

DOVER

186th Town Report

2022



*Cover photo: Memorial Day parade to Highland Cemetery.
Photo courtesy of the Dover Town Report Committee.*

In Memoriam

The Town Report of 2022 recognizes the following residents who served the Town of Dover with commitment and distinction:

John Palester

Warrant Committee, 1995–2001

Louis Theodos

Council on Aging, 2007–15

Table of Contents

In Memoriam..... iii
Acknowledgmentsvii

Information for Citizens

General Information 3
Town Offices Directory 4
Elected Officials..... 5
Appointed Officials 6

Town Government Reports

Moderator..... 17
Board of Selectmen..... 18
Warrant Committee..... 21
Capital Budget Committee..... 24
Town Clerk..... 27
 Caucus 28
 Annual Town Meeting, Deliberative Session 30
 Annual Town Meeting, Article 31 Elections 52
 State Primary..... 55
 State Election 57
 Vital Statistics..... 63
 Financial Reports 65
Town Treasurer..... 67
 Total Gross Wages 68
 Treasurer’s Cash..... 77
 Taxes Outstanding 78
 Long Term Debt..... 79
 Trust and Investment Fund Balances..... 80
Town Accountant 81
 General Government Funds..... 82
 OPEB Trust Fund..... 83
 General Fund 84
Town Insurance 86

Personnel Board.....	87
Board of Assessors.....	89
Valuation of the Town.....	89
Amount to Be Raised by Taxation	89
Motor Vehicle Statistics.....	90
Tax Rates	90
Valuation of Property Exempted from Taxation.....	91
Valuation of Exempted Public Property	95
Police Department	98
Summary of Activities	99
Board of Fire Engineers	101
Summary of Activities	102

School Reports

Superintendent of Schools	107
Dover School Committee	110
Chickering Elementary School.....	113
Dover-Sherborn Regional School Committee.....	116
Dover-Sherborn Middle School.....	120
Dover-Sherborn High School	123
Dover-Sherborn Community Education.....	135
Public Schools Enrollment.....	137
Dover Public Schools Financial Recapitulation.....	138
Dover-Sherborn Regional School District.....	139
Revenue Summary	139
Expenditure Summary.....	140
Total Gross Wages	141
Minuteman Regional Vocational Technical School Committee	151

Health Reports

Board of Health	157
Norfolk County Mosquito Control District	169
Animal Control Officer	171
Natick Walpole Visiting Nurse Association	172

Land Use Reports

Planning Board 177

Zoning Board of Appeals..... 181

Highway Department 183

Parks and Recreation Commission 186

Conservation Commission..... 194

Tree Committee 196

Tree Warden 197

Fence Viewers..... 198

Recycling Committee..... 199

 Solid Waste and Recycling Data 204

Inspector of Buildings 206

Inspector of Wiring..... 207

Plumbing and Gas Inspector 208

Open Space Committee 209

Other Town Reports

Town Library 215

Cemetery Commission..... 219

Historical Commission 220

Council on Aging 221

Cultural Council 225

Memorial Day Committee..... 227

Department of Veterans’ Services..... 229

Caryl Management Advisory Committee 230

Community Center Building Committee..... 232

Historical Focus: A Closer Look at a Dover Monument 234

Acknowledgments by the **Town Report Committee**

Kathy Weld, Chair
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 all report contributors for their support in producing this report in a timely fashion and are ever grateful for the expertise of our graphic designer, Pat Dacey, and for the printing and binding services of King Printing.

We also wish to thank departing longtime Committee member Dee Douglas for her enthusiasm and tireless commitment to soliciting and curating the photographs that make the *Dover Town Report* a standout among town reports. We encourage everyone to annually submit photographs for print consideration and thank past participants for generously sharing their 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 and to consider joining our ranks. Please contact us at townreport@doverma.gov.



Photo by Elissa Senger.



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: _____

- | | |
|--|--|
| ☐ Selectmen's Office | ☐ Recycling Committee |
| ☐ General Government | ☐ Conservation Commission |
| ☐ Historical Commission | ☐ County and Regional Affairs |
| ☐ Council on Aging | ☐ Veterans' Affairs |
| ☐ Cultural Council | ☐ Human Services |
| ☐ Town Report Committee | ☐ Parks and Recreation |
| ☐ Civil Defense | ☐ Town Clerk/Elections |
| ☐ Tree Committee | ☐ Other _____ |



DOVER

Information for Citizens

2022



Previous page: Detail, Soldiers' Monument.

Source: Daderot, public domain, via Wikimedia Commons.

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/Legislative 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 Rebecca L. Rauch
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
 Jake Auchincloss

Building Dates

Library	1968	Regional Middle School	2003
Caryl Community		Regional High School	1968, 2004
Center	1912, 1972	Post Office	1975
Town House	1922	Protective Agencies Bldg.	1976, 1999
Chickering School	2001	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
2020	6,305	4,508	2,150
2021	6,264	4,455	2,160
2022	6,260	4,475	2,162

Town Offices Directory

Dover Town House: 5 Springdale Avenue/PO Box 250, Dover, MA 02030

Town Website: www.doverma.gov

Police and Fire Emergencies: 911

Town House Offices: (508) 785-0032 + ext.

For Fax: (508) 785 + fax number

Office	Ext.	Fax	Hours
Accountant	227	2341	M-Th 9-5; F 9-1
Assessors	241	8134	M-Th 9-5; F 9-1
Board of Health	232	8114	M-Th 8:30-3:30
Building Department	225	8114	M-Th 9-4; F 9-1
Wiring Inspector	245	8114	
Plumbing Inspector	357		
Building Maintenance	235	2341	M-Th 7-3; F 7-1
Town Clerk	226	2341	M & W 9-3; T & Th 9-4; F 9-1
Conservation Commission	233	8114	M-Th 9-3:30
IT Manager	247		M-Th 9-5; F 9-1
Municipal Project Manager	247		M-Th 9-5; F 9-1
Planning Board	238	8114	M-Th 9-5; F 9-1
Board of Selectmen	221	2341	M-Th 9-5; F 9-1
Treasurer/Tax Collector	228	0457	M-Th 9-5; F 9-1
Water Department	235	2341	M-Th 7-3; F 9-1

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

	Number	Fax	Hours
Animal Control Officer	1130	0683	
Cemetery Superintendent	0058 (x120)	8115	M-F 7:30-3
Council on Aging	(508) 315-5734		M-Th 9-5; F 9-1
Emergency Management	1130		24 hours
Fire Department (non-emergency)	1130	8122	
Highway Department	0058 (x110)	8115	M-F 7-3:30
Library	8113	0138	M-Th 10-8; F 10-6; Sat 10-4
Parks and Recreation	0476	8123	M-F 9-5
Police Dept. (non-emergency)	1130	0683	
Schools			
Administration	0036	2239	
Chickering Elementary	0480	9748	
D-S Middle School	0635	0796	
D-S High School	0624	8141	
Community Education	0480 (x2020)	9748	
Minuteman Voc/Tech High School	(781) 861-6500		
Transfer Station	0058 (x110)		W, Sat, Sun 8-3:45
Tree Warden	1130	0683	
Veterans' Agent	(508) 647-6545		

Elected Officials

For 2022–23

	Term Expires		
Moderator		Cemetery Commissioners	
James R. Repetti	2023	Margaret L. Crowley, Chair	2023
Board of Selectmen		Carol A. Jackman	2024
Robyn M. Hunter, Chair	2023	Mariah Riess	2022
John D. Jeffries	2025	Trustees Larrabee and Whiting Estate	
Robert P. Springett	2024	Jonathan P. Fryer, Chair	2024
Town Clerk		Mary C. Crane	2024
Felicia S. Hoffman	2023	Phillip R. Luttazi	2024
Board of Assessors		Constables	
Robert G. Cocks Jr., Chair	2025	André G. Boudreau	2025
Caroline “Bonnie” Akins	2023	William R. Herd	2025
Charles W. Long	2024	Christopher Jackman	2025
Dover School Committee		Planning Board	
Sara R. Gutierrez Dunn, Chair	2023	Carol L. Lisbon, Chair	2024
M. Colleen Burt	2023	Jody B. Shue, Vice Chair	2023
Jeff Cassidy	2025	Scott Freedman	2027
Elizabeth Grossman	2024	Valerie Lin, <i>associate member</i>	2024
Goli Sepehr	2025	William Motley	2026
D-S Regional School Committee		George L. Sidgwick	2025
<i>(Dover members)</i>		Board of Health	
Margaret Charron, Chair	2024	Kay M. Petersen, Chair	2023
Lynn T. Collins, Secretary	2023	Stephen I. Kruskall	2024
Mark G. Healey	2025	John Quackenbush	2025
Library Trustees		Parks and Recreation Commission	
Erin E. Rodat-Savla, Co-Chair	2024	Christopher Boland, Chair	2025
Amee V. Tejani, Co-Chair	2025	Jennifer J. Daman	2023
Adrian J. Hill	2025	Michael Gilio	2024
Peter K. Hoffmann	2023	Jennifer James	2024
Judith Schulz	2023	Eric H. Loeffler	2025
Tracy L. Tobin	2024		

Appointed Officials

For 2022–23

	Term Expires
Appointed by the Selectmen	
Town Administrator	
Christopher M. Dwelley	2024
Town Accountant	
Kathleen LaPlant	2023
Town Counsel	
Anderson & Kreiger, LLP	2023
Treasurer/Collector	
Gerard Lane	2023
Affirmative Action Officer	
Christopher M. Dwelley	2023
Animal Control Officer	
Lorilyn Sallee	2023
Board of Appeals (Zoning)	
Alan Fryer, Chair	2025
Nadir Ahmed	2025
Michael Donovan, <i>associate member</i>	2023
Nancy Greene, <i>associate member</i>	2023
LaVerne Lovell	2024
Board of Fire Engineers	
J. Ford Spalding, Chair	2023
Kathryn Cannie, <i>to fill unexpired term</i>	2023
James P. Dawley Jr.	2024
Board of Registrars	
Camille Johnston	2023
Michele Keleher	2023
John J. Walsh	2023
Felicia S. Hoffman, <i>ex officio</i>	—
Cable TV Advisor	
(Position open)	
Capital Budget Committee Representative	
Robyn Hunter	2023

	Term Expires
Caryl Management Advisory Committee	
Kathy Weld, Chair	—
Christopher Boland, <i>Parks and Recreation appointee</i>	—
Jennifer James	—
Robert Springett, <i>Board of Selectmen appointee</i>	—
Ruth Townsend	—
Christopher M. Dwelley, <i>ex officio</i>	—
(Positions open, <i>Council on Aging appointee; at-large member</i>)	
Chief of Communications	
Peter A. McGowan	2023
Community Center Building Committee	
Ford Spalding, Chair	
David Billings	—
Luciana Burdi	—
Barry Goldman	—
Dick Malcom	—
Terry Sobolewski	—
Ruth Townsend	—
Cameron Hudson, <i>Warrant Committee liaison</i>	
Robert Springett, <i>Board of Selectmen liaison</i>	
Christopher M. Dwelley, Town Administrator, <i>ex officio</i>	
Conservation Commission	
John Sullivan, Chair	2023
Tim Holiner	2023
James A. McLaughlin	2024
Sarah Monaco	2025
Amey Moot	2024
Anna Nagy	2025
Christy Royer Violin	2025
(Two positions open, <i>associate member</i>)	
Council on Aging	
Robert Cocks, Chair	2025
Maureen Dilg	2023
Reverend Peter DiSanto	2025
Betty Hagan	2024
Cindy Holmes	2025
Camille Johnston	2025
Gilbert Thisse	2024
Annemarie Thompson, <i>associate member</i>	2023
Geraldine Wise, <i>to fill unexpired term</i>	2023
(Positions open, <i>at-large member; associate member</i>)	

	Term Expires
Cultural Council	
Wendy Gordon, Co-Chair, <i>resigned August 2022</i>	2023
Judith Schulz, Chair	2023
Sarah Kahoun, Treasurer	2023
Lauren Verni, Secretary	2023
Denise Auclair	2023
Shashi Chawla	2023
Karen Ketterer	2022
Antonio Saenz, <i>to fill unexpired term</i>	2023
Director of Public Works	
Kevin McCabe	—
Emergency Management (<i>inactive</i>)	
Fence Viewers	
James P. Dawley Jr.	2023
Finance Committee on Roads (<i>inactive</i>)	
Forest Warden	
Paul Luttazi, <i>to fill unexpired term</i>	2023
Groundwater Bylaw Enforcement Agents	
Michael Angieri	2023
(Position open)	
Hazardous Waste Coordinator	
Bob Tosi, <i>to fill unexpired term</i>	2023
Historical Commission	
Stephen I. Kruskall, Chair	2024
Sierra Bright	2023
Richard Eells	2023
Gene Hornsby	2025
Thomas Johnson	2023
Jane Moore	2025
(Position open)	
Inspector of Buildings	
Walter Avallone, Commissioner/Inspector of Buildings	2023
Zoning Enforcement Officer	
Floating Dock Inspector	
Felix Zemel, Local Inspector of Buildings	2023
Inspector of Wiring	
Kevin Malloy, Inspector of Wiring	2023
Paul Angus, Alternate Inspector of Wiring	2023
James Murphy, Second Alternate Inspector of Wiring	2023

	Term Expires
Inspector of Plumbing and Gas	
James Vaughan, Inspector of Plumbing and Gas	2023
Robert Piersiak, Alternate Inspector of Plumbing and Gas	2023
Jeffrey Harris, Second Alternate Inspector of Plumbing and Gas	2023
MBTA Representative <i>(inactive)</i>	
Measurer of Wood and Bark <i>(inactive)</i>	
Metropolitan Area Planning Council Representative <i>(including Three Rivers Interlocal Council and Southwest Advisory Planning Committee)</i>	
Town Planner (position open)	
John Jeffries, <i>alternate</i>	2022
MetroWest RTA Representative	
Kevin McCabe	2023
Norfolk County Advisory Board (Position open)	—
Open Space Committee	
Amey Moot, Chair	2024
Mark Adamczyk	2025
Henry Faulkner	2024
Boynnton Glidden	2024
Gregory M. Kahoun	2024
Justine Kent-Uritam	2024
Valerie Lin	2024
Carol Lisbon, <i>Planning Board appointee</i>	2023
Tara Nolan	2023
Connie Sullivan	2023
Christy Violin, <i>Conservation Commission appointee</i>	2023
John Jeffries, <i>Board of Selectmen liaison</i>	2023
Personnel Board	
Juris Alksnitis, Co-Chair, <i>Moderator appointee</i>	2023
Sue Geremia, Co-Chair	2025
Mary Hornsby	2023
Christopher M. Dwelley, <i>ex officio</i>	
Personnel Rules Ombudsmen	
Katelyn O'Brien, <i>female</i>	2023
Christopher M. Dwelley, <i>male</i>	2023

	Term Expires
Police Department	
Peter A. McGowan, Chief of Police	2023
Nicole Bratcher-Heffernan	2023
Donald Cahill	2023
David Chaisson	2023
Richard Collamore Jr.	2023
Katherine Kolodziejczyk	2023
Matthew Lavery	2023
Jared Layman	2023
Jeffrey Lynch	2023
Edward Maguire	2023
Charles Marscher	2023
Ryan Menice	2023
Patrick Murphy	2023
Ryan Sullivan	2023
Bruce Whitney	2023
Todd Wilcox	2023
Joseph Woollard	2023
Colin Young	2023
Robert Young	2023
Recycling Committee	
Jennifer Luethy, Chair	2023
Desmond Brown	2025
Janit Greenwood	2025
Carol Lisbon	2025
Wendy Muellers	2023
Leesa Mullin	2025
Chris Poulsen	2024
Right-to-Know Coordinator	
Bob Tosi	2023
Surveyor of Lumber <i>(inactive)</i>	
Technology Advisory Board <i>(inactive)</i>	
Title VI Nondiscrimination Coordinator	
Katelyn O'Brien	2023
Town Engineer	
Michael J. Angieri	2023
Town Report Committee	
Kathy Weld, Chair	2023
Dee Douglas, <i>resigned August 2022</i>	2024
Mary Kalamaras	2025
Hadley Reynolds	2024
(Two positions open)	

	Term Expires
Town Sexton	
Laurence R. Eaton	—
Tree Committee	
John Devine, Chair	2023
Bob Tosi, <i>to fill unexpired term</i>	2023
(Position open)	
Tree Warden and Moth Superintendent	
Kevin McCabe, <i>to fill unexpired term</i>	2024
Veterans' Grave Officer	
Bill Herd	2023
Veterans' Services	
Paul Carew	2023
Deputy Water Operator	
Geoffrey Brooks	2023
Appointed by the Moderator	
Warrant Committee	
Melissa Herman, Chair	2025
Cameron Hudson, Vice Chair	2025
Robert Andrews, <i>resigned June 2022</i>	2024
Gordon Kinder	2024
Sara C. Kinney	2023
Janet McCormick	2025
Stephen Migausky	2024
Peter Smith	2024
Andrew Ursitti	2023
Memorial Day Committee	
Carol Jackman	2025
Chris Jackman	2023
(Position open)	2021
Dover Representative to Minuteman	
J. Ford Spalding	2025
Long Range Planning Committee (<i>inactive</i>)	
Personnel Board	
Juris Alksnitis	2023
Appointed by the Assessors	
Town Assessor	
Amy Gow	2023

Term Expires

Appointed by the Board of Health

Administrative Assistants

Karen Hayett	—
Linda Baldwin-Lyons	—

Board of Health Agent

Jason Belmonte	—
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Board of Health Consultants

Michael J. Angieri, General Consultant	2023
Felix Zemel, Well Agent	2023
Jim Palmer, Deer Management Agent	2023
Mike Francis, DMP Representative	2023
Jay Walsh, DMP Representative	2023

Natick Walpole Visiting Nurse Association

Executive Director (position open)	
Rey Spadoni, Interim Executive Director	—

Inspector of Animals

Jennifer Shaw Cronin	2023
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Water Resource Committee *(inactive)*

Tick-Borne Disease Committee *(inactive)*

Appointed by the Capital Budget Committee

Capital Budget Committee

Barry Goldman, Chair	2023
Cynthia Devall	2024
Cam Hudson, <i>Warrant Committee appointee</i>	2023
Robyn Hunter, <i>Board of Selectmen appointee</i>	2023
John Quackenbush	2024
Andrew Ursitti, <i>Warrant Committee appointee</i>	2023

Appointed by the Conservation Commission

Open Space Committee

Christy Violin	2023
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Tick-Borne Disease Committee *(inactive)*

Appointed by the Planning Board

Planning Assistant

Susan Hall —

Land Use Director

Courtney Starling —

Open Space Committee

Carol Lisbon 2023

Appointed by the Warrant Committee

Personnel Board

Mary Carrigan, *resigned September 2022*

Capital Budget Committee

Cameron Hudson 2023

Andrew Ursitti 2023

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



Photo by Ted Finn.



DOVER

Town Government Reports

2022



Previous page: Dover Town House. Photo by Kristen Dixon.

Report of the **Moderator**

James R. Repetti

The Annual Town Meeting was held on Monday, May 2, 2022, at 7 p.m., in the Dover-Sherborn High School's Mudge Auditorium. We are very grateful to Board of Health members for their advice in helping us structure the meetings to minimize the health risk for all attendees. Town Clerk Felicia Hoffman again coordinated and implemented their advice in an exemplary manner to ensure safe social distancing for all attendees and those working at the meeting. In addition, Assistant Moderator David Haviland, Police Chief Peter McGowan, and all the constables, checkers, counters, pages, registrars, and police officers provided invaluable service in ensuring the safety of all attendees and the smooth operation of the meeting.

The report of the action taken at the meetings, as recorded by the Town Clerk, may be found elsewhere in the *Dover Town Report*.

To some people, our tradition of open town meetings 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 a 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 Meetings, the Moderator has appointing authority for 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 Dover registered voters of all age groups, professions, interests, and time availability. 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 your 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 M. Dwelley, Town Administrator

The year 2022 was another ambitious one for the Board of Selectmen as it pursued its prioritized goals and objectives, which were first developed in 2019 with input from the community and include the categories of land use/open space, long-term financial planning, Town government structure, and modernization. Considerable progress has been made through town-wide initiatives in each area. Summaries of select activities and accomplishments in 2022 are provided below, while additional reporting can be found in the Selectmen's FY22 Year-in-Review, available at www.doverma.gov/478/Town-Projects.

Water Resources

Voters at the May 2, 2022, Annual Town Meeting approved a water restriction bylaw to promote water conservation during periods of drought and other water emergencies. The bylaw, which applies to all Dover residents and businesses regardless of water source (private well, Aquarion Water Company, other), provides for more local control by specifying who can declare a drought emergency. It offers communication methods for drought conservation and emergencies, defines "nonessential" water usage during drought conditions, and creates an enforcement mechanism for compliance.

A review of the Town's well-monitoring data, along with that of Aquarion Water Company, has indicated a positive effect on the Town's aquifers from its educational efforts regarding water conservation, as less water was drawn this summer than in years past. More information on the water restriction bylaw can be found at www.doverma.gov/625/Water-Restriction-Bylaw.

The Town also engaged an engineering and construction firm, CDM Smith, to help with a long-term water sustainability study intended to identify water resiliency options for the Town's consideration. This effort is being led by a steering committee of citizens and staff, and a report of its findings is expected in early 2023. The study was funded by a state grant made possible by State Representative Denise Garlick.

Community Center Building Project

At a Special Town Meeting on June 12, 2021, the citizens of Dover voted to approve the renovation of the Caryl Community Center and the Town issuance of a bond in the amount of \$18.8 million to fund the project as presented.

In early June 2022, when construction bids were opened, the total cost from the lowest responsible bidder for the approved design was \$21.5 million, valid until July 31, and \$2.7 million over the amount previously approved. The Community Center Building Committee presented the bids to the Selectmen and recommended that a Special Town Meeting be scheduled for early July to seek approval for the overage.

The Selectmen voted to not proceed with a July Town Meeting, as they wanted to ensure that all citizens of Dover would be in town and have the opportunity to vote on the matter. They also wanted adequate time to provide residents with answers as to why the cost per square foot of Dover's building would exceed that of similar buildings in other communities during the same time frame, as well as to determine the feasibility of reducing the project scope enough to meet the previously approved \$18.8 million cost.

The Selectmen ultimately concluded that this option was not possible without complete alteration of the current design, construction materials, programming, time frame, and project personnel, some of which would incur additional costs. In November, a peer review consultant helped identify potential cost-saving options that could be incorporated into the design. After review by the project's architects, several of these cost-saving modifications were incorporated in the construction documents to be rebid. In December, the Selectmen voted to proceed with the rebidding of the project with the modified rebid documents.

A Special Town Meeting is planned for Saturday, June 3, 2023, at 10 a.m., to vote on the project as rebid.

Hale Conservation Restriction

Based on the work of the Hale Conservation Restriction Task Force during 2021, the BOS authorized Selectman John Jeffries and Town Administrator Chris Dwelley to work with both Hale Education and the Trustees of Reservations to craft a draft Conservation Restriction (CR) agreement. The groups spent much of the year meeting weekly to develop the parameters of this agreement. A draft CR was prepared in December 2022, which the Board expects to finalize early in 2023 before engaging in a public education effort. The Board plans to convene a Special Town Meeting in fall 2023 to vote on this matter.

Personnel Changes

In 2022, we welcomed a number of new staff members: Kevin McCabe to the newly created position of Director of Public Works; Janice McGovern as Accounting Assistant; Jeffrey Lynch, Bruce Whitney, and Robert Young

as police officers; Marc Waldman as Interim Treasurer/Collector; and Robert Pat Murphy in the Building Maintenance Department.

We wish to thank the following departing staff members for their service to the Town: Municipal Project Manager Dave Sullivan; Assistant Town Administrator/Human Resources Director Kate O'Brien; and IT Information Specialist Mark Lavoie. And we extend special thanks to Gerry Lane, who served as the Town's Treasurer/Collector for more than a decade.

Lastly, we hold in our memory Scott Wainwright, a talented member of the Building Maintenance team who had played an integral part in managing the Town's facilities and who passed away in April 2022.

Grants

The Town received the following state and federal grants in FY22 and extends its appreciation to our elected state and federal representatives who advocated on its behalf:

- ***Federal Omnibus Spending Bill:*** \$2,000,000 for the design of the Centre Street bridge
- ***MA Division of Ecological Restoration:*** \$60,000 for a feasibility study to replace the Willow and Dedham Street culverts
- ***MA Executive Office of Energy and Environmental Affairs:*** \$75,000 for a water sustainability study
- ***MA Commonwealth Compact:*** \$113,274 to install fiberoptic network in municipal buildings
- ***MA Omnibus Spending Bill:*** \$120,00 for water main repairs

Litigation

As required by the Town's bylaws, any new litigation filed against the Town must be disclosed. There was no new litigation.

Appreciation

The Board of Selectmen is immensely grateful for the effort and dedication of our many elected and appointed boards and committees, Town staff, school administration and staff, and volunteers. Although we are a small community, we truly could not manage the many aspects of Town government, services, and programs without the total team effort each year from our involved citizens and talented staff. The many accomplishments you will read about in this *Dover Town Report* would not otherwise have been possible without their involvement. Thanks to all for a "job well done."

Report of the **Warrant Committee**

Melissa Herman, Chair
Cameron Hudson, Vice Chair
Peter Smith, Secretary
Gordon Kinder
Sara Cadena Kinney
Janet McCormick
Steve Migauskys
Andrew Ursitti

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 the Annual 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 2023 (FY23) budget began in fall 2021 with the issuance of general budget guidelines. 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 2022, 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. 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 2022 Annual Town Meeting, the FY23 budget was voted for implementation on July 1, 2022.

The Town's Operating Budget has increased 17.6% over the past five fiscal years, from an expended appropriation of \$35,242,341 for FY19 to an approved appropriation of \$41,438,611 for FY23. During this same period, the total budget, including capital items and special articles, increased 24.3%,

from \$37,485,947 for FY19 to \$46,613,025 for FY23. Revenues generated through property taxes grew 6.0%, from \$34,396,594 to \$36,443,919. Total revenue from all sources, excluding Free Cash, increased 7.7%, from \$38,399,344 to \$41,340,062. The difference between revenue and expenses is made up from Free Cash and, in some years, a Proposition 2½ override. FY23 marked the 16th 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 2022 Annual Town Meeting, voters approved a 6.0% increase in the FY23 Operating Budget (Article 4), for a total of \$41,438,611. This reflects a commitment on the part of all Town departments to review their needs carefully and in detail. Of this FY23 Operating Budget amount, \$23,524,186, or 57%, represents expenditures for the Dover, Regional, Minuteman, and Norfolk Agricultural Schools, a 1.1% 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 FY23 Capital Budget (Article 5) of \$1,362,365, as well as \$250,000 for one-time projects, and \$1,600,000 from Free Cash to stabilize the tax rate.

As of this writing, the Commonwealth has not yet certified Dover's Free Cash balance as of July 1, 2022. The previous certification was \$11,889,935 on July 1, 2021. 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 monitor for 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 Warrant Committee undergoes membership changes as terms expire. We extend our thanks and gratitude to departing member Robert Andrews.

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.



Dover Town House cupola. Photo by Liddy Rich.

Report of the **Capital Budget Committee**

Barry Goldman, Chair

Cynthia Devall

Cam Hudson, Warrant Committee

Robyn Hunter, Board of Selectmen

John Quackenbush

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.” To that end, 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 requests from Town departments, regardless of their size or nature, are to be submitted on standard Capital Budget request forms. The Committee then independently reviews these 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.

Capital requests for recurring equipment replacements and facilities improvements are evaluated based on comparison to the relevant useful life metrics (for example, how long an HVAC system typically lasts), and proposals approved by the Committee are presented to the Warrant Committee to be considered for inclusion in Article 5 for the Town Meeting

As in previous years, the Committee gathered information from all Town departments and the DSRSC as to their current and projected capital needs. (Both the Town and the Dover-Sherborn Regional Schools use a capital cost estimating service, On-Site Insight, to generate comprehensive facilities reports on all assets and their estimated service lives.) Applying objective and consistent standards, the Committee thoroughly reviewed each request to ensure that its recommendations would be based on accurate and complete information.

Since 2017, Dover has been a designated Green Community under the Massachusetts Green Communities Act, which provides financial support for energy efficiency and renewable energy projects that promote a

designated community’s clean energy goals. The Capital Budget Committee evaluates Town capital project requests to identify any that might qualify for Green Communities Grants. Evaluation criteria include the potential for reducing energy consumption and greenhouse gases, viability, appropriateness, effective use of funds, savings per dollar invested, and likely contribution to Dover’s 20% energy reduction goal.

Completed Green Communities projects to date have achieved significant annual net savings, and the improvements have increased the useful life of Town facilities. Projects include: air sealing and reinsulation of the Town House, Town Library, and Protective Agencies Building; upgrade of the Protective Agencies Building’s HVAC system (retrofit of high efficiency heat pumps and air handlers); and LED conversion of Town streetlights.

In 2021, work began on another energy-related project to replace 71 Town House windows, dating back to 1923, as part of a broader, long-term renovation plan to update the mechanical, electrical, and fire protection systems of the Town House. Originally approved in 2020, the project was delayed due to supply chain issues, which resulted in an overall increase in cost for the project. The Town approved the required additional funding, and the project is now expected to be completed in 2023. The new windows will make the building a more comfortable environment, lead to substantial improvement in energy use, and result in savings projected to more than cover the cost of the project. (This project did not qualify for a Green Communities Grant, as window replacements are excluded.)

During 2022, the Committee worked with the Community Center Building Committee and the Town to plan a technically advanced, high-efficiency HVAC system for the new Caryl Community Center. Applications were filed for a Green Communities Grant, and the Town was awarded a \$500,000 grant by the Department of Energy Resources for construction of the HVAC system.

The Committee is also working to establish criteria and goals for Town programs aimed at educating Dover citizens on new energy savings measures to enable them to take advantage of state and federal rebates and tax credits.

The Committee prepared its Fiscal Year 2023 Capital Budget recommendations during fall 2021 and winter 2022. In March 2022, it approved a recommendation for Article 5 expenditures totaling \$2,234,758, as follows:

Highway Department

Mini excavator	\$63,000
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Fire and Ambulance

Radio equipment	\$115,365
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Police Department

Patrol vehicles	\$53,000
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Firearms	\$23,500
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Chickering School

Flooring	\$120,000
EMS software	\$49,500
Water pumps	\$17,000

D-S Regional Schools

Building improvements	\$872,393
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Park and Recreation

Dump truck	\$65,000
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Board of Selectmen

Town House: Window replacement	\$250,000
Town House: Fire alarm	\$56,000
Town House: Renovations	\$400,000
Protective Agencies Building: Sally port floor	\$25,000
Protective Agencies Building: Bathroom renovation	\$35,000
Library HVAC	\$90,000

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.



Photo courtesy of the Dover Police Department.

Report of the **Town Clerk**

Felicia S. Hoffman, CMMC, 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 28–65:

- **Caucus**, March 7, 2022
- **Annual Town Meeting, Deliberative Session**, May 2, 2022
- **Annual Town Meeting, Article 31 Elections**, May 16, 2022
- **State Primary**, September 6, 2022
- **State Election**, November 8, 2022
- **Vital Statistics for the Calendar Year 2022**
- **Financial Reports for the Calendar Year 2022**

Caucus

March 7, 2022

On Monday, March 7, 2022, Felicia S. Hoffman, Town Clerk, called the Caucus for the purpose of nominating candidates for Town Offices to order at 7:31 p.m. She called for nominations of Caucus Chair and Clerk.

Board of Selectmen Chair John Jeffries nominated James Repetti as Caucus Chair and Beth McGuire 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 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 Jeffries
Assessor (3 years)	Robert Cocks
Dover School Committee (3 years) (Vote for two)	Jeffrey Cassidy Golrokh “Goli” Sepehr
D-S Regional School Committee (3 years) (Vote for one)	Bradley Paster Mark Healey
Library Trustee (3 years) (Vote for two)	Adrian Hill Amea Tejani
Cemetery Commissioner (3 years) (Vote for one)	Mariah Riess Geoffrey Sauter
Planning Board (5 years)	Scott Freedman
Planning Board Associate (2 years)	Valerie Lin
Board of Health (3 years)	John Quackenbush
Park & Recreation (3 years) (Vote for two)	Chris Boland Eric Loeffler
Constables (3 years) (Vote for three)	Bill Herd André Boudreau Chris Jackman

Since 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. Mr. Repetti announced that the Caucus Nomination Certificate needed to be signed by Monday, March 14, at 3 p.m. in the Town Clerk's office. The meeting was adjourned at 8:23 p.m.



Detail, Union Iron Mill, Noanet Woodlands. Photo by Robin te Wildt.

Annual Town Meeting

Deliberative Session

May 2, 2022

The Annual Town Meeting was held at the Lindquist Commons Building at the Dover-Sherborn Regional High School in Dover on May 2, 2022. The meeting was duly called to order by Moderator James Repetti on the second day of May, at 7:35 p.m., and held pursuant to the Warrant therefore issued by the Selectmen on the third day of March 2022, and duly served in accordance with Town Bylaws, at which meeting a quorum was present and voting.

Mr. Repetti brought the meeting to order and stated that it would be conducted as expeditiously as possible due to COVID-19 concerns. Mr. Repetti then recognized Mr. Andrews for a motion governing meeting conduct.

Motion: It was moved by Mr. Andrews 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 a voice vote and passed 154 (yes), 6 (no).

The Moderator then requested a change in the order of the Warrant, to present Article 27, Climate Emergency Resolution (Citizen's Petition), before Article 1, as Article 27 was being put forth by students and would otherwise not have been addressed until late in the evening.

Mrs. Fattore spoke on behalf of the students regarding this petition. Since the students were requesting a proclamation from the Selectmen on the subject, it was not necessary to bring it before Town Meeting. Mr. Jeffries and Mrs. Hunter thanked the students for their interest in bringing the petition to Town Meeting, and the work that had been done.

Motion: It was moved by Mrs. Fattore and seconded by Mrs. Lin that this article be dismissed.

Vote: The motion was put to an electronic vote and passed 144 (yes), 31 (no).

Mr. Repetti then began the process of going through the Warrant, beginning with Article 1.

ARTICLE 1.

Committee Reports (Selectmen)

To hear and act on the various reports of the various committees:

- (a) as contained in the printed 2021 Annual Report; and
- (b) any other reports submitted to the voters by the Town Committees.

Motion: It was moved by Mr. Andrews 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 149 (yes), 12 (no).

ARTICLE 2.

Establish Salaries for Elected Officials (Board of 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 Mr. Andrews and seconded by Mr. Ursitti 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.

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	\$85,644
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 167 (yes), 12 (no).

ARTICLE 3.
Revolving Funds (Board of 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 2023:

- 1. Building Department
 - (a) Gas Inspector \$12,350
 - (b) Plumbing Inspector \$22,050
 - (c) Wiring Inspector \$34,500
- 2. Board of Health
 - (a) Perk and deep hole inspection and permitting \$40,000
 - (b) Septic inspection and permitting \$50,000
 - (c) Well inspection and permitting \$20,000
 - (d) Swimming pool inspection and permitting \$10,000
- 3. Library
 - (a) Materials replacement \$5,000
- 4. Council on Aging
 - (a) Senior activities and transportation \$35,000
- 5. Recycling Committee
 - (a) Materials sales proceeds \$4,000

or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti 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:

- 1. Building Department
 - (a) Gas Inspector \$12,350
 - (b) Plumbing Inspector \$22,050
 - (c) Wiring Inspector \$34,500
- 2. Board of Health
 - (a) Perk and deep hole inspection and permitting \$40,000
 - (b) Septic inspection and permitting \$50,000
 - (c) Well inspection and permitting \$20,000
 - (d) Swimming pool inspection and permitting \$10,000
- 3. Library
 - (a) Materials replacement \$5,000

4. Council on Aging
 - (a) Senior activities and transportation \$35,000
5. Recycling Committee
 - (a) Materials sales proceeds \$4,000

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 171 (yes), 7 (no).

ARTICLE 4.

Operating Budget (Board of 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 Mr. Andrews and seconded by Mr. Ursitti that the salaries and expenses recommended by the departments, officers, boards, and committees of the Town as shown in the “FY2023 Requested” column in the Warrant Committee Report, be called over by the Moderator, and if no objection is made that, to meet these appropriations, the Town raise such amounts from the tax levy and other general revenues of the Town, and transfer the following sums:

- (a) \$100,000 from Overlay Surplus;
- (b) \$531,982 in MSBA reimbursements; and
- (c) \$880,000 from Free Cash.

	FY22 Approved	FY23 Requested	FY22/FY23 (% Change)
<u>General Government</u>			
301 Moderator	\$0	\$0	0.0
131 Warrant Committee	7,680	7,680	0.0
132 Reserve Fund	250,000	250,000	0.0
122 Selectmen			
Salaries	423,306	473,453	11.8
Expenses	141,955	151,955	7.0
Totals	565,261	625,408	10.6
192 Town House Expenses	56,056	56,056	0.0
191 Whiting Road	4,000	7,000	75.0
193 Caryl Community Center	86,484	86,484	0.0

	FY22 Approved	FY23 Requested	FY22/FY23 (% Change)
199 Building Maintenance			
Salaries	\$221,979	\$224,120	1.0
Expenses	125,300	110,301	(12.0)
Totals	347,279	334,421	(3.7)
129 Copy/Postage	26,840	26,900	0.2
151 Law	200,000	200,000	0.0
135 Town Accountant			
Salaries	209,775	215,651	2.8
Expenses	32,300	48,300	49.5
Totals	242,075	263,951	9.0
141 Assessor			
Salaries	155,436	158,304	1.8
Expenses	39,345	55,110	40.1
Totals	194,781	213,414	9.6
145 Treasurer/Collector			
Salaries	226,160	237,394	5.0
Expenses	52,365	52,375	0.0
Totals	278,525	289,769	4.0
155 Data Processing			
Salaries	51,831	55,196	6.5
Expenses	168,772	215,392	27.6
Totals	220,603	270,588	22.7
161 Town Clerk			
Salaries	81,764	85,644	4.7
Expenses	11,125	11,125	0.0
Totals	92,889	96,769	4.2
162 Election/Registration			
Salaries	36,738	37,390	1.8
Expenses	24,270	27,897	14.9
Totals	61,008	65,287	7.0
175 Planning Board			
Salaries	126,171	128,606	1.9
Expenses	9,160	29,010	216.7
Totals	135,331	157,616	16.5
411 Engineering			
Salaries	27,690	27,960	1.0
Expenses: Selectmen	65,670	69,340	5.6
Expenses: Planning Board	0	0	0.0
Totals	93,360	97,300	4.2
General Government Totals	\$2,862,172	\$3,048,643	6.5

	FY22 Approved	FY23 Requested	FY22/FY23 (% Change)
<u>Protection of Persons and Property</u>			
201 Police			
Salaries	\$2,002,839	\$2,268,684	13.3
Expenses	130,655	129,656	(0.8)
Out-of-State Travel	3,000	3,000	0.0
Totals	2,136,494	2,401,340	12.4
299 Protective Agencies Building	79,523	79,023	(0.6)
292 Animal Control			
Salaries	18,422	18,422	0.0
Expenses	7,250	7,250	0.0
Totals	25,672	25,672	0.0
220 Fire			
Salaries	525,428	536,176	2.0
Expenses	94,250	94,250	0.0
Totals	619,708	630,426	1.7
231 Ambulance			
Salaries	168,701	208,584	23.6
Expenses	66,307	66,307	0.0
Totals	235,008	274,891	17.0
241 Building Inspector			
Salaries	157,224	159,086	1.2
Expenses	5,550	5,600	0.9
Totals	162,774	164,686	1.2
291 Emergency Management			
Salaries	202	202	0.0
Expenses	400	400	0.0
Totals	602	602	0.0
171 Conservation Commission			
Salaries	48,438	49,433	2.1
Expenses	80,695	100,695	24.8
Totals	129,133	150,128	16.3
176 Board of Appeals			
Salaries	2,891	2,949	2.0
Expenses	1,450	1,450	0.0
Totals	4,341	4,399	1.3
294 Care of Trees			
Salaries	10,463	10,673	2.0
Expenses	102,640	102,640	0.0
Totals	113,103	113,313	0.2
295 Tree Committee	2,500	2,500	0.0
Protection of Persons and Property Totals	\$3,508,858	\$3,846,980	9.6

	FY22 Approved	FY23 Requested	FY22/FY23 (% Change)
<u>Health and Sanitation</u>			
433 Garbage Disposal	\$0	\$0	0.0
439 Solid Waste			
Salaries	96,904	90,915	(6.2)
Expenses	277,451	276,951	(0.2)
Totals	374,355	367,866	(1.7)
450 Town Water			
Salaries	7,846	8,003	2.0
Expenses	22,000	22,000	0.0
Totals	29,846	30,003	0.5
519 Board of Health			
Salaries	85,116	87,213	2.5
Expenses	57,849	157,849	172.9
Totals	142,965	245,062	71.4
Health and Sanitation Totals	\$547,166	\$642,931	17.5
<u>Highway and Bridges</u>			
422 Maintenance			
Salaries	541,547	558,512	3.1
Expenses	277,067	277,067	0.0
Totals	818,614	835,579	2.1
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	8,899	8,899	0.0
425 Town Garage	71,308	71,308	0.0
428 Tarvia/Patching	275,000	275,000	0.0
Highway and Bridges Totals	\$1,593,821	\$1,610,786	1.1
<u>Other Public Agencies</u>			
194 Energy Coordinator	0	0	0.0
491 Cemetery			
Salaries	96,533	98,471	2.0
Expenses	30,735	30,735	0.0
Totals	127,268	129,206	1.5
541 Council on Aging			
Salaries	167,922	181,920	8.3
Expenses	48,550	48,050	(1.0)
Totals	216,472	229,970	6.2
610 Library			
Salaries	598,519	623,260	4.1
Expenses	205,311	221,240	7.8
Totals	803,830	844,500	5.1

	FY22 Approved	FY23 Requested	FY22/FY23 (% Change)
650 Park and Recreation			
Salaries	\$369,574	\$380,717	3.0
Expenses	84,800	86,000	1.4
Totals	454,374	466,717	2.7
Other Public Agencies Totals	\$1,601,944	\$1,670,393	4.3
<u>Unclassified Services</u>			
152 Personnel Committee	0	0	0.0
178 Dover Housing Partnership	0	0	0.0
195 Town Report	6,125	6,125	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	\$12,375	\$12,375	0.0
<u>Insurance</u>			
912 Workers Compensation	118,543	118,543	0.0
914 Group Insurance	2,733,120	2,594,465	(5.1)
916 Medicare/FICA	190,000	190,000	0.0
950 Other Insurance	205,073	221,479	8.0
Insurance Subtotals	\$3,246,735	\$3,124,487	(3.8)
<u>Pensions</u>			
911 Norfolk County Retirement	1,476,817	1,585,077	7.3
Insurance/Pensions Totals	\$4,723,552	\$4,709,564	(0.3)
<u>Schools</u>			
600 Dover School Operating	10,369,665	10,369,791	0.0
601 Dover's Share Regional			
Operating Assessment	12,206,021	12,496,779	2.4
Debt Assessment	487,071	462,617	(5.0)
Totals	12,693,092	12,959,396	2.1
602 Minuteman Vocational	206,298	197,427	(4.3)
604 Norfolk County Agricultural			
High School	6,000	24,572	309.5
Schools Totals	\$23,275,055	\$23,551,186	1.2
<u>Maturing Debt and Interest</u>			
710 Maturing Debt Principal	820,000	1,670,000	103.7
751 Maturing Debt Interest	127,850	671,753	425.4
759 Bank Charges	4,000	4,000	0.0
Debt and Interest Totals	\$951,850	\$2,345,753	146.4
TOWN BUDGET			
GRAND TOTALS	\$39,076,793	\$41,438,611	6.0

Vote: The motion was put to an electronic vote and passed 167 (yes), 9 (no).

A hold was placed on Line 193 Caryl Community Center.

Motion: A motion was made by Mr. Andrews and seconded by Mr. Ursitti that \$86,484 be raised.

and appropriated for Item 193 (Caryl Community Center).

Vote: The motion was put to an electronic vote and passed 168 (yes), 192 (no).

ARTICLE 5.

Capital Budget (Board of 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. DPW/Highway
 - (a) Mini excavator
2. Fire Department
 - (a) Repeater/radio equipment
3. Police Department
 - (a) Patrol vehicles
 - (b) Firearms
4. Schools (Chickering)
 - (a) EMS software
 - (b) Floors, classrooms, and Administration offices
 - (c) Cold water booster system
5. Board of Selectmen
 - (a) Town House fire alarm
 - (b) Protective Agencies sally port floor
 - (c) Protective Agencies bathrooms
 - (d) Library main HVAC
 - (e) Town House windows
 - (f) Town House space renovations
6. Park & Recreation
 - (a) F450 dump truck

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that the capital budget items recommended by the Capital Budget Committee as shown in the Warrant Committee Report, be called over by the Moderator, and, if no objection is made, that, to meet these appropriations, the Town appropriate such sums in part by raising from the tax levy and, in part by transfer from the following accounts:

- \$580,914 from Free Cash;
- \$118,051.45 from Article 5, Item 3a (Protective Agencies Building Roof Replacement), as voted at the 2019 Annual Town Meeting; and
- \$13,050.35 from Article 5, Item 3c (Protective Agencies Building HVAC Replacement), as voted at the 2019 Annual Town Meeting.

Since the items in the motions were not in the same order as in the Blue Book, the Moderator asked the Meeting for permission to call over the items using the order in the Blue Book.

Vote: The request was put to an electronic vote and passed 176 (yes), 6 (no).

1. Schools (Chickering)	
(a) EMS software	\$49,500
(b) Floors, classrooms, and Administration offices	\$120,000
(c) Cold water booster system	\$17,000
2. DPW/Highway	
(a) Mini excavator	\$63,000
3. Police Department	
(a) Patrol vehicles	\$53,000
(b) Firearms	\$23,500
3. Fire Department	
(a) Repeater/radio equipment	\$115,365
4. Park & Recreation	
(a) F450 dump truck	\$65,000
6. Board of Selectmen	
(a) Town House fire alarm	\$56,000
(b) Protective Agencies sally port floor	\$25,000
(c) Protective Agencies bathrooms	\$35,000
(d) Library main HVAC system	\$90,000
(e) Town House windows	\$250,000
(f) Town House space renovations	\$400,000

A hold was placed on Line Item 3a (Police Department patrol vehicles).

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that \$53,000 be raised and appropriated for Line Item 3a (Police Department patrol vehicles).

Vote: The motion was put to an electronic vote and passed 162 (yes) to 28 (no).

A hold was placed on Line Item 6e (Town House windows).

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that \$250,000 be raised and appropriated for Line Item 6e (Town House windows).

Vote: The motion was put to an electronic vote and passed 163 (yes), 31 (no).

A hold was placed on Line Item 6d (Library main HVAC system).

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that \$90,000 be raised and appropriated for Line Item 6d (Library main HVAC system).

Vote: The motion was put to an electronic vote and passed 174 (yes), 15(no).

A Consent Agenda Motion (to vote to approve Articles 6, 8 and 9, all of which are recurring) was read:

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that Articles 6, 8, and 9 be called over by the Moderator, and, if no objection is made, that the Town vote to approve them.

Vote: The motion was put to an electronic vote, and passed 184 (yes), 3 (no).

ARTICLE 6.

Unemployment Compensation Fund (Board of Selectmen)

To see if the Town will vote to raise and appropriate 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; 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. Ursitti that the Town raise and appropriate the sum of \$10,000 for the Unemployment Compensation Fund.

Vote: The motion was put to an electronic vote and passed 184 (yes), 3 (no).

A Consent Agenda Motion (to vote to dismiss Articles 7, 11, 14, 17, 18, 23 and 26, (for which the sponsors no longer have an interest) was read:

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that Articles 7, 11, 14, 17, 18, 23 and 26 be called over by the Moderator, and, if no objection is made, that the Town dismiss them.

Vote: The motion was put to an electronic vote, and passed 175 (yes), 11 (no).

ARTICLE 7.

Sick Leave for Retiring Police Officers (Board of 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. Kinder and seconded by Mr. Andrews that the Town raise and appropriate the amount of \$10,000 for the payment of accumulated sick leave to retired police officers as authorized by Chapter 375 of the Acts of 1984.

Vote: The motion was put to an electronic vote and passed 175 (yes), 11 (no).

ARTICLE 8.

Road Construction, Reconstruction, and Improvements (Board of 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 Mr. Andrews and seconded by Mr. Ursitti 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 184 (yes), 3 (no).

ARTICLE 9.

Conservation Fund (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. Kinder and seconded by Mr. Andrews 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 184 (yes), 3 (no).

ARTICLE 10.

General Stabilization Fund (Board of Selectmen)

To see if the Town will vote to raise and appropriate a sum of money to the General Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws; 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 Mr. Ursitti that the Town appropriate and transfer from Free Cash the sum of \$149,553 to the General Stabilization Fund authorized by Chapter 40, Section 5B of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote, and passed 167 (yes), 16 (no).

ARTICLE 11.

Capital Stabilization Fund (Board of Selectmen)

To see if the Town will vote to raise and appropriate a sum of money to the Capital Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws; 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 Mr. Ursitti to dismiss Article 11.

Vote: The motion was put to an electronic vote, and passed 175 (yes), 11 (no).

ARTICLE 12.

Regional School District OPEB Stabilization Fund (Board of Selectmen)

To see if the Town will vote to raise and appropriate a sum of money to the Dover-Sherborn Regional School Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws; 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 Mr. Ursitti that the Town appropriate and transfer from Free Cash the sum of \$700,000 to the Dover-Sherborn Regional School District OPEB Stabilization Fund authorized by Chapter 40, Section 5B of the Massachusetts General Laws.

Vote: The motion was put to an electronic vote and passed 169 (yes), 11 (no).

ARTICLE 13.

Regional School District Capital Expenses (D-S Regional School Committee)

To see if the Town will vote to raise and appropriate, appropriate from available funds or borrow, or any combination of these methods, a sum of money for the purpose of paying the costs of various items of capital equipment and/or improvements, including the payment of all costs incidental and related thereto, pursuant to an intergovernmental agreement with the Dover-Sherborn Regional School District and the Town of Sherborn; and to determine whether any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by the vote in accordance with Chapter 44, Section 20 of the Massachusetts General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount; or take any other action relative thereto; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that the Town appropriate a sum of \$872,393 for the purpose of paying the Town's share of the costs of various items of capital equipment and/or building improvements, including the payment of all costs incidental and related thereto at the Dover-Sherborn Regional School District (the "District"), pursuant to an intergovernmental agreement with the District and the Town of Sherborn, and to meet this appropriation, the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$872,393 under Massachusetts General Laws Chapter 44, Section 7, as amended, and transfer \$196,288 from Free Cash for the payment of debt service and underwriting costs on such borrowing.

Vote: The motion was put to an electronic vote and passed 178 (yes), 13 (no).

ARTICLE 14.

Capital Equipment and Improvements (D-S Regional School Committee)

To see if the Town will vote to approve the borrowing authorized by the Dover-Sherborn Regional School District for the purpose of paying the costs of the various items of capital equipment and improvements, including the payment of all costs incidental and related thereto and to provide that, in accordance with Massachusetts General Laws Chapter 44, Section 20, the premium received by the Town upon the sale of any bonds or notes hereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied; or take any other action relative thereto.

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

Vote: The motion was put to an electronic vote and passed 175 (yes), 11 (no).

Article 15.

One-Time Projects (Board of Selectmen)

To see if the Town will vote to raise and appropriate the following sums of money for the purposes indicated and any incidental costs related thereto; and to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods:

- Capital infrastructure needs \$250,000

or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that the Town appropriate and transfer from Free Cash the sum of \$250,000 for capital infrastructure needs.

Vote: The motion was put to an electronic vote and passed 180 (yes), 7 (no).

ARTICLE 16.

Unpaid Bills (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; 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 Mr. Ursitti that the sum of \$1,314.75 be transferred from Free Cash for the purpose of paying the following unpaid bills: Auto Plus, \$201.67 (Cemetery); J. Brady, Deputy Tax Collector, \$725 (Collector/Treasurer); and Nan Vaida, \$388.08 (Council on Aging).

Vote: The motion was put to an electronic vote and passed 190 (yes), 1 (no).

ARTICLE 17.

Article 4, 2021 Annual Town Meeting (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 2021 Annual Town Meeting, to be expended during the current fiscal year, or make any other adjustments to the Fiscal Year 2022 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. Andrews and seconded by Mr. Ursitti that this article be dismissed.

Vote: The motion was put to an electronic vote and passed 175 (yes), 11 (no).

ARTICLE 18.

Zoning Bylaws, Accessory Apartments (Planning Board)

To see if the Town will vote to amend Zoning Bylaw Chapter 185 by (1) adding to Section 185-5 definitions for “Accessory Apartment,” “Finished Area,” “Gross Floor Area,” and “Short-Term Rental”; and (2) amending Section 185-43 entitled “Accessory Apartments,” as set forth in the complete text on file in the Offices of the Town Clerk and the Planning Board; or to take any other action relative thereto.

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

Questions were raised from the meeting floor and answered by the Chair of the Planning Board.

Vote: The motion was put to an electronic vote and passed 168 (yes), 27 (no).

ARTICLE 19.

Zoning Bylaws, Floodplain Overlay District (Planning Board)

To see if the Town will vote to amend the Zoning Bylaw Chapter 185 by updating the Zoning Map reference to the Floodplain District, and amending Section 185-44 “Floodplain District,” as set forth in the complete text on file in the Offices of the Town Clerk; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that Article 19 be dismissed.

Vote: The motion was put to an electronic vote, and passed 175 (yes), 11 (no).

ARTICLE 20.

Trail Easements (Planning Board/Open Space Committee)

To see if the Town will vote to accept as gifts the following easements:

- (a) a 30' drain easement and 10' bridle path easement along Tubwreck Brook being shown on a plan entitled “Brook Run Estates Definitive Subdivision Plan of Land in Dover, Ma” dated February, 5 1988, Plan Number 725 of 1988, Sheets B, C, and D, recorded at the Norfolk Registry of Deeds, and as described more fully in a Grant of Bridle Path Easement to the Inhabitants of the Town of Dover, recorded at the Norfolk Registry of Deeds at Book 8028, page 96;
- (b) a 10' wide bridle path easement being shown as a “proposed 10' wide bridle path easement” on a plan entitled “Lot Layout Key Plan Bar-K Estates Definitive Subdivision Plan of Land in Dover & Westwood,” dated October 22, 1991, Plan Number 306 of 1992 sheets, A, B, D, E, and F, recorded at the Norfolk Registry of Deeds, and as described more fully in a Grant of Bridle Path Easement to the Inhabitants of the Town of Dover, recorded at the Norfolk Registry of Deeds at Book 9329, page 596;
- (c) a 10' bridle path easement, being shown as a “10' bridle path” on a plan entitled “Woodland Estates Definitive Subdivision Plan of Land, In Dover, Mass.,” dated February 5, 1988, Plan Book 370 Page 726 Sheet C, recorded at the Norfolk Registry of Deeds, and as described more fully in a Grant of Bridle Path Easement to the Inhabitants of the Town of Dover, recorded at the Norfolk Registry of Deeds at Book 8028, page 111;

- (d) a 12' wide bridle path and being shown as a "12' wide bridle path" on a plan entitled "Dover Pine Estates in Dover, Mass.," dated October 3, 1994, recorded at the Norfolk Registry of Deeds at Plan Book 430, page 277, Sheet D, and as described more fully in a Grant of Recreational Trail Easement to the Inhabitants of the Town of Dover, acting by and through its Conservation Commission, recorded at the Norfolk Registry of Deeds at Book 10887, page 68;
- (e) a trail easement being shown on a plan entitled "Definitive Plan of Land, in Dover, Mass located at 137 Centre Street," dated June 30, 1999, recorded at the Norfolk Registry of Deeds Plan Book 473, page 201, and as described more fully in a Trail Easement Agreement to the Inhabitants of the Town of Dover's Conservation Commission, Book 473, page 201, Book 14130, page 157;
- (f) three 10' wide horse trail easements and a 20' wide drain easement, shown on a plan entitled, "Definitive subdivision Plans Springdale Farms Dover, Mass.," dated October 16, 1985, recorded at the Norfolk Registry of Deeds Plan Book 1684 of 1985, Sheet A, and as described more fully in a Grant of Easement to the Public at Large, recorded at the Norfolk Registry of Deeds at Book 6886, page 326, and a Covenant to the Planning Board of the Town of Dover, recorded at the Norfolk Registry of Deeds at Book 6886, page 308;
- (g) a 10' wide bridle path easement and being shown on a plan entitled "Key Plan of Warwick Acres Dover, Mass.," dated September 27, 1985, recorded at the Norfolk Registry of Deeds at Plan Book 346, page 1753, and as described more fully in a Grant of Bridle Path Easement to the Town of Dover, recorded at the Norfolk Registry of Deeds at Book 7350, page 334;
- (h) a 15' wide trail easement and a 20" wide access easement being shown on a plan entitled "Definitive Subdivision plan of Land in Dover, Massachusetts," dated May 7, 1997, recorded at the Norfolk Registry of Deeds at Plan Book 450, page 584, sheets C, L, and M, and as the trail easement is more fully described in a Grant of Trail Easement to the Inhabitants of the Town of Dover, recorded at the Norfolk Registry of Deeds at Book 12357, page 400, and as the Access Easement is more fully described in a Grant of Access Easement inhabitants of the Town of Dover, recorded at the Norfolk Registry of Deeds at Book 12357, page 389;

or take any other action relative thereto.

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

There were questions from the floor, answered by the Chair of the Planning Board.

Vote: The motion was put to an electronic vote, and passed 176 (yes), 15 (no).

It was determined that Article 22 be voted on before Article 21.

ARTICLE 22.

Zoning Bylaws, Definitions (Planning Board)

To see if the Town will amend Zoning Bylaw Section 185-5, “Definitions,” to include terms not defined in the bylaws, to clarify measurements for dimensional requirements, and to define specific commercial uses as set forth in the complete text on file in the Offices of the Town Clerk; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that the Town amend Zoning Bylaw Section 185-5, “Definitions,” to include terms not defined in the bylaws, to clarify measurements for dimensional requirements, and to define specific commercial uses, all in accordance with the text set forth in the handout distributed at tonight’s Town Meeting.

Vote: The motion was put to an electronic vote, and passed 154 (yes), 34 (no).

ARTICLE 21.

Zoning Bylaws, Table of Uses (Planning Board)

To see if the Town will vote to amend the Zoning Bylaw Chapter 185 by amending Section 185-9 “Table of Uses” as set forth in the complete text on file in the Offices of the Town Clerk; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that the Town amend the Zoning Bylaw Chapter 185 by amending Section 185-9 “Table of Uses” in accordance with the text set forth in the handout distributed to tonight’s Town Meeting.

Vote: The motion was put to a vote and passed 174 (yes), 25 (no).

ARTICLE 23.

Zoning Bylaws, Sign Bylaw (Planning Board)

To see if the Town will vote to amend the Zoning Bylaw Chapter 185 by amending Section 185-35 “Signs” as set forth in the complete text on file in the Offices of the Town Clerk; or take any other action relative thereto.

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

Vote: The motion was put to a vote and passed 175 (yes), 11 (no).

ARTICLE 24.

Wetlands Protection Bylaw (Conservation Commission)

To see if the Town will vote to amend Dover General Bylaws Chapter 181, Dover Wetlands Protection, the complete text of which is on file in the Offices of the Town Clerk and the Conservation Commission; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that the Town amend Dover General Bylaws Chapter 181, Dover Wetlands Protection, in accordance with the text on file in the Office of the Town Clerk.

A presentation was made by the Conservation Commission. There was much discussion from the floor.

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

Vote: The motion was put to a vote and passed 115 (yes), 81 (no).

Vote: At 9:42 p.m., the main motion was put to a vote and defeated 79 (yes), 114 (no).

ARTICLE 25.

Water Use Restriction Bylaw (Board of Selectmen)

To see if the Town will vote to adopt a General Bylaw entitled “Water Use Restriction,” the complete text of which is on file in the Office of the Town Clerk; or take any other action relative thereto, and further, that non-substantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that the Town amend the Dover General Bylaws to adopt new Chapter 182 “Water Use Restrictions,” in accordance with the text on file in the Office of the Town Clerk.

After discussion and commentary from the floor, the motion was put to a vote.

Vote: The motion was put to a vote and passed 118 (yes) to 69 (no).

Motion: at 10:03 p.m., a motion was made and seconded from the floor to reconsider Article 24.

Vote: The motion to reconsider Article 24 was put to an electronic vote and failed 80 (yes), 99 (no).

ARTICLE 26.

Hale Reservation Land Acquisition (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to acquire by purchase, gift, donation or to take by eminent domain any fee interest, easements, conservation restrictions or other interests in a parcel of land, approximately 663.04 acres, located at 294 Powissett Street in Dover, a portion of the property known as the Hale Reservation, which land is shown as Board of Assessors Map 19, Blocks 1, 2, 3, 4, 5, and 7, and Map 24, Blocks 68 and 69, for general municipal and conservation purposes, as shown on a plan on file with the Town Clerk; and further to raise and appropriate, appropriate by transfer from available funds or borrow, or any combination of these methods, a sum of money for the purpose set forth above; or take any other action relative thereto.

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

Vote: The motion was put to an electronic vote and passed 175 (yes), 11 (no).

Article 27.

Climate Emergency Resolution (Citizens' Petition)

See page 30 for the disposition of this Article.

ARTICLE 28.

Board of Selectmen Membership (Citizens' Petition)

To see if the Town will vote to authorize and instruct the Board of Selectmen (BOS) to establish a committee to conduct a study to explore aspects, including but not limited to pros, cons, risks, issues to consider, potential timetable, and a pathway to implementation, of the Town adopting a five (5) member BOS structure; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that the Town authorize and instruct the Board of Selectmen (BOS) to establish a committee to conduct a study in accordance with the Article concerning the Town adopting a five (5) member BOS structure; and further, that \$7,500 be transferred from Free Cash and appropriated to fund this effort.

A presentation was made by Mr. Stuart, with discussion and commentary from the floor.

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

Vote: The motion was put to an electronic vote and passed 166 (yes), 5 (no).

Vote: At 10:28 p.m., the main motion was put to an electronic vote and failed 84 (yes), 85 (no).

ARTICLE 29.

Sidewalks, Main Street, and Dover Road (Citizens' Petition)

To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money to construct a sidewalk on Main Street from the intersection of Main Street and Claybrook Road to the intersection of Main Street and Dover Road; and a sidewalk on Dover Road from the intersection of Main Street and Dover Road to the Town of Natick Line; or take any other action relative thereto.

Motion: It was moved by Mr. Andrews and seconded by Mr. Ursitti that the Town transfer \$250,000 from Free Cash to construct a sidewalk on Main Street from the intersection of Main Street and Claybrook Road to the intersection of Main Street and Dover Road; and a sidewalk on Dover Road from the intersection of Main Street and Dover Road to the Town of Natick Line.

Vote: The motion was put to an electronic vote and failed 17 (yes), 131 (no).

Motion: At 10:34 p.m., a motion was made by Mr. Stuart and seconded by Mr. Goldstein to reconsider the motion on Article 28.

Vote: The motion was put to an electronic vote and passed 82 (yes), 70 (no).

Vote: The main motion for Article 28 was put to an electronic vote and passed 89 (yes) to 62 (no).

ARTICLE 30.

Stabilize the Tax Rate (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. Andrews and seconded by Mr. Ursitti that the Town transfer the sum of \$1,600,000 from Free Cash for the purpose of reducing the FY2023 Tax Rate and that the Board of Assessors be authorized to use the same amount to reduce the tax rate for FY2023.

Vote: The motion was put to an electronic vote and passed 135 (yes), 9 (no).

Motion: At 10:54 p.m., it was moved by Mr. Andrews and seconded by Mr. Ursitti to dismiss the meeting.

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

Annual Town Meeting

Article 31 Elections
May 16, 2022

Pursuant to the Warrant given under the hands of the Selectmen on the 14th day of April 2022, the Annual Town Election was held on May 16, 2022. Constable Margaret Crowley inspected the ImageCast Ballot Box and found it to be empty and set at zero. Town Clerk Felicia S. Hoffman declared the polls open at 7 a.m.

At 8 p.m., Ms. Hoffman declared the polls closed. A total of 665 ballots had been cast. At 8:08 p.m., the unofficial results were posted. The official counts are as follows:

Moderator (1 year)

(Vote for one)	
James R. Repetti	547
Write-ins	2
Blanks	118

Selectman (3 years)

(Vote for one)	
John D. Jeffries	463
Write-ins	14
Blanks	190

Assessor (3 years)

(Vote for one)	
Robert G. Cocks	493
Write-ins	1
Blanks	173

Dover School Committee (3 years)

(Vote for two)	
Jeffrey Cassidy	442
Golrokh “Goli” Sepehr	469
Write-ins	4
Blanks	419

D-S Regional School Committee (3 years)

(Vote for one)	
Bradley L. Paster	116
Mark G. Healey	475
Write-ins	1
Blanks	75

Library Trustee (3 years)

(Vote for two)

Adrian J. Hill	496
Amee V. Tejani	495
Write-ins	8
Blanks	335

Cemetery Commission (3 years)

(Vote for one)

Mariah E. Riess	362
Geoffrey M. Sauter	153
Write-ins	1
Blanks	151

Planning Board Associate (2 years)

(Vote for one)

Valerie L. Lin	501
Write-ins	2
Blanks	164

Planning Board (5 years)

(Vote for one)

Scott A. Freedman	466
Write-ins	3
Blanks	198

Board of Health (3 years)

(Vote for one)

Gerald L. Clarke	261
John Quackenbush	377
Write-ins	8
Blanks	21

Park and Recreation Commission (2 years)

(Vote for one)

Michael G. Gilio	489
Write-ins	3
Blanks	175

Park and Recreation Commission (3 years)

(Vote for two)

Christopher Boland	486
Eric H. Loeffler	473
Write-ins	1
Blanks	374

Constable (3 years)

(Vote for three)

André G. Boudreau	491
William R. Herd	471
Christopher Jackman	481
Write-ins	1
Blanks	557



Photo courtesy of the Dover Town Report Committee.

State Primary

September 6, 2022

Pursuant to the Warrant given under the hands of the Selectmen on the 18th of August, 2022, a State Primary was held on September 6, 2022. Constable Christopher Jackman inspected the ImageCast Ballot Box and found it to be empty and set at zero. Felicia Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. At 8:15 p.m., the unofficial results were read. A total of 1,035 ballots had been cast, 688 Democrat, and 347 Republican. The final vote count (changed by two provisional ballots), is as follows:

DEMOCRAT

Governor

Sonia Rosa Chang-Diaz	64
Maura Healey	602
Write-ins	5
Blanks	19

Lieutenant Governor

Kimberley Driscoll	278
Tami Gouveia	112
Eric P. Lesser	225
Write-ins	0
Blanks	75

Attorney General

Andrea Joy Campbell	397
Shannon Erika Liss-Riordan	154
Quentin Palfrey	100
Write-ins	1
Blanks	38

Secretary of State

William Francis Galvin	460
Tanisha M. Sullivan	203
Write-ins	0
Blanks	27

REPUBLICAN

Governor

Geoff Diehl	145
Chris Doughty	201
Write-ins	1
Blanks	0

Lieutenant Governor

Leah V. Allen	136
Kate Campanale	175
Write-ins	0
Blanks	36

Attorney General

James R. McMahon III	242
Write-ins	2
Blanks	103

Secretary of State

Rayla Campbell	228
Write-ins	3
Blanks	116

Treasurer

Deborah B. Goldberg	554
Write-ins	1
Blanks	135

Auditor

Christopher S. Dempsey	344
Diana DiZoglio	255
Write-ins	0
Blanks	91

Representative in Congress

Jake Auchincloss	574
Write-ins	7
Blanks	109

Councillor

Robert L. Jubinville	491
Write-ins	2
Blanks	197

Senator in General Court

Rebecca L. Rausch	535
Write-ins	2
Blanks	153

Representative in General Court

Denise C. Garlick	569
Write-ins	2
Blanks	119

District Attorney

Michael W. Morrissey	526
Write-ins	1
Blanks	163

Sheriff

Patrick W. McDermott	508
Write-ins	1
Blanks	181

County Commissioner

Peter H. Collins	366
Paul G. Yorkis	168
Write-ins	0
Blanks	156

Treasurer

Write-ins	13
Blanks	334

Auditor

Anthony Amore	237
Write-ins	0
Blanks	110

Representative in Congress

David B. Cannata	18
Write-ins	21
Blanks	308

Councillor

Dashe Videira	14
Write-ins	16
Blanks	317

Senator in General Court

Shawn C. Dooley	230
Write-ins	0
Blanks	117

Representative in General Court

Write-ins	15
Blanks	332

District Attorney

Write-ins	12
Blanks	335

Sheriff

Write-ins	14
Blanks	333

County Commissioner

Write-ins	12
Blanks	335

State Election

November 8, 2022

Pursuant to the Warrant given under the hands of the Selectmen on the 6th day of October 2022, a State Election was held on November 8, 2022. Christopher Jackman, Constable of Dover, 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. At 8:21 p.m., the unofficial results were posted showing that a total of 3,029 ballots had been cast. On November 23, 2022, the Election Day results were revised to include domestic ballots mailed by November 8 and received by November 12, and ballots received from overseas voters who had mailed their ballots by November 8, 2022, which were received by November 18, 2022, as required by law. The official count of the votes for Dover is as follows:

Governor and Lieutenant Governor

Diehl and Allen	1,076
Healey and Driscoll	1,863
Reed and Everett	58
Write-ins	8
Blanks	41

Attorney General

Andrea Joy Campbell	1,739
James R. McMahon III	1,207
Write-ins	1
Blanks	99

Secretary of State

William Francis Galvin	1,949
Rayla Campbell	933
Juan Sanchez	69
Write-ins	5
Blanks	90

Treasurer

Deborah B. Goldberg	1,828
Christina Crawford	858
Write-ins	14
Blanks	346

Auditor

Anthony Amore	1,301
Diana DiZoglio	1,351
Gloria A. Caballero-Roca	55
Dominic Giannone III	36
Daniel Riek	80
Write-ins	8
Blanks	215

Representative in Congress

Jake Auchincloss	2,032
Write-ins	90
Blanks	924

Councillor

Robert L. Jubinville	1,701
Dashe M. Videira	1,082
Write-ins	3
Blanks	260

Senator in General Court

Rebecca L. Rausch	1,685
Shawn C. Dooley	1,235
Write-ins	3
Blanks	123

Representative in General Court

Denise C. Garlick	2,108
Write-ins	62
Blanks	876

District Attorney

Michael W. Morrissey	2,024
Write-ins	65
Blanks	957

Sheriff

Patrick W. McDermott	2,015
Write-ins	57
Blanks	974

County Commissioner

Peter H. Collins	1,573
Matthew J. Sheehan	1,067
Write-ins	37
Blanks	396

Ballot Question 1: Do you approve of the adoption of an amendment to the constitution summarized below, which was approved by the General Court in joint sessions of the two houses on June 12, 2019, (yeas 147; nays 48); and again on June 9, 2021 (yeas 159; nays 41)?

This proposed constitutional amendment would establish an additional 4% state income tax on that portion of annual taxable income in excess of \$1 million. This income level would be adjusted annually, by the same method used for federal income-tax brackets, to reflect increases in the cost of living. Revenues from this tax would be used, subject to appropriation by the state Legislature, for public education, public colleges and universities; and for the repair and maintenance of roads, bridges, and public transportation. The proposed amendment would apply to tax years beginning on or after January 1, 2023.

Yes	886
No	2,045
Blanks	115

Ballot Question 2: Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2022?

This proposed law would direct the Commissioner of the Massachusetts Division of Insurance to approve or disapprove the rates of dental benefit plans and would require that a dental insurance carrier meet an annual aggregate medical loss ratio for its covered dental benefit plans of 83 percent. The medical loss ratio would measure the amount of premium dollars a dental insurance carrier spends on its members' dental expenses and quality improvements, as opposed to administrative expenses. If a carrier's annual aggregate medical loss ratio is less than 83 percent, the carrier would be required to refund the excess premiums to its covered individuals and groups. The proposed law would allow the Commissioner to waive or adjust the refunds only if it is determined that issuing refunds would result in financial impairment for the carrier.

The proposed law would apply to dental benefit plans regardless of whether they are issued directly by a carrier, through the connector, or through an intermediary. The proposed law would not apply to dental benefit plans issued, delivered, or renewed to a self-insured group or where the carrier is acting as a third-party administrator.

The proposed law would require the carriers offering dental benefit plans to submit information about their current and projected medical loss ratio, administrative expenses, and other financial information to the Commissioner. Each carrier would be required to submit an annual comprehensive financial statement to the Division of Insurance, itemized by market group size and line of business. A carrier that also provides administrative services to one or more self-insured groups would also

be required to file an appendix to their annual financial statement with information about its self-insured business. The proposed law would impose a late penalty on a carrier that does not file its annual report on or before April 1.

The Division would be required to make the submitted data public, to issue an annual summary to certain legislative committees, and to exchange the data with the Health Policy Commission. The Commissioner would be required to adopt standards requiring the registration of persons or entities not otherwise licensed or registered by the Commissioner and criteria for the standardized reporting and uniform allocation methodologies among carriers.

The proposed law would allow the Commissioner to approve dental benefit policies for the purpose of being offered to individuals or groups. The Commissioner would be required to adopt regulations to determine eligibility criteria.

The proposed law would require carriers to file group product base rates and any changes to group rating factors that are to be effective on January 1 of each year on or before July 1 of the preceding year. The Commissioner would be required to disapprove any proposed changes to base rates that are excessive, inadequate, or unreasonable in relation to the benefits charged. The Commissioner would also be required to disapprove any change to group rating factors that is discriminatory or not actuarially sound.

The proposed law sets forth criteria that, if met, would require the Commissioner to presumptively disapprove a carrier's rate, including if the aggregate medical loss ratio for all dental benefit plans offered by a carrier is less than 83 percent.

The proposed law would establish procedures to be followed if a proposed rate is presumptively disapproved or if the Commissioner disapproves a rate.

The proposed law would require the Division to hold a hearing if a carrier reports a risk-based capital ratio on a combined entity basis that exceeds 700 percent in its annual report.

The proposed law would require the Commissioner to promulgate regulations consistent with its provisions by October 1, 2023. The proposed law would apply to all dental benefit plans issued, made effective, delivered, or renewed on or after January 1, 2024.

Yes	2,004
No	896
Blanks	146

Ballot Question 3: Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2022?

This proposed law would increase the statewide limits on the combined number of licenses for the sale of alcoholic beverages for off-premises consumption (including licenses for “all alcoholic beverages” and for “wines and malt beverages”) that any one retailer could own or control: from 9 to 12 licenses in 2023 to 15 licenses in 2027 and to 18 licenses in 2031.

Beginning in 2023, the proposed law would set a maximum number of “all alcoholic beverages” licenses that any one retailer could own or control at seven licenses unless a retailer currently holds more than seven such licenses.

The proposed law would require retailers to conduct the sale of alcoholic beverages for off-premises consumption through face-to-face transactions and would prohibit automated or self-checkout sales of alcoholic beverages by such retailers.

The proposed law would alter the calculation of the fine that the Alcoholic Beverages Control Commission may accept in lieu of suspending any license issued under the State Liquor Control Act. The proposed law would modify the formula for calculating such fee from being based on the gross profits on the sale of alcoholic beverages to being based on the gross profits on all retail sales.

The proposed law would also add out-of-state motor vehicle licenses to the list of the forms of identification that any holder of a license issued under the State Liquor Control Act, or their agent or employee, may choose to reasonably rely on for proof of a person’s identity and age.

Yes	1,338
No	1,532
Blanks	176

Ballot Question 4: Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on May 26, 2022?

This law allows Massachusetts residents who cannot provide proof of lawful presence in the United States to obtain a standard driver’s license or learner’s permit if they meet all the other qualifications for a standard license or learner’s permit, including a road test and insurance, and provide proof of their identity, date of birth, and residency. The law provides that, when processing an application for such a license or learner’s permit or motor vehicle registration, the registrar of motor vehicles may not ask about or create a record of the citizenship or immigration status of the applicant, except as otherwise required by law. This law does not allow people who cannot provide proof of lawful presence in the United States to obtain a REAL ID.

To prove identity and date of birth, the law requires an applicant to present at least two documents, one from each of the following categories: (1) a valid unexpired foreign passport or a valid unexpired Consular Identification document; and (2) a valid unexpired driver's license from any United States state or territory, an original or certified copy of a birth certificate, a valid unexpired foreign national identification card, a valid unexpired foreign driver's license, or a marriage certificate or divorce decree issued by any state or territory of the United States. One of the documents presented by an applicant must include a photograph and one must include a date of birth. Any documents not in English must be accompanied by a certified translation. The registrar may review any documents issued by another country to determine whether they may be used as proof of identity or date of birth.

The law requires that applicants for a driver's license or learner's permit shall attest, under the pains and penalties of perjury, that their license has not been suspended or revoked in any other state, country, or jurisdiction.

The law specifies that information provided by or relating to any applicant or license-holder will not be a public record and shall not be disclosed, except as required by federal law or as authorized by Attorney General regulations, and except for purposes of motor vehicle insurance.

The law directs the registrar of motor vehicles to make regulations regarding the documents required of United States citizens and others who provide proof of lawful presence with their license application.

The law also requires the registrar and the Secretary of the Commonwealth to establish procedures and regulations to ensure that an applicant for a standard driver's license or learner's permit who does not provide proof of lawful presence will not be automatically registered to vote.

The law takes effect on July 1, 2023.

Yes	1,676
No	1,261
Blanks	109

Vital Statistics

For the Calendar Year 2022

BIRTHS IN 2022

23 Males

26 Females

MARRIAGES IN 2022

January 30	Patrick Pearse Leahy Pamela Ann Guinta	Dover, MA Dover, MA
February 15	Minhyung Jee Clara Lee	Dover, MA Bayside, NY
May 22	Jeffrey Benjamin Iken Meghan Elizabeth Croft	Natick, MA Natick, MA
June 3	Walter John Nowicki Jr. Paula Christine Page	Dover, MA Dover, MA
August 20	Terence Vruho Christina Catherine Luttazi	Dover, MA Dover, MA
August 24	Nathaniel William Hanmer Rena Elisabeth Larusso	Dover, MA Quincy, MA
October 1	Joshua Francis Langman Sharon Holiner	Brooklyn, NY Brooklyn, NY
October 6	Lee Davison Beck Shannon Michelle Albarelli	Dover, MA Dover, MA
October 15	Paul Joseph Copponi Jr. Emily Rae Lloyd	Dover, MA Dedham, MA
October 15	Daniel George Franck Ramsay Eliza Stewart	Dover, MA Dover, MA
November 11	Paul Joseph Greene Reynolds Elaine Nichols	Dedham, MA Dover, MA

DEATHS IN 2022

January 10	Wensheng Wang	82	16 Meadowbrook Road
January 12	Dolores R. Loscalzo	92	16 Ledgewood Drive
January 25	Dane Austin Kasschau	39	3 Donnelly Drive
February 11	Roberta G. Koning	96	23 Yorkshire Drive
March 4	Dorothy L. Boylan	87	20 Farm Street
March 9	Jan E. Daniels	67	38 Main Street
April 22	Barbara Jean Vounatsos	89	65 County Street
April 23	Eleanor Ng	99	101 Centre Street
April 26	Robert J. Pignatelli Jr.	71	42 Trout Brook Road
May 8	William F. Dempsey	95	157 Centre Street
June 10	John Palester	97	7 Raleigh Road
June 15	Renee Langsam	95	2 Cross Street
July 2	Margaret G. Brauer	83	2 Donnelly Drive
July 10	Angus Ward Crowe	76	23 Edgewater Drive
August 8	David Stanley Hogg	91	12 Wakeland Road
August 25	Robert Gideon Nystrom	91	79 Pine Street
August 26	Janet Duerfahrd	86	5 Hilltop Road
August 29	Catherine G. Fitch	67	15 Sterling Drive
August 29	John Scott Hines	65	71 Walpole Street
September 9	C. Redington Barrett Jr.	89	43 Walpole Street
October 7	Beatrice Dabney Adams	90	195 Dedham Street
October 10	Willard M. Daggett Jr.	89	6 Monroe Court
October 25	Constance Hughes	93	29 Farm Street
October 26	Louis Theodos	80	28 Yorkshire Road
November 20	Kathleen Bell Hayes	99	8 Ledgewood Drive
November 22	Nancy Anne Zammito	61	11 Sterling Drive
November 27	Barbara S. Tessmer	87	9 Hales Hollow Road
December 1	Mary W. Cook	88	1 Main Street
December 29	Akio Kamihara	80	25 Farm Street

Financial Reports

For the Calendar Year 2022

Fees Collected by the Town Clerk's Office

January	\$4,865
February	3,455
March	5,035
April	1,055
May	0
June	602
July	355
August	0
September	1,730
October	0
November	950
December	224
Total	\$18,271

Fees Collected by the Board of Appeals

January	\$0
February	0
March	0
April	0
May	150
June	0
July	0
August	0
September	300
October	0
November	450
December	0
Total	\$900



Report of the **Town Treasurer**

Gerard Lane, Treasurer/Collector

Marc Waldman, Interim Treasurer/Collector

Gavin Fiske, Assistant Treasurer/Collector

The following reports appear on pages 68–80:

- **Total Gross Wages** for the Calendar Year 2022
- **Treasurer's Cash** for the Year Ending June 30, 2022
- **Statement of Taxes Outstanding** as of June 30, 2022
- **Statement of Long Term Debt** as of June 30, 2022
- **Statement of Changes in Trust and Investment Fund Balances**
for the Year Ending June 30, 2022

Total Gross Wages

For Calendar Year 2022

	Regular Wages	Overtime/ Other	Total Gross Wages
Selectmen's Office			
Mona Abraham-DiSciullo	\$66,065	\$104	\$66,169
Paul E. Carew	1,000		1,000
Christopher M. Dwelley	155,580		155,580
Robyn M. Hunter	150		150
John D. Jeffries	200		200
Katelyn M. O'Brien	90,822		90,822
Robert P. Springett	100		100
David D. Sullivan	50,668		50,668
Town Accountant's Office			
Kathleen R. LaPlant	105,619		105,619
Janice McGovern	11,716		11,716
Nancy L. Rigano	55,611	601	56,212
Assessor's Office			
Caroline B. Akins	175		175
Kelly T. Brewer	40,628		40,628
Robert Cocks	175		175
Amy L. B. Gow	97,112		97,112
Charles W. Long	200		200
Treasurer/Collector's Office			
Gavin T. Fiske	51,519		51,519
Gerard R. Lane Jr.	137,414		137,414
Jennifer G. Pink	45,357	1,381	46,738
Marc V. Waldman	1,597		1,597
Town Clerk and Elections			
Juris G. Alksnitis	71		71
Zaiga T. Alksnitis	61		61
Andre Boudreau	438		438
Martha Susan S. Cocks	392		392
Margaret J. Cross	57		57
Margaret L. Crowley	463		463
Elizabeth M. Devine	281		281
Catherine K. Haviland	595		595
Darlene L. Heidke	24,488		24,488
Felicia S. Hoffman	82,626		82,626
William R. Herd	257		257
Eleanor A. Herd	545		545

	Regular Wages	Overtime/ Other	Total Gross Wages
Town Clerk and Elections <i>(cont'd)</i>			
Christopher Jackman	\$239		\$239
Camille C. Johnston	64		64
Michele Keleher	68		68
Anita B. Loscalzo	249		249
Jane D. Moore	118		118
Elizabeth A. Schlenker	61		61
John J. Walsh	43		43
Carolyn D. Waterman	221		221
Data Processing			
Marc A. LaVoie	12,928		12,928
Building Maintenance			
Bradley S. Crosby III	58,585	\$4,421	63,006
Robert P. Murphy	20,083		20,083
Scott E. Wainwright (estate)	14,943	168	15,111
Karl L. Warnick	100,416	5,966	106,382
Police Department			
Nicole M. Bratcher-Heffernan	86,837	1,021	87,858
Donald P. Cahill Jr.	80,254	18,753	99,008
Jonathan H. Cash	9,053		9,053
David E. Chaisson Jr.	81,131	20,374	101,506
Richard F. Collamore Jr.	81,164	2,719	83,883
Katherine M. Kolodziejczyk	82,994	26,767	109,760
Matthew O. Lavery	79,659	21,340	101,000
Jared R. Layman	40,251	4,844	45,095
Jeffrey W. Lynch	51,229	6,591	57,820
Edward J. Maguire	78,303	22,518	100,821
Charles S. Marscher	80,041	11,030	91,071
Peter A. McGowan	175,860		175,860
Edward J. Meau	14,875		14,875
Ryan W. Menice	98,386	40,249	138,635
Alyson L. Rockwood	2,734		2,734
Ryan P. Sullivan	81,277	25,810	107,087
Bruce D. Whitney	36,512	2,033	38,545
Todd V. Wilcox	92,720	28,336	121,056
Joseph S. Woollard	103,307	21,609	124,916
Colin R. Young	66,835	15,048	81,883
Robert A. Young	31,072	3,274	34,346
Fire/Rescue Department			
Daniel B. Barry	17,347		17,347
Christopher J. Becker	10,057		10,057
Andrew S. Blum	11,023		11,023
Paul E. Buckley	646		646
Kathryn R. Cannie	200		200

TOTAL GROSS WAGES 69

	Regular Wages	Overtime/ Other	Total Gross Wages
Fire/Rescue <i>(cont'd)</i>			
James P. Dawley Jr.	\$200		\$200
Timothy C. Giblin	12,505		12,505
Frederick M. Hartman	11,999		11,999
Mary C. Hinsley	12,869		12,869
Alexander H. Howe	7,127		7,127
Paul M. Hughes	3,205		3,205
James S. Hughes	7,420		7,420
Katherine A. Jackson	8,135		8,135
Edward G. Kornack	49,571		49,571
John P. Kornack	6,637		6,637
Phoebe L. Lasic-Ellis	3,119		3,119
Jack I. London	3,047		3,047
Phillip D. Luttazi	16,005		16,005
Romolo P. Luttazi	72,008		72,008
Michael J. Lynch Jr.	2,564		2,564
Brian C. Mack	1,667		1,667
Brendan E. McCarthy	3,624		3,624
William A. Mitchell	21,188		21,188
Daniel K. Murphy	22,776		22,776
Mickael V. Murphy	11,616		11,616
Walter J. Nowicki	20,649		20,649
Walter J. Nowicki III	6,375		6,375
Rebekka Perinne	2,885		2,885
Curt F. Pfannenstiehl	3,893		3,893
Ryan C. Phelan	55		55
Marja K. Puurunen	1,954		1,954
Theodore H. Reimann	22,197		22,197
Heidi E. Reinemann	7,922		7,922
Richard L. Reinemann	16,581		16,581
Johanna G. Schulz	1,950		1,950
Elisabeth A. Smith	4,820		4,820
Dickson Smith II	22,060		22,060
James F. Spalding	200		200
Timothy R. Surgenor	9,384		9,384
Richard F. Tiberi	38,980	\$22	39,002
David W. Tiberi	33,540		33,540
Brian A. Tosi	15,060		15,060
Kathleen P. Tosi	2,554		2,554
Kevin Tosi	19,557	2,906	22,462
David P. Van Tassell	7,900		7,900
John S. Vounatsos	46,588	1,800	48,388
Ellen O. Weinberg	5,501		5,501
Nevin A. Weinberg	10,748		10,748

	Regular Wages	Overtime/ Other	Total Gross Wages
Inspectors			
Walter A. Avallone	\$95,288		\$95,288
Jeffrey P. Harris	167		167
Kevin Malloy	20,775		20,775
James T. Murphy	935		935
Robert F. Piersiak	2,457		2,457
James F. Vaughan	17,138		17,138
Susan M. L. Young	51,989		51,989
Felix I. Zemel	1,170		1,170
Animal Control			
Lorilyn Sallee	8,839		8,839
Tree Warden			
John M. Gilbert	8,085	\$1,184	9,269
Health Department			
Linda M. Baldwin-Lyons	24,618		24,618
Jason R. Belmonte	4,536		4,536
Gerald L. Clarke	75		75
Jennifer S. Cronin	1,750		1,750
Karen R. Hayett	41,197		41,197
Kay M. Peterson	50		50
Highway Department			
Michael J. Angieri	9,616		9,616
Nancy J. Bates	54,059		54,059
Robert Beckwith	67,290	9,143	76,433
Stephen R. Fitzpatrick	2,240	192	2,432
James J. Gorman	61,371	7,116	68,486
Janine H. Kizik	19,064		19,064
Kevin J. McCabe	89,477		89,477
Michael A. Petrangelo	227	1,005	1,232
Mark R. Stephenson	59,903	7,673	67,576
J. Robert Tosi Jr.	106,673	133	106,805
Keith A. Tosi	422	3,373	3,794
Andrew F. Wills	61,169	6,459	67,628
Sanitation			
John F. Gerlach	27,308	455	27,763
Wade J. Hayes	34,994	706	35,700
Water			
Geoffrey P. Brooks	1,125		1,125
Conservation			
Lori E. Hagerty	43,151		43,151

	Regular Wages	Overtime/ Other	Total Gross Wages
Planning Board			
Susan E. Hall	\$32,563		\$32,563
Stephen C. Natola	220		220
Courtney S. Starling	29,950		29,950
Cemetery			
Lawrence R. Dauphinee	77,955	\$8,602	86,558
John C. Sullivan	5,902		5,902
Council on Aging			
Janet E. Claypoole	90,367		90,367
Andria M. DeSimone	8,721		8,721
Tracy Rittenmeyer	4,345		4,345
Suzanne Sheridan	14,666		14,666
Amee V. Tejani	25,630		25,630
Nancy C. Vaida	34,747		34,747
Library			
Cheryl Abdullah Bolduc	53,108		53,108
Joan S. Campbell	55,476		55,476
Elizabeth Fogarty	44,596		44,596
Wendy P. Giblin	19,958		19,958
Jennifir M. Huston	14,828		14,828
Allison M. Keaney	50,016		50,016
Bethany Klem	41,346		41,346
Mary F. Kroon	23,662		23,662
Kevin R. Kwok	20,753		20,753
Bart R. Leib	22,145		22,145
Liam O'Keefe	42,285		42,285
Nancy M. Tegeler	62,497		62,497
Samantha A. Tullis	19,311		19,311
James K. Westen	64,842		64,842
Parks and Recreation			
Brieanna K. Allen	3,398		3,398
James E. Allen Jr.	2,079		2,079
Katherine M. Brenna	480		480
Kate A. Chui	1,325		1,325
Francesca M. Collins	2,974		2,974
Peter D. Cooper	99,929		99,929
William J. DePaola	1,662		1,662
Nicole E. DiCicco	59,526	5,167	64,693
Emily A. Drum	780		780
Corrine C. Forman	1,719		1,719
Alexander C. Frey	1,624		1,624
Mark F. Ghiloni	99,361		99,361
Katelyn M. Hawkes	2,352		2,352
Richard F. Levenson	13,238		13,238

	Regular Wages	Overtime/ Other	Total Gross Wages
Parks and Recreation <i>cont'd</i>			
Eyob F. Lifshatz	\$1,575		\$1,575
Heidi I. Lindauer	1,568		1,568
Benjamin B. Maki	960		960
Nicole C. Mayer	2,717		2,717
Erin D. McCann	4,470		4,470
Laura E. McGuire	21,156		21,156
Cian D. Moss	1,697		1,697
Robert Muse	1,568		1,568
Tyler B. Myrick	1,660		1,660
Thomas J. Palmer	62,774	\$4,166	66,940
Kofi F. Poku	2,814		2,814
Katherine F. Ritzer	368		368
Max L. Rooney	1,397		1,397
Liam E. Slawsby	1,575		1,575
Peter J. Sylvester	12,368		12,368
Jean-Robert Theodat	5,200		5,200
Mark E. Travers	53,085	3,219	56,305

SCHOOL DEPARTMENT

Administration

Karen Anzivino	56,075		56,075
James M. Carnes	119,833		119,833
Tawny C. Desjardins	36,778		36,778
Kate A Fleming	70,818		70,818
Nisha G. Hochman	108,794		108,794
Jessica Natal	83,348		83,348
Kelly O'Donnell-Haney	61,668		61,668
Deborah J. Reinemann	147,925		147,925

Teaching Staff

Nicole Alban	36,946		36,946
Christine E. Atkinson	109,914		109,914
Brigid R. Avery	20,029		20,029
Melissa A. Baker	120,880		120,880
Leslie M. Campbell	67,675		67,675
Catherine E. Chiavarini	112,462		112,462
Gioia M. Cianciarulo	20,279		20,279
Amy C. Cohn	106,913		106,913
Judith Cronin	37,128		37,128
Corinne M. Cummings	85,586		85,586
Kimberly A. Delaney	120,305		120,305
Renee F. Grady	120,505		120,505
Stephen D. Harte	121,943		121,943
Kylie M. Hilliard	52,671		52,671

	Regular Wages	Overtime/ Other	Total Gross Wages
Teaching Staff <i>cont'd)</i>			
Michelle M. Hugo	\$110,364		\$110,364
James M. Keohane	110,069		110,069
Kristen M. Kraeutler	102,458		102,458
Leslie G. Loughlin	86,536		86,536
Christine B. Luczkow	95,155		95,155
Jessica A. Marinelli	115,336		115,336
Andrew L. McCorkle	68,859		68,859
Meredith A. Merritt	65,588		65,588
Carolyn E. Miller	22,000		22,000
Laurie F. Moran	111,725		111,725
Eugenia M. Mota-Magestro	47,162		47,162
Kathryn A. Nave	31,970		31,970
Ashley S. Oleyer	58,616		58,616
Alison M. Parker	74,819		74,819
Donna M. Power	112,862		112,862
Nancy E. Powers	120,730		120,730
Alisa M. Saunders	103,842		103,842
Anna Y. Sawan	67,544		67,544
Jodi L. Shanbar-Emerson	89,459		89,459
Sarah C. Simoni	27,710		27,710
Priscilla J. Stephan	108,642		108,642
Victoria L. Strain	22,000		22,000
Laurette I. Ulrich	112,555		112,555
Devon R. Vanaria	61,187		61,187
Allison M. Vetere	72,545		72,545
Kenneth S. Wadness	124,545		124,545
Andrea M. Welch	112,662		112,662
Keri A. Windsor	120,135		120,135
Substitutes			
Meaghan R. Alexis	2,065		2,065
Janice M. Barczys	115		115
Benjamin G. Brondsky	4,323		4,323
Allison L. Buff	2,300		2,300
Leslie K. Burns	4,370		4,370
Jamie D. Godfrey	1,495		1,495
Jiefang Hu	460		460
Jill P. MacGlaflin	230		230
Claire A. Mackay	1,150		1,150
Elizabeth M. Rubin	230		230
Susan L. Ruzzo	1,495		1,495
Cynthia H. Shapiro	1,330		1,330
Jill A. Sullivan Mauro	200		200
Alison B. Yaker	805		805

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff			
Melanie C. Ahern	\$990		\$990
Dudley S. Baker	26,013		26,013
Stephanie F. Cahoon	29,217		29,217
Thomas A. Cannata	15,204		15,204
Cheryl C. Chase	9,945		9,945
Samantha H. Conroy	11,536		11,536
Angela V. Corkin	6,117		6,117
Stephanie A. Curran	73,224		73,224
Daniel J. Davis	70,863		70,863
Sophia L. Devin	13,297		13,297
Adrianna A. DiSciullo	36,153		36,153
Amy E. Dorfman	48,685		48,685
Michelle E. D'Ovidio	30,180		30,180
Carly A. Dow	29,596		29,596
Laura A. Driscoll	123,642		123,642
Christopher F. Elbag	10,567		10,567
Jean L. Ensor	7,806		7,806
Casey M. Flinn	18,331		18,331
Christopher R. Fraser	85,487		85,487
Lisa M. Garcia	18,090		18,090
Vanessa M. Gatto	3,052		3,052
Krystelle Ghanem	23,892		23,892
Grace K. Gillis	11,536		11,536
Hannah E. Gillis	17,489		17,489
Kathleen P. Gillis	116,023		116,023
Elizabeth H. Gordon	13,913		13,913
Emily L. Gordon	15,807		15,807
Jennifer L. Hann	1,268		1,268
Stephanie A. Hartz	50,209		50,209
Nicole S. Harvey	25,335		25,335
Maria N. Horbaczewski	9,249		9,249
Damion O. Howitt	39,059	\$2,792	41,852
Elizabeth B. Hughes	27,675		27,675
Judy A. Jacobsen	11,605	481	12,086
Robin J. Kelley	1,560		1,560
Kathleen A. King	30,180		30,180
Wendy Lague	25,952		25,952
Jessica C. Langway	20,069		20,069
Beverly A. Loynd	18,331		18,331
Julie B. Law-Linck	103,942		103,942
Deirdre M. Lyons	25,952		25,952
John F. Malieswski Jr.	49,709	2,476	52,185
Patricia R. McCann	11,536		11,536
Katherine McCarthy	26,402		26,402

	Regular Wages	Overtime/ Other	Total Gross Wages
Support Staff <i>cont'd)</i>			
Marina K. Miller	\$11,536		\$11,536
Andrea D. Morello	9,945		9,945
Heidi A. Olschefski-Lusby	26,939		26,939
Stephen A. Onorato	1,035	\$339	1,374
Shaylyn M. Parkhurst	28,476		28,476
Allison L. Puls	9,945		9,945
Stephanie L. Regan	15,807		15,807
Anna L. Ring	57,435		57,435
Jeanne E. Riordan	66,714		66,714
Adele M. Riesenberg	12,818		12,818
Ryan Sager	11,636		11,636
Katelyn G. Schapira	30,011		30,011
Johnathan M. Schenker	40,569		40,569
Joel A. Sterling	51,076	5,390	56,466
Ana D. Sullivan	10,729		10,729
Molly K. Sullivan	18,015		18,015
Ellen M. Troland	25,752		25,752
Kylie A. Troland	521		521
Piers C. Turner	12,034		12,034
Christine E. Uminski	67,364		67,364
Xinlei Wang	27,344		27,344
Barbara B. Waters	7,418		7,418
Laurie A. Whitten	104,847		104,847
Meghan C. Williams	60,958		60,958
Anne H. Wilson	29,967		29,967
Nadia M. Yaremiy	22,104		22,104
Grand Totals	\$11,848,645	\$359,758	\$12,208,403

Treasurer's Cash

For the Year Ending June 30, 2022

Beginning Balance as of June 30, 2021 \$32,975,778

Final audit and closing work was not completed for Fiscal Year 2022 at the time of report publication, so the revenue and expenditure detail was unavailable.

This detail work will be made publicly available upon completion of the audit.

Bank Statement Balances as of June 30, 2022

Bank of America	\$688,994
BNY Mellon Bank	177,457
Century Bank/Eastern Bank	5,084,607
Citizens Bank	2,105,763
Cooperative Bank of Cape Cod	517,714
Harbor One Bank	267,187
Lending Club Bank	812,617
Multibank Securities	5,303,194
Needham Bank	2,009,353
Peoples United Bank	256,791
Rockland Trust Company	1,426,262
UBS	1,712,708
UniBank	1,904,004
Webster Bank	1,248,389
Trust Funds Held at BNY Mellon	2,170,228
OPEB Held at BNY Mellon	6,593,179
Stabilization and Bond Proceeds Funds	20,268,681
Total Cash Balance (unaudited)*	<u><u>\$52,547,129</u></u>

**Total rounded to nearest dollar.*

Statement of Taxes Outstanding

As of June 30, 2022

	Outstanding June 30, 2021	Commitments	Tax Takings and Deferrals	Refunds and Adjustments	Abatements	Collections	Outstanding June 30, 2022
Real Estate							
Prior Years	\$37,595		\$0	\$0	\$0	\$21,657	\$15,938
2019	99,111		0		18,992	42,524	37,595
2020	168,720		0	12,750	47,062	35,297	99,111
2021	456,956	\$22,291	23,478	140	287,189	0	168,720
2022	0	33,744,732	0	46,246	32,852	33,149,640	608,486
Personal Property							
Prior Years	\$680		\$0	\$1,321	\$0	\$0	\$2,001
2019	1,060		0	(379)	0	0	680
2020	8,383		0	(7,323)	0	0	1,060
2021	2303		0	6,024	0	(56)	8,383
2022	0	\$765,350	0	246	75	763,218	2,303
Motor Vehicle Excise							
Prior Years	\$16,683		\$0	(\$1,000)	\$0	\$2,214	\$13,468
2019	11,065		0	16,194	0	10,577	16,683
2020	57,921	\$287	0	(929)	1,519	44,694	11,065
2021	134,773	161,573	0	128,475	11,674	355,224	57,921
2022	0	1,414,727	0	4,605	15,082	1,269,477	134,773
Boat Excise							
Prior Years	\$15		\$0	(\$15)	\$0	\$0	\$0
2019	70		0	(55)	0	0	15
2020	128		0	(58)	0	0	70
2021	579		0	123	0	574	128
2022	0	0	0	0	0	0	0

Statement of Long Term Debt

As of June 30, 2022

Date of Issue	Purpose	TIC (%)	Original Amount	Outstanding June 30, 2021	Principal Issued	Principal Paid	Outstanding June 30, 2022
April 19, 2012	Chickering School Refunding Bonds	1.48	\$2,000,000	\$1,320,000	\$0	\$665,000	\$655,000
December 21, 2017	46 Springdale Avenue GO Bonds	2.39	\$2,720,000	\$2,565,000	\$0	\$155,000	\$2,410,000
January 27, 2022	Caryl Community Center GO Bonds	1.79	\$16,276,000	\$0	\$16,276,000	\$0	\$16,276,000
January 27, 2022	Caryl Community Center Parks & Rec GO Bonds	1.79	\$779,000	\$0	\$779,000	\$0	\$779,000
Totals				\$3,885,000	\$17,055,000	\$820,000	\$20,120,000

Statement of Changes in Trust and Investment Fund Balances

For the Year Ending June 30, 2022

Fund	Balance June 30, 2021	Net Investment Income	Realized Gain/Loss	Deposits	Expenditures	Balance June 30, 2022
Park & Historical						
George Chickering	\$102,712	\$392	(\$766)			\$102,338
Park & Tree						
Samuel Chickering	\$210,459	\$804	(\$1,569)			\$209,693
Cemetery						
Perpetual Care	\$964,906	\$3,659	(\$7,135)		(\$12,960)	\$948,471
Caroline Chickering	\$26,295	\$100	(\$196)			\$26,199
Dorothea Hovey	\$604	\$2	(\$4)		(\$59)	\$543
Library						
Richards/Sanger/Lewis	\$12,660	\$48	(\$94)			\$12,614
Hovey Memorial	\$614,385	\$2,346	(\$4,583)			\$612,147
Endowment	\$27,162	\$104	(\$203)			\$27,063
Investment						
Conservation	\$26,618	\$71	(\$165)		(\$25,000)	\$1,524
Unemployment	\$9,065	\$27	(\$51)		(\$2,551)	\$6,491
Municipal Insurance	\$1,926	\$7	(\$14)			\$1,919
Other Post Employment Benefits	\$7,268,068	(\$984,364)	\$0	\$309,475		\$6,593,179
Regional School OPEB Stabilization	\$1,767,278	\$30,710	(\$54,435)			\$1,743,552
Other						
Larabee/Whiting Poor	\$70,269	\$268	(\$524)			\$70,013
Scholarship	\$22,028	\$84	(\$164)			\$21,948

Report of the **Town Accountant**

Kathleen R. LaPlant, Town Accountant

Nancy L. Rigano, Assistant Town Accountant

The following unaudited reports appear on pages 82–85. Final reports will be available on the Town of Dover website (www.doverma.gov) upon completion of the audited financial statements.

- **General Government Funds, Statement of Revenues and Expenditures** for the Year Ending June 30, 2022
- **OPEB Trust Fund—Statement of Fiduciary Fund, Net Position** as of June 30, 2022
- **General Fund Statement of Revenues and Other Sources and Expenditures and Others Uses—Budget and Actual** for the Year Ending June 30, 2022

General Government Funds, Statement of Revenues and Expenditures

For the Year Ending June 30, 2022

	General Fund
REVENUES	
Property Taxes	\$33,557,963
Excise	1,547,516
Penalties, Interest and Other Taxes	151,400
Charges for Services	116,568
Departmental, Fees, Rentals	501,044
Licenses and Permits	387,458
Intergovernmental	1,727,225
Fines and Forfeitures	898
Investment Income	137,700
Other	2,212
Transfers In	1,401,591
Free Cash to Reduce Tax Rate	1,900,000
Other Available Funds	0
Overlay Surplus	100,000
Total Revenues	\$41,531,575
EXPENDITURES	
General Government	\$2,580,920
Public Safety	2,989,964
Education	21,503,794
Public Works	2,191,067
Health and Human Services	309,916
Culture and Recreation	1,142,840
Insurance and Benefits	4,048,046
Debt Services	955,742
Intergovernmental	165,687
Transfers Out	11,518
Other Uses	1,274,347
Capital/One-Time Projects	1,031,591
Total Expenditures	\$38,205,431
Excess (Deficiency) of Revenues Over Expenditures	\$3,326,143

UNAUDITED, PRELIMINARY FIGURES

Actual expenditures include encumbrances.

The final report can be found on Town's website when available.

OPEB Trust Fund: Statement of Fiduciary Fund, Net Position

As of June 30, 2022

	OPEB Trust Fund
ASSETS	
Cash and Short-Term Investments	\$107,734
Cash and Cash Equivalents	51,363
Fixed Income, Equities, Other	6,434,082
Total Assets	<u>\$6,593,179</u>
LIABILITIES	
Total Liabilities	<u>\$0</u>
NET POSITION	
Restricted for:	
OPEB Benefits	\$6,593,179
Total Net Position	<u>\$6,593,179</u>
Total Liabilities and Net Position	<u><u>\$6,593,179</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, 2022

	Original Budget
REVENUES AND OTHER SOURCES	
Property Taxes	\$34,509,180
Excise	1,200,200
Penalties, Interest, and Other Taxes	60,200
Charges for Services	90,000
Departmental, Fees, Rentals	406,488
Licenses, Permits	250,000
Intergovernmental	1,727,225
Fines and Forfeitures	2,500
Investment Income	75,000
Other	0
Transfers In	1,401,591
Free Cash to Reduce Tax Rate	1,900,000
Other Available Funds	0
Overlay Surplus	100,000
Total Revenues and Other Sources	\$41,722,384
EXPENDITURES AND OTHER USES	
General Government	\$2,908,410
Public Safety	3,259,781
Education	23,275,055
Public Works	2,334,253
Health and Human Services	361,437
Culture and Recreation	1,262,454
Insurance and Benefits	4,723,552
Debt Service	951,850
Intergovernmental	328,136
Transfers Out	11,518
Other Uses	1,274,347
Capital/One-Time Projects	1,031,591
Total Expenditures and Other Uses	\$41,722,385
Excess (Deficiency) of Revenues and Other Sources Over Expenditures and Other Uses	(\$0)

UNAUDITED, PRELIMINARY FIGURES
 This report is prepared on the budgetary basis of accounting, which differs from GAAP (audited basis). Actual expenditures include encumbrances.
 The final report can be found on Town’s website when available

Final Budget	Actual	Variance with Final Budget Favorable (Unfavorable)
\$34,509,180	\$33,557,963	(\$951,217)
1,200,200	1,547,516	347,316
60,200	151,400	91,200
90,000	116,568	26,568
406,488	501,044	94,556
250,000	387,458	137,458
1,727,225	1,727,225	0
2,500	898	(1,602)
75,000	137,700	62,700
0	2,212	2,212
1,401,591	1,401,591	0
1,900,000	1,900,000	0
0	0	0
100,000	100,000	0
<u><u>\$41,722,384</u></u>	<u><u>\$41,531,575</u></u>	<u><u>(\$190,809)</u></u>
\$2,908,410	\$2,580,920	\$327,490
3,259,781	2,989,964	269,817
23,275,055	21,503,794	1,771,261
2,334,253	2,191,067	143,186
361,437	309,916	51,521
1,262,454	1,142,840	119,614
4,723,552	4,048,046	675,507
951,850	955,742	(3,892)
328,136	165,687	162,449
11,518	11,518	0
1,274,347	1,274,347	0
1,031,591	1,031,591	0
<u><u>\$41,722,385</u></u>	<u><u>\$38,205,431</u></u>	<u><u>\$3,516,954</u></u>
<u><u>(\$0)</u></u>	<u><u>\$3,326,143</u></u>	<u><u>\$3,326,144</u></u>

Report of the Town Insurance

For the Year Ending June 30, 2022

	Limits	Deductible
Property		
Buildings and Contents	\$62,083,222	\$1,000
Extra Expense—Blanket	Actual Loss Sustained	None
Coverage Extensions		
and Special Property	Various	Various
Boiler and Machinery	Included up	
(max \$100 million)	to blanket limit	Various
Money and Securities	\$100,000	None
Public Employee Dishonesty	\$200,000	None
Flood and Earthquake	\$2 million/\$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		\$2,476,808
Workers' Compensation		86,415
Medicare		178,586
Other Insurance		223,817
Total Town Insurance Expenditure		\$2,965,626

Report of the **Personnel Board**

Juris Alksnitis, Co-Chair

Sue Geremia, Co-Chair

Mary Hornsby

Christopher M. Dwelley, Town Administrator, 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 2022, the Board continued to work closely with Town Administrator Christopher Dwelley and Assistant Town Administrator Katelyn O'Brien on important human resource (HR) initiatives. The primary focus was the Town Personnel Compensation/Classification Study, which began in 2021 and included a compensation study to review the Town's salaries/wages; and a classification study to evaluate and update all nonunion Town positions for accuracy in job descriptions and applicable levels of responsibility for each position. The Town reviewed the results received from its consultants, finalized most by April, and sent a near-final summary report to the Personnel Board for review in October. The Board anticipates that the workforce transition to the applicable new pay schedules will be fully effective by July 2023.

In addition, the Board completed its review and evaluation of proposed new and revised HR policy drafts (recommended in a July 2021 HR audit) to ensure adherence to current applicable laws and requirements across Town departments and boards.

Finally, each year the Board recommends to the Warrant Committee and the Selectmen an annual cost of living adjustment (COLA) increase for the coming fiscal year. After reviewing both state and federal projected inflation indices together with the recent compensation study information, the Board recommended a 3.5% increase as the wage proposal for nonunion employees for Fiscal Year 2024 (effective July 2023).

We extend our sincere thanks and appreciation to Mary Carrigan, who resigned in September after more than 20 years of outstanding service as Chair. Juris Alksnis and Susan Geremia were elected Co-Chairs.



Photo by Simone Azevedo.

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.gov).

The following is a statement of the valuation of Dover as of January 1, 2022, which is the basis for taxing property for the Fiscal Year July 1, 2022, through June 30, 2023. 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	\$2,691,300
Value of State-Owned Property	34,096,100
Value of Town-Owned Property	91,729,766
Value of Property Held in Trust for the Worthy Poor	4,279,000
Value of Other Exempted Property	210,497,200
Value of Taxable Personal Property	62,376,900
Value of Taxable Real Estate	<u>2,927,280,078</u>
Total Value of All Personal and Real Estate	\$3,332,950,344
Total Net Taxable Valuation (Excluding Motor Vehicles)	\$2,989,656,789

Amount to Be Raised by Taxation

Town Purposes as per Appropriation	\$44,140,631
Other Local Expenditures	
Amounts Certified for Tax Title Purposes	\$0
Offsets	10,827
Overlay Deficits of Prior Years	0
Other	0
Snow and Ice Deficit	<u>0</u>
	\$10,827

State and County Assessments	329,241	
Overlay of Current Year	452,070	
		781,311
Gross Amount to Be Raised by Taxation		\$44,932,769

Estimated Receipts and Other Revenue Sources

Estimated Receipts (State)	\$1,281,038	
Massachusetts School Building Authority Payments	531,982	
Estimated Receipts (Local)	2,044,160	
Revenue Sources for Particular Purposes (Free Cash)	2,800,569	
Other Available Funds for Particular Purposes	231,101	
Free Cash to Reduce Tax Rate	1,600,000	
Total Estimated and Available Funds		\$8,488,850

Net Amount to be Raised by Taxation on Property

Amount on Personal Property	\$760,374	
Amount on Real Estate	35,683,544	
		\$36,443,918

Assessments Added to Taxes

Motor Vehicle and Trailer Excise Assessed for 2022	\$1,555,464	
Motor Vehicle and Trailer Excise Assessed for 2021 in 2022	7,730	
FY22 Boat, Ship, or Vessel Excise	599	
		1,563,793

Total Taxes and Assessments Committed to the Collector

\$38,007,711

Motor Vehicle Statistics

Number of Vehicles/Value Assessed for 2022	6,436	\$71,031,962
Number of Vehicles/Value Assessed for 2021 in 2022	125	\$2,782,060

Tax Rates

Personal and Real Estate	\$12.19
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, 2022,
in Accordance with Chapter 59, General Laws:**

Property Exempted from Taxation under Provisions of the First Clause, Section 5, Chapter 59, General Use:

United States Postal Department

5 Walpole Street

Improvements	<u>\$348,500</u>
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\$348,500

Department of the Army Corps of Engineers

Chickering Drive, 14.652 acres	\$1,253,900
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Claybrook Road, 1.56 acres	275,400
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Off Farm Street, 11.50 acres	99,100
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Off Haven Street, 1.01 acres	26,600
------------------------------	--------

Springdale Avenue, 14.50 acres	197,900
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Off Springdale Avenue, 19.10 acres	69,300
------------------------------------	--------

Trout Brook Road, 21.689 acres	304,300
--------------------------------	---------

Off Trout Brook Road, 0.83 acre	52,100
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Off Wakeland Road, 8.40 acres	<u>64,200</u>
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\$2,342,800

Property Exempted from Taxation under Provisions of the Second Clause, Section 5, Chapter 59, General Use:

Commonwealth of Massachusetts

(Metropolitan District Commission)

100 Reservation Road

Improvements	\$8,968,900
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Land, 182.10 acres	<u>17,495,100</u>
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\$26,464,000

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>\$270,700</u>
------------------	------------------

\$270,700

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>\$7,361,400</u>
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\$7,361,400

**Property Exempted from Taxation under Provisions of the Third Clause,
Section 5, Chapter 59, General Use:**

Dover Historical and Natural History Society

80 Dedham Street		
Improvements	\$205,600	
Land, 1.00 acre	<u>784,100</u>	\$989,700

Charles River School

6 Old Meadow Road		
Improvements	\$6,555,100	
Land, 13.126 acres	<u>2,474,500</u>	
4 Old Meadow Road		
Improvements	554,000	
Land, 1.079 acres	<u>526,600</u>	\$10,110,200

Trustees of Reservations

Off Brookfield Road, 15.00 acres	\$682,700	
Chase Woodlands, 85.183 acres	1,071,200	
Dedham Street, 16.15 acres	145,600	
Farm Street, 1.478 acres	71,900	
Glen and Wight Streets, 5.63 acres	776,000	
Off Grand Hill Drive, 1.042 acres	29,700	
Peters Reservation, 83.75 acres	7,073,100	
Pond Street, 6.71 acres	231,400	
Powisett Street, 4.122 acres	1,052,000	
37 and 39 Powisett Street, 104.494 acres	3,737,500	
Improvements	546,500	
Strawberry Hill Street, 63.45 acres	2,976,500	
Off Tower Drive, 6.65 acres	309,700	
Walpole and Powisett 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>	\$47,797,000

Hale Reservation, Inc.

Powisett and Off Hartford Streets		
Improvements	\$977,500	
Land, 657.04 acres	51,015,600	
Wilsendale Street, 16.39 acres	<u>204,600</u>	\$52,197,700

Dover Land Conservation Trust

Bridge and Smith Streets, 20.523 acres	\$3,723,900
Centre Street, 57.11 acres	2,009,400
Off Centre Street, 48.599 acres	1,954,800
Claybrook Road, 21.20 acres	662,500

Dedham Street, 10.82 acres	883,800	
Dover Road, 2.84 acres	788,700	
Farm Street, 41.76 acres	2,670,700	
3 Farm Street, 5.00 acres	1,452,300	
4 Farm Street, 5.70 acres	727,000	
Off Farm Street, 6.07 acres	243,700	
Hunt Drive, 19.49 acres	602,800	
Main Street, 5.99 acres	719,900	
Miller Hill Road, 7.17 acres	162,900	
Off Miller Hill Road, 1.374 acres	60,700	
50 Pegan Lane, 2.812 acres	789,300	
Off Pegan Lane, 16.59 acres	207,400	
80 Pine Street, 3.632 acres	73,500	
131 Pine Street, 71.06 acres	3,975,700	
Improvements	35,100	
Off Pine Street, 19.241 acres	894,800	
Pleasant Street, 0.333 acre	43,500	
Pleasant Street and Annie King Lane, 7.895 acres	1,043,500	
5 Riverview Terrace and Willow Street, 3.17 acres	1,623,300	
Rocky Brook Road, 4.18 acres	68,200	
Springdale Avenue and Church Street, 11.79 acres	506,200	
Springdale Avenue and Farm Street, 17.50 acres	1,695,300	
Strawberry Hill Street, 33.3 acres		
Off Springdale Avenue, 27.65 acres	1,622,600	
Old Farm Road, 2.867 acres	<u>121,900</u>	
		\$30,719,900
Trustees of Boston College:		
20 Glen Street		
Improvements	\$6,996,600	
Land, 78.50 acres	<u>6,972,200</u>	
		\$13,968,800
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>784,100</u>	
		\$1,226,700

**Property Exempted under the Provisions of the
Eleventh Clause, Section 5, Chapter 59, General Laws:**

Dover Evangelical Congregational Church

Pine Street and 61 Dedham Street

Improvements \$467,900

Land, 7.50 acres 1,230,100

\$1,698,000

First Parish Church

15 and 17 Springdale Avenue

Improvements \$2,290,800

Land, 1.70 acres 844,500

\$3,135,300

Grace Church of Dover, MA, Inc.

21 Centre Street

Improvements \$873,400

Land, 1.00 acre 784,100

\$1,657,500

Roman Catholic Archdiocese of Boston

30 Centre Street

Improvements \$325,300

Land, 1.02 acres 471,400

32 Centre Street

Improvements 2,690,700

Land, 3.66 acres 983,600

\$4,471,000

St. Dunstan's Episcopal Church

18 Springdale Avenue

Improvements \$1,154,500

Land, 0.83 acre 688,200

\$1,842,700

**Property Exempted under the Provisions of Section 5F,
Chapter 59, General Laws:**

Town of Westwood (Conservation Commission)

Off Hartford Street

Land, 1.30 acres \$53,800

\$53,800

**Property Exempted under the Provisions of Section 5,
Chapter 59, Clause 45, General Laws:**

Jane M. Clair, Trustee

236 Dedham Street Nominee Trust

236 Dedham Street

Windmill (20 years) \$7,800

\$7,800

Valuation of Exempted Public Property

**Value of Town Property Put to Public Use, July 1, 2022,
in Accordance with Section 51, Chapter 59, General Laws:**

Town House

5 Springdale Avenue		
Improvements	\$3,855,500	
Personal Property	<u>216,318</u>	\$4,071,818

Caryl Community Center

4 Springdale Avenue		
Improvements	\$3,557,400	
Land, 3.057 acres	1,686,800	
Personal Property	<u>376,005</u>	\$5,620,205

Dover Town Library

56 Dedham Street		
Improvements	\$2,016,700	
Land, 1.00 acre	784,100	
Books and Furnishings	<u>1,163,930</u>	\$3,964,730

Protective Agencies Building

1 and 3 Walpole Street		
Improvements	\$1,100,200	
Land, 1.65 acres	911,500	
Personal Property	<u>910,756</u>	\$2,922,456

Chickering School

29 Cross Street		
Improvements	\$11,769,200	
Land, 43.95 acres	4,038,100	
Personal Property	<u>800,403</u>	\$16,607,703

Dover-Sherborn Regional School District

9 Junction Street		
Improvements	\$27,740,800	
Land, 98.887 acres	<u>12,880,300</u>	\$40,621,100

Parks and Recreation

Bickford Park, 2.292 acres	\$117,500	
Caryl Park, 107 Dedham Street		
Land, 83.80 acres	8,338,000	
Improvements	582,100	
Channing Pond Park, 5.64 acres	71,100	
Improvements	600	
Dedham and Centre Street Lot, 0.25 acres	637,100	

Dover Common and Training Field Lot, 3.70 acres	1,101,200	
Howe Lot, 3.22 acres	1,130,600	
Riverside Drive, 0.765 acres	470,300	
Springdale Avenue, 1.40 acres	49,900	
West End School Lot, 1.50 acres	569,500	
Personal Property	<u>450,757</u>	
		\$13,518,657
Conservation Commission		
Bean Land, 10.27 acres	\$1,401,000	
Bridge Street, 3.00 acres	64,900	
Brodie Land, 7.988 acres	1,034,600	
Channing, Gibbons, Rice & Wylde Lands, 199.40 acres	6,223,200	
Claybrook Road, 1.80 acres	65,400	
Dedham Street, 7.38 acres	1,534,000	
French Land, 11.80 acres	522,700	
Fullerton Land, 7.00 acres	874,900	
Gould Land, 7.20 acres	226,500	
Halper Land, 1.18 acres	553,500	
Harvey Land, 23.77 acres	330,200	
Haven Street, 25.61 acres	2,227,900	
Hunt Drive, 6.03 acres	220,600	
Hunters Path, 2.50 acres	65,000	
Koch Land, Snow's Hill Lane, 8.20 acres	1,228,700	
Koch Land Swap, 12.21 acres	562,800	
Murray Land, 12.60 acres	118,300	
Riverside Drive, 0.04 acres	7,900	
Scott Land, 46.00 acres	1,244,900	
Off Springdale Avenue, 0.20 acres	38,300	
Taylor Land, 14.47 acres	493,200	
Valley Farm Land, 13.09 acres	1,870,000	
Walpole Street, Off Walpole Street, 33.00 acres	1,509,300	
Willow Street, 2.11 acres	53,400	
Wilsondale Street, 6.03 acres	<u>75,400</u>	
		\$22,546,600
Town of Dover		
Ben Arthur's Way, 0.76 acres	\$56,200	
Bridge Street Land, 3.92 acres	69,500	
Chickering Drive, 3.07 acres	64,800	
10 Donnelly Drive, 2.00 acres	73,600	
Dedham Street, 10.77 acres	888,400	
Draper Road, 0.29 acres	44,800	
Grand Hill Drive, 6.64 acres	885,300	
Hartford Street, 1.00 acre	522,700	

Heard Land, 7.42 acres	1,376,500	
Hynes Land, 1.46 acres	874,000	
Mackintosh Land, 29.28 acres	1,062,700	
Main Street, 1.79 acres	590,400	
Off Farm Street, 0.53 acres	56,700	
Ponzi Land, 31.58 acres	1,973,500	
Trout Brook Road, 0.15 acres	32,700	
Valley Farm Land, 52.6 acres	3,552,700	
Wakeland Road, 0.18 acres	39,200	
5 Whiting Road, 0.25 acres	675,200	
Improvements	99,200	
Personal Property	5,476	
Willow Street, 0.92 acres	47,000	
Wilsondale Street, 3.73 acres	<u>811,800</u>	
		\$15,318,076
Transfer Station		
Powissett Street, 3.00 acres	\$1,606,400	
Improvements	250,100	
Personal Property	<u>29,234</u>	
		\$1,885,734
Highway Department		
2 and 4 Dedham Street, 3.40 acres	\$975,800	
Improvements	1,110,200	
Willow and Cross Streets, 0.21 acres	42,000	
Personal Property	<u>175,902</u>	
		\$2,303,902
Highland Cemetery		
54 Centre Street and Off Dedham Street, 19.91 acres	\$2,003,400	
Improvements	24,500	
Personal Property	<u>14,617</u>	
		\$2,042,517
Water Supply		
Church Street, 6.00 acres	\$819,200	
Improvements	17,500	
Personal Property	<u>90,668</u>	
		\$927,368
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>\$4,279,000</u>	
		\$4,279,000

Report of the **Police Department**

Peter McGowan, Chief of Police

As 2022 came to a close, the Dover Police Department ended another year of community committed service and adapting to changes on the local, state, and federal level. As always, the men and women of the Department take pride in the level of service provided to our residents and those passing through daily.

The year brought the retirement of Sargeant Edward Meau after more than 30 years of loyal and dedicated service to the Town of Dover. From his days as our DARE Officer, Desk Officer, Senior Citizen Liaison, Patrol Supervisor, and basically whatever other job in the Department needed to get done, Ed made a difference in the lives of many. His unconventional approach to police work and his confident, “I’ll take care of that,” no matter if the call was for a flooded basement, missing person, car crash, or a wild animal hung up on a fence, shaped the way service was provided to our constituents. We wish him well in his retirement and remain grateful for his decades-long mentorship of our officers.

In other personnel matters, we had three officers join the Department this year: Jeffrey Lynch, Bruce Whitney, and Robert Young. All came to us with various levels of experience from other departments, and they have folded into our blue family even better than hoped. We are fortunate to have assembled an incredible departmental team of dedicated officers and will continue to strive to offer fair and impartial policing to all.

As I have each year since arriving in Dover in 2011, I acknowledge and am grateful for the cooperative working relationships that we enjoy with all Town departments. We are all so very fortunate to be a part of a committed team of staff, all working toward a common goal.

Police Department Summary of Activities

For the Calendar Year 2022

Statistics

Total Incidents Logged:*	17,275
Accidents: Motor Vehicle	100
Alarms: Intrusion, Vehicle, and Panic	336
Ambulance Requests	218
Animal Complaints	210
Assaults	2
Assists: Other Agencies, Citizens, Etc.	172
Bicycle Complaints	2
Breaking and Entering	5
Building Checks/Directed Patrols	9,205
Deer Strikes	14
Destruction of Property	6
Disturbances	9
Fire Alarms/CO	250
Harassment (Including Telephone)	10
Identity Thefts	24
Larceny	10
Littering/Trash Disposal	6
Lockouts	26
Miscellaneous Offenses/Svcs	2,100
Missing Persons	6
Motor Vehicle Complaints	63
Motor Vehicle Stops	966
Noise Complaints	21
Nine-One-One (911) Verifications	260
Safety Hazards	102
Soliciting	39
Suspicious Activity	119
Youth Complaints	132

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

Arrests

Total Arrests Made:	17
Warrants	3
Operating Under the Influence of Liquor	7
Operating After License Suspension	2
Assault and Battery	2
Domestic Violence/209a Violations	3



“Officer Rocket” with Dover and Needham Police Officers at Chickering Elementary School. Photo courtesy of the Dover Police Department.

Report of the **Board of Fire Engineers**

Ford Spalding, Chair

Kate Cannie

Jim Dawley

The Dover Fire/Ambulance Department is a call department consisting primarily of Dover residents and/or those who work in Dover. A call department consists of personnel who work in the Department following initial training. They are paid for their service when called to a fire, ambulance call, or training session. Officers and supervisory personnel receive a salary for their responsibilities. All serve the Town seven days a week, 24 hours a day, and they 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 Fire/Ambulance Department works with local communities to assist them during a fire, accident, or other incidents. In return, the same is done by our neighboring communities to Dover. We often participate in training exercises with our neighbors. Mutual aid is a critical factor in the 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.

At the 2023 Annual Town Meeting, the Board will ask the Town to approve the replacement of Engine 1, a vehicle that was placed in service in 1989, and which has frequently been taken out of service for repairs. Finding replacement parts is an issue for a vehicle this old. We will therefore request approximately \$990,000 to cover the cost of a new vehicle that meets state-mandated safety standards for the protection of our personnel.

Under the direction of Chief Paul Luttazi, the officers have updated the Department's Standard Guidelines for Fire Service. This document has been reviewed by the Board of Fire Engineers, the Town Administrator, and legal counsel. The Department also updated its hiring procedures.

This past year was another challenging one for Department personnel, and so the members of the Board of Fire Engineers wish to express their appreciation and gratitude for the professional and compassionate service that these men and women provide to each other and to the citizens of Dover.

Fire Department Summary of Activities

For the Calendar Year 2022

Statistics

Incidents (374)

Brush/Grass Fires	28	Oil Burner Fires	1
Vehicle Fires	1	Mutual Aid	18
Dumpster Fires	5	Illegal Burning	0
Smoke in House	2	False Alarms	0
Water Rescue	0	Haz-Mat Incidents	6
Electrical Fires	6	Automatic Boxes	0
Vehicle Accidents	33	Ambulance Assists	38
House Alarms	169	Gas Spills	0
Chimney Fires	1	Missing Persons	0
Wires Down	4	Still Alarms	0
Propane Gas Fires	0	Bomb Scare	0
Station Coverage	5	Elevator Entrapment	2
Carbon Monoxide	4	Water in Basement	4
Public Building Alarms	14	Explosive Devices	0
Rescue	9	Downed Trees in Road	1
Investigations	21	Building Hit by Lightning	0
Structure Fires	2	Other	0

Permits Issued (349)

Oil Burners	64	Smokeless Powder	0
Underground Tank	0	Smoke Detectors	100
Blasting	1	Propane Storage	81
Temporary Heat	0	Bonfires	0
Welding	3	Carbon Monoxide	100

Inspections (520)

Oil Burners	66	Batteries	4
Propane Gas	162	Bonfires	0
Blasting	2	Public Buildings	52
Temporary Heat	0	Underground Tanks	0
Gas Stations	2	Tank Removals	0
Sprinkler Systems	0	Demolitions	6
Welding	3	21E Inspections	2
Fire Prevention Programs	1	Carbon Monoxide	110
Smoke Detectors	110	Fireworks	0

Ambulance Calls (249)

MetroWest Medical Center,		Mutual Aid (Received)	17
Framingham	2	Mutual Aid (Given)	0
Newton-Wellesley Hospital	50	Refusal of Transport	61
Beth Israel Deaconess,		Fire Department Stand-by	1
Needham	87	Responses Canceled	13
Other Facilities	17	Advanced Life Support	
Air Ambulance		(statistics only)	56
(Med-Flight/Life-Flight)	1		

Appointed by the Board of Fire Engineers

Chief R. Paul Luttazi	Lieutenants
Deputy Chief Edward G. Kornack	John Kornack
Captain John R. Tosi Jr.	Walter Nowicki Jr.
	Theodore (Ted) Reimann (A)
	Richard Louis Reinemann
	Karl Warnick

Appointed by the Fire Chief Fire and EMT Personnel

Daniel Barry	Michael Murphy (A)
Christopher Becker (A)	Nicholas Novitch (A)
Robert Beckwith	Walter Nowicki III
Andrew Blum	Rebekka Perinne (A)
Paul Buckley	Curt Pfannenstiehl
Leslie Campbell	Marja Puurunen (A)
Thomas Giblin (A)	Deborah Reinemann (A)
Fred Hartman (A)	Heidi Reinemann (A)
Mary Hinsley (A)	Johanna Anna Schulz (A)
Alex Howe (A)	Dixon Smith (A)
James Hughes	Elizabeth Smith (A)
Paul Hughes	John Sugden Jr. (Chaplain)
Katherine Jackson (A)	Timothy Surgenor (A)
Phoebe Lasic-Ellis (A)	Brian Tosi
Jack London	Kathleen Tosi
Phil Luttazi	Kevin Tosi
Michael Lynch	David Van Tassel
Brian Mack (A)	John Vounatsos
Brendan McCarthy	Ellen Weinberg (A)
William Mitchell (A)	Nevin Weinberg (A)
Dan Murphy (A)	Tim Wider

(A) Ambulance Squad member



DOVER

School Reports

2022



*Previous page: Dover-Sherborn Middle School Girls Soccer team.
Photo by James Dillon; courtesy of James Dillon Studios.*

Report of the **Superintendent of Schools**

Elizabeth M. McCoy

As Superintendent, I am honored to be serving the students of Dover, Sherborn, and Boston alongside many talented educators, supportive families, and dedicated community members. The Dover-Sherborn Public Schools have a tradition of excellence in achieving their mission to “inspire, challenge, and support all students as they discover and pursue their full potential.” I am committed to preserving this distinction and supporting the District in its pursuit of continuous improvement by bringing to fruition a shared vision for 21st century education.

I am grateful to Interim Superintendent Kathleen Smith for her steadfast leadership and guidance during the 2021–22 school year. I also wish to thank Cheryl Ingersoll, who served the Dover-Sherborn Regional School District for 19 years, and whose collaboration with multiple school committee members and Town employees in her role as Administrative Assistant to the Superintendent was critical to collective functioning.

Mr. Denton Conklin now serves as Assistant Superintendent for Teaching and Learning, leading educators in the further development of rich curriculum, student-centered instruction, and rigorous assessments. Together we have been working to deepen our knowledge of the District through conversations with stakeholders, the collection of data, and review of documents. As a result of the entry process, we will present to the School Committees a long-range strategic plan, leveraging the District’s many strengths as a means for sustained growth and success.

On a holistic level, the primary goal for the 2022–23 school year is to focus on the joy of teaching and learning. The past two years of pandemic life have impacted physical and emotional wellness, challenged capacity and stamina, and shifted attention and practice. In addition to building strong relationships and engaging students in deep, meaningful ways, educators have committed to cultivating curiosity, fostering creativity, and infusing fun as full in-person learning is embraced and celebrated.

As for the instructional focus, the District continues to build upon the work of the Academic Innovation Committee and “silver linings” of remote and hybrid learning, employing and sharing practices that engage students in new and meaningful ways. Educators continue to use platforms such as Seesaw and Google Classroom as management tools; apps such as Edpuzzle, Padlet, and Pear Deck for interactive learning; and alternative assessment strategies, such as screencasts, Google slideshows, and real-time surveys to gauge student understanding and mastery. The world of

education has undoubtedly changed and will continue to evolve as educators find new and innovative ways to leverage adaptive technology and artificial intelligence.

Through its work with Challenge Success, the District maintains its focus on the “whole child,” addressing the academic, social-emotional, and behavioral needs of students by way of the District’s MTSS (Multi-Tiered System of Support). Through the ongoing collection of formative data, educators provide students access to differentiated learning in the classroom, with opportunities for targeted small-group instruction as needed. Multiple positions have been added, including interventionists, counselors, and related service providers, allowing educators to expand their repertoire of evidence-based practices for all students while increasing capacity to meet individual needs. Programs continue to grow and expand, such as the Middle School Bridge Program aimed to support students as they reintegrate after chronic or long-term absences from school.

To further its commitment to educational equity, the District partnered with the New York University Metropolitan Center for Research on Equity and the Transformation of Schools to assess school culture and climate; disaggregate achievement data; and gauge access for all students to high-quality programming, tiered systems of support, and fair policies and practices. Researchers collected qualitative and quantitative data from multiple sources, including students, parents/caregivers, alumni, educators, administrators, and community members. Via working groups and community forums, the District is in the process of determining which recommendations to adopt, adapt, or decline to pursue. Deliberation and decisions have been and will be rooted in three sources of guidance—the mission of the District, standards and practices established by the Massachusetts Department of Elementary and Secondary Education, and legal mandates set forth by state and federal agencies.

Dover-Sherborn Middle School welcomed two new administrators, Principal David Lawrence and Assistant Principal Tracey Sockalosky, both of whom are committed to “building a joyful, inclusive community of engaged learners, where everybody grows.” In addition to supporting students and staff and managing building operations, David and Tracey have organized several community-building events, including the “Turkey Trot” and “Frosty Friday.” I wish to sincerely thank long-time science teacher and Assistant Principal Ana Hurley and Interim Principal Frank Tiano for their service to DSMS and extend my appreciation to all who supported a cohesive changeover.

The District is eternally grateful to the taxpayers who provide a strong financial foundation for an excellent PreK–12 program. The schools continue to benefit from the generous support of community organizations such as the PTOs, POSITIVE, Boosters, Friends of the Performing Arts (FoPA), and Mudge Foundation, among others. As a result, students have access to dynamic learning experiences in the classroom, on the field, on

the stage, and through an array of clubs and activities that serve to challenge and inspire. Dover-Sherborn is an exceptional school district in both the academic and extracurricular arenas, and a continued source of pride for the community and its members.



Cast members of Beauty and the Beast. Photo courtesy of Dover-Sherborn High School.

Report of the **Dover School Committee**

Sara Gutiérrez Dunn, Chair

Colleen Burt, Secretary

Jeff Cassidy

Elizabeth Grossman

Goli Sepehr

The members of the Dover School Committee (DSC) are elected by Dover's residents. The Committee works with the Superintendent and school administration to oversee the operation and education program of Chickering School, and works jointly with the Sherborn School Committee and the Dover-Sherborn Regional School Committee on matters impacting all three districts. The DSC is composed of five members elected on a rotating basis of one or two members each year for three-year terms.

Membership

In 2022, we welcomed new member Goli Sepehr to the DSC. Goli was elected to a three-year term in May, as was Jeff Cassidy, who had previously been appointed in 2021 to fill an unexpired term. We extend our sincere thanks to Mark Healey, who completed his term on the DSC and was elected to serve on the Regional School Committee (the District).

District Leadership

In 2022, the Dover, Sherborn, and Dover Sherborn Regional School Committees unanimously appointed Elizabeth McCoy as Superintendent. Ms. McCoy has served with distinction as the Assistant Superintendent for Teaching and Learning in Dover-Sherborn since 2017, where, among other notable achievements, she led the efforts to create the "Portrait of a Graduate" and spearheaded the creation and evolution of the District's pandemic learning plans. We welcomed Denny Conklin, former Director of History and Social Studies for the Arlington Public Schools, as our new Assistant Superintendent. We remain grateful for the continued leadership of Principal Deborah Reinemann and Assistant Principal James Carnes at Chickering Elementary School, as well as the unparalleled commitment and dedication of our gifted teachers and staff.

The year 2022 saw the culmination of the district-wide equity audit conducted by the New York University Metropolitan Center for Research on Equity and the Transformation of Schools. Findings and recommendations concerning this yearlong audit, which consisted of more than 1,700 surveys, 22 focus groups, and an analysis of policy and administrative data, were published in a report released in September. District leadership,

educators, students, and the community will each have an opportunity to examine the audit findings and prioritize recommendations. This input will inform the District's strategic plan and efforts moving forward to support our mission of inspiring, challenging, and supporting all students to discover and pursue their full potential.

Academics

Chickering Elementary School strives for academic excellence and to be a top-performing Massachusetts school, and it continues to rank in the top 10 Massachusetts elementary schools by *U.S. News and World Report*. At the same time, we are committed to a “whole child” perspective, which values social and emotional needs and recognizes the unique talents of each student. The DSC sets policies to achieve its defined goals and seeks to accomplish them in a fiscally prudent manner. This year, Chickering launched a math curriculum pilot to review the Eureka Squared and Illustrative Math programs. The school also continued teacher training and implementation of the Columbia Teachers College Reading Project, a research-based reading instruction model that both Chickering and Pine Hill Elementary schools are phasing in over a five-year period.

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. Several new positions were added post-budget this year for both enrollment and additional student academic supports. We continued to receive federal and state grants, including funding from the Coronavirus Aid, Relief, and Economic Security (CARES) Act and the Elementary and Secondary School Emergency Relief (ESSER) Fund to cover unbudgeted costs due to the pandemic, such as additional education assistants, technology, and school supply needs.

In 2022, enrollment steadied after exceeding projections in some of Chickering's grade levels (including kindergarten) the year before. We continue to match classroom sections to adhere to our long-standing classroom size policy of between 17 and 22 students. We will continue to monitor real estate trends and census 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, is a significant part of the overall budget. However, the Town is reimbursed by the State of Massachusetts for a percentage of the tuition costs that exceeds a calculated base amount. This reimbursement, referred to as the “circuit breaker,” offsets these costs.

Facilities

We continue to perform maintenance required to keep the school building in top condition. We rely on a long-range, 20-year capital needs assessment, initially prepared by an outside consultant in 2012 and updated in 2017, to guide our annual capital budget requests. During 2022, we replaced portions of the school flooring and installed an upgrade of EMS software in accordance with this plan.

Appreciation

The DSC is grateful for the many members of our community who have given tirelessly to support Chickering in maintaining its tradition of excellence. The DSC thanks Dover taxpayers, the Dover-Sherborn Education Fund (DSEF), the PTO, and the Alan Thayer Mudge Memorial Fund for their ongoing financial 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.



*Chickering Elementary School Band at Memorial Day ceremony.
Photo courtesy of the Dover Town Report Committee.*

Report of the **Chickering Elementary School**

Deborah Reinemann, Principal

Jim Carnes, Assistant Principal

Laura Driscoll, Special Education Team Chair

Naomi O'Brien, Elementary Special Education Coordinator

Introduction

We concluded the 2021–22 school year with all students in school and masks optional. We continued some COVID pandemic practices, such as seating in the cafeteria, and resumed most classroom practices. The 2022–23 school year resumed with normal classroom routines and structures, and all school assemblies and curriculum enrichment programs. Our continuing “mask optional” stance honors individual choice for masks.

Enrollment and Staffing

As of October 1, 2022, total enrollment had increased from 500 students in the previous year to 510 students. We have four sections each at kindergarten and grades 2, 4, and 5; and five sections each for grades 1 and 3. We have one preschool class. We are grateful for the generous support of the Dover School Committee, which allows our class sizes to remain within the policy range of 17–22 pupils per class section. As we look ahead to fall 2023, we anticipate our enrollment and number of classrooms will remain steady.

With one resignation and two maternity leaves as the school year began, we were fortunate to have complete regular and special education teacher staffing. We continue to seek educational assistants for various roles at the school.

Curriculum and Professional Development

Professional development continued this year as our classroom teachers participated in Columbia University’s Teachers College Readers’ Workshop, which provides extensive and well-researched opportunities for professional development in the teaching of reading and will continue to be implemented over the next four years. Six teachers attended the Readers’ Workshop remote training in spring or summer 2022, bringing us to 86% of our teaching staff having received workshop training.

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 trained to bring culture and inclusion into the curriculum, and the school and classroom libraries offer literature representing a

broad range of people. Professional development continues in this vein as we interpret and implement the recommendations from the district-wide equity audit.

Our MTSS (Multi-Tiered System of Support) program continues to mature as we develop strong Tier 1 supports within each classroom, based on student needs. At Tier 2, a greater level of support, students are identified by common assessments and teacher recommendation. We provide reading, math and social/emotional interventions in small groups across all grade levels.

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 in a supportive environment that meets students' needs. Special education and general education teachers collaborate to achieve the most effective planning and programming 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: assessment for Dover children younger than age five; programming options in the integrated preschool; counseling for social/emotional well-being; behavioral supports; speech and language therapy; 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 (SAC) 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 SAC works collaboratively to identify the educational needs of school and to facilitate communication between the school and community.

In 2022–23, the SAC focused on the return to school after the COVID pandemic, and how to best support the educational needs of all students.

PTO

The Parent-Teacher Organization (PTO) is made up of parents/guardians, with co-chairs, and a board that oversees fundraising, spending, and program development. We also have a teacher liaison to the organization. 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.

Conclusion

Education remains a top priority in Dover. Our students are a part of a thoughtful and engaged learning community that offers an exceptional “whole child” educational experience for them, delivered by highly skilled and dedicated staff. The curriculum is designed to 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.



*Chickering Elementary School mosaic. Photo by James Dillon;
courtesy of James Dillon Studios.*

Report of the

Dover-Sherborn Regional School Committee

Maggie Charron, Chair (Dover)

Judi Miller, Vice Chair (Sherborn)

Lynn Collins, Secretary (Dover)

Mark Healey (Dover)

Angie Johnson (Sherborn)

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 and support all students on their individual educational journeys. Dover and Sherborn members of the DSRSC are elected by Dover and Sherborn citizens, respectively, on a rotating basis of one member each year for a three-year term.

COVID-19

While the DSRSC continues to be mindful of the ongoing impacts of the COVID-19 pandemic that began in March 2020, most operations returned to normal this past school year. The leadership team, educators, and support staff worked creatively and tirelessly to adapt to the ongoing reality of managing the schools in a time of increased illness. We are extremely grateful to the Dover and Sherborn Boards of Health, as well as the Dover-Sherborn Health and Hygiene Advisory Group, for their cooperation and guidance, which allowed us to provide the safest environment possible while educating and emotionally supporting our children and staff with innovation and excellence.

Enrollment

As of October 2022, enrollment in the Dover-Sherborn Regional School District (the District) was 510 students.

District Strategic Plan

The DSRSC continues to support the District's ongoing Strategic Plan, with its clear vision and mission, as well as its goals for delivering innovative teaching and learning, addressing the health and well-being of students and staff, forging partnerships with families and communities, and ensuring safe, modern facilities and resource efficiencies. This year Superintendent McCoy is using her entry plan to gather data that will allow for a new Strategic Plan to be introduced in spring 2023.

Connected to the Strategic Plan, the District's equity coalition, DS AIDE (Dover-Sherborn for Anti-Racism, Inclusion, Diversity and Equity), has worked with the New York University Metropolitan Center for Research on Equity and the Transformation of Schools to complete an equity audit, which yielded data that the District will use for its continued work in providing every student with what they need to be successful.

Academic Outcomes

The District remains one of the leaders in the Commonwealth in terms of academic outcomes for our students. This past year most standardized testing returned to typical formats, with the exception of a change in the longstanding MCAS format to the "Next Generation" format. MCAS testing results for 2022 were as follows:

- ***English Language Arts:*** Eighty-two percent of sophomores met or exceeded expectations (state average 58%).
- ***Mathematics:*** Eighty-two percent of sophomores met or exceeded expectations (state average 49%).
- ***Science and Technology/Engineering:*** Eighty-six percent of sophomores met or exceeded expectations (state average 47%).

In 2022, 229 students took Advanced Placement (AP) courses in 16 subjects, representing the highest AP enrollment in five years. In testing, 94% of the students scored 3 or above.

One hundred twenty-five students took the SAT, and the resulting mean test scores were 641 for Evidence-based Reading and Writing and 651 for Math.

In addition to its focus on strong academic outcomes, the District remains firmly committed to ensuring the social-emotional wellness of its students and continues its work with "Challenge Success" (www.challengesuccess.org), which has encouraged our schools to consider the whole child in their definition of success.

Leadership and Faculty

During the 2021–22 school year we were fortunate to have Interim Superintendent Kathleen Smith and Interim Dover-Sherborn Middle School (DSMS) Principal Frank Tiano working with our established leadership team. Superintendent Smith provided diligent and steady leadership to the District as it conducted its full-scale search for a permanent Superintendent.

In 2022, the Dover School Committee, Sherborn School Committee, and the DSRSC unanimously appointed Elizabeth McCoy as Superintendent. Ms. McCoy has served with distinction as the Assistant Superintendent for Teaching and Learning in Dover-Sherborn since 2017. Among her notable achievements are her efforts to create the "Portrait of a Graduate" and her spearheading of the creation and evolution of the District's

pandemic learning plans. We also welcomed Denny Conklin, former Director of History and Social Studies for the Arlington Public Schools, as our new Assistant Superintendent. Additionally, David Lawrence was appointed as Principal of DSMS on July 1, along with new DSMS Assistant Principal Tracy Sockalosky. Superintendent McCoy has since worked hard to support her new leaders and create a strong leadership team at the District.

Retirements at the District in 2022 included a number of educators and office staff: Dianne Pappafotopoulos, Sharon Tehan, Janice Savery, Karen Raymond, Jeanne Riordan, Dara Johnson, Andrea Merritt, Linda Cento, Cheryl Ingersoll, and Olivia Woodward. We wish each of these dedicated professionals all the best in their retirement and thank them for their many years of dedicated service to our students and community.

Finance

The DSRSC thanks the citizens of Dover and Sherborn for their continued generous support of the schools. The District's Fiscal Year 2023 (FY23) budget is \$27,023,813, an increase of \$644,622 over the FY22 budget. Operating expenditures include: salaries and benefits, including other post-employment benefits (\$23,262,466); other (\$2,222,147); buildings, grounds, and utilities (\$1,188,150); debt service (\$45,200); and transportation (\$1,030,800). State aid covered \$3,064,544 of these operating expenditures. Revenues from student activity fees (\$45–\$75 per student), parking fees (\$300 per permit), and athletic fees (\$300 per sport) contributed another \$371,000. An additional \$110,000 comes from the District's Excess and Deficiency (E&D) Fund. The remaining is funded generously through local taxes. The District's E&D account submitted for certification as of June 30, 2022, is \$1,185,443. 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 received in both time and money from the 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 continued to generously support us in 2022, and their contributions are critical to maintaining our excellent programs.

Contractual Agreements

The Educators' Agreement, effective September 1, 2020, through August 31, 2023, 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 restraints affecting town, state, and federal budgets. In fall 2022, a Negotiations Subcommittee was formed at the regional level with the two local districts. This group, along with school administrators, is working with our educators to negotiate a contract that will begin in September 2023. We are grateful for the continued cooperation

between the Town and District leadership and the DSEA, as well as for the focus on effectively supporting our students, creating fair working conditions for our employees, and ensuring sustainable costs for our taxpayers.

Facilities

Our buildings and grounds represent a major educational investment by Dover and Sherborn 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 district-wide campus. The DSRSC works with the finance committees and selectmen of both towns to determine how to best fund upcoming capital expenses required to maintain the facilities and equipment coming off warranty from the 2005 construction and renovation project. This year, our major capital project was the replacement of the roof at DSMS at a cost of \$1,572,000. Funding for this project was approved through both towns' Capital Budget committees and approved at Town Meetings in accordance with the IMA. Other capital projects completed this year were funded through use of the Region's E&D funding. These included the completion of the Dover-Sherborn High School's (DSHS's) floor replacement project (\$85,000) and the completion of our security access system to include Lindquist Commons (\$30,000). We are looking ahead at the need to replace boilers at the DSHS and to work cooperatively with both sustainability groups from both towns, as well as to investigate opportunities available through the Green Communities Designation & Grant Program to maximize our HVAC system purchases in terms of both economic and environmental impact in the coming years.

Membership

Dover resident Mark Healey joined the DSRSC for a three-year term, replacing Tracey Mannion who had served a one-year term. The DSRSC is thankful for her service. Sherborn resident Angie Johnson was re-elected to a three-year term.

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

Report of the

Dover-Sherborn Middle School

David Lawrence, Principal

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. Thanks to a supportive community and budget allocation, the teachers have many resources at their disposal. Class size continues to be approximately 17 students and the daily curriculum is challenging and exciting. Again this year, the school provided each student with a Chromebook, enabling students to research, write, collaborate, and create in real time in the classroom.

Our theme for the 2022–23 school year is “Building a joyful, inclusive community where everybody grows.” After three years during which school activities were significantly curtailed due to the pandemic, we are focusing on creating a school experience that is fun and exciting, and that builds a sense of belonging and connection for all our students and staff.

To that end, we have resumed some long-cherished traditions such as school dances, field trips, and spirit days. In addition, we have introduced new “traditions in the making,” such as “Turkey Tourney” before Thanksgiving and “Frosty Fest” before the December break, both of which feature days filled with special activities, silly games and competitions, crafts and art projects, as well as recognition of student leaders.

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:** Our 2021–22 DSMS MathCounts team placed third in the Metrowest Chapter virtual competition; and two DSMS students placed in the top 25 at the state finals held at Wentworth Institute of Technology in March 2022.

Activity Highlights

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

- ***Turkey Tourney:*** The morning was full of fun, delicious snacks, and silly activities, such as building “turkey towers” (a fun engineering challenge), running a turkey trot (a 1-mile race around the campus), playing turkey toss (a huge cornhole tournament held on the football field), and writing thank-you notes to people for whom students were grateful. We ended with a closing ceremonies assembly that included performances by our jazz band and chorus, and acknowledged some “Top Turkeys”—students who have demonstrated exceptional kindness, enthusiasm, or helpfulness to their peers.
- ***Frosty Fest:*** On the day before December break, students came dressed in their PJs and participated in all sorts of fun activities—crafting paper snowflakes decorated with wishes for the New Year, competing in a friendly volleyball tournament, building “snowmen” (both miniature ones out of marshmallows and candy, and life-sized ones with human models covered in toilet paper and craft paper), and recording holiday stories over video to be watched by elementary school students. We ended the day in an all-school assembly, with performances by our jazz band and the cast of *The Spongebob Musical*, as well as acknowledgements of several wonderful student leaders with “Jingle Bell Rockstar” Awards.
- ***Music and arts presentations:*** DSMS Choirs, Concert Band, and Jazz Band students have the opportunity to shine at events such as the Dover-Sherborn Jazz Brunch, Winter and Spring Concerts, the Chocolate Cafe, and more, both during and after school hours. Many of these events are supported by the D-S Friends of the Performing Arts (FoPA). Term 1 general music classes shared their Band and Blues Fest culminating performances, as will the following term classes. And the intriguing and powerful work of our visual arts students can be viewed throughout the year in our newly inaugurated permanent art gallery in the lobby.
- ***Drama presentation:*** An enormous cast and crew of dedicated middle schoolers put on a spectacular production of *The Spongebob Musical*. Our performers sang, danced, and acted their hearts out, and audiences were dazzled by their energetic performances as well as by the extraordinary costumes and set design.

The following groups focused on many community-service projects:

- The ***Student Council*** successfully hosted a 7th/8th grade dance. It will be working throughout the year to give voice to students' needs and perspectives, and to give back to the communities of Dover, Sherborn, and Boston.
- ***Help Club*** has raised money for cancer research as well as other groups in need.
- ***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 and the curriculum. This year, after a lengthy hiatus due to the pandemic, we are delighted to re-establish our annual trip to Washington DC for our eighth-grade students.

Professional Development

DSMS's professional development offerings—aligned with District initiatives that promote a culture of data and tiered support for students, student engagement, and social and emotional learning—focus on teaching practices that deepen student engagement and learning, and on refining our curricular resources to better ensure that all students' needs are met.

Grants

POSITIVE (Parents Offering Support In Time, Involvement, Volunteering, Enthusiasm) provided grants for academic and extracurricular enrichment. DSMS is grateful for the generous support of its parents and friends.



*Dover-Sherborn Middle School production of The SpongeBob Musical.
Photo courtesy of DSMS/The Dover-Sherborn Hometown Weekly.*

Report of the **Dover-Sherborn High School**

John G. Smith, Principal

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. Our students excel in the classroom, on the stage as musicians and actors, and as athletes on the various playing fields and venues in our area. We are grateful for the support of our community and our parents and guardians.

Curriculum Requirements

In the 2021–22 school year, DSHS served approximately 660 students in grades 9 through 12. Each year, over 90% 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 2021 to juniors and sophomores. One hundred sixteen juniors (78% of the class) and 134 sophomores (76% of the class) took the test. Based on their scores, 11 students received National Merit Scholarship Program Letters of Commendation.

SAT

- **SAT I:** Seventy-six percent of the Class of 2022 took the SAT. Of those students, 72% earned a combined score of over 1200 in Evidence-Based Reading & Writing and in Mathematics. The table below shows the average of the highest SAT test scores for the Class of 2022 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 2021			Class of 2022		
	DSHS	MA	US	DSHS	MA	US
Evidence-Based Reading & Writing	663	591	533	641	567	529
Mathematics	678	593	528	651	561	521

AP

Sixteen AP (advanced placement) courses were offered during the 2021–22 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 2022, 229 students took 529 examinations.



Photo courtesy of Dover-Sherborn High School.

AP Course	# Students	Students Scoring 3 or Higher (%)
Biology	48	98
Calculus AB	20	100
Calculus BC	22	100
Chemistry	26	100
Computer Science A	14	93
English Language and Composition (G-11)	84	89
English Literature and Composition (G-12)	58	98
French Language and Culture	8	100
Latin	–	–
Physics C: Mechanics	14	100
Spanish Language	10	100
Statistics	52	92
Studio Art: 2D Art & Design	6	83
Studio Art: Drawing	1	100
Studio Art: 3D Art & Design	3	100
U.S. Government and Politics (G-12)	72	78
U.S. History (G-11)	80	90

MCAS

For the 2022 MCAS exams, the Commonwealth developed a new scoring format with new categories. As a result, testing highlights for DSHS students are as follows:

- **English Language Arts:** Eighty-two percent of sophomores met or exceeded expectations (state average 58%).
- **Mathematics:** Eighty-two percent of sophomores met or exceeded expectations (state average 49%).
- **Science and Technology/Engineering:** Eighty-six percent of freshmen scored at the proficient or advanced levels (state average 47%).

Graduate Post-Secondary Plans			
	Class of 2020	Class of 2021	Class of 2022
Four-Year College	92%	94%	93%
Two-Year College	0%	1%	2%
Post-Graduate Program	0%	2%	2%
Other (gap year, job)	8%	3%	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 themes of identity and self-discovery through their study of 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 at either the honors or college preparatory level. Seniors not enrolled in AP English Literature enroll in two of five same-level courses in focused areas, such as contemporary literature, poetry, film, and nonfiction studies. Advanced Placement courses include English Language and Composition offered to juniors, and English Literature and Composition offered to seniors.

Through reading, writing, and critical thinking, we hope our students will use their language and communication skills to understand more about themselves, their world, their responsibility toward others, and their place in both the local and global communities.

MATHEMATICS

The Mathematics Department provides standard courses at honors and college preparatory levels, with Algebra 1 or Geometry in grade 9, Geometry or Algebra II in grade 10, and Algebra II or 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. We have also added a new semester-long elective course, Financial Literacy available to students in grades 11 or 12 who have passed Algebra II.

The Dover-Sherborn Math Team, a member of the *Southeastern Massachusetts Mathematics League*, continued its strong tradition of success, placing third out of 36 schools in Southeastern Massachusetts and third in the league playoffs, which is a single competition of the top 10 teams. Our team also competed in the *Massachusetts State Championships*, held remotely due to the lingering effects of COVID-19. Within this competition, Dover-Sherborn had one of its best performances to date, finishing second among the small and medium-sized schools throughout the state.

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.

The Science Olympiad team has been performing well in monthly *West Suburban Science League* competitions and is currently ranked 11th. Five AP Chemistry students were nominated by their teacher to compete in the sectional competition of the *U.S. National Chemistry Olympiad*, the Avery Ashdown Exam.

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.

The Social Studies Department offers programs and enrichment activities that include the *Tufts Inquiry Program*; a *Model U.N. Simulation* in Boston; and the *Close Up Program*, a weeklong government studies program in Washington, D.C. The Department's 2022 *Summer Reading Program* for grades 9–12 continued to focus on themes and issues of systemic racism, various distinct cultures within American society, and the growing polarization seen in American politics.

Honors and Awards: Several students received honors or awards in 2022. One student received the Daughters of the American Revolution Award for excellence in character, service, leadership, and patriotism; two students each received a youth leadership award and represented DSHS at the *Hugh O'Brien Sophomore Youth Leadership Conference*; one student received the Fredrick Douglass and Susan B. Anthony Community Service and Social Justice Award; and another student received the Social Studies Award presented at the *Senior Academic Award 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 French, Spanish, Latin, and Chinese. AP French Language and Culture, AP Latin, and AP Spanish Language and Culture courses are offered.

Honors and Awards: A number of World Language students received honors for the 2021–22 school year. In fall 2021, 21 students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures. In May 2022, six students received awards from the Massachusetts State Seal of Biliteracy: four in French, one in Spanish, and one in Russian.

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 Chorus, the Concert Band, and the Jazz Band (by audition). These groups perform at many school and community events throughout the year. Course offerings and their adjacent performances seek to provide opportunities for the creation and enjoyment of music for all D-S students and community members.

Recent schedule changes have made it possible for students to participate in chorus and band ensembles, for credit or not, without conflicting with other classes or elective courses, thus ensuring a musical course option for all interested students.

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 provide the opportunity for all D-S students to create and enjoy art.

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

- *Scholastic Art Awards* recognized two of our students for their artistic works.
- *Eastern District Senior and Junior Festivals*, sponsored by the Massachusetts Music Educators' Association (MMEA), awarded honors to six students, three of whom went on to perform at the MMEA All-State Festival at Symphony Hall in Boston.
- *Massachusetts Educational Theater Guild (METG)* presented acting awards to two students for their performances at the Massachusetts Festival's MA Competition.

TECHNOLOGY, ENGINEERING, AND COMPUTER SCIENCE

During the past eight 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 their subsequent high school courses, Dover-Sherborn Middle School (DSMS) 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, 12 new courses have been created over seven years. All course offerings, both new and previously existing, are now a continuation of the DSMS curriculum. The entire curriculum for each course offered in grades 6–12 is reviewed and updated each year. During the 2021–22 school year, we focused on cultural responsiveness and worked to add meaningful and thought-provoking units to

each course. In 2022–23, we will continue thoroughly examining our curriculum units for their equality and diversity.

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, Video Game Design, and a capstone AP Computer Science course for sophomores, juniors, or seniors. The Department also offers engineering and technology classes, including TV Media I, II, and III, and Industrial Technology I and II. A yearlong Engineering course is offered at both the college preparatory and honors levels and may be taken for science or elective credits that count toward graduation.

WELLNESS

The Freshman Wellness Curriculum requires one semester each of Contemporary Issues covering nutrition, sexuality, mental health, and alcohol, tobacco, and other drugs; and one semester each of Outdoor Education (one quarter) and Fitness Development (one quarter). Students in grades 10–12 can choose from the following electives: Cardiovascular Fitness, Outdoor Pursuits, General Survival, Student Leadership Internship, Stress Management, Sport Education (Net Sports, Winter Team Sports), Dance Education, CPR/AED Training, Yoga/Pilates, Coaching, Teaching, Recreation and Leadership, Fitness Program Planning, Drugs and Society, Muscular Fitness, Sports and Society, RAD (Rape, Aggression, Defense Systems), and Target Sports.



Dover-Sherborn High School Girls Lacrosse wins Division 4 State Championship. Photo courtesy of Metrowest Daily News/John Walker.

GUIDANCE

College Counseling: Throughout fall 2021, the counselors devoted much of their time to helping students transition back to in-person school and to the post-secondary planning process. Eighty-two percent of the Class of 2022 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 in advance for college applications, including completing their resumes, beginning their essays, and starting work on their Common Application. 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 freshman 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 past year trained 40 upper-class students to assist incoming freshman 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 25 periodicals. In addition, patrons can 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-based materials via OverDrive. The library houses a portable cart with 25 iPads and 15 Chromebooks for classroom use. An average day brings approximately 300 students and teachers to the library.

ATHLETICS

During the 2021–22 school year, post-COVID athletics were back to “normal.” Many TVL Championships were won and TVL MVPs and Coaches of the Year honored. One state championship emerged out of several great tournament runs.

Winter Sports: The winter sports season ran from November 2021 to March 2022, with 255 participants in 13 sports. D-S athletes won TVL Small Championships in Boys Indoor Track and Field and Boys Alpine Ski. Boys Basketball and Girls Basketball each played in the Elite 8 games, and Boys Ice Hockey made it to the Sweet 16 round. Girls Swim and Dive placed fifth at the MIAA D2 State Tournament, with two of its members becoming individual state champions in one or two events each. Boys Indoor Track and Field and Girls Indoor Track and Field each competed on the state level, as did Boys Alpine Ski (placing third) and Girls Alpine Ski (placing seventh). The Boys Indoor Track and Field coach was awarded TVL Small Coach of the Year honors; and one member each of Girls Swim and Dive and Boys Indoor Track and Field earned TVL Small MVP honors.

Spring Sports: The spring sports season ran from March 2022 to June 2022, with 322 students participating in nine sports. Boys Lacrosse, Girls Lacrosse, Girls Tennis, Boys Tennis, Girls Outdoor Track and Field, and Boys Outdoor Track and Field all won TVL Small Championships. Girls Lacrosse won the MIAA D4 State Championship—the second state championship for the team in school history. Boys Lacrosse, Boys Tennis, and Girls Tennis were Final Four qualifiers, in MIAA D4 (Lacrosse) and D3 (Tennis). Baseball qualified for the tournament play but lost in the MIAA D3 Round of 32 to Norwell. In D5 competition, Boys Outdoor Track and Field took second place out of 36 teams, and Girls Outdoor Track and Field placed 13th out of 36 teams. Sailing finished 10th in New England at the Women’s Championships and competed in the CBI Championships in Boston. The Athletic Department had four TVL Small Coach of the Year winners and three TVL Small MVPs.

Fall Sports: The 2022 fall season ran from August 2022 to November 2022, with 285 participants in seven sports, in arguably one of the most successful athletic seasons in D-S history. TVL Small Championships were won in Field Hockey, Girls Cross Country, Golf, and Football. All seven programs had winning records and qualified for MIAA tournament play. Football, Girls Soccer, and Girls Field Hockey were MIAA Final Four Champions. This was the furthest that Football has ever gone in the tournament in school history. Golf won the MIAA D3 Central Championship and took fourth overall at the MIAA D3 State Tournament. Boys Soccer qualified for the Elite 8 game before falling to Dedham. At All States, Girls Cross Country placed seventh and Boys Cross Country placed ninth. At the end of the season, the Athletic Department honored five TVL MVP and five TVL Coach of the Year winners.

NATIONAL HONOR SOCIETY

On October 14, 2021, 57 members were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS). There are currently 113 DSHS members of the NHS, all of whom serve the local community by tutoring peers and younger students, completing an individual service project, and raising money as a group for the Greater Boston Food Bank. Information about membership requirements and the application timeline can be found on the school's website.



*Dover-Sherborn High School Robotics Club.
Photo courtesy of Dover-Sherborn High School.*

STUDENT ACTIVITIES

DSHS students can participate in a wide range of student activities. An activity fee of \$75 is required for participation in many of the following clubs:

- **Academic and student-life organizations:** Chess Team, Class Officers, Debate Team, Girls Who Code Math Team, Mock Trial, National Honor Society, Robotics Team, *RUNES* literary magazine, School Newspaper, Science Olympiad, Senior Project, Student Council, and Yearbook.
- **Art, music, and drama clubs:** Two a cappella groups (D-S al Coda and Noteworthy), Arts Club: Open Studios, Crew, Drama Club, Film Club, Improv/Comedy Club, Knitting Club, Music Club, and Digital Recording Studio.
- **Social and cultural awareness groups:** AFS International Exchange Program, Animal Welfare, Health & Society, Asian Student Union (formerly CAPAY), Black Student Union, Blessings in a Backpack, Business Club, Community Service Club, The Conversation, Down to Earth, Fitness Club, Future4Children, Gay-Straight Alliance (GSA), Global Citizenship Program, Make-A-Wish, MARC, Massachusetts High School Democrats, Medical Club, Nora Elizabeth Searle Community Outreach (NESCO), Peer Helping, Red Cross Club, Relay for Life: D-S, Senior Citizens' Club, Speak Out, STEM Club, Students Against Destructive Decisions (SADD), Students Demand Action, Time Out for Kids, Volleyball Club, What's Your Story?, Women's Group, and World of Difference.

The *China Exchange Program*, *EPIIC Tufts Inquiry*, and *Harvard Model United Nations* were put on hold for the 2021–22 school year due to COVID-19 restrictions, but they are expected to resume in the future.

Parent and Community Groups

D-S BOOSTERS

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

D-S FRIENDS OF THE PERFORMING ARTS (FoPA)

FoPA is a 501(c)3 organization of parents and community volunteers who support the vocal and instrumental music and drama programs at the D-S Regional Schools. FoPA awards scholarships to seniors who have demonstrated excellence in the performing arts. It funds grants for workshops, equipment, and material requests, and 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.)

PARENT-TEACHER ORGANIZATION (PTO)

The DSHS PTO is organized for charitable educational purposes to actively support the Administration, to promote and encourage communication between parents, teachers, and the school in matters of common interest, and to encourage spirit building initiatives among student, faculty, and community. Its ongoing efforts are managed through monthly meetings that are open to all parents and guardians of DSHS students. The board includes representatives from many parent organizations, the Dover-Sherborn Regional School Committee, and parents/guardians of students in each of the four grades. Meetings typically begin with an update from Principal Smith and often include teachers or administrators who talk about their areas of expertise and answer questions. Specific meeting dates, times, and locations are posted on the DSHS calendar. New faces and voices are always welcome. To learn more about the DSHS PTO, please visit our website at <https://sites.google.com/site/dshspto2015/>.



Dover-Sherborn High School Raiders. Photo copyright © Brooke Kiesling; courtesy of The Dover-Sherborn Hometown Weekly.

Report of

Dover-Sherborn Community Education

Lisa B. Sawin, Director
Elizabeth McCoy, 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. While 2021–22 was another challenging school year due to the COVID-19 pandemic, we were still able to hold classes either virtually, outside, or in person during the fall, following the guidelines and regulations set forth by the state.

Dover-Sherborn Community Education offers the following programs:

Extended Day

The tuition-based Extended Day Program is held at both Dover and Sherborn elementary schools, where safe and stimulating after-school environments are provided for students in grades K–5. Children engage in arts and crafts projects, nature projects, outdoor physical activities, games, and creative play. Snacks are provided. The program is offered Monday through Friday with two afternoon pickup times: 5:15 p.m. and 6 p.m. At the time of this writing, 80 children were enrolled in Dover and 90 children in Sherborn. Both programs maintain waiting lists.

After-School Enrichment

After-school enrichment programs providing age-appropriate classes for elementary and high school students are also offered. Classes for students are held at Pine Hill Elementary School, Chickering Elementary School, and Dover-Sherborn High School.

For 2021–22, we offered both virtual and in-person classes. Offerings for students in grades K–5 included Cupcake Decorating, Flag Football, Hip Hop, Chess, Lego Construction, Home Alone, Painting on Canvas, and Babysitting and Childcare. In addition, we supported and oversaw the Middle School Drama program during the summer and offered string instrument lessons in all four schools during the school year.

Program flyers are posted on both of the elementary schools' websites, the Regional School District's website under "Community Education," and on our registration website (see "Registration" below).

Adult Enrichment

The Community Education Adult Program offered a combination of virtual and in-person classes. Virtual classes included Understanding Medicare, Demystifying Social Security, Estate Planning, and How to Apply for College Financial Aid. In-person classes included Boating Skills, Seamanship and Basic Navigation, several Floral Design classes, SAT Prep, Dog Obedience, Watercolor Painting, Guitar Lessons, First Aid, CPR, and Golf Lessons at the Needham Golf Club. Driver's Education classes remained virtual for 2022, due to an RMV mandate.

We also collaborated with other high schools, including Concord-Carlisle and Acton-Boxborough, to offer virtual classes, such as How to Create a Family Resource File, Instant Piano and Instant Guitar for Hopelessly Busy People, and Italian for Beginners. Partnering with The Glass Bar in Needham, we offered in-person classes for youths and adults on various glass fusing techniques. We offered Pickleball clinics in partnership with the Kingsbury Club in Medfield.

Many of our virtual classes will remain this way since it appears that this works well for both the instructors and the students.

Registration

Registration for the Extended Day Program is held in March for the following school year. Registration for all other programs begins upon the distribution of 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 <https://dscommmed.communityroot.com/index/registration>.

Contact Information

The Community Education office is located in Lindquist Commons, located on the High School campus, 9 Junction Street, Dover, MA 02030. Our phone number is (508) 785-0036, extension 7516.



*Floral workshop.
Photo courtesy of the
Dover Town Library.*

Public Schools Enrollment

As of October 1, 2022

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

Kindergarten	74
Grade 1	88
Grade 2	71
Grade 3	97
Grade 4	83
Grade 5	76
Grade 6	89
Grade 7	88
Grade 8	81
Grade 9	90
Grade 10	80
Grade 11	98
Grade 12	79
Total Enrollment	1,094

Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2022

REVENUE

School Aid (Chapter 70)	\$886,342
Total Revenue	\$886,342

EXPENDITURES

General Education	\$4,605,464
Special Education	3,272,520
Other	1,487,180
Total Expenditures	\$9,365,164

Net Cost to the Town	\$8,478,822
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*Harvard Model UN Club.
Photo courtesy of Dover-Sherborn High School.*

Dover-Sherborn Regional School District: Revenue Summary

For the Fiscal Year Ending June 30, 2022

REVENUE

Revenue from Local Sources

Member Town Assessments	\$22,255,512
Student-related Fees	309,628
Use of Excess and Deficiency Funds	210,000
Other	17,102
Earnings on Investments	4,742
Total Revenue from Local Sources	<u>22,796,984</u>

Revenue from State Aid

School Aid (Chapter 70)	2,424,963
Transportation (Chapter 71)	688,015
Total Revenue from State Aid	<u>3,112,978</u>

Revenue from State and Federal Grants

915,401

Other Revenue

School Lunch	855,119
Community Education Programs	843,005
Other Local Receipts	114,632
Private Grants	12,625
Total Other Revenue	<u>1,825,381</u>

Total Revenue from All Sources	<u><u>\$28,650,744</u></u>
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Dover-Sherborn Regional School District: Expenditure Summary

For the Fiscal Year Ending June 30, 2022

EXPENDITURES

Expenditures by the School Committee

General Education	\$12,172,882
Special Education	2,653,092
Other Operating	9,399,103
Transportation	889,551
Debt Service	876,500
Total Expenditures	<u>25,991,128</u>

Expenditures from

State and Federal Grants	<u>914,438</u>
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Other Expenditures

School Lunch	653,117
Community Education Programs	516,701
Private Grants	89,146
Other	14,310
Total Other Expenditures	<u>1,273,274</u>

Total Expenditures from All Funds	<u><u>\$28,178,840</u></u>
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Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2022

	Regular Wages	Overtime/ Other	Total Gross Wages
Administration			
Ellen Chagnon	\$135,053		\$135,053
Denton Conklin*	76,000		76,000
Amy Davis*	2,470		2,470
Ann Dever-Keegan	128,320		128,320
Dawn Fattore*	152,450	\$16,150	168,600
Mary Feerick	45,809		45,809
Stephen Goodwin*	76,449		76,449
Ana Hurley	59,750	4,979	64,729
Sonjalea Katz*	45,103		45,103
John Lafleche	20,630		20,630
David Lawrence	71,000		71,000
Janelle Madden*	75,663	600	76,263
Monique Marshall-Veale	87,755		87,755
Kathryn McCarthy*	146,985		146,985
Elizabeth McCoy*	182,425	5,000	187,425
Sean McGee*	100,717		100,717
Anthony Ritacco Jr.*	116,674		116,674
Donna Scungio*	82,600	402	83,002
John Smith	158,872		158,872
Kathleen Smith*	110,000	5,000	115,000
Tracy Sockalosky	60,000		60,000
Emily Sullivan	99,720	1,200	100,920
Frank Tiano	76,071	3,000	79,071
Leeanne Wilkie*	84,687		84,687
Administrative Assistants			
Susan Barss	42,442	1,000	43,442
Elizabeth Benatti	60,312	1,950	62,262
Susan Connelly*	47,010	12,170	59,180
Colette Cronin	32,388	450	32,838
Tracey DeFlaminio	58,033		58,033
Nancy Fabian	34,338		34,338
Cheryl Ingersoll*	40,622	6,121	46,743
Patricia Krusz	3,415		3,415
Janet Kwon	13,838		13,838
Kathryn Lonergan	60,312	1,025	61,337
Diane McCrobie	36,500		36,500

	Regular Wages	Overtime/ Other	Total Gross Wages
Diane Morales	\$36,022	\$1,576	\$37,598
Keri Romano Campbell*	55,696		55,696
Patricia Schmitt*	17,867	2,917	20,784
Sharon Tehan	22,848	1,490	24,338
Kathleen White	26,935		26,935

Coaches

Cameron Bailen		1,023	1,023
Maura Bennett		8,312	8,312
Brett Boyd		5,290	5,290
Daniel Carroll		3,023	3,023
Kanee Chlebda		16,247	16,247
Joseph Connolly		4,534	4,534
Ryan Debin		4,156	4,156
Carly Eckles		6,045	6,045
Robert Evans		3,023	3,023
Scott Foley		11,447	11,447
Richard Grady		9,068	9,068
Mark Gray		7,179	7,179
Joseph Gruseck		8,312	8,312
Evren Gunduz		9,462	9,462
Tara Gunduz		2,525	2,525
Stephen Harte		8,312	8,312
Hillary Havener		3,023	3,023
Michael Heyde		3,023	3,023
Jonathan Kirby		12,091	12,091
Holly LaFave		1,661	1,661
David Laidman		3,023	3,023
Meghan Lewis		4,156	4,156
Eric Lochiatto		9,446	9,446
Angelo Macchiano		4,156	4,156
Ann Mann		6,045	6,045
Alexander Marlow		9,068	9,068
Erin Massimi		8,312	8,312
Jeremy McCauley		7,179	7,179
Molly McGill		8,312	8,312
Thomas McGill		7,704	7,704
Laura McGovern		3,023	3,023
Brian McLaughlin		8,312	8,312
Samuel Merten		8,512	8,512
Matthew Michel		2,750	2,750
Tonya Milbourn		8,312	8,312
Gavin Mish		3,750	3,750
Robert Mosher		13,224	13,224
Gianna Napoli		4,156	4,156
Meggan Newmarker		3,000	3,000

	Regular Wages	Overtime/ Other	Total Gross Wages
Coaches (Cont'd)			
Timothy O'Mara		\$3,023	\$3,023
Karen Raymond		6,045	6,045
Carolyn Rolander		1,039	1,039
Stephenson Ryan		16,247	16,247
Noah Schulze		4,156	4,156
Frederick Sears		3,023	3,023
David Swanson		3,023	3,023
Mark Thompson		6,045	6,045
Michael Tosone		4,156	4,156
Susannah Wheelwright		7,179	7,179
Robert Willey		3,117	3,117
Lawrence Yaffe		2,000	2,000
Eugene Zanella		3,075	3,075
Community Education			
Jennifer Bradley	\$315		315
Tracey Carlin	41,383	6,280	47,663
Yi-Ju Chen	7,308		7,308
Lara Clark	5,100		5,100
Janice Cole	462		462
Abigail Crane	1,880		1,880
John Crowley	7,571		7,571
Mary Ann Fabian	44,199		44,199
Krystelle Ghanem	1,840		1,840
Brenda Glenney	683		683
Cecily Graham	19,992		19,992
Helen Haas	5,083		5,083
Nicole Harvey	2,445		2,445
Ashley MacNeil	3,113		3,113
Theresa Malvesti	1,470		1,470
Sean McCarthy	17,380	360	17,740
Stephen Mulvoy	1,703		1,703
Sophia Natale	2,453		2,453
Stephanie O'Kane	7,117	79	7,196
Kendall Parker	3,946		3,946
Marcia Pinkham	5,922		5,922
Andrea Reine-Wales	19,583		19,583
Michael Rudin	393		393
Erika Sabatino	2,367		2,367
Jordan Sabatino	2,314		2,314
Andrea Sarris	11,597		11,597
Lisa Sawin	45,783	650	46,433
Katelyn Schapira	4,775	1,167	5,942
Suzanne Sheridan	4,777		4,777
Brady Smith	5,397		5,397

TOTAL GROSS WAGES 143

	Regular Wages	Overtime/ Other	Total Gross Wages
Community Education (Cont'd)			
Abigail Wainaina	\$1,041		\$1,041
Scott Walker	9,500	\$6,801	16,301
David Wilson	13,337		13,337
Keira Wilson	1,638		1,638
Custodians			
Dean Bogan	67,777	1,240	69,016
David Bonavire	63,275	2,714	65,989
Kevin Callahan	48,959	4,088	53,047
Joseph Concannon	780		780
Christopher Hendricks	69,180	8,105	77,285
Joseph Larose	48,959	16,906	65,865
Lenin Sanchez-Martinez	49,755	9,689	59,445
Jackson Schroeder	51,142	7,063	58,205
Eric Schwenderman	55,675	1,824	57,499
John Waters	48,959	5,883	54,842
Gregory White	22,133	651	22,784
Stanley Wohlfarth	17,160	1,842	19,002
Educational Assistants			
Sarah App	18,946	2,848	21,795
Imanhi Bruno-Reeves	12,083	1,848	13,931
Benjamin Butterfield	8,530	2,157	10,687
Daniel Carroll	9,404	75	9,479
Gavin Connolly	3,855		3,855
Valerie Cook	11,860		11,860
Courtney Denman	30,806	1,342	32,148
Sophia Devin	7,250		7,250
Daniel Espinoza	15,491	2,010	17,501
Connor Fallon	16,650		16,650
Jane Fitch	31,447	148	31,595
Rachel Frangipane	30,806	4,353	35,159
Jennifer Giannetto	30,806	425	31,231
Gary Golden	30,806	781	31,587
Ashley Gomes	14,677	100	14,777
Jacques Janvier	16,993		16,993
Ramune Keegan	31,447	59	31,505
Kathleen Kelley	23,731	913	24,644
Kevin Kroesen	15,654	3,675	19,329
Kelley Lonergan	31,447	5,929	37,376
Megan MacDonough	6,491	1,733	8,224
Zachary Maloof	11,246		11,246
Shawn McCabe	18,946	100	19,046
Elaine McCarthy	30,806		30,806
Annmarie McCrave	30,806	3,223	34,030
Molly McGill	19,364	4,300	23,664

	Regular Wages	Overtime/ Other	Total Gross Wages
Educational Assistants <i>(Cont'd)</i>			
Michael Merrihew	\$31,447	\$140	\$31,587
Daniel Morris	3,296		3,296
Robert Mosher	30,806	761	31,567
Stephen Mulvoy	19,364		19,364
Jonathan Naor	31,447	540	31,987
Alexandra Nottingham	31,293	6,736	38,029
Dale Olmsted	11,860		11,860
Aaron Owens	18,946		18,946
Jerome Penn	7,140		7,140
Olivia Peretti	2,211		2,211
Adele Riesenberg	5,848		5,848
Jeannine Serratore	30,806	847	31,653
Marissa Spinello	670		670
Nadine Succar	26,324	855	27,179
Gwenyth Swain	12,083	167	12,250
Ashley Tuccillo	30,806	350	31,156
Educators			
Lori Alighieri	118,555	6,423	124,978
Sarah Altman	63,555	2,409	65,963
Kurt Amber	118,555	9,387	127,943
Mary Andrews	118,555	6,920	125,476
Jill Arkin	110,487	2,169	112,656
Marissa Bachand	118,555	3,209	121,764
Janae Barrett	118,555	1,925	120,480
Janice Barry	36,467	2,342	38,809
Donna Bedigan	110,487	9,471	119,958
Carmel Bergeron	110,487	23,398	133,885
Karyn Bishop	118,555	4,326	122,881
Carly Blais	65,475	678	66,153
Heather Bond	89,134	11,304	100,438
Thomas Bourque	114,323	8,451	122,774
Joshua Bridger	118,555	7,165	125,720
Lisa Brodsky	118,555	1,700	120,255
Darren Buck	110,487	1,378	111,865
Meriwether Burruss	47,377	2,931	50,308
Benjamin Butterfield	4,528		4,528
Paul Butterworth	118,555	2,884	121,439
Brittany Cabral	31,199	495	31,694
Elizabeth Carlson	15,400	193	15,593
Joseph Catalfano	118,555	1,400	119,955
Maura Cavanaugh	111,832	1,025	112,857
Sophie Chen	52,221	503	52,724
Caryn Cheverie	118,555	3,053	121,608
Kanee Chlebdá	80,083	1,213	81,296

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (Cont'd)			
Caitlin Ciminelli	\$22,958	\$25	\$22,983
Deirdre Clancy-Kelley	118,555	1,934	120,489
Allison Collins	118,555	11,840	130,396
Meaghan Collins	83,146	885	84,031
Sara Collins	76,922	10,958	87,879
Jason Criscuolo	115,807	800	116,607
Emily Daly	58,104	475	58,579
Carey Dardompre	74,403		74,403
Tawny Desjardins	66,714	2,241	68,955
Mark Dondero	20,996	2,035	23,031
Gretchen Donohue	114,323	10,737	125,061
Amanda Doran	106,100	25	106,125
Joanne Draper	118,555	1,525	120,080
Thomas Duprey	108,614	8,995	117,610
Carly Eckles	80,792	2,898	83,690
Brooke Ehle	77,254	475	77,729
Daniel Espinoza	8,119		8,119
Christopher Estabrook	110,487	4,398	114,885
Jeffrey Farris	114,323	8,887	123,211
Maria Fiore	118,555	1,025	119,580
Elizabeth Friedman	118,555	1,500	120,055
Michelle Gaffney	38,793	225	39,018
Nicole Giorgio	60,563	975	61,538
Leonie Glen	118,555	10,007	128,562
David Gomez	118,555	1,525	120,080
Judy Gooen	118,555	2,409	120,964
Richard Grady	118,555	4,463	123,018
Nicholas Grout	118,555	9,662	128,218
Joseph Gruseck	108,614	4,011	112,626
Hillary Havener	76,922	725	77,647
Alyssa Healey	96,074	3,259	99,332
Beth Hecker	114,323	7,787	122,111
Kerry Hennessy	108,614	1,017	109,631
Geoffrey Herrmann	79,321	15,433	94,753
John Hickey	118,555	12,479	131,035
Mara Hicks	18,235	50	18,285
Scott Huntoon	114,323	3,153	117,476
Ellen Hyman	110,487	1,392	111,879
George Jenkins	65,131	610	65,741
Dara Johnson	76,934	12,000	88,934
Keith Kaplan	118,555	5,263	123,818
Dianne Kee	102,817	1,725	104,542
Maria Laskaris	118,555	1,892	120,447
Sierra Lazenby	19,379	450	19,829
Christopher Levasseur	118,555	10,237	128,793

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators <i>(Cont'd)</i>			
Lindsay Li	\$118,555	\$4,284	\$122,839
Yanhong Li	118,555	998	119,553
Alejandro Linardi Garrido	114,323	1,375	115,698
Heidi Loando	108,614	792	109,406
Eric Lochiatto	63,555		63,555
Heather Lockrow	92,680	450	93,130
Kristen Loncich	105,295	13,630	118,925
Anita Lotti	118,555	18,358	136,913
Elliott Lucil	118,555	4,648	123,203
Wendy Lutz	111,832	1,325	113,157
Angelo Macchiano	101,431	378	101,809
Kenneth Macie	77,489	750	78,239
Lily Martini	22,000		22,000
Kara McAuliffe	71,493		71,493
Brett McCoy	110,487	2,208	112,695
Molly McGill	18,534	563	19,096
Laura McGovern	118,555	11,449	130,004
Julie McKee	118,555	4,047	122,603
Brian McLaughlin	118,555	12,586	131,141
Elisabeth Melad	118,555	3,917	122,472
Alyson Melucci	83,689	4,133	87,823
Mary Memmott	118,555	1,250	119,805
Kelly Menice	118,555	5,439	123,995
Andrea Merrit	76,934	5,781	82,714
Peter Michaud	44,056	2,465	46,521
Tonya Milbourn	110,487	2,328	112,815
Megan Molica	24,078		24,078
Kathleen Moloy	118,555	9,736	128,292
Keenan Moore	41,566	3,039	44,604
Andrea Moran	82,089	1,677	83,765
Audrey Moran	114,323	4,975	119,298
Veronica Moy	109,390	9,165	118,555
Brigid Mullen-Richards	72,353		72,353
Natalie Nahabedian	18,232	25	18,257
Gianna Napoli	20,029	125	20,154
Erin Newman	108,614	7,093	115,707
Erin Newton	61,690	1,225	62,915
Brendan O'Hagan	101,538	350	101,888
Timothy O'Mara	85,909	7,362	93,271
Dianne Pappafotopoulos	53,371	250	53,621
Lisa Pearson	28,191	25	28,216
Adelina Perez-Krebs	72,353	525	72,878
Kimberly Phelan	118,555	8,602	127,158
Joan Pierce	82,335	5,300	87,635
Janel Pudelka	114,323	7,148	121,471

TOTAL GROSS WAGES 147

	Regular Wages	Overtime/ Other	Total Gross Wages
Educators (Cont'd)			
Karen Raymond	\$66,714	\$11,423	\$78,137
Amanda Rogers	85,586	4,228	89,814
Laura Romer	104,850	715	105,565
Wendy Rush	60,737	1,961	62,698
Stephenson Ryan	118,555	4,661	123,217
Jessica Rymut	66,239	1,017	67,256
Sandra Sammarco	102,817	350	103,167
Caroline Samoiloff	79,070	550	79,620
Janice Savery	35,847	5,000	40,847
Kelly Savla	62,138	385	62,523
Noah Schulze	19,379	2,909	22,288
Anita Sebastian	84,378		84,378
Delaney Secrest	22,000	225	22,225
Catherine Simino	94,970	2,167	97,137
Leigh Simon	79,321	1,889	81,210
Joelle Sobin	77,837	5,045	82,882
Carol Spezzano	105,571	8,972	114,543
Laura Sukys	66,896	4,562	71,458
Jenifer Sunday	18,959	3,600	22,559
Michael Sweeney	89,209	1,350	90,559
Leah Swinson	67,959	3,648	71,606
Mark Thompson	114,323	800	115,123
Patricia Uniacke	118,555	2,050	120,605
Alison Von Rohr	60,803	2,492	63,295
Rebecca Waterman	84,309	2,517	86,826
Richard Waterman	97,710	75	97,785
Robert Williamson	87,463	12,024	99,488
Olivia Woodward	83,468	514	83,982
Hannah Wright	91,324	4,521	95,844
Kimberly Wynn	59,596	1,650	61,246
Food Services			
Lori Comiskey	17,774	698	18,472
Catherine Cornoni	1,235		1,235
Kimberley Fangel	26,671	541	27,212
Jennifer Hann	5,085		5,085
Katie Jackson	19,512	445	19,957
Judy Jacobsen	13,975	5,060	19,035
Lisa Johnston	33,494	1,290	34,784
Stephanie Landolphi	19,778	645	20,423
Bonnie Turco	29,679	850	30,529
Maria Vaccaro	15,440	235	15,675
Anne Wong	22,607	655	23,262
Xiangquin Yin	250		250

	Regular Wages	Overtime/ Other	Total Gross Wages
Health Services			
Janet Chandler	\$82,799	\$567	\$83,366
Kerry Laurence	110,487	2,217	112,704
Emily Lawson	49,729	225	49,954
Jessica Lutz	70,199		70,199
Krishna Mahoney	300		300
Kimberly Nehiley	800		800
Margaret Parsons	91,324	567	91,891
Lisa Shanahan	200		200
Meaghan Smith	32,102	4,156	36,258
Jacqueline Soll	49,154	555	49,709
Jill Sullivan Mauro	600		600
Aimee Versaw*	46,801		46,801
Information Technology			
Kurt Bonetti*	61,373		61,373
Wesley Chiu	3,186		3,186
Lucan Curtis-Mahoney*	36,911	161	37,072
Henry Jones*	87,764	4,000	91,764
Diane Robin*	60,645		60,645
Substitutes			
Sheri Ablaza	34,675		34,675
Douglas Barone	12,995		12,995
Debjani Bhattacharyya	2,700		2,700
Eve Buchhalter	690		690
Daniel Carroll	20,235	255	20,490
John Carter	2,070	200	2,270
Nicole Corbett	5,440		5,440
Anthony Cueroni	875		875
Jessie Curran	345		345
Mark Dondero	34,178		34,178
Alison Howard	10,830		10,830
Jiefang Hu	3,565		3,565
Dorothy Kaija	13,800		13,800
Christopher Kazarian	2,070		2,070
Diane Keverian	5,865		5,865
Kathleen Larche	5,850		5,850
Sierra Lazenby	34,178		34,178
Edward McGuire	575		575
Keenan Moore	5,985		5,985
Tara Nolan	1,610		1,610
Ryan O'Connell	17,765		17,765
Elizabeth Rubin	1,610		1,610
Diane Schaffrath	230		230
Sverre Sears	6,670		6,670
Kenna Shue	115		115

TOTAL GROSS WAGES 149

	Regular Wages	Overtime/ Other	Total Gross Wages
Substitutes (Cont'd)			
John Soraghan	\$11,730		\$11,730
Peter Vangsness	9,315		9,315
Support Services			
Christine Bucuvalas	2,541		2,541
Andrea Cassidy	35,788	\$325	36,113
Sarah Cheslock	21,200	179	21,379
Katherine Crawford	23,077		23,077
Louis Dittami	1,570		1,570
Steven Durning	3,000		3,000
Johanna Edelson	4,665		4,665
Ardys Flavelle	10,045		10,045
Matthew Freeman	125		125
Jennifer Hawkins	810		810
Adam Henry	150		150
Jacqueline Johnson	20,230		20,230
Aketa Kapur	8,789		8,789
Linda Lannon	2,854		2,854
Kathleen Larche	5,760		5,760
Claire Mackay	7,801		7,801
Callan Mirowitz	3,775		3,775
Laura O'Garr*	55,786		55,786
Anne Picardo	3,098		3,098
Margaret Polk	6,529		6,529
Katherine Potter	4,200		4,200
Cathleen Shachoy	302		302
Brian Verdy*	13,435		13,435
Grand Totals	\$18,687,017	\$1,082,764	\$19,769,781

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

Report of the

Minuteman Regional Vocational Technical School Committee

Ford Spalding, Dover Representative, Minuteman School Committee

Chair, Minuteman School Building Committee

Dr. Kathleen A. Dawson, Superintendent, Minuteman Regional Vocational
Technical School District

About Minuteman

Minuteman is a four-year, accredited vocational and technical high school serving the member towns of Acton, Arlington, 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. Attendance at Minuteman offers the following:

- *A freshman year of experiencing a modern educational plan in a modern educational building.* The Minuteman campus has adapted to meet current employment opportunities and is designed in a way that excites student learning, creativity, and collaboration to provide education with a purpose.
- *A modern American high school experience.* 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: animal science, culinary arts, cosmetology, horticulture, building trades, biotechnology, environmental science, robotics, health occupations, engineering, electrical, automotive technology, and early childhood education.
- *Preparation 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.
- *The opportunity to be more than just another student.* At Minuteman, teachers and staff are personally invested in getting to know and work closely with each individual to help students realize their full potential.

Enrollment

The October 1, 2022, enrollment at Minuteman included four Dover students. The school began the 2022–23 school year by welcoming 186 ninth-grade students. For the first time in the school’s history, all 100% of the ninth-grade students reside in one of Minuteman’s nine member towns. Across grades 9–12, in-district enrollment is at 88%, an increase from 59% during the 2017–18 school year.

The total enrollment for the new school year at 692 students has brought the school over its building design capacity of 628 students (at 85% capacity). By accepting 180 freshmen per year, during the next several years the district will be at 100% capacity with 720 students.

Future-Ready Programming Expansion

In July 2022, Governor Charlie Baker visited Minuteman, where he announced the allocation of \$32 million in grants from the Workforce Skills Cabinet for high school and adult career technical education programs statewide, which include more than \$1.2 million for Minuteman. This funding is being used for the high school’s welding program, along with the Minuteman Technical Institute’s adult evening programs in carpentry, CNC (computer numeric control) machine operation, facilities management, plumbing code, and welding. These grant-funded programs are free to individuals who are unemployed or qualify as “under-employed”; most recent high school graduates qualify.

Additionally, Minuteman continues to expand its new Animal Science career major that launched in fall 2021. Veterinary medicine is one of the fastest-growing industries in America, with employment opportunities expected to grow 16% by 2029, according to the U.S. Bureau of Labor Statistics. With program advisory partners such as Blue Pearl Pet Hospital and Zoo New England, students receive both classroom and hands-on field training.

Athletics Expansion

Minuteman launched Girls Volleyball in fall 2022, following the full opening of the outdoor athletic complex the previous spring and a complete return to student athletics following the height of the pandemic. Both Boys Soccer and Girls Soccer qualified for their respective state tournaments in fall 2022.

The entire athletic complex, located at the former site of the old school building, is a state-of-the-art addition to the Minuteman campus. The multisport field includes an adjacent competitive running track. Two additional fields host a baseball complex with a multipurpose field, as well as a softball complex with an additional multisport field.

Minuteman has also capitalized on rental opportunities with the new outdoor sports facilities, which are regularly used by the Boston Bolts, Leslie University, and other organizations.

Positive Student Outcomes

Each year for the past several years, about two-thirds of Minuteman graduates enter a college/university and about one-third enter employment in their fields of study. Every student is required to graduate with at least one industry-recognized credential to demonstrate proficiency and/or certification to future employers; most students obtain multiple credentials. Class of 2022 graduates enrolled in many distinguished higher education institutions, including Arizona State University, Bentley University, Clemson College, Colorado State, Emerson College, Johnson & Wales, Merrimack College, Regis College, Rochester Institute of Technology, Texas A&M, Tufts University, and many others.

District Budget

The approved District Operating and Capital Budget for Fiscal Year 2023 is \$29 million, a 4.96% increase over the previous year. Dover's share is \$197,427, which is a slight decrease from the previous year (of \$206,298) and includes operating, capital, and debt assessments.

Leadership

On July 1, 2022, Dr. Kathleen Dawson became Superintendent/Director of Minuteman. The School Committee congratulated her on her appointment and looks forward to her leadership, inspiration, and entrepreneurial spirit. Dr. Edward Bouquillon, who retired from the position, is to be thanked and congratulated for his years of service, accomplishments, and leadership, as well as for the instrumental role he played in the development of our new building, athletic complex, and campus.



Bridge in fog. Photo by Valentina Zhang.



DOVER

Health Reports

2022



Previous page: Photo courtesy of the Dover Town Report Committee.

Report of the **Board of Health**

Kay Petersen, MD, Chair

Stephen Kruskall, MD

John Quackenbush, PhD

PERSONNEL

Karen Hayett, Administrative Assistant

Linda Baldwin-Lyons, Administrative Assistant

Jason Belmonte, Health Agent

Michael J. Angieri, Septic Systems Agent

Felix Zemel, Well Agent

Jennifer Cronin, Animal Inspector

Jim Palmer, Deer Management Agent

Mike Francis, DMP Representative

Jay Walsh, DMP Representative

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 BOH has legal authority to implement and enforce health policies and oversee inspections to protect public and environmental 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, including diseases, such as tick-borne illnesses, that are transmitted from animals to humans. It is also responsible for ensuring that housing meets minimum health and safety standards. Additional information regarding the BOH can be found on the Town's website (www.doverma.gov).

Environmental Health and Safety

WATER QUALITY AND SUPPLY

In Massachusetts, Public Water Supply (PWS) companies are those that provide water to 15 or more connections, or 25 or more people. They are regulated by the Massachusetts Department of Environmental Protection (MassDEP). Private water supplies (private wells) provide water to fewer than 15 connections, or 25 people and are regulated by local Boards of Health.

PRIVATE WELLS

In 2022, approximately two-thirds of the 2,162 households in Dover relied on private wells located on residential properties.

The BOH Well Agent is responsible for processing permits for new wells or well improvements, for inspecting the construction of new wells, for inspecting repairs and modifications made to existing wells, for ensuring that flow rates and quantities are satisfactory, for reviewing documentation for new wells and well improvements for compliance with the BOH Water Quality Standards, and (when submitted) for reviewing water quality test results prior to the conveyancing of property for compliance with the BOH Water Quality Standards. At each monthly BOH meeting, the Well Agent reviews the prior month's well-related activity.

Homeowner responsibilities include testing of water quality prior to transfer of ownership (title change) of a home, including providing the BOH and the home buyer with copies of the water quality test report issued by a certified laboratory prior to the sale of the house. If any proposed renovation work results in an increase in the number of bedrooms in a home (or otherwise results in increased water usage), the owner must obtain a permit from the BOH for a quantity (flow) test to be witnessed by the Well Agent prior to any building permits being issued. If wells have insufficient flow, they must either be modified or abandoned. Homeowners must replace abandoned wells with new wells that meet the BOH's quantity and quality requirements. Well drillers, water quality testing labs, and engineering firms used must be licensed by the Commonwealth of Massachusetts.

Dover residents must maintain access to wells from the street to enable maintenance such as pump replacement or redrilling. Dover also requires GPS coordinates showing the location of wells be included in proposed or updated well plans, as well as the use of flow meters for pump tests.

In 2022, the BOH dealt with issues that included water quality, wells with inadequate supply, the removal of old wells located inside dwellings, the siting of new wells, the decommissioning and/or abandonment of existing wells when houses were demolished (or demolition was imminent), the witnessing of flow tests on existing wells as part of developer due diligence, and inspections and permitting for geothermal wells.

The BOH issued nine permits for new wells and performed site review and pump tests on two existing wells for which maintenance was required. Three wells were improved by fracking or deepening through drilling. Seven wells were decommissioned (abandoned). Six properties obtained permits for geothermal wells. The BOH learned of three existing wells with insufficient or no water.

MassDEP provides valuable information about private wells, water quality standards, and certified testing laboratories at www.mass.gov/private-wells. It also offers a public Web-based searchable database of groundwater wells at www.mass.gov/service-details/well-database.

PUBLIC WATER SUPPLIES

Approximately 35% of Dover households are serviced by six public water supply (PWS) companies that are regulated by Massachusetts Department of Public Utilities (MassDPU) and MassDEP. The companies that operate in Dover include:

- ***Dover Water Department:*** This Town-owned PWS serves the Chickering Elementary School, Caryl Park, Caryl House, and Parks and Recreation. Water is sourced from Dover wells operated by the Town.
- ***Aquarion Water Company:*** Formerly Colonial Water Company, Aquarion serves 643 households and buildings. Included in this number are 78 homes and most commercial and public buildings in and adjacent to the Town center that are connected by Town-owned infrastructure. Water is sourced from Aquarion-operated wells in Dover.
- ***Glen Ridge Resident Water Trust:*** Serves 44 households with water sourced from Natick Public Works.
- ***Meadowbrook Water Trust:*** Twenty-seven households receive water sourced from Natick Public Works and Elm Bank wells, which are operated by Natick Public Works and WhiteWater, Inc.
- ***Old Farm Road Water Trust:*** Fifteen households receive water from a local well operated by WhiteWater, Inc.
- ***Precious Beginnings Preschool:*** Water for this building serving 44 students is sourced from a local well operated by Small Water Systems Services, LLC.

MassDEP publishes information and documents about all Public Water Supplies at www.mass.gov/service-details/public-water-supplier-document-search.

BATHING BEACHES

The BOH is responsible for assessing the safety of the water at the Grossman Camp, which is in the Dover portion of Hale Reservation. The BOH arranges weekly water testing and responds to abnormal tests if they occur.

WATER RESOURCES COMMITTEE

In 2017, the BOH created the Water Resource Study Committee (now the Water Resources Committee, or WRC) to evaluate the quantity and quality of the Town's drinking water. The May 2018 Annual Town Meeting authorized the WRC to obtain evidence-based information about Dover's groundwater supplies and appropriated \$150,000 for that purpose. The WRC then contracted with the engineering firm Kleinfelder, which installed

16 monitoring wells on public or conservation lands. Pressure transducers were installed in the wells to allow monitoring of water depth, and multiple streamflow gauges were installed for monitoring groundwater stream flow. The final project report, the Kleinfelder Report, along with a Monitoring Well Dashboard offering recent and past monitoring data are available on the WRC's Web page at www.doverma.gov.

The WRC did not meet in 2022, in light of the Board of Selectmen's (BOS's) appointment of a Steering Committee (aka Water Task Force), which has been tasked to review the Town's water delivery systems, offer recommendations for alternatives, and address water sustainability and the development of long-term water resources. Committee members include Robyn Hunter, BOS Chair; Carl Valente, Interim Town Administrator (replacing Christopher Dwelley, Town Administrator, who served until January 6, 2023); Karl Warnick, Superintendent of Building Maintenance/Water Superintendent; Kevin McCabe, Director of Public Works; George Sidgewick, Planning Board representative, and Ron Myrick, a former WRC member who was integral to the planning and implementation of the Kleinfelder Report.

Although the BOH's statutory responsibility for addressing water quantity and quality is limited to matters that affect private wells, it is notified by MassDEP when problems arise with public water supplies. In 2022, specific problems that some PWS companies or private well systems confronted included coliform contamination, discoloration from manganese, and elevated levels of nitrates, manganese, and PFAS (per- and polyfluoroalkyl substances). The BOH was also notified about three private wells that had inadequate water flow or dried up altogether.

SEWAGE DISPOSAL

Because there is no access to a public sewage system in Dover, all buildings require private sewage systems, typically a septic tank and distribution field. Subsurface sewage disposal systems require proper operation and maintenance to avoid failure and expensive repair or replacement. Proper operation includes keeping grease, fats, and oil from draining into systems, avoiding the use of garbage grinders, avoiding hazardous chemicals in laundry products, and promptly repairing leaking toilet tanks and faucets. Proper maintenance includes having septic tanks pumped every other year by a licensed vendor to remove septage. Pumping and other regular maintenance typically costs several hundred dollars. However, it is necessary to prevent septic system failure, which is vastly more expensive.

In addition, some pumps or other mechanical or electric devices installed in innovative alternative wastewater systems (for example, Eljen, FAST, Presby) require regular maintenance according to the manufacturer's maintenance schedule to prevent system disruption.

The regulations contained in the Massachusetts State Environmental Code, Title 5, and the State Sanitary Code, Chapter 2, 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.

The BOH documents the required maintenance of wastewater systems by asking residents to submit servicing documentation. Pumping records are submitted by the pump companies to the BOH. The BOH licenses septic system installers and septage haulers and maintains a list of those it has licensed.

MassDEP's Title 5 (310 CMR 15.000 of the State Environmental Code) requires homes that are put up for sale to undergo a septic system inspection by a state-certified Title 5 inspector. The Town of Dover's Chapter 217 Bylaws ("Sewage Disposal Systems") define site and soil requirements. Home sellers must present Title 5 certification of proper septic system functioning to the BOH. Homes that use cesspools rather than septic tanks and leaching fields cannot receive Title 5 certification and must have new systems installed. During the review and approval of septic system construction plans, the BOH often requires deed covenants that prohibit the installation of garbage grinders and/or require regular maintenance of alternative septic systems.

In 2022, the BOH issued the following permits:

- 48 for soil evaluations and percolation tests
- 13 for upgraded septic systems for existing homes or previously developed lots
- 9 for abandonment of wastewater systems
- 14 for septic system upgrades that required innovative alternative wastewater treatment (FAST/Eljen/other)
- 19 for distribution box replacements
- 3 for ejector pumps
- 11 for installations using pump chambers
- 8 for general repairs (pipes, other)
- 6 for demolition of buildings
- 13 for pools, 1 for hot tub
- 35 for house plan reviews
- 95 Title 5 inspections were reported and reviewed
- 22 issued and recorded deed covenants (restrictions) that addressed limitations on bedroom number, exclusion of garbage grinders, or system maintenance requirements.

FOOD SAFETY

The BOH adheres to the Massachusetts State Sanitary Code (105 CMR 590.000) when issuing food permits. All food establishments and commercial kitchens are required to have an inspection before a permit is issued. Commercial vendors providing food at charitable events and caterers providing food for private functions must also apply for permits. Residents should contact the BOH if their organizations are unsure how the regulations apply to their planned events.

CLIMATE HAZARDS

Massachusetts experienced a record setting heat wave during the summer, however the BOH did not learn of any cases of heat-related illness among Dover residents.

RECREATIONAL CAMP SAFETY

In Massachusetts, recreational camps for children must be inspected and licensed by the local boards of health in the cities or towns where they are located. To be licensed, camps must meet all the minimum health, safety, sanitary, and housing standards established by MassDPH and any additional local requirements. In 2022, the BOH inspected and licensed 10 recreational camps in Dover.

GARBAGE COLLECTION

MassDEP prohibits the disposal of food waste with trash. Although many residents have installed kitchen food grinders or disposals, the Board strongly advises against using them because the small particulate matter they create will clog septic systems' drip fields over time and lead to premature septic system failure.

The Recycling Committee operates a food-waste drop-off program at the Transfer Station where it maintains drop receptacles.

HOUSEHOLD HAZARDOUS WASTE

The BOH, in coordination with the Recycling Committee, conducts the annual Hazardous Waste Collection Day each spring at the Medfield Department of Public Works. Residents may 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).

SHARPS DISPOSAL

Massachusetts law prohibits the disposal of medical sharps in household trash. The BOH maintains an approved sharps receptacle at its office on the first floor of the Town House, where residents may safely discard sharps during office hours.

BEAVER ACTIVITY

Beaver activity that leads to flooding periodically is a threat to safety in Dover. In such cases, the BOH issues emergency trapping permits for a limited period. In April, the BOH held an emergency meeting to grant a

permit for beaver removal given the immediate threat of flooding of roadway areas along Claybrook Road and Haven Street caused by beaver damming.

Animal Inspection, Vaccination, and Quarantine

The BOH’s Animal Inspector, Jennifer Cronin, 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 at which animals are kept. Active barns are inspected, during which time the Animal Inspector reviews documentation of tuberculin and brucellosis testing, equine Coggins testing, encephalitis vaccinations, and determines whether the animals appear free from contagious disease. The BOH also regulates manure storage, removal, and composting to protect wetland resources and drinking water.

The following animals were inspected in 2021 and 2022:

	2021-2022
Horses/Ponies/Miniature Horses/ Donkeys/Mules	106
Alpacas	1
Goats	74
Sheep	23
Swine	6
Ducks	41
Chickens	154

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 prior vaccination, and at least once every three years thereafter. Vaccination orders, under the management of the Animal Inspector, 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 is not currently vaccinated but proof exists of a previous vaccination, it 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. The Animal Inspector may order vaccinations for animals whose health histories are unavailable or not in compliance with vaccine regulations.

The BOH has not conducted its annual rabies clinic since the COVID-19 pandemic began. It plans to resume offering rabies vaccination in 2023.

Zoonoses

The BOH is involved with the control of animal-to-human disease transmission (zoonosis), including tick-borne diseases, mosquito-borne diseases, and infections from animal bites and other interactions with animals.

MOSQUITO-BORNE ILLNESS

The two mosquito-borne illnesses of significant concern in eastern Massachusetts are Eastern Equine Encephalitis (EEE) and West Nile Virus (WNV). The Massachusetts Department of Public Health (MDPH) routinely tests mosquitos for the two viruses from June through October each year. There was very little mosquito-borne illness in Massachusetts in 2022.

	EEE	WNV
Cases in Animals	0	0
Cases in Humans, MA	0	8
Cases in Humans, Norfolk County	0	0
Positive Mosquito Samples, MA	0	95
Positive Mosquito Samples, Norfolk County	0	3*

**Brookline (two cases); Wellesley (one case)*

The BOH works with the Norfolk County Mosquito Control District (NCMCD). The NCMCD takes an Integrated Pest Management (IPM) approach to mosquito control, which sometimes includes spraying of insecticide. Homeowners who wish to exempt their property from mosquito-control spraying must file the proper paperwork with the Town Clerk prior to the first of March. For more information, see NCMCD’s report, page 169.

TICK-BORNE ILLNESS

The mission of the Board of Health’s Tick-Borne Disease Committee (TBDC), formerly known as the Lyme Disease Committee, is to reduce tick-borne diseases in the Town by informing residents about personal and property protection, 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. The TBDC, which meets on an ad-hoc basis, also updates the Town of Dover website with tick alerts and other information.

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 and Wildlife and on Dover-specific rules and regulations. The program only allows bow hunting from tree stands and 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, signage was posted along trails and at entrances to all properties participating in the DMP. By season’s end on

December 31, 2022, a total of 22 deer had been harvested. No injuries or complaints were reported.

Communicable Disease Prevention and Management

COVID-19 PANDEMIC

Omicron variant: On December 9, 2021, wastewater testing for indicators of COVID-19 infection by the Massachusetts Water Resources Authority identified the highly transmissible Omicron variant for the first time, and this discovery was followed within a few days by an extremely rapid rise in case numbers. The Omicron surge peaked in early January, and case rates then fell rapidly and reached much lower levels by mid-February.

There were approximately 250 COVID-19 cases reported by the MassDPH in Dover in January, 40 in February, and 15 in March. In January, contact tracing was no longer feasible given the high number of cases, and Dover's public health nurses from the Natick Walpole Visiting Nurse Association (Natick Walpole VNA) and the Dover-Sherborn school nurses focused their efforts instead on counseling residents about testing and about isolation and quarantine protocols.

Testing: Access to testing with rapid results turnaround for symptomatic individuals was very limited in January. Dover resident Dave Adams of AFC Urgent Care in Waltham arranged for a mobile testing unit from AFC to provide molecular testing with a 15-minute turnaround. The unit was stationed in a parking lot at the Dover-Sherborn Regional Schools for much of January for use by students and staff several days each week, including on the weekends. As a result, many cases were promptly identified. At the peak of the Omicron surge, the test positivity rate at the mobile testing unit was approximately 25%. Student and school staff volunteers worked outdoors in very cold weather to manage traffic and assist the AFC staff.



*AFC Urgent Care mobile testing unit.
Photo courtesy of the Dover Board of Health.*

Vaccination: Although the risk of serious illness and death due to the Omicron variant in infected individuals was lower than had been the case with previous surges, the dramatic increase in Omicron infectivity compared with other variants led to surges in both hospitalizations and deaths in Massachusetts, particularly among unvaccinated individuals. Fortunately, well over 90% of eligible Dover residents in most age groups were vaccinated and had received one or more booster doses prior to the surge.

A bivalent Omicron booster became available in September, which was effective at protecting vaccinated individuals from serious disease caused by Omicron and which moderately reduced infection through transmission. The BOH collaborated with Dover resident and manager of the Osco Pharmacy in Medfield, Moji Ghavidel, RPh, the Dover Highway Department, and the Dover Police Department to offer a bivalent Omicron booster and flu vaccine clinic at the Town Garage on October 28. The pharmacy staff administered approximately 300 doses of vaccine to 210 Town residents and employees.

Rapid Antigen Testing: In early January, the BOS approved the use of American Rescue Plan Act funds for the purchase of 2,000 rapid antigen test kits for distribution to Town residents and employees. The tests were delivered in early February, and the BOH distributed them through drive-up events at the Transfer Station, the Council on Aging (COA), the Police Department, and the BOH's office in the Town House.



Flu/COVID vaccine clinic. Photo courtesy of the Dover Board of Health.

Rapid antigen tests became increasingly available over the winter, consequently making results from laboratory-based testing no longer a good indicator of the incidence of COVID infection. Hospitalizations and deaths from COVID, along with viral testing of MWRA wastewater became the best markers of the status of the pandemic in Eastern Massachusetts.

Mandate: A mask mandate enacted in September 2021 by the Town for publicly accessible buildings was subsequently rescinded during the winter.

INFLUENZA

See “Vaccination” page 166.

Elder Services

The BOH contracts with the Natick Walpole VNA to provide blood-pressure clinic services to Dover’s senior citizens through the COA. The clinics were not held in 2021 because of the pandemic, but they resumed following the Omicron surge in 2022.

Board of Health Structure, Staffing, and Functions

TEMPORARY CLERICAL ASSISTANT

In fall 2021, the BOH hired Linda Baldwin-Lyons as Temporary Clerical Assistant to clear up a significant backlog of clerical work. General filing duties included organizing filing systems and filing/consolidating unfiled documents—including Title 5 reports, permit applications, and septic and well plans—into dedicated property files.

BOH ASSESSMENT STUDY

In 2021, the BOH engaged Community Paradigm Associates, LLC, to review and evaluate its structure, staffing, and functions, and to make recommendations for improving the BOH’s delivery of public health services to the Town. The consultants interviewed various residents and Town officials, including BOH members and staff. It also surveyed comparable communities for benchmarking purposes. Community Paradigm Associates published its report in early February 2022, noting the following concerns:

- The BOH has been totally reliant on contracted services and on volunteer board members rather than on a full-time professional to manage BOH operations. The contracted agents’ independence from the BOH’s administrative team led to inefficiencies, variable response times in dealing with the public/residents, and limited mechanisms for establishing and maintaining institutional knowledge.
- There is no coverage for the Septic Agent in the event of absence.
- The outsourcing of public health nursing to the Natick Walpole VNA substantially limits nursing engagement in the Dover community.

- The absence of an online permitting system and electronic record-keeping leads to inefficiency in recordkeeping, document searches, and maintenance of permits.

The consultants made a number of recommendations:

- The duties and responsibilities of the agents contracted with the BOH should be consolidated into one full-time Health Agent.
- In lieu of contracted services through the Natick Walpole VNA, the BOH should hire a part-time, 25-hour/week Public Health Nurse, who would hold blood pressure clinics, flu and COVID vaccination clinics, conduct community outreach, and collaborate with the COA and the Dover-Sherborn Public Schools. Some of the nurse's activities would lead to submission of medical insurance claims and revenue generation. The Public Health Nurse position could potentially be a full-time position shared with the Town of Sherborn.
- The part-time Administrative Assistant position should become a full-time position.
- The temporary part-time Clerical Assistant position should become a permanent part-time Administrative Assistant position.
- The BOH should participate in the Shared Services Agreement for Environmental Services with Needham and consider seeking grant funding for additional shared services.
- The BOH and the Town should institute an electronic record-keeping system and an online permitting system.

The BOH subsequently developed job descriptions for a full-time Health Agent and a part-time Public Health Nurse. The Board hired a full-time Health Agent, Jason Belmonte, who began work on November 28. He and the outgoing Septic Agent Mike Angieri then worked together for an overlap period to allow for a smooth transition. In fall 2022, Linda Baldwin-Lyons transitioned from her part-time position as Temporary Clerical Assistant to a permanent part-time position as Administrative Assistant. The BOH plans to hire a Public Health Nurse in 2023.

In addition, the BOH joined the Towns of Medfield, Needham, and Sherborn (in the Charles River Public Health District) to participate in MassDPH's Public Health Excellence Grant Program for Shared Services. In 2022, Dover participated in a shared services grant for contract tracing, and its Septic Agent, Mike Angieri, mentored two part-time health agents, hired with grant funding, who had sought additional background training in septic system evaluation and permitting.

Report of the **Norfolk County Mosquito Control District**

David A. Lawson, Director

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

Surveillance

NCMCD engages in an intensive mosquito 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.

In 2022, we had 74 requests for service. We submitted eight samples and no isolations were found.

Water Management

NCMCD engages in important activities that are integral to managing waterways that can contribute to mosquito breeding. These activities include communication with residents and town, state, and federal officials; site visits; monitoring; wildlife management; and land surveys, while also maintaining regulatory compliance. 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: 17
- Drainage ditches checked/hand-cleaned: 510 feet
- Intensive hand-cleaning/brushing: 0 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, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program aids in our decision to effectively target culprits locations.

- Spring aerial larvicide applications (April): 92.5 acres
- Summer aerial larvicide applications (May–August): 0 acres
- Larval control (briquette and granular applications by hand): 8.0 acres
- Abandoned/unopened pools or other manmade structures treated: 0

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 surveillance program, along with service request data and state-of-the-art GPS and computer equipment, allows us to focus our treatments on targeted areas. In 2022, NCMCD sprayed, by truck, 1,366 acres with ultra-low-volume aerosol applications of adult mosquito insecticide.



Photo by James Repetti.

Report of the
Animal Control Officer

Lori Sallee

Type of Call	# Calls
Loose, Missing, Returned Animals	126
Dogs Hit by Motor Vehicles	3
Dog Bites	13
Other Animal Calls	74
Deer Hit or Killed	14
Total Calls	230

Citations Issued	49
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Double-breasted cormorants. Photo by Robin te Wildt.

Report of the **Natick Walpole Visiting Nurse Association**

Board Officers

Sheila Ahmed, 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/Coordinator
Quadriqua Brooks, RN, Public Health Nurse Specialist
Jen Baldner, RN, 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 two geriatric nurse practitioners. 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 Coordinator, whose primary role is to provide public health services and educational programs for the towns we serve. Quadriqua Brooks and Jen Baldner were added to the public health nurse team in 2020. The COVID-19 pandemic increased the volume of communicable disease follow-up that was needed and made it necessary to have more nurses to ensure backup in times of high COVID acuity.

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 for 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 who 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 Massachusetts Virtual Epidemiological Network (MAVEN) system. Visits, education, and immunization are all part of this service.

2022 Public Health Statistics for Dover

Hours for COVID-19 tracking/tracing and MAVEN follow-ups: 153 hours



Photo by John Sugden Jr.



DOVER

Land Use Reports

2022



Previous page: Photo by Matthew Andersen.

Report of the **Planning Board**

Carol Lisbon, Chair
Scott Freedman
Bill Motley
Jody Shue
George Sidgwick
Val Lin, 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 [MGL], Chapters 40A and 41) and the Town of Dover Zoning Bylaws (e.g., Chapter 185, Zoning Bylaws). Interim Town Planner Laura Harbottle, and part-time Planning Assistant Susan Hall support the work of the Board.

A Planning Board member also serves on the Open Space Committee, and members attend the meetings of other Town boards and participate in ad-hoc committees relating to planning issues, such as the Water Task Force. The Board served as the working group for the Hazard Mitigation Plan and is currently bringing together residents and members of Town governance to address several initiatives that are discussed in this report.

Membership

This year brought changes to the Planning Board. In April, Land Use Director Courtney Starling left her position in Dover, and Interim Town Planner Laura Harbottle, AICP, joined us in May. In general, 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. Scott Freedman, who was appointed in 2021 to fulfill a remaining term which expired in 2022, and Valerie Lin, who was appointed Associate Member in 2021, were elected to full terms in the May Town Election.

Board Review and Approvals

In 2022, the Board held 24 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 2022 there were no Definitive Subdivision or Preliminary Subdivision applications.

Site Plan Review: The Board also conducts site plan review (SPR) 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, as well as potential impacts on existing structures, open space, and Town resources. In 2022, there were 26 Preliminary Site Plan Review applications (11 pools/cabanas, 13 pavilions/garages/barns, one antenna array, and one solar panel array). Several of the SPRs required multiple meetings. The Board spent considerable time with the Caryl Community Center Building Committee team reviewing its plans and in March submitted its recommendations to the Board of Selectmen.

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 rural character. In 2022, there were no sign applications submitted or issued.

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 2022, the Board received one inquiry for a determination that a hearing was not required and determined that the Claybrook Road repair plan did not impact any trees or stonewalls under the Board's jurisdiction.

Approval Not Required (ANR) Plans: Under the state 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 2022, the Board endorsed eight ANR applications. 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. The Planning Board received no applications in 2022.

Other Business

Strategic Planning: The Board continues to engage in several key strategic planning activities to better position the Town to manage growth, protect open space, mitigate climate change, and become more fiscally sustainable. The Planning Board completed the Hazard Mitigation Plan in January 2022.

Land Purchases: The Board received no requests from the Board of Selectmen regarding the exercise of its statutory right of first refusal for the purchase of land due to its Massachusetts General Laws, Chapter 61A tax status.

Zoning Bylaws: During the year, the Board continued to consider further zoning changes to allow development while protecting Dover's ambience and significant natural resources. Changes to the Schedule of Uses and Definitions Bylaws approved at the May 2022 Annual Town Meeting will further protect both residential and business districts. The Board expects to bring three zoning bylaw amendments to the May 2023 Annual Town Meeting in support of these protective goals.

The Board intends to conduct a comprehensive review in 2023 of the Zoning and Subdivision Bylaws and the Planning Board Rules and Regulations.

Accessory Apartments: The Board has worked throughout the year to finalize an update to the existing 1986 Accessory Apartments Bylaw (Section 185-43). This effort is in response to resident input about three focus areas: (1) the need to broaden the types of housing available in Dover to households of all incomes, ages, and sizes; (2) a desire to address housing affordability and flexibility while limiting any impact on neighborhoods, residential character, or Town infrastructure; and (3) a desire to clarify the necessary steps and regulations for approval of Accessory Dwelling Units (ADUs), in order to make the process more efficient and straightforward for homeowners, builders, and families.

Floodplain: The Board has been working on an update to the Floodplain Overlay District and Bylaw as required by FEMA, so that Dover residents can participate in the Flood Insurance Rate Map (FIRM) program and obtain insurance if they are in a designated floodplain area.

Village Center Development: In 2021, the Board began a process to create a cohesive vision for the Village Center to ensure that any future development is complementary to the character of the Town and of maximum benefit to residents. In 2022, a Visual Preference Survey, open to all Dover residents, was conducted between January and March by consultants from the Civic Space Collaborative. Links to the survey results, their presentation to the Planning Board on March 28, and the final Village Center Visioning Process Summary can be found on the Planning Board's Village Center Visioning page, under Ongoing Initiatives (www.doverma.gov).

In early December 2022, the Board met with its consultant, Ted Brovitz of Brovitz Community Planning and Design, to begin the process of transforming the Village Center Vision into recommended bylaw changes to be brought before the May 2023 Annual Town Meeting. On December 10, a public hearing was conducted with 25 Dover residents to explore the Town center's current conditions, strengths, threats, and opportunities. The conversation was dynamic and thoughtful. Links to the presentation, notes from the three-hour discussion, and the consultant's final report can also be found on the Board's Village Center Visioning Web page.

Tree Preservation Committee: In early December, the Board created and approved the Tree Preservation Committee as a response to multiple factors: resident concerns about the clear-cutting of trees and the impact on Dover's rural feel; state level climate change initiatives; and local factors that could impact large tracts of land within Dover. The Committee will submit recommendations to the Board for action related to educating the community and for bylaw development. The Committee will have up to eight members appointed by the Planning Board, each for a two-year term. The Committee aims to have expert representation from committees or boards involved in land management, interested Town residents, a high-school student, and industry experts in tree management.

In an effort to include the youth perspective on the Committee, the Board approved the membership of Angela Lin, a Dover-Sherborn High School junior with a lengthy history of working on climate-related initiatives at both the local and state levels. The Committee's first task will be to work with the Conway School of Landscape Design to evaluate the Town's current tree-related bylaws, review state and regional municipalities with tree preservation bylaws, conduct two public forums about tree preservation benefits, develop a community education plan, and recommend bylaw considerations for Dover. Although this collaboration will run from January to April 2023, the Committee itself seeks to accomplish its goals over two years. The Tree Preservation Committee welcomes community input and feedback.

Dover Master Plan: The Board continues to pursue the implementation of the specific recommendations listed in Section IX of Dover's Master Plan, last adopted in 2012. Although some prior recommendations have been implemented, there has not been much progress. In lieu of a Master Plan update at this time, the Board has been endeavoring to draft full plans for each required topical element typically found in a master plan. The Board is prioritizing those plans that are required by state and/or federal law, for eligibility to participate in state funding programs or because they are a required step to have legal authority to proactively manage growth. The Board member liaison to the Open Space Committee has been working with the Committee to update the current Master Plan and expects a new plan to be completed in 2023. Prior Master Plans and related documentation can be found on the Board's Town Web page, which also features detailed information on the Board's initiatives and work product. We hope Dover's citizens find this information useful and welcome your input.

Report of the **Zoning Board of Appeals**

R. Alan Fryer, Chair

LaVerne A. Lovell

Nadir Ahmed

Michael Donovan, Associate Member

Nancy Greene, 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. Copies of the Zoning Bylaw and also of the ZBA’s governing rules are available from the Town Clerk.

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 2022, the Board received six applications.

The Board would like to thank Hamilton Hackney and Erika Alders for their service to the Board and to the Town of Dover, and to welcome Nadir Ahmed and Nancy Greene to the Board.



Photo by Mary Hinsley.

Report of the **Highway Department**

Kevin McCabe, Director of Public Works
John Robert Tosi Jr., Operations Superintendent

Maintenance

The Highway Department is responsible for the maintenance and repair of the Town's roadway and sidewalk infrastructure, including pavement markings, granite, and bituminous curbing, street and regulatory signage, stormwater utilities, and traffic islands. This year we installed 325 feet of new sidewalk and curbing between Knollwood Drive and Whiting Road. To effectively control water runoff, 300 feet of the new berms were also installed on Centre Street. The Department's team repaired and rebuilt approximately 25 catch basins and manholes townwide. The Department continues to make every effort to remove silt, sand, and debris from the roadways and catch basins. We cleaned out 1,200 catch basins, as required by the Massachusetts Department of Environmental Protection state and federal programs—such as the National Pollutant Discharge Elimination System (NPDES) Phase II Stormwater Program—and hauled the material to approved disposal sites. The Department also contracted out the painting of more than 600,000 linear feet of street markings that included crosswalks and stop bars throughout the Town.

Tarvia

The Department conducted a comprehensive road study this summer. This study will provide us with an automated inspection of each roadway that includes a condition score, suggested repair, estimated associated cost, and cost-benefit value. Implementing this program will promote a balanced approach to maintaining the Town's road network by keeping good roads in good condition with less expensive treatments.

Solid Waste (Transfer Station)

In 2022, Dover residents threw away 1,198 tons of solid waste that was transported mainly by Highway Department personnel in 129 trips to Wheelabrator Millbury, Inc. Please refer to the report of the Recycling Committee (page 203) for the tonnage and types of recycled materials collected. We are especially indebted to Wade Hayes and John Gerlach for keeping the Transfer Station open and operating with efficiency throughout the year.

Solid Waste Tonnage to Millbury

2016	2017	2018	2019	2020	2021	2022
1,921	1,327	1,247	1,233	1,348	1,311	1,198

Per-Ton Tipping Fee (\$)

2016	2017	2018	2019	2020	2021	2022
64.00/ 66.00	66.00/ 67.17	67.17/ 68.18	68.18/ 68.97	68.97/ 69.82	69.82 71.08	71.08 75.52

Cost for Solid Waste Disposal at Wheelabrator (\$)

2016	2017	2018	2019	2020	2021	2022
124,832	88,331	84,409	85,881	93,825	92,358	86,742

Streetlights

The Town owns and maintains 67 overhead streetlights.

State Aid (MGL Chapter 90)

This year the Department leveraged \$145,245 of MGL Chapter 90 funding for a new 1.5-ton roller, a berm machine, professional engineering consultant services for the Centre Street Bridge, professional engineering services for townwide pavement management, sidewalk and guardrail inventorying and conditioning, and a local grant match to support professional engineering services for the field investigation, data collection, and feasibility study of Willow Street and Dedham Street culverts (see also “Grants”).

Snow and Ice

Winter 2021–22 brought approximately 57 inches of snow. In addition to the plowable snow, there were approximately 24 occasions that our sanders went out to deal with ice, which was most often caused by water runoff due to melting days and freezing nights. The following log represents our responses to the season:

Date	Snow/Ice	Inches	Equipment Used
2021			
December 8–26	Snow/Ice	2	Sanders
2022			
January 7–20	Snow/Ice	14	Plows/Sanders/Contractors
January 23–31	Snow/Ice	19	Plows/Sanders/Contractors
February 1–13	Snow/Ice	8	Plows/Sanders/Contractors
February 14–26	Snow/Ice	9	Plows/Sanders/Contractors
March 3–9	Snow	2	Sanders
March 12–13	Snow	3	Sanders

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, and the Town Engineer. Space is also provided to the Parks and Recreation Department and the Water Department. I thank Karl Warnick, Superintendent of Building Maintenance, and his staff for keeping the building in excellent condition.

Grants

The Department put in several grant requests for various projects in 2022. The Town received a grant for \$60,000 for feasibility and field collection data from the Division of Ecological Restoration's (DER) Culvert Replacement Municipal Assistance Grant Program. The grant's scope includes the design of an upstream undersized Dedham Street culvert within the Noanet Brook and Willow Street culvert.

Dover received a \$5,000 grant through its insurance company, MIIA (Massachusetts Interlocal Insurance Association) to provide a comprehensive safety audit of the Highway Department while creating a training program tailored around the Department's labor functions.

The Town also received \$2,000,000 through the U.S. Government's Fiscal Year 2023 Omnibus Appropriations Bill, which includes Congressman Jake Auchincloss's FY23 Community Project Funding Request for the design, permitting, construction, and improvement of the bridge connecting Centre Street in the Town of Dover and Central Avenue in the Town of Needham.

Federal Reimbursement

During January 28–29, the Town was struck by a severe winter storm and snowstorm, receiving approximately 16 to 18 inches of snow accompanied by heavy winds. The severity of the storm prompted the Federal Emergency Management Agency (FEMA) to issue a Major Disaster Declaration (FEMA-4651-DR-MA), which activated its Public Assistance Program. The Department applied for this assistance, and the Town successfully received \$44,704.17 in disaster relief funding.

Appreciation

I would like to take this opportunity to thank the Highway Department members for a very productive year. I would also like to thank all the Departments we work with—Parks and Recreation, Cemetery, and Transfer Station employees—for the fantastic job they do of keeping Dover roadways and grounds safe and looking beautiful. Thank you to all the boards and committees for their joint cooperation throughout the year. Lastly a sincere thank-you to our Office Administrators Nancy Bates and Janine Kizik for continuing to make this Department run efficiently.

Report of the **Parks and Recreation Commission**

Chris Boland, Chair
Eric Loeffler, Treasurer
Jennifer Daman, Secretary
Jennifer James, Commissioner
Michael Gilio, Commissioner

Mark Ghiloni, Director, Parks and Recreation
Nicole DiCicco, Assistant Director, Parks and Recreation
Beth McGuire, Programming Assistant
Tom Palmer, Groundskeeper/Heavy Equipment Operator
Mark Travers, Groundskeeper/Heavy Equipment Operator

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 our natural resources and parkland while improving and enhancing all opportunities for future generations. While we continue to retool some of our programs for a post-pandemic world, 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 our collaboration with other Town departments. We thank everyone who assisted us throughout the past year.

Caryl Community Center Closure

In 2022, P&R saw mixed growth in program participation from the previous year, due in large part to the closure of the Caryl Community Center (CCC) in April 2022. As Dover continues to plan for a newly renovated/constructed community center and recreational facility, the Department has spent many months searching for adequate spaces in which to hold our indoor programs, such as Indoor Sports lessons, Taekwondo, and Dance, Theater and Art classes. P&R staff members have visited sites, negotiated rental fees, and prepared instructors and participants for the temporary relocation. Consequently, some indoor programs had to be reduced or adapted to coordinate with rental space availability and fee considerations. Outdoor programs were also affected by the closure,

as we cannot hold programs indoors during inclement weather. P&R currently holds programs in the following indoor spaces:

Dover Locations: Connors Center, 20 Glen Street (Summer Club); Chickering School, 29 Cross Street (Intramural Basketball, Tennis Clinics); Dover Legion, 32 Dedham Street (Tae Kwon Do, Musical Theater, Art Club); and St. Dunstan's Church, 18 Springdale Avenue (Erin's School of Dance, Right Brain Curriculum, Babysitting, CPR Safety classes).

Other Locations: Tenacre Country Day School, 78 Benvenue Street, Wellesley (PROformance Soccer); The Skating Club of Boston, 750 University Avenue, Norwood (Ice Skating); and Maplegate Country Club, 160 Maple Street, Bellingham (Golf Lessons and Clinics).

We greatly appreciate the warm welcome we've received from these venues and look forward to forging positive relationships with our partners while P&R awaits a permanent home for most of our programs.

Multi-Season Programs

Art Club: In April, P&R's Assistant Director Nicole DiCicco moved this popular program from the CCC to the Dover Legion's upstairs multi-purpose room. Sessions continued throughout the year with each session attracting 8–10 students, often with waiting lists. Nicole also teamed up with the Center for the Development of Children (CDC) at their 30 Springdale Avenue location to teach a weekly art class modified for younger artists for more than 15 PreK children.

Baseball/Softball Club, T-Ball and Baseball Lessons: The Dover-Sherborn Youth Baseball and Softball Club (DSYBS) players and coaches had a great spring 2022 season. More than 200 players in grades 1–9 participated in the program. We thank the many volunteer coaches and program organizers. Families introduced their younger children to the baseball field throughout the year. Coach Pete Sylvester ran two spring T-Ball and Baseball classes for 11 PreK children and 15 Kindergarteners. The summer session had 17 students, and in the fall, Coach Pete taught three well-attended classes for children in PreK–grade 2, with 27 participants.

Elite Tae Kwon Do: In fall 2022, Master Jean Theodat moved his program to the Dover Legion. Due to scheduling conflicts with the venue, Saturday classes were discontinued and a new Wednesday, Thursday, Friday afternoon class schedule was implemented. P&R continues to work on increasing enrollment in Tae Kwon Do to pre-pandemic levels.

Erin's School of Dance: Seventeen dancers ages 3–13 took Erin McCann's classes, which culminated in an intimate performance for their families at St. Dunstan's Church. Many of the dancers returned in the fall for more nurturing, expert instruction in ballet, jazz, and lyrical dance genres.

Ice Skating Lessons: Our partnership with the Skating Club of Boston/Boston Skating Academy is ongoing. Classes offered through P&R are held exclusively at the Norwood facility and run September to June. The Micheli

Center boasts three rinks, including an Olympic-sized arena. This great local program offers various levels and types of skating and helps participants learn and refine their skating skills. In fall 2022, class offerings expanded from four to seven and included a new PreK class on Friday mornings. A record 99 participants attended classes, with the majority registering for the beginner basic skills classes.

Knucklebones: After years of relying on Knucklebones to bring high-quality outdoor games to events like the Summer Concert Series and Pop-up Playdates, P&R decided to offer their weekly programming in Dover. Classes filled up quickly with eight PreK children registering for an introduction to gymnastics class and 19 elementary kids filling two ninja warrior classes. Two age-based ninja warriors classes ran in the fall with 12 participants. As Knucklebones continues to refine its program offerings, P&R looks forward to making them available to Dover families.

Maplegate Golf Clinics and Lessons: P&R is happy to continue partnering with Maplegate Golf Course in Bellingham. We had 14 participants in various programs during Maplegate's March–August season.

Musical Theater: For 10 weeks each season, Aly Pereira directs young musical theater students ages 6–11 in an abbreviated version of a Disney musical. In spring 2022, the program was moved to the Dover Legion Hall, where 16 talented kids enjoyed learning how to sing, act, and dance, then perform in the fall musical, *Sing 2*. Each class culminates in a fun, fresh performance, during which every child has a few moments in the spotlight. Due to overwhelming interest, a second class was added on Tuesdays to



Concert on the Common. Photo courtesy of The Dover-Sherborn Hometown Weekly.

accommodate more participants, replacing a lower enrollment program, Hip Hop Dance.

PROformance Soccer: Miles Alden Dunn continued this popular soccer program at Chickering Fields for the spring and fall outdoor sessions. Thirty-six kids participated in the spring session, 24 in the fall, and 49 in the winter indoor session held at Tenacre Country Day School in Wellesley.

Tennis Lessons and Clinics: Tennis lessons led by Peter Cooper ran from April through October at the Caryl Park courts. More than 130 children and adults participated in early spring and 16 students during the summer months. In the fall, 117 participants took lessons, and for the winter months, 28 students moved indoors for age-based clinics in the Chickering School gym. Weeklong Tennis Clinics took place during the summer at Caryl Park courts, with Peter helping 217 children hone their skills. Young participants were divided into two age groups of six years and under and seven years and older. The Department saw a 36% increase year over year in Tennis Clinic participation.

Winter Programs and Events

Coach Pete's Indoor Sports: Coach Pete instructed 25 elementary students in his Monday Floor Hockey program, 23 in the Tuesday Basketball, and 13 in the Wacky Gym Game Wednesdays program. These programs are fun opportunities for kids to socialize and hone athletic skills during the winter season. The indoor sports program ended upon the CCC's closure. P&R will revisit indoor sports programming when we have a newly constructed space.

Cookie Decorating K-5 Drop-Off Event: P&R staff members joined Coach Pete for a Friday evening drop-off event. Twenty elementary-aged children created winter crafts, played a variety of gym games, and decorated cookies at the CCC. Parents and caregivers were happy to get some holiday shopping in and the kids had a terrific time.

Dover-Sherborn Middle School Ski Program: The DSMS Ski Program provided students in grades 6–8 with the opportunity to spend their Friday afternoons and nights skiing at Nashoba Valley Ski Area in Westford, MA. For six consecutive Fridays in January and February, a group of 35 skiers and snowboarders traveled to the slopes to enjoy a few hours of skiing and camaraderie. The program could not run without the help of the parent chaperones who help keep everyone safe, and we thank them.

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. Eighty-seven players enjoyed participating, the success of which is attributable to the parents who volunteered as coaches. We thank them for their assistance.

Pickleball: The Council on Aging and P&R coordinated this free program held every Monday, Thursday, and Friday in the CCC gym from December through February.

Winter Ski and Board Program: The Ski and Snowboard Lesson program for students ages 7–15 returned to Blue Hills Ski Area in Canton, MA, for five consecutive Wednesdays. Seventeen participants registered.

Spring Programs and Events

April Break at Maplegate: Seven participants practiced their swings at the Maplegate Golf clinics April 18–21.

Eliot Hodgkins Fishing Derby: The Annual Fishing Derby at Channing Pond, held on May 1, featured lots of prizes and fun for 50 participants. However, the day was not the same without Dover Building Maintenance employee and avid fisherman, Scott Wainwright, who unexpectedly passed away on April 8.

Puddlestompers Nature Exploration: As P&R sought to shift the time commitment of Hikes + Crafts away from Assistant Director DiCicco, it partnered with Puddlestompers, a regional small business with a similar program model. A group of five K–grade 3 children participated in weekly hikes through Dover’s open spaces in the spring months. Unfortunately, Puddlestompers staffing shortages led to a pause in our partnership, but P&R hopes to continue working with them in the future.

Safety Courses: Home Alone Safety was offered for 15 tweens ages 9–11, while Babysitting Safety Lessons (including Red Cross CPR Certification) registered 12 middle-schoolers. Juanita Kingsley-Allen taught both full classes in person at St. Dunstan’s Church.

Welcome Spring! Egg Hunt and Arts Event: Dover families filled the Town Common on April 16 for the first egg hunt since 2019. The kids gathered as many eggs as they could as parents waited patiently for pictures with the bunny. Many thanks go to Norwood Parks and Recreation, which helped staff the craft tables where bird houses were created with care, and to the volunteers who placed hundreds of candy-filled eggs across the lawn.

Summer Programs and Events

Summer Club: In late June, P&R returned to the Connors Center, where about 85 elementary-school-aged children attended the highly popular Summer Club. P&R received many requests to extend the program into the first week of August, turning the five-week program into a six-week program. The number of registered participants in K–grade 5 was 201, 45% of whom stayed for at least one day of the Extended Day program, as well. Thirteen Dover high school and college students served as counselors, and activities were planned and managed by adult supervisors. The Leadership Training Program provided 18 Summer Club volunteers with an opportunity for growth while preparing for counselor positions in the future. P&R plans to continue and possibly expand this mutually beneficial partnership with the Connors Center in the coming years.

Summer Concerts with Town Library and Knucklebones: On select Tuesday evenings in July and August, P&R and the Town Library held free outdoor summer concerts on the Town House lawn, where professional local musicians and other outside talent entertained families. Bands included Group Therapy, The Tear Downs, and Retro-Politan. The Stacey Peasley Band helped families celebrate back-to-school with a well-attended concert on August 25. Knucklebones is always a hit, offering fun family and kid's games during the concerts. Attendance ranged from 75 to 150 individuals per concert, with one concert canceled due to inclement weather.

Fall Programs and Events

Dover Days Fair (Dover Dash 5K and Fun Run): Dover Days 2022 was a great success according to vendors and participants alike. The festivities are always held on the second Saturday in September with exceptions for holidays. The warm, sunny day brought hundreds of townspeople out to visit the 44 vendors spread out along Dedham Street and the Town Library lawn. P&R programming covered the Town Common with the return of a giant inflatable obstacle course and slide and a new activity to the fair, DJ Mike Rutkowski. DJ Mike's bubbly, warm personality attracted many fair attendees with fun games and music while he became the unofficial Dover Days MC with periodic announcements for nonprofit fundraisers. The seventh Annual Dover Dash 5K boasted runners and the Fun Run had more than 30 runners.

Flag Football Turkey Bowl: Coach Pete and P&R held the second annual Turkey Bowl on the early release day before Thanksgiving to celebrate the holiday and support Dover-Sherborn High School (DSHS) Athletics before the annual Thanksgiving Day game against longtime rival Medfield High School. Twenty-four children from K–grade 2 faced off on Chickering Field while the grades 3–5 division had 37 participants. Each player received a commemorative T-shirt and looked forward to continuing this new town tradition.

Hikes + Crafts Early Release Days: Assistant Director DiCicco led eight kids on two October early release days to different Dover trails, culminating in a seasonal nature-based craft. Every session registered the maximum number of elementary-age hikers and had a waiting list.

Pumpkin Decorating Event: Families spent a sunny Saturday afternoon before Halloween on the Town Common decorating pumpkins at this third annual event. Thirty-four costumed participants enjoyed creating their masterpieces. DJ Jim played games and music with the kids, and everyone left with P&R-supplied bags with treats and prizes.

Virtual Halloween Costume Contest: P&R's third Annual Costume Contest was held virtually, with families and individuals submitting their photo entries via social media and email. Children and families competed in four categories designated by age (PreK–1, grades 2–4, grades 5–8) as well

as a family/group category. There were 40 entrants, and trophies and prizes were awarded to the top two or three costumes in each category. A special social media presentation highlighted the winning looks.

Facilities and Parks

In addition to providing programming in various spaces in and around Dover, P&R maintains 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 Elementary School, the Town Library, the Protective Agencies Building, and the Town House. The Department's vehicles and heavy equipment are located and maintained at the Phillip Luttazi Garage at 2 Dedham Street.

Caryl Community Center: Throughout 2022, the P&R Commission and staff were highly involved in the ongoing planning of the new Community Center, working with the Community Center Building Committee, Town Administrator, Buildings Superintendent, Council on Aging, and the Caryl Management Advisory Committee. In April, the team moved the P&R office to the former conference room in the Phillip Luttazi Garage. The staff spent considerable effort removing obsolete equipment and other materials from the CCC and organizing items in use to be stored in the P&R garage and an outdoor storage container adjacent to the Phillip Luttazi Garage.

Parks: We continued to see substantial park, playground, and trail usage throughout the year. Dover community members, especially families, took advantage of Dover's open spaces for exercise and recreation. The Department completed multiple maintenance projects in 2022, including replacing the tennis court lights to attract residents to the Caryl Tennis Courts further into the winter and early spring months, weather permitting. P&R will continue to research ways to improve our parklands, working to make them top-of-mind destinations for community members and visitors alike.

Pickleball Court Study: As the sport of Pickleball continues to grow, the P&R Commission has begun exploring outdoor pickleball court options in Dover, hiring a company to start the process of producing site plan and design options and determining potential cost.

Dover Placemaking Project: The first-ever Dover Placemaking Project artwork entitled *Yggdrasil* began its journey from one P&R-maintained location to another at Channing Pond in November 2022. The artwork was designed and constructed by three DSHS seniors to withstand both travel and weather conditions. Emily Waugh, Hazel Nystrom, and Rachel Windle spent many months collaborating on the artwork after their proposal was selected by a panel of local artists and community leaders. The project was funded by a grant from the Dover Cultural Council, a local agency supported by the Mass Cultural Council.

Channing Pond: We completed our second year of hydro-raking at Channing Pond. Hydro-raking is the removal of plant overgrowth and decomposing bioorganisms to return a body of water to its natural depths. A mechanical hydro-rake is used to establish safe usage of the waterbody and to protect the interests of the Wetlands Protection Act by impeding eutrophication and improving habitat value. This is a multiyear Aquatic Management Program project undertaken by P&R with support from Dover Conservation. The Department will continue to open the pond for winter skating as often as weather and temperatures allow, since safety and proper ice conditions are our top priority. We hope that temperatures cooperate and that we have long stretches of skating.

Athletic Fields: P&R's athletic fields are used by the Department and by local youth sports clubs, which include Dover-Sherborn Soccer, Dover-Sherborn Youth Lacrosse, Dover-Sherborn Girls Lacrosse, Dover-Sherborn Youth Field Hockey, and Dover-Sherborn Youth Baseball. P&R maintains three rectangular multipurpose sports fields—two at Chickering Fields and one at Caryl Park—and two baseball diamonds, one at Chickering Fields and one at Caryl Park. We are committed to providing all youth athletic teams with safe, high-quality playing surfaces throughout their playing seasons.

Parks and Recreation Revolving Fund

P&R's Revolving Fund report for Fiscal Year 2022 (ending June 30, 2022) was not available from the Town Accountant at the time of this report's publication. This financial information can be found on the Town of Dover's website (www.doverma.gov) when available.

Appreciation

We thank all members of the Parks and Recreation Department for their dedication in coordinating programs, events, and playfields. 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.

Report of the **Conservation Commission**

John Sullivan, Chair
Amey Moot, Secretary
Tim Holiner
Jim McLaughlin
Sarah Monaco
Anna Nagy
Christy Violin

Janet Bowser, Consultant 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 within that, a 70-foot No Structure setback and a 50-foot No Disturb setback. Rivers and streams are protected 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.

Commission representatives also serve on the Open Space Committee, Tick-Borne Disease Committee, Hale Partnership Task Force, and Tree Preservation Committee. The Commission is a member of the Charles River Climate Compact (CRCC), made up of communities in the Charles River Watershed that work on natural resource protection, climate adaptation and mitigation strategies, and other projects.

The Commission would like to thank longtime Commission member David Stapleton, who retired in May, for his years of dedicated work, and it welcomes Anna Nagy as its newest member.

In 2022, the Commission heard 19 notices of intent, three amendments (permit applications), and 15 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 20 certificates of compliance (to close out permitted work) and

seven enforcement orders (work related to clearing and filling in violation of regulations).

In addition to safeguarding wetlands, streams, and rivers, the Commission is responsible for the stewardship of Dover-owned conservation lands totaling more than 567 acres. These include Wylde Woods (200 acres), Snow Hill (almost 100 acres), Valley Farm (66 acres), Spring Meadows (24 acres), and Powisset Farm Woods (33 acres).

This year, the Commission contributed to the Dover Land Conservation Trust (DLCT) Pine Street land purchase and will hold a Conservation Restriction on the 8.5-acre property. It continues to work on land management for its conservation properties, including perimeter field mowing and invasive plant removal to encourage walking paths.

The Commission is currently working with the Planning Board to update trail and easement documentation, as well as with The Trustees of Reservations (TTOR) and DLCT to secure signage for their properties so as to deter use by motorized vehicles. It will install several trail cameras to assist in enforcement. The Commission would like to thank the Norfolk Hunt Club and the many Dover volunteers who assist in keeping the trails clear and maintained for all to enjoy.

Through its Consultant Agent, the Commission monitored the South Natick Charles River Dam Advisory Committee's work to evaluate issues and decide to either repair or remove the earthen dam and the potential impacts on the river and floodplain areas within Dover.

The Commission cordially invites you to attend its meetings, which are open to the public and held twice monthly on Wednesday evenings. Check the Town website at www.doverma.gov for meeting dates, times, and agendas. For questions about wetlands or projects on your property, please contact the Commission's office at 508-785-0032, extension 233, or email Lhagerty@doverma.gov.



Photo by Sushil Kumar.

Report of the **Tree Committee**

John M. Devine, Chair
John R. Tosi Jr.

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 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 2022, replacement trees and plantings were purchased and installed at the Transfer Station. Additional plantings were replaced and installed on Centre Street, the intersections of Haven and Dedham Streets, as well as the intersection of Junction and Farm Streets.

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. Additional information can be found on the Committee's Web page at www.doverma.gov. Committee members can be reached by leaving a message on the Police Department's non-emergency line at (508) 785-1130.



Photo by Boynton Glidden.

Report of the **Tree Warden**

Kevin McCabe

Removals/Pruning

Forty-one dead or hazardous trees were removed under contract during 2022. The Public Works Department, contractors, and the Tree Warden responded to storm damage throughout the year.

Eversource continued its energy vegetation management plan to remove hazardous trees and limbs from rights-of-way and private property to improve electric service reliability and ensure the safety of its customers and employees.

Insect and Disease Problems

In 2022 the Tree Warden conducted more than 49 inspections for the health or safety of Town-owned trees. No gypsy moth or winter moth damage was reported. The emerald ash borer has infested trees in Dover. Symptoms of emerald ash borer infestation include a thin crown, small exit holes, and woodpecker damage. Early detection is important, as heavily infested trees will not survive. Contact a tree specialist if an infestation is suspected.

Staffing Change

In July, John Gilbert retired as the Town's Tree Warden. Mr. Gilbert held the honor for well over two decades in Dover, and the Town thanks him for his dedicated service to the community.



Rocky Woods reservation. Photo by Sushil Kumar.

Report of the **Fence Viewers**

James P. Dawley Jr.

Chapter 49 of the Massachusetts General Laws 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 2022, 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, and in certain cases necessary, that Dover’s citizens check the Town’s building code and confer with the Town 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 David W. Stapleton.

Report of the **Recycling Committee**

Jennifer Luethy, Chair
Desmond Brown
Janit Greenwood
Carol Lisbon
Wendy Muellers
Leesa Mullin

The Dover Recycling Committee (DRC) serves as the Town of Dover's focal point for all trash and recycling activities. Its mission is to preserve and protect the environment, reduce the Town's total solid waste, and promote the recycling, reuse, and reduction (the "3Rs") of all household refuse. The Committee does this by researching and recommending environmentally sound and cost-effective markets for all recyclable and reusable materials; reducing the generation of Household Hazardous Waste (HHW) and recommending cost-effective collection and environmentally sound disposal methods; and informing citizens of recycling issues, best practices, and legislation.

During 2022, the DRC focused on continuing progress made on the following recycling and reuse efforts.

Waste Disposal and Recycling

Waste disposal and recycling trends remain encouraging. Over the past 15 years, Dover has seen the solid waste trash generated per household decline dramatically from a high of 2,505 pounds per year to 1,119 pounds. Recyclables as a percentage of total waste has remained within the low 30% range for the past two years. The steady decline in absolute tonnage of refuse/bulky items, trash, and recyclables can be attributed to several behaviors: more efficient buying and consumption habits, increased use of alternative reuse disposal opportunities, and more households using private haulers. It is also worth noting that donations to the New Life Furniture Bank helped reduce solid waste by an additional 6 tons.

In 2022, the Town's receipts for recyclables totaled \$28,648, compared to the direct cost of their disposal of \$15,289, so that recycling more than paid for itself.

Changes in the recycling industry's business model have impacted Dover's operations as well. In 2023, the DRC and Highway Department will be exploring the development of new relationships with other haulers for recyclables, so as to address our volumes, costs, and revenues while focusing on proper end-stream recycling.

Transfer Station

Physical improvements made to the Transfer Station in 2022 include the reopening of a larger Swap Shop. This expansion necessitated the relocation of the Deposit Shed to the lower level. Updated signage was also placed around the Transfer Station to reflect new state regulations banning textiles and mattresses from the trash stream, effective November 1. There are now five textile collection bins that should accommodate the increased volume. With the March 2022 expiration of a two-year grant from the Commonwealth, which funded mattress and box spring recycling, a \$15 per unit recycling fee was instituted in April. An online payment system through the Town's website was developed to handle payments of all fees for the disposal of mattresses, box springs, and construction and demolition debris. Free Transfer Station stickers, which are required for its use, can now be ordered online as well as being available at the Transfer Station. The DRC is continually assessing the layout of the Transfer Station with an eye toward improving ease of use and providing space for additional collection items.

Deposit Shed: The Deposit Shed continues to be a success, with an estimated 17 tons (approximately 250,000 beverage containers) recycled and \$11,101 returned to Dover's General Fund.

Bins: Recycling bins, composters, and rain barrels are available for sale at the Transfer Station. This past year, 36 of these containers were sold to residents, with rain barrels being the most popular.

New Life Furniture Bank: Our formal partnership with New Life Furniture Bank (NLFB) of Walpole, a nonprofit organization that provides gently used furniture and household goods to individuals and families transitioning out of homelessness, is now in its second year. In 2022, it served more than 700 families and thanks Dover residents for their generosity. The dedicated 40-foot trailer is located on the lower level, where items can be dropped off on designated days. In 2022, the DRC organized 12 special drop-off days, staffed by DRC members and other volunteers, during which Dover residents donated more than 10 truckloads of furniture and household goods, translating to approximately 6 tons or more than 1,000 items that will be put to good use by the many people served by this initiative. We thank the residents who volunteered and everyone who donated desperately needed goods. Drop-off days are now scheduled for the third Saturday of every month. Residents who cannot bring items to the Transfer Station can contact NLFB directly to arrange for pick-up from their residence. The NLFB program, combined with the Swap Shop, has reduced the volume of items discarded in trash and refuse, thus lower disposal fees paid by the Town.

Swap Shop: The expanded Swap Shop offers nearly 700 square feet of space, improved shelving, and is better protected from the elements. However, the challenge of keeping the area organized and clean remains, as there are currently no staff members dedicated to its operation. A volunteer program has been developed with a job description and training process recently approved. We expect to launch this program in early 2023. The DRC and Transfer Station employees urge Swap Shop users to respect its intent by leaving only truly useable items on its shelves, removing extraneous boxes and bags, and adhering to the policies and procedures posted.

Grants

In November, Dover received a \$6,000 Recycling Dividends Program grant from the Massachusetts Department of Environmental Protection in recognition of the Town's programs and policies intended to maximize waste reduction, reuse, and recycling. This was the highest grant available to Dover and adds to the \$15,400 in remaining grant funds from previous years. The DRC will be working with the Highway Department to apply these funds in furtherance of our recycling efforts.

Community Activities

Dover's Special Recycling Weekends held in June and October continue to be very popular, with 5 tons of confidential documents shredded, 38 bikes donated to The Bike Connector in Lowell, and 68 tires recycled. The DRC would like to thank the Norfolk County District Attorney's Office for the shredding truck and the Dover Mobil Station for subsidizing our tire recycling program.



Photo courtesy of the Dover Town Report Committee.

Another popular event organized by the DRC is the annual Spring Clean-Up, which was held throughout the month of April and engaged several hundred residents who picked up trash along all of Dover's roads. Expanded involvement by the Dover-Sherborn Middle School and Dover-Sherborn High School resulted in the clean-up of all Dover streets, parks, and common areas. The DRC would like to thank all the residents and groups who participated this past year. We urge residents to help keep our streets free of trash year-round by picking up trash around their property and on streets.

The DRC provides Town residents with community education information and announcements through local newspapers, Facebook, Nextdoor.com, the Town of Dover's website, email alerts, the *Our Town* online monthly newsletter, and with strategically placed electronic signage. In September, the DRC participated in Dover Days, providing information and brochures, as well as selling rain barrels and food scrap bins.

Appreciation

We thank dedicated Town employees Wade Hayes and John Gerlach, who work tirelessly to maintain the Transfer Station and its various recycling areas. We thank Lindsay Nie for her years of service to the DRC, and we welcome Desmond Brown as our newest Committee member and Kevin McCabe as Dover's Director of Public Works. A special thanks goes to Bob Tosi, who has provided a continuity of leadership over the past two years.

Finally, the DRC thanks Dover residents for their ongoing efforts to reuse items, 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.gov/184/Transfer-Station).



Detail, Swap Shop. Photo courtesy of the Dover Town Report Committee.

Solid Waste and Recycling Data

For the Calendar Year 2022

	2022	2021	2016	2006
Solid Waste (tons)¹				
Refuse/Bulky Items	182	231	279	n/a
Trash	1,016	1,080	1,642	n/a
Total Solid Waste*	1,198	1,311	1,921	2,452
Recyclables (tons)				
Mixed Paper (all types) ¹	81	106	183	371
Cardboard	178	184	135	82
Glass	71	92	92	88
Single Stream ²	0	0	128	n/a
Metal (cans and scrap)	105	120	73	129
Plastic (non-deposit #1–#7)	53	65	41	16
Electronics	11	10	26	32
Textiles ³	15	13	18	9
Books	21	27	12	n/a
Comingled Containers ²	0	0	0	15
Mattresses and Box Springs	21	21	n/a	n/a
Special Events ⁴	11	10	18	n/a
Food Scraps ⁵	31	43	57	n/a
Deposit Trailer Containers ⁶	17	19	20	15
Other	0	0	0	3
Total Recyclables*	584	710	804	760
Total Solid Waste and Recyclables¹	1,782	2,022	2,725	3,212
Percentage (%) Recyclables to Total ¹	32.8	35.1	29.5	23.7
Households in Town (HHs) ⁷	2,142	2,142	2,008	1,958
Solid Waste (lb.) per HH	1,119	1,224	1,913	2,505
Deposit Shed Containers (~units) ⁸	221,620	248,816	265,162	201,540
Recycle Bins Sold (Town Garage/Transfer Station)	23	18	32	n/a
Motor Oil (gal.)	850	1,475	650	1,150
Misc. Fluorescent Bulbs (linear ft.)	9,100	8,010	5,580	855
Small Batteries (non-auto, lb.)	198	185	211	138
Propane Tanks	74			

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

Comparison (% Change)		
1-Year	5-Year	15-Year
(21)	(35)	n/a
(6)	(38)	n/a
(9)	(38)	(51)
(24)	(56)	(78)
(3)	31	117
(23)	(23)	(19)
n/a	n/a	n/a
(12)	44	(19)
(19)	29	231
1	(60)	(67)
12	(17)	67
(20)	78	n/a
n/a	n/a	n/a
0	n/a	n/a
9	(41)	n/a
(28)	(46)	n/a
(11)	(16)	13
n/a	n/a	n/a
(18)	(27)	(23)
(12)	(35)	(45)
(7)	11	39
0	7	9
(9)	(42)	(55)
(11)	(16)	10
28	(28)	n/a
(42)	31	(26)
14	63	964
7	(0)	43

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 TS (Red Cross & Bay State), excluding DS High School & Middle School (Bay State Textiles)

⁴ Two recycling events, including private document shredding (based on 5,000 lb.), tire recycling and bicycle reuse (based on avg. 30 lb. each)

⁵ Based on actual pounds from annual invoicing

⁶ Based on actual pounds from annual invoicing

⁷ Population/HHs per Town Report/census data

⁸ Estimated quantity based on proceeds

Report of the

Inspector of Buildings

Walter Avallone, Inspector of Buildings/Commissioner
Zoning Enforcement Officer
Felix Zemel, Local Building Inspector
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 the 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. It reviews and issues permits for floating docks as required by MGL Chapter 91 (Waterways Permitting).

More than 2,000 inspections were performed in 2022 by Department personnel for work performed in conjunction with building, wiring, plumbing, and gas permits. Of the 10 new house permits issued, five were for the demolition of existing houses replaced by new construction, leaving a total of five additional new residences in Dover. Inspectors completed 30 Annual Life and Fire Safety inspections for public buildings, schools, nurseries, churches, and private organizations, and conducted a total of four Common Victualler License inspections for food preparation businesses.

Department hours are Monday through Thursday, 9 a.m. to 4 p.m., and Friday, 9 a.m. to 1 p.m. Appointments are also available with the Inspector between 1 p.m. and 2:30 p.m., Monday through Thursday. To schedule one, call the office at 508-785-0032, extension 225.

Statistics for 2022

	Applications	Fees	Value
New Homes	10	\$102,184	\$18,663,800
Schools	0	0	0
Additions, Remodels, Other	492	1,299,901	26,392,480
Totals	<u>502</u>	<u>\$1,402,085</u>	<u>\$45,056,280</u>

Report of the **Inspector of Wiring**

Kevin Malloy, Wiring Inspector

James Murphy, Alternate Inspector

Paul Angus, Second Alternate Inspector

During 2022, there were 329 wiring permits issued, many of which required multiple inspections. In some situations, violations were noted and corrections made. Open permits from 2022 will be inspected and closed out in 2023.

The Wiring Inspector 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.



Norfolk Hunt Club huntsman. Photo by Rob Guadagno.

Report of the **Plumbing and Gas Inspector**

James Vaughan, Plumbing / Gas Inspector

Robert Piersiak, Alternate Inspector

Jeffrey Harris, Second Alternate Inspector

During 2022, a total of 171 plumbing and 128 gas permits were issued, many of which required multiple inspections. In some situations, violations were noted and corrections made. Any open permits from 2022 will be inspected and closed out in 2023.

The Plumbing and Gas Inspector can be contacted at 508-785-0032, extension 357, for any concerns related to plumbing or gas permits. You may also register a complaint or check on a plumber's license.



Photo by Beth Zaffino.

Report of the **Open Space Committee**

Amey Moot, Chair
Mark Adamczyk
Henry Faulkner
Boynton Glidden
John Jeffries, Board of Selectmen Liaison
Greg Kahoun
Justine Kent-Uritam
Valerie Lin
Carol Lisbon, Planning Board
Tara Nolan
Connie Sullivan
Christy Violin, Conservation Commission

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 (OSRP) in accordance with Massachusetts laws and regulations. A revision is currently under way on this 2011 plan, which is available on the OSC's page of the Town website (www.doverma.gov). The OSC can assist 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 Board of Selectmen (BOS) appoints a liaison. The BOS appoints the remaining OSC members. OSC members are often members of ad-hoc committees and subcommittees formed to assess projects or problems in Dover like the Hale Partnership Taskforce and the Planning Board's Tree Preservation Committee. OSC members are also active with local conservation groups, including The Trustees of Reservations (The Trustees), the Upper Charles Conservation Land Trust (UCCLT), the Dover Land Conservation Trust (DLCT), Hale Education (Hale), Massachusetts Audubon Society (MAS), and the Norfolk Hunt Club (NHC).

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 its meetings, which are typically held on the first Tuesday of the month, September to

June, at 7:30 p.m., on either Zoom or at the Town House. Please see the Town calendar at www.doverma.gov for meeting agendas and login or meeting room information.

Guided Walks on Conservation Lands

OSC members lead guided walks through Dover conservation lands on the second Saturday morning of each month from April to November. These walks are free and open to all but require pre-registration for parking information. In addition to walks through the Town's Wylde Woods and DLCT's Snow Hill, there were two walks in Hale. OSC walks are publicized in the Town newsletter, various e-calendars (Boston.com, WickedLocal.com, NextDoor.com, Patch.com) and through email reminders sent to interested citizens. The OSC will continue offering these guided monthly walks in 2023, and we hope you will join us!

Open Space and Recreation Plan (OSRP)

The OSC is in the process of updating the 2011 OSRP to reflect recently conserved lands, as well as the townspeople's opinions, use, and concerns regarding open space and recreation opportunities. A public forum presenting the updated plan will be scheduled in early 2023.

Hale Partnership Task Force (HPTF)

Chair Amey Moot represents the OSC on the BOS's ad-hoc committee, which is assessing the proposed Hale Conservation Restriction (CR). The task force began its work in November 2019, received an appraisal of the Dover "half" of Hale in September 2021, and provided advice to the Town, the Trustees, and Hale on the specific terms of the CR. In 2023, the OSC will support the HPTF in its education and outreach efforts in anticipation of a Special Town Meeting in the fall.

Hale offers nearly 1,200 contiguous acres of open space across the Towns of Dover (663 acres) and Westwood (520 acres). In Dover, 470 acres are located north of Powissett Street and include the beautiful Noanet and Powissett Pond and trail connections to the Trustees' Noanet Woodlands, the Town's Larrabee Estate, and DLCT's new Blake Reservation. The remaining nearly 200 acres, located south of Powissett Street, abut Powissett Farm and surround the Town Transfer Station as well as its solar array (11 acres). Hale makes up a large and integral part of Dover's trail system and open space resources, which improve our resilience to climate change.

Conservation Support

The OSC provides ongoing support for and communication about various projects involving local conservation groups. For example, in 2022 the OSC:

- assisted the DLCT in its successful effort to purchase the Dover Church Woodlot, 8.5 acres on Pine Street, to become an integral part of the Snow Hill Reservation;

- participated in the BOS Water Resources Study; and
- organized an Open Space booth at Dover Days to provide information and maps showing the open spaces and trails throughout Dover, as well as to highlight the work of the many nonprofits and conservation organizations that provide public access.

The OSC will continue working 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 Tim Holiner for his valued service. We will miss his sage perspective as long-term Conservation Commissioner and as a member and former Chair of the Board of Health's Tick-Borne Disease Committee. In Tim's place, we welcome Christy Violin to the Committee as the Conservation Commission member. We thank all our members for continuing their generous service. We look forward to working with you in 2023!



Photo by Clare Burke.



DOVER

Other Town Reports

2022



Previous page: Dover American Legion Post 209. Photo by Kristen Dixon.

Report of the **Town Library**

Board of Trustees

Erin Rodat-Savla, Co-Chair

Amee Tejani, Co-Chair

Adrian Hill

Peter Hoffmann

Judith Schulz

Tracy Tobin

Bethany Klem, Library Director

The year 2022 was one of considerable change for the Dover Town Library. Most notably, former Director Cheryl Abdullah retired after 13 years of visionary leadership. Her influence continues to shape the Library's commitment to exceptional services and warm hospitality. In July, Bethany Klem joined the staff as Director. Leadership wasn't the only change. Staff members have re-evaluated the facilities, events, policies, collections, and communication to meet the needs and interests of the Dover community.

Facilities

The Town manages most of the facility upkeep, including maintenance, HVAC, plumbing, groundskeeping, and custodial services. To supplement these services, the Director and Trustees approved the use of trust funds to install a whole-building water filter in 2022. As a public building serving over 60,000 visitors per year, the Library now offers high-quality drinking water from the water fountains and taps to all who visit.

Events

During two prior years of COVID restrictions, staff had opportunities to explore new ways to deliver programming. In that time, Zoom capabilities were expanded to make hybrid online/in-person events increasingly feasible for teens and adults, and this model was especially helpful for providing the community with flexibility to attend lectures and hands-on learning activities in the mode that worked best for them. Children's programs, meanwhile, shifted primarily to in-person activities with a focus on outdoor venues whenever the weather and the activity allowed. Beginning this fall, Super Awesome Fun Time returned indoors for stories and songs as well as sensory playtime.

Summer Reading continued to offer summer fun and learning for 175 registered children and teens this year. Nancy Tegeler, Head of Children's

Services, coordinated 16 children's events that brought in more than 1,000 attendees. Liam O'Keefe, Young Adult Librarian, reported that the teen participants each logged an average of just over 1,000 minutes of reading during the summer program. Online Summer Reading tracking via Beanstack makes it possible for families to participate from any location during the summer.

Children and teens weren't the only active summer visitors this past year. In addition to both virtual and in-person opportunities for adults, The Adult Services Department renewed its collaboration with Parks & Recreation for a summer concert series as well as the revival of the PageTurners Book Club with the Council on Aging. Information about programs for all ages is available online on the Library's website, and no mention of programming should omit the vital support offered by the Friends of the Dover Town Library. Their funding, as well as grants from the Dover Cultural Council, ensures our ability to offer robust, appealing, and useful programming for the whole community.

Policies

In addition to reviewing programming, staff members and Trustees began reviewing the policies that govern Library operations. The Materials Selection Policy now has updated language to describe the professional resources and processes used by Library staff in developing the collection, and the policy explains how we will respond to requests for materials reconsideration. At a time with increased tension in the national conversation around how libraries should or should not provide access to information, this renewed policy is important to ensure that everyone in the Dover community can see how and why material is selected.



Dover Town Library. Photo by Peter Juo.

Collections

Those materials are part of an ever-growing scope of collections available to Dover residents. Many residents have already discovered the Library's renewed collection of large-print materials, and further changes can be seen in new audiobooks that don't require a smartphone, tablet, or CD player.

As participants in the Minuteman Consortium, we also offer our patrons a wide selection of online digital content covering many disciplines, including arts and music, business, culinary arts, economics, entrepreneurship, environment, health, gardening, psychology, religion, science, and more. Library-funded databases are **free and accessible through our website 24/7** from home and work. Highlights of the digital collection include news sources like *The Boston Globe*, *The Wall Street Journal*, and *The New York Times*; research support via Ancestry.com or ConsumerReports.org; learning opportunities on Great Courses or Mango Languages; and a wide array of reading and entertainment on Overdrive/Libby, Hoopla, Kanopy, and Qello.

New additions to the digital collection in 2022:

- **ARTstor** provides access to digital art collections for research and teaching.
- **Creativebug** leads visitors through step-by-step craft and art tutorials.
- **JSTOR** offers a wealth of full-text academic journals, books, and other primary resources covering topics in the humanities and social sciences.
- **Overdrive Advantage** expands Dover Library patrons' access to ebooks and audiobooks on Overdrive or Libby. This service works behind the scenes to shorten Dover residents' wait times for popular materials.

Communication

Strong communication makes all the events, new collections, and policies at the Library accessible to members of the community. To bring information directly to patrons' inboxes, staff members have revived a semi-monthly email newsletter featuring activities, collection highlights, and other news.

As always, staff members are pleased to assist with reader's advisory, help pick a great book, place a hold, 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 experience and destination.

Visit us at www.dovertownlibrary.org or call us at 508-785-8113.

Library Statistics for Fiscal Year 2022

(July 2021–June 2022)

State Aid	\$9,391
Gifts and Donations	\$53,819
Trust Funds	\$654,664
Circulation	87,479
Library Visits	60,929
Items Loaned	25,226
Items Borrowed	12,989
Holdings	148,962
Registered Borrowers	3,165
Programs Offered	399
Program Attendance	24,208



Highland Cemetery. Photo by Liddy Rich.

Report of the **Cemetery Commission**

Peg Crowley, Chair
Carol Jackman, Secretary
Mariah Riess, Member

During 2022, 11 families bought grave lots at the Highland Cemetery: no single-grave/cremation lots, six two-grave lots, four four-grave lots, no five-grave lot, and one eight-grave lot. The income from the sale of these lots was \$10,400 and income from perpetual care was \$41,200, for a total of \$51,600 collected.

Forty funerals were held in 2022, 19 of which were cremations. Eleven of the funeral services were for veterans who had served in the United States Armed Forces. A total of \$15,500 was collected for these funerals, with \$10,500 collected for regular full burials and \$5,000 for cremations. The surcharge revenue for holiday and weekend burials totaled \$13,550. Income from setting foundations and markers was \$6,490.

The Cemetery website has been updated, allowing for easier access to records, forms, and the rules, guidelines, and bylaws of Highland Cemetery. Recently revised booklets outlining these rules and regulations are also available at the Cemetery office, located at the Phillip S. Luttazi Town Garage.

The Town of Dover is very fortunate to have Lawrence (Rusty) Dauphinee as Cemetery Supervisor. His caring way with families who are undergoing difficult times is unique and truly appreciated. The Highway Department assists us on an as-needed basis and is another invaluable asset. We also extend our deep thanks to departing Tree Warden John Gilbert for his years of advice and assistance with the care and maintenance of the Cemetery's trees.

The year 2022 was one of extraordinary drought, necessitating a water ban from the water company. This made the task of keeping the Cemetery the beautiful place it is difficult and demanded extra efforts from Rusty. Many shrubs were damaged and much of the grassy areas suffered.

Memorial Day is the time when Highland Cemetery usually has the greatest number of visitors, and we are very thankful for everyone's support during this time. We thank the George B. Preston Unit 209 of the American Legion Auxiliary for arranging to have volunteers plant geraniums at the veterans' graves and ensure that each grave received a flag. Additional thanks go to the Town for budgeting the funds needed to buy the plants and flags. We are truly grateful for the devoted efforts of the Memorial Day Committee, which continues to provide this special program to honor our veterans.

Citizens may contribute to our gift fund, which goes to 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

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. Composed of up to seven members appointed by the Board of Selectmen, the Commission administers Chapter 96 (Demolition Review) of the Town of Dover General Bylaws. The bylaw's 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, with the intent of preserving the cultural heritage of Dover.

In 2022, the Commission reviewed seven permit requests for the demolition of existing houses. None of these structures were deemed to qualify for historic preservation.

Since March 2020, the COVID-19 pandemic has severely curtailed the scheduled activities of the Commission. We look forward to the time, perhaps later this year, when our town can return to normalcy.



*Benjamin Caryl House. Photo courtesy of the
Dover Town Report Committee.*

Report of the **Council on Aging**

Robert Cocks, Chair
Maureen Dilg, Secretary
Reverend Peter DiSanto
Betty Hagan
Camille Johnston
Gilbert Thisse
Geraldine Wise
Cindy Holmes, Associate Member
Annemarie Thompson, Associate Member

Janet Claypoole, Director
Nan Vaida, Outreach Coordinator
Amea Tejani, Program Coordinator
Suzanne Sheridan, Administrative Assistant

The Dover Council on Aging (COA) was established by the Town in 1976, pursuant to Chapter 40, Section 8B of the Massachusetts General Laws. COA programs and services are designed to meet the educational, social, and health and wellness needs of Dover's seniors and the families who care for them, in coordination with the Massachusetts Executive Office of Elder Affairs (MEOEA). As of 2022, there were 1,491 residents aged 60 years and older in Dover, representing approximately one quarter of the Town's population. The COA supports seniors and their families through information, support, outreach, advocacy, transportation, and health and social programs. In 2022, more than 750 people were served.

COVID-19 Pandemic

The COVID-19 pandemic continued to impact COA programs and service delivery in 2022. Programs met virtually or in socially distanced, small gatherings throughout the spring. As restrictions were lifted, hybrid (in person and virtual) programs were implemented for those homebound or with health risks, and the COA remained a central point of contact for citizens needing assistance. In February, the COA partnered with Town departments to issue COVID-19 test kits to the community at two drive-up distribution events held at the Transfer Station. The COA also distributed test kits to residents throughout the year, issuing more than 950 kits.

Caryl Community Center

In March 2022, in light of the Caryl Community Center (CCC) renovation project, the COA moved its offices from the CCC to its temporary location in the Town House Fireside Room. Programs were held at the Town House,

the Dover Legion, Most Precious Blood Church, The Dover Church, St. Dunstan's Church, the Town Library, Powisset Farm, and Chickering School. We thank our partners for welcoming the COA and for housing events.

Senior Transportation

In 2022, the COA provided more than 240 rides to seniors and residents with disabilities 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.

Programs and Classes

From January to March 2022, COA programs were held virtually or in small gatherings at the CCC. In April, classes shifted to in person and hybrid. Fitness classes moved to a hybrid mode and included Strength & Stability, Stretch & Flow, Chair Yoga, Mat Yoga, Zumba Gold, and Mindful Movement & Stretch. The COA and Parks and Recreation offered Pickleball, which ended in March when the CCC closed. The Kingsbury Club in Medfield extended senior swim classes to COA members, while outdoor fitness included local guided walks and kayaking on Farm Pond. Both Nature Talks and Travel Talks covered a wide range of topics. To celebrate Diwali, India's Festival of Lights, the COA held a special program with the help of residents.

Other COA programs included Mah Jongg, Let's Paint, Knitting, Chit Chat Tea, and Senior Coffee. The Lifetime Learning series, sponsored by the Friends of the COA (FoCOA; www.coafriends.org), featured Overcoming Fear of Poetry; Art in Gardens, Gardens As Art; The MFA: Boston's History of Collecting; and Ukulele.

The COA co-hosted the Pageturners Book Club with the Town Library, and it also co-sponsored, with the Westwood COA, monthly cooking classes at Powisset Farm, a trip to Nantucket, a Casco Bay cruise, and a Narragansett Lighthouse cruise.

Virtual offerings included the MFA's Art in Bloom Tour, wellness webinars, and the To Move or Not to Move series on downsizing and decluttering, while in-person travel returned with trips to the Boston Symphony Orchestra, Tower Hill Gardens, Worcester Art Museum, Norwood Theatre, and the Caryl House. Musical programs featured a summer concert by the Pilgrim Bluegrass Gospel Band, a holiday concert with Second Wind, and a student concert by Dover-Sherborn High School (DSHS) student Sam Ma on clarinet.

Intergenerational programs continued with students of all ages reaching out to seniors. The Dover Mothers Association recruited children to decorate meal delivery bags. Chickering GROWS invited seniors to join students in growing plants. The Dover Boy Scouts Troop 1 helped assemble shared birdhouse kits and holiday wreaths, as well as shoveled snow. Girl Scouts created pine cone wreaths, while Brownies, Daisies, Cub Scouts, and preschool students created valentines, cards, and artwork to tuck into meal delivery bags. DSHS Community Service students provided tech support, created Halloween decorations, raked leaves, and shoveled snow.

Senior citizens donated knitted items to care facilities and veterans, and the Dover Church Men's Group delivered buckets of sand and salt for icy steps and walkways for 35 seniors.

Other Senior Services

In 2022, Outreach Coordinator Nan Vaida, RN, connected with seniors and families to provide support and resources. She and COA Director Janet Claypoole coordinated with the Police and Fire Departments to check on isolated or at-risk seniors. The COA offered home and community services in partnership with BayPath and Springwell Elder Services and facilitated the medical-equipment loan program. The SHINE program (Serving the Health Information Needs of Everyone) provided free consultations on Medicare and other health insurance. The COA partnered with students from MassBay Paramedicine Program on home safety and fall-prevention program.

The COA staff devotes a tremendous amount of time 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. It works with seniors and families in crisis and with the Police Department regarding elder abuse and elder-at-risk situations.

The COA acts as the Town's Financial and Energy Assistance Coordinator to provide support to residents. Ms. Vaida offers state and federal resources and advocates for residents coping with energy and utility emergencies and food insecurity. The COA also coordinates the Senior Property Tax Work Off Program, recruiting workers for Town departments in return for up to \$1,500 applied toward their property tax bills.

Luncheons and Meals

After a two-year hiatus, monthly luncheons resumed in 2022, as seniors gathered to enjoy a meal, socialize, and celebrate holidays. Grab & Go curbside food service provided an extra monthly meal given how food costs have impacted everyone. The Dover Church and the COA partnered



Thanksgiving meal. Photo courtesy of the Council on Aging.

on a Holiday Cookie Exchange pickup of wrapped sweet treats baked by volunteers. From June to November, about 65 seniors regularly participated in the popular Grab & Go biweekly farm stand, which offered pickup or delivery of fresh Powisset Farm vegetables and donated bread from Blue Moon Bagel Cafe. The Dover Police Association's Annual Holiday Brunch was held at Chickering School with police officers cooking breakfast for more than 75 seniors.

Grants and Gifts

In 2022, an MEOEA grant partially funded the COA fitness programs and supported our Administrative Assistant and Program Coordinator positions. FoCOA gifted funds for such programs as the Nature Talks, Travel Talks, Lifetime Learning, trip transportation, and fresh produce.

Other Activities

In 2022, the COA created a Talk with the Town series to allow Town departments to update the community. Speakers included the Town Administrator, Assessor, Fire Chief, Emergency Medical Services, and the Director of Public Works. To improve its communication, the COA developed a weekly e-newsletter to promote events and facilitate online program registration. The COA also attended Community Center Building Committee meetings on the proposed CCC renovation and served as a member of the Community Benefits Advisory Committee at Beth Israel Deaconess Hospital-Needham.

Volunteer Assistance

In 2022, volunteers spent 1,020 hours assisting the COA by delivering meals, helping at luncheons, providing office support, teaching classes, baking cookies, raking leaves, and distributing meals, breads, fresh produce, and more under all weather conditions. We could not provide our programs and services without the time, energy, and enthusiasm of these volunteers—our most important asset. Their generosity and kindness are greatly appreciated.



Photo courtesy of the Council on Aging.

Report of the **Cultural Council**

Judith Schulz, Co-Chair
Wendy Gordon, Co-Chair
Sarah Kahoun, Treasurer
Lauren Verni, Secretary
Deni Auclair
Shashi Chawla
Karen Ketterer
Antonio Saenz

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 awarded



Powisset Farm at dusk. Photo by Nicole Nacamuli.

\$6,094 in grants for Fiscal Year 2022 (FY22). This figure is larger than usual, reflecting that some of FY21 programs remained impacted by the COVID-19 pandemic and were trimmed down, rescheduled, or canceled. Grants awarded include, but are not limited to:

- ***Charles River School:*** Dover Freelance Players (\$350)
- ***Dover-Sherborn Schools:*** Jennifer De Leon, Dover-Sherborn Reads (\$500)
- ***Friends of the Council on Aging:*** Sean Fullerton, Up in Smoke BBQ Music (\$250); Fun with Ukulele (\$520)
- ***Parks & Recreation:*** Summer Concert Series on the Dover Town Common (\$2,500)
- ***Town Library:*** Matt York, Songs and Stories: The Highwaymen (\$500); Mary Jo Maichack, Make Your Dreams Come True with Vision Boards (\$499); Ricardo Frota, Ecology of Sound (\$450); Diane Edgecomb, Trail Mix (\$525)

Information, local guidelines, and grant applications for the Dover Cultural Council Program are available at www.mass-culture.org/Dover.



Sean Fullerton, Up in Smoke BBQ. Photo courtesy of the Dover Town Report Committee.

Report of the **Memorial Day Committee**

Chris Jackman, Chair
Carol Jackman

In 2022, the Town of Dover was able to resume the in-person celebration of Memorial Day. The Town has always been proud to conduct the Memorial Day exercises, and this year was no different, when on the traditional date of May 30, 2022, we honored our many Dover veterans who lost their lives in battle or who passed after returning home.

The program, which began at 4 p.m., was attended by many townspeople, as well as by members of the Police Department, the Fire Department, and the Dover Boy Scouts Troop 1. We thank everyone for attending. The George B. Preston American Legion Post 209 posted the colors, and Reverend Robert Blaney of Most Precious Blood Church delivered the invocation. Following the recitation of the Pledge of Allegiance, invited guests were introduced. Albert Budney, U.S. Navy, delivered a very interesting main address about his time living in a submarine for months on end.

Dan Davis conducted the Chickering Band's performance of "American Fantasy," arranged by Mike Story. Veterans in attendance were recognized by having them stand up, state their name, branch of service, and dates of service. Reverend Dr. C. Maxwell Olmstead of Dover Church then closed the program with a benediction.

The parade to Highland Cemetery took place under the supervision of Grand Marshal John Soreghan, U.S. Air Force. Before entering the Cemetery, the parade stopped at the Soldiers' Monument so that flowers could be placed in memory of Dover's deceased veterans.

Graveside services were conducted near the Cemetery Flag and Star, with the firing of the gun salute and the playing of Taps by our bugler, Ryan O'Connell, after which Reverend Olmstead offered a prayer. The Committee then carried out the traditional reading of names of Dover's own who died in battle.

The parade then left Highland Cemetery and proceeded to the American Legion for the raising of colors and a closing prayer.

Special thanks go to everyone who made this event possible, including the Town House staff, the Police Department, the Fire Department, the Boy Scouts, Cub Scouts, Girls Scouts, and Brownies. A special thank-you goes to the Dover Legion for providing two golf carts for the parade. 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 Legion for hosting its annual cookout for all parade participants and townspeople in attendance.

It should be noted that the plantings in the Star and urn by the Flag are in memory of Dover residents who passed from Covid-19, and that the daughters of Pam Theodos planted the urns at the back of the Cemetery in her honor.



Memorial Day activities. Photos: (top) photo by Ford Spalding; (bottom and right) photos courtesy of the Dover Town Report Committee.

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.



Report of the

Caryl Management Advisory Committee

Kathy Weld, Chair
Christopher Boland, Parks and Recreation
Jennifer James
Robert Springett, Board of Selectmen
Ruth Townsend

Mark Ghiloni, Director, Parks and Recreation
Christopher M. Dwelley, Town Administrator
Karl Warnick, Buildings and Maintenance Superintendent

Since 2002, the Caryl Management Advisory Committee (CMAC) has been charged with providing advice and counsel to the Board of Selectmen on the management, maintenance, and operations of the Caryl Community Center (CCC). Until recently, it has included 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.

CMAC spent the past two years conducting comparative research on the management and operations of other community centers, assembling necessary information for use by the Community Center Building Committee in its preparation for the Special Town Meeting in June 2021, as well as for CMAC's own use when the newly renovated and constructed CCC opens. Simultaneously, all CCC users planned and executed the evacuation of their spaces in the facility by April 2022, prior to the demolition and construction scheduled for later that spring.

During the winter and in spring 2022, CMAC members devoted significant time to deeper research and discussion on many areas already covered—hours of operation, program scheduling, fees, staffing, security, the custodial support needed for maintenance and security, and the management model—with the goals of determining what would work best for Dover and having a realistic budget ready to support the new community center.

The topic of the management model for the CCC has generated considerable thoughtful discussion since 2021, until finally in June 2022, CMAC, with the unanimous support of four of its five voting members present, voted to recommend to the Board of Selectmen: (a) that the management and operations of the CCC remain under the aegis of the Parks and Recreation Commission, directed by the Director of Parks and Recreation, with new hires reporting to the Director; and (b) that the Town retain the current structure of delivering maintenance and custodial

services to the CCC, rather than outsourcing it. Thus far, there has not been an opportunity to present this recommendation.

In June, a second major cost increase in the CCC project, and the decisions made in response, resulted in the project being delayed by a year. Having completed its assigned tasks in preparation for the new facility, and there being no current activities requiring attention consistent with its charge, CMAC did not meet during the last six months of 2022. At the time of this writing, the expired terms of its members remain unfilled, and CMAC awaits further notice as to its status.



Carly Stiller with Winnie. Photo courtesy of the Dover Town Report Committee.

Report of the

Community Center Building Committee

Ford Spalding, Chair

David Billings

Luciana Burdi

Barry Goldman

Dick Malcom

Terry Sobolewski

Ruth Townsend

Cameron Hudson, Warrant Committee Liaison

Bob Springett, Board of Selectmen Liaison

Christopher M. Dwelley, Town Administrator, Ex Officio

Project Professionals

Colliers International

Fennick McCredie Architecture

At the Special Town Meeting (STM) of June 12, 2021, Dover citizens approved the expenditure of \$18.9 million for renovation of the 1910 portion of the Caryl Community Center, with new construction for the remainder of the design and a 1,000-square-foot expansion of the recreation space. Immediately thereafter, Fennick McCredie Architecture (FMA) began design development and the creation of construction documents, which were completed by the end of March 2022.

In April, the Building Committee initiated the public procurement process, and in early June, the owner's project manager (OPM), Colliers International, reviewed the submitted bids with both the Building Committee and the Board of Selectmen (BOS). The acceptable low bidder's bid came in at \$2.9 million over budget, which increased the overall project budget to \$21.8 million and was attributed to the continuing disruption of global supply chains and inflation caused by the COVID-19 pandemic. The bid would be valid only through July 31, 2022, at which point the entire bid process (an approximately five-month effort) would be required to start over.

The BOS voted against holding a Special Town Meeting in July to address the project's additional cost increases at a time when many community residents might be unavailable to participate. In August, it asked the Building Committee to provide a timeline for each of the following two options: (1) rebid the project as currently designed and approved by residents at the June 2021 STM; and (2) develop alternative facility

designs that could be built for the previously approved \$19 million budget without sacrificing program requirements.

In October, the BOS voted to engage a consultant to perform a peer review of the project's current design. The results were analyzed by the OPM and FMA and then discussed in a series of November BOS meetings, after which the BOS voted to start the rebid process and schedule a Special Town Meeting for June 3, 2023. The Selectmen's vote included a charge to the design team to include the cost-saving modifications discussed and agreed to by the parties, after confirming the savings would be achieved without impacting the project timeline. In December, preparation for the project's rebid began.

All documentation of the above chronology may be found on the Town of Dover website.



Photo courtesy of the Dover Town Report Committee.

Historical Focus

A Closer Look at a Dover Monument

“Which monument?” you might ask, for there are several in town. But the monument we refer to is the one that every driver, cyclist, or walker notices facing them as they enter the center of Dover from Dedham or Needham. The Soldiers’ Monument stands more or less in the middle of the road, dead ahead as you proceed south from the intersection of Centre and Dedham Streets.



Memorial Day ceremony (2022). Photo courtesy of the Dover Town Report Committee.

At the time of its dedication in 1910, Soldiers’ Monument occupied a large grassy area once part of the “Old Training Field,” unmarred then by rush hours early or late. The training that took place was not athletic training, but the military version, where mustering, precision marching, presenting arms, manipulating weapons, field maneuvers, and tactical exercises were the order of the day.

The field had been in such use from the time of the French and Indian Wars in the mid-1700s through the Civil War period. It was where, in 1754, 11 of Dover’s men gathered and prepared for volunteer duty to defend the British colonies against the French. It was where, in April, 1776, 66 “Dover

Minute Men” met to organize a march to Lexington and Concord and participate in the beginning of the Revolutionary War. It was where, in the lead-up to the Civil War, Dover’s local militia assembled and drilled prior to its unexpected full-scale mobilization.

After the Civil War, the Old Training Field fell out of use as a military preparation site. By the time of the monument’s dedication the citizens of Dover could hardly anticipate that over the ensuing decades the bloodiest world conflicts in history would give their monument added significance. Today, inscriptions on the south side of the monument recognize the sacrifices of Dover’s citizens from King Phillip’s War through the first Iraq War.

The builders who erected the monument, Holt-Fairchild Company of Boston, made some interesting choices. For example, while the structure is assembled entirely out of granite, each component is fashioned from differently sourced stone. The monument’s foundation (12-foot square and almost completely hidden underground) was constructed using the foundation stones of the old parish tavern, or Williams Tavern, dating back to 1761. The tavern was remembered in the Town’s proceedings on the monument’s dedication as having “entered so largely into the life of the people of the town for nearly a century” and being a place where “the soldiers of three wars were accustomed to gather.” Some traditions find the will and the way to outlast their quarters.

The two other granite components of the monument—a 5-foot-square granite base beneath a column 14 feet high and 3 feet in diameter—arrived from Rockport, MA, and Westerly, RI, respectively. It is no accident that, even today, quarries by the sea provide an advantage when it comes to moving stone.

Atop the granite column poses an alert bronze eagle, bringing the total height of the monument to 20 feet. Another interesting choice: This sculpture is not a rendition of an American bald eagle, our national bird. The monument’s architects (Richardson, Barott & Richardson) instead selected a sculpture from ancient Rome as their model eagle. The result is magnificent, but it must be noted that there are no American bald eagles in Italy, or anywhere else in Europe. Notwithstanding this inconvenient detail, a reference was made during the dedication to the eagle as not only representing the Union of the states (affirmed at such a dear price in the Civil War) but also symbolizing the courage of the Native Americans “who once roamed over Dover fields.” Today we believe that the last local Native American was gone from Dover by the early 1800s, although in 1912 our Town dedicated a separate bronze tablet, “To the memory of the Indians and their ‘peculiar hunting place’ as the adjoining region was called by the Apostle Eliot” (Reverend John Eliot 1604–90).

It surely goes without saying that the Town fathers and mothers must have been apoplectic about the astronomical final price of the monument they had commissioned: \$2,500, about \$78,000 today. They got a deal.

—Hadley Reynolds, *Dover Town Report Committee*

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