. Aimed at students in grades 7 – 12, the Mosaic Studio is able to provide a combination of academic and therapeutic supports in order to engage all students in the learning process.

Pre-Vocational Life Skills

The Pre-Vocational Life Skills Program at Uxbridge High School is a special education program which is designed to meet the academic and prevocational needs of students who possess significant special needs requiring small group and individual instruction. A major focus of the program is to help our students attain academic, daily living, and pre-employment skills. This program has been at UHS for over 15 years.

Reading Buddies

Child Development classes continued the Reading Buddies with elementary children at Taft. High school students visit Taft twice a week to help elementary students read and write books. This has proven to be so successful that discussion about expanding the program has occurred.

Holiday Party

The Uxbridge High School Holiday Outreach Committee is in its 12th year. The Holiday Party, held on December 4, 2009, was a huge success. UHS students are the driving force behind this effort and do the majority of preparation and work. Over 150 students participated and 275 children and over 200 parents attended the party and enjoyed the activities and refreshments.

Seniors Awards Banquet – June 2, 2010, Pleasant Valley

Class Officers' Certificates of Service	Jayne Mitides
President	Kymberly Kerr
Vice President	Peter Mannka
Secretary	Jeffrey Copland
Treasurer	Jessica Rogers
Historian	Andrea Hession

Scholarships, Awards, and Recognitions

Uxbridge Education Foundation

Andrea Hession
Dana Renault
Jennifer Rosa

In the Name of Daniel J. Stefanilo

Jessica Rogers

In the Name of Dr. Walter McCloskey

Katelyn O'Neil

Ocean State Power

Rebecca Brule
Kelly Cotter
Jennifer Rosa

Uxbridge Teacher Association

Jeffrey Copland
Andrea Hession
Jennifer Rosa

Shawna Shea Memorial Scholarship

Samantha Cogliandro
Anna Pascucci

In the Name of Michael Liberty

Jason Silbor

Uxbridge Scholarship Fund, Inc.

In the Name of Kevin Glode

McKayla Moore
Jason Silbor

In the Name of Forest & Carolyn

Andrews

Samantha Copland
McKayla Moore
Jessica Rogers

In the Name of the Walter F. Wesgan

Veteran's Post
Meghan Bernier

In the Names of the Taft Brothers, Dennis

Lynch, and Brent (Benny) Desilets
Katelyn O'Neil

In the Name of Daniel Whitehouse

Andrea Hession

Leon Belanger Memorial Scholarship

Patrick McCrohan
Jason Silbor

Milford Federal Savings & Loan Association Scholarship

Melissa Whittaker

Andrew Technology Foundation

Jeremiah Butler
Lisa Copland

Robert Gardner Memorial Scholarship

Patrick McCrohan

Veterans of Foreign Wars Post 1385 Scholarship

Kelly Cotter
Kymberly Kerr

Unibank for Savings Scholarship

Kayleigh Hodgdon

VFW Ladies Auxiliary Post 1385 Scholarship

Meghan Bernier
Samantha Cogliandro

Uxbridge Special Education Parents

Advisory Council Scholarship – In
Memory of Matthew W. Wilson

Bryana Robertson

Southern Worcester County League

Principal Scholarship
Kelly Cotter

Georgianna Richardson Baker Scholarship

Rebecca Gagnon
Cassey Harrington

The Valerie Wright Memorial

McKayla Moore

Uxbridge Grange Scholarship

Samantha Copland

Uxbridge Rotary Club Scholarship

Meghan Bernier

The Bud LeClaire Upton Scholarship

Jessica Rogers

Uxbridge Senior Citizens Scholarship

Laura Sarrasin

Uxbridge Woman's Club Scholarship

Katelyn O'Neil

Uxbridge Woman's Club Helen M. Ryan Scholarship

Jennifer Rosa

Uxbridge Woman's Club 60th Anniversary Scholarship

Meghan Bernier

Excellence in Academic Study Certificates in the Area of FOREIGN LANGUAGE

Excellence in the Study of the French Language and Culture

Jacquelyn Gianetti
Kimberly Leighton
Sarah Zeis

Excellence in the Study of the Spanish Language and Culture

Jeffrey Copland
Kelly Cotter

Excellence in Academic Study Certificates in the Area of FINE ARTS

Participation in Chorus, Concert, Jazz & Rock Blues

Rebecca Brule
Cassey Harrington

Participation in Concert Band, Jazz & Rock Blues

Megan Bernier

Participation in Concert Band & Jazz

Domenico Favaro
Kimberly Leighton

Participation in Chorus & Rock Blues

Rachel Boatman
Tatiana Schauer

2010 Commonwealth Award for Exemplary Community Service
Presented by Senator Richard T. Moore
Katelyn O'Neil

Principal's Leadership Award
Kelly Cotter

Massachusetts Secondary School Administrators Association Student Achievement Awards
Chelsea Hewett

Citizenship
Students with enthusiastic school spirit, self-esteem, responsible, knowledgeable citizens, community service and volunteerism

Sarah Zeis
Peter Mannka
Laura Sarrasin
Katelyn O'Neil
Lisa Copland
Maxwell Leary
Kyla Burch
Jessica Rogers
Jacquelyn Gianetti
Kelly Cotter
Joshua Poole

Perfect Attendance (4 years)
Jeffrey Copland
Joshua O'Malley
Lisa Copland
Paul Plourde
Samantha Copland

Telegram & Gazette – Student Achievement Award
Kelly Cotter

Daughters of American Revolution
Qualities of a DAR Good Citizen, Dependability, Service, Leadership and Patriotism to an Outstanding Degree
Lisa Copland

Annual Student Government Day
Peter Mannka
Andrea Hession

National Honor Society
Kelly Cotter
Andrea Hession
Rebecca Gagnon
Kimberly Leighton
Kymberly Kerr
Jennifer Rosa
Cassey Harrington
Katelyn O'Neil
Stephanie Benoit
Sam Copland
Megari Bernier
Sarah Zeis
Rebecca Brule
Jessica Rogers

Participation in Drama Club
Stephen Shenouda
Jacquelyn Gianetti
Tatiana Schauer
Devin Doppler
Rachel Boatman
Cassey Harrington

Participation in SADD
Lisa Copland
Bryana Robertson
Samantha Copland
Laura Sarrasin
Kelly Cotter
Melissa Whittaker

Dual Enrollment
David Bazzett

Exchange Student
Domenico Favaro
Tea Jovanovic

Senior Academic Medals
Art - Peter Mannka
Mathematics - Rebecca Brule
Band - Cassey Harrington
PE Girls - Melissa Whittaker
Chorus - Rachel Boatman
PE Boys - Joshua Poole
Computer Science - Domenico Favaro
Science - Stephen Shenouda
Drama - Jacquelyn Gianetti
Spanish - Kelly Cotter, Jeffrey Copland
English - Rebecca Brule, Ed Naroian
Social Studies - Andrea Hession
Family & Consumer Science - Kyla Burch
Technology Education - Jacob Bliss
French - Kimberly Leighton
Spartanette of the Year - Andrea Hession
Jazz - Rebecca Brule
Spartan of the Year - Peter Mannka
Library - Shawna O'Dowd

RETIREMENTS

The following list of employees retired from the Uxbridge Public Schools during the 2009-2010 and the School Committee wishes to thank them for their many years of dedicated service to the students of the Uxbridge Public Schools.

Paula Montesi
Arthur "Dean" Tourangeau
Angeles Baldanza
Linda Talling
Franceen Puckett
William Martin
Ann Lane
Carol MacWhinnie
William Sweeney

Respectfully Submitted,
Ernest Esposito, Chair
Mason Seagrave, Member
Michelle Taparousky, Vice Chair
Mary-Meg Walsh, Member
Jane Keegan, Member
William Robertson, Member
John Higgins, Member

In response to continued weakening economy and lower than expected tax collections, the Commonwealth was forced to reduce the District's Chapter 70 & 71 allocations by \$325,331; however, those funds were completely restored with funding from the American Recovery & Reinvestment Act (State Fiscal Stabilization Funds). Given the ongoing fiscal constraints and the likelihood of a continued economic slump, the District continues to search out greater efficiencies in its staffing patterns, supply purchases, technology, and other contractual services requirements. Bolstered by prudent budget management practices, the District utilized unreserved fund balance in the amount of \$287,500 to offset member town assessments. The District also secured an additional \$1.9 million in grants and private donations to fund educational investments and vocational instructional equipment.

CLASS OF 2010: The Class of 2010 included the following members from Uxbridge (National Honor Society members are indicated by NHS in parentheses); Brian E. Gibson, Automotive Technology; Rusty R. Hall, Automotive Technology; Corey A. Hopkins, Automotive Technology; Samantha M. Hough, Automotive Technology; Nicholas A. Poisson, Automotive Technology; Stephanie E. Benedetto, Business Technology; Alyssa D. Bianco, Business Technology; Brooke E. Bibeault, Business Technology; Sarah A. Koehne (NHS), Business Technology; Grace

M. Sawyer (NHS), Business Technology; Heather M. Wheeler, Business Technology; Matthew G. Gardner, Carpentry; Travis P. Holbrook, Carpentry; Jesse L. Kilroy, Carpentry; Samantha A. Apple, Cosmetology; Nicole E. LaFrance, Cosmetology; Christine E. Staples, Cosmetology; Haley T. Bouchard (NHS), Dental Assisting; Ashley N. Boucher, Dental Assisting; Casey L. Durran, Dental Assisting; Christopher J. Berthelette (NHS), Drafting; Danielle J. Compton, Drafting; Laura M. Grant (NHS), Drafting; Devin B. Lyons, Drafting; Emily C. Trabing (NHS), Drafting; Maria A. Cassidy (NHS), Electrical; Daniel J. Lefrancois (NHS), Electrical; Steven C. Dion, Electronics; Timothy A. Graham, Electronics; Laura L. Lavallee, Electronics; Nicholas E. Tetreault, Electronics; Richard H. Vander Brug, Electronics; Alexandra M. Marshall, Graphic Communications; Kylie E. Millette, Graphic Communications; William W. Mingace, Graphic Communications; Ethan A. Rondeau, Graphic Communications; Alexander M. Russell, Graphic Communications; Marissa A. Thompson, Health Services; Nathan S. De Jong, HVAC/R; Nicholas J. DePasquale, HVAC/R; Mathew D. Tonelli, HVAC/R; Christopher J. Benoit, Information Technology; Robert D. Brook, Information Technology; Matthew B. Haines, Information Technology; Emilie C. Arrighi, Manufacturing Technologies; William A. Gray IV, Manufacturing Technologies; Katherine B. Lopes, Manufacturing Technologies; Nicholas J. Wilson, Manufacturing Technologies; Elizabeth A. Clerc,

Painting & Design Technologies; Courtney D. Kent (NHS), Painting & Design Technologies; Matthew P. Villemaire, Plumbing.

VALUABLE LEADERSHIP: Our School Committee is comprised of 13 dedicated individuals and their expertise is invaluable to overseeing the operations of the District. Committee members are elected to four-year terms in voting across the district.

<p>Michael D. Peterson, Mendon <i>Chairman</i></p> <p>Gerald M. Finn, Millville <i>Vice Chairman</i></p> <p>Daniel L. Baker, Uxbridge <i>Secretary</i></p> <p>Paul M. Yanovitch, Hopedale <i>Assistant Treasurer</i></p> <p>Joseph M. Hall, Bellingham</p> <p>William J. Pontes, Blackstone</p> <p>John C. Lavin, III, Douglas</p> <p>Anthony M. Yitts, Grafton</p> <p>Arthur E. Morin, Jr., Milford</p> <p>Chester P. Hanratty, Jr., Millbury</p> <p>Jeff T. Koopman, Northbridge</p> <p>Mitchell A. Intinarelli, Sutton</p> <p>Kenneth M. Pedersen, Jr., Upton</p>
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Respectfully submitted,
Dr. Michael F. Fitzpatrick,
Superintendent-Director
Barbara Auger, District Treasurer

Please Note: This condensed report is provided at the request of municipal authorities. A more detailed report is available from the Office of the Superintendent-Director, Blackstone Valley Vocational Regional School District, 65 Pleasant St., Upton, MA 01568-1499. For other district information please go to: www.valleytech.k12.ma.us.

Fall Annual Town Meeting – November 17, 2009 – continued

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable Action (6-0-0)
VOTE NEEDED: Requires a simple majority vote provided none of the money is coming from Stabilization. A transfer from Stabilization requires a 2/3rds vote.

The motion is seconded
 Moderator declares majority, motion carries

ARTICLE 4: TRANSFER TO STABILIZATION
 To see if the Town will vote to transfer and appropriate a sum or sums, including General Fund Retained Earnings to the Stabilization Fund Account, or take any action relative thereto.

SPONSOR: Board of Selectmen

COMMENTARY: This article serves to transfer the balance of FY 2009 General Fund Retained Earnings (Less the sums listed in Articles 2 & 3) to the Stabilization Fund. Stabilization Fund monies may be appropriated for any lawful purpose via 2/3rd's vote at any town meeting, including this one. A chart is included in the back of this booklet, which sums all of the financial transactions to be voted in this meeting, and their overall affect on the balance of the Stabilization Fund. If all articles are approved without amendment, the Stabilization Fund balance at the end of Town Meeting will be \$1,415,585.89.

MOTION: Move that the Town vote to transfer and appropriate the sum of \$1,082,965 from General Fund Retained Earnings to the Stabilization Fund 2500.

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (4-1-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable Action (6-0-0)

VOTE NEEDED: Requires a 2/3rds vote to transfer to Stabilization per M.G.L. c.40 § 5B.

The motion is seconded
 Motion carried in the affirmative by a unanimous vote.

ARTICLE 5: PRIOR YEAR BILLS

To see if the Town will vote to raise and appropriate, or transfer from available funds such sums as required to pay prior fiscal year's bill(s), or take any other action related thereto.

2010 Uxbridge Annual Report

For Article 5

Payee/Department	Amount Due	Department	Account Number	Further Commentary
Alpine Industrial Inc.	\$70.97	Town Hall	0100-192-5451-0000-0000-000-2-0000-0-0	Invoice billed to the School Department
National Grid	\$12.18	Pout Pond	0100-631-5210-0000-0000-0000-2-0000-0-0	Electric bill 06/29/09
Telegram & Gazette	\$26.22	Board of Health	0100-512-5307-0000-0000-0000-2-0000-0-0	Legal Ad 06/05/09
Worcester County Constable LLC	\$35.00	Board of Health	0100-512-5314-0000-0000-0000-2-0000-0-0	Service 06/20/09
Worcester County Constable LLC	\$47.82	Board of Health	0100-512-5314-0000-0000-0000-2-0000-0-0	Service 06/20/09
Hasler, Inc.	\$59.85	Library	0100-610-5434-0000-0000-0000-2-0000-0-0	Equipment Rental 06/30/09
National Grid	\$215.29	Library	0100-610-5210-0000-0000-0000-2-0000-0-0	Electric bill 06/29/09
Blackstone Valley Lock & Safe	\$58.00	Library	0100-610-5240-0000-0000-0000-2-0000-0-0	Lock repair 01/04/09
David Turner	\$225.00	Library	0100-610-5242-0000-0000-0000-2-0000-0-0	Mowing Cost 06/30/09
Belmont Springs	\$2.29	Library	0100-610-5314-0000-0000-0000-2-0000-0-0	Water Del 06/22/09
Youngsma, Betsy	\$41.16	Library	0100-610-5445-0000-0000-0000-2-0000-0-0	Reimbursement-Book Purchases 06/06/09
Recorded Books	\$55.57	Library	0100-610-5445-0000-0000-0000-2-0000-0-0	Book Purchases 06/26/09
Baker & Taylor	\$234.79	Library	0100-610-5446-0000-0000-0000-2-0000-0-0	Book Purchases 06/28/09
Baker & Taylor	\$13.35	Library	0100-610-5445-0000-0000-0000-2-0000-0-0	Book Purchase 06/28/09
Baker & Taylor	\$110.62	Library	0100-610-5445-0000-0000-0000-2-0000-0-0	Book Purchases 06/28/09
Service Time	\$38.00	Library	0100-610-5292-0000-0000-0000-2-0000-0-0	Trash removal 06/01/09
Uxbridge Police Department	\$750.00	Elections	0100-162-5309-0000-0000-0000-2-0000-0-0	Elections Detail 05/26/09
Signet	\$219.00	Police	0100-162-5309-0000-0000-0000-2-0000-0-0	Lightning Storm Service 05/22/09
Total	\$2,215.11			

SPONSOR: Board of Selectmen (Town Manager)

MOTION: Move that the Town vote to transfer and appropriate amounts as stated in the following chart, which represent amounts unpaid on FY 2009 bills, for any purpose for which funds may be expended from the latter accounts, each item being considered a separate appropriation for FY10.

COMMENTARY: The Town requires that all bills outstanding at the close of the fiscal year be submitted to Accounting by July 15th. If the bill is not available, funds are encumbered for payment at a later date. These invoices, for varying reasons, were not brought forward until after all remaining FY 2009 departmental funds were turned back as part of the General Fund Retained Earnings certification process.

Fall Annual Town Meeting – November 17, 2009 – continued

For Article 7

1.	FROM:	Amount	TO:	Amount
	Police Salaries (0100-210-5130-0000-0000-0000-1-0000-0-0)	\$9,187.00	Regional Retirement Contributions Expense (0100-911-5173-0000-0000-0000-2-0000-0-0)	\$9,187.00

ADDITIONAL COMMENTARY: This appropriation is necessary to reflect the military service fund appropriation for a member of the Police Department who was deployed to Iraq through the end of FY 2008.

2.	FROM:	Amount	TO:	Amount
	Board of Health Contractual Services (0100-512-5314-0000-0000-0000-2-0000-0-0)	\$20,000.00	Board of Health Salaries and Wages (0100-512-5195-0000-0000-0000-1-0085-4-0)	\$20,000.00

ADDITIONAL COMMENTARY: Transfer between expense and salaries to reflect a change in methodology in budgeting for the Health Inspector, as requested by the Board of Health. Previously, this position was treated as contractual; but the decision was made after the FY 2010 budget was accepted that the position should be an hourly non-benefit eligible position. The Town may not pay a salary from an expense account; hence the request for this transfer.

3.	FROM:	Amount	TO:	Amount
	Ambulance Enterprise Retained Earnings (6520-231-3590-0000-0000-0000-0-0000-0-0)	\$14,000.00	Ambulance Enterprise Fund Salaries and Wages (6520-231-5110-0000-0000-0000-1-0000-0-0)	\$7,000.00
			Ambulance Enterprise Fund ALS Training (6520-231-5900-0000-0000-0000-2-0000-0-0)	\$7,000.00
			Total	\$14,000.00
	Total			

ADDITIONAL COMMENTARY: Transfer required to fund an ongoing injured on duty claim, as well as for re-assignment of personnel to reduce overtime cost through an agreement with the Fire Union.

4.	FROM:	Amount	TO:	Amount
	Stabilization Fund	\$80,000	Unemployment Compensation (0100-913-5172-0000-0000-0000-2-0000-0-0)	\$80,000

ADDITIONAL COMMENTARY: The Town appropriates \$15,000 annually to augment an unemployment fund that was established via transfer several years ago. However, since FY 2007, the fund has been eroded by claims that far exceeded the annual transfer. Claims data follows:

FY 2007 - \$28,695.12;

FY 2008 - \$43,377.11;

FY 2009 - \$63,796.60;

FY 2010 (Through September) - \$51,009.83.

Projected claims for FY 2010, based on the current list of former employees is \$86,298.22. This transfer, which can be compared to a restructuring charge that a public corporation would take when downsizing its workforce should leave \$55,191.07 in the fund at the end of the fiscal year.

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable Action (7-0-0)

A 2/3rd's vote will be required for item 4, described as a restructuring charge that we hope will be a one time charge.

VOTE NEEDED: Requires a simple majority vote provided none of the money is coming from Stabilization. A transfer from Stabilization requires a 2/3rds vote.

The motion is seconded
Motion carried in the affirmative by a unanimous vote.

ARTICLE 8: FUNDING REQUEST TO PURCHASE OF A NEW AMBULANCE

To see if the Town will vote to raise and appropriate or transfer from available funds, including Ambulance Enterprise Retained Earnings, a sum of monies to appropriate for the purpose of purchasing a new replacement town ambulance or equipment related thereto or take any action relative thereto.

SPONSOR: Fire Chief

COMMENTARY: Passage of this article will fund the purchase of a new Certified Type 3 Ford E-450 Super Duty Cutaway Chassis 2010 Ambulance, replacing Rescue #1. This

is a planned replacement in compliance with the department's capital plan; full funding is available in the Fund's retained earnings. The Ambulance Enterprise Fund is entirely supported by user fees and charges.

MOTION: Move that the Town transfer and appropriate the sum of \$140,000 from Ambulance Enterprise Retained Earnings (6522-231-3590-0000-0000-0000-0-0000-0-0) to the Ambulance Capital Expense Account (6520-231-5800-0000-0000-0000-8-0000-0-0) for the purpose of replacing the Department's 2004 Ford Ambulance.

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable Action (6-0-0)

VOTE NEEDED: Requires a simple majority vote provided none of the money is coming from Stabilization. A transfer from Stabilization requires a 2/3rds vote.

The motion is seconded
Motion carried in the affirmative by a unanimous vote.

ARTICLE 9: DISPOSITION OF THE BLANCHARD BUILDING

To see if the Town will vote to authorize the Board of Selectmen to sell the property, known as the "Virginia Blanchard Building", located on 65 Hartford Road East, acquired by the Town from the Uxbridge Cotton Mills, James Whiten, Treasurer, by deeds recorded with the Worcester District Registry of Deeds on January 23, 1873, in Book 892, Page 107, and on April 20, 1900, in Book 1644, Page 415 and shown on Assessor's Map 12A, Block 2171, and containing .76 acres of land, more or less, with building thereon, and to authorize the Board of Selectmen to enter into all agreements and execute any and all instruments as may be necessary to sell such property and any access easements in and to the property; the proceeds of such sale to be used for educational purposes only, or take any action in relation thereto.

SPONSOR: Board of Selectmen

COMMENTARY: This article seeks authorization to allow the Board of Selectmen

Fall Annual Town Meeting – November 17, 2009 – continued

to any classification or rate increase.

3.3 ACCESS TO PERSONNEL DEPARTMENT RECORDS. All personnel records shall be considered confidential and access to records shall be limited to the Town Manager, Human Resources Coordinator and the Appointing Authority. Any employee shall, upon request to the employee's Appointing Authority, be given access to their personnel file. The employee's review of his or her personnel file shall take place in the presence of the Manager or Human Resources Coordinator.

3.4 RELEASE OF INFORMATION. Unless written authorization is received from an employee, or as required by State or Federal Law, no information from his or her file shall be released to anyone other than the Town Manager, the Board of Selectmen, the appointing Authority, or the employee.

RECRUITMENT AND APPOINTMENT

4.1 POLICY. The Town shall make every effort to attract and employ qualified persons. Every person regardless of age, race, creed, color, nationality, religion, sexual preference or disability applying for employment in the Town will receive equal treatment. Selection and appointment for all positions will be based solely upon job abilities, and other characteristics necessary for successful job performance. The procedures covered in this section are to be considered minimum, and should not be construed to conflict with special requirements as may be necessary and usual to a particular department insofar as such special requirements exceed these minimum procedures or may be required by the provisions of a collective bargaining agreement.

4.2 RECRUITMENT PROCEDURES. When a vacancy occurs, the Department Head will review the functions, duties, responsibilities and minimum qualifications of the position to ascertain whether the job description is still accurate or whether it needs to be redefined. Any changes in the job description for the position must be reviewed and approved by the Town Manager and a copy sent to the Human

Resources Coordinator.

4.3 ADVERTISING. The methods of advertising will vary depending upon the nature and requirements of the position being filled. The following methods can be considered typical of those which may be used for recruitment: posting notices on public bulletin boards 48 hours prior to advertising in professional journals, websites and newspapers with local and state-wide circulation. Except in an emergency, all job vacancy notices shall be advertised not less than 14 days prior to the deadline for submitting applications. In cases of emergency, the Town Manager shall state in writing the reason that it is not in the best interest of the Town to post for 14 days.

4.4 SELECTION PROCEDURES. The Appointing Authority may utilize an examination in combination with other assessment tools as part of the selection process. The assessment tools selected will relate to the duties and responsibilities of the position for which candidates are being examined, and shall fairly appraise and determine the merit, fitness, ability and qualifications of applicants to perform the duties of the position. A variety of assessment tools may be employed, included but not limited to: assessment of training and work experience; written, oral, and performance tests; and reference checks.

The Appointing Authority or its designee will review the applications of all candidates who have applied for a particular position in order to determine whether each candidate meets the minimum requirements established for the position. The Appointing Authority and/or the Town Manager will interview qualified applicants and document its recommendation for selection or non-selection, and copies of this documentation shall be filed with the Appointing Authority and the Human Resources Coordinator.

All appointments shall be made in writing by the Appointing Authority. The written notice shall include the salary, the starting date, and appropriate additional information. Copies of the notice of appointment shall be provided to the Town Manager, Town Accountant, and Treasurer.

A record of the recruiting, examining, and appointing procedures which were used will be retained by both the Appointing Authority and the Human Resources Coordinator after the vacancy is filled. This record will include: the job description; vacancy announcement; listing of the source methods of recruiting; and the applications of all those who applied.

4.5 MEDICAL EXAMINATION. Before appointment to a position, but as the last step in the hiring process, the Town shall condition the employment offer on the results of a medical examination. The examination will be conducted solely to determine whether the applicant is capable of performing the essential functions of the job if the Town makes reasonable accommodations.

Physical examinations may be required for all positions except temporary positions.

All physical examinations will be performed by a physician approved by the Board of Selectmen. The examining physician will advise the Town as to whether the applicant is physically qualified to perform the duties of the position for which application is made. In the event that the physician advises that the applicant cannot perform the duties of the position, then the Town must attempt to make reasonable accommodations, as defined by the ADA.

4.6 EMPLOYEE APPEARANCE. Employees are expected to observe sensible standards of appropriate dress. The Town discourages employees not associated with public works from wearing jeans or sweatshirts or any other inappropriate attire that is not in keeping with a professional workplace.

ORIENTATION AND PROBATION

5.1 ORIENTATION. It shall be the responsibility of the appointing authority or its designee to notify all new employees of a date, time and designated location for starting work. If the new employee is subject to the provisions of a collective bargaining agreement then the employee shall be provided with a copy of that agreement as well as with a copy of this personnel policy. The Department Head or Supervisor shall provide on-site training re-

Fall Annual Town Meeting – November 17, 2009 – continued

The employee will then certify that he/she has reviewed the evaluation and that it has been discussed with him/her.

3. The Department Head will review the written evaluation, sign it, and make comments if desired. The employee will also have the opportunity to review and comment.

4. The evaluation will then be forwarded to the Town Manager and Personnel Coordinator to become a part of the employee's personnel record. Department Heads will meet with the Town Manager to discuss the evaluation and any concerns uncovered during the review process. Employee reviews may be considered in decisions regarding promotions and pay increases.

6.4 PERFORMANCE COUNSELING. Any employee who exhibits substandard work performance will be counseled in the following manner.

a. Initial Counseling. For the first indication of substandard work performance the Department Head will advise the employee of his/her unsatisfactory performance and recommend specific areas for improvement and establish a specific time period during which evidence of that improvement should manifest itself.

b. Written Documentation. If performance continues to be substandard, the Department Head will state in writing:

- 1) The specific deficiencies observed in the employee's performance.
- 2) The necessary improvement.
- 3) The period of time in which that improvement must occur, and
- 4) What further action will result if the employee fails to show satisfactory improvement.

c. Signatures. The written counseling memo should be signed by both the employee and the Department Head and shall be maintained within the department. If the employee refuses to sign, the Department Head should have a witness sign a statement that a copy was given to the employee. The employee's signature indicates receipt of the document only, and not necessarily

acceptance of its contents. Refusal by the employee to sign the counseling memo shall be considered prima facie evidence that the employee refuses to cooperate with the employee performance improvement plan.

d. Responses to Continued Substandard Performance. If an employee refuses to participate in employee performance counseling or continues to exhibit substandard work performance beyond the established time limits and below the expected level, the options available to the employee and Department Head will include:

- (1) re-assignment,
- (2) demotion, or
- (3) termination.

Written documentation shall be provided to the Town Manager and Personnel Coordinator for the employee file.

PROMOTION, DEMOTION, TRANSFER, AND SEPARATION

7.1 COVERAGE. Probationary, full-time, and part-time employees.

7.2 PROMOTION POLICY. Employees are encouraged to develop new skills, expand knowledge of their work, assume greater responsibility, and make known their qualifications for promotion to more difficult and responsible positions.

- a) Vacancy announcements shall be posted in appropriate town buildings.
- b) Current employees are encouraged to apply for any vacancy for which they meet the hiring criteria.
- c) No Department Head shall deny an employee permission to apply for a vacancy.
- d) When a Town employee's qualifications are judged to be equal or higher than outside applicants, the Town employee shall be given preference.

7.3 DEMOTION. An employee may be demoted to a position of a lower grade for which he/she is qualified for any of the following reasons:

- a) When an employee would otherwise be laid off because his/her position is being abolished.
- b) When the employee voluntarily requests

a lower classification.

- c) When the employee can no longer fulfill the requirements of the position, as determined by the Appointing Authority or Town Manager.

7.4 TRANSFER. A position may be filled by transferring an employee from another position of the same or similar grade having the same maximum pay rate, involving the performance of similar duties, and requiring essentially the same basic qualifications. Transfers between departments must be approved by the Town Manager.

7.5 SEPARATION.

a) RETIREMENT is the separation of an employee in accordance with the provisions of the retirement system under which the employee is eligible to receive benefits.

b) RESIGNATION is the separation of an employee by his/her voluntary act. An employee may resign in good standing from the Town by submitting in writing the reasons therefore and the effective date to the Appointing Authority or designee at least fourteen (14) calendar days in advance. The Appointing Authority or designee may permit a shorter period of notice because of extenuating circumstances. The resignation shall be forwarded to the Department Head with pertinent information concerning the reasons for resignation. The Department Head shall make every effort to conduct an exit interview with each employee who resigns and will verify the employee's reasons for leaving. Copies of the employee's letter of resignation will be placed in his/her Departmental and Personnel file.

c) LAYOFF. In the case of layoff or reduction of personnel for lack of work or by reason of fiscal cutback, the laying off or demotion of employees within each job title shall be determined first by type of appointment in the following order: emergency, temporary, probationary, and then regular. Within the type of appointment, the order of layoff shall be determined by length of continuous service with the Town, unless provided for otherwise in a particular collective

Fall Annual Town Meeting – November 17, 2009 – continued

nent record of all sick leave granted.

10.2 except in cases where an employee is confined to home, hospital, or other medical facility due to injury or illness certified in writing by his/her physicians, if an example is absent for any three working days in a calendar month, he/she will not be credited with his/her sick leave allowance for that month.

10.3 Upon the retirement or death of an employee who is eligible for sick leave, payment shall be made to the employee or his estate in the amount of one half of the accrued sick days earned but not expended, up to a maximum of forty-five (45) days.

10.4 COVERAGE. Regular full-time employees shall earn sick leave at the rate of one and one-quarter (1 ¼) days of sick leave per month after six months of employment. Unused sick days may accumulate up to a maximum of one hundred and eighty-five (185) days unless specified differently by an individual collective bargaining agreement.

HOLIDAYS

11.1 POLICY. The following holidays shall be recognized by the Town on the day on which they are legally observed by the Commonwealth of Massachusetts, and on these days employees, without loss of pay, shall be excused of all duty except in cases where the Board or Department Head determines the employee is required to maintain essential town services.

New Year's Day
Labor Day
Martin Luther King Day
Columbus Day
Presidents' Day
Veterans' Day
Patriots' Day
Thanksgiving Day
Memorial Day
The Day After Thanksgiving
Independence Day
Christmas Day

For employees working a standard 35 hour, 5 day per week schedule the foregoing twelve paid holidays will be observed

regardless of when they fall. In departments where employees do not regularly work on Saturday, Saturday holidays will be observed on the Friday preceding the holiday. In departments where employees do not regularly work on Sunday, Sunday holidays will be observed on the Monday following the holiday. Employees will also be released after one half (½) day of work on the day before Thanksgiving and on Christmas Eve, provided that Christmas Eve falls on a regular scheduled work day. No additional time shall be granted when Christmas Eve falls on a Saturday or Sunday. Except as required to maintain essential town services, municipal buildings will be closed during these listed holidays.

Town Hall employees working a four day workweek will follow a holiday schedule to be published yearly by the Town Manager. Such schedule will provide paid holiday time equivalent to that provided to employees working the same number of hours weekly, but following a five day, Monday to Friday schedule. In preparing this schedule the Town Manager will follow the provisions of 11.1 as closely as possible.

11.3 Holiday pay shall be granted to the employee provided that the employee shall have worked on his/her last scheduled work day prior to such holiday and/or the next regularly scheduled working day following such holiday, or was in full pay status on such preceding and following days in accordance with other provisions of this policy, or was appropriately excused.

11.4 COVERAGE. All regular, non-union, full-time and part-time employees shall be granted holiday pay in accordance with this policy provided that such holiday falls on an employee's regularly scheduled work day or falls on a weekend day and is celebrated in such a way as to make that employee eligible. Employees that are members of union bargaining units shall be granted holiday pay in accordance with their respective collective bargaining agreement. Temporary employees shall not be eligible for holiday pay.

GROUP INSURANCE BENEFITS

12.1 GROUP HEALTH INSURANCE

POLICY. Group health insurance benefits are provided to all eligible Town employees and their eligible dependents through a policy held by the Town of Uxbridge.

Eligible employees: permanent full time employees and permanent part time employees who work a minimum of twenty hours each week.

Eligible dependents: Legal spouse, dependent unmarried children, up to age 19, (age as designated by the insurance carrier if the child is a full time student at an accredited college or university.)

COVERAGE. All regular employees who work a minimum of twenty (20) hours per week and who choose to enroll in the Town's health insurance program are required to pay a percentage of the premium. The Town currently contributes 75% of the premium and the employee contributes 25% for employees hired before DATE. The Town contributes 70% of the premium and the employee contributes 30% for employees hired after DATE; these contribution rates are subject to change.

If an eligible employee elects not to subscribe to the group health insurance coverage provided by the Town, he/she must sign a waiver indicating that he/she does not wish to participate in this benefit. Should the employee wish to enroll in the plan at a later date, he/she must wait until the open enrollment period prior to the anniversary date of the policy (July 1st) and must have met the requirements as set forth by the insurance carrier. An employee appointed to an eligible position who commences employment prior to the tenth (10th) day of the month will begin coverage on the first (1st) day of the following month. Coverage will be delayed one additional month for those employees appointed to an eligible position after the tenth (10th) day of the month.

It is the employee's responsibility to notify the Personnel Coordinator of any change in status which would affect his/her insurance coverage (i.e., divorce, dependent child reaching specified years of age, change in individual or family cover-

Fall Annual Town Meeting – November 17, 2009 – continued

shall receive up to three (3) days leave provided that such days are the employee's regular working days and are taken within seventy-two (72) hours after the death.

If the death in the employee's family was that of a brother-in-law, sister-in-law, uncle or aunt, niece/nephew, the employee shall receive up to one (1) day leave provided that the day of leave is the employee's regular working day and is taken to attend the funeral of such relative.

COVERAGE. All regular full-time and part-time employees.

FAMILY AND MEDICAL LEAVE (FMLA)

14.1 POLICY. The Town of Uxbridge will grant "eligible Employees," as defined in Section 16.3, up to twelve (12) weeks of leave during any twelve (12) month period for the following readiness:

- a) The birth of a child and to care for the newborn child.
- b) Placement of a child with the employee for adoption or foster care.
- c) To care for the employee's spouse, child, or parent with a serious health condition. Because of a serious health condition that makes the employee unable to perform the functions of the employee's job.

Except in the following instances, employees must use all accrued sick, vacation, and personal time off during their FMLA leave: (The remainder of the FMLA leave is unpaid.)

- 1) If the employee is a birth mother, accrued sick leave must be utilized first for the period of the disability. After the disability, the employee may request unpaid leave for the remainder of the FMLA leave for the care of the child. Accrued vacation time and personal time may be used in lieu of part or all of the unpaid leave.
- 2) If the employee is not a birth mother, s/he may request unpaid leave or use the accrued vacation and personal time in lieu of all or part of the unpaid leave for the duration of the FMLA leave.

The Town of Uxbridge will maintain coverage for the employee under any group health plan for the duration of the FMLA

leave. The coverage provided will be at the same level and under the same conditions that would have been provided if the employee had not taken the leave.

Spouses employed by the same employer are jointly entitled to a combined total of 12 work-weeks of family leave for the birth and care of the newborn child, for placement of a child for adoption or foster care, and to care for a parent who has a serious health condition. Leave for birth and care, or placement for adoption or foster care must conclude within 12 months of the birth or placement.

Employees generally have the right to return to the same position or an equivalent position with equivalent pay, benefits and working conditions at the conclusion of their FMLA leave.

NOTICE. Employees wishing to take an FMLA leave must give the Town of Uxbridge 30 days advance notice when the need for leave is foreseeable.

If the need for FMLA leave is not foreseeable, employees must give the Town as much advance notice as possible. An employee shall provide at least verbal notice within one or two business days of when the need for leave becomes known to the employee along with the anticipated timing and duration of the leave. The employer should inquire further of the employee if it is necessary to have more information about whether FMLA leave is being sought by the employee.

If an employee requests leave for a serious health condition, the Town of Uxbridge may require that the employee submit a Certification of Health Care Provider form (U.S. Department of Labor Form WH-380). If the FMLA leave was for the employee's serious health condition, the Town of Uxbridge may also require that the employee present a certification of fitness to return to work.

14.3 ELIGIBLE EMPLOYEES. An "eligible employee" is an employee of a covered employer who:

- 1) Has been employed by the employer for at least 12 months (does not need to be consecutive months), and
- 2) Has been employed for at least 1,250

hours of service during the 12-month period immediately preceding the commencement of the leave, and

- 3) Is employed at a worksite where 50 or more employees are employed by the employer within 75 miles of that worksite

14.4 INTERMITTENT LEAVE. Intermittent leave or leave on a reduced leave schedule which is medically necessary may be taken. Intermittent leave is FMLA leave taken in separate blocks of time due to a single qualifying reason. A reduced leave schedule is a leave schedule that reduces an employee's usual number of working hours per workweek, or hours per workday. A reduced leave schedule is a change in the employee's schedule for a period of time, normally from full-time to part-time. The employee shall advise the employer, upon request, of the reasons why the intermittent/reduced leave schedule is necessary and of the schedule for treatment, if applicable. The employer and employee shall work out a schedule which meets the employee's needs without unduly disrupting the employer's operations, subject to the approval of the health care provider. FMLA allows intermittent or reduced scheduled leaves in certain circumstances:

1. Leave for the birth or placement of a child may be taken intermittently or on a reduced leave schedule only if the employer agrees. Employer agreement is not required for leave during which the mother has a serious health condition in connection with the birth of her child or if the newborn child has a serious health condition.
2. Leave may be taken intermittently or on a reduced leave schedule when medically necessary for planned and/or unanticipated medical treatment of a related serious health condition by or under the supervision of a health care provider, or for recovery from treatment or recovery from a serious health condition. It may also be taken to provide care or psychological comfort to an immediate family member with a serious health condition.
3. Intermittent leave may be taken for a serious health condition which requires

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men's compensation rate. The allowance over and above the rate will be proportionately charged to the employee's vacation and/or sick leave.

17.3 COVERAGE. All regular full-time and part-time employees except members of the Police and Fire Departments who are covered under the provisions of Chapter 41, Section 111F of the Massachusetts General Laws.

SAFETY

17.4 POLICY. The Town shall provide and maintain safe working conditions. All employees shall be provided with necessary safety equipment and clothing. All employees shall be required to wear and use safety equipment at all times while undertaking the work for which the equipment is furnished.

17.5 RESPONSIBILITY OF DEPARTMENT HEADS. Department heads and supervisors shall assume full responsibility for safe working areas; recommended corrections in deficient work procedures, facilities, clothing or equipment; insure the availability and utilization of appropriate protective clothing and equipment; monitor working conditions and field procedures to detect any possible safety hazards; and investigate and report all accidents promptly. In addition, they shall meet on a regular basis with a loss control representative from the Town's Workmen's Compensation Carrier in order to evaluate accidents and monitor the implementation of safety measures. Regular training sessions on safe work procedures will be scheduled for all Town employees.

17.6 RESPONSIBILITY OF EMPLOYEES. Each employee shall assume full responsibility for observing all safety rules, operating procedures and safety practices; utilize personal protective equipment at all times; promptly report unsafe working areas, conditions or other problems; and report all accidents to the appropriate supervisory personnel. Employees who violate any safety rules or policies may be subject to disciplinary action.

17.7 COVERAGE. All regular full-time and part-time employees.

17.8 MANDATORY USE OF SEAT

BELTS. All Town of Uxbridge employees are required to wear a safety belt when operating or riding in a vehicle owned or leased by the Town of Uxbridge, or in any other vehicle, including a personal vehicle, while engaged in Town related business. All employees, including Police, Fire, and School Department personnel must comply with this Bylaw unless exempted by M.G.L. Chapter 20, Section 13A.

HARASSMENT

18.1 POLICY. It is the policy of the Town of Uxbridge to provide a working atmosphere for employees and visitors which is free from harassment. It is a violation of this policy for any employee, supervisor or elected official to engage in or condone harassment, either sexual or otherwise.

It is the responsibility of every employee to recognize acts of harassment and take every action necessary to ensure that the applicable policies and procedures of the Town are implemented. Any employee who believes that he or she has been subjected to harassment has the right to file a complaint with his/her Supervisor or the Town Manager. Further, all reasonable efforts shall be made to maintain the confidentiality and protect the privacy of all parties.

18.2 DEFINITIONS. Harassment: Conduct directed at an employee, either by a coworker, manager, supervisor, or elected official, that is intended to threaten or disturb.

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other inappropriate verbal, written or physical conduct of a sexual nature which may include, but is not limited to, the following circumstances:

- a) When submission to such conduct is made explicitly or implicitly a term or condition of employment.
- b) When submission to or rejection of such conduct by an individual is used by the offender as a basis for making personnel decisions affecting the individual subjected to sexual advances;
- c) When such conduct has the effect of unreasonably interfering with the individual's work; or

- d) When such conduct has the effect of creating an intimidating, hostile or offensive work environment.

Under these definitions, direct or implied requests by a supervisor for sexual favors in exchange for actual or promised job benefits, such as favorable reviews, salary increases, promotions, increased benefits, or continued employment constitutes sexual harassment.

The legal definition of sexual harassment is broad and in addition to the above examples, other sexually orientated conduct, whether it is intended or not, that is unwelcome and has the effect of creating a workplace environment that is hostile, offensive, intimidating or humiliating to male or female workers may also constitute sexual harassment.

While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct which, if unwelcome, may constitute sexual harassment depending upon the totality of the circumstances including the severity of the conduct and its pervasiveness:

- Unwelcome sexual advances, whether they involve physical touching or not;
- Sexual epithets, jokes, written or verbal references to sexual conduct; gossip regarding one's sex life; comment on an individual's sexual activity, deficiencies, or prowess;
- Displaying sexually suggestive objects, pictures or cartoons;
- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- Inquiries into one's sexual experiences; and
- Discussion of one's sexual activities. All employees should take special note that, as stated above, retaliation against an individual who has complained about harassment, and retaliation against individuals for cooperating with an investigation of a harassment complaint is unlawful and will not be tolerated by the Town of UXBRIDGE.

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b) Acceptance of nominal gifts (\$50.00) in keeping with special occasions, such as marriage, retirement, or illness; food and refreshments in the ordinary course of business meetings; or unsolicited advertising or promotional materials, e.g., pens, notepads, calendars of nominal intrinsic value, is permitted.

c) **FLOWER FUNDS OR GIFTS FOR FELLOW EMPLOYEES.** Contributions made for such funds or special gifts are not prohibited. However, participation in such activities, including contributions for even nominal gifts to Supervisors must be wholly voluntary on the part of each employee and any gifts should be of minimal value.

d) **SUPERVISORS AND DEPARTMENT MANAGERS.** The policies described in all of the above sections shall apply to Supervisors and Department Heads, appointed or otherwise. In addition, Supervisors and Department Heads must avoid placing themselves in a position which could interfere with, or create the impression of interfering with, the objective evaluation and direction of their subordinates. No Supervisor shall accept gifts from subordinates other than those of nominal value for special occasions, and no Supervisor or Department Head shall borrow money or accept favors from any subordinate.

19.4 BUSINESS ACTIVITIES AND SOLICITATIONS. No employee shall engage in any business other than his/her regular duties during working hours; this policy specifically excludes such activities as solicitation of fellow employees, lending of money for profit or any similar activity.

19.5 PRIVILEGED INFORMATION.

Employees who deal with plans and programs of significant public interest have a fiduciary obligation to the Town. They must not use this privileged information for their own financial advantage or provide friends and acquaintances with information which they could use to their financial advantage. If an employee finds that he/she has an outside financial interest which could be affected by town plans or activities, then he/she must immediately report the situa-

tion to his/her supervisor. Each employee is charged with the responsibility of insuring that he/she releases only information that should be made available to the general public. The unauthorized release of privileged information or its use for private gain constitutes just cause for termination from town employment.

19.6 USE OF PROPERTY. Employees, supervisors, and Department Heads shall not, either directly or indirectly, use or allow the use of Town property for anything other than official activities.

19.7 POLITICAL ACTIVITIES. All employees are entitled to exercise their rights as citizens to express their opinions and to cast their votes. Town employees, while on Town time, may not, however:

- a) use their official authority or influence for the purposes of interfering with or affecting the result of an election.
- b) directly or indirectly coerce, command, or advise a state or local official or employee to pay, lend, or contribute anything of value to a party, committee, organization, agency, or person for political purposes; or
- c) use Town resources, equipment, or money for any election or campaign purposes while on town time.

DISCIPLINARY POLICY

20.1 COVERAGE. All regular full-time and part-time employees.

20.2 POLICY. It is the responsibility of all employees to observe the policies and regulations necessary for the proper operation of the departments of Town government.

- a) **Departmental Responsibilities.** Each Department Head is responsible for the proper and efficient operation of his/her department and for enforcing all policies and regulations. Supervisors are authorized to apply, with the approval of the appropriate Department Head, such disciplinary measures as may be necessary.
- b) **Reasons for Disciplinary Action.** Disciplinary action may be imposed upon an employee for conduct or actions which interfere with or prevent the Town from effectively and efficiently discharging its responsibilities to the public. The fol-

lowing shall constitute sufficient cause for disciplinary action.

- 1) Neglect in the performance of the duties of the position to which the employee is assigned.
- 2) Disregard for or violation of Town departmental policies and regulations.
- 3) Willful or negligent misuse, misappropriation or destruction of Town property or conversion of Town property to personal use or gain.
- 4) Frequent tardiness or absence from duty without prior approval.
- 5) Violation of any reasonable or official order, refusal to carry out lawful and reasonable directions from a supervisor, or other acts of insubordination.
- 6) Use of intoxicating beverages to excess or abuse of narcotics, drugs, or other controlled substances so as to interfere with job performance or the efficiency of Town service.
- 7) Use of alcoholic beverages, narcotics, drugs or other controlled substances while on duty.
- 8) Use of ethnic slurs, racial epithets or any terms of derision when referring to a specific ethnic, racial or religious group. Use of derisive terms when referring to people of specific religions, sexual orientation, gender, or in any way handicapped.
- 9) Unsuitable conduct which interferes with effective job performance or has an adverse effect on the efficient provision of Town services.
- 10) Disregard for or frequent violations of Town bylaws or state laws.
- 11) Violation of privileged information or its use for private gain.
- 12) Failure to observe safety practices including use of safety equipment such as eye protection or hearing conservation devices or any other safety equipment which is deemed necessary by the supervisor.
- 13) Sexual or other harassment.
- 14) Any other conduct or action of such seriousness that disciplinary action is considered warranted.

20.3 PRODECURES.

- a) **ORAL REPRIMAND.** Whenever grounds

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22.2 RESPONSIBILITY FOR AFFIRMATIVE ACTION.

The responsibility for implementing the Affirmative Action Program rests with each Town department. The Town Manager has been assigned by the Board of Selectmen the responsibility of coordinating the implementation of the Program in his/her capacity as its Director. His/her duties will include:

- a) Monitoring and aiding all Town departments in identifying and correcting all deficiencies which presently exist in the provision of equal employment opportunity.
- b) Monitoring the Town's Affirmative Action Program and initiating any steps which are needed to deal with its shortcomings.
- c) Handling expeditiously any complaints from Town employees who believe themselves to be the victims of discrimination.
- d) Serving as liaison between the Town, the outside community, and minority and women's groups.

22.3 DISTRIBUTION OF POLICY. The Town of Uxbridge will communicate its Equal Employment Opportunity Policy to all officials, employees, contractors, and the general public in the following manner:

- a) Inclusion of this document as part of the Town's Personnel Policy.
- b) Providing a copy of this document to every Town department, board, and committee for posting and distribution to employees.
- c) Ensuring that each Town department communicates this policy to:
 - 1) All job applicants.
 - 2) All private contractors who do business with the Town.
 - 3) All sources of employment referrals including, but not limited to: Civil Service, Massachusetts Division of Employment Security, area minority groups and women's organizations.

22.4 TRAINING. The Town of Uxbridge will afford full and equal opportunity for participation in all training programs that are made available to Town employees. Training systems will be reviewed periodically to ensure that training opportunities

are being offered to all eligible employees on an equal basis and that any inequities are corrected.

22.5 EMPLOYEE BENEFITS AND STATUS.

The Town of Uxbridge will ensure that there will be equality in the administration of employee benefits and compensation. The Town will insist that the criteria for fringe benefits, overtime, and pay rates will not differ because of race, color, religion, sex, age, or natural origin.

POLICY ON MAINTAINING A DRUG FREE WORKPLACE 23.1

The Town of Uxbridge recognizes the need for a safe and health work environment and intends to provide a workplace free from the illegal use of drugs, alcohol, and controlled substances for their employees in accordance with the United States Drug-Free Workplace Act of 1988 (PL100-690 or 41 U.S.C.S. 701-707).

The unlawful manufacture, distribution, sale, possession or use of any controlled substances, or use of alcohol or drugs is absolutely prohibited on all property owned, leased or under the control of the Town, including but not limited to: all work stations, offices, town sites, in town vehicles, parking lots, roadways, or in town facilities by all town employees while they are acting in their capacity as employees.

The purpose of establishing a drug-free workplace is to inform town employees about:

- a. the serious danger of drug abuse in the workplace;
- b. the Town's policy of maintaining a drug-free workplace;
- c. the availability of drug counseling, rehabilitation and employee assistance programs; and
- d. the consequences of employee drug use in the workplace. (Any employee found in violation of this policy will be subject to discipline up to and including dismissal and/or may be required to successfully complete counseling or a rehabilitation program.)

The Town of Uxbridge establishes, as a condition of employment, that each

employee must abide by the drug-free workplace policy; and that each employee must notify the Town Manager within five (5) days of any arrest for violation of any federal or state criminal drug law. Additionally, any employee who is convicted of any violation of this policy must, within five (5) days of any such conviction, notify the Town Manager.

The Town Manager shall notify the appropriate federal agency within ten (10) days of receiving notice of a violation of statute and shall have up to thirty (30) days, from the time of notification by the employee of a conviction for a workplace offense, to take appropriate personnel action up to and including discharge.

Absence from Duty – An employee who is absent from duty for more than sixty (60) continuous calendar days on sick leave, injured-on-duty leave, disciplinary suspension, or leave of absence may be tested within the first fourteen (14) calendar days after his/her return to active duty.

Serious Incidents – An employee involved in an incident on the job which is serious, life threatening, or involves serious bodily injury may be tested after the incident if a test is approved by the Town Manager or his/her designee.

Reasonable Suspicion – An employee may be tested after a determination by the Town Manager or his/her designee that there is reasonable suspicion to test the employee based on management judgment that an employee is in violation of Town policy. Reasonable suspicion is a belief, based on objective facts sufficient to lead a reasonably prudent person to suspect that an employee is using or is under the influence of drugs so that the employee's ability to perform his/her duties is impaired. Reasonable suspicion shall be based upon information of objective facts obtained by the department and the rational inferences which may be drawn from those facts. The information, the degree of corroboration, the results of the investigation or injury and/or other factors shall be weighed in determining the presence or absence of reasonable suspicion.

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1. Fails to provide adequate breath for testing without a valid medical explanation;
2. Fails to provide adequate urine for controlled substance testing without a valid medical explanation after he or she has received notice of the requirement for urine testing in accordance with the provisions of this part;
3. Engages in conduct that clearly obstructs the testing process.

Impairment by Prescription Medicine – An employee shall notify the Department Head when required to use prescription medicine which the employee has been informed may impair job performance. The employee shall advise the department head of the known side effects of such medication and the prescribed period of use. The department head shall document this information through the use of internal confidential memoranda maintained in a secured file. The employee may be temporarily reassigned to other duties, or prohibited from working, where appropriate, while using prescription medicine which may impair job performance or create unsafe working conditions. An employee prohibited from working may utilize sick leave where appropriate or may be placed on unpaid leave of absence if sick leave is not available.

Return to Duty and Follow-up – This is conducted when an individual who has violated the prohibited alcohol and drug testing process returns to performing regular duties. Follow-up tests are unannounced and this remains in effect for up to five years.

Refusal to be Tested: Failure to comply with the drug and alcohol testing procedures may result in disciplinary action, up to and including, the termination of employee.

All employees will be given a copy of this policy to retain and review.

Employees having any questions in regard to this policy are invited to contact the Town Manager to discuss their concerns.

COMPUTER/COMMUNICATIONS SYSTEMS USE POLICY

24.1 PURPOSE. The Town of Uxbridge recognizes the need for computers and communications systems (electronic mail, voice mail, cell phones and facsimile) and the vital role they play in assisting Town employees in delivering exceptional public service. The Town recognizes the computer and communication systems as tools and it is expected that these tools will be used in an appropriate manner at all times. The primary purpose of computers and communications systems is to serve Town business. These systems are not for personal use during work hours, and may be used for personal use only by the express permission of a Department Head during non-work hours. All information and communication on such systems is the property of the Town of Uxbridge. The following rules are implemented to ensure that these valuable Town resources are being properly utilized by employees, contractors, officials and volunteers.

24.2 LEVELS OF ACCESS. Positions in the organization will have varying degrees of computer access and capability. Access level will be determined by the employee's Department Head in conjunction with the Systems Administrator. Not all positions require or will have computer access. The Town specifically reserves the right to withdraw any computer or communications system access to any employee at any time.

Levels:

1. Access to view Intranet.
2. Access to Intranet and basic systems (Word, Excel, Outlook, Intranet, etc.)
3. Access to Intranet, basic systems and internal e-mail.
4. Access to Intranet, basic systems, secured select systems such as payroll, accounts payable, GIS, and internal e-mail.
5. Access to Intranet, basic systems, secured select systems, internal and external e-mail.
6. Access to Intranet, basic systems, internal and external e-mail, and the Internet.

7. Access to Intranet, basic systems, secured select systems, internal and external e-mail, and the Internet.

24.3 POLICIES AND PROCEDURES FOR COMPUTER/COMMUNICATION SYSTEMS. The following policies and procedures are designed for the proper use of the Town's computer and communication systems resources. Violation of these policies will subject the employee to disciplinary action, up to and including the termination of one's employment. Contractors or vendors who violate this policy will be in breach of their contract with the Town and subject to immediate cancellation of the contractual relationship.

24.4 DEFINITIONS:

24.4.1 Communication Systems: E-Mail, voice mail, facsimile, cell phone and the communications infrastructure.

24.4.2 Computer: All hardware and operating systems.

24.4.3 Hacking/Cracking: The unauthorized attempt to enter into any other computer or system.

24.4.4 Internet: The worldwide computer network used for communication and exchange of information.

24.4.5 Virus: A computer generated message used to debilitate, destroy, or disrupt the proper functioning of a computer or system.

24.4.6 E-Mail: Electronic messages transmitted via computer to internal users, external users, or both.

24.4.7 Internet Service Provider: An entity that provides the initial host connection to the Internet.

24.4.8 Confidential or Sensitive Information: That information which is used by Town officials or employees in representing the Town in pending legal matters or negotiations of any type which would put the Town at a disadvantage in the negotiation process should the information be disseminated. Additionally, this includes personnel information, health information, and financial information regarding any employee of the Town.

24.5 RULES FOR COMPUTER USE: The following rules are designed for the proper use of Town owned computer and commu-

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AMERICANS WITH DISABILITIES ACT REQUIREMENTS

25.1 Pursuant to the requirements of 28 CFR Part 35, the Town of Uxbridge advises applicants, participants, and the public that it does not discriminate on the basis of disability in access to, or employment in, its programs, services, and/or activities.

25.2 Americans with Disabilities Act Grievance Procedures

- a) Purpose – The purpose of this procedure is to secure, in the easiest and most efficient manner, the resolution of grievances. For the purpose of this organization, a grievance shall be defined as a complaint regarding access or alleged discrimination.
- b) Scope – This procedure shall be available to all individuals utilizing the services and facilities of the Town, applicants for employment with the Town, and all employees of the Town.
- c) Complaint Process –

STEP 1

All grievances are to be submitted in writing to the Town Manager. The Town Manager shall forthwith appoint an individual to investigate the matter. The grievant shall set forth in the body of the grievance the nature of the complaint, the facts upon which it is based, the specific barrier to access or alleged discrimination, and the relief requested. No grievance shall be accepted which has been submitted:

- 1) More than one hundred and eighty (180) days after the occurrence of the event giving rise to the grievance; or
- 2) Within one hundred and eighty (180) days after the grievant, through the use of reasonable diligence, should have had knowledge of the event. Within ten (10) calendar days of receiving the written grievance, the Investigator shall meet with the grievant, and attempt to resolve the grievance. The Investigator shall provide a written response to the grievant within ten (10) business days of the meeting. If the Investigator's response does not resolve the grievance to the satisfaction of the grievant, he or she may proceed to Step 2 by giving

written notice no more than ten (10) days after the Investigator's response is received or due.

STEP 2

All written requests of appeal will be considered by the Town Manager. As necessary, consultation will be sought from an expert in the specific disability area related to the complaint in question. Following the Manager's review of the written appeal, a hearing will take place in which the grievant may present the specifics of the grievance and the desired relief. Notice of the public hearing will be posted and the proceedings of the hearing shall be open to the public. The Manager shall issue a written decision within forty-five (45) calendar days of being notified of the appeal. All proceedings shall be recorded and maintained. If the complaint still has not been resolved to the satisfaction of the grievant, he or she may proceed to Step 3 by giving written notice no more than ten (10) calendar days after the Manager's written decision is received or due.

STEP 3

Step 3 appeals will be considered by the Board of Selectmen in a public hearing. All notices and records required in Step 2 shall also be required in Step 3. The Board may solicit A written determination must be made within thirty (30) days of the public hearing. All determinations of the Board of Selectmen shall be final.

- d) Records – Record of proceedings and action taken on each request or complaint will be maintained at each level of the grievance process.
- e) Reprisal – Reprisal against any grievant or witness is prohibited.

EMPLOYEE IDENTIFICATION

26.1 Except as noted below, all town employees shall be issued a town employee identification card. Employees shall carry such identification at all times during working hours. When town employees are required by their duties to enter into private homes or onto other private property they shall display their identification on a lanyard or by some other means.

26.2 The identification shall consist of a laminated plastic card measuring approximately 2 1/8" by 3 1/2", and shall incorporate such anti-tampering security devices, if any, as are deemed appropriate by the Town Administrator. The identification card shall also include the following items:

29.2.1 The Town seal.

29.2.2 The phrase "TOWN OF UXBRIDGE EMPLOYEE IDENTIFICATION".

29.2.3 A full face photograph of the employee.

29.2.4 The employee's title or job classification.

29.2.5 The employee's department, if not obvious from the title or job classification.

29.2.6 The employee's signature.

26.3 Town employee identification cards shall remain the property of the town and shall be surrendered by the employee upon termination of employment.

26.4 Expiration:

29.4.1 Employee identification issued to permanent employees shall have no fixed expiration date and shall be replaced only as required.

29.4.2 Employee identification issued to temporary or seasonal employees shall contain the words "expires on" and a date. Such date shall be the earlier of a) the expected date of termination of employment, or b) one year from the date that the identification is issued.

26.5 Exemptions:

29.5.1 Employee identification, if any, issued to employees of the school department shall be at the sole discretion of the school committee.

29.5.2 Employee or other identification issued to police and fire personnel shall be at the sole discretion of the chief of that department. Such identification shall conform to all state and federal statutes and guidelines.

CLASSIFICATION PLAN

27.1 COVERAGE. All regular full-time and part-time employees.

27.2 POLICY. The policy of the Town is to establish and provide a uniform system for classifying all positions and to establish proper relationships between positions and

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The denial of a step increase may not always connote less than satisfactory service of an employee. The highest steps on the classification plan will be awarded only when an employee's skills and performance are judged to be exceptional relative to others, both inside and outside the employ of the Town, in similar positions. If funding is not available, step increases may also be denied. In each case the employee's eligibility for future increases shall remain unchanged.

28.5 PROMOTION. Upon promotion, the employee's salary shall be set at the rate of the next higher grade which provides the smallest increase in pay.

28.6 DEMOTION. When an employee is demoted to a lower grade, his/her salary shall be set at:

- a) the rate in the lower grade which provides the smallest decrease in pay if the action is not for cause; or
- b) any appropriate rate, as determined by the appointing authority, in the lower grade which is less than the existing salary if the action is for cause.

28.7 TRANSFER. When an employee is transferred from a position in one grade to a position in another grade which does not have an equal step increment, the employee shall be placed in the step increment which most nearly approximates his earlier step rate provided that it does not result in pay decrease.

SPONSOR: Town Manager

COMMENTARY: The Town Manager put this proposed bylaw forward in order to provide a vehicle for uniform and equitable treatment of Town employees. Upon discussion with the Board of Selectmen and the Finance Committee, the Manager will implement this as a policy that is approved by the Board of Selectmen. A basic personnel bylaw will be put forward at the Spring Annual Town Meeting.

MOTION: No Motion

RECOMMENDATION OF THE BOARD OF SELECTMEN: Pass Over (5-0-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Pass Over; A policy will be implemented

VOTE NEEDED: Requires a 2/3rds vote

No Motion. No Action taken on Article 10

ARTICLE 11: CHARTER AMENDMENT; REFERRAL OF WARRANT ARTICLES

To see if the Town will vote to amend the Uxbridge Home Rule Charter, Article 2, Section 7, (b) as written below:

- (b) Referral - Forthwith following the receipt of any petition containing a proposed warrant article, the Board of Selectmen shall cause a copy of the proposal to be emailed to the chair of the Finance Committee if an email address is on file in the Board of Selectmen's office and sent by U.S. Mail to the chair if he/she does not have an email address. The chair of the Finance Committee shall notify the Board of Selectmen's office of receipt of the proposed article. In addition a copy of the proposed article shall be posted on the Town Bulletin Board, and the Board of Selectmen shall cause such other distribution to be made of each such proposal as may be required by law or bylaw.

SPONSOR: Finance Committee

COMMENTARY: The present system of sending notification by registered mail is inefficient. The change in the Charter allows for quicker communication and saves money on mailing to members.

MOTION: I move, and the Finance Committee recommends, to amend the Uxbridge Home Rule Charter, Article 2, Section 7 (b), as printed in the warrant, and that, the effective date of the amendment be July 1, 2010, assuming approval of the proposed amendment by the voters at the next available election.

RECOMMENDATION OF THE BOARD OF SELECTMEN: Unfavorable Action (3-2-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable action (5-0-0)

VOTE NEEDED: Requires a 2/3rds vote (M.G.L. c. 43B, §10(a)).

The motion is seconded

Moderator declares 2/3rds majority, motion carries

ARTICLE 12: STREET ACCEPTANCE– ARBOR ROAD

Accept as public way the street known as Arbor Road as laid out by the Board of Selectmen, in the name and behalf of the Town, to acquire by gift easements and appurtenant rights in and for said way for the purposes for which other public ways are used in the Town; or to take any other action relating thereto.

SPONSOR: Citizen's Petition

PETITIONER'S MOTION: Move that Arbor Road is to be accepted in its entirety referencing a plan entitled "Arbor Estates, Arbor Road - Road Acceptance Plan" prepared by Andrews Survey & Engineering, Inc., dated November 2, 2009, stamped by John R. Andrews, III.

PLANNING BOARD REPORT: Favorable Action; subject to DPW and the Town Engineer's final inspection reports (4-0-1)

RECOMMENDATION OF THE BOARD OF SELECTMEN: Final engineering report not available by the deadline for sending the warrant to the printer. Recommendation to be provided at Town Meeting

RECOMMENDATION OF THE FINANCE COMMITTEE: No recommendation

without prejudice for the acceptance of the street. The work of other Boards was not complete when the Finance Committee was required to make recommendations and positive action is required to be completed by others.

VOTE NEEDED: Requires a simple majority. (M.G.L. c.83, §23)

The motion is seconded

Moderator declares majority, motion carries

ARTICLE 13: STREET ACCEPTANCE– DUNNY COVE LANE AND CONNOR PASS

Accept as public ways the streets known as Dunny Cove Lane and Connor Pass as laid out by the Board of Selectmen, in the name and behalf of the Town, to acquire by gift easements and appurtenant rights in and for said way for the purposes for which other public ways are used in the Town; or to take any other action relating thereto.

SPONSOR: Citizen's Petition

PETITIONER'S MOTION: Move that

Fall Annual Town Meeting – November 17, 2009 – continued

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable Action (7-0-0)
After Sewer Enterprise retained earnings were certified there are sufficient funds available to purchase the equipment. It will be used as a preventative maintenance tool as well as a tool to remove blockages. This action will prevent any borrowing or increase in sewer bills for the rate payer.
VOTE NEEDED: Requires a simple majority.

The motion is seconded

Moderator declares majority, motion carries

ARTICLE 17: STREET ACCEPTANCE-CROWN AND EAGLE ROAD

To see if the Town will accept as public way the street known as Crown and Eagle Road as laid out by the Board of Selectmen, in the name and behalf of the Town, to acquire by fee simple and appurtenant rights in and for said way for the purposes for which other public ways are used in the Town; or to take any other action relating thereto.

SPONSOR: Board of Selectmen

PETITIONER'S MOTION: Move that Crown and Eagle Road is to be accepted in its entirety referencing a plan entitled "Uxbridge Housing Associates, Inc., Crown and Eagle Road - Road Acceptance Plan" prepared by Andrews Survey & Engineering, Inc., dated November 3, 2009, stamped by John R. Andrews, III.

PLANNING BOARD REPORT: Favorable Action; Deemed complete by the DPW and the Town Engineer (5-0-0)

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: No recommendation without prejudice for the acceptance of the street. The work of other Boards was not complete when the Finance Committee was required to make recommendations and positive action is required to be completed by others.

VOTE NEEDED: Requires a simple majority. (M.G.L. c.83, §23)

The motion is seconded

Motion carried in the affirmative by a unanimous vote.

ARTICLE 18: REPOINTING THE BRICKWORK OF THE UXBRIDGE LIBRARY

To see if the Town will vote to raise and appropriate and/or transfer from the "School/Town Maintenance account", "Free Cash account", "Reserve Fund account", or other available funds or otherwise provide a sum or sums of money for the purpose of repointing the brickwork of the Uxbridge Free Public Library or take any action relating thereto.

SPONSOR: Submitted by the Board of Trustees of the Uxbridge Public Library

COMMENTARY: This work has been needed for 10 plus years, funding was approved at Spring 2008 Annual Town Meeting, funding was revoked as the job was going out to bid. This project is necessary to ensure the integrity of this historic town building. The Town of Uxbridge agreed to the upkeep and maintenance of the Library when it accepted the gift of the building in 1893. In late September, the Town put the project out to bid to determine its true cost. The lowest qualified responder submitted a bid of \$34,900 for the project, a price which was significantly less than was anticipated. It is agreed that the warrant article will be withdrawn, and a sum of \$40,000 will be encumbered in the School/Town Building Maintenance Fund for this project.

MOTION: No Motion

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable Action (6-0-1); This repair should be funded from the School/Town Building Maintenance Account.

VOTE NEEDED: Requires a simple majority vote provided none of the money is coming from Stabilization. A transfer from Stabilization requires a 2/3rds vote.

No Motion. No Action taken on Article 18

ARTICLE 19: STREET ACCEPTANCE-EASY STREET

To see if the Town will accept as public way the street known as Easy Street as laid out by the Board of Selectmen, and further authorize the Board of Selectmen, in the name and behalf of the Town, to acquire by gift, easements and appurtenant rights in and for said way for the purposes for which public ways are used in the Town; or take any other action relating thereto.

SPONSOR: Citizen's Petition

PETITIONER'S MOTION: Move that Easy Street is to be accepted in its entirety referencing a plan entitled "The Pasture at Elmwood Farm, Easy Street – Road Acceptance Plan" prepared by Andrews Survey & Engineering, Inc., dated August 20, 2009, stamped by John R. Andrews, III.

PLANNING BOARD REPORT: Favorable Action; subject to DPW and the Town Engineer's final inspection reports (4-0-0)

RECOMMENDATION OF THE BOARD OF SELECTMEN: Final engineering report not available by the deadline for sending the warrant to the printer. Recommendation to be provided at Town Meeting

RECOMMENDATION OF THE FINANCE COMMITTEE: No recommendation without prejudice for the acceptance of the street. The work of other Boards was not complete when the Finance Committee was required to make recommendations and positive action is required to be completed by others.

VOTE NEEDED: Requires a simple majority. (M.G.L. c.83, §23)

The motion is seconded

Moderator declares majority, motion carries

ARTICLE 20: STREET ACCEPTANCE-BUTTERMILK WAY

To see if the Town will accept as public way the street known as Buttermilk Way as laid out by the Board of Selectmen, and further authorize the Board of Selectmen, in the name and behalf of the Town, to acquire by gift, easements and appurtenant rights in and for said way for the purposes for which public ways are used in the Town; or take any other action relating thereto.

Fall Annual Town Meeting – November 17, 2009 – continued

ments to facilitate this project. Passage of this article allows the Board of Selectmen to obtain any rights-of-way or easements necessary to complete this project, which is required for all federally funded projects. This authorization does not constitute an appropriation of funds. An article for funding, if required, will be included on the warrant for a future town meeting. It is currently anticipated that only temporary control easements will be required.

MOTION: Move that the article be accepted as written

RECOMMENDATION OF THE BOARD OF

SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE

COMMITTEE: Favorable action (5-0-0)

VOTE NEEDED: 2/3rd's majority (M.G.L. c.40, §14)

A motion was made to revise the motion from River Street to River Road

Motion to amend seconded

Motion carried in the affirmative by a unanimous vote.

ARTICLE 24: AMEND THE ZONING BYLAWS

Amend the Zoning bylaws to add the following: (1) in zones R-A, R-B, R-C the "retreat lots" shall at a minimum have twice.

Article VIII

Subsection 400. xxx Retreat lots.

For the purpose of creating reasonable use of backland for residential uses, there may be established so-called retreat lots, pork chop lots of hammer head lots, the building upon which may be authorized by the issuance of a special permit by the Zoning Board of Appeals as special permit granting authority, subject to the following requirements:

- A. Said lot shall be entirely within a residential zoning district (R-A, R-B, R-C and the Agricultural Zone).
- B. Said lot has a minimum street frontage of not less than 40 feet and a width of not less than 40 feet at all points between the street and the nearest part of the principal building.

C. The area of said lot to be at least twice the minimum lot size as would be required.

D. Said lot shall otherwise be in compliance with all requirements of the Zoning Bylaws applicable to the zoning district in which said lot is located.

E. Said lot shall not have contiguous frontage with any other lot which has been granted a special permit pursuant to this section.

F. At the time of the application for a special permit is submitted, all other lots contiguous to said lot shall conform to the requirements of the zoning district in which it is located. Contiguous lots that were created prior to the establishment in Zoning in the Town of Uxbridge do not apply.

G. No permit shall be issued, pursuant to this chapter, unless said lot is situated on a public way accepted by the Town of Uxbridge.

H. Said lot shall be in harmony with the general purpose and intent of the Zoning Bylaws of the Town of Uxbridge.

SPONSOR: Citizen's Petition

PETITIONER'S MOTION: Move that the Town vote to adopt the following amendment to the Zoning Bylaw § 400. 32 Retreat lots as amended;

For the purpose of creating reasonable use of backland for residential uses, there may be established so-called retreat lots, pork chop lots of hammer head lots, the building upon which may be authorized by the issuance of a special permit by the Planning Board as the special permit granting authority, subject to the following requirements:

- A. Said lot shall be entirely within a residential zoning district (R-A, R-B, R-C and the Agricultural Zone).
- B. Said lot has a minimum street frontage of not less than 40 feet and a width of not less than 40 feet at all points between the street and the nearest part of the principal building.
- C. The area of said lot to be at least twice the minimum lot size as would be required.

D. Said lot shall otherwise be in compliance with all requirements of the Zoning Bylaws applicable to the zoning district in which said lot is located.

E. Said lot shall not have contiguous frontage with any other lot which has been granted a special permit pursuant to this section.

F. At the time the application for a special permit is submitted, all other lots contiguous to said lot shall conform to the requirements of the zoning district in which it is located. Contiguous lots that were created prior to the establishment of Zoning in the Town of Uxbridge do not apply.

G. No permit shall be issued, pursuant to this chapter, unless said lot is situated on a public way accepted by the Town of Uxbridge.

H. Said lot shall be in harmony with the general purpose and intent of the Zoning Bylaws of the Town of Uxbridge.

I. Retreat lots shall only be used for single family homes

PLANNING BOARD REPORT: Favorable Action (3-2-0) As Amended

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE

COMMITTEE: Unfavorable Action (4-3-0);

This is a citizen's petition and may not be changed except on Town Meeting floor, but the first sentence under the title is incomplete.

VOTE NEEDED: 2/3rds vote (MGL 40A Section 5)

The motion was seconded
Motion failed

ARTICLE 25: AMEND ARTICLE 3 OF THE UXBRIDGE HOME RULE CHARTER

Amend Article 3 of the Uxbridge Home Rule Charter by adding to Article 3 Elected Officers, Section 1: in general, (b) other officers filled at Town Elections – after Finance committee "three members of a Board of Assessors" and then continue the original text. Add to Article 3 of the Uxbridge Home Rule Charter Section (number to be determined by the Town Clerk):

Fall Annual Town Meeting – November 17, 2009 – continued

Appendix A Table of Use Regulations

USE	DISTRICTS					
	R-A	R-B	R-C	A	B	I
A. Residential Uses						
Apartment house	Y	N	N	N	N	N
Conservation design development	N	N	N	PB	N	N
Open space development	PB	PB	N	N	N	N
Single-family dwelling	Y	Y	Y	Y	N	N
Townhouse development	PB	N	N	N	N	N
Two-family/duplex dwelling	Y	Y	N	N	N	N
B. Exempt and Institutional Uses						
Child care facility	ZBA	ZBA	ZBA	Y	Y	Y
Educational use, nonexempt	ZBA	ZBA	ZBA	N	N	N
Essential services	Y	Y	Y	Y	Y	Y
Facility for the sale of produce, and wine and dairy products, provided that during the months of June, July, August and September of every year, or during the harvest season of the primary crop, the majority of such products for sale, based on either gross sales dollars or volume, have been produced by the owner of the land containing more than five acres in area on which the facility is located	Y	Y	Y	Y	Y	Y
Hospital or other medical institution	ZBA	ZBA	ZBA	N	PB	PB
Municipal facility	Y	Y	Y	Y	Y	Y
Use of land for the primary purpose of agriculture, horticulture, floriculture, or viticulture on a parcel of more than five (5) acres in area	Y	Y	Y	Y	Y	Y
Use of land or structures for educational purposes on land owned or leased by the Commonwealth or any of its agencies, subdivisions or bodies politic or by a religious sect or denomination, or by a nonprofit educational corporation	Y	Y	Y	Y	Y	Y
Use of land or structures for religious purposes	Y	Y	Y	Y	Y	Y
C. Agricultural Uses						
Farm, truck garden, nursery or greenhouse with less than five (5) acres	ZBA	ZBA	ZBA	Y	N	N
Nonexempt agricultural use	ZBA	ZBA	N	Y	N	N

Fall Annual Town Meeting – November 17, 2009 – continued

Manufacture, storage, transportation or disposal of hazardous material	N	N	N	N	N	N
Stone mason yard	N	N	N	PB	PB	PB
F. Other Uses						
Airport or landing field, noncommercial	N	N	N	Y	N	N
Cemetery or crematory, nonprofit	ZBA	ZBA	ZBA	ZBA	N	N
Penitentiary	N	N	N	N	N	N
F. Accessory Uses						
Home occupation	Y	Y	Y	Y	N	N
The preparation and or sale of snacks or non alcoholic beverages incidental to or as an accessory use to a permitted activity.	Y	Y	Y	Y	Y	Y
Retail trade or shop for manufacturing articles incidental to and as an accessory use to a retail business	ZBA	ZBA	ZBA	ZBA	Y	Y
Drive-up windows accessory to retail operation	N	N	N	N	PB	PB

Key: Y = Permitted, N = Not permitted, ZBA = Permitted by special permit from the Board of Appeals, PB = Permitted by special permit from the Planning Board, BI = Permitted following approval by the Building Inspector

Special State Primary Election – December 8, 2009

SENATOR IN CONGRESS

	Precinct 1			Precinct 2			Precinct 3			Precinct 4			Grand
DEMOCRATIC PARTY	Machine	Hand Ct.	Total	Machine	Hand Ct.	Total	Machine	Hand Ct.	Total	Machine	Hand Ct.	Total	Total
Blanks	0		0	1		1	0	1	1	0	2	2	4
Michael E. Capuano	44		44	44		44	39		39	38		38	165
Martha Coakley	102		102	149		149	115		115	93		93	459
Alan A. Khazei	20		20	27		27	22		22	34		34	103
Stephen G. Pagliuca	48		48	40		40	30		30	40		40	158
Write-Ins	0		0	1		1	0		0	0		0	1
Totals	214		214	262		262	206	1	207	205	2	207	890
REPUBLICAN PARTY													
Blanks	0		0	0		0	1		1	0		0	1
Scott P. Brown	97		97	87		87	93		93	104		104	381
Jack E. Robinson	9		9	5		5	12		12	4		4	30
Write-Ins	0		0	1		1	1		1	0		0	2
Totals	106		106	93		93	107		107	108		108	414
LIBERTARIAN PARTY													
Blanks	0		0	0		0	0		0	0		0	0
Write-Ins	1		1	0		0	0		0	0		0	1
Totals	1		1	0		0	0		0	0		0	1
	321			355			313	1		313	2		1306

Special State Election – January 19, 2010

SENATOR IN CONGRESS VOTE FOR ONE

	Precinct 1			Precinct 2			Precinct 3			Precinct 4			Grand
DEMOCRATIC PARTY	Machine	Hand Ct.	Total	Machine	Hand Ct.	Total	Machine	Hand Ct.	Total	Machine	Hand Ct.	Total	Total
Blanks	0		0	0		0	0		0	1		1	1
Martha Coakley	388		388	447		447	388		388	428		428	1651
Write-Ins	0		0	0		0	0		0	0		0	0
Totals	388	0	388	447	0	447	388	0	388	429	0	429	1652
REPUBLICAN PARTY													
Blanks	0		0	0		0	0		0	0		0	0
Scott P. Brown	934		934	879		879	968		968	909		909	3690
Write-Ins	0		0	0		0	0		0	0		0	0
Totals	934	0	934	879	0	879	968	0	968	909	0	909	3690
LIBERTY PARTY													
Blanks	0		0	0		0	0		0	0		0	0
Joseph P. Kennedy	16		16	15		15	15		15	12		12	58
Write-Ins	0		0	2		2	2		2	0		0	4
Totals	16	0	16	17	0	17	17	0	17	12	0	12	62
			1338			1343			1373			1350	5404

Spring Annual Town Meeting Minutes – May 11, 2010

TUESDAY, MAY 11, 2010 – 7:00 P.M.

UXBRIDGE HIGH SCHOOL
GYMNASIUM & AUDITORIUM
62 CAPRON STREET
UXBRIDGE, MASSACHUSETTS

Pursuant to the foregoing Warrant, the inhabitants of the Town of Uxbridge, qualified to vote in the Town elections and in Town affairs, met at the High School Gymnasium, in Precinct 2, in said Uxbridge, and transacted the following business on May 11, 2010:

Moderator Harold Klei called the Annual Fall Town Meeting to order at 7:00pm declaring the presence of a quorum (50 required, 112 voters present). Rules for conducting business and taking votes of the meeting were announced.

ARTICLE 1: REPORTS

To hear the report of any outstanding committee and act thereon.

SPONSOR: Board of Selectmen

RECOMMENDATION OF THE BOARD OF

SELECTMEN: No Recommendation

RECOMMENDATION OF THE FINANCE

COMMITTEE: No Recommendation as

none are expected

VOTE NEEDED: N/A

ARTICLE 2: FY10 INTER/INTRA DEPARTMENTAL TRANSFERS

To see if the Town will vote to transfer from available funds a sum of money to balance certain line items within the FY10 budget approved under Article 5 of the May 12, 2009 Annual Town Meeting or its continued date, or take any other action relative thereto.

SPONSOR: Board of Selectmen (Town Manager)

Commentary: Transfers from miscellaneous Town department line items to others which are needed to fund FY10 anticipated budget deficiencies. Net total of all movements under heading A: \$143,499; under heading B: \$198,962. The balance in the Stabilization Fund, if these recommendations are approved, at the close of Town Meeting will be \$1,235,516. A chart summarizing all anticipated financial transac-

For Article 2

A.) Inter/Intra Departmental Transfers between funds (Majority Vote)

A1.	FROM:	Amount	TO:	Amount
	Board of Selectmen Expenses (0100-122-5302-0000-0000- 0000-2-0000-0-0)	\$234	Board of Selectmen Salaries (0100-122-5110-0000-0000- 0000-1-0000-0-0)	\$234

ADDITIONAL COMMENTARY: Small deficit in salary account due to a transposition in the departmental budget.

A2.	FROM:	Amount	TO:	Amount
	Town Manager Expenses (0100-123-5302-0000-0000- 0000-2-0000-0-0)	\$90	Town Manager Salaries (0100-122-5110-0000-0000- 0000-1-0000-0-0)	\$90

ADDITIONAL COMMENTARY: Small deficit in salary account due to a transposition in the departmental budget.

A3.	FROM:	Amount	TO:	Amount
	Accounting Salaries (0100-135- 5110-5111-0000-0000-000-1- 0000-0-0)	\$600	Accounting Expenses (0100- 162-5310-0000-0000-0000- 2-0000-0-0)	\$600

ADDITIONAL COMMENTARY: The Town is currently migrating its Accounting software to a new platform that offers more utility and better financial reporting. Transfer requested for accounting staff training on the upgraded module.

A4.	FROM:	Amount	TO:	Amount
	Accounting Salaries (0100-135- 5110-5111-0000-0000-000-1- 0000-0-0)	\$9,000	Treasurer/Collector Salaries (0100-145-5111-0000-0000- 0000-1-0000-0-0)	\$9,000

ADDITIONAL COMMENTARY: The financial departments voluntarily reduced staffing by one full time administrative position at the beginning of FY 2010. This transfer is required due to movement of personnel from Accounting to Treasury operations.

A5.	FROM:	Amount	TO:	Amount
	Tax Title (0100-159-5315-0000- 0000-0000-000-2-0000-0-0)	\$1,500	Treasurer/Collector Salaries (0100-145-5111-0000-0000- 0000-1-0000-0-0)	\$1,500

ADDITIONAL COMMENTARY: Additional transfer required for training hours for a new staff member, and payout of accruals to a former employee.

A6.	FROM:	Amount	TO:	Amount
	Overlay Surplus (1000-000- 1300-0000-0000-0000-0-0000-0- 0)	\$15,030	Triennial Revaluation (0200- 142-5311-0000-0000-0000- 2-0000-0-0)	\$15,030

ADDITIONAL COMMENTARY: The costs for preparing for the tri-annual revaluation were raised in the Assessor's annual budget until FY 2010. Overlay surplus was previously considered a revenue source when assembling the annual budget. It is no longer practical to use surplus overlay as a revenue source, as the available balances in this account have been reduced. There is enough funding however, to fund the Triennial Revaluation account on an annual basis.

A7.	FROM:	Amount	TO:	Amount
	Town Counsel (0100-151-5306- 0000-0000-0000-2-0000-0-0)	\$2,800	Elections Salaries (0100- 162-5121-0000-0000-0000- 2-0000-0-0)	\$2,800

ADDITIONAL COMMENTARY: Transfer required for anticipated costs of June 19th Special Town Meeting and the June 22nd Special Election that were not included in the original FY 2010 Elections Budget.

A8.	FROM:	Amount	TO:	Amount
	Town Counsel (0100-151-5306- 0000-0000-0000-2-0000-0-0)	\$14,000	Elections Expenses (0100- 162-5314-0000-0000-0000- 2-0000-0-0)	\$14,000

ADDITIONAL COMMENTARY: Transfer required for anticipated costs of June Special Town Meeting and Election that were not included in the original FY 2010 Elections Budget.

A9.	FROM:	Amount	TO:	Amount
	Planning Salaries (0100-175- 5110-0000-0000-0000-1-0027-2- 0)	\$1,720	Planning Expenses (0100- 175-5307-0000-0000-0000- 2-0000-0-0)	\$1,720

ADDITIONAL COMMENTARY: In accordance with the M.G.L., C. 40A, the Planning Board is required to post legal advertisement notices. The average cost of posting a legal notice is \$150 per application. The Planning Board has already expended \$670 more than anticipated in advertising notices. It is anticipated that the Planning Board will receive seven (7) Modification of Definitive Plans &/or Definitive Plan applications and two (2) proposed zoning &/or street acceptance articles.

A10.	FROM:	Amount	TO:	Amount
	Town Hall Expenses (0100-192- 5210-0000-0000-0000-2-0000-0- 0)	\$600	Blanchard School Expenses (0100-198-5210-0000-0000- 0000-2-0000-0-0)	\$600

ADDITIONAL COMMENTARY: Transfer required for costs incurred in repairing the building's alarm system.

Spring Annual Town Meeting – May 11, 2010

VOTE NEEDED: Requires a 4/5th's majority vote

No Motion, No action taken on Article 3.

For Article 6

ARTICLE 4: TOWN BUDGET

To see if the Town will vote to fix compensation of all officials of the Town, provide for a reserve fund, determine sums to be raised and appropriated, including those from available funds, in order to defray expenses including debt and interest for fiscal year 2011 (FY11) – approve the budget, or take any other action related thereto.

SPONSOR: Board of Selectmen (Town Manager)

Commentary: Please see the revenue and expenditure details in the FY 2011 Budget document that is attached at the back of this warrant.

MOTION: Move that \$33,675,357 be appropriated, as set forth in line items under the column ("FY11 Budget Updated Town Manager/Finance Committee Recommendation"), on the sheet entitled "Exhibit 2 – FY 2011 Town Manager's Recommended Budget - Town Meeting" in the budget prepared by the Town Manager, included at the back of this warrant, for recommendation at the Annual Town Meeting on May 11, 2010, as most recently revised; and as funding therefore, to transfer from revenue funds, and raise and appropriate the total sum of \$33,675,357 as set forth the column entitled FY11 projected revenues on the sheet entitled, "Exhibit 1 - FY 2011 Revenue Projections - Town Meeting", each item considered a separate appropriation.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

RECOMMENDATION OF THE FINANCE COMMITTEE:

Recommend Favorable Action on the Town Manager's budget (6-1-0). This budget is balanced and any additional funding of a line item must be offset by a reduction in other line items to keep the budget in balance. The School Committee as of this writing has chosen to not respond to a 4% reduction in General State Aid to Cities and Towns as well as a 4% reduction in Chapter 70 Funds. These

Wastewater Department Enterprise Fund

			FY 09 Budget	FY10 Budget	FY 11 Budget TM/Finance Committee Recommendation
650-440-5100	Water	Salaries	\$316,320	\$379,385	\$305,224
650-440-5200	Water	Expenses	\$592,384	\$511,100	\$508,050
650-440-5800	Water	Debt	\$143,596	\$140,183	0
		Subtotal Expenses	\$735,980	\$651,283	\$508,050
		Total Budget Appropriation	\$1,052,300	\$1,030,668	\$813,274
		Deductions from Gross Revenues	0	0	\$226,967
		Total Departmental Expense	\$1,052,300	\$1,030,668	\$1,040,241

\$ 1,040,241 anticipated to be charged to Wastewater Enterprise revenues.

reductions have been approved by the House of Representatives and are reflected in the most recent Cherry Sheet, the listing of Aid to Cities and Towns by the Commonwealth, but not yet voted by the Senate. The School Committee understands that when the Senate votes, an additional sum of money must be reduced from their budget request. The Finance Committee Chair voted for unfavorable action due to a 6.9% on average salary increase included in the School Committee budget request as well as a modest increase for the Fire Fighters. This is an inequitable situation in view of the fact that other Town employees are not getting an increase at all in this period of difficult economic times.

VOTE NEEDED: Requires a simple majority provided none of the money is coming from Stabilization. A transfer from Stabilization requires a 2/3 majority vote.

The motion is seconded

Moderator declares a simple majority, motion carries.

ARTICLE 5: REVOLVING FUND ACCOUNTS

To see if the Town will vote to establish and authorize GLC.44, \$53E ½ revolving funds for the continuation of: Library book repairs, not to exceed \$12,000, derived from late fines and fees, under the Library Trustees; recreation program costs, not to exceed \$10,000, to be derived from program fees, under the Recreation Committee; compost bin costs, not to exceed \$2,000, derived from compost bin sales, under the Board of Health; or take any other action related thereto.

SPONSOR: Board of Selectmen (Town Manager)

Commentary: Annual re-establishment of revolving funds as required by MA General Laws. No appropriation is required; funded by fees charged.

MOTION: Move that Article 5 be accepted as written

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable Action (6-0-0)

VOTE NEEDED: Requires a simple majority.

The motion is seconded

Motion carried in the affirmative by a unanimous vote.

ARTICLE 6: WASTEWATER DEPARTMENT BUDGET (ENTERPRISE FUND)

To see if the Town will vote to raise and appropriate, and/or transfer from available funds, or otherwise provide a sum or sums of money for the salaries, expenses and debt service of the Sewer Department (Wastewater) Enterprise Fund for the ensuing fiscal year, such sums of money to be offset by revenues of the Sewer Department Enterprise Fund received during fiscal year 2011, or take any other action related thereto.

SPONSOR: Board of Selectmen (Town Manager)

Commentary: The Wastewater Enterprise Fund is based upon the collection of wastewater charges to over 3,200 billing units and is entirely self-supporting. The Wastewater Enterprise Budget has been reduced, in part because funds budgeted for Wastewater Enterprise debt and Wastewater Enterprise employee benefits have been removed from the Enterprise fund budget. Historically, these payments

Spring Annual Town Meeting – May 11, 2010

If the same methodology was applied to the FY 2010 budget, a comparison of the two would show a requested decrease of \$9,137 or 1.45%

MOTION: Move that the sum of \$497,161, as set forth in the column below ("FY11 Budget TM/Finance Committee Recommendation"), up to and including the line entitled "Total Budget Appropriation" be appropriated to the FY11 Ambulance Department Enterprise Fund Account to be expended for the respective purposes set forth in each item being considered a separate appropriation.

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable Action (6-0-0)

VOTE NEEDED: Requires a simple majority

The motion is seconded

Motion carried in the affirmative by a unanimous vote.

ARTICLE 9: COMMUNITY ACCESS TELEVISION BUDGET

To see if the Town will vote to transfer a sum or sums of money for the salaries and expenses of the Community Access Television budget for the ensuing fiscal year, such sums of money to be offset by Cable PEG Access "Receipts Reserved for Appropriation Account," or take any other action related thereto.

SPONSOR: Board of Selectmen (Town Manager)

Commentary: The Community Access Television budget is based upon the collection of cable franchise/license fees, per the License Agreement with Charter Communications, and is placed in a special receipts-reserved-for-appropriation account. The Cable Television License Agreement expires on October 6, 2010. As stated previously, the Community Access Television budget has been reduced, in part because funds budgeted for Community Access Television employee benefits have been removed from the Cable Access Television budget. For FY 2011 forward, these amounts will be taken from the fund's gross revenues and not raised as a budgetary line in the

For Article 9

Community Access Television			FY 09 Budget	FY10 Budget	FY11 Budget TM/Finance Committee Recommendation
240-645-5100	Cable	Salaries	\$76,873	\$88,268	\$82,872
240-645-5200	Cable	Expenses	\$32,233	\$21,300	\$21,800
240-645-5900	Cable	Capital Outlay	\$151,000	\$32,564	\$22,000
		Subtotal Expenses	\$183,233	\$53,864	\$43,800
		Total Budget Appropriation	\$260,106	\$142,132	\$126,672
		Deductions from Gross Revenues	0	0	\$18,188
		Total Departmental Expense	\$260,106	\$142,132	\$144,860

\$144,860 anticipated to be charged to the Cable PEG Access Receipts Reserved for Appropriation account.

Community Access Television budget.

If the same methodology was applied to the FY 2010 budget, a comparison of the two would show a requested increase of \$2,728 or 1.92%.

MOTION: Move that the sum of \$126,672, as set forth in the column below ("FY11 Budget TM/Finance Committee Recommendation"), up to and including the line entitled "Total Budget Appropriation" be appropriated to Community Access Television Account to be expended for the respective purposes set forth in each item being considered a separate appropriation

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (4-1-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Recommend Favorable Action (4-2-0). The Finance Committee further recommends that a quality improvement plan for sound and picture be implemented as well as a tour of the newly built studio and the equipment that is available.

VOTE NEEDED: Requires a simple majority.

The motion is seconded

Moderator declares a simple majority, motion carries.

ARTICLE 10: ACCEPTANCE OF MGL CHAPTER 40, SECTION 22F; LICENSE FEES: SERVICE CHARGES

To see if the Town vote to accept the provisions of Massachusetts General Laws Chapter 40, Section 22F, for which any municipal board or officer empowered to issue a license, permit, certificate, or to render service or perform work may, from time to time, fix reasonable fees for all such licenses, permits, or certificates issued

pursuant to statutes or regulations wherein the entire proceeds of the fee remain with such issuing city or town, and may fix reasonable charges to be paid for any services rendered for work performed by the city or town or any department thereof; provided, however, that in the case of a board or officer appointed by an elected board, the fixing of such fee shall be subject to the review and approval of such elected board; or take any other related action thereto.

SPONSOR: Board of Selectmen (Town Manager)

Commentary: This article was submitted prior to the discovery that this statute was accepted as Article 7, of the February 7th, 2001 Special Town Meeting, No further action is necessary.

MOTION: No Motion

VOTE NEEDED: None Required

RECOMMENDATION OF THE BOARD OF SELECTMEN: No Recommendation

RECOMMENDATION OF THE FINANCE COMMITTEE: No Recommendation as the

Town has already accepted these provisions. Pass over.

No Motion, No action taken on Article 10.

ARTICLE 11: REVOKE PARTICIPATION IN THE CENTRAL MASSACHUSETTS MOSQUITO CONTROL PROJECT

To see if the Town vote to discontinue membership in the Central Massachusetts Mosquito Control Project, pursuant to Massachusetts General Laws, Chapter 252, Section 5A and other applicable sections of said law, effective July 1, 2010, or take any other action related thereto.

SPONSOR: Board of Selectmen (Town Manager)

Spring Annual Town Meeting – May 11, 2010

Moderator declares a 2/3rds majority, motion carries.

ARTICLE 14: STREET ACCEPTANCES – JULIA DRIVE, FOXWOOD LANE, DEER VIEW LANE, WILDLIFE DRIVE, LONG MEADOW ROAD, CASSIE LANE AND STANPHYL ROAD

To see if the Town will vote (a) to accept as a public ways Julia Drive, Foxwood Lane, Deer View Lane, Wildlife Drive, Long Meadow Road, Cassie Lane and Stanphyl Road, all as laid out by the Board of Selectmen, a copy of which layouts are on file with the Town Clerk; (b) to authorize the Board of Selectmen, in the name and behalf of the Town, to acquire by gift, purchase, or eminent domain the necessary fee interests or easements and appurtenant rights in and for said ways for the purposes for which public ways are used in the Town; and (c) to see what sums the Town will raise and appropriate or transfer from available funds for such purposes; or take any other action relating thereto.

SPONSOR: Citizen's Petition

Commentary:

MOTION: Motion, if any to be provided by the petitioner

RECOMMENDATION OF THE BOARD OF SELECTMEN: Pass Over

RECOMMENDATION OF THE FINANCE COMMITTEE: No recommendation due to timeframes to complete the legal work that cannot be met. Pass over

RECOMMENDATION OF THE PLANNING BOARD:

VOTE NEEDED: Requires simple majority

No Motion, No action taken on Article 14.

ARTICLE 15: AMEND THE ZONING BY-LAW SECTION 400-41

To see if the Town will vote to amend Zoning Bylaw Section 400-41 – Age Restricted Overlay Development District as follows: § 400-41 Age Restricted Development Overlay District

A. Purpose and Intent

The Age Restricted Development Overlay District is hereby established as an overlay district covering an 63.04 84.5 acre

portion of the Residence C District and a portion of the Agricultural District, more specifically described and shown on the Uxbridge Assessors Map 23, as Parcels 3829, 4435 and 4793. All regulations pertaining to the underlying district(s) shall continue to be in full force and effect, except to the extent that the provisions of this Section modify, amend, or supersede such underlying requirements or provide an alternative to such requirements. The Age Restricted Development Overlay District is intended to encourage the development of age restricted dwelling units at a greater density than would otherwise be permitted in the underlying zoning districts, in order to provide for the unique housing needs of persons aged 55 and older, and in order to generate affordable housing units that can be counted toward the Department of Housing and Community Development ("DHCD") Subsidized Housing Inventory for the Town of Uxbridge. Age Restricted Developments shall consist of duplex dwellings constructed in appropriate clusters of two or more, in a manner which will maximize preservation of open land and which will not detract from the ecological and visual qualities of the site or its neighborhood environment.

B. Permitted Uses

In addition to the uses otherwise permitted in the underlying district(s), land within the Age Restricted Development Overlay District may, upon issuance of a special permit under this Section, be developed and used for an Age Restricted Development of townhouse style, duplex houses for independent residential use, each with a separate exterior entrance, together with accessory uses on the same premises with, and customarily incident to, the use and occupancy of such houses by persons aged 55 and older, and not detrimental to a residential neighborhood, including the use of a room or rooms in a dwelling for customary home occupation or home occupations carried on by person or

persons residing therein, provided that there shall be no display or advertising except (a) a sign of not more than two (2) square feet in area or (b) real estate signs not over six (6) square feet in area advertising the sale or rental of only the premises on which they are located or (c) identity signs or bulletin boards not over twelve(12) square feet in area accessory to the use on the premises. For purposes of this Section, the term accessory use shall not include: (a) a garage for storage of more than two (2) automobiles; storage of more than two (2) automobiles; (c) the renting of bedroom space by the day or week or the furnishing of table board by the week to persons not members of the family resident on the premises.

Additionally, temporary construction trailers, temporary sales trailers and display centers associated with the construction and sales of new homes in the Age Restricted Development, passive and active recreational facilities and structures for use by the occupants of the Age Restricted Development, and central mail delivery facilities for the Development may be allowed under the Age Restricted Development Special Permit.

C. Minimum Lot Size, Access, Utilities

An Age Restricted Development may be permitted on a single contiguous tracts of land in the Age Restricted Development Overlay District which:

1. conforms to the definition of "Lot" contained in Article X of these By-Laws;
2. has an area of at least sixty (60) Acres;
3. has a minimum of one hundred (100) feet of frontage on an a way in the Town of Uxbridge; existing public street;
4. is to be served at least two private access ways that directly access the Development from a public street, way in the Town of Uxbridge, such access ways to be at least one thousand (1000) feet apart; and

Spring Annual Town Meeting – May 11, 2010

4. The Affordable Units shall conform to the DHCD standards for inclusion in the DHCD Subsidized Housing Inventory.
 5. The Affordable Units will be similar in exterior design to the market units or must satisfy the design and construction standards of the Local Initiative Program, 760 CMR 45.00, as amended from time to time. It is the intent of this Section that the Affordable Units shall be eligible for inclusion in the DHCD Subsidized Housing Inventory as Local Initiative Program units.
 6. The Affordable Units must be constructed and occupancy permits obtained in a proportion determined by the Special Permit Granting Authority ~~at the rate of three affordable Units in the first Phase of Development (containing up to 50 market-rate units); at the rate of seven Affordable Units in the second Phase of Development (containing up to 40 market-rate units); and the balance in the next successive phase of Development~~
- M. Exemption from Growth Management By-law
Age Restricted Overlay District Developments shall be exempt from Section 400-31 of these Bylaws or any other bylaws that control rate of development.
- N. Criteria for Review
The Planning Board ~~of Appeals~~ shall be the Special Permit Granting Authority under this Section. The Planning Board ~~of Appeals~~ shall not grant a special permit for an Age Restricted Overlay District Development if it appears that, because of soils, drainage, traffic or other conditions, the issuance of such a special permit would be detrimental to the neighborhood or to the Town, or if it appears that the proposed design of the Age Restricted Overlay District Development would be inconsistent with the purposes and requirements of this Section. In issuing a special permit for an Age Restricted Overlay District Development, the Planning Board ~~of Appeals~~ shall impose such conditions and safeguards as public safety, welfare and convenience require.

SPONSOR: Citizen's Petition

Commentary:

MOTION: Move to accept the Article as written.

RECOMMENDATION OF THE BOARD OF SELECTMEN: Favorable Action (5-0-0)

RECOMMENDATION OF THE FINANCE

COMMITTEE: Recommend Favorable Action (5-0-0). This Bylaw for an Age Restricted Overlay District is for one development here in Town. We have two other Age Restricted Developments here in Town. A General Zoning Bylaw for Age Restricted Developments might be more practical.

RECOMMENDATION OF THE PLANNING

BOARD: Unfavorable Action (2-1-1)

VOTE NEEDED: Requires 2/3rds majority

The motion is seconded

Moderator declares a 2/3rds majority, motion carries.

All articles having been acted on, there was a motion to dissolve the 2010 Annual Spring Town Meeting.

The motion was seconded and passed.

The meeting adjourned at 8:50pm.

A true attest,

Kelly J. Poulin, Uxbridge Town Clerk

Town Election – May 25, 2010 – continued

Board of Health (1) 3 yr. term	Precinct 1			Precinct 2			Precinct 3			Precinct 4			Grand
	Machine	Hand ct	Total	Machine	Hand ct	Total	Machine	Hand Ct	Total	Machine	Hand ct	Total	Total
Blanks	317	0	317	255	0	255	309	0	309	359	0	359	1240
Write-In	0	0	0	0	0	0	0	0	0	0	0	0	0
Time Rice	1	1	2	3	0	3	1	0	1	3	0	3	9
Tom Bentley	0	0	0	1	0	1	0	0	0	0	0	0	1
Wayne Tucker	0	0	0	6	0	6	8	0	8	5	0	5	19
Dan Baker	0	0	0	1	0	1	0	0	0	0	0	0	1
Maria Newman	0	0	0	1	0	1	0	0	0	0	0	0	1
David Moriarty	0	0	0	1	0	1	0	0	0	0	0	0	1
Paul Pavlino	0	0	0	1	0	1	0	0	0	0	0	0	1
Donald Duck	0	0	0	1	0	1	0	0	0	0	0	0	1
Ray Wright	0	0	0	0	0	0	1	0	1	0	0	0	1
Michael Dunphy	0	0	0	0	0	0	1	0	1	0	0	0	1
Peter Baghdasarian	0	0	0	0	0	0	2	0	2	1	0	1	3
J. Craig Venter	0	0	0	0	0	0	0	0	0	1	0	1	1
Tim Devlin	0	0	0	0	0	0	0	0	0	1	0	1	1
Julie Woods	0	0	0	0	0	0	0	0	0	1	0	1	1
David Moriarty	0	0	0	0	0	0	0	0	0	1	0	1	1
TOTALS:	318	1	319	270	0	270	310	0	322	362	0	372	1283

Finance Committee (1) 3 yr. term													
Blanks	131	0	131	141	0	141	131	0	131	155	0	155	558
Christine M. Horwath	171	1	172	198	0	198	168	0	168	185	0	185	723
Write-In	0	0	0	0	0	0	0	0	0	0	0	0	0
Dan Baker	0	0	0	1	0	1	0	0	0	0	0	0	1
Harry Romasco	0	0	0	1	0	1	0	0	0	0	0	0	1
Jane Keegan	0	0	0	0	0	0	1	0	1	0	0	0	1
Stephen Nolan	0	0	0	0	0	0	0	0	0	1	0	1	1
Mary Pat Wickstrom	0	0	0	0	0	0	0	0	0	1	0	1	1
TOTALS:	302	1	303	341	0	341	299	0	299	340	0	340	1283
Housing Authority (1) 5 yr. term	Machine	Hand ct	Total	Machine	Hand ct	Total	Machine	Hand Ct	Total	Machine	Hand ct	Total	Total
Blanks	146	1	147	136	0	136	148	0	148	172	0	172	603
Norman R. White	156	0	156	205	0	205	151	0	151	168	0	168	680
Write-In	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS:	302	1	303	341	0	341	299	0	299	340	0	340	1283

Town Election – May 25, 2010 – continued

	Precinct 1			Precinct 2			Precinct 3			Precinct 4			Grand
Trustee of Soldiers Memorial Veterans (1) 3 yr term	Machine	Hand ct	Total	Machine	Hand ct	Total	Machine	Hand Ct	Total	Machine	Hand ct	Total	Total
Blanks	302	1	303	336	0	336	298	0	298	338	0	338	1275
Write-In	0	0	0	0	0	0	0	0	0	0	0	0	0
Karen Knapik	0	0	0	1	0	1	0	0	0	0	0	0	1
Roy Henry	0	0	0	1	0	1	0	0	0	0	0	0	1
Pete	0	0	0	1	0	1	0	0	0	0	0	0	1
Peter Baghdasarian	0	0	0	0	0	0	1	0	1	0	0	0	1
William Robertson	0	0	0	0	0	0	0	0	0	1	0	1	1
Greg Bertonazzi	0	0	0	0	0	0	0	0	0	1	0	1	1
Peter Rice	0	0	0	0	0	0	0	0	0	1	0	1	1
Michael Volpe	0	0	0	0	0	0	0	0	0	1	0	1	1
TOTALS:	302	1	303	339	0	339	299	0	299	342	0	342	1283

	Machine	Hand ct	Total	Machine	Hand ct	Total	Machine	Hand Ct	Total	Machine	Hand ct	Total	Total
Trustee of Soldiers Memorial Non-Veterans (1) 3 yr term													
Blanks	299	1	300	327	0	327	292	0	292	327	0	327	1246
Write-In	0	0	0	0	0	0	0	0	0	0	0	0	0
David Moriarty	3	0	3	11	0	11	4	0	4	10	0	10	28
Joan Monaco	0	0	0	1	0	1	0	0	0	0	0	0	1
Harry Romasco	0	0	0	1	0	1	0	0	0	1	0	1	2
Minnie Mouse	0	0	0	1	0	1	0	0	0	0	0	0	1
Peter Baghdasarian	0	0	0	0	0	0	1	0	1	0	0	0	1
Noah Nalgeri	0	0	0	0	0	0	1	0	1	0	0	0	1
William Robertson	0	0	0	0	0	0	1	0	1	0	0	0	1
Chuck McQuade	0	0	0	0	0	0	0	0	0	1	0	1	1
Greg Bertonazzi	0	0	0	0	0	0	0	0	0	1	0	1	1
TOTALS:	302	1	303	341	0	341	296	0	296	338	0	338	1283

QUESTION 1

"Shall the Town of Uxbridge, MA assess the excise imposed under General Laws Chapter 59, Section 8a on certain animals, machinery and equipment owned by individuals and non-corporate entities principally engaged in Agriculture?"

YES

NO

	Precinct 1			Precinct 2			Precinct 3			Precinct 4			Grand
	Machine	Hand ct	Total	Machine	Hand ct	Total	Machine	Hand Ct	Total	Machine	Hand ct	Total	TOTAL
Blanks	51	0	51	83	0	83	52	0	52	79	0	79	265
Yes	58	0	58	66	0	66	49	0	49	63	0	63	234
No	195	1	196	192	0	192	198	0	198	198	0	198	784
TOTALS:	302	1	303	341	0	341	299	0	299	340	0	340	1283

QUESTION 2

Shall the Town vote to amend the Uxbridge Home Rule Charter, Article 2, Section 7: INITIATION OF WARRANT ARTICLES (b) as follows: (b) Referral - change "Forthwith following receipt of any petition containing a proposed warrant article, the board of selectmen shall cause a copy of the proposal to be delivered in hand, or mailed, to the residence of the chairperson of the finance committee, a copy to be posted on the town bulletin board and shall cause such other distribution to be made of each such proposal as may be required by law or by by-law" to "Forthwith following the receipt of any petition containing a proposed warrant article, the board of selectmen shall cause a copy of the proposal to be emailed to the chair of the finance committee if an email address is on file in the board of selectmen's office and sent by U.S. Mail to the chair if he/she does not have an email address. The chair of the finance committee shall notify the board of selectmen's office of receipt of the proposed article. In addition a copy of the proposed article shall be posted on the town bulletin board, and the board of selectmen shall cause such other distribution to be made of each such proposal as may be required by law or bylaw."

YES

NO

	Precinct 1			Precinct 2			Precinct 3			Precinct 4			Grand
	Machine	Hand ct	Total	Machine	Hand ct	Total	Machine	Hand Ct	Total	Machine	Hand ct	Total	TOTAL
Blanks	83	0	83	113	0	113	85	0	85	108	0	108	389
Yes	161	1	162	143	0	143	140	0	140	170	0	170	615
No	58	0	58	85	0	85	74	0	74	62	0	62	279
TOTALS:	302	1	303	341	0	341	299	0	299	340	0	340	1283

Special Town Meeting Minutes – June 19, 2010

Unknown:

- Number of athletic fields
- Future funding for the annual operating costs of a fourth school (The Finance Director has indicated that taxes to the average homeowner would increase \$59 if the annual operational costs were funded through a Prop 2½ override)
- Future funding for the renovation of the current high school

In weighing the risks, rewards and unknowns, the Finance Committee felt the rewards of building a new high school outweighed the risks. The project will provide the town with a school that will meet the program standards for a high school, resolve the facility problems identified in the accreditation review and eliminate the overcrowding at the Taft and Whitin schools. Finally, a new high school provides a foundation for reversing the exodus of students to other school districts. The community should be aware that the funding of the annual operating costs of the new high school and the renovation costs of the current high school remain unfunded at this time.

The Finance Committee will revisit its risk analysis of the high school project when the cost estimate for the project becomes available on June 15, 2010.

VOTE NEEDED: Requires 2/3rd's majority vote (Chapter 59: Section 21C (K))
The moderator declares that a 2/3 vote is needed. The motion is seconded and carries.

ARTICLE 2: CAPITAL EXCLUSION (G.L. c.59 § 21C(i½) : BRIDGE & CULVERT SURVEY

To see if the Town will vote to raise and appropriate \$110,000 by taxation, by transfer from available funds, by borrowing, or any combination thereof, for the purposes of funding a study to evaluate the condition of all town bridges and culverts including all costs incidental and related thereto; provided, however, that the vote taken hereunder shall be made contingent upon approval by the voters of the Town at an election of a "capital outlay exclusion" in accordance with the provisions of Massachusetts General Laws, Chapter 59, Section 21C(i½), otherwise known as Proposition 2½, so-called, or take any other action relative thereto.

SPONSOR: Board of Selectmen (Town Manager)

Commentary: This article seeks to fund a study of the Town's twenty-six town owned bridges and culverts via a Capital Outlay Exclusion, which will raise the funds necessary to pay the study's costs from the tax levy, outside the limits of Proposition 2½ for one year. The study will include field assessments of each structure, updated load ratings; repair recommendations; prioritization of work; and analysis of potential sources of funding. It is the first step required to address deficiencies in the Town's infrastructure that have existed for the past decade. It has been recommended as a priority project by the Capital Committee since the Committee was reconstituted four years ago. M.G.L. requires that any capital outlay exclusion request also be accepted by a majority of voters at a ballot election, which will take place on June 22, 2010. The cost of the exclusion would be approximately .07 on the FY 2011 tax rate for a single year.

MOTION: Move that the Town raise and appropriate \$110,000 for the purposes of funding a study to evaluate the condition of all town bridges and culverts including all costs incidental and related thereto; provided, however, that the vote taken hereunder shall be made contingent upon approval by the voters of the Town at an election of a "capital outlay exclusion" in accordance with the provisions of Massachusetts General Laws, Chapter 59, Section 21C(i½), otherwise known as Proposition 2½ so-called.

RECOMMENDATION OF THE BOARD OF SELECTMEN: Unfavorable action (4-1-0)

RECOMMENDATION OF THE FINANCE COMMITTEE: Favorable Action (4-0-0)

The Finance Committee believes that a detailed study of this type is required to accurately determine what bridges are in most need of repair. With a comprehensive report and repair recommendations, the Town can develop a plan to fund necessary repairs.

The cost of this project is an additional \$21.80 to the average household for 1 year. (Based on .07 per thousand times the average home value of \$311,500)

VOTE NEEDED: Requires 2/3rd's majority vote (Chapter 59: Section 21C (K)).
The moderator declares that a 2/3 vote is needed. The motion is seconded and carries.

A motion was made and seconded to dissolve the June 19, 2010 Special Town meeting. The motion carried unanimously and town meeting was adjourned at 11:10 A.M.

A true copy attest,
Kelly J. Poulin, Uxbridge Town Clerk