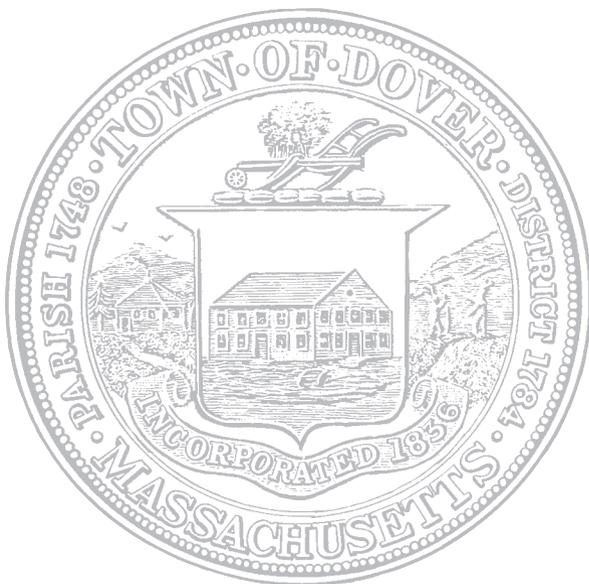


DOVER

183rd Town Report

2019



In Memoriam

The Town Report of 2019 recognizes the following individuals who served the Town of Dover with commitment and distinction:

Jeanne K. Gavrilles
Council on Aging, 2007–12

Pamela Schluter Kunkemueller
Historical Commission, 1985–88

Virginia R. Leonard
Tree Committee, 1981–97

Shirley Sarris
Agent, Board of Health, 1976–88
Architectural Barriers Committee, 1979–86

Paul H. Tedesco
Historical Commission, 2001–17
Hazardous Waste Coordinator, 2003–14

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Acknowledgments by the Town Report Committee

Kathy Weld, Chair
Dee Douglas
Jill French
Mary Kalamaras
Hadley Reynolds

The *Dover Town Report* is mandated to be the vehicle by which all Town departments, boards, and committees convey to Dover residents a summary of their activities during the year. The Town Report Committee is composed of five appointed members, each of whom serves a three-year term.

We thank everyone at the Town House for their support in producing this report. Thanks also go to all contributors for their efforts, especially those individuals who submitted their reports on time. We are grateful for the expertise of our graphic designer, Pat Dacey, and for the printing and binding services of King Printing under the guidance of Tom Campbell.

We greatly encourage residents and nonresidents alike to submit photographs for print consideration and thank everyone who has participated in past years. The *Dover Town Report* would not be the same without your wonderful images of our town and its people.

Dover residents are encouraged to provide the Committee with their comments and suggestions for improving this report. Please contact us at townreport@doverma.org.



Caryl House. Photo by Valentina Zhang.

Citizens Volunteer Form

If you are interested in serving the Town in any capacity listed below, please complete this form and return it, either by mail or in person, to the Selectmen's Office, Town House, 5 Springdale Avenue, or call (508) 785-0032, ext. 221. Information received will be made available to all boards, committees, and departments for their reference in filling vacancies.

Name: _____ Telephone: _____

Address: _____

Area(s) of interest: _____

Availability (e.g. nights, weekends, hours per month): _____

Comments: _____

- | | |
|--|--|
| <input type="checkbox"/> Selectmen's Office | <input type="checkbox"/> Conservation Commission |
| <input type="checkbox"/> General Government | <input type="checkbox"/> Long Range Planning Committee |
| <input type="checkbox"/> Historical Commission | <input type="checkbox"/> County and Regional Affairs |
| <input type="checkbox"/> Council on Aging | <input type="checkbox"/> Veterans' Affairs |
| <input type="checkbox"/> Cultural Council | <input type="checkbox"/> Human Services |
| <input type="checkbox"/> Town Report Committee | <input type="checkbox"/> Parks and Recreation |
| <input type="checkbox"/> Civil Defense | <input type="checkbox"/> Town Clerk/Elections |
| <input type="checkbox"/> Tree Committee | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Recycling Committee | |

DOVER

Information for Citizens

2019



General Information

Established as the Springfield Parish of Dedham in 1748

Incorporated as the District of Dover in 1784

Incorporated as a Town in 1836

Geographic Information

Latitude: 42° 14' North Longitude: 71° 17' West

Land Surface: 9,701.4 acres Water Surface: 94.6 acres

Total: 9,796 acres or 15.3 square miles

Perimeter: 23.51 miles (10.87 on the Charles River)

Political Location of the Town: Norfolk County

Norfolk and Suffolk District: State Senator Michael F. Rush

Thirteenth Norfolk Representative District: State Representative Denise Garlick

Second Councillor District: Councillor Robert A. Jubinville

United States Senate: Senators Elizabeth Warren and Edward J. Markey

Fourth Congressional District of Massachusetts: U.S. Representative Joseph P. Kennedy III

Building Dates

Library	1968	Regional Middle School	2003
Caryl Community Center	1912, 1972	Regional High School	1968, 2004
Town House	1922	Post Office	1975
Chickering School	2001	Protective Agencies Bldg.	1976, 1999
		Town Garage	1998

Census Figures

Year	Registered Population	Number of Voters	Households
1790	485		
1910	769		
1950	1,722	318	
1975	4,896	2,674	1,335
1980 (est.)	5,000	2,988	1,460
1985	5,039	3,140	1,450
1990	5,240	3,231	1,668
1995	5,585	3,383	1,812
2000	5,874	3,566	1,902
2005	6,088	3,785	1,958
2010	6,034	3,955	1,985
2015	6,199	4,030	1,995
2016	6,279	4,296	2,008
2017	6,291	4,188	2,034
2018	6,283	4,269	2,121
2019	6,208	4,248	2,144

Town Offices Directory

Police and Fire Emergencies: 911 Town Website: www.doverma.org
 Town House Offices: (508) 785-0032 + ext. For Fax: (508) 785 + fax number

Office	Ext.	Fax Number	Hours
Accountant	227		M–F 9–5
Assessors	241	8134	M–Th 9–5; F 9–12
Board of Health	232	8114	M–Th 9–2:30
Building Department	225	8114	T & Th 9–3; F 8–2
Building Maintenance	235	2341	M–F 7–3
Town Clerk	226	2341	M, W, F 9–1; T & Th 9–4
Conservation Commission	233	8114	M & T 9–3; Th 8:30–3
Planning Board	238	8114	T & Th 10–3; W 2–4
Selectmen	221	2341	M–F 9–5
Treasurer/Collector	228		M–F 9–5
Web Coordinator	247		M–F 9–5
Wiring Inspector	245	8114	

Other Offices: Unless otherwise noted (508) 785 + number

	Number	Hours
Animal Control Officer	1130	
Cemetery Supervisor	0058	M–F 7:30–3
Council on Aging	(508) 315-5734	M & T 9–3:30; W 9–1:30; Th 9–4
Emergency Management	1130	24 hours
Town Engineer	0058	
Fire Department (non-emergency)	1130	
Highway Department	0058	M–F 7:30–3
Town Library (Adult)	8113	M–W 10–8; Th & F 10–6;
(Children’s)	8117	Sat 10–4
Parks and Recreation	0476	M–F 9–5
Plumbing Inspector	(781) 444-3392	
Police (non-emergency)	1130	
Schools		
Administration	0036	
Chickering Elementary	0480	
D-S Middle School	0635	
D-S High School	0624	
Community Education	0722	
Minuteman Career and Technical High School	(781) 861-6500	
Transfer Station	0058	W, Sat, Sun 8–3:45
Tree Warden	1130	
Veterans’ Agent	(508) 647-6545	

Elected Officials

For 2019–20

	Term Expires		
Moderator		Trustees Larrabee and Whiting Estate	
James R. Repetti	2020	Jonathan P. Fryer, Chair	2024
Board of Selectmen		Mary C. Crane	2024
Robyn M. Hunter, Chair	2020	Phillip R. Luttazi	2024
John D. Jeffries	2022	Constables	
Robert P. Springett	2021	André G. Boudreau	2022
Town Clerk		Margaret L. Crowley	2022
Felicia S. Hoffman	2020	William R. Herd	2022
Board of Assessors		Planning Board	
Charles W. Long, Chair	2021	Carol H. Chirico, Chair	2022
Caroline “Bonnie” Akins	2020	Henry B. Faulkner	2020
Robert G. Cocks Jr.	2022	Carol L. Lisbon	2024
Dover School Committee		Mark A. Sarro	2021
Henry B. Spalding, Chair	2020	Jody B. Shue	2023
Mark G. Healey	2022	Tara L. Nolan,	
Leslie J. Leon	2022	<i>associate member</i>	2021
Brooke A. Matarese	2021	Board of Health	
Rachel L. Spellman	2020	Gerald L. Clarke, Chair	2022
D-S Regional School Committee		Stephen I. Kruskall	2021
(Dover members)		Joseph D. Musto	2020
Lynn Toney Collins, Chair	2020	Parks and Recreation Commission	
Margaret E. W. Charron	2020	Christopher Boland, Chair	2022
Michael B. Jaffe	2022	Jennifer J. Daman	2020
Library Trustees		Peter J. Davies	2021
Adrian J. Hill, Co-Chair	2022	Valerie L. Lin	2021
Judith Schulz, Co-Chair	2020	Eric H. Loeffler	2022
Mark A. Bush	2022		
Kimberly M. N. Hatfield	2020		
Erin E. Rodat-Savla	2021		
Tracy L. Tobin	2021		
Cemetery Commissioners			
Pope Hoffman, Chair	2020		
Carol A. Jackman	2021		
Mariah E. Riess	2022		

Appointed Officials

For 2019-20

	Term Expires
Appointed by the Selectmen	
Town Administrator	
Christopher M. Dwelley	2020
Town Accountant	
Kathleen LaPlant	2020
Town Counsel	
Anderson & Kreiger, LLP	2020
Treasurer/Collector	
Gerard Lane	2020
Affirmative Action Officer	
Christopher M. Dwelley	2020
Animal Control Officer	
Lorilyn Sallee	2020
Board of Appeals (Zoning)	
Alan Fryer, Chair	2022
Tobe Deutschmann	2022
Michael Donovan, <i>associate member</i>	2020
Hamilton Hackney, <i>associate member</i>	2020
LaVerne Lovell	2021
Board of Fire Engineers	
J. Ford Spalding, Chair	2020
James P. Dawley Jr.	2021
John (Jay) Hughes	2022
Board of Registrars	
Camille Johnston	2020
Michele Keleher	2022
John J. Walsh	2020
Felicia S. Hoffman, <i>ex officio</i>	-
Cable TV Advisor	
(Position open)	
Capital Budget Committee Representative	
Robyn Hunter	2020

Caryl Community Center Project Committee

Ford Spalding, Chair	-
Lauren Brodsky	-
Amy Collins	-
Rich Forte	-
Erin Rodat-Savla	-
Terry Sobolewski	-
Robert Springett	-

Caryl Management Advisory Committee

Kathy Weld, Chair	2022
Christopher Boland, <i>Parks and Recreation appointee</i>	2020
Jennifer James	2022
Frankie Liu	2022
Robert Springett, <i>Board of Selectmen appointee</i>	2020
Ruth Townsend	2022
(Position open, <i>Council on Aging appointee</i>)	
Christopher M. Dwelley, <i>ex officio</i>	-

Chief of Communications

Peter A. McGowan	2020
------------------	------

Community Center Building Committee

David Billings	-
Luciana Burdi	-
Samuel Cole	-
Barry Goldman	-
Terry Sobolewski	-
Ford Spalding	-
Ruth Townsend	-

Conservation Commission

John Sullivan, Chair	2020
Tim Holiner	2020
James A. McLaughlin	2021
Sarah Monaco	2022
Amey Moot	2021
David W. Stapleton	2022
Christy Royer Violin	2022
(Two positions open, <i>associate member</i>)	

	Term Expires
Council on Aging	
Camille Johnston, Chair	2022
Robert Cocks	2022
Joanne Connolly	2020
Maureen Dilg	2020
Reverend Peter DiSanto	2022
Betty Hagan	2021
Gilbert Thisse	2021
Ruth Townsend, <i>associate member</i>	2020
Geraldine Wise	2020
Cultural Council	
Wendy Bornstein, Chair	2020
Karen Ketterer, Secretary	2021
Diane L. Brauer	2020
Sarah Kahoun	2020
(Position open)	
Emergency Management	
Chief Peter A. McGowan, Director	2022
Margaret L. Crowley, Deputy Director	2020
Fence Viewers	
James P. Dawley Jr.	2022
Candace McCann	2021
Finance Committee on Roads (inactive)	
Financial and Energy Assistance Coordinator	
Erika Nagy Lert, <i>resigned 1-2020</i>	2019
Forest Warden	
Craig Hughes	2020
Groundwater Bylaw Enforcement Agents	
Michael Angieri	2020
(Position open)	
Hazardous Waste Coordinator	
Craig Hughes	2020
Historical Commission	
Stephen Kruskall, Chair	2021
Sierra Bright	2020
Richard Eells	2020
Gene Hornsby	2022
Thomas Johnson	2020
Jane Moore	2022
Charlotte Surgenor, <i>resigned 1-2020</i>	2019

	Term Expires
Inspector of Buildings	
Walter Avallone, Commissioner/Inspector of Buildings Zoning Enforcement Officer	2020
Felix Zemel, Local Inspector of Buildings	2020
Inspector of Wiring	
Kevin Malloy, Inspector of Wiring	2020
Paul Angus, Alternate Inspector of Wiring	2020
James Naughton, Second Alternate Inspector of Wiring	2020
Inspector of Plumbing and Gas	
James Vaughan, Inspector of Plumbing and Gas	2020
Michael Guida, Alternate Inspector of Plumbing and Gas	2020
Jeffrey Harris, Second Alternate Inspector of Plumbing and Gas	2020
Long Range Planning Committee Representative	
Robert Springett	2020
MBTA Representative (inactive)	
Measurer of Wood and Bark	
John Gilbert	2022
Metropolitan Area Planning Council Representative <i>(including Three Rivers Interlocal Council and Southwest Advisory Planning Committee)</i>	
Christopher M. Dwelley	2022
John Jeffries, <i>alternate</i>	2022
MetroWest RTA Representative	
Craig Hughes	2020
Norfolk County Advisory Board	
(Position open)	-
Open Space Committee	
Amey Moot, Chair	2022
Mark Adamczyk	2022
Henry Faulkner, <i>Planning Board appointee</i>	2020
Boynton Glidden	2021
Frederick Hartman	2021
Tim Holiner, <i>Conservation Commission appointee</i>	2020
Gregory M. Kahoun	2022
Justine Kent-Uritam	2022
Valerie Lin	2020
Tara Nolan	2022
Paul Wood	2020
George Arnold Jr., <i>Long Range Planning Committee liaison</i>	2020
John Jeffries, <i>Board of Selectmen liaison</i>	2020

	Term Expires		Term Expires
Personnel Board		Surveyor of Lumber	
Mary Carrigan, Chair, <i>Warrant Committee appointee</i>	2022	Richard Malcom	2019
Juris Alksnitis	2020	Technology Advisory Board	
Sue Geremia	2022	Greg Kahoun, Chair	2021
Mary Hornsby	2020	Rui Huang	2021
Christopher M. Dwelley, <i>ex officio</i>	-	Myank Jain	2021
Personnel Rules Ombudsmen		Paul Smith	2021
Katelyn O'Brien, female	2020	Gregg Wright	2021
Christopher M. Dwelley, male	2020	Gerald Clarke, <i>Board of Health liaison</i>	2020
Police Department		Cam Hudson, <i>Warrant Committee liaison</i>	2020
Peter A. McGowan, Chief of Police	2020	Anthony Ritacco, <i>Regional School liaison</i>	2020
Nicole Bratcher-Heffernan	2020	Robert Springett, <i>Selectmen's liaison</i>	2020
Donald Cahill	2020	Christopher M. Dwelley, <i>ex officio</i>	-
Jonathan Cash	2020	Diana Piesak, <i>ex officio</i>	-
David Chaisson	2020	Title VI Nondiscrimination Coordinator	
Richard Collamore Jr.	2020	Christopher M. Dwelley	2020
Brian Collins	2020	Town Engineer	
Douglas Comman	2020	Michael J. Angieri	2020
Jeffrey Farrell	2020	Town Report Committee	
Harold Grabert	2020	Kathy Weld, Chair	2020
John Holmes	2020	Dee Douglas	2021
Katherine Kolodziejczyk	2020	Jill French	2022
Matthew Lavery	2020	Mary Kalamaras	2022
Charles Marscher	2020	Hadley Reynolds	2021
Edward Meau	2020	Town Sexton	
Ryan Menice	2020	Laurence R. Eaton	2019
Aaron Mick, <i>resigned 8-2019</i>	2020	Tree Committee	
Patrick Murphy	2020	John Devine, Chair	2022
Ryan Sullivan	2020	John Gilbert	2022
Todd Wilcox	2020	Craig Hughes	2022
Joseph Woollard	2020	Tree Warden and Moth Superintendent	
Recycling Committee		John Gilbert	2021
Chris Poulsen, Chair	2021	Veterans' Grave Officer	
Janit Greenwood	2022	Bill Herd	2020
Carol Lisbon	2022	Veterans' Services	
Wendy Muellers	2020	Paul Carew	2020
Leesa Mullin	2022	Water Operator	
Lindsay Nie	2022	David Candeias, Deputy Water Operator,	2021
Savita Shukla	2020	<i>resigned 1-2020</i>	
Right-to-Know Coordinator		Joshua DeSantis, Deputy Water Operator,	2021
Craig Hughes	2020	<i>to fill unexpired term, 1-10-2020</i>	
Superintendent of Streets			
Craig Hughes	2020		

Term Expires

Appointed by the Moderator

Warrant Committee

Andrew K. Ursitti, Chair	2020
Robert Andrews	2021
Kate Cannie	2020
Melissa Herman	2022
Cameron Hudson	2022
Gordon Kinder	2021
Janet McCormick	2022
Stephen Migausky	2021
Peter Smith	2021

Memorial Day Committee

Carol Jackman, Chair	2022
Chris Jackman	2020
Jay Sullivan	2021

Dover Representative to Minuteman

J. Ford Spalding	2022
------------------	------

Long Range Planning Committee

John Donoghue, Chair	2021
George Arnold Jr.	2020
Robert Springett, <i>Board of Selectmen appointee</i>	2020
Carol Chirico, <i>Planning Board appointee</i>	2020
Suzanne Sheridan	2022
Matthew Schmid	2020
Robert Andrews, <i>Warrant Committee liaison</i>	2020

Personnel Board

Juris Alksnitis	2020
Mary Carrigan, <i>Warrant Committee appointee</i>	2022
Susan Geremia	2022
Mary Hornsby	2020

Appointed by the Assessors

Amy Gow	2020
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Term Expires

Appointed by the Board of Health

Administrative Assistant

Karen Hayett	–
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Agents, Board of Health

Michael J. Angieri, Septic Agent	2020
Felix Zemel, Well Agent	2020

Natick Walpole Visiting Nurse Association

Elaine Stevens, Executive Director	2020
------------------------------------	------

Inspector of Animals

Jennifer Shaw Cronin	2020
----------------------	------

Water Resource Study Committee

Gerald Clarke, ScD, Chair	2020
Carol Chirico	2020
Gregory Kahoun	2020
Justine Kent-Uritam	2020
Carol Lisbon	2020
Ronald Myrick Jr.	2020

Tick-Borne Disease Committee

Stephen Kruskall, MD, Chair	2020
Tim Holiner, <i>Conservation Commission appointee</i>	2020
Joseph Musto, MMSc, PhD	2020
Jim Palmer, Deer Management Agent	2020

Appointed by the Capital Budget Committee

Capital Budget Committee

Barry Goldman, Chair	2020
Cynthia Devall	2021
Robyn Hunter, <i>Board of Selectmen appointee</i>	2020
Janet McCormick, <i>Warrant Committee appointee</i>	2020
John Quackenbush	2021
Mark Sarro, <i>Long Range Planning Committee appointee</i>	2020
Andrew Ursitti, <i>Warrant Committee appointee</i>	2020

Appointed by the Conservation Commission

Open Space Committee

Tim Holiner	2020
-------------	------

Tick-Borne Disease Committee

Tim Holiner	2020
-------------	------

Term Expires

Appointed by the Long Range Planning Committee

Capital Budget Committee
Carol Lisbon 2020

Appointed by the Planning Board

Consulting Town Planner
Gino Carlucci -

Planning Assistant
Susan Hall -

Long Range Planning Committee
Carol Lisbon 2020

Open Space Committee
Henry Faulkner 2020

Appointed by the Warrant Committee

Personnel Board
Mary Carrigan 2022

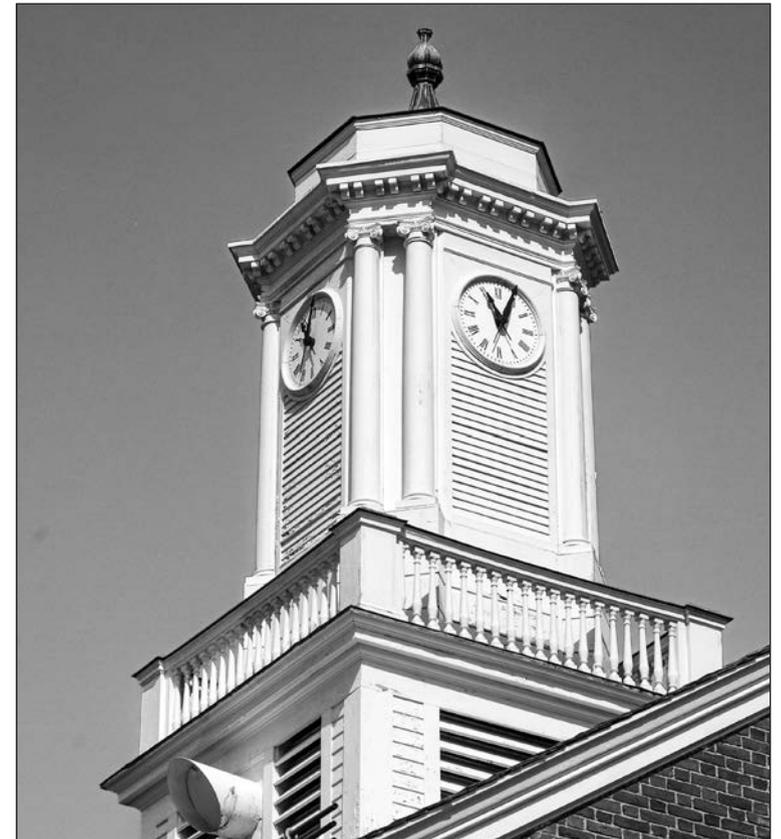
Capital Budget Committee
Janet McCormick 2020
Andrew Ursitti 2020

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

DOVER

Town Government Reports

2019



Report of the **Moderator**

James R. Repetti

The Annual Town Meeting was held on Monday, May 6, 2019, and a Special Town Meeting on October 7, 2019. The reports of the meetings, as recorded by the Town Clerk, may be found elsewhere in the *Dover Town Report*. I would like to thank Assistant Moderator David Haviland, Town Clerk Felicia Hoffman, and the constables, checkers, counters, pages, and registrars, whose hard work at these meetings was indispensable.

To some people, our tradition of Open Town Meeting may seem a throwback to past centuries. However, it is this very tradition of citizen participation that makes Dover a community of which we can be proud. All registered voters are welcome and encouraged to participate in this time-honored tradition, and I believe that it is one's civic duty to make an effort to attend. My role as Moderator is to encourage attendance and provide a meeting environment that affords every citizen the opportunity to voice his or her opinion to other citizens in attendance. A citizen may not always agree with the outcome of a vote at Town Meeting, but that citizen's dissenting voice should be heard during the debate and discussion of any issue on the floor.

In addition to presiding over Town Meeting, the Moderator has appointing authority to various committees. These appointments are essential to the successful running of a town government. Consequently, all citizens are encouraged to donate time to a Town of Dover board or committee. There are many opportunities for volunteerism available for citizens of all age groups, professions, and interests. The success of local government relies on and is enhanced by the diversity of the volunteers who participate in it.

Thank you for choosing me as Moderator. It is a pleasure to serve Dover in this capacity.

Report of the Board of Selectmen

Robyn Hunter, Chair
Robert Springett, Clerk
John D. Jeffries, Member
Christopher Dwelley, Town Administrator

At the May 2019 Annual Town Election, John Jeffries was re-elected to a second three-year term on the Board of Selectmen. Board members Robyn Hunter and Robert Springett look forward to continuing to work with Mr. Jeffries.

Personnel Changes

Several notable personnel changes occurred throughout 2019. In January, Carl Valente began his tenure as interim town administrator, bringing extensive municipal experience that proved invaluable for the Board during its search for a permanent town administrator and for the staff during the transition period. During this time, the Board worked closely with its search consultants at the Collins Center, Town staff members, and the community to create a Town profile and position description. Following an extensive search over several months, the Board selected Christopher Dwelley. Mr. Dwelley, who previously served as assistant town administrator for the Town of Yarmouth, officially commenced his new role in mid-July, with a welcome reception hosted by the Selectmen.

In January, Kathleen LaPlant joined the staff as town accountant, following the retirement of Carol Wideman. In February, Town Assessor Karen MacTavish retired after more than 40 years of dedicated service to Dover in that position. She was succeeded by Amy Gow, who was first appointed acting assessor, and then ultimately town assessor in October. Kristin Abraham was hired as assessor's clerk in April. Lastly, in December, the Board of Selectmen appointed Katelyn O'Brien as assistant town administrator.

Caryl Community Center

The Caryl Community Center Project Committee, appointed by the Selectmen in fall 2018, completed its yearlong efforts with a presentation of its findings at the Special Town Meeting in October. (For details, see the Committee's report on page 225.)

In November, the Board approved the charge for the Community Center Building Committee, which will oversee the next phase of the Caryl project. It also appointed an Owners Project Manager Selection Committee, which will be responsible for recruiting a project manager and an architect, following a mandated process that includes developing

a request for qualifications, ranking responses, and interviewing finalists. The Board will negotiate and award the contract.

Hale Reservation Conservation Restriction

At a Selectmen's meeting in June, Eric Arnold, Executive Director of Hale Reservation, and Steve Sloan of Open Space Results, LLC, presented an open space preservation proposal, offering to place a permanent conservation restriction on all or part of the Reservation's approximately 1,100 acres situated in both Dover and Westwood, thus protecting the natural environment, wildlife habitat, and groundwater supply, as well as preventing future development. In return, Hale Reservation's directors would seek financial support from both towns to establish an endowment fund necessary for ensuring the future financial stability of the organization and its programs.

The Board appointed a task force to work directly with Hale Reservation to further explore the details of the proposal and present findings to the Selectmen for their consideration.

Personnel Management

The Board continued its efforts to attract and retain a professional and talented Town workforce that functions as a team. Following negotiations led by Selectman Jeffries, the Board signed a new three-year collective bargaining agreement, effective July 1, 2019, with the Massachusetts and Northern New England Laborers' District Council Local 1116, representing employees in the Highway, Parks and Recreation, and Building Maintenance Departments. In December, it entered into negotiations with the Dover Police Association for a new collective bargaining agreement.

In May, the Board approved changes in the position description for Council on Aging Director Janet Claypoole, from an hourly wage to a salaried position and an increase of weekly hours from 35 to 40, both changes being commensurate with her management title.

In late fall, the Board created a job description and began the search process for the new project manager position that was approved by voters at the May 2019 Annual Town Meeting. The person selected will oversee the implementation of projects resulting from the technology study and other studies conducted in the past.

Goal Setting Workshop

In April, the Board requested input from all Town boards and committees on key areas of concern, need, and opportunity that the Town should address over the next five years. In August, the Board and the Town Administrator discussed and prioritized the following goals for Fiscal Year 2020:

- 1. Modernization:** Hire an assistant town administrator and a project manager; conduct technology strategic reviews and provide backup staffing; roll out the revamped website; and develop communication policy.

2. **Long-Term Financial Planning:** Plan for a capital stabilization fund; plan an OPEB funding strategy; develop a Free Cash policy; provide senior tax relief; and plan for an open space fund.
3. **Community Inclusion:** Respond to citizens in a timely manner.
4. **Town Governance Structure:** Review the Town's operational structure.

Other Activities

The Board set an ambitious agenda for 2019 regarding technology and finance:

- It established the Technology Advisory Board (TAB) to advise it and other Town departments on technology uses, developments, and options. At the TAB's recommendation, the Board contracted with Retrofit Technologies to undertake a thorough assessment of the Town's IT infrastructure, providing a strategic review of the systems and processes currently in place, and recommending new technologies for improving security, communication, and effectiveness.
- The Town purchased Zoom video-conferencing software in early spring, which allows remote participation through computers, phones, or other electronic devices with audio-video conferencing capability.
- The Town applied a 2018 Community Compact Grant toward replacing its accounting software with a new integrated financial management software package provided by Vadar Systems. This significant undertaking will allow the Accountant, Treasurer-Collector, and Assessor Offices to generate advanced financial analyses for the Town.
- The Town changed its e-mail system from First Class to Gmail in July. Gmail was chosen because of its functionality and flexibility, as well as for the many collaboration-based tools it offers.
- The Town Administrator and the Board requested that the Massachusetts Division of Local Services conduct a financial management review of the Town's operations, which will start in early 2020.

Gift and Grant Acceptances/Expenditures

The Board approved a number of gift and grant acceptances and expenditures over the course of the year under its formal policy pursuant to Massachusetts General Laws, Chapter 44, Section 53A, which advises

boards and committees to seek the Selectmen's counsel and recommendation prior to seeking, soliciting, or accepting a grant or gift for any municipal purpose:

- A grant of \$109,142 from the Massachusetts Executive Office of Energy and Environmental Affairs to fund projects intended to promote energy efficiency and reduce the Town's energy's costs.
- Two grants from the Massachusetts Executive Office for Administration and Finance: (1) a Community Compact grant of \$20,000 for the development of a wage and classification plan; and (2) a grant of \$15,000 for preparing a facilities improvement plan.
- A \$27,000 grant from the Massachusetts Executive Office of Energy and Environmental Affairs for a Municipal Vulnerability Preparedness (MVP) planning study to evaluate the impact of climate change on the Town and to complete a planning process to achieve MVP climate community designation.
- A grant of \$8,000 from the Massachusetts Interlocal Insurance Association (MIIA) for cybersecurity to protect the Town's IT network.
- A \$4,200 grant from the Massachusetts Department of Environmental Protection's Recycling Dividends Program for the purpose of maximizing reuse, recycling, and waste reduction.

The Board wishes to express its appreciation to its hardworking employees and to all the dedicated citizen volunteers who generously donate their resources of time and expertise to the Town. Through their combined efforts, they keep the Town functioning smoothly and help preserve Dover's special qualities.

Litigation

As required by the Town's bylaws, what follows is a summary of active litigation matters handled by Anderson & Kreiger, LLP during 2019: None.

Report of the Warrant Committee

Andy Ursitti, Chair
Gordon Kinder, Vice Chair
Peter Smith, Secretary
Robert Andrews
Kate Cannie
Melissa Herman
Cam Hudson
Janet McCormick
Steve Migauskay

The Warrant Committee serves as the Town's financial advisory committee, as mandated under Chapter 39, Section 16, of the Massachusetts General Laws. It consists of nine members, each of whom is appointed by the Town Moderator to serve a three-year term. The Committee reviews and makes recommendations on all Town Meeting warrant articles through its comments in the Blue Book and at Town Meeting. It pays particular attention to Article 4, the Operating Budget, reviewing in detail the proposed budgets of all Town departments. The Committee also monitors the accumulation and use of Free Cash and authorizes the use of the Reserve Fund to cover unexpected expenses that arise throughout the year. The Town's budgets are managed on a fiscal-year basis that begins on July 1.

The Committee's work on the Fiscal Year 2020 (FY20) budget began in fall 2018 with the issuance of general budget guidelines. With the economic outlook remaining uncertain, and with local revenue, derived mostly from property and excise taxes, deemed unlikely to grow significantly, all departments were instructed to prepare level-service budgets. The budget guidance also included an endorsement of the Personnel Board's wage and salary guidelines for non-contract personnel, along with recommended energy cost adjustments.

During winter 2019, the Committee met with each of the budgetary authorities to go over the details of their budget requests. It also reviewed the Capital Budget and the stand-alone warrant articles. This review process culminated in the Open Hearing on the Warrant, during which citizens could hear and comment on the proposals. After the Open Hearing, the Committee formulated summaries and recommendations for each warrant article, published as the Blue Book, which is mailed to every Dover household and which provides the framework for Town Meeting. At the May 2019 Annual Town Meeting, the FY20 budget was voted for implementation on July 1, 2019.

The Town's operating budget has increased 13% over the past five fiscal years, from an expended appropriation of \$33,818,343 for FY16 to an approved appropriation of \$38,043,457 for FY20. During this same period, the total budget, including capital items and special articles, increased 12%, from \$36,572,687 for FY16 to \$41,087,837 for FY20. Revenues generated through property taxes grew 19%, from \$28,895,446 to \$34,452,772. Total revenue from all sources, excluding Free Cash, increased 12%, from \$36,967,792 to \$41,521,450. The difference between revenue and expenses is made up from Free Cash and, in some years, a Proposition 2½ override. FY19 marked the thirteenth consecutive year that the Committee has presented the Town's voters with a budget that did not require an operating override.

Despite the Committee's review process and efforts to control budgetary growth, the reality is that many budget expenses are driven by factors beyond the Town's control, such as energy and insurance costs. Several department supervisors, with the approval of the Board of Selectmen, have joined municipal consortiums in an effort to obtain better pricing on services and commodities including health care and other insurance, fuel oil, road salt, and police cruisers. The Committee believes that in order to fund Town services, the prudent use of Free Cash is necessary to manage the growing disparity between Town revenues and increasing operating expenses.

At the May 2019 Annual Town Meeting, voters approved a 1.5% increase in the FY20 Operating Budget (Article 4), for a total of \$38,043,457. This increase is slightly less than the 1.6% increase in the previous year and reflects a commitment on the part of all Town departments to review their needs carefully and in detail. Of this FY20 operating budget amount, \$23,204,342, or 61%, represents expenditures for the Dover, Regional, Minuteman, and Norfolk Agricultural Schools, a 2.8% increase over the previous year's outlay. State-mandated expenditures for the needs of the Special Education Program continue to be a significant driver of the growth in the school budgets.

At the meeting, voters also approved the FY20 Capital Budget (Article 5) of \$726,364, and ultimately a grand total of \$41,087,837 for both operating and capital budgets, and other special articles, including \$1,600,000 for the Regional Schools OPEB (Other Post-Employment Benefits) Stabilization Fund. They approved the transfer of \$1,743,016 from Free Cash to fund these expenditures and an additional \$1,500,000 from Free Cash to reduce the tax rate.

Free Cash was certified by the Commonwealth at \$9,826,861 as of July 1, 2019, as compared with \$9,785,433 as of July 1, 2018. The Committee continues to evaluate the levels of Free Cash in light of rating agencies' guidance and recommendations, Town borrowings and capacity, probable and potential future operating and capital needs, and anticipated revenues, as well as other factors.

The Committee also believes that volatile energy and insurance costs, as well as rising post-retirement employee expenses, will continue to have

a significant impact on several Town operating budgets for the foreseeable future. We need to cushion against substantial increases in operating costs that are outside of the Town's control, including all categories of insurance (health, worker's compensation, and liability), retirement, and the Special Education Program. Finally, aid to cities and towns will remain uncertain until the state's fiscal outlook improves.

Each year the Committee undergoes membership changes as terms expire. We extend our thanks and gratitude to departing members Erika Alders, Amy Baskin, and Fred Hammerle, and we welcome new members Melissa Herman, Cam Hudson, and Janet McCormick.

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



Norfolk Hunt Club. Photo by Sally Helwig.

Report of the **Capital Budget Committee**

Barry Goldman, Chair

Cindy Devall

Robyn Hunter, Board of Selectmen

Janet McCormick, Warrant Committee

John Quackenbush

Mark Sarro, Long Range Planning Committee

Andrew Ursitti, Warrant Committee

The responsibility of the Capital Budget Committee is to “prepare a capital budget program for use by all Town boards and officials in their deliberations.” In addition, it requests and reviews a five-year capital budget projection from each Town department and from the Dover-Sherborn Regional School Committee (DSRSC) for Dover's share of the Region's capital expenditures.

According to a Board of Selectmen policy instituted in 2006, all capital items requested are to be included on the capital budget request forms, regardless of their size or nature. The Committee then independently reviews the requests and provides its recommendation on each item to the Warrant Committee. Any item that is over \$10,000 or of a special nature is then forwarded to the Selectmen, who determine whether the item is to be included in Article 5 of the Town Meeting Warrant or presented for consideration as a separate article. When making a warrant placement decision, the Selectmen seek input from the petitioning organization, the Capital Budget Committee, and the Warrant Committee, in addition to considering the source of funding.

Most Article 5 requests are for recurring equipment replacements and facilities maintenance and are compared to relevant use metrics. With the minimum amount for capital budget requests now being greater than \$10,000, lesser requests are transferred to operating budgets, thus giving the Committee more time to devote to items having a greater monetary impact on Town budgets.

As in previous years, the Committee requested information from Town departments and the DSRSC to ensure that its recommendations to voters were based on accurate and complete information. The Regional Schools and Chickering Elementary School use On-Site Insight to provide comprehensive facilities reports. The Dover School Committee uses a special protocol to allocate expenses between capital and operating budgets. These processes allow the Committee to gain a good understanding of the schools' future capital needs.

Two years ago, Dover was designated as a Green Community under the Massachusetts Green Communities Act, which provides financial support for energy efficiency and renewable energy projects that promote the designated communities' clean energy goals. The Capital Budget Committee has assumed responsibility, in conjunction with the Town Planner and the Superintendent of Buildings, for reviewing Town department initiatives and capital projects, to identify and examine any that might qualify for Green Community grants and to do so in sufficient time to meet grant requirements.

In 2019, Dover received a Green Community grant totaling \$109,142, which is expected to save the Town \$21,000 per year for the 20-year life expectancy of the equipment (\$420,000) and will be used for the following projects:

- **Town House:** Air sealing and insulation (\$28,606); LED streetlight conversion (\$27,897)
- **Protective Agencies Building:** HVAC improvements (\$22,435); additional HVAC (\$21,000); air sealing and insulation (\$7,845)
- **Town Library:** air sealing and insulation (\$1,359)

To meet the evaluation criteria, Dover studied the energy impacts for each of the grant projects, including reductions in energy consumption and greenhouse gases, viability, appropriateness, effective use of funds, savings per dollar invested, and continued adherence to Dover's 20% energy reduction goal.

In addition, the Committee, working with the Fire Department and Board of Fire Engineers, secured a grant of \$104,000 from the Commonwealth of Massachusetts toward the purchase of ambulance-related safety equipment, which reduced the cost of the equipment by more than 35%. The Committee prepared its FY20 capital budget recommendations during fall 2018 and winter 2019. In March 2019, it approved a recommendation for Article 5 expenditures totaling \$726,364, as follows:

FIRE AND AMBULANCE

Radio equipment	\$32,000
Ambulance	\$292,364

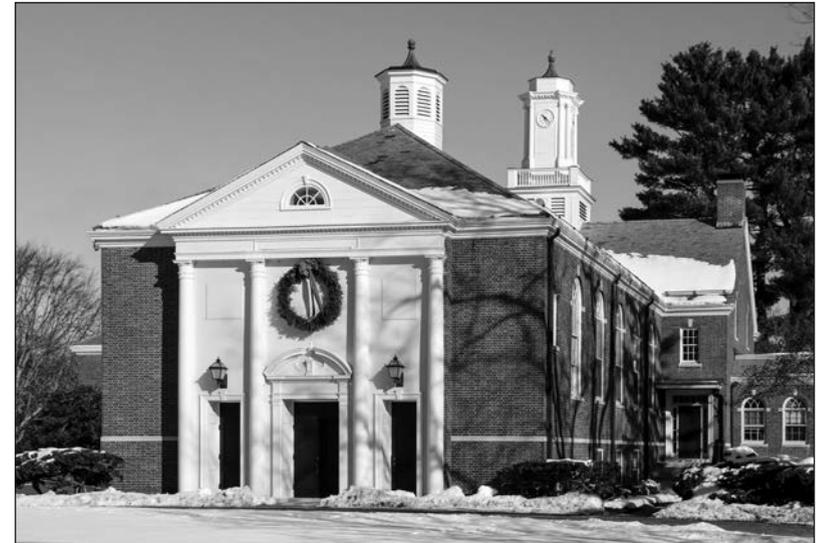
BUILDING MAINTENANCE

Protective Agencies Building:	
Roofing	\$250,000
De-leading	\$12,000
Air conditioning	\$60,000

HIGHWAY DEPARTMENT

Pick-up truck	\$44,000
Fuel dispensing system	\$36,000

The Capital Budget Committee wishes to thank all the Town boards, departments, and employees for their cooperation in submitting timely budget requests, supplying additional information as requested, meeting with Committee members at review sessions, and assisting with grant proposals, which resulted in significant savings to the Town.



Town House. Photo by Bill McMahon.

Report of the
Town Clerk

Felicia S. Hoffman, Town Clerk

Darlene L. Heidke, Assistant to the Town Clerk

Board of Registrars

Camille C. Johnston

Michele A. Keleher

John J. Walsh

The following reports appear on pages 30–56:

- **Caucus**, March 11, 2019
- **Annual Town Meeting, Deliberative Session**, May 6, 2019
- **Annual Town Meeting, Article 27 Elections**, May 20, 2019
- **Special Town Meeting, Deliberative Session**, October 7, 2019
- **Vital Statistics** for the Calendar Year 2019
- **Financial Reports** for the Calendar Year 2019

Caucus

March 11, 2019

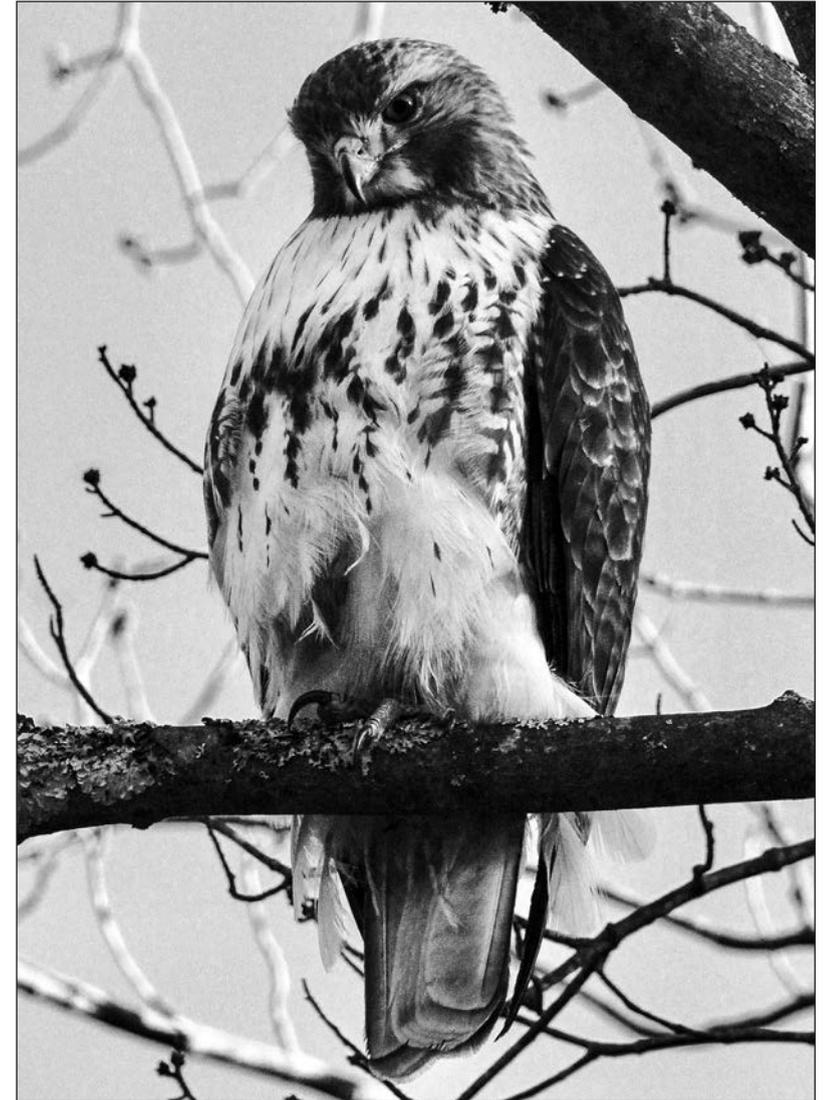
On Monday, March 11, 2019, at 7:33 p.m., Felicia S. Hoffman, Town Clerk, called the Caucus for the purpose of nominating candidates for Town Offices to order. She called for nominations of Caucus Chair and Clerk.

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

Mr. Repetti explained the procedures for Caucus under Chapter 53, Section 121 of the Massachusetts General Laws. Other announcements relative to nomination papers and voting procedures were made. It was moved, seconded, and passed that the ballots be cast and counted only for those offices for which more than two candidates were nominated and that the Caucus Clerk would cast a single ballot on behalf of the Caucus. The following candidates were then nominated:

Moderator (1 year)	James R. Repetti
Selectman (3 years)	John D. Jeffries
Assessor (3 years)	Robert G. Cocks
Dover School Committee (3 years) (Vote for two)	Mark G. Healey Leslie J. Leon
D-S Regional School Committee (3 years)	Michael B. Jaffe
Library Trustee (3 years) (Vote for two)	Adrian J. Hill Tracey L. Tobin
Cemetery Commissioner (3 years)	Mariah E. Riess
Planning Board (5 years)	Carol L. Lisbon
Planning Board Associate (2 years)	Tara L. Nolan
Board of Health (3 years)	Gerald L. Clarke
Park & Recreation (3 years) (Vote for two)	Christopher Boland Eric H. Loeffler
Constable (3 years) (Vote for three)	Andre G. Boudreau Margaret L. Crowley William R. Herd
Trustees of Larrabee and Whiting Estate (5 years) (Vote for three)	Mary C. Crane Jonathan P. Fryer Phillip R. Luttazi

Because there were only one or two candidates for each office, a ballot count was not taken. The Caucus Clerk was directed to cast a single ballot on behalf of the Caucus for those nominated. The Caucus Chair announced that the Caucus Nomination Certificate needed to be signed by Thursday, March 14 at 4 p.m. at the Town Clerk's Office. The meeting was adjourned at 8:23 p.m.



Red-tailed hawk. Photo by Beth Luttazi.

Annual Town Meeting

Deliberative Session
May 6, 2019

Pursuant to the Warrant given under the hands of the Selectmen on February 28, 2019, James Repetti, Moderator, called the Annual Town Meeting of the Town of Dover to order on May 6, 2019, at 7:26 p.m., at the Alan Mudge Auditorium at the Dover-Sherborn Regional High School in Dover. A quorum was present. The reading of the Constable's Return of Service was waived.

The Town Clerk designated the following checkers and counters for this meeting: Judith Alksnitis, Ellie Herd, Kate Haviland, Celeste Hurley, Kathy McArdle, Juris Alksnitis, Susan Cocks, Sue Sheridan, Anita Loscalzo, and David Stapleton. Registrars serving were Michele Keleher and Camille Johnston. Constables were Andre Boudreau, William Herd, and Margaret Crowley.

Mr. Repetti introduced those sitting on the stage: Interim Town Administrator Carl Valente; Selectmen Robert Springett, Robyn Hunter, and John Jeffries; Town Clerk Felicia Hoffman; Assistant Town Moderator David Haviland; Town Counsel Nina Pickering-Cook; and Warrant Committee members Erika Alders (Chair), Rob Andrews, Kate Cannie, Fred Hammerle, Melissa Herman, Gordon Kinder, Steve Migausky, Peter Smith, and Andrew Ursitti.

Mr. Repetti remarked that the conduct of Town Meeting is based upon a combination of statute, bylaw, custom, and the Moderator's discretion. *Town Meeting Time*, compiled by the Massachusetts Moderator's Association, is used as a parliamentary reference. He reviewed some common Town Meeting motions and terms and encouraged those in attendance to ask for clarification if they were confused about a motion or a vote before them.

Mr. Repetti announced that he would state the subject matter of each Article of the Warrant, the full text of which is to be found in the Blue Book. He stated that an electronic voting system would be used. On the response card provided to each registered voter, the number 1 would mean a yes vote, and the number 2 would mean a no vote. If a motion to dismiss was placed on the floor of Town Meeting, discussion would be limited to dismissal of the article and not the merits of the article. *He also stated that the order in which articles would be taken at Town Meeting had been changed. After Article 5, Town Meeting would take up Article 25. Article 16 would be followed by Articles 18, 19, and 17, and Article 26 would follow Article 24.*

Mr. Repetti encouraged brevity in remarks and reminded the Meeting that he would try to maintain a balance between moving the agenda along

and ensuring that all who had something to contribute were given the opportunity to do so. Mr. Repetti requested Meeting attendees to especially remember those Dover citizens who had passed away since the last Town Meeting: Bob DeFusco, Pam Kunkemueller, and Ken King. Mr. Repetti then asked for a moment of silence to honor those who are currently serving our country and putting themselves in harm's way to preserve our freedoms.

Mr. Repetti then recognized Ms. Alders, Warrant Committee Chair, for her remarks. Ms. Alders spoke regarding the process the Warrant Committee followed in bringing its recommendations before Town Meeting and highlighted areas that the committee felt needed additional discussion. She thanked all of the Town's departments and committees for their cooperation in the budget process.

Before proceeding to the Articles of the Warrant, Mr. Repetti recognized Mr. Jeffries, Board of Selectmen Chair, for his opening remarks. Mr. Repetti then recognized Ms. Alders for a motion governing the conduct of the Meeting.

Motion: It was moved by Ms. Alders and seconded by Mr. Ursitti that the following rule be adopted for the conduct of this meeting: Any amendment to a main motion that would increase an appropriation must contain a provision for the source of funds for the increase such that the total amount to be raised and appropriated at the Meeting will not be increased.

Vote: The motion was put to an electronic vote and passed by majority. The Moderator began the process of going through the Warrant.

ARTICLE 1. (Selectmen) To hear and act on the various reports of the various committees: (a) as contained in the printed 2018 Annual Report; and (b) any other reports submitted to the voters by the Town Committees.

Motion: It was moved by Ms. Alders and seconded by Mr. Ursitti that the reading of the various reports by the Town Clerk be waived, and the reports be accepted and placed on file.

Vote: The motion was put to an electronic vote and passed by a majority.

Consent Agenda: To vote to dismiss all Articles for which the sponsors no longer have an interest.

Motion: It was moved by Ms. Cannie and seconded by Mr. Hammerle that the following articles be dismissed: Articles 6, 7, 12, 13, 14, 20, and 21.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 2. (Selectmen) To see if the Town will set the salaries for its elected officials for the ensuing fiscal year; or take any other action relative thereto.

Motion: It was moved by Ms. Herman and seconded by Mr. Hammerle that the salaries recommended for elected officials of the Town as shown in the right-hand column of the Warrant Committee Report be called over

by the Moderator and that if no objection is raised to any of them, they be approved as read.

The following salaries were read over:

1. Board of Selectmen	
a. Chair	\$200
b. Clerk	\$150
c. Other members (each)	\$100
2. Assessors	
a. Chair	\$400
b. Other members (each)	\$350
3. Town Clerk	\$74,044
4. Planning Board	
a. Chair	\$100
b. Other members (each)	\$50
5. Constables (3) (each)	\$150
6. Board of Health	
a. Chair	\$150
b. Other members (each)	\$100

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 3. (Selectmen) To see if the Town will vote pursuant to Section 5-16 (Finances) of the General Bylaws of the Town of Dover to authorize the use of revolving fund accounts for the following boards or departments, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such accounts shall not exceed the following amounts for Fiscal Year 2020:

Motion: It was moved by Mr. Hammerle and seconded by Ms. Herman that pursuant to the provisions of Section 5-16 (Finances) of the General Bylaws of the Town of Dover, that the Town authorize the following board and department revolving fund limits:

Building Department	
• Gas Inspector	\$9,000
• Plumbing Inspector	\$17,500
• Wiring Inspector	\$32,500
Board of Health	
• Perk and deep-hole inspection and permitting	\$40,000
• Septic inspection and permitting	\$50,000
• Well inspection and permitting	\$20,000
• Swimming pool inspection and permitting	\$10,000
Library	
• Materials replacement	\$5,000

Council on Aging	
• Senior activities and transportation	\$35,000
Recycling Committee	
• Materials sales proceeds	\$1,500

and further, that the fees charged for these services be credited to the respective accounts and that the aforementioned boards or departments be authorized to make expenditures from the respective accounts and for their respective purposes up to the amounts set forth above.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 4. (Selectmen) To see what sum the Town will raise and appropriate for salaries and expenditures by departments, officers, boards, and committees of the Town for the ensuing fiscal year; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Ms. Alders and seconded by Mr. Kinder that the salaries and expenses recommended by the Departments, Officers, Boards, and Committees of the Town as shown in the “FY 2020 Requested” column in the Warrant Committee Report, be called over by the Moderator, and, if no objection is made, that the Town appropriate such sums and raise such amounts from the tax levy and from other general revenues of the Town, and that the Town transfer the following sums to meet, in part, appropriations made at the Town Meeting:

- \$10,400 from Title V Receipts Reserved for Appropriation for Line Item 710 (Maturing Debt Principal);
- \$531,983 in MSBA reimbursements for Line Items 710 and 751; and
- That the Treasurer be authorized to transfer \$139,284 from Line Item 914 (Group Insurance) to the Dover Other Post-Employment Benefits (“OPEB”) Trust Fund.

	FY19 Approved	FY20 Requested	FY19/FY20 % Change
General Government			
301 Moderator	\$0	\$0	0.0
131 Warrant Committee	7,680	7,680	0.0
122 Selectmen			
Salaries	331,239	416,885	25.9
Expenses	53,820	104,820	94.8
Totals	385,059	521,705	35.5
192 Town House Expenses	56,256	55,256	(1.8)
191 Whiting Road	4,734	4,734	0.0
193 Caryl Community Center	90,584	86,084	(5.0)

	FY19 Approved	FY20 Requested	FY19/FY20 % Change
199 Building Maintenance			
Salaries	\$207,284	\$214,028	3.3
Expenses	116,800	113,300	(3.0)
Totals	324,084	327,328	1.0
129 Copy/Postage	30,140	32,870	9.1
151 Law	200,000	200,000	0.0
135 Town Accountant			
Salaries	188,818	175,649	(7.0)
Expenses	37,200	38,300	3.0
Totals	226,018	213,949	(5.3)
141 Assessor			
Salaries	153,210	159,705	4.2
Expenses	29,000	29,355	1.2
Totals	182,210	189,060	3.8
145 Treasurer/Collector			
Salaries	191,681	211,304	10.2
Expenses	29,975	29,175	(2.7)
Totals	221,656	240,479	8.5
155 Data Processing			
Salaries	59,785	49,569	(17.1)
Expenses	110,010	109,741	(0.2)
Totals	169,795	159,310	(6.2)
161 Town Clerk			
Salaries	61,434	74,064	20.6
Expenses	10,985	10,985	0.0
Totals	72,419	85,049	17.4
162 Election/Registration			
Salaries	40,478	41,919	3.6
Expenses	15,335	25,965	69.3
Totals	55,813	67,884	21.6
175 Planning Board			
Salaries	34,711	36,059	3.9
Expenses	31,872	32,715	2.6
Totals	66,583	68,774	3.3
411 Engineering			
Salaries	38,384	39,843	3.8
Expenses: Selectmen	71,100	62,600	(12.0)
Expenses: Planning Board	3,070	3,070	0.0
Totals	112,554	105,513	(6.3)
General Government Totals	\$2,205,585	\$2,365,675	7.3

	FY19 Approved	FY20 Requested	FY19/FY20 % Change
Protection of Persons and Property			
201 Police			
Salaries	\$1,929,163	\$1,991,344	3.2
Expenses	124,450	128,050	2.9
Out-of-State Travel	3,000	3,000	0.0
Totals	2,056,613	2,122,394	3.2
299 Protective Agencies Building	79,523	76,323	(4.0)
292 Animal Control			
Salaries	23,694	22,274	(6.0)
Expenses	6,460	6,500	0.6
Totals	30,154	28,774	(4.6)
220 Fire			
Salaries	485,751	500,623	3.1
Expenses	92,250	92,250	0.0
Totals	578,001	592,873	2.6
231 Ambulance			
Salaries	155,913	160,593	3.0
Expenses	47,807	64,307	34.5
Totals	203,720	224,900	10.4
241 Building Inspector			
Salaries	114,263	120,573	5.5
Expenses	5,500	5,550	0.9
Totals	119,763	126,123	5.3
291 Emergency Management			
Salaries	196	196	0.0
Expenses	920	920	0.0
Totals	1,116	1,116	0.0
171 Conservation Commission			
Salaries	36,148	38,573	6.7
Expenses	65,695	65,695	0.0
Totals	101,843	104,268	2.4
176 Board of Appeals			
Salaries	2,672	2,752	3.0
Expenses	1,450	1,450	0.0
Totals	4,122	4,202	1.9
294 Care of Trees			
Salaries	9,669	9,959	3.0
Expenses	102,640	102,640	0.0
Totals	112,309	112,599	0.3
295 Tree Committee	2,500	2,500	0.0
Protection of Persons and Property Totals	\$3,289,664	\$ 3,396,072	3.2

	FY19 Approved	FY20 Requested	FY19/FY20 % Change
Health and Sanitation			
433 Garbage Disposal	\$19,848	\$19,848	0.0
439 Solid Waste			
Salaries	71,350	81,020	13.6
Expenses	301,755	274,907	(8.9)
Totals	373,105	355,927	(4.6)
450 Town Water			
Salaries	7,308	7,505	2.7
Expenses	21,500	21,500	0.0
Totals	28,808	29,005	0.7
519 Board of Health			
Salaries	45,644	47,272	3.6
Expenses	42,948	42,948	0.0
Totals	88,592	90,220	1.8
Health and Sanitation Totals	\$510,353	\$495,000	(3.0)
Highway and Bridges			
422 Maintenance			
Salaries	490,360	507,447	3.5
Expenses	278,367	275,367	(1.1)
Totals	768,727	782,814	1.8
423 Snow and Ice			
Salaries	105,700	105,700	0.0
Expenses	314,300	314,300	0.0
Totals	420,000	420,000	0.0
424 Street Lighting	12,489	12,489	0.0
425 Town Garage	71,102	79,308	11.5
428 Tarvia/Patching	275,000	275,000	0.0
Highway and Bridges Totals	\$1,547,318	\$1,569,611	1.4
Other Public Agencies			
194 Energy Coordinator	0	0	0.0
491 Cemetery			
Salaries	89,230	92,472	3.6
Expenses	28,485	28,485	0.0
Totals	117,715	120,957	2.8
541 Council on Aging			
Salaries	110,557	119,287	7.9
Expenses	37,650	45,450	20.7
Totals	148,207	164,737	11.2
610 Library			
Salaries	460,137	478,302	3.9
Expenses	196,067	192,824	(1.7)
Totals	656,204	671,126	2.3

	FY19 Approved	FY20 Requested	FY19/FY20 % Change
650 Park and Recreation			
Salaries	\$328,752	\$347,563	5.7
Expenses	83,264	83,264	0.0
Totals	412,016	430,827	4.6
Other Public Agencies Totals	\$1,334,142	\$1,387,647	4.0
Unclassified Services			
152 Personnel Committee	0	0	0.0
178 Dover Housing Partnership	0	0	0.0
195 Town Report	6,000	6,000	0.0
543 Veterans			
Salaries	1,000	1,000	0.0
Expenses	1,000	1,000	0.0
Totals	2,000	2,000	0.0
691 Historical Commission	1,250	1,250	0.0
692 Memorial Day	3,000	3,000	0.0
Unclassified Services Totals	\$12,250	\$12,250	0.0
Insurance			
912 Workers Compensation	93,880	110,980	18.2
914 Group Insurance	2,564,683	2,491,324	(2.9)
916 Medicare/FICA	186,881	197,160	5.5
950 Other Insurane	188,245	189,619	0.7
Insurance Subtotals	\$3,033,689	\$2,989,083	(1.5)
Pensions			
911 Norfolk County Retirement	1,325,669	1,421,027	7.2
Insurance/Pensions Totals	\$4,359,358	\$4,410,110	1.2
Schools			
600 Dover School Operating	10,437,843	10,616,354	1.7
601 Dover's Share Regional			
Operating Assessment	11,474,779	11,955,169	4.2
Debt Assessment	568,138	552,534	(2.7)
Totals	12,042,917	12,507,703	3.9
602 Minuteman Vocational	96,218	74,285	(22.8)
604 Norfolk County			
Agricultural High School	6,000	6,000	0.0
Schools Totals	\$22,582,978	\$23,204,342	2.8
Maturing Debt and Interest			
710 Maturing Debt Principal	1,378,400	1,005,400	(27.1)
751 Maturing Debt Interest	240,596	193,350	(19.6)
759 Bank Charges	4,000	4,000	0.0
Debt and Interest Totals	\$1,622,996	\$1,202,750	(25.9)
TOWN BUDGET			
GRAND TOTALS	\$37,464,644	\$38,043,457	1.5

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 5. (Selectmen) To see what sums the Town will raise and appropriate for the various capital purposes listed below; to determine whether the money shall be included in the tax levy, transferred from available funds, borrowed, or provided by any combination of these methods; or take any other action relative thereto:

1. Cemetery Commission
 - a. Mower
2. Fire and Ambulance
 - a. Radio equipment
 - b. Ambulance
3. Building Maintenance
 - a. Protective Agencies Building: Roofing
 - b. Protective Agencies Building: De-leading firing range
 - c. Protective Agencies Building: Air conditioning
4. Highway Department
 - a. Pick-up truck
 - b. Fuel dispensing system
5. Park and Recreation
 - a. Tractor
 - b. Dump truck

Motion: It was moved by Mr. Smith and seconded by Mr. Migausky that the following sums recommended for the various capital purposes be called over by the Moderator, and, if no objection is made, that the Town raise and appropriate such sums, unless another funding source is noted, and that any sums realized from the trade-in or auction of old equipment shall be used to reduce the cost of the acquisition of new equipment or to purchase related accessories.

Vote: The motion was put to an electronic voice vote and passed by a majority.

1. Cemetery Commission	
a. Mower	\$0
2. Fire and Ambulance	
a. Radio equipment	\$32,000
b. Ambulance	\$292,364
3. Building Maintenance	
a. Protective Agencies Building: Roofing	\$250,000
b. Protective Agencies Building: De-leading firing range	\$12,000
c. Protective Agencies Building: Air conditioning	\$60,000
4. Highway Department	
a. Pick-up truck	\$44,000
b. Fuel dispensing system	\$36,000

5. Park and Recreation

a. Tractor

\$0

ARTICLE 25. (Citizens' Petition) To see if the Town will vote to amend the General Bylaws of the Town of Dover to ban the commercial use of plastic bags in accordance with the proposed amendment language on file with the Town Clerk, or take any other action relative thereto.

Main Motion: It was moved by Stephanie Kube and seconded by John Kube that the Town vote to amend the General Bylaws of the Town of Dover, by inserting a new Section, entitled "Plastic Bag Ban," as shown in the document on file in the Office of the Town Clerk, and authorizing the Town Clerk to make non-substantive changes in the numbering of the bylaw necessary to maintain the numbering format of the Dover Town Code.

Secondary Motion: It was moved by Stephanie Kube and seconded by John Kube that Town Meeting authorize the following students of Dover-Sherborn Regional Middle School—Nicolas Kube, Nicco Ban, Mathew Darin, and Christian Casale—to address the body for the purpose of discussing this Citizens' Petition Article regarding plastic bags.

Vote: The secondary motion was put to an electronic vote and passed by a majority.

Vote: The main motion was put to an electronic vote and passed by a majority.

ARTICLE 6. (Selectmen) To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or provide by any combination of these methods, a sum of money for the purpose of funding an unemployment compensation fund as authorized by Chapter 40, Section 5E, of the Massachusetts General Laws; or take any other action relative thereto.

Motion: It was moved by Mr. Migausky and seconded by Mr. Andrews that this article be dismissed.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 7. (Selectmen) To see if the Town will vote to raise and appropriate a sum of money to provide for the payment of accumulated sick leave to retired police officers as authorized by Chapter 375 of the Acts of 1984; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Smith that this article be dismissed.

Vote: The motion was put to an electronic vote and passed by majority.

ARTICLE 8. (Selectmen) To see if the Town will vote to raise and appropriate a sum of money for the purpose of highway construction, reconstruction and other improvements under the authority of the Massachusetts General Laws as funded by various state budgets; to determine whether the money shall be included in the tax levy, transferred from available funds, borrowed, or provided by any combination of these methods; and to authorize the Selectmen to enter into contracts, apply for, accept, expend, and borrow in anticipation of state aid for such projects; or take any other action relative thereto.

Motion: It was moved by Ms. Cannie and seconded by Ms. Herman that the Town authorize the Board of Selectmen to enter into contracts, apply for, accept, expend, and borrow in anticipation of any funds allotted by the Commonwealth for the construction, reconstruction, and other improvements of Town roads and related infrastructure.

Vote: The motion was put to an electronic vote and passed by majority.

ARTICLE 9. (Conservation Commission) To see if the Town will vote to raise and appropriate a sum of money for the Conservation Fund to be used by the Conservation Commission for any purpose authorized by Chapter 40, Section 8C of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Smith that the Town raise and appropriate the sum of \$25,000 for the Conservation Fund to be used by the Conservation Commission for any purpose authorized by Chapter 40, Section 8C of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 10. (Selectmen) To see if the Town will vote to raise and appropriate a sum of money for the purpose of funding a study of the Town's information technology systems including hardware, software applications and network, and including the first phase of implementing recommendations from the study; to determine whether the money shall be included in the tax levy, by transfer of available funds, or any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Ursitti and seconded by Ms. Cannie that the Town raise and appropriate the sum of \$250,000 to be expended by the Board of Selectmen for the purpose of undertaking a study of the Town's information technology systems including hardware, software applications and network, and implementing the first phase of recommendations from such study.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 11. (Selectmen) To see if the Town will vote to create a Regional School Other Post-Employment Benefit Stabilization Fund in accordance with Section 5B of Chapter 40 of the Massachusetts General Laws for the purpose of funding Dover's portion of the Dover-Sherborn Regional School Other Post-Employment Benefits liability; and raise and appropriate a sum of money to a Regional School Stabilization Fund in accordance with Section 5B of Chapter 40 of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, by transfer from available funds, or any combination of these methods; or act in any other manner in relation thereto.

Motion: It was moved by Ms. Cannie and seconded by Mr. Kinder that the Town vote to create a Regional School Other Post-Employment Benefits Stabilization Fund in Accordance with Section 5B of Chapter 40 of the Massachusetts General Laws, for the purpose of funding Dover's portion of the Dover-Sherborn Regional School Other Post-Employment Benefits liability, and further to appropriate \$1,600,000 from Free Cash for this purpose.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 12. (Board of Selectmen) To see if the Town will vote to create a Capital Stabilization Fund in accordance with Section 5B of Chapter 40 of the Massachusetts General Laws for the purposes of funding capital projects or the debt service related to capital projects; and raise and appropriate a sum of money to a Capital Stabilization Fund in accordance with Chapter 40, Section 5B of of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, by transfer from available funds; or any combination of these methods; or act in any other manner in relation thereto.

Motion: It was moved by Mr. Ursitti and seconded by Ms. Cannie that Article 12 be dismissed.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 13. (Board of Selectmen) To see if the Town will vote to create, and raise and appropriate a sum of money to a Land Preservation Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws for the purposes of purchasing land within the Town or the debt service related to the purchase of said land; to determine whether the money shall be included in the tax levy, by transfer from available funds, or any combination of these methods; or act in any other manner in relation thereto.

Motion: It was moved by Ms. Herman and seconded by Mr. Hammerle that this article be dismissed.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 14. (Board of Selectmen) To see if the Town will vote to raise and appropriate a sum of money for the purpose of supplementing the Town of Dover Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, by transfer from available funds, or any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Ms. Alders that this article be dismissed.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 15. (Selectmen) To see if the Town will vote to appropriate the unexpended balance of the funds appropriated under Article 15 of the 2018 Annual Town Meeting a sum of money for the purpose of remodeling, reconstructing, or new construction of the Caryl Community Center, including the cost of architectural and engineering services for plans and specifications related thereto; or take any other action relative thereto.

Motion: It was moved by Mr. Hammerle and seconded by Mr. Migausky that the Town vote to appropriate the unexpended balance of the funds appropriated under Article 15 of the 2018 Annual Town Meeting for the purpose of remodeling or reconstructing the Caryl Community Center, or new construction to replace the same, including the cost of architectural and engineering services for plans and specifications, and any incidental costs related thereto.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 16. (Board of Selectmen) To see if the Town will vote to raise and appropriate a sum of money for the purpose of making extraordinary repairs to and equipment replacement at the Caryl Community Center, including the cost of architectural and engineering services for plans and specifications related thereto; determine whether the money shall be included in the tax levy, by transfer from available funds, borrowed, or any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Migausky and seconded by Mr. Andrews that the Town vote to raise and appropriate the sum of \$50,000 for the purpose of making extraordinary repairs to and equipment replacement at the Caryl Community Center, including the cost of architectural and engineering services for plans and specifications related thereto.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 18. (Warrant Committee) To see if the Town will vote to raise and appropriate a sum of money to the Reserve Fund, pursuant to Chapter 40, Section 6 of the Massachusetts General Laws, not to exceed 5% of the tax levy of Fiscal Year 2019, from which transfers are voted

by the Warrant Committee from time to time and transferred as provided by statute, and determine whether the money shall be included in the tax levy, by transfer from available funds including the Reserve Fund Overlay Surplus, or by any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Ms. Alders that the Town appropriate the sum of \$250,000 for a Reserve Fund for Fiscal Year 2020 to provide for extraordinary or unforeseen expenditures pursuant to Chapter 40, Section 6 of the Massachusetts General Laws, and that to meet this appropriation, \$150,000 be raised from the tax levy and \$100,000 be transferred from the Overlay Surplus.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 19. (Warrant Committee) To see if the Town will vote to raise and appropriate a sum of money to pay any unpaid bills rendered to the Town for prior years; to determine whether the money shall be included in the tax levy, by transfer from available funds, or any combination of these methods; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Ms. Herman that the sum of \$9,431.70 be transferred from Free Cash for the purpose of paying the following bills:

Department	Description	Amount
Treasurer/Collector	Hill Law	\$ 740.00
	Hill Law	129.50
Town Administrator	Mills Whitaker Architects	4,500.00
	Maintenance	625.00
Solid Waste	Strawberry Hill	75.00
	Strawberry Hill	1,350.00
	Strawberry Hill	45.00
Highway	Fleet Pride	202.94
	Colonial Water	406.46
	Wills Hardware	283.61
	Siemens Mobility, Inc.	<u>1,074.19</u>
Total		\$9,431.70

Vote: The motion was put to an electronic vote and passed by a four-fifths majority.

ARTICLE 17. (Board of Selectmen) To see if the Town will vote to appropriate a sum of money for the purpose of funding the Fiscal Year 2020 Operating Budget as approved by Town Meeting in Article 4, to determine whether said money shall be provided from the transfer of available funds; or take any other action relative thereto.

Motion: It was moved by Mr. Smith and seconded by Mr. Andrews that the Town transfer from Free Cash the sum of \$133,584 to meet the appropriations for Fiscal Year 2020.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 20. (Warrant Committee) To see if the Town will make supplemental appropriations to be used in conjunction with money appropriated under Article 4 of the Warrant for the 2018 Annual Town Meeting, to be expended during the current fiscal year, or make any other adjustments to the Fiscal Year 2019 budget that may be necessary, and determine whether the money shall be provided by transfer from available funds; or take any other action relative thereto.

Motion: It was moved by Mr. Kinder and seconded by Mr. Ursitti that this article be dismissed.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 21. (Board of Health) To see if the Town will vote to accept Massachusetts General Law Chapter 40U and approve procedures for the payment of fines in accordance with Massachusetts General Law Chapter 40U, Section 4; or take any other action relative thereto.

Motion: It was moved by Mr. Ursitti and seconded by Ms. Cannie that Article 21 be dismissed.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 22. (Board of Selectmen) To see if the Town will vote to accept Massachusetts General Law Chapter 59, Section 57A; or take any other action relative thereto.

Motion: It was moved by Ms. Herman and seconded by Mr. Hammerle that the Town accept Massachusetts General Law Chapter 59, Section 57A.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 23. (Citizens' Petition) To see if the Town will vote to accept Dover Farms Road, Hughes Lane, Ann's Way, and Monroe Court as accepted public ways as laid out by the Board of Selectmen, as shown on the plans on file in the Office of the Town Clerk; or take any other action relative thereto.

Motion: It was moved by Mr. Taube and seconded by Mr. Badertscher that the Town vote to establish as a public way and accept the layout of Dover Farms Road, Hughes Lane, Ann's Way and Munroe Court as laid out by the Board of Selectmen and shown on a plan by GLM Engineering Construction, Inc. dated May 15, 2018, on file with the Town Clerk, and to authorize the Selectmen to purchase or otherwise acquire any fee, easement or other interest in land necessary therefor.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 24. (Citizens' Petition) To see if the Town will vote to accept Dancer Farm Drive as an accepted public way, as laid out by the Board of Selectmen, as shown on the plans on file in the Office of the Town Clerk; or take any other action relative thereto.

Motion: It was moved by Mr. Viens and seconded by Mr. Yie that the Town vote to accept Dancer Farm Drive as an accepted public way, as laid out by the Board of Selectmen, as shown on a plan by Cheney Engineering Co. Inc., Street Acceptance Plan, dated April 29, 2019, on file with the Town Clerk, and to authorize the Selectmen to purchase or otherwise acquire any fee, easement, or other interest in land necessary therefor.

Vote: The motion was put to an electronic vote and passed by a majority.

ARTICLE 26. (Board of Selectmen) To see if the Town will vote to transfer from Free Cash in the Treasury an amount to stabilize the tax rate for the ensuing fiscal year and authorize the Board of Assessors to use the same to stabilize the tax rate; or take any other action relative thereto.

Motion: It was moved by Mr. Hammerle and seconded by Mr. Smith that the Town transfer the sum of \$2,500,000 from Free Cash for the purpose of reducing the FY2020 Tax Rate and that the Board of Assessors be authorized to use the same amount to reduce the tax rate for FY2020.

Motion: It was moved by Mr. Jeffries and seconded by Mr. Springett that the motion be amended by replacing \$2,500,000 with \$1,500,000.

Motion: A motion was made from the floor to move the question.

Vote: The motion to move the question was put to an electronic vote and passed by a majority.

Vote: The motion to amend the main motion was put to an electronic vote and passed by a majority.

Vote: The amended motion was put to an electronic vote and passed by a majority.

Motion: At 10:04 p.m., a motion was made by Ms. Alders and seconded by Mr. Ursitti that the meeting be dissolved.

Vote: The motion was put to an electronic vote and passed by a majority.

Annual Town Meeting

Article 27 Elections
May 20, 2019

Pursuant to the Warrant given under the hands of the Selectmen on the 12th day of April 2019, a Town Election was held on May 20, 2019. Juris Alksnitis, Acting Constable, inspected the ImageCast Ballot Box and found it to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 165 ballots had been cast. At 8:09 p.m., the unofficial results were posted. The official counts are as follows:

Moderator (1 year)

(Vote for one)

James R. Repetti	155
Write-ins	1
Blanks	9

Selectman (3 years)

(Vote for one)

John D. Jeffries	129
Write-ins	2
Blanks	34

Assessor (1 year)

(Vote for one)

Caroline "Bonnie" Akins	137
Write-ins	1
Blanks	27

Assessor (3 years)

(Vote for one)

Robert G. Cocks	131
Write-ins	1
Blanks	33

Dover School Committee (3 years)

(Vote for two)

Mark G. Healey	127
Leslie J. Leon	120
Write-ins	2
Blanks	81

D-S Regional School Committee (3 years)

(Vote for one)

Michael B. Jaffe	124
Write-ins	1
Blanks	40

Library Trustee (2 years)

(Vote for one)

Tracy L. Tobin	132
Write-ins	1
Blanks	32

Library Trustee (3 years)

(Vote for one)

Adrian J. Hill	135
Write-ins	0
Blanks	30

Cemetery Commission (3 years)

(Vote for one)

Mariah E. Riess	131
Write-ins	1
Blanks	33

Planning Board Associate (2 years)

(Vote for one)

Tara L. Nolan	132
Write-ins	2
Blanks	31

Planning Board (5 years)

(Vote for one)

Carol L. Lisbon	136
Write-ins	0
Blanks	29

Board of Health (3 years)

(Vote for one)

Gerald L. Clarke	118
Write-ins	5
Blanks	42

Park and Recreation Commission (3 years)

(Vote for two)

Christopher Boland	127
Eric H. Loeffler	124
Write-ins	1
Blanks	78

Special Town Meeting

Deliberative Session
October 7, 2019

Pursuant to the Warrant given under the hands of the Selectmen on September 5, 2019, James Repetti, Moderator, called the Annual Town Meeting of the Town of Dover to order on October 7, 2019, at 7:09 p.m., at the Alan Mudge Auditorium at the Dover-Sherborn Regional High School in Dover. A quorum was present. The reading of the Constable's Return of Service was waived.

The Town Clerk designated the following checkers and counters for this meeting: Judith Alksnitis, Ellie Herd, Kate Haviland, Celeste Hurley, Liz Devine, Juris Alksnitis, Susan Cocks, Betty Hagan, Sue Sheridan, Anita Loscalzo, Darlene Heidke, and Beth McGuire. Registrars serving were Michele Keleher, Camille Johnston, and Jack Walsh. Constables for the evening were Andre Boudreau, Margaret Crowley, and William Herd.

Mr. Repetti introduced those sitting on the stage: Town Administrator Christopher Dwelley; Selectmen Robert Springett, Robyn Hunter, and John Jeffries; Town Clerk Felicia Hoffman; Assistant Town Moderator David Haviland; Town Counsel Nina Pickering-Cook; Warrant Committee Members Andrew Ursitti (Chair), Rob Andrews, Kate Cannie, Cam Hudson, Melissa Herman, Gordon Kinder, Steve Migausky, Peter Smith, and Janet McCormick. The Moderator introduced the four Dover Boy Scouts serving as pages for the evening: Will Bittinger, Dylan Rogers, Robert Giasi, and Varun Jayanti. Mr. Repetti remarked that the conduct of Town Meeting is based upon a combination of statute, bylaw, custom, and the Moderator's discretion. *Town Meeting Time*, compiled by the Massachusetts Moderator's Association, is used as a parliamentary reference. He reviewed some common Town Meeting motions and terms and encouraged those in attendance to ask for clarification if they were confused about a motion or a vote before them.

Mr. Repetti said he would state the subject matter of each Article of the Warrant, and that an electronic voting system would be used. On the response card provided to each registered voter, the number 1 would indicate a yes vote, and the number 2 would indicate a no vote. If a motion to dismiss was placed on the floor of Town Meeting, discussion would be limited to dismissal of the article and not the merits of the article.

Mr. Repetti encouraged brevity in remarks and reminded the Meeting that he would try to maintain a balance between moving the agenda along and ensuring that all who had something to contribute were given the opportunity to do so. Mr. Repetti requested a moment of silence to honor those who are currently serving our country and putting themselves in harm's way in order to preserve our freedoms.

Constable (3 years)

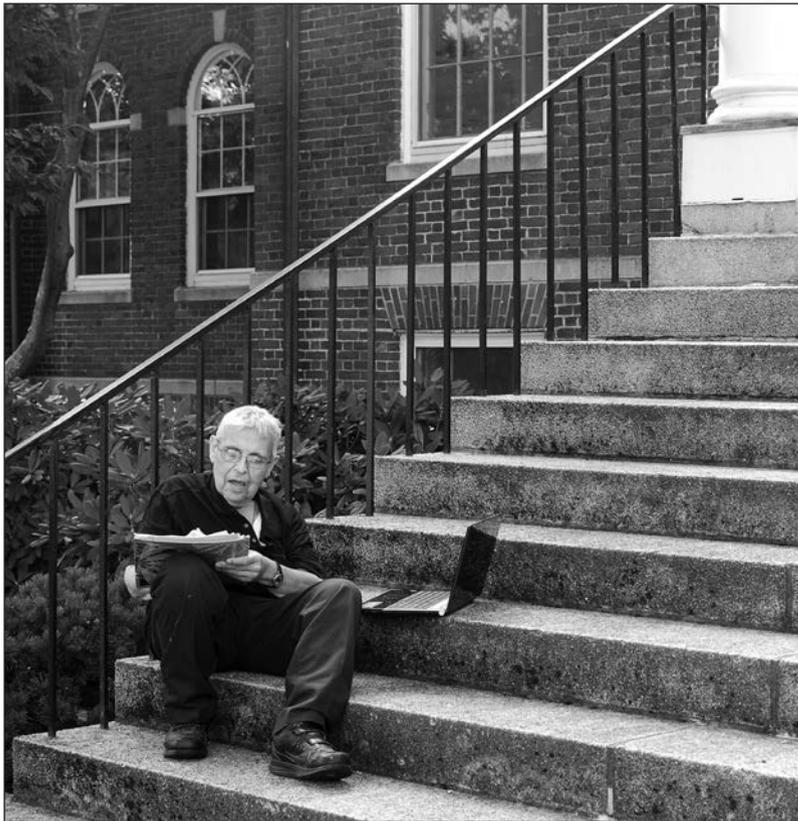
(Vote for three)

André G. Boudreau	134
Margaret L. Crowley	137
William R. Herd	135
Write-ins	1
Blanks	88

Trustees of Larrabee and Whiting (5 years)

(Vote for three)

Mary C. Crane	128
Jonathan P. Fryer	126
Phillip R. Luttazi	130
Write-ins	0
Blanks	111



Town House. Photo by Dee Douglas.

Mr. Repetti recognized Mr. Ursitti for a motion governing the conduct of the Meeting.

Motion: It was moved by Mr. Ursitti and seconded by Mr. Kinder that the following rule be adopted for the conduct of this meeting: Any amendment to a main motion that would increase an appropriation must contain a provision for the source of funds for the increase such that the total amount to be raised and appropriated at the Meeting will not be increased.

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

Mr. Repetti stated that background information for the two articles before the Town would be presented by the Caryl Community Center Committee, by the Council on Aging, and by the Board of Selectmen. After those presentations, the meeting would then consider the motions and open the floor for citizen comments and questions.

The Moderator began the process of going through the Warrant.

Article 1. (Selectmen): To Develop Cost Estimates and Preliminary Design Plans for a Renovated Caryl Community Center. To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or any combination of these methods, a sum of money for the purpose of conducting feasibility studies and developing cost estimates and architectural and engineering plans for the repair and renovation of the existing Caryl Community Center, including all services incidental and related thereto; or take any other action relative thereto.

Motion: It was moved by Ms. Hunter and seconded by Mr. Jeffries that the Town vote to raise and appropriate the sum of \$5,000 for the purpose of conducting feasibility studies and developing cost estimates and architectural and engineering plans for the repair and renovation of the existing Caryl Community Center, including all services incidental and related thereto.

Motion: A motion was made from the floor to move the question.

Vote: The motion was put to an electronic vote and passed by a majority.

Vote: The main motion was put to an electronic vote and passed by a majority.

Article 2. (Selectmen) To Develop Cost Estimates and Preliminary Design Plans for a New Community Center. To see if the Town will vote to raise and appropriate, appropriate by transfer from available funds, or any combination of these methods, a sum of money for the purpose of conducting feasibility studies and developing architectural and engineering plans for the construction of a new community center, including all services incidental and related thereto; or take any other action relative thereto.

Motion: It was moved by Ms. Hunter and seconded by Mr. Jeffries that the Town vote to raise and appropriate the sum of \$200,000 for the purpose of conducting feasibility studies and developing cost estimates and architectural and engineering plans for the construction of a new community center, including all services incidental and related thereto.

Motion: A motion was made from the floor to move the question.

Vote: The motion was put to an electronic vote and passed by a majority.

Vote: The main motion was put to an electronic vote and passed by a majority.

Motion: At 8:33 p.m., it was moved by Mr. Ursitti and seconded by Mr. Kinder that the meeting be dissolved.

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



Photo by Beth Zaffino.

Vital Statistics

For the Calendar Year 2019

BIRTHS IN 2019

19 Males
22 Females

MARRIAGES IN 2019

February 20	Shane Miles Porter Poulomi Chakraborty	Dover, MA Boston, MA
March 16	Andrew Jeffrey Campbell Leslie Marcia Hughes	Millis, MA Millis, MA
May 20	Richard Sands Wood Janis Marcy Abramowitz	Dover, MA Dover, MA
July 12	Yojan Leon Mattos Mildred Victoria Silva	Dover, MA Dover, MA
August 20	James Russell Owen Sullivan Carol Copeland Sullivan	Dover, MA Dover, MA
November 22	Ignasi Riera Vila Elizabeth Ann Perkus	Somerville, MA Somerville, MA
December 6	Frank Louis Lanza Lisa Marie Kenyan	New York, NY New York, NY
December 6	David Allen Thompson Christopher Michael Lefter	Dover, MA Dover, MA

DEATHS IN 2019

January 1	John A. Cordle	37	149 Dedham Street
January 3	Nelson J. Belliveau	91	18 Pond Street
January 10	Robert William DeCoste	86	5 Cranberry Lane
February 6	Kenneth M. King Jr.	85	141 Pine Street
February 17	Jeanne Gavrilles	93	142 Walpole Street
February 23	Julian David Wolff Lattermann	18	38 Grand Hill Drive
February 26	Audrey Anderson-Olmstead	85	61 Dedham Street

March 7	Robert D. Guidod	75	249 Dedham Street
March 22	Pamela S. Kunkemueller	77	2 Raleigh Road
April 28	Robert Charles McAllister	81	7 Powder House Road
April 30	William Robert Burrows	74	26 Grand Hill Drive
May 4	Davis Greene	84	32 Meadowbrook Road
June 3	Elaine Lorraine Stempien	82	21 Colonial Road
June 19	Jean Marie McCarthy	86	24 Tubwreck Drive
June 20	Kathleen A. Keene	56	36 Wilsondale Street
June 29	Robert E. McGinness	78	7 Hawthorne Lane
July 3	George A. Lovell	80	11 Old Meadow Road
July 15	Elaine P. Theodos	76	28 Yorkshire Road
August 8	Phyllis Ann Madigan	63	12 Tower Drive
August 29	Orlyn June Reese	75	8 Pleasant Street
September 28	Raymond C. Lauber	88	144 Pine Street
October 15	Francis Donald Roberts	81	2 Bridle Path Circle
October 18	Arthur R. Mastrodicasa	87	36 Donnelly Drive
October 23	Albert Edward Good	87	32 Saddle Ridge Road
October 26	Helen H. Florsheim	91	11 Sterling Drive
November 1	Stuart L. Fuld	81	3 Sterling Drive
November 2	Virginia Ruth Leonard	90	10 Knollwood Drive
November 3	Paul H. Tedesco	90	6 Riga Road
November 7	Bijan Ghayour	72	15 Circle Drive
November 20	Katelyn Ashley Tosi	25	18 Whiting Road
November 21	Nancy Bielski	69	23 Cedar Hill Road
December 2	Hilde Tillman	96	15 Grand Hill Drive
December 8	Thomas Leo McDonald	82	3 Windsor Road
December 21	Edward Zhenming Liu	11	22 Woodridge Road
December 26	Shirley A. Sarris	89	7 Comiskey Road
December 31	Joan Phyllis Kovaly	85	3 Tubwreck Drive

Financial Reports

For the Calendar Year 2019

Fees Collected by the Town Clerk's Office

January	\$6,315
February	2,525
March	4,483
April	910
May	1,585
June	1,495
July	850
August	369
September	345
October	220
November	435
December	260
Total	\$19,792

Fees Collected by the Board of Appeals

January	\$300
February	300
March	150
April	0
May	150
June	0
July	0
August	0
September	150
October	0
November	0
December	150
Total	\$1,200

Report of the Town Treasurer

Gerard Lane, Treasurer-Collector

The following reports appear on pages 58–71:

- **Total Gross Wages** for the Calendar Year 2019
- **Treasurer's Cash** for the Year Ending June 30, 2019
- **Statement of Taxes Outstanding** as of June 30, 2019
- **Statement of Long Term Debt** as of June 30, 2019
- **Statement of Changes in Trust and Investment Fund Balances** for the Year Ending June 30, 2019

Total Gross Wages

For the Calendar Year 2019

	Regular Wages	Overtime/ Other	Total Gross Wages
Selectmen's Office			
Mona Abraham-DiSciullo*	\$61,558	\$164	\$61,722
Paul E. Carew	1,000		1,000
Christopher M. Dwelley	54,790		54,790
Robyn M. Hunter	150		150
John D. Jeffries	200		200
Robert P. Springett	100		100
Carl F. Valente	63,825	240	64,065
Town Accountant's Office			
Kathleen R. LaPlant	106,026	1,500	107,526
Nancy L. Rigano	57,915		57,915
Carol M. Wideman	5,075	9,769	14,844
Assessor's Office			
Kristin M. Abraham	25,188		25,188
Robert Cocks	350		350
Amy L. B. Gow	74,782	280	75,062
Charles W. Long	400		400
Karen J. MacTavish	17,074	23,445	40,520
Douglas P. Munsell	350		350
Treasurer/Collector's Office			
David J. Donaghey Jr.	91	515	606
Gavin T. Fiske	50,573		50,573
Gerard R. Lane Jr.	111,100	1,400	112,500
Jennifer G. Pink	34,821		34,821
Town Clerk and Elections			
Judith H. Alksnitis	145		145
Juris G. Alksnitis	154		154
Andre Boudreau*	244		244
Martha Susan S. Cocks	88		88
Elizabeth M. Devine*	55	1,500	1,555
Maureen A. Dilg	42		42
Elizabeth Hagan	154		154
Catherine K. Haviland	139		139
Darlene L. Heidke	22,244		22,244
William R. Herd*	283		283
Eleanor A. Herd*	91	1,500	1,591
Felicia S. Hoffman*	70,983	1,280	72,263

	Regular Wages	Overtime/ Other	Total Gross Wages
Town Clerk and Elections (cont'd)			
Celeste L. Hurley	\$133		\$133
Christopher Jackman	145		145
Camille C. Johnston	37		37
Michele Keleher	37		37
Anita B. Loscalzo	85		85
Maria L. Mannix	63		63
Susan McGill*	51	\$1,146	1,197
Erin Rodat-Savla	51		51
Elizabeth A. Schlenker	51		51
Joan N. Stapleton	48		48
John J. Walsh	37		37
Building Maintenance			
Bradley S. Crosby III	57,349	6,905	64,254
Donald A. Fisler		150	150
Scott E. Wainwright	44,025	4,435	48,461
Karl L. Warnick*	95,658	15,573	111,231
Data Processing			
Diana Piesak	47,525		47,525
Police Department			
Jason R. Bouck	4,153		4,153
Nicole M. Bratcher-Heffernan	72,454	20,567	93,021
Donald P. Cahill Jr.	52,175	27,185	79,360
Jonathan H. Cash	72,304	18,338	90,643
David E. Chaisson Jr.	72,444	59,981	132,425
Richard F. Collamore Jr.	72,308	30,729	103,037
Brian C. Collins	6,874	784	7,658
Douglas E. Comman	72,730	93,904	166,634
Jeffrey M. Farrell	196	4,799	4,995
Harold M. Grabert	72,869	38,716	111,585
John M. Holmes	31,218	23,263	54,481
Katherine M. Kolodziejczyk	63,257	45,240	108,497
Matthew O. Lavery	72,866	47,183	120,049
Charles S. Marscher	72,304	25,279	97,584
Peter A. McGowan	170,855	500	171,355
Edward J. Meau	87,612	31,419	119,030
Ryan W. Menice	88,125	96,446	184,571
Aaron J. Mick	61,592	73,145	134,736
Robert P. Murphy	8,609	44,108	52,717
Ryan P. Sullivan	21,060	13,261	34,321
Todd V. Wilcox	88,464	62,228	150,692
Joseph S. Woollard	68,257	69,761	138,017
Susan M. L. Young*	50,168		50,168

	Regular Wages	Overtime/ Other	Total Gross Wages
Fire/Rescue			
Paul E. Buckley		\$4,341	\$4,341
Joseph G. Chirico		19,303	19,303
Jeremiah A. Daly		1,238	1,238
James P. Dawley Jr.	\$200		200
Joseph A. Demarco		5,163	5,163
Klarina N. Donoghue		485	485
Allen E. Erickson		9,229	9,229
Tim C. Giblin		4,186	4,186
Frederick M. Hartman	104	2,609	2,713
Mary C. Hinsley		10,913	10,913
Alexander H. Howe		6,200	6,200
Paul M. Hughes		510	510
John M. Hughes III	200		200
John P. Kornack	130	6,336	6,466
Edward G. Kornack	150	12,504	12,654
Jack I. London		911	911
John P. Luttazi		3,335	3,335
Phillip D. Luttazi		7,708	7,708
Romolo P. Luttazi	16,479	11,500	27,979
Michael J. Lynch Jr.		1,990	1,990
Jack W. Maxwell		253	253
Brendan E. McCarthy		977	977
William A. Mitchell		30,126	30,126
Daniel K. Murphy	51	13,660	13,711
Michael V. Murphy		2,331	2,331
Walter J. Nowicki		11,146	11,146
Walter J. Nowicki III		2,239	2,239
Curt F. Pfannenstiehl		6,205	6,205
Ryan C. Phelan		15,549	15,549
Thomas E. Quayle		11,581	11,581
David W. Ramsay*	17,911	19,869	37,780
Theodore H. Reimann		14,134	14,134
Heidi E. Reinemann		950	950
Matthew A. Reinemann		4,028	4,028
Richard L. Reinemann		9,766	9,766
Caroline S. Repetti		1,416	1,416
Robert B. Richards		206	206
James F. Spalding	200		200
Elisabeth A. Smith		4,986	4,986
Dickson Smith II		18,616	18,616
Timothy R. Surgenor	51	12,432	12,483
David W. Tiberi	24,184		24,184
Richard F. Tiberi*	47,333	965	48,297
Kathleen P. Tosi		5,589	5,589

	Regular Wages	Overtime/ Other	Total Gross Wages
Fire/Rescue (cont'd)			
Kevin Tosi		\$7,495	\$7,495
Brian A. Tosi		8,548	8,548
John S. Vounatsos*	\$550	34,011	34,562
Ellen O. Weinberg		7,332	7,332
Nevin A. Weinberg		11,528	11,528
Timothy S. Wider		177	177
Inspectors			
Paul Angus	400		400
Walter A. Avallone	83,726	320	84,046
Jeffrey P. Harris	200		200
Robert A. Hauptman	5,715		5,715
Kevin Malloy	28,135		28,135
James M. Naughton	400		400
James F. Vaughan	13,284		13,284
Felix I. Zemel	612		612
Emergency Management			
Margaret L. Crowley*	424		424
Animal Control			
Lorilyn Sallee	6,054	4,000	10,054
Tree Warden			
John M. Gilbert*	10,312	2,080	12,392
Health Department			
Gerald L. Clarke	150		150
Jennifer S. Cronin	3,500		3,500
Karen R. Hayett	41,820	560	42,380
Joseph D. Musto	100		100
Highway Department			
Michael J. Angieri*	14,841		14,841
Nancy J. Bates*	54,259	1,480	55,739
Robert Beckwith*	60,716	19,678	80,394
James J. Gorman*	60,716	12,070	72,786
Craig S. Hughes*	163,928	6,102	170,031
Robert J. Morrissey	5,981	961	6,942
Mark R. Stephenson	53,746	11,363	65,109
J. Robert Tosi Jr.*	76,691	39,693	116,384
Keith A. Tosi	783	6,050	6,833
Andrew F. Wills*	60,716	11,811	72,528
Sanitation			
Wade J. Hayes	32,472	7,110	39,582
William B. Martin*	25,666	11,027	36,693

	Regular Wages	Overtime/ Other	Total Gross Wages
Water			
David R. Candeias	\$750		\$750
Conservation			
Lori E. Hagerty	36,823	\$320	37,143
Planning Board			
Susan E. Hall	34,353	840	35,193
Cemetery			
Lawrence R. Dauphinee	75,423	15,378	90,801
Council on Aging			
Janet E. Claypoole	76,807	440	77,247
Andria M. DeSimone	6,545		6,545
Jessica A. Foster	3,520		3,520
Tracy Rittenmeyer	1,595		1,595
Suzanne Sheridan	13,844		13,844
Annemarie M. Thompson	7,452		7,452
Nancy C. Vaida	21,094		21,094
Senior Tax Work-off			
Iva B. Hayes		1,237	1,237
Carol Jackman		1,500	1,500
Matthew Schmid		1,500	1,500
Bente M. Sears		1,500	1,500
Eleanor Tedesco		996	996
Library			
Cheryl Abdullah Bolduc	103,832	400	104,232
Joan S. Campbell	44,510	640	45,150
Rebecca J. Caponi	132		132
Laura M. Cerier	269		269
Semra Erdal	3,593		3,593
Elizabeth Fogarty	19,540		19,540
Angela Howes	38,557		38,557
Emily M. Kawachi	221		221
Allison M. Keaney	240		240
Mary F. Kroon	20,033		20,033
Bart R. Leib	17,606		17,606
Kishori L. Malwal	144		144
Moira C. Mills	44,827	1,451	46,278
Liam O'Keefe	17,659		17,659
Katheryne A. Sheehan	2,674		2,674
Nancy M. Tegeler	55,298		55,298
James K. Westen	63,567	280	63,847

	Regular Wages	Overtime/ Other	Total Gross Wages
Parks and Recreation			
Robert W. Bartlett	\$638		\$638
Matthew J. Braley	555		555
Katherine M. Brenna	240		240
Peter D. Cooper	55,969		55,969
Nicole E. DiCicco	56,251	\$2,785	59,036
Sean L. Dougherty	2,655		2,655
Andrew J. Dougherty	1,257		1,257
Sofia Federico	1,260		1,260
Luke D. Fielding	1,328		1,328
Mark F. Ghiloni	87,003	240	87,243
Rose Gilio	1,170		1,170
Abigail Gramer	1,261		1,261
Charlotte L. Kinchla	1,287		1,287
Zoelle Kinder	1,430		1,430
Lucy O. Larkin	1,047		1,047
Benjamin B. Maki	960		960
Nicholas J. Marken	1,183		1,183
Laura E. McGuire*	5,405		5,405
Jessa M. McIntosh	3,600		3,600
Alison B. McVeigh	990		990
Michael A. Mitchell	18,197	2,400	20,597
Aryana E. Moghaddam	1,295		1,295
John P. Muckstadt	1,050		1,050
Thomas J. Palmer*	60,716	9,132	69,848
Caroline C. Paster	150		150
Michael A. Petrangelo	26,885	9,797	36,682
Jordan E. Pfeifer	2,280		2,280
Timothy Polk	1,365		1,365
Zachary S. Popiel	1,022		1,022
Diana Regan	1,157		1,157
Andrew Regan	1,260		1,260
Kirby R. Ryan	1,104		1,104
Marie E. Sarafian	1,351		1,351
Peter J. Sylvester	47,990		47,990
Ben C. Teich	465		465
Jean-Robert Theodat	13,601		13,601
Mark E. Travers*	18,830	1,441	20,271
Griffin T. Windle	1,260		1,260
Patrick M. Wright	1,358		1,358
Greta E. Wyers	150		150

	Regular Wages	Overtime/ Other	Total Gross Wages
SCHOOL DEPARTMENT			
Administration			
Karen A. Anzivino	\$51,553	\$775	\$52,328
Laura S. Dayal	133,478		133,478
Amy E. Dorfman	8,910		8,910
Raceel Fitek	11,232		11,232
Nisha G. Hochman	101,844		101,844
Kate A. Marchese	75,215	450	75,665
Jessica Natal	68,939	2,157	71,096
Kelly A. O'Donnell-Haney	56,794	725	57,519
Deborah J. Reinemann*	117,344	13,380	130,724
Cynthia H. Shapiro	101,844	2,412	104,256
Teaching Staff			
Christine E. Atkinson	94,788	2,754	97,542
Melissa A. Baker	111,205	1,725	112,930
Catherine E. Chiavarini	91,262	1,383	92,645
Alexandria M. Cipolla	42,532	1,292	43,824
Amy C. Cohn	96,385	1,075	97,460
Judith Cronin	89,708	50	89,758
Corinne M. Cummings	69,373	1,542	70,916
Kimberly A. Delaney	111,205	475	111,680
Renee F. Grady	111,205	788	111,993
Sheila Harper	72,087		72,087
Stephen D. Harte	111,205	3,189	114,394
Kylie M. Hilliard	66,506	1,512	68,018
Michelle M. Hugo	101,844	950	102,794
James M. Keohane	101,844	400	102,244
Kristen M. Kraeutler	82,919	525	83,444
Leslie G. Loughlin	67,914	400	68,314
Christine B. Luczkow	75,885	3,263	79,148
Jessica A. Marinelli	104,878	792	105,669
Nancy J. McLaughlin	90,696	225	90,921
Meredith A. Merritt	52,843	1,467	54,310
Laurie F. Moran	103,607	875	104,482
Eugenia M. Mota-Magestro	10,385		10,385
Alison M. Parker	59,603	1,425	61,028
Donna M. Power	103,607	2,512	106,119
Nancy E. Powers	111,205	4,429	115,634
Laura G. Romer	57,272	279	57,551
Alisa M. Saunders	96,385	25	96,410
Anna Y. Sawan	36,253	788	37,040
Jennifer A. Sellman	54,300	4,818	59,118
Jodi L. Shanbar-Emerson	83,570	925	84,495
Priscilla J. Stephan	84,852	675	85,527

Teaching Staff (cont'd)

	Regular Wages	Overtime/ Other	Total Gross Wages
Laurette I. Ulrich	\$103,607	\$475	\$104,082
Allison M. Vetere	59,603	2,504	62,107
Kenneth S. Wadness	111,205	2,949	114,154
Andrea M. Welch	103,607	650	104,257
Keri A. Windsor	111,205	850	112,055

Substitutes

	Regular Wages	Overtime/ Other	Total Gross Wages
Christopher M. Botsford	967		967
Eve E. Buchhalter	90		90
Leslie K. Burns	8,788		8,788
Steven C. Durning	168		168
Mabel D. Ellis	380		380
Mary M. Estella	3,528		3,528
Joan E. Habib	190		190
Dana A. Hanf	755		755
Danielle Y. Hayes	84		84
Krishna S. Mahoney	1,495		1,495
Kimberly A. Nehiley	130		130
Morgan K. Peterson	56		56
Jean Pulsifer	84		84
Sarah E. Richards	2,794		2,794
Amy R. Robinson	1,671		1,671
Andrea V. Sarris	1,366		1,366
Abigail E. Shannon	80		80
Patricia M. Williamson	270		270

Support Staff

	Regular Wages	Overtime/ Other	Total Gross Wages
Dudley S. Baker	24,133	1,067	25,200
Chelsea Balestieri	13,912		13,912
Kathryn Barbosa	31,885	430	32,315
Michael A. Bennet	4,284		4,284
Abigail R. Bickford	21,318	1,372	22,689
Leslie M. Campbell	35,222	9,826	45,048
Thomas A. Cannata	45,854	2,898	48,751
Michelle Corliss	12,391	50	12,441
Jo-Ann E. Daday	15,038		15,038
Michaela M. Dady	22,774	238	23,012
Daniel J. Davis	16,466	981	17,447
Ericka Dermarderosian	15,548	21	15,568
Adrianna A. DiSciullo	11,577		11,577
Michelle E. D'Ovidio	27,927		27,927
Laura A. Driscoll	109,977	2,454	112,431
Jean L. Ensor	28,460	1,688	30,149
Katelyn M. Fabri	28,426	826	29,252
Casey M. Flinn	12,828	753	13,581

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff (cont'd)			
Christopher R. Fraser	\$52,147	\$935	\$53,082
Kasey Galligan	45,401	744	46,145
Katya Ganson	1,678		1,678
Lisa M. Garcia	6,114	225	6,339
Kathleen P. Gillis	107,220	2,923	110,142
Elizabeth H. Gordon	10,142	225	10,367
Vanessa M. Haney	26,221	892	27,113
Linda S. Hartry	13,641		13,641
Stephanie A. Hartz	34,293		34,293
Christina E. Helbert	14,147	781	14,929
Lambsey H. Hoang	24,540	768	25,308
Elizabeth B. Hughes	3,583	376	3,959
Ashley M. Imbergamo	33,634	223	33,857
Kara T. Jewett	102,464	450	102,914
Melissa A. Jordan	260		260
Kathleen A. King	26,536	74	26,610
Karen M. Kraemer	14,147	284	14,431
Wendy Lague	26,336	200	26,536
Julie B. Law-Linck	96,385	1,917	98,302
Deirdre M. Lyons	24,594	398	24,991
Stephanie S. Majkut	19,244	363	19,607
John F. Malieswski Jr.	45,854	4,121	49,974
Patricia R. McCann	8,961		8,961
Katherine McCarthy	29,741	375	30,116
Molly F. McGill	2,246		2,246
Mary-Louise Northgraves	14,949	1,746	16,695
Stephanie F. O'Kane	20,687	567	21,253
Judith E. Onorato	45,854	3,700	49,553
Stephen A. Onorato	63,627	17,549	81,176
Anna H. Osyf	4,269		4,269
Shaylyn M. Parkhurst	24,723	1,465	26,189
Susan L. Pelletier	103,607	1,675	105,282
Irene Richards	7,136		7,136
Jeanne E. Riordan	96,385	1,675	98,060
Johnathan M. Schenker	35,236	300	35,536
Linda K. Shea	83,570	1,125	84,695
Gabrielle F. Sherman	10,311		10,311
Nicole H. Shine	3,322	121	3,443
Maureen E. Silven	2,219		2,219
Judy L. Southey	16,115		16,115
Molly K. Sullivan	22,696	1,408	24,104
Jenny Swanson	16,178		16,178
Andrea M. Tizzano	120		120
Devon R. Vanaria	25,407	2,895	28,302

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff (cont'd)			
Ellen B. Wall	10,964		10,964
Amanda J. Wanstrath	\$35,236	\$223	\$35,459
Barbara B. Waters	2,172		2,172
Melissa A. Wetjen	2,518	38	2,556
Laurie A. Whitten	84,174	2,350	86,523
Anne H. Wilson	2,801	203	3,004
Priscilla J. Wilson	2,372		2,372
Anna L. Winters	54,300	1,125	55,425
Nadia M. Yaremiy	20,793	800	21,593
Grand Totals	\$10,284,844	\$1,593,514	\$11,878,358

**Denotes an employee who works in multiple departments and whose total gross wages appear under his or her primary department.*



Waterfall at Noanet Woodlands. Photo by Bill McMahon.

Treasurer's Cash

For the Year Ending June 30, 2019

Beginning Balance as of June 30, 2018	\$24,652,628
Receipts	40,764,346
Expenditures	39,024,531
Ending Balance as of June 30, 2019	<u>\$26,392,443</u>

Composition

Bank of America	\$497,652
Mellon Bank	91,251
UBS Paine Webber	757,726
Century Bank	561,486
Citizens Bank	2,265,233
Rockland Trust Company	1,552,224
Eastern Bank	301,847
Webster Bank	1,516,552
Unibank	1,951,707
Radius Bank	805,753
Needham Bank	1,949,368
Multibank Securities	4,269,798
HarborOne Bank	261,300
Belmont Savings Bank	255,321
Blue Hills Bank	256,426
Cape Cod Co-Operative	503,598
Trust Funds	8,595,200
Total Cash Balance	<u>\$26,392,443</u>

Statement of Taxes Outstanding

As of June 30, 2019

	Outstanding June 30, 2018	Commitments	Tax Takings and Deferrals	Refunds and Adjustments	Abatements	Collections	Outstanding June 30, 2019
Real Estate							
Prior Years	\$7,345					\$7,367	\$(22)
2016	10,470					6,932	3,538
2017	36,825					22,146	14,679
2018	226,308	\$34,921		\$17,874		245,701	33,401
2019	0	33,790,606	\$34,423	14,191	\$60,712	33,419,867	289,794
Personal Property							
Prior Years	11,096						11,096
2016	1,185						1,185
2017	1,094					6	1,088
2018	1,385			(14)		192	1,180
2019	0	605,985		825	348	605,317	1,146
Motor Vehicle Excise							
Prior Years	44,587					617	44,015
2016	5,073			2,970	2,981	1,610	3,452
2017	16,145			1,150	1,441	12,081	3,774
2018	110,949	154,258		11,606	15,260	236,577	24,976
2019	0	1,325,197		7,558	11,982	1,248,751	72,023
Boat Excise							
Prior Years	755						755
2016	53						53
2017	0						0
2018	15					15	0
2019	0	561				516	45

Statement of Long Term Debt

As of June 30, 2019

Date of Issue	Purpose	Coupon Rate (%)	Original Amount	Outstanding June 30, 2018	Principal Issued	Principal Paid	Outstanding June 30, 2019
	TITLE 5 - MWPAT	0.00	\$200,000	\$31,000	\$0	\$10,400	\$20,600
May 15, 2007	Refunding Bonds	3.98	2,275,000	625,000	0	325,000	300,000
April 19, 2012	Refunding Bonds	1.48	7,915,000	3,385,000	0	695,000	2,690,000
December 21, 2017	46 Springdale Avenue GO Bonds	2.09	3,031,000	3,031,000	0	156,000	2,875,000
Totals				<u>\$7,072,000</u>	<u>\$0</u>	<u>\$1,186,400</u>	<u>\$5,885,600</u>

Statement of Changes in Trust and Investment Fund Balances

For the Year Ending June 30, 2019

	Balance June 30, 2018	Dividends	Interest and Unrealized Change in Market Value	Deposits	Expenditures	Balance June 30, 2019
Park & Historical						
George Chickering	\$99,094	\$675				\$99,768.78
Park and Tree						
Samuel Chickering	194,055	3,375				197,429.85
Cemetery and Park						
George Chickering	221,197	900			\$18,627	203,469.85
Cemetery						
Cemetery Perpetual Care	872,013		\$13,061	\$31,500	4,886	911,688.21
Caroline Chickering	25,369		376			25,744.57
Dorothea Hovey	733		11		49	694.08
Library						
Richards/Sanger/Lewis	12,214		181			12,395.22
Hovey Memorial	592,744		8,784			601,527.36
Endowment Fund	26,205		388			26,593.14
Investment						
Conservation	26,079		216	25,000	25,000	26,295.06
Stabilization	891,680		32,685			924,365.20
Unemployment	53,329		672	10,000	18,621	45,380.18
Municipal Insurance	16,598				7,379	9,219.15
Other Post-Employment Benefits	5,139,594		158,890	140,437		5,438,921.24
Other						
Larabee/Whiting Poor	74,729		1,097		1,560	74,265.83
Scholarship Fund	21,252		315			21,566.94
Totals	<u>\$8,266,885</u>	<u>\$4,950</u>	<u>\$216,675</u>	<u>\$206,937</u>	<u>\$76,122</u>	<u>\$8,619,325.00</u>

Report of the
Town Accountant

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

The following unaudited reports appear on pages 74–83. Final reports will be on file in the Town Clerk’s Office upon completion of audit.

- **Governmental Funds Balance Sheet** as of June 30, 2019
- **Governmental Funds Statement of Revenues, Expenditures, and Changes in Fund Balances** for the Year Ending June 30, 2019
- **General Fund Statement of Revenues and Other Sources and Expenditures and Others Uses—Budget and Actual** for the Year Ending June 30, 2019
- **Fiduciary Funds Statement of Fiduciary Net Position** as of June 30, 2019
- **Fiduciary Funds Statement of Changes in Fiduciary Net Position** for the Year Ending June 30, 2019

Governmental Funds Balance Sheet

As of June 30, 2019

	General Fund	Non-major Governmental Funds	Total Governmental Funds
ASSETS			
Cash and Short-Term Investments	\$8,835,787	\$1,226,064	\$10,061,851
Investments	7,539,731	3,134,712	10,674,443
Receivables			
Property Taxes	986,700	0	986,700
Excises	165,530	0	165,530
User Fees	36,745	0	36,745
Other	72,378	0	72,378
Total Assets	<u>\$17,636,871</u>	<u>\$4,360,776</u>	<u>\$21,997,647</u>
LIABILITIES			
Warrants Payable	\$584,837	\$59,497	\$644,334
Accrued Liabilities	0	0	0
Tax Refunds Payable	0	0	0
Notes Payable	0	0	0
Total Liabilities	<u>584,837</u>	<u>59,497</u>	<u>644,334</u>
DEFERRED INFLOWS OF RESOURCES	1,182,239	0	1,182,239
FUND BALANCES			
Nonspendable	0	868,062	868,062
Restricted	0	3,696,190	3,696,190
Committed	0	0	0
Assigned	3,788,076	86,200	3,874,276
Unassigned	12,081,719	(349,173)	11,732,546
Total Fund Balances	<u>15,869,795</u>	<u>4,301,279</u>	<u>20,171,074</u>
Total Liabilities, Deferred Inflows of Resources, and Fund Balances	<u>\$17,636,871</u>	<u>\$4,360,776</u>	<u>\$21,997,647</u>

UNAUDITED

Governmental Funds Statement of Revenues, Expenditures, and Changes in Fund Balances

For the Year Ending June 30, 2019

	General Fund	Non-major Governmental Funds	Total Governmental Funds
REVENUES			
Property Taxes	\$34,412,815	\$0	\$34,412,815
Excises	1,456,290	0	1,456,290
Penalties, Interest, and Other Taxes	116,376	0	116,376
Charges for Services	103,992	1,124,776	1,228,768
Departmental	491,628	0	491,628
Licenses, Permits, and Fees	279,605	0	279,605
Intergovernmental	1,617,974	2,745,431	4,363,405
Fines and Forfeitures	3,093	0	3,093
Investment Income	289,568	37,390	326,958
Other	61,936	144,596	206,532
Total Revenues	<u>38,833,277</u>	<u>4,052,193</u>	<u>42,885,470</u>
EXPENDITURES			
General Government	1,997,576	249,983	2,247,559
Public Safety	3,010,238	494,606	3,504,844
Education	21,227,760	3,411,997	24,639,757
Public Works	2,073,278	37,912	2,111,190
Health and Human Services	224,275	205,892	430,167
Culture and Recreation	1,018,538	398,369	1,416,907
Insurance and Benefits	3,692,558	26,000	3,718,558
Debt Service	1,426,996	0	1,426,996
Intergovernmental	321,476	0	321,476
Total Expenditures	<u>34,992,695</u>	<u>4,824,759</u>	<u>39,817,454</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$3,840,582</u>	<u>\$(772,566)</u>	<u>\$3,068,016</u>

UNAUDITED

(Continued next page)

Governmental Funds Statement of Revenues, Expenditures, and Changes in Fund Balances

For the Year Ending June 30, 2019 (cont'd from previous page)

	General Fund	Non-major Governmental Funds	Total Governmental Funds
OTHER FINANCING SOURCES (USES)			
Issuance of Bonds	\$0	\$0	\$0
Bond Premium	0	0	0
Transfers In	10,400	1,173,411	1,183,811
Transfers Out	<u>(1,173,411)</u>	<u>(10,400)</u>	<u>(1,183,811)</u>
Total Other Financing Sources (Uses)	<u>(1,163,011)</u>	<u>1,163,011</u>	<u>0</u>
SPECIAL ITEMS			
Proceeds from Sale of Land	<u>0</u>	<u>0</u>	<u>0</u>
Total Special Items	<u>0</u>	<u>0</u>	<u>0</u>
Change in Fund Balance	<u>2,677,571</u>	<u>390,445</u>	<u>3,068,016</u>
Fund Equity at Beginning of Year, As Reclassified	<u>13,192,224</u>	<u>3,910,834</u>	<u>17,103,058</u>
Fund Equity at End of Year	<u><u>\$15,869,795</u></u>	<u><u>\$4,301,279</u></u>	<u><u>\$20,171,074</u></u>

UNAUDITED

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

For the Year Ending June 30, 2019

	Original Budget	Final Budget	Actual Amounts	Variance with Final Budget Favorable (Unfavorable)
REVENUES AND OTHER SOURCES				
Property Taxes	\$34,137,592	\$34,137,592	\$34,153,883	\$16,291
Excise	1,200,200	1,200,200	1,456,290	256,090
Penalties, Interest, and Other Taxes	50,000	50,000	116,376	66,376
Charges for Services	80,000	80,000	103,992	23,992
Departmental	345,500	345,500	491,628	146,128
Licenses, Permits, and Fees	120,000	120,000	279,605	159,605
Intergovernmental	1,617,208	1,617,208	1,617,974	766
Fines and Forfeitures	1,800	1,800	3,093	1,293
Investment Income	75,000	75,000	289,568	214,568
Other	0	0	61,936	61,936
Transfers In	10,400	10,400	10,400	0
Free Cash	1,509,072	1,518,414	1,509,072	(9,342)
Other Available Fund	192,000	192,000	192,000	0
Overlay Surplus	100,000	100,000	100,000	0
Total Revenues and Other Sources	39,438,772	39,448,114	40,385,817	937,703
EXPENDITURES AND OTHER USES				
General Government	2,566,130	2,575,472	1,956,484	618,988
Public Safety	3,183,699	3,183,699	2,997,068	186,631
Education	22,582,978	22,582,978	21,247,333	1,335,645
Public Works	2,199,348	2,199,348	2,053,721	145,627
Health and Human Services	238,799	238,799	213,951	24,848
Culture and Recreation	1,072,470	1,072,470	1,018,294	54,176
Insurance and Benefits	4,359,358	4,359,358	3,683,758	675,600
Debt Service	1,622,996	1,622,996	1,426,996	196,000
Intergovernmental	321,461	321,461	321,476	(15)
Transfers Out	1,173,411	1,173,411	1,173,411	0
Other Uses	118,122	118,122	118,122	0
Total Expenditures and Other Uses	39,438,772	39,448,114	36,210,614	3,237,500
Excess (Deficiency) of Revenues and Other Sources Over Expenditures and Other Uses	\$0	\$0	\$4,175,203	\$4,175,203

UNAUDITED

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

Fiduciary Funds Statement of Fiduciary Net Position

As of June 30, 2019

	OPEB Trust Fund	Private Purpose Trust Funds	Agency Funds
ASSETS			
Cash and Short-Term Investments	\$3,696,834	\$1,567	\$193,350
Investments	1,742,087	20,000	0
Total Assets	\$5,438,921	\$21,567	\$193,350
LIABILITIES			
Employee Withholdings	\$0	\$0	\$83,364
Deposits Held in Escrow	0	0	66,094
Other	0	0	43,892
Total Liabilities	0	0	193,350
NET POSITION			
Restricted for:			
OPEB Benefits	5,438,921	0	0
Endowment	0	20,000	0
Unrestricted	0	1,567	0
Total Net Position	5,438,921	21,567	0
Total Liabilities and Net Position	\$5,438,921	\$21,567	\$193,350

UNAUDITED

Fiduciary Funds Statement of Changes in Fiduciary Net Position

For the Year Ending June 30, 2019

	OPEB Trust Fund	Private Purpose Trust Funds
ADDITIONS		
Contributions		
Employers	\$500,817	\$0
Total Contributions	500,817	0
Investment Income (Loss)		
Interest	158,889	315
Increase (Decrease) in Fair Value of Investments	0	0
Net Investment Income (Loss)	158,889	315
Total Additions	659,706	315
DEDUCTIONS		
Benefit payments to Plan Members, Beneficiaries and Other Systems	360,380	0
Total Deductions	360,380	0
Net Increase (Decrease)	299,326	315
NET POSITION		
Beginning of Year	5,139,595	21,252
End of Year	\$5,438,921	\$21,567

UNAUDITED

Report of the Town Insurance

For the Year Ending June 30, 2019

	Limits	Deductible
Property		
Buildings and Contents	\$41,634,096	\$1,000
Extra Expense—Blanket Coverage Extensions and Special Property	\$500,000	None
Boiler and Machinery	Various Included in the blanket limit	Various
Money and Securities	\$100,000	None
Public Employee Dishonesty	\$200,000	None
Flood and Earthquake	\$2 million	\$25,000
General Liability		
Bodily Injury and Property Damage	\$1 million/\$3 million	None
Vehicles		
Bodily Injury and Property Damage	\$1 million	None
Personal Injury Protection	\$8,000	None
Uninsured Motorists	\$100,000/\$300,000	None
Physical Damage	Per schedule on file	\$1,000
Umbrella/Excess Liability	\$3 million	\$10,000
Professional Liability		
Public Officials Liability	\$1 million/\$3 million	\$10,000
School Board Liability	\$1 million/\$3 million	\$10,000
Law Enforcement Liability	\$1 million/\$3 million	\$10,000
Police and Fire Accident	Per schedule on file	
Town Insurance Expenditure		Premium
Group Health Insurance		\$2,286,962
Workers' Compensation		84,638
Medicare		153,757
Other Insurance		164,107
Total Town Insurance Expenditure		\$2,689,464

Report of the Personnel Board

Mary Carrigan, Chair
Juris Alksnitis
Sue Geremia
Mary Hornsby
Chris Dwelley, Ex Officio

The Personnel Board is composed of five members, three of whom are appointed by the Board of Selectmen, one by the Warrant Committee, and one by the Town Moderator. The Town Administrator serves as an ex-officio member.

The role and intent of the Personnel Board are established in the Town's bylaws. The Board exists to establish, maintain, and deliver a system of personnel administration that promotes a fair and consistent application of personnel policies. The Board also serves the Warrant Committee and the Selectmen by providing analysis and fact-based recommendations regarding compensation, benefits, and personnel-related topics.

In 2019, the Board worked with Interim Town Administrator Carl Valente and new Town Administrator Chris Dwelley in the transition to a new administration, providing context on previous personnel matters and processes, reviewing positions that changed in several departments, and authorizing carry-over for people who had delayed vacation time to assist in the transition. The Board also provided the Selectmen with input for their goal-setting process, with our focus being on engaging townspeople and fostering communication and collaboration throughout the Town.

We support a review of personnel rules, regulations, and compliance initiated by the Town Administrator. In addition, we have determined that it is important for us to update the Classification and Compensation Study to better understand our position relative to the market. We are considering updating the study sooner than the usual four-year timeframe. After reviewing both state and federal projected inflation indices together with the pricing study information, the Board recommended a 3% increase (subsequently approved by the Warrant Committee and Board of Selectmen) as the wage proposal for non-union employees in the Fiscal Year 2021 Town budget.

Report of the Board of Assessors

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

The Board of Assessors is responsible for fully and fairly valuing all real and personal property in Dover. To assist citizens with their questions, the office and public-access computer terminal are available Monday through Thursday from 9 a.m. to 5 p.m. and Friday from 9 a.m. to 1 p.m. Additional information is accessible on the Town's website (www.doverma.org).

In 2019, Town Assessor Karen MacTavish retired after more than 45 years of service. The Board extends its heartfelt thanks and appreciation to Ms. MacTavish for her unmatched knowledge in all aspects of assessment and tireless dedication to the community. She has served with integrity, grace, and passion, and will be greatly missed.

The following is a statement of the valuation of Dover as of January 1, 2019, which is the basis for taxing property for the Fiscal Year July 1, 2019, through June 30, 2020. This statement, including a list of all exempt property, is a complete and accurate assessment of the full and fair cash value of the Town, according to the Board's best knowledge and belief.

Valuation of the Town

Value of Federally Owned Property	\$3,071,800	
Value of State-Owned Property	33,937,200	
Value of Town-Owned Property	93,565,151	
Value of Property Held in Trust for the Worthy Poor	4,164,700	
Value of Other Exempted Property	210,116,000	
Value of Taxable Personal Property	48,431,900	
Value of Taxable Real Estate	<u>2,634,933,597</u>	
Total Value of All Personal and Real Estate		\$3,028,220,438
Total Net Taxable Valuation (Excluding Motor Vehicles)		\$2,683,365,587

Amount to Be Raised by Taxation

Town Purposes as per Appropriation	\$41,292,837	
Other Local Expenditures		
Amounts Certified for Tax Title Purposes	\$6,600	
Offsets	10,877	
Overlay Deficits of Prior Years	0	

Other	0	
Snow and Ice Deficit	<u>0</u>	
		17,477
State and County Assessments	327,560	
Overlay of Current Year	<u>108,581</u>	
		<u>436,14</u>
Gross Amount to Be Raised by Taxation		\$41,746,455
Estimated Receipts and Other Revenue Sources		
Estimated Receipts (State)	\$1,147,742	
Massachusetts School Building Authority Payments	531,983	
Estimated Receipts (Local)	2,258,900	
Revenue Sources for Particular Purposes (Free Cash)	1,743,016	
Other Available Funds for Particular Purposes	110,400	
Free Cash to Reduce Tax Rate	<u>1,500,000</u>	
Total Estimated and Available Funds		\$7,292,041
Net Amount to be Raised by Taxation on Property		
Amount on Personal Property	\$621,867	
Amount on Real Estate	<u>33,832,547</u>	
		\$34,454,414
Assessments Added to Taxes		
Motor Vehicle and Trailer Excise Assessed for 2019	\$1,568,423	
Motor Vehicle and Trailer Excise Assessed for 2018 in 2019	10,963	
FY19 Boat, Ship, or Vessel Excise	604	
FY19 Septic Betterment Assessments and Interest	<u>3,850</u>	
		<u>1,583,840</u>
Total Taxes and Assessments Committed to the Collector		\$36,038,254
Motor Vehicle Statistics		
Number of Vehicles/Value Assessed for 2019	6,539	\$71,946,950
Number of Vehicles/Value Assessed in 2019 for 2018	142	\$3,753,000
Tax Rates		
Personal and Real Estate	\$12.84	
Motor Vehicle and Trailer Excise	\$25.00	
Boat, Ship, and Vessel Excise	\$10.00	

Valuation of Property Exempted from Taxation

Persons and Property Exempted from Taxation, July 1, 2019,
in Accordance with Chapter 59, General Laws:

Property Exempted from Taxation under Provisions of
the First Clause, Section Five, Chapter 59, General Use:

United States Postal Department		
5 Walpole Street		
Improvements	<u>\$348,500</u>	
		\$348,500
Department of the Army Corps of Engineers		
Chickering Drive, 14.65 acres	\$1,192,800	
Claybrook Road, 1.56 acres	253,600	
Off Farm Street, 11.50 acres	97,700	
Off Haven Street, 1.01 acres	26,600	
Springdale Avenue, 14.50 acres	403,900	
Off Springdale Avenue, 19.10 acres	69,300	
Trout Brook Road, 21.689 acres	566,200	
Off Trout Brook Road, 0.83 acre	50,100	
Off Wakeland Road, 8.40 acres	<u>63,100</u>	
		\$2,723,300

Property Exempted from Taxation under Provisions of
the Second Clause, Section Five, Chapter 59, General Use:

Commonwealth of Massachusetts (Metropolitan District Commission)		
100 Reservation Road		
Improvements	\$9,317,500	
Land, 182.10 acres	<u>17,495,100</u>	
		\$26,812,600

Land Assessed to the Commonwealth of Massachusetts
under the Provisions of Chapter 634 of the Acts of 1971:

(Massachusetts Bay Transportation Authority)		
Centre Street		
Land, 4.80 acres	<u>\$243,500</u>	
		\$243,500

Land Assessed to the Commonwealth of Massachusetts under
the Provisions of Chapter 58, Sections 13, 14, and 15, General Laws:

Department of Conservation and Recreation: Bishop Meadow, Shumway and Sproutland, A. E. Wight Lot, Newell Pasture, Wright Pasture, and Shumway River Lot		
Off Junction Street		
Land, 121.74 acres	<u>\$6,881,100</u>	
		\$6,881,100

Property Exempted from Taxation under Provisions of
the Third Clause, Section Five, Chapter 59, General Use:

Dover Historical and Natural History Society			
80 Dedham Street			
Improvements	\$205,600		
Land, 1.00 acre	<u>620,700</u>		
			\$826,300
Charles River School			
6 Old Meadow Road			
Improvements	\$6,869,900		
Land, 13.126 acres	3,426,000		
4 Old Meadow Road			
Improvements	387,600		
Land, 1.079 acres	<u>483,100</u>		
			\$11,166,600
Trustees of Reservations			
Off Brookfield Road, 15.00 acres	\$682,700		
Chase Woodlands, 85.183 acres	259,600		
Dedham Street, 16.15 acres	742,900		
Farm Street, 1.48 acres	70,700		
Glen and Wight Streets, 5.63 acres	754,200		
Off Grand Hill Drive, 1.04 acres	28,600		
Peters Reservation, 83.75 acres	7,032,000		
Pond Street, 6.71 acres	344,700		
Powissett Street, 4.12 acres	1,009,200		
37 and 39 Powissett Street, 104.49 acres	3,075,000		
Improvements	464,100		
Strawberry Hill Street, 63.45 acres	2,954,900		
Off Tower Drive, 6.65 acres	308,600		
Walpole and Powissett Streets, 529.60 acres	27,033,400		
Walpole Street, 6.40 acres	882,700		
Walpole Street (Muzi), 2.157 acres	653,800		
Off Walpole Street, 3.58 acres	<u>523,300</u>		
			\$46,820,400
Hale Reservation, Inc.			
Off Powissett and Hartford Streets			
Improvements	\$960,600		
Land, 657.04 acres	<u>54,571,500</u>		
			\$55,532,100

Dover Land Conservation Trust	
Bridge and Smith Streets, 20.523 acres	\$3,710,300
Centre Street, 57.11 acres	2,000,600
Off Centre Street, 48.599 acres	1,838,700
Claybrook Road, 21.20 acres	640,700
Dedham Street, 10.82 acres	861,100
Dover Road, 2.84 acres	788,700
Farm Street, 41.76 acres	2,659,100
3 Farm Street, 5.00 acres	1,438,700
4 Farm Street, 5.70 acres	727,000
Off Farm Street, 6.07 acres	243,000
Hunt Drive, 19.49 acres	750,600
Main Street, 5.99 acres	719,900
Miller Hill Road, 7.17 acres	194,900
Off Miller Hill Road, 1.374 acres	75,300
50 Pegan Lane, 2.81 acres	789,300
Off Pegan Lane, 16.59 acres	132,900
80 Pine Street, 3.63 acres	133,300
131 Pine Street, 71.06 acres	3,866,800
Improvements	35,100
Off Pine Street, 19.24 acres	888,000
Pleasant Street, 0.33 acre	43,500
Pleasant Street and Annie King Lane, 7.89 acres	998,500
5 Riverview Terrace and Willow Street, 3.17 acres	1,590,600
Rocky Brook Road, 4.18 acres	200,400
Springdale Avenue and Church Street, 11.79 acres	506,200
Springdale Avenue and Farm Street, 17.50 acres	1,695,300
Off Springdale Avenue, 27.65 acres	1,356,500
Old Farm Road, 2.87 acres	<u>156,600</u>

\$29,041,600

Trustees of Boston College:	
20 Glen Street	
Improvements	\$6,573,900
Land, 78.50 acres	<u>6,931,400</u>

\$13,505,300

**Property of Incorporated Organizations of War Veterans
(Belonging to or Held in Trust for the Benefit of):**

American Legion, George B. Preston Post #209, Inc., and Town of Dover (Remainder Interest)	
32 Dedham Street	
Improvements	\$442,600
Land, 1.00 acre	<u>517,300</u>

\$959,900

**Property Exempted under the Provisions of the
Eleventh Clause, Section Five, Chapter 59, General Laws:**

Dover Evangelical Congregational Church	
Pine Street and 61 Dedham Street	
Improvements	\$445,400
Land, 7.50 acres	<u>1,025,900</u>
	\$1,471,300

First Parish Church	
15 and 17 Springdale Avenue	
Improvements	\$2,290,800
Land, 1.70 acres	<u>844,500</u>
	\$3,135,300

Grace Church of Dover, MA, Inc.	
21 Centre Street	
Improvements	\$741,700
Land, 1.00 acre	<u>620,700</u>
	\$1,362,400

Roman Catholic Archdiocese of Boston	
30 Centre Street	
Improvements	\$275,800
Land, 1.02 acres	373,400
32 Centre Street	
Improvements	2,400,400
Land, 3.66 acres	<u>820,200</u>
	\$3,869,800

St. Dunstan's Episcopal Church	
18 Springdale Avenue	
Improvements	\$1,144,200
Land, 0.83 acre	<u>688,200</u>
	\$1,832,400

**Property Exempted under the Provisions of Section Five F,
Chapter 59, General Laws:**

Town of Westwood (Conservation Commission)	
Off Hartford Street	
Land, 1.30 acres	<u>\$56,400</u>
	\$56,400

**Property Exempted under the Provisions of Section Five,
Chapter 59, Clause 45, General Laws:**

Robert P. and Leola T. Loebelenz	
236 Dedham Street	
Windmill (20 years)	<u>\$7,800</u>
	\$7,800

Valuation of Exempted Public Property

Value of Town Property Put to Public Use, July 1, 2019,
in Accordance with Section 51, Chapter 59, General Laws:

Town House

5 Springdale Avenue	
Improvements	\$3,855,500
Personal Property	<u>200,873</u>

\$4,056,373

Caryl Community Center

4 Springdale Avenue	
Improvements	\$3,535,500
Land, 3.06 acres	1,620,000
Personal Property	<u>349,158</u>

\$5,504,658

Dover Town Library

56 Dedham Street	
Improvements	\$2,016,700
Land, 1.00 acre	620,700
Books and Furnishings	<u>1,080,825</u>

\$3,718,225

Protective Agencies Building

1 and 3 Walpole Street	
Improvements	\$959,200
Land, 1.65 acres	721,600
Personal Property	<u>845,728</u>

\$2,526,528

Chickering School

29 Cross Street	
Improvements	\$11,769,200
Land, 43.95 acres	4,005,400
Personal Property	<u>743,254</u>

\$16,517,854

Dover-Sherborn Regional School District

9 Junction Street	
Improvements	\$27,740,800
Land, 98.887 acres	<u>12,641,000</u>

\$40,381,800

Parks and Recreation

Bickford Park, 2.29 acres	\$108,500
Caryl Park, 107 Dedham Street	
Land, 83.80 acres	8,276,800
Improvements	556,700
Channing Pond Park, 5.64 acres	279,900
Improvements	600
Dedham and Centre Street Lot, 0.25 acres	504,300

Dover Common and Training Field Lot, 3.70 acres	1,101,200
Howe Lot, 3.22 acres	967,200
Riverside Drive, 0.77 acres	448,900
Springdale Avenue, 1.40 acres	48,900
West End School Lot, 1.50 acres	547,700
Personal Property	<u>418,573</u>

\$13,259,273

Conservation Commission

Bean Land, 10.27 acres	\$1,292,100
Bridge Street, 3.00 acres	164,800
Brodie Land, 7.99 acres	992,200
Channing, Gibbons, Rice & Wylde Lands, 199.27 acres	9,994,400
Claybrook Road, 1.80 acres	62,700
Dedham Street, 7.38 acres	1,472,800
French Land, 11.80 acres	515,900
Fullerton Land, 7.00 acres	738,800
Gould Land, 7.20 acres	215,400
Halper Land, 1.18 acres	531,700
Harvey Land, 23.77 acres	939,000
Haven Street, 25.61 acres	2,227,900
Hunt Drive, 6.03 acres	146,600
Hunters Path, 2.49 acres	141,300
Koch Land, Snow's Hill Lane, 8.20 acres	1,219,600
Koch Land Swap, 12.21 acres	552,000
Murray Land, 12.60 acres	581,700
Riverside Drive, 0.04 acres	7,600
Scott Land, 46.00 acres	1,204,100
Off Springdale Avenue, 0.20 acres	38,300
Taylor Land, 14.47 acres	546,200
Valley Farm Land, 13.09 acres	1,870,000
Walpole Street, Off Walpole Street, 33.00 acres	1,513,200
Willow Street, 2.106 acres	<u>75,500</u>

\$27,043,800

Town of Dover

Ben Arthur's Way, 0.755 acres	\$50,100
Bridge Street Land, 3.92 acres	156,100
Chickering Drive, 3.07 acres	105,000
10 Donnelly Drive, 2.00 acres	70,900
Dedham Street, 10.769 acres	928,200
Draper Road, 0.29 acres	43,000
Grand Hill Drive, 6.64 acres	881,500
Hartford Street, 1.00 acre	413,800
Heard Land, 7.43 acres	1,267,600

Hynes Land, 1.46 acres	691,900	
Mackintosh Land, 29.28 acres	1,254,800	
Main Street, 1.79 acres	590,400	
Off Farm Street, 0.53 acres	55,700	
Ponzi Land, 31.58 acres	1,973,500	
46 Springdale Ave, 23.615 acres	1,515,700	
Trout Brook Road, 0.15 acres	15,700	
Valley Farm Land, 52.6 acres	3,552,700	
Wakeland Road, 0.18 acres	37,600	
5 Whiting Road, 0.25 acres		
Personal Property	5,085	
Willow Street, 0.92 acres	47,000	
Wilsondale Street, 3.73 acres	<u>798,200</u>	
		\$14,454,485
Transfer Station		
Powissett Street, 3.00 acres	\$1,443,100	
Improvements	249,100	
Personal Property	<u>27,146</u>	
		\$1,719,346
Highway Department		
2 and 4 Dedham Street, 3.40 acres	\$808,500	
Improvements	1,107,300	
Willow and Cross Streets, 0.21 acres	38,500	
Personal Property	<u>158,429</u>	
		\$2,112,729
Highland Cemetery		
54 Centre Street and Off Dedham Street, 19.92 acres	\$1,834,600	
Improvements	24,500	
Personal Property	<u>13,573</u>	
		\$1,872,673
Water Supply		
Church Street, 6.00 acres	\$819,200	
Improvements	17,500	
Personal Property	<u>89,107</u>	
		\$925,807
Land Exempted by Common Consent. Held in Trust for the Benefit of the Worthy Poor Who Have a Legal Residence (Settlement) in the Town of Dover:		
Larrabee Estate		
Land, 66.84 acres	<u>\$4,164,700</u>	
		\$4,164,700

Report of the **Police Department**

Peter McGowan, Chief of Police

As we wrap up 2019 and enter a new decade, the Dover Police Department looks forward to another year of providing top-quality service and protection for all. We deliver services around the clock, every day of the year, and do so with 15 full-time officers, four part-time officers, and an overnight dispatch officer. The year 2019 concluded with a total of more than 17,000 calls for service (see “Police Department Summary of Activities”).

This past year also brought big personnel changes for the Department with the retirement of Sergeant Aaron Mick, who was first appointed in 1986. Sergeant Mick became Chief of Police of the Dixfield Police Department in Maine, and we all thank him for his service to Dover and wish him well in his new endeavors. Officer Don Cahill graduated from the Police Academy at the end of August, and Officer Ryan Sullivan was hired full time in October. Special Officer Jason Bouck was hired in the fall and is finishing up his training at the time of this writing.

Looking ahead to 2020 and beyond, we are pleased that the Massachusetts Legislature has finally passed a hands-free driving bill, which goes into effect February 23, 2020, and which makes it illegal for a motor-vehicle operator to use any electronic device while driving, unless the technology is used hands-free. This will make our roads safer, and eventually (hopefully) contribute to fewer traffic delays, as people won’t be checking their social media accounts while stopped in a line of cars at traffic signals.

In conclusion, as I do each year, I wish to thank each of the Town departments and boards, with whom we work seamlessly to provide the best quality of service and professionalism to our residents. We are also grateful for the support of the Dover community, without which we could not achieve the excellence that we strive for on a daily basis. Know that the men and women of the Dover Police Department stand ready, day and night, each and every day, to protect and serve.

Police Department Summary of Activities

For the Calendar Year 2019

Statistics

Total Incidents Logged:	17,140*
Accidents: Motor Vehicle	151
Alarms: Intrusion, Vehicle, and Panic	360
Ambulance Requests	171
Animal Complaints	315
Assaults	1
Assists: Other Agencies, Citizens, Etc.	373
Bicycle Complaints	11
Breaking and Entering	8
Building Checks/Directed Patrols	7,778
Civil Drug Law Violations	0
Deer Strikes	53
Destruction of Property	9
Disturbances	31
Fire Alarms/CO	423
Harassment (Including Telephone)	37
Identity Thefts	47
Larceny	12
Littering/Trash Disposal	10
Lockouts	91
Miscellaneous Offenses/Svcs	1933
Missing Persons	11
Motor Vehicle Complaints	2,192
Motor Vehicle Stops	2,666
Noise Complaints	19
Nine-One-One (911) Verifications	105
Safety Hazards	100
Soliciting	9
Suspicious Activity	220
Youth Complaints	4

*Total incidents logged include, but are not limited to, activities listed.

Arrests

Total Arrests Made:	40
Warrants	13
Operating Under the Influence of Liquor	11
Operating After License Suspension	9
Assault and Battery	1
Drug Offense	2
Domestic Violence	4

In addition to these arrests, a total of 92 criminal complaints were sought at Dedham District Court for a wide range of offenses, including 80 motor-vehicle-related offenses, and various other offenses, including theft, fraud, and assault.



Photo courtesy of the Dover Town Report Committee.

Report of the
Board of Fire Engineers

Ford Spalding, Chair
 Jim Dawley
 John Hughes

The Dover Fire/Rescue Department is a call department consisting primarily of Dover residents and men and women who are employed in the Town. Department personnel are paid for their activity when called to a fire, ambulance call, or training session. They serve the Town seven days a week, 24 hours a day, and are known in Dover and surrounding communities as being professionals who care about their responsibilities. We are grateful for their service and we thank them.

As part of a mutual aid agreement, the Department dispatches its resources to local communities to assist them during a fire, accident, or other incident. The same courtesy is extended to Dover. Assistance can involve going directly to a fire or sending our equipment to another community's fire station in preparation for another call. Personnel training is also shared between communities, as in the case of a joint fire-fighting drill. Mutual aid is a critical factor in the Fire Department's ability to serve the Town.

The Board continues to be concerned about the lack of a water source in the Town Center. The hydrants in the area are not useable. The only water available to fight a fire, therefore, is what the Department can bring in its tanker trucks in addition to the water provided by neighboring fire departments as part of mutual aid. This remains a serious concern as we consider our municipal buildings, Charles River School, churches, business establishments, and the 42 dwellings in Dover Farms and The Meadows.

The Board wishes to thank the citizens of Dover, the Warrant Committee, and the Capital Budget Committee for their support for the purchase of a new all-wheel-drive ambulance. The new ambulance has a planned delivery date of April or May 2020.

Finally, we remember George Lovell, a former member of the Department, who passed away this summer at the age of 80. George was a valued friend of the Department and the Town of Dover. He shall be missed.

Fire Department Activity During 2019

Incidents (267)

Brush/Grass Fires	12	Oil Burner Fires	4
Vehicle Fires	1	Mutual Aid	4
Dumpster Fires	1	Illegal Burning	0
Smoke in House	5	False Alarms	0
Water Rescue	0	Haz-Mat Incidents	1
Electrical Fires	5	Automatic Boxes	0
Vehicle Accidents	26	Ambulance Assists	12
House Alarms	135	Gas Spills	0
Chimney Fires	2	Missing Persons	1
Wires Down	9	Still Alarms	4
Propane Gas Fires	0	Bomb Scare	0
Station Coverage	2	Elevator Entrapment	0
Carbon Monoxide	2	Water in Basement	0
Public Building Alarms	13	Explosive Devices	0
Rescue	5	Downed Trees in Road	1
Investigations	8	Building Hit by Lightning	4
Structure Fires	1	Other	9

Permits Issued (295)

Oil Burners	34	Smokeless Powder	0
Underground Tank	0	Smoke Detectors	70
Blasting	0	Propane Storage	100
Temporary Heat	5	Tank Trucks	1
Sprinkler Systems	0	Bonfires	0
Welding	15	Carbon Monoxide	70

Inspections (1,323)

Oil Burner	147	Smoke Detectors	210
Propane Gas	250	Bonfires	0
Blasting	70	Public Buildings	350
Temporary Heat	20	Underground Tanks	0
Gas Stations	2	Tank Truck	0
Sprinkler Systems	23	Demolition	0
Welding	25	21E Inspections	0
Fire Prevention Programs	16	Carbon Monoxide	210

Ambulance Calls (244)

Caritas Norwood Hospital	11	Air Ambulance	
MetroWest Med. Center,		(Med-Flight/Life-Flight)	1
Natick	12	Mutual Aid (Received)	9
MetroWest Med. Center,		Mutual Aid (Given)	1
Framingham	0	Refusal of Transport	41
Newton-Wellesley Hospital	20	Fire Department Stand-by	3
Beth Israel Deaconess,		Responses Cancelled	17
Needham	54	Advanced Life Support	
Other Facility	3	(Statistics only)	72

Appointed by the Board of Fire Engineers

Chief Craig Hughes
Deputy Chief R. Paul Luttazi

Lieutenants
Edward Kornack
John Kornack
Robert Tosi Jr.
Karl Warnick

Appointed by the Fire Chief Fire & EMT Personnel

Robert Beckwith	William Martin	Dixon Smith (A)
Paul Buckley	Brendan McCarthy	Elizabeth Smith (A)
Joseph Chirico (A)	William Mitchell (A)	Timothy Surgenor (A)
Leslie Campbell	Dan Murphy (A)	John Sugden Jr. (Chaplain)
Jeremiah Daly (A)	Michael Murphy (A)	Brian Tosi (A)
Joe Demarco (A)	Walter Nowicki	Kevin Tosi (A)
Allen Erickson	Walter Nowicki Jr	Kathleen Tosi
Thomas Giblin	Michael Petrangelo	James Vaughan
James Gorman (A)	Curt Pfannenstiehl	John Vounatsos
Mary Hinsley (A)	Thomas Quayle	Ellen Weinberg (A)
Alex Howe (A)	Ted Reimann (A)	Nevin Weinberg
Paul Hughes	Deborah Reinemann (A)	Tim Wider
Jack London (A)	Heidi Reinemann	
John Luttazi	Matt Reinemann (A)	
Phil Luttazi	R. Louis Reinemann	
Michael Lynch	Bob Richards	

(A) Ambulance Squad Member



Photo by Reverend John F. Sugden Jr.

Report of the Emergency Management Department

Peter McGowan, Director
Margaret L. Crowley, Deputy
James R. Repetti, RACES Radio Operator

As members of the Emergency Management Department, our responsibility is to plan for any emergency events that might occur and to help residents who are affected by them. In 2019, due to proper planning and the exemplary work of responsible Town departments, we did not have to open our shelter for residents. We were able to handle all situations with the cooperation of the Dover Fire, Police, and Highway Departments, and we thank them for their assistance. We would also like to commend Chief Craig Hughes of the Fire Department for cultivating great working relationships with the utility companies that service Dover.

We are also pleased to report that over the past few years we have been working with state and federal partners to develop a hazard mitigation plan. The approved plan keeps us prepared and capable of facing any situation of an emergency nature.

The Town has been using Twitter, Facebook, and NextDoor.com to push out information on emergency events. These social media outlets are easy to use and great sources of information.

If your lights go out or you lose power, *Eversource urges you to call them directly at (800) 592-2000*. If you receive a computerized response, stay on the line to answer questions and to have your call logged into their system. This will assist Eversource in restoring power as quickly as possible. The more calls Eversource receives from a neighborhood regarding outages, the higher on the priority list you end up. Calling the Police Department to report or ask about power outages will not help you restore your power and can tax already strained resources.

Please feel free to call us in emergencies (hurricanes, floods, blizzards, etc.) if you think we can help or if you need assistance. The Emergency Management Department can be reached via the Town's emergency dispatch center at (508) 785-1130. This line is answered 24 hours a day. We thank you for your cooperation.

DOVER

School Reports

2019



Report of the Superintendent of Schools

Andrew W. Keough, EdD

Greetings to the communities of Dover and Sherborn. I am pleased to submit this annual report for your review. The year 2019 has been an exceptionally strong one for the students of both Dover-Sherborn Middle School (DSMS) and Dover-Sherborn High School (DSHS). DSHS was once again ranked number one in *Boston* magazine's rankings of the top 50 public high schools in the Greater Boston area, and number seven in Massachusetts, according to *US News and World Report*. However, the most impressive student accomplishments occurred in the classroom, on the stage, on the playing field, and out in the community, and they are rightfully a point of pride for the entire community.

Our students have demonstrated time and again that the learning at DSMS and DSHS is about much more than simply scoring well on standardized tests. One need only attend our induction ceremonies for the National Honor Society or the World Language Honor Society to know that our students take their learning seriously, value rigor, and are intent on putting their knowledge to good use as they become adults. Similarly, on the stage, whether performing in the high school play, *A Midsummer Night's Dream*, or the middle school musical, *Newsies*, our students demonstrate their creativity, intellect, and technical expertise in a manner well above the norm. In athletic competitions, our students took home league, sectional, and state championships and were recognized numerous times for their good sportsmanship. And as always, our service-minded students helped those less fortunate in a variety of ways, such as by running food drives, volunteering at shelters, collecting personal hygiene products for those in need, and so much more, all of which speaks to the genuine spirit of giving that permeates our schools. It has been a great honor to observe our students in action this year, and I would like to thank them for the positive attention that our school system has garnered as a result of their many successes.

The Dover-Sherborn Public Schools remain fully committed to our core values—commitment to community, equity and excellence, respect and dignity, and climate of care.

I would like to thank our staff, administrators, students, parents, and community members for supporting and modeling these ideals, thus ensuring that they remain the sturdy foundation upon which our entire school system rests.

Along with adhering to our core values in all that we do, we strive to achieve the goals outlined in the District’s strategic plan. Our key areas of focus are:

- Innovative teaching and learning
- Health and well-being of students and staff
- Partnerships with families and communities
- Safe and innovative facilities
- Resource efficiency

More information about our strategic plan and the action plan established to accomplish these goals can be found on our website: www.doversherborn.org.

Administrative Activities

This past school year we conducted a major reorganization of our special education administrative structure, following the recommendations of our 2017 *Special Education Review*, and the results thus far have been very positive. Whereas in the past we had a director of special education and four team chairs overseeing the delivery of special education services throughout the District, we now have a director of student services, an elementary special education coordinator, and fewer team chairs, which allows for better supervision of our special educators, closer oversight of the team process, and a more streamlined delivery of services. We also added special education programs at the elementary and middle school levels that will allow us to provide students with program services in-house, rather than through outside placements.

We experienced a number of administrative changes in 2019, due in part to the special education reorganization and other factors. At the Central Office, Deborah Dixson, the interim director of special education, retired and was replaced by Kate McCarthy, the new director of student services. Naomi O’Brien joined the leadership team as our elementary coordinator of special education, while Laura Driscoll became the full-time elementary team chair, serving both Dover and Sherborn. DSHS’s new athletic director, Emily Sullivan, has replaced Ron Sudmeyer, our interim director. I want to thank all the departing educators, who have served our system well, and welcome our incoming staff members. We are very fortunate to be able to consistently attract and maintain such a highly qualified staff for our students.

In April 2019, in a significant development, the school committees of Dover, Sherborn, and the Region unanimously approved a new school start time schedule for our schools. After a thoughtful and deliberate process undertaken in response to a growing body of research, the decision was made to “flip” our start times between the elementary and secondary schools. Beginning in fall 2020, our elementary school students will start school at 7:50 a.m. (previously 8:35 a.m.), and our middle and high school

students will start at 8:35 a.m. This change is intended to ensure that our teenage students, who have fixed “internal clocks,” will get the recommended hours of sleep necessary for good health, while shifting our elementary students’ sleeping patterns, which have more flexibility, by 45 minutes. To learn more about the process and the research, and to watch the meeting presentations, visit our website at www.doversherborn.org.

With the support of the school committees, the Dover and Sherborn boards of selectmen, and the towns’ taxpayers, we made a number of capital improvements in 2019. At the Regional campus, improvements included replacing the kitchen floor at Lindquist Commons and retiling the floors of the hallways and several classrooms at the high school. There were no capital requests for the Chickering School, and the most significant work at Pine Hill School included the replacement of classroom floors and the carpeting of the library. We appreciate the continued support of Dover and Sherborn and the tireless efforts of our maintenance and custodial crews, who keep our facilities in top condition.

The school reports that follow provide worthwhile information related to our schools, school committees, staff, and community education program. For additional information about our four schools, all citizens are invited to visit our website at www.doversherborn.org.



Craft event at the Town Library. Photo by Cheryl Abdullah.

Report of the Dover School Committee

Henry Spalding, Chair
Rachel Spellman, Secretary
Mark Healey
Leslie Leon
Brooke Matarese

The Dover-Sherborn Regional School District (the District) continues to benefit from the strong leadership of Superintendent Andrew Keough and Assistant Superintendent Beth McCoy. We welcome Director of Student Services Kate McCarthy, who joins us as part of our reorganization of Student Services in the District. Kate is responsible for Special Education, Guidance/Counseling, and Nursing Services from kindergarten through grade 12. Chickering Elementary School continues to encourage, challenge, and support its students, and we thank Principal Laura Dayal and Assistant Principal Deb Reinemann for their leadership.

As outlined in the District's strategic plan, there is an acute focus on five objectives: innovative teaching and learning; health and well-being of students and staff; partnerships with families and communities; safe and innovative facilities; and resource efficiency. The ever-present message of “#WeAreDS” is a district-wide cultural responsiveness initiative to support equity and inclusion for all students at Chickering and throughout Dover and Sherborn.

Academics

Chickering Elementary School recognizes the unique talents of its students and is committed to ensuring that every child reaches his or her full potential. The school strives for academic excellence and to be a top-performing school in the state, as measured by standards that include, but are not limited to, MCAS scores and other standardized tests. The Dover School Committee (DSC) is responsible for setting policies to achieve these goals, and it seeks to accomplish its defined goals in a fiscally prudent manner.

As the complexity of student needs has grown in recent years, a significant number of Chickering students require additional academic, social, and emotional support. This has been a local and national trend, and the DSC has responded to the challenge by approving the creation of an integrated preschool program, now in its fifth year, to serve both special education and general education students. The Committee hopes that this early intervention will enable more students to continue attending the school and will help us continue to meet the needs of as many Dover students as possible.

The Dover, Sherborn, and Regional School Committees underwent a lengthy and carefully thought out district-wide process of examining school start times. Data indicated that our adolescent students were sleeping an average 6.75 hours per night, far less than typical medical recommendations for sleep. With the understanding that insufficient sleep poses a serious health risk to our students, the Committees subsequently voted to approve a “flipped” school start time change beginning September 2020. The new start times would be 7:50 a.m. (45 minutes earlier than the current time) for elementary school students and 8:35 a.m. (55 minutes later) for secondary school students. We believe that this time adjustment is the safest, as well as the most practical and cost-effective way to address a significant issue, and we are confident that it will benefit our students for years to come.

Finance

The DSC works hard to deliver the highest-quality education in the most efficient way possible by reviewing its operations and allocating resources to best serve student needs. Salaries are the biggest budget item, and whenever possible we explore initiatives that can help limit special education costs, such as the integrated preschool program.

Enrollment remains steady, aided by a stable local real-estate market. We have matched classroom sections accordingly to adhere to our long-standing classroom size policy of between 17 and 22 students. We will continue to monitor real-estate trends and birth data and adjust staffing levels to meet the community's changing needs.

The out-of-district, special-education budget, which covers students aged 3 to 22 years who are enrolled in schools outside the Dover public school system, has steadily increased and is now a significant piece of the overall budget. However, the Town is reimbursed by the State of Massachusetts for a percentage of the tuition costs that exceed a calculated base amount. This reimbursement, referred to as the “circuit breaker,” provides some financial relief from the overall costs of educating these students.

Facilities

We continue to perform maintenance required to keep the school building in top condition in its second decade. We rely on a 20-year capital needs assessment, prepared initially in 2012 by an outside consultant and updated in 2017, to guide our annual capital budget requests. In 2019 we had no capital requests.

Membership

The Dover School Committee welcomes Leslie Leon and Mark Healy as its new members, both of whom have been elected to three-year terms.

Appreciation

The DSC thanks Dover taxpayers, the Dover-Sherborn Education Fund (DSEF), the Parent Teacher Organization (PTO) and the Alan Thayer Mudge Memorial Fund for their ongoing support. The annual DSEF grant awards allow Chickering faculty and staff members to explore state-of-the-art methods for curriculum delivery, while the PTO gifts allow us to make the learning environment the best it can be for both the staff and students. We thank the many volunteer organizations that supported Dover students during the past year.



Writing cards for care packages. Photo by James Kineen; courtesy of The Hometown Weekly.

Report of the Chickering Elementary School

Laura Dayal, Principal
Deborah Reinemann, Assistant Principal
Laura Driscoll, Special Education Team Chair
Naomi O'Brien, Elementary Special Education Coordinator

Enrollment

Enrollment held steady from the previous year, and class sizes remained within the policy range of 17–22 pupils per class section. Chickering had 491 students at the end of 2019, with four sections of classes in kindergarten through grade 4 and five sections in grade 5. PreK shifted from two sections in the 2018–19 school year to one section in fall 2019, based on student need.

Staffing

Chickering welcomed four new faculty members in September 2019, due to people either leaving or shifting within the Dover-Sherborn Regional School District. A new position of therapeutic counselor was created in the Center for Regulation and Academic Resilience to further develop social-emotional-behavioral programming for children and families. In addition, as part of the special education restructuring process, an elementary special education coordinator was hired to support both Chickering and Pine Hill Schools. Overall, we have increased the diversity of our staff and will continue our efforts to do so.

Curriculum and Professional Development

We support the District's strategic plan and have deepened our commitment to "create, foster, and implement culturally responsive practices to inform, educate, and improve our school community." Teachers are mindfully bringing culture and inclusion into the curriculum, and the school and classroom libraries are intentionally representing a broader range of people.

In fall 2019, we launched a more rigorous school-wide instructional process for reading known as Response to Intervention (RtI), which has been used at Chickering and many other schools to screen, instruct, assess, and monitor children's growth. Teachers are developing a deeper knowledge of content and pedagogy to support a wider range of student needs, thus strengthening overall learning throughout the school.

Professional development for staff featured innovative practices, from phenomenon-based learning to innovative classrooms. The District's Innovation Task Force created a draft "Portrait of a D-S Graduate,"

and Chickering's School Advisory Council and staff began developing Chickering's portion of the portrait.

Special Education

The Special Education Department works with students, families, and staff to provide a broad range of services that allow children access to the curriculum through modified instruction and materials, and it does so in a supportive environment that matches students' needs. Special education and general education teachers collaborate to develop new programs for students with complex needs, so that the school can better serve all children and maintain an inclusive environment.

We provide the following services and programs: Child Find assessment for Dover children younger than age five; full-day programming in the integrated preschool; adaptive physical education; counseling for social/emotional well-being; psychological services for cognitive-based needs; speech and language intervention; occupational therapy; and physical therapy. These services are further supported by a state and federally mandated Special Education Parent Advisory Council (SEPAC), a parent-volunteer organization that works with all the schools in the Dover-Sherborn system.

School Advisory Council

The School Advisory Council is a state-mandated committee of teachers, parents, and a community representative. It assists the school with the development of the School Improvement Plan and serves in an advisory capacity to the principal. The Council works collaboratively to identify the educational needs of students and to facilitate communication between the school and community.

In 2019, the Council focused on existing and desired community values, and how these values are reflected for our students and families. For example, the Council considered Chickering's contributions to the Portrait of a D-S Graduate and the foundation that we have created for student success in the global 21st century.

PTO

The Parent-Teacher Organization (PTO) is made up of parents/guardians, with co-chairs and a board that oversee fundraising, spending, and program development. The PTO alternates its yearly fundraising efforts between an auction and a check-writing campaign, with funds primarily supporting curriculum enrichment. We are grateful for the generous support of the Dover community, which enables us to provide teacher grants and a richer educational environment for our students.

DSEF

DSEF awarded a grant to Chickering and Pine Hill to launch the Martial Mind program, designed to integrate martial arts techniques into the elementary curriculum to foster perseverance, empathy, self-discipline, and respect, as well as skills such as balance, speed, and focus. It is a logical next step for the schools, as it correlates with instruction in Social-Emotional Learning (SEL) and in Positive Behavioral Interventions and Supports (PBIS). Martial Mind supports both the District's core values and the elements of its strategic plan as outlined in the Superintendent's report (see page 105).

Chickering also received funding for innovative classrooms as part of a district-wide effort to allow teachers to forge connections between student-centered instruction and classroom design, and to create environments that foster a higher level of collaboration and student voice.

Chickering greatly appreciates the Dover-Sherborn Education Fund (DSEF) and the enriching experiences it supports for students.

Conclusion

Education has always been a top priority in Dover. We are pleased to provide a rich educational experience for our children, delivered by highly skilled and dedicated staff. The curriculum is designed to value the whole child, be inclusive, foster curiosity, and create a lifelong love of learning. We hold steadfast to our commitment to continual growth and improvement, and to making a difference in the lives of children.



Dover-Sherborn High School Jazz Band. Photo by Dale Fried; courtesy of the Dover-Sherborn Friends of the Performing Arts.

Report of the Dover-Sherborn Regional School Committee

Anne Hovey, Chair (Sherborn)
Maggie Charron, Vice Chair (Dover)
Judi Miller, Secretary (Sherborn)
Lynn Collins (Dover)
Michael Jaffe (Dover)
Kate Potter (Sherborn)

The mission of the Dover-Sherborn Regional School Committee (DSRSC) is to ensure that our nationally recognized, high-performing school system continues to provide innovative teaching and learning experiences that inspire all students to pursue their individual passion for learning and excellence.

Enrollment

As of October 2019, enrollment in the Dover-Sherborn Regional School District (the District) was 1,205 students, an increase of two students from the previous year. While the desirability of having their children attend our local schools is encouraging families to move to our two towns, overall enrollment numbers in the District have remained fairly consistent since 2012. Current projections show enrollment remaining within this narrow band through at least 2025 and likely beyond. The possibility of large-scale development projects in Dover or Sherborn, and their potential impact on enrollment in the District, is being monitored.

District Strategic Plan

The DSRSC supports Superintendent Andrew Keough's strategic objectives for the District. Our administration, staff, students, families, and community will continue to support our District guided by a clear vision and mission in the coming years. Details regarding the District's strategic plan can be found in the Superintendent of Schools report (page 105) and on our website at www.doversherborn.com.

Academic Outcomes

The District continues to be one of the highest-performing districts in the state. As has been the case since the inception of the MCAS (Massachusetts Comprehensive Assessment System), data for 2019 shows that Dover-Sherborn students performed well above state averages in all disciplines, at both the proficient and advanced levels. They also continue to score very well on the SAT, ACT, and Advanced Placement (AP) exams. The number of students participating in AP courses continued to rise in 2018–19.

Dover-Sherborn High School elected to participate in Virtual High School in 2019-20, which has further broadened the scope of courses available to its students and has also allowed them to participate in additional AP courses.

Graduation and college matriculation rates are among the highest in the state. These high achievement levels are accompanied by a firm, district-wide commitment to “Challenge Success” (www.challengesuccess.org) and to ensuring the social-emotional wellness of our students.

Leadership and Faculty

Director of Student Services Kate McCarthy joined the District in 2019 as part of our reorganization of Student Services. She is responsible for Special Education, Guidance and Counseling, and Nursing services from kindergarten through grade 12. We extend our gratitude to faculty who retired in 2019: Terry Luskin (mathematics) and Christine Babson (Spanish). Both educators have given years of their time, energy, and experience to our school community, leaving behind a legacy of excellence. They will be missed.

Finance

The DSRSC thanks the citizens of Dover and Sherborn for their continued generous support of the schools. The Region's Fiscal Year (FY) 2020 budget is \$25,292,254, a 2.75% increase over the FY19 budget. Operating expenditures include: salaries and benefits, including other post-employment benefits (82%); other (5.4%); buildings and grounds (5.2%); debt service (4.1%); and transportation (3.3%). In addition, the DSRSC approved \$500,000 from available Community Education Programming reserves to begin funding the Other Post-Employment Benefit (OPEB) liability. State aid covered 11% of these operating expenditures. Revenues from student activity fees (\$45 per student), parking fees (\$300 per permit), and athletic fees (\$300 per sport) contributed another 1.3%. An additional 0.4% comes from the Region's Excess and Deficiency (E&D) Fund. The remaining 87.3% is funded generously through local taxes. The Region's E&D account was certified as of June 30, 2019, at \$1,230,067. This account operates under Massachusetts General Laws in a manner similar to a town's free cash.

The DSRSC is grateful for the incredible support it receives in both time and money from the Dover-Sherborn Education Fund, the Dover-Sherborn Boosters, the Friends of the Performing Arts, the PTO, POSITIVE, the Alan Thayer Mudge Memorial Fund, and the broader community. These groups donated more than \$285,000 to our schools in FY19, and their contributions are critical to maintaining programs that promote the excellence of the Dover-Sherborn Regional Schools.

Contractual Agreements

The Educators' Agreement, effective September 1, 2017, through August 31, 2020, fairly and sustainably accommodates the educational standards we expect for our students and the high-quality services expected from

our educators, while also acknowledging the financial issues affecting town, state, and federal budgets. Negotiations with the DSEA and the District for a new contract are ongoing at this time.

Facilities

Our buildings and grounds represent a major educational investment by the two towns for now and the future. To protect this investment, the DSRSC has a long-range capital maintenance and improvement plan for the physical assets of the Regional campus. The DSRSC works with the finance committees and selectmen of both towns to determine how best to fund upcoming capital expenses required to maintain the facilities and equipment that are coming off warranty from the 2005 construction and renovation project. This year, the District was able to fund capital expenditures from within its budget and did not need to request capital items at the Dover and Sherborn town meetings.

Membership

Dover member Michael Jaffe and Sherborn member Kate Potter were elected to the DSRSC for three-year terms. Dover Member Lynn Collins was appointed to the DSRSC for a one-year term. We thank Clare Graham of Sherborn, Dana White of Dover, and Lori Krusell of Dover for their many years of service and dedication to the District.

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



*Dover-Sherborn Middle School production of Newsies.
Photo by Amelia Slawsby.*

Report of the Dover-Sherborn Middle School

Scott Kellett, Headmaster

The mission of the Dover-Sherborn Middle School (DSMS) is to meet the needs of all students through a nurturing and challenging learning environment where students, parents, and teachers embrace our core values to ensure excellence and success now and in the future.

DSMS continues to provide an outstanding educational setting for students in grades 6, 7, and 8. The availability of state-of-the-art technology, a fabulous library, and a student-friendly space makes the school a welcoming place for students and faculty. Through a supportive community and budget allocation, the teachers have many resources at their disposal. Class size continues to be approximately 17 students per class and the daily curriculum is challenging and exciting.

Class schedules are based on a 14-day rotation, with all primary courses meeting 12 times in that rotation, each for 48 minutes. Special subject classes meet six times out of the 14-day cycle. We continue to incorporate an 11-minute break into our daily schedule to provide students with an opportunity to have down time during the school day. Although DSMS offers multiple levels of courses in mathematics, students are not tracked. All other departments offer courses that are heterogeneously grouped.

DSMS welcomed several new members to its faculty: a Spanish teacher, an art teacher, a special education teacher, an adjustment counselor, and four educational assistants.

Citizens are encouraged to visit the school's website at www.doversherborn.org to access current information, teacher websites, recent school publications, and an updated calendar of events.

Academic Recognition and Awards

- **Project 351:** Two eighth-grade students represented DSMS at the governor's youth community service organization, which promotes leadership, development, enrichment, and impact.
- **MATHCOUNTS:** The DSMS math team of four students participated in a competition sponsored by this nationwide enrichment club and competition program for middle school students.

- **Massachusetts State Science & Engineering Fair:** Nine teams of DSMS students participated in the middle school division of this annual one-day showcase and competition event, hosted by Worcester Technical High School, where students presented their research/invention projects before peers, a team of judges, and the public.
- **New England League of Middle Schools Scholar Leaders:** The faculty named two eighth-grade students as DSMS scholar leaders—individuals who demonstrate qualities of academic achievement, leadership, and citizenship.

Activity Highlights

The following are just some of the curriculum enrichment activities that took place throughout the year:

- **Martin Luther King Day celebration:** “One Voice Can Make a Difference” was our theme for this year’s school-wide program that honored the work of Dr. Martin Luther King Jr. Multi-grade student groups traveled together and participated in a variety of workshops throughout the day, including workshops facilitated by a group of our students who had been trained by Roots & Wings.
- **World Cultures Day:** This DSMS tradition, organized by the World Languages Department and funded by the DSEF, was a half-day celebration focused on how we can gain a better understanding of people who have different belief systems, lifestyles, and perspectives. Students participated in simultaneous activities that exposed them to various cultural experiences.
- **Drama productions and workshops:** The spring drama program presented three one-act plays involving more than 60 students and directed by three DSHS students. DSMS participated in the Massachusetts Middle School Drama Festival and won a bronze medal for one of its plays. *Newsies* was presented in the fall.
- **Music and arts presentations:** Activities included the annual choral concert involving all four District choruses; multiple concerts featuring DSMS’s two jazz bands, Jazz Eclipse and Sharp 9 Big Band; a winter band concert; the popular Chocolate Café, with both DSMS and DSHS music groups participating to raise funds to support the music program; and the annual talent show.
- **Adolescent development programs:** DSMS students attended an anti-bullying workshop held at MARC (Massachusetts Aggression Reduction Center) and a presentation by Mykee Fowlin on

recognizing differences in people. Twenty-three students worked with Roots & Wings on learning to accept differences in others and engage in difficult conversations, which prepared them to facilitate workshops attended by their peers during the 2020 MLK Day Celebration. Lastly, in conjunction with a high school Project 351 ambassador and the Boston Celtics, a group of 25 students received training on navigating difficult situations.

The following groups focused on many community-service projects:

- Through their combined efforts, the **Student Council** and the **Help Club** raised money for local food pantries at Thanksgiving, as well as for many other groups, including the American Red Cross Disaster Fund, the Avon Walk for Cancer, the Pan-Mass Challenge, the Home for Little Wanderers, Spin for Hope, and Pencils of Promise.
- Each year, eighth-grade students are organized according to their interests into small community service groups known as **Citizen Action Groups**, or CAGs, to devote their time and energy to giving back to our community throughout the year. Citizenship is the overarching theme for the eighth grade and is woven throughout CAG activities, the curriculum, and the year’s culminating activity—a field trip to either Boston or Washington, D.C.—to learn more about the nation.

Professional Development Highlights

DSMS is committed to providing opportunities for professional development. As part of our Professional Growth and Evaluation System, we provided the entire middle school staff with a menu of courses to take during the school year, all of which focused on social-emotional learning.

DSMS staff also participated in a number of events, including the METCO Directors Educators Conference, the NELMS Annual Conference, and the Massachusetts STEM Summit. In addition, four staff members attended a project-based learning conference in Indiana, and another group visited one of High Tech High’s California-based charter high schools.

Grants

The DSEF (Dover-Sherborn Education Fund) and POSITIVE (Parents Offering Support In Time, Involvement, Volunteering, Enthusiasm) provided 20 grants for academic and extracurricular enrichment. DSMS is grateful for the generous support of parents and friends in both Dover and Sherborn.

Report of the Dover-Sherborn High School

John G. Smith, Headmaster

Dover-Sherborn High School (DSHS) is a community of learners whose goal is to inspire academic excellence and a commitment to personal and civic responsibility. We engage in the learning process with honesty, creativity, dedication, and respect, and seek to cultivate an atmosphere of freedom and trust in a safe and nurturing environment.

DSHS is accredited by the New England Association of Schools and Colleges and consistently ranks among the top public schools for academic excellence in both Massachusetts and the nation. In 2019, DSHS was ranked as the number-one school in *Boston* magazine's ranking of the top 50 public high schools in the Greater Boston area. Rankings are based on national SAT and AP exam scores, as well as on college readiness performance metrics. *Newsweek* magazine also recognized Dover-Sherborn High School (ranked 167th in the nation) for its performance and student experiences in the area of STEM (Science, Technology, Engineering, and Math).

Curriculum Requirements

In the 2018–19 school year, DSHS served approximately 680 students in grades 9 through 12. Each year, over 95% of graduating students attend four-year colleges and universities. To graduate, all students must complete four years of English, four years of mathematics, and three years each of laboratory sciences, social studies, and world language. They must also earn 18 credits in the fine and performing arts and/or technology, engineering and computer science; and 12.5 credits in wellness (physical and health education). In addition, they must complete 40 hours of community service and pass the required state MCAS (Massachusetts Comprehensive Assessment System) exams.

Although DSHS offers three levels of courses in each of the academic disciplines, students are not tracked. DSHS also does not compute “rank-in-class” for its students, a policy approved by the Dover-Sherborn Regional School Committee.

Most departments offer a variety of courses that are heterogeneously grouped. The schedule is based on an eight-day rotation. All primary courses (and most electives) meet six times out of the eight-day cycle, and each class meets for nearly an hour. Laboratory sciences may meet up to two additional periods each cycle.

Academic Testing

PSAT

The PSAT was offered in October 2019, with 83% of the sophomore class and 62% of the junior class participating. Nine juniors met the requirements to enter the National Merit Scholarship Program, with seven receiving letters of commendation and two being named semifinalists.

SAT

- **SAT I:** Eighty-five percent of the Class of 2019 took the SAT test, with 76% earning a combined score of over 1200 in Evidence-Based Reading & Writing and Mathematics. The table below shows the average of the highest SAT test scores for the Class of 2019 and the previous senior class as calculated in Naviance. Compared with national and state averages, DSHS students significantly outperform their peers.

	SAT Mean Scores					
	Class of 2018			Class of 2019		
	DSHS	MA	US	DSHS	MA	US
Evidence-Based Reading & Writing	645	562	536	660	560	530
Mathematics	655	563	531	670	550	520



Dover-Sherborn High School Track and Field team. Photo by James Dillon; courtesy of James Dillon Studios.

AP

Fourteen AP (advanced placement) courses were offered during the 2018–19 academic year. These courses are typically offered during the junior and senior years and allow students to maximize their educational opportunities within the confines of the master schedule and graduation requirements. All students receiving AP credit are expected to take the AP examination at the end of the year. In spring 2019, 209 students took 461 examinations. The results for individual courses are as follows:

AP Course	# Students	Students Scoring 3 or Higher (%)
Biology	24	100
Calculus AB	19	100
Calculus BC	26	100
Chemistry	29	100
English Language and Composition (G-11)	87	94
English Literature and Composition (G-12)	47	91
French Language and Culture	8	100
Latin	9	78
Physics C: Mechanics	19	100
Spanish Language	9	100
Statistics	46	93
Studio Art	5	100
U.S. Government and Politics (G-12)	59	98
U.S. History (G-11)	58	98

MCAS

This year, all Massachusetts high schools transitioned to Next-Generation MCAS testing in both English Language Arts and Mathematics. This is a computer-based test that focuses on “college readiness” rather than on foundational skills. The MCAS in Science, which was a legacy paper-based exam in 2019, will transition to a next-generation online test in June 2020. Testing highlights for 2019 are as follows:

- **English Language Arts:** Ninety-one percent of sophomores exceeded or met expectations (state average: 61%).

- **Mathematics:** Ninety-two percent of sophomores exceeded or met expectations (state average: 59%).
- **Biology:** Ninety-nine percent of DSHS freshmen scored at the advanced or proficient levels.

Graduate Post-Secondary Plans			
	Class of 2017	Class of 2018	Class of 2019
Four-Year College	95%	93%	96%
Two-Year College	2%	1%	1%
Other (gap year, job)	3%	6%	3%

Departmental Highlights

ENGLISH

The English Department offers courses at two levels (honors and college preparatory) for freshmen and sophomores, and at three levels (honors, college preparatory, and advanced placement) for juniors and seniors. During their freshman year, students focus on the theme of self-discovery through reading short stories, novels, drama, poetry, and nonfiction; sophomores explore great themes in literature and hone their analytical and expository writing skills; juniors not enrolled in AP English Language take a full year of American Literature; and seniors not enrolled in AP English Literature enroll in two of five same-level courses in focused areas, such as poetry, film, British literature, and nonfiction. Advanced Placement courses include English Language and Composition for juniors and English Literature and Composition for seniors.

MATHEMATICS

The Mathematics Department provides standard courses at honors and college preparatory levels, with Geometry in grade 9, Algebra II in grade 10, and Precalculus in grade 11. Several electives are offered in grade 12, depending on previous levels of proficiency attained: AP Calculus BC, AP Calculus AB, Honors Calculus, AP Statistics, Probability and Statistics, and Precalculus and Applied Topics.

The Dover-Sherborn Math Team, a member of the Southeastern Massachusetts Mathematics League, continued its strong tradition of success by finishing fifth of 36 schools in the league, and third in the league playoffs. The team also competed in the *Massachusetts State Championships* and came in eighth in the Medium-Sized Schools Division.

SCIENCE

The Science Department provides a rigorous curriculum sequence at the advanced placement, honors, and college preparatory levels, with three years of coursework required for graduation: Biology in grade 9, Chemistry in grade 10, and Physics in grade 11. Electives open to juniors and seniors are AP Biology, AP Chemistry, AP Physics, Advanced Topics in Biology, Anatomy and Physiology, Astronomy, Environmental Research, and Marine Science. Last year, students in AP physics took first place at the Physics Olympics. The same students also volunteered at the Museum of Science's annual Nano Days, helping to demonstrate the quantum properties of diamonds to the public.

SOCIAL STUDIES

Courses are offered in history and the social sciences at both the honors and college preparatory levels for freshmen and sophomores and at three levels (college preparatory, honors, and advanced placement) for juniors and seniors. World History I & II and U.S. History are required of all students. Electives include AP American Government, Government and Law, Economics, Introduction to Psychology, and Facing History.

This year the curriculum was enriched by a variety of departmental programs and activities, such as: the *China Exchange Program*, now in its seventeenth year of successful exchanges between DSHS and its sister school in Hangzhou; the *Tufts Inquiry Program*, an annual global-issues simulation program, with this year's topic "Cities at the Vanguard: Migration and the Metropolis"; the *Model U.N. Simulation* in Boston; the *Close Up Program*, a weeklong government studies program in Washington, D.C.; several field trips to conduct research at the John F. Kennedy Presidential Library and the Edward Kennedy Institute; and a production of *We Live in Cairo*, attended by sophomores. Guest speakers included civil rights movement activist, Paul Breines, and Dover Town Selectman, Mr. John Jeffries. Many students again visited the Dover Historical Society's exhibit commemorating the 100th anniversary of the ending of World War I, with the juniors having read *Johnny Got His Gun* for their summer reading book.

Honors and Awards: Each of five students received one of the following awards: the Daughters of the American Revolution Award for excellence in character, service, leadership, and patriotism; the annual Veterans Day Essay Contest; a youth leadership award and the honor of representing DSHS at the Hugh O'Brien Sophomore Youth Leadership Conference; the Fredrick Douglass and Susan B. Anthony Award; and the Social Studies Award presented at the Senior Academic Awards Night.

WORLD LANGUAGE

The World Language Department offers four-year sequential programs in French, Spanish, Latin, and Chinese, in both honors and college preparatory tracks. Students progress from novice to intermediate stages of

language proficiency in the language of their choice. AP French Language and Culture, AP Latin, and AP Spanish Language and Culture courses are offered.

Honors and Awards: World Language students received the following honors in 2019:

- **Honor Society:** In fall 2019, 23 students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures.
- **National Language Exam Awards:** In spring 2019, 28 students received awards on the French Exam, 31 on the Latin Exam, and 78 on the Spanish Exam.

FINE AND PERFORMING ARTS

Music: Courses offered include Music Theory, Guitar I and II, and American Musical Theater. In addition, students may earn credits by participating in the Vocal Ensemble, the Concert Band/Pep Band, and the Jazz Band (by audition). These groups perform at many school and community events throughout the year. These course offerings and their adjacent performances seek to establish and maintain opportunities for the creation and enjoyment of music for all students and community members at Dover Sherborn.

Visual Arts: Courses offered include Art 2D, Art 3D, Ceramics I and II, AP Studio Art, Darkroom Photography, Digital Photography, Yearbook Design I, II, and III, Computer Graphic Design, and Silkscreen Printing. These course offerings seek to establish and maintain the creation and enjoyment of art for all students at Dover Sherborn.

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

- **Scholastic Art & Writing Awards** recognized six students from D-S and awarded two gold keys and three silver keys to several of the students recognized.
- **Eastern District Senior Festival**, sponsored by the Massachusetts Music Educators' Association (MMEA), awarded honors to five D-S students, three of whom were recommended to audition for the MMEA All-State Festival at Symphony Hall in Boston.

TECHNOLOGY, ENGINEERING, AND COMPUTER SCIENCE

During the past five years, the primary goal of the Technology, Engineering, and Computer Science Department has been to more strongly align the grade 6–8 and grade 9–12 curriculums to better prepare students for college courses in computer science and engineering. To build a strong foundation for high school courses, middle school students take engineering courses at all three grade levels, and students in grades 6 and 7 take computer science,

with a heavy emphasis on programming. At the high school level, 10 new courses have been created, so that all course offerings, both new and previously existing, are now a continuation of the middle school curriculum. The entire course curriculums for grades 6–12 have been reviewed and updated each year.

The Department offers the following computer courses for high school students: Social Media Literacy, Intro to CAD, Web Design Using HTML & CSS, Computer Programming with Java Script, Technology and Society, iOS app design, and video game design. The Department also offers engineering and technology classes, including TV Media I, II, and III, and Industrial Technology I and II. A yearlong course in engineering is offered at both the college preparatory and honors levels and may be taken for science or elective credits that count toward graduation.

Two new courses are being developed for the 2020–21 school year: AP Computer Science Principles and honors-level Industrial Technology III, which will focus on students working independently on projects to benefit the towns, schools, and community. The Department has also created a scope and sequence of high school course offerings that will help lead to students successfully completing AP Computer Science Principles should they decide to take the course and test during their sophomore, junior, or senior year.

WELLNESS

The Freshmen Wellness Curriculum requires one semester each of Health Education, which covers nutrition, sexuality, mental health, and alcohol, tobacco and other drugs; and one semester of Outdoor Education (one quarter) and Fitness Development (one quarter).

Students in grades 10–12 can choose from the following electives: General Survival, Student Leadership Internship, Stress Management, Sport Education (Net Sports; Winter Team Sports), American Heart CPR/First Aid/AED, Yoga/Pilates, Coaching, Teaching and Recreational Leadership, Drugs and Society, Muscular Fitness, Sport and Society, Rape Aggression Defense (RAD), Target Sports, Invasion Games, Advanced Outdoor Pursuits, Fitness My Choice, and Dance, Dance, Take a Chance.

GUIDANCE

College Counseling: Throughout the fall, most of the counselors devoted their time to the college application process for seniors. Nearly 80% of the Class of 2019 completed some form of early decision, priority, or early action applications to colleges and universities. Counselors met with seniors individually and in groups. They also hosted representatives from more than 100 colleges and universities and spent time strengthening their working relationships.

To respond to the growing number of early college applications, counselors developed a five-class seminar series for grades 11 and 12. Juniors participated in spring classes that helped prepare them for college

applications, complete their resumes, and begin their essays. Seniors began their seminar series during the first week of school and were able to complete their Common Application online, add schools to Naviance, edit and complete their essays, and participate in mock interviews. Seminars covering stress management, mindfulness, and career and personal exploration are also available to freshmen and sophomores.

Counselors met several times with juniors individually to discuss the college application process and to guide their post-secondary educational planning. Counselors also met with freshmen and sophomores to discuss their academic and future career plans, as well as introduce them to online programs that aid students in college and career exploration. An overview of the guidance curriculum can be found on the high school website.

Support Programs: The Guidance Department offers several support programs:

- *Freshman Welcoming Activities* support freshmen during their transition to high school.
- *The Peer Helper Program* this year trained 40 upper-class students to assist incoming freshmen with healthy decision-making, respect for others, study and exam-taking strategies, social issues, and expectations for their sophomore year.
- *The Signs of Suicide (SOS) Program* for sophomores and seniors teaches students how to identify the symptoms of depression and suicide in themselves or their friends and encourages them to seek help.
- *Parent-Departmental Meetings* are held throughout the year to discuss important issues and concerns specific to each grade level.

LIBRARY

The DSHS library is a place where students and faculty can read, research a topic, access information, or complete a homework assignment. It is equipped with large tables for student collaboration, private study booths, and 16 computers for word-processing or online searches. The collection includes approximately 20,000 print volumes, six newspapers, and 32 periodicals. In addition, patrons are able to search the library catalog for a growing collection of e-books. Digital services include online databases available from Massachusetts Regional Library System and those purchased by subscription, as well as thousands of e-books and audio via OverDrive. The library houses a portable cart with 25 iPads and 10 Chromebooks for use in the classroom. An average day brings approximately 300 students and teachers to the library.

ATHLETICS

Over the past 2019 calendar year the DSHS Raiders enjoyed three exciting and successful seasons, which were exceptional for the number of state championships won. Season highlights are as follows:

Winter Sports: The winter season, which ran from December 2018 to March 2019, had 284 participants on 13 varsity teams and three sub-varsity teams. Eleven teams qualified for postseason competition: Basketball (boys/girls), Swim and Dive (boys/girls), Indoor Track and Field (boys/girls), Co-op Gymnastics, Alpine Ski (boys/girls), and Nordic Ski (boys/girls). The Boys Basketball Team were Division 3 (D3) Central Champions and State Champions, while Boys Indoor Track and Field won the Tri-Valley League (TVL) Small Division title. Boys Basketball and Girls Ice Hockey won TVL Sportsmanship Awards. In MIAA Championship play, Girls Basketball appeared in its first state tournament in 13 years; two teams boasted individual state championships: Girls Swim and Dive (both 100 butterfly and 100 backstroke, and TVL swimmer of the year) and Boys Indoor Track and Field. Two teams had members who qualified for state championship races: Alpine Ski (5) and Nordic Ski (12).

Spring Sports: The spring season ran from March to June 2019, during which 362 participants played on nine varsity teams and three sub-varsity teams. Seven teams qualified for postseason competition: Lacrosse (boys/girls), Tennis (boys/girls), Track and Field (boys/girls), and Sailing. Season highlights included four varsity teams that won TVL Championships: Tennis (boys/girls), Boys Lacrosse, and Boys Outdoor Track. The boys and girls tennis teams both made it to the South Sectional Championship, where they lost to Martha's Vineyard in very close 3-2 matches. Boys Lacrosse won both the D3 Central/East and State Championship. Twenty-one members of Boys Track and Field qualified for the D4 State Championship, 11 for All State Championships, and two for both New England and National Championships. The team also took second place in the D4 State Relay Meet and third place in D4 State Meet. Girls Track and Field placed 21st out of 40 teams, with 11 members qualifying for the D4 State Championship.

Fall Sports: Between August and November 2019, 330 participants played on seven varsity teams and six sub-varsity teams. Season highlights included four teams that won the TVL Small Championships and had TVL MVPs on their teams: Golf, Girls Soccer, Field Hockey, and Boys Cross Country. TVL Sportsmanship Awards went to Football and Girls Soccer. In postseason play, Football was 2-2 overall in non-playoff games; Boys Soccer won a preliminary round game against Plymouth South before losing in the first round to Scituate; the Golf team placed fifth at D3 States, and one of its members won the individual D3 State Championship; Girls Soccer won the D3 South Sectional Championship before losing to Stoneham in the State

Semifinals; Cross Country, both boys and girls teams, placed 12th at States; and Field Hockey earned the 2019 D2 State Championship.

The DSHS Athletic Department is especially proud of the way D-S students and coaches represent the school with class and character, and it is grateful for the strong support it receives from the D-S Boosters and all the athletes, coaches, parents, and loyal fans. Go Raiders!

NATIONAL HONOR SOCIETY

On October 17, 2019, 66 new members were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS). There are currently 106 DSHS members of the NHS, all of whom serve the local community by tutoring peers and younger students and completing an individual service project and a group service project at the Greater Boston Food Bank. Information about membership requirements and the application timeline can be found on the school's website.

STUDENT ACTIVITIES

DSHS students are able to participate in a wide range of student activities. A fee of \$45 is required for participation in many of the following clubs:

- **Academic and Student-Life Organizations:** The Chess Team, China Exchange Program, EPIIC-Tufts Inquiry, Fantasy Football, Harvard Model United Nations, Math Team, Mock Trial, National Honor Society, Robotics Team, *RUNES* literary magazine, School Newspaper, Senior Project, Student Council, and Yearbook.
- **Art, Music, and Drama Clubs:** Two a cappella groups (D-S Al Coda and Noteworthy), After School Chorus, Arts Club: Open Studios, Crew, Drama Club, Film Club, Improv/Comedy Club, Music Group, and Murals Club.
- **Social and Cultural Awareness Groups:** AFS International Exchange Program, Business Club, Coalition for Asian-Pacific American Youth (CAPAY), Community Service Club, Down To Earth, Fitness Club, French Club, Gay-Straight Alliance (GSA), Global Citizenship Program, MARC, Massachusetts High School Democrats, Nora Elizabeth Searle Community Outreach (NESCO), Peer Helping, Pine Street Inn Breakfast Club, Relay For Life: D-S, Students Against Destructive Decisions (SADD), Time Out for Kids, Ultimate Frisbee, and Women's Group.

Parent and Community Groups

D-S BOOSTERS

The Boosters supported the D-S athletic program with grants for the purchase of capital items. They continue to promote community spirit and provide recognition to the student athletes participating in all sports at DSHS.

D-S EDUCATION FUND (DSEF)

DSEF generously provided funds totaling \$161,000 (\$24,000 for the high school specifically, as well as another \$87,000 to support district-wide initiatives impacting high school students) to underwrite the following curriculum enrichment activities and items during the 2019–20 school year:

- Innovative learning spaces
- Seminar Day presentation
- In-school student day of poetry
- Raiders Pep Band equipment
- Social Studies enrichment
- Challenge Success

D-S FRIENDS OF THE PERFORMING ARTS (FoPA)

FoPA is a 501(c)3 organization of parents and community volunteers who support the outstanding vocal and instrumental music and drama programs at the Dover-Sherborn Regional Schools. FoPA awards annual scholarships to graduating seniors who have demonstrated excellence in the performing arts; it funds grants for workshops, equipment, and material requests for the performing arts; and it provides production support for the concert bands, jazz bands, a cappella groups and drama programs and students. (More information is available at www.doversherbornfopa.org.)

In 2018–19, FoPA awarded 12 scholarships and provided funds for:

- Music-themed T-shirts for the DSHS music program
- Set materials for the DSHS musical
- Materials for the DSHS Performing Arts Letter in music and drama
- Arts books and materials for the DSHS library
- Massachusetts Education Theatre Guild donation
- Sponsorship of Chocolate Cafe musical ensemble performances
- Transportation of the DSMS music students to Six Flags for a performance

- Annual events: Jazz Brunch, music and drama banquets, music and drama awards

D-S PARENT TEACHER ORGANIZATION (PTO)

The D-S PTO is a nonprofit organization whose mission is to support DSHS students, families, faculty, and staff. Its ongoing efforts are managed through monthly Thursday morning meetings, which are open to all parents or guardians of DSHS students. Attended by representatives from 10 parent organizations, the Dover-Sherborn Regional School Committee, and each of the four grades, the meetings begin with an update from Headmaster Smith and often include teachers or administrators who talk about their areas of expertise and address questions. Specific meeting dates, times, and locations are posted on the DSHS calendar. New faces and voices are welcome. To learn more about the D-S PTO, please visit our website: <https://sites.google.com/site/dshspto2015/>.



*Dover-Sherborn High School production of A Midsummer Night's Dream.
Photo by Bridget Hughes.*

Report of
**Dover-Sherborn Community
Education**

Lisa B. Sawin, Director
Andrew Keough, Superintendent

Dover-Sherborn Community Education is a self-sustaining department of the Dover-Sherborn Regional Schools. Our mission is to provide programs that enrich the lives of everyone in our community. Our hope is to create lifelong learners through a community-school partnership that offers interesting, thought-provoking, and stimulating classes and programs at a reasonable cost.

Dover-Sherborn Community Education offers the following programs:

Extended Day

Tuition-based extended-day programs are held at both Sherborn and Dover elementary schools, where safe and stimulating after-school environments are provided for students in grades K–5. Children engage in homework time, arts-and-crafts projects, nature projects, social action projects, indoor and outdoor physical activities, games, and creative play. The programs operate Monday through Friday, from school dismissal to 6 p.m., with a daily snack provided. At the time of this writing, Dover’s program enrollment was 78 children. The Sherborn program is at capacity with 92 and maintains a waiting list. The Early Morning Program in Sherborn, which operates from 7 a.m. to 8:30 a.m., has 22 students enrolled.

After-School Enrichment

After-school programs provide age-appropriate classes for elementary and middle school students. Classes for students are held at Pine Hill Elementary School, Chickering Elementary School, and Dover-Sherborn High School. Offerings include: Sports, Archery, Chess, Cupcake Decorating, Video-Game Design, Drawing, a Home Alone program, and Cartooning. In 2019, we added LEGO Animation, Public Speaking, Gingerbread House Making, Metrocraft, and Electronic Music. An afternoon babysitting class for students in grades 5–7 is held at the high school. Program flyers are distributed to students through the schools and posted on both the Regional School District’s website under “Community Education” and on our registration site at the URL listed below.

Adult Enrichment

We offer a wide variety of innovative and interesting adult evening classes held throughout the school year. Classes offer learning opportunities close to home and include Learning Organizational Skills, Understanding Medicare, Estate Planning, Beekeeping, Drawing, Dog Obedience, Watercolor and Oil Painting, Golf, Genealogy, and even a Mediumship Gallery demonstration. High school students can take advantage of Driver’s Education, SAT preparation, and several classes assisting with the college application and financial process. Our brochure is mailed to all households in Dover, Sherborn, Westwood, and Medfield—some 15,000 brochures in all.

Registration

Registration for the Extended Day Program is held in March, with the first two weeks of the registration period reserved for returning families. Registration for all other programs begins upon distribution of the brochures or when the information is posted online. Full class descriptions can be found at www.doversherborn.org under the “Community Education” tab. Online registration for our programs is available at dscommmed.communityroot.com/index/registration.

Contact Information

The Community Education office is located in Project Room 1081 in the Chickering School at 29 Cross Street in Dover. Our phone number is (508) 785-0480 x 2020.



Teddy Bear Picnic at the Town Library. Photo by Cheryl Abdullah.

Public Schools Enrollment

As of October 1, 2019

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

Kindergarten	79
Grade 1	80
Grade 2	72
Grade 3	85
Grade 4	82
Grade 5	84
Grade 6	94
Grade 7	87
Grade 8	99
Grade 9	87
Grade 10	100
Grade 11	95
Grade 12	92
Total Enrollment	1,136

Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2019

REVENUE

School Aid Fund, Chapter 70	\$812,073
Total Revenue	\$812,073

EXPENDITURES

Regular Education	\$4,208,307
Special Education	3,386,478
Other	1,525,008
Total Expenditures	\$9,119,793

Net Cost to the Town	\$8,307,720
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Dover-Sherborn Regional School District: Revenue Summary

For the Fiscal Year Ending June 30, 2019

REVENUE

Revenue from Local Sources

Member Town Assessments	\$21,547,183
Fees	328,878
Unreserved Fund Expended	150,000
Earnings on Investments	49,073
Other	357
Total Revenue from Local Sources	<u>22,075,491</u>

Revenue from State Aid

School Aid (Chapter 70)	2,184,270
Transportation (Chapter 71)	507,190
Total Revenue from State Aid	<u>2,691,460</u>

Revenue from State and Federal Grants	<u>551,709</u>
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Other Revenue

School Lunch	748,004
Community Education Programs	724,491
Private Grants	161,730
Other Local Receipts	111,773
Total Other Revenue	<u>1,745,998</u>

Total Revenue from All Sources	<u><u>\$27,064,658</u></u>
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Dover-Sherborn Regional School District: Expenditure Summary

For the Fiscal Year Ending June 30, 2019

EXPENDITURES

Expenditures by the School Committee

Regular Day Program	\$11,191,559
Special Education Program	2,389,224
Other Operating	8,875,227
Transportation	815,660
Capital	827,950
Debt Service	1,003,600
Total Expenditures	<u>25,103,220</u>

Expenditures from State and Federal Grants	<u>552,840</u>
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Other Expenditures

School Lunch	714,004
Community Education Programs	602,207
Private Grants	216,312
Other	34,751
Total Other Expenditures	<u>1,567,274</u>

Total Expenditures from All Funds	<u><u>\$27,223,334</u></u>
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Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2019

	Regular Wages	Overtime/ Other	Total Gross Wages
Administration			
Barbara Barrett*	\$68,654		\$68,654
Ellen Chagnon	127,950		127,950
Amy Davis*	4,160		4,160
Ann Dever-Keegan	116,294		116,294
Deborah Dixson*	70,250		70,250
James Eggert	26,438		26,438
Dawn Fattore*	132,028		132,028
Scott Kellett	142,703		142,703
Ralph Kelley Jr.*	99,401		99,401
Andrew Keough*	209,150	\$4,000	213,150
Janelle Madden*	70,262	1,277	71,539
Kathryn McCarthy*	69,000		69,000
Elizabeth McCoy*	144,406		144,406
Jeff Parcels	7,283	100	7,383
Anthony Ritacco Jr.*	109,408		109,408
Donna Scungio*	77,456		77,456
John Smith	148,366		148,366
Ronald Sudmyer	45,100	500	45,600
Emily Sullivan	35,385	500	35,885
Leeanne Wilkie*	79,607		79,607
Stephen Wrobleski	109,215		109,215
Administrative Assistants			
Susan Barss	40,614	1,137	41,751
Elizabeth Benatti	56,649	2,035	58,684
Mary Ann Berardi	215		215
Keri Romano Campbell*	20,160		20,160
Susan Connelly*	44,168	20,136	64,304
Tracey DeFlaminio	2,576		2,576
Donna Fiori*	57,901		57,901
Lynda Getchell	35,684		35,684
Cheryl Ingersoll*	77,040	725	77,765
Patricia Krusz	36,279		36,279
Mary Lacivita	54,826	5,871	60,697
Kathryn Lonergan	56,649	863	57,511
Diane Morales	33,491	1,013	34,504
Patricia Schmitt*	67,512	725	68,237
Sharon Tehan	36,187	960	37,147

	Regular Wages	Overtime/ Other	Total Gross Wages
Coaches			
Hossein Abdavies		\$4,156	\$4,156
Dudley Baker		2,000	2,000
Maura Bennett		12,763	12,763
Derek Bourque		2,975	2,975
Brett Boyd		5,206	5,206
Michael Bullen		4,156	4,156
Daniel Carroll		2,975	2,975
Joseph Chirico		2,975	2,975
Suzanne Eaton		5,950	5,950
Robert Evans		3,023	3,023
Katelyn Fabri		825	825
David Fraser		4,156	4,156
Matthew Freeman		2,500	2,500
Ani Gigarjian		2,975	2,975
Mark Gray		7,066	7,066
Evren Gunduz		8,312	8,312
Tara Gunduz		3,000	3,000
Stephen Harte		6,045	6,045
Peter Holland		2,975	2,975
Jonathan Kirby		11,995	11,995
William Lacouture		5,290	5,290
David Laidman		2,975	2,975
Bruce Lazarus		1,500	1,500
Julie Litle		2,975	2,975
Ann Mann		5,697	5,697
Erin Massimi		7,066	7,066
Gavin Mish		3,000	3,000
William Mitchell		2,975	2,975
Meggan Newmarker		3,000	3,000
Brian O'Connell		4,156	4,156
Frederick Sears		5,140	5,140
David Swanson		3,023	3,023
Susannah Wheelwright		2,500	2,500
Robert Willey		7,206	7,206
Community Education			
Maura Bennett	\$7,300		7,300
Linda Brown	8,697		8,697
Karen D'Eramo	15,286	300	15,586
Adrianna DiSciullo	1,753		1,753
Stephen Ewing	46,276	4,460	50,736
Mary Ann Fabian	42,753		42,753
Sara Fabri	4,474		4,474
Emily Finnell	4,923		4,923

	Regular Wages	Overtime/ Other	Total Gross Wages
Community Education (cont'd)			
Noreen Fitzgerald	\$17,362		\$17,362
Cecily Graham	21,269		21,269
Joanna Greene	5,762		5,762
Helen Haas	12,075		12,075
Rion Hallaran	5,641		5,641
Olivia Hanlon	1,856		1,856
Christina Helbert	1,324		1,324
Edith Kuzma	18,848		18,848
Erica Lerch	1,275		1,275
Theresa Malvesti	7,156		7,156
Patricia McCann	1,276		1,276
Robert Mosher	3,977		3,977
Jessie Prais Thomas	3,908		3,908
Hannah Pritchett	7,742		7,742
Christina Reilly	2,869		2,869
Michael Rudin	11,117		11,117
Tessa Ryan	3,005		3,005
Lisa Sawin	44,704		44,704
Katelyn Schapira	18,629		18,629
Suzanne Sheridan	1,320		1,320
Gabrielle Sherman	3,375		3,375
Scott Walker	13,694		13,694
Marie Zogheib	19,568		19,568
Custodians			
Dean Bogan	63,502	\$10,183	73,685
David Bonavire	56,347	8,960	65,308
Kevin Callahan	45,854	4,829	50,683
David Engrassia	45,854	10,605	56,458
John Fattore	1,300		1,300
Colin Garson	3,876		3,876
Mitchell Gimblett	3,800		3,800
Douglas Grier	10,296	330	10,626
Christopher Hendricks	60,715	27,659	88,374
Joseph Larose	45,854	6,292	52,146
George Milne	3,725		3,725
Tannous Salem	3,800		3,800
Lenin Sanchez-Martinez	45,854	8,495	54,348
Jackson Schroeder	46,842	12,986	59,828
Eric Schwenderman	52,166	6,752	58,918
Joel Sterling	41,000	5,314	46,314
John Waters	45,854	3,277	49,131
Gregory White	10,452	423	10,875
Peter Wiemeyer	3,009		3,009

	Regular Wages	Overtime/ Other	Total Gross Wages
Educational Assistants			
Jill Aldoriso	\$13,586		\$13,586
Christopher Allen	35,022	\$150	35,172
Sarah App	11,250	117	11,366
Deborah Booker	15,805	769	16,573
Abigail Bosteels	27,830	1,389	29,219
Christopher Botsford	1,295	380	1,675
Ross Bubly	8,301	200	8,501
Christine Carty	16,755	2,832	19,587
Valerie Cook	21,365	4,096	25,461
Margaret Cowart	15,928	482	16,410
Mark Dondero	9,026	655	9,681
Daniel Espinoza	9,170	540	9,710
Scott Felper	36,155	15,260	51,415
Jane Fitch	11,462		11,462
Kasey Fraser	27,690	2,589	30,279
Lucy Gardiner	27,218		27,218
Jennifer Giannetto	27,177	2,181	29,358
Victoria Hart	6,033		6,033
Christine King	16,228	844	17,073
Shahrayne Litchfield	17,085	718	17,803
Kelley Lonergan	33,230	525	33,755
Marilyn Mahoney	31,298	931	32,229
Zachary Mazzone	16,228	5,095	21,324
Shawn McCabe	27,492	1,303	28,795
Annmarie McCrave	27,177	4,941	32,118
Molly McGill	11,462	4,489	15,951
Kelly Menchin	27,690	250	27,940
Samuel Merten	28,470	9,011	37,481
Timothy Montgomery	15,041		15,041
Jennie Morgan	27,690	775	28,465
Bryan Narcisse	17,055	44	17,099
Melissa Neitlich	11,250	1,319	12,569
Lauree Ricciardelli	33,230	3,131	36,361
Jeannine Serratore	27,163	68	27,231
Abigail Shannon	5,708		5,708
Cliona Simmons	27,478	1,468	28,946
Ashley Tuccillo	1,250		1,250
Educators			
Lori Alighieri	111,205	5,448	116,653
Kurt Amber	111,205	5,648	116,853
Mary Andrews	111,205	6,876	118,081
Jill Arkin	90,175	3,975	94,149
Kerry Aucoin	39,792	185	39,977
Christine Babson	62,480	547	63,027

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Marissa Bachand	\$111,205	\$1,438	\$112,643
James Baroody	103,607	8,997	112,604
Janae Barrett	111,205	1,878	113,083
Janice Barry	72,257	2,774	75,031
Caroline Bartlett	59,613	1,050	60,663
Donna Bedigan	102,464	9,064	111,528
Carmel Bergeron	103,607	15,584	119,191
Karyn Bishop	103,502	2,913	106,415
Carly Blais	54,591	2,093	56,683
Heather Bond	72,229	2,949	75,178
Thomas Bourque	107,220	15,548	122,768
Joshua Bridger	111,205	7,665	118,870
Lisa Brodsky	111,205	1,750	112,955
Darren Buck	102,464	1,272	103,736
Meriwether Burruss	59,897	3,225	63,122
Paul Butterworth	111,205	1,525	112,730
Joseph Catalfano	111,205	1,000	112,205
Maura Cavanaugh	101,844	4,435	106,279
Linda Cento	111,205	1,875	113,080
Sophie Chen	23,472	75	23,547
Caryn Cheverie	110,007	856	110,862
Kanee Chlebda	62,759	12,238	74,997
Deirdre Clancy-Kelley	111,205	2,138	113,343
Allison Collins	107,220	1,181	108,400
Meaghan Collins	63,763	475	64,238
Sara Collins	62,138	2,665	64,803
Kimberly Condon	51,779		51,779
Jason Criscuolo	107,220	225	107,445
Carey Dardompre	49,467		49,467
Tawny Desjardins	96,385	4,924	101,308
Gretchen Donohue	103,607	9,897	113,504
Joanne Draper	111,205	1,718	112,923
Thomas Duprey	96,385	10,265	106,650
Annie Duryea	43,488	25	43,513
Carly Eckles	64,856	5,466	70,322
Brooke Ehle	70,665	1,194	71,859
Daniel Espinoza	3,744		3,744
Christopher Estabrook	103,607	3,474	107,081
Jeffrey Farris	107,220	10,102	117,321
Maria Fiore	111,205	8,001	119,206
Elizabeth Friedman	111,205	900	112,105
Alejandro Linardi Garrido	103,607	525	104,132
Leonie Glen	104,878	8,547	113,425
David Gomez	111,205	375	111,580
Judy Gooen	111,205	4,505	115,710

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Kimberly Gordon	\$69,329		\$69,329
Richard Grady	111,205	\$18,646	129,851
Nicholas Grout	108,419	17,847	126,266
Joseph Gruseck	101,844	11,722	113,566
Beth Hecker	102,490	6,604	109,094
Kerry Hennessy	39,717	675	40,392
Geoffrey Herrmann	64,856	17,159	82,015
John Hickey	111,205	11,071	122,276
Scott Huntoon	103,607	2,990	106,597
Ana Hurley	111,205	10,659	121,864
Ellen Hyman	90,696	5,510	96,206
Samuel Jekowsky	18,877		18,877
George Jenkins	18,720		18,720
Dara Johnson	111,205	30,335	141,540
Keith Kaplan	111,205	3,549	114,754
Dianne Kee	96,385	4,036	100,421
Lauren Lamanna	79,273	225	79,498
Maria Laskaris	107,220	1,025	108,245
Christopher Levasseur	111,205	2,200	113,405
Debra Levine	14,778		14,778
Lindsay Li	111,205	2,759	113,964
Yanhong Li	80,907	935	81,842
Heidi Loando	90,696	1,316	92,013
Eric Lochiatto	18,720		18,720
Heather Lockrow	59,995	1,090	61,086
Kristen Loncich	83,079	856	83,934
Anita Lotti	108,419	5,481	113,900
Elliott Lucil	111,205	10,024	121,229
Theresa Luskin	72,087	6,484	78,572
Wendy Lutz	103,607	525	104,132
Angelo Macchiano	83,766	5,600	89,366
Kenneth Macie	58,194	625	58,819
Kara McAuliffe	22,545		22,545
Brett McCoy	103,607	2,249	105,856
Laura McGovern	111,205	3,342	114,547
Kevin McIntosh	111,205	7,035	118,240
Julie McKee	111,205	2,674	113,879
Brian McLaughlin	111,205	8,431	119,636
Elisabeth Melad	111,205	5,366	116,571
Mary Memmott	108,622	2,782	111,403
Kelly Menice	103,502	4,490	107,992
Andrea Merrit	108,622	1,649	110,271
Tonya Milbourn	101,844	6,895	108,739
Kathleen Moloy	108,622	7,760	116,381
Andrea Moran	66,506	50	66,556

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (cont'd)			
Audrey Moran*	\$107,220	\$4,444	\$111,664
Lori Morgan	107,220	1,000	108,220
Veronica Moy	91,869	5,323	97,192
Erin Newman	59,575	3,774	63,350
Erin Newton	57,831	100	57,931
Brendan O'Hagan	81,320	3,299	84,618
Timothy O'Mara	67,914	5,587	73,501
Kelly Owen	60,407	7,295	67,701
Dianne Pappafotopoulos	77,108	1,230	78,338
Lisa Pearson	40,738	25	40,763
Adelina Perez-Krebs	59,603		59,603
Kimberly Phelan	103,502	6,773	110,274
Joan Pierce	65,358	1,783	67,140
Janel Pudelka	103,607	2,086	105,693
Karen Raymond	96,385	16,409	112,794
Allison Rice	108,419	1,283	109,702
Amanda Rogers	68,444	900	69,344
Laura Romer	32,436	700	33,136
Stephenson Ryan	111,205	19,081	130,286
Jessica Rymut	52,546	525	53,071
Sandra Sammarco	96,385	610	96,995
Janice Savery	51,803	400	52,203
Anita Sebastian	67,914	200	68,114
Natalia Shea*	46,253		46,253
Catherine Simino	103,607	1,305	104,912
Leigh Simon	64,856	1,938	66,793
Marsha Sirull	96,430	2,955	99,385
Joelle Sobin	69,831	5,786	75,618
Carol Spezzano	87,116	7,236	94,352
Laura Sukys	47,269	1,360	48,629
Michael Sweeney	83,570	1,375	84,945
Leah Swinson	54,300	475	54,775
Mark Thompson	107,220	6,277	113,497
Gregory Tucker	111,205	15,308	126,513
Patricia Uniacke	111,205	600	111,805
Alison Von Rohr	65,554	2,408	67,962
Rebecca Waterman	78,823	5,866	84,688
Richard Waterman	79,883		79,883
Alyssa Wesoly	77,111	1,408	78,519
Robert Williamson	70,858	6,532	77,390
Adam Wiskofske	47,083	2,397	49,480
Olivia Woodward	111,205	2,049	113,254
Hannah Wright	72,333	8,840	81,173
Kimberly Wynn	43,673	1,025	44,698

	Regular Wages	Overtime/ Other	Total Gross Wages
Food Services			
Lisa Bibeau	\$16,969	\$295	\$17,264
Lori Comiskey	16,459	635	17,094
Kimberley Fangel	20,735	252	20,987
Katie Jackson	15,362	305	15,667
Judy Jacobsen	18,946	1,061	20,007
Lisa Johnston	28,873	852	29,725
Stephanie Landolphi	15,424	445	15,869
Ellen Lawson	18,168	755	18,923
Stephanie Majkut	1,940		1,940
Nora Saul	14,976		14,976
Andrea Tizzano	2,430		2,430
Bonnie Turco	23,815	956	24,771
Barbara Waters	504		504
Patricia Wilson	330		330
Anne Wong	11,608	225	11,833
Health Services			
Melissa Jordan	195		195
Kerry Laurence	103,607	792	104,399
Jessica Lutz	31,136		31,136
Krishna Mahoney	520		520
Kimberly Nehiley	1,699		1,699
Margaret Parsons	68,736		68,736
Halee Prentiss	520		520
Kirstin Santos	96,385		96,385
Eve Smith	492		492
Information Technology			
Kurt Bonetti*	46,964		46,964
Michael Bonetti	4,200		4,200
Mary Bronski*	50,569	1,607	52,176
Henry Jones*	82,297	4,000	86,297
Sean McLaughlin	3,319		3,319
Lisa Portolese*	39,846		39,846
Diane Robin*	20,740		20,740
James Temple*	7,061		7,061
Substitutes			
Maria Alcocer Anton	2,160		2,160
Priscilla Bennett	2,375		2,375
Susan Benson	4,655	1,430	6,085
Shan Bishop	12,005	803	12,807
Eve Buchhalter	280		280
John Burruss	8,082		8,082
Glenora Chaves	4,370		4,370
Ann Cheston	3,624		3,624

	Regular Wages	Overtime/ Other	Total Gross Wages
Substitutes (<i>cont'd</i>)			
Charles Chicklis	\$1,995		\$1,995
Jeannette Christensen	120		120
Allison Diebus	190		190
Steven Durning	4,940	\$1,475	6,415
Joan Habib	570		570
Elizabeth Heiden	7,324		7,324
Dorothy Kaija	11,875		11,875
Susan Motyl-Smith	3,913		3,913
Matthew Norton	95		95
Morgan Peterson	95		95
Jean Pulsifer	342		342
Andrea Sarris	8,906		8,906
Diane Schaffrath	4,940		4,940
Amy Schulze	2,588		2,588
Abigail Shannon	9,080		9,080
Rebecca Tomasetti	11,023		11,023
Patricia Williamson	18,211	525	18,736
Yi Zhang	95		95
John Zimmerman	160		160
Support Services			
Jennifer Carty	8,855		8,855
Louis Dittami	1,110		1,110
Johanna Edelson	18,435		18,435
Ardys Flavelle	11,375		11,375
April Goddard	1,614		1,614
Jennifer Hawkins	450		450
George Jenkins	19,408		19,408
Jacqueline Johnson	22,318		22,318
Linda Lannon	600		600
Claire Mackay	14,995		14,995
Monique Marshall-Veale	81,492		81,492
Laura O'Garr*	42,694		42,694
Anne Picardo	315		315
Kenneth Potts	385		385
Joanne Preiser	3,265		3,265
Cathleen Shachoy	2,968		2,968
Abigail Shannon	6,612	3,330	9,942
Rebecca Vizulis	258		258
Allison Zocchi	1,100		1,100
Grand Totals	\$17,206,852	\$979,653	\$18,186,505

*Salary listed represents total salary, a portion of which is allocated to Pine Hill School and Chickering School.

Report of the

Minuteman Career and Technical High School Committee

Ford Spalding, Dover Representative, Minuteman School Committee
Chair, Minuteman School Building Committee

About Minuteman

Minuteman is a four-year career and technical high school, accredited by the New England Association of Schools and Colleges, and serving the member towns of Acton, Arlington, Belmont, Bolton, Concord, Dover, Lancaster, Lexington, Needham, and Stow. Minuteman combines rigorous academics and relevant career and technical programs that prepare students for higher education and career opportunities. At Minuteman, students can:

- **Experience the modern American high school.** Minuteman students follow a traditional high school academic curriculum while also exploring their interests and discovering their passions in career and technical offerings that include, among others, the following majors: culinary arts, cosmetology, horticulture and landscaping, building trades, biotechnology, environmental science, robotics, health occupations, engineering, electrical, automotive technology, and early childhood education.
- **Prepare for college and life.** Students receive the academic foundation and study skills needed to enter and graduate from college with career objectives and professional training *and* they earn industry certifications, affording them the business acumen and flexibility for pursuing their dreams.
- **Be more than just another student.** At Minuteman, teachers and staff are personally invested in getting to know and work closely with each individual student to help him or her realize their full potential.

Dover Student Enrollment

As of October 1, 2019, three Dover students were enrolled in Minuteman. Total school enrollment was 602 students, including 192 freshmen. By December 2019, more than 200 potential freshman students from in-District member towns had applied for the next school year.

Opportunities for Dover Students

Dover-Sherborn High School students who pass the MCAS (Massachusetts Comprehensive Assessment System) tests can enroll in a career major on a half-day, every day basis to receive a competency certificate from

Minuteman. Post-graduate programs are also available for Dover citizens. In 2019, Minuteman hosted two “Girls in STEM” camps, open to all Dover eighth-grade students. It also hosted the statewide “Girls in Trades Conference and Career Fair.”

New Minuteman High School Building

On October 4, 2019, a ribbon-cutting ceremony marked the grand opening for the new \$145-million Minuteman High School building. Completed a year ahead of schedule and within budget, the construction project marks a pivotal and historic moment in the school’s history. Many years of planning and tremendous effort by members of the school administration, building committee members, and other dedicated individuals, in the face of many challenges, have resulted in a comprehensive educational facility that supports Minuteman’s college and career academy model of integrating strong academics with relevant technical programming in occupational areas. The state-of-the-art building provides students with a safe, secure learning environment that fosters collaboration, facilitates project-based learning across disciplines, and offers a wealth of cutting-edge resources to help students develop skills required for succeeding in future school- and work-based endeavors.

District Budget

The approved District Operating and Capital Budget for Fiscal Year 2020 is \$22.7 million, a 7.6% increase over the previous year. Dover’s share is \$73,811.

Grant Funding

In 2019, Minuteman High School secured \$629,587 in federal grants and \$505,000 in grants from the Massachusetts Skills Capital Grant Program.



Photo by Ed Wonsek; courtesy of Kaestle-Boos Associates, Inc.

DOVER

Health Reports

2019



Report of the **Board of Health**

Gerald Clarke, ScD, Chair
Stephen Kruskall, MD
Joseph Musto, MMSc, PhD

Karen Hayett, Executive Assistant
Michael Angieri, Septic Systems Agent
Felix Zemel, Well Agent
Jennifer Cronin, Animal Inspector

The Board of Health (BOH), a mandated regulatory agency, is responsible for protecting the public health and environment, with legal obligations, authority, and responsibilities as set forth in the Massachusetts General Laws (MGL) and Commonwealth of Massachusetts Regulations. Various federal statutes further lay out the responsibilities of state and local governments to ensure the public health.

The Board's elected members, agents, inspectors, and subcommittee members work to ensure that food, water, soils, and air are protected from contamination that would pose a public health threat. The BOH works to prevent the spread of contagious disease in humans and animals, and to identify and prevent the spread of the growing number of tick-borne diseases. It is also charged by the Commonwealth with ensuring that housing meets minimum health and safety standards. Additional information regarding the BOH can be found on the Town's website (www.doverma.org).

Water Quality and Supply

Dover residents typically first interact with the BOH on matters related to drinking water and sewage disposal. With the exception of water provided by public water supply (PWS) companies, which are regulated by the Massachusetts Department of Environmental Protection (MassDEP), the BOH is obligated to ensure that drinking water is safe and available, both by its fiduciary responsibility to all residents and by various laws and regulations. The year 2019 was filled with investigations, meetings with developers and residents, and hearings regarding private wells and public water suppliers.

PRIVATE WELLS

In 2019, 63% of the 2,121 households in Dover relied on private wells located on residential properties. The BOH well agent reviews plans for the siting of new private wells, and inspects both the construction of new wells and the repairs and modifications made to existing wells. Water quality and quantity tests are required prior to any transfer of ownership

of a home, and it is the responsibility of the seller to provide the BOH and the purchaser with copies of the well test report, issued by a certified laboratory, done within the year of transfer of ownership. As residents alter landscaping and introduce retaining or decorative walls along lot lines, the BOH has reasserted the requirement that a well must be accessible from the street to enable maintenance, such as pump replacement or re-drilling.

In 2019, the BOH dealt with matters regarding water quality in private wells, the removal of old “in-house” wells, well location, the decommissioning of wells of houses being demolished, and inspections and permitting for groundwater heat pump wells, among other concerns. Eight permits were issued for new potable water supply wells, two wells required maintenance and were inspected as a result, four pump tests were performed on existing wells, five wells were improved by fracking, and three wells were decommissioned (abandoned). As a result of well-site monitoring, several residents were required to follow proper procedures for well abandonment and closure, including the removal of disused equipment and filling of the well hole, important steps in ensuring public safety.

The BOH also responded to changes in the technology of wells by updating installation rules to allow “constant pressure pumps,” Schedule #120 PVC pump hanging pipe instead of cast iron, and solar power as a primary electrical source with electric service backup.

MassDEP provides valuable information on private wells and water quality standards (<https://www.mass.gov/private-wells>).

PUBLIC WATER SUPPLIERS

Thirty-seven percent of households in Dover (786 homes) are serviced by seven PWS companies regulated by Massachusetts Department of Public Utilities (MassDPU) and MassDEP. The Town is in its third year of a three-year extension of the Colonial Water Company water supply contract to provide drinking water to its municipal buildings and to residents in the Town Center who are connected to the original distribution piping. The resident PWS companies in Dover and customers they serve are:

- **Colonial Water Company:** 1,844 residents/646 households and buildings in or near the Town Center; commercial buildings in the Town Center
- **Dover Water Department:** Town-owned PWS serving only Chickering Elementary School and providing drinking water in the fields
- **Glen Ridge Resident Trust:** 122 residents/44 households (sourced from Natick Public Works)
- **Meadowbrook Water Trust:** 57 residents/26 households (sourced from Natick Public Works)
- **Old Farm Road Water Trust:** 40 residents/15 households
- **Precious Beginnings:** daytime preschool

- **County Street, Route 109:** 132 residents/55 households (sourced from Walpole Public Works)

Issues that arose with PWS companies in 2019 and required action by the BOH, included water contamination in one PWS service and abandoned equipment in an older PWS.

WATER RESOURCES

At the request of the Board of Selectmen (BOS), the BOH established the Water Resource Study Committee (WRSC). In Article 12 of the May 2018 Annual Town Meeting, the BOH requested and received approval for \$150,000 to engage an engineering consultant to assist in preparing the town-wide hydrology report. For a full report on WRSC activities in 2019, see page 160.

Sewage Disposal

Since there is no access to a public sewage system in Dover, buildings require a private sewage system, typically a septic tank and distribution field. Subsurface sewage disposal systems require proper operation and maintenance. Proper operation includes not pouring grease, fats, and oil down the drain; not using garbage grinders; not using hazardous chemicals for laundry; and promptly repairing leaking toilet tanks and faucets. Proper maintenance includes having the septic tank pumped every other year by a licensed vendor to remove solids and septage to keep the system functioning well. Although pumping and maintenance costs might run into the hundreds of dollars, septic system failure can lead to remediation costs of more than \$30,000. Note that certain pumps or other mechanical or electric devices installed in technology-based septic systems (Eljen, FAST, etc.) require maintenance according to the manufacturer’s maintenance schedule.

The Massachusetts State Environmental Code, Title 5, and State Sanitary Code, Chapter 2, regulations require that towns provide for septage disposal. The Town of Dover has an agreement with the Charles River Pollution Control District in Medway to have its septage accepted at their sewage treatment facility. The fee paid by residents to the licensed pumper includes both a pumping charge and treatment facility disposal fee. Title 5 requires that a septic system inspection be made by a state-certified Title 5 inspector when a house is put up for sale, when ownership is otherwise transferred, or when there is a change of footprint that may result in the requirement of a septic system upgrade.

In 2019, the BOH resolved several disputes between residents regarding the placement or maintenance of septic systems.

Permitting: Title 5 requires that homes built before 1995 and put up for sale must undergo a soil evaluation performed by a licensed soil evaluator. As building teardowns continue, the BOH is increasingly ordering and overseeing the replacement of archaic cesspools with Title 5–compliant

septic systems. As land deemed “easy to build on” has become occupied, the BOH now regularly sees properties where a conventional gravity feed system is not feasible. During the review and approval of a construction plan, a lien prohibiting the installation of a garbage grinder is now commonly applied on a property.

In 2019, the BOH issued following permits:

- 20 for upgraded septic systems for existing homes
- 5 for new home construction on vacant lots
- 3 for system upgrades for teardowns, followed by new home construction
- 12 for distribution box replacements
- 3 for tank replacements
- 5 for ejector pumps
- 19 for alternative system installations (FAST/Eljen/other)
- 13 for installations using pump chambers
- 5 for general repairs (pipes, other)

The BOH septic systems agent witnessed 90 permit-required activities for deep-hole and percolation tests performed on existing house lots and tests on previously developed lots on which the houses were torn down. He also attended 43 soil evaluations or Title 5 inspections. Two permits were issued for the construction of swimming pools.

Other Related Activity: Title 5 design calls for sizing a home’s septic system based on projected usage, which in turn is based on bedrooms. Converting rooms into bedrooms post-occupancy—thus exceeding an existing septic system’s capacity—not only violates state regulations but will stress a system to failure. The BOH has therefore clarified, and incorporated into Town Code §217-3, the definition of “bedroom” as now including both rooms comparable to those found upon inspection or in plans and rooms not originally designated as bedrooms, but which have been converted for use as bedrooms either during building or post-occupancy.

In 2019, the BOH was involved in two significant decisions regarding home septic systems. The first entailed many meetings with a builder of a two-family house as to the design and sizing of two separate septic systems on land area not sufficient for a conventional system. The second concerned a request by the owner of a house abutting the Natick line to connect to the (Massachusetts Water Resources Authority) MWRA/Natick sewer system for the purposes of installing a swimming pool. The BOH ultimately denied the request because it would have required Dover to enter into an MWRA regional agreement for a single house at considerable expense.

All applicants seeking a septic system, swimming-pool construction, or well permit are advised to carefully review state and town regulations

to ensure compliance. For more information on Title 5 regulations, call the BOH office at 508-785-0032, extension 232, or visit the MassDEP at www.mass.gov.

Garbage Collection

MassDEP prohibits the disposal of food waste with trash, which considerably increases the cost of operating the Transfer Station. Residents who ignore the regulation incur an additional cost borne by all Town residents. Although many residents have installed kitchen food grinders or disposals, the Board strongly advises against using food grinders because the small particulate matter created will clog a septic system’s drip field over time and cause septic system failure at great cost to the resident.

In 2019, following the retirement George Stevens, the contractor who for more than 30 years maintained one of the only municipal food waste pick-up services, the Board was forced to inform the BOS that continuing the service with alternative vendors would result in major cost increases. The program was subsequently suspended at the end of June, and the Recycling Committee undertook a replacement drop-off program at the Transfer Station where it maintains drop receptacles. See the Recycling Committee report (page 160) for more information on this program.

Communicable Disease Prevention

In 2019, the BOH held its annual influenza vaccination clinic, during which 145 dosages of flu vaccine—108 standard adult, 24 senior, and 13 pediatric—were administered. A minority of parents question the safety and value of immunizing their children. When a large proportion of the community is vaccinated, the resulting “herd immunity” considerably lowers everyone’s exposure to disease. Avoiding vaccination is, simply put, dangerous. For example, during the 2017–18 flu season, vaccination levels declined, and the United States experienced 80,000 deaths from the flu. Extensive scientific research on the demonstrated the safety and efficacy of vaccination is widely available.

In April, the BOH received emergency notification from Boston Public Health of a serious public health incident involving the outbreak of both norovirus and shigellosis among no fewer than 13 individuals, with primary infections resulting from a school trip to Ecuador. Multiple meetings and lengthy communications with the Boston Health Commission staff, MassDPH Division of Epidemiology, and Dover/Sherborn Regional School staff were held to attempt to prevent secondary infections and to restrict the activities of those individuals infected.

Environmental Health

In its follow-up to newly issued advisories by the EPA regarding the increased risk of cancer attributable to the exposure to PFAS (perfluoroalkyl sulfonate), a component of fire-suppressing foam, the Board informed the Fire Department of the need to monitor and record such usage. PFAS also

poses a danger to groundwater supplies. The BOH attended MassDEP meetings throughout the year as the agency developed testing and quality standards for the allowable content of PFAS chemicals in potable water.

Massachusetts law prohibits the disposal of medical sharps and items containing mercury in household trash. The BOH maintains an approved sharps receptacle at its office located on the first floor of the Town House, where sharps may be safely discarded during office hours. Mercury recycling is also available at the BOH office, the Council on Aging office in the Caryl Community Center, the Town Garage, and the Transfer Station.

In other activity, the BOH issued an order for mold and mildew remediation to the landlord of a house, and it worked with a resident and the Highway Department to address a complaint of flooding at Hales Pond, later determined to be due to the blockage of an undocumented drainage conduit installed more than 50 years ago.

Food and Refreshments

The BOH adheres to the Massachusetts State Sanitary Code when issuing food permits. All food establishments, commercial kitchens, and summer camps are required to undergo inspection before a permit is issued. Commercial vendors providing food at charitable events and caterers providing food for private functions must also apply for a permit. Throughout the year, the BOH received applications for one-day or temporary food permits for school and organization events and festivals. Notification was made to the Town Library, Dover Legion Post 209, and other venues of the need to have food permits if food will be served. Please contact the BOH if your organization is unsure of how these regulations apply to your planned event.

During its annual inspection, the BOH determined that the Caryl Community Center kitchen did not meet state standards for use in food service, and the Council on Aging was notified.

Household Hazardous Waste

The BOH, in coordination with the Recycling Committee, conducts an annual Hazardous Waste Collection Day each spring. Most Dover households generate some amount of household hazardous waste (HHW), yet only 10% to 15% of Town residents take advantage of the one-day HHW collection.

Disposing excess, outdated, or unwanted medications into a household sink or toilet is forbidden because the chemicals of the medications disperse into the ground near your house and then drain off into the groundwater. Studies have shown such disposal is causing endocrine changes in animals and possibly humans.

Likewise, disposing accumulated HHW into trash and septic systems is inappropriate and can pose health, safety, and environmental risks to property owners, neighbors, and the Town in general. The annual HHW collection offers an acceptable alternative, and the Board urges all residents

to take advantage of the event. Residents can also drop off their hazardous waste on collection days held by other Charles River Household Waste Consortium member towns (Ashland, Bellingham, Franklin, Holliston, Medfield, Milford, Norfolk, Sherborn, and Walpole).

Emergency Preparedness

In 2019, with the support of the Board of Selectmen, the BOH took the steps necessary to enable the Town to participate in the Commonwealth's Municipal Vulnerability Preparedness (MVP) Program, thereby becoming eligible for grants to fund projects for remediating environmental changes and for supporting Town preparedness.

Public Health Awareness/Substance Abuse

During 2019, BOH members attended meetings and seminars in participation with MassDPH, the Massachusetts Health Officers Association, and the University of Massachusetts regarding various health matters, including the regulation of septic systems and groundwater contamination, and the growing health risk of tick-borne diseases.

In September, the Board, which is responsible for reducing the use of tobacco products, was notified by the FDA of a violation against BOH regulations restricting the legal age for purchasing tobacco products in Dover to 21 years or older. The BOH decided against developing its own regulations on the use of e-cigarettes/"vapes," given state-level regulation already pending, as well as the threat of legal action against the Town by a tobacco-retailer group.

In 2019, the BOH purchased EpiPens for emergency use at the Transfer Station during fall, when hornets and wasps swarm over the recycling containers.



Dover Days. Photo courtesy of the Dover Town Report Committee.

Animal Inspection and Quarantine

JENNIFER CRONIN, ANIMAL INSPECTOR

The animal inspector annually inspects cattle, horses, goats, sheep, swine, and other non-domestic animals, as well as the conditions under which they are kept. As population changes occur, the BOH updates its inventory of locations of where animals are stabled or kept. Active barns are inspected, during which time notations are made of tuberculin and brucellosis testing, equine Coggins testing, encephalitis vaccinations, and whether the animals appear free from contagious disease.

Animal Inspections: The following animals were inspected in 2019 at 25 locations in Dover:

Horses	106	Goats	11
Ponies	3	Alpacas	10
Donkeys	6	Sheep	39
Chickens	130	Waterfowl	6
Pigs/Swine	4		

Operators of farms in Dover are either removing or composting manure and feces in compliance with revised BOH regulations and are therefore protecting the environment.

Zoonosis Control

The BOH oversees many activities related to controlling animal-to-human disease transmission (zoonosis), including tick-borne diseases, mosquito-borne diseases, and infection from animal bites and other interactions with animals.

Eastern equine encephalitis (EEE) continues to be of concern and requires vigilance. EEE is maintained in nature through a bird-mosquito cycle and is transmitted to other animals and humans by mosquito bite. Horses should be protected from both Eastern and Western strains of the encephalitis by annual vaccinations.

The BOH continues to work closely with the Norfolk County Mosquito Control District (NCMCD) to ensure that its activities are effective and conducted in a safe manner. Homeowners wishing to exempt their property from mosquito-control spraying must file the proper paperwork with the Town Clerk prior to the first of March.

BOH/NCMCD cooperation was critical during an EEE outbreak in the summer and fall, during which the BOH worked with Town departments, including Parks and Recreation, the Norfolk Hunt Club, and Dover schools. Street-level and aerial spraying was performed, also at residents' requests, and the public was kept updated through newsletters and online bulletin boards.

The annual rabies clinic was held at the Town Garage, where Dr. Holly Kelsey from Needham's Chestnut Street Animal Hospital vaccinated 26 dogs and cats. MassDPH mandates the vaccination for rabies of all dogs, cats, and ferrets at six months of age or older, or within one month of entering the Commonwealth without proof of vaccination, and at least once every three years thereafter. Vaccination orders, under the management of Animal Inspector Jennifer Cronin, also apply to other domestic animals.

MassDPH sets forth stringent quarantine requirements for the prevention of the spread of rabies. Dogs and cats exposed by direct contact, by proximity, or by having received a wound of unknown origin, are assumed to have been infected by a rabid animal. If a dog or cat is currently vaccinated, but for longer than a month prior to exposure, or if it not currently vaccinated, but there exists proof of a previous vaccination, the animal must immediately receive a booster vaccination and be strictly quarantined for 45 days. The animal inspector may order that unvaccinated animals be immediately vaccinated and placed under confinement for four months or, failing that, to be euthanized. Vaccination for other domestic animals is also required. Lacking that vaccination may result in an order by the animal inspector.

The BOH continues to review the need for further animal health measures, including vaccination or control of the incidence of diseases in pet animals, such as leptospirosis and worms, in particular, which are a hazard to human health through transmission from animal urine, feces, or saliva. The BOH provided the Zoning Board of Appeals, at its request, an opinion paper on animal-related health issues and the ancillary use of residential property, and it has met with the owner of Doggy Dates to develop an acceptable mode of operation that would protect human and animal health. The BOH was also in contact with Norfolk Hunt Club regarding the vaccination and care schedule for its hounds.

Elder Services

The BOH contracts with the Natick Walpole Visiting Nurse Association to provide many health clinic services, which are offered through the Council on Aging to Dover's senior citizens. For more information on available programs, see the association's report on page 167.

Communications

The BOH publishes occasional newsletters with timely health information and responds to postings on the Dover Facebook page and Nextdoor.com. To subscribe, visit <https://tinyurl.com/sfb4ndg>.

Report of the Water Resources Study Committee

Gerald L. Clarke ScD, Chair
Carol Chirico
Gregory M. Kahoun
Justine Kent-Uritam
Carol Lisbon
Ronald Myrick Jr.

For many years, the Board of Selectmen (BOS) have expressed concern for the lack of information on the current and future availability of drinking water sources for the Town of Dover. Both residences with private wells and those connected to local public water supply (PWS) entities draw on the same water located underground in Dover.

The issue of water availability has figured significantly in numerous discussions, in professional and local studies, and in meetings going back decades. Activity increased, however, in 2014 during the acquisition of the 46 Springdale Avenue property and in March 2015, when the BOS attempted to establish a working committee with a charge to “research and report on the protection and preservation of Dover’s water supply,” deeming it a critical issue and pointing out to Town residents that, “Dover has no current data that provide information on the quantity and quality of your water sources.” In response, the BOH formed the Water Resource Study Committee (WRSC) in early 2017.

Committee Activities

The WRSC executed an engineering contract for hydrology studies in late 2018, and work commenced in September and continued throughout 2019 with the installation of 14 monitoring wells on public or trust lands. Pressure transducers were installed in the wells to enable monitoring and reporting of water depths, and multiple streamflow gauges were installed for monitoring groundwater stream flows. Of the 14 wells, water was not found in one well and a second well required multiple drawings to obtain a water sample. Quality testing on the water drawn began in November 2019.

Notable initial observations included high levels of acidity, which is common in New England. Measured pH levels ran between 5.4 to 6.7, where the lower values indicate more acidic. (The pH scale ranges from 0 to 14. A pH of 7 is a neutral pH. A level of less than 7 is acidic and a pH reading higher than 7 is basic. A pH of 5.4 is comparable to strong coffee.) To meet the EPA recommendation that pH levels be between 6.5 and 8.5, local PWS companies treat their produced drinking water to introduce

alkalinity. Many homeowners find it advantageous to also use in-home neutralizing systems to achieve this balance.

Another important finding of the quality testing was that 11 of 14 wells presented elevated levels of manganese, with measured amounts exceeding EPA and state guideline values for secondary maximum contaminant levels (SMCLs). Measurements above these established values represent chemical levels or parameters that can affect the “aesthetic properties” of water, such as odor, color, or taste, as well have cosmetic effects, such as tooth or skin discoloration.

Ten wells presented sodium in excess of the EPA guidance level. Chloride levels were all acceptable with the exception of the Main Street well, which had a very high sodium and chloride level. Volatile organic chemicals (VOCs) were not observed in any sample.

One well exhibited a measurement of nitrates in excess of BOH limits, and this would likely be the result of septic system leakage. Another factor in causing septage infiltration of drinking water is the excessive pumping of more than the state standard of 65 gallons per resident per day and similar excessive withdrawals above Water Management Act permits, which some PWS companies in Dover have consistently done. Excessive withdrawals create more underground hydraulic pressure influencing fluid movement. The extreme case is in Florida where sinkholes are created.

A draft report on the findings of water-quality testing was submitted to the WRSC in December 2019, and a final report will be available in early spring 2020.

Throughout 2019, WRSC members actively participated in meetings held by the Massachusetts Water Resource Commission and the Drought Management Task Force. In September, the Commonwealth issued its revised and updated Drought Management Plan, including draft regulations appropriate for towns dependent on private wells or with small public water supply companies, so as to comply with DEP-issued orders for water conservation and outdoor water usage. The Massachusetts Water Resource Commission Annual Report will be issued early in January 2020.

MWRA and Elm Bank

Under Massachusetts Water Resources Authority (MWRA) Operating Procedure 10, Dover cannot qualify for participation in the MWRA water distribution system. The Town might, at some future date, execute its allowable access to water pumped from Elm Bank. This access falls under a cooperative agreement with the Town of Natick, which has installed a pumping station in Dover. The towns of Natick, Dover, Wellesley, and Needham hold a restrictive right under Massachusetts law (1986) to access the Charles River aquifer at Elm Bank for the purposes of pumping water for public domestic use. Only Natick currently does this, subject to an agreement with Dover. If Dover should, in the future, require the use of Charles River water, it has the legal right to use water drawn at Elm Bank.

Report of the Tick-Borne Disease Committee

Stephen Kruskall, MD, Chair
Tim Holiner
Joseph Musto, MMSc, PhD

Jim Palmer, Deer Management Agent
Mike Francis, DMP Representative
Jay Walsh, DMP Representative

Mission

The mission of the Board of Health's (BOH's) Tick-Borne Disease Committee (TBDC), formerly known as the Lyme Disease Committee, is to seek the reduction of tick-borne diseases in the Town of Dover by informing residents about personal and property protection against ticks, disease transmission and recognition, and methods for overall tick density reduction. The TBDC makes recommendations to the BOH and the Town's governing bodies for implementing these goals.

Personal and Property Protection

One of the TBDC's major efforts is to educate residents on personal and property protection. It does so by distributing materials produced by the TBDC, the Massachusetts Department of Public Health, and the Centers for Disease Control and Prevention. Materials are made available at several locations throughout Dover, including the Town House, the Library, the Post Office, and the Police Department, as well as through e-mails to parents of school-aged children. The TBDC updates the Town of Dover website with tick alerts and other helpful data and provides additional information on its own website (www.doverlyme.com).

Deer Management Plan

Since 2010, the TBDC has implemented a yearly Deer Management Plan (DMP), a regulated hunting program based on the experience and guidance of the Massachusetts Division of Fisheries & Wildlife (MassWildlife) and on Dover-specific rules and regulations, the most specific of which is that only bow hunting from tree stands is allowed. The plan is administered on Town-owned and other conservation land, as well as on private properties with signed permission from the landowners. As in past years, extensive signage was posted along trails and at entrances to all properties participating in the DMP.

Fifty-eight hunters were certified for the 2019 hunting season, during which hunting was permitted on various Town properties (a downloadable

map of public lands is available on the TBDC website). By season's end on December 31, a total of 24 deer had been culled (14 does and 10 bucks). This year's total is more in line with the average of previous years' individual harvests, and will hopefully maintain the deer population in Dover at least at a stable level, if not diminish it slightly. Most importantly, no injuries or complaints were reported to the Police Department, the TBDC, the BOH, or a deer management agent.

The BOH and TBDC believe that the current three-pronged approach to managing tick-borne diseases—personal hygiene, property management, and deer and tick density management—has been successful in reducing tick-borne disease incidence rates in our area.



Photo courtesy of the Dover Town Report Committee.

Report of the Norfolk County Mosquito Control District

David A. Lawson, Director

The Norfolk County Mosquito Control District (NCMCD) takes an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

We engage in an intensive monitoring process through weekly field collections and data analysis, in collaboration with the Massachusetts Department of Public Health, to detect disease-vectoring mosquitoes. Virus isolations help us focus our surveillance on hot zones, allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes. We had 241 requests for service in 2019. We submitted 14 samples and one Eastern equine encephalitis (referred to as EEE) isolation was found.

Water Management Activities

An important component of IPM is the management of existing flow systems that, if neglected, can contribute to mosquito breeding. In addition to performing drainage system maintenance, NCMCD personnel are engaged in: communication with residents and town, state, and federal officials; site visits; monitoring; wildlife management; and land surveys. Maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

- Culverts cleared: 28
- Drainage ditches checked/hand-cleaned: 1,830 feet
- Hydrants shoveled when needed during culvert work: 0
- Intensive hand-cleaning/brushing: 810 feet*
- Mechanical water management: 0 feet
- Tires collected: 0

**Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larvicide application to control larval mosquito populations is the most environmentally friendly and effective method of disease control. An intensive monitoring program aids in our decision to effectively target culprits locations.

- Spring aerial larvicide applications (April): 102.8 acres
- Summer aerial larvicide applications (May–August): 0 acres
- Larval control (briquette and granular applications by hand): 9.6 acres
- Abandoned/unopened pools or other manmade structures treated: 0 briquettes

Adult Mosquito Control

Adult mosquito control is necessary when public health and quality of life are threatened by disease agents, overwhelming populations, or both. Our rigorous surveillance program, along with service request data and state-of-the-art GPS and computer equipment, helps us effectively target treatments. In 2019, the NCMCD sprayed 4,247 acres with aerosol ultra-low-volume applications of insecticide.



Canada goose. Photo by Judy Ballantine.

Report of the Animal Control Officer

Lori Sallee

Type of Call	# Calls
Loose, Missing, Returned Animals	93
Dogs Hit by Motor Vehicles	0
Dog Bites	6
Other Animal Calls	203
Deer Hit or Killed	53
Total Calls	355

Citations Issued	94
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Resident woodchuck at Chickering School. Photo by Valentina Zhang.

Report of the Natick Walpole Visiting Nurse Association

Board Officers

Sheila Ahmed, President
Margaret LaMontagne, Vice President
Callum Maclean, Treasurer
Virginia Fettig, JD, Secretary

Agency Leadership Team

Elaine D. Stephens, RN, MPH, FHHC, CEO
Alyssa Kaiser, RN, BSN, Public Health Nurse Specialist

The Natick Walpole Visiting Nurse Association (VNA) is a nonprofit, community-based, Medicare-certified home care agency providing high-quality home health, palliative, and public health programs and services to people of all ages in Dover and more than 40 surrounding communities.

The VNA's nursing services include physical, occupational, and speech therapy; medical social work; home health aides; maternal and child health services; pediatric nursing; and the services of a geriatric nurse practitioner. The agency also has nurses who are certified in intravenous therapy and wound care. The agency delivers telehealth services, which encompass various technologies and tactics for delivering virtual medical, health, and education services.

Alyssa Kaiser serves as the agency's public-health nurse specialist, whose primary role is to provide public health services and educational programs for the towns we serve.

The VNA provides the Town of Dover with the following health services:

Home Care promotes good health and maximum functioning for disabled residents of all ages. The VNA provides nursing, therapy, social work and home health-aide services to residents who have been referred to the VNA by physicians, hospitals, and nursing homes. Telehealth services, wound-care specialists, and high-tech nursing care for complex care needs are also available. The VNA conducts home assessments and provides both home care and health promotion visits for Dover residents with chronic illnesses or conditions or who might need information or access to services. Families interested in learning more about available community resources and Town departments seeking information can call the VNA for guidance. The nurse or therapist providing the assessment or information will help the caller identify appropriate services, with the goal of preventing unnecessary

hospitalizations or institutionalizations. When possible, the VNA may apply the reimbursement available for the care as well as perform all the services ordered by the client's physician. A nurse practitioner service is available for anyone unable to get to a physician's office.

Senior Health Assessment and Education Clinics are coordinated in conjunction with the Dover Council on Aging. These clinics are developed and led by our public-health nurse specialist to provide health assessment and counseling, and to address various health issues, such as medications and chronic diseases. The clinics also cover other community resources available to seniors.

Maternal/Child Health Services promote the health and stability of families during pregnancy, childbirth, and child-rearing years. Our maternal child-health nurse specialists are certified lactation counselors provide assessment, teaching, and support through home visits.

Communicable Disease Services promote the prevention and control of communicable diseases through case finding, education, and the provision of follow-up care in coordination with the Massachusetts Department of Public Health. Case finding is conducted through the state MAVEN system. Visits, education, and immunization are all part of this service.

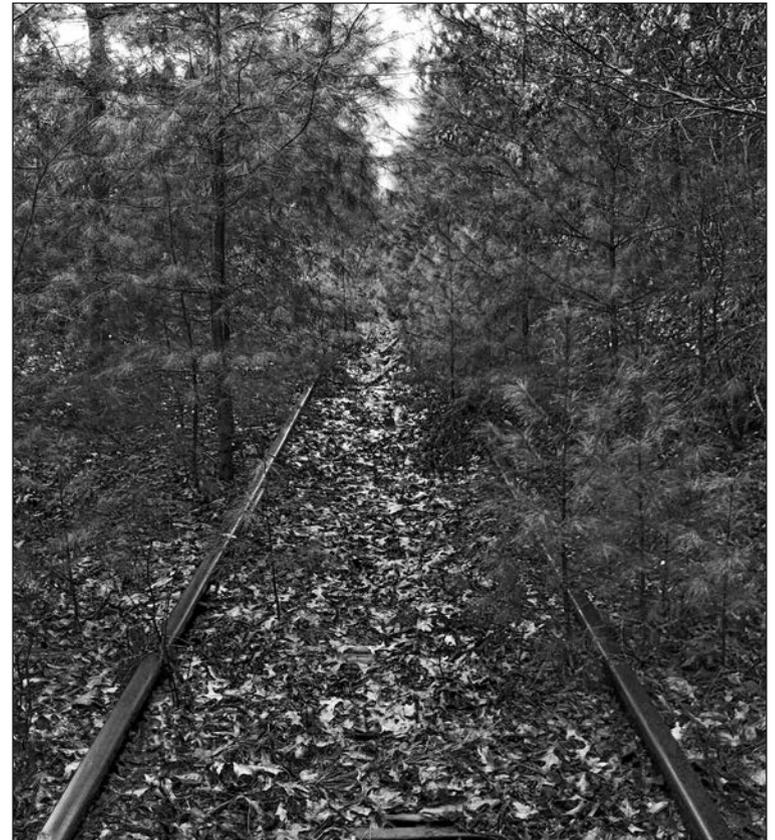
2019 Public Health Statistics for Dover

Residents Served with Public Health Services	109
Communicable Disease Follow-Ups	69
Senior Clinics Held	12
Flu Clinic Immunizations	137

DOVER

Land Use Reports

2019



Report of the **Planning Board**

Carol Chirico, Chair
Henry Faulkner
Carol Lisbon
Mark Sarro
Jody Shue
Tara Nolan, Associate Member

The Planning Board is composed of five elected full members and an elected associate member. Its duties are set forth in various state laws (e.g., Massachusetts General Laws, Chapters 40A and 41) and the Town of Dover Zoning Bylaws (e.g., Chapter 185, Zoning Bylaws). Consulting Planner Gino Carlucci and part-time Planning Assistant Susan Hall support the work of the Board.

Planning Board members also serve on the Open Space Committee and Long Range Planning Committee, and they attend the meetings of other Town boards and participate in ad-hoc committees relating to planning issues, such as the Dover Water Resources Study Committee and the Open Space Residential Design Zoning Working Committee.

Each full member of the Board serves a five-year term. The associate member serves a two-year term. Midterm vacancies on the Board are filled by appointment by the remaining Board members and the Selectmen until the next election, at which time the newly elected member serves for the remainder of the term. In 2019, Carol Lisbon was re-elected to a five-year term and Tara Nolan was re-elected to a two-year term.

Board Reviews and Approvals

In 2019, the Board held 18 public meetings on a wide range of issues summarized as follows:

Subdivision Applications: Pursuant to state law, the Board governs the local subdivision process. A subdivision can be approved only after the Board conducts a public hearing and makes detailed findings. In 2019, there was one application for a Preliminary Subdivision Plan for Haven Meadows, off Haven Terrace.

Site Plan Reviews: The Board conducts site plan review of certain proposed as-of-right uses before the Town issues a building permit. The review process regulates permitted uses by imposing conditions, limitations, and safeguards, taking into consideration factors such as public safety, potential impacts on existing structures, open space, and Town resources. In 2019, there was one application for an amendment to a prior site plan approval at 14 Dedham Street.

Sign Permits: The Board reviews sign applications and issues permits for signs. The number and nature of signs are of particular importance in preserving the Town's character. In 2019, the Board considered three sign applications and issued two sign permits: one to mark conservation land acquired by the Dover Land Conservation Trust on the corner of Strawberry Hill and Dedham Streets, and the other two for businesses in the Town Center.

Scenic Road Applications: The Board has jurisdiction over the Town's 27 designated Scenic Roads. Pursuant to state and local laws, a person must obtain permission from the Planning Board, after a public hearing, before altering any trees or stone walls within a Scenic Road right-of-way. In 2019, there were no applications for Scenic Road hearings.

Approval Not Required (ANR) Plans: Under the state ANR process, the Board has the authority to endorse property owners' plans to create new lots on existing roads if the resulting lots comply with local zoning dimensional requirements and have adequate access. In 2019, the Board endorsed four ANR plans. Given the interest of nearby property owners in proposed ANRs, the Board continued its practice of giving informal notification to abutters of ANR applications.

Special Permits for Wireless Service Facilities: The Board is the Special Permit Granting Authority for personal wireless service facilities, off-street recreational parking in a residential district, and new or altered buildings or structures in the business, medical-professional, and manufacturing districts of Dover. Two special permits were requested in 2019 for wireless equipment on and around the monopole located at the Town Garage at 2 Dedham Street.

Other Business

In 2019, the Board continued to consider further zoning changes to allow development while protecting significant natural resources. In the past, the Board has proposed bylaw revisions to create permanently protected open space in exchange for some flexibility, by special permit, in the dimensional requirements of existing zoning bylaws. These proposals received a strong majority of votes at three Annual Town Meetings (2006–08) but fell just short of the two-thirds majority vote required to pass. The Board continues to believe that the Town's zoning bylaws could better accommodate growth while also preserving natural resources. A working group composed of members of the Planning Board, Conservation Commission, Board of Health, Open Space Committee, Long Range Planning Committee, and interested citizens worked throughout 2019 exploring approaches to a potential future bylaw amendment to establish natural resource protection zoning.

The Town Planner provides support to Dover's Green Communities initiative. In 2019, Dover received its second grant of \$109,000, which funded air sealing and insulation for the Protective Services Building, Town

House, and Town Library, the replacement of all streetlights with LEDs, and the replacement of the HVAC system in the Protective Services building with a more efficient system. The first two projects were completed by the end of 2019, while the HVAC replacement will be completed in the first quarter of 2020. Together these projects are estimated to save the Town at least \$19,000 per year in energy costs and will reduce greenhouse gas emissions.

Finally, in 2019, the Board continued to pursue the implementation of the specific recommendations listed in Section IX of Dover's Master Plan, last adopted in 2012. Many recommendations have already been implemented, while some remain open and others should be updated. The Master Plan is updated from time to time, and may be updated again in the near future. The Master Plan and related documentation can be found on the Planning Board's Web page on the Town of Dover website (www.doverma.org).



View of Powisset Farm. Photo by Valentina Zhang.

Report of the Zoning Board of Appeals

R. Alan Fryer, Chair
Tobe Deutschmann
LaVerne A. Lovell
Michael Donovan, Associate Member
H. Hamilton Hackney, Associate Member

The Zoning Board of Appeals (ZBA) has jurisdiction over appeals from rulings of administrative officials of the Town made under the Zoning Bylaw or, if specifically required or allowed under the Bylaw, upon direct application under the Zoning Bylaw or Massachusetts General Laws (MGL), Chapter 40A. Depending upon the zoning district, certain uses of property also require prior approval of the ZBA.

The ZBA has authority to grant a variance from the terms of the Zoning Bylaw under certain limited circumstances, and it also has jurisdiction to hear cases involving Special Permit requests and requests for Comprehensive Permits under MGL, Chapter 40B. Additionally, the Zoning Bylaw requires ZBA review of additional construction on land where existing structures or uses, due to changes in the Zoning Bylaw, have become nonconforming. While such structures or uses may remain in their current state, any alteration, addition, or expansion on the property requires ZBA approval. The ZBA is also responsible for reviewing and acting upon requests for approval of alteration or construction within 150 feet of specified water bodies in Dover, most notably the Charles River.

The ZBA follows procedures designed to hear the concerns of all potentially interested parties and to consider whether the relief requested is appropriate under the Zoning Bylaw. Most applications to the ZBA are required to start at the Building Department, with a review of the proposed activity under the Zoning Bylaw and a written denial of the proposed activity from the Building Inspector, before the ZBA may consider an application. The ZBA acts on an application only after holding a public hearing, a notice of which must first be posted in the Town House, published in a local newspaper, and sent by mail to the applicants and other interested parties, as defined by law, including to the abutters of the property in question. Any interested party, whether or not entitled to receive notice of the hearing, may appear at the hearing and be heard. Evidence on the application continues to be received by the ZBA until the hearing is closed. Once the ZBA reaches a decision on an application, a decision is written and filed with the Town Clerk. Notice of the decision is given to the persons entitled to notice of the hearing, and the ZBA's decision becomes final after the legally prescribed appeal period, provided no appeal is taken.

During 2019, the Board received eight applications.

Copies of the Zoning Bylaw and also of the ZBA's governing rules are available from the Town Clerk.



Goats at Powisset Farm. Photo by Sally Helwig.

Report of the
Highway Department

Craig S. Hughes, Superintendent of Streets

Maintenance

To more effectively control water runoff, berm was installed on Hartford Street and Yorkshire Road. We continued our guardrail replacement program, installing approximately 300 feet of steel-backed wooden guardrail on Pine Street, Hales Hollow, and Hartford Street. We continue to clean approximately 1,200 catch basins twice yearly as required by the Massachusetts Department of Environmental Protection and haul the material to an approved disposal site.

We composted approximately 1,000 yards of leaves and spread the finished product around the Town Common roadways, Hartford Street, and Yorkshire Road. We replaced many of the cracked and deteriorating concrete sidewalks around the Town Common, as well as at the entrance to the Town House off of Springdale Avenue. Continuing our traffic calming program, we installed illuminated stop signs at Dedham Street and Springdale Avenue and illuminated speed-limit signs at the Centre Street and Haven Street intersection. We contracted out approximately 600,000 feet of pavement markings throughout the Town.

Tarvia

In keeping with our five-year pavement management plan, we were able to apply approximately 2,500 tons of asphalt to the following locations: Yorkshire Road, Greystone Road, and Meeting House Hill Road. We applied crack seal and seal coating to the Town House parking lots and sidewalks. We also assisted the Dover-Sherborn Regional Schools with advice, bids, and contractors for resurfacing the high school and middle school parking lots. We resurfaced the roadway and parking areas around the Transfer Station and Town Garage.

Solid Waste (Transfer Station)

Dover residents threw away 1,233 tons of solid waste that was transported mainly by Highway Department personnel in 130 trips to Wheelabrator Millbury, Inc. Please refer to the report of the Recycling Committee (page 195) for a report on the tons of recycled materials collected. Wade Hayes and Bill Martin are our very competent operators at the Transfer Station, and we are fortunate to have them.

Solid Waste Tonnage to Millbury

2013	2014	2015	2016	2017	2018	2019
2,095	2,123	2,128	1,921	1,327	1,247	1,233

Per-Ton Tipping Fee (\$)

2013	2014	2015	2016	2017	2018	2019
74.01/ 74.81	74.81/ 75.66	64.00/ 64.00	64.00/ 66.00	66.00/ 67.17	67.17/ 68.18	68.18/ 68.97

Cost for Solid Waste Disposal at Wheelabrator (\$)

2013	2014	2015	2016	2017	2018	2019
155,911	159,749	136,216	124,832	88,331	84,409	85,881

Streetlights

Through the efforts of Town Planner Gino Carlucci, Dover received a grant from the “Green Community Act” in the amount of \$26,000 to retrofit 67 streetlights with more energy efficient bulbs, thus reducing the streetlight budget by one third. This work has been completed.

State Aid (Chapter 90)

We spent approximately \$190,000 to resurface the downtown area.

Snow and Ice

Winter 2018–2019 brought us 41 inches of snow. The following log represents our responses to the season.

Date	Snow/Ice	Inches	Equipment Used
November 2018			
16	Snow	6	Sanders/Plows
20	Ice		Sanders
21	Ice		Sanders
December			
11	Snow	2.5	Sanders/Plows
17	Snow	2	Sanders/Plows
24	Ice		Sanders
30	Ice		Sanders
January 2019			
6	Ice		Sanders
19	Ice		Sanders
20	Snow	5	Sanders/Plows
22	Ice		Sanders
29	Snow	1	Sanders

Date	Snow/Ice	Inches	Equipment Used
February			
13	Snow	1	Sanders
14	Ice		Sanders
18	Snow	3.5	Sanders/Plows
20–21	Snow	2	Sanders/Plows
March			
2–3	Snow	4	Sanders/Plows
4	Snow	12	Sanders/Plows
10	Snow	2	Sanders/Plows
11	Ice		Sanders
12	Ice		Sanders/Plows

Garage Operation

The Town Garage was built in 1998 and continues to serve the Town well. It is occupied by the Highway Department, the Cemetery Department, the Town Engineer, and the Web Coordinator. Space is also given to the Parks and Recreation Department and the Water Department. We resurfaced the parking lot and installed new state-of-the-art fuel pumps and refurbished the fuel tanks. I thank Karl Warnick and his staff for keeping the building in excellent shape.

Appreciation

Thanks go to my personnel, the Cemetery Department, and the Parks and Recreation Department for another good year of working together. I also recognize the boards and committees for their support and time. A big thank-you goes to the many groups who donate their time and materials to maintaining the various landscape islands throughout the Town: The Garden Continuum, Strawberry Hill Landscaping, and Betty Brady. Also, many thanks go to the Recycling Committee for their hours of work to promote and encourage the Town's recycling efforts.

Thanks to the various committees and residents who continue to support this department. Also, thanks go to Carl Valente, who served as our interim town administrator.

Report of the Parks and Recreation Commission

Chris Boland, Chair
Eric Loeffler, Treasurer
Valerie Lin, Secretary
Jen Daman
Peter Davies

Mark Ghiloni, Director, Parks and Recreation
Nicole DiCicco, Assistant Director, Parks and Recreation
Beth McGuire, Programming Assistant

The Parks and Recreation Department and its supervising Commission (collectively, P&R) provide Dover residents of all ages with positive recreational experiences through a variety of high-quality programs, activities, and services under the direction of a professional and hard-working staff that is responsive to the changing needs of the community. We are committed to preserving and protecting the natural resources and parkland while improving and enhancing all opportunities for future generations. Our recreational and athletic programs continue to benefit from public, private, and volunteer partnerships. Parental involvement and volunteerism are essential to sustaining our programs, as is collaboration from other Town departments. We thank everyone who assisted us throughout the past year.

Program Growth: In 2019, P&R continued to see a rise in participation in a number of programs, including Summer Playground, Summer Tennis, and Intramural Basketball. We continue to offer Indoor Pickleball several mornings during the week as interest grows. We hope to introduce additional programs and enhance current offerings to support the recreational needs of various age groups.

Spring Program Highlights

Eliot Hodgkins Fishing Derby: The Annual Fishing Derby at Channing Pond was held on May 19, 2019, and featured a number of new prizes and lots of fun for close to 40 participants.

Coach Pete's Sports Programs: In 2019, Peter (Coach Pete) Sylvester continued his popular programs, including for baseball, soccer, lacrosse, and spring flag football, with more than 180 participants enjoying these spring classes, which saw a 12% increase in attendance over 2018.

Baseball/Softball: Dover-Sherborn Youth Baseball and Softball Club (DSYBS) enjoyed another fun season of instruction and competition. More than 200 players in grades 1–6 participated in the program. In addition, Dover-Sherborn (DS) entered four teams in the Babe Ruth Tri-Valley League to accommodate more than 55 players in grades 7–9 (boys). Unfortunately, softball membership continued to decline, resulting in DS being unable to sustain a stand-alone league. Similar to the past few years, DS softball players joined surrounding towns to play the sport they love. Thank you to Jay Gately, Mike Gilio, and John Forman for overseeing the baseball program.

PROformance Soccer: Miles Alden Dunn continued to offer a spring soccer program, allowing participants to hone their skills. Nineteen kids participated in the session, which is also offered in the fall and winter months.

Adult Exercise Classes: Ellen O’Hara and Pam Herbert of Core Asset Fitness offered exercise classes at the Caryl Community Center. Participants in the spring session worked on cardio strength training, boot camp, and mat Pilates.

Tennis: Instructed by Peter Cooper, the tennis program ran from April through October, with lessons held at the Caryl Park courts. More than 50 children and adults participated in early spring lessons. We saw an increase in summer participation, with the enrollment of children and adults up 37% year over year. We concluded the season with 50 participants in the fall program.

Tae Kwon Do: Eighteen participants enrolled in the 2019 session of this year-round program. Master Jean Theodat, a former World Karate Championship competitor and sixth-degree black belt, accompanied his students to local competitions, where they demonstrated proficiency and mastery and earned place recognitions. The Parks and Recreation Department is working with Master Theodat on promoting the Tae Kwon Do program to return participation to levels seen in 2017.

Safety Courses: Due to scheduling conflicts, Home Alone Safety and babysitting courses were not offered by P&R in spring 2019, but the Department plans to resume the program in spring 2020.

Powisset Farm: Twenty-nine participants enjoyed this partnership with The Trustees of Reservations programming, now in its third year of the spring and fall farm-to-table cooking classes for kids.

Summer Program Highlights

Golf at Maplegate Country Club: P&R added a new program at Maplegate Country Club, a championship public golf course just 14 miles southwest of Dover. Greg Dowdell and Kevin Weldon shared their talents and years of training with the eight children and adults who enrolled over the summer. We hope to increase registrations in the coming spring and summer seasons.

Summer Playground Program: This popular long-running program for children in grades K–5 is offered at Chickering School weekday mornings for five weeks every summer. The 2019 program had the most registrations we have seen in recent years, resulting in a waitlist for spaces in weeks one and three. An extended-day option is available Monday through Thursday, 12–2 p.m. On-site performers and activities were enjoyed by 207 participants. More than 15 high school and college students served as counselors, and daily activities were planned and managed by adult supervisors.

Summer Concerts on the Common: On select Tuesday evenings in July and August, P&R holds free outdoor concerts on the Town House lawn, where professional local musicians and outside talent entertain families as they enjoy the summer weather. This summer, we hosted a number of bands, including the CentreStreeters, Group Therapy, OldJack, and Eddy’s Shoe Band. Knucklebones offered a second year of fun family and kid’s games during the concerts.

Summer Programs: Additional summer programs included the Summer Nights Baseball Program, which served more than 20 children in K–grade 2. MetroWest SportsCenter baseball clinic offered ballplayers instruction and fun for 16 kids, as well.

Coach Pete’s Middle School Travel Program for kids in grades 6–8 was a hit in 2019. Daily field trips included Kimball Farms, Apex Entertainment Center, and Tree Top Adventures. This is a popular program and the summer saw some 28 kids attend. Summer programs have seen increased participation over recent years, as they provide families who spend summers locally with quality programming.

Fall Program Highlights

Outdoor Movie: The annual outdoor movie was held inside Chickering Elementary School in 2019 due to concerns about EEE. Scheduled as a prelude to Dover Days, the event took place on Friday, September 13. Families enjoyed free pizza and popcorn while viewing *Ralph Breaks the Internet*.

Dover Days Fair: The 2019 fair showcased almost 50 vendors. In addition, the Dover Dash 5K and the kids' Fun Run—organized and executed by the Dover-Sherborn High School Cross Country team—again attracted many participants to kick off the day's events. Fair attractions included food, games, prizes, and various information booths, with vendors, volunteer staff, and patrons all contributing to making this annual event a great success.

Coach Pete's Sports Programs: More than 80 participants enrolled in Coach Pete Sylvester's fall programs and enjoyed various sports, including flag football, soccer, baseball, and soccer.

D-S Middle School Field Hockey: DSMS Field Hockey teams enjoyed an exciting 2019 season. This year we had an eight grade team and the sixth- and seventh-grade levels were combined as one team. A special thank-you goes out to our coaches, Jessa McIntosh and Megan Newmarker along with P&R's Nicole DiCicco, for their support during these fall months.

Additional Fall Program Notes: Fall program offerings included Ice Skating, Musical Theater, Hip Hop Dance, Tennis, and Tae Kwon Do.



Photo by Dee Douglas.

Winter Program Highlights

Coach Pete's Sports Programs: The Caryl Community Center gym was the site for a number of indoor sports programs run by Peter (Coach Pete) Sylvester for children ages 3 to 5. They included Super Tuesdays, floor hockey, and basketball, which attracted more than 30 participants. An additional 36 indoor sports participants were enrolled in the K–grade 2 programs. Coach Pete also continued the Winter Vacation Program that included sports, games, and prizes, and was a great hit with kids and parents alike. Lastly, we hosted a free Drop and Shop event in December, which attracted 18 attendees who had a fun night of games, activities, and food.

Winter Tree Lighting: On December 12, 2019, P&R hosted this annual town-wide celebration of the winter season along with the Dover Foundation and the Chickering School Band, who showcased their talents with seasonal tunes, while the Department provided a great addition to the event—cookie decoration stations! Families signed up to decorate cookie through P&R's social media pages. The evening was a great success and attendees enjoyed hot chocolate along with their cookie creations.

Ice Skating at Channing Pond: We continue to open the pond for winter skating as often as weather and temperatures allow. Safety and ice conditions are our priority. We hope that temperatures cooperate and that we have long stretches of skating.

Ice Skating Lessons: We continue to partner with the Skating Club of Boston Skating Academy to offer skating lessons at the Boch Ice Center. This great local program offers various levels of skating and helps participant learn and refine their skating skills.

Intramural Basketball: P&R's informal intramural basketball program offers players a great venue for developing their skills and playing with friends in K–grade 3. More than 142 players enjoyed the program, the success of which is attributable to the more than 26 parents who volunteered as coaches. We thank them for their assistance.

D-S Middle School Ski Program: The DSMS Ski Program allowed students in grades 6–8 to spend their Friday afternoons and nights skiing at Nashoba Valley Ski Area in Westford, MA. For six consecutive Fridays in January and February, 50 skiers and snowboarders traveled to the slopes to enjoy a few hours of skiing. The program could not run without the help of the parent chaperones who help keep everyone safe, and we thank them.

Winter Ski and Board Program: This ski lesson program for students ages 7 to 15 returned to Blue Hills Ski Area in Canton, MA, for five consecutive Wednesdays. More than 20 children participated in this great introductory program for ski lessons.

Indoor Tennis Lesson: We continued to offer a tennis program taught by Peter Cooper, which ran from December through March indoors in the Caryl Community Center gym and provided 38 children with lessons. We are grateful to have Peter with us all year long.

Additional Winter Program Notes: Programs mentioned earlier for elementary school children were also held in the winter, including PROformance Soccer and Tae Kwon Do. Adult programs included adult exercise classes. In conjunction with the Council on Aging, we continued to offer Zumba Gold classes for seniors on Saturday mornings and Pickleball on several weekdays. We are always on the lookout for additional programming for middle school students, adults, and seniors.

Facilities

Caryl Community Center: We have seen a steady increase in demand for space at the Caryl Community Center, which is a great facility for holding programs, functions, and special events. The gym is used by P&R for its programming; by Town residents and nonresidents for pick-up sports games and birthday parties; by private groups, including the Child Development Center; and by youth sports clubs as an indoor practice space. In particular, the Caryl Room (old library space) was a steadily used venue for P&R programs, public meetings, birthday parties, scout meetings, COA's Lifetime Learning and its exercise classes, and other activities.

Parks: P&R maintains many park areas for the enjoyment of Dover residents and nonresidents alike. Caryl Park, Channing Pond, and the Riverside Drive boat landing are popular recreational destinations. Five smaller park parcels in Town are maintained by P&R, as are lands surrounding Chickering School, the Town Library, the Protective Agencies Building, and the Town House.

Athletic Fields: P&R's athletic fields are used by P&R and by local youth sports clubs, which include Dover-Sherborn Soccer, Dover-Sherborn Youth Lacrosse, Dover-Sherborn Girls Lacrosse, and Dover-Sherborn Youth Baseball and Softball. P&R maintains three rectangular multipurpose sports fields—two at Chickering Fields and one at Caryl Park. There are also two baseball diamonds—one at Chickering Fields and one at Caryl Park.

P&R is committed to providing all youth athletic teams with safe, high-quality playing surfaces throughout their playing seasons.

Appreciation

We thank all members of the Parks and Recreation Department for their dedication in coordinating programs, events, and playfields. We welcome Programming Assistant Beth McGuire and Groundskeeper Mark Travers, who recently joined our staff. We also thank outgoing employees Michael Petrangelo and Michael Mitchell for their hard work and service to the Town. They have been valuable employees over the past few years and, in 2019, moved on to new positions.

We extend a special thank-you to Nicole DiCicco, Tom Palmer, and Mark Travers. Nicole has worked tirelessly to enhance our current programs and is always on the lookout for new programs to add to our offerings, while Tom and Mark perform an outstanding level of work on the playfields, parklands, and outdoor spaces. Along with our staff, thanks go to the Powisset Garden Club for maintaining the flowers and garden spaces, as well as to Mrs. Betty Brady for her continued help.

Finally, our sincere thanks go out to all the volunteers and staff members who help the Department. Our staff continues to maintain a high standard for outdoor spaces and quality programming, and our volunteers have been outstanding, as always, by providing children with the opportunity to learn and grow through our programs. The contributions of these individuals are greatly appreciated by the children and their families, and we add our own heartfelt thanks.



Pine Street winter scene. Photo by Boynton Glidden.

Parks and Recreation Revolving Fund

For the Year Ending June 30, 2019

Activity/Program	Revolving Fund Beginning Balance	Revenues	Expenses	Overage/ Deficit	FY19 Ending Balance
Baseball/Softball/T-Ball: Spring	\$14,057	\$19,396	\$18,653	\$742.78	\$14,799
Baseball Coaches Academy	0	2,495	2,564	(69.00)	(69)
Basketball Intramural	0	9,958	6,246	3,712.08	3,712
Bosgastow Ski Club	0	0	0	0.00	0
Coach Pete Programs	20,926	72,476	65,811	6,665.13	27,591
Dover Days Fair	3,333	4,157	4,537	(380.21)	2,952
Fencing	204	0	0	0.00	204
Field Hockey	20,320	9,600	11,076	(1,476.23)	18,844
Field Maintenance	64,232	34,261	46,490	(12,229.15)	52,003
Football	0	0	0	0.00	0
Fishing Derby	1,000	450	969	(519.00)	481
Misc./Overhead	0	3,195	3,139	55.85	56
Musical Theater/Dance Programs	0	5,400	2,830	2,570.00	2,570
Other Programs	18,531	9,218	7,184	2,034.13	20,566
ProFormance Soccer	0	23,075	20,140	2,935.00	2,935
Ski Programs	4,829	22,854	18,083	4,771.11	9,600
Summer Concerts	2,000	0	3,825	(3,825.00)	(1,825)
Summer Playground	46,560	58,743	36,767	21,976.32	68,536
Tae Kwon Do	8,444	16,257	13,620	2,637.02	11,081
Tennis	38,733	71,608	56,338	15,270.38	54,004
Program Subtotals	\$243,170	\$363,143	\$318,272	\$44,871.21	\$288,041

(Continued next page)

Parks and Recreation Revolving Fund

For the Year Ending June 30, 2019 (cont'd from previous page)

	Revolving Fund Beginning Balance	Revenues	Expenses	Overage/ Deficit	FY19 Ending Balance
Operations					
AED Replacement	\$2,000	\$0	\$4,150	\$(4,150.00)	\$(2,150)
Benches for Channing Pond	1,000	0	0	0.00	1,000
Field Signage	2,000	0	0	0.00	2,000
Caryl School Repair	12,943	0	0	0.00	12,943
Chairs for Programs	1,200	0	0	0.00	1,200
Channing Pond Maintenance	0	0	0	0.00	0
Credit Card Fees	10,859	0	8,238	(8,238.21)	2,621
Development: New/Current Programs	11,819	0	2,059	(2,059.13)	9,760
Equipment Room Organization	4,000	0	991	(991.37)	3,009
Irrigation Wells Maintenance	50,500	0	8,203	(8,202.70)	42,297
Maintenance Equipment	3,456	0	0	0.00	3,456
Marketing for New Programs	10,859	0	1,656	(1,655.57)	9,204
Office Equipment	4,050	0	0	0.00	4,050
Part-time Staff	2,791	0	1,246	(1,245.78)	1,545
Porta Pots	7,340	0	3,120	(3,120.00)	4,220
Printing	3,638	0	2,820	(2,819.51)	818
Registration Software and Website	10,859	0	8,122	(8,122.00)	2,737
Reno Baseball Fields/Install Dugouts	30,176	0	2,425	(2,425.18)	27,751
Shed Conversion	0	0	0	0.00	0
Sheds	871	0	0	0.00	871
Split Rail Fence	3,464	0	0	0.00	3,464
Summer Playground Technology	0	0	0	0.00	0
Tennis Court Repair	58,570	0	0	0.00	58,570
Operations Subtotals	\$232,396	\$0	\$43,029	\$(43,029.45)	\$189,366
Unreserved Funds	10,000	0	0	0.00	10,000
Reserve Fund Totals	\$485,565	\$363,143	\$361,301	\$1,841.76	\$487,407

Report of the Conservation Commission

John Sullivan, Chair
Amey Moot, Secretary
Tim Holiner
Jim McLaughlin
Sarah Monaco
David Stapleton
Christy Violin

Janet Bowser, Agent

The Conservation Commission consists of seven voting members and two open associate member positions. The volunteer commissioners are supported by a contracted agent and part-time administrator. The Commission is responsible for safeguarding wetland resources under the Massachusetts Wetlands Protection Act, the Massachusetts Rivers Protection Act, the Dover Wetlands Protection Bylaw, and the rules and regulations for the Dover Wetlands Protection Bylaw. Wetlands are protected by a 100-foot buffer zone, and rivers by a 200-foot riverfront zone. Wetlands and buffer zones offer flood control, prevention of storm damage, prevention of pollution, and preservation of groundwater, water supply, and wildlife habitat. Work performed in these and other areas requires a permit from the Conservation Commission and the Massachusetts Department of Environmental Protection.

This year, the Commission heard 12 notices of intent (permit applications) and 10 requests for determination of applicability (to decide if a permit is needed). Additionally, the Commission entertained many informal discussions with homeowners regarding the disposition of their properties that lie in proximity to wetland resources. The Commission also issued 19 certificates of compliance (to close out permitted work) and five enforcement orders (illegal work related to clearing and filling in jurisdictional areas). In addition to safeguarding wetlands, streams and rivers, the Commission is responsible for the stewardship of Dover-owned conservation lands totaling over 550 acres. These include Wylde Woods (200 acres), Snow Hill (almost 100 acres), Valley Farm (66 acres), 46R Springdale Avenue (24 acres), and two properties on Dedham Street (8 acres and 7.4 acres).

The Commission continues to work on land management for their conservation properties. Using Massachusetts Audubon Society Land Management Plans for Valley Farm and Dedham Street, perimeter field mowing was done to maintain walking paths and leave the field interior to encourage seasonal ground nesting birds. Removal of invasive plants

continues for maintenance of scenic vistas. Additionally, species specific bird boxes have been selected for several properties. Work to create signage for properties continues. The Commission thanks the Norfolk Hunt Club and other volunteers who help maintain the trails in Wylde Woods and Snow Hill.

On behalf of the Town, the Commission accepted a generous donation of three parcels containing wetlands on Hunt Drive contiguous to other protected open space. The Commission joined the Open Space Committee in supporting acceptance, with extreme gratitude of several important conservation restrictions to ensure the protection of valuable natural resources on almost 50 acres of land in perpetuity.

The Commission cordially invites you to its meetings, which are open to the public and held twice monthly on Wednesday evenings at 7:30 p.m. Check the calendar section of the Town website at www.doverma.org for meeting dates and agendas. For questions about wetlands or projects on your property, please call or stop in to the Commission's office located in the lower level of the Town House.



Photo by Tania Hide.

Report of the Tree Committee

John M. Devine, Chair
John Gilbert
Craig Hughes

The Town of Dover is a predominantly residential community with a strong commitment to the preservation of its land and large population of trees. The Tree Committee is responsible for the stewardship of trees located within the Town's rights-of-way. This responsibility includes the care and maintenance of shade and ornamental trees, the removal of dead and hazardous trees, and the emergency removal of storm-damaged trees.

In 2019, we replaced trees and plantings at McGill Corner on Main Street and at various Centre Street locations, and we also planted trees at the Transfer Station.

The Committee would like to thank the dedicated residents and garden club members who donate their time and services in helping maintain Dover's beautiful country charm. We would like to give special thanks to Betty Brady for her generous time devoted to the Town.

We look forward to another year of progress and urge residents to present us with ideas regarding plantings on Town property. Frequently asked questions can be found at www.doverma.org. Committee members can be reached by leaving a message on the Police Department's non-emergency line at (508) 785-1130.



Photo by Bill McMahon.

Report of the Tree Warden

John Gilbert

Removals/Pruning

In 2019, 72 trees were removed by contract, and tree pruning was performed on an as-needed basis.

Insect and Disease Problems

This past year, there appeared to be no evidence of gypsy moth or winter moth damage having occurred, and we anticipate no further issues with either moth species for several years to come. Fortunately, there was also no activity reported for the emerald ash borer, an invasive beetle species native to northeastern Asia that is highly damaging to North American ash trees—including green ash, black ash, and white ash varieties.

Unfortunately, the Asian longhorn beetle was reported in Stow, Massachusetts. This beetle species, which is extremely destructive to North American hardwood trees, is sometimes mistaken for native longhorn beetles. Look for a shiny black body with white spots and antennae that feature white-and-black segments.

If you spot the Asian longhorn beetle—or other suspected introduced pests—you can report the sighting to the Massachusetts Introduced Pests Outreach Project, a program found on the Massachusetts Natural Resources Collaborations website. This educational project is intended to increase public awareness of and knowledge about invasive insects, plants, and pathogens. For fact sheets, distribution maps, pest alert sign-ups, and other valuable resources, visit <https://www.massnrc.org/pests/>.

For help in controlling insect or disease problems, contact a tree care professional.

Report of the Fence Viewers

James P. Dawley Jr.
Carol Lisbon
Candace McCann

Massachusetts General Laws Chapter 49 provides the Town fence viewers with their responsibilities: Fences are to be maintained by their owners and be 4 feet high and in good repair. Fences may be constructed out of rails, timber, boards, iron, or stone.

Fence viewers settle disputes between neighbors and “shall be paid at the rate of \$5 a day for the time during which he is employed” and may take no less than \$1. Fees are to be paid by the parties in dispute. In 2019, there were no requests from residents for our services.

The history of fence viewers in New England began in 1644 when the Connecticut Colony enacted fence legislation because of insufficient fences and unruly cattle. Fence viewers were appointed to survey the condition of fences and ensure that their owners maintained them.

As we drive along the roads of Dover, we see many types of fences under construction and many being reconstructed. We are no longer as concerned with unruly animals as we are about safety and the aesthetics of fences and gates. It is highly recommended that Dover’s citizens check the Town’s building code and confer with the building inspector when considering the installation of a stone wall, fence, or gate to ensure that any right-of-way and traffic sightline issues, designated Scenic Road considerations for trees and stone walls, and height restrictions are taken into account.



Photo by Judy Ballantine.

Report of the Recycling Committee

Christopher Poulsen, Chair
Janit Greenwood
Carol Lisbon
Wendy Muellers
Leesa Mullin
Lindsay Nie
Savita Shukla

The year 2019 was one of continued progress for Dover. Total solid waste disposal (trash plus bulky items) plus recyclables was down 1%, the lowest level in recent record keeping. Over the past four years, solid waste disposal tonnage per household has decreased by 37%. This is attributed to more recycling options, special events and communications, and increasing awareness by Dover’s residents of the importance to reuse, reduce, recycle (the 3Rs).

The Dover Recycling Committee (DRC) provides Town residents with community education information and announcements through two local newspapers, Facebook.com, Nextdoor.com, the Town website, and strategically located electronic signage. A new electronic sign, made possible by grants from 2017 and 2018, is now being used at the Transfer Station and around town to publicize various events and 3R messages.

The retirement of George Stevens, our food scrap collector for more than 30 years, represents a major change affecting Dover’s efforts to reduce trash. In August, after researching the best alternatives for food waste diversion, the DRC implemented a drop-off program at the Transfer Station, run in partnership with the Town of Wellesley, which transports the food waste to an anaerobic digester for conversion to biogas, a renewable energy source. Collection barrels are located in a lean-to next to the compost area. All food scraps are accepted, although they must be bagged, preferably in a compostable bag. Prohibited items include cooking oils, yard waste, recyclables, boxes, cups, and cartons.

Diverting food waste under this program provides many benefits. It reduces the amount of trash collected at the Transfer Station, thus lowering the Town cost of disposal. It also helps the environment by turning waste into a resource and enhances the operation and increases the longevity of all septic systems. We are pleased to report that in the first five months of this program, food scrap drop-off totaled 18 tons and shows a strong increasing trend. We urge all citizens to use this program.

Due to the popularity of the deposit redemption trailer as a revenue source for Town nonprofits, the participation policy has been revised to

limit organizations to a five-year term of use, after which they can go on the waiting list. This change will address the long waiting list and expand participation in the program. The trailer was a remarkable success, with an estimated 22 tons (284,349 beverage containers) recycled and \$14,217 returned to 12 local organizations. The DRC extends a sincere thank-you to the organizations that voluntarily maintain the trailer on a monthly basis.

Physical improvements made to the Transfer Station in 2019 include the addition of a new section to the furniture shed for improved accessibility and improved signage so that all signs now represent current policy. The DRC, along with Superintendent of Streets Craig Hughes, will continue evaluating the layout of the Transfer Station to improve ease-of-use and provide space for additional collection items.

Recycling bins, composters, and rain barrels continue to be sold at the Transfer Station and Town Garage. During 2019, a total of 68 recycling containers, up from 37 in 2018, were sold to residents.

In September, the Massachusetts Department of Environmental Protection announced that Dover had received a \$3,850 Recycling Dividends Program grant in recognition of its programs and policies to maximize waste reduction, reuse, and recycling. It also received a \$13,500 Mattress Recycling Incentive grant that will be used to acquire a walk-in container and to pay transportation costs for the mattresses and box springs collected during our Special Recycling Weekends.

The Dover Special Recycling Weekends held in June and October continue to be very popular, with 15,000 pounds of confidential documents shredded, 240 mattresses and box springs recycled, 48 bikes reused, and 182 tires recycled in 2019. Once again, the Committee added a food drive to these events, and it was a huge success, with several hundred pounds of food donated to A Place to Turn in Natick. The Committee would like to thank Dover Country Properties for its continued support of the shredding program and the Dover Mobil Station for the tire recycling program.

Another significant event organized by the DRC is the Dover Spring Clean-Up, which engaged several hundred residents this past year to pick up trash from Dover's roadsides. The new approach of sponsoring a month-long clean-up rather than one specific clean-up weekend, along with expanded outreach for participation, resulted in the April clean-up of all of Dover's streets, parks, and common areas. The Committee would like to thank all the residents and groups who participated in the clean-up, as well as the Parks and Recreation Department, the Conservation Commission, and the Open Space Committee for their support in this project. We urge residents to help keep Dover's streets free of trash year-round by picking up trash around your property and on the streets while walking around town or picking up your mail.

The DRC thanks departing member Myank Jain for his service on the Committee and welcomes Leesa Mullin as our new member. We also thank dedicated Town employees Bill Martin and Wade Hayes, who work tirelessly to maintain the Transfer Station and the furniture shed and to keep Mary's

Swap Shop organized and useful. The furniture shed, rigid plastics bin, and Mary's Swap Shop continue to be very popular and important contributors in our 3R strategy.

Finally, the DRC thanks Dover residents for their donations and efforts to reuse items, and for their continued efforts to reduce trash and increase recyclables. You can find more information about the Transfer Station's trash and recycling services and programs via the "Trash and Recycling" quick link on the Town of Dover website (www.doverma.org).



Photo by Carol Lisbon.

Solid Waste and Recycling Data

For the Calendar Year 2019

	2019	2018	2014	2004	Comparison (% Change)		
					1-Year	5-Year	15-Year
Solid Waste (tons)¹							
Refuse/Bulky Items	229	209	n/a	n/a	10	n/a	n/a
Trash	987	998	n/a	n/a	(1)	n/a	n/a
Total Solid Waste*	1,216	1,207	2,123	2,530	1	(43)	(52)
Recyclables (tons)							
Mixed Paper (all types) ¹	140	150	183	440	n/a	n/a	n/a
Cardboard	149	157	119	80	(6)	(23)	(68)
Glass	76	81	97	88	(6)	(21)	(13)
Single Stream ²	0	0	95	n/a	n/a	n/a	n/a
Metal (cans and scrap)	114	98	52	163	16	119	(30)
Plastic (non-deposit #1-#7)	62	69	42	9	(10)	47	586
Electronics	15	21	29	36	(30)	(50)	(59)
Textiles ³	13	18	8	n/a	(28)	61	n/a
Books ⁴	14	13	2	n/a	1	575	n/a
Comingled Containers ²	0	0	0	18	n/a	n/a	n/a
Special Events ⁵	20	13	n/a	n/a	55	n/a	n/a
Food Scraps ⁶	55	65	52	n/a	(16)	6	n/a
Deposit Trailer Containers ⁷	22	21	17	15	2	28	45
Other	0	0	0	3	n/a	n/a	n/a
Total Recyclables*	678	706	696	852	(4)	(3)	(20)
Total Solid Waste and Recyclables¹	1,894	1,914	2,819	3,382	(1)	(33)	(44)
Percentage (%) Recyclables to Total ¹	35.8	36.9	24.7	25.2	(3)	45	42
Households in Town (HHs) ⁸	2,144	2,121	2,004	1,958	1	7	9
HHs Using Private Haulers ⁹	642	635	n/a	n/a	1	n/a	n/a
Households Using Transfer Station (TS)	1,502	1,486	2,004	1,958	1	(25)	(23)
Solid Waste (lb.) per HH User of TS	1,619	1,625	2,119	2,584	0	(24)	(37)
Trash (lb.) per HH Using TS	1,314	1,343	0	0	(2)	n/a	n/a
HHs Using Dover Food Scraps Program at Year End ¹⁰	n/a	285	n/a	n/a	n/a	n/a	n/a
Deposit Containers (~ units) ¹¹	284,349	278,540	220,421	193,995	2	29	47
Recycle Bins Sold (Town Garage/TS)	68	37	n/a	n/a	84	n/a	n/a
Motor Oil (gal.)	800	400	750	1,150	100	7	(30)
Misc. Fluorescent Bulbs (units)	6,925	7,408	2,461	n/a	(7)	181	n/a
Small Batteries (non-auto, lb.)	268	319	n/a	n/a	(16)	n/a	n/a

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

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

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

³ Textile bins at Transfer Station (Red Cross & Bay State), excluding D-S High School & Middle School (Bay State Textiles)

⁴ Book bin (Big Hearted Books & Clothing, Inc.)

⁵ Private document shredding; mattress/tire recycling; bicycle/rigid plastic reuse

⁶ Estimate based on 10 lb./week/participating HH (versus 14% or 5.4 lb./week per Mass-DEP and 20 lb./week per Sherborn)

⁷ Estimate restated in 2017, assuming 35% of containers are glass and 2.67 glass bottles/lb. (170 g. per bottle) and 30.23 cans/plastic per lb. (15 g. per can/plastic)

⁸ Population/HHs per Town Report/census data

⁹ Number of Dover HHs reported as customers at year end by private haulers 2003-18; Estimated for 2019

¹⁰ Number of HHs as reported by Dover Board of Health. Subscription-based program is replaced by Transfer Station drop-off program in August

¹¹ Estimated quantity based on proceeds

Report of the Inspector of Buildings

Walter Avallone, Commissioner/Inspector of Buildings
Zoning Enforcement Officer

Felix Zemel, Local Inspector of Buildings
Susan Young, Administrative Assistant

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

Inspectors make field inspections of buildings at various stages of construction, as well as inspect all public buildings, churches, and public and private schools on a yearly basis. The Department also responds to inquiries from attorneys, land surveyors, banks, and the general public regarding zoning and building-code issues.

A newly added responsibility for the inspectors is the review and issuing of permits for floating docks as required by MGL Chapter 91 (“Waterways Permitting”).

More than 1,250 inspections were performed in 2019 for work constructed under a building permit. Of the seven new house permits issued, four were for the demolition of an existing house to be replaced by new construction, leaving a total of three residences added in Dover. We issued two floating dock permits in 2019.

	Applications	Fees	Value
2017			
New Homes	17	\$157,171	\$16,992,030
Schools	1	41,580	4,185,000
Additions, Remodels, Other	361	184,287	14,589,908
Totals	<u>379</u>	<u>\$303,038</u>	<u>\$35,766,938</u>
2018			
New Homes	15	\$107,657	\$11,586,340
Schools	0	0	0
Additions, Remodels, Other	343	151,304	9,776,976
Totals	<u>358</u>	<u>\$258,961</u>	<u>\$21,363,316</u>
2019			
New Homes	7	\$47,442	\$5,753,560
Schools	0	0	0
Additions, Remodels, Other	368	178,026	31,043,628
Totals	<u>375</u>	<u>\$225,468</u>	<u>\$36,797,188</u>

Report of the Inspector of Wiring

Kevin Malloy, Inspector of Wiring
Paul Angus, Alternate Inspector of Wiring

During 2019, a total of 276 wiring permits were issued, many of which required multiple inspections. In some situations, violations were noted and corrections were made. There was a slight decrease in the number of wiring permits issued in 2019 from the previous year. Any open permits from 2019 will be inspected and closed out in 2020.

The Inspector of Wiring can be contacted at 508-785-0032, extension 245, for any concerns related to wiring permits. You may also register a complaint or check on an electrician’s license.



Photo courtesy of the Dover Town Report Committee.

Report of the Inspector of Plumbing and Gas

James Vaughan, Inspector of Plumbing and Gas
Jeffrey Harris, Alternate Inspector of Plumbing and Gas
Michael Guida, Second Alternate Inspector of Plumbing and Gas

During 2019, a total of 235 plumbing and 151 gas permits were issued. Rough and final inspections were made for both plumbing and gas permits for a minimum of 700 required inspections.

In some situations, violations were found and corrected with a follow-up inspection to finalize the inspection process. Any open permits from 2019 will be inspected and closed out in 2020.



Downy woodpecker.
Photo by Beth Zaffino.

Report of the Open Space Committee

Amey Moot, Chair
Mark Adamczyk
Henry Faulkner, Planning Board
Boynton Glidden
Fred Hartman
Tim Holiner, Conservation Commission
Greg Kahoun
Justine Kent-Uritam
Valerie Lin
Tara Nolan
Paul Wood
Jerry Arnold, Long Range Planning Committee Liaison
John Jeffries, Board of Selectmen Liaison

The Open Space Committee (OSC) became a permanent Town government committee in 2001. Its primary purpose is to update the Town's Open Space and Recreation Plan (OS&RP) in accordance with Massachusetts' laws and regulations. A revision is currently under way. The 2011 plan is available on the OSC's page of the Town website (www.doverma.org). The OSC assists other Town boards in managing the recreation and conservation lands under their jurisdiction. It also strives to provide information on Dover's many open spaces and to encourage Dover residents to enjoy them.

Since there are many governmental and nonprofit entities with lands under their control, the OSC purposefully chooses its membership to better represent these interests. For example, both the Conservation Commission and the Planning Board appoint members to the OSC. The Long Range Planning Committee and Board of Selectmen (BOS) appoint liaisons. The BOS appoints the remaining OSC members, some of whom also sit on the Board of Health's Water Resources Study Committee and the Parks and Recreation Commission. OSC members are often members of ad-hoc committees and subcommittees formed to assess projects or problems in Dover. OSC members are also active with local conservation groups: The Trustees of Reservations (The Trustees), the Upper Charles Conservation Land Trust (UCCLT), the Dover Land Conservation Trust (DLCT), Hale Reservation, Massachusetts Audubon Society, and the Norfolk Hunt Club.

Given this broad representation, discussions during OSC meetings cover many topics, from the desirability of preserving or acquiring particular properties to efforts that encourage the use of open space by Dover citizens. The OSC welcomes public attendance at our meetings, which are typically held on the first Tuesday of the month, September

to June, at 7:30 p.m. in the Town House. Please see the Town calendar on the Town's website for the meeting room and agenda.

Guided Walks on Conservation Lands

In 2019, OSC members again led eight guided walks through Dover conservation lands on the second Saturday morning of each month from April to November. These walks took place on Town-owned land and reservations held by The Trustees and the DLCT, as well as through the Dover portion of the Medfield State Forest that is owned by the Massachusetts Department of Conservation & Recreation. This year, we added a walk around the 23 acres of fields at Springdale Meadows (land kept by the Town as part of the 46 Springdale Avenue transactions). OSC walks are publicized on the Town website, various e-calendars (Boston.com, WickedLocal.com, NextDoor.com, Patch.com), the bulletin boards at the Town Library, and at the Town House. The OSC will continue offering these guided monthly walks in 2020, and we hope you will join us!

Open Space & Recreation Plan Update

The OSC is in the process of updating the Open Space and Recreation Plan. With the help of Conservation Works, LLC, we made a number of corrections and updates to the open space layer in OLIVER, the MassGIS (geographic information system). Now maps will more completely show our conservation lands.

In March, the OSC conducted an extensive survey of Dover residents to understand their use and concerns around open space and recreation opportunities. The survey was conducted online via SurveyMonkey as well as in hard copy form made available at the Town Library and the Town Clerk's Office. Requests to participate in the survey were distributed widely via personal and Town committee e-mail lists, a Town home page notice, Facebook group posts, and on Nextdoor.com and other social media. We received 343 responses—most answering all 30 questions—and 68 free-text comments at the survey's conclusion. We greatly appreciate all the time spent and thoughtful responses by so many citizens. The results were distributed to Town committees and some citizens. A copy can be requested by e-mailing the OSC chair. A public forum presenting the results will be scheduled this year.

Hale Reservation Task Force

Chair Amey Moot is representing the OSC on the BOS's ad-hoc committee charged with assessing the proposed Hale Reservation Conservation Restriction (CR). The task force began its work in November 2019 and will present its findings to the Selectmen.

Municipal Vulnerability Preparedness

To prepare for the impacts of severe weather events due to climate change, the Town received a state grant to begin identifying and planning its response. A number of OSC members helped plan for and participated in the daylong workshop run by the Metropolitan Area Planning Council, which outlined the perceived vulnerabilities and proposed some mitigation steps.

Conservation Support

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

- Provided support to the DLCT in its acquisition of 36 acres of undeveloped property owned by the Blake family. The property runs from the scenic field at the corner of Dedham and Strawberry Hill Streets up to Noanet Woodlands. In addition to fields and several wooded wetlands, a trail and wildlife corridor now link the Charles River and Dedham Street into the vast habitat and trails of Noanet Woodlands and Hale Reservation.
- Supported the efforts of neighbors and citizens to create a group to pursue the purchase for conservation of the "Church Lot," over 8 acres on Pine Street abutting DLCT's Snow Hill reservation and some Conservation Commission land.
- Offered guidance to the BOS on whether to certify CRs to protect, in perpetuity, almost 50 acres on Main Street, Wilsondale Street, and Pine Street.
- Organized and staffed an "Open Space" table at Dover Days to offer citizens one-stop access to information and maps from the many conservation organizations in Dover and in the region; also distributed schedules for OSC walks and a map of Dover's many open space properties.
- Updates and maintains the "Outdoor Recreation" page on the Town website, which lists passive recreation opportunities, including a list of all conservation properties with walking trails and their associated parking areas.

The OSC will continue to work with the Conservation Commission, The Trustees, the DLCT, the UCCLT, and other groups to improve access and walking experiences at properties throughout Dover.

Appreciation

The OSC would like to thank all of our members for continuing their generous service. We look forward to working with you in 2020!

Report of the
Long Range Planning Committee

John T. Donoghue, Chair
Suzanne Sheridan, Secretary
George Arnold Jr.
Robert Springett, Board of Selectmen
Carol Lisbon, Planning Board
Matthew Schmid
Robert Andrews, Warrant Committee Liaison

The Long Range Planning Committee (LRPC) is a seven-member committee made up of one member of the Board of Selectmen, one member of the Planning Board, and five members appointed by the Moderator on a rotating basis of one or two members each year for three-year terms. The LRPC advises on, assists, and coordinates the long range planning of all Town boards and committees.

In January 2019, the LRPC joined a working group of members from the Planning Board, the Open Space Committee, and the Board of Health, who met regularly during the year to evaluate the merits of an open space preservation bylaw and to consider other land use options, such as natural resources protection zoning, which many towns are considering or have adopted.

This is all in furtherance of considering possible zoning changes that will better enable the Planning Board and other Town boards to preserve and protect natural resources and our abundance of open space. When and if these zoning changes are deemed to be of merit, they will be presented at a future annual Town Meeting for consideration by the Town.

DOVER

Other Town Reports

2019



Report of the Town Library

Board of Trustees

Adrian Hill, Co-Chair
Judith Schulz, Co-Chair
Mark Bush
Kimberly Hatfield
Erin Rodat-Savla
Tracy Tobin

Cheryl Abdullah, Library Director

Dover is proud to have a multi-award-winning library. For six years in a row, the Dover Town Library has been recognized by the *Library Journal* as a Star Library. Every year, U.S. public libraries are scored nationally using the Library Journal Index, a rating system based on per-capita statistics of circulation, library visits, program attendance, and other measures. In 2019, 6,333 U.S. public libraries were evaluated, but only 261 libraries were honored with Star Library distinction. The Dover Town Library is also the recipient of a notable award cosponsored by the *Library Journal* and the Bill & Melinda Gates Foundation, which named the library “Finalist, Best Small Library in America 2012.” We are very proud of the national distinction bestowed on our small-town library.

We have created a library space that is welcoming, flexible, versatile, and dedicated to all our library collections. We continue to add more fiction and Speed Reads selections, as well as multiple copies of in-demand titles. To provide Dover residents with preferred access to the latest titles, as well as additional titles available for browsing, all new books remain in-house for up to six months before becoming available for interlibrary loans. Our continued collaboration with the Minuteman Consortium, of which the Dover Town Library is a member, ensures optimal and user-friendly catalog searches for our patrons and the ability to obtain a vast selection of materials within a few days, in essence expanding the library’s offerings beyond its four walls.

Improvements made to our nonfiction collection include addressing a wider range of interests, as well as increasing scope, objectivity, authorship, and accuracy. Our aim is to maintain a core collection of materials that offer a basic understanding of major disciplines for those seeking information. Decisions made regarding library selections and the organization and dissemination of materials are informed by professional journals and popular lists, which are based on current library principles, standards, and best practices. Although recommendations and requests made by our

patrons weigh heavily in our decisions of what to purchase, we must also comply with our Materials Selection Policy and budget. We constantly seek titles and materials that will improve our collections and delight our patrons. We gladly accept suggestions.

A variety of library-funded databases are free and accessible through our website 24/7 from your home, work, or during your library visit. They include the *Boston Globe*, *Encyclopedia Britannica*, Opposing ViewPoints in Context, podcasts, transcripts, more than 8,000 professional journals, as well as the following:

- **ConsumerReport.org** is available to assist you with informed consumer decisions.
- **IndieFlix.com** allows you to pick from over 4,500 independent films from your favorite film festivals from around the world and stream directly to your home computer or portable device to watch on your TV.
- **Mangolanguage.com** teaches real conversations in more than 60 languages. You can access it from anywhere and from any device for free with your library card.
- **UniversalClass.com** is an incredible opportunity to invest in your continuing education by accessing hundreds of instructor-led, online classes with CEU credits, all for free with your library card.
- **Ancestry.com** allows you to explore your personal history and family tree. Access is limited to within the library only.
- **RBDigital**, the largest independent publisher of unabridged audiobooks, provides digital content to libraries and schools that includes full-color digital magazines, software training, continuing education courses, streaming movies, languages instruction, and multiple reference and news services—accessible anytime through desktops, mobile devices, and apps. Our RBDigital subscription includes Acorn TV, Indiflix, Pongolo, Great Courses, Method Test Prep, as well as new and backlist titles with no holds, no checkout periods, and no limits.
- **Hoopla.com** provides access to free digital movies, music and books instantly with no waiting time, 24/7 with your library card.

In addition to the above resources, the library's Minuteman Consortium membership allows Dover residents to access downloadable materials from Overdrive Media Services, a digital reading platform.

Every library program we offer is made possible thanks to financial support from the Friends of the Library, private donations, and grants. Daily community programming is an important part of the library services we offer, and on any given day you can find something to pique your interest

or satisfy your curiosity. Programs stimulate dialogue and introduce ideas and culture for our community members to explore, learn about, and enjoy. Our book clubs provide stimulating discourse and social interaction. "Exploration Stations," available all year long, are geared for adults, teens, and children and provide hands-on experiences in multiple disciplines.

We are thrilled to have on staff our YA Librarian, Angela Howes, who has revitalized our Teen Advisory Board and who has visited area schools in a determined effort to promote the library. Her introduction of a wide variety of programs that appeal to teens and stimulate their interest has increased library traffic and participation by teens by 165%. A total of 222 teen and preteen programs were offered throughout the year, including Escape Rooms, Taste Offs and Big Screen Movie events for a 54% increase in programs added this year. Teens are valued members of our library community and are welcomed and encouraged to participate in library events. Opportunities to build leadership skills and satisfy volunteer obligations are also available for exploration.

Don't forget about our Museum Pass Program, Virtual Reality Station, and our Tea and Trivia Thursdays. Last year, 28,008 people participated in the 856 library programs that were offered. Check out our website and calendar for a list of exciting free programs and events.

Our unique objects collection is embraced by many who see the economic value of having items available to try before purchasing or just to borrow for an annual chore. Patrons are excited to borrow a sewing machine, a pottery wheel, or small kitchen appliance in addition to the literary materials that support their interests. Families can enjoy playing board or backyard games, pitching a tent, or using binoculars. Most of our objects offer a hands-on component related to a particular discipline, enhance a family gathering, or aid in a task. No matter the reason, these objects are finding their way into people's daily lives.

Because play is vital to the mastery of complex strategies in language, social interactions, physical movement, and problem solving, toys have become an essential part of our library collection and include many toys appropriate for children with disabilities and designed to benefit growth, learning, and the development of specific skills. The wide variety of toys available include board games, puzzles, dolls, and building kits that can be borrowed for up to three weeks using your library card.

The Dover Town Library is proud to have partnered with the Autism Higher Education Foundation in a pilot program that creates, improves, and provides access to educational and vocational opportunities for individuals on the autism spectrum who aspire to continue their learning beyond high school. We are proud to provide volunteer opportunities to individuals who possess specific skills that can enhance our library's services.

Our staff looks forward to serving you and your family. We are committed to our library's mission of providing free open access to knowledge, information, and culture. We are always pleased to assist with reader's advisory, help pick out a great book, place a hold on a

new title, or answer questions. We are a team of professionals dedicated to the community, and every day we strive to build a meaningful collection of materials, to offer engaging programs, and to make the library a worthwhile destination for you and your family.

Please stop by the library, visit our webpage at <http://dovertownlibrary.org> or call us at 508-785-8113.

Library Statistics for Fiscal Year 2019

(July 2018–June 2019)

State Aid	\$10,342
Circulation	291,143
Library Visits	92,722
Items Loaned	15,679
Items Borrowed	13,409
Holdings	279,069
Registered Borrowers	3,453
Programs Offered	856
Program Attendance	28,008



Town Library decorative accents. Photo by James Kineen; courtesy of The Hometown Weekly.

Report of the Cemetery Commission

Pope Hoffman, Chair
 Carol Jackman, Secretary
 Mariah Riess, Member

During 2019, 11 families bought lots at Highland Cemetery: two one-grave lots, seven two-grave lots and two four-grave lots. Citizens are reminded that three cremations can be buried in a one-grave lot. The income from the sale of these lots was \$9,600 and the perpetual care income was \$36,000, for a total of \$45,600.

Thirty-eight funerals were held in 2019, of which 16 were cremations and 22 were full burials. Six of the funeral services were for veterans of the U.S. Armed Forces. A total of \$25,750 was collected for funerals held in 2019. The income from regular full burials (\$13,500) and cremations (\$3,000) totaled \$16,500. There was a surcharge revenue total of \$9,250 for holiday and weekend burials, as well as miscellaneous surcharges of \$175. Income from setting foundations and markers was \$5,425.

The Town of Dover is very fortunate to have Lawrence (Rusty) Dauphinee as its cemetery supervisor. His caring way with families who are undergoing difficult times is truly appreciated. The Highway Department, under the supervision of Craig Hughes, assists us on an as-needed basis and is another invaluable asset. A big thank-you goes to Craig and all who have assisted Rusty.

Douglas Smith of Dedham Street very generously donated 18 Green Giant arborvitae trees to the cemetery, and these have been planted in an area near the rear flagpole. All of the trees in the cemetery are under the jurisdiction of the Tree Warden, John Gilbert, and it is a pleasure to have him working with us.

Memorial Day is when Highland Cemetery has the greatest number of visitors, and as a town we are very thankful for everyone's support during this time. We thank the American Legion Auxiliary members of George B. Preston Post 209 who, along with the assistance of Boy Scout Troop 1 members, planted the geraniums at the veterans' graves and ensured that the flags were in place for the Town ceremony. We also thank the Memorial Day Committee for its work on the beautiful ceremony conducted at our Memorial Star by the front flagpole. Additional thanks go to the Town for budgeting the funds needed to buy the plants and flags.

Citizens may contribute to our gift fund, which goes toward the beautification of the cemetery. All donations are greatly appreciated and are tax deductible.

Report of the **Historical Commission**

Stephen Kruskall, Chair
Richard Eells, Secretary
Sierra Bright
Gene Hornsby
Thomas Johnson
Jane Moore
Charlotte Surgenor

The Historical Commission was established under Chapter 40, Section 8D, of the Massachusetts General Laws for the purposes of preserving, protecting, and developing the historical and archaeological assets of the Town of Dover. Consisting of seven members appointed by the Board of Selectmen, the Commission administers Chapter 96 (Demolition Review) of the Town of Dover General Bylaws. Its aim is to encourage owners of “preferably preserved historically significant buildings” to seek ways to preserve, rehabilitate, or restore such buildings rather than demolish them. The bylaw’s intent is to preserve the cultural heritage of Dover.

In 2019, the Commission reviewed eight permit requests for the demolition of existing houses and buildings. None of these 20th-century structures were deemed to qualify for historic preservation.

The Commission welcomed new member Gene Hornsby and will honor former member Paul Tedesco, historian and author, who passed away on November 3, 2019, and whose decades of service recording and preserving Dover’s history will be remembered and appreciated by generations of residents to come. A ceremony honoring Paul’s service to the Town is being planned for April 2020.

Report of the **Council on Aging**

Camille Johnston, Chair
Joanne Connolly, Vice Chair
Maureen Dilg, Secretary
Robert Cocks
Reverend Peter DiSanto
Betty Hagan
Gilbert Thisse
Geraldine Wise, Associate Member
Ruth Townsend, Associate Member

Janet Claypoole, Director
Nan Vaida, Outreach Worker
Annemarie Thompson, Volunteer Coordinator
Suzanne Sheridan, Administrative Assistant

The Dover Council on Aging (COA) was established by the Town in 1976, pursuant to Massachusetts General Laws, Chapter 40, Section 8B. The COA offers programs and services designed to meet the interests and needs of Dover’s seniors and the families who care for them, in coordination with the Massachusetts Executive Office of Elder Affairs (MEOEA). The senior population is composed of 1,467 residents 60 years of age and older, representing approximately a quarter of Dover’s population. The COA supports seniors and their families through general information and support, outreach and advocacy, health and social programs. It also assists with requests for caregiving resources, transportation, and other services, with more than 850 people using services in 2019.

In 2019, the COA worked with the Caryl Community Center Project Committee (CCCPC) to provide information about the COA’s use of the CCC in the bimonthly newsletter and at events. Prior to the October Special Town Meeting, the COA hosted several information sessions between CCCPC members and Town voters on the renovation and new facility options for the CCC.

Senior Transportation

In 2019, the COA provided more than 380 rides to seniors and disabled residents who qualified for the MetroWest Ride and discounted JFK Transportation Services rides to COA programs, medical appointments, and other MetroWest destinations, as well as to Boston for medical appointments. JFK transported homebound seniors to COA luncheons and programs, and the Friends of the COA (FoCOA) funded the rental of

a golf cart during the Town's Memorial Day activities to aid seniors and veterans with mobility issues.

Programs and Classes

In 2019, programs on fitness and health, socialization, nutrition, and supportive services were held at 11 Dover locations. Fitness classes included Strength and Stability, Yoga for Wellness, Meditation, Intro to Yoga, and Chi Gong. The COA and Parks and Recreation Department offered Zumba Gold, and expanded sessions of the ever-popular game of Pickleball at the CCC gym. The COA and the Town Library co-hosted weekly Chi Gong and monthly Pageturners Book Club meetings. The Knitting Group made hats and shawls for children and adults undergoing chemotherapy treatment, hats and blankets for newborns. It also donated items to nursing homes, veterans, the Police Department's Senior Holiday Brunch, and to the Dover Days Fair to fund-raise for the FoCOA.

The FoCOA sponsors the spring/fall Lifetime Learning educational series (www.coafriends.org). Classes include Fun with the Ukulele class, whose members perform as The Happy Strummers at care facilities, senior centers, churches, and COA events. The Dover and Westwood FoCOAs sponsored a spring/fall hands-on cooking series at Powisset Farm, while the Dover FoCOA and The Trustees of Reservations funded a Powisset CSA vegetable share for seniors. COA programs include card making, scarf painting, Mah Jongg, Tea with Friends, Senior Coffee, Bocce Ball (American Legion court), and seminars on Medicare and Social Security. In the winter, The Dover Church Men's Group brought sand and salt for icy steps and walkways to more than 35 seniors.

COA's intergenerational program highlights include Dover-Sherborn High School (DSHS) students helping seniors on Technology Support days, a Halloween decorating party, a talk on their travel abroad, and a coffee, cookies, and conversation event with students prior to DSHS performances of *Chicago!* and *A Midsummer Night's Dream*. On a memorable February afternoon, COA member Bob Cocks and fellow ukulele players were joined by the Girl Scouts, who were taught how to play along. DSHS students and seniors enjoyed the December Holiday Movie and Cookie Swap at The Dover Church, and more than 50 guests enjoyed an FoCOA-sponsored classical concert featuring a violin-piano duo.

Other Senior Services

In 2019, Outreach Worker Nan Vaida, RN, continued visiting seniors to identify their needs, provide support, meet with spouses and family caregivers, and refer seniors to services. She and Director Janet Claypoole coordinated with the Police Department to check on isolated or at-risk seniors. The COA offers home and community services in partnership with BayPath Elder Services, the MetroWest region's Area Agency on Aging. Gil Thisse is the COA's liaison to BayPath and sits on its board of directors. The COA also coordinates health support services, including the monthly

Visiting Nurse Association's Blood Pressure Clinic, bimonthly podiatrist visits, and a medical-equipment loan program. Renee Rubin, Dover's SHINE program counselor (Serving the Health Information Needs of Everyone) provides free consultations on Medicare and other health insurance. The Police Department makes its fitness equipment available to seniors, and the Medfield's Kingsbury Club gives seniors access to its pool.

The COA devotes a tremendous amount of time to helping seniors cope with changing health conditions, assisting family caregivers, locating resources, facilitating the transition from hospital or rehab settings to home, and helping elders maintain their dignity and independence as they age in place. The COA helps seniors and families in crisis situations and works with the Police Department regarding elder abuse and elder-at-risk situations. In January and June, the COA collaborated with The Dover Church and Beth Israel Deaconess Hospital-Needham to present "Living with Alzheimer's" workshops for caregivers and families.

In 2019, eight seniors participated in the COA-coordinated Senior Property Tax Work-Off Program, providing part-time temporary help for the Treasurer's Office, COA, and Board of Health for up to \$1,500 applied toward property tax bills. Public official appearances included Representative Denise Garlick, Police Chief Peter McGowan, who discussed senior scams, and Selectman Bob Springett, who fielded questions on Dover issues prior to the Annual Town Meeting. Selectman Springett also partnered with CCCPC Chair Ford Spalding at forums and meetings to discuss the future of the center. Norfolk County District Attorney's Office sponsored a document-shredding event in October.

Trips and Movies

In conjunction with Sherborn and Westwood, and with partial funding of transportation by the FoCOA, the Travel Committee organized the following trips: Ansel Adams Exhibit at the Museum of Fine Arts (MFA); Metropolitan Opera performance, Shalin Liu Performance Center, Rockport; Wellesley Symphony Orchestra; MGM Casino, Springfield; *Phantom of the Opera*, Providence Performing Arts Center; Nature's Nation Exhibit, Peabody Essex Museum; Art in Bloom, MFA; 9/11 Memorial and Museum, New York City; *Pilgrim Belle* cruise, Plymouth; Chinatown walking tour and marketplace with Chef Roberta Hing; Martha's Vineyard; Lyman Estate and Greenhouse; Boston Symphony Orchestra, including a concert in Tanglewood; cruise on Casco Bay, Maine; Niagara Falls and Erie Canal; Tower Hill Gardens; Granite State Chocolate and Wine tour; *The Bodyguard*, North Shore Music Theatre; Downton Abbey Exhibition; Winslow Homer Exhibit, Cape Ann Museum; Christmas at Rose Cliff Manor; Tiffany Exhibit in Newport; and *Oliver!* New Repertory Theatre, Cambridge. The COA organized lunches at local inns and restaurants and, with The Dover Church, held free monthly movies with refreshments at the church's Kraft Hall and a twice-yearly lunch and movie.

Luncheons

Our highly popular monthly luncheons included entertainment from The Happy Strummers ukulele group, Joy Marzolf from Mass Audubon/Broadmoor Wildlife Sanctuary, and Two Sisters of St. Joseph, who presented “Aging with Humor” at Most Precious Blood Church. The Volunteer Appreciation Luncheon honored more than 95 volunteers. Rehab Associates and the Thisse Family cosponsored the Thanksgiving luncheon at Kraft Hall, with volunteers carving turkeys, serving, and cleaning up for 98 attendees. Other, volunteer-coordinated luncheons included The Moveable Feast, hosted by Dover’s four churches on a rotating basis, the Circle of Friends luncheons at Dover Grace Church, and lunches at the CCC. The COA held its annual picnic at Powisset Farm along with the Sherborn COA. The Dover Police Association Senior Brunch had more than 100 attendees. In June, the FoCOA hosted the sixth-annual Up in Smoke BBQ, open to all and featuring musician Sean Fullerton, with more than 90 people attending. In October, the FoCOA hosted the ninth-annual Harvest Brunch at the American Legion.

Grants

In 2019, an MEOEA formula grant partially funded the Fitness, Chi Gong, and Zumba Gold programs, and supported our administrative assistant and volunteer coordinator positions. The COA continues to collaborate with the Sherborn COA on a MetroWest Health Foundation grant for a monthly men’s lunch group held at The Heritage in Sherborn.

Volunteer Assistance

In 2019, more than 120 volunteers of all ages supported the seniors, including DSHS students. DSHS Hockey team members helped with yardwork, and the Girl Scouts and Brownies delivered flowers. Jack Ringel’s Eagle Scout Project for the COA was a series of technology help seminars. The DSHS Community Service Club partnered with the COA throughout the year. We could not provide our programs and services without the time, energy, and enthusiasm of these volunteers—our most important asset. Whether delivering meals, providing office support, or helping to set up, cook and bake, and clean up at functions, among other activities, their kindness, generosity, and skills are greatly appreciated.

To access the COA’s programs, activity calendar, and online registration, or view the newsletter, visit our Web page at www.doverma.org (under “Government”/“Town Offices”). Volunteers are always welcome and greatly appreciated, so please consider offering a helping hand to your neighbors and community.

Report of the Cultural Council

Wendy Bornstein, Chair
Karen Ketterer, Secretary
Diane Brauer
Sarah Kahoun
Melissa Frank

The Dover Cultural Council (DCC) administers funds that it receives each year from the Massachusetts Cultural Council (MCC), the state agency whose mission is to “promote excellence, access, education and diversity in the arts, humanities, and interpretive sciences to improve the quality of life for all Massachusetts residents, and to contribute to the economic vitality of our communities.” These funds, which originate as annual appropriations of the Massachusetts Legislature, are awarded in the form of grants to individuals and organizations that support the MCC’s mission and provide cultural benefit to the Dover community.

Under the MCC’s Local Cultural Council Program, the most extensive grassroots cultural support network in the nation, the DCC received 18 grant applications and awarded \$5,374 in grants for Fiscal Year 2019 to:

- **Parks and Recreation Department:** Summer Concert Series (\$150)
- **Friends of the Council on Aging:** Boston Symphony Orchestra Concert Series (\$450)
- **Town Library:** Artist in Bloom (\$350); A Universe of Stories (\$550); and Richard Hamelin “Pied Potter,” A Time to Spout Off Program (\$430)
- **Dover Foundation:** Spring Play, *The Drowsy Chaperone* (\$250)
- **Powisset Farm:** Summer “Shakespeare in the Park” Theater Productions (\$300)
- **Charles River School:** Community Design Thinking Workshops (\$545)
- **Dover-Sherborn Middle School:** MLK Community Art Project (\$500)
- **Dover-Sherborn High School:** Improv/Comedy Club (\$300)
- **Dover:** Diwali Celebration (\$400)
- **Shalom Dover:** Annual Chanukah Party (\$400)
- **Dover Unplugged:** Mini Golf Event (\$749)

Information and grant applications (which can now be filed online) for the Local Cultural Council Program are available at www.mass-culture.org.

Report of the Memorial Day Committee

Chris Jackman, Chair
Carol Jackman
Jay Sullivan

The Memorial Day exercises were held on May 30, 2019, at 6 p.m. It was a pleasure to have so many townspeople at the ceremony on the Springdale Avenue side of the Town House. The members of the George B. Preston Post 209, American Legion (the Legion), posted the colors, and Reverend John Grimes of Most Precious Blood Church delivered the invocation, along with a moment of silence. All in attendance then said the Pledge of Allegiance. Reverend Dr. C. Olmstead Maxwell of The Dover Church gave the main address. The Dover-Sherborn Regional High School Concert Band then presented “A Patriotic Salute,” arranged by Ralph Ford, under the direction of Janice Barry. Jay Sullivan, member of the Committee, then continued the tradition of introducing all veterans in attendance. Reverend Olmstead offered the benediction.

The parade to Highland Cemetery took place under the supervision of Grand Marshal Robert Cocks, United States Navy. Before entering the cemetery, the parade stopped at Soldiers Monument to place flowers in memory of all Dover’s deceased veterans.

Graveside services were conducted near the cemetery’s flagpole and star, with the firing of the gun salute and the playing of taps by our bugler, Jack Benson. Reverend Sean Leonard of St. Dunstan’s Church offered a prayer. The Committee then carried out the traditional reading of names of Dover’s own who died in battle. Everyone returned to the Town House for the raising of the flag and a prayer by Reverend Peter DiSanto of Grace Church. Members of the American Legion then marched to their post home to raise their colors.

Special thanks go to everyone who made this event possible, including the Town House staff, the Police Department, the Fire Department, the Dover Boy Scouts Troop 1, the Cub Scouts, the Girls Scouts, and the Brownies. A special thank-you goes to the Council on Aging and the American Legion for their joint efforts in providing a golf cart for those who were unable to march. The Committee also wishes to thank the Dover American Legion Auxiliary, assisted by the Boy Scouts, for decorating the graves of all veterans with geraniums and flags, and the American Legion for hosting their annual cookout for all parade participants and townspeople in attendance.

It should be noted that the plantings in the star and urn by the flagpole were in memory of Marj Michel and were made possible by a donation from her family. Marj was a member of the Legion Auxiliary and spent many years planting geraniums on veterans’ graves for Memorial Day.

Report of the Department of Veterans’ Services

Paul Carew, District Director

The Department of Veterans’ Services performs the functions assigned to it by Chapter 115 of the General Laws of the Commonwealth of Massachusetts. Chief among them is the administration of a benefits program provided to veterans and their families in need.

The Department maintains a depository of discharges and records of service for matters to be brought before the United States Department of Veterans Affairs, including claims for pension, compensation for service-connected disabilities, educational benefits, burial benefits, and headstones and markers. The office also processes applications for hospitalization and medical care.

Veterans Administration benefit forms are available in our office at 117 East Central Street, Natick, MA. The director is there to serve our veterans and is glad to provide assistance, including help with filing the appropriate paperwork for applicable benefits. Please call us at 508-647-6545.



Soldiers Monument. Photo by Mary Kalamaras.

Report of the
**Financial and Energy Assistance
Coordinator**

Erika Nagy

The Town of Dover provides information and assistance to residents who are facing financial and energy-related emergencies. The Financial and Energy Assistance Coordinator is appointed by the Board of Selectmen to facilitate this service.

In 2019, the Coordinator continued to meet with residents to assist them in the preparation of fuel assistance forms and to answer questions and connect them with state and federal resources, including:

- *The Town of Dover*, which assists residents who face energy and utility emergencies, including shut-offs (www.doverma.org).
- *The South Middlesex Opportunity Council (SMOC)*, which offers fuel assistance, weatherization, appliance management and conservation, and heating system tune-up and repair to eligible families and individuals (www.smoc.org).
- *The Salvation Army*, which provides limited financial subsidies to those needing emergency food and clothing (massachusetts.salvationarmy.org).
- *The Good Neighbor Energy Program*, which offers fuel assistance to “over-income” families and individuals (www.magoodneighbor.org/index.html).

To learn more about this Town service, visit www.doverma.org/town-government/boards-committees/energy-coordinator.

Report of the
**Caryl Management Advisory
Committee**

Kathy Weld, Chair
Christopher Boland, Parks and Recreation
Jennifer James
Frankie Liu
Robert Springett, Board of Selectmen
Ruth Townsend

Mark Ghiloni, Director, Parks and Recreation
Christopher M. Dwelley, Town Administrator
Karl Warnick, Buildings and Maintenance Superintendent

The Caryl Management Advisory Committee (CMAC) provides advice and counsel to the Board of Selectmen on the maintenance and operations of the Caryl Community Center (CCC), a role it has had since 2002, when the Dover School Committee transferred control of the building to the Board of Selectmen. It is composed of seven voting members: four at-large and one each from the Board of Selectmen, the Council on Aging (COA), and the Parks and Recreation Commission.

The CMAC began 2019 by reviewing its original charge and related accomplishments, and by looking ahead to specific tasks for the next several years as the Town continues its deliberations regarding the ultimate disposition of the Caryl facility. Due to the current uncertainty, only a few modest improvements were made at the CCC: Two small ancillary spaces at the COA were combined into a single private conference room; the stairwell walls at the building’s back entrance were painted; and repairs were undertaken on one of the 90-year-old boilers that was not working for most of the winter. In addition, updates to the CCC website narrative were made and will be installed when the redo of the Town website has been completed.

Throughout the year, CMAC kept abreast of the progress of the Caryl Community Center Project Committee (CCCPC), as that committee compiled information and ultimately presented two options for the CCC: (1) a full renovation of the existing building, and (2) the demolition of the existing building and construction of a new, smaller facility. Voters approved funding for further study of both options at the Special Town Meeting held on October 7, 2019.

In late fall, at the Selectmen’s direction, the CMAC began drafting a continuity and alternate site plan in preparation for when the CCC would

be unavailable to users. In 2020, the Committee plans to take up the following additional tasks as outlined by the Selectmen: Address necessary maintenance, balancing need/cost with useful life; explore and/or experiment with programming, operating models, and communications/marketing; and assist the newly appointed Community Center Building Committee as needed.

The CCC continues to provide the much-needed space necessary for the many recreational and educational programs and activities that Dover residents enjoy and have come to expect. It houses two Town departments (Parks and Recreation and the COA), four fee-paying licensees (The Center for the Development of Children, Erin's School of Dance, Parent Talk, and Community Cycle fitness studio), and several community groups and individuals who rent the non-dedicated space regularly or intermittently. The Dover Boy Scouts Troop 1, local garden clubs, the Dover Mothers' Association, and private citizens all booked space for activities, including meetings and birthday parties. The biggest regular user groups in 2019 were the Dover Foundation and Open Fields, which used the CCC as a rehearsal space for their major productions. The Foundation's costume vault continues to provide critical storage space for the growing collection of costumes, which are regularly shared not only by Dover's two theater organizations, but also with the Dover-Sherborn Middle and High Schools and other local communities for their productions.

We encourage Dover residents of all ages to use the CCC for personal or community-based activities, to take advantage of programs currently offered, or to request new activities or programs. For more information, please visit our website, linked directly from the Town's home page at www.doverma.org.



Photo courtesy of the Dover Town Report Committee.

Report of the **Caryl Community Center Project Committee**

Ford Spalding, Chair

Amy Collins

Rich Forte

Leslie Godfrey-Schutte

Erin Rodat-Savla

Terry Sobolewski

Bob Springett, Selectmen's Representative

The Caryl Community Center Project Committee (CCCPC), following the Board of Selectmen's charge, researched and then presented to the October 7, 2019, Special Town Meeting two options for the disposition of the Caryl Community Center: Renovation of the existing building, and demolition of the existing building and construction of a new facility on the site.

- **Renovation:** Two options for renovation were presented. They were: (1) a basic renovation of the existing 40,000-square-foot building, at an estimated cost of \$10M, to include infrastructure repairs and interior improvements; and (2) an enhanced renovation at an estimated cost of \$13M that includes the basic recommendations, plus an energy retrofit that includes air-conditioning, an enhanced entryway and reception area, the renovation of the second-floor library, and the movement of interior walls if necessary to support programs.
- **New Building:** The Committee compiled research conducted through visits and interviews with leaders in 15 "like" and/or "neighboring" towns that had community buildings. Three towns similar to Dover (in population served, tax base, and town character) were selected for comparison. Two building options were considered, the cost for each of which would also cover the demolition of the existing building: (1) a 13,000-square-foot facility to meet Dover's current space needs, at an estimated cost of approximately \$10M; and (2) an 18,000-square-foot building that the Committee believes would provide sufficient space to accommodate growth and future space needs, at an estimated cost of \$13M.

Voters approved funding of \$400,000 for further study of both options outlined above, by votes of 236 to 114 (renovation) and 264 to 92 (new construction). The authorized funds will be used to engage the professional services of an owner's project manager and an architect to perform design services. Their specific task is to work with a Selectmen-appointed building committee to produce a feasibility study, schematic renderings, and pricing, all to be presented at a future Annual Town Meeting, where residents will be asked to approve one option and the necessary funds to move forward with final designs and construction.

CCCPC reports may all be found on the Dover Town website (www.doverma.org). A newly constituted building committee is expected to complete its work during 2021.



Dover Days. Photo by Adam Quackenbush.

Report of the **Technology Advisory Board**

Greg Kahoun, Chair

Rui Huang

Myank Jain

Paul Smith

Gregg Wright

Gerald Clarke, Board of Health Liaison

Cam Hudson, Warrant Committee Liaison

Anthony Ritacco, Regional School Liaison

Robert Springett, Board of Selectmen Liaison

Chris Dwelley, Town Administrator

Diana Piesak, Town IT Coordinator

The Technology Advisory Board (TAB) was created by the Board of Selectmen in August 2019 to “advise the Board of Selectmen, Town Administrator, and other senior administrative staff, as appropriate, on resources and priorities concerning all aspects of computing, information management, and communication technology.” Volunteers were recruited to fill the Board, which began meeting in July.

The TAB provides expertise, makes recommendations, and reviews supplier proposals to support the Town’s goal of building and maintaining an information technology infrastructure that reflects the best practices in the industry and supports the Town administration and staff in executing their responsibilities in a cost-effective manner.

In its first significant action, the Board voted to recommend an IT infrastructure review. Although initially it had planned to include long-term strategic issues, it ultimately recommended starting with a simpler review of our infrastructure by Retrofit, which currently provides the Town’s back-up and recovery services. In December, Retrofit presented its recommendations to the Board, the most critical being the installation of a robust cyber-security package, which was immediately implemented. The remaining recommendations are expected to be implemented during the first half of 2020. They include: (1) establishing a Town domain that will allow all computer networks to be interconnected and have compatible software, with all secondary equipment, such as printers, to be connected properly; and (2) creating an equipment replacement schedule that will enable more consistent, predictable budgeting. As a result, the Town will have a solid, secure technology foundation to build upon throughout the coming years.

The TAB also evaluated a replacement website service for the Town that would offer greater functionality and is being used by many municipalities. After vetting the vendor's reputation for service and support, the Board recommended that the Town purchase this service.

The TAB thanks all those who participated in this "start-up board" for their time, effort, and diligence as we moved through 2019, and it looks forward to our work in 2020.



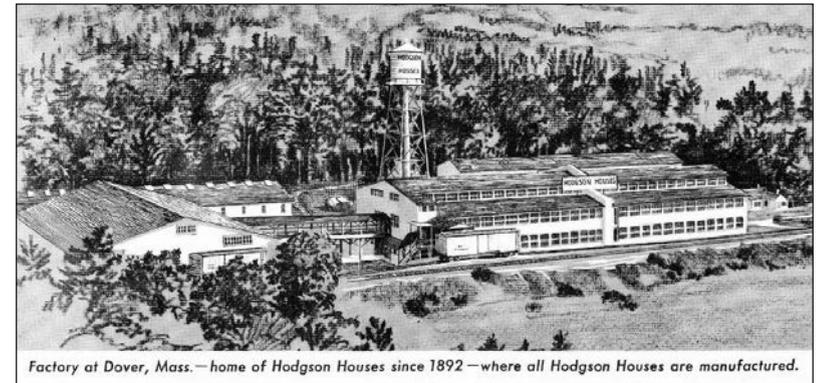
Photo courtesy of the Dover Town Report Committee.

Historical Focus

Hodgson Portable Houses

Today we rightly prize Dover for its attractive rural aspect, making it hard to appreciate that in the late 19th century, clear cut of trees, our town was engaged in the nationwide shift from an agrarian economy to a manufacturing one. In those years, Dover was home base to a successful entrepreneur in manufactured housing, Ernest Franklin Hodgson (1871–1948). The Hodgson Portable House factory dominated Dover Center and its commerce for nearly 50 years, from 1897 through 1944. The factory operated until 1961, when it was largely dismantled, but its remainder structures along the rail line served as our Highway Department garage until 1998, when it was replaced by the Phillip S. Luttazi Town Garage.

Hodgson began building prefabricated wooden buildings on his father's Farm Street poultry farm. By 1892, he was marketing portable chicken brooders, branded Peep-O-Day, to area farmers. In five years, his business grew from a small farm-based shop to a larger factory near Dover Center.



Above and next page: Images courtesy of Heather Hodgson DePaola, Dover Historical Society.

With the arrival of the automobile, Hodgson understood the need to house the new vehicles. The first Dover resident to own a "horseless carriage" (Massachusetts license plate #5), Hodgson conceived the "Auto Stable," a prefabricated garage structure that became a staple of residential construction and big business for the entrepreneur .

After a fire destroyed his first factory in 1904, Hodgson built an even larger facility closer to the center of town to take advantage of the distribution opportunities afforded by the railroad, which allowed him to compete with large mail-order companies, such as Sears Roebuck and Montgomery

Ward, that had begun selling kit homes. He also expanded his product line to include bolt-together prefab houses, camps, playhouses, and other structures in sizes and styles catering to different customers—the military for bases and health facilities, foreign governments for emergency housing, and Americans from all walks of life for country and vacation dwellings.

By the time Hodgson sold his business in 1944, his namesake structures were in use across the United States and overseas. Not least among these developments was a Hodgson “village” right here in Dover. As the 1937 Hodgson catalog proudly stated:

“A number of years ago, we built an entire village of Hodgson Houses in an attractive wooded park of several acres at Dover.... [T]hese Hodgson Houses—with cellars, heating plants, plumbing, electricity, and all conveniences such as you can have—are so lovely, so comfortable, so satisfactory, and so economical to heat that we have a long list of prospective tenants who can scarcely wait for the day when there will be a house vacant for them!”

Meeting House Hill Road was that attractive wooded park, and scores of Dover families have appreciated living in this early Dover neighborhood. The houses have stood the test of decades of changing weather, growing families, and even organic additions to accommodate contemporary lifestyles. E. F. Hodgson liked to claim that he was the first to market high-quality modular houses. What is certain is that Hodgson Houses was the most successful, innovative industrial business our town has yet seen.

—Hadley Reynolds
Dover Town Report Committee



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