

# DOVER

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*188th Town Report*

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2024



*Cover photo: Photo courtesy of the Town Report Committee.*

# In Memoriam

The Town Report of 2024 recognizes the following individuals who served the Town of Dover with commitment and distinction:

## **Philip R. Luttazi**

Cemetery Commission, 1968–86  
Agent, Swimming Pools and Sewage Disposal, 1986–96  
Agent, Board of Health, 1997–2007  
Trustee of Larrabee & Whiting, 1998–2024

## **Jean A. Weise**

Teacher, Dover Schools, 1976–1995  
Town Report Committee, 2000–06

## **Kathleen W. Weld**

Pianist, Dover Foundation, 1968–2024  
Dover Arts Council, 1992–94  
Warrant Committee, 1994–2001  
Caryl School Study (Reuse) Committee, 2001–02  
Long Range Planning Committee, 2002–06  
Board of Selectmen, 2002–08  
Cell Tower RFP Advisory Committee, 2003–04  
Committee to Study the Future of the Caryl School, 2004  
Caryl Community Center Building Committee, 2005–09  
Caryl Community Center Fundraising Committee, 2006–07  
Caryl Community Center Great Room Committee, 2007–09  
Fence Viewer, 2008–13  
Town Report Committee, 2008–24  
Caryl Management Advisory Committee, 2010–22  
Parks and Recreation Commission, 2023–24

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## *Acknowledgments by the* **Town Report Committee**

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Kathy Weld, Chair, *deceased October 2024*

Mary Kalamaras, Chair, *effective November 2024*

Zaiga Alksnitis

Nicole Lapenta McAllister

Alysia Poe

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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.

On October 24, 2024, the Committee lost one of its longest-serving members, Kathleen W. Weld—our intrepid chair for many years, who expertly led us through thick and thin and whose seemingly limitless energy, exemplary work ethic, attention to detail, and tenacity for getting things right can be seen throughout the *Dover Town Report* across her 16 years of involvement. Her leadership, good humor, and seasoned counsel will be missed. Readers can learn more about Kathy’s life and her civic and artistic contributions to the Town through our Historical Focus feature on page 237.

The Committee enthusiastically welcomes its newest members, who have graciously volunteered to carry forward our work—archivist and librarian Nicole Lapenta McAllister and freelance editor Alysia Poe, whose combined talents are perfectly suited to the task at hand and will surely help us continue to provide our fellow citizens with a high-quality publication.

We once again thank all contributors for submitting their reports in a timely fashion and extend our deep appreciation, as always, to our graphic designer, Pat Dacey, and to the staff at King Printing, in particular Sophine Chhay, for their reliable and professional services.

The *Dover Town Report* would not be the same without the photographic contributions by our community members. We thank past participants for generously sharing their wonderful images of our town and its people and encourage residents and non-residents alike to submit their work for print consideration. For more information and photo submission ideas, visit our Web page at [www.doverma.gov/336/Town-Report-Committee](http://www.doverma.gov/336/Town-Report-Committee).

Dover residents are encouraged to provide the Committee with comments and suggestions for improving this report and to consider joining our ranks by filling a currently open member position. Please contact us at [townreport@doverma.gov](mailto:townreport@doverma.gov).



# Citizen Volunteer Form

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If you are a Dover registered voter 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: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Area(s) of interest: \_\_\_\_\_

Availability (e.g. days, nights, weekends, hours per month): \_\_\_\_\_

Comments: \_\_\_\_\_

- |                                                                                  |                                                          |
|----------------------------------------------------------------------------------|----------------------------------------------------------|
| <input type="checkbox"/> Civil Defense                                           | <input type="checkbox"/> Historical Commission           |
| <input type="checkbox"/> Conservation Commission/<br>Open Space Committee        | <input type="checkbox"/> Human Services                  |
| <input type="checkbox"/> Council on Aging                                        | <input type="checkbox"/> Parks and Recreation Activities |
| <input type="checkbox"/> County and Regional Affairs                             | <input type="checkbox"/> Recycling Committee             |
| <input type="checkbox"/> Cultural Council                                        | <input type="checkbox"/> Selectmen's Office              |
| <input type="checkbox"/> Finance/Budgets (Warrant/<br>Capital Budget Committees) | <input type="checkbox"/> Town Clerk/Elections            |
| <input type="checkbox"/> General Government                                      | <input type="checkbox"/> Tree Preservation Committee     |
|                                                                                  | <input type="checkbox"/> Veterans' Affairs               |
|                                                                                  | <input type="checkbox"/> Other _____                     |



# DOVER

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*Information for Citizens*

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2024



*Previous page: Photo by John Quackenbush.*

# 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, Worcester, and Middlesex District: State Senator Rebecca L. Rauch  
Thirteenth Norfolk Representative District: State Representative Josh Tarsky  
Second Councillor District: Councillor Tamisha L. Civil  
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<br>Population | Number of<br>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      |
| 2023        | 6,216                    | 4,466               | 2,149      |
| 2024        | 6,193                    | 4,503               | 2,023      |

# Town Offices Directory

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

Town Website: [www.doverma.gov](http://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;<br>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     |                                |
| Department of Public Works        | 0058 (x110)    | 8115     | M-F 7-3:30                     |
| Library                           | 8113           | 0138     | M-Th 10-8; F 10-6;<br>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<br>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 2024–25

|                                      | Term Expires |                                                  |      |
|--------------------------------------|--------------|--------------------------------------------------|------|
| <b>Moderator</b>                     |              | <b>Cemetery Commissioners</b>                    |      |
| James R. Repetti                     | 2025         | Mariah Riess, Chair                              | 2025 |
| <b>Board of Selectmen</b>            |              | Carol A. Jackman                                 | 2027 |
| Robyn M. Hunter, Chair               | 2026         | Frederick G. Sears                               | 2026 |
| David M. Haviland                    | 2027         | <b>Trustees Larrabee and Whiting</b>             |      |
| John D. Jeffries                     | 2025         | <b>Estate</b>                                    |      |
| <b>Town Clerk</b>                    |              | Jonathan P. Fryer, Chair                         | 2029 |
| Felicia S. Hoffman                   | 2026         | Mary C. Crane                                    | 2029 |
| <b>Board of Assessors</b>            |              | Michael A. Savage                                | 2029 |
| Caroline “Bonnie” Akins, Chair       | 2026         | <b>Constables</b>                                |      |
| Robert G. Cocks Jr.                  | 2025         | André G. Boudreau                                | 2025 |
| Charles W. Long                      | 2027         | Alan Heinlein                                    | 2025 |
| <b>Dover School Committee</b>        |              | Christopher Jackman                              | 2025 |
| Jeff Cassidy, Chair                  | 2025         | <b>Planning Board</b>                            |      |
| Martha H. Castle                     | 2026         | Carol L. Lisbon, Chair                           | 2029 |
| Kate Nixon Cook                      | 2027         | Jody B. Shue, Vice Chair                         | 2026 |
| Jessica N. Hole                      | 2026         | Valerie L. Lin ( <i>to fill unexpired term</i> ) | 2025 |
| Goli Sepehr                          | 2025         | William Motley                                   | 2026 |
| <b>D-S Regional School Committee</b> |              | George L. Sidgwick                               | 2025 |
| (Dover members)                      |              | Kate Williams, <i>associate member</i>           | 2025 |
| Mark G. Healey, Chair                | 2025         | <b>Board of Health</b>                           |      |
| M. Colleen Burt                      | 2026         | Kay M. Petersen, Chair                           | 2026 |
| Kevin P. Crotty                      | 2027         | Stephen I. Kruskall                              | 2027 |
| <b>Library Trustees</b>              |              | John Quackenbush                                 | 2025 |
| Robert Andrews, Chair                | 2025         | <b>Parks and Recreation Commission</b>           |      |
| Amy B. Collins                       | 2027         | Christopher Boland, Chair                        | 2025 |
| Peter K. Hoffmann                    | 2026         | Jennifer Daman                                   | 2027 |
| Carolyn B. Ringel                    | 2027         | Michael Gilio                                    | 2027 |
| Judith Schulz                        | 2026         | Eric H. Loeffler                                 | 2025 |
| Amee V. Tejani                       | 2025         | ( <i>Open, to fill unexpired term</i> )          | 2026 |

# Appointed Officials

For 2023–24

|                                                                 | Term Expires |
|-----------------------------------------------------------------|--------------|
| <b>Appointed by the Board of Selectmen</b>                      |              |
| <b>Town Administrator</b>                                       |              |
| Michael Blanchard                                               | 2026         |
| <b>Town Accountant</b>                                          |              |
| Kathleen LaPlant                                                | 2025         |
| <b>Town Counsel</b>                                             |              |
| Anderson & Kreiger, LLP                                         | 2025         |
| <b>Treasurer/Collector</b>                                      |              |
| Kyle Banoey, <i>resigned March 2024</i>                         | 2024         |
| Sara Hunter, Interim Treasurer/Collector                        | 2025         |
| <b>Affirmative Action Officer</b>                               |              |
| Michael Blanchard                                               | 2025         |
| <b>Americans with Disabilities Act (ADA) Compliance Officer</b> |              |
| Robin Tusino                                                    | –            |
| <b>Animal Control Officer</b>                                   |              |
| (Position open)                                                 | 2024         |
| <b>Board of Appeals (Zoning)</b>                                |              |
| Alan Fryer, Chair, <i>resigned March 2024</i>                   | 2025         |
| George Chimento, Chair, <i>effective March 2024</i>             | 2026         |
| Nadir Ahmed                                                     | 2025         |
| LaVerne A. Lovell                                               | 2027         |
| Michael Donovan, <i>associate member</i>                        | 2025         |
| Nancy Greene, <i>associate member</i>                           | 2025         |
| <b>Board of Fire Engineers</b>                                  |              |
| J. Ford Spalding, Chair, <i>resigned February 2024</i>          | 2026         |
| Kathryn Cannie, Chair, <i>effective February 2024</i>           | 2026         |
| Paul Copponi                                                    | 2026         |
| James P. Dawley Jr.                                             | 2027         |
| <b>Board of Registrars</b>                                      |              |
| George Chimento, <i>resigned June 2024</i>                      | 2024         |
| Margaret “Peg” Crowley                                          | 2025         |
| Erin Gorden                                                     | 2026         |
| Deborah H. Stein                                                | 2027         |
| Felicia S. Hoffman, <i>ex officio</i>                           | –            |

|                                                                               | Term Expires |
|-------------------------------------------------------------------------------|--------------|
| <b>Board of Selectmen Membership Size Study Committee</b>                     |              |
| Kathryn Cannie, Chair                                                         | —            |
| James Dawley Jr.                                                              | —            |
| Richard Forte Jr.                                                             | —            |
| LaVerne A. Lovell                                                             | —            |
| David Peress                                                                  | —            |
| Carolyn B. Ringel                                                             | —            |
| Mark Sarro                                                                    | —            |
| Michael Blanchard, <i>ex officio</i>                                          | —            |
| David M. Haviland, <i>ex officio</i>                                          | —            |
| <b>Capital Budget Committee Representative</b>                                |              |
| Robyn Hunter                                                                  | 2025         |
| <b>Chief of Communications</b>                                                |              |
| Joseph P. Vinci                                                               | 2025         |
| <b>Community Center Building Committee</b>                                    |              |
| Ford Spalding, Chair, <i>resigned February 2024</i>                           | —            |
| Dick Malcom, Chair, <i>effective February 2024</i>                            | —            |
| David Billings                                                                | —            |
| Luciana Burdi                                                                 | —            |
| Barry Goldman                                                                 | —            |
| Ruth Townsend                                                                 | —            |
| John D. Jeffries, <i>Board of Selectmen liaison, through October 2024</i>     |              |
| David M. Haviland, <i>Board of Selectmen liaison, effective November 2024</i> |              |
| J. Woodrow Weiss, <i>Warrant Committee liaison</i>                            |              |
| Michael Blanchard, <i>ex officio</i>                                          |              |
| <b>Conservation Commission</b>                                                |              |
| John Sullivan, Chair                                                          | 2026         |
| Tim Holiner                                                                   | 2026         |
| James A. McLaughlin                                                           | 2027         |
| Sarah Monaco                                                                  | 2025         |
| Amey D. Moot                                                                  | 2027         |
| Anna Nagy                                                                     | 2025         |
| (Positions open: <i>one full member; two associate members</i> )              |              |

|                                                   | Term Expires |
|---------------------------------------------------|--------------|
| <b>Council on Aging</b>                           |              |
| Robert G. Cocks Jr., Chair                        | 2025         |
| Maureen Dilg                                      | 2026         |
| Reverend Peter DiSanto                            | 2025         |
| Elizabeth Hagan                                   | 2027         |
| Cindy Holmes                                      | 2025         |
| Gilbert Thisse                                    | 2027         |
| Geraldine Wise                                    | 2026         |
| Annemarie Thompson, <i>associate member</i>       | 2025         |
| Carol A. Pilch, <i>associate member</i>           | 2025         |
| <b>Cultural Council</b>                           |              |
| Judith Schulz, Chair                              | 2026         |
| Denise Auclair                                    | 2026         |
| Camille Boudreau                                  | 2027         |
| Shashi Chawla                                     | 2026         |
| Stefanie Leahy                                    | 2026         |
| <b>Director of Public Works</b>                   |              |
| Kevin McCabe                                      | 2025         |
| <b>Forest Warden</b>                              |              |
| Edward Kornack, Warden, <i>resigned July 2024</i> | 2026         |
| James Wright, Interim Chief                       | 2026         |
| <b>Groundwater Bylaw Enforcement Agent</b>        |              |
| Kevin McCabe                                      | 2025         |
| <b>Hazardous Waste Coordinator</b>                |              |
| Robert Tosi                                       | 2026         |
| <b>Historical Commission</b>                      |              |
| Anne Reitmayer, Chair                             | 2026         |
| Sierra Heath Bright                               | 2026         |
| Gene Hornsby                                      | 2025         |
| Jane D. Moore                                     | 2025         |
| Geoffrey M. Sauter                                | 2026         |
| Ellen Weinberg                                    | 2027         |
| (Position open)                                   |              |

|                                                                                             | Term Expires |
|---------------------------------------------------------------------------------------------|--------------|
| <b>Housing Task Force</b>                                                                   |              |
| Walter Avallone                                                                             | —            |
| Jason Belmonte                                                                              | —            |
| Michael Blanchard                                                                           | —            |
| Janet Bowser                                                                                | —            |
| Christopher Costello                                                                        | —            |
| Jasmin Farinacci                                                                            | —            |
| R. Alan Fryer, <i>resigned March 2024</i>                                                   | —            |
| Robyn Hunter                                                                                | —            |
| Valerie L. Lin                                                                              | —            |
| Carol Lisbon                                                                                | —            |
| Anna Nagy                                                                                   | —            |
| Kay Petersen                                                                                | —            |
| Jody Shue                                                                                   | —            |
| <b>Inspector of Buildings</b>                                                               |              |
| Walter Avallone, Commissioner/Inspector of Buildings                                        | 2025         |
| Zoning Enforcement Officer                                                                  |              |
| Floating Dock Inspector                                                                     |              |
| Joseph Doyle, Local Inspector                                                               | 2025         |
| Felix Zemel, Back-up Inspector                                                              | 2025         |
| <b>Inspector of Wiring</b>                                                                  |              |
| <i>(Appointed by Inspector of Buildings)</i>                                                |              |
| Kevin Malloy, Inspector of Wiring                                                           | 2025         |
| Paul Angus, Alternate Inspector                                                             | 2025         |
| James Murphy, Second Alternate Inspector                                                    | 2025         |
| <b>Inspector of Plumbing and Gas</b>                                                        |              |
| <i>(Appointed by Inspector of Buildings)</i>                                                |              |
| James Vaughan, Inspector of Plumbing and Gas                                                | 2025         |
| Robert Piersiak, Alternate Inspector                                                        | 2025         |
| Jeffrey Harris, Second Alternate Inspector                                                  | 2025         |
| <b>MBTA Advisory Board</b>                                                                  |              |
| John Jeffries, <i>through November 2024</i>                                                 | 2025         |
| David M. Haviland, <i>to fill unexpired term</i>                                            | 2025         |
| <b>Measurer of Wood and Bark</b>                                                            |              |
| Julian (Jay) Crocker                                                                        | 2027         |
| <b>Metropolitan Area Planning Council Representative</b>                                    |              |
| <i>(Includes Three Rivers Interlocal Council and Southwest Advisory Planning Committee)</i> |              |
| Jasmin Farinacci                                                                            | 2026         |
| <b>MetroWest RTA Representative</b>                                                         |              |
| Kevin McCabe                                                                                | —            |
| <b>Norfolk County Advisory Board</b>                                                        |              |
| Michael Blanchard                                                                           | —            |

|                                                                                              | Term Expires |
|----------------------------------------------------------------------------------------------|--------------|
| <b>Open Space Committee</b>                                                                  |              |
| Amey Moot, Chair                                                                             | 2026         |
| Mark Adamczyk                                                                                | 2025         |
| Jeffrey S. Behrens                                                                           | 2025         |
| Henry Faulkner                                                                               | 2027         |
| Boynton Glidden                                                                              | 2027         |
| Gregory M. Kahoun                                                                            | 2025         |
| Justine Kent-Uritam                                                                          | 2026         |
| Carol Lisbon, <i>Planning Board appointee</i>                                                | 2025         |
| Sarah Monaco, <i>Conservation Commission appointee</i>                                       | 2025         |
| Rick Nagy                                                                                    | 2025         |
| Tara Nolan                                                                                   | 2025         |
| Connie Sullivan, <i>resigned March 2024</i>                                                  | 2026         |
| John Jeffries, <i>Board of Selectmen liaison,</i><br><i>through October 2024</i>             |              |
| Robyn Hunter, <i>Board of Selectmen liaison,</i><br><i>to fill unexpired term</i>            | 2025         |
| <b>Personnel Board</b>                                                                       |              |
| Juris Alksnitis, Co-Chair, <i>Moderator appointee</i>                                        | 2026         |
| Sue Geremia, Co-Chair                                                                        | 2025         |
| Mary Hornsby                                                                                 | 2025         |
| Robert Seiler                                                                                | 2026         |
| Michael Blanchard, <i>ex officio</i><br>(Position open: <i>Warrant Committee appointee</i> ) |              |
| <b>Personnel Rules Ombudsmen</b>                                                             |              |
| Michael Blanchard, <i>male</i>                                                               | 2025         |
| Robin Tusino, <i>female</i>                                                                  | 2025         |



*Photo by Ilene Hoffman;  
copyright © Ilene Hoffman Photography.*

|                                                                         | Term Expires |
|-------------------------------------------------------------------------|--------------|
| <b>Police Department</b>                                                |              |
| Joseph P. Vinci, Chief of Police                                        | 2027         |
| Nicole Bratcher-Heffernan                                               | 2025         |
| Donald Cahill                                                           | 2025         |
| David Chaisson                                                          | 2025         |
| Richard Collamore Jr.                                                   | 2025         |
| Katherine Kolodziejczyk                                                 | 2025         |
| Matthew Lavery                                                          | 2025         |
| Jeffrey Lynch                                                           | 2025         |
| Anthony Madden                                                          | 2025         |
| Bruce Maggio                                                            | 2025         |
| Edward Maguire                                                          | 2025         |
| Charles Marscher                                                        | 2025         |
| Ryan Menice                                                             | 2025         |
| Bret Rowean                                                             | 2025         |
| Ryan Sullivan                                                           | 2025         |
| Todd Wilcox                                                             | 2025         |
| Joseph Woollard                                                         | 2025         |
| Colin Young                                                             | 2025         |
| <b>Recycling Committee</b>                                              |              |
| Jennifer Luethy, Chair                                                  | 2026         |
| Matthew Hadge, <i>to fill unexpired term</i>                            | 2025         |
| Janit Greenwood                                                         | 2025         |
| Carol Lisbon                                                            | 2025         |
| Wendy Muellers                                                          | 2026         |
| Leesa Mullin                                                            | 2025         |
| Catherine Piemonte                                                      | 2026         |
| <b>Right-to-Know Coordinator</b>                                        |              |
| Robert Tosi                                                             | 2025         |
| <b>Superintendent of Streets</b>                                        |              |
| Robert Tosi                                                             | 2025         |
| <b>Sustainability Committee</b>                                         |              |
| Anna Nagy, Chair                                                        | 2027         |
| Matthew Hadge                                                           | 2027         |
| Patricia, Hudson                                                        | 2027         |
| Jeanne Lukenda                                                          | 2027         |
| Paul Venton                                                             | 2027         |
| Michael Blanchard, <i>ex officio</i>                                    |              |
| Jasmin Farinacci, <i>ex officio</i>                                     |              |
| (Positions open: <i>four full members; Board of Selectmen liaison</i> ) |              |
| <b>Title VI Nondiscrimination Coordinator</b>                           |              |
| Robin Tusino                                                            | 2025         |

|                                                   | Term Expires |
|---------------------------------------------------|--------------|
| <b>Town Engineer</b>                              |              |
| Michael J. Angieri                                | 2025         |
| <b>Town Report Committee</b>                      |              |
| Kathy Weld, Chair, <i>deceased October 2024</i>   | 2026         |
| Zaiga Alksnitis                                   | 2026         |
| Mary Kalamaras                                    | 2025         |
| Nicole McAllister                                 | 2027         |
| Alysia Poe                                        | 2026         |
| (Position open)                                   |              |
| <b>Town Sexton</b>                                |              |
| Laurence R. Eaton                                 | —            |
| <b>Tree Warden and Moth Superintendent</b>        |              |
| Kevin McCabe                                      | 2025         |
| <b>Veterans' Grave Officer</b>                    |              |
| Fred Sears                                        | 2025         |
| <b>Veterans' Services</b>                         |              |
| Paul Carew                                        | 2025         |
| <b>Appointed by the Moderator</b>                 |              |
| <b>Assistant Moderator</b>                        |              |
| Kathryn R. Cannie                                 | 2025         |
| <b>Warrant Committee</b>                          |              |
| J. Woodrow Weiss, Co-Chair                        | 2026         |
| Martin J. Howard, Co-Chair                        | 2026         |
| Simone Azevedo                                    | 2025         |
| Kevin Bauman                                      | 2027         |
| Micheline Boudreau, <i>to fill unexpired term</i> | 2025         |
| Nina Green                                        | 2027         |
| Melissa Herman, <i>resigned October 2024</i>      | 2025         |
| Cameron Hudson                                    | 2025         |
| Sara C. Kinney                                    | 2026         |
| Janet McCormick                                   | 2025         |
| Robyn Hunter, <i>Board of Selectmen liaison</i>   | 2025         |
| <b>Memorial Day Committee</b>                     |              |
| Carol A. Jackman                                  | 2027         |
| Chris Jackman                                     | 2027         |
| (Position open)                                   | —            |
| <b>Dover Representative to Minuteman</b>          |              |
| Margaret E. W. Charron                            | 2025         |

|                                                      | Term Expires |
|------------------------------------------------------|--------------|
| <b>Personnel Board</b>                               |              |
| Juris Alksnitis                                      | 2026         |
| <b>Appointed by the Assessors</b>                    |              |
| <b>Town Assessor</b>                                 |              |
| Amy Gow                                              | 2025         |
| <b>Appointed by the Board of Health</b>              |              |
| <b>Administrative Assistants</b>                     |              |
| Linda Baldwin-Lyons                                  | –            |
| Suzanne Hilts                                        | –            |
| <b>Board of Health Director</b>                      |              |
| Jason Belmonte                                       | –            |
| <b>Board of Health Consultants</b>                   |              |
| Jim Palmer, Deer Management Agent                    | –            |
| <b>Natick Walpole Visiting Nurse Association</b>     |              |
| Eileen Garvey, Executive Director                    | –            |
| <b>Inspector of Animals</b>                          |              |
| Jennifer Shaw Cronin                                 | 2025         |
| <b>Appointed by the Capital Budget Committee</b>     |              |
| <b>Capital Budget Committee</b>                      |              |
| Barry Goldman, Chair                                 | 2026         |
| Cynthia Devall                                       | 2027         |
| Garfield Drummond                                    | 2026         |
| Cameron Hudson, <i>Warrant Committee appointee</i>   | 2025         |
| Robyn Hunter, <i>Board of Selectmen appointee</i>    | 2025         |
| John Quackenbush                                     | 2027         |
| J. Woodrow Weiss, <i>Warrant Committee appointee</i> | 2025         |
| <b>Appointed by the Conservation Commission</b>      |              |
| <b>Open Space Committee</b>                          |              |
| Sarah Monaco                                         | 2025         |
| <b>Sustainability Committee</b>                      |              |
| Anna Nagy                                            | 2027         |

|                                        | Term Expires |
|----------------------------------------|--------------|
| <b>Appointed by the Planning Board</b> |              |
| <b>Planning Assistant</b>              |              |
| Susan Hall                             | —            |
| <b>Town Planner</b>                    |              |
| Jasmin Farinacci                       | —            |
| <b>Open Space Committee</b>            |              |
| Carol Lisbon                           | 2025         |
| <b>Tree Preservation Committee</b>     |              |
| Valerie L. Lin, Chair                  | 2026         |
| Janet Bowser                           | 2026         |
| Julian Crocker                         | 2026         |
| Shannon Crotty                         | 2026         |
| Boynton Glidden                        | 2026         |
| Angela Lin                             | 2026         |

**Appointed by the Warrant Committee**

|                                 |      |
|---------------------------------|------|
| <b>Personnel Board</b>          |      |
| (Position open)                 |      |
| <b>Capital Budget Committee</b> |      |
| Cameron Hudson                  | 2024 |
| J. Woodrow Weiss                | 2025 |

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

# DOVER

*Town Government Reports*

## 2024



*Previous page: Photo courtesy of the Dover Firefighters Association.*

# *Report of the* **Moderator**

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James R. Repetti

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The Annual Town Meeting was held on Monday, May 6, 2024, at 7 p.m., in the Dover-Sherborn High School's Mudge Auditorium. We greatly appreciate the outstanding efforts by Town Clerk Felicia Hoffman, Assistant Moderator Kate Cannie, Police Chief Joseph Vinci, and all the constables, checkers, counters, pages, registrars, and police officers who provided invaluable service in ensuring the safety of all attendees and the smooth operation of the meeting.

The report of actions 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 holding 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 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**

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Robyn Hunter, Chair

David M. Haviland, Clerk

John D. Jeffries, Member, *resigned October 2024*

Michael Blanchard, Town Administrator

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The year 2024 saw a few membership changes on the Board of Selectmen. Following the passing of Robert P. “Bob” Springett in 2023, at a Special Town Election on March 5, 2024, in conjunction with the Presidential Primary, David M. Haviland was elected to fill the remainder of Mr. Springett’s term and was welcomed to the Board. At the May 2024 Annual Town Election, Mr. Haviland was subsequently elected to serve a full three-year term as Selectman. John D. Jeffries resigned from the Board in October 2024. The Board extends its sincere thanks and appreciation to Mr. Jeffries for his hard work and service to the Town.

## **Personnel Changes**

Several notable personnel changes occurred throughout 2024, including the hiring of Joseph Vinci as Police Chief; Anthony Madden as Police Officer; Liam Frazier as Heavy Equipment Operator; Ashley Gemma as DPW Office Manager; and Lukas Bratsos as Heavy Equipment Operator/Groundskeeper; as well as the promotion of Jennifer Pink as the Assistant Treasurer and Janice McGovern as Assistant Collector-Payroll Coordinator.

We wish to thank the following departing staff members for their service to the Town: Treasurer/Collector Kyle Banoey; Assistant Treasurer/Collector Gavin Fiske; and Heavy Equipment Operator/Assistant Mechanic Andrew Wills.

## **Goals and Priorities**

In summer 2024, in accordance with its custom of the last five years, the Board solicited feedback from all Town boards, committees, and commissions on key areas of concern, need, and opportunity that the Town should address in Fiscal Year 2025 (FY25). The Board and Town Administrator then identified and prioritized the resulting goals for FY25, as summarized on the following page.

**Community Engagement and Communication:** The Board's ongoing efforts to improve the Town's communications and promote greater citizen participation include:

- increasing resident participation/sign-ups for Town communications, including through the Town newsletter and Town social media;
- holding monthly Board member public office hours;
- attending Town events, such as Dover Days;
- redesigning the Town website; and
- completing the Town communications plan and implementing recommended actions.

**Technology:** The Board will continue its efforts to improve and modernize its technology, which will involve:

- securing funding for online permitting and implementing a pilot program; and
- conducting a strategic technology review.

**Town Operations and Services:** The Board will continue to work with the Acting Finance Director and consultants to evaluate staffing needs and to modernize and incorporate best practices in the Treasurer and Accounting operations for improved financial performance.

**Human Resources and Staffing:** The Board will pursue the successful recruitment and onboarding of new staff to fill vacant positions and to highlight the role and responsibilities of Human Resources.

**Special Projects:** Additional areas of focus for the Board include monitoring the progress of the Community Center Building Project, establishing a Municipal Electric Aggregation Program, supporting the Rail Trail Working Group, and creating a Sustainability Committee.

## **Community Center Building Project**

Following ground-breaking for the Community Center Building Project in August 2023, substantial progress was made in 2024, and the Board is thankful to the Community Center Building Committee (CCBC) for shepherding the project by working closely with the owner's project manager, architect, and contractor on the completion of a long-awaited multigenerational building that, upon its opening in 2025, will serve as a focal point for a variety of town activities. (See the Community Center Building Committee report on page 235 for more details.)

## Hale Conservation Restriction

The Town continued its efforts with Hale Education and the Trustees of Reservations to craft a Conservation Restriction (CR) agreement to protect from development, in perpetuity, a significant portion of the Hale Reservation property located in Dover. Unfortunately, the parties were unable to reach an agreement for a CR due to the legal complexities of municipal finance and property law. However, the Board did share its continued support of Hale's mission and its efforts to permanently protect Hale's land. It was also pleased to learn that Hale successfully met its private fundraising goal and is filing a CR that will not require municipal funding.

## Other Activities

In 2024, the Town undertook a number of activities worthy of note. The Board of Selectmen:

- approved a feasibility study on the regionalization of Dover's Protective Services dispatch operations with the towns of Westwood and Medfield;
- approved an intergovernmental agreement between the Town and the Parks and Recreation Commission regarding the supervision of Town staff and the operation of the Community Center building;
- approved an intergovernmental agreement between the Town and the Cemetery Commission regarding the supervision of Town staff;
- approved a retainer agreement for the Town of Dover to join with the National Rural Water Association and others as plaintiffs in class action complaints against per- and polyfluoroalkyl substances (PFAS) manufacturers; and
- issued a Boston Post Cane proclamation honoring Alfreda Marcinowski as Dover's oldest resident at 101 years old.

## Grants

The Town received more than \$800,000 under the following state and federal grants issued in 2024, and it extends its appreciation to our elected state and federal representatives who advocated on its behalf:

- ***Massachusetts Electric Vehicle Incentive Program Public Access Charging Program Grant:*** \$50,000 for the Community Center Building Project.
- ***Massachusetts Community Compact Municipal Fiber Program Grant:*** \$202,168 for Police Department radio sites.

- ***Massachusetts Office of Grants and Research:*** \$18,440.78 for the Police Department Road Safety Program.
- ***Massachusetts Executive Office of Elder Affairs Formula Grant:*** \$20,258 for the Council on Aging.
- ***Massachusetts Community One Stop for Growth Grant:*** \$40,000 for the Department of Public Works for the Wilsondale Street Culvert Replacement Project.
- ***Massachusetts Housing Partnership Grant:*** \$10,000 for the Board of Appeals for 40B Comprehensive Permit technical assistance.
- ***Massachusetts 911 Grant:*** 51,573.68 for the Police Department.
- ***Massachusetts Executive Office of Public Safety Bulletproof Vest Program Grant:*** \$2,237.50 for the Police Department.
- ***Massachusetts Executive Office of Technology Services and Security Grant:*** Municipal Cybersecurity Awareness Training Program.
- ***Massachusetts Cultural Council Grant:*** \$5,500 for the Cultural Council.
- ***MassTrails Grant:*** \$184,760 for the design, engineering and permitting of a potential recreational trail and shared-use pathway project in Dover.
- ***MassDOT Municipal Pavement Grant:*** \$217,261 for the Department of Public Works for the Route 109 Repaving Project.
- ***Massachusetts Department of Fire Services Firefighter Safety Equipment Grant:*** \$9,896.22 for the Fire Department.
- ***Massachusetts Department of Environmental Protection Sustainable Materials Recovery Program Grant:*** \$6,000 for the Department of Public Works for the support of local recycling.

## **Litigation**

As required by the Town's bylaws, any new litigation filed against the Town must be disclosed:

- ***Robert W. Recchia v. Dover Zoning Board of Appeals***  
Housing Appeals Committee No. 2024-04

Appeal filed relative to the Board of Appeals denial of a comprehensive permit for the Dover Homes development project under Massachusetts General Laws, Chapter 40B.

- ***Vincent J. O'Brien, as Trustee of the Delta Realty Trust, v. Town of Dover***

Norfolk Superior Court No. 2482CV01231

Claim filed regarding the Community Center building project as follows: (1) a claim for private nuisance, seeking damages and equitable relief to enjoin the Town from using diesel generator and installing a new heating, ventilation, and air conditioning system; (2) a claim for easement by implication, seeking declaratory judgment; and (3) a claim for restitution, seeking to enforce Massachusetts General Laws, Chapter 266, Section 94, a statute criminalizing the destruction of a boundary monument.

## **Appreciation**

The Selectmen are immensely grateful for the effort and dedication of our many elected and appointed boards, committees, commissions, Town 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 the *Dover Town Report* would not otherwise have been possible without their involvement. We thank you all so very much.



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

## *Report of the* **Warrant Committee**

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Woodrow Weiss, Co-Chair

Martin J. Howard, Co-Chair

Simone Azevedo

Kevin Bauman

Micheline Boudreau (*effective October 2024, to fill unexpired term*)

Nina Green

Melissa Herman (*resigned October 2024*)

Cameron Hudson

Sara Cadena Kinney

Janet McCormick

Robyn Hunter, Board of Selectmen liaison

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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 or to complete an unexpired 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 2025 (FY25) budget began in fall 2023 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 at least level-service budgets and preferably to seek operational efficiencies resulting in budgetary savings. 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 2024, the Committee met with all key 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 2024 Annual Town Meeting, the FY25 budget was voted for implementation on July 1, 2024.

The Town's Operating Budget has increased 28.4% over the past five fiscal years, from \$35,632,386 for FY21 to \$45,824,838 for FY25. During the last three fiscal years, the total expenditures, including capital items and special articles, increased 17.2%, from \$42,135,654 for FY23 to \$49,391,001 for FY25. Revenues generated through property taxes grew 8.4%, from \$37,909,519 to \$41,080,936. Total revenue from all sources, excluding Free Cash, increased 1.1%, from \$50,378,581 to \$50,969,479. The difference between revenue and expenses is made up from Free Cash and, in some years, a Proposition 2½ override. FY25 marked the 18th 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 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 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 2024 Annual Town Meeting, voters approved a 3.0% increase in the FY25 Operating Budget (Article 4), for a total of \$45,743,065. This reflects a commitment on the part of all Town departments to review their needs carefully and in detail. Of this FY25 Operating Budget amount, \$24,865,383, or 54.4%, represents expenditures for the Dover, Regional, Minuteman, and Norfolk Agricultural Schools, a 7.1% 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 FY25 Capital Budget (Article 5) of \$1,981,536, and \$800,000 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, 2024. The previous certification was \$9,590,556 on May 1, 2024. 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 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, and that this will be compounded by a sharp increase in capital projects (e.g., road and culvert repairs) and capital equipment replacement as significant portions of the Town's physical infrastructure, heavy machinery, and service vehicles reach the end of their useful lives. It must also monitor for substantial increases in operating and capital 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 members Melissa Herman, Stephen Migausky, Jerry Chen, and our long-serving Secretary, Peter Smith.

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.



*Bog bridge in Wylde Woods. Photo courtesy of the Conservation Commission.*

# *Report of the* **Capital Budget Committee**

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Barry Goldman, Chair

Cynthia Devall

Garfield Drummond

John Quackenbush

Robyn Hunter, Board of Selectmen

Cameron Hudson, Warrant Committee

Stephen Migausky, Warrant Committee

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

According to a Board of Selectmen policy instituted in 2006, all capital items requested are to be included on the Capital Budget request forms, regardless of their size or nature. The Committee then independently reviews the requests for any item that is over \$10,000 or of a special nature and provides its recommendation on each item to the Warrant Committee. These are then forwarded to the Selectmen, who determine whether the item is to be included in Article 5 of the Annual 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.

The Committee prepared its Fiscal Year 2025 (FY25) Capital Budget recommendations during fall 2023 and winter 2024. Individual requests by Town departments and committees were reviewed and meetings were held to clarify issues, establish replacement guidelines and new purchase parameters, and consider alternative options. In addition, the Committee requested a five-year Capital Budget outlook from each department. This longer-range view allows the Committee, Town boards, and Town Administrator to properly plan for the Town’s year-to-year financial needs and to prepare a financial projection that considers the most appropriate sources and uses of funds to meet those requirements.

Ongoing issues that have affected the Capital Budget requests include:

- environmental issues, unforeseen natural disasters, flooding and erosion of the Charles River, smaller culverts and waterways, and threats to Town infrastructure;

- aging infrastructure and equipment, most of which was acquired or built more than 25 years ago, such as is the case for the Fire Department, Highway Department, Regional Schools, Town House, and Town Library;
- high inflation with substantial increases in labor and materials; and
- supply chain issues, limited public bidders, and regulations.

The Town has aggressively pursued grant funding to help offset capital expenses and one of most productive sources has been the Massachusetts Green Communities Grant Program. Since 2017, Dover has been designated a 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.



*Photo courtesy of the Parks and Recreation Department.*

Green Communities Grant Program projects completed to date include: air sealing and reinsulating of the Town House, Town Library, and Protective Agencies Building; upgrade of the Protective Agencies Building's HVAC system (retrofit with high-efficiency heat pumps and air handlers); and LED conversion of Town streetlights. These improvements achieved significant annual net energy savings, increased the useful life of Town facilities, decreased use of fossil fuels, improved heating and cooling efficiency, and made building environments more comfortable for Town employees and visitors.

Other highly efficient energy-related projects completed include the installation of 71 energy-efficient windows at the Town House and a new roof with improved ventilation and insulation, replacing the century-old originals. These projects are part of a more comprehensive renovation plan to bring the Town House up to date with new mechanical, electrical, and fire protection systems, as well as improve its energy systems.

The Committee has worked with the Community Center Building Committee and the Town to plan a technically advanced, high-efficiency HVAC system for the new Community Center. Applications were filed for a special category Green Communities Grant, and \$500,000 was awarded to the Town by the Massachusetts Department of Energy Resources for this purpose.

The Committee, the Board of Selectmen, and the Warrant Committee has a formal Financial Policy that defines the scope of the work under which the Committee will recommend a five-year Capital Improvement Program that projects estimated project costs, priorities, and anticipated funding sources. Sources will include tax levy, Free Cash, the Capital Stabilization Fund, borrowing, grants, and other external sources. Because major department equipment requests are consistently the largest fraction of the budget, the Committee initiated an early due diligence and justification program for municipal equipment based on established useful life standards so that we can better project appropriate replacement schedules. The goal is to establish a process that will help minimize year-to-year tax rate impact.

For FY25, three departments—the Fire Department, Department of Public Works, and Board of Selectmen—account for more than 86% of the proposed Capital Budget. The Committee received 16 requests for Article 5 from Town departments and commissions in the amount of \$4,139,236. The Committee ultimately recommended expenditures for Article 5 in the amount of \$1,981,536 (a decrease of \$1,453,455 from FY24 expenditures). However, in doing so we were able to address \$3,011,661 of the Town's capital requests, primarily thanks to the Town receiving grants from the American Rescue Plan Act (ARPA) and the Commonwealth of Massachusetts Disaster Relief Trust Fund totaling \$1,030,125. In accordance with the aforementioned Financial Policy, the Committee's approved recommendations for Article 5 expenditures were as follows:

**Department of Public Works**

|                                            |           |
|--------------------------------------------|-----------|
| Building salt shed                         | \$462,300 |
| Willow Street culvert: repair and renovate | \$195,000 |
| Front-end loader and plow                  | \$355,000 |

**Fire and Ambulance**

|                                    |           |
|------------------------------------|-----------|
| Self-contained breathing apparatus | \$146,252 |
| Station workwear                   | \$12,075  |
| Turnout gear                       | \$29,909  |

**Police Department**

|                 |           |
|-----------------|-----------|
| Patrol vehicles | \$130,000 |
|-----------------|-----------|

**Board of Selectmen**

|                                            |           |
|--------------------------------------------|-----------|
| Library: Design and replace HVAC system    | \$395,000 |
| Protective Services Building:              |           |
| Locker Room                                | \$20,000  |
| Fuel Tanks                                 | \$16,000  |
| Whiting Road Building: repair and renovate | \$80,000  |

**Chickering Elementary School**

|          |           |
|----------|-----------|
| Flooring | \$140,000 |
|----------|-----------|

**Regional Schools**

|            |           |
|------------|-----------|
| HVAC units | \$647,400 |
|------------|-----------|

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.



# *Report of the* **Town Clerk**

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Felicia S. Hoffman, CMMC, Town Clerk

Darlene L. Heidke, Assistant to the Town Clerk

## **Board of Registrars**

George Chimento

Margaret "Peg" Crowley

Erin Gorden

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The following reports appear on pages 32-74:

- **Presidential Primary**, March 5, 2024
- **Special Town Election**, March 5, 2024
- **Caucus**, March 11, 2024
- **Annual Town Meeting, Deliberative Session**, May 6, 2024
- **Annual Town Meeting, Article 27 Elections**, May 20, 2024
- **State Primary**, September 3, 2024
- **State Election**, November 5, 2024
- **Vital Statistics for the Calendar Year 2024**
- **Financial Reports for the Calendar Year 2024**

# Presidential Primary

March 5, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 8th of February 2024, a Presidential Primary was held on March 5, 2024. 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. A total of 1,480 ballots had been cast: 586 Democrat, 888 Republican, and 6 Libertarian. At 8:27 p.m., the unofficial results were read. The final, official count from Dover is as follows:

## Democrat

### Presidential Preference

|                     |     |
|---------------------|-----|
| Dean Phillips       | 31  |
| Joseph R. Biden     | 493 |
| Marianne Williamson | 12  |
| No Preference       | 4   |
| Write-ins           | 11  |
| Blanks              | 2   |

### State Committee Man

|                |     |
|----------------|-----|
| John K. Bowman | 452 |
| Write-ins      | 0   |
| Blanks         | 140 |

### State Committee Woman

|                  |     |
|------------------|-----|
| Rebecca L. Raush | 473 |
| Write-ins        | 2   |
| Blanks           | 117 |

### Town Committee

|                             |        |
|-----------------------------|--------|
| Group                       | 343    |
| Blanks                      | 249    |
| Peter Kinyon Hoffmann       | 397    |
| Carol L. Lisbon             | 412    |
| Martha Holt Castle          | 380    |
| Jennifer S. Luethy          | 377    |
| Peter H. W. Ting            | 371    |
| Robert W. Andrews           | 390    |
| Jane A. Brown               | 384    |
| John Quackenbush            | 391    |
| Mary Kalamaras              | 372    |
| Janit S. Greenwood          | 394    |
| Barry Mitchell Goldman      | 366    |
| Kay Marsh Petersen          | 383    |
| Amelia E. Slawsky           | 395    |
| Lori Curtis Krusell         | 379    |
| Erin E. Rodat-Savla         | 379    |
| Janit S. Hartke             | 369    |
| Candice Jacqueline Sullivan | 367    |
| Elaine E. Rosenburg         | 372    |
| Jacqueline A. Hart          | 371    |
| Wendy Parker                | 373    |
| Write-ins                   | 2      |
| Blanks                      | 13,096 |

## Republican

### Presidential Preference

|                 |     |
|-----------------|-----|
| Chris Christie  | 11  |
| Ryan Binkley    | 0   |
| Vivek Ramaswamy | 3   |
| Asa Hutchinson  | 0   |
| Donald J. Trump | 312 |
| Ron DeSantis    | 4   |
| Nikki Haley     | 546 |
| No Preference   | 9   |
| Write-ins       | 4   |
| Blanks          | 2   |

### State Committee Man

|                    |     |
|--------------------|-----|
| Eric Calton        | 443 |
| Andrew E. Johanson | 127 |
| Write-ins          | 2   |
| Blanks             | 319 |

### State Committee Woman

|                      |     |
|----------------------|-----|
| Maureen Maloney      | 296 |
| Amanda Joan Petersen | 244 |
| Write-ins            | 3   |
| Blanks               | 348 |

### Town Committee

|                              |        |
|------------------------------|--------|
| Group                        | 358    |
| Blanks                       | 533    |
| Walter H. Weld               | 429    |
| Kathleen Winslow Weld        | 431    |
| John D. Stellberger          | 393    |
| Carolyn N. Malloy            | 449    |
| Eric C. Guyer                | 375    |
| Deborah J. Guyer             | 378    |
| Rachel K. Motley             | 415    |
| William Crowninshield Motley | 400    |
| Timothy Malloy Sr.           | 425    |
| Marianna Stellberger         | 390    |
| Bethany Anne Berk            | 401    |
| Zakhar Sklyar                | 371    |
| Charles W. Long              | 433    |
| Suzanne Sheridan             | 416    |
| Mary C. Crane                | 493    |
| Eric Robert Morse            | 397    |
| Kevin Joseph O'Connor        | 412    |
| Tracey Anne Mannion          | 413    |
| Roger John Selmi             | 389    |
| Write-ins                    | 16     |
| Blanks                       | 23,359 |

## Libertarian

### Presidential Preference

|                         |   |
|-------------------------|---|
| Jacob George Hornberger | 0 |
| Michael D. Rectenwald   | 0 |
| Chase Russel Oliver     | 2 |
| Michael Ter Matt        | 0 |
| Lars Damian Mapstead    | 0 |
| No preference           | 2 |
| Write-ins               | 2 |
| Blanks                  | 0 |

### State Committee Man

|                  |   |
|------------------|---|
| Peter C. Everett | 6 |
| Write-ins        | 0 |
| Blanks           | 0 |

### State Committee Woman

|                    |   |
|--------------------|---|
| Christina Crawford | 6 |
| Write-ins          | 0 |
| Blanks             | 0 |

### Town Committee

|           |    |
|-----------|----|
| Group     | 0  |
| Write-ins | 1  |
| Blanks    | 59 |

# Special Town Election

March 5, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 28th day of December 2023, a Special Town Election was held on March 5, 2024. Christopher Jackman, Constable, inspected the ImageCast ballot box and found it to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 1,205 ballots had been cast. At 8:12 p.m., the unofficial results were posted. The official count is as follows:

**Selectman (to fill unexpired 3-year term)**

(Vote for one)

|                   |       |
|-------------------|-------|
| David M. Haviland | 1,110 |
| Write-ins         | 33    |
| Blanks            | 62    |



*Photo courtesy of the Town Report Committee.*

# Caucus

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March 11, 2024

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On Monday, March 11, 2024, Felicia S. Hoffman, Town Clerk, called the Caucus for the purpose of nominating candidates for Town offices to order at 7:30 p.m. She called for nominations of Caucus Chair and Clerk.

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

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

The following candidates were then nominated:

|                                                                  |                                     |
|------------------------------------------------------------------|-------------------------------------|
| <b>Moderator (1 year)</b>                                        | James R. Repetti                    |
| <b>Selectman (3 years)</b>                                       | David M. Haviland                   |
| <b>Assessor (3 years)</b>                                        | Charles W. Long                     |
| <b>Dover School Committee (3 years)</b><br>(Vote for one)        | Kate Nixon Cook                     |
| <b>D-S Regional School Committee (3 years)</b><br>(Vote for one) | Kevin P. Crotty                     |
| <b>Library Trustee (3 years)</b><br>(Vote for two)               | Amy B. Collins<br>Carolyn B. Ringel |
| <b>Library Trustee (1 year)</b><br>(Vote for one)                | Robert W. Andrews                   |
| <b>Planning Board (5 years)</b><br>(Vote for one)                | Carol L. Lisbon                     |
| <b>Planning Board Associate (2 years)</b><br>(Vote for one)      | Valerie L. Lin                      |
| <b>Board of Health (3 years)</b><br>(Vote for one)               | Stephen I. Kruskall                 |
| <b>Cemetery Commission (3 years)</b><br>(Vote for one)           | Carol A. Jackman                    |

**Trustees of Larrabee & Whiting Estate**  
(Vote for three)

Mary C. Crane  
Jonathan P. Fryer  
Michael A. Savage  
Alan M. Heinlein

**Constable (3 years)**  
(Vote for one)

**Park and Recreation (3 years)**  
(Vote for two)

Michael G. Gilio  
Jennifer J. Daman

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 25 at 3 p.m., in the Town Clerk’s office. The meeting was adjourned at 8:18 p.m.



*Photo courtesy of the Town Report Committee.*

# Annual Town Meeting

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Deliberative Session

May 6, 2024

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The Annual Town Meeting was held at the Lindquist Commons Building at the Dover-Sherborn Regional High School in Dover on May 6, 2024. The meeting was duly called to order by the Moderator on the first day of May at 7:16 p.m., and held pursuant to the Warrant therefore issued by the Selectmen on the 21st day of March 2024, and duly served in accordance with the General Bylaws of the Town of Dover, at which meeting a quorum was present and voting.

Mr. Repetti brought the meeting to order and began preliminary introductions and instructions for the procedures used during the meeting. The response cards for the electronic voting that would be used during the meeting were tested. Mr. Repetti recognized the Chair of the Board of Selectmen for opening remarks. He then recognized the Chair of the Warrant Committee for a motion governing the conduct of the meeting.

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

**Vote:** The motion was put to an electronic vote and passed 169 (yes) to 6 (no).

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

## ARTICLE 1.

### Committee Reports (Board of Selectmen)

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

- (a) as contained in the printed 2023 Annual Report; and
- (b) any other reports submitted to the voters by the Town Committees

**Motion:** It was moved by Ms. Herman and seconded by Mr. Hudson 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 170 (yes) to 2 (no).

**ARTICLE 2.**  
**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 Ms. Kinney and seconded by Mr. Migausky that the salaries recommended for elected officials of the Town as shown in the right-hand column of the Warrant Committee Report in the Blue Book be called over by the Moderator, and that if no objection is raised to each, they be approved as read.

|                          |          |
|--------------------------|----------|
| 1. Board of Selectmen    |          |
| (a) Chair                | \$200    |
| (b) Clerk                | \$150    |
| (c) Other member         | \$100    |
| 2. Assessors             |          |
| (a) Chair                | \$400    |
| (b) Other members (each) | \$350    |
| 3. Town Clerk            | \$98,154 |
| 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 175 (yes) to 8 (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 2025:

|                        |          |
|------------------------|----------|
| 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 \$40,000
5. Recycling Committee
  - (a) Materials sales proceeds \$4,000

or take any other action relative thereto.

**Motion:** It was moved by Mr. Smith and seconded by Mr. Chen 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 \$40,000
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 179 (yes) to 2 (no).

ARTICLE 4.  
Operating Budget (Board of Selectmen)

To see if the Town will raise and appropriate from available funds, or any combination of these methods, a sum of money 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. Hudson and seconded by Mr. Weiss that the salaries and expenses recommended by the departments, officers, boards, and committees of the Town as shown in the “FY 2025 Requested” column in the Warrant Committee Report in the Blue Book, except those revised by the handout provided to Town Meeting and entitled “Revisions to Article 4” (Operating Budget), be called over by the Moderator, and if no objection is made that such salaries and expenses are approved, and 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) \$150,000 from Overlay Surplus; and
- (b) \$949,000 from Free Cash

**Vote:** The motion was put to a vote and passed 172 (yes) to 11 (no).

The Moderator began calling over the items of the Operating Budget:

|                           | FY24<br>Approved | FY25<br>Requested | FY24/FY25<br>% Change |
|---------------------------|------------------|-------------------|-----------------------|
| <b>General Government</b> |                  |                   |                       |
| 122 Selectmen             |                  |                   |                       |
| Salaries                  | \$510,481        | \$640,937         | 25.6                  |
| Expenses                  | 178,720          | 276,045           | 54.5                  |
| Totals                    | 689,201          | 916,982           | 33.1                  |
| 129 Copy/Postage          | 26,900           | 0                 | (100)                 |
| 131 Warrant Committee     | 9,200            | 9,300             | 1.1                   |
| 132 Reserve Fund          | 250,000          | 250,000           | 0.0                   |
| 135 Town Accountant       |                  |                   |                       |
| Salaries                  | 239,621          | 254,746           | 6.3                   |
| Expenses                  | 43,300           | 43,300            | 0.0                   |
| Totals                    | 282,921          | 298,046           | 5.3                   |
| 141 Assessor              |                  |                   |                       |
| Salaries                  | 166,065          | 179,283           | 8.0                   |
| Expenses                  | 45,985           | 48,385            | 5.2                   |
| Totals                    | 212,050          | 227,668           | 7.4                   |
| 145 Treasurer/Collector   |                  |                   |                       |
| Salaries                  | 253,833          | 249,619           | (1.7)                 |
| Expenses                  | 58,875           | 73,280            | 24.5                  |
| Totals                    | 312,708          | 322,899           | 3.3                   |

|                                  | <b>FY24<br/>Approved</b> | <b>FY25<br/>Requested</b> | <b>FY24/FY25<br/>% Change</b> |
|----------------------------------|--------------------------|---------------------------|-------------------------------|
| 151 Law                          | \$200,000                | \$220,000                 | 10.0                          |
| 155 Data Processing              |                          |                           |                               |
| Salaries                         | 62,608                   | 0                         | (100)                         |
| Expenses                         | 239,435                  | 242,640                   | 1.3                           |
| Totals                           | 302,043                  | 242,640                   | (19.7)                        |
| 161 Town Clerk                   |                          |                           |                               |
| Salaries                         | 92,584                   | 98,154                    | 6.0                           |
| Expenses                         | 11,135                   | 11,235                    | 0.9                           |
| Totals                           | 103,719                  | 109,389                   | 5.5                           |
| 162 Election/Registration        |                          |                           |                               |
| Salaries                         | 41,501                   | 53,390                    | 28.6                          |
| Expenses                         | 29,644                   | 30,264                    | 2.1                           |
| Totals                           | 71,145                   | 83,654                    | 17.6                          |
| 171 Conservation Commission      |                          |                           |                               |
| Salaries                         | 51,102                   | 48,303                    | (5.5)                         |
| Expenses                         | 102,040                  | 125,040                   | 22.5                          |
| Totals                           | 153,142                  | 173,343                   | 13.2                          |
| 175 Planning Board               |                          |                           |                               |
| Salaries                         | 134,421                  | 145,168                   | 8.0                           |
| Expenses                         | 95,100                   | 95,100                    | 0.0                           |
| Totals                           | 229,521                  | 240,268                   | 4.7                           |
| 176 Board of Appeals             |                          |                           |                               |
| Salaries                         | 3,022                    | 3,113                     | 3.0                           |
| Expenses                         | 1,450                    | 1,450                     | 0.0                           |
| Totals                           | 4,472                    | 4,563                     | 2.0                           |
| 191 Whiting Road                 | 7,000                    | 7,000                     | 0.0                           |
| 192 Town House Expenses          | 64,582                   | 53,582                    | (17.0)                        |
| 193 Dover Community Center       | 86,484                   | 86,784                    | 0.3                           |
| Salaries                         | 0                        | 0                         | 0.0                           |
| Expenses                         | 86,784                   | 48,300                    | (44.3)                        |
| Totals                           | 86,784                   | 48,300                    | (44.3)                        |
| 195 Town Report                  | 6,125                    | 0                         | (100)                         |
| 199 Building Maintenance         |                          |                           |                               |
| Salaries                         | 235,439                  | 289,810                   | 23.1                          |
| Expenses                         | 125,000                  | 112,300                   | (10.2)                        |
| Totals                           | 360,439                  | 402,110                   | 11.6                          |
| <b>General Government Totals</b> | <b>\$3,371,952</b>       | <b>\$3,609,744</b>        | <b>7.1</b>                    |

|                                           | <b>FY24<br/>Approved</b> | <b>FY25<br/>Requested</b> | <b>FY24/FY25<br/>% Change</b> |
|-------------------------------------------|--------------------------|---------------------------|-------------------------------|
| <b><u>Public Safety</u></b>               |                          |                           |                               |
| 201 Police                                |                          |                           |                               |
| Salaries                                  | \$2,401,495              | \$2,499,036               | 4.1                           |
| Expenses                                  | 154,750                  | 152,500                   | (1.5)                         |
| Out-of-State Travel                       | 3,000                    | 0                         | (100)                         |
| Totals                                    | 2,559,245                | 2,651,536                 | 3.6                           |
| 220 Fire                                  |                          |                           |                               |
| Salaries                                  | 550,377                  | 567,967                   | 3.2                           |
| Expenses                                  | 94,250                   | 108,424                   | 15.0                          |
| Totals                                    | 644,627                  | 676,391                   | 4.9                           |
| 231 Ambulance                             |                          |                           |                               |
| Salaries                                  | 292,331                  | 329,874                   | 12.8                          |
| Expenses                                  | 66,307                   | 66,307                    | 0.0                           |
| Totals                                    | 358,638                  | 396,181                   | 10.5                          |
| 241 Building Inspector                    |                          |                           |                               |
| Salaries                                  | 220,639                  | 236,462                   | 7.2                           |
| Expenses                                  | 7,320                    | 8,600                     | 17.5                          |
| Totals                                    | 227,959                  | 245,062                   | 7.5                           |
| 291 Emergency Management                  |                          |                           |                               |
| Salaries                                  | 0                        | 0                         | 0.0                           |
| Expenses                                  | 0                        | 0                         | 0.0                           |
| Totals                                    | 0                        | 0                         | 0.0                           |
| 292 Animal Control                        |                          |                           |                               |
| Salaries                                  | 18,422                   | 18,422                    | 0.0                           |
| Expenses                                  | 7,250                    | 7,250                     | 0.0                           |
| Totals                                    | 25,672                   | 25,672                    | 0.0                           |
| 294 Care of Trees                         |                          |                           |                               |
| Salaries                                  | 0                        | 0                         | 0.0                           |
| Expenses                                  | 0                        | 0                         | 0.0                           |
| Totals                                    | 0                        | 0                         | 0.0                           |
| 295 Tree Committee                        | 0                        | 0                         | 0.0                           |
| 299 Protective Agencies Building          | 81,655                   | 61,700                    | (24.4)                        |
| <b>Public Safety Totals</b>               | <b>\$3,897,796</b>       | <b>\$4,056,542</b>        | <b>4.1</b>                    |
| <b><u>Public Works and Facilities</u></b> |                          |                           |                               |
| 411 Engineering                           |                          |                           |                               |
| Salaries                                  | \$0                      | \$0                       | 0.0                           |
| Expenses: Selectmen                       | 0                        | 0                         | 0.0                           |
| Expenses: Planning Board                  | 0                        | 0                         | 0.0                           |
| Totals                                    | 0                        | 0                         | 0.0                           |
| 422 Highway Maintenance                   |                          |                           |                               |
| Salaries                                  | 855,047                  | 882,407                   | 3.2                           |
| Expenses                                  | 473,862                  | 473,862                   | 0.0                           |
| Totals                                    | 1,328,909                | 1,356,269                 | 2.1                           |

|                                               | <b>FY24<br/>Approved</b> | <b>FY25<br/>Requested</b> | <b>FY24/FY25<br/>% Change</b> |
|-----------------------------------------------|--------------------------|---------------------------|-------------------------------|
| 423 Snow and Ice                              |                          |                           |                               |
| Salaries                                      | \$105,700                | \$105,700                 | 0.0                           |
| Expenses                                      | 278,300                  | 278,300                   | (11.5)                        |
| Totals                                        | 384,000                  | 384,000                   | 0.0                           |
| 424 Street Lighting                           | 8,899                    | 8,899                     | 0.0                           |
| 425 Town Garage                               | 72,916                   | 114,916                   | 57.6                          |
| 428 Tarvia/Patching                           | 280,000                  | 305,000                   | 8.9                           |
| 433 Garbage Disposal                          | 0                        | 0                         | 0.0                           |
| 439 Solid Waste                               |                          |                           |                               |
| Salaries                                      | 85,531                   | 91,344                    | 9.4                           |
| Expenses                                      | 279,628                  | 325,607                   | 16.4                          |
| Totals                                        | 363,159                  | 416,951                   | 14.8                          |
| 450 Town Water                                |                          |                           |                               |
| Salaries                                      | 8,203                    | 7,642                     | (6.8)                         |
| Expenses                                      | 35,950                   | 39,450                    | 9.7                           |
| Totals                                        | 44,153                   | 47,092                    | 6.7                           |
| 491 Cemetery                                  |                          |                           |                               |
| Salaries                                      | 102,373                  | 108,849                   | 6.3                           |
| Expenses                                      | 32,785                   | 34,210                    | 4.3                           |
| Totals                                        | 135,158                  | 143,059                   | 5.8                           |
| <b>Public Works and<br/>Facilities Totals</b> | <b>\$2,617,194</b>       | <b>\$2,776,186</b>        | <b>6.1</b>                    |
| <b><u>Health and Human Services</u></b>       |                          |                           |                               |
| 519 Board of Health                           |                          |                           |                               |
| Salaries                                      | \$173,720                | \$169,463                 | (2.5)                         |
| Expenses                                      | 107,849                  | 109,829                   | 1.8                           |
| Totals                                        | 281,569                  | 279,292                   | (0.8)                         |
| 541 Council on Aging                          |                          |                           |                               |
| Salaries                                      | 204,250                  | 230,072                   | 12.6                          |
| Expenses                                      | 49,900                   | 50,900                    | 2.0                           |
| Totals                                        | 254,150                  | 280,972                   | 10.6                          |
| 543 Veterans                                  |                          |                           |                               |
| Salaries                                      | 1,000                    | 1,000                     | 0.0                           |
| Expenses                                      | 1,000                    | 1,000                     | 0.0                           |
| Totals                                        | 2,000                    | 2,000                     | 0.0                           |
| <b>Health and Human<br/>Services Totals</b>   | <b>\$537,719</b>         | <b>\$562,264</b>          | <b>4.6</b>                    |

|                                          | <b>FY24<br/>Approved</b> | <b>FY25<br/>Requested</b> | <b>FY24/FY25<br/>% Change</b> |
|------------------------------------------|--------------------------|---------------------------|-------------------------------|
| <b><u>Education</u></b>                  |                          |                           |                               |
| 600 Dover School Operating               | \$10,778,641             | \$11,302,838              | 4.9                           |
| 601 Dover's Share Regional               |                          |                           |                               |
| Operating Assessment                     | 12,529,057               | 12,877,926                | 2.8                           |
| Debt Assessment                          | 425,881                  | 390,199                   | (8.4)                         |
| Totals                                   | 12,954,938               | 13,268,125                | 2.4                           |
| 602 Minuteman Vocational                 | 248,626                  | 269,420                   | 8.4                           |
| 604 Other Vocational Schools             | 25,000                   | 25,000                    | 0.0                           |
| <b>Education Totals</b>                  | <b>\$24,007,205</b>      | <b>\$24,865,383</b>       | <b>3.6</b>                    |
| <b><u>Culture and Recreation</u></b>     |                          |                           |                               |
| 610 Library                              |                          |                           |                               |
| Salaries                                 | \$657,239                | \$695,807                 | 5.9                           |
| Expenses                                 | 237,119                  | 233,933                   | (1.3)                         |
| Totals                                   | 894,358                  | 929,740                   | 4.0                           |
| 650 Park and Recreation                  |                          |                           |                               |
| Salaries                                 | 413,631                  | 478,994                   | 15.8                          |
| Expenses                                 | 88,600                   | 91,400                    | 3.2                           |
| Totals                                   | 502,231                  | 570,394                   | 13.6                          |
| 691 Historical Commission                | 1,250                    | 1,250                     | 0.0                           |
| 692 Memorial Day                         | 3,500                    | 0                         | (100)                         |
| <b>Culture and Recreation<br/>Totals</b> | <b>\$1,401,339</b>       | <b>\$1,501,384</b>        | <b>7.1</b>                    |
| <b><u>Debt Service</u></b>               |                          |                           |                               |
| 710/751 Maturing Debt Principal          |                          |                           |                               |
| and Interest                             | \$1,862,375              | \$2,519,223               | 35.3                          |
| 759 Bank Charges                         | 0                        | 0                         | 0.0                           |
| <b>Debt Service Totals</b>               | <b>\$1,862,375</b>       | <b>\$2,519,223</b>        | <b>35.3</b>                   |
| <b><u>Unclassified</u></b>               |                          |                           |                               |
| <b><u>Pensions</u></b>                   |                          |                           |                               |
| 911 Norfolk County Retirement            | \$1,730,036              | \$1,798,819               | 4.0                           |
| <b><u>Insurance</u></b>                  |                          |                           |                               |
| 912 Workers Compensation                 | 118,543                  | 128,026                   | 8.0                           |
| 914 Group Insurance                      | 2,853,912                | 3,127,200                 | 9.6                           |
| 916 Medicare/FICA                        | 192,000                  | 203,000                   | 5.7                           |
| 950 Other Insurance                      | 234,768                  | 291,549                   | 24.2                          |
| <b>Insurance Subtotals</b>               | <b>\$3,399,223</b>       | <b>\$3,749,775</b>        | <b>10.3</b>                   |
| <b>Unclassified Totals</b>               | <b>\$5,129,259</b>       | <b>\$5,548,585</b>        | <b>8.2</b>                    |
| <b>OPERATING BUDGET</b>                  |                          |                           |                               |
| <b>GRAND TOTALS</b>                      | <b>\$42,824,838</b>      | <b>\$42,439,312</b>       | <b>6.1</b>                    |

**Vote:** The motion was put to an electronic vote and passed 172 (yes) to 11 (no).

## **ARTICLE 5.**

### **Capital Budget (Board of Selectmen)**

To see if the Town will vote to raise and appropriate, appropriate from available funds, borrow or any combination of these methods, a sum of money 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) Six-wheel dump truck with plow and spreader
  - (b) Culvert replacement
  - (c) Front-end loader with plow
  - (d) Salt shed
  - (e) Stormwater system
2. Fire Department/Ambulance
  - (a) Self-contained breathing apparatus equipment
  - (b) Turnout gear
  - (c) Station wear
3. Police Department
  - (a) Patrol vehicles
4. Board of Selectmen
  - (a) Protective Services Agencies: HVAC/locker room
  - (b) Protective Services Agencies: fuel tanks
  - (c) Whiting Road Building: Community Center storage upgrade
  - (d) Library: HVAC
5. Parks and Recreation
  - (a) Caryl Park playground and pickleball project design fees
6. Schools (Chickering)
  - (a) Flooring

**Article 5, Motion 1:** It was moved by Mr. Smith and seconded by Mr. Hudson that the Capital Budget items recommended by the Capital Budget Committee as shown in the Warrant Committee Report in the Blue Book, except those revised by the handout provided to Town Meeting and entitled “Revision to Article 5” (Capital Budget), be called over by the Moderator, and, if no objection is made, that to meet these appropriations the Town raise and appropriate the sum of \$475,236, transfer from Free Cash the sum of \$761,127, and transfer \$85,000 from the unexpended balance from Article 5 (Item 6f) of the 2022 Annual Town Meeting and transfer \$50,000 from the unexpended balance from Article 5 (Item 5a) of the 2023 Annual Town Meeting, for the following items:

|                                                                            |           |
|----------------------------------------------------------------------------|-----------|
| 1(a) Fire Department: self-contained breathing apparatus                   | \$146,252 |
| 1(b) Fire Department: turnout gear                                         | \$29,909  |
| 1(c) Fire Department: station workwear                                     | \$12,075  |
| 2(a) Police Department: patrol vehicles                                    | \$130,000 |
| 3(b) DPW/Highway: front-end loader with plow                               | \$355,000 |
| 4(a) Selectmen: Library HVAC                                               | \$395,000 |
| 4(b) Selectmen: Protective Services Building locker room                   | \$20,000  |
| 4(c) Selectmen: Protective Services Building fuel tanks                    | \$16,000  |
| 4(d) Selectmen: Whiting Road Building upgrade for Community Center storage | \$80,000  |
| 5(a) Park and Recreation: design fees for Caryl Park playground            | \$47,127  |
| 6(a) Schools (Chickering): flooring                                        | \$140,000 |

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

A hold was placed on Article 5 (Item 5a). Discussion ensued regarding design fees for a pickleball court that were originally included in this article, which would have made the original request a total of \$93,710.

**Motion:** A motion was made from the floor to amend the motion to include design fees for the pickleball court.

**Vote:** The motion was put to an electronic vote and failed 86 (yes) to 98 (no).

**Motion:** It was moved by Mr. Smith and seconded by Mr. Hudson that the Town transfer from Free Cash the sum of \$47,127 for design fees for the Caryl Park playground.

**Vote:** The motion was put to an electronic vote and was passed 129 (yes) to 53 (no).

**Article 5, Motion 2:** It was moved by Mr. Smith and seconded by Mr. Hudson that the Town appropriate a sum of \$613,000 for the purpose of repairing and replacing the Willow Street culvert (Item 3a), including the payment of all costs incidental and related thereto, and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow \$613,000 under Massachusetts General Laws Chapter 44, Section 7, as amended.

**Vote:** The motion was put to an electronic vote and passed 142 (yes) to 36 (no), which was more than the two-thirds vote required.

**Article 5, Motion 3:** It was moved by Mr. Smith and seconded by Mr. Hudson that the Town appropriate a sum of \$462,300 for the replacement of the DPW salt shed (Item 3c), including the payment of all costs incidental and related thereto and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow \$462,300 under Massachusetts General Laws Chapter 44, Section 7, as amended.

**Vote:** The motion was put to an electronic vote and passed 136 (yes) to 41 (no), which was more than the two-thirds vote required.

A Consent Agenda Motion to vote to move Articles 6, 7, 8, and 9, all of which are recurring or non-substantive, was read.

**Motion:** It was moved by Mr. Weiss and seconded by Ms. McCormick that Articles 6, 7, 8, and 9 be called over by the Moderator and, if no objection was made, be approved in the amounts and appropriated from the sources of funds as listed in the Warrant Committee Report in the Blue Book.

**Vote:** The motion was put to an electronic vote and passed 163 (yes) to 9 (no).

## **ARTICLE 6.**

### **Unemployment Compensation Fund (Board of Selectmen)**

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money for the purpose of funding an unemployment compensation fund as authorized by Chapter 40, Section 5E of the Massachusetts General Laws; 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. Weiss and seconded by Ms. McCormick that the Town raise and appropriate the sum of \$25,000 for the Unemployment Compensation Fund.

**Vote:** The motion was put to an electronic vote and passed 163 (yes) to 9 (no).

## **ARTICLE 7.**

### **Sick Leave for Retiring Police Officers (Board of Selectmen)**

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, 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. Chen and seconded by Mr. Howard that the Town raise and appropriate the sum of \$10,000 for the Sick Leave Program for retiring police officers.

**Vote:** The motion was put to an electronic vote and passed 163 (yes) to 9 (no).

## **ARTICLE 8.**

### **Road Construction, Reconstruction and Improvements (Board of Selectmen)**

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

**Motion:** It was moved by Ms. Herman and seconded by Mr. Weiss 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 163 (yes) to 9 (no).

## **ARTICLE 9.**

### **Conservation Fund (Conservation Commission)**

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, 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 Ms. McCormick and seconded by Ms. Cadena Kinney 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 163 (yes) to 9 (no).

## **ARTICLE 10.**

### **General Stabilization Fund (Board of Selectmen)**

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

**Motion:** It was moved by Mr. Hudson and seconded by Mr. Weiss that the Town appropriate and transfer from Free Cash the sum of \$197,000 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 158 (yes) to 11 (no).

## **ARTICLE 11.**

### **Regional Schools OPEB Stabilization Fund (Board of Selectmen)**

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

**Motion:** It was moved by Ms. Kinney and seconded by Ms. Herman that the Town appropriate and transfer from Free Cash the sum of \$743,000 to the Dover-Sherborn Regional School District OPEB Stabilization Fund as authorized by Chapter 40, Section 5B of the Massachusetts General Laws.

**Vote:** The motion was put to an electronic vote and passed 154 (yes) to 15 (no).

## **ARTICLE 12.**

### **Unpaid Bills of Prior Years (Warrant Committee)**

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

**Motion:** It was moved by Ms. McCormick and seconded by Mr. Hudson that the sum of \$5,855.98 be transferred from Free Cash for the purpose of paying the following unpaid bills:

| Department           | Description                              | Amount     |
|----------------------|------------------------------------------|------------|
| Building Maintenance | Office of Public Safety<br>& Inspections | \$5,000.00 |
| Building Maintenance | BP Trucking                              | \$855.98   |

**Vote:** The motion was put to an electronic vote and passed 169 (yes) to 5 (no), more than the four-fifths vote required.

**ARTICLE 13.**  
**Supplemental Appropriations to Article 4 (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 2023 Annual Town Meeting, to be expended during the current fiscal year, or make any other adjustments to the Fiscal Year 2024 budget that may be necessary; and to 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. Howard and seconded by Mr. Chen that Article 13 be dismissed.

**Vote:** The motion was put to an electronic vote and passed 160 (yes) to 4 (no).

**ARTICLE 14.**  
**Revolving Fund, Department of Public Works (Board of Selectmen)**

To see if the Town will vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental Revolving Funds,” for the purpose of establishing a new revolving fund in Section 5-16 E, as shown in the document on file in the Office of the Town Clerk, and as follows:

Insert the following row in the table:

| Revolving Fund             | Department, Board, Committee or Officer Authorized to Spend from Fund | Fees, Charges or Other Receipts Credited to Fund             | Program or Activity Expenses Payable from Fund                                            | Restrictions or Conditions on Expenses Payable from Fund |
|----------------------------|-----------------------------------------------------------------------|--------------------------------------------------------------|-------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Department of Public Works | Department of Public Works                                            | Solid waste and recycling program sales and related proceeds | Maintenance, repair, and replacement of facilities and equipment for the transfer station | N/A                                                      |

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; 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; and further, to see if the Town will vote pursuant to authorize the use of this revolving fund account for the Department of Public Works, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such account shall not exceed \$35,000 for Fiscal Year 2025; or take any other action relative thereto.

**Motion:** It was moved by Ms. Herman and seconded by Mr. Migausky that the Town vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental Revolving Funds,” for the purpose of establishing a new revolving fund in Section 5-16 E, as follows:

Insert the following row in the table:

| Revolving Fund                                          | Department, Board, Committee or Officer Authorized to Spend from Fund | Fees, Charges or Other Receipts Credited to Fund | Program or Activity Expenses Payable from Fund                                            | Restrictions or Conditions on Expenses Payable from Fund |
|---------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Department of Public Works – Sale of Recycled Materials | Department of Public Works                                            | Wholesale sales/ proceeds of recycled materials  | Maintenance, repair, and replacement of facilities and equipment for the transfer station | N/A                                                      |

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; 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; and further, to see if the Town will vote pursuant to authorize the use of this revolving fund account for the Department of Public Works, and that unless otherwise amended by

the Board of Selectmen and Warrant Committee, such account shall not exceed \$35,000 for Fiscal Year 2025.

**Vote:** The motion was put to an electronic vote and passed 168 (yes) to 11 (no).

**ARTICLE 15.**  
**Revolving Fund for Community Center (Board of Selectmen)**

To see if the Town will vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental Revolving Funds,” for the purpose of establishing a new revolving fund in Section 5-16E, as shown in the document on file in the Office of the Town Clerk, and as follows:

Insert the following row in the table:

| Revolving Fund   | Department, Board, Committee or Officer Authorized to Spend from Fund | Fees, Charges or Other Receipts Credited to Fund | Program or Activity Expenses Payable from Fund                                                             | Restrictions or Conditions on Expenses Payable from Fund |
|------------------|-----------------------------------------------------------------------|--------------------------------------------------|------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Community Center | Board of Selectman                                                    | Rental fees and other community charges          | Cost associated with operating the Community Center and maintenance/ improvement projects for the facility | N/A                                                      |

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; 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; and further, to see if the Town will vote to authorize the use of this revolving fund account for the Community Center, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such account shall not exceed \$25,000 for Fiscal Year 2025; or take any other action relative thereto.

**Motion:** It was moved by Mr. Smith and seconded by Mr. Hudson that the Town vote to amend Section 5-16 (Finances) of the General Bylaws of the Town of Dover, entitled “Departmental Revolving Funds,” for the purpose of establishing a new revolving fund in Section 5-16E, as follows:

Insert the following row in the table:

| Revolving Fund   | Department, Board, Committee or Officer Authorized to Spend from Fund | Fees, Charges or Other Receipts Credited to Fund | Program or Activity Expenses Payable from Fund                                                            | Restrictions or Conditions on Expenses Payable from Fund |
|------------------|-----------------------------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Community Center | Board of Selectman                                                    | Rental fees and other community charges          | Cost associated with operating the Community Center and maintenance/improvement projects for the facility | N/A                                                      |

for use in Town pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws; 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; and further, to see if the Town will vote to authorize the use of this revolving fund account for the Community Center, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such account shall not exceed \$25,000 for Fiscal Year 2025.

**Vote:** The motion was put to an electronic vote and passed 162 (yes) to 12 (no).

## ARTICLE 16.

### Borrowing Authorizations (Board of Selectmen)

To see if the Town will vote to rescind the borrowing authorized under Article 12 of the 1997 Annual Town Meeting, appropriated for a grant to the Dover Community Development Corporation, Inc. for the development of elderly affordable housing, for which borrowing is no longer needed as the project was not completed; or take any other action relative thereto.

**Motion:** It was moved by Mr. Migausky and seconded by Mr. Howard that the Town vote to rescind the borrowing authorized under Article 12 of the 1997 Annual Town Meeting, appropriated for a grant to the Dover Community Development Corporation, Inc. for the development of elderly affordable housing, for which borrowing is no longer needed as the project was not completed.

**Vote:** The motion was put to an electronic vote and passed 156 (yes) to 4 (no).

**Motion:** A motion was made from the floor to reconsider Article 5a.

**Vote:** The motion was put to an electronic vote and failed 73 (yes) to 103 (no).

## **ARTICLE 17.**

### **Development and Housing Plan (Board of Selectmen)**

To see if the Town will vote to raise and appropriate, appropriate from available funds, or any combination of these methods, a sum of money for the purpose of developing a comprehensive Dover Development and Housing Plan, and to fund 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; or take any other action relative thereto.

**Motion:** It was moved by Mr. Weiss and seconded by Mr. Migausky that the Town appropriate and transfer from Free Cash the sum of \$100,000 for a Dover Development and Housing Plan under the direction of the Board of Selectmen.

**Vote:** The motion was put to an electronic vote and passed 152 (yes) to 27 (no).

## **ARTICLE 18.**

### **Construction Hours Bylaw (Planning Board)**

To see if the Town will vote to amend the General Bylaws by adding Chapter 93 entitled “Construction Hours,” the complete text of which is on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code; or take any other action relative thereto.

**Motion:** It was moved by Mr. Chen and seconded by Mr. Howard that the Town amend the General Bylaws by adding Chapter 93 entitled “Construction Hours,” the complete text of which is on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code.

**Vote:** The motion was put to an electronic vote and passed 135 (yes) to 38 (no).

## **ARTICLE 19.**

### **Small- and Medium-Scale Solar Bylaw (Planning Board)**

To see if the Town will vote to amend the Zoning Bylaw Chapter 185, by adding Section 185-46.4 (Small and medium-scale ground-mounted solar photovoltaic facilities) as set forth in the complete text on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code; or take any other action relative thereto.

**Motion:** It was moved by Mr. Howard and seconded by Mr. Chen that the Town amend the Zoning Bylaw Chapter 185, by adding Section 185-46.4 (Small and medium-scale ground-mounted solar photovoltaic facilities) as set forth in the complete text on file in the Offices of the Town Clerk and the Planning Board, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code.

**Vote:** The motion was put to an electronic vote and passed 149 (yes) to 18 (no), which was more than the two-thirds vote required.

## **ARTICLE 20.**

### **Stormwater Management Bylaw (Board of Selectmen)**

To see if the Town will vote to amend the General Bylaw Chapter 159, entitled “Stormwater Management and Erosion Control,” by deleting it in its entirety, and replacing with the complete text on file in the Office of the Town Clerk, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code; or take any other action relative thereto.

**Motion:** It was moved by Mr. Weiss and seconded by Mr. Migauskys that the Town amend the General Bylaw Chapter 159, entitled “Stormwater Management and Erosion Control,” by deleting it in its entirety, and replacing with the complete text on file in the Office of the Town Clerk, and further, that non-substantive changes in the numbering and heading of this bylaw be permitted in order that it be in compliance with the format of the Dover Town Code.

**Motion:** A motion was made to allow DPW Director, a non-resident, to speak at Town Meeting.

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

A presentation was made by the DPW Director regarding this bylaw.

**Motion:** An amendment was proposed from the floor.

**Vote:** The amendment was put to an electronic vote and failed 37 (yes) to 126 (no).

**Vote:** The main motion was put to an electronic vote and passed 120 (yes) to 46 (no).

## **ARTICLE 21.**

### **Contracts Exceeding Three Years (Board of Assessors)**

To see if the Town will, pursuant to Massachusetts General Laws Chapter 30B, Section 12(b), vote to authorize the Board of Assessors to solicit and award contracts for terms exceeding three years, but not to exceed six years, including any renewal, extension or option, provided in each instance the longer term is determined to be in the best interest of the Town by a majority vote of the Board of Assessors, or to take any other action relative thereto.

**Motion:** It was moved by Mr. Migausky and seconded by Ms. Cadena Kinney that the Town pursuant to Massachusetts General Laws Chapter 30B, Section 12(b), vote to authorize the Board of Assessors to solicit and award contracts for terms exceeding three years, but not to exceed six years, including any renewal, extension or option, provided in each instance the longer term is determined to be in the best interest of the Town by a majority vote of the Board of Assessors.

**Vote:** The motion was put to an electronic vote and passed 140 (yes) to 15 (no).

**ARTICLE 22.**  
**Transfer of Town-Owned Land (Conservation Commission)**

To see if the Town will vote to authorize the Board of Selectmen to transfer the real property listed below, which land is currently held by the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance, and to authorize the Board of Selectmen to convey such land to the Conservation Commission on such terms and conditions and for such consideration, which may be non-monetary consideration, as the Board of Selectmen may determine, or take any other action relative thereto.

| Tax Parcel                                                                                                                 | Address           | Title Reference                                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------|-------------------|------------------------------------------------------------------------------------------------------------------|
| Parcel 5-77 (3.07 acres)                                                                                                   | Chickering Drive  | Book 16530, Page 455<br>Judgement in Tax Lien Case                                                               |
| Parcel 5-206-A (0.18 acres)                                                                                                | Wakeland Drive    | Book 16179, Page 570<br>Judgement in Tax Lien Case                                                               |
| Parcel 5-197 (1.49 acres)                                                                                                  | Main Street       | Book 16179, Page 569<br>Judgement in Tax Lien Case                                                               |
| Parcel 7-14-A (6.27 acres)<br>Parcel 7-14B (4.50 acres)                                                                    | Dedham Street     | Book 35403, Page 295<br>Judgement in Tax Lien Case                                                               |
| Parcel 8-22 (3.73 acres)                                                                                                   | Wilsondale Street | Book 26389, Page 194<br>Judgement in Tax Lien Case                                                               |
| Parcel 16-27 (2.62 acres)<br>Parcel 16-32 (2.02 acres)<br>Parcel 16-33 (2.0 acres)                                         | Grand Hill Drive  | Book 32562, Page 468 and<br>Document No. 1314946<br>(Registered and Recorded Land)<br>Judgement in Tax Lien Case |
| Parcel 17-22-A (1.66 acres)<br>Parcel 17-22-D (18.23 acres)<br>Parcel 17-22-E (7.14 acres)<br>Parcel 17-22-F (2.248 acres) | Centre Street     | Book 9721, Page 454 and<br>Book 9721, Page 452<br>Quitclaim Deeds (2)                                            |
| Parcel 5-186-A (52.60 acres)                                                                                               | Haven Street      | Book 4409, Page 660<br>Deed                                                                                      |
| Parcel 5-181 (31.5838 acres)                                                                                               | Haven Street      | Book 5650, Page 722<br>Deed                                                                                      |
| Parcel 11-28 (6.0 acres)                                                                                                   | Church Street     | Book 1755, Page 559<br>Deed                                                                                      |
| Parcel 15-6 (3.923 acres)                                                                                                  | Bridge Street     | Book 7299, Page 477<br>Deed                                                                                      |

**Motion:** It was moved by Ms. McCormick and seconded by Ms. Herman that the Town vote to authorize the Board of Selectmen to transfer the real property as set forth in the Warrant, with the exception of Parcel 5-181 and Parcel 11-28, which land is currently held by the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance, and to authorize the Board of Selectmen to convey such land to the Conservation Commission on such terms and conditions and for such consideration, which may be non-monetary consideration, as the Board of Selectmen may determine.

**Vote:** The motion was put to an electronic vote and passed 158 (yes) to 3 (no).

## **ARTICLE 23.**

### **Load Aggregation Programs (Board of Selectmen)**

To see if the Town will accept the provisions of Chapter 164, Section 134 of Massachusetts General Laws and to initiate the process to aggregate electrical load, pursuant to Massachusetts General Law Chapter 164, Section 134, and grant the Board of Selectmen authority to research, develop and participate in a contract, or contracts, to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt out of the aggregation; or take any other action relative thereto.

**Motion:** It was moved by Mr. Smith and seconded by Mr. Howard that the Town accept the provisions of Chapter 164, Section 134 of Massachusetts General Laws and to initiate the process to aggregate electrical load, pursuant to Massachusetts General Law Chapter 164, Section 134, and grant the Board of Selectmen authority to research, develop and participate in a contract, or contracts, to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt out of the aggregation.

**Vote:** The motion was put to an electronic vote and passed 156 (yes) to 6 (no).

## **ARTICLE 24.**

### **Cross Street Sidewalk (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 Cross Street from the intersection of Cross Street and Centre Street to Chickering Elementary School.

**Motion:** It was moved by Mr. Weiss and seconded by Mr. Migauskys that the Town appropriate and transfer from Free Cash a sum of \$22,350.25 to construct a sidewalk on Cross Street from the intersection of Cross

Street and Centre Street to Chickering Elementary School, including of all costs incidental and related thereto.

**Motion:** A motion to amend the original motion was made by the petitioner, who requested a change in wording from “construct” to “design” in the motion.

**Vote:** The motion to amend was put to an electronic vote and failed 23 (yes) to 139 (no).

**Vote:** The main motion was put to an electronic vote and failed 59 (yes) to 102 (no).

## **ARTICLE 25.**

### **Dog Leash Bylaw (Citizens’ Petition)**

To see if the Town will vote to amend Chapter 83 of the General Bylaws of the Town of Dover by adding new section as set forth below, 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, or take any other action relative thereto:

*Article II Dogs § 83-3 Restraint required.* No dog shall be allowed in any public place or street within the boundaries of Dover unless it is effectively restrained by a leash of no more than seven feet. Exceptions to this would be if it is contained within a motor vehicle.

**Motion:** It was moved by Mr. Migausky and seconded by Ms. McCormick that the Town vote to amend Chapter 83 of the General Bylaws of the Town of Dover by adding new section as set forth below, 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:

*Article II Dogs § 83-3 Restraint required.* No dog shall be allowed in any public place or street within the boundaries of Dover unless it is effectively restrained by a leash of no more than seven feet. Exceptions to this would be if it is contained within a motor vehicle.

**Motion:** The petitioner made a motion to amend “seven feet” to “ten feet” and add to the last sentence “is a service or therapy dog, or is a hound owned by a sporting club, such as a hunt club.”

**Vote:** The motion to amend was put to an electronic vote and passed 97 (yes) to 62 (no).

**Vote:** The amended main motion was put an electronic vote and passed 81 (yes) to 79 (no).

## **ARTICLE 26.**

### **Transfer from Free Cash (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. Howard and seconded by Ms. Kinney that the Town transfer the sum of \$800,000 from Free Cash in the Treasury to reduce the tax rate for the ensuing fiscal year and authorize the Board of Assessors to use the same to reduce the tax rate.

**Vote:** The motion was put to an electronic vote and passed 136 (yes) to 6 (no).

**Motion:** It was moved by Mr. Hudson and seconded by Mr. Weiss that the Annual Town Meeting be dissolved.

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



*Photo courtesy of the Council on Aging.*

# Annual Town Meeting

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Article 27 Elections  
May 20, 2024

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Pursuant to the Warrant given under the hands of the Selectmen on the 4th day of April 2024, the Annual Town Election was held on May 20, 2024. Christopher Jackman, Constable, inspected the ImageCast ballot box and found it to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 355 ballots had been cast. At 8:05 p.m., the unofficial results were posted. The official counts are as follows:

**Moderator (1 year)**

|                  |     |
|------------------|-----|
| (Vote for one)   |     |
| James R. Repetti | 329 |
| Write-ins        | 0   |
| Blanks           | 26  |

**Selectman (3 years)**

|                   |     |
|-------------------|-----|
| (Vote for one)    |     |
| David M. Haviland | 313 |
| Write-ins         | 4   |
| Blanks            | 38  |

**Assessor (3 years)**

|                 |     |
|-----------------|-----|
| (Vote for one)  |     |
| Charles W. Long | 300 |
| Write-ins       | 2   |
| Blanks          | 53  |

**Dover School Committee (3 years)**

|                 |     |
|-----------------|-----|
| (Vote for one)  |     |
| Kate Nixon Cook | 288 |
| Write-ins       | 2   |
| Blanks          | 65  |

**D-S Regional School Committee (3 years)**

|                 |     |
|-----------------|-----|
| (Vote for one)  |     |
| Kevin P. Crotty | 280 |
| Write-ins       | 3   |
| Blanks          | 72  |

**Library Trustee (3 years)**

(Vote for two)

|                   |     |
|-------------------|-----|
| Amy B. Collins    | 280 |
| Carolyn B. Ringel | 284 |
| Write-ins         | 2   |
| Blanks            | 144 |

**Library Trustee (1 year)**

(Vote for one)

|                   |     |
|-------------------|-----|
| Robert W. Andrews | 293 |
| Write-ins         | 3   |
| Blanks            | 59  |

**Planning Board (5 years)**

(Vote for one)

|                 |     |
|-----------------|-----|
| Carol L. Lisbon | 303 |
| Write-ins       | 4   |
| Blanks          | 48  |

**Planning Board Associate (2 years)**

(Vote for one)

|                |     |
|----------------|-----|
| Valerie L. Lin | 304 |
| Write-ins      | 0   |
| Blanks         | 51  |

**Board of Health (3 years)**

(Vote for one)

|                     |     |
|---------------------|-----|
| Stephen I. Kruskall | 292 |
| Write-ins           | 2   |
| Blanks              | 61  |

**Cemetery Commission (3 years)**

(Vote for one)

|                  |     |
|------------------|-----|
| Carol A. Jackman | 302 |
| Write-ins        | 3   |
| Blanks           | 61  |

**Trustees of Larrabee and Whiting (5 years)**

(Vote for three)

|                   |     |
|-------------------|-----|
| Mary C. Crane     | 298 |
| Jonathan P. Fryer | 283 |
| Michael A. Savage | 278 |
| Write-ins         | 2   |
| Blanks            | 204 |

**Constable (1 year)**

(Vote for one)

|               |     |
|---------------|-----|
| Alan Heinlein | 324 |
| Write-ins     | 1   |
| Blanks        | 30  |

**Park and Recreation Commission (3 years)**

(Vote for two)

|                   |     |
|-------------------|-----|
| Jennifer J. Daman | 281 |
| Michael G. Gilio  | 282 |
| Write-ins         | 3   |
| Blanks            | 144 |



*Photo courtesy of the Police Department.*

# State Primary

September 3, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 15th of August, 2024, a State Primary was held on September 3, 2024. Christopher Jackman, Constable, 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. A total of 758 ballots had been cast, 532 Democrat, 226 Republican, and 0 Libertarian. At 8:52 p.m., the official results were read. The official vote count is as follows:

## DEMOCRAT

### Senator in Congress

|                      |     |
|----------------------|-----|
| Elizabeth Ann Warren | 468 |
| Write-ins            | 20  |
| Blanks               | 44  |

### Representative in Congress

|                  |     |
|------------------|-----|
| Jake Auchincloss | 493 |
| Write-ins        | 6   |
| Blanks           | 33  |

### Councillor

|                      |     |
|----------------------|-----|
| Tamisha L. Civil     | 149 |
| Muriel Elaine Kramer | 88  |
| Sean Murphy          | 39  |
| David S. Reservitz   | 189 |
| Write-ins            | 2   |
| Blanks               | 65  |

### Senator in General Court

|                   |     |
|-------------------|-----|
| Rebecca L. Rausch | 469 |
| Write-ins         | 6   |
| Blanks            | 57  |

## REPUBLICAN

### Senator in Congress

|                      |     |
|----------------------|-----|
| Robert J. Antonellis | 55  |
| Ian Cain             | 17  |
| John Deaton          | 141 |
| Write-ins            | 4   |
| Blanks               | 9   |

### Representative in Congress

|           |     |
|-----------|-----|
| Write-ins | 24  |
| Blanks    | 202 |

### Councillor

|                         |     |
|-------------------------|-----|
| Francis T. Crimmins Jr. | 167 |
| Write-ins               | 2   |
| Blanks                  | 57  |

### Senator in General Court

|               |     |
|---------------|-----|
| Dashe Videira | 50  |
| Write-ins     | 9   |
| Blanks        | 167 |

**DEMOCRAT** *(continued)***Representative in  
General Court**

|                     |     |
|---------------------|-----|
| Patrick A. Gatto    | 109 |
| Kenneth J. Ruetenik | 51  |
| Joshua Tarsky       | 308 |
| Bhuren Patel        | 0   |
| Write-ins           | 3   |
| Blanks              | 61  |

**Clerk of Courts**

|                      |     |
|----------------------|-----|
| Robert L. Jubinville | 242 |
| Walter F. Timilty    | 196 |
| Write-ins            | 2   |
| Blanks               | 92  |

**Register of Deeds**

|                           |     |
|---------------------------|-----|
| William Patrick O'Donnell | 393 |
| Noel DiBona               | 77  |
| Write-ins                 | 3   |
| Blanks                    | 59  |

**County Commissioner**

|                   |     |
|-------------------|-----|
| Joseph P. Shea    | 368 |
| Richard R. Staiti | 333 |
| Write-ins         | 4   |
| Blanks            | 359 |

**REPUBLICAN** *(continued)***Representative in  
General Court**

|           |     |
|-----------|-----|
| Write-ins | 18  |
| Blanks    | 208 |

**Clerk of Courts**

|           |     |
|-----------|-----|
| Write-ins | 16  |
| Blanks    | 210 |

**Register of Deeds**

|           |     |
|-----------|-----|
| Write-ins | 16  |
| Blanks    | 210 |

**County Commissioner**

|           |     |
|-----------|-----|
| Write-ins | 8   |
| Blanks    | 444 |



*Youth ice-skating class. Photo courtesy of the Parks and Recreation Department.*

**LIBERTARIAN**

**Senator in Congress**

|           |   |
|-----------|---|
| Write-ins | 0 |
| Blanks    | 0 |

**Representative in Congress**

|           |   |
|-----------|---|
| Write-ins | 0 |
| Blanks    | 0 |

**Councillor**

|           |   |
|-----------|---|
| Write-ins | 0 |
| Blanks    | 0 |

**Senator in General Court**

|           |   |
|-----------|---|
| Write-ins | 0 |
| Blanks    | 0 |

**Representative in General Court**

|           |   |
|-----------|---|
| Write-ins | 0 |
| Blanks    | 0 |

**Clerk of Courts**

|           |   |
|-----------|---|
| Write-ins | 0 |
| Blanks    | 0 |

**Register of Deeds**

|           |   |
|-----------|---|
| Write-ins | 0 |
| Blanks    | 0 |

**County Commissioner**

|           |   |
|-----------|---|
| Write-ins | 0 |
| Blanks    | 0 |

# State Election

November 5, 2024

Pursuant to the Warrant given under the hands of the Selectmen on the 22nd day of October 2024, a State Election was held on November 5, 2024. Christopher Jackman, Constable, inspected the ImageCast ballot boxes and found them to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 3,694 ballots had been cast. At 8:27 p.m., the unofficial results were posted. On November 18, 2024, the Election Day results were revised to include absentee ballots received from overseas voters who had mailed their ballots by November 5, 2024, as required by law. The official count of the votes for Dover is as follows:

**President and Vice President**

|                          |       |
|--------------------------|-------|
| Ayyadurai and Ellis      | 19    |
| De La Cruz and Garcia    | 9     |
| Harris and Walz          | 2,439 |
| Oliver and Ter Maat      | 40    |
| Stein and Caballero-Roca | 37    |
| Trump and Vance          | 1,117 |
| Write-ins                | 67    |
| Blanks                   | 66    |

**Senator in Congress**

|                      |       |
|----------------------|-------|
| Elizabeth Ann Warren | 2,033 |
| John Deaton          | 1,634 |
| Write-ins            | 15    |
| Blanks               | 112   |

**Representative in Congress**

|                  |       |
|------------------|-------|
| Jake Auchincloss | 2,648 |
| Sana Fadel       | 22    |
| Write-ins        | 79    |
| Blanks           | 1,045 |

**Councillor**

|                     |       |
|---------------------|-------|
| Tamisha L. Civil    | 1,877 |
| Francis T. Crimmins | 1,481 |
| Write-ins           | 8     |
| Blanks              | 359   |

**Senator in General Court**

|                   |       |
|-------------------|-------|
| Rebecca L. Rausch | 2,112 |
| Dashe M. Videira  | 1,318 |
| Write-ins         | 5     |
| Blanks            | 359   |

**Representative in General Court**

|                    |       |
|--------------------|-------|
| Joshua Tarsky      | 1,934 |
| William R. Dermody | 1,310 |
| Write-ins          | 19    |
| Blanks             | 531   |

**Clerk of Courts**

|                   |       |
|-------------------|-------|
| Walter F. Timilty | 2,540 |
| Write-ins         | 55    |
| Blanks            | 531   |

**Register of Deeds**

|                           |       |
|---------------------------|-------|
| William Patrick O'Donnell | 2,234 |
| Write-ins                 | 50    |
| Blanks                    | 1,202 |

**County Commissioner**

|                   |       |
|-------------------|-------|
| Joseph P. Shea    | 2,234 |
| Richard R. Staiti | 1,724 |
| Write-ins         | 74    |
| Blanks            | 3,356 |



*Sunset, Channing Pond. Photo by Simone Azevedo.*

**Ballot Question 1: State Auditor’s Authority to Audit the Legislature.**

This proposed law would specify that the State auditor has the authority to audit the legislature.

|        |       |
|--------|-------|
| Yes    | 2,526 |
| No     | 1,017 |
| Blanks | 51    |

**Ballot Question 2: Elimination of MCAS as High School Graduation Requirement.**

This proposed law would eliminate the requirement that a student pass the Massachusetts Comprehensive Assessment System (MCAS) tests (or other statewide or district-wide assessments) in mathematics, science and technology, and English in order to receive a high school diploma. Instead, in order for a student to receive a high school diploma, the proposed law would require the student to complete coursework certified by the student’s district as demonstrating mastery of the competencies contained in the state academic standards in mathematics, science and technology, and English, as well as any additional areas determined by the Board of Elementary and Secondary Education.

|        |       |
|--------|-------|
| Yes    | 1,388 |
| No     | 2,299 |
| Blanks | 107   |

**Ballot Question 3: Unionization for Transportation Network Drivers.**

The proposed law would provide Transportation Network Drivers (“Drivers”) with the right to form unions (“Driver Organizations”) to collectively bargain with Transportation Network Companies (“Companies”), which are companies that use a digital network to connect riders to drivers for pre-arranged transportation, to create negotiated recommendations concerning wages, benefits and terms and conditions of work. Drivers would not be required to engage in any union activities. Companies would be allowed to form multi-Company associations to represent them when negotiating with Driver Organizations. The state would supervise the labor activities permitted by the proposed law and would have responsibility for approving or disapproving the negotiated recommendations.

The proposed law would define certain activities by a Company or a Driver Organization to be unfair work practices. The proposed law would establish a hearing process for the state Employment Relations Board (“Board”) to follow when a Company or Driver Organization is charged with an unfair work practice. The proposed law would permit the Board to take action, including awarding compensation to adversely affected Drivers, if it found that an unfair work practice had been committed. The proposed law would provide for an appeal of a Board decision to the state Appeals Court.

This proposed law also would establish a procedure for determining which Drivers are Active Drivers, meaning that they completed more than the median number of rides in the previous six months. The proposed law would establish procedures for the Board to determine that a Driver Organization has signed authorizations from at least five percent of Active Drivers, entitling the Driver Organization to a list of Active Drivers; to designate a Driver Organization as the exclusive bargaining representative for all Drivers based on signed authorizations from at least 25 percent of Active Drivers; to resolve disputes over exclusive bargaining status, including through elections; and to decertify a Driver Organization from exclusive bargaining status. A Driver Organization that has been designated the exclusive bargaining representative would have the exclusive right to represent the Drivers and to receive voluntary membership dues deductions.

Once the Board determined that a Driver Organization was the exclusive bargaining representative for all Drivers, the Companies would be required to bargain with that Driver Organization concerning wages, benefits and terms and conditions of work. Once the Driver Organization and Companies reached agreement on wages, benefits, and the terms and conditions of work, that agreement would be voted upon by all Drivers who have completed at least 100 trips the previous quarter. If approved by a majority of votes cast, the recommendations would be submitted to the state Secretary of Labor for approval and if approved, would be effective for three years. The proposed law would establish procedures for the mediation and arbitration if the Driver Organization and Companies failed to reach agreement within a certain period of time. An arbitrator would consider factors set forth in the proposed law, including whether the wages of Drivers would be enough so that Drivers would not need to rely upon any public benefits. The proposed law also sets out procedures for the Secretary of Labor's review and approval of recommendations negotiated by a Driver Organization and the Companies and for judicial review of the Secretary's decision.

The proposed law states that neither its provisions, an agreement nor a determination by the Secretary would be able to lessen labor standards established by other laws. If there were any conflict between the proposed law and existing Massachusetts labor relations law, the proposed law would prevail. The Board would make rules and regulations as appropriate to effectuate the proposed law. The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect.

|        |       |
|--------|-------|
| Yes    | 1,492 |
| No     | 2,089 |
| Blanks | 213   |

**Ballot Question 4: Limited Legalization and Regulation of Certain Natural Psychedelic Substances.**

This proposed law would allow persons aged 21 and older to grow, possess, and use certain natural psychedelic substances in certain circumstances. The psychedelic substances allowed would be two substances found in mushrooms (psilocybin and psilocyn) and three substances found in plants (dimethyltryptamine, mescaline, and ibogaine). These substances could be purchased at an approved location for use under the supervision of a licensed facilitator. This proposed law would otherwise prohibit any retail sale of natural psychedelic substances. This proposed law would also provide for the regulation and taxation of these psychedelic substances.

This proposed law would license and regulate facilities offering supervised use of these psychedelic substances and provide for the taxation of proceeds from those facilities' sales of psychedelic substances. It would also allow persons aged 21 and older to grow these psychedelic substances in a 12-foot by 12-foot area at their home and use these psychedelic substances at their home. This proposed law would authorize persons aged 21 or older to possess up to one gram of psilocybin, one gram of psilocyn, one gram of dimethyltryptamine, 18 grams of mescaline, and 30 grams of ibogaine ("personal use amount"), in addition to whatever they might grow at their home, and to give away up to the personal use amount to a person aged 21 or over.

This proposed law would create a Natural Psychedelic Substances Commission of five members appointed by the Governor, Attorney General, and Treasurer which would administer the law governing the use and distribution of these psychedelic substances. The Commission would adopt regulations governing licensing qualifications, security, recordkeeping, education and training, health and safety requirements, testing, and age verification. This proposed law would also create a Natural Psychedelic Substances Advisory Board of 20 members appointed by the Governor, Attorney General, and Treasurer which would study and make recommendations to the Commission on the regulation and taxation of these psychedelic substances.

This proposed law would allow cities and towns to reasonably restrict the time, place, and manner of the operation of licensed facilities offering psychedelic substances, but cities and towns could not ban those facilities or their provision of these substances.

The proceeds of sales of psychedelic substances at licensed facilities would be subject to the state sales tax and an additional excise tax of 15 percent. In addition, a city or town could impose a separate tax of up to 2 percent. Revenue received from the additional state excise tax, license application fees, and civil penalties for violations of this proposed law would be deposited in a Natural Psychedelic Substances Regulation Fund and would be used, subject to appropriation, for administration of this proposed law.

Using the psychedelic substances as permitted by this proposed law could not be a basis to deny a person medical care or public assistance, impose discipline by a professional licensing board, or enter adverse orders in child custody cases absent clear and convincing evidence that the activities created an unreasonable danger to the safety of a minor child.

This proposed law would not affect existing laws regarding the operation of motor vehicles while under the influence, or the ability of employers to enforce workplace policies restricting the consumption of these psychedelic substances by employees. This proposed law would allow property owners to prohibit the use, display, growing, processing, or sale of these psychedelic substances on their premises. State and local governments could continue to restrict the possession and use of these psychedelic substances in public buildings or at schools. This proposed law would take effect on December 15, 2024.

|        |       |
|--------|-------|
| Yes    | 1,246 |
| No     | 2,364 |
| Blanks | 126   |

**Ballot Question 5: Minimum Wage for Tipped Workers.** The proposed law would gradually increase the minimum hourly wage an employer must pay a tipped worker, over the course of five years, on the following schedule:

- to 64% of the state minimum wage on January 1, 2025;
- to 73% of the state minimum wage on January 1, 2026;
- to 82% of the state minimum wage on January 1, 2027;
- to 91% of the state minimum wage on January 1, 2028; and
- to 100% of the state minimum wage on January 1, 2029

The proposed law would require employers to continue to pay tipped workers the difference between the state minimum wage and the total amount a tipped worker receives in hourly wages plus tips through the end of 2028. The proposed law would also permit employers to calculate this difference over the entire weekly or bi-weekly payroll period. The requirement to pay this difference would cease when the required hourly wage for tipped workers would become 100 percent of the state minimum wage on January 1, 2029. Under the proposed law, if an employer pays its workers an hourly wage that is at least the state minimum wage, the employer would be permitted to administer a “tip pool” that combines all the tips given by customers to tipped workers and distributes them among all the workers, including non-tipped workers.

|        |       |
|--------|-------|
| Yes    | 1,308 |
| No     | 2,364 |
| Blanks | 122   |

# Vital Statistics

For the Calendar Year 2024

## BIRTHS IN 2024

23 Males

23 Females

## MARRIAGES IN 2024

|              |                                                           |                                              |
|--------------|-----------------------------------------------------------|----------------------------------------------|
| April 12     | Eugene J. Levin<br>Margarita Domzho                       | Dover, MA<br>Dover, MA                       |
| June 22      | Nicholas George Thibeault<br>Bailey Murphy Pratt          | North Smithfield, RI<br>North Smithfield, RI |
| July 16      | Joseph DeSalvo<br>Lowri Angharad Pytka                    | Hoboken, NJ<br>Hoboken, NJ                   |
| July 20      | Nathan Dewitt Brace<br>Ruchi Bhavsar                      | Needham, MA<br>Needham, MA                   |
| July 27      | Sean Timothy Nash<br>Elizabeth Joyce Pontes               | Medfield, MA<br>Bellingham, MA               |
| August 17    | Steven James Roth<br>Tracey Selzer Hyams                  | Dover, MA<br>Dover, MA                       |
| August 31    | Edward Channing Raymond<br>Mary Catherine Newport         | Cambridge, MA<br>Cambridge, MA               |
| September 4  | Rodrigo Barreto Miranda Lopes<br>Giovanna Barteli DePinho | Dover, MA<br>Ashland, MA                     |
| September 8  | Alexander James Davey<br>Kayla Jennison Steeves           | Medfield, MA<br>Medfield, MA                 |
| September 8  | Lawrence Ching Tsen<br>Jennifer Rae London                | Dover, MA<br>Dover, MA                       |
| September 27 | Brandon Timothy Wu<br>Mingshi Gao                         | Westborough, MA<br>Westborough, MA           |
| November 16  | Orod Mahmud Bavar<br>Tracy Nichole Ben Itzhak             | Westborough, MA<br>Dover, MA                 |
| December 4   | David Francis Tocci<br>Jeannie Kim Dziana                 | Needham, MA<br>Needham, MA                   |
| December 22  | Sara Boncza Freimer<br>Matthew Scott Chamberlain          | Manor, TX<br>Manor, TX                       |

## DEATHS IN 2024

|              |                               |    |                      |
|--------------|-------------------------------|----|----------------------|
| January 3    | Robert F. Klobucher           | 93 | 152 Walpole Street   |
| January 16   | Andrew Stephen Holik          | 93 | 91 Walpole Street    |
| January 25   | Margaret E. Fleming           | 75 | 1 Hawthorne Lane     |
| February 1   | Ali Goli                      | 58 | 47A Walpole Street   |
| February 2   | Janet L. Umlauf               | 90 | 30 Brookfield Road   |
| February 18  | Gerard A. Sweeney             | 81 | 42 Donnelly Drive    |
| March 1      | Brewster Jameson              | 96 | 3 Sanger Circle      |
| March 3      | Donald Sallett                | 80 | 46 Donnelly Drive    |
| March 3      | Peter Albert Ward             | 79 | 2 Burnham Road       |
| March 14     | Nicholas H. Thisse            | 87 | 4 Morningside Drive  |
| April 16     | Jean Alice Weise              | 89 | 12 Greenwood Road    |
| June 12      | Richard P. Brauer             | 50 | 2 Donnelly Drive     |
| June 15      | Kerry Barbara Muzyka          | 71 | 34 Old Farm Road     |
| June 23      | Martin Gardiner               | 91 | 21 Junction Street   |
| July 21      | Walter D. Nolan               | 86 | 17 Cranberry Lane    |
| July 22      | Paul A. Reese                 | 83 | 8 Pleasant Street    |
| August 9     | George Edward Stephenson Jr.  | 91 | 182 Dedham Street    |
| August 20    | Vladimir Ivanovich Romanishin | 70 | 28 Yorkshire Road    |
| September 19 | Corinne Azoulay LeChevallier  | 60 | Paris, France        |
| October 7    | Betty L. Klobucher            | 90 | 152 Walpole Street   |
| October 17   | Peter Hugo Karl Fein          | 89 | 14 Ruel Drive        |
| October 24   | Kathleen W. Weld              | 77 | 29 Main Street       |
| November 6   | Jeannette Wu                  | 94 | 5 Francis Street     |
| November 12  | Anna M. Powers                | 97 | 7 Wildwood Road      |
| December 14  | Richard W. Cullen             | 73 | 52 Willow Street     |
| December 16  | Abigail Porter Egan           | 96 | 82 Claybrook Road    |
| December 28  | Dylan B. Keene                | 38 | 36 Wilsondale Street |

# Financial Reports

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For the Calendar Year 2024

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## Fees Collected by the Town Clerk’s Office

|              |                 |
|--------------|-----------------|
| January      | \$2,950         |
| February     | 4,175           |
| March        | 4,420           |
| April        | 3,320           |
| May          | 595             |
| June         | 0               |
| July         | 465             |
| August       | 496             |
| September    | 365             |
| October      | 0               |
| November     | 542             |
| December     | 232             |
| <b>Total</b> | <b>\$17,560</b> |

## Fees Collected by the Board of Appeals

|              |                 |
|--------------|-----------------|
| January      | \$5,000         |
| February     | 3,000           |
| March        | 150             |
| April        | 150             |
| May          | 0               |
| June         | 0               |
| July         | 150             |
| August       | 150             |
| September    | 20,500          |
| October      | 0               |
| November     | 300             |
| December     | 0               |
| <b>Total</b> | <b>\$29,400</b> |

# *Report of the* **Town Treasurer**

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Kyle Banoey, Treasurer/Collector, *resigned March 2024*

Sara Hunter, Interim Treasurer/Collector, *effective March 2024*

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The following reports appear on pages 76-87:

- **Total Gross Wages** for the Calendar Year 2024
- **Treasurer's Cash** for the Year Ending June 30, 2024
- **Statement of Taxes Outstanding** as of June 30, 2024
- **Statement of Long Term Debt** as of June 30, 2024

# Total Gross Wages

For Calendar Year 2024

|                                     | Regular<br>Wages | Overtime/<br>Other | Total Gross<br>Wages |
|-------------------------------------|------------------|--------------------|----------------------|
| <b>Selectmen's Office</b>           |                  |                    |                      |
| Abraham-DiSciullo, Mona             | \$84,595         | \$467              | \$85,062             |
| Blanchard, Michael J.               | 209,240          |                    | 209,240              |
| Carew, Paul E.                      | 1,000            |                    | 1,000                |
| Costello, Christopher               | 97,152           |                    | 97,152               |
| Hunter, Robyn M.                    | 100              |                    | 100                  |
| Jeffries, John D.                   | 150              |                    | 150                  |
| Townsend, James C.                  | 1,820            |                    | 1,820                |
| Tusino, Robin M.                    | 99,357           |                    | 99,357               |
| <b>Town Accountant's Office</b>     |                  |                    |                      |
| LaPlant, Kathleen R.                | 131,777          |                    | 131,777              |
| McGovern, Janice                    | 47,136           |                    | 47,136               |
| Rigano, Nancy L.                    | 71,335           |                    | 71,335               |
| <b>Assessor's Office</b>            |                  |                    |                      |
| Akins, Caroline B.                  | 400              |                    | 400                  |
| Cocks, Robert                       | 350              |                    | 350                  |
| Daniels, Courtney E.                | 60,774           |                    | 60,774               |
| Gow, Amy L. B.                      | 117,183          |                    | 117,183              |
| Long, Charles W.                    | 350              |                    | 350                  |
| <b>Treasurer/Collector's Office</b> |                  |                    |                      |
| Banoey, Kyle A.                     | 26,526           |                    | 26,526               |
| Fiske, Gavin T.                     | 35,994           |                    | 35,994               |
| Mann, Debra                         | 23,995           |                    | 23,995               |
| Pink, Jennifer G.                   | 70,493           | 24,355             | 94,848               |
| Valente, Carl F.                    | 35,270           |                    | 35,270               |
| <b>Town Clerk and Elections</b>     |                  |                    |                      |
| Alksnitis, Judith H.                | 188              |                    | 188                  |
| Alksnitis, Juris G.                 | 158              |                    | 158                  |
| Alksnitis, Zaiga T.                 | 479              |                    | 479                  |
| Boudreau, Andre                     | 808              |                    | 808                  |
| Cocks, Martha Susan S.              | 872              |                    | 872                  |
| Cross, Margaret J.                  | 288              |                    | 288                  |
| Crowley, Margaret L.                | 31               |                    | 31                   |
| Haviland, Catherine K.              | 257              |                    | 257                  |
| Heidke, Darlene L.                  | 32,455           |                    | 32,455               |
| Heinlein, Alan                      | 635              |                    | 635                  |
| Herd, Eleanor A.                    | 2,177            |                    | 2,177                |

|                                                 | Regular<br>Wages | Overtime/<br>Other | Total Gross<br>Wages |
|-------------------------------------------------|------------------|--------------------|----------------------|
| <b>Town Clerk and Elections</b> <i>(cont'd)</i> |                  |                    |                      |
| Herd, William R.                                | \$137            |                    | \$137                |
| Hoffman, Felicia S.                             | 102,001          |                    | 102,001              |
| Jackman, Christopher                            | 755              |                    | 755                  |
| Loscalzo, Anita B.                              | 244              |                    | 244                  |
| McCullough, Kathleen                            | 131              |                    | 131                  |
| McGuire, Laura E.                               | 6,969            |                    | 6,969                |
| Rodat-Savla, Erin                               | 128              |                    | 128                  |
| Schlenker, Elizabeth A.                         | 281              |                    | 281                  |
| Waterman, Carolyn D.                            | 160              |                    | 160                  |
| <b>Building Maintenance</b>                     |                  |                    |                      |
| Crosby III, Bradley S.                          | 73,341           | \$3,221            | 76,562               |
| Murphy, Robert P.                               | 53,550           | 232                | 53,781               |
| Warnick, Karl L.                                | 125,547          | 1,642              | 127,190              |
| <b>Police Department</b>                        |                  |                    |                      |
| Bratcher-Heffernan, Nicole M.                   | 105,567          | 1,443              | 107,010              |
| Cahill Jr., Donald P.                           | 121,302          | 15,891             | 137,193              |
| Chaisson Jr., David E.                          | 144,599          | 19,798             | 164,397              |
| Collamore Jr., Richard F.                       | 113,201          | 3,270              | 116,472              |
| Kolodziejczyk, Katherine M.                     | 131,073          | 27,483             | 158,556              |
| Lavery, Matthew O.                              | 116,487          | 25,452             | 141,938              |
| Lynch, Jeffrey W.                               | 116,465          | 12,318             | 128,783              |
| Madden, Anthony                                 | 92,817           | 5,982              | 98,799               |
| Maggio, Bruce D.                                | 141,127          | 15,390             | 156,517              |
| Maguire, Edward J.                              | 126,458          | 24,630             | 151,089              |
| Marscher, Charles S.                            | 141,485          | 10,013             | 151,498              |
| Menice, Ryan W.                                 | 174,492          | 38,217             | 212,709              |
| Rowean, Bret                                    | 59,215           | 7,147              | 66,362               |
| Sullivan, Ryan P.                               | 126,132          | 32,199             | 158,331              |
| Vinci, Joseph P.                                | 168,378          |                    | 168,378              |
| Wilcox, Todd V.                                 | 164,776          | 16,720             | 181,496              |
| Woollard, Joseph S.                             | 164,203          | 20,777             | 184,980              |
| Young, Colin R.                                 | 125,014          | 12,976             | 137,991              |
| <b>Fire/Rescue Department</b>                   |                  |                    |                      |
| Barry, Daniel B.                                | 8,840            |                    | 8,840                |
| Becker, Christopher J.                          | 1,062            |                    | 1,062                |
| Blum, Andrew S.                                 | 12,779           |                    | 12,779               |
| Buckley, Paul E.                                | 5,599            |                    | 5,599                |
| Campbell, Leslie M.                             | 45,894           |                    | 45,894               |
| Cannie, Kathryn R.                              | 200              |                    | 200                  |
| Dawley Jr., James P.                            | 200              |                    | 200                  |
| Giblin, Timothy C.                              | 3,797            |                    | 3,797                |
| Hartman, Frederick M.                           | 8,945            |                    | 8,945                |
| Hinsley, Mary C.                                | 27,575           |                    | 27,575               |

TOTAL GROSS WAGES

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|                                               | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|-----------------------------------------------|--------------------------|----------------------------|------------------------------|
| <b>Fire/Rescue Department</b> <i>(cont'd)</i> |                          |                            |                              |
| Hughes, James S.                              | \$3,705                  |                            | \$3,705                      |
| Hughes, Paul M.                               | 5,732                    |                            | 5,732                        |
| Keusch, Dylan S                               | 560                      |                            | 560                          |
| Kornack, Edward G.                            | 73,962                   |                            | 73,962                       |
| Kornack, John P.                              | 1,067                    |                            | 1,067                        |
| London, Jack I.                               | 446                      |                            | 446                          |
| Luttazi, Phillip D.                           | 16,720                   |                            | 16,720                       |
| Luttazi, Romolo P.                            | 23,375                   |                            | 23,375                       |
| Lynch Jr., Michael J.                         | 6,476                    |                            | 6,476                        |
| Mack, Brian C.                                | 2,011                    |                            | 2,011                        |
| McCarthy, Brendan E.                          | 3,272                    |                            | 3,272                        |
| Mitchell, William A.                          | 42,973                   |                            | 42,973                       |
| Murphy, Daniel K.                             | 57,032                   |                            | 57,032                       |
| Murphy, Michael V.                            | 16,927                   |                            | 16,927                       |
| Novitch, Nicholas A.                          | 16,377                   |                            | 16,377                       |
| Nowicki, Walter J.                            | 30,939                   |                            | 30,939                       |
| Nowicki III, Walter J.                        | 8,449                    |                            | 8,449                        |
| Perinne, Petri J.                             | 958                      |                            | 958                          |
| Perinne, Rebekka                              | 7,736                    |                            | 7,736                        |
| Pfannenstiehl, Curt F.                        | 4,771                    |                            | 4,771                        |
| Puurunen, Marja K.                            | 16,055                   |                            | 16,055                       |
| Quayle, Thomas E.                             | 362                      |                            | 362                          |
| Reimann, Theodore H.                          | 29,264                   |                            | 29,264                       |
| Reinemann, Heidi E.                           | 3,643                    |                            | 3,643                        |
| Reinemann, Richard L.                         | 1,052                    |                            | 1,052                        |
| Schulz, Johanna G.                            | 3,020                    |                            | 3,020                        |
| Smith II, Dickson                             | 56,375                   |                            | 56,375                       |
| Smith, Elisabeth A.                           | 747                      |                            | 747                          |
| Spalding, James F.                            | 100                      |                            | 100                          |
| Surgenor, Timothy R.                          | 6,788                    |                            | 6,788                        |
| Tiberi, David W.                              | 3,121                    |                            | 3,121                        |
| Tiberi, Richard F.                            | 56,565                   | \$1,194                    | 57,759                       |
| Tosi, Brian A.                                | 21,618                   | 2,665                      | 24,284                       |
| Tosi, Kathleen P.                             | 175                      |                            | 175                          |
| Tosi, Kevin                                   | 29,124                   | 1,754                      | 30,878                       |
| Tullie, Cameron J.                            | 634                      |                            | 634                          |
| Van Tassell, David P.                         | 17,447                   |                            | 17,447                       |
| Vounatsos, John S.                            | 50,896                   | 1,266                      | 52,161                       |
| Wadness, Kenneth S.                           | 3,950                    |                            | 3,950                        |
| Weinberg, Ellen O.                            | 5,358                    |                            | 5,358                        |
| Weinberg, Nevin A.                            | 1,307                    |                            | 1,307                        |
| Wright, James W.                              | 35,438                   |                            | 35,438                       |

|                                   | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|-----------------------------------|--------------------------|----------------------------|------------------------------|
| <b>Inspectors</b>                 |                          |                            |                              |
| Avallone, Walter A.               | \$114,819                |                            | \$114,819                    |
| Doyle Jr., Joseph F.              | 47,733                   |                            | 47,733                       |
| Malloy, Kevin                     | 33,886                   |                            | 33,886                       |
| Murphy, James T.                  | 649                      |                            | 649                          |
| Piersiak, Robert F.               | 1,914                    |                            | 1,914                        |
| Vaughan, James F.                 | 32,607                   |                            | 32,607                       |
| Young, Susan M. L.                | 62,571                   |                            | 62,571                       |
| Zemel, Felix I.                   | 338                      |                            | 338                          |
| <b>Health Department</b>          |                          |                            |                              |
| Baldwin-Lyons, Linda M.           | 29,492                   |                            | 29,492                       |
| Belmonte, Jason R.                | 100,683                  |                            | 100,683                      |
| Hilts, Suzanne E.                 | 13,814                   |                            | 13,814                       |
| Peterson, Kay M.                  | 150                      |                            | 150                          |
| Steenbergen, Priscilla T.         | 11,017                   |                            | 11,017                       |
| <b>Department of Public Works</b> |                          |                            |                              |
| Angieri, Michael J.               | 18,681                   |                            | 18,681                       |
| Bates, Nancy J.                   | 66,158                   |                            | 66,158                       |
| Beckwith, Robert                  | 74,129                   | \$8,973                    | 83,102                       |
| Belhumeur, Kyle R.                | 6,130                    |                            | 6,130                        |
| Bratsos, Lukas                    | 26,499                   | 1,600                      | 28,099                       |
| Frazier, Liam E.                  | 54,399                   | 5,535                      | 59,934                       |
| Gemma, Ashley R.                  | 49,821                   |                            | 49,821                       |
| Gorman, James J.                  | 76,557                   | 15,997                     | 92,554                       |
| Hann, John J.                     | 66,275                   | 4,577                      | 70,852                       |
| Keene, Martin R.                  | 0                        | 723                        | 723                          |
| Kizik, Janine H.                  | 21,311                   |                            | 21,311                       |
| McCabe, Kevin J.                  | 161,008                  |                            | 161,008                      |
| Petrangelo, Michael A.            | 5,162                    | 633                        | 5,795                        |
| Stephenson, Mark R.               | 72,843                   | 13,623                     | 86,466                       |
| Tosi Jr., John R.                 | 141,340                  | 6,651                      | 147,991                      |
| Wills, Andrew F.                  | 14,835                   | 4,553                      | 19,388                       |
| <b>Sanitation</b>                 |                          |                            |                              |
| Dinatale, Christine               | 5,741                    | 36                         | 5,777                        |
| Fung, Series                      | 2,169                    |                            | 2,169                        |
| Gerlach, John F.                  | 25,051                   | 1,018                      | 26,069                       |
| Hayes, Wade J.                    | 39,980                   | 917                        | 40,898                       |
| <b>Conservation</b>               |                          |                            |                              |
| Hagerty, Lori E.                  | 46,043                   |                            | 46,043                       |
| Michaud, Dale C.                  | 1,748                    |                            | 1,748                        |
| <b>Planning Board</b>             |                          |                            |                              |
| Farinacci, Jasmin L.              | 100,008                  |                            | 100,008                      |
| Hall, Susan E.                    | 44,184                   |                            | 44,184                       |

|                             | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|-----------------------------|--------------------------|----------------------------|------------------------------|
| <b>Cemetery</b>             |                          |                            |                              |
| Dauphinee, Lawrence R.      | \$90,011                 | \$10,341                   | \$100,352                    |
| Johnson, Sydney J.          | 5,939                    |                            | 5,939                        |
| <b>Council on Aging</b>     |                          |                            |                              |
| Claypoole, Janet E.         | 114,927                  |                            | 114,927                      |
| Desimone, Andria M.         | 6,498                    |                            | 6,498                        |
| Devine, Elizabeth M.        | 2,351                    |                            | 2,351                        |
| James, Jennifer L.          | 26,481                   |                            | 26,481                       |
| Rittenmeyer, Tracy          | 4,950                    |                            | 4,950                        |
| Rosa, Elizabeth A.          | 146                      |                            | 146                          |
| Schmid, Matthew             | 765                      |                            | 765                          |
| Sears, Bente M.             | 435                      |                            | 435                          |
| Siniscalchi, Laura S.       | 473                      |                            | 473                          |
| Tejani, Amee V.             | 31,620                   |                            | 31,620                       |
| Vaida, Nancy C.             | 50,890                   |                            | 50,890                       |
| <b>Library</b>              |                          |                            |                              |
| Bentley, Sean T.            | 60,096                   |                            | 60,096                       |
| Campbell, Joan S.           | 57,562                   |                            | 57,562                       |
| Fair, Lisa A.               | 1,883                    |                            | 1,883                        |
| Finke, Adam L.              | 9,182                    |                            | 9,182                        |
| Fogarty, Elizabeth          | 60,095                   |                            | 60,095                       |
| Giblin, Wendy P.            | 30,378                   |                            | 30,378                       |
| Hancock, Katherine E.       | 10,786                   |                            | 10,786                       |
| King, Charles E.            | 18,172                   |                            | 18,172                       |
| Klem, Bethany               | 108,123                  |                            | 108,123                      |
| Kroon, Mary F.              | 31,722                   |                            | 31,722                       |
| Leib, Bart R.               | 28,862                   |                            | 28,862                       |
| Li, Ping                    | 5,230                    |                            | 5,230                        |
| Ramsbottom, Susan B.        | 64,368                   |                            | 64,368                       |
| Roberson, Jill A.           | 25,860                   |                            | 25,860                       |
| Tegeler, Nancy M.           | 74,693                   |                            | 74,693                       |
| Westen, James K.            | 78,015                   |                            | 78,015                       |
| <b>Parks and Recreation</b> |                          |                            |                              |
| Allen Jr., James E.         | 3,286                    |                            | 3,286                        |
| Brenna, Katherine M.        | 2,025                    |                            | 2,025                        |
| Bunn, Charles R.            | 1,048                    |                            | 1,048                        |
| Bunn, Wesley J.             | 1,444                    |                            | 1,444                        |
| Bunn, Winston R.            | 1,337                    |                            | 1,337                        |
| Chui, Kate A.               | 2,126                    |                            | 2,126                        |
| Clements, Mattison R        | 30,787                   | 885                        | 31,672                       |
| Collins, Francesca M.       | 61                       |                            | 61                           |
| Cooper, Peter D.            | 91,224                   |                            | 91,224                       |
| DePaola, Harrison P.        | 1,768                    |                            | 1,768                        |
| DePaola, William J.         | 2,020                    |                            | 2,020                        |

|                                             | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|---------------------------------------------|--------------------------|----------------------------|------------------------------|
| <b>Parks and Recreation</b> <i>(cont'd)</i> |                          |                            |                              |
| DiCicco, Nicole E.                          | \$75,867                 | \$5,061                    | \$80,929                     |
| Frey, Alexander C.                          | 3,031                    |                            | 3,031                        |
| Ghiloni, Mark F.                            | 142,779                  |                            | 142,779                      |
| Hills, Leah F.                              | 438                      |                            | 438                          |
| Levenson, Richard F.                        | 19,225                   |                            | 19,225                       |
| Lindauer, Heidi I.                          | 2,183                    |                            | 2,183                        |
| Lombard, Patrick M.                         | 3,135                    |                            | 3,135                        |
| McCann, Erin D.                             | 1,728                    |                            | 1,728                        |
| Moss, Cian D.                               | 257                      |                            | 257                          |
| Moss, Cillian A.                            | 1,908                    |                            | 1,908                        |
| Motley, Emma                                | 1,188                    |                            | 1,188                        |
| Murphy, Alexa W.                            | 1,576                    |                            | 1,576                        |
| Muse, Robert                                | 2,239                    |                            | 2,239                        |
| Ntiforo, Devon A.                           | 1,978                    |                            | 1,978                        |
| Nunn, Riley E.                              | 1,766                    |                            | 1,766                        |
| Palmer, Thomas J.                           | 73,418                   | 5,683                      | 79,101                       |
| Poku, Kofi F.                               | 2,710                    |                            | 2,710                        |
| Rooney, Max L.                              | 1,489                    |                            | 1,489                        |
| Rothstein, Hannah R.                        | 1,989                    |                            | 1,989                        |
| Sharma, Ahbhi                               | 2,153                    |                            | 2,153                        |
| Sharma, Attila                              | 2,748                    |                            | 2,748                        |
| Slawsby, Liam E.                            | 2,223                    |                            | 2,223                        |
| Strouse, Cameron V.                         | 1,216                    |                            | 1,216                        |
| Sylvester, Peter J.                         | 4,672                    |                            | 4,672                        |
| Travers, Mark E.                            | 64,064                   | 2,330                      | 66,394                       |
| Wilson, Anne H.                             | 26,212                   |                            | 26,212                       |
| Wilson, Garrett T.                          | 2,398                    |                            | 2,398                        |

## **SCHOOL DEPARTMENT**

### **Administration**

|                        |         |  |         |
|------------------------|---------|--|---------|
| Anzivino, Karen        | 61,970  |  | 61,970  |
| Carnes, James M.       | 134,463 |  | 134,463 |
| Desjardins, Tawny C.   | 109,043 |  | 109,043 |
| Fleming, Kate A.       | 100,062 |  | 100,062 |
| Hochman, Nisha G.      | 116,091 |  | 116,091 |
| Natal, Jessica         | 98,808  |  | 98,808  |
| O'Donnell-Haney, Kelly | 67,782  |  | 67,782  |
| Reinemann, Deborah J.  | 165,665 |  | 165,665 |

### **Teaching Staff**

|                       |        |  |        |
|-----------------------|--------|--|--------|
| Cianciarulo, Gioia M. | 65,582 |  | 65,582 |
| Ghosh, Deborpita      | 7,242  |  | 7,242  |
| Kilgallon, Caitlyn E. | 15,388 |  | 15,388 |
| Lowney, Tara G.       | 39,069 |  | 39,069 |
| Luczkow, Christine B. | 68,954 |  | 68,954 |

|                                       | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|---------------------------------------|--------------------------|----------------------------|------------------------------|
| <b>Teaching Staff</b> <i>(cont'd)</i> |                          |                            |                              |
| Marsh, Emily A.                       | \$39,441                 |                            | \$39,441                     |
| Shanbar-Emerson, Jodi L.              | 95,925                   |                            | 95,925                       |
| Atkinson, Christine E.                | 116,210                  |                            | 116,210                      |
| Avery, Brigid R.                      | 24,225                   |                            | 24,225                       |
| Baker, Melissa A.                     | 128,131                  |                            | 128,131                      |
| Carroll, Alex                         | 61,271                   |                            | 61,271                       |
| Chiavarini, Catherine E.              | 118,353                  |                            | 118,353                      |
| Cohn, Amy C.                          | 117,135                  |                            | 117,135                      |
| Coughlin, Sherrilyn M.                | 12,757                   |                            | 12,757                       |
| Cronin, Jennifer S.                   | 3,500                    |                            | 3,500                        |
| Cummings, Corinne M.                  | 98,923                   |                            | 98,923                       |
| Delaney, Kimberly A.                  | 86,003                   |                            | 86,003                       |
| Grady, Renee F.                       | 126,906                  |                            | 126,906                      |
| Halloran, Laura R.                    | 36,729                   |                            | 36,729                       |
| Hugo, Michelle M.                     | 117,753                  |                            | 117,753                      |
| Johnson, Jennifer                     | 59,231                   |                            | 59,231                       |
| Keohane, James M.                     | 112,783                  |                            | 112,783                      |
| Kraeutler, Kristen M.                 | 116,185                  |                            | 116,185                      |
| Lacunza, Wendy                        | 18,750                   |                            | 18,750                       |
| Loughlin, Leslie G.                   | 100,992                  |                            | 100,992                      |
| Marinelli, Jessica A.                 | 126,832                  |                            | 126,832                      |
| McCorkle, Andrew L.                   | 78,662                   |                            | 78,662                       |
| Merritt, Meredith A.                  | 90,794                   |                            | 90,794                       |
| Moran, Laurie F.                      | 119,848                  |                            | 119,848                      |
| Nave, Kathryn A.                      | 109,043                  |                            | 109,043                      |
| Oleyer, Ashley S.                     | 72,500                   |                            | 72,500                       |
| Parker, Alison M.                     | 89,402                   |                            | 89,402                       |
| Power, Donna M.                       | 123,515                  |                            | 123,515                      |
| Powers, Nancy E.                      | 132,312                  |                            | 132,312                      |
| Ring, Anna L.                         | 68,708                   |                            | 68,708                       |
| Sager, Ryan                           | 61,895                   |                            | 61,895                       |
| Saunders, Alisa M.                    | 110,468                  |                            | 110,468                      |
| Sawan, Anna Y.                        | 78,831                   |                            | 78,831                       |
| Schenker, Johnathan M.                | 74,995                   |                            | 74,995                       |
| Simoni, Sarah C.                      | 100,188                  |                            | 100,188                      |
| Stephan, Priscilla J.                 | 121,724                  |                            | 121,724                      |
| Strain, Victoria L.                   | 70,164                   |                            | 70,164                       |
| Sullivan, Molly A.                    | 28,038                   |                            | 28,038                       |
| Ulrich, Laurette I.                   | 118,578                  |                            | 118,578                      |
| Vanaria, Devon R.                     | 77,734                   |                            | 77,734                       |
| Vetere, Allison M.                    | 85,669                   |                            | 85,669                       |
| Welch, Andrea M.                      | 120,098                  |                            | 120,098                      |
| Windsor, Keri A.                      | 127,031                  |                            | 127,031                      |

|                            | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|----------------------------|--------------------------|----------------------------|------------------------------|
| <b>Substitutes</b>         |                          |                            |                              |
| Atkinson, Ashley A.        | \$400                    |                            | \$400                        |
| Birmingham, Grace          | 1,875                    |                            | 1,875                        |
| Buff, Allison L.           | 875                      |                            | 875                          |
| Burnes, Leslie K.          | 2,250                    |                            | 2,250                        |
| Carter, Christine          | 3,075                    |                            | 3,075                        |
| Deady, Barbara             | 10,560                   |                            | 10,560                       |
| Desalvo, Abby R.           | 375                      |                            | 375                          |
| Giammarco, Nancy M.        | 1,300                    |                            | 1,300                        |
| Godfrey, Jamie D.          | 4,125                    |                            | 4,125                        |
| Helm, Christine M.         | 375                      |                            | 375                          |
| Irmiter, Ellen A.          | 10,465                   |                            | 10,465                       |
| MacGlaflin, Jill P.        | 1,750                    |                            | 1,750                        |
| Mackay, Claire A.          | 375                      |                            | 375                          |
| O'Malley, Siobhan M.       | 375                      |                            | 375                          |
| Potemri, Dylan             | 3,000                    |                            | 3,000                        |
| Scott, Anisah M.           | 2,313                    |                            | 2,313                        |
| Sherwood, Kristin          | 125                      |                            | 125                          |
| Thomson, Jennifer          | 750                      |                            | 750                          |
| Tunney, Alison R.          | 5,071                    |                            | 5,071                        |
| Wright, Leslie A.          | 625                      |                            | 625                          |
| <b>Support Staff</b>       |                          |                            |                              |
| Albergo, Kelsey J.         | 31,417                   |                            | 31,417                       |
| Barbosa, Danailla Laureano | 1,401                    |                            | 1,401                        |
| Cannizzaro, Chelsy K.      | 24,501                   |                            | 24,501                       |
| Cappucci, Isabella T.      | 3,900                    |                            | 3,900                        |
| Chase, Cheryl C.           | 29,732                   |                            | 29,732                       |
| Clark, Lara J.             | 9,107                    |                            | 9,107                        |
| Conroy, Samantha H.        | 23,624                   |                            | 23,624                       |
| Cruz, Isabella M.          | 15,392                   |                            | 15,392                       |
| Davis, Daniel J.           | 84,835                   |                            | 84,835                       |
| Devall, Cynthia            | 100                      |                            | 100                          |
| DiSciullo, Adrianna A.     | 23,183                   |                            | 23,183                       |
| Do Carmo, Silvia A.        | 2,745                    |                            | 2,745                        |
| Dorfman, Amy E.            | 17,193                   |                            | 17,193                       |
| Dos Santos, Maria S.       | 48,866                   | \$100                      | 48,965                       |
| D'Ovidio, Michelle E.      | 23,070                   |                            | 23,070                       |
| Dow, Carly A.              | 28,370                   |                            | 28,370                       |
| Driscoll, Abigail A.       | 9,780                    |                            | 9,780                        |
| Driscoll, Laura A.         | 132,354                  |                            | 132,354                      |
| Dyckman, Christine M.      | 7,322                    |                            | 7,322                        |
| Elbag, Christopher F.      | 34,587                   |                            | 34,587                       |
| Fraser, Christopher R.     | 105,576                  |                            | 105,576                      |
| Fraser, Nicole T.          | 13,521                   |                            | 13,521                       |
| Gaffny, David J.           | 84,365                   |                            | 84,365                       |

TOTAL GROSS WAGES 83

|                                      | Regular<br>Wages    | Overtime/<br>Other | Total Gross<br>Wages |
|--------------------------------------|---------------------|--------------------|----------------------|
| <b>Support Staff</b> <i>(cont'd)</i> |                     |                    |                      |
| Garcia, Lisa M.                      | \$19,926            |                    | \$19,926             |
| Gillis, Kathleen P.                  | 130,962             |                    | 130,962              |
| Hanes, Taylor M.                     | 7,516               |                    | 7,516                |
| Hann, Jennifer L.                    | 4,021               |                    | 4,021                |
| Hartz, Stephanie A.                  | 75,361              |                    | 75,361               |
| Horbaczewski, Maria N.               | 31,227              |                    | 31,227               |
| Howitt, Damion O.                    | 49,956              | \$5,863            | 55,819               |
| Hughes, Elizabeth B.                 | 33,977              |                    | 33,977               |
| Jackson, Katherine A.                | 12,845              |                    | 12,845               |
| Jacobsen, Judy A.                    | 47,576              | 1,120              | 48,696               |
| Lague, Wendy                         | 33,174              |                    | 33,174               |
| Law-Linck, Julie B.                  | 110,183             |                    | 110,183              |
| Lebret, Pablo L.                     | 31,165              |                    | 31,165               |
| Lyons, Danielle M.                   | 95,834              |                    | 95,834               |
| Lyons, Deirdre M.                    | 32,632              |                    | 32,632               |
| MacDonough, Megan M.                 | 25,594              |                    | 25,594               |
| McCann, Patricia R.                  | 7,636               |                    | 7,636                |
| McCarthy, Katherine                  | 42,323              |                    | 42,323               |
| McCarthy, Sean W.                    | 33,841              |                    | 33,841               |
| McKean, Mary L.                      | 3,547               |                    | 3,547                |
| Miller, Marina K.                    | 19,428              |                    | 19,428               |
| Morello, Andrea D.                   | 32,477              |                    | 32,477               |
| O'Duggan, Sarah                      | 10,592              |                    | 10,592               |
| Olschefski-Lusby, Heidi A.           | 32,017              |                    | 32,017               |
| Pacheco, Paula                       | 9,410               |                    | 9,410                |
| Papaefthemiou, Natalia S.            | 37,181              |                    | 37,181               |
| Parkhurst, Shaylyn M.                | 32,622              |                    | 32,622               |
| Parlon, Matthew D.                   | 2,248               |                    | 2,248                |
| Pollender, Katherine                 | 83,915              |                    | 83,915               |
| Puls, Allison L.                     | 33,222              |                    | 33,222               |
| Schapira, Katelyn G.                 | 18,984              |                    | 18,984               |
| Scott, Malik                         | 35,751              |                    | 35,751               |
| Sesay, Adama B.                      | 15,694              |                    | 15,694               |
| Shea, Michaela                       | 16,225              |                    | 16,225               |
| Sloan, Ashley                        | 13,139              |                    | 13,139               |
| Saint Jean, Louis M.                 | 2,816               |                    | 2,816                |
| Sterling, Joel A.                    | 62,892              | 9,092              | 71,984               |
| Stevens, Emily C.                    | 12,037              |                    | 12,037               |
| Troland, Ellen M.                    | 31,928              |                    | 31,928               |
| Uminski, Christine E.                | 76,814              |                    | 76,814               |
| Waters, Barbara B.                   | 3,236               |                    | 3,236                |
| Whitten, Laurie A.                   | 117,416             |                    | 117,416              |
| Yaremiy, Nadia M.                    | 29,905              |                    | 29,905               |
| <b>Grand Totals</b>                  | <b>\$14,975,363</b> | <b>\$431,812</b>   | <b>\$15,407,175</b>  |

# Treasurer’s Cash

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For the Year Ending June 30, 2024

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**Beginning Balance as of June 30, 2023** **\$54,309,887**

*Final audit and closing work has not been completed for Fiscal Year 2023, so the revenue and expenditure details for FY24 and FY23 are unavailable at the time of report publication.*

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

**Bank Statement Balances as of June 30, 2024**

|                                        |                                   |
|----------------------------------------|-----------------------------------|
| Bank of America                        | \$811,888                         |
| BNY Mellon Bank                        | 144,242                           |
| Century Bank/Eastern Bank              | 1,447,847                         |
| Citizens Bank                          | 527,668                           |
| MMDT                                   | 7,650,089                         |
| Multibank Securities                   | 6,546,827                         |
| Needham Bank                           | 2,995,760                         |
| Rockland Trust Company                 | (170,068)                         |
| UBS                                    | 2,017,167                         |
| UniBank                                | 2,663,266                         |
| Webster Bank                           | 308,331                           |
| Trust Funds Held at BNY Mellon         | 2,330,683                         |
| OPEB Held at BNY Mellon                | 8,019,828                         |
| Stabilization and Bond Proceeds Funds  | 18,737,999                        |
| <b>Total Cash Balance (unaudited)*</b> | <b><u><u>\$54,031,526</u></u></b> |

*\*Total rounded to nearest dollar.*

# Statement of Taxes Outstanding

As of June 30, 2024

|                             | Outstanding<br>June 30, 2023 | Commitments  | Tax Takings<br>and Deferrals | Refunds and<br>Adjustments | Abatements | Collections | Outstanding<br>June 30, 2024 |
|-----------------------------|------------------------------|--------------|------------------------------|----------------------------|------------|-------------|------------------------------|
| <b>Real Estate</b>          |                              |              |                              |                            |            |             |                              |
| Prior Years                 | \$31,832                     |              |                              |                            |            | \$18,112    | \$13,720                     |
| 2021                        | 39,259                       |              |                              |                            |            | 12,895      | 26,364                       |
| 2022                        | 62,585                       |              |                              |                            |            | 25,553      | 37,031                       |
| 2023                        | 378,865                      |              | \$14,962                     | \$346                      |            | 226,041     | 138,208                      |
| 2024                        | 0                            | \$37,229,965 | 15,952                       | 163,169                    | \$72,654   | 36,861,597  | 442,931                      |
| <b>Personal Property</b>    |                              |              |                              |                            |            |             |                              |
| Prior Years                 | \$3,458                      |              |                              | \$9,204                    |            |             | \$12,662                     |
| 2021                        | 8,176                        |              |                              |                            |            |             | 8,176                        |
| 2022                        | 1,803                        |              |                              |                            |            | \$901       | 902                          |
| 2023                        | 1,284                        |              |                              |                            |            | 676         | 608                          |
| 2024                        | 0                            | \$776,533    |                              |                            | \$118      | 777,782     | (1,367)                      |
| <b>Motor Vehicle Excise</b> |                              |              |                              |                            |            |             |                              |
| Prior Years                 | \$13,676                     |              |                              | \$8,616                    |            | \$11,358    | \$10,933                     |
| 2021                        | 16,749                       |              |                              | 412                        | -          | 5,882       | 11,279                       |
| 2022                        | 35,291                       |              |                              | 651                        | \$304      | 20,568      | 15,071                       |
| 2023                        | 81,902                       | \$150,718    |                              | 10,987                     | 9,137      | 220,701     | 13,769                       |
| 2024                        | 0                            | 1,521,348    |                              | 15,621                     | 19,412     | 1,420,743   | 96,815                       |
| <b>Boat Excise</b>          |                              |              |                              |                            |            |             |                              |
| Prior Years                 | \$15                         |              |                              |                            |            |             | \$15                         |
| 2021                        | 128                          |              |                              |                            |            |             | 128                          |
| 2022                        | 30                           |              |                              |                            |            |             | 30                           |
| 2023                        | 0                            | \$446        |                              |                            | \$25       | \$353       | 68                           |
| 2024                        | 0                            |              |                              |                            |            |             | 0                            |

# Statement of Long Term Debt

As of June 30, 2024

| Date of Issue     | Purpose                                                      | Average<br>Coupon Rate (%) | Original<br>Amount | Outstanding<br>June 30, 2023 | Principal<br>Paid | Outstanding<br>June 30, 2024 |
|-------------------|--------------------------------------------------------------|----------------------------|--------------------|------------------------------|-------------------|------------------------------|
| April 19, 2012    | Chickering School<br>Refunding Bonds                         | 2.86                       | \$2,000,000        | \$655,000                    | \$655,000         | \$0                          |
| December 21, 2017 | 46 Springdale Avenue (Exempt)                                | 3.32                       | \$3,031,000        | \$2,256,000                  | \$155,000         | \$2,101,000                  |
| January 27, 2022  | Caryl Community Center (Exempt)                              | 2.81                       | \$16,276,000       | \$15,460,000                 | \$815,000         | \$14,645,000                 |
| January 27, 2022  | Caryl Community Center,<br>Parks & Recreation (GO Bonds)     | 2.86                       | \$779,000          | \$735,000                    | \$40,000          | \$695,000                    |
| June 20, 2024     | D-S Regional School<br>HVAC (GO Bonds)                       | 5.00                       | \$508,141          | \$508,141                    | \$0               | \$508,141                    |
| June 20, 2024     | Claybrook Road<br>Construction/Restabilization<br>(GO Bonds) | 5.00                       | \$1,337,000        | \$1,337,000                  | \$0               | \$1,337,000                  |
| June 20, 2024     | Additional Caryl<br>Community Center (Exempt)                | 4.57                       | \$4,254,859        | \$4,254,859                  | \$0               | \$4,254,859                  |
| Totals            |                                                              |                            |                    | \$25,206,000                 | \$1,665,000       | \$23,541,000                 |



# *Report of the* **Town Accountant**

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Kathleen R. LaPlant, Town Accountant

Nancy L. Rigano, Assistant Town Accountant

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The following unaudited reports appear on pages 90-93. Final reports will be available on the Town of Dover website ([www.doverma.gov](http://www.doverma.gov)) upon completion of the audited financial statements.

- **General Government Funds, Statement of Revenues and Expenditures** for the Year Ending June 30, 2024
- **OPEB Trust Fund—Statement of Fiduciary Fund, Net Position** as of June 30, 2024
- **General Fund Statement of Revenues and Other Sources and Expenditures and Other Uses—Budget and Actual** for the Year Ending June 30, 2024

# General Government Funds, Statement of Revenues and Expenditures

For the Year Ending June 30, 2024

|                                                              | General Fund        |
|--------------------------------------------------------------|---------------------|
| <b>REVENUES</b>                                              |                     |
| Property Taxes                                               | \$37,055,909        |
| Excise                                                       | 1,644,272           |
| Penalties, Interest and Other Taxes                          | 232,148             |
| Charges for Services                                         | 110,755             |
| Departmental, Fees, Rentals                                  | 396,242             |
| Licenses and Permits                                         | 493,652             |
| Intergovernmental                                            | 1,385,694           |
| Fines and Forfeitures                                        | 4,525               |
| Investment Income                                            | 781,665             |
| Other                                                        | 10,204              |
| Transfers In                                                 | 2,784,293           |
| Free Cash to Reduce Tax Rate                                 | 1,200,000           |
| Other Available Funds                                        | 0                   |
| Overlay Surplus                                              | 100,000             |
| <b>Total Revenues</b>                                        | <b>\$46,199,359</b> |
| <b>EXPENDITURES</b>                                          |                     |
| General Government                                           | \$3,085,560         |
| Public Safety                                                | 3,581,624           |
| Education                                                    | 23,422,567          |
| Public Works                                                 | 2,268,402           |
| Health and Human Services                                    | 415,640             |
| Culture and Recreation                                       | 1,281,042           |
| Insurance and Benefits                                       | 4,402,749           |
| Debt Services                                                | 2,344,758           |
| Intergovernmental                                            | 295,164             |
| Transfers Out                                                | 10,827              |
| Other Uses                                                   | 452,071             |
| Capital/One-Time Projects                                    | 2,702,021           |
| <b>Total Expenditures</b>                                    | <b>\$44,262,424</b> |
| <b>Excess (Deficiency) of Revenues<br/>Over Expenditures</b> | <b>\$1,936,937</b>  |

\*\*\*UNAUDITED, PRELIMINARY AMOUNTS\*\*\*  
 Totals rounded to the nearest dollar. Final report can be found on Town’s website when available.

# OPEB Trust Fund: Statement of Fiduciary Fund Net Position

As of June 30, 2024

|                                           | OPEB<br>Trust Fund        |
|-------------------------------------------|---------------------------|
| <b>ASSETS</b>                             |                           |
| Cash and Cash Equivalents                 | \$136,894                 |
| Fixed Income                              | 3,446,268                 |
| Equities                                  | 4,260,431                 |
| Alternative Investments                   | 144,364                   |
| <b>Total Assets</b>                       | <u>\$7,987,957</u>        |
| <b>LIABILITIES</b>                        | <u>\$0</u>                |
| <b>NET POSITION</b>                       |                           |
| Restricted for OPEB Benefits              | <u>\$7,987,957</u>        |
| <b>Total Net Position</b>                 | <u>\$7,987,957</u>        |
| <b>Total Liabilities and Net Position</b> | <u><u>\$7,987,957</u></u> |

\*\*\*UNAUDITED, From BNY Mellon 6/30/24 Statement\*\*\*

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

For the Year Ending June 30, 2024

|                                                                                           | Original Budget     |
|-------------------------------------------------------------------------------------------|---------------------|
| <b>REVENUES AND OTHER SOURCES</b>                                                         |                     |
| Property Taxes                                                                            | \$38,003,391        |
| Excise                                                                                    | 1,400,400           |
| Penalties, Interest and Other Taxes                                                       | 90,000              |
| Charges for Services                                                                      | 105,000             |
| Departmental, Fees, Rental                                                                | 375,025             |
| Licenses, Permits                                                                         | 385,000             |
| Intergovernmental                                                                         | 1,385,694           |
| Fines and Forfeitures                                                                     | 2,000               |
| Investment Income                                                                         | 300,000             |
| Other                                                                                     | 0                   |
| Transfers In                                                                              | 2,784,293           |
| Free Cash to Reduce Tax Rate                                                              | 1,200,000           |
| Other Available Funds                                                                     | 0                   |
| Overlay Surplus                                                                           | 100,000             |
| <b>Total Revenues and Other Sources</b>                                                   | <b>\$46,130,803</b> |
| <b>EXPENDITURES AND OTHER USES</b>                                                        |                     |
| General Government                                                                        | \$3,371,952         |
| Public Safety                                                                             | 3,897,796           |
| Education                                                                                 | 24,007,205          |
| Public Works                                                                              | 2,617,194           |
| Health and Human Services                                                                 | 537,719             |
| Culture and Recreation                                                                    | 1,401,339           |
| Insurance and Benefits                                                                    | 5,129,258           |
| Debt Service                                                                              | 1,862,375           |
| Intergovernmental                                                                         | 328,671             |
| Transfers Out                                                                             | 14,919              |
| Other Uses                                                                                | 301,391             |
| Capital/One-Time Projects                                                                 | 2,660,986           |
| <b>Total Expenditures and Other Uses</b>                                                  | <b>\$46,130,805</b> |
| <b>Excess (Deficiency) of Revenues and Other Sources Over Expenditures and Other Uses</b> | <b>\$0</b>          |
| <b>Funded with Debt</b>                                                                   | <b>\$9,264,000</b>  |

\*\*\*UNAUDITED-PRELIMINARY FIGURES\*\*\*  
 This report is prepared on the budgetary basis of accounting, which differs from GAAP (audited basis).

| <b>Final Budget</b>        | <b>Actual</b>              | <b>Variance with<br/>Final Budget<br/>Favorable<br/>(Unfavorable)</b> |
|----------------------------|----------------------------|-----------------------------------------------------------------------|
| \$38,003,391               | \$37,055,909               | \$(947,482)                                                           |
| 1,400,400                  | 1,644,272                  | 243,872                                                               |
| 90,000                     | 232,148                    | 142,148                                                               |
| 105,000                    | 110,755                    | 5,755                                                                 |
| 375,025                    | 396,242                    | 21,217                                                                |
| 385,000                    | 493,652                    | 108,652                                                               |
| 1,385,694                  | 1,385,694                  | 0                                                                     |
| 2,000                      | 4,525                      | 2,525                                                                 |
| 300,000                    | 781,665                    | 481,665                                                               |
| 0                          | 10,204                     | 10,204                                                                |
| 2,784,293                  | 2,784,293                  | 0                                                                     |
| 1,200,000                  | 1,200,000                  | 0                                                                     |
| 0                          | 0                          | 0                                                                     |
| 100,000                    | 100,000                    | 0                                                                     |
| <u><b>\$46,130,803</b></u> | <u><b>\$46,199,359</b></u> | <u><b>\$68,556</b></u>                                                |
| \$3,653,452                | \$3,085,560                | \$567,892                                                             |
| 3,944,796                  | 3,581,624                  | 363,172                                                               |
| 24,007,205                 | 23,422,567                 | 584,638                                                               |
| 2,618,694                  | 2,268,402                  | 350,292                                                               |
| 537,719                    | 415,640                    | 122,079                                                               |
| 1,401,339                  | 1,281,042                  | 120,297                                                               |
| 4,799,258                  | 4,402,749                  | 396,509                                                               |
| 1,862,375                  | 2,344,758                  | (482,383)                                                             |
| 328,671                    | 295,164                    | 33,507                                                                |
| 14,919                     | 10,827                     | 4,092                                                                 |
| 301,391                    | 452,071                    | (150,680)                                                             |
| 2,660,986                  | 2,702,021                  | (41,035)                                                              |
| <u><b>\$46,130,805</b></u> | <u><b>\$44,262,424</b></u> | <u><b>\$1,868,381</b></u>                                             |
| <u><b>\$0</b></u>          | <u><b>\$1,936,937</b></u>  | <u><b>\$1,936,937</b></u>                                             |
| <b>\$9,264,000</b>         |                            |                                                                       |

Final budget figures include reserve fund and appropriation transfers. Actual expenditures include encumbrances. Totals rounded to the nearest dollar. Final report can be found on Town's website when available.

Report of the

Town Insurance

For the Year Ending June 30, 2024

|                                                | Limits                  | Deductible         |
|------------------------------------------------|-------------------------|--------------------|
| <b>Property</b>                                |                         |                    |
| Buildings and Contents                         | \$64,151,718            | \$5,000            |
| 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            |
| Treasurer’s Bond                               | 250,000                 | None               |
| Public Employee Dishonesty                     | \$100,000-\$200,000     | None               |
| Flood and Earthquake                           | \$2 million/\$2 million | \$25,000           |
| <b>General Liability</b>                       |                         |                    |
| Bodily Injury                                  |                         |                    |
| and Property Damage                            | \$1 million/\$3 million | None               |
| <b>Vehicles</b>                                |                         |                    |
| 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-\$5,000    |
| <b>Umbrella/Excess Liability</b>               | \$3 million             | \$10,000           |
| <b>Professional Liability</b>                  |                         |                    |
| 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           |
| <b>Police and Fire Accident</b>                | Per schedule on file    |                    |
| <b>Town Insurance Expenditures</b>             |                         | <b>Premium</b>     |
| Group Health Insurance                         |                         | \$2,227,875        |
| Workers’ Compensation                          |                         | 75,434             |
| Medicare                                       |                         | 208,322            |
| Property, Liability and Professional Insurance |                         | 186,420            |
| <b>Total Town Insurance Expenditures</b>       |                         | <b>\$2,698,051</b> |

# *Report of the* **Personnel Board**

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Juris Alksnitis, Co-Chair

Sue Geremia, Co-Chair

Mary Hornsby

Robert Seiler

Michael Blanchard, Ex Officio

Robin Tusino, Director of Human Resources (Support Staff)

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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 and compensation practices. 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 2024, the Board collaborated closely with the Director of Human Resources, Robin Tusino, to update the Summary Report and Personnel Rating Manual as a follow-up to the 2023 Town Personnel Classification and Compensation Study. A significant focus again this year was to respond to multiple requests for review of nonunion Town positions for the accuracy of job descriptions and the resulting technical evaluation for placement in the applicable grade level. This process is ongoing and is an important function for attracting and retaining qualified candidates to these Town positions. The Board also worked with Ms. Tusino to finalize the Service Animal in the Workplace Policy, which was subsequently approved by the Selectmen.

Each year, the Board recommends to the Warrant Committee and the Selectmen an annual market adjustment to increase compensation schedules, which also reflects the cost-of-living adjustment (COLA), for the coming fiscal year. After reviewing both state and federal projected inflation indices, together with information from the recent study of comparable towns, the Board recommended a 3.0% increase as the wage adjustment proposal for nonunion employees for Fiscal Year 2026 (effective July 2025).

In conclusion, Dover residents are encouraged to provide the Committee with comments and suggestions for improving this report and to consider joining our ranks.

Report of the  
Board of Assessors

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

The Board of Assessors is responsible for fully and fairly valuing all real and personal property annually in Dover.

To assist citizens with their questions, the office is open 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](http://www.doverma.gov)).

The following is a statement of the valuation of Dover as of January 1, 2024, which is the basis for taxing property for the Fiscal Year July 1, 2024, through June 30, 2025. This statement, including a list of all exempt property, is a complete and accurate assessment of the full and fair cash value of the Town, according to the Board’s best knowledge and belief.

Valuation of the Town

|                                                        |                      |                        |
|--------------------------------------------------------|----------------------|------------------------|
| Value of Federally Owned Property                      | \$3,112,600          |                        |
| Value of State-Owned Property                          | 38,982,200           |                        |
| Value of Town-Owned Property                           | 105,789,419          |                        |
| Value of Property Held in Trust<br>for the Worthy Poor | 4,681,800            |                        |
| Value of Other Exempted Property                       | 247,709,800          |                        |
| Value of Taxable Personal Property                     | 75,102,343           |                        |
| Value of Taxable Real Estate                           | <u>3,506,549,972</u> |                        |
| <b>Total Value of All Personal and Real Estate</b>     |                      | <b>\$3,981,928,134</b> |
| <b>Total Net Taxable Valuation</b>                     |                      |                        |
| <b>(Excluding Motor Vehicles)</b>                      |                      | <b>\$3,581,652,315</b> |

Amount to Be Raised by Taxation

|                                          |          |              |
|------------------------------------------|----------|--------------|
| Town Purposes as per Appropriation       |          | \$47,916,531 |
| Other Local Expenditures                 |          |              |
| Amounts Certified for Tax Title Purposes | \$10,000 |              |
| Offsets                                  | 16,854   |              |
| Overlay Deficits of Prior Years          | 0        |              |
| Other                                    | 0        |              |
| Snow and Ice Deficit                     | <u>0</u> |              |
|                                          |          | 26,854       |

|                                              |                |                     |
|----------------------------------------------|----------------|---------------------|
| State and County Assessments                 | 336,480        |                     |
| Overlay of Current Year                      | <u>189,146</u> | <u>525,626</u>      |
| <b>Gross Amount to Be Raised by Taxation</b> |                | <b>\$48,469,011</b> |

#### **Estimated Receipts and Other Revenue Sources**

|                                                     |                |                    |
|-----------------------------------------------------|----------------|--------------------|
| Estimated Receipts (State)                          | \$1,446,507    |                    |
| Massachusetts School Building Authority Payments    | 0              |                    |
| Estimated Receipts (Local)                          | 2,816,300      |                    |
| Revenue Sources for Particular Purposes (Free Cash) | 2,755,983      |                    |
| Other Available Funds for Particular Purposes       | 285,000        |                    |
| Free Cash to Reduce Tax Rate                        | <u>800,000</u> |                    |
| <b>Total Estimated and Available Funds</b>          |                | <b>\$8,103,790</b> |

#### **Net Amount to be Raised by Taxation on Property**

|                             |                   |                     |
|-----------------------------|-------------------|---------------------|
| Amount on Personal Property | \$846,403         |                     |
| Amount on Real Estate       | <u>39,518,818</u> |                     |
|                             |                   | <b>\$40,365,221</b> |

#### **Assessments Added to Taxes**

|                                                               |             |                     |
|---------------------------------------------------------------|-------------|---------------------|
| Motor Vehicle and Trailer Excise Assessed for 2024            | \$1,688,708 |                     |
| Motor Vehicle and Trailer Excise Assessed for 2023 in 2024    | 11,223      |                     |
| FY23 Boat, Ship, or Vessel Excise                             | <u>433</u>  |                     |
|                                                               |             | <u>1,700,364</u>    |
| <b>Total Taxes and Assessments Committed to the Collector</b> |             | <b>\$42,065,585</b> |

#### **Motor Vehicle Statistics**

|                                                    |       |              |
|----------------------------------------------------|-------|--------------|
| Number of Vehicles/Value Assessed for 2024         | 6,409 | \$77,470,276 |
| Number of Vehicles/Value Assessed for 2023 in 2024 | 145   | \$3,876,938  |

#### **Tax Rates**

|                                  |         |
|----------------------------------|---------|
| Personal and Real Estate         | \$12.27 |
| 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, 2024,  
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>\$389,900</u> | \$389,900   |
| Department of the Army Corps of Engineers |                  |             |
| Chickering Drive, 14.651 acres            | \$1,475,000      |             |
| Claybrook Road, 1.56 acres                | 314,900          |             |
| Off Farm Street, 11.50 acres              | 113,300          |             |
| Off Haven Street, 1.01 acres              | 33,800           |             |
| Springdale Avenue, 14.50 acres            | 221,900          |             |
| Off Springdale Avenue, 19.10 acres        | 77,600           |             |
| Trout Brook Road, 21.689 acres            | 351,900          |             |
| Off Trout Brook Road, 0.83 acre           | 61,500           |             |
| Off Wakeland Road, 8.40 acres             | <u>72,800</u>    |             |
|                                           |                  | \$2,722,700 |

**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                                                     | \$11,984,200      |              |
| Land, 182.10 acres                                               | <u>19,260,900</u> |              |
|                                                                  |                   | \$31,245,100 |

**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>\$314,600</u> |           |
|                                              |                  | \$314,600 |

**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,<br>Shumway and Sproutland, A. E. Wight Lot, Newell Pasture,<br>Wright Pasture, and Shumway River Lot |                    |             |
| Off Junction Street                                                                                                                                            |                    |             |
| Land, 121.742 acres                                                                                                                                            | <u>\$7,422,500</u> |             |
|                                                                                                                                                                |                    | \$7,422,500 |

**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     | \$318,300      |             |
| Land, 1.00 acre  | <u>963,800</u> | \$1,282,100 |

Charles River School

|                    |                |              |
|--------------------|----------------|--------------|
| 6 Old Meadow Road  |                |              |
| Improvements       | \$8,677,800    |              |
| Land, 13.126 acres | 2,819,400      |              |
| 4 Old Meadow Road  |                |              |
| Improvements       | 694,400        |              |
| Land, 1.079 acres  | <u>603,300</u> | \$12,794,900 |

Trustees of Reservations

|                                                |                |              |
|------------------------------------------------|----------------|--------------|
| Off Brookfield Road, 15.00 acres               | \$752,400      |              |
| Chase Woodlands, 85.183 acres                  | 1,178,500      |              |
| Dedham Street, 16.15 acres                     | 166,300        |              |
| Farm Street, 1.478 acres                       | 82,900         |              |
| Glen and Wight Streets, 5.63 acres             | 897,200        |              |
| Off Grand Hill Drive, 1.042 acres              | 33,600         |              |
| Main Street, 11.48 acres                       | 157,900        |              |
| Off Pegan Lane, 20.79 acres                    | 285,800        |              |
| Peters Reservation, 83.75 acres                | 7,879,800      |              |
| Off Pleasant Street, 1.65 acres                | 22,700         |              |
| Pond Street, 6.71 acres                        | 272,200        |              |
| Powissett Street, 4.122 acres                  | 1,150,500      |              |
| 37 and 39 Powissett Street, 104.49 acres       | 4,095,500      |              |
| Improvements                                   | 591,300        |              |
| Strawberry Hill Street, 63.45 acres            | 3,273,100      |              |
| Off Tower Drive, 6.65 acres                    | 342,900        |              |
| Walpole and Powissett Streets,<br>529.60 acres | 29,848,400     |              |
| Walpole Street, 6.40 acres                     | 1,051,300      |              |
| Walpole Street (Muzi), 2.157 acres             | 830,800        |              |
| Off Walpole Street, 3.58 acres                 | <u>651,500</u> | \$53,564,600 |

Hale Education, Inc.

|                            |                    |             |
|----------------------------|--------------------|-------------|
| Off Adams Lane, 26.8 acres | <u>\$2,480,200</u> | \$2,480,200 |
|----------------------------|--------------------|-------------|

Hale Reservation, Inc.

|                                    |                |              |
|------------------------------------|----------------|--------------|
| Powissett and Off Hartford Streets |                |              |
| Improvements                       | \$1,110,700    |              |
| Land, 657.04 acres                 | 56,159,900     |              |
| Wilsondale Street, 16.67 acres     | <u>225,100</u> | \$57,495,700 |

#### Dover Land Conservation Trust

|                                                      |                |                     |
|------------------------------------------------------|----------------|---------------------|
| Bridge and Smith Streets, 20.523 acres               | \$4,241,700    |                     |
| Centre Street, 57.11 acres                           | 2,294,900      |                     |
| Off Centre Street, 48.599 acres                      | 2,158,000      |                     |
| Claybrook Road, 21.20 acres                          | 767,800        |                     |
| Dedham Street, 10.822 acres                          | 1,035,900      |                     |
| Dover Road, 2.84 acres                               | 1,001,500      |                     |
| Farm Street, 41.76 acres                             | 2,973,600      |                     |
| 3 Farm Street, 5.00 acres                            | 1,675,100      |                     |
| 4 Farm Street, 5.70 acres                            | 835,000        |                     |
| Off Farm Street, 6.07 acres                          | 270,200        |                     |
| Hunt Drive, 19.49 acres                              | 680,400        |                     |
| Main Street, 5.99 acres                              | 881,300        |                     |
| Miller Hill Road, 7.17 acres                         | 183,500        |                     |
| Off Miller Hill Road, 1.374 acres                    | 68,500         |                     |
| 50 Pegan Lane, 2.812 acres                           | 912,500        |                     |
| Off Pegan Lane, 16.59 acres                          | 228,100        |                     |
| Pine Street, 8.521 acres                             | 1,001,200      |                     |
| 80 Pine Street, 3.632 acres                          | 89,300         |                     |
| 131 Pine Street, 71.06 acres                         | 4,440,800      |                     |
| Improvements                                         | 34,000         |                     |
| Off Pine Street, 19.241 acres                        | 988,500        |                     |
| Pleasant Street, 0.333 acre                          | 55,300         |                     |
| Pleasant Street and Annie King Lane,<br>7.895 acres  | 1,259,400      |                     |
| 5 Riverview Terrace and Willow Street,<br>3.17 acres | 1,926,000      |                     |
| Rocky Brook Road, 4.18 acres                         | 81,800         |                     |
| Springdale Avenue and Church Street,<br>11.79 acres  | 585,100        |                     |
| Springdale Avenue and Farm Street,<br>17.50 acres    | 1,852,100      |                     |
| Strawberry Hill Street, 33.3 acres                   | 1,760,100      |                     |
| Off Springdale Avenue, 27.65 acres                   | 1,493,600      |                     |
| Old Farm Road, 2.867 acres                           | <u>137,600</u> |                     |
|                                                      |                | <b>\$35,912,800</b> |

#### Trustees of Boston College:

|                   |                  |                     |
|-------------------|------------------|---------------------|
| 20 Glen Street    |                  |                     |
| Improvements      | \$9,212,900      |                     |
| Land, 78.50 acres | <u>7,697,100</u> |                     |
|                   |                  | <b>\$16,910,000</b> |

**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     | \$574,300      |             |
| Land, 1.00 acre  | <u>963,800</u> | \$1,538,100 |

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

Dover Evangelical Congregational Church

|                  |                |             |
|------------------|----------------|-------------|
| 61 Dedham Street |                |             |
| Improvements     | \$620,200      |             |
| Land, 0.50 acres | <u>562,200</u> | \$1,182,400 |

First Parish Church

|                             |                |             |
|-----------------------------|----------------|-------------|
| 15 and 17 Springdale Avenue |                |             |
| Improvements                | \$2,720,300    |             |
| Land, 1.70 acres            | <u>978,900</u> | \$3,699,200 |

Grace Church of Dover, MA, Inc.

|                  |                |             |
|------------------|----------------|-------------|
| 21 Centre Street |                |             |
| Improvements     | \$1,008,400    |             |
| Land, 1.00 acre  | <u>963,800</u> | \$1,972,200 |

Roman Catholic Archdiocese of Boston

|                  |                  |             |
|------------------|------------------|-------------|
| 30 Centre Street |                  |             |
| Improvements     | \$402,300        |             |
| Land, 1.02 acres | 579,400          |             |
| 32 Centre Street |                  |             |
| Improvements     | 3,220,600        |             |
| Land, 3.66 acres | <u>1,183,300</u> | \$5,385,600 |

St. Dunstan's Episcopal Church

|                      |                |             |
|----------------------|----------------|-------------|
| 18 Springdale Avenue |                |             |
| Improvements         | \$1,345,000    |             |
| Land, 0.83 acre      | <u>797,700</u> | \$2,142,700 |

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

Town of Westwood (Conservation Commission)

|                     |                 |          |
|---------------------|-----------------|----------|
| Off Hartford Street |                 |          |
| Land, 1.30 acres    | <u>\$66,000</u> | \$66,000 |

**Valuation of Exempted Public Property**  
**Value of Town Property Put to Public Use, July 1, 2024,**  
**in Accordance with Section 51, Chapter 59, General Laws:**

|                                          |                   |  |              |
|------------------------------------------|-------------------|--|--------------|
| Town House                               |                   |  |              |
| 5 Springdale Avenue                      |                   |  |              |
| Improvements                             | \$4,500,700       |  |              |
| Personal Property                        | <u>229,492</u>    |  | \$4,730,192  |
| Caryl Community Center                   |                   |  |              |
| 4 Springdale Avenue                      |                   |  |              |
| Improvements                             | \$2,835,300       |  |              |
| Land, 3.057 acres                        | 1,944,500         |  |              |
| Personal Property                        | <u>398,904</u>    |  | \$5,178,704  |
| Dover Town Library                       |                   |  |              |
| 56 Dedham Street                         |                   |  |              |
| Improvements                             | \$2,803,100       |  |              |
| Land, 1.00 acre                          | 963,800           |  |              |
| Books and Furnishings                    | <u>1,234,813</u>  |  | \$5,001,713  |
| Protective Agencies Building             |                   |  |              |
| 1 and 3 Walpole Street                   |                   |  |              |
| Improvements                             | \$1,256,800       |  |              |
| Land, 1.65 acres                         | 1,120,400         |  |              |
| Personal Property                        | <u>966,221</u>    |  | \$3,343,421  |
| Chickering Elementary School             |                   |  |              |
| 29 Cross Street                          |                   |  |              |
| Improvements                             | \$15,674,400      |  |              |
| Land, 43.95 acres                        | 4,507,200         |  |              |
| Personal Property                        | <u>849,147</u>    |  | \$21,030,747 |
| Dover-Sherborn Regional School District  |                   |  |              |
| 9 Junction Street                        |                   |  |              |
| Improvements                             | \$36,897,300      |  |              |
| Land, 98.8862 acres                      | <u>14,386,000</u> |  | \$51,283,300 |
| Parks and Recreation                     |                   |  |              |
| Bickford Park, 2.292 acres               | \$134,200         |  |              |
| Caryl Park, 107 Dedham Street            |                   |  |              |
| Land, 83.80 acres                        | 9,155,700         |  |              |
| Improvements                             | 740,500           |  |              |
| Channing Pond Park, 5.64 acres           | 81,000            |  |              |
| Improvements                             | 600               |  |              |
| Dedham and Centre Street Lot, 0.25 acres | 783,100           |  |              |

|                                         |                  |                     |
|-----------------------------------------|------------------|---------------------|
| Dover Common and Training Field Lot,    |                  |                     |
| 3.70 acres                              | 1,235,900        |                     |
| Howe Lot, 3.22 acres                    | 1,327,000        |                     |
| Riverside Drive, 0.765 acres            | 545,100          |                     |
| Springdale Avenue, 1.40 acres           | 57,700           |                     |
| West End School Lot, 1.50 acres         | 670,000          |                     |
| Personal Property                       | <u>478,208</u>   |                     |
|                                         |                  | <b>\$15,209,008</b> |
| Conservation Commission                 |                  |                     |
| Bean Land, 10.27 acres                  | \$1,534,200      |                     |
| Bridge Street, 6.92 acres               | 154,900          |                     |
| Brodie Land, 7.988 acres                | 1,201,600        |                     |
| Channing, Gibbons, Rice & Wylde Lands,  |                  |                     |
| 199.40 acres                            | 6,936,500        |                     |
| Chickering Drive, 3.06958 acres         | 75,700           |                     |
| Claybrook Road, 1.80 acres              | 77,100           |                     |
| Dedham Street, 18.15 acres              | 2,805,800        |                     |
| French Land, 11.80 acres                | 579,200          |                     |
| Fullerton Land, 7.00 acres              | 1,046,800        |                     |
| Gould Land, 7.20 acres                  | 255,600          |                     |
| Grand Hill Drive, 6.64 acres            | 999,900          |                     |
| Halper Land, 1.18 acres                 | 652,400          |                     |
| Harvey Land, 23.77 acres                | 383,900          |                     |
| Haven Street, 25.61 acres               | 2,638,200        |                     |
| Hunt Drive, 6.03 acres                  | 249,200          |                     |
| Hunters Path, 2.50 acres                | 68,200           |                     |
| Koch Land, Snow's Hill Lane, 8.20 acres | 1,359,600        |                     |
| Koch Land Swap, 12.21 acres             | 625,900          |                     |
| Mackintosh Land, 29.28 acres            | 1,198,100        |                     |
| Main Street, 1.49265 acres              | 691,400          |                     |
| Murray Land, 12.60 acres                | 138,600          |                     |
| Riverside Drive, 0.04 acres             | 9,200            |                     |
| Scott Land, 46.00 acres                 | 1,451,100        |                     |
| Springdale Avenue, 23.61508 acres       | 1,695,000        |                     |
| Off Springdale Avenue, 0.20 acres       | 44,400           |                     |
| Taylor Land, 14.47 acres                | 553,100          |                     |
| Valley Farm Land, 65.69 acres           | 6,160,900        |                     |
| Wakeland Road, 0.18 acres               | 46,300           |                     |
| Walpole Street, Off Walpole Street,     |                  |                     |
| 33.00 acres                             | 1,688,100        |                     |
| Willow Street, 2.11 acres               | 61,600           |                     |
| Wilsondale Street, 9.76 acres           | <u>1,018,200</u> |                     |
|                                         |                  | <b>\$36,400,700</b> |

Town of Dover

|                                |               |
|--------------------------------|---------------|
| Ben Arthur's Way, 0.7548 acres | \$65,400      |
| 10 Donnelly Drive, 2.00 acres  | 83,100        |
| Draper Road, 0.29 acres        | 54,600        |
| Hartford Street, 1.00 acre     | 642,500       |
| Heard Land, 7.42 acres         | 1,664,900     |
| Hynes Land, 1.46 acres         | 1,074,200     |
| Main Street, 0.30 acres        | 54,800        |
| Off Farm Street, 0.53 acres    | 65,300        |
| Ponzi Land, 31.58 acres        | 2,246,700     |
| Trout Brook Road, 0.15 acres   | 38,600        |
| 5 Whiting Road, 0.25 acres     | 778,600       |
| Improvements                   | 99,100        |
| Personal Property              | 5,809         |
| Willow Street, 0.92 acres      | <u>54,400</u> |

\$6,928,009

Transfer Station

|                              |               |
|------------------------------|---------------|
| Powissett Street, 3.00 acres | \$1,756,800   |
| Improvements                 | 252,500       |
| Personal Property            | <u>31,014</u> |

\$2,040,314

Highway Department

|                                      |                |
|--------------------------------------|----------------|
| 2 and 4 Dedham Street, 3.40 acres    | \$1,177,100    |
| Improvements                         | 1,132,200      |
| Willow and Cross Streets, 0.21 acres | 48,100         |
| Personal Property                    | <u>186,615</u> |

\$2,544,015

Highland Cemetery

|                                                        |               |
|--------------------------------------------------------|---------------|
| 54 Centre Street and Off Dedham Street,<br>19.91 acres | \$2,308,500   |
| Improvements                                           | 24,500        |
| Personal Property                                      | <u>15,507</u> |

\$2,348,507

Water Supply

|                           |               |
|---------------------------|---------------|
| Church Street, 6.00 acres | \$920,400     |
| Improvements              | 17,500        |
| Personal Property         | <u>96,189</u> |

\$1,034,089

**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>\$4,681,800</u> |

\$4,681,800

# *Report of the* **Police Department**

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Joseph Vinci, Chief of Police

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The year 2024 brought several changes to the Dover Police Department. In January, I was appointed as the new Chief of Police, having come from the Westwood Police Department, where I served as an officer since 2006. In February, the Department hired Officer Anthony Madden, who had previously served as an officer at the Haverhill Police Department since 2020.

This past year, the Department made upgrades to its computer software and databases, including purchasing policy software that provides officers with full access to our policy manual from any connected device and stores all pertinent departmental forms and documents in a digital format, allowing us to clean out some file cabinets. The Department also purchased Cordico, a confidential and trusted mobile wellness app for high-stress occupations that provides officers with access to mental health resources, self-assessments, and lists of therapists, all the while maintaining anonymity.

We have also initiated crisis intervention training for all Department personnel, who will attend a 40-hour class designed to prepare officers to deal with people in mental health crises and other difficult situations.

One change noticeable to the public in 2024 was of our uniform shirt color, from French blue to dark navy. This small change allows officers access to a more extensive and practical variety of uniform styles.



*Protective Services open house. Photo courtesy of the Dover Police and Dover Fire Associations/Officer Ryan Menice.*

In June, the Department established its Drone Unit, which is run by Sergeant Ryan Menice, who holds an independently earned FAA Part 107 Drone License and who submitted all the necessary paperwork to get the program up and running. We currently have one drone in service for use in search and rescue missions and to assist in many other ways with police and fire operations. At the time of this writing, two additional officers are taking the required classes to become certified drone pilots.

The Department also made great strides in improving its radio infrastructure, thanks to a grant from the Commonwealth of Massachusetts that funded a study performed by the Collins Center on dispatch regionalization with the Town of Westwood, the results of which are informing ongoing work to improve our dispatch capability, make additional radio upgrades, and provide better overall radio coverage. In addition, our new radio vendor, Cyber Communications is assisting us in the removal of the portable radio tower on Snow Hill.

The Police Department is fortunate to have assembled an incredible team of dedicated officers. We will continue to provide the highest levels of service to the community. I want to thank everyone for welcoming me as the new Chief. I found the transition much easier because of this kindness and the relationships I have already forged. I will always be grateful for the warm reception from the Town, the community, and the Department.



*School Resource Day. Photo courtesy of the Police Department.*

# Police Department Summary of Activities

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For the Calendar Year 2024

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## Police Incidents

|                                         |       |
|-----------------------------------------|-------|
| Accidents: Motor Vehicle                | 119   |
| Alarms: Intrusion, Vehicle, and Panic   | 336   |
| Ambulance Requests                      | 287   |
| Animal Complaints                       | 164   |
| Assaults                                | 2     |
| Assists: Other Agencies, Citizens, Etc. | 226   |
| Bicycle Complaints                      | 0     |
| Breaking and Entering                   | 13    |
| Building Checks                         | 9,744 |
| Civil Drug Law Violations               | 1     |
| Deer Strikes                            | 25    |
| Destruction of Property                 | 8     |
| Disturbances                            | 13    |
| Fire Alarms/CO                          | 245   |
| Harassment                              | 12    |
| Identity Thefts                         | 17    |
| Larceny                                 | 24    |
| Littering/Illegal Dumping               | 3     |
| Lockouts                                | 13    |
| Miscellaneous Services                  | 4,255 |
| Missing Persons                         | 8     |
| Motor Vehicle Complaints                | 41    |
| Motor Vehicle Stops                     | 1,450 |
| Noise Complaints                        | 17    |
| 911 Verifications                       | 229   |
| Safety Hazards                          | 51    |
| Soliciting                              | 44    |
| Suspicious Activities                   | 242   |
| Youth Complaints                        | 153   |
| Suspicious or Unattended Deaths         | 4     |

|                    |               |
|--------------------|---------------|
| <b>Total Calls</b> | <b>17,746</b> |
|--------------------|---------------|

Arrests

|                                         |           |
|-----------------------------------------|-----------|
| Larceny Over \$1,200                    | 0         |
| Warrants                                | 3         |
| Operating Under the Influence of Liquor | 3         |
| Operating After License Suspension      | 3         |
| Assault and Battery                     | 3         |
| Assault and Battery (Dangerous Weapon)  | 2         |
| Protective Custody                      | 0         |
| Failure to Stop                         | 0         |
| Drug Offenses                           | 2         |
| Domestic Violence                       | 2         |
| Receiving Stolen Property               | 0         |
| <b>Total Arrests</b>                    | <b>18</b> |



*Photo courtesy of the Police Department/Officer Ryan Menice.*

# *Report of the* **Board of Fire Engineers**

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Kate Cannie, Chair

Paul Copponi

Jim Dawley Jr.

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The Dover Fire/Ambulance Department is a call department consisting primarily of Dover residents. A call department is composed of personnel who work in the Department after initial training and who 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 of Dover seven days a week, 24 hours a day, and are known in Dover and surrounding communities as being professionals who care about their responsibilities. We are grateful for their service, and we thank them.

As part of a mutual aid agreement, the Fire/Ambulance Department works with local communities to assist them during a fire, accident, or other incidents. In return, the same is done for Dover by our neighboring communities. 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 of Fire Engineers 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 May 2024 Annual Town Meeting, the Board's request for station gear (\$12,075), self-contained breathing apparatus (SCBA) replacement units (\$146,252), turnout gear (\$29,909), and new Toughbook laptops (\$12,000) was approved.

In personnel changes, Chief R. Paul Luttazi retired on March 31, after which Deputy Chief Edward G. Kornack served as Interim Chief until his retirement on July 31. On July 30, the Board appointed James W. Wright as Interim Chief.

In 2024, the Board contracted with Parrow Consulting & Associates to conduct an operational review of the Town's Fire and Ambulance/Emergency Medical Services, with the intention of evaluating the capabilities of the Department as regards the ongoing needs of the community.

Over the past few years at Annual Town Meetings, the Board has requested and received approval to increase wages for its ambulance personnel, which has helped attendance at calls. Fire/Ambulance Department

responses have significantly increased as statistics attest to. The Board wishes to express its appreciation and gratitude for the professional service that our men and women provide to each other and to the citizens of Dover.

At its December 2 meeting, the Board voted to promote Michael Lynch, Brian Tosi, and Kevin Tosi to the rank of Lieutenant.

Finally, the Board expresses its thanks and gratitude to the following members of the Department who retired in 2024: Chief R. Paul Luttazi, Interim Chief Edward G. Kornack, Jack London, and Lieutenants John Kornack, Richard Reinemann, and Karl Warnick. We thank them for their dedicated professional service to the Department and the citizens of the Town of Dover.



*Protective Services open house. Photo courtesy of the Dover Police and Dover Fire Associations/Officer Ryan Menice.*

# Fire Department Summary of Activities

For the Calendar Year 2024

## Statistics

### Incidents (402)

|                        |     |                            |    |
|------------------------|-----|----------------------------|----|
| Brush/Grass Fires      | 8   | Oil Burner Fires           | 4  |
| Vehicle Fires          | 0   | Mutual Aid                 | 12 |
| Dumpster Fires         | 1   | Illegal Burning            | 3  |
| Smoke in House         | 3   | False Alarms               | 0  |
| Water Rescues          | 1   | Haz-Mat Incidents          | 6  |
| Electric Fires         | 7   | Automatic Boxes            | 0  |
| Vehicle Accidents      | 37  | Ambulance Assists          | 34 |
| House Alarms           | 190 | Gas Spills                 | 0  |
| Chimney Fires          | 1   | Missing Persons            | 1  |
| Wires Down             | 5   | Still Alarms               | 0  |
| Propane Gas Fires      | 0   | Bomb Scares                | 0  |
| Station Coverage       | 0   | Elevator Entrapments       | 0  |
| Carbon Monoxide        | 4   | Water in Basement          | 6  |
| Public Building Alarms | 28  | Explosive Devices          | 0  |
| Rescues                | 3   | Downed Trees in Road       | 0  |
| Investigations         | 8   | Buildings Hit by Lightning | 0  |
| Structure Fires        | 5   | Other                      | 35 |

### Permits Issued (320)

|                   |    |                  |     |
|-------------------|----|------------------|-----|
| Oil Burners       | 17 | Smokeless Powder | 0   |
| Underground Tanks | 18 | Smoke Detectors  | 116 |
| Blasting          | 0  | Propane Storage  | 45  |
| Temporary Heat    | 3  | Bonfires         | 0   |
| Welding           | 5  | Carbon Monoxide  | 116 |

### Inspections (416)

|                          |     |                   |     |
|--------------------------|-----|-------------------|-----|
| Oil Burner               | 83  | Bonfires          | 0   |
| Propane Gas              | 45  | Public Buildings  | 15  |
| Blasting                 | 0   | Underground Tanks | 18  |
| Temporary Heat           | 3   | Tank Removals     | 0   |
| Gas Stations             | 1   | Demolitions       | 5   |
| Sprinkler Systems        | 3   | 21E Inspections   | 0   |
| Welding                  | 5   | Carbon Monoxide   | 116 |
| Fire Prevention Programs | 2   | Fireworks         | 0   |
| Smoke Detectors          | 116 | Solar             | 3   |
| Batteries                | 1   |                   |     |

### **Ambulance Calls (374 patients)**

|                           |     |                                            |     |
|---------------------------|-----|--------------------------------------------|-----|
| MetroWest Medical Center, |     | Air Ambulance                              | 1   |
| Framingham                | 5   | Refusal of Transport                       | 122 |
| Newton-Wellesley Hospital | 61  | Fire Department Stand-bys                  | 4   |
| Beth Israel Deaconess,    |     | Responses Canceled                         | 24  |
| Needham                   | 123 | Mutual Aid (statistics only)               | 10  |
| Other Facility            | 34  | Advanced Life Support<br>(statistics only) | 136 |

### **Appointed by the Board of Fire Engineers**

|                                                               |                                                    |
|---------------------------------------------------------------|----------------------------------------------------|
| Chief R. Paul Luttazi<br><i>(retired 4/1/24)</i>              | <b>Lieutenants</b>                                 |
| Interim Chief Edward G. Kornack<br><i>(4/2/24 to 7/31/24)</i> | John Kornack <i>(retired 2/9/24)</i>               |
| Interim Chief James W. Wright<br><i>(8/19/24 to present)</i>  | Richard Louis Reinemann<br><i>(retired 2/9/24)</i> |
| Captain John R. Tosi Jr.                                      | Karl Warnick <i>(retired 11/30/24)</i>             |
|                                                               | Michael J. Lynch Jr.                               |
|                                                               | Walter J. Nowicki Jr.                              |
|                                                               | Theodore (Ted) Reimann (A)                         |
|                                                               | Brian A. Tosi                                      |
|                                                               | Kevin B. Tosi (A)                                  |

### **Appointed by the Fire Chief Fire and EMT Personnel**

|                                      |                            |
|--------------------------------------|----------------------------|
| Daniel Barry                         | Nicholas Novitch (A)       |
| Christopher Becker (A)               | Walter Nowicki III         |
| Andrew Blum                          | Petri Perinne              |
| Paul Buckley (A)                     | Rebekka Perinne (A)        |
| Leslie Campbell                      | Curt Pfannenstiehl         |
| Timothy Giblin (A)                   | Marja Puurunen (A)         |
| Fred Hartman (A)                     | Deborah Reinemann (A)      |
| Mary Hinsley (A)                     | Heidi Reinemann (A)        |
| James Hughes                         | Johanna Schultz (A)        |
| Katherine Jackson (A)                | Dickson Smith (A)          |
| Jack London <i>(retired 7/31/24)</i> | John Sugden Jr. (Chaplain) |
| Phil Luttazi                         | Timothy Surgenor (A)       |
| Brian Mack (A)                       | Kathleen Tosi              |
| Brendan McCarthy                     | David Van Tassel (A)       |
| William Mitchell (A)                 | John Vounatsos             |
| Dan Murphy (A)                       | Ellen Weinberg (A)         |
| Michael Murphy (A)                   | Nevin Weinberg (A)         |

(A) Ambulance Squad Member

# DOVER

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*School Reports*

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## 2024



*Previous page: Photo courtesy of the Police Department.*

# *Report of the* **Superintendent of Schools**

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Elizabeth M. McCoy

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The Dover-Sherborn Public Schools are rooted in academic excellence and committed to sustained success and continuous improvement. By way of a rigorous curriculum, extensive enrichment activities, highly competitive athletic teams and clubs, and a strong fine and performing arts program, students have an array of opportunities to develop their intellectual, physical, and artistic abilities. Evidenced by multiple measures, including standardized test scores, graduation rates, college enrollment, and alumni accounts, students acquire the knowledge and skills necessary to thrive in postsecondary life. As reported by multiple stakeholders, the Schools are the community's greatest asset and the reason most families choose to live and raise their children in Dover and Sherborn.

The Strategy for District Improvement continues to drive the system's work toward achieving its mission: "to inspire, challenge, and support all students as they discover and pursue their full potential."

Goals and initiatives are outlined in five areas:

- ***Excellence & Innovation in Learning:*** Maintain academic excellence and rigor while adapting practices to prepare graduates for success in a rapidly changing world;
- ***Challenge & Support All Students:*** Enhance programming to ensure all students are able to achieve their full potential within a supportive learning environment;
- ***Professional Learning & Growth:*** Expand opportunities for professional growth and collaboration among educators in support of the District's vision for teaching and learning;
- ***Family & Community Engagement:*** Engage families and community members in the strategic pursuit of a shared vision and mission; and
- ***Safe & Sustainable Spaces:*** Evaluate and update facilities to ensure safe, sufficient, and sustainable spaces amid a changing educational and environmental landscape.

As the District continues to focus on deeper learning, social-emotional wellness, and student belonging, many efforts were made in 2024 to elevate student voice. Research indicates that students who believe they have a voice in school are seven times more likely to achieve at high levels, as they experience increased self-worth, engagement, and purpose. The

system believes that children have invaluable insights into who they are as individual learners and how to improve the collective experience for all.

To launch this effort, the District Leadership Team welcomed more than 30 students to their summer retreat. Together, administrators and students began analyzing the results of last year's Challenge Success Survey, which gathered information on such topics as student engagement, homework, stress levels, and sleep. By examining quantitative data and sharing lived experiences, the group identified reasons for celebration as well as areas for improvement.

Additional opportunities to elevate student voice include the formation of a Superintendent Advisory Council, the launch of an "I Wish" campaign, and the opportunity for educators to shadow students for a day. Specific to instruction, educators continue to explore ways to increase student voice in the classroom through nine common instructional practices ("Best Practices"). Combined, these initiatives aim to develop students as active agents of learning and engaged citizens empowered to express their views.

To streamline communication, the District now uses ParentSquare, which directs all school and classroom updates, including newsletters, emails, pictures, and calendar invites, through a single platform. Additionally, parents and caregivers can access volunteer opportunities, schedule teacher conferences, and sign permission slips all in one place. Feedback has been overwhelmingly positive as families strive to organize multiple sources of information.

In support of its efforts, the District is eternally grateful to the taxpayers who provide a strong financial foundation for an excellent PreK–12th-grade program. The Schools also continue to benefit from the generous support of community organizations such as the Chickering PTO, Pine Hill CSA, Dover-Sherborn Middle School POSITIVE, Dover-Sherborn High School PTO, Dover-Sherborn Boosters, Friends of the Performing Arts (FoPA), and the Alan Thayer Mudge Memorial Fund, among others. As a result, Dover-Sherborn is an exceptional school district in both the academic and extra-curricular arenas, and a continued source of pride for the community and its members.

# *Report of the* **Dover School Committee**

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Jeff Cassidy, Chair  
Goli Sepehr, Secretary  
Martha Castle  
Kate Cook  
Jessie Hole

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The members of the Dover School Committee (DSC) are elected by Dover's residents. The Committee works with the Superintendent and Administration to oversee the operation and education program of Chickering Elementary School and works jointly with the Sherborn School Committee and the Dover-Sherborn Regional School Committee (DSRSC) 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 2024, the DSC welcomed new member Kate Cook, who was elected to a three-year term in May. We extend our sincere thanks to Liz Grossman who completed her term on the DSC.

## **District Leadership**

In 2024, Superintendent Elizabeth McCoy and Assistant Superintendent Denton Conklin continued their strong leadership at the district level. As evidenced by data from multiple stakeholders, Dover continues to be valued for its commitment to academic excellence, focus on the whole child, and service to the community. We remain grateful for the continued leadership of Principal Deborah Reinemann and Assistant Principal James Carnes at Chickering Elementary School, as well as the dedication and commitment of our highly qualified and talented teachers and staff.

In September 2024, a new math curriculum was fully rolled out after several years as a pilot program. The new program, Reveal Math, showed improvement in student learnings during its pilot phase against the previous curriculum, Everyday Math, as well as better increases compared with other curriculums tested during this period.

## **Academics**

Chickering Elementary School strives for academic excellence and continues to rank as a top-performing Massachusetts elementary school in the research publication of *U.S. News & World Report*. At the same time, we value students' social and emotional needs and recognize 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.

## **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. We continued to receive federal and state grants, including funding from the Elementary and Secondary School Emergency Relief (ESSER) Fund, given to help address academic needs resulting from the COVID pandemic. Uses of these funds have included the implementation of a multitiered system of interventions for students. These additional ESSER funds will not carry forward into 2025 as they have expired.

In 2024, enrollment remained steady. 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 2024, we replaced portions of the school flooring.

## **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.

# *Report of the* **Chickering Elementary School**

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Deborah Reinemann, Principal

Jim Carnes, Assistant Principal

Laura Driscoll, Elementary Special Education Coordinator, Grades K–5

Jennifer Johnson, Preschool and Out of District Coordinator

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## **Introduction**

Chickering School continues to be a high-performing elementary school, where our students learn, laugh, care, grow, and make a difference. We welcome children from Dover and Boston who are enrolled in the METCO program. Teachers and Administration staff have identified the “9 Best Practices” of teaching and learning, working throughout 2024 to define, refine, and bring into practice strategies that maximize student learning and engagement.

## **Enrollment and Staffing**

As of October 1, 2024, total enrollment stayed consistent with 492 students, compared with 498 students the previous year. We have three sections in kindergarten, four sections in first, second, and fourth grade, five sections in third and fifth grade, as well as two integrated preschool classes. We appreciate the generous support of the Dover School Committee, which allows our class sizes to remain within the policy range of 17 to 22 pupils per class section. Looking ahead to fall 2025, we anticipate that enrollment and classroom numbers will remain steady.

Despite retirement and maternity leaves occurring at the start of the school year, we were fortunate to have a complete staff of both regular and special education teachers.

## **Curriculum and Professional Development**

Our School Improvement Plan for 2024–25 includes three areas: Multi-Tiered System of Support (MTSS), Math Curriculum and Instruction, and Community Communication.

In 2024, our MTSS program focused on refining English Language Arts and Math assessments, and piloting math intervention for Tier 2 instruction. After completing our pilot programs in spring 2024, we implemented Reveal Math as the new math curriculum the following fall. Teachers and Special Educators participated in professional development over the summer and continued to hone their instruction as the year progressed.

Our goal for communicating with our school community is to be clear, consistent, relevant, and accessible. The District has launched a new

interactive application, ParentSquare, for all families from preschool to grade 12, for whom communication from all four Dover-Sherborn schools can be found in one place.

At Chickering, we strive to maintain the academic excellence and rigor of our curriculum while pursuing continuous improvement through curricular research and exploration. 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.

## **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 while maintaining 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 regional school 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.

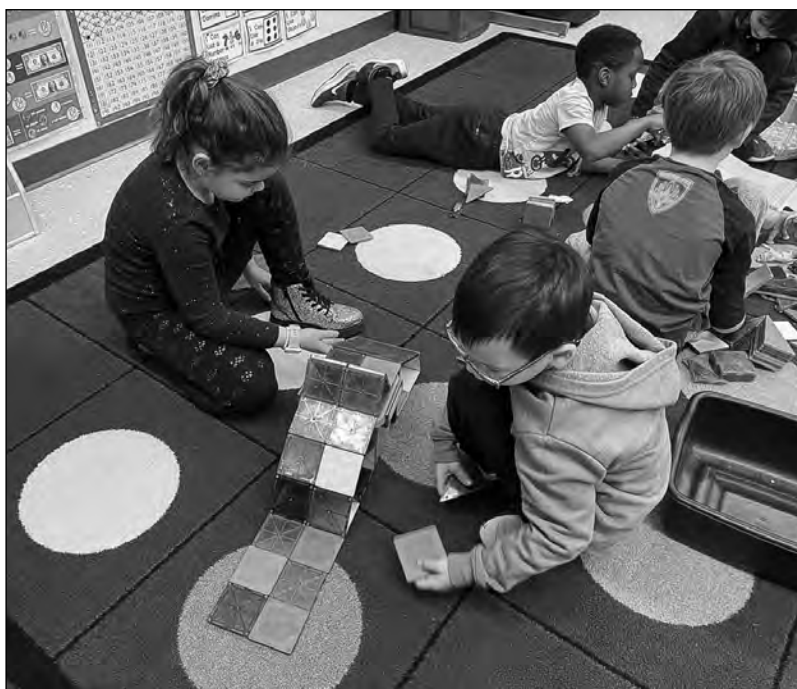
During the 2024–25 school year, the SAC will continue reviewing our communication strategies, our MTSS system, and plan for the next School Improvement Plan.

## PTO

The Parent-Teacher Organization (PTO) is made up of parents/guardians, co-chairs, and a board that oversees fundraising, spending, and program development. We also have a PTO teacher liaison. 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 them an exceptional “whole child” educational experience, 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.



*Photo source: X/Twitter (Chickering School, @ChickeringDover, 2024); courtesy of Chickering Elementary School.*

*Report of the*

# Dover-Sherborn Regional School Committee

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Mark Healey, Chair (Dover)  
Angie Johnson, Vice Chair (Sherborn)  
Kate Potter, Secretary (Sherborn)  
Toa Ashk (Sherborn)  
Colleen Burt (Dover)  
Kevin Crotty (Dover)

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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.

## Enrollment

As of October 2024, enrollment in the Dover-Sherborn Regional School District (the District) was 1,079 students.

## District Strategic Plan

Superintendent Elizabeth McCoy had used her entry plan data to develop and propose a five-year Strategic Plan in spring 2023. The Plan, adopted in September 2023, prioritizes for both rigor and innovative practices to prepare students for an ever-evolving world and aims to challenge and support every student, fostering a growth mindset through comprehensive programs and a welcoming environment. Educator development is championed through collaboration and professional growth opportunities, as well as family and community partnerships to realize a shared vision. In addition to direct and “whole child” student support in pursuit of academic and extracurricular excellence for all, the Plan commits to evaluating and optimizing facilities to ensure the safety and sustainability of learning spaces, always seeking to provide a dynamic educational environment.

The clear vision, mission, and goals of the Strategic Plan will ensure sound and actionable progress in the coming years.

## Academic Outcomes

The District remains one of the leaders in the Commonwealth in terms of academic outcomes for our students. Next Generation MCAS (Massachusetts Comprehensive Assessment System) testing results for 2024 were as follows:

- **English Language Arts:** Eighty-six percent of sophomores met or exceeded expectations (state average 57%).
- **Mathematics:** Eighty-eight percent of sophomores met or exceeded expectations (state average 48%).
- **Science and Technology/Engineering:** Eighty-eight percent of sophomores met or exceeded expectations (state average 49%).

In 2024, 246 students took AP (Advanced Placement) courses in 15 subjects. In testing, 96% of the student scores were 3 or above, qualifying those students to earn equivalent college credit at most institutions.

Sixty-nine percent of the class of 2024 took the SAT (Scholastic Aptitude Test), with mean test scores of 650 for Evidence-based Reading and Writing and 659 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](http://www.challengesuccess.org)), which has encouraged our schools to consider the whole child in their definition of success.

## Leadership and Faculty

During the 2023–24 school year, we were fortunate to have Superintendent McCoy and Assistant Superintendent Denton Conklin continue to lead the District. With their leadership renewed into the current (2024–25) academic year, they will continue to build relationships and drive programming.

Additionally, Ann Dever-Keegan, previous Dover-Sherborn High School (DSHS) Assistant Principal, was officially appointed as Principal of Dover-Sherborn Middle School (DSMS) on July 1. Timothy O’Mara, former DSHS guidance counselor, was officially hired as the Assistant Principal of DSHS. Superintendent McCoy and Principal Smith continue to work hard to support the new leaders and strengthen the Regional Schools’ collaborative leadership for grades 6–12. Retirements at the District in 2024 included: John Hickey, Lindsay Li, Audrey Moran, Kimberly Phelan, and Leanne Wilkie. 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 2025 (FY25) budget is \$28,877,195, an increase of \$904,655 (3.23%) over the FY24 budget. Operating expenditures include salaries and benefits, including other post-employment benefits (\$24,260,945); buildings, grounds, and utilities (\$1,352,250); debt service (\$724,200); transportation (\$1,068,000), and other expenditures (\$1,471,800). State aid covers \$3,360,433 of these operating expenses. Revenues of \$359,675 from

student activity fees (\$45–\$75 per student), parking fees (\$300 per permit), and athletic fees (\$335 per sport, with a cap of \$1,340 per family), along with \$275,000 from other revenue sources also help offset costs. Remaining expenditures are funded generously through local taxes. The District's Excess and Deficiency (E&D) account submitted for certification as of June 30, 2024, is \$796,185. 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 Dover-Sherborn Boosters, the Friends of the Performing Arts (FoPA), the Dover-Sherborn High School PTO, Dover-Sherborn Middle School POSITIVE, the Alan Thayer Mudge Memorial Fund, and the broader community. These groups continued to generously support us in 2024, and their contributions are critical to maintaining our excellent programs.

## **Contractual Agreements**

The Educators' Agreement (Agreement), effective through August 2026, fairly and sustainably accommodates the educational standards we expect for our students while providing support for the high-quality services expected from our educators. At the same time, it acknowledges the constraints affecting town, state, and federal budgets. We are grateful for the continued cooperation between the Town and District leadership and the Dover-Sherborn Education Association (DSEA), and we believe the Agreement achieves its three fundamental goals of supporting our students effectively, creating fair working conditions for our employees, and ensuring sustainable costs for our taxpayers. All other DSEA contracts are also effective through the end of FY26.

## **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 select boards 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. The main capital project completed in summer 2024 was the replacement of the high school bleachers and press box. The new structure is ADA compliant and was partially funded through generous gifts from the Alan Thayer Mudge Memorial Fund, Dover-Sherborn Boosters, and Dover-Sherborn Cable Television.

Looking forward, we anticipate the need to update the turf field and track (including the fencing and lighting), as well as continue work on replacing HVAC equipment for all three buildings on the Region's campus that are well over 20 years old. We continue to work cooperatively with sustainability groups from both towns and to investigate funding

opportunities available through the State’s Green Communities Designation & Grant Program. This program supports communities in achieving environmental goals through energy efficiencies and reducing life-cycle costs in buildings and construction.

**Membership**

In 2024, Dover resident Kevin Crotty joined the DSRSC for a three-year term, replacing Margaret Charron who had served a seven-year term. Sherborn resident Toa Ashk joined the DSRSC for a three-year term, replacing Judi Miller who had served a six-year term. The DSRSC is thankful for their service.

Visit [www.doversherborn.org](http://www.doversherborn.org) to keep up with changes, school events, or to contact our staff or school committees.



*(Top) Varsity Boys Ice Hockey 2024 MIAA Division 4 champions; (bottom) members of the DECA business, marketing, entrepreneurship program. Photos courtesy of Dover-Sherborn High School.*



# Dover-Sherborn Middle School

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Ann Dever-Keegan, Principal

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

DSMS continues to provide an outstanding educational experience and positive culture for its students in grades 6, 7, and 8. Our talented staff, the availability of state-of-the-art technology, a beautiful library, and student-friendly spaces make the school a welcoming place for all students. Thanks to a supportive community and budget allocation, our teachers have many resources at their disposal. Class size continues to be approximately 16 students, and the daily curriculum is both challenging and exciting. As a one-to-one school, DSMS provides each student with an ACER Chromebook, enabling them to research, write, collaborate, and create in real time in the classroom.

Our theme continues to be “Be Kind, Be Curious, Be You.” DSMS staff work to infuse these actions into our students’ everyday experiences to ultimately create a school community that is full of kindness, curiosity, and students walking their own paths.

## Recognition and Awards

- ***Project 351:*** Once again two eighth-grade students represented DSMS at the Governor’s youth community service organization, which promotes leadership, development, enrichment, and impact.
- ***Student Leadership Awards:*** At all-school assemblies our staff presents “shout-outs” to students who are demonstrating leadership, scholarship, citizenship, and our school values of kindness, curiosity, and individuality.
- ***MATHCOUNTS:*** The DSMS MathCounts team practiced throughout the year with their advisor, Carmel Bergeron. In February, 12 members participated in the Metrowest Chapter Regional MathCounts competition in Weston. The four Mathletes who represented DSMS in the team competition placed eighth overall.

## Activity Highlights

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

- ***Music and arts presentations:*** DSMS Choirs, Concert Band, and Jazz Band students had 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). Our general music classes shared their Band and Blues Fest culminating performances, as will the following term classes. The creative and powerful work of our visual arts students can be viewed throughout the year in our lobby's art gallery.
- ***D-S Drama fall musical presentation:*** In fall 2024, our very talented DSMS theatrical cast and crew members put on an incredible production of *Annie*, which featured extraordinary costumes and set design, as well as energetic performers who dazzled audiences with their singing, dancing, and acting.
- ***Turkey Tourney:*** The half-day prior to the Thanksgiving break is dedicated to building community and positive school culture. Students and staff take part in decorating doors, writing letters and notes of gratitude, and running a turkey trot. The morning ends with an all-school assembly featuring our student musicians, a slide show, and student shout-outs.

The following groups focused on many community service projects:

- ***The Student Council*** successfully hosted dances for grades 7 and 8. The group also plans and promotes many school spirit events such as Spirit Days and Spirit Weeks.
- ***The Help Club*** has raised money for Making Strides Against Cancer, JB Keys, The Trevor Project, and Riverside Community Care.
- ***Citizen Action Groups (CAGs)***, are the mainstay of our citizenship program for all eighth-grade students. During the first half of the year, students learn about issues and concerns in our community. They then join a CAG that matches their interests, such as working with the environment, assisting local food pantries, supporting local veterans, addressing hunger and homelessness, or mentoring and helping children in need. Each CAG has 15–20 students and a teacher, who work together to explore and address the issue. In May, all CAGs participate in a service day at various venues in the area.

- ***Trip to Washington, D.C.:*** This year we continued our tradition of an annual eighth-grade trip to Washington D.C. The trip was a large success with most of our students in attendance. Students who did not attend were given an enriching Boston experience.

## Professional Development

DSMS is committed to providing learning and growth opportunities for its staff through professional development that is aligned with District and DSMS initiatives to promote a culture of data and tiered support for students, student engagement, and social and emotional learning. This year's offerings reflected our continued focus on best teaching practices that deepen student engagement and learning, and on refining curricular resources to better ensure that all student needs are met.

## Grants

In 2024, POSITIVE (Parents Offering Support In Time, Involvement, Volunteering, Enthusiasm) provided grants for academic and extracurricular enrichment. DSMS is grateful for the generous support of this group.



*Dover-Sherborn Middle School production of its fall musical Annie. Photo courtesy of Dover-Sherborn Drama.*

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

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John G. Smith, Principal

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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 2023–24 school year, DSHS served approximately 650 students in grades 9 through 12. Each year, over 95% of graduating students attend four-year colleges and universities. To graduate, all students must complete four years of English, four years of mathematics, and three years each of laboratory sciences, social studies, and world language. They must also earn 18 credits in the fine and performing arts and/or technology, engineering and computer science and 12.5 credits in wellness (physical and health education). In addition, they must complete 40 hours of community service.

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.

The pages that follow provide overviews and highlights of the DSHS 2023–24 school year, including academic testing results, individual departmental reports, a recap of student athletics for all seasons, as well as information on student activities and clubs, student wellness, and college preparation support.

# Academic Testing

## PSAT

The PSAT was offered in October 2023 to juniors and sophomores. Eighty-eight juniors (57% of the class) and 128 sophomores (71% of the class) took the test. Based on their scores, 15 students received National Merit Scholarship Program Letters of Commendation, and three students were recognized as National Merit Semifinalists.

## SAT

- *SAT I:* Sixty-nine percent of the Class of 2024 took the SAT test, with 68% of the students earning 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 2024 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 2023 |     |     | Class of 2024 |     |     |
|                                  | DSHS          | MA  | US  | DSHS          | MA  | US  |
| Evidence-Based Reading & Writing | 647           | 560 | 520 | 650           | 559 | 519 |
| Mathematics                      | 643           | 551 | 508 | 659           | 550 | 505 |

## AP

Fifteen AP (Advanced Placement) courses were offered during the 2023–24 academic year. These courses are typically offered during junior and senior years and allow students to maximize their educational opportunities within the confines of the master schedule and graduation requirements.



*Varsity Girls Cross Country team. Photo courtesy of Dover-Sherborn High School.*

All students receiving AP credit are expected to take the AP examination at the end of the year. In spring 2024, 246 students took 603 examinations. Results for individual AP courses are as follows:

| AP Course                                 | # Students | Students Scoring 3 or Higher (%) |
|-------------------------------------------|------------|----------------------------------|
| Biology                                   | 70         | 99                               |
| Calculus AB                               | 21         | 100                              |
| Calculus BC                               | 21         | 100                              |
| Chemistry                                 | 30         | 100                              |
| Computer Science A                        | 40         | 88                               |
| English Language and Composition (G-11)   | 70         | 93                               |
| English Literature and Composition (G-12) | 51         | 98                               |
| French Language and Culture               | 10         | 100                              |
| Physics C: Mechanics                      | 15         | 100                              |
| Spanish Language                          | 7          | 100                              |
| Statistics                                | 68         | 90                               |
| Studio Art: 2D Art & Design               | 7          | 86                               |
| Studio Art: 3D Art & Design               | 1          | 100                              |
| U.S. Government and Politics (G-12)       | 80         | 98                               |
| U.S. History (G-11)                       | 79         | 100                              |

### MCAS

For the 2023 MCAS exams, the Commonwealth used the Next-Generation MCAS test. Testing highlights for DSHS students are as follows:

- **English Language Arts:** Eighty-six percent of sophomores met or exceeded expectations (state average 57%).
- **Mathematics:** Eighty-nine percent of sophomores met or exceeded expectations (state average 48%).
- **Science and Technology/Engineering:** Eighty-nine percent of sophomores met or exceeded expectations (state average 49%).

| Graduate Post-Secondary Plans |               |               |               |
|-------------------------------|---------------|---------------|---------------|
|                               | Class of 2022 | Class of 2023 | Class of 2024 |
| Four-Year College             | 93%           | 96%           | 94%           |
| Two-Year College              | 2%            | <1%           | 2%            |
| Post-Graduate Program         | 2%            | <1%           | <1%           |
| Other (gap year, job)         | 3%            | 3%            | 3%            |

## Departmental Highlights

### ENGLISH

Through effective reading, writing, and critical thinking instruction, our students are able to 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. The Department offers courses at the college preparatory and honors levels for freshmen and sophomores, and at the college preparatory, honors, and advanced placement (AP) levels for juniors and seniors.

Freshmen focus on the themes of identity and self-discovery through their study of short stories, novels, drama, poetry, and nonfiction works. Sophomores explore great themes in literature and hone their analytical and expository writing skills. AP courses include English Language and Composition, offered to juniors, and English Literature and Composition, offered to seniors. Juniors not enrolled in AP English Language may take a full year of American Literature, or enroll in a *new interdisciplinary course, Intersections*, taught by an English teacher and Fine Arts teacher. Both courses are offered at college preparatory or honors levels. Seniors not enrolled in AP English Literature may enroll in two of five same-level semester courses in focused areas, such as contemporary literature, poetry, film, and nonfiction studies, or enroll in Intersections.

*RUNES Literary and Arts Magazine*, published in May 2024, features outstanding nonfiction, fiction, and poetic writing, as well as artwork and photography by D-S students, chosen and arranged by students in the *RUNES/Creative Writing Club*.

### MATHEMATICS

The Mathematics Department provides standard courses at college preparatory and honors 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 options are offered in grade 12, depending on previous levels of proficiency attained: AP Calculus BC, AP Calculus AB, Honors Calculus, College Preparatory Calculus, AP Statistics, Probability and Statistics, and Precalculus & Applied Topics. We also continue to offer a semester-long elective course, Financial Literacy, as well as Business Marketing, which can count as a one-semester math credit. These courses are 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 second out of 33 schools in Southeastern Massachusetts for the 2023–24 school year. Based on our third-place finish among medium-sized schools in the *Massachusetts State Championships*, our team also qualified to represent the state in an invitational meet with the *New England Association of Math Leagues*. This was the second time the team qualified to compete at this level in more than two decades (2022–23 being the first), and D-S finished in first place overall in the

medium school division ahead of Wayland, Weston, Sharon, Barrington, RI, and Rocky Hill in CT.

**Honors and Awards:** One of our students advanced further in the field of mathematics than any D-S student we know of in school history, placing among 40 students in the country for the final stage of the *USA Mathematical Olympiad (USAMO)* selection process to ultimately compete for a spot on the U.S. team for the *66th International Mathematical Olympiad (IMO)* in Queensland, Australia in July 2025. This follows a series of exams, including the American Mathematics Competition, American Invitational Mathematics Exam, and USAMO, where only the top few students advance. At the time of this writing, our student was vying for one of six spots on the U.S. team, following the nation's 2024 IMO victory.

## SCIENCE

The Science Department provides a rigorous curriculum sequence at the college preparatory, honors, and AP 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, Forensic Science, and Marine Science.

The *Science Olympiad* team has been performing well in monthly West Suburban Science League competitions and is currently in first place. Last year, 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. One student placed in the top six students in Eastern Massachusetts, qualifying him to compete in the National Chemistry Exam against the top 900 students in the country. Last spring, AP Physics students earned first place at the *Eastern Massachusetts Physics Olympics*. A small group of students, accompanied by two science teachers, traveled to Vermont this last spring to observe the total solar eclipse, a rare astronomical event.

## SOCIAL STUDIES

Courses are offered in history and the social sciences at both the college preparatory and honors 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 courses for all students. Electives include AP American Government, Government and Law, Economics, Introduction to Psychology, and Facing History. For 2024 AP examinations, 98% of our U.S. Government students qualified with a passing score of 3 or better while the national average was 73%. In U.S. History, all students qualified with a score of a 3 or better, while the national average was 72%. The Social Studies Department's enrichment programs and activities included the *EPIIC Tufts Inquiry Program; Harvard*

*Model United Nations* in Boston; *Mock Trial*, in which our team finished third in the state competitions; and the *Close-Up Program*, a weeklong government studies program held in Washington, D.C. The Department's **2024 Summer Reading Program** for grades 9–12 continued to focus on themes and issues of systemic racism, factors shaping United States foreign policy, and the growing polarization in American politics.

**Honors and Awards:** Several students received honors or awards in 2024. One student received the Daughters of the American Revolution Award for excellence in character, service, leadership, and patriotism; one student 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

A number of World Language students received honors for the 2024 calendar year. In May, eight students received awards from the Massachusetts State Seal of Biliteracy. Two students received the Seal in Spanish and one in Latin. In addition, two students in Spanish and three in Russian received the Seal of Biliteracy With Distinction.

In November 2024, 21 students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures.



*Mock Trial team. Photo courtesy of Dover-Sherborn High School.*

## FINE AND PERFORMING ARTS

**Performing Arts (Theatre and Music):** Courses offered include Music Theory, Guitar I and II, American Musical Theater, and Acting Workshop. Additionally, three performance ensemble courses are offered: Regional Chorus, Regional 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.

Schedule changes made five years ago to improve student access to ensembles have yielded excellent results. The Concert Band and Chorus now consistently enroll more than 60 students in each ensemble, more than double the enrollment numbers prior to 2020.

**Visual Arts:** Course offerings providing the opportunity for all D-S students to create and enjoy art 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.

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

- *Scholastic Art Awards* recognized three of our students for their artistic works. One student received a Gold Key Award, and two students received Honorable Mentions.
- *Great East Music Festival*, held in the spring, featured bands from throughout the state, including the D-S Regional Concert Band, which received a Gold Medal Rating from the adjudicators.
- *Eastern District Senior Festivals*, sponsored by the Massachusetts Music Educators' Association (MMEA), awarded honors to five D-S students, two of whom went on to perform at the MMEA All-State Festival at Symphony Hall in Boston.

## TECHNOLOGY, ENGINEERING, AND COMPUTER SCIENCE

Over the past 10 years, the primary goal of the Department has been to strengthen alignment between the grade 6–8 and grade 9–12 curriculums to provide students with a robust foundation in preparation for college courses and careers in computer science and engineering. To support this goal, D-S Middle School (DSMS) adjusted its course offerings to ensure a cohesive progression. The 6th-grade curriculum, focused on digital citizenship, is now integrated into wellness courses, while the 7th and 8th grades offer computer science courses that strongly emphasize programming. In 8th grade, students complete a capstone-style project that allows them to combine their coding skills with hands-on engineering tasks, such as coding a video game and building a functional controller.

At the high school level, the Department introduced more than 14 new or reconfigured courses over the past nine years, creating a seamless

continuation of the DSMS curriculum. Each year, the curriculum for grades 6–12 is reviewed and updated to reflect advances in technology and education. For example, during the 2022–23 school year, the Department prioritized cultural responsiveness by introducing thought-provoking units, while the 2023–24 school year has focused on ensuring equality and diversity within the curriculum.

Responding to increased interest in computer science, the Department expanded its offerings in the 2024–25 school year to include AP Computer Science A, an advanced programming course designed to align computer science education across grades 6–12 and meet demand for more rigorous programming instruction. Additionally, a new course titled Tech Trends and EthiCS will explore emerging technologies and their ethical implications, and is planned to launch in the 2025–26 school year.

DSHS computer science courses currently include Intro to CAD, Web Design Using HTML & CSS, Computer Programming with JavaScript, iOS App Design, Video Game Design, AP Computer Science Principles, and AP Computer Science A, which serve as capstones for sophomores, juniors, or seniors. Engineering and technology classes, including TV Media I, II, and III, and Industrial Technology I and II. A yearlong Engineering course is also available at the college preparatory and honors levels and may be taken for science or elective credits that count toward graduation. These continuous curriculum updates and additions reflect the Department's commitment to evolving with technology and ensuring that students are well-prepared for the future.

## **WELLNESS**

The Freshman Wellness Curriculum requires students to take one-semester courses falling under Contemporary Issues, and which cover nutrition, sexuality, mental health, and alcohol, tobacco, and other drugs; and one semester each under 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, R.A.D. (Rape, Aggression, Defense Systems), and Target Sports.

## **GUIDANCE**

Eighty-eight percent of the Class of 2024 completed some form of early decision, priority, or early action applications to colleges and universities. To respond to a rise in early college applications, counselors facilitate a five-class seminar series for grades 11 and 12. Juniors participate in seminar classes that prepare them for college applications, including completing resumes, beginning essays, and starting work on their Common Application. Seniors begin their seminar series during the first week of school and can complete their Common Application online, add schools to Naviance, edit

and complete their essays, and participate in mock interviews. Seminars on stress management, high school transition, study skills, time management, and career and personal exploration are available to freshmen and sophomores.

Counselors meet with seniors individually and in seminars. They also host representatives from more than one hundred colleges and universities and spend time strengthening their working relationships. Counselors meet several times with juniors individually to discuss the college application process and guide post-secondary educational planning. Freshmen and sophomores discuss academic and future career plans with counselors and are introduced to online programs for college and career exploration. An overview of the guidance curriculum can be found on the DSHS website (<https://hs.doversherborn.org>).

**Support Programs:** The Guidance Department offers several support programs:

- *Freshman welcoming activities* support freshmen during their transition to high school.
- *The Peer Helper Program* has in this past year trained 40 upperclass students to assist incoming freshman with healthy decision-making, respect for others, study and exam-taking strategies, social issues, and expectations for 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 20 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 ebooks 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

The 2023–24 school year was very successful for D-S athletics. Student athletes and coaches worked extremely hard. During graduation week for the Class of 2024, the Athletic Department recognized 11 student athletes, six females and five males, who will each play a sport level in college athletics.

**Winter Sports:** Between November 2023 and March 2024, 235 students participated across 13 sports. Both Basketball and Boys Ice Hockey won TVL Small Championship titles. Boys Ice Hockey won the MIAA D4 State Championship, a first in school history. Boys Basketball made the MIAA D3 tournament and advanced on to the MIAA D3 Elite 8 game at Old Rochester Regional. Girls Basketball made it to the MIAA D3 Sweet 16 Game of the MIAA D3 Tournament versus Pentucket. Boys Alpine Ski won the MBE League for the third season in a row, while Girls Alpine Ski came in second. Boys Alpine Ski placed third and Girls Alpine Ski placed 11th at the MIAA State race. Girls Ice Hockey placed fifth in the TVL. Boys and Girls Nordic Ski qualified for the MIAA State Tournament placing 17th overall. The girls placed fourth and the boys sixth in the MBE league. Both Swim and Dive teams qualified for postseason play, the boys placing 27th at sectionals and 35th at MIAA D2 States, and the girls placing 17th at sectionals and 27th at MIAA D2 States. Both Track and Field teams qualified for postseason, with boys placing ninth in D4 States and the girls placing 24th in D4 States. The MADS gymnastics team placed third in the MIAA Sectionals Meet and seventh at the MIAA State Meet.



*Varsity Boys Soccer, 2024 MIAA Division 3 champions. Photo courtesy of Dover-Sherborn High School.*

**Spring Sports:** The season ran from March to June, with 288 students participating in nine sports. Girls Lacrosse, Boys Lacrosse, Boys Tennis, and Girls Tennis all won TVL Small Championship titles. In addition, Boys Lacrosse and Girls Lacrosse both advanced to the MIAA D3 Sweet 16 game. Boys Tennis and Girls Tennis advanced to the MIAA D3 Elite 8 Match. Baseball advanced to the MIAA D3 Sweet 16 Game at Apponequet after beating Holliston in the MIAA D3 Round of 32. Both Track and Field teams broke records throughout the season. The girls broke the Pentathlon, Heptathlon, and Triple Jump Relay records. The boys broke the 100 Meter, 4x400 Meter Relay, Triple Jump Relay, and the Spring Medley Relay records. Sailing had a much-improved season going 3-4-1 on the year.

**Fall Sports:** The season ran from August to November, with 256 participants in seven sports. Boys Soccer and Golf both won TVL Championships. Boys Soccer won the MIAA D3 State Championship, the first time in over a decade. Girls Soccer and Field Hockey advanced on to the MIAA D3 Elite 8 game. Golf placed fourth overall at the MIAA D2 Central Sectionals Tournament, while Girls Cross Country placed fourth at MIAA D2C Divisionals and 14th at MIAA All States. Boys Cross Country was state runner-up in the MIAA D2C Divisionals and 13th overall at MIAA All States. D-S Football played its annual game on Thanksgiving at Medfield.

### **NATIONAL HONOR SOCIETY**

On October 17, 2024, 54 students were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS), bringing our DS membership to 80 leaders and scholars. Admission to the NHS is granted to juniors and seniors who have demonstrated a commitment to academics by attaining a GPA of 3.8 or higher, and who exemplify the NHS pillars of character, leadership, and service. Admission into the National Honor Society takes years of perseverance and self-motivation, and our members are a testament to the power of Dover-Sherborn students to use their education to make a difference. Our current NHS members serve the local community by tutoring fellow students and community members, completing an individual service project, and raising money for the Greater Boston Food Bank. Information about membership requirements and the NHS application can be found on the high school's website.

## STUDENT ACTIVITIES

Our school is proud to offer students many diverse clubs, organizations, and opportunities to become involved in our D-S school community. An activity fee of \$75 is required for participation in many of the clubs on campus.

- ***Academic and student-life organizations:*** Chess Team, Debate Team, DECA, DSHS Events, Executive Board, Coding Club, Creative Writing Club, Destination Imagination, EPIIC Tufts Inquiry, Harvard Model United Nations, Math Team, Mock Trial, National Honor Society, Prom & Senior Boat Cruise Executive Board, Robotics Team, RUNES literary magazine, School Newspaper, Science Olympiad, Senior Project, Student Council, THOxDS, and Yearbook.
- ***Art, music, and drama clubs:*** Two a cappella groups (DS al Coda and Noteworthy), Arts Club: Open Studios, Crew, Drama Club, Filmmaking Club, Knitting Club, Music Club and Digital Recording Studio.
- ***Social and cultural awareness groups:*** Asian Student Union, Backpacks for Kids, Black Student Union, Cheer Club, Community Service Club, Down to Earth, Fitness Club, Gay-Straight Alliance (GSA), Global Citizenship Program, Jewish Heritage Club, MARC, Medical Club, Mountain Biking Club, Peer Helping, Philosophy Club, Red Cross Club, Relay for Life, Sports Medicine Club, Students Against Destructive Decisions (SADD), Sustainability Task Force, Volleyball Club, and Women's Group.

## 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](http://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

in matters of common interest and to encourage spirit building initiatives among DSHS students, the faculty, and the community. Its monthly meetings are open to parents and guardians of students. The PTO 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 John Smith and often include teachers or administrators who talk about their areas of expertise and answer questions. 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 <https://dshspto.org>.

### **GUIDANCE ADVISORY COUNCIL (GAC)**

The GAC is composed of three representatives from each grade for grades 6–12, with each serving two-year terms. The GAC is as a communication channel between the DSMS and DSHS communities and the Guidance Office. The GAC is chaired by the Director of Guidance and two parent/guardian committee members, and its functions include communicating parent/guardian and community perspectives to the DSHS administration, assisting with D-S Regional Schools tours for prospective students and families, and providing hospitality for guidance-sponsored events. Subcommittees support guidance programs and services designed to enhance the educational experience for students and their parents/guardians. The GAC meets in September, November, January, March, and May.



*Varsity Swim and Dive teams. Photo courtesy of Dover-Sherborn High School.*

# *Report of* **Dover-Sherborn Community Education**

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Lisa B. Sawin, Director  
Elizabeth McCoy, Superintendent

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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. Community Education includes Extended Day at both Chickering and Pine Hill Elementary Schools, and Youth and Adult Enrichment classes.

Dover-Sherborn Community Education offers the following programs:

## **Extended Day**

The tuition-based Extended Day Program is held at both 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, 85 children were enrolled in Dover and 100 children in Sherborn. Both programs did have a waitlist, but as of December 1, 2024, we were able to accommodate the list in Dover, although we still maintained a waitlist in Sherborn.

## **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, Dover-Sherborn Middle School (DSMS), and Dover-Sherborn High School (DSHS).

In 2024 we offered in-person classes in both elementary schools. Offerings for grades K–5 included Cupcake Decorating, Flag Football, Fiber Arts, Buildwave, Felting, Gingerbread House Decorating, Super Sports, Chess, Home Alone, Babysitting and Childcare, and Shark Tank Jr. Social Dance was offered to fifth-graders at the Sherborn Community Center. We also supported and oversaw the DSMS Drama program during the summer and facilitated string instrument lessons in all four schools during the school year.

## **Adult Enrichment**

In 2024, the Community Education Adult Program offered a combination of virtual and in-person classes. Virtual classes included Understanding Medicare, Demystifying Social Security, Real Estate Investing, Sell Your Home, Long Term Care, and How to Apply for College Financial Aid. Some of the in-person classes included Boating Skills, Seamanship and Basic Navigation, Floral Design, SAT Prep, Dog Obedience, Watercolor Painting, Landscape Oil Painting, Guitar Lessons, First Aid, CPR, Bonsai Workshop, Mosaic Ornament Making, Panoramic Sugar Egg Making, Pet First Aid & CPR, and Exploring Boston's Greenway, a walking tour.

We collaborated with Medway to offer classes such as Line Dancing, Ballroom Dancing, Instant Piano and Instant Guitar for Hopelessly Busy People. In 2024, we again partnered with Social Club Simple to offer virtual classes, including How to Use Uber Transportation for Independence, Using Snapchat Safely, Google Sheets for Awesome Beginners, Cell Phones & Parenting, and many others. Social Club Simple virtual classes are recorded and sent to participants at the end of each class to allow for viewing at any time. Additional support is also provided by the instructor following the class for students who have questions. We plan to continue offering virtual classes, since they appear to work well for both students and instructors.

## **Registration**

Registration for the Extended Day Program is held in March for the following school year. Registration for all other programs, including Adult Enrichment, begins once brochures have been distributed or when the information is posted online. Full class descriptions and all brochures and flyers can be found at [www.doversherborn.org](http://www.doversherborn.org) (click on "Students & Families," then "Community Education"). Online program registration is available at <https://dscommmed.communityroot.com/index/registration>.

## **Contact Information**

Our office is in Lindquist Commons on the DSHS campus, 9 Junction Street, Dover, MA 02030. Our phone number is (508) 785-0036, extension 7516.

# Public Schools Enrollment

As of October 1, 2024

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

|                         |              |
|-------------------------|--------------|
| Kindergarten            | 76           |
| Grade 1                 | 88           |
| Grade 2                 | 72           |
| Grade 3                 | 97           |
| Grade 4                 | 85           |
| Grade 5                 | 78           |
| Grade 6                 | 87           |
| Grade 7                 | 76           |
| Grade 8                 | 90           |
| Grade 9                 | 74           |
| Grade 10                | 64           |
| Grade 11                | 84           |
| Grade 12                | 79           |
| <b>Total Enrollment</b> | <b>1,050</b> |



*Photo courtesy of the Parks and Recreation Department.*

# Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2024

## REVENUE

|                         |                    |
|-------------------------|--------------------|
| School Aid (Chapter 70) | \$1,032,747        |
| <b>Total Revenue</b>    | <b>\$1,032,747</b> |

## EXPENDITURES

|                           |                     |
|---------------------------|---------------------|
| General Education         | \$4,960,444         |
| Special Education         | 3,930,127           |
| Other                     | 1,571,203           |
| <b>Total Expenditures</b> | <b>\$10,461,774</b> |

|                             |                    |
|-----------------------------|--------------------|
| <b>Net Cost to the Town</b> | <b>\$9,429,027</b> |
|-----------------------------|--------------------|



Members of SADD (Students Against Destructive Decisions). Photo courtesy of Dover-Sherborn High School.

# Dover-Sherborn Regional School District: Revenue Summary

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For the Fiscal Year Ending June 30, 2024

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## REVENUE

### Revenue from Local Sources

|                                         |                   |
|-----------------------------------------|-------------------|
| Member Town Assessments                 | \$24,164,536      |
| Student-related Fees                    | 327,295           |
| Earnings on Investments                 | 180,461           |
| Use of Excess & Deficiency Funds        | 160,000           |
| Other                                   | 8,454             |
| <b>Total Revenue from Local Sources</b> | <u>24,840,746</u> |

### Revenue from State Aid

|                                     |                  |
|-------------------------------------|------------------|
| School Aid (Chapter 70)             | 2,635,260        |
| Transportation (Chapter 71)         | 754,496          |
| <b>Total Revenue from State Aid</b> | <u>3,389,756</u> |

|                                              |                |
|----------------------------------------------|----------------|
| <b>Revenue from State and Federal Grants</b> | <u>886,109</u> |
|----------------------------------------------|----------------|

### Other Revenue

|                              |                  |
|------------------------------|------------------|
| School Lunch                 | 872,444          |
| Community Education Programs | 993,589          |
| Other Local Receipts         | 150,513          |
| Private Grants               | 77,937           |
| <b>Total Other Revenue</b>   | <u>2,094,483</u> |

|                                       |                            |
|---------------------------------------|----------------------------|
| <b>Total Revenue from All Sources</b> | <u><u>\$31,211,094</u></u> |
|---------------------------------------|----------------------------|

# Dover-Sherborn Regional School District: Expenditure Summary

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For the Fiscal Year Ending June 30, 2024

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## EXPENDITURES

### Expenditures by the School Committee

|                           |                   |
|---------------------------|-------------------|
| General Education         | \$12,942,585      |
| Other Operating           | 10,138,336        |
| Special Education         | 2,907,730         |
| Transportation            | 927,146           |
| Debt Service              | 789,400           |
| <b>Total Expenditures</b> | <u>27,705,197</u> |

### Expenditures from

|                                 |                |
|---------------------------------|----------------|
| <b>State and Federal Grants</b> | <u>884,161</u> |
|---------------------------------|----------------|

### Other Expenditures

|                                 |                  |
|---------------------------------|------------------|
| Community Education Programs    | 828,502          |
| School Lunch                    | 774,702          |
| Private Grants                  | 34,150           |
| Other                           | 69,177           |
| <b>Total Other Expenditures</b> | <u>1,706,531</u> |

|                                          |                            |
|------------------------------------------|----------------------------|
| <b>Total Expenditures from All Funds</b> | <u><u>\$30,295,889</u></u> |
|------------------------------------------|----------------------------|

# Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2024

|                                  | Regular Wages | Overtime/ Other | Total Gross Wages |
|----------------------------------|---------------|-----------------|-------------------|
| <b>Administration</b>            |               |                 |                   |
| Patrick Collins                  | \$10,500      |                 | \$10,500          |
| Denton Conklin*                  | 158,908       |                 | 158,908           |
| Amy Davis*                       | 4,290         |                 | 4,290             |
| Ann Dever-Keegan                 | 157,325       | \$2,000         | 159,325           |
| Dawn Fattore*                    | 164,938       |                 | 164,938           |
| Brandon Hall*                    | 62,500        |                 | 62,500            |
| SonjaLea Katz*                   | 60,664        |                 | 60,664            |
| John Lafleche                    | 10,742        |                 | 10,742            |
| Janelle Madden*                  | 85,260        | 600             | 85,860            |
| Monique Marshall-Veale           | 105,320       |                 | 105,320           |
| Kathryn McCarthy*                | 155,375       |                 | 155,375           |
| Elizabeth McCoy*                 | 217,941       | 5,000           | 222,941           |
| Sean McGee*                      | 106,897       |                 | 106,897           |
| Jennifer Meek                    | 131,950       | 1,100           | 133,050           |
| Timothy O'Mara                   | 125,100       | 4,435           | 129,535           |
| Anthony Ritacco Jr.*             | 40,659        |                 | 40,659            |
| Ellen Rowley                     | 141,894       |                 | 141,894           |
| Donna Scungio*                   | 89,012        |                 | 89,012            |
| Cameron Siciliano                | 80,923        | 6,700           | 87,623            |
| John Smith                       | 167,941       |                 | 167,941           |
| Tracy Sockalosky                 | 125,454       |                 | 125,454           |
| Emily Sullivan                   | 110,614       | 1,200           | 111,814           |
| Victoria Sulser                  | 121,800       | 1,100           | 122,900           |
| Robin Tusino**                   | 27,692        |                 | 27,692            |
| Leeanne Wilkie*                  | 29,610        |                 | 29,610            |
| <b>Administrative Assistants</b> |               |                 |                   |
| Elizabeth Benatti                | 63,913        | 2,100           | 66,013            |
| Colette Cronin                   | 34,552        | 325             | 34,877            |
| Tracey DeFlaminio*               | 62,382        |                 | 62,382            |
| Richard Eliseo                   | 6,009         |                 | 6,009             |
| Nancy Fabian                     | 42,414        |                 | 42,414            |
| Cheryl Ingersoll*                | 26,940        | 708             | 27,648            |
| Janet Kwon                       | 7,050         |                 | 7,050             |
| Kathryn Lonergan                 | 22,293        |                 | 22,293            |
| Traci Macomber                   | 9,114         |                 | 9,114             |
| Christine Manchand               | 29,086        |                 | 29,086            |

|                                                  | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|--------------------------------------------------|--------------------------|----------------------------|------------------------------|
| <b>Administrative Assistants</b> <i>(Cont'd)</i> |                          |                            |                              |
| Diane McCrobie*                                  | \$76,318                 |                            | \$76,318                     |
| Heather Olenik                                   | 35,330                   | \$995                      | 36,325                       |
| Keri Romano Campbell*                            | 64,138                   | 2,600                      | 66,738                       |
| Suzanne Walton                                   | 22,612                   | 357                        | 22,969                       |
| Kathleen White                                   | 26,638                   |                            | 26,638                       |
| <b>Coaches</b>                                   |                          |                            |                              |
| Cameron Bailen                                   |                          | 2,100                      | 2,100                        |
| Daniel Bennett Jr.                               |                          | 3,100                      | 3,100                        |
| Kurt Borgman                                     |                          | 3,100                      | 3,100                        |
| Brett Boyd                                       |                          | 5,525                      | 5,525                        |
| Daniel Carroll                                   |                          | 3,100                      | 3,100                        |
| Sarah Chapin                                     |                          | 1,550                      | 1,550                        |
| Kanee Chlebda                                    |                          | 16,663                     | 16,663                       |
| Abigail Churney                                  |                          | 3,100                      | 3,100                        |
| Gianna Cottrell                                  |                          | 7,431                      | 7,431                        |
| Ryan Debin                                       |                          | 4,331                      | 4,331                        |
| Carly Eckles                                     |                          | 8,525                      | 8,525                        |
| Robert Evans                                     |                          | 3,150                      | 3,150                        |
| Scott Foley                                      |                          | 8,725                      | 8,725                        |
| Richard Grady                                    |                          | 9,300                      | 9,300                        |
| Mark Gray                                        |                          | 7,363                      | 7,363                        |
| Joseph Gruseck                                   |                          | 8,663                      | 8,663                        |
| Evren Gunduz                                     |                          | 8,813                      | 8,813                        |
| Stephen Harte                                    |                          | 8,663                      | 8,663                        |
| Hillary Havener                                  |                          | 3,150                      | 3,150                        |
| Scott Huntoon                                    |                          | 3,100                      | 3,100                        |
| Jonathan Kirby                                   |                          | 6,300                      | 6,300                        |
| Kevin Kroesen                                    |                          | 9,350                      | 9,350                        |
| David Laidman                                    |                          | 1,550                      | 1,550                        |
| Eric Lochiatto                                   |                          | 9,775                      | 9,775                        |
| Elliott Lucil                                    |                          | 7,363                      | 7,363                        |
| Angelo Macchiano                                 |                          | 4,263                      | 4,263                        |
| Ann Mann                                         |                          | 6,200                      | 6,200                        |
| Alexander Marlow                                 |                          | 9,300                      | 9,300                        |
| Erin Massimi                                     |                          | 8,525                      | 8,525                        |
| Molly McGill                                     |                          | 8,663                      | 8,663                        |
| Thomas McGill                                    |                          | 4,075                      | 4,075                        |
| Laura McGovern                                   |                          | 6,200                      | 6,200                        |
| Brian McLaughlin                                 |                          | 8,525                      | 8,525                        |
| Samuel Merten                                    |                          | 12,906                     | 12,906                       |
| Matthew Michel                                   |                          | 3,100                      | 3,100                        |
| Tonya Milbourn                                   |                          | 8,663                      | 8,663                        |
| Gavin Mish                                       |                          | 3,100                      | 3,100                        |
| Daniel Morris                                    |                          | 3,100                      | 3,100                        |
| Robert Mosher                                    |                          | 19,056                     | 19,056                       |

**TOTAL GROSS WAGES** 149

|                                | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|--------------------------------|--------------------------|----------------------------|------------------------------|
| <b>Coaches</b> <i>(Cont'd)</i> |                          |                            |                              |
| Meggan Newmarker               |                          | \$775                      | \$775                        |
| Maura O'Brien                  |                          | 3,100                      | 3,100                        |
| Dale Olmsted                   |                          | 10,531                     | 10,531                       |
| Jerome Penn                    |                          | 4,000                      | 4,000                        |
| Stephenson Ryan                |                          | 16,813                     | 16,813                       |
| Noah Schulze                   |                          | 7,431                      | 7,431                        |
| Frederick Sears                |                          | 3,100                      | 3,100                        |
| Mark Thompson                  |                          | 6,200                      | 6,200                        |
| Michael Tosone                 |                          | 4,000                      | 4,000                        |
| Ashley Tuccillo                |                          | 6,200                      | 6,200                        |
| Susannah Wheelwright           |                          | 7,363                      | 7,363                        |
| Robert Willey                  |                          | 1,050                      | 1,050                        |
| <b>Community Education</b>     |                          |                            |                              |
| Tracey Carlin                  | \$55,628                 | 8,080                      | 63,708                       |
| Yi-Ju Chen                     | 22,767                   | 750                        | 23,517                       |
| Sophie Chittick                | 2,750                    |                            | 2,750                        |
| Jennifer Chiu                  | 3,925                    |                            | 3,925                        |
| Kathryn Chiu                   | 3,287                    | 250                        | 3,537                        |
| Lara Clark                     | 2,822                    |                            | 2,822                        |
| Samantha Conroy                | 8,348                    |                            | 8,348                        |
| Kathleen DeMarzo               | 12,114                   | 250                        | 12,364                       |
| Landon Dias                    | 858                      |                            | 858                          |
| Carly Dow                      | 5,266                    |                            | 5,266                        |
| Mary Ann Fabian                | 46,310                   | 1,450                      | 47,760                       |
| Audrey Felix                   | 7,949                    |                            | 7,949                        |
| Kate Giudice                   | 3,443                    | 250                        | 3,693                        |
| Helen Haas                     | 4,937                    | 250                        | 5,187                        |
| Wendy Lacunza                  | 92                       |                            | 92                           |
| Megan MacDonough               | 4,029                    | 500                        | 4,529                        |
| Ashley MacNeil                 | 2,086                    |                            | 2,086                        |
| Theresa Malvesti               | 4,910                    | 750                        | 5,660                        |
| Andrew Marden                  | 8,303                    | 250                        | 8,553                        |
| Brian May                      | 5,152                    |                            | 5,152                        |
| Sean McCarthy                  | 13,002                   | 750                        | 13,752                       |
| Alison Mueller                 | 13,784                   | 250                        | 14,034                       |
| Jillian Newcomb                | 13,595                   |                            | 13,595                       |
| Audrey Parker                  | 4,685                    |                            | 4,685                        |
| Kendall Parker                 | 2,724                    |                            | 2,724                        |
| Reece Perdoni                  | 4,046                    |                            | 4,046                        |
| Marcia Pinkham                 | 8,901                    | 750                        | 9,651                        |
| Timothy Reed                   | 29,990                   | 25                         | 30,015                       |
| Andrea Reine-Wales             | 23,581                   | 1,000                      | 24,581                       |
| Gabriella Repucci              | 3,276                    |                            | 3,276                        |
| Erika Sabatino                 | 3,105                    |                            | 3,105                        |
| Jordan Sabatino                | 2,884                    |                            | 2,884                        |

|                                            | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|--------------------------------------------|--------------------------|----------------------------|------------------------------|
| <b>Community Education</b> <i>(Cont'd)</i> |                          |                            |                              |
| Lindsay Sawin                              | \$5,724                  | \$918                      | \$6,641                      |
| Lisa Sawin                                 | 52,612                   | 900                        | 53,512                       |
| Katelyn Schapira                           | 2,119                    | 250                        | 2,369                        |
| Suzanne Sheridan                           | 5,845                    | 750                        | 6,595                        |
| Brady Smith                                | 18,837                   | 790                        | 19,627                       |
| Alexa Sobol                                | 2,481                    |                            | 2,481                        |
| Dylan Sobol                                | 1,277                    |                            | 1,277                        |
| Shyquanda Sterling                         | 8,082                    |                            | 8,082                        |
| Cynthia Stewart-Laakso                     | 4,934                    | 500                        | 5,434                        |
| Andrea Tizzano                             | 6,629                    | 750                        | 7,379                        |
| Scott Walker                               |                          | 14,475                     | 14,475                       |
| David Wilson                               | 18,337                   | 1,000                      | 19,337                       |
| <b>Custodians</b>                          |                          |                            |                              |
| Dean Bogan                                 | 75,713                   | 2,142                      | 77,855                       |
| Kevin Callahan                             | 54,392                   | 2,306                      | 56,698                       |
| Gislaine Antonio DeOliveira                | 44,201                   | 3,814                      | 48,015                       |
| Rayan DeOliveira                           | 11,078                   | 240                        | 11,317                       |
| Christopher Hendricks                      | 73,029                   | 16,669                     | 89,698                       |
| Joseph Larose                              | 54,392                   | 10,554                     | 64,946                       |
| Wellington Laureano                        | 30,782                   | 2,585                      | 33,367                       |
| Lenin Sanchez-Martinez                     | 60,672                   | 10,169                     | 70,841                       |
| Jackson Schroeder                          | 53,997                   | 8,808                      | 62,805                       |
| Eric Schwenderman                          | 59,818                   | 2,808                      | 62,626                       |
| John Waters                                | 54,392                   | 3,132                      | 57,524                       |
| Stanley Wohlfarth                          | 23,920                   | 5,002                      | 28,922                       |
| Michael Young                              | 12,432                   | 1,553                      | 13,985                       |
| <b>Educational Assistants</b>              |                          |                            |                              |
| Anissa Baptiste                            | 13,492                   | 2,772                      | 16,264                       |
| Annmarie Bowen                             | 33,895                   | 311                        | 34,206                       |
| Imanhi Bruno-Reeves                        | 629                      | 875                        | 1,504                        |
| Kathryn Cannistraro                        | 13,304                   | 210                        | 13,514                       |
| Gavin Connolly                             | 34,374                   | 52                         | 34,426                       |
| Zachary Conrad                             | 20,882                   | 2,589                      | 23,471                       |
| Valerie Cook                               | 20,337                   | 1,015                      | 21,352                       |
| Courtney Denman                            | 33,209                   | 2,080                      | 35,289                       |
| Carolyn Driscoll                           | 17,399                   |                            | 17,399                       |
| Jennifer Giannetto                         | 33,895                   | 1,250                      | 35,145                       |
| Grace Gillis                               | 34,374                   | 964                        | 35,338                       |
| Gary Golden                                | 33,895                   | 1,910                      | 35,805                       |
| Ramune Keegan                              | 20,183                   | 25                         | 20,208                       |
| Kathleen Kelley                            | 19,980                   |                            | 19,980                       |
| Kevin Kroesen                              | 34,374                   | 64                         | 34,438                       |
| Jacqueline Lambros                         | 34,374                   | 25                         | 34,400                       |
| Kelley Lonergan                            | 34,374                   | 13,122                     | 47,496                       |

TOTAL GROSS WAGES 151

|                                               | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|-----------------------------------------------|--------------------------|----------------------------|------------------------------|
| <b>Educational Assistants</b> <i>(Cont'd)</i> |                          |                            |                              |
| Elaine McCarthy                               | \$33,107                 | \$625                      | \$33,732                     |
| Annamarie McCrave                             | 33,895                   | 4,425                      | 38,320                       |
| Daniel Morris                                 | 24,245                   | 1,686                      | 25,931                       |
| Robert Mosher                                 | 6,124                    |                            | 6,124                        |
| Ciara Moustakis                               | 2,603                    |                            | 2,603                        |
| Dale Olmsted                                  | 23,289                   |                            | 23,289                       |
| Jeannine Serratore                            | 33,895                   | 1,806                      | 35,701                       |
| Brady Smith                                   | 10,066                   | 1,481                      | 11,547                       |
| Nadine Succar                                 | 8,033                    |                            | 8,033                        |
| Gwenyth Swain                                 | 34,374                   | 3,058                      | 37,433                       |
| Ashley Tuccillo                               | 33,895                   | 1,519                      | 35,414                       |
| Scardino Volmar                               | 33,474                   | 1,326                      | 34,801                       |
| Robyn Wheeler                                 | 34,374                   | 1,968                      | 36,343                       |
| Nia Williams                                  | 4,485                    | 161                        | 4,646                        |
| <b>Educators</b>                              |                          |                            |                              |
| Sheri Ablaza                                  | 76,820                   | 1,200                      | 78,020                       |
| Sarah Altman                                  | 23,203                   | 1,020                      | 24,223                       |
| Kurt Amber                                    | 120,225                  | 9,444                      | 129,668                      |
| Mary Andrews                                  | 120,225                  | 8,325                      | 128,550                      |
| Jill Arkin                                    | 112,079                  | 1,275                      | 113,354                      |
| Hayley Arsenault                              | 40,945                   | 113                        | 41,058                       |
| Marissa Bachand                               | 120,225                  | 5,314                      | 125,538                      |
| Janae Barrett                                 | 120,225                  | 2,075                      | 122,300                      |
| Janice Barry                                  | 72,135                   | 8,075                      | 80,210                       |
| Donna Bedigan                                 | 112,079                  | 10,184                     | 122,263                      |
| Carmel Bergeron                               | 112,079                  | 27,875                     | 139,954                      |
| Karyn Bishop                                  | 120,225                  | 5,328                      | 125,552                      |
| Carly Blais                                   | 74,384                   | 1,452                      | 75,836                       |
| Amanda Boczanowski                            | 99,501                   | 200                        | 99,701                       |
| Heather Bond                                  | 97,825                   | 13,576                     | 111,401                      |
| Thomas Bourque                                | 115,952                  | 8,622                      | 124,574                      |
| Joshua Bridger                                | 120,225                  | 5,681                      | 125,906                      |
| Lisa Brodsky                                  | 120,225                  | 1,725                      | 121,950                      |
| Darren Buck                                   | 112,079                  | 1,558                      | 113,637                      |
| Paul Butterworth                              | 120,225                  | 2,922                      | 123,147                      |
| Brittany Cabral                               | 63,571                   |                            | 63,571                       |
| Elizabeth Carlson                             | 47,138                   | 796                        | 47,934                       |
| Daniel Carroll                                | 54,541                   | 475                        | 55,016                       |
| Christy Carter-Gilbert                        | 59,181                   | 125                        | 59,306                       |
| Joseph Catalfano                              | 120,225                  | 1,075                      | 121,300                      |
| Maura Cavanaugh                               | 114,654                  | 2,100                      | 116,754                      |
| Caryn Cheverie                                | 120,225                  | 5,220                      | 125,445                      |
| Kanee Chlebdia                                | 89,699                   | 2,809                      | 92,508                       |
| Caitlin Ciminelli                             | 72,517                   | 2,878                      | 75,395                       |

|                           | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|---------------------------|--------------------------|----------------------------|------------------------------|
| <b>Educators (Cont'd)</b> |                          |                            |                              |
| Allison Collins           | \$120,225                | \$11,978                   | \$132,203                    |
| Sara Collins              | 86,849                   | 11,403                     | 98,252                       |
| Gianna Cottrell           | 63,861                   | 3,860                      | 67,721                       |
| Jason Criscuolo           | 120,225                  | 2,400                      | 122,625                      |
| Emily Daly                | 80,463                   | 819                        | 81,281                       |
| Carey Dardompre           | 117,344                  | 25                         | 117,369                      |
| Sandra Domenikos          | 96,758                   | 325                        | 97,083                       |
| Mark Dondero              | 42,895                   |                            | 42,895                       |
| Cassidy Donohue           | 67,341                   | 750                        | 68,091                       |
| Gretchen Donohue          | 115,952                  | 11,281                     | 127,233                      |
| Patrick Dooley            | 19,890                   | 1,021                      | 20,912                       |
| Joanne Draper             | 120,225                  | 1,275                      | 121,500                      |
| Thomas Duprey             | 110,188                  | 10,647                     | 120,835                      |
| Carly Eckles              | 90,433                   | 3,828                      | 94,261                       |
| Christopher Estabrook     | 112,079                  | 4,750                      | 116,829                      |
| Jeffrey Farris            | 115,952                  | 9,194                      | 125,146                      |
| Maria Fiore               | 120,225                  | 1,280                      | 121,505                      |
| Elizabeth Friedman        | 120,225                  | 3,869                      | 124,093                      |
| Colleen Glaser            | 21,732                   | 113                        | 21,845                       |
| Leonie Glen               | 120,225                  | 9,422                      | 129,647                      |
| David Gomez               | 120,225                  | 2,551                      | 122,776                      |
| Judy Gooen                | 120,225                  | 3,009                      | 123,234                      |
| Richard Grady             | 120,225                  | 5,153                      | 125,378                      |
| Nicole Graziano           | 70,573                   | 3,747                      | 74,319                       |
| Nicholas Grout            | 120,225                  | 10,269                     | 130,493                      |
| Joseph Gruseck            | 110,188                  | 3,700                      | 113,888                      |
| Hillary Havener           | 86,849                   | 3,094                      | 89,943                       |
| Alyssa Healey             | 112,873                  | 6,475                      | 119,348                      |
| Beth Hecker               | 115,952                  | 8,469                      | 124,420                      |
| Kerry Hennessy            | 110,188                  | 1,281                      | 111,469                      |
| Geoffrey Herrmann         | 89,022                   | 13,841                     | 102,863                      |
| John Hickey               | 80,978                   | 10,450                     | 91,428                       |
| Scott Huntoon             | 120,225                  | 4,034                      | 124,259                      |
| George Jenkins            | 72,517                   |                            | 72,517                       |
| Anne Joyce                | 80,830                   | 5,948                      | 86,778                       |
| Keith Kaplan              | 120,225                  | 8,694                      | 128,918                      |
| Aketa Kapur               | 84,568                   |                            | 84,568                       |
| Dianne Kee                | 104,335                  | 1,725                      | 106,060                      |
| Christopher Levasseur     | 120,225                  | 10,094                     | 130,318                      |
| Lindsay Li                | 80,978                   | 6,313                      | 87,290                       |
| Yanhong Li                | 120,225                  | 573                        | 120,797                      |
| Alejandro Linardi Garrido | 115,952                  | 1,325                      | 117,277                      |
| Heidi Loando              | 110,188                  | 1,606                      | 111,794                      |
| Eric Lochiatto            | 70,224                   | 2,605                      | 72,829                       |
| Heather Lockrow           | 102,181                  | 225                        | 102,406                      |

TOTAL GROSS WAGES 153

|                           | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|---------------------------|--------------------------|----------------------------|------------------------------|
| <b>Educators (Cont'd)</b> |                          |                            |                              |
| Kristen Loncich           | \$116,742                | \$2,000                    | \$118,742                    |
| Anita Lotti               | 120,225                  | 3,188                      | 123,412                      |
| Elliott Lucil             | 120,225                  | 4,825                      | 125,050                      |
| Christine Luczkow         | 34,434                   | 2,844                      | 37,277                       |
| Wendy Lutz                | 120,225                  | 1,925                      | 122,150                      |
| Amanda Lydon              | 85,635                   | 525                        | 86,160                       |
| Angelo Macchiano          | 112,079                  | 2,450                      | 114,529                      |
| Kenneth Macie             | 88,711                   | 375                        | 89,086                       |
| Anna Martignetti          | 39,247                   | 1,025                      | 40,272                       |
| Lily Martini              | 67,341                   | 475                        | 67,816                       |
| Kara McAuliffe            | 110,188                  | 694                        | 110,882                      |
| Brett McCoy               | 112,079                  | 2,521                      | 114,600                      |
| Molly McGill              | 56,948                   | 2,930                      | 59,878                       |
| Laura McGovern            | 120,225                  | 12,400                     | 132,625                      |
| Julie McKee               | 120,225                  | 4,759                      | 124,984                      |
| Brian McLaughlin          | 120,225                  | 5,739                      | 125,963                      |
| Elisabeth Melad           | 120,225                  | 8,250                      | 128,475                      |
| Alyson Melucci            | 96,758                   | 3,511                      | 100,268                      |
| Mary Memmott              | 120,225                  | 1,525                      | 121,750                      |
| Kelly Menice              | 120,225                  | 6,447                      | 126,672                      |
| Tonya Milbourn            | 112,079                  | 1,525                      | 113,604                      |
| Megan Molica              | 50,001                   |                            | 50,001                       |
| Kathleen Moloy            | 120,225                  | 9,784                      | 130,009                      |
| Keenan Moore              | 64,627                   | 3,492                      | 68,119                       |
| Andrea Moran              | 94,499                   | 225                        | 94,724                       |
| Audrey Moran              | 78,097                   | 8,151                      | 86,248                       |
| Daniel Morris             | 12,654                   | 160                        | 12,814                       |
| Robert Mosher             | 43,480                   | 225                        | 43,705                       |
| Veronica Moy              | 115,952                  | 10,034                     | 125,986                      |
| Brigid Mullen-Richards    | 80,463                   | 891                        | 81,353                       |
| Natalie Nahabedian        | 56,948                   | 4,124                      | 61,072                       |
| Erin Newman               | 110,188                  | 9,313                      | 119,501                      |
| Erin Newton               | 62,601                   | 950                        | 63,551                       |
| Laura O'Garr*             | 72,135                   | 25                         | 72,160                       |
| Dale Olmsted              | 10,548                   | 875                        | 11,423                       |
| Elizabeth Owens           | 20,833                   | 520                        | 21,353                       |
| Michael Patti             | 64,627                   | 5,240                      | 69,868                       |
| Adelina Perez-Krebs       | 80,463                   | 591                        | 81,053                       |
| Kimberly Phelan           | 80,978                   | 8,925                      | 89,903                       |
| Joan Pierce               | 92,411                   | 6,144                      | 98,555                       |
| Luke Prior                | 18,983                   | 810                        | 19,793                       |
| Janel Pudelka             | 117,344                  | 7,141                      | 124,485                      |
| Sara Roberge              | 22,009                   | 350                        | 22,359                       |
| Amanda Rogers             | 94,009                   | 1,756                      | 95,766                       |
| Laura Romer               | 35,976                   | 25                         | 36,001                       |

|                           | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|---------------------------|--------------------------|----------------------------|------------------------------|
| <b>Educators (Cont'd)</b> |                          |                            |                              |
| Wendy Rush                | \$69,071                 | \$7,791                    | \$76,862                     |
| Stephenson Ryan           | 120,225                  | 7,564                      | 127,788                      |
| Jessica Rymut             | 73,505                   | 616                        | 74,120                       |
| Sandra Sammarco           | 104,335                  | 1,595                      | 105,930                      |
| Caroline Samoiloff        | 84,248                   | 2,547                      | 86,794                       |
| Kelly Savla               | 81,401                   | 2,027                      | 83,427                       |
| Noah Schulze              | 59,768                   | 7,647                      | 67,415                       |
| Anita Sebastian           | 92,634                   | 25                         | 92,659                       |
| Delaney Secrest           | 67,957                   | 1,513                      | 69,470                       |
| Russell Shade             | 12,434                   |                            | 12,434                       |
| Catherine Simino          | 67,247                   | 4,891                      | 72,138                       |
| Leigh Simon               | 90,433                   | 650                        | 91,083                       |
| Karen Smith               | 41,991                   | 335                        | 42,326                       |
| Joelle Sobin              | 108,834                  | 6,018                      | 114,852                      |
| Carol Spezzano            | 110,188                  | 9,672                      | 119,860                      |
| Robert Stack              | 21,732                   |                            | 21,732                       |
| Laura Sukys               | 77,163                   | 956                        | 78,119                       |
| Jenifer Sunday            | 58,055                   | 11,722                     | 69,777                       |
| Maureen Swain             | 92,634                   | 9,178                      | 101,813                      |
| Michael Sweeney           | 90,595                   | 1,931                      | 92,527                       |
| Leah Swinson              | 76,650                   | 5,141                      | 81,790                       |
| Mark Thompson             | 115,952                  | 1,725                      | 117,677                      |
| Patricia Uniacke          | 120,225                  | 2,970                      | 123,195                      |
| Rebecca Waterman          | 111,482                  | 3,994                      | 115,476                      |
| Richard Waterman          | 111,482                  | 725                        | 112,207                      |
| Robert Williamson         | 98,948                   | 14,290                     | 113,238                      |
| Hannah Wright             | 101,317                  | 1,824                      | 103,141                      |
| Kimberly Wynn             | 80,463                   | 1,500                      | 81,963                       |
| <b>Food Services</b>      |                          |                            |                              |
| Lori Comiskey             | 20,586                   | 1,310                      | 21,896                       |
| Catherine Cornoni         | 5,639                    |                            | 5,639                        |
| Kimberley Fangel          | 31,435                   | 1,050                      | 32,485                       |
| Jennifer Hann             | 2,175                    |                            | 2,175                        |
| Katie Jackson             | 23,423                   | 1,070                      | 24,493                       |
| Lisa Johnston             | 48,182                   | 6,636                      | 54,818                       |
| Stephanie Landolphi       | 23,808                   | 1,195                      | 25,003                       |
| Danailla Laureano Barbosa | 10,913                   | 3,568                      | 14,481                       |
| Leidiane Martins Silva    | 4,169                    |                            | 4,169                        |
| Leticia Santos            | 9,348                    | 250                        | 9,598                        |
| Bonnie Turco              | 34,188                   | 1,566                      | 35,753                       |
| Maria Vaccaro             | 18,587                   | 500                        | 19,087                       |
| Barbara Waters            | 12,194                   | 200                        | 12,394                       |
| Anne Wong                 | 19,542                   | 1,212                      | 20,754                       |

TOTAL GROSS WAGES 155

|                               | <b>Regular<br/>Wages</b> | <b>Overtime/<br/>Other</b> | <b>Total Gross<br/>Wages</b> |
|-------------------------------|--------------------------|----------------------------|------------------------------|
| <b>Health Services</b>        |                          |                            |                              |
| Janet Chandler                | \$90,595                 | \$1,481                    | \$92,077                     |
| Ashley Dion                   | 73,657                   | 900                        | 74,557                       |
| Kerry Laurence                | 112,079                  |                            | 112,079                      |
| Arlene O'Donovan-Driscoll*    | 74,108                   | 900                        | 75,008                       |
| Margaret Parsons              | 102,181                  | 581                        | 102,762                      |
| <b>Information Technology</b> |                          |                            |                              |
| Kurt Bonetti*                 | 66,586                   | 4,850                      | 71,436                       |
| Lucan Curtis-Mahoney*         | 41,107                   | 2,603                      | 43,711                       |
| Karen Gibbs*                  | 78,409                   |                            | 78,409                       |
| Henry Jones*                  | 92,773                   | 12,750                     | 105,523                      |
| <b>Substitutes</b>            |                          |                            |                              |
| Ashley Atkinson               | 600                      |                            | 600                          |
| Douglas Barone                | 12,575                   |                            | 12,575                       |
| Fabio Bethlem                 | 4,500                    |                            | 4,500                        |
| Grace Birmingham              | 875                      |                            | 875                          |
| Eve Buchhalter                | 3,000                    |                            | 3,000                        |
| Michael Cave                  | 1,125                    |                            | 1,125                        |
| James Cawley                  | 250                      |                            | 250                          |
| Kelsey Chiu                   | 375                      |                            | 375                          |
| Julianne Costello             | 250                      |                            | 250                          |
| Barbara Deady                 | 375                      |                            | 375                          |
| Abby DeSalvo                  | 125                      |                            | 125                          |
| Janet Fasano                  | 20,425                   |                            | 20,425                       |
| Ronald Gengo                  | 6,250                    |                            | 6,250                        |
| Deborah Gorham                | 375                      |                            | 375                          |
| Bryanna Grant                 | 1,125                    |                            | 1,125                        |
| Carol Haggerty                | 375                      |                            | 375                          |
| Ellen Irmiter                 | 2,375                    |                            | 2,375                        |
| Katherine Jackson             | 400                      |                            | 400                          |
| Diana Jud                     | 2,250                    |                            | 2,250                        |
| Dorothy Kaija                 | 15,125                   |                            | 15,125                       |
| Diane Keverian                | 5,750                    |                            | 5,750                        |
| Dawn Lamacchia                | 2,336                    |                            | 2,336                        |
| Claire Mackay                 | 250                      |                            | 250                          |
| Krishna Mahoney               | 100                      |                            | 100                          |
| Emily Marsh                   | 375                      |                            | 375                          |
| Kimberly Nehiley              | 300                      |                            | 300                          |
| Whitney Nelson                | 18,983                   |                            | 18,983                       |
| Patrick O'Connor              | 625                      |                            | 625                          |
| Siobhan O'Malley              | 125                      |                            | 125                          |
| Dylan Potemri                 | 1,750                    |                            | 1,750                        |
| Amy Robinson                  | 7,125                    |                            | 7,125                        |
| Elizabeth Rubin               | 125                      |                            | 125                          |
| Gaelle Serichard-Ward         | 4,750                    |                            | 4,750                        |

|                             | Regular<br>Wages    | Overtime/<br>Other | Total Gross<br>Wages |
|-----------------------------|---------------------|--------------------|----------------------|
| <b>Substitutes</b> (Cont'd) |                     |                    |                      |
| John Soraghan               | \$9,625             |                    | \$9,625              |
| Peter Vangsness             | 13,932              |                    | 13,932               |
| Kathyleen Wright            | 30,715              | \$50               | 30,765               |
| Sondra Yablonski            | 400                 |                    | 400                  |
| <b>Support Services</b>     |                     |                    |                      |
| Lori Alighieri              | 1260                |                    | 1,260                |
| Raelene Asselin             | 20,386              | 1,815              | 22,201               |
| Susan Benson                |                     | 950                | 950                  |
| Mila Clark                  | 2,135               |                    | 2,135                |
| Susan Connelly*             |                     | 8,000              | 8,000                |
| Anna Cybulski               | 1,800               |                    | 1,800                |
| Louis Dittami               | 1,430               | 750                | 2,180                |
| Ardys Flavelle              | 5,100               |                    | 5,100                |
| Jennifer Hawkins            | 1,370               |                    | 1,370                |
| Jacqueline Johnson          | 22,131              |                    | 22,131               |
| Linda Lannon                | 1,200               |                    | 1,200                |
| Claire Mackay               | 1,500               |                    | 1,500                |
| Anne Picardo                | 735                 |                    | 735                  |
| Katherine Potter            | 4,218               |                    | 4,218                |
| Brian Verdy*                | 12,180              |                    | 12,180               |
| <b>Grand Totals</b>         | <b>\$19,307,505</b> | <b>\$1,157,806</b> | <b>\$20,465,311</b>  |

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

\*\* Salary listed represents total salary, a portion of which is allocated to the Town of Dover.



Orchestra members of the Dover-Sherborn Middle School fall musical *Annie*. Photo courtesy of Dover-Sherborn Drama.

*Report of the*

# Minuteman Regional Vocational Technical School Committee

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Maggie Charron, Dover Representative, Minuteman School Committee

Heidi Driscoll, Superintendent/District Director

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## About Minuteman

Minuteman Regional Vocational Technical High School (“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

As of September 2024, about 94% of all grade 9–12 students reside in the nine member-town communities of Acton, Arlington, Bolton, Concord, Dover, Lancaster, Lexington, Needham, and Stow. For the second year in a row, all freshman students resided in member towns. Total enrollment as of fall 2023 was 669 students, with 632 in-district students and 37 out-of-district students. Five students from Dover were enrolled at Minuteman as of October 1, 2024.

## District Budget

The total District budgetary assessment for Fiscal Year (FY25) is \$31,517,219, an increase of 3.96% over the previous year. Dover’s share is \$269,420, an increase of \$20,794 based on the contractual assessment formula. The budget includes operating and capital/debt assessments. The District received unanimous support for the budget recommendations.

## Grants Awarded

In FY24, Minuteman received \$1,600,026 in grant funding, comprised of both federal and state entitlement grants for Chapter 74 programs as well as a number of competitive grant awards.

## Co-op Opportunities

Juniors and seniors at Minuteman are eligible for student employment through the Cooperative Education Program (Co-op). Co-op students can work at job sites within the scope of their career majors. The Co-op is open to seniors all year and to juniors for the year’s second half. Co-op placements this year included Biotechnology (BT), Environmental Science (EV), Horticulture (H), and Veterinary Science (VS) at the following job sites:

- Abcam, MGH (BT)
- Boston Children’s (BT)
- MIT (BT)
- Harvard (BT)
- UMass Medical (BT)
- Minuteman National Park (EV & H)
- Concord Drinking Water (EV)
- Energy for the Common Good (EV)
- Billerica Wastewater (EV)
- French Excavation (EV)
- Needham DPW (EV)
- Cavicchio Greenhouses (H)
- Mahoney’s Garden Center (H)
- Marquis Tree Service (H)
- Barrett Tree East (H)
- Newton Cemetery (H)
- Weston Golf Club (H)
- Posh Pup Acton (VS)
- Arlington Animal Clinic (VS)
- Banfield Framingham (VS)
- Animal Adventures (VS)
- Whole Pet Vet (VS)
- Callahan Veterinary Group (VS)

More than a third of the senior class, and an additional number of juniors, participated in co-op programming in 2024. Notably, a team of Carpentry Program juniors worked with the Dover Department of Public Works on the repair and reconstruction of a materials storage building.

## **Graduating Class**

The Class of 2024 saw 162 graduates, with three-quarters of the students heading to either a two-year or four-year college and the remaining students entering planned apprenticeships, trade school, military service, or the general workforce. Graduates planned to attend schools, including Syracuse University, Georgetown University, University of Rochester, Wentworth Institute of Technology, The New School, University of Connecticut, Northeastern University, Worcester Polytech, Johnson & Wales, Parsons School of Design, and Mount Holyoke College, Quinnipiac.

## **Minuteman Technical Institute**

Minuteman Technical Institute (MTI) offers 10-month and 15-week courses in career trades for adults looking to gain technical skills in a new, high-demand profession. To meet workforce demands, it collaborates and develops programming with such partners as MassHire, North Atlantic States Carpenters Training Fund, AET Labs, Rolls-Royce Naval, and the International Facilities Management Association (IFMA).

MTI students gain recognized industry credentials in OSHA and Hot Works, as well as earn hours toward state licenses. MTI's partnership with the IFMA led to the development of the Facilities Management Program to directly address the Greater Boston area's need for certified facilities managers.

All students in the Cosmetology Program who sat for the State Board of Cosmetology and Barbering Exam passed on the first attempt. Of the Welding Program students, 98% who took the American Welding Society certification tests passed on their first attempt, while 97% of students completing the Carpentry Pre-Apprentice Program found employment and were retained beyond their first 30 days.

## **2024 District Highlights**

**Personnel:** Interim Superintendent Kevin Mahoney finished his term at the District in June. His service during this transitional time was universally appreciated by the Minuteman School Committee, faculty, and school community. After a comprehensive search, the Committee appointed Heidi Driscoll as Superintendent of the Minuteman Regional School District. Superintendent Driscoll brings extensive experience in both Career and Technical Education and high-performing district leadership. The Committee looks forward to her tenure and will be working on a comprehensive strategic plan for the District under her leadership. In 2024, Minuteman also welcomed Principal Paul D'Alleva, who will lead the instructional leadership team at the high school.

**Programming:** Minuteman has introduced a new career pathway to available programming, Veterinary Science, and will see its first program graduates in 2025. The program moved into a new instructional building renovated to support greater curriculum and program options, including a new “Doggy Day Care” program.

**Honors and Awards:** The U.S. Department of Education selected Minuteman as one of its 2024 Green Ribbon Schools award honorees, following a nomination by the Massachusetts Department of Elementary & Secondary Education in light of the school’s LEED Silver-certified building, which has replaced a more than 30-year-old outdated facility. The award recognizes the countless green initiatives reflected in the state-of-the-art building, with one notable example being its accommodation of the Horticulture and Environmental Science Programs. Each program has its own greenhouse space, which is maintained by a 2,000-gallon water collection system for roof runoff. The greenhouse supports a sustainable food and farming curriculum, allowing students to grow produce and herbs year-round that supply the cafeteria. Students tend five on-campus beehives and learn how to tap the maples for syrup production, reinforcing the value of the landscape for the economy and environmental health. The building also features a rooftop solar photovoltaic system. Minuteman makes every effort to ensure that career and technical education programs keep up with sustainability progress in each industry.

**Committee Membership:** In 2024, after many years of service to the District, including chairing the Minuteman School Building Committee, Ford Spalding retired from his “official” role as the Minuteman School Committee Representative due to a move. Mr. Spalding remains active in the Minuteman community, and Dover thanks him for his years of dedicated service to the District and advocacy for excellence in career and technical education. Maggie Charron, an experienced Regional School Committee member, was appointed to fill the vacancy.



*Photo courtesy of the Minuteman School Committee.*



# DOVER

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*Health Reports*

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2024



*Previous page: Photo by Ilene Hoffman; copyright © Ilene Hoffman  
Photography.*

# *Report of the* **Board of Health**

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Kay Petersen, MD, Chair

Stephen Kruskall, MD

John Quackenbush, PhD

## **Personnel**

Jason Belmonte, Health Director

Linda Baldwin-Lyons, Administrative Assistant

Suzanne Hilts, Administrative Assistant

Jennifer Cronin, Animal Inspector

Jim Palmer, Deer Management Agent

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The Board of Health (BOH) is a mandated regulatory agency 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, and inspectors 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](http://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 to 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 fewer than 25 people, and are regulated by the local Boards of Health.

## PRIVATE WELLS

In 2024, approximately two-thirds of all households in Dover relied on private wells located on residential properties. The BOH Director 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 transfer of property for compliance with the BOH Water Quality Standards.

Homeowner responsibilities include the testing of water quality prior to a transfer of ownership (title change) of a home, including providing the BOH and the home buyer with copies of the 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 Health Director prior to the issuance of any building permits. 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.

In 2024, the BOH issued 20 permits for new wells that included wells used for drinking water, irrigation, and heating/cooling (geothermal). The BOH was not made aware of any drinking water wells that ran dry in 2024.

MassDEP provides valuable information about private wells, water quality standards, and certified testing laboratories at [www.mass.gov/private-wells](http://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](http://www.mass.gov/service-details/well-database).

## PUBLIC WATER SUPPLIES

Approximately 35% of Dover households are serviced by six PWS companies that are regulated by the 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 645 households, as well as commercial and public buildings, most of which are in or adjacent to the Town center and 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:*** 27 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:*** 15 households receive water from a local well operated by WhiteWater, Inc.
- ***Precious Beginnings Preschool:*** Water for this building is sourced from a local well operated by Small Water Systems Services, LLC.

MassDEP publishes information and documents about all PWSs at [www.mass.gov/service-details/public-water-supplier-document-search](http://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 recreational camps that use these bodies of water are responsible for testing and reporting the results to the BOH.

## **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 a system, 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, and 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.

To document the required maintenance of wastewater systems, the BOH asks residents to submit servicing documentation. Pumping records

are submitted by the pump companies to the BOH, which also licenses septic system installers and septage haulers and maintains a list of licensees.

MassDEP's Title 5 (310 CMR 15.000 of the State Environmental Code) requires that homes put up for sale 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 2024, the BOH conducted 22 soil evaluations and percolation tests, 26 building plan reviews, and 88 Title 5 inspections and reviews. The Board also issued permits for 23 new septic systems, 19 septic repairs, 4 home demolitions, 9 trash haulers, and 9 residential swimming pools.

## **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 require an inspection before a permit is issued. Commercial vendors and private caterers providing food at events, including private functions, must also apply for permits. Residents should contact the BOH if their organizations are unsure about how regulations apply to their planned events.



*Photo by Ilene Hoffman; copyright © Ilene Hoffman Photography.*

## **TOBACCO**

In 2023, the BOH amended its tobacco regulations for the first time since 2013. The Board voted to cap the number of tobacco license holders in Dover at two. As of 2024, the only two license holders in town are Dover Market and the Mobil gas station.

## **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 the camps 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 2024, the BOH inspected and licensed eight 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 system drip fields over time and lead to premature system failure.

The Recycling Committee operates a food-waste drop-off program at the Transfer Station where it maintains drop receptacles. In 2023, the Board of Health formally adopted regulations for private waste haulers. In 2024, nine Trash Hauler Permits were issued.

## **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. No beaver complaints were received in 2024.

# Animal Inspections, Vaccinations, Quarantining

## ANIMAL INSPECTIONS

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 where animals are kept. Active barns are inspected, during which time the Animal Inspector reviews documentation of tuberculin and brucellosis testing, equine Coggins testing, and 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 2024:

| Type of Animal                               | 2024 |
|----------------------------------------------|------|
| Horses/Ponies/Miniature Horses/Donkeys/Mules | 125  |
| Alpacas                                      | 1    |
| Goats                                        | 53   |
| Sheep                                        | 28   |
| Swine                                        | 5    |
| Ducks                                        | 32   |
| Chickens                                     | 118  |

## VACCINATIONS/QUARANTINING

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.

In 2024, the Town recorded nine instances of dog bites and one instance of animals quarantined for wounds of an unknown origin.

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 conducted its annual rabies clinic March 16, 2024.

**Zoonoses**

The BOH is involved with the control of animal-to-human disease transmission (zoonosis), including tick-borne diseases, mosquito-borne diseases, 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.

|                                           | EEE | WNV |
|-------------------------------------------|-----|-----|
| Cases in Animals                          | 4   | 0   |
| Cases in Humans, MA                       | 4   | 18  |
| Cases in Humans, Norfolk County           | 0   | 1   |
| Positive Mosquito Samples, MA             | 97  | 333 |
| Positive Mosquito Samples, Norfolk County | 3   | 49  |

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, contact NCMCD directly.

**TICK-BORNE ILLNESS**

Since 2010, the BOH 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 land-owners. 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, 2024, a total of 13 deer had been harvested. No injuries or complaints were reported.

## **Communicable Disease Prevention and Management**

### **COVID-19**

Test kits were provided throughout the year at the BOH office and made available to residents.

### **INFLUENZA**

The BOH held its flu/covid clinic on October 18, 2024, at the Department of Public Works, where 128 residents were vaccinated.

### **Elder Services**

The BOH contracts with the Natick Walpole VNA to provide blood-pressure checks for senior citizens through the Council on Aging.

### **Board of Health Staffing**

Full-time Health Director Jason Belmonte oversees two other members of the office staff. Administrative Assistant Suzanne Hilts joined the staff in July 2024 and works 28 hours per week. Linda Baldwin-Lyons also works in the office 20 hours per week and has been serving the Town since 2021. The Board anticipates onboarding a Public Health Nurse in February 2025.



*Powisset Farm. Photo courtesy of The Trustees of Reservations.*

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

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David A. Lawson, Director

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The Norfolk County Mosquito District's (NCMCD's) operations involve taking an Integrated Pest Management (IPM) 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 areas of concern, thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

In 2024, we had 110 requests for service in the Town of Dover. We submitted 18 samples with three West Nile virus isolations found.

## **Water Management**

The NCMCD reduces the potential for larval mosquito development through a variety of methods under this category. Our Freshwater Water Management Program includes ditch and pond maintenance as well as culvert area clearing to improve water quality and increase water flow. We also collect and recycle off-rim tires to eliminate a common breeding site of mosquitos.

Statistics for 2024 are as follows:

- Culverts cleared: 27
- Drainage ditches checked/hand cleaned: 1,700 feet
- Intensive hand clean/brushing\*: 1,400 feet
- Mechanical water management: 0 feet
- Tires collected: 0

*\*Combined 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 effective and environmentally friendly method of mosquito control. An intensive monitoring program aids in our decision to effectively target culprit locations.

- Spring aerial larvicide applications (April): 96.8 acres
- Larval control (briquets and granular applications by hand): 4.3 acres
- Catch basin treatments (briquets by hand—West Nile virus control): 210 basins
- Abandoned/unopened pool or other manmade structures treated: 0

## Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either 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 2024, NCMCD sprayed, by truck, 3,120 acres with ultra-low-volume aerosol applications of adult mosquito insecticide.



*Waterfall at the Upper Mill Pond dam, Noanet Woodlands.  
Photo by Jim Repetti.*

Report of the

# Animal Control Officer

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Jennifer Shaw Cronin

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The following statistics represent a 2024 year-end report by the Animal Control Officer, whose duties for Dover were conducted on a partial-coverage basis.

**Animal control calls:** The following animal-related calls were made in 2024:

|                                                  |   |
|--------------------------------------------------|---|
| Loose, missing, and/or returned animals          | 6 |
| Barking dog complaints                           | 0 |
| Dogs hit by cars                                 | 2 |
| Cats hit by cars                                 | 2 |
| Deer hit by cars                                 | 2 |
| Animals quarantined for wounds of unknown origin | 2 |
| Animals removed from a residence                 | 3 |

**Barn inspections:** All barns and livestock passed the requirements of the Town of Dover and the Commonwealth of Massachusetts. The following animals, counted in 2024, were found to be in the best of condition:

|           |     |
|-----------|-----|
| Horses    | 78  |
| Ponies    | 3   |
| Donkeys   | 5   |
| Goats     | 60  |
| Sheep     | 51  |
| Swine     | 5   |
| Waterfowl | 27  |
| Alpacas   | 2   |
| Chickens  | 133 |

**Medfield Animal Shelter:** In 2024, the number of dogs, cats, rabbits, guinea pigs, birds, and other small animals adopted from the Medfield Animal Shelter was 502. Statistics for stray or abandoned animals in Dover are as follows:

|                |   |
|----------------|---|
| Abandoned dogs | 1 |
| Stray cats     | 3 |
| Stray rabbits  | 0 |

My thanks and appreciation go to the Police Department and the Town of Dover and its residents for their cooperation throughout the year. Thanks also go to the Medfield Animal Shelter, our shelter veterinarian, Rosario Delgado, and the West Street Veterinary Clinic for their continued support of animal control and the animal shelter. Finally, I thank the Town of Medfield’s ACO, Robert LaPlante, for his night and weekend coverage.



*Powisset Farm. Photo courtesy of The Trustees of Reservations.*

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

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## **Board Officers**

Sheila Ahmed, President

Callum Maclean, Treasurer

## **Agency Leadership Team**

Eileen Garvey, CEO

Alyssa Kaiser, RN, BSN, Public Health Nurse Specialist/Coordinator

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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 service and pediatric nursing. 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.

The primary role of the Public Health Nurse Specialist/Coordinator is to provide public health services and educational programs for the towns we serve. The VNA provides the Town of Dover with the following health services:

**Home Care** promotes good health and maximum functioning for Dover residents with disabilities. 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 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.

**Senior Health Assessment and Education Clinics** are coordinated in conjunction with Dover's Council on Aging. These clinics are developed and led by the Public Health Nurse Specialist to provide health assessment and counseling, and to address various health-related 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.

## **2024 Public Health Statistics for Dover**

Total hours spent on blood pressure clinics, flu clinics, as well as communicable disease, TB cases, and MAVEN tracking and follow-ups: 156.

# DOVER

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*Land Use Reports*

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## 2024



*Previous page: Photo by Nicole Wainwright;  
courtesy of the Parks and Recreation Department.*

## *Report of the* **Planning Board**

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Carol Lisbon, Chair

Jody Shue, Vice Chair

Val Lin

Bill Motley

George Sidgwick

Kate Williams, Associate Member

David M. Haviland, Board of Selectmen Liaison

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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). Town Planner Jasmin Farinacci and part-time Planning Assistant Susan Hall support the work of the Board.

A Planning Board member also serves on the Open Space Committee, Housing Task Force, and the Sustainability Committee, and members attend the meetings of other Town boards and participate in ad-hoc committees relating to planning issues, such as the Housing Task Force. A Board member also chairs the Tree Preservation Committee, a subcommittee of the Planning Board.

### **Membership**

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 Board of Selectmen (BOS) until the next election, at which time the newly elected member serves for the remainder of the term.

There were a few changes to the Planning Board membership in 2024. In June, Scott Freedman informed the Town that he could no longer serve on the Board. The Board appreciates Scott's time, dedication, and attention as a member. On August 15, 2024, the Board and the BOS held a joint meeting via Zoom to appoint Associate Member Val Lin as a full-time member with a term expiration of May 19, 2025. The Board publicized the resulting open position and received applications from three Dover residents. After an interview process, the Board voted on December 9, 2024, to appoint Kate Graves Williams to fill the unexpired term. The Board thanks all the applicants for their interest.

## Board Review and Approvals

In 2024, the Board held 17 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 2024, there were no Definitive Subdivision or Preliminary Subdivision applications.

**Site Plan Reviews:** The Board also conducts site plan review of certain proposed as-of-right uses before the Town issues a building permit per Zoning Bylaw 185-36. The review process regulates permitted uses by imposing conditions, limitations, and safeguards taking into consideration factors such as public safety, and potential impacts on existing structures, open space, and Town resources. In 2024, there were 16 Site Plan Review applications (five pools, one shed, one barn, two garages, two ground-mounted solar photovoltaic systems, and five Accessory Dwelling Units).

**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 2024, the Board endorsed six ANR applications. Given the interest of nearby property owners in proposed ANRs, the Board continued its practice of giving formal notification to abutters of ANR applications.

**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 2024, there were two sign applications.

**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 2024, the Board received a few applications for determinations that a hearing was not required but did not receive any applications necessitating a hearing.

**Special Permits:** 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 two applications in 2024.

## Other Business

**Housing:** Multifamily housing activity has increased significantly this year in Dover and the Board is very involved in addressing the short- and long-term impact of multifamily housing initiatives. The Board and Town Planner are actively working with the Dover Housing Task Force, established by the BOS in 2023, to develop a comprehensive approach to multifamily housing

in Dover. This involves developing both a long-term housing plan and philosophy, as well as a process to ensure that all projects are collaboratively and appropriately vetted and managed.

**Multifamily Project:** In 2024, the Board participated in public hearings for a proposed four-unit, scattered-lot 40B Comprehensive Permit application on Troutbrook Road, Chickering Drive, and Edgewater Drive.

In addition, the Board is working with a consultant to develop Dover's plan to address the requirements of the MBTA Communities Act. This includes identifying options for overlay district site selection that meet compliance modeling requirements set forth by the law, with the help of consulting firm Horsley Whitten, as well as crafting preliminary language for a proposed zoning bylaw that would be brought to a special town meeting in fall 2025. Dover is designated as an "Adjacent Small Town," and as such is required by law to adopt zoning by December 31, 2025, that identifies and establishes a zoning district where a multifamily housing unit is allowed by right at a minimum capacity of 102 units (5% of Dover's 2020 housing stock) with 15 units per acre. It should be noted that the Act does not require that multifamily housing in fact be built, it does not compel Dover to pay for new infrastructure, and it does not supersede Massachusetts wetlands or Title V laws. The Act does allow Dover to develop specific zoning regulations for the district, such as design criteria, setbacks, and dimensional requirements.



*Photo by James Swanson.*

**Strategic Planning:** The Board engaged 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. It successfully obtained an extension of a 2023 grant for \$12,000 to create a Natural Resource Protection Zoning Bylaw or Tree Preservation Bylaw.

**Land Purchases:** In 2024 there were no activities associated with land acquisitions.

**Zoning Bylaws:** The Planning Board is committed to reassessing the Town's Zoning Bylaws to foster and regulate development, all the while safeguarding those aspects of Dover that we all appreciate, as well as the essential natural resources and elements integral to Dover, as outlined in the Town of Dover Master Plan (last amended in 2012).

**Accessory Dwelling Units:** At the May 2023 Annual Town Meeting, the Town of Dover passed an updated Accessory Dwelling Unit (ADU) Bylaw to encourage healthy development and growth by right. After a public hearing in February, the Board voted to approve new ADU regulations to support the Bylaw.

**Village Center Development:** The Planning Board is continuing its work on the Village Center Visioning process begun in 2021 to create consensus on future uses and desired architectural character so as to better position the Town in its guidance of upcoming redevelopment in the village center area. Combined regulations and zoning changes are being developed for presentation to the community in 2025.

**Tree Preservation Committee:** The Tree Preservation Committee has worked diligently to accomplish its charge and to support the Planning Board by providing community education and contributing to bylaw development. During the first half of 2024, the Committee:

- collaborated with the Department of Public Works (DPW) to include tree preservation aspects in the update of the Stormwater Management Bylaw and assisted in developing presentation material to support the Bylaw's approval at the May 2024 Annual Town Meeting;
- gathered, organized, and submitted data needed to successfully secure Dover's first designation as a Tree City USA community;
- helped develop regulations to support the updated Stormwater Management Bylaw;
- developed an online resource page for community access to tree-related bylaws, tree maintenance/care guidance, and Committee information. The resource can be found on the Town's website by selecting "Government" then "Boards & Commissions";
- collaborated with the BOS to create and approve the first Dover Arbor Day Proclamation to recognize and celebrate Arbor Day in Dover, MA, in 2023 and 2024; and

- collaborated with the DPW, Open Space Committee, Chickering Elementary School, Dover-Sherborn Regional Schools, Cemetery Commission, Town Library, Parks and Recreation, and community volunteers to develop a calendar of events encouraging residents to participate in celebrating Arbor Day, during which activities included new tree plantings (one each on the Town Green, Highland Cemetery, and Chickering Elementary School, and two on the Dover-Sherborn Regional Schools campus); a giveaway of 500 seedlings to Chickering students; educational talks and hands-on activities for children and adults at the Town Library; and a “Vernal Pool & Native Tree Walk” on a Dover property.

In the second half of 2024, the Committee continued building on its successful activities and initiating new ones by:

- submitting a 2024 Tree City USA application;
- completing the Stormwater Management Regulations;
- planning a 2025 community education session on awareness of Dover tree-preservation bylaws and regulations;
- developing a Tree Preservation Bylaw to reduce clear cutting;
- supporting the creation of a Tree Fund;
- initiating discussions and planning of a Master Planting Plan;
- preparing and planning Arbor Day activities for April 2025;
- collaborating with the newly established Sustainability Committee and other boards and committees to support the healthy growth of the community; and
- working with the Planning Board to update and renew the Committee’s mission, terms, and membership.

In summary, over the past two years the Tree Preservation Committee has creatively engaged with the Dover community through public events that encourage resident education, participation, and engagement in local tree preservation awareness and efforts. Its collaborative, multidisciplinary approach across many Town departments, boards, and committees helps ensure that its initiatives are efficient and comprehensive. Lastly, we have researched and engaged with outside groups and communities so that our efforts comport with best practices and forward-looking tree preservation methods. The Committee embraces its mission to continue working with and educating Dover residents on the protection of the Town’s beautiful natural resources and on healthy community growth for future generations.

**Other Zoning Initiatives:** The Planning Board developed and presented two bylaws at the May 2024 Annual Town Meeting, which were then passed: one to address ground-based, medium- and small-scale solar installations and a bylaw to address construction noise, which the Building Department requested to meaningfully respond to resident noise complaints. The Board participated in developing the new Massachusetts General Law Chapter 159 (Stormwater Management and Erosion Control) Bylaw approved at Town Meeting. Through a public hearing process, Regulation 53G (Section 248–26 of the Dover Rules and Regulations) was amended to allow the Board to use applicant-paid consultants during Site Plan Review. Following approval of the Solar Array Bylaw, supporting regulations were developed and approved.

**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. Some prior recommendations have been implemented and certain areas are being addressed, as described in this report. The Board is prioritizing plans that are required by state and/or federal law, that are required for eligibility to participate in state funding programs, and/or are a required step to have legal authority to proactively manage growth. It hopes to update the Dover Master Plan in 2026–27 through a process involving all Town residents. Prior master plans and related documentation can be found on the Planning Board’s Web page on the Town’s website ([www.doverma.gov](http://www.doverma.gov)), which also provides detailed information on Board initiatives and work products, as well as educational materials on zoning and housing issues. We hope that Dover’s citizens find this information useful and welcome your input.



*Pegan Hill/Lewis Hill. Photo by Nancy Greene.*

# *Report of the* **Zoning Board of Appeals**

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George L. Chimento, Chair

Nadir Ahmed

LaVerne A. Lovell

Michael Donovan, Associate Member

Nancy Greene, Associate Member

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The Board of Appeals (“Board”) serves as the Town of Dover’s Zoning Board of Appeals. It consists of five members appointed by the Board of Selectmen, three of them as voting members and two as associate members. In 2024, attorney and long-time Chair, Alan Fryer, retired midyear, after which LaVerne A. Lovell served as Interim Chair until the appointment of attorney George L. Chimento and his election as Chair on August 1.

The Board is authorized to hear the appeals of decisions made by the Building Inspector, to grant variances in limited circumstances, and to issue Special Permits when authorized by Town of Dover Zoning Bylaws and Massachusetts General Laws (MGL). It also determines whether nonconforming uses and structures are grandfathered and thus not subject to current versions of the Zoning Bylaws. The Board also reviews requests to alter or construct within 150 feet of specified water bodies, most notably the Charles River. Importantly, the Board determines whether applications for affordable housing projects under MGL Chapter 40B (40B) should be granted and, if so, under what conditions. Any 40B decision is subject to the authority of the Massachusetts Housing Appeals Committee (HAC), including overrule if the HAC determines the decision to be unfairly “uneconomic” for the developer and inconsistent with state goals for affordable housing.

Most applications to the Board (other than for 40B projects) start with the Building Inspector’s written denial of the proposed activity. Appeals to the Board must be timely, and applicants are cautioned that MGL Chapter 40A (Zoning) requires time limits not specified in the Zoning Bylaws. The Board will act on timely applications for Special Permits or Variances only after holding a public hearing, the notice of which is published in a local newspaper, posted on the Town website, and sent by mail to the applicants and other interested parties as defined by state law. The Board will file its written decisions with the Town Clerk, who then provides notice to applicants and other interested parties of their limited time (20 days) to appeal to a court of proper jurisdiction (not to the Board). Different procedures apply under state law for 40B affordable housing projects.

During 2024, the Board ruled on a wide range of matters: (a) the Town’s Noanet Brook Culvert Replacement Project (Willow and Dedham

Streets); (b) the approval of Planning Board site approval and issuance of a Special Permit for an Accessory Dwelling Unit (3 Claybrook Road); (c) the approval of the reconstruction of two grandfathered unit dwellings (8 and 8A Farm Street); (d) the granting of a sideline variance for the construction of a new residence (62 Claybrook Road); and (e) the issuance of a Special Permit to allow short-term rentals of a residence through Airbnb (25 Dover Road). The Board's rejection of an application under MGL Chapter 40B to develop four housing units, one of them affordable, on noncontiguous parcels (Troutbrook Road, Chickering Drive, and Edgewater Drive) has been appealed to the HAC. The Board is presently conducting a multisession hearing for a 40B application to develop 42 rental units (11 of them affordable) on 81–85 Tisdale Drive.

Copies of the Zoning Bylaws and the Board's regulations and meeting minutes are available on the Town website ([www.doverma.gov](http://www.doverma.gov)) or from Town Clerk's office during normal business hours. Status updates on current 40B projects are also on the Town website.

Applicants and aggrieved parties should not rely on the Board, Town employees, or Town officials for legal advice as to remedies or procedures. Seeking competent counsel familiar with state and local laws is always recommended.



*Dover Town Center. Photo courtesy of the Police Department/Officer Ryan Menice.*

## *Report of the*

# Department of Public Works

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### **Highway Division**

Kevin McCabe, Director of Public Works

John Robert Tosi Jr., Operations Superintendent

James Gorman, Working Foreman

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### **Maintenance**

The Highway Division of the Department of Public Works (DPW) is responsible for maintaining and repairing 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 5,480 feet of new berm and curbing was installed on Walpole Street, Centre Street, Yorkshire Road, Meadowbrook Road, Bridge Street, Haven Street, Knollwood Drive, Main Street, Strawberry Hill Street, and Wildwood Road, to control water runoff and erosion. DPW repaired and rebuilt approximately 70 catch basins and manholes town-wide and continues to remove silt, sand, and debris from the roadways and catch basins. In 2024, DPW cleaned out 1,200 catch basins, as required by Massachusetts Department of Environmental Protection (MassDEP) 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. DPW also contracted to line paint more than 400,000 linear feet of street markings. Dover's crew installed 85 feet of 12-inch drainage at the Town Garage. In addition, DPW replaced 295 feet of failed guardrail along Springdale Avenue, Farm Street, and Walpole Street with a new guardrail that complies with standards defined in the *Manual on Uniform Traffic Control Devices*.

### **Capital Projects**

Over the past year, DPW completed two major capital projects. The Willow Street culvert was replaced and the roadway is now reopened. In addition, the winter material storage facility at the Town Garage was replaced.

### **Tarvia**

In summer 2023, the Department conducted a comprehensive road study. We implemented a program that promotes a balanced approach to maintaining the Town's road network by keeping roads in good condition with less-expensive treatments. In keeping with this program, the DPW performed 1.788 miles of cold planning and bituminous concrete overlay, as well as completed 2.548 miles of pavement preservation consisting of crack sealing and micro-surfacing.

| <b>Preservation (Road Segment)</b>               | <b>Treatment</b> | <b>Length (ft.)</b> |
|--------------------------------------------------|------------------|---------------------|
| Colonial Road                                    | Micro-seal       | 1,750               |
| Saddle Ridge Road                                | Micro-seal       | 3,000               |
| Linnell Road                                     | Micro-seal       | 155                 |
| Conrick Road                                     | Micro-seal       | 650                 |
| Draper Road                                      | Micro-seal       | 3,900               |
| Springdale Avenue<br>(Church Street–Farm Street) | Micro-seal       | 4,000               |
| <b>Total</b>                                     |                  | <b>13,455</b>       |

| <b>Mill and Overlay (Road Segment)</b> | <b>Length (ft.)</b> |
|----------------------------------------|---------------------|
| Haven Street                           | 6,782               |
| Wildwood Road                          | 1,142               |
| Bridge Street                          | 1,516               |
| <b>Total</b>                           | <b>9,440</b>        |

### **Solid Waste (Transfer Station)**

In 2024, Dover residents threw away 1,178 tons of solid waste, which was transported mainly by contracted personnel 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**

| <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 1,327       | 1,247       | 1,233       | 1,348       | 1,311       | 1,198       | 1,127       | 1,178       |

### **Per-Ton Tipping Fee (\$)**

| <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 66.00/      | 67.17/      | 68.18/      | 68.97/      | 69.82/      | 71.08/      | 75.52/      | 77.78/      |
| 67.17       | 68.18       | 68.97       | 69.82       | 71.08       | 75.52       | 77.78       | 79.92       |

### **Cost for Solid Waste Disposal at Wheelabrator (\$)**

| <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 88,331      | 84,409      | 85,881      | 93,825      | 92,358      | 86,742      | 85,811      | 92,961      |

### **Streetlights**

The Town owns and maintains 67 overhead streetlights.

### **State Aid (MGL Chapter 90)**

This year DPW leveraged \$423,109 of Massachusetts General Laws Chapter 90 funding for the town-wide pavement preservation program. In addition, the town received \$169,140 of Fair Share funding, which was used towards the mill and overlay program. (See also “Tarvia” for street list).

**Snow and Ice**

Winter 2023–24 brought approximately 35 inches of snow. In addition to the plowable snow, there were approximately 10 occasions that our sanders went out to treat ice, which was most often caused by water runoff due to melting days and freezing nights. The following represents our responses to the season:

| Date          | Snow/Ice | Inches | Equipment Used            |
|---------------|----------|--------|---------------------------|
| <b>2023</b>   |          |        |                           |
| January 6–24  | Snow/Ice | 8      | Plows/Sanders/Contractors |
| February 7–28 | Snow/Ice | 17     | Plows/Sanders/Contractors |
| March 4–14    | Snow/Ice | 6      | Plows/Sanders/Contractors |
| <b>2024</b>   |          |        |                           |
| November 27   | Ice      |        | Sanders                   |
| December 4–21 | Snow/Ice | 4      | Plows/Sanders/Contractors |

**Garage Operation**

The Town Garage was built in 1998 and continues to serve the Town well. It is occupied by the Public Works, Highway, Cemetery, Town Engineer, and Water Departments, and is also providing temporary office space to the Parks and Recreation Department. DPW thanks Karl Warnick, Superintendent of Building Maintenance, and his staff for keeping the building in excellent condition. In August 2023 the building was flooded during several high-intensity rain events. All renovations have been completed, and all Departments moved back into the facility by April 2024.

**Grants**

In 2024, the Department put in several grant requests for various projects. The Town received a \$405,000 grant for flood relief from a state supplemental budget. The Town also received a grant of \$217,261 from the MassDOT Municipal Pavement Program, which supports pavement improvements of municipally owned state-numbered routes. The grant is funding the micro-surfacing and line painting of approximately 3,370 feet of roadway on County Street (Route 109).

Finally, an FY25 Community One Stop for Growth Award for \$40,000 from the Massachusetts Executive Office of Economic Development is funding the replacement of the Wilsondale Street culvert located over Powissett Brook, identified as a recommended mitigation measure in the Town of Dover’s Hazard Mitigation Plan. The project includes field investigation and data collection, engineering design, and regulatory permitting.

# *Report of the* **Parks and Recreation Commission**

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

Mark Ghiloni, Director, Parks and Recreation  
Nicole Wainwright, Assistant Director, Parks and Recreation  
Mattison Clements, Recreation Supervisor, Parks and Recreation  
Tom Palmer, Groundskeeper/Heavy Equipment Operator  
Mark Travers, Groundskeeper/Heavy Equipment Operator

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

## **Strengthening Our Team and Preparing for the Future**

In 2024, P&R welcomed a new full-time Recreation Supervisor, Mattison Clements, a key addition to our team. Her position replaces the part-time Program Assistant role, which had served the Department for over 15 years. The decision to expand this role reflects P&R's tremendous growth over the past decade in its diverse offerings of programs and community events. The expanded responsibilities and dedicated time of a full-time Recreation Supervisor is integral to supporting the Department's mission of providing high-quality recreational opportunities and meeting the needs of our growing community.

It is also a timely addition as we prepare to move back to the renovated Caryl Community Center in 2025, the reopening of which will mark a significant milestone for the Department. The updated facility will allow us to fully deliver on our promise of serving the recreation needs of all

residents, offering enhanced programs, activities, and events in a modern, accessible space. We are excited about this new chapter and look forward to continuing to enrich the lives of our community members through recreation.

### **Multi-Season Program Highlights**

**Art Club:** This very popular program, taught by Assistant Director Nicole Wainwright, continues to allow participants to showcase their many artistic talents. Sessions were held throughout the year with each attracting 12 students and consistently having waiting lists. Nicole continues to teach a weekly art class at the Center for the Development of Children (CDC) at its 30 Springdale Avenue location. This class for around 18 preschoolers is modified for younger artists.

**Baseball:** Families introduced their younger children to the baseball field throughout the year. Last spring, Coach Pete Sylvester ran two T-Ball and Baseball classes for 12 preschoolers and five K–2nd graders. The summer session hosted 16 students. In the fall, Coach Pete, helped by our Recreation Supervisor, taught two well-attended classes for children in PreK–grade 2, for a total of 23 participants.



*Summer T-ball, Chickering Field. Photo by Mattison Clements; courtesy of the Parks and Recreation Department.*

**Go Go Allegro Music Classes:** Due to space constraints arising from the construction of the new Caryl Community Center, we were excited to continue partnering with Medfield Parks & Recreation and offer a few PreK music classes during fall, spring, and winter. Thirteen participants enjoyed the new classes.

**Ice Skating Lessons:** Our partnership with the Skating Club of Boston/ Boston Skating Academy is ongoing, with September through June classes offered through P&R and held exclusively at the Norwood facility. 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 skills. With more than 50 skaters participating in 2024, we are excited to see our attendance numbers continue to grow.

**Musical Theater:** Each season, Aly Pereira directs young musical theater students ages 6–11 in an abbreviated version of a Disney musical. In 2024, 30 talented kids enjoyed learning how to sing, act, and dance in the fall musical *Trolls 3*. Each class culminates in a fun, fresh performance where every child spends a few moments in the spotlight.

**Right Brain Curriculum:** Throughout the year, we continued our partnership with Right Brain Curriculum to offer several classes, including LEGO Adventures, Public Speaking, and Metrocraft. Thirty-nine participants enjoyed the classes, which were held at St. Dunstan’s Church.



*Miss Erin’s School of Dance. Photo courtesy of the Parks and Recreation Department.*

**PROformance Soccer:** Miles Alden Dunn continued this popular soccer program at Chickering Fields for the spring and fall outdoor sessions. Thirty-eight children participated in the spring session, 32 played in the fall, and 96 attended the winter indoor sessions held at Tenacre Country Day School in Wellesley.

**Tennis Lessons and Clinics:** Instructed by Peter Cooper, Tennis ran from April through October, with lessons held at the Caryl Park courts. More than 100 children and adults participated in early spring lessons and 13 students during the summer months. In the fall, 90 participants took lessons, and 26 students moved indoors for age-based clinics held at the Chickering Elementary School gym during the winter months. The Caryl Park courts remained busy throughout the summer as 189 children worked on their tennis skills with Peter during weeklong clinics that were divided into two age groups, six and under, as well as seven and older.

**Hipstitch:** This year, we began our partnership with Hipstitch in Wellesley, offering a variety of creative classes. In the spring, eight participants enjoyed the Fiber Arts class, while the fall saw eight participants in the Sewing Combo and six in Fashion Design. These creative sessions provided participants with valuable skills and a fun, hands-on experience.

## **Winter Program and Event Highlights**

**Erin's School of Dance:** Approximately a dozen dancers ages 3–8 took classes with Erin McCann and performed in an intimate gathering for their families at St. Dunstan's Church.

**D-S 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, more than 50 skiers and snowboarders traveled to the slopes to enjoy a few hours of skiing and camaraderie.

**Intramural Basketball:** The Intramural Basketball program offers players a great option to develop their skills while playing with friends. One hundred fifty-four players in K–grade 3 enjoyed the program, the success of which is attributable to the parents who volunteered as coaches. We thank them for their assistance.

**Winter Ski and Snowboard Program:** This ski and snowboard lesson program for students ages 7–12 returned to Blue Hills Ski Area in Canton, MA, for five consecutive Wednesdays. Close to 10 participants took advantage of the opportunity.

## Spring Programs and Event Highlights

**Eliot Hodgkins Fishing Derby:** This annual fishing derby at Channing Pond was held on May 5 and featured lots of prizes and fun for close to 50 participants. Our volunteers helped make the day a success.

**Safety Courses:** Juanita Allen Kingsley again offered both Home Alone Safety and Babysitting Safety lessons, which included Red Cross CPR certification, for 16 participants. P&R also partnered with Dover-Sherborn Soccer to offer CPR training to more than 20 coaches. We thank Juanita for helping the coaches receive this training.

**Egg Hunt and Arts Event:** Welcome spring! Dover families filled the Town Common on March 30 for our annual hunt. This popular community event saw kids scramble in search of eggs, gathering them in a matter of minutes while parents snapped some great photos!

**Satur-PLAY:** The Department offered a family program on June 8, featuring a free springtime children's performance by Jeff from Jammin with You, games, and small crafts on the Town Common.



*Fishing Derby winners, Channing Pond. Photo courtesy of the Parks and Recreation Department.*

## Summer Program and Event Highlights

**Summer Club:** We returned to Boston College's Connors Center in Dover for our most popular summer program that served 541 elementary-school-aged children who participated throughout the six-week program. In addition to the morning session, we saw strong attendance for our Extended Day program, which allowed participants to stay until 3 p.m. A big shout-out goes to the 35 staff members and volunteers who helped make it a memorable summer for so many attendees!

**Summer Concerts and Knucklebones:** On select Tuesday evenings in July and August, P&R partnered with the Town Library to hold free outdoor concerts on the Town Common, where bands entertained families as they enjoyed the summer weather. Kona Ice was in attendance for two of the dates to offer free flavored ice for attendees to cool down! Performers included the Beantown Swing Orchestra, Group Therapy Band, The Tear Downs, and Eddy's Shoe Band. The Stacey Peasley Band helped families celebrate back-to-school with a well-attended concert on August 21. Always a hit, Knucklebones offered fun family and kids' games during the concerts. Attendance ranged from 90 to 150 individuals per concert.

## Fall Program and Event Highlights

**Dover Days Fair (Dover Dash 5K, Fun Run):** Dover Days 2024 was met with great anticipation by residents of all ages. Hundreds of townspeople came out to visit the 53 vendors that were set up along Dedham Street and the Town Library lawn. P&R programming covered the Town Common and included the return of a giant inflatable obstacle course and slide, free activities offered by Knucklebones and DJ Mike with games and music. The ninth annual Dover Dash 5K had a great turnout for both the 5K race and the Fun Run.

**Flag Football Turkey Bowl:** Coach Pete Sylvester and P&R held the fourth annual Turkey Bowl, which took place the day before Thanksgiving on November 27. Twenty-one children in the K–grade 2 division faced off on Chickering Fields, while the grades 3–5 division had 24 participants. Each player received a commemorative long sleeve shirt and looked forward to continuing this Thanksgiving tradition.

**Hikes + Crafts Early Release Days:** On early-release school days in the fall, Nicole Wainright led anywhere between 10 and 14 kids on various Dover trail hikes, each of which culminated in a seasonal nature-based craft activity.

**Pumpkin Decorating Event:** On October 26, the Saturday before Halloween, families gathered at Chickering Elementary School for the highly anticipated fifth-annual Pumpkin Decorating Event. A total of 32 excited, costumed participants joined in the fun, transforming their pumpkins into creative masterpieces. DJ Jim provided lively tunes and hosted games for the kids, ensuring a spirited atmosphere throughout the event. Everyone walked away with goody bags filled with treats and prizes from

P&R. We were thrilled to partner with Beau Newmarker again, a D-S High School student, to bring an extra layer of fun with a lively Trunk or Treat event.

## **Facilities and Parks**

In addition to providing programming at more than 20 locations 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 Town Garage.

**Athletic Fields:** P&R is committed to providing all youth athletic teams with safe, high-quality playing surfaces throughout their playing seasons. The Town's athletic fields are used for Department programs and by local youth sports clubs, which include Dover-Sherborn Soccer, Dover-Sherborn Youth Lacrosse, Dover-Sherborn Youth Field Hockey, and Dover-Sherborn Youth Baseball. We maintain three rectangular multipurpose sports fields—two at Chickering Fields and one at Caryl Park. There are also two baseball/softball diamonds—one at Chickering Fields and one at Caryl Park. The Department completed yearly maintenance tasks at the fields, including seeding, aerating, and topdressing.

**Channing Pond:** P&R will continue to open the pond for winter skating as often as weather and temperatures allow. Safety and ice conditions are our top priority. Every season we hope that temperatures cooperate and that we have long stretches of skating.

**Parks:** We continue 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.

**Rail Trail Update:** The Town of Dover is pleased to announce that it has received a \$184,760 grant from the MassTrails Grant Program. This grant supports the design and engineering of a potential recreational trail and shared-use pathway project in Dover. This new rail trail project is independent of previous initiatives and represents a fresh start in exploring the possibility of creating a trail to enhance community connectivity and promote outdoor recreation for healthier lifestyles. In the coming months, Town departments and committees will collaborate to develop a comprehensive plan for the trail's design. Public input will play a central role in shaping the project, with public meetings ensuring transparency and community involvement. Before any decisions are made, the design will be presented at a future Special Town Meeting. We are excited about the potential of this project to enrich the quality of life for Dover residents and look forward to working together with the community to explore its possibilities.

**Intergovernmental Agreement:** This year, the Parks and Recreation Commission and the Board of Selectmen entered into an intergovernmental agreement to transfer some of the parks staff duties to the Department of Public Works (DPW). This collaboration enables the DPW Director to oversee certain responsibilities traditionally handled by parks staff and will foster improved coordination on larger projects and increased efficiency with staff and equipment. The partnership reflects our commitment to optimizing resources and delivering superior service to the community.

### **P&R Revolving Fund**

P&R's Revolving Fund report for Fiscal Year 2024 (ending June 30, 2024) 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](http://www.doverma.gov)) when available.

### **Honoring a Legacy**

We honor the memory of Kathy Weld, a beloved member of the Dover community who passed away in October 2024. Kathy worked tirelessly on the Caryl Community Center project, initiating the process over two decades ago. Her vision and dedication helped lay the foundation for the center, and her passion for improving Dover has shaped so much of what we see today. Kathy was not only a gifted pianist but also a passionate volunteer who dedicated countless years to our town. Her legacy includes serving as a longtime member and chair of the Board of Selectmen, chairing the CMAC Committee, and most recently, contributing as a valued member of the Parks and Recreation Commission. Kathy's tireless commitment to Dover inspired all who knew her. She sought to make a lasting difference in our community, and her contributions have left an indelible mark. Her wisdom, dedication, and passion for our town will be deeply missed, and we are forever grateful for the positive impact she made.

### **Our Team and Volunteers**

We thank all members of the P&R Department for their dedication in coordinating programs, events, and playing fields. Our sincere thanks also 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**

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

Janet Bowser, Consultant Agent  
Lori Hagerty, Administrative Assistant

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The Conservation Commission currently consists of six voting members, one open voting member position 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 and vernal pools are protected by a 100-foot No Disturb setback. 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 members and/or their Consultant Agent also serve on the Open Space Committee, Dover Land Conservation Trust, Hale Partnership Task Force, Housing Task Force, Tree Preservation Committee, and recently formed Sustainability 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 regional natural resource protection, climate adaptation and mitigation strategies, and other projects. In 2024, the Commission's Consultant Agent, Janet Bowser, assisted the Department of Public Works (DPW) and the Tree Preservation Committee with the development and drafting of the Town's new Stormwater Management Bylaw, which was passed at the May 2024 Annual Town Meeting and included increased tree preservation to reduce soil erosion and water runoff. The Consultant Agent continues to work with the DPW and Tree Preservation Committee on drafting the new Stormwater Management Bylaw Regulations.

In 2024, the Commission held 23 public meetings, during which it reviewed and approved 14 Notices of Intent, one Permit Amendment, five Requests for Determination of Applicability (to decide if a permit is needed), four Permit Minor Modifications, four Permit Extensions, one Emergency Certification, two Permit Waivers to use herbicides to control invasive plant species, and one ANRAD (to confirm wetland lines and a vernal pool). In addition, the Consultant Agent reviewed Building Permits, Well Permits, and Septic System Permits to ensure compliance with all wetland protection regulatory requirements. 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 15 Certificates of Compliance (to close out permitted work), two Enforcement Orders (work related to clearing in violation of regulations), one Notice of Violation, and reviewed multiple ongoing Enforcement Orders (work related to clearing 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 600 acres. At the 2024, Annual Town Meeting, attendees voted to authorize the Board of Selectmen to transfer nine parcels of land currently held for general municipal purposes, and to convey the land to the Conservation Commission for conservation purposes.

The Commission's Land Management Work Group continues to work on land management for its conservation properties, including work completed this year to replace a stream-crossing bridge and trail signs at Wylde Woods. (See photo page 25.) It is currently working with a consultant on developing a land management plan for Springdale Meadows (a conservation field across the street from Channing Pond). The Commission would like to thank the many volunteers who assist in keeping the trails clear and maintained for all to enjoy.

The Consultant Agent continues to monitor the status of the South Natick Charles River Dam Removal Project and has evaluated and reported on the project's potential impacts to natural resources 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](http://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](mailto:Lhagerty@doverma.gov).

# *Report of the* **Tree Warden**

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Kevin McCabe

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## **Removals/Pruning**

Forty dead or hazardous trees were removed under contract during 2024. 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.

## **Inspection and Disease Problems**

In 2024, the Tree Warden conducted more than 59 inspections for the health or safety of Town-owned trees. Dover has reported early signs of beech leaf disease, which is starting to spread in our area. Early detection is important, as heavily infested trees will not survive. Contact a tree specialist if an infestation is suspected or check the Department of Conservation & Recreation at [www.mass.gov](http://www.mass.gov) for tips on identifying disease.

## **Plantings**

In 2024, 13 replacement trees were planted town-wide. For Arbor Day the Tree Warden supplied seedlings to the Chickering Elementary students. Contact the Tree Warden to request planting locations for 2025.



*Autumn sunrise, Springdale Avenue. Photo by Paul Hsi;  
copyright © Paul Hsi Photography.*

# *Report of the* **Recycling Committee**

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Jennifer Luethy, Chair  
Janit Greenwood  
Matthew Hadge  
Carol Lisbon  
Wendy Muellers  
Leesa Mullin  
Catherine Piemonte

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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 2024, 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 17 years, Dover has seen the solid waste trash generated per household decline dramatically, and recyclables as a percentage of total waste has remained in the low 30% range. This 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 (NLFB) helped reduce solid waste by an additional 7 tons. As a new initiative, the Town has begun collecting data on usage of private haulers for trash and recycling, which will enable more accurate tracking of Transfer Station activity.

Transfer Station data for 2024 is based on 1,275 households, accounting for 874 reported households that use private haulers. It also includes overall solid waste and recycling tonnage diverted from the Transfer Station to private haulers, the data on which reflects 708 out of the 874 reported households using private haulers since, at the time of this report, not all of the private hauling companies had responded to our inquiry.

Unlike in past years, the total revenue generated for the Town from recyclables was slightly less (\$1,683) than the total cost paid to recycle items. Nearly all the difference was due to December pick-ups that did not occur until early January 2025.

Changes in the recycling industry's business model continue and have impacted Dover's operations as well. In 2025, the DRC and the Department of Public Works will continue to explore developing new relationships with other haulers for recyclables to address our volumes, costs, and revenues while focusing on proper end-stream recycling.

The private hauler regulations developed by the Board of Health in 2023 effective January 1, 2024, has provided much needed data on household recycling and trash disposal activities. It appears that approximately 41% of households now use private haulers. For detailed breakdowns on solid waste and recycled items, as well as comparisons across years, please see the Solid Waste and Recycling Data spreadsheet on page 208.

## **Transfer Station**

In 2024, the DPW instituted a Transfer Station restickering program with the goal of having new stickers on all cars used by Transfer Station users by January 2025. Stickers were made available at the Town Garage, the Transfer Station, or online. The DRC participated with DPW personnel at its November Special Recycling Day to jumpstart the effort.

**Food waste:** A program begun for washing the food scrap collection totes on a biweekly basis has successfully reduced smells and insect infestation. For those who do not use the free service onsite, the DRC has communicated the availability of private pick-up services by Black Earth Composting should enough households to sign up.

**Textile bins:** Following a review of the two vendors who supply textile collection bins to the Transfer Station, the Red Cross bins (operated by Windward Trading Group, Ltd.) were removed and replaced with additional bins from Bay State Textiles. Unlike Windward Trading, Bay State Textiles pays the Town for its textile material based upon weight, which should increase revenue going into the new Transfer Station's \$35,000 Revolving Fund, approved at the May 2024 Annual Town Meeting.

**Composting:** With support from the DPW, the State of Massachusetts approved Dover's request to allow the disposal of invasive plants into its general trash rather than the compost pile, removing a risk of contamination of compost material offered to residents and, therefore, reduce the potential spread of invasive plants. Signage listing the most common invasives was also placed by the compost pile.

**Deposit Shed:** The Deposit Shed continues to be a success, with an estimated 13 tons (approximately 190,000 beverage containers) recycled and \$9,278 returned to the Town's General Fund. The Hyde Park Redemption Center began collection of the bottles and cans, freeing up DPW personnel and equipment from having to do the delivery.

**Bins:** Recycling bins, composters, and rain barrels are available for sale at the Transfer Station. A rain barrel was also connected to the Swap Shop gutter system to provide water and illustrate how the barrels can be used to collect rainwater.

**New Life Furniture Bank:** Our formal partnership with 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 fourth year. In 2024, it served more than 757 families, and it thanks Dover residents for their generosity.

In 2024, the DRC organized 12 special drop-off days, staffed by DRC members and other volunteers, during which Dover residents donated more than 12 truckloads of furniture and household goods, translating to approximately 7 tons or more than 1,100 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. To further reduce furniture drop-offs that end up in our trash, the DRC is working with a resident who works with several nonprofits to outfit apartments for refugees with items not accepted by NLFB. The NLFB program, combined with the Swap Shop and our new outreach efforts, has reduced the volume of items discarded in trash and refuse, thus lowering disposal fees paid by the Town.

**Swap Shop:** 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 posted policies and procedures. Added to the Swap Shop this year were a display case for announcements and an event calendar, a permanent collection bin for paper and cloth bags to be donated to A Place to Turn, a collection bin for used sports cleats to support a Dover resident's project, and a bin for tennis ball collection. Latex paint collection was restarted and will be available May through October. The DRC works with various area nonprofits to donate Swap Shop items for reuse when not taken by Dover residents.

**Eyeglass recycling:** In 2024, more than 300 eyeglasses were recycled, thanks to an eyeglass recycling program implemented in partnership with the Sherborn Lions Club. Recycling boxes are available at the Transfer Station's Swap Shop, the Town Library, the Council on Aging, the Town Clerk's office at the Town House, and Dover Eyes on Whiting Road.

## Grants

In December, Dover received a \$6,000 Recycling Dividends Program grant, the highest possible, from the Massachusetts Department of Environmental Protection (MassDEP) in recognition of the Town's programs and policies intended to maximize waste reduction, reuse, and recycling. This was the largest grant available to Dover and adds to the remaining grant funds from previous years. The DRC will work with the DPW to apply these funds in furtherance of our recycling efforts.

## Community Activities

Dover's Special Recycling Weekends, held in May and October, continue to be very popular, with more than 2 tons of confidential documents shredded, 64 bikes donated to The Bike Connector in Lowell, and 161 tires recycled. The DRC thanks the Norfolk County District Attorney's Office and Dover Country Properties for sponsoring the shredding trucks, and it also thanks the Dover Mobil Station for subsidizing our tire recycling program. Continuing its practice of using these recycling weekends for targeted support of local charities, the DRC collected suitcases and backpacks for Generic Ministries in May, and reusable paper, plastic, and cloth bags for A Place To Turn in Natick in October. Due to a significant increase in the per-tire recycling cost, residents are limited to dropping off eight tires per collection weekend.

Another popular DRC event 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. Once again, all our streets were cleaned up. The DRC thanks all the residents and groups who participated in 2024 and urges everyone to help keep Dover free of trash year-round by removing it from their property and 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, during which it promoted the Town Library's borrowing program (the Library of Things) provided information and brochures, and sold rain barrels and food scrap bins.

The DRC looks forward to working with the newly created Sustainability Committee in support of their mission, which addresses our goals as well.

## 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 also thank our MassDEP liaison, Missy Hollenback, for her support and appreciate her recognition of Dover's efforts as examples of what can be accomplished with Town and resident support.

Finally, the DRC thanks 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](http://www.doverma.gov/184/Transfer-Station)).



*Photo courtesy of the Town Report Committee.*

# Solid Waste and Recycling Data

For the Calendar Year 2024

|                                                  | 2024         | 2023         | 2022         | 2019         | 2009         |
|--------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| <b>Solid Waste (tons)<sup>1</sup></b>            |              |              |              |              |              |
| Refuse/Bulky Items                               | 205          | 191          | 182          | 229          | -            |
| Trash                                            | 954          | 936          | 1,016        | 987          | -            |
| <b>Total Solid Waste*</b>                        | <b>1,159</b> | <b>1,127</b> | <b>1,198</b> | <b>1,216</b> | <b>2,130</b> |
| <b>Recyclables (tons)</b>                        |              |              |              |              |              |
| Mixed Paper (all types) <sup>1</sup>             | 70           | 79           | 81           | 140          | 312          |
| Cardboard                                        | 172          | 164          | 178          | 149          | 100          |
| Glass                                            | 68           | 75           | 71           | 76           | 97           |
| Single Stream <sup>2</sup>                       | 0            | 0            | 0            | 0            | -            |
| Metal (cans and scrap)                           | 92           | 93           | 105          | 114          | 81           |
| Plastic (non-deposit #1-#7)                      | 46           | 50           | 53           | 62           | 37           |
| Electronics                                      | 8            | 11           | 11           | 15           | 39           |
| Textiles <sup>3</sup>                            | 24           | 20           | 15           | 13           | 10           |
| Books                                            | 21           | 21           | 21           | 14           | -            |
| Comingled Containers <sup>2</sup>                | 0            | 0            | 0            | 0            | 17           |
| Mattresses and Box Springs                       | 6            | 14           | 21           | -            | -            |
| Special Events <sup>4</sup>                      | 7            | 11           | 11           | 20           | -            |
| Food Scraps <sup>5</sup>                         | 43           | 43           | 31           | 55           | -            |
| Deposit Trailer Containers <sup>6</sup>          | 13           | 15           | 17           | 22           | -            |
| Other                                            | 0            | 0            | 0            | 0            | -            |
| <b>Total Recyclables*</b>                        | <b>570</b>   | <b>595</b>   | <b>615</b>   | <b>678</b>   | <b>693</b>   |
| <b>Total Solid Waste and Recyclables</b>         | <b>1,729</b> | <b>1,722</b> | <b>1,813</b> | <b>1,894</b> | <b>2,823</b> |
| Percentage (%) Recyclables to Total <sup>1</sup> | 33.0         | 34.6         | 33.9         | 35.8         | 24.5         |
| Households in Town (HHs) <sup>7**</sup>          | 1,302        | 2,149        | 2,142        | 2,144        | -            |
| Solid Waste (lb.) per HH                         | 1,780        | 1,049        | 1,119        | 642          | -            |
| Deposit Shed Containers (~ units) <sup>8</sup>   | 119,492      | 221,620      | 284,349      | 224,050      |              |
| Recycle Bins Sold (Town Garage/TS)               | 19           | 36           | 23           | 68           | -            |
| Motor Oil (gal.)                                 | 1,075        | 1,100        | 850          | 800          | 800          |
| Misc. Fluorescent Bulbs (linear ft.)             | 4,200        | 6,160        | 9,100        | 6,925        | 1,376        |
| Small Batteries (non-auto, lb.)                  | 243          | 114          | 198          | 268          | -            |
| Propane Tanks (each)                             | -            | 0            | 74           | -            | 73           |
| Haulers Total Solid Waste (tons)                 | 2,167        | -            | -            | -            | -            |
| Hauler Total Recycling                           | 192          | -            | -            | -            | -            |

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

\*\* Not including households using private haulers.

| Comparison (% Change) |        |         |
|-----------------------|--------|---------|
| 1-Year                | 5-Year | 15-Year |
| 7                     | (10)   | n/a     |
| 2                     | (3)    | n/a     |
| 3                     | (5)    | (46)    |
| (11)                  | (50)   | (78)    |
| 5                     | 15     | 72      |
| 9                     | (11)   | (30)    |
| 0                     | 0      | 0       |
| (1)                   | (19)   | 14      |
| (8)                   | (26)   | 24      |
| (27)                  | (47)   | (79)    |
| 20                    | 85     | 140     |
| 0                     | 50     | n/a     |
| 0                     | 0      | (100)   |
| (57)                  | n/a    | n/a     |
| (36)                  | (65)   | n/a     |
| 0                     | (22)   | n/a     |
| (13)                  | (41)   | n/a     |
| 0                     | 0      | n/a     |
| (4)                   | (16)   | (18)    |
| 0                     | (9)    | (39)    |
| (5)                   | (8)    | 35      |
| (39)                  | (39)   | n/a     |
| 70                    | 177    | n/a     |
| (2)                   | 34     | 34      |
| (32)                  | (39)   | 205     |
| 113                   | (9)    | n/a     |
| n/a                   | n/a    | n/a     |
| -                     | -      | -       |
| -                     | -      | -       |

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

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

<sup>3</sup> Textile bins TS (Red Cross and Bay State), excluding DS High School and Middle School (Bay State Textiles)

<sup>4</sup> Two recycling events, including private document shredding (5,000 lb.), tire recycling (30 lb./tire), and bicycle reuse (30 lb./bike)

<sup>5</sup> Based on actual pounds from annual invoicing

<sup>6</sup> Based on actual pounds from annual invoicing

<sup>7</sup> Population/HHs per Town Report/census data

<sup>8</sup> Estimated quantity based on proceeds

Report of the

# Inspector of Buildings

Walter Avallone, Inspector of Buildings/Commissioner  
Zoning Enforcement Officer  
Floating Dock Inspector  
Joseph Doyle, 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 General Laws of the Commonwealth 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 Chapter 91 (Waterways Permitting) of the Massachusetts General Laws.

More than 2,000 inspections were performed in 2024 by the Department for work performed in conjunction with building, wiring, plumbing, and gas permits. Of the 13 New House Permits issued, six were for the demolition of existing houses replaced by new construction, leaving a total of seven additional new residences in Dover. Inspectors completed 30 Annual Life and Fire Safety inspections for public buildings, churches, public and private schools, nurseries, churches, and private organizations. It also conducted three Common Victualler License inspections for food preparation businesses.

Department hours for the public are Monday to Thursday 9 a.m. to 4 p.m. Appointments with the Building Inspector are available by calling the office at 508-785-0032, extension 225. Building inspections for current permitted work are done Monday through Thursday 8:30 a.m. to 11 a.m.

Statistics for 2024

|                            | Applications | Fees      | Value        |
|----------------------------|--------------|-----------|--------------|
| New Houses                 | 7            | \$142,327 | \$15,474,025 |
| Schools                    | 0            | 0         | 0            |
| Additions, Remodels, Other | 437          | 295,144   | 26,326,905   |
| Totals                     | 444          | \$437,471 | \$41,800,930 |

## *Report of the* **Inspector of Wiring**

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Kevin Malloy, Wiring Inspector

James Murphy, Alternate Inspector

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During 2024 there were 279 Wiring Permits issued, many of which required multiple inspections. In some situations, violations were noted and corrections made.

The year 2024, brought a significant increase in solar and energy storage systems in the town.

The Wiring Inspector may be contacted at 508-785-0032, extension 245, for any concerns related to Wiring Permits, including registering a complaint or checking on an electrician's license.



*Snowmen by Chickering students. Photo source: X/Twitter (Chickering School, @ChickeringDover, 2024); courtesy of Chickering Elementary School.*

## *Report of the* **Plumbing and Gas Inspector**

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James Vaughan, Plumbing / Gas Inspector

Robert Piersiak, Alternate Inspector

Jeffrey Harris, Second Alternate Inspector

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During 2024, a total of 142 Plumbing Permits and 134 Gas Permits were issued, many of which required multiple inspections. In some situations, violations were noted and corrections made. Any open permits from 2024 will be inspected and closed out in 2025.

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



*Powisset Farm pigs. Photo courtesy of the Town Report Committee.*

## *Report of the* **Open Space Committee**

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Amey Moot, Chair

Mark Adamczyk

Jeff Behrens, from September 2024

Henry Faulkner

Boynton Glidden

Greg Kahoun

Justine Kent-Uritam

Carol Lisbon, Planning Board

Sarah Monaco, Conservation Commission

Rick Nagy

Tara Nolan

Connie Sullivan, through June 2024

John Jeffries, Board of Selectmen Liaison, through October 2024

Robyn Hunter, Board of Selectmen Liaison, from November 2024

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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 of the 2011 plan, which is available on the OSC's page of the Town website ([www.doverma.gov](http://www.doverma.gov)). The OSC assists other Town boards in managing the recreation and conservation lands under its jurisdiction. It also strives to provide information on Dover's many open spaces and to encourage Dover residents to enjoy them.

The OSC membership purposefully represents the interests of the many governmental and nonprofit entities with lands under their control. For example, both the Conservation Commission and the Planning Board appoint members to the OSC. The Board of Selectmen (BOS) appoints the remaining members as well as its liaison. OSC members are often members of ad-hoc committees and subcommittees formed to assess projects or issues in Dover, such as 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., usually on Zoom. Please see the Town calendar at [www.doverma.gov](http://www.doverma.gov) for meeting agendas and login or meeting room information.

## **Guided Walks on Conservation Lands**

OSC members led guided walks through Dover conservation lands on the second Saturday morning of each month from April to December. These walks are free and open to all but require pre-registration for parking information. In 2024, the walks were often conducted in partnership with other organizations to enhance educational content. For example, the April vernal pool walk, featuring wetlands expert Paul McManus of EcoTech, was held in partnership with the Tree Preservation Committee's Arbor Day celebrations. The May stroll in Hale featured Dover Historical Society's Elisha Lee and Stuart Swiny taking participants to several of Hale's historic indigenous sites. OSC's October walk in DLCT's Bartlett Pines included the Charles River Watershed Association's (CRWA's) executive director, who spoke about the importance of Trout Brook to the Charles River and to the U.S. Army Corps' Charles River Natural Valley Storage Area (CRNVS) in preventing or mitigating the flooding of downstream urban communities.

OSC walks are publicized in the *Our Town* digital newsletter available on the Town's website, various social media (Dover MA Facebook group, Nextdoor.com, Eventbrite, Boston.com, WickedLocal.com, Patch.com), and through emails sent to interested citizens. Once the location is confirmed, walks are listed in the Eventbrite Saturday Strolls in Dover collection and via the link on the main OSC page on the Town website. The OSC will continue offering these guided monthly walks in 2025, and we hope you will join us!

## **Open Space and Recreation Plan**

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 spring 2025.

## **Hale Conservation Restriction (CR)**

Through early 2024, the OSC supported The Trustees' education and outreach efforts in anticipation of an eventual Special Town Meeting on the proposed Hale Conservation Restriction (CR). The difficulties of accommodating all of Westwood and Dover's desires and Hale's needs led Hale to pursue a 100% private fundraising, with no contribution from the two towns. Therefore, no Special Town Meeting was required and OSC's help was no longer needed.

Hale raised over \$38 million from private individuals and foundations to support placing a CR on over 1,100 acres. All of Hale's land in Dover will be protected, forever. The Hale CR, along with all the related monitoring and enforcement responsibilities, will be held solely by The Trustees. As part

of the agreement, Hale will be selling to The Trustees just over 100 wooded acres that abut Powisset Farm. To ensure protection, The Trustees are donating a CR on these acres to the DLCT. The Trustees have no near-term plans to clear and farm this land and the trails on it will remain open to the public. The Hale CRs are under review by the Massachusetts Executive Office of Energy & Environmental Affairs (EEA) and are expected to be approved in summer 2025.

The Hale CR eliminates subdivision or residential development, confines Hale's programs to areas already in use, and guarantees public access to most trails year-round, in perpetuity. Hale's more than 1,200 contiguous acres of open space across Dover (725 acres) and Westwood (520 acres) provide unique and substantial connections with other protected lands and trails. The Hale CR significantly expands our permanently protected open space resources, improving our resilience to climate change and expanding the Town's recharge groundwater.



*Channing Pond. Photo courtesy of the Police Department/Officer Ryan Menice.*

## **Land Management Committee**

The OSC partners with the Conservation Commission on the Land Management Work Group to coordinate and do maintenance on Town conservation properties. In addition to trail maintenance, the members built and replaced a bog bridge, and erected signs for Wylde Woods and Valley Farm. The working group is working on a land management plan for Springdale Meadows (the conserved field across the street from Channing Pond) and held its first trail workday for volunteers. If you would like to help with trail projects, please email us at [trails@doverma.gov](mailto:trails@doverma.gov).

## **Conservation Support**

The OSC provides ongoing support for and communication about various projects involving local conservation groups. For example, in 2024 the OSC:

- partnered with the Conservation Commission in the Land Management working group to help coordinate trail maintenance and improve stewardship of the Conservation Commission-owned properties; and
- organized an OSC booth at Dover Days that provided information and maps showing the open spaces and trails throughout Dover.

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

## **Appreciation**

The OSC would like to thank past Committee member Connie Sullivan for her valuable service. We are grateful that relatively new Dover resident Jeff Behrens will be finishing out her 2025 term. We thank all our members for continuing their generous service. We look forward to working with you in 2025!

# DOVER

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*Other Town Reports*

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2024



*Previous page: Norfolk Hunt Club. Photo by Phyllis Smith.*

# *Report of the* **Town Library**

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## **Board of Trustees**

Robert Andrews, Chair

Amy Collins

Peter Hoffmann

Carolyn B. Ringel

Judith Schulz

Amee Tejani

Bethany Klem, Library Director

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The Dover Town Library has a question we repeat often: “How might we?” How might we share news and services with the community more effectively? How might we hear directly from patrons on topics that matter to them? How might we solicit input from residents without a barrage of surveys? How might we ensure our facility meets and exceeds community needs? How might we make this remarkable library a magical, inspiring place for even more people? If you’re on the receiving end of any of these questions, we hope you take a moment to share your thoughts—we want to hear them!

## **Strategic Plan**

At the root of all these questions is our new Strategic Plan, which launched in May. Specific themes we will be exploring include:

- inspiring lifelong discovery;
- celebrating reading and learning;
- connecting to culture; and
- encouraging civic belonging and engagement.

Our focus areas for deeper engagement include:

- celebrating books and reading, even as we surprise patrons with offerings beyond books;
- becoming experts on unmet and underserved local needs;
- grappling with time as an access barrier;
- maximizing the community of active library users; and
- ensuring that our building is safe, accessible, and fit for purpose.

## Community Engagement

The community is at the heart of everything the Library offers. Over the past year, we've deepened and formalized our collaboration with the Council on Aging, cohosting literary and educational events for seniors. Our Young Adult Librarian worked with his counterpart in Sherborn to add library programming at the Dover-Sherborn Middle School (DSMS). We brought a bigger tent to Dover Days and asked fun questions about reading, programming, and dreams for the Library. The team is also delighted with the invitations we receive, including to the annual Chickering Spelling Bee and to civic engagement assignments at DSMS.

## Technology and Outreach

The biggest tech highlight of the past year has emphatically been the Library's new website, which launched in January 2024. It has worked smoothly and reliably, and it's a significant update from our former site. Our Library of Things has never been so easy to browse! In addition to our own website, the Minuteman Library Network has also introduced new services to create and renew library cards online.

## Collections

The work of developing our collections never ends. With finite space and infinite interests, our collection selectors carefully choose new materials and even more carefully determine which materials to withdraw from the shelves. We've increased efficiency by working with our primary book vendor to have them apply more labeling to materials. We've also struggled with vendors who have fallen behind on order fulfillment. Ever chafed at the slow arrival of a new title in the past year? We agree and are pushing these vendors to improve their turnaround time.



*Photo courtesy of the Council on Aging.*

In May, the Library received another donated Amelia Peabody sculpture—a small bronze statue entitled *Me at the Hunt*, which was gifted by the Amelia Peabody Foundation.

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; music lessons on ArtistWorks; and a wide array of reading, music, and movies on Overdrive/Libby, Hoopla, Kanopy, and Qello.

## **Governance, Policies, and Local Support**

Policy updates continued this year, and the Trustees approved new rules governing patron behavior. At the Town level, we're working with the Board of Selectmen to discuss financial investment strategies to ensure our ex-municipal funds can grow and meet our myriad needs. We also remain cognizant of the tensions inherent in providing resources to a diverse community. In 2024, the Library received an informal materials challenge this year in response to a Pride display in June.

The Trustees honored former chair, Erin Rodat-Savla, with their annual recognition award in December. Ms. Rodat-Savla has been a revitalizing force for the Library, reforming the Friends of the Library, re-educating the Trustees about state laws relevant to their work, and volunteering her considerable talents toward designing, drafting, and publishing the new Strategic Plan.

No discussion of local support would be complete without acknowledging the hard work and dedication of the Friends of the Library, who consistently provide robust fundraising to pay for all the programming we offer. No tax dollars go toward the fun, free events taking place every week, and the Friends' efforts allow us to go above and beyond to support community members' cultural, civic, entertainment, and educational interests.

## **Facilities**

Although the Library is so much more than a building, our physical structure is critical to our ability to fulfill our mission. Most of the building, constructed in 1968 with a major addition in 1995, is aging as well as it can. We've been fortunate to have a succession of directors who ensured that the space was open, welcoming, and usable. This work is also never finished. In March 2024, we installed an automatic door opener at the lower entrance to improve ADA accessibility. Other accessibility work included installing acoustic tiles on the Community Room ceiling in October to make speech and music more intelligible in what used to be a ferociously echoey room.

Our HVAC system and roof are limping along as best they can until the Building Maintenance Department finalizes replacement bids. We’ve had a few chilly mornings without heat, a few tropical days without AC, and a few ponds on the floor beneath leaking blowers and ceilings. Everyone involved is looking forward to a fully electric HVAC system that reduces the Town’s reliance on fossil fuels.

As always, Library staff members are pleased to assist with reader’s advisory, help pick a great book, place a hold, or answer questions. We’re a team of professionals dedicated to the community, and every day we strive to build a meaningful collection of materials, offer engaging programs, and make the library a worthwhile experience and destination. Visit us at [www.dovertownlibrary.org](http://www.dovertownlibrary.org) or call us at 508-785-8113.

**Library Statistics for Fiscal Year 2024**

*(July 2023–June 2024)*

|                      |           |                      |         |
|----------------------|-----------|----------------------|---------|
| State aid awards     | \$15,492  | Items borrowed from  |         |
| Gifts and donations  | \$72,166  | other libraries      | 12,611  |
| Trust fund balances  | \$632,004 | Holdings             | 180,985 |
| Total collection use | 109,362   | Registered borrowers | 3,020   |
| Library visits       | 59,921    | Programs offered     | 395     |
| Items loaned to      |           | Program attendance   | 20,963  |
| other libraries      | 25,245    |                      |         |



*Photo courtesy of the Town Library.*

## *Report of the* **Cemetery Commission**

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Mariah Riess, Chairman  
Carol Jackman, Secretary  
Fred Sears

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During 2024, 12 families bought grave lots at Highland Cemetery; eight two-grave lots, two four-grave lots, and two eight-grave lots. The income from the sale of these lots was \$16,000 and perpetual care income was \$58,400, for a total income of \$74,400.

Thirty-six funerals were held in 2024, 22 of which were cremations and 14 were full burials. Nine of the funeral services were for veterans who had served in the U.S. Armed Forces. A total of \$25,200 was collected for these funerals, representing \$5,250 collected for regular full burials, \$4,800 for cremations, and \$15,150 for the surcharge revenue for holiday and weekend burials. Income from setting foundations and markers was \$6,200.

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 truly appreciated. The Department of Public Works assists us on an as-needed basis and is another invaluable asset.

Memorial Day is the day that Highland Cemetery seems to have the greatest number of visitors, and as a town we are very thankful for everyone's support. We thank the George B. Preston Unit 209 of the American Legion Auxiliary who, with the assistance of Boy Scout Troop 1, planted the geraniums at all the veterans' graves and ensured that the flags were in place for the Town ceremony. We also want to thank the Memorial Day Committee for its work each year on the beautiful ceremony conducted at our Memorial Star by the front flagpole. Additional thanks go to the Town for budgeting the funds needed to buy the plants and flags.

This year, many trees were pruned, but unfortunately we had to cut down some of our aging trees. The Meditation Garden received additional plantings, and we hope to add more.

Citizens are reminded that they may contribute to our gift fund, which goes toward the beautification of the cemetery. All donations are greatly appreciated and tax deductible.

# *Report of the* **Historical Commission**

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Anne Reitmayer, Chair

Sierra Bright

Gene Hornsby

Jane Moore

Geoffrey Sauter

Ellen Weinberg

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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 2024, Thomas Johnson stepped down as a member serving on the Historical Commission after many years of service and hard work in carrying out the purposes for which the Commission exists. We are deeply appreciative of his work.

In 2024, the Commission reviewed 17 permit applications for the demolition of existing houses and other structures. Five of these demo permit applications were not subject to the jurisdiction of the Commission as the structures involved were constructed after 1929. Of the remaining 12 applications, 11 were determined by the Commission to not reflect historical significance. A few of the applications presented difficult issues in the eyes of the Commission, which saw the structures as being part of the historical and cultural heritage of Dover. Commission members carefully weighed the issues involved to arrive at their votes. They were also able to work with the owners and owners' representatives of several of the demo applications to salvage historic items from structures prior to their demolition. All 11 structures to be demolished were documented with photographs and some with existing condition plans as well.

The one property for which a demo application was filed, but which has been preserved, is the house at 1 Pegan Lane, located at what was Dover's original Town center, known as Bliss' Corners. This is a great outcome and preserves a very historic house dating back to the 1700s. The Commission is appreciative of all the parties who worked with both the then-owner and the present owners (having closed on the purchase of the property on New

Year's Eve, 2024) to navigate through the protracted and oftentimes difficult steps that led to sale of the house to the present owners who are enthusiastic stewards of this historic property. We recognize the past and present owners for their efforts.



*Fisher Barn. Photo courtesy of Town Report Committee.*

## *Report of the* **Council on Aging**

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Robert G. Cocks Jr., Chair  
Maureen Dilg, Secretary  
Reverend Peter DiSanto  
Betty Hagan  
Cindy Holmes  
Gilbert Thisse  
Geraldine Wise  
Carol Pilch, Associate Member  
Annemarie Thompson, Associate Member

Janet Claypoole, Director  
Nan Vaida, Outreach Coordinator  
Amea Tejani, Program Coordinator  
Jennifer James, Administrative Assistant

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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 2024, there were 1,567 residents aged 60 years and older in Dover, representing 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 2024, more than 780 people were served.

### **Caryl Community Center**

Due to the ongoing renovation project at Caryl Community Center (CCC), the COA offices remained in their temporary location in the Town House Fireside Room. Programs were held at the Town House, the Dover Legion, the Most Precious Blood Church, the Dover Church, St. Dunstan's Church, the Town Library, Powisset Farm, and Chickering Elementary School. Thank you to our partners for sharing space with the COA.

### **Senior Transportation**

In 2024, the COA provided 236 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

In 2024, COA programs were held in person, virtually, and in hybrid mode at multiple locations in the Town. Fitness classes were offered in hybrid mode and included Strength & Stability, Stretch & Flow, Chair Yoga, Mat Yoga, and Mindful Movement with two new classes added—Core & Balance and Sculpt & Stretch. The Kingsbury Club in Medfield extended senior swim classes to COA members, while outdoor fitness included local guided walks and kayaking on Farm Pond. The COA hosted Nature Talks and Travel Talks on a wide range of topics. In March, Judicial Outreach month, Chief Justice of the Massachusetts Land Court spoke on the trial courts and the types of cases heard. Local speakers spoke on the Physics of Food and Ancient Ships in the Field of Nautical Archaeology.

Other COA programs in 2024 included Mah Jongg, Pottery, Card Making, Knitting, Chit Chat Tea, and Coffee & Conversation. Classes under the Lifetime Learning series, sponsored by the Friends of the COA (FoCOA; [www.coafriends.org](http://www.coafriends.org)), included Life Transition Binder; One Family: Human Origins and Heredity; Science of New England Weather; and History Talks: Churchill, Cuban Missile Crisis; and Boston Versus NYC: A Race to Build the Subway. Technology programs included Artificial Intelligence and ChatGPT, as well as Tech Classes for iPhone users on transportation apps and managing photos. An Intergenerational Tea was held with Dover Mothers Association and seniors.



*Photo courtesy of the Council of Aging.*

The COA co-hosted the Pageturners Book Club with the Town Library. It also co-sponsored, with the Westwood COA, monthly cooking classes at Powisset Farm, a Lake Winnepesaukee cruise, a trip to Canterbury Shaker Village, a Gloucester Harbor Cruise, and a tour of the Simon Pearce glass-blowing workshop in Vermont.

Coordinated trips included the Fuller Craft Museum, Boston Symphony Orchestra, Providence Performing Arts Center, Trinity Repertory Theatre, Blithewold Mansion and Gardens, North Shore Music Theatre, Huntington Theatre, Unity Farm Sanctuary and Southwick's Zoo. Musical programs featured Dover-Sherborn High School (DSHS) Brass, DSHS Barbershop Quartet, and Pilgrim Bluegrass Gospel Band.

The COA's 2024 historical programs featured The History of Jordan Marsh; Plimoth Patuxet Museums' Wampanoag People Past and Present; Martha Washington; Queen Elizabeth II; and Before Brooklyn: The Unsung Heroes Who Helped Break Baseball's Color Barrier, with journalist Ted Reinstein.

Intergenerational programs included Chickering School fifth-graders creating table decorations for monthly luncheons and Chickering students and the Girl Scouts decorating meal delivery bags. The Girl Scouts also created cards and visited with seniors at home deliveries. Dover-Sherborn Middle School students assisted at the Police Department's Holiday Brunch and went caroling to seniors' homes with elementary students. DSHS students interviewed veterans for a media project and did community service by providing tech support, creating Halloween decorations, baking cookies, raking leaves, shoveling snow, and managing summer pick-ups and distribution of veggies from Powisset Farm. The Dover Church Men's Group delivered buckets of sand and salt for icy steps and walkways to 28 seniors.

## **Other Senior Services**

Outreach Coordinator Nan Vaida, RN, provided support and resources to seniors and their families. She and COA Director Janet Claypoole coordinated with the Police and Fire Departments to check on isolated or at-risk seniors. The COA facilitated the medical equipment loan program and, in partnership with Springwell Elder Services, offered home and community services. The SHINE program (Serving the Health Information Needs of Everyone) provided free consultations on Medicare for seniors and info sessions on Medicare plan options to new beneficiaries.

The COA staff devotes tremendous time to helping seniors cope with changing health conditions, assisting family caregivers, locating resources, facilitating the transition from hospital or rehab settings to home, and helping elders maintain their dignity and independence as they age in place. It works with seniors and families in crisis and the Police Department on elder abuse and elder-at-risk situations, and it distributes free visibility vests for seniors out walking.

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/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 \$2,000 applied toward property tax bills.

### **Luncheons and Meals**

Monthly senior luncheons offer opportunities to enjoy a meal, socialize, and celebrate holidays. In 2024, the Norfolk County Sheriff's Association shared information on senior services. Meteorologist Harvey Leonard presented Climate Change: Simple, Serious, and Solvable. The Thanksgiving luncheon served 95 seniors, for those both in person and homebound. Grab & Go Meals curbside service provided an extra monthly meal given rising food cost. The Dover Church and the COA held the Holiday Ballet & Cookies, distributing more than 1,000 wrapped treats baked by 35 volunteers and featuring Needham's Arrais Ballet dancers performing excerpts from The Nutcracker. About 60 seniors regularly participated in the popular Grab & Go Meals as well as biweekly pick-ups of bread donated by Blue Moon Bagel Cafe and a June-to-October farm stand with fresh Powisset Farm vegetables. The Dover Police Association's Holiday Brunch was held at Chickering School, where officers cooked breakfast for more than 80 seniors and delivered to the homebound.



*Senior luncheon with fifth-grade Chickering Elementary School students.  
Photo courtesy of the Council on Aging.*

## Grants and Gifts

In 2024, an MEOEA grant partially funded the COA's fitness programs and supported its Administrative Assistant position. FoCOA underwrote programs (such as Nature Talks, Travel Talks, Lifetime Learning) trip transportation, cooking classes, and offerings of farm-fresh produce. A Dover Cultural Council grant funded Dancing Through the Decades, featuring ballroom dancing and the art of dance.

## Other Activities

The COA continued its Talk with the Town series to allow Town departments to update the community. Speakers included the Police Chief, Town Administrator, Town Planner, Board of Health Director, Dover-Sherborn Schools Superintendent, Town Clerk, Assistant Town Administrator, Town Selectmen, and Director of Public Works. The weekly COA e-newsletter promoted events and facilitated online program registration. The COA also attended Community Center Building Committee meetings on the center's renovation and served on the Community Benefits Advisory Committee at Beth Israel Deaconess Hospital–Needham.

## Volunteer Assistance

In 2024, 231 volunteers spent 1,400 hours assisting the COA by delivering meals, helping at luncheons, teaching classes, providing office support, baking cookies, delivering salt/sand, providing technology assistance, 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**

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Judith Schulz, Chair  
Antonio Saenz, Secretary  
Deni Auclair, Treasurer  
Shashi Chawla  
Stefanie Leahy

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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 \$5,500 in grants for Fiscal Year 2024. Grants awarded include, but are not limited to:

- ***Council on Aging: Dancing Through the Decades with Dance Caliente*** (\$950)
- ***Parks & Recreation: Dover Days Celebration*** (\$1,733)
- ***Motoko Dworkin: Tales of Now & Zen: An Evening of Stories for Adults***, at the Town Library (\$650)
- ***Erin Clarke Gorden: Community Voices Initiative*** (\$2,000)
- ***Rehearsal for Life Freelance Players***: Support for fall and spring programs (\$350)
- ***Marcos Valles: Music Education with Rockabye Beats***, at the Town Library (\$400)

Information, local guidelines, and applications for Dover Cultural Council grants are available at [www.mass-culture.org/Dover](http://www.mass-culture.org/Dover).

## *Report of the* **Memorial Day Committee**

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Chris Jackman, Chair

Carol Jackman

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The Town of Dover has always been proud to conduct Memorial Day exercises on May 30, and 2024 was no different. This is when we honor our many Dover veterans who lost their lives in battle or who passed after returning home.

The program, which began at 6 p.m., was attended by many townspeople, as well as members of the Police Department, the Fire Department, and the Dover Boy Scouts Troop 1. The George B. Preston American Legion Post 209 conducted the Posting of Colors, the Pledge of Allegiance was recited by all, and invited guests were introduced. Our guest speaker, Ford Spalding, U.S. Navy veteran, reflected on the meaning of Memorial Day. Ford has been a supporter of the Town of Dover for years, having volunteered in various programs.

Dan Davis conducted the performance of “American Fantasy,” arranged by Mike Story and played by students from Chickering Elementary School, Dover-Sherborn Middle School, and Dover-Sherborn High School. Veterans in attendance were recognized by having them stand, state their name, branch of service, and dates of service. Committee member Chris Jackman read the names of those veterans who were buried this year in Highland Cemetery.

The parade to Highland Cemetery took place under the supervision of Grand Marshal William “Bill” Herd, U.S. Army veteran. Before entering the cemetery, the parade stopped at Soldiers Monument to place flowers in memory of all Dover’s deceased veterans.

Graveside services were conducted near the U.S. Flag and Memorial Star, followed by a gun salute and the playing of “Taps” by our buglers Will Goldman and Yasi Nee. The Reverend Peter DiSanto of Grace Church offered a prayer. Ford Spalding and Chris Jackman carried out the traditional reading of names of Dover’s own who died in battle. The parade returned to the Town House for the Raising of the Colors and the closing ceremony.

Special thanks go to everyone who made this event possible, including the Town House staff, the Police Department, the Fire Department, and the Boy Scouts, Cub Scouts, Girls Scouts, and Brownies. 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 urn by the front Flag in the cemetery are in memory of Private Robert O'Connell, U.S. Army veteran, and the plantings by the Flag at the rear of the cemetery are in memory of the Theodos family by their daughters.



*Memorial Day remembrance. Photo courtesy of the Dover Firefighters Association.*

## *Report of the*

# Department of Veterans' Services

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Paul Carew, District Director

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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.



*George B. Preston American Legion, Post 209. Photo courtesy of the Town Report Committee*

# *Report of the* **Community Center Building Committee**

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Dick Malcom, Chair  
David Billings  
Luciana Burdi  
Barry Goldman  
Ruth Townsend

David M. Haviland, Board of Selectmen Liaison  
Woodrow Weiss, Warrant Committee Liaison  
Michael Blanchard, Ex Officio

## **Project Professionals**

Colliers International, Owner's Project Manager  
Fennick McCredie Architecture, Architect  
M. O'Connor Contractors, General Contractor

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The year 2024 saw the fruition of the hard work put into the Community Center Building Project by the project teams, with a substantial amount of construction on the new and renovated structures of the center taking place.

The approval phase of the project culminated at the May 2021 Annual Town Meeting, when Town citizens approved the project with a construction cost of \$18.9 million. However, after contractor bids were received at an amount greater than the approved budget, the project was value engineered, rebid, and re-approved at the June 2023 Special Town Meeting at a budget of 25.6 million. Project plans were to renovate the original 1910 schoolhouse portion of the building by removing all additions made to it throughout the years and then adding a new entrance lobby, community room, and recreation court. Construction began in fall 2023.

By the end of 2023 the 1910 building section was gutted to its frame, and foundations for the additions were constructed. Throughout the winter, the new entrance lobby, community room, and recreation court additions took shape with steel and concrete block. A topping-off ceremony was held in spring 2024 after the last structural member was installed. With the 1910 schoolhouse foundation underpinning completed, reinforcing structural work could then begin in that section. During the summer, the additions were closed in with roofing, brickwork, and glass, and the interiors took shape with spaces defined by the erection of the interior walls. Rough mechanical work was done, followed by installation of

insulation. The interior finish work begun in fall 2024 was mostly complete by the end of the year. The fall also saw groundwork construction with the addition of a drainage system, fire suppression water holding tanks, a groundwater infiltration system, a septic system, driveways, parking areas, and sidewalks. Landscaping was put off until the spring 2025, as temperatures at the time were not conducive for the work.

The construction of the project by M. O'Connor Contractors has occurred under the watchful eye of Fennick McCredie Architecture, Colliers Project Leaders (owner's project manager), and the Community Center Building Committee (CCBC). In addition, the Community Center Club—composed of Dover-Sherborn Middle School and Dover-Sherborn High School students interested in design, management, and construction—is monitoring the project with site visits and educational sessions presented by the project team.

The year 2025 will bring construction of the center to a conclusion, with finishes of both its interior and exterior expected to be completed. The opening of the new Caryl Community Center is projected to take place in late spring. Although the construction schedule slipped from fall 2024, the project has remained on budget.



*Photo by Ford Spalding.*

## *Historical Focus*

# Remembering Kathy Winslow Weld (1948–2024)

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In 1968, newlyweds Walter and Kathleen Weld took up residence in the Bagg family's rental home on Farm Street in Dover. At the time, the bucolic town had no inkling that the young bride, with no connections with its residents, would almost immediately begin making a strong and lasting impression on her new community.

Born in 1948, not far from San Francisco Bay, California girl Kathleen Winslow had musical talent and ambition that was evident early on, when as a child she would wake up early to practice piano before school. Dreaming of a career as a concert pianist, she left her large family to study music at Wellesley College. But her life took a major turn when, while working as a cook for the Weld family one Cape Cod summer, Kathy met and fell in love with its youngest son, Wally, whom she married shortly after graduation. Although her life would now take a different path, her love of music and playing was destined to touch countless people.

Kathy immediately dove into community involvement, joining the program committee of The Dover Foundation, which recognized her prodigious musical skills and made her an integral part of their theatrical productions. Beginning in 1972 with the musical *Carousel*, she served as the rehearsal and performance pianist for every musical subsequently held, except for the two coinciding with the births of her sons.

Besides her involvement with the Foundation, Kathy shared her musical gifts by teaching at the Dana Hall School of Music in Wellesley, as well as giving private lessons to countless students in her home. A strong patron of the arts, she along with Wally also actively supported Boston's Handel and Haydn Society throughout her life, including through her tenure as Vice Chair of its Board of Governors.

In 2015, the woman who eventually became known as the "Queen of the Keys" was honored for her devoted service by the Foundation, whose board member Sheridan Miller recounts:



*Kathy was not only an exceptionally talented pianist but also that of coach and mentor. Kathy often worked with individual vocalists and groups to help them prepare for auditions, shows, and many cabaret events. It was always understood that if you needed help learning a song Kathy would invite you to her home and around her beautiful piano to spend hours drilling and practicing to help you achieve your best.... Kathy set the bar very high for all of us at The Dover Foundation and inspired us to do more. Her legacy will always be that of a talented and generous friend who gave of her time and talents to help others achieve success.*

In addition to Kathy's cultural contributions, a glance at this *Dover Town Report's* In Memoriam page shows the impressive extent of her civic volunteerism. Despite being a busy mother of four sons, she tirelessly gave much of her energy, enthusiasm, and belief in striving for excellence to everything from the Dover Arts Council and Warrant Committee to the Fence Viewers and Board of Selectmen. She held strong opinions but willingly listened to others and did her part to keep Dover running in a forthright, lawful, and practical manner. She served on the Town Report Committee from 2008 until her death, painstakingly devoted to ensuring that her fellow citizens received accurate information in a timely fashion. As Chair, she led with grace, wit, and wisdom.

According to Wally, one of Kathy's greatest and most satisfying projects was bringing a community center to Dover. Ford Spalding, also involved in the effort, attributed the vision of transforming the former Caryl Elementary School to Kathy, who began working toward that end in 2001. If there was a committee related to the process, Kathy was on it, ultimately serving on seven committees during the complicated, drawn-out project. For her, however, it was a labor of love. Sadly, Kathy would not live to see the completion of the Caryl Community Center, although the recognition she deserves will come at its grand opening in 2025.

Kathy's final act of service to the Town of Dover was to serve on the Parks and Recreation Commission to prepare for the relocation of the Parks and Rec Department into the new building. Director Mark Ghiloni recalls how Kathy "brought the same passion and thoughtful leadership that defined her decades of involvement in town government."

On October 24, 2024, after a short bout with cancer, Kathy died peacefully, surrounded by her loving family. The California girl, with dreams and determination, has left an indelible mark on her New England hometown with an inspiring legacy and a powerful example of what it means to love and serve one's community.

*—Zaiga Alksnitis and Mary Kalamaras, Dover Town Report Committee*



