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CHELMSF

TOWN HALL  
CHELMSFORD

HAPPY 200TH  
AMERICA

CHELMSFORD BAND  
CHELMSFORD, MASS.

TOWN HALL  
CHELMSFORD

# IN MEMORIAM



## ROGER BOYD

Member of Board of Selectmen 1953-1956  
Housing Authority 1970-1976  
Tercentenary Committee 1955  
Died November 21, 1976



## ARNE OLSON

Cemetery Commissioner  
Member-Cemetery Commission 1948-1976  
Died October 30, 1976

*Cover Design By*

Bonita A. Towle  
7 Albina Street  
East Chelmsford, Mass. 01824

*Honorable Mention:*

Edward F. Harris  
16 Gallup Drive  
Chelmsford, Mass. 01824

ANNUAL REPORT  
of the  
**Town of Chelmsford**



FOR THE YEAR ENDING DECEMBER 31,

**1976**

Printed By

**The Rene Press, Inc.**

## GENERAL INFORMATION

|   |   |                        |
|---|---|------------------------|
| Incorporated: .....                       | May, 1655   |                        |
| Type of Government: .....                 | Town Meeting  |                        |
| Location: .....                           | Eastern Massachusetts, bordered by Lowell and Tyngsborough on the North, Billerica on the East, Carlisle on the South, and Westford on the West. It is 24 miles from Boston, 40 miles from Worcester, and 225 miles from New York City. |                        |
| County: .....                             | Middlesex   |                        |
| Land Area: .....                          | 22.54 Square Miles  |                        |
| Population, 1970: .....                   | 31,032  |                        |
| Density, 1970: .....                      | 1,394 persons per square mile   |                        |
| Assessed Valuation, 1976: .....           | \$260,617,615 (Real Estate)   |                        |
|   | \$9,967,600 (Personal Property)   |                        |
| Tax Rate: .....                           | \$41.50   |                        |
| United States Senators in Congress: ..... | Edward W. Brooke, Newton  |                        |
|   | Edward M. Kennedy, Boston   |                        |
| Representatives in Congress:              |   |                        |
| 5th Congressional District .....          | Paul T. Tsongas, Lowell   |                        |
| State Senator:                            |   |                        |
| 7th Middlesex District .....              | Ronald C. McKenzie, Burlington  |                        |
| Representative in General Court:          |   |                        |
| 43rd Middlesex District .....             | Bruce N. Freeman, Chelmsford - Precincts 1, 3, 5, 6, 8, 9, 10, 12   |                        |
| 45th Middlesex District .....             | Philip L. Shea, Lowell - Precincts 2 & 7  |                        |
| 47th Middlesex District .....             | Edward LeLacheur, Lowell - Precincts 4 & 11   |                        |
| Accounting Department .....               | Monday thru Friday .....  | 8:30 a.m. - 5:00 p.m.  |
| Assessors Office .....                    | Monday thru Friday .....  | 8:30 a.m. - 5:00 p.m.  |
|   | except Monday Evenings .....  | 7:00 p.m. - 8:00 p.m.  |
|   | (except June, July & August)  |                        |
| Building Inspector .....                  | Monday thru Friday .....  | 8:30 a.m. - 5:00 p.m.  |
|   | Thursday .....  | 5:00 p.m. - 7:30 p.m.  |
| Board of Health .....                     | Monday thru Friday .....  | 8:30 a.m. - 5:00 p.m.  |
| Highway Department                        |   |                        |
| Office .....                              | Monday thru Friday .....  | 8:30 a.m. - 4:30 p.m.  |
| Garage .....                              | Monday thru Friday .....  | 8:30 a.m. - 4:30 p.m.  |
| Public Libraries                          |   |                        |
| Adams Library .....                       | Monday thru Friday .....  | 10:00 a.m. - 9:00 p.m. |
|   | Saturdays .....   | 10:00 a.m. - 6:00 p.m. |
| MacKay Library .....                      | Monday thru Friday .....  | 2:30 p.m. - 9:00 p.m.  |
|   | Saturday .....  | 2:30 p.m. - 6:00 p.m.  |
| School Superintendent .....               | Monday thru Friday .....  | 8:00 a.m. - 4:30 p.m.  |
| Selectmen's Office .....                  | Monday thru Friday .....  | 8:30 a.m. - 5:00 p.m.  |
| Town Clerk .....                          | Monday thru Friday .....  | 8:30 a.m. - 5:00 p.m.  |
|   | Monday Evenings .....   | 7:00 p.m. - 8:00 p.m.  |
|   | (except June, July & August)  |                        |
| Tax Collector & Treasurer .....           | Monday thru Friday .....  | 8:30 a.m. - 5:00 p.m.  |
|   | Monday Evenings .....   | 7:00 p.m. - 8:00 p.m.  |
|   | (except June, July & August)  |                        |
| Veterans Agent .....                      | Monday thru Friday .....  | 8:30 a.m. - 5:00 p.m.  |

## MEETINGS

|                         |  |                          |
|-------------------------|--|--------------------------|
| Annual Election         | First Saturday in April                | 12 Precincts             |
| Annual Town Meeting     | Last Monday in April                   | McCarthy Jr. High School |
| Selectmen               | Monday - 7:30 P.M.                     | Town Hall                |
| School Committee        | Tuesday - 8:00 P.M.                    | High School              |
| Planning Board          | 7:30 P.M., 2nd & 4th Wed. every month  | Town Hall                |
| Appeals Board           | 7:30 P.M., 4th Thurs. every month      | Town Hall                |
| Conservation Commission | 8:00 P.M., 1st & 3rd Tues. every month | Town Hall                |
| Board of Health         | 7:30 P.M., 2nd Tues. every month       | Town Hall                |
| Housing Authority       | 7:30 P.M., 1st Tues. every month       | 1 Smith Street           |

## ELECTED TOWN OFFICIALS

### Moderator

Daniel J. Coughlin, Jr.  
(Term Expires--1978)

### Town Clerk

Mary E. St.Hilaire  
(Term Expires--1978)

### Board of Selectmen

|                       |                   |
|-----------------------|-------------------|
| Paul C. Hart          | Term expires 1977 |
| Thomas A. Palmer, Jr. | Term expires 1977 |
| Philip L. Currier     | Term expires 1978 |
| Arnold J. Lovering    | Term expires 1979 |
| William R. Murphy     | Term expires 1979 |

### Treasurer & Tax Collector

Philip J. McCormack  
(Term Expires--1978)

### Board of Assessors

|                    |                   |
|--------------------|-------------------|
| Ruth K. Delaney    | Term expires 1977 |
| Janet Lombard      | Term expires 1978 |
| Claude A. Harvey   | Term expires 1979 |
| Richard L. Monahan | Retired 1976      |

### Cemetery Commissioners

|                      |                   |
|----------------------|-------------------|
| Dr. Everett V. Olsen | Term expires 1977 |
| Gerald L. Hardy      | Term expires 1977 |
| Arthur J. Colmer     | Term expires 1978 |
| Arne R. Olsen        | Deceased          |

### Chelmsford Housing Authority

|                    |                   |
|--------------------|-------------------|
| Robert L. Hughes   | Term expires 1978 |
| Claude A. Harvey   | Term expires 1978 |
| Ruth K. Delaney    | Term expires 1980 |
| Richard L. Monahan | Term expires 1981 |
| Roger W. Boyd      | Deceased          |

### Board of Health

|                  |                   |
|------------------|-------------------|
| Paul J. Canniff  | Term expires 1977 |
| Peter Dulchinos  | Term expires 1978 |
| Paul F. McCarthy | Term expires 1979 |

### Nashoba Valley Technical Vocational School District

|                     |                   |
|---------------------|-------------------|
| James M. Harrington | Term expires 1977 |
| Jay M. Knox         | Term expires 1977 |
| Stratos Dukakis     | Term expires 1978 |
| Louis E. Kelly      | Term expires 1979 |

### Park Commissioners

|                     |                   |
|---------------------|-------------------|
| Ralph E. House      | Term expired 1976 |
| J. Joan Schenk      | Term expires 1977 |
| Arthur L. Bennett   | Term expires 1978 |
| Bradford O. Emerson | Term expires 1979 |

### Planning Board

|                         |                   |
|-------------------------|-------------------|
| Peter J. McHugh, Jr.    | Term expired 1976 |
| Eugene E. Gilet         | Term expires 1977 |
| Stephen D. Wojcik       | Term expires 1977 |
| Thomas E. Firth         | Term expires 1978 |
| A. Robert Raab          | Term expires 1979 |
| Henrick R. Johnson, Jr. | Term expires 1979 |
| Carolyn J. Fenn         | Term expires 1979 |
| Ann McCarthy            | Term expires 1980 |

### School Committee

|                     |                   |
|---------------------|-------------------|
| George A. Ripsom    | Term expired 1976 |
| Robert D. Hall      | Term expires 1977 |
| William J. Reynolds | Term expires 1977 |
| Carol C. Cleven     | Term expires 1978 |
| Harry A. Foster     | Term expires 1978 |
| Myra Silver         | Term expires 1979 |

### Sinking Fund Commissioners

|                             |                   |
|-----------------------------|-------------------|
| Francis J. Goode            | Term expired 1976 |
| Kenton P. Wells             | Term expires 1977 |
| Lillian Stott               | Term expires 1977 |
| Eustace B. Fiske (Resigned) | Term expires 1978 |
| Raymond L. Reynolds         | Term expires 1979 |

### Sewer Commissioners

|                     |                   |
|---------------------|-------------------|
| Joseph M. Gutwein   | Term expires 1977 |
| Theodore J. Rapallo | Term expires 1978 |
| Matthew J. Doyle    | Term expires 1979 |

### Trustees of Public Libraries

|                       |                   |
|-----------------------|-------------------|
| James M. Harrington   | Term expired 1976 |
| Jean R. Mansfield     | Term expires 1977 |
| Audrey A. Carragher   | Term expires 1977 |
| Elizabeth A. McCarthy | Term expires 1978 |
| Dr. Howard K. Moore   | Term expires 1978 |
| James M. Geary        | Term expires 1979 |

### Constable

|                   |                   |
|-------------------|-------------------|
| William E. Spence | Term expires 1977 |
|-------------------|-------------------|

### Tree Warden

|             |                   |
|-------------|-------------------|
| Myles Hogan | Term expires 1978 |
|-------------|-------------------|

### Varney Playground Commissioners

#### Elected at Town Meeting

|                      |                   |
|----------------------|-------------------|
| Henry J. Tucker, Jr. | Term expires 1977 |
| Harry J. Ayotte      | Term expires 1978 |
| Robert C. McManimon  | Term expires 1979 |

## APPOINTED TOWN OFFICIALS

### Town Accountant

|               |                   |
|---------------|-------------------|
| Ernest F. Day | Term expires 1977 |
|---------------|-------------------|

### Board of Selectmen, Administrative Assistant

|                  |                   |
|------------------|-------------------|
| Evelyn M. Haines | Term expires 1977 |
|------------------|-------------------|

### Town Counsel

|                     |                    |
|---------------------|--------------------|
| Clement McCarthy    | Resigned-12/31/76  |
| James M. Harrington | Appointed-12/13/76 |

### Chief of Police

Robert E. Germann

### Fire Chief

Frederick H. Reid

### Cemetery Superintendent

|                     |                   |
|---------------------|-------------------|
| George E. Baxendale | Term expires 1977 |
|---------------------|-------------------|

### Park Superintendent

|                |                   |
|----------------|-------------------|
| Donald P. Gray | Term expires 1977 |
|----------------|-------------------|

### Director of Public Health

|                  |                   |
|------------------|-------------------|
| Thomas W. Morris | Term expires 1977 |
|------------------|-------------------|

### Board of Health Physician

|                            |                  |
|----------------------------|------------------|
| Benjamin J. Blechman, M.D. | Resigned 6/30/76 |
| Michael A. Gilchrist, M.D. | Appointed 7/1/76 |

**Superintendent of Streets**

Louis R. Rondeau Term expires 1977

**Dog Officer**Frank J. Wojtas Term expires 1977  
Cheryl L. Constatine (Assistant) Resigned 5/4/76  
Stacia Wojtas (Assistant) Appointed 7/26/76**Special Constable**

Joseph d. Nyhan

**Inspector of Animals**

Dr. Martin A. Gruber Term expires 1977

**Building Inspector**

Peter J. McHugh, Jr. Term expires 1977

**Gas Inspector**

Neal C. Stanley Term expires 1977

**Plumbing Inspector Intermittent Plumbing Inspector**

William H. Shedd Richard M. Kelly

**Scaler of Weights & Measures**

Anthony C. Ferreira

**Town Aide & Council on Aging**

Kathleen Robinson

**Assistant Town Clerk Assistant Assessors**Mildred C. Kershaw (Retired) Evelyn M. Philbrook  
Elizabeth L. Delaney Gail S. Minns**Assistant Treasurer**

Florence M. Ramsay

**Planning Board Clerk Zoning Appeal Board Clerk**

Judith E. Carter Velma Munroe

**Veteran's Grave Officer**

George E. Baxendale Term expires 1977

**Wiring Inspector**

Harold M. Tucke, Jr.

**Recreation Director Town Planner**

Russell Kerr Robert W. Flynn

**Purchasing Agent**

Christos A. Alexion

**Finance Committee**Marvin Schenk Term expires 1978  
Richard McDermott Term expires 1978  
William Edge Term expires 1978  
Peter Curran Term expires 1978  
Richard Sullivan Term expires 1978  
Kathryn E. Hughes Term expires 1979  
James A. Decker Term expires 1979  
Donald McGillivray Resigned  
James Thompson Resigned**Zoning Appeal Board**Marshall Arkin Term expires 1977  
S. Robert Monaco Term expires 1978  
Robert Kydd Term expires 1978  
Carolyn Bennett Term expires 1980  
Charles Higgins Term expires 1981**Alternates**Marguerite Waldron Joseph Dappal  
Daniel Burke**Council on Aging**Gula Boyce William Clarke  
Kathleen Robinson Lillian Gould  
Edna Nelson Mary McAuliffe  
Christina Ahern Sarah M. Dunigan  
Clarence Dane William Marston  
Louise Bishop Chadbourne Ward  
Joan Arcand (Resigned)**Crystal Lake Restoration Committee**Thomas Palmer, Jr. Paul C. Hart  
Edmund Polubinski Peter Dulchinos  
Thomas E. Firth, Jr. Robert R. Gagnon  
Robert C. McManimon Haworth Neild  
John J. Kenney**Lowell Drug Treatment - Share**Donald Butler Edward Fallon  
Marion Yonge**Cable Television Advisory Committee**Stan Norkunas Harold Witt  
Richard Arcand John Carson  
F.D. Cavallari J. Alan Moyer  
Robert McAdam Robert Brooks  
Chris Tournas School Dept. Rep.  
Susan Schleigh Adams Library Rep.**Revolutionary War Bicentennial Commission**George A. Parkhurst Audrey Carragher  
John C. Alden Anna Normand  
Walter R. Hedlund Mary J. Guaraldi  
J. Perry Richardson Hedwig Zabierik  
Charles Marderosian Janet Lombard  
Richard Lahue**Youth Center Advisory Committee**Everett Brown Judy Harrison  
Thomas Dougherty Wendell Luke  
Janet Greeno Dr. Michael Gilchrist  
Melvin Petersen George Weinert  
JoAnn Weisman Elizabeth Marshall  
William R. Murphy Robert Hall  
Jay Finnegan Brian Sullivan  
Norman Douglas**Youth Center Coordinator**

Gary Wolcott

**Historical Commission**Bertha Trubey Term expires 1977  
Audrey Carragher Term expires 1977  
George A. Parkhurst Term expires 1978  
Robert C. Spaulding Term expires 1978  
John P. Richardson Term expires 1978  
John C. Alden Term expires 1979  
Richard Lahue Term expires 1979**Chelmsford Historic District Study Commission**Harold Davis John Alden  
John Balco Charles Watt  
Jane Drury

### Chelmsford Historic District Commission

J. Perry Richardson Term expires 1977  
Robert P. LaPorte Term expires 1977  
Richard Lahue Term expires 1978  
Dr. Paul Canniff Term expires 1978  
Stephen Wojcik Term expires 1979

#### Alternates

Harold J. Davis Charles Watt, Sr.  
Clerk-Barbara Arnold

#### Library Needs Committee

Dr. Howard K. Moore Elizabeth A. McCarthy  
Grace W. Pettee Thomas A. St.Germain

#### Fence Viewers

Reginald Furness Esq.  
Richard D. Harper

#### Highway Administrative Ass't CETA-Coordinator

Pearl Koulas Ralph House

#### Veteran's Agent

Mary McAuliffe

#### Director Veterans Services

William R. Murphy

#### Veteran's Emergency Fund Committee

Dr. Albert Willis Thomas A. Ennis  
Victor Fetro Kenneth A. Cooke  
James J. Walker Peter J. Saulis  
John J. McNulty Melvin DeJager  
George F. Waite Herbert T. Knutson  
Alfred H. Coburn Gerard A. Vayo

#### Personnel Board

David J. McLachlan Peter Vennard  
William J. Hardy (Term Exp.) Marion McCready

#### Recreation Commission

Harry Ayotte Paul Murphy  
Robert Charpentier John Peters  
William Dempster, Jr. Robert Roche  
Joan Murray  
Summer-Director: Donald Babin  
Assistant: Evelyn Newman

#### Home Rule Advisory Committee

Richard F. Burtte John MacPhee  
Denis D. Valdinocci Carol Stark  
Gerald Silver Morton Farber  
Jean-Paul Gravell

#### Weighers of Merchandise

Tom Long Francis J. Sakalinski  
Ted Magiera Joseph Bobola  
Paul Westwood Peter F. McEnaney  
Charles Hacking John Bomal  
Lillian Cabana Leo Gendron  
George Fournier Ovilva Sirois  
Alex Coluchi

#### Environmental Advisory Council Steering Committee

Dr. Ethel Kamien Gene Roberts  
Ina Greenblatt Donald Caless  
Diane Lewis Michael J. Potsaid  
Dorothy Stumpf Gerald F. Locker

### Police Station Addition Committee

Robert E. Germann Paul V. LaHaise  
Bernard L. George Peter McHugh, Jr.  
John H. Kelly, Jr.

#### Town Celebration Committee

Walter R. Hedlund James K. Gifford  
Raymond Day Richard O. Lahue, Sr.

#### Board of Registrars

Edward H. Hilliard Term expires 1977  
Robert J. Noble Term expires 1978  
Michael J. Devine Term expires 1979  
Mary E. St.Hilaire-Ex-Officio

#### Capital Planning & Budgeting Committee

Edward G. Krasnecki Ira S. Parks  
Arnaud Blackadar Thomas E. Firth  
Donald McGillivray A. Robert Raab (Alternate)

#### Civil Defense Committee

George R. Dixon William W. Edge  
Walter R. Hedlund Sgt. Walter Edwards  
Christos Alexion Joseph Staveley  
George J. Brown Melvin DeJager

#### Conservation Commission

Robert E. Howe Term expires 1977  
John McCormack Term expires 1977  
Edward J. Duffy Term expires 1978  
Donald House Term expires 1979  
John Balco Term expires 1979  
Charles Parlee Term expires 1979  
David Merrill Term expires 1979

#### Community Teamwork

Kathleen Robinson

#### Committee to Up-Date Town History

Charles E. Watt, Sr. Charlotte DeWolf  
Julia Fogg Frederick Burne

#### Town Forest Committee

Bruce S. Gullion (Resigned) Kenneth Goggin  
John Smith

#### East Chelmsford Fire Station Building Committee

Walter R. Hedlund Edward G. Quinn  
Edward Hoyt Frederick Reid  
George Dixon

#### North Middlesex Area Commission

Philip L. Currier Selectmen's Rep.  
John J. Kenny Alternate

#### U.N. Day Chairman

Margaret Fudge

#### Mosquito Control Committee

Lawrence McAllister (Resigned) Michael Carr  
Martin Bovey Kenneth Greeno  
Bruce Gullion

#### Special Police Officers For School Traffic Duty

George W. Marinell Halvar Peterson  
Joan Dillon L. Diane Zebny  
Nancy K. Fawcett George Johnson  
Karen Flynn James Morris  
Grace Auger Helen Chafe

**Alternates**

Janet Connor Carol Souza  
Irene Corsetti Jean MacPhail

**Special Police Officers**

**Dog Officer** **Garrison House**  
Frank Wojtas William A. Comeau

**Industrial Development Financing Authority**

Thomas A. Palmer, Jr. Walter Dronzek  
Bradford Emerson Hendrick Johnson  
Gerald Wallace

**Labor Relations Advisory**  
Murphy, Lamere & Murphy

**Police Matrons**

Mary Long Grace Auger  
Emily Peake Nora Clifford

**Custodians of Public Buildings**

Robert Sheridan Town Hall  
John P. Curran Police Station  
Alphonse Varoski Adams Library

**School Building Committee**

Robert M. Sexton, Jr. Paul Krenitsky  
Anthony S. DeProfio Harry F. McKeon, Jr.  
Richard C. Miller Carol C. Cleven  
James A. Sullivan Carol A. DeCarolis  
Louis Murray

**Comprehensive Permitting Committee**

William R. Murphy Chairman Pro-Tem  
Dr. Paul Canniff Bd. of Health Rep.  
Donald House Conservation Comm. Rep.  
Henrick Johnson, Jr. Peter J. McHugh, Jr.

**Town-Wide Cultural Committee**

Marie Geary Mary J. Guaraldi  
Maureen Geary Christos Simorellis  
Rod Morrison Thomas G. Elliot  
Glen Goodsoozian Richard L. Meaney  
Jeanne Glenfield Irene J. Meaney

**Memorial Day Committee for the year 1976**

Leo F. Gorman  
Timothy F. O'Connor Representative Post 366  
Stanley F. Morrison  
Harold F. Woodman Representatives Post 212  
Carl Reedy  
Elbridge W. Hawes  
Donald House Representatives Post 313

**Central Square Committee**

William R. Murphy Robert L. Kydd  
Dr. L. Rodger Currie Gill Sherman  
John M. Handley, Jr. Robert Flynn  
Florence Mulhern Stephen Wojcik

**Kennel Building Committee**

Carl Seidel Charles Feeney  
Frank Wojtas Peter Green  
Dr. Martin Gruber, DVM

**Water District Consolidation Committee-  
Disbanded 6/21/76**

Thomas Monteodorisio Samuel I. Parks  
Ronald Pare James McKeown  
Jo Anne Kelch Michael Devine  
David McCarthy William Murphy  
George Abely

**Department of Public Works Study Committee**

Gerald Silver Joan Schenk  
George Auchy Richard Russell  
Barbara Langworthy Henry J. McClean  
Philip L. Currier - Sel. Rep.

**Flood Prevention Study Committee**

Harold Costa James K. Rogers  
John E. McCormack

**Insurance Advisory Committee**

Roger Welch Henrick Johnson  
Eustace Fiske Peter Dow  
Walter Hedlund

**Ration Board**

Arnold J. Lovering Charles Koulas  
Paul McMillan

**Four-C's Committee**

Kathleen Robinson

**Finance Committee/Board of Selectmen**

**Communication-Sub-Committee**  
Donald McGillivray Thomas A. Palmer, Jr.  
Richard Sullivan William R. Murphy

**Personnel Board/Sel./Fin. Comm./School Comm.**

**Personnel Sub-Committee**  
Robert Hall Thomas A. Palmer, Jr.  
Marion McCready James Decker





## BOARD OF SELECTMEN

At the Board's organizational meeting on April 6, 1976, following the Annual Town Election, Paul C. Hart was elected as Chairman of the Board. Other Board members are: Philip L. Currier, Vice-Chairman; Thomas A. Palmer, Jr., Clerk; William R. Murphy and Arnold J. Lovering.

Highlights of the year's activities are included in the following paragraphs:

As the Licensing Authority, the Board held its usual hearings on the issuance of various licenses and also reviewed licenses which come under their jurisdiction.

In accordance with Town Meeting action, the Town acquired the Emerson Property, 11 North Road, for municipal purposes. During the summer months the house was completely renovated to meet office needs and the outer buildings were demolished. The house is presently being occupied by the Youth Center, Council on Aging, Town Planner, Purchasing Agent and CETA Co-Ordinator.

A Local Growth Policy Committee was appointed in accordance with Chapter 807 of the Acts of 1975. This Committee prepared a final report which was presented to the Board of Selectmen for implementation.

After a meeting with officials of the Town and residents, the Board closed the Youth Center at the Quessy School. The Youth Center Offices have been relocated at the Emerson House and the Quessy School is being used for storage by the Chelmsford Theatrical Society.

The Board met with School Officials and toured the North Town Hall facility. The Selectmen were satisfied that the building was being utilized very effectively, therefore, the Board granted the use of the building to the School Committee for a five-year period.

The Board had received approval from HUD to renovate the School House on Mill Road as a Drop-In Center for the elderly. The application was approved for \$44,000.

The Flood Relief Board approved the contract for the Restoration of Crystal Lake. DeMatteo Construction Company commenced work in early Spring and the project was completed during the month of December.

The boundaries between Chelmsford and Billerica were perambulated.

The Board did not renew their contract with the City of Lowell for use of landfill facility but did, in fact, open the Swain Road Facility for the disposal of waste. The Board has prepared several articles for the 1977 Annual Town Meeting which are as follows: Implement Mandatory Recycling Program; Develop the Swain Road Facility in accordance with the Camp, Dresser and McKee Report; and appraise land for expansion of the landfill.

In conjunction with the Sidewalk Program developed by the Selectmen, sidewalks were constructed on Groton Road and North Road.

In view of the fact that the Grange Hall, located

on Proctor Road, was turned back to the Town, the Selectmen accepted written proposals for the use of the facility. At the conclusion of the public hearings, the Board voted to lease the hall to the Girl Scouts.

During the year, the Selectmen adopted the following policies: Hiring Policy; Mileage Reimbursement Policy; Policy regarding Voting Hours; and Policy regarding Meeting with Town Departments.

Selectmen Murphy has been appointed to the Governor's Local Government Advisory Committee and has been elected as President of the Massachusetts League of Cities and Towns.

The Board has continued its active role in the Massachusetts Selectmen's Association, Middlesex County Advisory Board, Merrimack Valley Selectmen's Association and Massachusetts League of Cities and Towns.

Due to the resignation of Clement McCarthy, the Board appointed James Harrington as Town Counsel. Mr. William Edge, Finance Committee member, was nominated by Town Employees and chosen by the Board of Selectmen as the Outstanding Municipal Employee.

We wish to take this opportunity to thank all Departments, Committees, Commissions and Boards for their accomplishments during this past year.

## TOWN CLERK

Mary E. St. Hilaire, Town Clerk  
Elizabeth L. Delaney, Ass't. Town Clerk

## LICENSES AND VITAL RECORDS

| <u>Sporting Licenses</u>   | <u>Dog Licenses</u> | <u>Kennel Licenses</u> | <u>Marriage Intentions</u> | <u>Recorded Mortgages, Etc.</u> |
|----------------------------|---------------------|------------------------|----------------------------|---------------------------------|
| 1560                       | 2449                | 11                     | 253                        | 459                             |
| <u>Births (Incomplete)</u> |                     | <u>Marriages</u>       | <u>Deaths</u>              |                                 |
| 307                        |                     | 300                    | 232                        |                                 |

## 1976 JURORS DRAWN

The following names were drawn from the 75-76 list.

|     |         |
|-----|---------|
| 112 | 1/26/76 |
| 8   | 1/26/76 |
| 91  | 1/26/76 |
| 37  | 2/23/76 |
| 12  | 2/23/76 |
| 21  | 2/23/76 |
| 7   | 2/23/76 |
| 14  | 3/22/76 |
| 29  | 3/22/76 |
| 39  | 3/22/76 |
| 94  | 3/22/76 |
| 67  | 4/20/76 |
| 4   | 4/20/76 |
| 99  | 4/20/76 |
| 110 | 4/20/76 |
| 65  | 7/12/76 |
| 66  | 7/12/76 |
| 113 | 7/12/76 |

The following names were drawn from the 76-77 list.

|    |          |
|----|----------|
| 45 | 8/23/76  |
| 65 | 8/23/76  |
| 77 | 8/23/76  |
| 94 | 8/23/76  |
| 1  | 9/20/76  |
| 20 | 9/20/76  |
| 59 | 9/20/76  |
| 77 | 9/20/76  |
| 65 | 9/20/76  |
| 94 | 9/20/76  |
| 33 | 10/18/76 |
| 18 | 10/18/76 |
| 53 | 10/18/76 |
| 82 | 10/18/76 |
| 80 | 10/4/76  |
| 78 | 10/4/76  |
| 3  | 11/22/76 |
| 4  | 11/22/76 |
| 25 | 11/22/76 |
| 67 | 11/22/76 |
| 87 | 11/22/76 |
| 79 | 11/22/76 |
| 46 | 12/6/76  |

## 1976-1977 JURY LIST

| Name and Address                                  | Occupation          |
|---|---------------------|
| 1. CALVIN P. ALLEN, 6 Hornbeam Hill Road          | Laborer             |
| 2. EVERETT L. ASHE, 24 Overlook Drive             | Sales               |
| 3. PETER L. BARD, 180 Tyngsboro Road              | Elec. Technician    |
| 4. MELVIN E. BEAN, 163 Old Westford Road          | Inspector           |
| 5. GRACE BEERS, 105 Warren Avenue                 | Clerk               |
| 6. ENID BERNARDI, 8 Queen Street                  | Support Technician  |
| 7. MADELINE P. BRENDEL, 137 Mill Road             | Group Leader        |
| 8. MARYLEES BROSTOWIN, 10 Janet Road              | Engineer            |
| 9. OLIVE BROWN, 25 Mission Road                   | Courier Cit. Clerk  |
| 10. EDWARD J. BUCKLEY, 28 Sprague Avenue          | Mechanic            |
| 11. VICTOR CARIGNAN, 159 Tyngsboro Road           | Fork Lift Operator  |
| 12. LELAND F. CARR, 1 Alamo Circle                | Contracting Officer |
| 13. WALTER K. CETARUK, 20 Singlefoot Road         | Elec. Engineer      |
| 14. WALTER F. CHASE, 10 Lancaster Avenue          | Retired             |
| 15. ARTHUR CLOUGH, 6 Pecos Circle                 | Ind. Engineer       |
| 16. JOHN P. CONANT, 5 Herbert Road                | Mech. Engineer      |
| 17. MARILYN D. COWAN, 270 Littleton Road          | Office Worker       |
| 18. MAURICE CRONIN, 4 Algonquin Road              | Carpenter           |
| 19. ANNE J. CUNNINGHAM, 30 Robert Bigelow Street  | Assembler           |
| 20. DAVID F. CUSHING, 15 Trotting Road            | Engineer            |
| 21. JOSEPH DAPPAL, 8 Topeka Road                  | Gen. Manager        |
| 22. IRENE DEWARE, 5 Gelding Road                  | Secretary           |
| 23. PAUL R. DRAGON, 117 Graniteville Road         | Accountant          |
| 24. KENNETH P. DUMAIS, 11 Spaulding Road          | Receiver            |
| 25. LUCY M. EVANS, 15 Porter Road                 | Housewife           |
| 26. WILLIAM E. FLYNN, 87 Pine Hill Road           | Designer            |
| 27. WILLIAM J. FULTON, 144 High Street            | Retired             |
| 28. GREGORY L. GARDNER, 10 Footpath Road          | Project Mgr.        |
| 29. RICHARD J. GAVIN, SR., 6 Monument Hill Road   | Job Analyst         |
| 30. ROBERT A. GILINSON, 8 Fuller Road             | Elec. Engineer      |
| 31. LOIS M. GOODICK, 225 Acton Road               | Housewife           |
| 32. ROBERT A. GRAY, JR., 11 Horseshoe Road        | Engineer            |
| 23. EMMA G. HANSEN, 9 Arbor Road                  | Housewife           |
| 34. OSWALD G. HAYES, JR., 18 Sprague Avenue       | Engineer            |
| 35. FRANCES E. HILL, 14 Carriage Drive            | Housewife           |
| 36. JAMES C. HUFFMAN, 35 Abbott Lane              | Mathmetician        |
| 37. MARY K. HUBBARD, 25 Robin Hill Road           | Housewife           |
| 38. MARY A. HURLBURT, 93 Richardson Road          | Housewife           |
| 39. GORDON F. ISLEIB, 14 Sleigh Road              | Engineer            |
| 40. PAUL J. KAMPAS, 11 Trotting Road              | Engineer            |
| 41. CLAIRE M. KELLY, 61 High Street               | Housewife           |
| 42. JOSEPHINE KOKOSKA, 30 Arbor Road              | Secretary           |
| 43. JEAN KYDD, 71 Elm Street                      | Housewife           |
| 44. ARMAND LALIBERTE, 19 Chatham Road             | Air Traffic Control |
| 45. JANET M. LANGENFELD, 8 Coach Road             | Housewife           |
| 46. MARIE B. LATOUCHE, 196 North Road             | Hair Stylist        |
| 47. RUSSELL C. LAWSON, 70 Boston Road             | Cab Driver          |
| 48. HAROLD A. LECCESE, 8 Howard Road              | Engineer            |
| 49. JEAN C. LONG, 12 Berkshire Road               | Housewife           |
| 50. JOHN T. LUEBBERS, JR., 17 Hitchinpost Road    | Salesman            |
| 51. NEOMA FAY MACKAY, 6 Princess Avenue           | Assembler           |
| 52. FRANCIS D. MALONEY, 12 Laredo Drive           | Field Engineer      |
| 53. RUTH F. MARSHALL, 24 Sleigh Road              | Elec. Assembler     |
| 54. SHARON V. MCGRATH, 140 Dalton Road            | Secretary           |
| 55. JOANNE L. NICHOLSON, 13 Temi Road             | Claims Clerk        |
| 56. WILLIAM H. PALMER, JR., 300 Old Westford Road | Sheet Metal Worker  |
| 57. WILLIAM PESTANA, 57 Manning Road              | Shipper             |
| 58. VINCENZA PHELPS, 30 Worthen Street            | Banker              |
| 59. AUSTIN J. RALLS, 64 Dunstable Road            | Business Manager    |
| 60. LOUISE I. REMICK, 219 Westford Street         | Housewife           |
| 61. JUTTA I. RICHARDS, 13 Ranch Road              | Housewife           |
| 62. NORMAN H. RUSSELL, 216 Graniteville Road      | Sales Executive     |
| 63. BETTY A. SCRIBNER, 14 Brentwood Road          | Housewife           |
| 64. JAMES A. SEYBOLD, 8 Richardson Road           | Mechanic            |
| 65. MURIEL C. SIDEL, 9 Horseshoe Road             | Clerk               |

|   |                 |
|---|-----------------|
| 66. THOMAS E. SIMMONS, 17 Cove Street           | Engineer        |
| 67. FRANK G. SNOOK, 172 Proctor Road            | Supervisor      |
| 68. WAYNE A. SOUSA, 8 Jerridge Lane             | Truck Driver    |
| 69. KAREN SWEENEY, 4 Lord Road                  | Cashier         |
| 70. SUSAN M. TRAINOR, 20 Stearns Street         | Assembler       |
| 71. FAITH ANN TUCKE, 67 North Road              | Lab Technician  |
| 72. DAVID B. ULLOM, 11 Sunset Avenue            | Lowell Gas      |
| 73. SHERWOOD WARREN, 12 Walnut Road             | Coordinator     |
| 74. EDWARD R. WHITWORTH, SR., 37 Harding Street | Retired         |
| 75. RACHEL E. WINSHIP, 117 Westford Street      | Housewife       |
| 76. BYRON ZAKOS, 231 Groton Road                | Truck Driver    |
| 77. HENRY R. ZUKOWSKI, 123 Groton Road          | Machinist       |
| 78. FRANCES B. WILKINSON, 328 Old Westford Road | Cashier         |
| 79. JAMES J. TANSEY, 6 Mout Pleasant            | Janitor         |
| 80. DOLORES H. STROBL, 46 Hornbeam Hill Road    | Housewife       |
| 81. ELIZABETH M. STANTON, 270 Littleton Road    | Secretary       |
| 82. ANDREW F. SHEEHAN, 221B Pine Hill Road      | Electrician     |
| 83. MARILYN L. PYNE, 10 Prancing Road           | Housewife       |
| 84. SAMUEL L. OTTEY, 314 Old Westford Road      | Retired         |
| 85. KENNETH A. O'BRIEN, 7 Muriel Road           | CPA             |
| 86. WILLIAM O'HARA, 17 Baldwin Road             | Salesman        |
| 87. MINGTZER M.T. MIU, 5 Chestnut Hill Road     | Engineer        |
| 88. IRENE A. MCHUGH, 126 Pine Hill Road         | Housewife       |
| 89. SUSAN L. MCCARTHY, 5 Mission Road           | Clerk Typist    |
| 90. RICHARD H. MCCALL, 15 Sleigh Road           | Supervisor      |
| 91. DEBORAH MARCAURELLE, 3 Maple Avenue         | Housewife       |
| 92. CHARLES M. LEHAN, SR., 17 Parlee Road       | Service Foreman |

## 1975-1976 JURY LIST

| Name and Address                              | Occupation                  |
|---|-----------------------------|
| 1. FRED ADAMS, Sinai Circle                   | Tester                      |
| 2. RAMON ARRUDA, 9 Prairie Road               | Sales Manager               |
| 3. ROBERT P. BELANGER, 83 Dunstable Road      | Dir. of Food Service        |
| 4. DOROTHY G. BORROWS, 62 Hornbeam Hill Road  | Manager                     |
| 5. ROGER BURKE, 21 Dunstable Road             | Driver                      |
| 6. FRANCES F. CAMPBELL, 55 Locke Road         | Housewife                   |
| 7. EDWARD D. CIAMPA, 26 Marinel Avenue        | Testman                     |
| 8. ROLAND J. CONWAY, 30 McIntosh Road         | Dir. of Advertising         |
| 9. DAVID J. CUNHA, 144 Littleton Road         | Owner-Manager               |
| 10. ALBERT J. ALLARD, 31 Overlook Drive       | VP and Sales Manager        |
| 11. JOHN J. AVILA, JR., 15 Gay Street         | Truck Driver                |
| 12. MICHELLE BENNETT, 25 Cathy Road           | Cashier                     |
| 13. JAMES L. BROWN, 16 Essex Place            | Group Leader                |
| 14. ARTHUR I. BUTLER, 8 Lantern Lane          | Design Analyst              |
| 15. ANTHONY P. CELLINI, 249 Graniteville Road | Foreman                     |
| 16. NANCY P. CLARK, 54 Westford Street        | Housewife                   |
| 17. PAUL L. COSTANTINO, 23 Charlemont Court   | Senior Accountant           |
| 18. MARY E. CUSHING, 188 Mill Road            | Receptionist                |
| 19. FLORENCE M. ANDERSON, 7 Sierra Drive      | Housewife/P/T Piano Teacher |
| 20. EDWARD BARCUS, 10 Chestnut Hill Road      | Silk Screener               |
| 21. KENNETH W. BO CZAR, 11 Kiberd Drive       | Truck Maint. Supt.          |
| 22. JOSEPH W. BUCCERI, 2 Johnson Road         | Engineer                    |
| 23. MARY F. CAIN, 40 Graniteville Road        | Homemaker                   |
| 24. LEON A. CHASE, 1 Main Street              | Retired                     |
| 25. CAROL A. COLBOURNE, 31 Algonquin Road     | Unemployed                  |
| 26. CHERYL L. DAPPAL, 8 Topeka Road           | Teacher                     |
| 27. ANTHONY J. DECAROLIS, 17 Overlook Road    | VP-Sales Manager            |
| 28. JOHN P. DIROCCO, 17 Marose Avenue         | Repair Technician           |
| 29. RICHARD T. DRONSEIKO, 19 Hitchinpost Road | Design Engineer             |
| 30. HARRIETTE FARRINGTON, 34 Dalton Road      | Bookkeeper                  |
| 31. JAMES J. FOX, JR., 142 Boston Road        | Secretary                   |
| 32. JOSEPH A. GEOFFREY, 106 Wightman Street   | Machine Technician          |
| 33. JOSEPH J. GRAVELLE, 34 North Road         | Self-Employed-Gen. Contr.   |
| 34. DAVID F. HADLEY, 64 School Street         | Service Technician          |

|   |                         |
|---|-------------------------|
| 35. ROBERT L. HARMON, JR., 53 Warren Avenue     | Material Control        |
| 36. CATHERINE HILL, 14 Carriage Drive           | Cook                    |
| 37. EDWARD I. DEIBERT, 134 Boston Road          | Cabinet Maker           |
| 38. ROBERT E. DONALDSON, JR., 29 Warren Avenue  | Truck Driver            |
| 39. CECELIA FERREIRA, 39 Marshall Street        | Lab. Technician         |
| 40. ANN M. FRENCH, 9 Jensen Avenue              | At Home                 |
| 41. BARRY M. GILMAN, 21 Thomas Drive            | Dir. of Mat'l. Services |
| 42. MARION H. GREENWOOD, 2 Juniper Street       | Housewife               |
| 43. RICHARD A. HALLION, 22 Sleigh Road          | Truck Driver            |
| 44. CATHERINE HEHIR, 25 Church Street           | Assembler               |
| 45. CHARLES P. HOEFLER, 21 Charlemont Court     | Bank Manager            |
| 46. PATRICIA A. DEYOUNG, 36 Miland Avenue       | Housewife               |
| 47. JAMES T. DOSSETT, 14 Lantern Lane           | Manufacturing Mgr.      |
| 48. ROBERT R. EGAN, 221 Mill Road               | Education Consultant    |
| 49. ANNE M. FLEMING, 1 Manor Circle             | Student                 |
| 50. ALLAN T. GALPIN, JR., 70 Davis Road         | Senior Staff Analyst    |
| 51. BARBARA D. GOGGIN, 38 Janet Road            | Legal Secretary         |
| 52. J.W. GROVE, 7 Buckman Drive                 | Product Manager         |
| 53. MARTIN J. HANNON, 20 Carriage Drive         | Technician              |
| 54. SAMUEL T. HERRICK, JR., 21 Marina Road      | Sales Executive         |
| 55. EDWARD P. HOPEY, 70 Hunt Road               | Computer Mfg.           |
| 56. HUGH F. KEANEY, 81 Dalton Road              | Social Worker           |
| 57. EUGENE S. KILLMON, JR., 6 Comanche Circle   | Project Manager         |
| 58. JOHN S. LACHUT, 14 Sherman Street           | Unemployed              |
| 59. JULIA ELIZABETH LEWIS, 12 Longview Drive    | Student                 |
| 60. ALBERT A. MARCHAND, 14 Manahan Street       | Custodian               |
| 61. JOHN E. MCMANUS, 11 Hitchinpost Road        | Personnel Director      |
| 62. RUTH D. MERRILL, 75 North Road              | At Home                 |
| 63. EVA A. MORIN, 143 High Street               | Unemployed              |
| 64. ROBERT E. OSBORNE, 20 Russell Road          | Meat Cutter             |
| 65. THOMAS J. PELLETIER, 10 Pilgrim Road        | Student                 |
| 66. MARION R. KELLEY, 24 Bridge Street          | Manager                 |
| 67. ERNEST G. KISLEY, 19 Chestnut Hill Road     | Supervisor              |
| 68. JOSEPH T. LAMOUREUX, 5 Edgewood Street      | Machine Operator        |
| 69. BEVERLY A. MACKEY, 4 Wiede Street           | Housewife               |
| 70. JOSEPH T. MAYHAN, SR., 9 Green Valley Drive | Manager                 |
| 71. WILLIAM J. MCCARTHY, 180 Tyngsboro Road     | Engineer                |
| 72. CHARLES E. MILLER, 21 Johnathan Lane        | Consultant              |
| 73. BRENDEN G. MUNGOVAN, 61 Church Street       | Mfg. Test Technician    |
| 74. REGINALD J. PALASKI, 11 Dennison Road       | Store Owner             |
| 75. JOHN T. PIERCE, 50 Hall Road                | Tech. Staff             |
| 76. EDWIN KENNERLY, 4 Woodhead Road             | Project Engineer        |
| 77. J.C. KRAMER, 27 Sandra Drive                |                         |
| 78. HARRY M. LEONARD, JR., 9 Brush Hill Road    | Manager                 |
| 79. JOHN MAGNUSON, 289 Action Road              | Accountant              |
| 80. JOHN T. MCCARTHY, 4 Starlight Avenue        | Unemployed              |
| 81. MARTY K. MCLAIN, 310 Old Westford Road      | Student                 |
| 82. CAROLYN A. MOODY, 23 Billerica Road         | Supervisor              |
| 83. STELLA OCZKOWSKI, 274 Billerica Road        | Horticulturist          |
| 84. DUNCAN PATRIQUIN, 10 Clarissa Road          | Warehouseman            |
| 85. EVERETT A. PORTEOUS, 270 Littleton Road     | Laborer                 |
| 86. ROBERT D. PRESCOTT, 43 Highland Avenue      | Clerk                   |
| 87. DORIS L. REIMER, 13 Abbott Lane             | Housewife               |
| 88. JOHN H. ROSS, 10 Kiberd Drive               | Student                 |
| 89. FRED W. SCHRIM, 5 Sandra Drive              | Machinist               |
| 90. OLIVER C. SHELDON, 43 Clarissa Road         | Engineer                |
| 91. LORRAINE M. STAUFFER, 17 Pleasant Street    | At Home                 |
| 92. MURIEL SWEET, 47 Dunstable Road             | Bank Teller             |
| 93. THOMAS J. TEVLIN, 10 Bartlett Street        | Manager                 |
| 94. LUISE WADSWORTH, 279 Mill Road              | Administrator           |
| 95. JOANNE L. WILSON, 8 Amherst Street          | Nurses Aid              |
| 96. ELIZABETH K. PUROL, 18 Samuel Road          | Housewife               |
| 97. FELIX ROBERTS, 14 Bishop Street             | Foreman                 |
| 98. BEATRICE F. RUSSELL, 216 Graniteville Road  | At Home                 |
| 99. PAUL C. SCRIBNER, 14 Brentwood Road         | Salesman                |
| 100. EILEEN M. SIMPSON, 57 Main Street          | Animal Breeder          |
| 101. PAUL A. STUART, 39 Berkeley Drive          | Project Manager         |
| 102. JANICE T. SWIDERSKI, 39 Abbott Lane        | Housewife               |
| 103. NORMAN TREMBLAY, 60 Gay Street             | Driver/Counterman       |
| 104. DOROTHY WERLICH, 39 Old Stage Road         | Sales Representative    |

105. MARCY R. YURICK, 270 Littleton Road  
 106. MAURICE RACETTE, 250 Dunstable Road  
 107. ELIZABETH L. ROESSLER, 3 Raymond Road  
 108. JAMES W. SAULNIER, JR., 17 Regina Drive  
 109. THEODORE G. SHAMP, 35 Longmeadow Road  
 110. WAYNE R. ST.ONGE, 58 High Street  
 111. RICHARD J. SULLIVAN, 29 Sleigh Road  
 112. FRANKLIN W. TAYLOR, 20 Sharon Avenue  
 113. JOAN TURK, 9 Chelmsford Street  
 114. DAVID R. WILCOX, 205 Graniteville Road  
 115. BARBARA J. ENGEL, 305 Acton Road

Keypunch Supervisor  
 Clerk  
 Assistant Director  
 Contractor/Gen. Mgr.  
 Senior Engineer  
 Letter Carrier  
 Self-employed/Sales  
 Manager  
 Accountant  
 Social Worker

**TOWN WARRANT FOR  
 PRESIDENTIAL PRIMARY  
 March 2, 1976**

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

To the Constable, or any other suitable person of the  
 Town of Chelmsford:

GREETING:

In the name of the Commonwealth aforesaid, you are  
 hereby requested to notify and warn the legal voters of  
 said Chelmsford to meet in their several polling places,  
 viz:

|              |  |
|--------------|--|
| Precinct 1.  | McFarlin School - All Purpose Room                       |
| Precinct 2.  | North Elementary School Auditorium                       |
| Precinct 3.  | Colonel Moses Parker Junior High<br>School Band Room     |
| Precinct 4.  | East Chelmsford School                                   |
| Precinct 5.  | Byam School Cafeteria                                    |
| Precinct 6.  | Westlands School Cafeteria                               |
| Precinct 7.  | North Elementary School Auditorium                       |
| Precinct 8.  | Small Gymnasium, C. Edith McCarthy<br>Junior High School |
| Precinct 9.  | South Row School Auditorium                              |
| Precinct 10. | South Row School Auditorium                              |
| Precinct 11. | Westlands School Cafeteria                               |
| Precinct 12. | Fire House - Old Westford Road                           |

On Tuesday, the 2nd day of March, 1976, being the  
 first Tuesday in said month, at Eight o'clock a.m. for the  
 following purposes:

To bring in their votes to the Primary Officers for the  
 Election of Candidates of Political Parties for the follow-  
 ing offices:

Presidential Preference  
 District Members of State Committee (one man and  
 one woman for each Political Party for the Fifth  
 Middlesex Senatorial District)  
 Thirty-five (35) Members of the Democratic Town  
 Committee  
 Thirty-five (35) Members of the Republican Town  
 Committee  
 Ten (10) Members of the American Town Committee

The polls will be open from 8:00 AM to 8:00 PM.

Hereof fail not and make return of this warrant with  
 your doings thereon at the time and place of said  
 meeting.

Given under our hands this 23rd day of February,  
 A.D., 1976.

S/Arnold J. Lovering, Chairman  
 S/Paul C. Hart, Vice Chairman  
 S/William R. Murphy, Clerk  
 S/Thomas A. Palmer, Jr.  
 S/Philip L. Currier

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

February 24, 1976

Pursuant to the within Warrant, I have notified and  
 warned the inhabitants of the Town of Chelmsford by  
 posting up attested copies of same at the following places,  
 to wit: McFarlin School - All Purpose Room, North Ele-  
 mentary School Auditorium, Colonel Moses Parker Jun-  
 ior High School Band Room, East Chelmsford  
 School, Byam School Cafeteria, Westlands School  
 Cafeteria, North Elementary School Auditorium, Small  
 Gymnasium, C. Edith McCarthy Junior High School,  
 South Row School Auditorium, South Row School Audi-  
 torium, Westlands School Cafeteria, and Fire House -  
 Old Westford Road seven days at least before the time  
 appointed for holding the meeting aforesaid.

S/William E. Spence  
 Posted 2/24/76

**DEMOCRATIC PRESIDENTIAL PRIMARY**  
**March 2, 1976**

|                                | Prec.<br>1 | Prec.<br>2 | Prec.<br>3 | Prec.<br>4 | Prec.<br>5 | Prec.<br>6 | Prec.<br>7 | Prec.<br>8 | Prec.<br>9 | Prec.<br>10 | Prec.<br>11 | Prec.<br>12 | Total        |
|--------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|--------------|
| <b>PRESIDENTIAL PREFERENCE</b> |            |            |            |            |            |            |            |            |            |             |             |             |              |
| Robert L. Kelleher             | 0          | 1          | 0          | 0          | 0          | 1          | 1          | 0          | 1          | 2           | 0           | 7           |              |
| George C. Wallace              | 31         | 29         | 40         | 36         | 33         | 35         | 42         | 21         | 32         | 60          | 30          | 47          | 436          |
| Ellen McCormack                | 4          | 8          | 20         | 0          | 10         | 15         | 3          | 9          | 4          | 13          | 8           | 13          | 107          |
| Terry Sanford                  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0            |
| Lloyd Bentsen                  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0            |
| Fred R. Harris                 | 21         | 19         | 18         | 12         | 25         | 12         | 16         | 12         | 13         | 24          | 18          | 22          | 212          |
| Milton J. Shapp                | 11         | 2          | 21         | 4          | 17         | 13         | 5          | 4          | 15         | 16          | 7           | 23          | 138          |
| Birch Bayh                     | 33         | 7          | 26         | 9          | 14         | 20         | 11         | 13         | 13         | 50          | 13          | 20          | 229          |
| Jimmy Carter                   | 36         | 37         | 69         | 32         | 55         | 51         | 46         | 29         | 33         | 64          | 44          | 68          | 564          |
| R. Sargent Shriver             | 19         | 14         | 24         | 5          | 12         | 25         | 21         | 13         | 12         | 23          | 18          | 8           | 194          |
| Henry M. Jackson               | 68         | 80         | 115        | 62         | 81         | 75         | 60         | 66         | 83         | 94          | 60          | 84          | 928          |
| Morris K. Udall                | 83         | 43         | 82         | 35         | 70         | 75         | 45         | 43         | 55         | 115         | 71          | 94          | 811          |
| No Preference                  | 3          | 1          | 6          | 2          | 6          | 3          | 1          | 2          | 2          | 4           | 5           | 1           | 36           |
| Write-In                       | 13         | 4          | 9          | 4          | 11         | 5          | 9          | 7          | 3          | 10          | 10          | 8           | 93           |
| Blanks                         | 3          | 0          | 1          | 7          | 2          | 1          | 4          | 2          | 0          | 2           | 7           | 2           | 31           |
| <b>TOTAL</b>                   | <b>325</b> | <b>245</b> | <b>431</b> | <b>208</b> | <b>336</b> | <b>331</b> | <b>264</b> | <b>222</b> | <b>265</b> | <b>476</b>  | <b>293</b>  | <b>390</b>  | <b>3,786</b> |
| <b>STATE COMMITTEE</b>         |            |            |            |            |            |            |            |            |            |             |             |             |              |
| John F. Cogan, Jr.             | 204        | 154        | 257        | 137        | 225        | 222        | 181        | 138        | 170        | 288         | 205         | 215         | 2,396        |
| Write-In                       | 1          |            |            |            |            |            |            |            |            |             | 2           |             | 3            |
| Blanks                         | 120        | 91         | 174        | 71         | 111        | 109        | 83         | 84         | 95         | 188         | 86          | 175         | 1,387        |
| <b>TOTAL</b>                   | <b>325</b> | <b>245</b> | <b>431</b> | <b>208</b> | <b>336</b> | <b>331</b> | <b>264</b> | <b>222</b> | <b>265</b> | <b>476</b>  | <b>293</b>  | <b>390</b>  | <b>3,786</b> |
| <b>STATE COMMITTEE</b>         |            |            |            |            |            |            |            |            |            |             |             |             |              |
| Jean E. Rubenstein             | 189        | 142        | 237        | 123        | 211        | 210        | 154        | 133        | 156        | 292         | 187         | 214         | 2,248        |
| Write-In                       | 1          |            | 1          |            | 1          |            |            |            |            |             | 3           |             | 6            |
| Blanks                         | 135        | 103        | 193        | 85         | 124        | 121        | 110        | 89         | 109        | 184         | 103         | 176         | 1,532        |
| <b>TOTAL</b>                   | <b>325</b> | <b>245</b> | <b>431</b> | <b>208</b> | <b>336</b> | <b>331</b> | <b>264</b> | <b>222</b> | <b>265</b> | <b>476</b>  | <b>293</b>  | <b>390</b>  | <b>3,786</b> |
| <b>TOWN COMMITTEE</b>          |            |            |            |            |            |            |            |            |            |             |             |             |              |
| Dorothy G. Borrows             | 148        | 110        | 192        | 107        | 174        | 154        | 122        | 108        | 132        | 221         | 154         | 186         | 1,808        |
| Daniel J. Coughlin, Jr.        | 163        | 127        | 211        | 104        | 176        | 176        | 134        | 126        | 148        | 236         | 154         | 210         | 1,965        |
| Charles E. Cummings            | 140        | 108        | 185        | 105        | 165        | 150        | 120        | 95         | 126        | 214         | 142         | 183         | 1,733        |
| Joseph J. Dappal               | 141        | 100        | 179        | 98         | 178        | 131        | 121        | 102        | 138        | 250         | 139         | 187         | 1,764        |
| Ruth K. Delaney                | 167        | 124        | 202        | 119        | 183        | 185        | 134        | 124        | 147        | 241         | 183         | 218         | 2,027        |
| Michael J. Devine              | 143        | 102        | 178        | 120        | 168        | 135        | 125        | 98         | 130        | 218         | 139         | 178         | 1,734        |
| William J. Donovan, Jr.        | 156        | 113        | 196        | 102        | 174        | 163        | 130        | 109        | 142        | 222         | 162         | 189         | 1,858        |
| Matthew J. Doyle, Jr.          | 149        | 105        | 195        | 106        | 175        | 152        | 126        | 107        | 134        | 232         | 142         | 186         | 1,809        |
| Stratos G. Dukakis             | 153        | 111        | 205        | 100        | 181        | 144        | 127        | 108        | 140        | 237         | 139         | 211         | 1,856        |
| Margaret C. Fox                | 151        | 109        | 185        | 106        | 173        | 141        | 122        | 101        | 144        | 230         | 140         | 190         | 1,792        |
| James M. Geary, Jr.            | 180        | 125        | 220        | 112        | 189        | 167        | 137        | 130        | 160        | 257         | 159         | 217         | 2,053        |
| James M. Harrington            | 164        | 116        | 204        | 103        | 176        | 168        | 130        | 103        | 138        | 226         | 146         | 188         | 1,862        |
| Louise M. Harrington           | 159        | 109        | 191        | 108        | 174        | 146        | 126        | 102        | 138        | 233         | 155         | 191         | 1,832        |
| Daniel J. Hart                 | 177        | 123        | 224        | 125        | 181        | 181        | 147        | 125        | 155        | 251         | 167         | 206         | 2,062        |
| Janet T. Laughlin              | 152        | 105        | 188        | 102        | 172        | 151        | 128        | 105        | 134        | 226         | 150         | 187         | 1,800        |
| Peter M. Laughlin              | 147        | 105        | 183        | 104        | 166        | 142        | 123        | 96         | 130        | 216         | 144         | 182         | 1,738        |
| Mary H. Long                   | 165        | 118        | 190        | 107        | 177        | 174        | 139        | 105        | 133        | 226         | 187         | 196         | 1,917        |
| Thomas F. Markham, Jr.         | 162        | 129        | 233        | 121        | 182        | 172        | 141        | 135        | 151        | 242         | 154         | 221         | 2,043        |
| Mary E. McCarthy               | 158        | 109        | 191        | 105        | 180        | 155        | 130        | 106        | 129        | 223         | 159         | 196         | 1,841        |
| Paul F. McCarthy               | 158        | 109        | 206        | 101        | 172        | 148        | 130        | 110        | 131        | 230         | 139         | 196         | 1,830        |
| Marion E. McCreedy             | 146        | 101        | 188        | 102        | 176        | 159        | 127        | 103        | 130        | 223         | 144         | 188         | 1,787        |
| Dolores E. McGuire             | 145        | 99         | 187        | 99         | 168        | 134        | 127        | 101        | 129        | 217         | 139         | 188         | 1,733        |
| Mary B. McNally                | 143        | 106        | 187        | 103        | 168        | 161        | 129        | 97         | 130        | 214         | 150         | 192         | 1,780        |
| Carl A. Olsson                 | 150        | 109        | 184        | 101        | 168        | 149        | 126        | 101        | 133        | 214         | 156         | 189         | 1,780        |
| Judith A. Olsson               | 149        | 103        | 182        | 97         | 172        | 147        | 126        | 102        | 133        | 217         | 156         | 192         | 1,776        |
| Emily A. Peake                 | 148        | 105        | 181        | 111        | 166        | 131        | 124        | 96         | 138        | 213         | 152         | 181         | 1,746        |
| Mary E. St. Hilaire            | 181        | 133        | 245        | 118        | 210        | 203        | 157        | 139        | 160        | 269         | 186         | 236         | 2,237        |
| Robert E. Sayers               | 147        | 109        | 190        | 97         | 167        | 141        | 120        | 107        | 132        | 210         | 133         | 183         | 1,736        |

|                     |        |       |        |       |        |        |       |       |       |        |        |        |         |
|---------------------|--------|-------|--------|-------|--------|--------|-------|-------|-------|--------|--------|--------|---------|
| Richard J. Sullivan | 151    | 106   | 196    | 101   | 181    | 138    | 124   | 99    | 133   | 222    | 140    | 185    | 1,776   |
| Robert A. Sheridan  | 145    | 111   | 201    | 101   | 172    | 136    | 125   | 100   | 137   | 215    | 144    | 193    | 1,780   |
| Thomas A. Wall      | 145    | 108   | 184    | 98    | 183    | 137    | 114   | 98    | 131   | 215    | 136    | 183    | 1,732   |
| Edmund J. Welch     | 146    | 121   | 177    | 105   | 166    | 155    | 129   | 95    | 127   | 210    | 148    | 176    | 1,755   |
| M. Angelique White  | 138    | 104   | 185    | 100   | 166    | 138    | 118   | 91    | 126   | 211    | 142    | 181    | 1,700   |
| Mary E. White       | 153    | 107   | 187    | 107   | 166    | 175    | 124   | 107   | 132   | 222    | 152    | 191    | 1,823   |
| Stephen D. Wojcik   | 172    | 114   | 209    | 111   | 185    | 161    | 141   | 118   | 147   | 244    | 149    | 195    | 1,946   |
| Write-In            | 1      |       |        |       | 1      |        |       |       |       |        |        |        |         |
| Blanks              | 5,982  | 4,682 | 8,244  | 3,574 | 5,629  | 6,185  | 4,737 | 4,021 | 4,477 | 8,713  | 4,974  | 6,879  | 68,097  |
| TOTAL               | 11,375 | 8,575 | 15,085 | 7,280 | 11,760 | 11,585 | 9,240 | 7,770 | 9,275 | 16,660 | 10,255 | 13,650 | 132,510 |

**REPUBLICAN PRESIDENTIAL PRIMARY  
March 2, 1976**

|                                | Prec.<br>1 | Prec.<br>2 | Prec.<br>3 | Prec.<br>4 | Prec.<br>5 | Prec.<br>6 | Prec.<br>7 | Prec.<br>8 | Prec.<br>9 | Prec.<br>10 | Prec.<br>11 | Prec.<br>12 | Total |
|--------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|-------|
| <b>PRESIDENTIAL PREFERENCE</b> |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Ronald W. Reagan               | 51         | 26         | 76         | 21         | 53         | 48         | 33         | 42         | 30         | 57          | 27          | 66          | 530   |
| Gerald R. Ford                 | 106        | 40         | 86         | 23         | 106        | 91         | 64         | 70         | 41         | 85          | 86          | 54          | 852   |
| No Preference                  | 4          | 5          | 6          | 1          | 2          | 2          | 1          | 3          | 3          | 3           | 2           | 3           | 35    |
| Write-In                       | 5          | 2          | 1          | 3          | 16         | 1          | 2          | 2          | 4          | 2           | 3           | 2           | 43    |
| Blanks                         | 0          | 2          | 3          | 3          | 0          | 2          | 3          | 1          | 0          | 1           | 2           | 0           | 17    |
| TOTAL                          | 166        | 75         | 172        | 51         | 177        | 144        | 103        | 118        | 78         | 148         | 120         | 125         | 1,477 |
| <b>STATE COMMITTEE</b>         |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Lawrence Braverman             | 5          | 2          | 3          | 2          | 10         | 9          | 4          | 1          | 3          | 9           | 1           | 7           | 56    |
| Peter Dulchinos                | 85         | 44         | 104        | 21         | 76         | 67         | 40         | 64         | 33         | 65          | 49          | 72          | 720   |
| William H. Levison             | 0          | 1          | 14         | 2          | 6          | 2          | 2          | 2          | 10         | 6           | 3           | 0           | 48    |
| David M. McLachlan             | 46         | 21         | 32         | 19         | 64         | 42         | 42         | 35         | 27         | 51          | 43          | 24          | 446   |
| Blanks                         | 30         | 7          | 19         | 7          | 21         | 24         | 15         | 16         | 5          | 17          | 24          | 22          | 207   |
| TOTAL                          | 166        | 75         | 172        | 51         | 177        | 144        | 103        | 118        | 78         | 148         | 120         | 125         | 1,477 |
| <b>STATE COMMITTEE</b>         |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Clara F. Tubby                 | 59         | 23         | 59         | 15         | 48         | 44         | 43         | 33         | 24         | 34          | 46          | 31          | 459   |
| Paula K. Lewellen              | 64         | 36         | 72         | 30         | 93         | 64         | 40         | 54         | 37         | 76          | 50          | 59          | 675   |
| Blanks                         | 43         | 16         | 41         | 6          | 34         | 36         | 20         | 31         | 15         | 38          | 24          | 34          | 338   |
| Write-In                       |            |            |            |            | 2          |            |            |            | 2          |             |             | 1           | 5     |
| TOTAL                          | 166        | 75         | 172        | 51         | 177        | 144        | 103        | 118        | 78         | 148         | 120         | 125         | 1,477 |
| <b>TOWN COMMITTEE</b>          |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Peter Dulchinos                | 104        | 50         | 118        | 35         | 125        | 93         | 63         | 79         | 46         | 98          | 79          | 87          | 977   |
| Robert F. Wood                 | 88         | 39         | 91         | 28         | 102        | 77         | 54         | 74         | 40         | 80          | 82          | 65          | 820   |
| Eleanor R. Wood                | 89         | 38         | 88         | 29         | 99         | 80         | 52         | 71         | 39         | 80          | 81          | 61          | 807   |
| William V. York                | 85         | 33         | 85         | 29         | 99         | 77         | 51         | 75         | 38         | 78          | 74          | 62          | 786   |
| Bruce N. Freeman               | 132        | 52         | 134        | 42         | 144        | 119        | 84         | 100        | 60         | 115         | 93          | 93          | 1,168 |
| John F. Ketcham                | 90         | 37         | 83         | 29         | 99         | 76         | 48         | 73         | 37         | 77          | 75          | 62          | 786   |
| Marguerite Waldron             | 88         | 35         | 96         | 28         | 106        | 82         | 51         | 75         | 41         | 82          | 69          | 72          | 825   |
| Gerard A. Vayo                 | 95         | 42         | 87         | 27         | 106        | 83         | 60         | 73         | 45         | 77          | 75          | 76          | 846   |
| Russell W. Miller              | 87         | 41         | 84         | 29         | 99         | 86         | 54         | 74         | 37         | 75          | 72          | 67          | 805   |
| David J. McLachlan             | 95         | 42         | 91         | 31         | 110        | 88         | 55         | 75         | 51         | 90          | 74          | 66          | 868   |
| Jean P. McLachlan              | 87         | 38         | 88         | 30         | 105        | 80         | 52         | 72         | 49         | 85          | 69          | 66          | 821   |
| Deborah S. Hinchliffe          | 87         | 37         | 81         | 28         | 98         | 84         | 52         | 70         | 40         | 78          | 72          | 66          | 793   |
| Myra Silver                    | 90         | 38         | 97         | 31         | 113        | 77         | 52         | 76         | 48         | 84          | 75          | 72          | 853   |
| Judith G. Adams                | 86         | 37         | 86         | 30         | 105        | 75         | 54         | 73         | 40         | 84          | 74          | 72          | 816   |
| Phillip A. Adams               | 88         | 38         | 85         | 28         | 101        | 75         | 53         | 73         | 39         | 81          | 70          | 74          | 805   |
| John J. Balco                  | 91         | 38         | 95         | 29         | 109        | 79         | 50         | 75         | 46         | 89          | 72          | 70          | 843   |
| Susan C. Balco                 | 89         | 34         | 91         | 29         | 109        | 82         | 51         | 73         | 46         | 90          | 70          | 69          | 833   |
| David F. MacKenzie             | 97         | 43         | 96         | 31         | 114        | 90         | 57         | 78         | 52         | 90          | 79          | 67          | 894   |
| Verton W. Lenfest              | 84         | 34         | 84         | 28         | 94         | 72         | 56         | 68         | 38         | 75          | 70          | 59          | 762   |



|                     |              |              |              |              |              |              |              |              |              |              |              |              |               |
|---------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Ivor K. Clements    | 88           | 37           | 84           | 28           | 99           | 76           | 50           | 67           | 51           | 75           | 70           | 60           | 785           |
| Frances F. Campbell | 88           | 40           | 87           | 31           | 99           | 77           | 55           | 77           | 39           | 79           | 71           | 65           | 808           |
| Rita M. Gamache     | 88           | 36           | 92           | 29           | 103          | 76           | 53           | 76           | 44           | 77           | 73           | 62           | 809           |
| Salvatore L. Lipomi | 84           | 35           | 84           | 28           | 98           | 71           | 51           | 69           | 41           | 76           | 69           | 62           | 768           |
| Halvar P. Peterson  | 88           | 42           | 92           | 30           | 105          | 85           | 69           | 72           | 41           | 75           | 75           | 66           | 840           |
| Robert J. Noble     | 87           | 41           | 92           | 29           | 99           | 75           | 49           | 71           | 44           | 79           | 73           | 65           | 804           |
| John P. Fawcett     | 88           | 35           | 86           | 29           | 95           | 74           | 50           | 71           | 39           | 74           | 70           | 62           | 773           |
| Nancy P. Clark      | 95           | 39           | 88           | 31           | 101          | 82           | 52           | 82           | 41           | 77           | 81           | 66           | 835           |
| Marian D. Currier   | 93           | 38           | 92           | 35           | 104          | 95           | 53           | 83           | 47           | 91           | 81           | 67           | 879           |
| James A. Paisley    | 84           | 35           | 84           | 28           | 102          | 74           | 49           | 67           | 42           | 74           | 71           | 62           | 772           |
| Philip L. Currier   | 101          | 42           | 95           | 32           | 113          | 99           | 55           | 89           | 40           | 100          | 81           | 76           | 923           |
| Byron D. Roseman    | 98           | 41           | 102          | 30           | 104          | 83           | 55           | 77           | 44           | 84           | 73           | 77           | 868           |
| Charles S. Koulas   | 94           | 37           | 88           | 29           | 101          | 81           | 54           | 72           | 38           | 75           | 75           | 69           | 813           |
| Roger W. Boyd       | 97           | 41           | 92           | 36           | 106          | 96           | 57           | 77           | 38           | 84           | 77           | 65           | 866           |
| Claude A. Harvey    | 104          | 40           | 91           | 38           | 119          | 98           | 61           | 90           | 51           | 99           | 83           | 74           | 948           |
| Raymond T. Osborn   | 107          | 40           | 90           | 34           | 110          | 95           | 59           | 79           | 40           | 79           | 81           | 70           | 884           |
| Blanks              | 2,574        | 1,260        | 2,821        | 717          | 2,500        | 2,128        | 1,684        | 1,484        | 1,218        | 2,274        | 1,571        | 1,981        | 22,212        |
| <b>TOTAL</b>        | <b>5,810</b> | <b>2,625</b> | <b>6,020</b> | <b>1,785</b> | <b>6,195</b> | <b>5,040</b> | <b>3,605</b> | <b>4,130</b> | <b>2,730</b> | <b>5,180</b> | <b>4,200</b> | <b>4,375</b> | <b>51,695</b> |

**AMERICAN PARTY PRESIDENTIAL PRIMARY**  
**March 2, 1976**

|                                | Prec.<br>1 | Prec.<br>2 | Prec.<br>3 | Prec.<br>4 | Prec.<br>5 | Prec.<br>6 | Prec.<br>7 | Prec.<br>8 | Prec.<br>9 | Prec.<br>10 | Prec.<br>11 | Prec.<br>12 | Total     |
|--------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|-----------|
| <b>PRESIDENTIAL PREFERENCE</b> |            |            |            |            |            |            |            |            |            |             |             |             |           |
| Write-In                       | 1          | 1          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0           | 0           | 0           | 3         |
| No Preference                  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| Blanks                         | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| <b>TOTAL</b>                   | <b>1</b>   | <b>1</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>1</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>3</b>  |
| <b>STATE COMMITTEE</b>         |            |            |            |            |            |            |            |            |            |             |             |             |           |
| William R. Nimee               | 1          | 1          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 2         |
| Blanks                         | 0          | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0           | 0           | 0           | 1         |
| <b>TOTAL</b>                   | <b>1</b>   | <b>1</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>1</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>3</b>  |
| <b>STATE COMMITTEE</b>         |            |            |            |            |            |            |            |            |            |             |             |             |           |
| Blanks                         | 1          | 1          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0           | 0           | 0           | 3         |
| <b>TOTAL</b>                   | <b>1</b>   | <b>1</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>1</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>3</b>  |
| <b>TOWN COMMITTEE</b>          |            |            |            |            |            |            |            |            |            |             |             |             |           |
| 0                              | 0          | 0          | 0          | 0          | 0          | 1          | 0          | 0          | 0          | 0           | 0           | 0           | 1         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| 0                              | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0         |
| Blanks                         | 10         | 10         | 0          | 0          | 0          | 9          | 0          | 0          | 0          | 0           | 0           | 0           | 29        |
| <b>TOTAL</b>                   | <b>10</b>  | <b>10</b>  | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>10</b>  | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>30</b> |

**WARRANT FOR THE  
ANNUAL TOWN MEETING  
April 5, 1976, and May 3, 1976**

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

To the Constable, or any other suitable person of the Town of Chelmsford:

**GREETING:**

In the name of the Commonwealth aforesaid, you are hereby requested to notify and warn the legal voters of said Chelmsford to meet in their several polling places, viz:

- Precinct 1. McFarlin School - All Purpose Room
- Precinct 2. North Elementary School Auditorium
- Precinct 3. Colonel Moses Parker Junior High School  
Band Room
- Precinct 4. East Chelmsford School
- Precinct 5. Byam School Cafetorium
- Precinct 6. Westlands School Cafeteria
- Precinct 7. North Elementary School Auditorium
- Precinct 8. Small Gymnasium, C. Edith McCarthy  
Junior High School
- Precinct 9. South Row School Auditorium
- Precinct 10. South Row School Auditorium
- Precinct 11. Westlands School Cafeteria
- Precinct 12. Fire House - Old Westford Road

On Monday, the fifth day of April, 1976, being the first Monday is said month, at 8:00 A.M., for the following purposes:

To bring in their votes for the following officers:

- Two Selectmen for three years
- One Assessor for three years
- One member of Board of Health for three years
- One member of School Committee for three years
- One member of Nashoba Valley Technical High School  
District Committee for three years
- One Cemetery Commissioner for three years
- One member of Housing Authority for five years
- One Public Library Trustee for two years to fill vacancy
- Two Public Library Trustees for three years
- One Park Commissioner for three years
- Two Planning Board members for three years
- One Sewer Commissioner for three years
- One Sinking Fund Commissioner for three years

And to vote upon the following question:

**QUESTION:**

Shall the Town of Chelmsford participate in the METCO program? The result of such vote shall not be deemed to be binding upon the selectmen or other officers of said town.

Yes  
No

The polls will be open from 8:00 A.M. to 8:00 P.M.; and to meet in the Chelmsford High School Gymnasium on Monday, the third day of May, 1976, at 7:30 P.M. o'clock in the evening, then and there to act upon the following articles, viz:

ARTICLE 1. To hear reports of Town Officers and Committees; or act in relation thereto.

Board of Selectmen

ARTICLE 2. To see if the Town will vote to further amend Section 24, subtitled "Job Titles and Standard Rates for Wages and Salaries of the Personnel Wage and Salary By-Law" by deleting therefrom the following positions: under Administrative and Clerical; Personnel Board's Recording Clerk and Planning Board Clerk; under Conservation and Cemetery; Cemetery Foreman, Cemetery Laborer, Cemetery Equipment Operator; under Custodial; Custodian (Center Hall), Custodian (Library), Custodian (Police Department); under Recreation; Administrative Assistant to the Recreation Commission; and inserting the following positions: under Conservation and Cemetery; Park Equipment Operator; under Custodial; Custodian; under Recreation; Clerk and by inserting under Youth Center; Coordinator, Chief Supervisor, Supervisor IV, Supervisor III, Supervisor II, Supervisor I, Clerk; and further vote to amend the first sentence of Section 14 of said By-Laws by deleting therefrom the words, "On January 1st" and substituting therefor the words, "On July 1st"; and to further amend the Personnel, Wage and Salary Administration By-Laws:

15. Legal Holidays

The Legal Holidays to which full-time permanent and part-time permanent employees are entitled with pay are: New Year's Day, Martin Luther King's Birthday, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas.

Part-time permanent employees are entitled to Holiday pay if the Holiday falls on their regularly scheduled work day and for a number of hours equal to the ratio of their scheduled work week to the full-time permanent employee's work week times the full-time permanent employee's work day. (Example:

|                        |                |          |
|------------------------|----------------|----------|
| <u>Scheduled Hours</u> | 20 hrs per wk  | x 7½ hrs |
| Full-time Hours        | 37½ hrs per wk |          |

equals 4 hours Holiday pay.)

19. Hours of work shall be as follows:

A. Full-time permanent employees

I. For Town Accountant and those occupying positions designated as "clerical" - 37½ hours per week.

II. For those occupying positions designated "Mechanical and Construction Occupation", Conservation and Cemeteries, Custodian and Health - 40 hours per week.

B. Part-time permanent employees

I. Any employee who is scheduled to work 20 hours per week or more.

C. (previously III, Deleted)

D. (Previously IV, no change)

E. (Previously V, no change);

or act in relation thereto.

Personnel Board

ARTICLE 2A. To see if the Town will vote to further amend Section 24, subtitled "Job Titles and Standard Rates for Wages and Salaries of the Personnel Wage and Salary By-Law", to conform to rates of pay negotiated by the Town with certain labor organizations, pursuant to General Laws, Chapter 149, Section 178 G through 178N:

|                                       | Recommended Fiscal July 1, 1976 | Current 1975-1976 |                 |
|---------------------------------------|---------------------------------|-------------------|-----------------|
| <b>A. ADMINISTRATIVE AND CLERICAL</b> |                                 |                   |                 |
| 1. Veteran's Agent                    | \$ 8,500.00 p.a.                | \$ * *            |                 |
| 2. Clerk, Senior                      | 7,431.00 p.a.                   | **                |                 |
| 3. Clerk                              | 5,923.00 p.a.                   | **                |                 |
| 4. Town Accountant                    | 14,000.00 p.a.                  | **                |                 |
| 5. Assistant Treasurer                | 1,00 p.a.                       | **                |                 |
| 6. Town Counsel                       | 500.00 p.a.                     | **                |                 |
| 7. Selectmen's Administrative Asst.   | 11,000.00 p.a.                  | **                |                 |
| 8. Board of Registrar's Clerk         | 850.00 p.a.                     | **                |                 |
| 9. Board of Registrars, (3 members)   | 360.00 ea.                      | **                |                 |
| 10. Clerk, Part-time                  | 3.20 hr.                        | **                | Personnel Board |
| 11. Town Aide                         | 7,560.00 p.a.                   | **                |                 |

**B. CONSERVATION, PARKS AND CEMETERY**

|  |                  |        |  |
|--|------------------|--------|--|
| 1. Cemetery Superintendent                   | \$11,466.00 p.a. | \$ * * |  |
| 2. Superintendent of Insect and Pest Control | 1.00 p.a.        | **     |  |
| 3. Landscaper - Park                         | 3.92 hr.         | **     |  |
| 4. Laborer - Park                            | 3.58 hr.         | **     |  |
| 5. Unskilled Laborer                         | 2.21 hr.         | **     |  |
| 6. Skilled Forest Workman                    | 2.93 hr.         | **     |  |
| 7. Equipment Operator - Park                 | 4.23 hr.         | **     |  |
| 8. Park Superintendent                       | 11,466.00 p.a.   | **     |  |

**C. CUSTODIAL**

|              |             |        |  |
|--------------|-------------|--------|--|
| 1. Custodian | \$ 3.31 hr. | \$ * * |  |
|--------------|-------------|--------|--|

**D. LIBRARY**

|                               |                  |        |           |
|-------------------------------|------------------|--------|-----------|
| 1. Librarian MLS              | \$13,456.00 p.a. | \$ * * | Treasurer |
| 2. Librarian MLS (Assistant)  | 9,500.00 p.a.    | **     |           |
| 3. Branch Librarian           | 8,005.00 p.a.    | **     |           |
| 4. Senior Assistant Librarian | 3.32 hr.         | **     |           |
| 5. Junior Assistant Librarian | 2.84 hr.         | **     |           |
| 6. Clerk                      | 3.20 hr.         | **     |           |
| 7. Aides                      | 2.21 hr.         | **     |           |

**E. HIGHWAY DEPARTMENT**

|                             |                  |        |  |
|-----------------------------|------------------|--------|--|
| 1. Highway Superintendent   | \$18,000.00 p.a. | \$ * * |  |
| 2. Highway Foreman          | 5.80 hr.         | **     |  |
| 3. Administrative Assistant | 1.00 p.a.        | **     |  |

The remaining classifications are subject to collective bargaining.

**F. TOWN FIRE DEPARTMENT**

|                 |                  |        |           |
|-----------------|------------------|--------|-----------|
| 1. Chief        | \$22,700.00 p.a. | \$ * * | Treasurer |
| 2. Deputy Chief | 18,728.00 p.a.   | **     |           |

The remaining classificationa are subject to collective bargaining.

**G. TOWN POLICE DEPARTMENT**

|                 |                  |        |           |
|-----------------|------------------|--------|-----------|
| 1. Chief        | \$22,700.00 p.a. | \$ * * | Treasurer |
| 2. Deputy Chief | 18,728.00 p.a.   | **     |           |

The remaining classificationa are subject to collective bargaining.

**H. RECREATION**

|                               |            |               |         |
|-------------------------------|------------|---------------|---------|
| 1. Clerk                      | \$         | 3.20 hr.      | \$      |
| 2. Director of Summer Program |            | 1,240.00 p.a. |         |
|                               | MIN.       | MAX.          | MIN.    |
| 3. Swimming Director          | \$70.00wk. | \$90.00wk.    | ** ** * |
| 4. Swimming Instructor        | 70.00wk.   | 90.00wk.      | ** ** * |
| 5. Playground Director        | 70.00wk.   | 90.00wk.      | ** ** * |
| 6. Playground Supervisor      | 70.00wk.   | 90.00wk.      | ** ** * |
| 7. Playground Instructor      | 70.00wk.   | 90.00wk.      | ** ** * |
| 8. Sports Instructor          | 70.00wk.   | 90.00wk.      | ** ** * |

**I. YOUTH CENTER**

|                     |                  |        |
|---------------------|------------------|--------|
| 1. Coordinator      | \$10,334.00 p.a. | \$ * * |
| 2. Chief Supervisor | 3.73 hr.         | *      |
| 3. Supervisor IV    | 2.88 hr.         | **     |
| 4. Supervisor III   | 2.88 hr.         | **     |
| 5. Supervisor II    | 2.88 hr.         | **     |
| 6. Supervisor I     | 2.88 hr.         | **     |
| 7. Clérk            | 3.20 hr.         | **     |

**J. MISCELLANEOUS**

|                                 |                  |        |
|---------------------------------|------------------|--------|
| 1. Animal Inspector             | \$ 1,000.00 p.a. | \$ * * |
| 2. Building Inspector           | 15,000.00 p.a.   | **     |
| 3. Gas Inspector                | 4.00 visit       | **     |
| 4. Electric Inspector           | 4.00 visit       | **     |
| 5. Sealer of Weights & Measures | 2,000.00 p.a.    | **     |
| 6. Dog Officer                  | 6,500.00 p.a.    | **     |
| 7. Assistant Dog Officer        | 5,200.00 p.a.    | **     |
| 8. Clock Winder                 | 100.00 p.a.      | **     |

\* \* The rates set forth for the above departments are the current 1975-1976 rates and as negotiations are continuing these rates will be amended at the Town Meeting; or act in relation thereto.

Personnel Board

ARTICLE 2B. To see if the Town will vote to rescind Paragraph 16 C (Sick Leave) from the Personnel Wage and Salary Administration By-Law; or act in relation thereto.

School Committee

ARTICLE 3. To see if the Town will vote to raise and appropriate such sums of money as may be required to defray town charges for the fiscal period from July 1, 1976, to June 30, 1977; or act in relation thereto.

Treasurer

ARTICLE 4. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1976; in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17; or act in relation thereto.

Treasurer

ARTICLE 5. To see if the Town will vote to request the Department of Corporations and Taxation, Division of Accounts of the Commonwealth of Massachusetts to make an audit of all accounts in all departments in the Town of Chelmsford; or act in relation thereto.

Treasurer

ARTICLE 6. To see if the Town will vote to raise and appropriate a certain sum of money with which to meet bills for previous years; or act in relation thereto.

Board of Selectmen

ARTICLE 7. To see if the Town will vote to approve the filing of a Petition in the General Court under the provisions of Section 8 of Article 89 or the Amendments to the Constitution for an act: Enabling the Town to pay the sum of \$31,714.69 to Leo R. Dumont & Sons, Inc., and the sum of \$817.90 to J.M. Richards Company, Inc., and the sum of \$1,168.50 to Maxwell Supply Company. Said bills having been incurred by the Chelmsford School Building Committee in connection with the completion of the New Chelmsford High School on Graniteville Road. Said work having been satisfactorily performed and completed between September and November, 1975. Said work being the completion of certain work left incomplete by the General Contractor for the New Chelmsford High School at the time his contract was terminated.

Chelmsford School Building Committee

ARTICLE 8. To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of \$413,185.84, or some other sum of money to pay the Treasurer of Middlesex County Retirement System, the said amount being the Town's share of the pension, expense, and military service funds; or act in relation thereto.

Board of Selectmen

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$250,000.00, or some other sum of money, to be used as a Reserve Fund at the discretion of the Finance Committee, as provided in General Laws, Chapter 40, Section 6; or act in relation thereto.

Finance Committee

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to participate and file an application for funds under the Department of Housing and Urban Development Act of 1974; or act in relation thereto.

Board of Selectmen

ARTICLE 11. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money for the purchase of a 12 passenger Van and to sell by good and sufficient bill of sale the 1974 Van presently being used by the Council on Aging; or act in relation thereto.

Board of Selectmen

ARTICLE 12. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money for the purchase and/or construction of a Salt Storage shed for the Highway Department, said shed to be located on Town owned property; or act in relation thereto.

Board of Selectmen

ARTICLE 13. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money for the purchase of equipment for the Highway Department, such purchase to be made under the supervision of the Board of Selectmen, and to authorize the Board of Selectmen to dispose of equipment presently being used by the Highway Department as follows:

- (a) To purchase one Dump Truck for the Highway Department and to sell by good and sufficient bill of sale one dump truck presently being used by the Highway Department.
- (b) To purchase one Truck Chassis for the Highway Department and to sell by good and sufficient bill of sale one truck chassis presently being used by the Highway Department.
- (c) To purchase one Front End Loader for the Highway Department and to sell by good and sufficient bill of sale one front end loader presently being used by the Highway Department.
- (d) To purchase one Pickup Truck for the Highway Department and to sell by good and sufficient bill of sale one pickup truck presently being used by the Highway Department.
- (e) To purchase one sidewalk snowplow for the Highway Department;

or act in relation thereto.

Board of Selectmen

ARTICLE 14. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money for the purpose of purchasing six (6) new 1976 - four door sedans to be used by the Police Department, said purchase to be made under the supervision of the Board of Selectmen; and to authorize the Selectmen to transfer by a good and sufficient bill of sale, title to one (1) 1973, one (1) 1974 and four (4) 1975 cruisers now being used by the Police Department; or act in relation thereto.

Board of Selectmen

ARTICLE 15. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to match LEAA Federal Funds, for the purpose of providing mutual aid programs for police departments; or act in relation thereto.

Board of Selectmen

ARTICLE 16. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to construct a complete outdoor lighting system at the Chelmsford High School Athletic Field located on Graniteville Road; or act in relation thereto.

Chelmsford Recreation Commission

ARTICLE 17. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$9,000.00 for the specific purpose of purchasing lighting fixtures to be erected on the site of the Southwell Softball Field in North Chelmsford; or act in relation thereto.

Petition

ARTICLE 18. To see if the Town will vote to transfer \$5,000.00 from the Perpetual Care Interest Account to the General Labor Account; or act in relation thereto.

Cemetery Commission

ARTICLE 19. To see if the Town will vote to transfer \$5,000.00 from the Perpetual Care Interest Account to the Beautification Account; or act in relation thereto.

Cemetery Commission

ARTICLE 20. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money for the purchase of an air compressor for the Cemetery Department; or act in relation thereto.

Cemetery Commission

ARTICLE 21. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1,352.00 to purchase two (2) tents for the Cemetery Department; or act in relation thereto.

Cemetery Commission

ARTICLE 22. To see if the Town will vote to designate the following roads as scenic roads under the provisions of Chapter 40, Section 15C to preserve the historical and natural character and physical appearance of such roads:

High Street from Acton Road to Locust Street;  
Parker Road from Concord Road to Acton Road;  
Robin Hill Road in its entirety;

or act in relation thereto.

Chelmsford Historical Commission

ARTICLE 23. To see if the Town will vote to adopt the Appeal Procedure set forth in General Laws, Chapter 40C, Section 12, specifying the Northern Middlesex Area Commission as the agency to review the determinations of the Chelmsford Historic District Commission; or act in relation thereto.

Chelmsford Historic District Commission

ARTICLE 24. To see if the Town will vote to amend the Chelmsford Historic District By-Law, Adopted under Article 34 of the 1975 Annual Town Meeting, by adding thereto the following:

"Section 7. Any applicant for a certificate of appropriateness, a certificate of non-applicability, or a certificate of hardship, aggrieved by a determination of the Chelmsford Historic District Commission may, within twenty days after the filing of the notice of such determination with the Town Clerk, file a written request with the Northern Middlesex Area Commission for a review by a person or persons of competence and experience in such matters, designated by the Northern Middlesex Area Commission. The review and finding of such person or persons shall be governed by Section 12 of Chapter 40C of the General Laws of the Commonwealth of Massachusetts.";

or act in relation thereto.

Chelmsford Historic District Commission

ARTICLE 25. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to retain a consulting engineering firm to develop operational landfill plans, and to implement such plan (engineering site, work, and operating expenses); or act in relation thereto.

Board of Health

ARTICLE 26. To see if the Town will vote to withdraw from the Central Massachusetts Mosquito Control District; or act in relation thereto.

Board of Health

ARTICLE 27. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1,800.00 to be used to join or buy into the Merrimack Valley Home Care Center, Inc. for the purpose of obtaining services for the care of the Town's older Americans; or act in relation thereto.

Board of Selectmen

ARTICLE 27A. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to obtain the necessary surveys and plans for the acceptance of Ideal Avenue Extension; or act in relation thereto.

Board of Selectmen

ARTICLE 28. To see if the Town will vote to accept the following mentioned streets, as laid out by the Board of Selectmen, and shown by their reports and plans duly filed in the Office of the Town Clerk, and to raise and appropriate or transfer from available funds a certain sum of money for the purpose of reconstructing the following mentioned streets:

Cranberry Lane  
Higate Road  
Livery Road Extension

Providing all construction of same meets with the requirements of the Board of Selectmen, and subject to the withholding of any remaining bonds until such requirements have been met; or act in relation thereto.

Board of Selectmen

ARTICLE 29. to see if the Town will vote to adopt the following By-Law:

"Copies of the Finance Committee Report, including the Warrant for each Annual Town Meeting shall be mailed or otherwise delivered by the Finance Committee to each residence of one or more registered voters of record no later than two weeks prior to the meeting.";

or act in relation thereto.

Petition

ARTICLE 30. To see if the Town will vote to amend the By-Law relating to Chelmsford Conservation Commission Reservations by adding Section 12 as follows:

12. No person or persons, including but not limited to individuals, associations, partnerships, corporations,

trusts or public or quasi-public bodies, shall dump any material, trash, refuse, rubbish, garbage, or debris, including without limiting the generality of the foregoing, lumber, bricks, asphalt, plaster, wire, lath, paper, cardboard, pipe, tires, ashes, refrigerators, motor vehicles, or parts of the foregoing without permission by vote of the Commission.

Any violator of this section, who shall fail to remove any of the foregoing items so dumped, after being notified by the Conservation Commission or its duly authorized agent to remove same, shall be subject to a fine of not more than \$50.00. Each day any or all of said items shall remain, after issuance of such notification to the violator, shall be a separate offense;

or act in relation thereto.

Conservation Commission

ARTICLE 31. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money in order to purchase for conservation and recreational purposes approximately 32.5 acres of land on the southwest corner of Crystal Lake in North Chelmsford.

By vote of this article the Town authorizes the Conservation Commission to enter into contractual agreement with agencies of the Federal Government and the Office of Environmental Affairs of the Commonwealth of Massachusetts; or act in relation thereto.

Conservation Commission

ARTICLE 32. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$10,000 in accordance with Massachusetts General Laws Chapter 132A and Chapter 40, as amended, to purchase a certain parcel of land containing 20.47 acres, more or less, located in Chelmsford off the Lowell Turnpike for conservation purposes, said parcel being recorded in Middlesex North District Registry of Deeds at Book 2099, Page 687; and to authorize the Conservation Commission to enter into a contractual self-help agreement with the Massachusetts Department of Natural Resources; or act in relation thereto.

Conservation Commission

ARTICLE 33. To see if the Town will vote to petition the Great and General Court of the Commonwealth of Massachusetts for the enactment of a special act entitled, "Procedure for Conducting Town Referendum", said act being as follows:

Upon approval of a majority of those voting at a Town Meeting of Chelmsford, a question may be placed on the next ballot for Town Elections as a binding referendum;

or act in relation thereto.

Home Rule Advisory Committee

ARTICLE 34. To see if the Town will vote to adopt a By-Law to establish criteria for conflicts of interest of Town Officers, employees, and appointed members of Town Committees; said By-Law to read as follows:

All Town Officers and employees shall perform the duties and responsibilities of their office in a manner fully con-

sistent with the code of ethics and conflict of interest requirements established by General Law under Chapter 268A, Conduct of Public Employees.

No Town Officer shall serve on any Town agency which directly affects his financial interests.

No Town Officer may exercise his vote on any Town agency, if said vote would directly affect the income of a) that Town Officer, b) any member of the officer's family, or c) a business associate of that Town Officer.;

or act in relation thereto.

Home Rule Advisory Committee

ARTICLE 35. To see if the Town will vote to form a single, town-wide water district for the Town of Chelmsford; or act in relation thereto.

Water District Consolidation Committee

ARTICLE 36. In the event of an affirmative vote on the foregoing article, to see if the Town will vote to petition the General Court of the Commonwealth of Massachusetts to enact special legislation establishing said water district; or act in relation thereto.

Water District Consolidation Committee

ARTICLE 37. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$100,000 for aerial mapping of the entire town; or act in relation thereto.

Board of Selectmen

ARTICLE 38. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2,000.00 to have the property lines and topographical surveys at the East and Quessy Schools for recording purposes; or act in relation thereto.

Board of Selectmen

ARTICLE 39. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money for the construction of sidewalks in accordance with plans and specifications prepared by the Middlesex County Engineers at the following locations:

North Road from McCarthy Junior High to Dalton Road;  
Groton Road from Vinal Square to entrance of North School;  
Graniteville Road;

or act in relation thereto.

Board of Selectmen

ARTICLE 40. To see if the Town will vote to approve the following By-Law:

"The Board of Selectmen shall from time to time review and establish mileage compensation for Town employees under their jurisdiction";

or act in relation thereto.

Board of Selectmen

ARTICLE 41. To see if the Town will vote to raise and

appropriate or transfer from available funds a certain sum of money to purchase a 1976 tractor with attachments and to sell by good and sufficient bill of sale one Rogers Litter Lift; or act in relation thereto.

Park Commissioners

ARTICLE 42. To see if the Town will vote to adopt the following By-Law:

"The use of School grounds is prohibited for the following activities except when posted\* otherwise:

- (a) Horseback riding
- \*(b) Motor cycles and mini bikes
- \*(c) Snow mobiles
- (d) Camping
- (e) Automobile related activities
- (f) Golfing
- (g) Model airplane activities

\*By-Law -- Such activities are automatically prohibited unless signs granting approval are posted on the grounds.;"

or act in relation thereto.

Vandalism Committee and Board of Selectmen

ARTICLE 43. To see if the Town will vote to amend Section One - Permit of the STREETS and SIDEWALKS By-Law of the Town by adding immediately after the words, "Board of Selectmen", the phrase "or its designee"; or act in relation thereto.

Board of Selectmen

ARTICLE 44. To see if the Town will vote to amend the Pond Street Closing By-Law by adding thereto the following section immediately after Section One:

"1A. There shall be no parking on either side of Pond Street from June 15 to September 15 yearly.;"

or act in relation thereto.

Board of Selectmen

ARTICLE 45. To see if the Town will vote to accept Section 6C (Removal of ice and snow from private ways; conditions) and Section 6G (Private ways; temporary resurfacing; conditions.) of Chapter 40 of the Massachusetts General Laws; or act in relation thereto.

Board of Selectmen

ARTICLE 46. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to publish an update of the Town's history; or act in relation thereto.

Board of Selectmen

ARTICLE 47. To see if the Town will vote to rescind the present Town By-Law pertaining to Annual Town Meetings and Elections and substitute the following therefor:

Annual Town Meeting (Election)

The Annual Election shall be held on the first Saturday

of April and the Annual Town Meeting shall be held on the first Monday which occurs eight (8) days thereafter;

or act in relation thereto.

Board of Selectmen

ARTICLE 47A. In the event of a negative vote on Article 47, to see if the Town will vote to rescind the present Town By-Law pertaining to Annual Town Meetings and Elections and substituting the following therefor:

Annual Town Meeting (Election)

The Annual Election shall be held on the first Monday of April and the Town Meeting shall be held on the second Monday of April;

or act in relation thereto.

Board of Selectmen

ARTICLE 48. To see if the Town will vote to transfer from the Sinking Fund a certain sum of money to reimburse the Town for expenses incurred for damage at the MacKay Library, Cemetery Department and Town Hall; or act in relation thereto.

Board of Selectmen

ARTICLE 49. To see if the Town will vote to transfer the unexpended balances of the following completed school construction accounts to the construction account of the new 1972 High School:

|                  |                  |
|------------------|------------------|
| Old High School  | \$ 20.13         |
| Old High School  | 6,293.91         |
| South Row School | 25,588.15        |
| Westlands School | <u>20,863.82</u> |
|                  | \$52,863.82      |

Purpose: To use available funds in order to decrease the amount of borrowing to complete the 1972 High School; or act in relation thereto.

Board of Selectmen

ARTICLE 50. To see if the Town will vote to adopt the following:

Be it resolved that the Board of Selectmen undertake through a charter petition drive or a special act of the Legislature to be approved by the Town Meeting to secure full-time professional management for the Town; or act in relation thereto.

Board of Selectmen

ARTICLE 51. To see if the Town will vote to adopt the following:

Be it resolved that the Town of Chelmsford asks its representatives in the Great and General Court to support and/or file fiscal responsibility legislation which would require a two-thirds vote of both houses or a local acceptance option on any legislation which, due to the lack of State funding, passes the cost down to the local government.;

or act in relation thereto.

Board of Selectmen

ARTICLE 52. To see if the Town will vote to adopt the following:

The Board of Selectmen will present on a yearly basis to the Annual Town Meeting a five-year Capital Improvement Plan for acceptance so that the voters may be aware of the projected capital expenses and may provide direction to the elected official.;

or act in relation thereto.

Board of Selectmen

ARTICLE 53. To see if the Town will vote to adopt the following:

To allow the Highway Department to enter upon private property for the maintenance of streams.;

or act in relation thereto.

Board of Selectmen

ARTICLE 54. To see if the Town will vote to authorize the Board of Selectmen to convey to Mr. and Mrs. Maurice Camire all right, title and interest, if any, held by the Town in the following two parcels of land, for consideration to be determined:

Parcel I. Lot 14, Block 23, Assessors' Map 67, consisting of 3300 square feet of land more or less and the buildings thereon, if any, located on Seventh Avenue, which was taken for non-payment of taxes from Isabella N. Hazlett by instrument recorded at the Middlesex North District Registry of Deeds in Book 1674, Page 162.

Parcel II. Lot 12, Block 23, Assessors' Map 67, consisting of 3300 square feet of land, more or less, and the buildings thereon, if any, located on Seventh Avenue, which was taken for non-payment of taxes from James W. Hazlett by instrument recorded at said Registry in Book 1674, Page 163.

For title reference see Treasurer's deed to the Town of Chelmsford, dated June 10, 1975, and recorded in said Registry at Book 2153, Page 300.;

or act in relation thereto.

Board of Selectmen

ARTICLE 55. To see if the Town will vote to authorize the Board of Selectmen to convey to Michael Jamgochian all right, title and interest, if any, held by the Town in the following three parcels of land, for consideration to be determined:

Parcel I. Lot 15, Block 16, Assessors' Map 45, consisting of 5,000 square feet of land, more or less, and the buildings thereon, if any, located on Dover Street, which was taken for non-payment of taxes from David E. England and Gladys N. England by instrument recorded at the Middlesex North District Registry of Deeds in Book 1620, Page 91.

For title reference see Treasurer's deed to the Town of Chelmsford, dated June 10, 1975, and recorded in said Registry at Book 2153, Page 300.

Parcel II. Lot 10D, Block 16, Assessors' Map 45, consisting of 3662 square feet of land, more or less, and the buildings thereon, if any, located on Shore Drive, which was taken for non-payment of taxes from Frank Austin Rixinger by instrument recorded at said Registry in Book 1396, Page 171. Also see Land Court Notice of Disposal in Tax Lien Case recorded in Book 1741, Page 565.

Parcel III. Lot 18, Block 16, Assessors' Map 45, consisting of 6750 square feet of land, more or less, and the buildings thereon, if any, located on Dover Street, which was taken for non-payment of taxes from Thomas F. Reilly by instrument recorded at said Registry in Book 1362, Page 374. Also see Final Decree in Tax Lien Case and Notice of Disposal in Tax Lien Case, both issued by the Land Court and recorded in said Deeds at Book 1456, Page 240.;

or act in relation thereto.

Board of Selectmen

ARTICLE 56. To see if the Town will vote to authorize the Board of Selectmen to convey to Kevin Ferreira all right, title and interest, if any, held by the Town in the following two parcels of land, for consideration to be determined:

Parcel I. Lot 39, Block 34, Assessors' Map 114, consisting of 2500 square feet of land, more or less, and the buildings thereon, if any, located on Lexington Street, which was conveyed by Karlene G. MacKissock to the Inhabitants of the Town of Chelmsford by quitclaim deed, dated November 2, 1961, and recorded at the Middlesex North District Registry of Deeds in Book 1537, Page 493, in accordance with a vote under Article 48 at the Annual Town Meeting of the Town of Chelmsford on March 13, 1961.

Parcel II. Lot 40, Block 34, Assessors' Map 114, consisting of 2500 square feet of land, more or less, and the buildings thereon, if any, located on Lexington Street, which was conveyed by Raymond T. Osborn to the Inhabitants of the Town of Chelmsford by quitclaim deed, dated November 21, 1961, and recorded at said Registry in Book 1540, Page 41, in accordance with a vote under Article 48 at the Annual Town Meeting of the Town of Chelmsford on March 13, 1961.;

or act in relation thereto.

Board of Selectmen

ARTICLE 57. To see if the Town will vote to transfer the sum of \$26,315.00 from free cash to the 1972 High School Account; or act in relation thereto.

Board of Selectmen

ARTICLE 58. To see if the Town will vote to instruct the Board of Assessors to issue the sum of \$900,000.00 or some lesser sum from free cash in the treasury for the reduction of the tax rate for the current fiscal period; or act in relation thereto.

Finance Committee

Hereof fail not and make return of this Warrant with



your doings thereon at the time and place of said meeting.

Given under our hands this 22nd day of March, A.D., 1976.

S/Arnold J. Lovering, Chairman  
 S/Paul C. Hart, Vice Chairman  
 S/William R. Murphy, Clerk  
 S/Thomas A. Palmer, Jr.  
 S/Philip L. Currier

Pursuant to the within Warrant, I have notified and warned the Inhabitants of the Town of Chelmsford by posting up attested copies of same at the following places, to wit: McFarlin School - All Purpose Room; North Elementary School Auditorium; Colonel Moses Parker Junior High School Band Room; East Chelmsford School; Byam School Cafetorium; Westlands School Cafeteria; North Elementary School Auditorium; Small Gymnasium, C. Edith McCarthy Junior High School; South Row School Auditorium; South Row School Auditorium; Westlands School Cafeteria; Fire House - Old Westford Road, seven days at least before the time appointed for holding the meeting aforesaid.

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

S/William E. Spence  
 Constable of Chelmsford

A true copy, Attest:  
 March 25, 1976  
 S/William E. Spence  
 Constable of Chelmsford

ANNUAL TOWN ELECTION

April 5, 1976

|   | Prec. 1 | Prec. 2 | Prec. 3 | Prec. 4 | Prec. 5 | Prec. 6 | Prec. 7 | Prec. 8 | Prec. 9 | Prec. 10 | Prec. 11 | Prec. 12 | TOTAL  |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|--------|
| <b>SELECTMEN for 3 years (2)</b>  |         |         |         |         |         |         |         |         |         |          |          |          |        |
| Arnold J. Lovering (Re-Election)  | 420     | 238     | 456     | 163     | 416     | 443     | 240     | 371     | 294     | 440      | 343      | 467      | 4,291  |
| Karen C. Flynn  | 339     | 251     | 239     | 158     | 264     | 257     | 226     | 152     | 179     | 315      | 264      | 214      | 2,858  |
| William R. Murphy (Re-Election)   | 392     | 224     | 453     | 119     | 391     | 408     | 212     | 338     | 312     | 403      | 298      | 494      | 4,044  |
| Write-In  |         | 1       |         |         |         |         |         | 1       |         |          |          |          | 2      |
| Blanks  | 194     | 151     | 134     | 112     | 147     | 146     | 134     | 110     | 103     | 190      | 153      | 161      | 1,735  |
| TOTAL   | 1,346   | 864     | 1,282   | 552     | 1,218   | 1,254   | 812     | 972     | 888     | 1,348    | 1,058    | 1,336    | 12,930 |
| <b>ASSESSOR for 3 years</b>   |         |         |         |         |         |         |         |         |         |          |          |          |        |
| Claude A. Harvey  | 560     | 354     | 518     | 231     | 489     | 537     | 334     | 398     | 349     | 540      | 444      | 523      | 5,277  |
| Write-In  |         | 2       | 2       |         |         |         |         | 1       | 1       |          |          |          | 6      |
| Blanks  | 111     | 78      | 121     | 45      | 120     | 90      | 72      | 87      | 94      | 134      | 85       | 145      | 1,182  |
| TOTAL   | 673     | 432     | 641     | 276     | 609     | 627     | 406     | 486     | 444     | 674      | 529      | 668      | 6,465  |
| <b>MEMBER of BOARD of HEALTH for 3 years</b>                                  |         |         |         |         |         |         |         |         |         |          |          |          |        |
| Paul F. McCarthy  | 542     | 344     | 507     | 219     | 469     | 510     | 322     | 386     | 346     | 505      | 426      | 510      | 5,086  |
| Write-In  |         |         | 3       |         | 2       |         |         |         |         |          |          |          | 5      |
| Blanks  | 131     | 88      | 131     | 57      | 138     | 117     | 84      | 100     | 98      | 169      | 103      | 158      | 1,374  |
| TOTAL   | 673     | 432     | 641     | 276     | 609     | 627     | 406     | 486     | 444     | 674      | 529      | 668      | 6,465  |
| <b>MEMBER of SCH. COMMITTEE for 3 years</b>                                   |         |         |         |         |         |         |         |         |         |          |          |          |        |
| Myra Silver   | 350     | 170     | 410     | 127     | 381     | 364     | 196     | 284     | 248     | 326      | 255      | 405      | 3,516  |
| Stasia Wojtas   | 250     | 193     | 187     | 117     | 186     | 210     | 166     | 165     | 162     | 295      | 210      | 205      | 2,346  |
| Write-In  |         | 2       | 1       |         | 2       |         |         |         | 2       |          |          |          | 7      |
| Blanks  | 73      | 67      | 43      | 32      | 40      | 53      | 44      | 37      | 32      | 53       | 64       | 58       | 596    |
| TOTAL   | 673     | 432     | 641     | 276     | 609     | 627     | 406     | 486     | 444     | 674      | 529      | 668      | 6,465  |
| <b>MEMBER of Nashoba Valley Technical High School Dist. Comm. for 3 years</b> |         |         |         |         |         |         |         |         |         |          |          |          |        |
| Louis E. Kelly  | 528     | 324     | 491     | 214     | 479     | 510     | 318     | 390     | 337     | 502      | 417      | 485      | 4,995  |
| Write-In  |         | 1       | 1       | 1       |         |         | 1       |         |         |          |          |          | 4      |
| Blanks  | 144     | 107     | 149     | 62      | 130     | 117     | 87      | 96      | 107     | 172      | 112      | 183      | 1,466  |
| TOTAL   | 673     | 432     | 641     | 276     | 609     | 627     | 406     | 486     | 444     | 674      | 529      | 668      | 6,465  |

**CEMETERY COMMISSIONER**  
for 3 years

|               |            |            |            |            |            |            |            |            |            |            |            |            |              |
|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Arne R. Olsen | 543        | 340        | 497        | 219        | 475        | 514        | 338        | 393        | 338        | 507        | 460        | 498        | 5,122        |
| Write-In      |            |            | 2          |            |            |            |            |            | 1          |            |            |            | 3            |
| Blanks        | 130        | 92         | 142        | 57         | 134        | 113        | 68         | 93         | 105        | 167        | 69         | 170        | 1,340        |
| <b>TOTAL</b>  | <b>673</b> | <b>432</b> | <b>641</b> | <b>276</b> | <b>609</b> | <b>627</b> | <b>406</b> | <b>486</b> | <b>444</b> | <b>674</b> | <b>529</b> | <b>668</b> | <b>6,465</b> |

**HOUSING AUTHORITY for 5 yrs**

|                    |            |            |            |            |            |            |            |            |            |            |            |            |              |
|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Richard L. Monahan | 532        | 355        | 500        | 216        | 463        | 510        | 328        | 393        | 325        | 494        | 419        | 497        | 5,032        |
| Write-In           | 3          |            | 2          |            | 1          |            |            |            |            |            | 2          |            | 8            |
| Blanks             | 138        | 77         | 139        | 60         | 145        | 117        | 78         | 93         | 119        | 180        | 108        | 171        | 1,425        |
| <b>TOTAL</b>       | <b>673</b> | <b>432</b> | <b>641</b> | <b>276</b> | <b>609</b> | <b>627</b> | <b>406</b> | <b>486</b> | <b>444</b> | <b>674</b> | <b>529</b> | <b>668</b> | <b>6,465</b> |

**PUBLIC LIBRARY TRUSTEE**  
for 2 years to fill vacancy

|                 |            |            |            |            |            |            |            |            |            |            |            |            |              |
|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Howard K. Moore | 510        | 317        | 493        | 216        | 454        | 505        | 316        | 394        | 333        | 494        | 415        | 505        | 4,952        |
| Write-In        | 12         | 3          | 2          |            | 25         | 2          | 3          | 3          |            | 8          | 7          | 6          | 71           |
| Blanks          | 151        | 112        | 146        | 60         | 130        | 120        | 87         | 89         | 111        | 172        | 107        | 157        | 1,442        |
| <b>TOTAL</b>    | <b>673</b> | <b>432</b> | <b>641</b> | <b>276</b> | <b>609</b> | <b>627</b> | <b>406</b> | <b>486</b> | <b>444</b> | <b>674</b> | <b>529</b> | <b>668</b> | <b>6,465</b> |

**PUBLIC LIBRARY TRUSTEE**  
for 3 years (2)

|                |              |            |              |            |              |              |            |            |            |              |              |              |               |
|----------------|--------------|------------|--------------|------------|--------------|--------------|------------|------------|------------|--------------|--------------|--------------|---------------|
| Roger P. Welch | 511          | 343        | 489          | 213        | 452          | 509          | 346        | 392        | 323        | 489          | 408          | 497          | 4,972         |
| James M. Geary | 135          | 36         | 29           | 2          | 146          | 65           | 55         | 49         | 24         | 21           | 55           | 29           | 646           |
| Write-In       | 10           |            | 12           | 1          | 2            | 5            |            | 1          | 28         | 29           | 1            | 6            | 95            |
| Blanks         | 690          | 485        | 752          | 336        | 618          | 675          | 411        | 530        | 513        | 809          | 594          | 804          | 7,217         |
| <b>TOTAL</b>   | <b>1,346</b> | <b>864</b> | <b>1,282</b> | <b>552</b> | <b>1,218</b> | <b>1,254</b> | <b>812</b> | <b>972</b> | <b>888</b> | <b>1,348</b> | <b>1,058</b> | <b>1,336</b> | <b>12,930</b> |

**PARK COMMISSIONER for 3 years**

|                         |            |            |            |            |            |            |            |            |            |            |            |            |              |
|-------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Bradford O. Emerson     | 434        | 251        | 361        | 163        | 376        | 424        | 252        | 309        | 238        | 370        | 350        | 381        | 3,909        |
| Sherwood L. Warren, Jr. | 184        | 125        | 208        | 82         | 180        | 144        | 108        | 151        | 153        | 212        | 135        | 219        | 1,901        |
| Blanks                  | 55         | 56         | 72         | 31         | 53         | 59         | 46         | 26         | 53         | 92         | 44         | 68         | 655          |
| <b>TOTAL</b>            | <b>673</b> | <b>432</b> | <b>641</b> | <b>276</b> | <b>609</b> | <b>627</b> | <b>406</b> | <b>486</b> | <b>444</b> | <b>674</b> | <b>529</b> | <b>668</b> | <b>6,465</b> |

**PLANNING BOARD MEMBER**  
for 3 years (2)

|                         |              |            |              |            |              |              |            |            |            |              |              |              |               |
|-------------------------|--------------|------------|--------------|------------|--------------|--------------|------------|------------|------------|--------------|--------------|--------------|---------------|
| Peter M. Laughlin       | 347          | 222        | 288          | 143        | 288          | 349          | 214        | 244        | 229        | 323          | 290          | 280          | 3,217         |
| Henrick R. Johnson, Jr. | 376          | 269        | 306          | 128        | 354          | 375          | 240        | 274        | 209        | 349          | 318          | 347          | 3,545         |
| Carolyn J. Fenn         | 319          | 176        | 409          | 133        | 330          | 294          | 170        | 267        | 264        | 361          | 225          | 448          | 3,396         |
| Write-In                |              |            |              |            |              |              |            |            | 1          |              |              |              | 1             |
| Blanks                  | 304          | 197        | 279          | 148        | 246          | 236          | 188        | 187        | 185        | 315          | 225          | 261          | 2,791         |
| <b>TOTAL</b>            | <b>1,346</b> | <b>864</b> | <b>1,282</b> | <b>552</b> | <b>1,218</b> | <b>1,254</b> | <b>812</b> | <b>972</b> | <b>888</b> | <b>1,348</b> | <b>1,058</b> | <b>1,336</b> | <b>12,930</b> |

**SEWER COMMISSION for 3 years**

|                  |            |            |            |            |            |            |            |            |            |            |            |            |              |
|------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Matthew J. Doyle | 513        | 323        | 489        | 208        | 463        | 502        | 319        | 377        | 327        | 463        | 417        | 483        | 4,884        |
| Write-In         | 1          |            |            |            | 1          |            |            |            |            | 2          |            |            | 4            |
| Blanks           | 159        | 109        | 152        | 68         | 145        | 125        | 87         | 109        | 117        | 209        | 112        | 185        | 1,577        |
| <b>TOTAL</b>     | <b>673</b> | <b>432</b> | <b>641</b> | <b>276</b> | <b>609</b> | <b>627</b> | <b>406</b> | <b>486</b> | <b>444</b> | <b>674</b> | <b>529</b> | <b>668</b> | <b>6,465</b> |

**SINKING FUND COMMISSIONER**  
for 3 years

|                     |            |            |            |            |            |            |            |            |            |            |            |            |              |
|---------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Raymond L. Reynolds | 499        | 320        | 466        | 205        | 451        | 477        | 311        | 370        | 314        | 469        | 395        | 476        | 4,753        |
| Write-In            | 2          |            |            |            |            |            |            | 1          |            |            | 4          | 1          | 8            |
| Blanks              | 172        | 112        | 175        | 71         | 158        | 150        | 95         | 115        | 130        | 205        | 130        | 191        | 1,704        |
| <b>TOTAL</b>        | <b>673</b> | <b>432</b> | <b>641</b> | <b>276</b> | <b>609</b> | <b>627</b> | <b>406</b> | <b>486</b> | <b>444</b> | <b>674</b> | <b>529</b> | <b>668</b> | <b>6,465</b> |

**QUESTION:**

“Shall the Town of Chelmsford participate in the METCO program?”  
The result of such vote shall not be deemed to be binding upon the selectmen and other officers of said Town.

|              |            |            |            |            |            |            |            |            |            |            |            |            |              |
|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| YES          | 77         | 26         | 103        | 23         | 74         | 72         | 34         | 57         | 65         | 73         | 53         | 109        | 766          |
| NO           | 510        | 348        | 493        | 210        | 462        | 484        | 322        | 398        | 337        | 541        | 398        | 498        | 5,001        |
| Blanks       | 86         | 58         | 45         | 43         | 73         | 71         | 50         | 31         | 42         | 60         | 78         | 61         | 698          |
| <b>TOTAL</b> | <b>673</b> | <b>432</b> | <b>641</b> | <b>276</b> | <b>609</b> | <b>627</b> | <b>406</b> | <b>486</b> | <b>444</b> | <b>674</b> | <b>529</b> | <b>668</b> | <b>6,465</b> |

**ANNUAL TOWN MEETING**  
**May 3, 1976**

The Annual Town Meeting was called to order at 7:55 P.M. by Moderator Daniel J. Coughlin, Jr., who recognized the presence of a quorum. There were 419 voters present. An invocation was read by the Moderator.

Chairman of the Board of Selectmen, Paul C. Hart, moved that the reading of the Constable's return of service and the posting of the warrant be waived. It was so voted, unanimously. Mr. Hart moved that the reading of the entire warrant be waived. It was so voted, unanimously.

The following tellers were appointed:

|                |                  |
|----------------|------------------|
| Paul Bienvenue | Edward Hilliard  |
| Thomas Rivard  | William Dempster |
| Ina Greenblatt | Carl Olsson      |

Selectman Paul C. Hart moved that the reports of Town Officers and Committees be heard, under Article 1.

Selectman William Murphy made a motion to nominate Robert McManimon to the Varney Playground Commission for a three year term. Selectman Thomas Plamer made a motion to nominate Harvey Miller to the Varney Playground Commission for a three year term. A motion was made to close nominations. Motion carried.

A hand vote was taken for the election.

|                  |     |
|------------------|-----|
| Robert McManimon | 159 |
| Harvey Miller    | 79  |

A motion was made to declare Mr. McManimon winner.

UNDER ARTICLE 2. Chairman of the Personnel Board, David J. McLachlan, moved that the Town vote to further amend Section 24, subtitled "Job Titles and Standard Rates for Wages and Salaries of the Personnel Wage and Salary By-Law" by deleting therefrom the following positions: under Administrative and Clerical; Personnel Board's Recording Clerk and Planning Board Clerk; under Conservation and Cemetery; Cemetery Foreman, Cemetery Laborer, Cemetery Equipment Operator; under Custodial; Custodian (Center Hall), Custodian (Library), Custodian (Police Department); under Recreation: Administrative Assistant to the Recreation Commission; and inserting the following positions: under Conservation and Cemetery: Park Equipment Operator; under Custodial: Custodian; under Recreation: Clerk and by inserting under Youth Center: Coordinator, Chief Supervisor, Supervisor IV, Supervisor III, Supervisor II, Supervisor I, Clerk; and further vote to amend the first sentence of Section 14 of said By-Laws by deleting therefrom the words, "On January 1st" and substituting therefor the words, "On July 1st"; and to further amend the Personnel, Wage and Salary Administration By-Laws:

Motion passed.

15. Legal Holidays

The legal Holidays to which full-time permanent and part-time permanent employees are entitled with pay

are: New Year's Day, Martin Luther King's Birthday, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas.

Part-time permanent employees are entitled to Holiday pay if the Holiday falls on their regularly scheduled work-day and for a number of hours equal to the ratio of their scheduled work week to the full-time permanent employee's work week times the full-time permanent employee's work day.

**EXAMPLE:**

|                             |                         |
|-----------------------------|-------------------------|
| <u>Scheduled Hours</u>      | <u>20 hrs per wk</u>    |
| Full-time Hours             | 37½ hrs per wk X 7½ hrs |
| equals 4 hours Holiday pay. |                         |

19. Hours of work shall be as follows:

A. Full-time permanent employees

- I. For Town Accountant and those occupying positions designated as "clerical"-37½ hours per week.
- II. For those occupying positions designated "Mechanical and Construction Occupation", Conservation and Cemeteries, Custodian and Health-40 hours per week.

B. Part-time permanent employees

- I. Any employee who is scheduled to work 20 hours per week or more.

C. (Previously III, Deleted)

D. (previously IV, no change)

E. (previously V, no change).

Motion passed.

UNDER ARTICLE 2A. Personnel Board Chairman, David J. McLachlan, moved the Town vote to further amend Section 24, subtitled "Job Titles and Standard Rates for Wages and Salaries of the Personnel Wage and Salary By-Law", to conform to rates of pay negotiated by the Town with certain labor organizations, pursuant to General Laws, Chapter 149, Section 178G through 178N:

ADMINISTRATIVE AND CLERICAL

|   | Recommended<br>Fiscal July 1, 1976 |
|---|------------------------------------|
| 1. Veteran's Agent                      | \$10,600.00 p.a.                   |
| 2. Clerk, Senior                        | 8,468.00 p.a.                      |
| 3. Clerk                                | 6,750.00 p.a.                      |
| 4. Town Accountant                      | 15,954.00 p.a.                     |
| 5. Assistant Treasurer                  | 9,687.00 p.a.                      |
| 6. Town Counsel                         | 500.00 p.a.                        |
| 7. Selectmen's Administrative Assistant | 11,770.00 p.a.                     |
| 8. Board of Registrar's Clerk           | 850.00 p.a.                        |
| 9. Board of Registrar's (3 members)     | 360.00 ea.                         |
| 10. Clerk, Part-time                    | 3.42 hr.                           |
| 11. Town Aide                           | 8,615.00 p.a.                      |

Mr. Frank Fisher questioned increases of more than 7% for Line Items 1 & 5. Mr. David McLachlan of the Personnel Board stated greater responsibilities of these positions merited the increase recommended.

Motion carried.

CONSERVATION PARKS AND CEMETERY

|  |                  |
|--|------------------|
| 1. Cemetery Superintendent                 | \$14,445.00 p.a. |
| 2. Superintendent of Insect & Pest Control | 1,250.00 p.a.    |
| 3. Landscaper - Park                       | 4.19 hr.         |
| 4. Laborer - Park                          | 3.83 hr.         |
| 5. Unskilled Laborer                       | 2.30 hr.         |
| 6. Skilled Forest Workman                  | 3.14 hr.         |
| 7. Equipment Operator - Park               | 4.53 hr.         |
| 8. Park Superintendent                     | 14,445.00 p.a.   |

Motion carried.

CUSTODIAL

|              |          |
|--------------|----------|
| 1. Custodian | 3.78 hr. |
|--------------|----------|

Motion carried.

LIBRARY

|                               |                  |
|-------------------------------|------------------|
| 1. Librarian MLS              | \$16,000.00 p.a. |
| 2. Librarian MLS (Assistant)  | 10,826.00 p.a.   |
| 3. Branch Librarian           | 9,122.00 p.a.    |
| 4. Senior Assistant Librarian | 3.79 hr.         |
| 5. Junior Assistant Librarian | 3.23 hr.         |
| 6. Clerk                      | 3.42 hr.         |
| 7. Aides                      | 2.30 hr.         |

Motion Carried.

HIGHWAY DEPARTMENT

|                             |                  |
|-----------------------------|------------------|
| 1. Highway Superintendent   | \$20,512.00 p.a. |
| 2. Highway Foreman          | 6.61 hr.         |
| 3. Administrative Assistant | 9,687.00 p.a.    |

Motion carried.

TOWN FIRE DEPARTMENT

|                 |                  |
|-----------------|------------------|
| 1. Chief        |                  |
| 2. Deputy Chief | \$21,341.00 p.a. |

Motion carried.

TOWN POLICE DEPARTMENT

|            |                  |
|------------|------------------|
| 1. Chief   |                  |
| 2. Captain | \$21,341.00 p.a. |

Motion carried.

RECREATION

|                               |               |
|-------------------------------|---------------|
| 1. Clerk                      | 3.42 hr.      |
| 2. Director of Summer Program | 1,240.00 p.a. |

|                          | <u>MIN.</u> | <u>MAX.</u>  |
|--------------------------|-------------|--------------|
| 3. Swimming Director     | \$70.00 wk. | \$100.00 wk. |
| 4. Swimming Instructor   | 70.00 wk.   | 100.00 wk.   |
| 5. Playground Director   | 70.00 wk.   | 100.00 wk.   |
| 6. Playground Supervisor | 70.00 wk.   | 100.00 wk.   |
| 7. Playground Instructor | 70.00 wk.   | 100.00 wk.   |
| 8. Sports Instructor     | 70.00 wk.   | 100.00 wk.   |

Motion carried.

YOUTH CENTER

|                     |                  |
|---------------------|------------------|
| 1. Co-Ordinator     | \$11,057.00 p.a. |
| 2. Chief Supervisor | 3.99 hr.         |
| 3. Supervisor IV    | 3.87 hr.         |
| 4. Supervisor III   | 3.58 hr.         |
| 5. Supervisor II    | 3.33 hr.         |
| 6. Supervisor I     | 3.08 hr.         |
| 7. Clerk            | 3.42 hr.         |

Motion carried.

MISCELLANEOUS

|                       |                  |
|-----------------------|------------------|
| 1. Animal Inspector   | \$ 1,000.00 p.a. |
| 2. Building Inspector | 17,093.00 p.a.   |
| 3. Gas Inspector      | 3,750.00 p.a.    |
| 4. Electric Inspector | 14,000.00 p.a.   |

|                                 |               |
|---------------------------------|---------------|
| 5. Sealer of Weights & Measures | 2,000.00 p.a. |
| 6. Dog Officer                  | 7,408.00 p.a. |
| 7. Assistant Dog Officer        | 5,926.00 p.a. |
| 8. Clock Winder                 | 100.00 p.a.   |

Mr. Normand Labrecque moved to amend Line Item 2 to read \$15,975.00, since he feels 7% should not be automatic. Chairman of the Personnel Board, David McLachlan, defended the increase; Chairman of the Board of Selectmen, Paul Hart, also spoke in favor of the increase. A vote was taken on Mr. Labrecque's motion to amend -- Motion defeated.

A discussion followed about Line Items 3 & 4. The Personnel Board had not reviewed these two items. Selectman Philip Currier stated that the Selectmen are in favor of a full-time electric inspector.

A vote was taken on Miscellaneous 1-8. Motion carried.

UNDER ARTICLE 2B. Chairman of the School Committee, William J. Reynolds, moved that the Town vote to rescind Paragraph 16C (Sick Leave) from the Personnel Wage and Salary Administration By-Law.

Dismissed

Mr. Robert Hall moved to dismiss article. Mr. Schenk of the Finance Committee supported dismissal. The Board of Selectmen also supported dismissal. A vote was taken on Mr. Hall's motion-motion carried.

UNDER ARTICLE 3. Treasurer Philip J. McCormack moved that the Town vote to raise and appropriate such sums of money as may be required to defray town charges for the fiscal period from July 1, 1976 to June 30, 1977.

Mr. Jeanpaul Gravelle asked for a statement from the Finance Committee if all items are approved, what is the impact on the tax rate. Mr. Marvin Schenk of the Finance Committee estimated a \$4.00 increase, making the new tax rate \$45.50.

Finance Committee Recommendation

ACCOUNTING DEPARTMENT

|                          |             |
|--------------------------|-------------|
| <u>SALARIES:</u>         |             |
| 1. Accountant            | \$15,954.00 |
| 2. Senior Clerk (3)      | 25,404.00   |
| 3. Additional Clerk Hire | 00.00       |
| 4. Severance             | 00.00       |
| 5. Vacation and Sickness | 1,000.00    |
| Total                    | \$42,358.00 |

Motion carried.

|                  |             |
|------------------|-------------|
| <u>EXPENSES:</u> |             |
| 6. Expenses      | \$ 1,500.00 |
| 7. Outlay        | 300.00      |
| Total            | \$ 1,800.00 |

Motion carried.

TOTAL ACCOUNTING DEPARTMENT \$44,158.00

Motion carried.

ANIMAL INSPECTOR'S DEPARTMENT

|                                     |             |
|-------------------------------------|-------------|
| 8. Inspector's Salary               | \$ 1,000.00 |
| 9. Expense                          | 100.00      |
| Total ANIMAL INSPECTOR'S DEPARTMENT | \$ 1,100.00 |

Motion carried.

BOARD OF APPEALS

|                |             |
|----------------|-------------|
| 10. Clerk Hire | \$ 2,280.00 |
|----------------|-------------|

|                        |             |
|------------------------|-------------|
| 11. Expenses           | 1,730.00    |
| 12. Outlay Account     | 00.00       |
| Total BOARD OF APPEALS | \$ 4,010.00 |

ASSESSOR'S

SALARIES:

|                              |             |
|------------------------------|-------------|
| 13. Assessor (Full Time)     | \$15,954.00 |
| 14. Board Member (Part Time) | 7,660.00    |
| 15. Senior Clerk (4)         | 33,871.00   |
| 16. Clerk (Part Time)        | 00.00       |
| Total                        | \$57,485.00 |

EXPENSES:

|                              |             |
|------------------------------|-------------|
| 17. Office Expenses          | \$ 4,500.00 |
| 18. Transportation           | 1,500.00    |
| 19. Outlays                  | 175.00      |
| 20. Data Proc. (Tax Billing) | 7,000.00    |
| Total                        | \$13,175.00 |

Total ASSESSOR'S DEPARTMENT \$70,660.00

Motion carried.

BICENTENNIAL CELEBRATION COMM.

|                                  |        |
|----------------------------------|--------|
| 21. Expenses -- Annual Operation | \$ .00 |
| 22. Accumulation Fund (1975-76)  | 00     |

Total BICENTENNIAL CELEBRATION COMM. \$ 00

Motion carried.

BUILDING INSPECTOR'S DEPARTMENT

Includes: Zoning By-Law Enforcement

|                                       |             |
|---------------------------------------|-------------|
| 23. Inspector's Salary                | \$17,093.00 |
| 24. Inspector's Fees                  | 00.00       |
| 25. Sr. Clerk                         | 1.00        |
| 26. Vacation & Sickness               | 1.00        |
| 27. Transportation                    | 1,511.00    |
| 28. Inspector's Expenses              | 2,400.00    |
| 29. Out of Town Expenses              | 250.00      |
| 29a. Plumbing Ins. Fees & Transfers   | 2,000.00    |
| Total BUILDING INSPECTOR'S DEPARTMENT | \$23,256.00 |

Motion carried.

CEMETERY DEPARTMENT

SALARIES:

|                                  |             |
|----------------------------------|-------------|
| 30. Commissioners (3)            | \$ 300.00   |
| 31. Superintendent               | 14,445.00   |
| 32. General Labor                | 33,255.00   |
| 33. Special Labor for Lot Owners | 1,000.00    |
| Total                            | \$49,000.00 |

|                                   |           |
|-----------------------------------|-----------|
| 34. Internments                   | 5,000.00  |
| 35. Transportation Superintendent | 300.00    |
| 36. Expenses                      | 10,200.00 |

|  |             |
|--|-------------|
| Outlays                                | \$ 1,800.00 |
| 37. Town Clerk -- Salary               | 00.00       |
| 38. Town Clerk -- Expenses             | 00.00       |
| 39. Beautification -- Perpetual Care   | 00.00       |
| 40. Out of State                       | 300.00      |
| 41. Restore Forefather's and Hart Pond | 1,500.00    |
| Total                                  | \$19,100.00 |
| Total CEMETERY DEPARTMENT              | \$68,100.00 |

Motion carried.

CIVILIAN DEFENSE

|                        |             |
|------------------------|-------------|
| 42. Expenses           | \$ 4,050.00 |
| 43. Outlays            | 3,000.00    |
| Total CIVILIAN DEFENSE | \$ 7,050.00 |

Motion carried.

CONSERVATION COMMISSION

|              |             |
|--------------|-------------|
| 44. Expenses | \$16,800.00 |
|--------------|-------------|

Motion carried.

CONSTABLE

|                        |           |
|------------------------|-----------|
| 45. Constable's Salary | \$ 120.00 |
|------------------------|-----------|

Motion carried.

COUNCIL ON AGING

|                             |              |
|-----------------------------|--------------|
| 46. Salary                  | \$ 00.00     |
| 47. Expenses                | 8,125.00     |
| 48. Transportation Expenses | 3,000.00     |
| Total COUNCIL ON AGING      | \$ 11,125.00 |

Motion carried.

DEBT AND INTEREST

|  |                |
|--|----------------|
| 49. High School Loan No. 1                               | \$ 50,000.00   |
| 50. High School Loan No. 2                               | 85,000.00      |
| 51. Highway Garage Loan                                  | 00.00          |
| 52. South Row Elementary School Loan                     | 45,000.00      |
| 53. Junior High School Loan                              | 110,000.00     |
| 54. Westland Elem. School & Harrington Elem. School Loan | 160,000.00     |
| 55. Byam Elementary School Loan                          | 105,000.00     |
| 56. High School - 1972                                   | 850,000.00     |
| DEBT Total   | \$1,405,000.00 |

Motion carried.

INTEREST

|  |               |
|--|---------------|
| 57. High School Loan No. 1                               | \$ 1,750.00   |
| 58. High School Loan No. 2                               | 5,440.00      |
| 59. Highway Garage Loan                                  | 00.00         |
| 60. Anticipation of Revenue & Reimbursement Loans        | 50,000.00     |
| 61. South Row Elem. School Loan                          | 7,875.00      |
| 62. Junior High School                                   | 27,788.00     |
| 63. Westland Elem. School & Harrington Elem. School Loan | 78,260.00     |
| 64. Byam Elementary School Loan                          | 83,550.00     |
| 65. High School - 1972                                   | 243,100.00    |
| INTEREST Total   | \$ 497,763.00 |

Motion carried.

Total DEBT AND INTEREST \$1,902,763.00

Motion carried.

DOG OFFICER

SALARIES:

|                           |             |
|---------------------------|-------------|
| 66. Dog Officer           | \$ 7,408.00 |
| 67. Assistant Dog Officer | 5,926.00    |
| 68. Expenses              | 1,500.00    |

Total DOG OFFICER \$ 14,834.00

Motion carried.

D.P.W. STUDY COMMISSION -- DELETED

|              |       |
|--------------|-------|
| 69. Expenses | 00.00 |
|--------------|-------|

DUTCH ELM CONTROL

|                    |       |
|--------------------|-------|
| 70. Superintendent | 00.00 |
| 71. Expenses       | 00.00 |

Total INSECT PEST CONTROL \$ 00.00

Motion carried.

EDWARDS MEMORIAL BEACH

|              |       |
|--------------|-------|
| 72. Expenses | 00.00 |
|--------------|-------|

Motion carried.

ELECTIONS

73. Expenses \$ 19,300.00

Motion carried.

FINANCE COMMITTEE

74. Expenses \$ 1,500.00

Motion carried.

FIRE DEPARTMENT -- Temporarily placed on table pending report to the Selectmen on negotiations.

GAS PIPING & FIXTURE DEPARTMENT

82. Inspectors Fees \$ 00.00

83. Inspectors Salary 3,750.00

84. Expenses 600.00

84a. Transportation 750.00

84b. Out of Town Expense 100.00

84c. Vacation and Sickness 1.00

Total GAS PIPING & FIXTURE DEPARTMENT \$ 5,201.00

Motion carried.

HEALTH & SANITATION DEPARTMENT

SALARIES:

85. Board Members 828.00

86. Director of Public Health 19,260.00

87. Senior Clerk 8,468.00

88. Plumbing Insp. (Deleted)

89. Physicians 1,000.00

90. Vacation and Sickness 500.00

Total \$ 30,056.00

Motion carried.

EXPENSES:

91. Health and Professional Services \$ 4,700.00

92. Mosquito Control Study 400.00

93. Transportation Directors 1,500.00

94. Other Expenses 1,980.00

95. Out of State Expense 300.00

96. Outlay 00.00

97. Blood Program 250.00

Total \$ 9,130.00

Motion carried.

Total Salaries & Expenses \$ 39,186.00

Motion carried.

HIGHWAY DEPARTMENT

SALARIES:

98. Superintendent \$ 20,512.00

99. Administrative Assistant-Highway 9,687.00

100. Engineer's Fees 10,000.00

101. Sr. Clerk 00.00

102. Clerk Hire 1,080.00

Total \$ 41,279.00

Motion carried.

EXPENSES:

103. Utilities and Misc. Expense \$ 30,600.00

104. Street Signs 2,300.00

105. Waste Collection 380,987.00

106. Annual Waste Clean Up Days 9,000.00

107. Maintenance & Repair to Garage 750.00

108. Outlays 00.00

HIGHWAYS, BRIDGES AND DRAINAGE

109. Highway Materials 78,000.00

110. Miscellaneous Equipment & Small Tools 1,500.00

111. Stabilization Fund Equipment 10,000.00

112. Machinery Hire -- Other 6,000.00

113. Labor -- Men 248,920.00

114. Vacations and Sickness 36,400.00

115. Labor -- Overtime 7,000.00

116. Radio Outlay and Equipment 00.00

117. Radio Repairs and Services 540.00

ROAD MACHINERY ACCOUNT:

118. Repairs 23,750.00

119. Snow and Ice Removal 198,905.00

120. Highway Bridges & Drainage Cost. 47,000.00

121. Chapter 90 Maintenance 00.00

122. Sidewalks 7,000.00

Total \$1,088,652.00

Motion carried.

Total HIGHWAY DEPARTMENT \$1,129,931.00

Motion carried.

HISTORICAL COMMISSION

123. Expenses \$ 1,830.00

Motion carried.

HOME RULE ADVISORY COMMITTEE

124. Expenses \$ 550.00

Motion carried.

HYDRANT SERVICE DEPARTMENT

125. Center \$ 33,840.00

126. North 10,500.00

127. East 4,300.00

128. South 4,000.00

Total HYDRANT SERVICE DEPARTMENT \$ 52,640.00

Motion carried.

INSECT PEST CONTROL

129. Superintendent's Salary \$ 1,250.00

130. Expenses 12,850.00

Total INSECT PEST CONTROL \$ 14,100.00

After a discussion about where this money is spent a voice vote was taken which was questioned. A hand vote was also questioned. A Hand Count was taken:

YES 175 No 124 Motion carried.

INSURANCE DEPARTMENT

131. Prop. Liab. & All Types of Ins. \$ 158,700.00

132. Chapter 32B Insurance - Employees 255,000.00

133. Police Professional Liability 00.00

Total INSURANCE DEPARTMENT \$ 413,700.00

Liability Insurance -- Selectmen . . . 00.

Motion carried.

LAW DEPARTMENT

SALARIES:  
134. Town Counsel \$ 500.00

EXPENSES:  
135. Legal Services \$ 14,000.00

136. Misc. Exp. Association Dues 1,000.00

Total LAW DEPARTMENT \$ 15,500.00

Motion carried.

LIBRARY DEPARTMENT

SALARIES:  
137. Librarian \$ 16,000.00

138. Assistant Director 10,836.00

139. Branch Librarian 9,130.00

140. Assistant Librarians 84,973.00

141. Library Aides 5,350.00

|                           |               |
|---------------------------|---------------|
| 142. Custodian & Security | 13,332.00     |
| 143. Vacation & Sickness  | 3,077.00      |
| Total                     | \$ 142,698.00 |

**EXPENSES:**

|                                     |              |
|-------------------------------------|--------------|
| 144. Repair & Maintenance of Bldgs. | \$ 3,500.00  |
| 145. Fuel, Light and Water          | 11,100.00    |
| 146. Books and Periodicals          | 44,000.00    |
| 147. Other Expenses                 | 8,000.00     |
| 148. Outlays                        | 2,400.00     |
| Total                               | \$ 69,000.00 |

Total LIBRARY DEPARTMENT \$ 211,698.00

State Funds Received 12,574.00

NET LIBRARY DEPARTMENT \$ 199,124.00

Motion carried.

MODERATOR

149. Moderator's Salary 300.00

Motion carried.

NASHOBA VALLEY TECHNICAL HIGH SCHOOL - Chelmsford  
assessment 44.63% 411,427.00

Mr. James Harrington moved we pay our share of the operating and maintenance budget.

It was so voted.

PARK DEPARTMENT

|   |              |
|---|--------------|
| 150. Labor                              | \$ 17,445.00 |
| 151. Expenses                           | 3,650.00     |
| 152. Outlays                            | 600.00       |
| 153. Recreation Field Maintenance Labor | 3,710.00     |
| 154. Recreation Field Maintenance Exp.  | 2,000.00     |
| Total PARK DEPARTMENT                   | \$ 27,405.00 |

Motion carried.

PERSONNEL BOARD

155. Expenses \$ 650.00

Motion carried.

PLANNING BOARD

|   |              |
|---|--------------|
| 156. Clerk Hire                         | \$ 1,750.00  |
| 157. Expenses                           | 1,250.00     |
| 158. Outlay                             | 250.00       |
| 159. Consultant                         | 8,000.00     |
| 160. Greater Lowell Planning Fee (NMAC) | 00.00        |
| Total PLANNING BOARD                    | \$ 11,250.00 |

Motion carried.

POLICE DEPARTMENT

**SALARIES:**

|                                  |               |
|----------------------------------|---------------|
| 161. Officers and Administration | \$ 174,283.00 |
| 162. Regular and Special Account | 799,064.00    |
| Total                            | \$ 973,347.00 |

|  |              |
|--|--------------|
| 163. Maintenance and Equipment           | \$ 85,696.00 |
| 164. Chief's Out of State Expense        | 150.00       |
| 165. Outlays                             | 00.00        |
| 166. Special and Education, Out of State | 1,600.00     |
| 167. Regional Tactical Unit, Expenses    | 1,500.00     |
| Total                                    | 88,946.00    |

Total POLICE DEPARTMENT \$1,062,293.00

Motion carried.

PUBLIC BUILDINGS DEPARTMENT

**SALARIES:**

|                            |             |
|----------------------------|-------------|
| 168. Janitor's Salary      | \$ 7,857.00 |
| 169. Vacation and Sickness | 380.00      |
| Total                      | \$ 8,237.00 |

**EXPENSES:**

|                                      |              |
|--------------------------------------|--------------|
| 170. Fuel, Light and Water           | \$ 11,000.00 |
| 171. Repairs, Equipment and Expenses | 27,850.00    |
| 172. Outlays                         | 300.00       |

Total \$ 39,150.00

Total PUBLIC BUILDINGS DEPARTMENT \$ 47,387.00

Motion carried.

RECREATION COMMISSION

173. Salaries, Directors & Asst. Youth \$ 16,510.00

174. Expenses, Youth 102,264.00

175. Outlay 15,485.00

Total RECREATION DEPARTMENT \$ 134,259.00

Motion carried.

EAST SCHOOL

176. Expenses 8,848.00

177. Salaries, Custodians 1.00

Total EAST SCHOOL \$ 8,849.00

Motion carried.

REGISTRAR'S DEPARTMENT

**SALARIES:**

178. Registrars (3) \$ 1,080.00

179. Ass't. Registrars: Wages & Milcage 00.00

180. Clerk 4,524.00

181. Census 3,700.00

Total \$ 9,304.00

**EXPENSES:**

182. Printing: Men-Women Directory \$ 1,100.00

183. Printing: Voters' Lists 400.00

184. Other Expenses 825.00

185. Data Processing 2,400.00

Total \$ 4,725.00

Total REGISTRAR'S DEPARTMENT \$ 14,029.00

Motion carried.

SCHOOL BUILDING COMMITTEE

186. Clerk \$ 500.00

187. Out of State Travel 00.00

188. Expenses 00.00

Total \$ 500.00

Motion Carried.

Mr. Matthew J. Doyle moved that the School Budget, Items 189-226, inclusive be heard at the specific time 8:00 P.M., May 10, 1976.

Chairman of the School Committee, William J. Reynolds, was opposed to this motion. The Finance Committee was also opposed to taking articles out of order. A vote was taken on Mr Doyle's motion. Motion defeated.

Henrietta Rycroft and seven voters questioned the vote. A hand count was taken:

YES -- 63

NO -- 201

Motion defeated.

Chairman of the School Committee, William J. Reynolds, moved the sum of \$12,237,361.00 be raised and appropriated for the operation of the Chelmsford public schools including vocational education, said sum to be reduced by the use of available and anticipated Federal funds of \$92,364.00 and educational and collaborative funds of \$19,000.00 to \$12,237,361.00.

Chairman of the School Committee, William J. Reynolds, reviewed the School Budget. Mr. Michael Folk made a motion to amend line Item 205 to read \$6,000.00 instead of 00.00. Motion to amend defeated. Mr. Paul Krenitsky moved to amend line Item 189 to read \$26,000 instead of \$42,000. After a lengthy debate Mr. Joseph Gutwein made a motion to stop debate. It was so voted, unanimously. A vote was taken on Mr. Krenitsky's motion to amend. It was so voted. Mr. George Ripsom made a motion to stop debate on the main motion as amended. Mr. Normand Labrecque questioned the quorum. A count was taken; 230 voters were present. A count was taken on Mr. Ripsom's motion to stop debate.

YES -- 175  
NO -- 26                    Motion carried.

A vote was taken on the main motion, School Budget as amended -- \$12,237,361.00. Motion carried. Mr. Jeanpaul Gravelle made a motion to reconsider the school budget as amended. Mr. Edward McKeon questioned the presence of a quorum. A count was taken, showing 210 voters present. A vote was taken on Mr. Gravelle's motion to reconsider the school budget. Motion defeated. Mr. Gravelle questioned the decision of the Moderator. A raising of hands showed no reconsideration.

SCHOOL DEPARTMENT

|                                  | Recommended<br>July 1, 1976 |
|----------------------------------|-----------------------------|
| 189. School Committee            | \$ 26,000.00                |
| 190. Superintendent's Office     | 239,392.00                  |
| 191. Supervision                 | 240,533.00                  |
| 192. Principals                  | 609,234.00                  |
| 193. Teaching                    | 7,229,366.00                |
| 194. Textbooks                   | 122,376.00                  |
| 195. Library                     | 259,704.00                  |
| 196. Audio/ Visual               | 136,472.00                  |
| 197. Guidance                    | 343,633.00                  |
| 198. Career Education            | 20,533.00                   |
| 199. School Attendance           | 16,950.00                   |
| 200. Health Services             | 79,998.00                   |
| 201. Transportation              | 760,600.00                  |
| 202. Food Services               | 54,200.00                   |
| 203. Athletics                   | 114,825.00                  |
| 204. Other Student Activities    | 28,000.00                   |
| 205. Driver Education            | 00.00                       |
| 206. Health Education            | 00.00                       |
| 207. Custodial                   | 596,309.00                  |
| 208. Utilities                   | 400,385.00                  |
| 209. Maintenance of Grounds      | 22,750.00                   |
| 210. Maintenance of Buildings    | 61,270.00                   |
| 211. Maintenance of Equipment    | 49,940.00                   |
| 212. Adult Education             | 20,267.00                   |
| 213. Civic Activities            | 6,550.00                    |
| 214. Programs with other Schools | 15,000.00                   |
| Subtotal                         | \$11,454,287.00             |

|                                      |                 |
|--------------------------------------|-----------------|
| Chapter 766                          | \$ 894,438.00   |
| Subtotal                             | \$12,348,725.00 |
| Total                                | \$12,348,745.00 |
| Minus PL 875                         | 92,364.00       |
| Subtotal                             | \$12,256,361.00 |
| Minus Educational Collaborative Fund | 19,000.00       |
| Total Town Funds                     | \$12,237,361.00 |

RECEIPTS

|  |                 |
|--|-----------------|
| 215. State Education Aid Law                 | \$ 2,823,762.00 |
| 216. Tuition & Transportation of State Wards |                 |
| 217. School Transportation                   | 751,207.00      |
| 218. Rental of Auditoriums                   | 100.00          |

|                                      |                 |
|--------------------------------------|-----------------|
| 219. Custodial Services              | 18,000.00       |
| 220. Special Education - Chapter 766 | 703,484.00      |
| 221. Vocational Education            | 28,643.00       |
| 222. Dog Licenses                    | 4,863.00        |
| 223. Miscellaneous                   | 4,000.00        |
| 224. Adult Evening Education         | 10,680.00       |
| 225. Education Collaborative Fund    | 92,364.00       |
| Total RECEIPTS                       | \$ 4,456,103.00 |
| NET COST TO CHELMSFORD               | \$ 7,781,258.00 |

Selectman Paul Hart made a motion to adjourn at 11:00 P.M., until Monday, May 10, 1976, at 7:30 P.M. in the High School Gymnasium. It was so voted.

Daniel J. Coughlin  
Moderator

Mary E. St. Hilaire  
Town Clerk

**ADJOURNED ANNUAL TOWN MEETING**  
May 10, 1976

The adjourned Annual Town Meeting was called to order at 7:50 P.M. by Moderator Daniel J. Coughlin, Jr., who recognized the presence of a quorum. There were 347 voters present. The following tellers were appointed:

|                 |               |
|-----------------|---------------|
| Paul Bienvenu   | Dorothy Lerer |
| Ina Greenblatt  | Carl Olsson   |
| Edward Hilliard | Ruth Delaney  |

Mr. Matthew Doyle questioned the Moderator about a motion he had presented in writing last week, but was not recognized. He questioned whether this amendment could still be heard. Mr. Coughlin advised him that it could not be heard at this meeting, and that all requests to use Town Counsel must be given in writing to the Selectmen.

Chairman of Board of Selectmen, Paul Hart, moved that the Fire Department Budget be taken from the table. It was so voted.

Mr. Paul Hart moved that the Town vote to appropriate and transfer from Revenue Sharing Funds the sum of \$339,717.53 and to raise and appropriate the sum of \$798,667.47 for Fire Department salaries (total: \$1,138,385) and further raise and appropriate the sum of \$68,870 for the Fire Department expenses (total: \$1,207,255.).

Recommended  
July 1, 1976

FIRE DEPARTMENT

SALARIES:

|                                    |                |
|------------------------------------|----------------|
| 75. Officers and Administration    | \$ 131,968.00  |
| 76. Regular and Substitute Account | 988,440.00     |
| 77. Severance Pay                  | 17,977.00      |
| Total                              | \$1,138,385.00 |
| 78. Maintenance and Equipment      | 49,950.00      |
| 79. Outlays                        | 3,520.00       |
| 80. Out of State                   | 400.00         |
| 81. Stabilization Fund (Equipment) | 15,000.00      |
| Total                              | 68,870.00      |
| Total FIRE DEPARTMENT              | \$1,207,255.00 |



Mr. Normand Labrecque questioned the increase. Selectmen Murphy explained the latest figures were not available when the warrant book was printed because of union negotiations. Fire Chief Frederick Reid stated the increase in salaries is also due to the fact that eight new firefighters have been included for the new fire station in East Chelmsford.

A vote was taken on the main motion, total Fire Department Budget \$1,207,255.00. It was so voted.

SEALER OF WEIGHTS AND MEASURES

|               |                             |
|---------------|-----------------------------|
|               | Recommended<br>July 1, 1976 |
| 228. Salary   | \$ 2,000.00                 |
| 229. Expenses | 300.00                      |
| <b>Total</b>  | <b>\$ 2,300.00</b>          |

It was so voted.

SELECTMEN'S DEPARTMENT

|                               |                     |
|-------------------------------|---------------------|
| SALARIES:                     |                     |
| 230. Chairman                 | \$ 1,500.00         |
| 231. Board Members            | 4,000.00            |
| 232. Selectmen Adm. Asst.     | 11,700.00           |
| 233. Labor Relations Advisor  | 5,000.00            |
| 234. Clerk (2) (Part-time)    | 5,353.00            |
| 235. Senior Clerk (Full-time) | 8,467.00            |
| 236. Purchasing Agent         | 1,396.00            |
| 237. Town Planner             | 256.00              |
| 237a. Recreation Supervisor   | 477.00              |
| <b>Total</b>                  | <b>\$ 38,219.00</b> |

|                                |                     |
|--------------------------------|---------------------|
| EXPENSES:                      |                     |
| 238. Expenses                  | \$ 6,716.00         |
| 239. Conference Expenses       | 1,000.00            |
| 240. Outlays                   | 510.00              |
| 241. Emergency Employment      | 00.00               |
| 242. Out of State              | 250.00              |
| 243. Purchasing Agent          | 1,245.00            |
| 244. Local Growth Policy Comm. | 250.00              |
| 245. Photo Copy Machine        | 5,500.00            |
| 246. Insurance for Selectmen   | 00.00               |
| <b>Total</b>                   | <b>\$ 15,471.00</b> |

**Total SELECTMEN'S DEPARTMENT \$ 53,690.00**

Mr. Joseph M. Gutwein of the Sewer Commission moved to amend the Sewer Commission Department Budget Line Item No. 247, Professional Expenses, to read \$25,000 instead of 00. It was so voted.

SEWER COMMISSION DEPARTMENT

|  |                     |
|--|---------------------|
| 247. Professional Fee                    | \$ 25,000.00        |
| 248. Expenses                            | 1,000.00            |
| <b>Total SEWER COMMISSION DEPARTMENT</b> | <b>\$ 26,000.00</b> |

It was so voted, as amended.

STREET LIGHTING

|                      |              |
|----------------------|--------------|
| 248. Street Lighting | \$ 74,000.00 |
|----------------------|--------------|

It was so voted.

TOWN AIDE

|               |                    |
|---------------|--------------------|
| 250. Salary   | \$ 8,615.00        |
| 251. Expenses | 950.00             |
| <b>Total</b>  | <b>\$ 9,565.00</b> |

It was so voted.

TOWN CELEBRATION COMMITTEE

|               |             |
|---------------|-------------|
| 252. Expenses | \$ 2,500.00 |
|---------------|-------------|

It was so voted.

TOWN CLERK DEPARTMENT

|                        |                     |
|------------------------|---------------------|
| SALARIES:              |                     |
| 253. Town Clerk        | \$ 13,500.00        |
| 254. Senior Clerk (2)  | 16,936.00           |
| 255. Clerk (Part-time) | 3,557.00            |
| 256. Clerk (Overtime)  | 950.00              |
| <b>Total</b>           | <b>\$ 34,943.00</b> |

|  |                    |
|--|--------------------|
| EXPENSES:                                |                    |
| 257. Expenses                            | \$ 4,500.00        |
| 258. Board of Appeals-Variance Rec. Fees | 50.00              |
| 259. Printing By-Laws Books              | 1.00               |
| 260. Outlays                             | 00.00              |
| <b>Total</b>                             | <b>\$ 4,551.00</b> |

**Total TOWN CLERK DEPARTMENT \$ 39,494.00**

It was so voted.

TOWN FOREST COMMITTEE

|               |           |
|---------------|-----------|
| 261. Expenses | \$ 200.00 |
|---------------|-----------|

It was so voted.

TREASURER & COLLECTOR DEPARTMENT

Mr. Edward Hilliard moved to amend Line 262 from \$17,230.00 to \$18,000.00. It was so voted.

|                            |                     |
|----------------------------|---------------------|
| SALARIES:                  |                     |
| 262. Treasurer & Collector | \$ 18,000.00        |
| 263. Assistant Treasurer   | 9,687.00            |
| 264. Senior Clerk (5)      | 42,340.00           |
| 265. Clerk                 | 00.00               |
| 266. Vacation & Sickness   | 2,000.00            |
| <b>Total</b>               | <b>\$ 72,027.00</b> |

|  |                     |
|--|---------------------|
| EXPENSES:  |                     |
| 267. Postage                                     | \$ 9,000.00         |
| 268. Printing, Advertising, Binding & Stationery | 2,000.00            |
| 269. Bonds                                       | 850.00              |
| 270. Expenses                                    | 3,800.00            |
| 271. Outlays                                     | 00.00               |
| 272. Machine Hire                                | 00.00               |
| 273. Data Processes, Payroll                     | 00.00               |
| 274. Purchase NCR 400 Acct. Machine              | 00.00               |
| <b>Total</b>                                     | <b>\$ 15,650.00</b> |

**Total TREASURER & COLLECTOR DEPT. \$ 87,677.00**

TREE WARDEN'S DEPARTMENT

|                  |                    |
|------------------|--------------------|
| SALARIES:        |                    |
| 275. Tree Warden | \$ 800.00          |
| 276. Fees        | 4,000.00           |
| <b>Total</b>     | <b>\$ 4,800.00</b> |

|                     |                     |
|---------------------|---------------------|
| EXPENSES:           |                     |
| 277. Other Expenses | \$ 13,450.00        |
| 278. Outlay         | 600.00              |
| <b>Total</b>        | <b>\$ 14,050.00</b> |

**Total TREE WARDEN DEPARTMENT \$ 18,850.00**

It was so voted.

UNCLASSIFIED DEPARTMENTS

|  |              |
|--|--------------|
| 279. Town & Finance Committee Reports              | \$ 10,000.00 |
| It was so voted.                                   |              |
| 280. CATV Committee                                | 250.00       |
| It was so voted.                                   |              |
| 281. Expenses for Memorial Day                     | 1,500.00     |
| It was so voted.                                   |              |
| 282. Development & Industrial Commission - Deleted |              |
| 282. Expense for Town Clock                        | 300.00       |
| It was so voted.                                   |              |
| 283. Development & Industrial Commission           | 100.00       |
| It was so voted.                                   |              |
| 284. Ambulance Service                             | 15,000.00    |
| It was so voted.                                   |              |

|  |          |
|--|----------|
| 285. Lowell Mental Health Association                      | 8,695.00 |
| It was so voted.   |          |
| 286. Veteran Pension Claims                                | 4,586.00 |
| It was so voted.   |          |
| 287. Chelmsford Industrial Development Financing Authority | 100.00   |
| It was so voted.   |          |
| 288. D. P. W. Committee                                    | 170.00   |
| It was so voted.   |          |
| 289. Historic District Committee                           | 250.00   |

Mr. Stephen Wojcik moved to amend Line 289 to read \$1,000.00. The Finance Committee was opposed to this amendment. A voice vote was taken which left Chair in doubt. A second voice vote was taken, Motion passed. Mr. George Ripsom and more than six voters questioned vote. A hand vote indicated the motion to amend was defeated.

A vote was taken on the main motion. Motion carried.

UNCLASSIFIED DEPARTMENTS (Continued)

|                                       |              |
|---------------------------------------|--------------|
| 290. Bus Transportation Subsidy       | \$ 28,000.00 |
| It was so voted.                      |              |
| 291. Share Inc. (Drug Rehabilitation) | 23,737.00    |
| It was so voted.                      |              |
| 292. NMAC Assessment                  | 8,592.00     |
| It was so voted.                      |              |
| Total UNCLASSIFIED DEPARTMENTS        | 101,280.00   |

Mr. Marvin Schenk moved to reconsider the Fire Department Budget. No reconsideration was required.

VARNEY PLAYGROUND

|                         |             |
|-------------------------|-------------|
| 293. Labor              | \$ 2,450.00 |
| 294. Expenses           | 3,000.00    |
| 295. Outlays            | 1,600.00    |
| Total VARNEY PLAYGROUND | \$ 7,050.00 |

It was so voted.

VETERAN'S BENEFITS DEPARTMENT

|                                     |              |
|-------------------------------------|--------------|
| 295. Salary of Veteran's Agent      | \$ 10,600.00 |
| 297. Clerical                       | 1.00         |
| 298. Expenses                       | 2,000.00     |
| 299. Outlay                         | 175.00       |
| 300. Cash and Material Grants       | 75,000.00    |
| Total VETERAN'S BENEFITS DEPARTMENT | \$ 87,776.00 |

It was so voted.

WIRING INSPECTOR'S DEPARTMENT

|                                     |              |
|-------------------------------------|--------------|
| 301. Inspector's Fees               | \$ 00.00     |
| 302. Inspector's Salary             | 14,000.00    |
| 303. Expenses                       | 1,000.00     |
| 304. Senior Clerk (1/2)             | 1.00         |
| 305. Vacation & Sickness            | 1.00         |
| 306. Transportation                 | 1,500.00     |
| 307. Out of Town Expenses           | 250.00       |
| Total WIRING INSPECTOR'S DEPARTMENT | \$ 16,752.00 |

Mr. George Ripsom moved to amend Line 302 to read \$5,000. Selectman Lovering supported the \$14,000 figure for full time Inspector. The Finance Committee opposed amendment. Mr. Normand Labrecque spoke in favor of it. The amendment was defeated by voice vote.

A vote was taken on the Total Wiring Inspector's Department budget of \$16,752.00. It was so voted.

YOUTH CENTER

Mr. Norman H. Douglas moved to amend the Youth Center Budget as follows:

Change Line 308 from \$21,709 to \$22,619.  
 Change Line 309 from \$4,551 to \$8,016.  
 Change Line 310 from \$1,925 to \$1,140.  
 Change Line 311 from \$7,260 to 00.  
 Change Total from \$35,445 to \$31,775.

A vote was taken on the amendment. Motion passed.

Recommended  
 July 1, 1976

YOUTH CENTER

|                         |              |
|-------------------------|--------------|
| 308. Salaries           | \$ 22,619.00 |
| 309. Expenses           | 8,016.00     |
| 310. Outlay             | 1,140.00     |
| 311. Building Operation | 00.00        |
| Total YOUTH CENTER      | \$ 31,775.00 |

A vote was taken on the main motion as amended. It was so voted.

UNDER ARTICLE 4. Mr. Philip J. McCormack moved that the Town vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1976: in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17.

It was so voted, unanimously.

UNDER ARTICLE 5. Mr. Philip J. McCormack moved that the Town vote to request the Department of Corporations and Taxation, Division of Accounts of the Commonwealth of Massachusetts to make an audit of all accounts in all departments in the Town of Chelmsford.

It was so voted, unanimously.

UNDER ARTICLE 6. Mr. Paul C. Hart moved that the Town vote to raise and appropriate the sum of \$241.67 with which to meet bills for previous years.

It was so voted, unanimously.

UNDER ARTICLE 7. Mr. Paul Hart moved that the Town vote to approve the filing of a Petition in the General Court under the provisions of Section 8 of Article 89 or the Amendments to the Constitution for an act: Enabling the Town to pay the sum of \$31,714.69 to Leo R. Dumont & Sons, Inc. and the sum of \$1,168.50 to J.M. Richards Company, Inc., and the sum of \$987.36 to Maxwell Supply Company. Said bills having been incurred by the Chelmsford School Building Committee in connection with the completion of the New Chelmsford High School on Graniteville Road. Said work having been satisfactorily performed and completed between September and November, 1975. Said work being the completion of certain work left incomplete by the General Contractor for the New Chelmsford High School at the time his contract was terminated.

Selectmen Lovering spoke in favor of this article, which totaled \$33,870.55. This is not a money vote; the money is already there.

A vote was taken on the motion. It was so voted, unanimously.

UNDER ARTICLE 8. Mr. Paul C. Hart moved that the Town vote to raise and appropriate the sum of \$413,185.84 to pay the Treasurer of Middlesex County Retirement System, the said amount being the Town's share of the pension, expense, and military service funds.

It was so voted.

UNDER ARTICLE 9. Mr. Marvin Schenk moved that the Town vote to raise and appropriate the sum of \$250,000.00, to be used as a Reserve Fund at the discretion of the Finance Committee, as provided in General Laws, Chapter 40, Section 6.

It was so voted.

UNDER ARTICLE 10. Mr. Paul C. Hart moved that the Town vote to authorize the Board of Selectmen to participate and file an application for funds under the Department of Housing and Urban Development Act of 1974.

It was so voted.

UNDER ARTICLE 11. Mr. Paul C. Hart moved that the Town vote to raise and appropriate the sum of \$4,296.00 for the purchase of a 12 passenger Van and to sell by good and sufficient bill of sale the 1974 Van presently being used by the Council on Aging.

It was so voted.

UNDER ARTICLE 12. Mr. Paul C. Hart moved that the location of the Salt Storage Shed, the purchase of which was authorized under Article 23 at the Annual Town Meeting held on May 5, 1975, be located on Town-owned property.

Mr. Schenk stated that the Finance Committee is opposed to this article; Mr. Thomas Palmer stated the Board of Selectmen support article. After other objections were heard a voice vote was taken which was questioned. A hand vote defeated article.

Mr. Marvin Schenk of the Finance Committee moved to reconsider Article II. A voice vote was taken which left Chair in doubt, a second vote defeated motion.

UNDER ARTICLE 13. Mr. Paul C. Hart moved that the Town vote to transfer the sum of \$2,841.60 from the Road Machinery Fund; \$10,000 from the Stabilization Fund; and raise and appropriate the sum of \$51,790 for the purchase of equipment for the Highway Department, such purchase to be made under the supervision of the Board of Selectmen, and to authorize the Board of Selectmen to dispose of equipment presently being used by the Highway Department as follows:

(a) To purchase one Dump Truck for the Highway Department and to sell by good and sufficient bill of sale one dump truck presently being used by the Highway Department.

(b) To purchase one Truck Chassis for the Highway Department and to sell by good and sufficient bill of sale one truck chassis presently being used by the Highway Department.

(c) To purchase one Front End Loader for the Highway Department and to sell by good and sufficient bill of sale one front end loader presently being used by the Highway Department.

(d) To purchase one Pickup Truck for the Highway Department and to sell by good and sufficient bill of sale one pick up truck presently being used by the Highway Department.

TOTAL \$64,631.60

A 2/3 vote required -- Motion carried, unanimously.

UNDER ARTICLE 14. Mr. Paul C. Hart moved that the Town vote to raise and appropriate the sum of \$22,756.20 for the purpose of purchasing six (6) new 1976 -- four door sedans to be used by the Police Department, said purchase to be made under the supervision of the Board of Selectmen; and to authorize the Selectmen to transfer by a good and sufficient bill of sale, title to one (1) 1973, one (1) 1974 and four (4) 1975 cruisers now being used by the Police Department.

Motion carried.

UNDER ARTICLE 15. Mr. Paul C. Hart moved that the Town vote to raise and appropriate the sum of \$1,400.00 to match LEAA Federal Funds, for the purpose of providing mutual aid programs for police departments.

Motion carried.

UNDER ARTICLE 16. Chairman of the Recreation Commission, Mr. William A. Dempster, Jr., moved that the Town vote to raise and appropriate the sum of \$250,000.00 to construct outdoor lighting system at the Chelmsford High School Athletic Field located on Graniteville Road.

Mr. Dempster spoke in favor of this Article. The Committee was opposed to it; this expenditure would represent a \$1.00 increase on the tax rate.

Motion defeated.

UNDER ARTICLE 17. Selectman Thomas Palmer moved to dismiss this article (Re: \$9,000 for purchasing lighting fixtures to be erected on the site of the Southwell Softball Field in No. Chelmsford). Motion carried -- article dismissed.

UNDER ARTICLE 18. Mr. Arne R. Olsen moved that the Town vote to transfer \$5,000.00 from the Perpetual Care Interest Account to the General Labor Account.

It was so voted.

UNDER ARTICLE 19. Mr. Arne R. Olsen moved that the Town vote to transfer \$5,000.00 from the Perpetual Care Interest Account to the Beautification Account.

It was so voted.

UNDER ARTICLE 20. Mr. Arne R. Olsen moved that the Town vote to raise and appropriate the sum of \$4,571.85 for the purchase of an air compressor for the Cemetery Department.

It was so voted.

UNDER ARTICLE 21. Mr. George Baxendale moved to dismiss this article (Re: \$1,352.00 to purchase 2 tents for the Cemetery Department).

It was so voted.

UNDER ARTICLE 22. Chairman of the Chelmsford Historical Commission, Audrey A. Carragher, moved that the Town vote to designate the following roads as scenic roads under the provisions of Chapter 40, Section 15C to preserve the historical and natural character and physical appearance of such roads:

High Street from Acton Road to Locust Street;  
Parker Road from Concord Road to Acton Road;  
Robin Hill Road in its entirety.

After a discussion a voice vote was taken. This vote was questioned. A hand vote was taken. Motion passed.

UNDER ARTICLE 23. Chairman of the Chelmsford Historic District Commission, Mr. Stephen Wojcik, moved that the Town vote to adopt the Appeal Procedure set forth in General Laws Chapter 40C, Section 12, specifying the Northern Middlesex Area Commission as the agency to review the determinations of the "Chelmsford Historic District Commission".

Mr. Wojcik spoke in favor of article. The Board of Selectmen and Finance Committee opposed it. A voice vote was taken which was questioned. A hand count was taken -- 2/3 vote needed.

YES 23 NO 153 Motion defeated.

UNDER ARTICLE 24. Since Article 23 was defeated, Mr. Stephen Wojcik moved to dismiss Article 24. It was so voted, unanimously.

UNDER ARTICLE 25. Chairman of the Board of Health, Paul F. McCarthy, moved that the Town vote to raise and appropriate the sum of \$9,000.00 to retain a consulting engineering firm to develop operational landfill plans.

It was so voted.

UNDER ARTICLE 26. Chairman of the Board of Health, Paul F. McCarthy, moved that the Town vote to withdraw from the Central Massachusetts Mosquito Control District.

Mr. McCarthy gave reasons for his motion -- to keep expenditures on mosquito control at the local level. Mr. William Murphy introduced Mr. Clarence Tourville, acting superintendent for the Central Massachusetts Mosquito Control District, who gave a report on what had been accomplished by the District. After a discussion on the subject, Mr. Russell Howe made a motion to stop debate. A 2/3 vote required -- It was so voted, unanimously. A vote was taken on the main motion. It was so voted.

UNDER ARTICLE 27. Chairman of the Board of Selectmen, Paul C. Hart, moved that the Town vote to raise and appropriate the sum of \$1,800.00, to be used to join or buy into the Merrimack Valley Home Care Center, Inc. for the purpose of obtaining services for the care of the Town's older Americans.

It was so voted.

UNDER ARTICLE 27A. Mr. Paul C. Hart moved that the Town vote to raise and appropriate the sum of \$600.00 to obtain the necessary surveys and plans for the acceptance of Ideal Avenue Extension.

It was so voted.

UNDER ARTICLE 28. Mr. Paul C. Hart moved that the Town vote to accept the following mentioned streets, as laid out by the Board of Selectmen, and shown by their reports and plans duly filed in the Office of the Town Clerk:

Cranberry Lane  
Higate Road  
Livery Road Extension

Providing all construction of same meets with the requirements of the Board of Selectmen, and subject to the withholding of any remaining bonds until such requirements have been met.

It was so voted.

UNDER ARTICLE 29. Mrs. Barbara Langworthy moved that the Town vote to adopt the following By-Law:

"Copies of the Finance Committee Report, including the Warrant for each Annual Town Meeting shall be mailed or otherwise delivered by the Finance Committee to each residence of one or more registered voters of record no later than two weeks prior to the meeting."

Mrs. Langworthy moved to amend this article to read:

"Copies of the Finance Committee Report, including the warrant, for each Annual Town Meeting shall be made available by the Finance Committee to registered voters of record not less than two weeks prior to the meeting."

A vote was taken on amendment -- motion carried. A vote was taken on the main motion as amended. Motion carried.

UNDER ARTICLE 30. Mr. Donald A. House, Chairman of the Conservation Commission, moved that the Town vote to amend the By-Law relating to Chelmsford Conservation Commission Reservations by adding Section 12 as follows:

12. No person or persons, including but not limited to individuals, associations, partnerships, corporations, trusts or public or quasi-public bodies, shall dump any material, trash, refuse, rubbish, garbage, or debris, including without limiting the generality of the foregoing lumber, bricks, asphalt, plaster, wire, lath, paper, cardboard, pipe, tires, ashes, refrigerators, motor vehicles, or parts of the foregoing without permission by vote of the Commission.

Any violator of this section, who shall fail to remove any of the foregoing items so dumped, after being notified by the Conservation Commission or its duly authorized agent to remove same, shall be subject to a fine of not more than \$50.00. Each day any or all of said items shall remain, after issuance of such notification to the violator, shall be a separate offense.

It was so voted, unanimously.

UNDER ARTICLE 31. Mr. John McCormack moved for dismissal of this article since it is not legal as it is written in the warrant. The revised article will appear on the May 24, 1976, special town meeting warrant. (Re: Purchase of 32.5 acres of land on Southwest corner of Crystal Lake for recreation & conservation). After a discussion a voice vote was taken -- motion carried. Decision of Moderator questioned. A hand vote was taken. Motion for dismissal passed.

UNDER ARTICLE 32. Mr. Donald A. House moved that the Town vote to raise and appropriate the sum of \$6,500.00 in accordance with Massachusetts General Laws Chapter 132A and Chapter 40, as amended, to purchase a certain parcel of land containing 20.47 acres, more or less, located in Chelmsford off the Lowell Turnpike for conservation purposes, said parcel being recorded in Middlesex North District Registry of Deeds at Book 2099, Page 687; and to authorize the Conservation Commission to enter into a contractual self-help agreement with the Massachusetts Department of Natural Resources.

After a discussion a vote was taken. 2/3 required. It was so voted, unanimously.

Mr. Gordon Reed moved for adjournment at 10:45 P.M. until Monday, May 24, 1976, at 7:30 P.M. in the High School Gymnasium. It was so voted.

**WARRANT FOR SPECIAL TOWN MEETING  
May 24, 1976**

**COMMONWEALTH OF MASSACHUSETTS**

MIDDLESEX, SS.

To the Constable, or any other suitable person of the Town of Chelmsford:

**GREETING:**

In the name of the Commonwealth aforesaid, you are hereby requested to notify and warn the legal voters of said Chelmsford to meet in the Chelmsford High School Gymnasium on Monday, the twenty-fourth day of May, 1976, at 8:00 P.M. o'clock in the evening, then and there to act upon the following articles, viz:

ARTICLE 1. To see if the Town will vote to transfer from the Reserve Fund the amount of \$68,799 to the following-named accounts in the Police Department:

- 1. Officers and Administration \$ 9,598;
- 2. Regular & Substitute Account \$57,926;
- 3. Maintenance & Equipment \$ 1,275;

or act in relation thereto.

Board of Selectmen

ARTICLE 2. To see if the Town will vote to transfer from the Reserve Fund the amount of \$1,201 and transfer from available funds the amount of \$73,611 to the following-named accounts in the Fire Department:

- 1. Officers and Administration \$ 8,742;
- 2. Regular & Substitute Account \$64,695;
- 3. Maintenance & Equipment \$ 1,375;

or act in relation thereto.

Board of Selectmen

ARTICLE 3. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$49,979 for Chapter 90 Construction; or act in relation thereto.

Board of Selectmen

ARTICLE 4. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$19,279 for Chapter 90 Construction; or act in relation thereto.

Board of Selectmen

ARTICLE 5. To see if the Town will vote to authorize the Board of Selectmen to expend funds in the amount of \$160,989 for various projects in accordance with provisions of Chapter 825, Section 1, Acts of 1974; or act in relation thereto.

Board of Selectmen

ARTICLE 6. To see if the Town will vote to petition the Great and General Court of the Commonwealth of Massachusetts for the enactment of a special act entitled "An Act establishing terms of office for members of the Planning Board of the Town of Chelmsford", said act being as follows:

Notwithstanding the provisions of section eighty-one A of chapter forty-one of the General Laws or any other general or special law to the contrary, the members of the planning board of the town of Chelmsford shall be elected for terms of three years each, except that at the annual town election to be held in 1977, one member shall be elected for a term of three years and one member shall be elected for a term of four years; thereafter in subsequent years all members shall be elected for terms of three years each;

or act in relation thereto.

Planning Board

ARTICLE 7. To see if the Town will vote to waive the requirement, voted at the Adjourned Annual Town Meeting of May 19, 1975, that Article 3, Line 157. Consultant, shall be used only as Chelmsford's participation in the Comprehensive Planning and Management Program, Section 701, of the U.S. Department of Housing and Urban Development; or act in relation thereto.

Planning Board

ARTICLE 8. To see if the Town will vote to transfer from available funds the sum of \$3,800.00 to be ex-

pended by the School Committee on the Swim Team; or act in relation thereto.

Petition

ARTICLE 9. To see if the Town will vote to authorize the Board of Selectmen to acquire in fee simple by eminent domain for conservation purposes in accordance with Massachusetts General Laws, Ch. 132A, Section 11, Ch. 40, Section 8C, and Ch. 79, the following described land with the trees and structures thereon:

The land in Chelmsford, Middlesex County, Massachusetts bounded as follows: Commencing at a point at land of the Commonwealth of Massachusetts and known as Route 3, and the southwesterly corner of land now or formerly of Edward Brule, Jr., also known as Edouard Brule, Jr., which land is shown on the Assessors' Maps of the Town of Chelmsford as Plat 61, Lot 71P, and is described in a deed recorded in the Middlesex North District Registry of Deeds in Book 1554, Page 54; thence running northerly along the westerly line of said Brule land to a point at other land of said Brule shown on said Assessors' Maps as Plat 63, Lot 42, and described in said deed; thence westerly along said last described Brule land to a point on the southerly side of Thirteenth Avenue; thence westerly along the southerly side of Thirteenth Avenue to a point on the easterly side of Twiss Road; thence northerly along the easterly side of Twiss Road to a point at the southerly corner of Fairview Cemetery and the northwesterly side of Needham Street; thence northeasterly along the northwesterly side of Needham Street and the southeasterly side of Fairview Cemetery to a point at the northeasterly corner of Fairview Cemetery and the southeasterly corner of land now or formerly of James J. and Carol G. Femia; thence southeasterly at a right angle to a point on the southeasterly side of Needham Street; thence northeasterly along the southeasterly side of Needham Street to a point on the southerly side of Ninth Avenue; thence easterly along the southerly side of Ninth Avenue to a point on the easterly side of Willis Drive; thence northerly and easterly along Willis Drive in various courses to a point on the southerly side of Willis Drive which point is the northeasterly corner on Willis Drive of that parcel of land conveyed to Thomas Quinn Co. Inc. by deed of Anella A. Crockett dated June 2, 1966, and recorded in Middlesex North District Registry of Deeds at Book 1753, Page 451 shown as Parcel Three in said deed; thence southerly along the said land of Thomas Quinn Co., Inc. to Crystal Lake, also known as Newfield Pond; thence westerly and by other various courses along the shore of the southwesterly portion of Crystal Lake, also known as Newfield Pond, at elevation 121.0 to a point at land of the Commonwealth of Massachusetts and known as Route 3; thence westerly, southwesterly and westerly along said Route 3 to the point of beginning.

Included within the above taking is the fee in all abutting streets and ways insofar as the same may be held, owned or possessed by the owners from whom land is taken hereby, including but not limited to the entirety of Tenth, Eleventh, Twelfth, Thirteenth and Fourteenth Avenues, Marion and Florence Roads and Murphy Street and that portion of Willis Drive commencing at the southerly line of Ninth Avenue and running southerly and by other various courses to its end.

The said land to be taken contains approximately 37.2 acres and is to be held, managed and controlled by the Conservation Commission for the promotion and development of the natural resources and for the protection of the watershed resources of said town; and, further, for the purpose of acquiring said land and for the purpose of paying, in whole or in part, any damages for which the town may be liable by reason of the taking of said land by eminent domain, to see if the Town will vote to raise and appropriate the sum of One Hundred Three Thousand Eight Hundred (\$103,800) Dollars and to authorize the Selectmen to expend the sum of One Hundred Five Thousand (\$105,000) Dollars from the Conservation Fund, or act in relation thereto.

Conservation Commission

ARTICLE 10. To see if the Town will vote; to deliberate, act and vote on the 1976/1977 School Department budget, as described on pages 28 and 29 of Article 3 of the warrant of the May 3, 1976, Town of Chelmsford Annual Town Meeting and as amended at that Town Meeting (Line Item 189, changed from \$42,000 to \$26,000), and as may be amended further by action under this article; or act in relation thereto.

Petition

And you are hereby directed to serve this Warrant by posting attested copies thereof at the McFarlin School-All Purpose Room, North Elementary School Auditorium, Colonel Moses Parker Junior High School Band Room, East Chelmsford School, Byam School Cafetorium, Westlands School Cafeteria, North Elementary School Auditorium, Small Gymnasium, C. Edith McCarthy Junior High School, South Row School Auditorium, South Row School Auditorium, Westlands School Cafeteria, and Fire House-Old Westford Road seven days at least before the time appointed for holding this meeting aforesaid.

Hereof fail not and make return of the Warrant with your doings thereon to the Town Clerk at the time and place of holding this meeting aforesaid.

Given under our hands this 14th day of May, 1976, A.D.

- S/Paul C. Hart, Chairman
S/Philip L. Currier, Vice Chairman
S/Thomas A. Palmer, Jr., Clerk
S/Arnold J. Lovering
S/William R. Murphy

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

May, 1976

Pursuant to the within Warrant, I have notified and warned the inhabitants of the Town of Chelmsford by posting up attested copies of same at the following places, to wit: McFarlin School-All Purpose Room, North Elementary School Auditorium, Colonel Moses Parker Junior High School Band Room, East Chelmsford School, Byam School Cafetorium, Westlands School Cafeteria, North Elementary School Auditorium, Small Gymnasium, C. Edith McCarthy Junior High School, South Row School Auditorium, South Row School Auditorium.

Westlands School Cafeteria, and Fire House-Old Westford Road seven days at least before the time appointed for holding the meeting aforesaid.

S. William E. Spence  
Constable of Chelmsford  
5/17/76

Town Council recommended passage of this article to challenge legality of by-law.

A vote was taken on main motion. Motion passed.

### SPECIAL TOWN MEETING May 24, 1976

#### ADJOURNED ANNUAL TOWN MEETING May 24, 1976

The adjourned Annual Town Meeting was called to order at 7:45 P.M. by Moderator Daniel J. Coughlin, Jr., who recognized the presence of a quorum. There were 508 voters present. The following tellers were appointed:

|                    |                 |
|--------------------|-----------------|
| Ina Greenblatt     | Edward Hilliard |
| Ruth Delaney       | Paul Bienvenu   |
| Marguerite Waldron | Richard Burt    |

Mrs. Mary Guaraldi presented the beautiful Bi-Centennial quilt made by the ladies of the Bi-Centennial Commission to the Town of Chelmsford. Selectman Paul Hart accepted the gift on behalf of the Townspeople.

UNDER ARTICLE 33. Mr. Denis Valdinocci moved that the Town vote to adopt a by-law entitled, "Procedure for Conducting Referenda in the Town of Chelmsford", to read as follows:

Upon approval of a majority of those voting at the Annual or a Special Town Meeting of Chelmsford, a question may be placed on the ballot for the next Annual or Special Town election, as a referendum.

It was so voted, unanimously.

UNDER ARTICLE 34. Mr. Denis Valdinocci moved that the Town vote to adopt a By-Law establishing criteria for conflicts of interest by Town Officers, employees and appointed members of Town Committees: said by-law to read as follows:

All town officials shall perform the duties and responsibilities of their office in a manner fully consistent with the code of ethics established by General Law under Chapter 268A, Conduct of Public Employees.

No Town Official may exercise his vote on any Town Agency or participate in the deliberations of that agency if said vote or participation would directly affect the income of a) that Town Official, b) any member of the Official's family, or c) a business associate of the Town Official.

Any alleged violation to this by-law, when brought to the attention of the appointing authority, shall mandate a hearing and if cause found, lawful measures will be taken by the appointing authority to remove the violator from office. The actions of the violator in public office which were found to be in violation of this by-law shall be declared null and void.

Upon conviction of a violation of this by-law by the judicial system, the violator shall be assessed a penalty of twice the economic advantage or \$500 whichever is greater.

The Special Town Meeting was called to order at 8:05 P.M. by Moderator Daniel J. Coughlin, Jr., who recognized the presence of a quorum. Selectman Paul Hart moved we waive the reading of the entire warrant and the Sheriff's return of service.

It was so voted.

UNDER ARTICLE 1. Selectman Paul C. Hart moved that the Town vote to transfer from the Reserve Fund the amount of \$68,799 to the following-named accounts in the Police Department:

- |                                 |             |
|---------------------------------|-------------|
| 1. Officers and Administration  | \$ 9,598.00 |
| 2. Regular & Substitute Account | 57,926.00   |
| 3. Maintenance & Equipment      | 1,275.00    |

It was so voted.

UNDER ARTICLE 2. Selectman Paul C. Hart moved that the Town vote to transfer from the Reserve Fund the amount of \$1,201, and transfer from available funds the amount of \$73,611 to the following-named accounts in the Fire Department:

- |                                 |             |
|---------------------------------|-------------|
| 1. Officers and Administration  | \$ 8,742.00 |
| 2. Regular & Substitute Account | 64,695.00   |
| 3. Maintenance & Equipment      | 1,375.00    |

It was so voted.

UNDER ARTICLE 3. Mr. Paul C. Hart moved that the Town vote to transfer from available funds the sum of \$49,979 for Chapter 90 construction.

It was so voted.

UNDER ARTICLE 4. Selectman Paul Hart moved that the Town vote to transfer from available funds \$19,279 for Chapter 90 construction.

It was so voted.

UNDER ARTICLE 5. Selectman Paul Hart moved that the Town vote to authorize the Board of Selectmen to expend funds in the amount of \$160,989 for various projects in accordance with provisions of Chapter 825, Section 1, Acts of 1974.

It was so voted.

UNDER ARTICLE 6. Chairman of the Planning Board, Robert Raab moved that the Town vote to petition the Great and General Court of the Commonwealth of Massachusetts for the enactment of a special act entitled "An Act establishing terms of office for members of the Planning Board of the Town of Chelmsford", said act being as follows:

Notwithstanding the provisions of section eighty-one A of chapter forty-one of the General Laws or any other

general or special law to the contrary, the members of the planning board of the Town of Chelmsford shall be elected for terms of three years each, except that at the annual town election to be held in 1977, one member shall be elected for a term of four years; thereafter in subsequent years all members shall be elected for terms of three years each.

It was so voted, unanimously.

UNDER ARTICLE 7. Mr. Robert Raab moved that the Town vote to waive the requirement, voted at the Adjourned Annual Town Meeting of May 19, 1975, that Article 3, Line 157 Consultant, shall be used only as Chelmsford's participation in the Comprehensive Planning and Management Program, Section 701, of the U.S. Department of Housing and Urban Development.

This article was recommended by the Finance Committee. After discussion a vote was taken on the motion. It was so voted.

UNDER ARTICLE 8. Mr. Matthew Doyle moved that the Town vote to transfer from available funds the sum of \$3,800.00 to be expended by the School Committee on the Swim Team.

Town Counsel Clement McCarthy stated this article is illegal. The Finance Committee was opposed to it, and Mr. Reynolds stated the School Committee are also opposed to it, since other cuts had to be made in the school budget. After further discussion Mr. Walter Ahern made a motion to stop debate. A 2/3 vote required.

YES 368 NO 6 Motion carried.

A voice vote was taken on the main motion. Motion defeated.

UNDER ARTICLE 9. Mr. Donald House moved that the Town vote to authorize the Board of Selectmen to acquire in fee simple by eminent domain for conservation purposes in accordance with Massachusetts General Laws, Ch. 132 A, Section 11, Ch. 40, Section 8C and Ch. 79, the following described land with the trees and structures thereon:

The land in Chelmsford, Middlesex County, Massachusetts bounded as follows: Commencing at a point at land of the Commonwealth of Massachusetts and known as Route 3, and the southwesterly corner of land now or formerly of Edward Brule, Jr. also known as Edouard Brule, Jr. which land is shown on the Assessors' Maps of the Town of Chelmsford as Plat 61, Lot 71P, and is described in a deed recorded in the Middlesex North District Registry of Deeds in Book 1554, Page 54: thence running northerly along the westerly line of said Brule land to a point at other land of said Brule shown on said Assessors' Maps as Plat 63, Lot 42, and described in said deed; thence westerly along said last described Brule land to a point on the southerly side of Thirteenth Avenue; thence westerly along the southerly side of Thirteenth Avenue to a point on the easterly side of Twiss Road; thence northerly along the easterly side of Twiss Road to a point at the southerly corner of Fairview Cemetery and the northwesterly side of Needham Street; thence northeasterly along the northwesterly side of Needham Street and the southeasterly side of

Fairview Cemetery to a point at the northeasterly corner of Fairview Cemetery and the southeasterly corner of land now or formerly of James J. and Carol G. Femia; thence southeasterly at a right angle to a point on the southeasterly side of Needham Street; thence northeasterly along the southeasterly side of Needham Street to a point on the southerly side of Ninth Avenue; thence easterly along the southerly side of Ninth Avenue to a point on the easterly side of Willis Drive; thence northerly and easterly along Willis Drive in various courses to a point on the southerly side of Willis Drive which point is the northeasterly corner on Willis Drive of that parcel of land conveyed to Thomas Quinn Co., Inc. by deed of Anella A. Crockett dated June 2, 1966, and recorded in Middlesex North District Registry of Deeds at Book 1753, Page 451 shown as Parcel Three in said deed; thence southerly along the said land of Thomas Quinn Co., Inc. to Crystal Lake, also known as Newfield Pond; thence westerly and by other various courses along the shore of the southwesterly portion of Crystal Lake, also known as Newfield Pond, at elevation 121.0 to a point at land of the Commonwealth of Massachusetts and known as Route 3; thence westerly, southwesterly and westerly along said Route 3 to the point of beginning.

Included within the above taking is the fee in all abutting streets and ways insofar as the same may be held, owned or possessed by the owners from whom land is taken hereby, including but not limited to the entirety of Tenth, Eleventh, Twelfth, Thirteenth and Fourteenth Avenues, Marion and Florence Roads and Murphy Street and that portion of Willis Drive commencing at the southerly line of Ninth Avenue and running southerly and by other various courses to its end.

The said land to be taken contains approximately 38.2 acres and is to be held, managed and controlled by the Conservation Commission for the promotion and development of the natural resources and for the protection of the watershed resources of said town; and, further, for the purpose of acquiring said land and for the purpose of paying, in whole or in part, any damages for which the town may be liable by reason of the taking of said land by eminent domain, I move that the Town will vote to transfer the sum of One Hundred Three Thousand Eight Hundred (\$103,800) Dollars and to authorize the Selectmen to expend the sum of One Hundred Five Thousand (\$105,000) Dollars from the Conservation Fund, or act in relation thereto.

Mr. McCormack of the Conservation Commission presented the reasons for acquiring this area. The Finance Committee supported the article. A lengthy discussion followed. Mr. Alex Weir made a motion to amend as follows:

It is proposed that the persons owning year-round residences in the proposed tract be excluded from the taking by eminent domain and shall be entitled to such access to their property as is now available.

The discussion about this amendment resulted in a motion by John Alden to stop debate. It was so voted, unanimously. The debate on the main motion continued. Mr. Leslie Adams moved to stop debate on the main motion.



The Moderator attempted to get a unanimous voice vote two times, unsuccessfully. A hand count was taken:

YES 267 NO 2

Motion to stop debate carried.

A vote was taken on the main motion. A 2/3 vote was required. The voice vote left Chair in doubt. A hand count was taken.

YES 97 NO 245 Motion defeated.

Mr. Terry McSheehy moved for reconsideration. Motion defeated.

UNDER ARTICLE 10. Mr. Arthur Van der Heilde moved that the Town vote to rescind and reconsider and vote on the 1976/1977 School Department budget, as described on Pages 28 and 29 of Article 3 of the warrant of the May 3, 1976, Town of Chelmsford Annual Town Meeting and as amended at that Town Meeting (Line Item 189, changed from \$42,000 to \$26,000), and as may be amended further by action under this article.

Town Counsel Clement McCarthy ruled that this article is illegal. A debate followed which resulted in a motion by Mr. Gordon Reed to stop debate. It was so voted, unanimously. A vote was taken on the main motion. Motion defeated.

The special town meeting was adjourned at 10:40 P.M. sine die on motion of Selectman Paul Hart. It was so voted.

The regular Town Meeting continued.

UNDER ARTICLE 35. Chairman of the Water District Consolidation Committee, Jo Anne Kelch, moved that the Town vote to form a single, town-wide water district for the Town of Chelmsford. A discussion on consolidation took place. The Finance Committee supported article; the Board of Selectmen opposed it. Mr. Karl Chambers questioned the presence of a quorum. There were 218 voters present. A vote was taken on the main motion. Motion defeated.

UNDER ARTICLE 36. Mrs. Jo Anne Kelch moved to dismiss this article. It was so voted.

Mr. Terry McSheehy moved to adjourn at 11:10 P.M. until Wednesday, June 2, 1976, at 7:30 P.M. Mr. Paul Hart moved to amend to hold meeting at the McCarthy Jr. High School Gymnasium. It was so voted.

Daniel J. Coughlin  
Moderator

Mary E. St. Hilaire  
Town Clerk

### ADJOURNED ANNUAL TOWN MEETING June 2, 1976

The adjourned annual Town Meeting was called to order at 8:05 P.M. by Town Clerk Mary E. St. Hilaire, who announced that since the Moderator Daniel J. Coughlin, Jr. is confined to St. Joseph's Hospital, nominations are in order to appoint a temporary

Moderator to conduct the remainder of Town Meeting. Selectman Paul Hart nominated James Harrington -- there were no other nominations.

Attorney James Harrington was sworn in by Town Clerk Mary St. Hilaire.

The following tellers were appointed:

Dorothy Lerer  
Margaret Johnson

Christos Alexion  
Edward Hilliard

Mr. Reginald Larkin moved that we take Article 58 out of sequence. This motion was opposed by Mr. Richard Sullivan of the Finance Committee and by Selectman Arnold Lovering. A vote was taken on Mr. Larkin's motion. Motion defeated.

UNDER ARTICLE 37. Chairman of the Board of Selectmen, Paul C. Hart, moved that the Town vote to transfer \$87,000 for aerial mapping of the entire town.

The Finance Committee supported this article. Selectman Arnold Lovering gave a detailed explanation of the purpose of mapping the Town.

Mr. Reginald Larkin questioned the quorum. There were 135 voters present. Two hundred voters are required for a quorum. Selectman Paul Hart moved for adjournment at 8:20 P.M. until Tuesday, June 8, 1976, at 7:30 P.M. in the McCarthy Junior High School Auditorium.

James Harrington  
Temporary Moderator

Mary E. St. Hilaire  
Town Clerk

### ADJOURNED ANNUAL TOWN MEETING June 8, 1976

The adjourned annual Town Meeting was called to order at 7:50 P.M. by Moderator Daniel J. Coughlin, Jr. who recognized the presence of a quorum. There were 390 voters present.

The following tellers were appointed:

Carl Olsson  
Richard Burt  
Karen Flynn

Ina Greenblatt  
James Harrington  
Ruth Delaney

UNDER ARTICLE 37. Chairman of the Board of Selectmen, Paul C. Hart, moved that the Town vote to transfer from Free Cash \$87,000 for aerial mapping of the entire town.

Selectman Arnold Lovering gave a detailed explanation of the need for aerial mapping. The article was supported by the Board of Selectmen and the Finance Committee. After a discussion a voice vote was taken which was questioned by the Moderator. A hand vote was taken. Motion passed - Mrs. Larkin questioned the decision of the Moderator. A hand count was taken:

YES 154 NO 132 It was so voted.

UNDER ARTICLE 38. Selectman Paul C. Hart moved that the Town vote to transfer from free cash \$2,000.00

to have the property lines and topographical surveys at the East and Quessy Schools for recording purposes.

The Finance Committee was in favor of this article. It was so voted.

UNDER ARTICLE 39. Selectman Paul C. Hart moved that the Town vote to raise and appropriate the sum of \$32,000.02, and transfer from free cash \$22,660.00 for the construction of sidewalks in accordance with plans and specifications prepared by the Middlesex County Engineers at the following locations:

North Road from McCarthy Junior High to Dalton Road:  
Groton Road from Vinal Square to entrance of North School:

The Board of Selectmen supported this article. The Finance Committee also supported article. Mr. Richard Sullivan stated that the state will not be as liberal with funds as in the past. Mr. William Reynolds of the School Committee stated there has been an audit by the state and that there will be a cutback of funds next year. Sidewalks must be built so that students who live 1½ miles from a school can walk safely. After a discussion a vote was taken on the motion. Motion passed.

UNDER ARTICLE 40. Selectman Paul C. Hart moved that the Town vote to approve the following By-Law:

"The Board of Selectmen shall from time to time review and establish mileage compensation for Town employees under their jurisdiction."

The Selectmen supported this article. The Finance Committee also supported it. It was so voted.

UNDER ARTICLE 41. Park Commissioner, Ralph E. House, moved that the Town vote to raise and appropriate \$6,081.75 to purchase a 1976 tractor with attachments and to sell by good and sufficient bill of sale one Rogers Litter Lift.

The Finance Committee supported this article. It was so voted.

UNDER ARTICLE 42. Selectman Paul C. Hart and William R. Murphy who is also Chairman of the Vandalism Committee moved that the Town vote to adopt the following By-Law:

"The use of School grounds is prohibited for the following activities except when posted\* otherwise:

- (a) Horseback riding
- \*(b) Motor cycles and mini bikes
- \*(c) Snow mobiles
- (d) Camping
- (e) Automobile related activities
- (f) Golfing
- (g) Model airplane activities

\*By-Law -- Such activities are automatically prohibited unless signs granting approval are posted on the grounds.

It was so voted, unanimously.

UNDER ARTICLE 43. Selectman Paul C. Hart moved that the Town vote to amend Section One - Permit of the STREETS and SIDEWALKS By-Law of the Town by adding immediately after the words, "Board of Selectmen", the phrase "or its designee".

It was so voted, unanimously.

UNDER ARTICLE 44. Selectman Paul C. Hart moved for dismissal of this article. The Finance Committee were also in favor of dismissal. The state has given the Town authority to ban parking on either side of Pond Street from June 15 to September 15 so it is not necessary to have a town by-law to this effect.

Motion for dismissal passed, unanimously.

UNDER ARTICLE 45. Selectman Paul C. Hart moved that the Town vote to accept Section 6C (Removal of ice and snow from private ways: conditions) and Section 6G (Private ways: temporary resurfacing: conditions.) of Chapter 40 of the Massachusetts General Laws.

Selectman William Murphy stated this article would give authorization for plowing streets which are not accepted, and stated the selectmen recommend article.

It was so voted, unanimously.

UNDER ARTICLE 46. Selectman Paul C. Hart moved that the Town raise and appropriate the sum of \$17,500.00 to publish the Town History covering the period from 1915-1970: proceeds from the sale of said histories to be turned into the Town Treasury.

The Selectmen and Finance Committee opposed this article.

Motion defeated, unanimously.

UNDER ARTICLE 47. Selectman Paul C. Hart moved that the Town vote under Article 47 to rescind the present Town By-Law pertaining to Annual Town Meetings and Elections and substituting therefor, the following:

#### ANNUAL TOWN MEETING (ELECTION)

The Annual Election shall be held on the first Saturday of April and the Annual Town Meeting shall be held on the last Monday of the same month. Selectman William Murphy and Richard Sullivan of the Finance Committee supported the article as it as presented.

It was so voted.

UNDER ARTICLE 47a. Mr. Paul Hart moved for dismissal of Article 47a.

It was so voted. Article dismissed.

UNDER ARTICLE 48. Selectman Paul C. Hart moved that the Town vote to transfer the sum of \$2,732.21 from the Sinking Fund to reimburse the Town for expenses incurred for damage at the MacKay Library, Cemetery Department, Town Hall, and Varney Playground.

The Finance Committee recommended this article. It was so voted, unanimously.

UNDER ARTICLE 49. Selectmen Paul C. Hart moved that the Town vote to transfer the unexpended balances of the following completed school construction accounts to the construction account of the new 1972 High School:

|                  |             |
|------------------|-------------|
| Old High School  | \$ 22.13    |
| Old High School  | 6,293.91    |
| South Row School | 25,588.15   |
| Westlands School | 20,959.63   |
|                  | <hr/>       |
|                  | \$52,863.82 |

Purpose: To use available funds in order to decrease the amount of borrowing to complete the 1972 High School.

The Finance Committee was in favor of this article. Motion passed, unanimously.

UNDER ARTICLE 50. Selectman Paul Hart moved that the Town vote to petition the General Court of the Commonwealth of Massachusetts to place the following non-binding referendum question on the ballot of the next annual town election.

“Should the Board of Selectmen initiate action either through a charter petition drive or a special act of the legislature to be approved by Town Meeting prior to its submission to secure full-time professional management for the Town?”

The Selectmen and Home Rule Advisory Committee supported this article. After a discussion a vote was taken on the main motion. It was so voted.

UNDER ARTICLE 51. Selectman Paul C. Hart moved that the Town vote to adopt the following:

Be it resolved that the Town of Chelmsford asks its representatives in the Great and General Court to support and/or file fiscal responsibility legislation which would require a two-thirds vote of both houses or a local acceptance option on any legislation which, due to the lack of State funding, passes the cost down to the local government.

The Selectmen and Finance Committee recommended this article. A vote was taken on the main motion. It was so voted, unanimously.

UNDER ARTICLE 52. Selectman Paul C. Hart moved that the Town vote to adopt the following:

The Board of Selectmen will present on a yearly basis to the Annual Meeting a five-year Capital Improvement Plan so that the voters may be aware of the projected capital expenses and may provide direction to the elected official.

It was so voted, unanimously.

UNDER ARTICLE 53. Selectman Paul C. Hart moved that the Town vote to adopt the following:

To allow the Highway Department to enter upon private property for the maintenance of streams.

The Finance Committee was in favor of this article. It was so voted, unanimously.

UNDER ARTICLE 54. Selectman Paul C. Hart moved that the Town vote to authorize the Board of Selectmen to convey to Mr. & Mrs. Maurice Camire all right, title and interest, if any, held by the Town in the following two parcels of land, for consideration to be determined:

Parcel I. Lot 14, Block 23, Assessors' Map 67, consisting of 3300 square feet of land more or less and the buildings thereon, if any, located on Seventh Avenue, which was taken for non-payment of taxes from Isabella N. Hazlett by instrument recorded at the Middlesex North District Registry of Deeds in Book 1674, Page 162.

Parcel II. Lot 12, Block 23, Assessors' Map 67, consisting of 3300 square feet of land, more or less, and the buildings thereon, if any, located on Seventh Avenue, which was taken for non-payment of taxes from James W. Hazlett by instrument recorded at said Registry in Book 1674, Page 163.

For title reference see Treasurer's deed to the Town of Chelmsford, dated June 10, 1975, and recorded in said Registry at Book 2153, Page 300.

Selectman Paul Hart, Attorney Frederick Finnegan, and Finance Committee Member Richard Sullivan spoke in favor of this article.

A 2/3 vote required. It was so voted, unanimously.

UNDER ARTICLE 55. Selectman Paul C. Hart moved that the Town vote to authorize the Board of Selectmen to convey to Michael Jamgochian all right, title and interest, if any, held by the Town in the following three parcels of land, for consideration to be determined:

Parcel I. Lot 15, Block 16, Assessors' Map 45, consisting of 5,000 square feet, more or less, and the buildings thereon, if any, located on Dover Street, which was taken for non-payment of taxes from David E. England and Gladys N. England by instrument recorded at the Middlesex North District Registry of Deeds in Book 1620, Page 91.

For title reference see Treasurer's deed to the Town of Chelmsford, dated June 10, 1975, and recorded in said Registry at Book 2153, Page 300.

Parcel II. Lot 10D, Block 16, Assessors' Map 45, consisting of 3662 square feet of land, more or less, and the buildings thereon, if any, located on Shore Drive, which was taken for non-payment of taxes from Frank Austin Rixinger by instrument recorded at said Registry in Book 1396, Page 171. Also see Land Court Notice of Disposal in Tax Lien Case recorded in Book 1741, Page 565.

Parcel III. Lot 18, Block 16, Assessors' Map 45, consisting of 6750 square feet of land, more or less, and the buildings thereon, if any, located on Dover Street, which was taken for non-payment of taxes from Thomas F. Reilly by instrument recorded at said Registry in Book 1362, Page 374. Also see Final Decree in Tax Lien Case and Notice of Disposal in Tax Lien Case, both issued by the Land Court and recorded in said Deeds at Book 1456, Page 240.

The Selectmen and Finance Committee were in favor of this article. A voice vote was attempted twice. Mr.

TOWN WARRANT FOR STATE PRIMARY  
September 14, 1976

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

To the Constable, or any other suitable person of the Town of Chelmsford:

GREETING:

In the name of the Commonwealth aforesaid, you are hereby requested to notify and warn the legal voters of said Chelmsford to meet in their several polling places, viz:

- Precinct 1. McFarlin School-All Purpose Room
- Precinct 2. North Elementary School Auditorium
- Precinct 3. Colonel Moses Parker Junior High School Band Room
- Precinct 4. East Chelmsford School
- Precinct 5. Byam School Cafetorium
- Precinct 6. Westlands School Cafeteria
- Precinct 7. North Elementary School Auditorium
- Precinct 8. Small Gymnasium, C. Edith McCarthy Junior High School
- Precinct 9. South Row School Auditorium
- Precinct 10. South Row School Auditorium
- Precinct 11. Westlands School Cafeteria
- Precinct 12. Fire House-Old Westford Road

On Tuesday, the 14th day of September, 1976, being the second Tuesday in said month, at 8:00 A.M. to 8:00 P.M. for the following purposes:

To bring in their votes to the Primary Officers for the nomination of candidates for political parties for the following offices:

- United States Senator for this Commonwealth
- Representative in Congress 5th Congressional District
- Councillor 3rd Councillor District
- Senator 5th Senatorial District
- Representative in General Court 43rd Representative District
- Precincts 1, 3, 5, 6, 8, 9, 10 and 12 Only
- Representative in General Court 45th Representative District
- Precincts 2 and 7 Only
- Representative in General Court 47th Representative District
- Precincts 4 and 11 Only
- Clerk of Courts for Middlesex County
- Register of Deeds for Northern District
- County Commissioners (2) for Middlesex County

The polls will be open from 8:00 A.M. to 8:00 P.M.

And you are directed to serve this Warrant by posting attested copies thereof at McFarlin School-All Purpose Room; North Elementary School Auditorium; Colonel Moses Parker Junior High School Band Room; East Chelmsford School; Byam School Cafetorium; Westlands School Cafeteria; North Elementary School Auditorium; Small Gymnasium, C. Edith McCarthy Junior High School; South Row School Auditorium; South Row School Auditorium; Westlands School Cafeteria; and Fire House-Old Westford Road at least seven days before the time appointed for holding the meeting aforesaid.

John Alden's motion to dismiss was declared out of order by the Moderator. A hand count was taken: YES 195 NO 72 2/3 vote required. It was so voted.

UNDER ARTICLE 56. Selectman Paul C. Hart moved that the Town vote to authorize the Board of Selectmen to convey to Kevin Ferreira all right, title and interest, if any, held by the Town in the following two parcels of land, for consideration to be determined:

Parcel I. Lot 39, Block 34, Assessors' Map 114, consisting of 2500 square feet of land, more or less, and the buildings thereon, if any, located on Lexington Street, which was conveyed by Karlene G. MacKissock to the Inhabitants of the Town of Chelmsford by quitclaim deed, dated November 1, 1961, and recorded at the Middlesex North District Registry of Deeds in Book 1537, Page 493, in accordance with a vote under Article 48 at the Annual Town Meeting of the Town of Chelmsford on March 13, 1961.

Parcel II. Lot 40, Block 34, Assessors' Map 114, consisting of 2500 square feet of land, more or less, and the buildings thereon, if any, located on Lexington Street, which was conveyed by Raymond T. Osborn to the Inhabitants of the Town of Chelmsford by quitclaim deed, dated November 21, 1961, and recorded at said Registry in Book 1540, Page 41, in accordance with a vote under Article 48 at the Annual Town Meeting of the Town of Chelmsford on March 13, 1961.

The Finance Committee was in favor of this article. After a brief discussion a vote was taken. Two-thirds vote required for passage. It was so voted, unanimously.

UNDER ARTICLE 57. Selectman Paul C. Hart moved that the Town vote to transfer \$26,315.00 from free cash to the 1972 High School Account.

The Finance Committee recommended this article. It was so voted, unanimously.

UNDER ARTICLE 58. Chairman of the Finance Committee, Marvin Schenk, moved that the Town vote to instruct the Board of Assessors to issue \$878,083.00 from free cash in the Treasury for the reduction of the tax rate for the current fiscal period.

The Finance Committee recommended article. It was so voted, unanimously.

Selectman Paul Hart moved for adjournment sine die at 9:30 P.M.

Daniel J. Coughlin, Jr.  
Moderator

Mary E. St. Hilaire  
Town Clerk

|                 |                 |
|-----------------|-----------------|
| Total Budget    | \$19,438,694.47 |
| Article Approp. | 804,223.33      |
| R & A Total     | 20,242,917.80   |
| Transfers       | \$1,647,082.16  |
| Regular         | 1,434,213.16    |
| Special         | 212,869.00      |

Hereof fail not and make return of this Warrant with your doings thereon to the Town Clerk at the time and place of holding this meeting aforesaid.

Given under our hands this 24th day of August, 1976.

S/ Paul C. Hart, Chairman  
 S/ Philip L. Currier, Vice Chairman  
 S/ Thomas A. Palmer, Jr., Clerk  
 S/ William R. Murphy  
 S/ Arnold J. Lovering

posting up attested copies of same at the following places, to wit: McFarlin School-All Purpose Room; North Elementary School Auditorium; Colonel Moses Parker Junior High School Band Room; East Chelmsford School; Byam School Cafetorium; Westlands School Cafeteria; North Elementary School Auditorium; Small Gymnasium, C. Edith McCarthy Junior High School; South Row School Auditorium; South Row School

Auditorium; Westlands School Cafeteria; Fire House-Old Westford Road, seven days at least before the time appointed for holding the meeting aforesaid.

S/ William E. Spence  
 Constable of Chelmsford

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

Sept. 3, 1976

A true copy, Attest:

Pursuant to the within Warrant, I have notified and warned the Inhabitants of the Town of Chelmsford by

S/ William E. Spence  
 Constable of Chelmsford

REPUBLICAN STATE PRIMARY  
 Sept. 14, 1976

|  | Prec. 1   | Prec. 2   | Prec. 3   | Prec. 4   | Prec. 5   | Prec. 6   | Prec. 7   | Prec. 8   | Prec. 9   | Prec. 10  | Prec. 11  | Prec. 12  | Total      |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| <b>U.S. SENATE</b>   |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Michael S. Robertson   | 54        | 25        | 39        | 16        | 46        | 33        | 32        | 36        | 15        | 39        | 50        | 25        | 410        |
| Blanks   | <u>7</u>  | <u>10</u> | <u>10</u> | <u>2</u>  | <u>8</u>  | <u>3</u>  | <u>8</u>  | <u>5</u>  | <u>6</u>  | <u>6</u>  | <u>3</u>  | <u>4</u>  | <u>72</u>  |
| <b>TOTAL</b>   | <b>61</b> | <b>35</b> | <b>49</b> | <b>18</b> | <b>54</b> | <b>36</b> | <b>40</b> | <b>41</b> | <b>21</b> | <b>45</b> | <b>53</b> | <b>29</b> | <b>482</b> |
| <b>CONGRESSMAN 5th DISTRICT</b>                                |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Roger P. Durkin  | 57        | 29        | 35        | 16        | 47        | 33        | 34        | 32        | 18        | 40        | 50        | 27        | 418        |
| Blanks   | <u>4</u>  | <u>6</u>  | <u>14</u> | <u>2</u>  | <u>7</u>  | <u>3</u>  | <u>6</u>  | <u>9</u>  | <u>3</u>  | <u>5</u>  | <u>3</u>  | <u>2</u>  | <u>64</u>  |
| <b>TOTAL</b>   | <b>61</b> | <b>35</b> | <b>49</b> | <b>18</b> | <b>54</b> | <b>36</b> | <b>40</b> | <b>41</b> | <b>21</b> | <b>45</b> | <b>53</b> | <b>29</b> | <b>482</b> |
| <b>COUNCILLOR 3rd District</b>                                 |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Write-In   | 3         | 0         | 2         | 1         | 0         | 0         | 0         | 0         | 0         | 3         | 0         | 0         | 9          |
| Blanks   | <u>58</u> | <u>35</u> | <u>47</u> | <u>17</u> | <u>54</u> | <u>36</u> | <u>40</u> | <u>41</u> | <u>21</u> | <u>42</u> | <u>53</u> | <u>29</u> | <u>473</u> |
| <b>TOTAL</b>   | <b>61</b> | <b>35</b> | <b>49</b> | <b>18</b> | <b>54</b> | <b>36</b> | <b>40</b> | <b>41</b> | <b>21</b> | <b>45</b> | <b>53</b> | <b>29</b> | <b>482</b> |
| <b>SENATOR 5th Middlesex District</b>                          |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Ronald C. MacKenzie  | 46        | 23        | 41        | 14        | 44        | 31        | 31        | 30        | 15        | 34        | 47        | 25        | 381        |
| Blanks   | <u>15</u> | <u>12</u> | <u>8</u>  | <u>4</u>  | <u>10</u> | <u>5</u>  | <u>9</u>  | <u>11</u> | <u>6</u>  | <u>11</u> | <u>6</u>  | <u>4</u>  | <u>101</u> |
| <b>TOTAL</b>   | <b>61</b> | <b>35</b> | <b>49</b> | <b>18</b> | <b>54</b> | <b>36</b> | <b>40</b> | <b>41</b> | <b>21</b> | <b>45</b> | <b>53</b> | <b>29</b> | <b>482</b> |
| <b>REPRESENTATIVE IN GENERAL COURT 43rd Middlesex District</b> |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Precincts 1, 3, 5, 6, 8, 9, 10, 12 only                        |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Bruce N. Freeman   | 61        |           | 44        |           | 49        | 34        |           | 40        | 19        | 44        |           | 27        | 318        |
| Blanks   | <u>0</u>  |           | <u>5</u>  |           | <u>5</u>  | <u>2</u>  |           | <u>1</u>  | <u>2</u>  | <u>1</u>  |           | <u>2</u>  | <u>18</u>  |
| <b>TOTAL</b>   | <b>61</b> |           | <b>49</b> |           | <b>54</b> | <b>36</b> |           | <b>41</b> | <b>21</b> | <b>45</b> |           | <b>29</b> | <b>336</b> |
| <b>REPRESENTATIVE IN GENERAL COURT 45th Middlesex District</b> |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Precincts 2 & 7 only   |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Blanks   |           | <u>35</u> |           |           |           |           |           | <u>40</u> |           |           |           |           | <u>75</u>  |
| <b>TOTAL</b>   |           | <b>35</b> |           |           |           |           |           | <b>40</b> |           |           |           |           | <b>75</b>  |
| <b>REPRESENTATIVE IN GENERAL COURT 47th Middlesex District</b> |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Precincts 4 & 11 only  |           |           |           |           |           |           |           |           |           |           |           |           |            |
| Write-In   |           |           |           | 1         |           |           |           |           |           |           | 0         |           | 1          |
| Blanks   |           |           |           | <u>17</u> |           |           |           |           |           |           | <u>53</u> |           | <u>70</u>  |
| <b>TOTAL</b>   |           |           |           | <b>18</b> |           |           |           |           |           |           | <b>53</b> |           | <b>71</b>  |

## CLERK OF COURTS Middlesex County

|                   |          |           |           |          |          |          |          |           |          |          |          |          |           |
|-------------------|----------|-----------|-----------|----------|----------|----------|----------|-----------|----------|----------|----------|----------|-----------|
| Joan R. Needleman | 55       | 20        | 36        | 14       | 45       | 31       | 34       | 30        | 17       | 37       | 52       | 24       | 395       |
| Blanks            | <u>6</u> | <u>15</u> | <u>13</u> | <u>4</u> | <u>9</u> | <u>5</u> | <u>6</u> | <u>11</u> | <u>4</u> | <u>8</u> | <u>1</u> | <u>5</u> | <u>87</u> |
| TOTAL             | 61       | 35        | 49        | 18       | 54       | 36       | 40       | 41        | 21       | 45       | 53       | 29       | 482       |

## REGISTER OF DEEDS Middlesex Northern District

|          |           |           |           |           |           |           |           |           |           |           |           |           |            |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| Write-In | 4         | 1         | 1         | 0         | 1         | 4         | 0         | 0         | 0         | 0         | 2         | 15        |            |
| Blanks   | <u>56</u> | <u>34</u> | <u>48</u> | <u>17</u> | <u>54</u> | <u>35</u> | <u>36</u> | <u>41</u> | <u>21</u> | <u>45</u> | <u>53</u> | <u>27</u> | <u>467</u> |
| TOTAL    | 61        | 35        | 49        | 18        | 54        | 36        | 40        | 41        | 21        | 45        | 53        | 29        | 482        |

## COUNTY COMMISSIONER Middlesex County (2)

|                  |           |           |           |           |           |           |           |           |           |           |           |           |            |
|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| Carl J. Cincotta | 50        | 20        | 35        | 12        | 40        | 27        | 29        | 30        | 14        | 34        | 48        | 26        | 365        |
| Write-In         | 2         | 0         | 0         | 1         | 0         | 0         | 0         | 0         | 0         | 1         | 0         | 0         | 4          |
| Blanks           | <u>70</u> | <u>50</u> | <u>63</u> | <u>23</u> | <u>68</u> | <u>45</u> | <u>51</u> | <u>52</u> | <u>28</u> | <u>55</u> | <u>58</u> | <u>32</u> | <u>595</u> |
| TOTAL            | 122       | 70        | 98        | 36        | 108       | 72        | 80        | 82        | 42        | 90        | 106       | 58        | 964        |

**DEMOCRATIC STATE PRIMARY**  
**Sept. 14, 1976**

|   | Prec.<br>1 | Prec.<br>2 | Prec.<br>3 | Prec.<br>4 | Prec.<br>5 | Prec.<br>6 | Prec.<br>7 | Prec.<br>8 | Prec.<br>9 | Prec.<br>10 | Prec.<br>11 | Prec.<br>12 | Total       |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|-------------|
| <b>U.S. SENATE</b>  |            |            |            |            |            |            |            |            |            |             |             |             |             |
| Edward M. Kennedy   | 138        | 123        | 156        | 109        | 122        | 142        | 84         | 75         | 99         | 150         | 138         | 139         | 1475        |
| Robert E. Dinsmore  | 24         | 19         | 34         | 24         | 24         | 29         | 21         | 15         | 24         | 44          | 20          | 45          | 323         |
| Frederick C. Langone  | 19         | 7          | 19         | 14         | 24         | 8          | 13         | 9          | 12         | 11          | 17          | 14          | 167         |
| Bernard P. Shannon  | 4          | 3          | 0          | 2          | 4          | 5          | 2          | 4          | 2          | 9           | 3           | 1           | 39          |
| Blanks  | <u>0</u>   | <u>4</u>   | <u>4</u>   | <u>5</u>   | <u>1</u>   | <u>3</u>   | <u>0</u>   | <u>2</u>   | <u>1</u>   | <u>1</u>    | <u>3</u>    | <u>2</u>    | <u>26</u>   |
| TOTAL   | 185        | 156        | 213        | 154        | 175        | 187        | 120        | 105        | 138        | 215         | 181         | 201         | 2030        |
| <b>CONGRESSMAN 5th District</b>   |            |            |            |            |            |            |            |            |            |             |             |             |             |
| Paul E. Tsongas   | 150        | 127        | 171        | 120        | 146        | 154        | 104        | 81         | 117        | 171         | 150         | 164         | 1655        |
| Write-In  | 1          | 0          | 1          | 0          | 0          | 1          | 0          | 0          | 0          | 0           | 0           | 0           | 3           |
| Blanks  | <u>34</u>  | <u>29</u>  | <u>41</u>  | <u>34</u>  | <u>29</u>  | <u>32</u>  | <u>16</u>  | <u>24</u>  | <u>21</u>  | <u>44</u>   | <u>31</u>   | <u>37</u>   | <u>372</u>  |
| TOTAL   | 185        | 156        | 213        | 154        | 175        | 187        | 120        | 105        | 138        | 215         | 181         | 201         | 2030        |
| <b>COUNCILLOR 3rd District</b>  |            |            |            |            |            |            |            |            |            |             |             |             |             |
| Herbert L. Connolly   | 127        | 104        | 137        | 106        | 121        | 134        | 95         | 67         | 90         | 139         | 127         | 124         | 1371        |
| Blanks  | <u>58</u>  | <u>52</u>  | <u>76</u>  | <u>48</u>  | <u>0</u>   | <u>53</u>  | <u>25</u>  | <u>38</u>  | <u>48</u>  | <u>76</u>   | <u>54</u>   | <u>77</u>   | <u>659</u>  |
| TOTAL   | 185        | 156        | 213        | 154        | 175        | 187        | 120        | 105        | 138        | 215         | 181         | 201         | 2030        |
| <b>SENATOR 5th Middlesex District</b>   |            |            |            |            |            |            |            |            |            |             |             |             |             |
| John J. Leary   | 125        | 112        | 139        | 115        | 125        | 142        | 100        | 70         | 99         | 140         | 138         | 128         | 1433        |
| Write-In  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 1           | 0           | 1           |
| Blanks  | <u>60</u>  | <u>44</u>  | <u>74</u>  | <u>39</u>  | <u>50</u>  | <u>45</u>  | <u>20</u>  | <u>35</u>  | <u>39</u>  | <u>75</u>   | <u>42</u>   | <u>73</u>   | <u>596</u>  |
| TOTAL   | 185        | 156        | 213        | 154        | 175        | 187        | 120        | 105        | 138        | 215         | 181         | 201         | 2030        |
| <b>REPRESENTATIVE IN GENERAL COURT 43rd Middlesex District</b><br>Precincts 1, 3, 5, 6, 8, 9, 10, 12 only |            |            |            |            |            |            |            |            |            |             |             |             |             |
| Write-In  | 6          |            | 8          |            | 3          |            |            |            |            | 4           |             | 8           | 29          |
| Blanks  | <u>179</u> |            | <u>205</u> |            | <u>172</u> | <u>187</u> |            | <u>105</u> | <u>138</u> | <u>211</u>  |             | <u>193</u>  | <u>1390</u> |
| TOTAL   | 185        |            | 213        |            | 175        | 187        |            | 105        | 138        | 215         |             | 201         | 1419        |
| <b>REPRESENTATIVE IN GENERAL COURT 45th Middlesex District</b><br>Precincts 2 & 7 only                    |            |            |            |            |            |            |            |            |            |             |             |             |             |
| Philip L. Shea  |            | 118        |            |            |            |            | 99         |            |            |             |             |             | 217         |
| Blanks  |            | <u>38</u>  |            |            |            |            | <u>21</u>  |            |            |             |             |             | <u>59</u>   |
| TOTAL   |            | 156        |            |            |            |            | 120        |            |            |             |             |             | 276         |

REPRESENTATIVE IN GENERAL COURT 47th Middlesex District

|                       |  |  |     |  |  |  |  |  |  |  |  |  |     |     |
|-----------------------|--|--|-----|--|--|--|--|--|--|--|--|--|-----|-----|
| Precincts 4 & 11 only |  |  |     |  |  |  |  |  |  |  |  |  |     |     |
| Edward A. LeLacheur   |  |  | 122 |  |  |  |  |  |  |  |  |  | 148 | 270 |
| Write-In              |  |  | 0   |  |  |  |  |  |  |  |  |  | 2   | 2   |
| Blanks                |  |  | 32  |  |  |  |  |  |  |  |  |  | 31  | 63  |
| TOTAL                 |  |  | 154 |  |  |  |  |  |  |  |  |  | 181 | 335 |

CLERK OF COURTS Middlesex County

|                    |     |     |     |     |     |     |     |     |     |     |     |     |      |
|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| Edward J. Sullivan | 138 | 117 | 139 | 120 | 125 | 145 | 96  | 70  | 98  | 114 | 139 | 124 | 1455 |
| Blanks             | 47  | 39  | 74  | 34  | 50  | 42  | 24  | 35  | 40  | 71  | 42  | 77  | 575  |
| TOTAL              | 185 | 156 | 213 | 154 | 175 | 187 | 120 | 105 | 138 | 215 | 181 | 201 | 2030 |

REGISTER OF DEEDS Middlesex Northern District

|                     |     |     |     |     |     |     |     |     |     |     |     |     |      |
|---------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| Edward J. Early Jr. | 86  | 92  | 101 | 86  | 80  | 97  | 69  | 64  | 51  | 87  | 92  | 93  | 998  |
| Walter J. Flynn     | 81  | 56  | 85  | 65  | 82  | 76  | 43  | 36  | 76  | 111 | 78  | 91  | 830  |
| Blanks              | 18  | 8   | 27  | 3   | 13  | 14  | 8   | 5   | 11  | 17  | 11  | 17  | 152  |
| TOTAL               | 185 | 156 | 213 | 154 | 175 | 187 | 120 | 105 | 138 | 215 | 181 | 201 | 2030 |

COUNTY COMMISSIONER Middlesex County (2)

|                        |     |     |     |     |     |     |     |     |     |     |     |     |      |
|------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| Michael E. McLaughlin  | 92  | 109 | 112 | 109 | 99  | 113 | 81  | 51  | 72  | 131 | 114 | 90  | 1173 |
| S. Lester Ralph        | 71  | 42  | 89  | 44  | 59  | 74  | 33  | 46  | 56  | 71  | 54  | 75  | 714  |
| Joyce Morrissey Beatty | 22  | 25  | 34  | 15  | 28  | 32  | 21  | 13  | 29  | 37  | 27  | 41  | 324  |
| Richard Robert Caples  | 25  | 14  | 17  | 12  | 22  | 23  | 13  | 15  | 14  | 21  | 24  | 29  | 299  |
| Thomas F. Coughlin     | 49  | 57  | 58  | 49  | 48  | 43  | 35  | 30  | 40  | 71  | 50  | 54  | 584  |
| Bernard J. Hennessy    | 29  | 22  | 33  | 16  | 29  | 23  | 21  | 17  | 18  | 29  | 17  | 45  | 299  |
| Blanks                 | 82  | 43  | 83  | 63  | 65  | 66  | 36  | 38  | 47  | 70  | 76  | 68  | 737  |
| TOTAL                  | 370 | 312 | 426 | 308 | 350 | 374 | 240 | 210 | 276 | 430 | 362 | 402 | 4060 |

AMERICAN PARTY STATE PRIMARY

Sept. 14, 1976

|   | Prec.<br>1 | Prec.<br>2 | Prec.<br>3 | Prec.<br>4 | Prec.<br>5 | Prec.<br>6 | Prec.<br>7 | Prec.<br>8 | Prec.<br>9 | Prec.<br>10 | Prec.<br>11 | Prec.<br>12 | Total |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|-------|
| U.S. SENATE   |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Blanks  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| TOTAL   | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| CONGRESSMAN 5th District                                |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Blanks  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| TOTAL   | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| COUNCILLOR 3rd District                                 |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Blanks  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| TOTAL   | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| SENATOR 5th Middlesex District                          |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Blanks  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| TOTAL   | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| REPRESENTATIVE IN GENERAL COURT 43rd Middlesex District |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Precincts 1, 3, 5, 6, 8, 9, 10, 12 only                 |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Blanks  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| TOTAL   | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| REPRESENTATIVE IN GENERAL COURT 45th Middlesex District |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Precincts 2 & 7 only                                    |            |            |            |            |            |            |            |            |            |             |             |             |       |
| Blanks  | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |
| TOTAL   | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0          | 0           | 0           | 0           | 0     |

REPRESENTATIVE IN GENERAL COURT 47th Middlesex District

|                       |          |          |          |          |          |          |          |          |          |          |          |          |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Precincts 4 & 11 only |          |          |          |          |          |          |          |          |          |          |          |          |
| Blanks                | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| TOTAL                 | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |

CLERK OF COURTS Middlesex County

|        |          |          |          |          |          |          |          |          |          |          |          |          |
|--------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Blanks | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| TOTAL  | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |

REGISTER OF DEEDS Middlesex Northern District

|        |          |          |          |          |          |          |          |          |          |          |          |          |
|--------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Blanks | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| TOTAL  | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |

COUNTY COMMISSIONER Middlesex County (2)

|        |          |          |          |          |          |          |          |          |          |          |          |          |
|--------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Blanks | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| TOTAL  | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        | 0        |

**TOWN WARRANT FOR STATE ELECTION  
November 2, 1976**

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

To the Constable, or any other suitable person of the Town of Chelmsford:

GREETING:

In the name of the Commonwealth aforesaid, you are hereby requested to notify and warn the legal voters of said Chelmsford to meet in their several polling places, viz:

- Precinct 1. McFarlin School-All Purpose Room
- Precinct 2. North Elementary School Auditorium
- Precinct 3. Colonel Moses Parker Junior High School Band Room
- Precinct 4. East Chelmsford School
- Precinct 5. Byam School Cafetorium
- Precinct 6. Westlands School Cafeteria
- Precinct 7. North Elementary School Auditorium
- Precinct 8. Small Gymnasium, C. Edith McCarthy Junior High School
- Precinct 9. South Row School Auditorium
- Precinct 10. South Row School Auditorium
- Precinct 11. Westlands School Cafeteria
- Precinct 12. Fire House-Old Westford Road

On Tuesday, the 2nd day of November, 1976, being the first Tuesday in said month, at 8:00 A.M. to 8:00 P.M. for the following purposes:

To bring in their votes to the Election Officers for the election of candidates for the following offices:

- President, Vice President of the United States of America
- Senator in Congress for this Commonwealth for 5th Congressional District
- Councillor for 3rd Councillor District

- Senator in General Court for 5th Middlesex Senatorial District
- Representative in General Court 43rd Representative District Precincts 1, 3, 5, 6, 8, 9, 10 and 12 Only
- Representative in General Court 45th Representative District Precincts 2 and 7 Only
- Representative in General Court 47th Representative District Precincts 4 and 11 Only
- Clerk of Courts for Middlesex County
- Register of Deeds for Northern District
- County Commissioners (2) for Middlesex County

And to vote upon the following questions:

Question No. 1. Proposed Amendment to Constitution

Do you approve of the adoption of an amendment to the Constitution summarized below, which was approved by the General Court in joint sessions of the House of Representatives and Senate on August 15, 1973, by a vote of 261-0, and on May 14, 1975, by a vote of 217-55?

YES \_\_\_\_\_  
NO \_\_\_\_\_

Summary

The proposed amendment would provide that equality under the law may not be denied or abridged on the basis of sex, race, color, creed or national origin. This amendment adds one sentence to Article 1 of Part the First of the Constitution which now contains a general statement of individual rights, including the right to enjoy and defend life and liberty and the right to acquire and protect property.

Question No. 2. Proposed Amendment to Constitution

Do you approve of the adoption of an amendment to the Constitution summarized below, which was approved by the General Court in joint sessions of the



House of Representatives and Senate on August 15, 1973, by a vote of 199-66, and on May 7, 1975, by a vote of 228-41?

YES \_\_\_\_\_  
NO \_\_\_\_\_

Summary

The proposed amendment would authorize the Legislature to substitute for the present system of flat or uniform personal income tax rates a system of rates graduated according to the total amount of income received. The Legislature would also be authorized to provide for reasonable exemptions, deductions, credits, and abatements and could base Massachusetts income tax provisions on provisions of Federal income tax law.

Question No. 3. Proposed Amendment to Constitution

Do you approve of the adoption of an amendment to the Constitution summarized below, which was approved by the General Court in joint sessions of the House of Representatives and Senate on August 15, 1973, by a vote of 259-0, and on May 12, 1976, by a vote of 262-1?

YES \_\_\_\_\_  
NO \_\_\_\_\_

Summary

The proposed amendment would authorize the Legislature to provide for absentee voting by persons who hold religious beliefs in conflict with the act of voting on the day on which any election is to be held.

Question No. 4. Law Proposed by an Initiative Petition

Do you approve of a law summarized below, which was disapproved by the House of Representatives on May 5, 1975, by a vote of 179-46, and on which no vote was taken by the Senate before May 7, 1975?

YES \_\_\_\_\_  
NO \_\_\_\_\_

Summary

Section 1 of the act inserts a new chapter 164B into the General Laws and establishes a Massachusetts Power Authority, a body corporate and politic with seven members appointed by the Governor to staggered six year terms. The Authority is to establish and operate a bulk power supply system to supply wholesale electric power to utilities throughout the Commonwealth. The primary purpose of the Authority is to supply the Commonwealth with power with the minimum adverse impact on the environment. The Authority is also authorized to engage in research and development of new sources of power, new siting techniques, and methods of environmental protection.

In carrying out its responsibilities, the Authority is authorized to adopt by-laws; adopt an official seal; maintain offices; sue and be sued; construct or acquire facilities either within or without the Commonwealth; issue revenue bonds and borrow money in anticipation of issuance of revenue bonds; acquire real and personal property; employ professional, managerial and other employees deemed necessary and fix their compensation

to be paid solely out of revenues of the Authority; appear before other government agencies; apply for and receive federal or other grants of funds; and enter into contracts and agreements.

The Authority will build and operate all new generating and transmission facilities in the Commonwealth and has the option to purchase existing facilities through negotiation, condemnation or eminent domain. After an initial two-year period, no other utility may construct a new facility unless the Authority certifies that it lacks the capability to finance the facility and the facility would further the purposes of the act.

The Authority will finance its activities by issuing revenue bonds. The bonds will be exempt from state taxation, but will not be backed by the full faith and credit of the Commonwealth. Power will be sold to other utilities by contract but no special discounts or bonuses to promote the increased use of power may be given. Public hearings are required on all major contracts.

The Authority is required to develop a master, 20-year demand study and siting plan within 18 months of its incorporation, to be updated each succeeding year. Sites will be selected in accordance with the Electric Power Facilities Siting Council Act of 1973. The Governor and the community in which any facility is to be located must affirmatively approve the facility before it can be constructed.

The Authority will be subject to all applicable federal and state environmental standards and must obtain all necessary federal and state permits and complete all necessary environmental impact statements.

The Authority will be exempt from taxation but will make payments in lieu of taxes to cities and towns in an amount equal to the tax which would be paid if the Authority's real and personal property were owned by a private electric utility company.

The Authority is forbidden from engaging in promotional or image advertising. The Authority has the authority to bargain collectively with its employees and is subject to the provisions of Chapter 150 of the General Laws, which governs the conciliation and arbitration of industrial disputes. Employees of the Authority are not subject to the civil service law and rules. Employees of utilities displaced by the activities of the Authority have first preference in employment by the Authority.

Section 2 of the act amends section 43 of Chapter 164 of the General Laws to provide that if a city or town votes, in accordance with the provisions of Chapter 164, to establish a municipal utility and acquire the facilities of the utility currently serving the community, and the utility refuses to sell its property to the city or town, that the Department of Public Utilities will establish a fair price for the facilities, and the utility will be required to accept the price determined by the department and tender the deed for the facilities to the city or town.

Question No. 5. Law Proposed by Initiative Petition

(This question appeared as question 5(a) in the Information for Voters booklet)

Do you approve of a law summarized below, which

was disapproved by the House of Representatives on May 3, 1976, by a vote of 197-35, and on which no vote was taken by the Senate before May 5, 1976?

YES \_\_\_\_\_  
NO \_\_\_\_\_

Summary

The proposed legislation would prohibit the possession, ownership, or sale of any weapon from which a shot or bullet can be discharged and which has a barrel length of less than sixteen inches. The prohibition would not apply to military personnel, law enforcement officers, federally licensed handgun manufacturers and wholesalers, common carriers in the ordinary course of transport, or to historical societies and museums. The act would not affect the possession of rifles, shotguns, and certain antiques and replicas. The proposal also does not change the existing statutory penalties for unlawful possession, ownership or sale of handguns, including provision imposing mandatory jail sentences.

The proposal would permit owners of handguns to surrender their weapons to any law enforcement agency in the Commonwealth within six months of the effective date of the act without incurring criminal liability. Those surrendering handguns within that six months will be compensated at a rate to be determined by the Commissioner of Public Safety.

Question No. 6. Law Proposed by an Initiative Petition

Do you approve of a law summarized below, which was disapproved by the House of Representatives on May 3, 1976, by a vote of 146-85, and on which no vote was taken by the Senate before May 5, 1976?

YES \_\_\_\_\_  
NO \_\_\_\_\_

Summary

The proposed act would require every beverage container sold or offered for sale in the Commonwealth to have a refund value of at least five (5) cents, and would prohibit the sale of metal beverage containers with flip-tops. It would apply to containers for beer and other malt beverages and to soft drinks. It would not apply to containers for dairy products or natural fruit juices, nor to containers which are biodegradable.

The act would authorize the Secretary of Environmental Affairs to certify containers as reusable or recyclable. It contains both enforcement and penalty provisions and would take effect on February 1, 1977.

Question No. 7. Law Proposed by an Initiative Petition

Do you approve of a law summarized below, which was disapproved by the House of Representatives on May 3, 1976, by a vote of 182-49, and on which no vote was taken by the Senate before May 5, 1976?

YES \_\_\_\_\_  
NO \_\_\_\_\_

Summary

The proposed act would impose a general requirement

that every electric utility company charge a uniform rate per kilowatt hour of electricity. The proposed act would except from this general rule rates charged to other electric utility companies and to residential customers who heat their principle place of residence by electricity. The Act would also permit a different rate to be charged residential customers for the firsts three hundred (300) kilowatt hours they consume each month, and would authorize "peak load" pricing whereby a higher rate than the uniform rate per kilowatt hour may be charged during the periods of the day or seasons of the year when consumption of electricity is the greatest. The Act would authorize the Department of Public Utilities to issue implementing rules and regulations and provides for enforcement.

Question No. 8. This Question is Not Binding

The following is a non-binding advisory question:

"Shall the General Court enact legislation authorizing the construction of an oil refinery and a deep water port, subject to the approval of those communities directly affected and any reservations that the general court may prescribe?"

YES \_\_\_\_\_  
NO \_\_\_\_\_

Summary

The Legislature has placed this question on the ballot in order to determine whether the people favor or oppose the construction of an oil refinery and deep water port in Massachusetts. The vote on this question is not binding on the Legislature. The question deals with the general advisability of such construction and is not a specific proposal for a facility. If a specific proposal is made, it would be subject to approval by the communities directly affected and subject to any restrictions imposed by the Legislature.

Question No. 9. This Question is Not Binding

The following is a non-binding advisory question:

"Shall retail stores including package liquor stores, so called, be allowed to open for business on Sunday?"

YES \_\_\_\_\_  
NO \_\_\_\_\_

Summary

The Legislature has placed this question on the ballot in order to determine whether the people favor or oppose the Sunday opening of certain retail stores, including package liquor stores. As the law now stands, most retail and all package liquor stores must be closed on Sundays. The vote on this question is not binding on the Legislature.

The polls will be open from 8:00 A.M. to 8:00 P.M.

Hereof fail not and make return of this Warrant with your doings thereon to the Town Clerk at the time and place of holding this meeting aforesaid.

Given under our hands this 21st day of October, 1976.

S/ Paul C. Hart, Chairman  
 S/ Philip L. Currier, Vice Chairman  
 S/ Thomas A. Palmer, Jr., Clerk  
 S/ William R. Murphy  
 S/ Arnold J. Lovering

ford School; Byam School Cafetorium; Westlands School Cafeteria; North Elementary School Auditorium; Small Gymnasium, C. Edith McCarthy Junior High School; South Row School Auditorium; South Row School Auditorium; Westlands School Cafeteria; Fire House-Old Westford Road, seven days at least before the time appointed for holding the meeting aforesaid.

S/ William E. Spence  
 Constable of Chelmsford

A true copy, Attest:

S/ William E. Spence  
 Constable of Chelmsford

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS. October 22, 1976

Pursuant to the within Warrant, I have notified and warned the Inhabitants of the Town of Chelmsford by posting up attested copies of same at the following places, to wit: McFarlin School-All Purpose Room; North Elementary School Auditorium; Colonel Moses Parker Junior High School Band Room; East Chelms-

STATE ELECTION  
 November 2, 1976

|                                       | Prec. 1     | Prec. 2     | Prec. 3     | Prec. 4    | Prec. 5     | Prec. 6     | Prec. 7     | Prec. 8     | Prec. 9     | Prec. 10    | Prec. 11    | Prec. 12    | Total         |
|---------------------------------------|-------------|-------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|
| <b>PRESIDENT &amp; VICE PRESIDENT</b> |             |             |             |            |             |             |             |             |             |             |             |             |               |
| Anderson & Shackelford                | 0           | 1           | 2           | 0          | 3           | 0           | 3           | 0           | 1           | 5           | 0           | 1           | 16            |
| Camejo & Reid                         | 1           | 1           | 1           | 1          | 2           | 1           | 1           | 1           | 2           | 3           | 0           | 0           | 15            |
| Carter & Mondale                      | 609         | 655         | 734         | 440        | 810         | 623         | 604         | 399         | 547         | 790         | 549         | 648         | 7408          |
| Ford & Dole                           | 785         | 386         | 861         | 224        | 908         | 642         | 452         | 639         | 484         | 876         | 514         | 839         | 7610          |
| LaRouche Jr. & Evans                  | 3           | 0           | 1           | 0          | 2           | 0           | 3           | 2           | 2           | 7           | 1           | 1           | 22            |
| McCarthy & Stouffer                   | 37          | 18          | 55          | 7          | 35          | 28          | 24          | 22          | 27          | 40          | 26          | 34          | 353           |
| Bubar & Dodge                         | 0           | 0           | 0           | 0          | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0             |
| Lavin & Blomen                        | 0           | 0           | 0           | 0          | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0             |
| MacBride & Bergland                   | 0           | 0           | 0           | 0          | 0           | 0           | 0           | 1           | 0           | 0           | 0           | 0           | 1             |
| Wright & Spock                        | 0           | 0           | 0           | 0          | 0           | 0           | 0           | 0           | 0           | 1           | 0           | 0           | 1             |
| All Others                            | 7           | 5           | 12          | 2          | 5           | 0           | 1           | 5           | 0           | 0           | 2           | 3           | 42            |
| Blanks                                | 11          | 8           | 11          | 8          | 10          | 16          | 17          | 3           | 5           | 17          | 17          | 6           | 129           |
| <b>TOTAL</b>                          | <b>1453</b> | <b>1074</b> | <b>1677</b> | <b>682</b> | <b>1775</b> | <b>1311</b> | <b>1105</b> | <b>1072</b> | <b>1068</b> | <b>1739</b> | <b>1109</b> | <b>1532</b> | <b>15,597</b> |
| <b>U.S. SENATE</b>                    |             |             |             |            |             |             |             |             |             |             |             |             |               |
| Edward M. Kennedy                     | 834         | 768         | 1033        | 489        | 1066        | 834         | 746         | 602         | 731         | 1052        | 706         | 923         | 9784          |
| Michael S. Robertson                  | 584         | 265         | 594         | 167        | 661         | 438         | 316         | 440         | 318         | 634         | 375         | 565         | 5357          |
| Carol Henderson Evans                 | 7           | 7           | 12          | 6          | 11          | 4           | 11          | 6           | 2           | 9           | 8           | 11          | 94            |
| H. Graham Lowry                       | 3           | 6           | 4           | 6          | 11          | 9           | 8           | 5           | 5           | 12          | 4           | 4           | 77            |
| David Crocker                         | 3           | 10          | 0           | 0          | 0           | 1           | 3           | 1           | 0           | 0           | 1           | 1           | 20            |
| All Others                            | 0           | 1           | 5           | 1          | 0           | 3           | 0           | 0           | 0           | 0           | 0           | 0           | 10            |
| Blanks                                | 22          | 17          | 29          | 13         | 26          | 22          | 21          | 18          | 12          | 32          | 15          | 28          | 255           |
| <b>TOTAL</b>                          | <b>1453</b> | <b>1074</b> | <b>1677</b> | <b>682</b> | <b>1775</b> | <b>1311</b> | <b>1105</b> | <b>1072</b> | <b>1068</b> | <b>1739</b> | <b>1109</b> | <b>1532</b> | <b>15,597</b> |
| <b>CONGRESSMAN 5th District</b>       |             |             |             |            |             |             |             |             |             |             |             |             |               |
| Paul E. Tsongas                       | 753         | 659         | 956         | 415        | 1036        | 720         | 619         | 529         | 665         | 1008        | 632         | 900         | 8892          |
| Roger P. Durkin                       | 658         | 390         | 683         | 252        | 688         | 560         | 448         | 509         | 383         | 690         | 452         | 591         | 6304          |
| All Others                            | 1           | 1           | 1           | 0          | 0           | 0           | 1           | 0           | 1           | 0           | 0           | 0           | 5             |
| Blanks                                | 41          | 24          | 37          | 15         | 51          | 31          | 37          | 34          | 19          | 41          | 25          | 41          | 396           |
| <b>TOTAL</b>                          | <b>1453</b> | <b>1074</b> | <b>1677</b> | <b>682</b> | <b>1775</b> | <b>1311</b> | <b>1105</b> | <b>1072</b> | <b>1068</b> | <b>1739</b> | <b>1109</b> | <b>1532</b> | <b>15,597</b> |
| <b>COUNCILLOR 3rd District</b>        |             |             |             |            |             |             |             |             |             |             |             |             |               |
| Herbert L. Connolly                   | 1017        | 827         | 1188        | 544        | 1257        | 965         | 848         | 725         | 764         | 1234        | 820         | 1058        | 11,247        |
| All Others                            | 0           | 1           | 2           | 1          | 0           | 0           | 0           | 0           | 3           | 4           | 3           | 1           | 15            |
| Blanks                                | 436         | 246         | 487         | 137        | 518         | 346         | 257         | 347         | 301         | 501         | 286         | 473         | 4335          |
| <b>TOTAL</b>                          | <b>1453</b> | <b>1074</b> | <b>1677</b> | <b>682</b> | <b>1775</b> | <b>1311</b> | <b>1105</b> | <b>1072</b> | <b>1068</b> | <b>1739</b> | <b>1109</b> | <b>1532</b> | <b>15,597</b> |

|                                |      |      |      |     |      |      |      |      |      |      |      |      |        |
|--------------------------------|------|------|------|-----|------|------|------|------|------|------|------|------|--------|
| SENATOR 5th Middlesex District |      |      |      |     |      |      |      |      |      |      |      |      |        |
| Ronald C. MacKenzie            | 734  | 415  | 806  | 229 | 899  | 574  | 426  | 567  | 486  | 811  | 473  | 735  | 7155   |
| John J. Leary                  | 597  | 610  | 771  | 420 | 749  | 657  | 618  | 421  | 536  | 820  | 577  | 686  | 7462   |
| All Others                     | 0    | 1    | 0    | 0   | 0    | 0    | 0    | 0    | 0    | 0    | 1    | 0    | 2      |
| Blanks                         | 122  | 48   | 100  | 33  | 127  | 80   | 61   | 84   | 46   | 108  | 58   | 111  | 978    |
| TOTAL                          | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |

|   |      |  |      |  |      |      |  |      |      |      |  |      |        |
|---|------|--|------|--|------|------|--|------|------|------|--|------|--------|
| REPRESENTATIVE IN GENERAL COURT 43rd Middlesex District |      |  |      |  |      |      |  |      |      |      |  |      |        |
| Precincts 1, 3, 5, 6, 8, 9, 10, 12 Only                 |      |  |      |  |      |      |  |      |      |      |  |      |        |
| Bruce N. Freeman  | 1241 |  | 1415 |  | 1463 | 1101 |  | 926  | 913  | 1452 |  | 1280 | 9791   |
| All Others  | 1    |  | 2    |  | 1    | 3    |  | 1    | 3    | 2    |  | 2    | 15     |
| Blanks  | 211  |  | 260  |  | 311  | 207  |  | 145  | 152  | 285  |  | 250  | 1821   |
| TOTAL   | 1453 |  | 1677 |  | 1775 | 1311 |  | 1072 | 1068 | 1739 |  | 1532 | 11,627 |

|   |  |      |  |  |  |  |      |  |  |  |  |  |      |
|---|--|------|--|--|--|--|------|--|--|--|--|--|------|
| REPRESENTATIVE IN GENERAL COURT 45th Middlesex District |  |      |  |  |  |  |      |  |  |  |  |  |      |
| Precincts 2 & 7 Only                                    |  |      |  |  |  |  |      |  |  |  |  |  |      |
| Philip L. Shea  |  | 838  |  |  |  |  | 859  |  |  |  |  |  | 1697 |
| All Others  |  | 1    |  |  |  |  | 2    |  |  |  |  |  | 3    |
| Blanks  |  | 235  |  |  |  |  | 244  |  |  |  |  |  | 479  |
| TOTAL   |  | 1074 |  |  |  |  | 1105 |  |  |  |  |  | 2179 |

|   |  |  |  |     |  |  |  |  |  |  |      |  |      |
|---|--|--|--|-----|--|--|--|--|--|--|------|--|------|
| REPRESENTATIVE IN GENERAL COURT 47th Middlesex District |  |  |  |     |  |  |  |  |  |  |      |  |      |
| Precincts 4 & 11 Only                                   |  |  |  |     |  |  |  |  |  |  |      |  |      |
| Edward A. LeLacheur                                     |  |  |  | 573 |  |  |  |  |  |  | 847  |  | 1420 |
| All Others  |  |  |  | 0   |  |  |  |  |  |  | 4    |  | 4    |
| Blanks  |  |  |  | 109 |  |  |  |  |  |  | 258  |  | 367  |
| TOTAL   |  |  |  | 682 |  |  |  |  |  |  | 1109 |  | 1791 |

|                                  |      |      |      |     |      |      |      |      |      |      |      |      |        |
|----------------------------------|------|------|------|-----|------|------|------|------|------|------|------|------|--------|
| CLERK OF COURTS Middlesex County |      |      |      |     |      |      |      |      |      |      |      |      |        |
| Edward J. Sullivan               | 690  | 732  | 891  | 459 | 948  | 757  | 690  | 473  | 616  | 924  | 663  | 750  | 8593   |
| Joan R. Needleman                | 610  | 272  | 625  | 181 | 679  | 461  | 335  | 492  | 347  | 652  | 374  | 623  | 5651   |
| All Others                       | 0    | 1    | 1    | 0   | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1    | 3      |
| Blanks                           | 153  | 69   | 160  | 42  | 148  | 93   | 80   | 107  | 105  | 163  | 72   | 158  | 1350   |
| TOTAL                            | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |

|   |      |      |      |     |      |      |      |      |      |      |      |      |        |
|---|------|------|------|-----|------|------|------|------|------|------|------|------|--------|
| REGISTER OF DEEDS Middlesex Northern District |      |      |      |     |      |      |      |      |      |      |      |      |        |
| Edward J. Early Jr.                           | 618  | 583  | 656  | 365 | 698  | 636  | 517  | 406  | 448  | 711  | 587  | 598  | 6833   |
| Martin F. Delmore                             | 668  | 436  | 864  | 285 | 897  | 579  | 515  | 556  | 532  | 880  | 437  | 782  | 7431   |
| All Others                                    | 0    | 0    | 0    | 0   | 3    | 1    | 0    | 0    | 0    | 0    | 0    | 0    | 4      |
| Blanks  | 167  | 55   | 157  | 32  | 177  | 95   | 73   | 110  | 88   | 148  | 75   | 152  | 1329   |
| TOTAL   | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |

|                                   |      |      |      |      |      |      |      |      |      |      |      |      |        |
|-----------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|--------|
| COUNTY COMMISSIONER (2) Middlesex |      |      |      |      |      |      |      |      |      |      |      |      |        |
| S. Lester Ralph                   | 665  | 520  | 829  | 344  | 824  | 679  | 538  | 461  | 494  | 784  | 543  | 718  | 7399   |
| Carl J. Cincotta                  | 591  | 293  | 690  | 182  | 690  | 497  | 359  | 484  | 376  | 655  | 409  | 651  | 5877   |
| Michael E. McLaughlin             | 647  | 669  | 789  | 432  | 859  | 695  | 641  | 487  | 582  | 888  | 603  | 697  | 7989   |
| All Others                        | 0    | 1    | 0    | 0    | 0    | 0    | 1    | 1    | 0    | 0    | 0    | 0    | 3      |
| Blanks                            | 1003 | 665  | 1046 | 406  | 1177 | 751  | 671  | 711  | 684  | 1151 | 663  | 998  | 9926   |
| TOTAL                             | 2906 | 2148 | 3354 | 1364 | 3550 | 2622 | 2210 | 2144 | 2136 | 3478 | 2218 | 3064 | 31,194 |

|             |      |      |      |     |      |      |      |      |      |      |      |      |        |
|-------------|------|------|------|-----|------|------|------|------|------|------|------|------|--------|
| QUESTION #1 |      |      |      |     |      |      |      |      |      |      |      |      |        |
| YES         | 854  | 555  | 1012 | 354 | 1060 | 699  | 589  | 653  | 659  | 1011 | 579  | 971  | 8996   |
| NO          | 551  | 477  | 634  | 305 | 666  | 535  | 475  | 387  | 373  | 693  | 482  | 535  | 6113   |
| Blanks      | 48   | 42   | 31   | 23  | 49   | 77   | 41   | 32   | 36   | 35   | 48   | 26   | 488    |
| TOTAL       | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |

|             |      |      |      |     |      |      |      |      |      |      |      |      |        |
|-------------|------|------|------|-----|------|------|------|------|------|------|------|------|--------|
| QUESTION #2 |      |      |      |     |      |      |      |      |      |      |      |      |        |
| YES         | 292  | 199  | 288  | 141 | 331  | 238  | 220  | 653  | 191  | 347  | 225  | 237  | 3362   |
| NO          | 1101 | 828  | 1354 | 511 | 1393 | 997  | 838  | 387  | 844  | 1345 | 838  | 1273 | 11,709 |
| Blanks      | 60   | 47   | 35   | 30  | 51   | 76   | 47   | 32   | 33   | 47   | 46   | 22   | 526    |
| TOTAL       | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |

|             |      |      |      |     |      |      |      |      |      |      |      |      |        |
|-------------|------|------|------|-----|------|------|------|------|------|------|------|------|--------|
| QUESTION #3 |      |      |      |     |      |      |      |      |      |      |      |      |        |
| YES         | 783  | 515  | 990  | 315 | 946  | 656  | 516  | 605  | 600  | 977  | 557  | 961  | 8421   |
| NO          | 597  | 496  | 646  | 329 | 753  | 560  | 533  | 433  | 429  | 711  | 491  | 537  | 6515   |
| Blanks      | 73   | 63   | 41   | 38  | 76   | 95   | 56   | 34   | 39   | 51   | 61   | 34   | 661    |
| TOTAL       | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |
| QUESTION #4 |      |      |      |     |      |      |      |      |      |      |      |      |        |
| YES         | 147  | 116  | 185  | 81  | 232  | 144  | 127  | 97   | 145  | 187  | 111  | 140  | 1712   |
| NO          | 1247 | 899  | 1445 | 570 | 1486 | 1085 | 926  | 936  | 894  | 1502 | 955  | 1364 | 13,309 |
| Blanks      | 59   | 59   | 47   | 31  | 57   | 82   | 52   | 39   | 29   | 50   | 43   | 28   | 576    |
| TOTAL       | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |
| QUESTION #5 |      |      |      |     |      |      |      |      |      |      |      |      |        |
| YES         | 397  | 209  | 543  | 141 | 468  | 332  | 224  | 343  | 298  | 526  | 310  | 528  | 4319   |
| NO          | 1013 | 844  | 1104 | 515 | 1265 | 928  | 841  | 716  | 749  | 1186 | 759  | 987  | 10,907 |
| Blanks      | 43   | 21   | 30   | 26  | 42   | 51   | 40   | 13   | 21   | 27   | 40   | 17   | 371    |
| TOTAL       | 1453 | 1074 | 1677 | 683 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |
| QUESTION #6 |      |      |      |     |      |      |      |      |      |      |      |      |        |
| YES         | 709  | 406  | 862  | 302 | 869  | 547  | 438  | 527  | 524  | 857  | 503  | 790  | 7334   |
| NO          | 712  | 654  | 799  | 366 | 884  | 717  | 636  | 537  | 529  | 867  | 588  | 737  | 8026   |
| Blanks      | 32   | 14   | 16   | 14  | 22   | 47   | 31   | 8    | 15   | 15   | 18   | 5    | 237    |
| TOTAL       | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |
| QUESTION #7 |      |      |      |     |      |      |      |      |      |      |      |      |        |
| YES         | 301  | 209  | 360  | 149 | 358  | 239  | 221  | 198  | 235  | 416  | 265  | 295  | 3246   |
| NO          | 1105 | 835  | 1279 | 509 | 1385 | 1013 | 849  | 852  | 808  | 1280 | 819  | 1213 | 11,947 |
| Blanks      | 47   | 30   | 38   | 24  | 32   | 59   | 35   | 22   | 25   | 43   | 25   | 24   | 404    |
| TOTAL       | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |
| QUESTION #8 |      |      |      |     |      |      |      |      |      |      |      |      |        |
| YES         | 922  | 685  | 1157 | 404 | 1207 | 867  | 728  | 749  | 724  | 1190 | 727  | 1079 | 10,439 |
| NO          | 444  | 331  | 468  | 240 | 497  | 346  | 315  | 279  | 301  | 483  | 326  | 410  | 4440   |
| Blanks      | 87   | 58   | 52   | 38  | 71   | 98   | 62   | 44   | 43   | 66   | 56   | 43   | 718    |
| TOTAL       | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |
| QUESTION #9 |      |      |      |     |      |      |      |      |      |      |      |      |        |
| YES         | 808  | 651  | 959  | 383 | 1114 | 724  | 669  | 635  | 631  | 1044 | 617  | 908  | 9143   |
| NO          | 568  | 386  | 676  | 268 | 610  | 506  | 395  | 405  | 402  | 646  | 454  | 585  | 5901   |
| Blanks      | 77   | 37   | 42   | 31  | 51   | 81   | 41   | 32   | 35   | 49   | 38   | 39   | 553    |
| TOTAL       | 1453 | 1074 | 1677 | 682 | 1775 | 1311 | 1105 | 1072 | 1068 | 1739 | 1109 | 1532 | 15,597 |

**WARRANT FOR SPECIAL TOWN MEETING**  
December 1, 1976

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

To the Constable, or any other suitable person of the Town of Chelmsford:

GREETING:

In the name of the Commonwealth aforesaid, you are hereby requested to notify and warn the legal voters of said Chelmsford to meet in the Chelmsford High School Gymnasium on Wednesday, the first day December, 1976 at 7:30 P.M. o'clock in the evening, then and there to act upon the following articles, viz:

ARTICLE 1. To see if the Town will transfer from available funds a certain sum of money with which to meet bills for previous years; or act in relation thereto.

Board of Selectmen

ARTICLE 2. To see if the Town will transfer from available funds the sum of \$1,450 to pay the Treasurer of Middlesex County Retirement System, said amount needed to honor corrected assessment; or act in relation thereto.

Board of Selectmen

ARTICLE 3. To see if the Town will vote to transfer \$10,000 from the sale of Graves & Lots to Cemetery Improvement & Development Fund; or act in relation thereto.

Cemetery Commissioners

ARTICLE 4. To see if the Town will vote to authorize the Board of Selectmen to apply for and expend funds under the Public Works Employment Act; or act in relation thereto.

Board of Selectmen

ARTICLE 5. To see if the Town will vote to transfer from available funds the sum of \$10,000 to be used for procuring plans and specifications for a proposed new Town Hall to be located at 11 North Road, Chelmsford; or act in relation thereto.

Board of Selectmen

ARTICLE 6. To see if the Town will vote to authorize the Board of Selectmen to expend the sum of \$18,000 for the installation of traffic control devices on Chelmsford Street in the vicinity of the Chelmsford Mall, as voted under Article 13, Special Town Meeting, October 1974; or act in relation thereto.

Board of Selectmen

ARTICLE 7. To see if the Town will vote to amend the present Zoning Bylaw and Zoning Map by rezoning from Residential District (Single Residence - RB) to a Commercial District (Shopping Center - CC) the following land in the Town of Chelmsford: Beginning at the Southerly portion of the premises at the corner of Evergreen and Chelmsford Streets, thence:

SOUTHWESTERLY by Evergreen Street, 552.90 feet, more or less;  
NORTHWESTERLY by land now or formerly of Richard O. and Carol A. Lahue, Jr., 100.58 feet;  
SOUTHWESTERLY by land now or formerly of Richard O. and Carol A. Lahue, Jr., 29.38 feet;  
NORTHWESTERLY by land now or formerly of Florina S. and Joseph S. Athaids, 98 feet, more or less;  
NORTHEASTERLY by land of Valley Properties, Inc., 615.47 feet, more or less; and  
SOUTHEASTERLY by Chelmsford Street, 199 feet, more or less to the point of beginning.

or act in relation thereto.

Petition

ARTICLE 8. To see if the Town will vote to authorize the Sewer Commission to proceed with the application for State and Federal grants for sewage collection and treatment and to authorize said Sewer Commission to award an engineering contract for the preparation of detailed plans and specifications in accordance with the sewerage plan recommended by the Sewer Commission in the "Facilities Plan - Step I for the Town of Chelmsford", Nov., 1976; that the Treasurer, with the approval of the Selectmen, be authorized to borrow the sum of \$1,200,000 for said purpose by issuing bonds or notes of the Town therefor not exceeding thirty (30) years under General Laws Chapter 44, Section 8 (15); and that the Sewer Commission is authorized to accept State and Federal grants for the project to be used in

lieu of, or in part of, the foregoing appropriation; or act in relation thereto.

Sewer Commission

Hereof fail not and make return of this Warrant with your doings thereon to the Town Clerk at the time and place of holding this meeting aforesaid.

Given under our hands this 8th day of November, 1976.

S/Paul C. Hart, Chairman  
S/Philip L. Currier, Vice Chairman  
S/Thomas A. Palmer, Jr., Clerk  
S/William R. Murphy  
S/Arnold J. Lovering

## COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

Pursuant to the within Warrant, I have notified and warned the inhabitants of the Town of Chelmsford by posting up attested copies of same at the following places, to wit: McFarlin School-All Purpose Room, North Elementary School Auditorium, Colonel Moses Parker Junior High School Band Room, East Chelmsford School, Byam School Cafetorium, Westlands School Cafeteria, North Elementary School Auditorium, Small Gymnasium, C. Edith McCarthy Junior High School, South Row School Auditorium, South Row School Auditorium, Westlands School Cafeteria, and Fire House-Old Westford Road seven days at least before the time appointed for holding the meeting aforesaid.

S/William E. Spence  
Constable of Chelmsford  
Nov. 15, 1976

### SPECIAL TOWN MEETING December 1, 1976

The Special Town Meeting was called to order at 8:00 P.M. by Moderator Daniel J. Coughlin, Jr. who recognized the presence of a quorum. There were 470 voters present.

Chairman of the Board of Selectmen, Paul C. Hart, moved that the reading of the Constable's return of service and the posting of the warrant be waived. It was so voted, unanimously. Mr. Hart moved that the reading of the entire warrant be waived. It was so voted unanimously.

The following tellers were appointed:

Ina Greenblatt  
Carl Olsson  
Richard Burt  
Dan Burke  
Charles Fairburn  
Charles Coffey

Selectman Arnold J. Lovering made a presentation to three students who are visiting our country thru the AFS Program (American Field Service Program), Lars Astrand from Helsingborg Sweden, Gregg Zimmerman from Grafton Wisc. and Ingrid Franke from Ludenschud Germany.

Moderator Daniel J. Coughlin Jr. introduced the new member of the Finance Committee, Mr. James Decker. The moderator also thanked the Town Counsel, Clement McCarthy, for a job well done, as this will be his last attended Town Meeting as our Town Counsel.

A discussion pertaining taking Article 7 out of order and placing it before Article 1 followed:

Attorney James Paisley representing DeMoulas Markets made a motion to advance Out of Order Article 7 before Article 1. Mrs. Ruth Delaney spoke against taking the article out of order. Paul C. Hart, Chairman of the Board of Selectmen, spoke against taking the Article out of order as did A. Robert Rabb, Chairman of the Planning Board.

The motion to take Article 7 out of order was voted on and defeated.

UNDER ARTICLE 1. Mr. Paul C. Hart moved that the Town vote to transfer from available funds the sum of \$2,315.00 to meet bills for previous years.

Selectman Thomas Palmer spoke in favor of this article.

A 9/10 vote required - Motion carried, unanimously.

UNDER ARTICLE 2. Mr. Paul C. Hart moved that the Town vote to transfer from available funds the sum of \$1,450.00 to pay the Treasurer of Middlesex County Retirement system, said amount needed to honor corrected assessment.

Sel. Thomas Palmer spoke in favor of the article.

Motion carried, unanimously.

UNDER ARTICLE 3. Mr. Gerald Hardy moved that the Town vote to transfer \$10,000.00 from the sale of Graves & Lots to Cemetery Improvement & Development Fund.

Finance Committee member Richard Sullivan recommended this article.

Motion carried, unanimously.

UNDER ARTICLE 4. Mr. Paul C. Hart moved that the Town vote to authorize the Board of Selectmen to apply for and expend funds under the Public Works Employment Act.

Sel. Arnold Lovering spoke in favor of this article. The Finance Committee supported this article.

Motion carried, unanimously.

UNDER ARTICLE 5. Paul C. Hart moved that the Town vote to transfer from available funds the sum of \$10,000.00 to be used for procurring plans and specifications for a proposed new Town Hall to be located at 11 North Road, Chelmsford.

A discussion followed. Sel. Lovering explained this motion would give the Selectmen the right to spend up to \$10,000.00 to get together plans for a new Town Hall in order to get funds, when they are available from Federal funds. The Finance Committee supported

this article. Mr. Jacob Sartz didn't like the idea of the Selectmen getting a blank check and being able to do what ever they wanted with the money. Mr. Soucey opposed the article. Mr. Drury wanted to know if the Emerson house would be demolished. Sel. Lovering stated that the house might be moved to another location in town but if it was to be demolished it would have to come before the town body for approval.

A vote was taken on the motion by voice, which left the chair in doubt - a showing of hands resulted in the motion being passed.

UNDER ARTICLE 6. Paul C. Hart moved that the Town vote to authorize the Board of Selectmen to expend the sum of \$18,000.00 for the installation of traffic control devices on Chelmsford Street in the vicinity of the Chelmsford Mall, as voted under Article 13, Special Town Meeting, October, 1974.

A discussion followed: Sel. Philip Currier spoke in favor of this article and urge supporting the article. The Finance Committee supported the article. Mr. William McDonough stated that traffic lights were not needed in the area. Sel. Currier explained that the lights were Pedestrian crossing lights not traffic control lights.

James Harrington past president of the Westland's School PTA supported the article.

A vote was taken on the motion. Motion carried.

UNDER ARTICLE 7. Mr. Frank Bove moved that the Town vote to amend the present zoning by-law and zoning map by rezoning from residential district (single residence-RB) to a Commercial District (Shopping center - CC) the following described land in the Town of Chelmsford,

Beginning at the Southerly portion of the premises at the corner of Evergreen and Chelmsford Streets, thence:

SOUTHWESTERLY by Evergreen Street, 552.90 feet, more or less;  
NORTHWESTERLY by land now or formerly of Richard O. and Carol A. Lahue, Jr., 100.58 feet;  
SOUTHWESTERLY by land now or formerly of Richard O. and Carol A Lahue, Jr., 29.38 feet;  
NORTHWESTERLY by land now or formerly of Florina S. and Joseph S. Athaids, 98 feet, more or less;  
NORTHEASTERLY by land of Valley Properties, Inc., 615.47 feet, more or less; and  
SOUTHEASTERLY by Chelmsford Street, 199 feet, more or less, to the point of beginning.

The Finance Committee was opposed to the Article. A discussion followed. Mr. Arthur Anton made a motion to dismiss and refer Article 7 to the Board of Appeals for further study. Reggie Larkin spoke against the article being dismissed as it could come back at a future Town Meeting. Mrs. Delaney, Mr. Robert Rabb and John Conrad all spoke against the article being dismissed. James Paisley approved of the article being dismissed. Mr. Edward Hilliard wanted the motion defeated in order to give guidelines to the Board of Appeals. Mr.

Timothy Hehir moved the question to stop debate on the Motion to dismiss the article and refer the article to the Board of Appeals.

A vote was taken to stop debate. Motion carried. A vote was taken on the motion to dismiss the article and refer it to the board of Appeals. Motion defeated.

A discussion followed on the main motion. Mr. Rabb stated that as a result of the Public hearing on the above article the Planning Board vote unanimously not to recommend the article. John McNally moved the question to stop debate.

A vote was taken to stop debate. Motion carried unanimously. On the main motion a 2/3 vote is required. Motion defeated.

65 Yes      384 No

UNDER ARTICLE 8. Joseph Gutwien moved that the sum of \$1,200,000.00 be appropriated for the cost of engineering services for plans and specifications for sewers, sewerage systems and sewage treatment and disposal facilities in accordance with the Sewer Commission's recommendations in "Facilities Plan - Step I for the Town of Chelmsford", dated November, 1976; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow \$1,200,000.00 under G.L. C. 44 s 7 (22) as amended; that the Sewer Commission with the approval of the Selectmen is authorized to contract for and expend any state or federal grants available for the project, provided that the total authorized borrowing shall be reduced

by the amount of any such grants available to meet planning costs; and that the Sewer Commission is authorized to award engineering contracts and to take all other action necessary to carry out this vote.

Mr. Matthew Doyle, and Joseph Gutwien Sewer Commissioners and Peter Dulchinos Board of Health member discussed the above article asking for support of the article. Mr. Paul C. Hart from the Board of Selectmen endorsed the article, the Finance Committee supported the article. After a discussion on the Article Mr. Timothy Hehir moved the question to stop debate. A vote was taken on the motion to stop debate.

Motion passed unanimously.

A vote was taken on the main motion, 2/3 vote required.

Yes 268      No 78      It was so voted.

Paul C. Hart, Chairman of the Board of Selectmen, moved for adjournment sine die at 10:25 P.M.

Daniel J. Coughlin Jr.  
Moderator

Mary E. St. Hilaire  
Town Clerk

Total Article approp.      \$23,765.00



### SCHOOL COMMITTEE

Carol C. Cleven, Vice-Chairman  
Robert D. Hall, Secretary

William J. Reynolds, Chairman

Rev. Harry A. Foster  
Myra J. Silver

Nicola Argerake, High School Student Member  
Thomas L. Rivard, Superintendent



| Year    | Teachers | Non-Teachers <sup>1</sup> | Budget <sup>2</sup>      | Expenditures <sup>2</sup> | Enrollment |
|---------|----------|---------------------------|--------------------------|---------------------------|------------|
| 1971    | 486      | 260                       | 7,296,850.               | 7,070,708.                | 9,002      |
| 1972    | 497      | 273                       | 8,305,023.               | 8,090,812.                | 8,990      |
| 1973    | 512      | 296                       | 14,767,112. <sup>3</sup> | 14,328,428.               | 9,059      |
| 1974    | 548      | 324                       | 10,660,533.              | 10,532,793.               | 9,627      |
| 1975    | 553      | 331                       | 11,719,467.              | 11,719,112.               | 9,555      |
| 1976-77 | 565      | 336                       | 12,348,725.              | 4                         | 9,311      |

<sup>1</sup> Includes Part Time Personnel

<sup>2</sup> Includes Federal Funds

<sup>3</sup> Eighteen Month Budget (1/1/73 - 6/30/74)

<sup>4</sup> Not Finalized until 6/30/77

There were many discernible themes permeating the operation of the Chelmsford Public School during 1976. They arose from areas of concern which concentrated on shrinking economic resources, inflation, declining student enrollment, school bussing, and continued demands for increased services. Collective bargaining continues to occupy the School Committee's time for literally hundreds of hours in addition to the hours of the regular School Committee's meetings. This past year contracts were negotiated with the teachers, administrators, school food service, secretaries, teacher aides and custodians.

The members of the School Committee were active in both the Merrimack Valley Association of School Committees and the Massachusetts Association of School Committees.

Five bills were filed with the Massachusetts General Court by Mr. Robert Hall, Chairman of the Merrimack Valley Association of School Committees, and one bill was filed jointly by Mr. Hall and Mr. Reynolds. Of primary concern to the School Committee were those bills which related to funding/reimbursement problems. Consequently, a number of those bills filed are designed to relieve Chelmsford as well as other communities from financial burdens which the town has had and continues to experience.

This report provides highlights of the system to illustrate the complex relationships that underlie the educational program for children from kindergarten through the twelfth grade in the Chelmsford Public Schools.

The increasing involvement of students, staff and parents in all aspects of our school life is apparent. It will become more formal and more obvious as time goes on and greater opportunities for discussion and dialogue occur. Parent participation in the education of their children should not be regarded as an opportunity provided by a school system, but as a right of the parent.

Nineteen seventy-six was a significant year in system-wide planning. The cross level and cross discipline involvement was greater than during any other preceding year. The effort should bring about a plan designed and geared to meet the changes that are continually brought about by the community and by society as a whole. The project shall be a never ending endeavor to provide the most effective, relevant and accountable curriculum for the youth of this community.

Efforts in the elementary schools are focused on developing alternative instructional strategies that offer educational results for pupils who participate in them. Coupled with this effort, an Ad Hoc Committee of administrators, teachers and parents has been organized in each elementary school. The School Committee is pleased with the work and progress of these committees.

Alternative instructional strategies are working very well at the McFarlin School. To permit several basic considerations to be met, the organizational philosophy of the McFarlin School is characterized as a "School of Alternatives." A basic consideration in the designation of the McFarlin School was a strong desire to maintain, as much as possible, the essential features of the elementary schools feeding students into the McFarlin complex. Such a consideration was necessary in the desire to solidify and extend each student's program in preparation for the transition to the town's secondary schools. Coupled with this desire was the existence of the town's modified open enrollment policy which permitted parents to exercise an option in the choice of educational programs. In a central school, such as the McFarlin School, increased attention could be devoted to this concern, given the presence of the total population of students and faculty.

Recent research suggests additional basic concerns which must be considered in creating a "School of Alternatives." In attempting to create contemporary educational programs designed to meet the needs of the individual's cognitive, affective, and psychomotor developmental patterns, definitive psychological assessment of the learning profile of individual students must be undertaken. Attention must be devoted to the methods of instruction by which individual students can best learn. In the design of the McFarlin School this consideration played a vital role in the structuring of alternative patterns.

At the McFarlin School, students and teachers are organized into "clusters". These "clusters" range in size from 60 to 150 students working with two to five classroom teachers and a "cluster" of specialists in Art, Vocal Music, Instrumental Music, Physical Education, Reading, Learning Disabilities, and Guidance. Additional Specialists available to the student body include the Resource Room teacher and the Intercluster Teacher who provide concentrated individualized attention as the need exists. This "Cluster" design permits the student entering the McFarlin School to identify closely with a given group of students and teachers, and it thus fosters

the development of personalized working relationships.

"Clusters," totalling ten in number, vary in their organization for instruction. In some clusters children work in self-contained classrooms with one teacher and specialists, as needed, for the total school day. Team-teaching exists in other clusters. In this organization, children are deployed between/among several teachers during the course of the typical school day.

"Clusters" also vary in the emphasis placed on traditional and open-concept teaching strategies. The staff feels that careful attention to these variations is essential in meeting the total needs of the student body.

To promote strong communication at McFarlin School between/among the "clusters" and the administration, three basic advisory committees exist:

1. Staff Advisory Council (S.A.C.) which functions in assisting the administration in the formulation of school policy.
2. Parent Advisory Council (P.A.C.) which has assumed the responsibilities of: assisting in community advisory considerations; recruiting and coordinating the School Volunteer Program which employs parent-volunteering in assisting in selected instructional functions; and developing a fund-raising program for the McFarlin School.
3. Student Council (S.C.) which is comprised of representatives from all clusters of the McFarlin School and serves as the student government.

Each of these bodies meets regularly in assisting in an overall coordination effort.

Title I services were again provided in the North and Westlands Schools. As in the previous year, the focus of the program was on service to young children. The Title I teachers work with individuals and with small

groups of children, assisting them in language, motor, social, and cognitive development, and in the learning of reading and mathematics. The program was enriched through field trips which enhanced the children's awareness of the environment and contributed much to the growth of their vocabulary. A Parent Advisory Council was active in each school.

Of increasing concern to the School Committee has been the precipitous rise of special education (Chapter 766) costs, now the exclusive responsibility of the local School Committee, formerly paid wholly or in part by the State. Any child between the ages of three and twenty-two years, who has not obtained a high school diploma or its equivalent, and for whom it has been determined by the Administrator of Special Education to be in need of special education services, is considered a "special needs student".

Special education (Chapter 766) which in 1974-75 constituted 5.05% of the budget, comprised 7.24% of the budget in 1976-77. The increase was mostly for expensive out of district placements projected for 1977.

Chelmsford's official enrollment of 9,311 for the school year 1976-77 represents a decline of 244 students or 2.62% from the 9,555 enrolled in 1975-76. All of the enrollment decline has occurred at the elementary level. This decline in enrollment which resulted in an estimated savings of \$50,000 in the current school budget permitted the School Committee to close the Highland School in September. It is estimated that the rate of decline will continue at the same level for the next several years.

The specific enrollment details for all schools by grade level is depicted below:

## STUDENT ENROLLMENT

| School     | K   | Gr. 1 | Gr. 2 | Gr. 3 | Gr. 4 | Gr. 5 | Gr. 6 | Gr. 7 | Gr. 8 | Gr. 9 | Gr. 10 | Gr. 11 | Gr. 12  | Sp.Ed. | Total |
|------------|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|---------|--------|-------|
| Byam       | 79  | 91    | 125   | 111   | 125   | 113   |       |       |       |       |        |        |         |        | 644   |
| Center     | 72  | 101   | 95    | 100   | 99    | 99    |       |       |       |       |        |        |         | 19     | 585   |
| Harrington | 94  | 111   | 119   | 114   | 130   | 147   |       |       |       |       |        |        |         |        | 715   |
| McFarlin   |     |       |       |       |       | 59    | 760   |       |       |       |        |        |         | 9      | 828   |
| North      | 119 | 134   | 142   | 115   | 122   |       |       |       |       |       |        |        |         |        | 632   |
| South Row  | 72  | 89    | 102   | 85    | 89    | 116   |       |       |       |       |        |        |         | 20     | 573   |
| Westlands  | 125 | 124   | 129   | 123   | 121   | 184   |       |       |       |       |        |        |         |        | 806   |
| McCarthy   |     |       |       |       |       |       |       | 463   | 467   | 426   |        |        |         |        | 1356  |
| Parker     |     |       |       |       |       |       |       | 368   | 353   | 312   |        |        |         | 18     | 1051  |
| High       |     |       |       |       |       |       |       |       |       |       | 705    | 737    | 676 + 3 | PG     | 2121  |
| Totals     | 561 | 650   | 712   | 648   | 686   | 718   | 760   | 831   | 820   | 738   | 705    | 737    | 676 + 3 | 66     | 9311  |

This past June the School Committee was notified that the town would no longer be reimbursed the cost of bussing children who lived less than one and one-half miles from their schools. It was estimated that the loss in transportation reimbursement would be approximately \$250,000 yearly. It was agreed among the members of the School Committee that a sidewalk building program and a pupil walking program would be initiated over the next several years. In September when school opened, a walking program was approved for the Center, McFarlin, North and Westlands Schools. This resulted in reducing the number of operating school buses by eleven for the current school year and a gross savings of \$110,000 yearly. This savings will be partially offset by the cost of crossing guards and sidewalk snow removal.

As of July 1, 1976, the central office was fully staffed with the appointment of the Coordinator of Mathematics and the Coordinator and Assistant Coordinator of Language Arts and Reading. The coordinators and program supervisors are reviewing existing curricula and evaluating instructional processes. Each coordinator and program supervisor will present his findings and recommendations to the School Committee by June 30, 1977.

As has been stated before, planning teaching strategies and materials to permit students to progress according to their needs is no easy task. Planning for and teaching individual students require a commitment of effort and time far in excess of the "normal school day". Perhaps the following excerpts which are taken from reports written by school personnel will help readers of this report to understand better some of the learning experiences their children are having in our schools today.

#### **FROM THE COORDINATOR OF LANGUAGE ARTS**

The ability to use and to react to language enables us to share in what is meaningful, useful, and creative. All of the tools, methods, strategies, and approaches that help us to communicate effectively our ideas, experiences, and feelings are an integral part of language arts instruction. The language arts program in Chelmsford provides a variety of opportunities at all levels for developing abilities and skills in English.

At the elementary level a Scope and Sequence Chart outlines appropriate mechanical skills taught at each grade level. Comprehensive resource manuals provide suggested sequences, exercises, and worksheets for introducing and mastering specific skills. Numerous learning activity packages in basic skills and in creative writing as well as teacher developed units in poetry, newspaper, and drama are all used to meet the individual needs and interests of students. The imaginative and constructive use of films, filmstrips, games, transparencies, and recorders insures a fuller understanding and appreciation of ideas and more excitement and vitality in the learning process. Effective teaching approaches currently being used include: team teaching, pupil contracts, small group discussions, pairing, role playing, and learning stations.

To facilitate the sharing of information among teachers, a Language Arts Committee consisting of teachers from each grade level has been organized in each of the elementary schools. In addition to reviewing books and materials from various publishing companies,

the Committee assesses the strengths and weaknesses of the language arts program in grades one to six. One member of each Committee serves as a liaison at monthly town-wide curriculum meetings.

The junior high schools have devised and implemented at each grade level diagnostic and mastery tests in grammar, punctuation, and spelling. In addition, a Career Unit integrating spelling, vocabulary, and composition skills assists students in occupational selection. Teachers concerned with the carry over of basic skills to other subjects have been exploring various approaches to interdepartmental cooperation.

A number of units developed through Title III NDEA funding, by summer workshops, and by individual teachers have become a standard part of the junior high school curriculum. The Communications, Research, and Short Story units for grade eight and the Bible, Mythology, and Shakespeare units for grade nine have been highly developed and extensively used.

To monitor a student's progress in writing, writing folders are kept for each student in grades seven to nine. These folders are transferred with the student from year to year at the junior high and will follow the student to the high school.

To meet the needs and interests of students more effectively, the Program of Studies for next September at the high school has been revised. The new program is predicated on the assumption that students will benefit from an English program that provides a reasonable balance between elective and required courses, between full-year and semester courses, and between homogeneous and heterogeneous classes.

All sophomores are now in a year-long program which stresses basic skills. The guidelines and materials for this program were developed during a summer workshop last year. The entire program is supported by a number of unifying practices which include: using diagnostic and achievement tests in mechanical skills in writing, keeping an English folder which makes available the accumulated reading and writing assignments of each student, and maintaining a reasonable balance in teaching basic skills in reading and in writing. In the junior year, students can select between full-year and one semester courses in American Literature, all of which build upon and reinforce skills developed in the sophomore curriculum. Seniors plan their own program by selecting from among the varied elective offerings in literature, writing, and performance.

The language arts curriculum will continue to change to meet the needs of students and the community. The ultimate goal, however, of developing an individual's use of his language so that he can communicate more effectively will remain the same. Students in the Chelmsford schools will always be provided with opportunities to grow as readers, writers, listeners, and speakers.

#### **FROM THE ASSISTANT TO THE LANGUAGE ARTS COORDINATOR IN CHARGE OF READING**

The Chelmsford school system, as with other good public school systems, has the following goals for its total reading program.

1. The developmental reading program aims to help children develop all the word analysis, comprehension, study skills, and interpretive reading skills essential for learning to read with efficiency and understanding. To do this, children are instructed in a basal reading series most suited to their learning rate and learning style. Such basal instruction is continued until the sixth grade level.

In the seventh and eighth grades there are developmental, corrective, and remedial programs for students who want to continue to improve their developmental skills, to correct minor reading difficulties, and to remediate more serious reading difficulties through individual and small group instruction.

At the high school level, reading instruction is given on an individual basis, according to students' needs, whether they be, again, developmental, corrective, or remedial in nature.

2. The corrective reading program is an on-going program carried out in the regular classroom by the classroom teacher in consultation with the school reading teacher, having the objective of adapting the daily reading instruction to meet the needs of children who are just slightly behind the average children in a class in terms of their mastery of reading skills. With good instruction, a child with a slight reading problem should be able to overcome the problem in a relatively short time so that he will be working at the level of his actual potential after the corrective instruction. Again, this instruction is given through a basal reading series with some intensive skill work tailored to the child's particular needs.

3. The remedial reading program is a program geared to correct the more serious reading difficulties of children, each such program being structured according to each child's needs. The remedial reading programs are carried out cooperatively by both the regular classroom teacher and the remedial reading teacher working together to plan an on-going program of classroom instruction augmented and supplemented by a related remedial program. The skill work given to remediate difficulties is intensive and specific to a child's needs. In time, a child should be able to join his peers in regular classroom instruction and to be working at the level of his own true potential for reading.

4. The accelerated reading program is designed for students who have a particular aptitude or love for reading, and for bright children generally, who are able to move ahead in skill instruction and application at a rate faster than their peers. The foundation of instruction for these students, as for other students, is the basal reader to be sure they learn and can apply the essential reading skills. However, these students should be allowed to move through the level of a basal series within a given year at a rate commensurate with their abilities; and be guided in doing a great deal of supplementary reading in literature, and in-depth research work in all content areas. They should have a chance to share their reading and research work in meaningful ways with each other and with the teacher, and to be challenged to make discoveries and process information into meaningful forms to the degree that they are able.

5. The adapted reading program is designed for the

student whose learning rate is a little slower than average for his age. The goals of this child's program are the same as for all other children; however, the rate at which he is instructed and expected to master each respective skill in the learning sequence is slower than that for the average child. Again, the foundation of instruction for these children is the basal reader, used at the rate comfortable and appropriate for the child rather than at the rate for average or above average children.

This type of child must always be rewarded for efforts that represent his capability for working, even though his skill attainment at a given time will be a little below that of his chronological peers. The school must adapt instruction for him and praise his best efforts rather than expect him to conform to an average standard that does not apply to him.

To support all the above phases of a total reading program, it is necessary always to encourage much reading for pleasure and for general information, and to provide the materials, equipment, and facilities to do so. This means that there must be libraries well equipped with books on multiple topics and appropriate for multiple age levels, equipment for listening to good literature and informational sources professionally recorded as an alternative means of learning for all children, including those who learn best or even primarily through the auditory channel. The library must have enough books that they can be used in the library for research and pleasure reading, circulated to classrooms for free time and research reading, and be taken home by students for the same reasons.

In the same way, the listening equipment must be in adequate supply so children can use it in the library as well as in the classroom to expand their learning at their own rates and in their special areas of interest.

Just as it would be meaningless to drill for years on scales and exercises in learning to play a musical instrument if one never learned to play melodies, it is meaningless for children to learn more and more reading skills every year if they do not have a chance to apply continually those skills in reading many kinds of materials for many different purposes. One only knows whether he has mastered a skill when he tries to use it, and reading skills are no exception to this rule.

Along with reading many kinds of material, it is imperative that children hear good literature read aloud to them every day by teachers, librarians, and recorded voices. Hearing good literature is necessary to children's reading growth so that they will know the end that is hoped for. That is, they will be aware that there is plenty of good literature that is very desirable to read when they have mastered the skills necessary to do so. They must, however, be aware of the potential rewards for learning. In summary, as we learn only by doing, children's reading skill increases proportionately as the skills are applied in actually reading for a variety of purposes.

#### FROM THE COORDINATOR OF MATHEMATICS

The primary focus of the mathematics program in Chelmsford is to foster creativity, competence and interest in the field of mathematics. Mathematics is a rich and rewarding subject and is one of Civilization's

oldest and most fascinating pursuits. The mathematics program in Chelmsford seeks to develop mathematical literacy in all of its students as well as the essential ability to be creative problem solvers. Children are asked to explore, to consider, to question, and to understand not only how, but why mathematical processes are generated and defined as they are.

The elementary program both nationally and in Chelmsford has undergone some changes in the past ten years. The advantages of so called "New Math" have been combined with the advantages of the "Traditional" system to produce a strong consistent curriculum emphasizing both computational skills and basic concepts. Today significant effort is being given both to the understanding of mathematical methods, and to the mastery of basic skill processes. Because performance of basic skills is just as important as concept development, various drill and practice activities are undertaken so as to broaden the level of competence of all students.

The mathematics curriculum in Chelmsford is organized by broad structural concepts which are predicated on the ability of the learner to make appropriate abstractions and generalizations. Because the results of academic research can bear tremendous implications in curriculum development, much of the curriculum is being reviewed and reevaluated. New discoveries and statements are constantly being made about how children best learn mathematics, and it is important that the mathematics curriculum reflect this knowledge.

The developmental hierarchy of learning tasks suggested by researchers indicates that concepts in mathematics must first be met in the concrete or manipulative stages. Later, the same ideas are presented and developed at the pictorial level. Eventually the children work with these notions expressed in symbols - the abstract level. Because of these findings, manipulative materials are in use in mathematics classrooms. In order to support teachers in the use of these materials, workshops, in-service training sessions and individual consultation are being provided by the Mathematics Coordinator.

As a result of the Metric Conversion Act signed into law on December 23, 1975, national conversion to the metric system of measurement has been mandated and has begun in many schools across the country. To initiate planning in Chelmsford for this additional emphasis on the metric system, a brief elementary workshop was held during the summer of 1976.

The introduction of the metric system in Chelmsford will be presented as part of a well-planned and coordinated program. Initially teacher workshops will be conducted to train teachers in the metric system and to familiarize them with the Scope and Sequence Chart of Metric Skills for grades K-6. This curriculum guide is heavily based on research on measurement topics and instruction and also includes emphasis on other topics such as estimation and interdisciplinary studies. The initial implementation of the system will begin with the elementary schools. Because the metric system is merely one system of measurement which will eventually replace another system, many valuable opportunities are created by this gradual conversion to examine and study more general aspects of measurement. In this way, both systems will be considered while conversion is under way, but increased importance will be given to the metric system as conversion nears completion. In addition to

teacher training workshops, plans are being made for parent meetings in which the metric system will be presented and discussed.

Throughout the entire mathematics program, provisions are being made for children with varying abilities in mathematics. Various remedial programs which emphasize basic understanding and skill acquisition are being used. For the most talented children, enrichment programs in various fields of mathematics are also being made available. In addition, assorted individualized programs are underway which enable children to explore mathematics at their own rate.

At the secondary level, a great number of courses are offered so that the individual student has many options available in the area of mathematics. Both at the junior and senior high school levels, an increased effort is being made to recognize the individual needs of each particular child. Many new materials, textbooks approaches and methods are being employed at these levels.

At the junior high schools, the mathematics program has continued to provide numerous alternatives in course selection. Teaching units developed by the professional staff are being introduced and developed. There are varied patterns of classroom activities employed in the largely homogeneous classes. Various materials such as puzzles, games, projectors and math lab teaching equipment are being used to enhance all programs, including those of the enrichment and remedial levels.

During the summer of 1976 a workshop was held for the junior high schools during which all the materials for the remedial groups were reviewed, organized and expanded. A specific course sequence was developed and materials obtained that may be used either individually or in large group situations.

In keeping with the increased national interest in Basic Skills, a Criterion Referenced Test of Basic Computational Skills has been developed for use in the ninth grade. The foundation for this survey test was based on the National Assessment of Education Progress - Mathematics Assessment of 1972. The objectives of the Criterion Referenced Test for Chelmsford are to identify areas where students need computational reinforcement and to aid teachers in learning about the growth of skills and the nature of difficulties that may be present.

In order to offer a mathematics program for each individual student at Chelmsford High School, there are many courses available which vary greatly in their content. This offering includes three levels of Calculus, various levels of Advanced Mathematics, Algebra, Geometry, Basic Math, and an interdisciplinary course called Practical Living. Practical Living is the composite of many essential areas such as insurance, tax, banking, home improvement and money management which students will need to function more successfully in today's society.

Extensive use is being made of the computer at Chelmsford High School. The basic programming course is a very popular course in the mathematics department. Other disciplines such as social studies and science also use the computer in their instructional program. The

computer room is currently supervised by an adult and is available to students both during and after the school day. In other activities of the mathematics department, the Math Team continues to bring glory to Chelmsford. During the most recent season, they finished second in New England.

Mathematics is a way of thinking and also is an organized body of knowledge. The mathematics program in Chelmsford reflects this philosophy in that a conscious effort is being made to teach mathematical concepts, computational skills, and problem solving techniques.

## FROM THE COORDINATOR OF SOCIAL STUDIES

### I. Social Studies in Chelmsford

#### A. Why

As our nation's Bicentennial draws to a close, it seems appropriate in examining the why of social studies in Chelmsford to draw upon the time tested reasoning of Thomas Jefferson who said:

"Above all things, I hope the education of the people will be attended to; convinced that on their good sense we may rely with the most security for the preservation of a due degree of liberty. In a Democracy citizenship must be an individual's chief vocation and preparation for that citizenship society's chief concern.

It is an axiom in my mind that our liberty can never be safe but in the hands of the people themselves ... in the hands of the people who have a degree of instruction. That is the business of the state to effect instruction and on a general plan. The qualifications for self-government are not innate. They are the result of habit and long training. If a nation expects to be ignorant and free, in a state of civilization, it expects what never was, and never will be."

The intent of Jefferson and the founders of the United States of America was that the public schools should be the vehicle for the perpetuation to posterity of our system. A people committed to the ideal of government by the consent of the governed must insure the advancement of human dignity and commitment to the rational process if it is to continue. That is the purpose of social studies education: the development of informed citizens fully aware of the need for insuring the dignity and worth of the individual, for personal involvement in improving the society they have inherited, and for recognizing the interdependence of all peoples. In the largest sense, then, the goal of the Chelmsford social studies program is to prepare students for intelligent participation in a free society.

It is recognized, however, that while the social studies program provides instruction in citizenship education, it is the responsibility of the total community - home, media, religion, business, labor and other sectors of the society - to provide the laboratory for applying citizenship education experiences and for insisting that the young citizen participate in a responsible and intelligent manner.

#### B. What

The social studies program in Chelmsford organizes the knowledge, skills, and traditions of history, geography, economics, sociology, anthropology, and political science into a unified program for the instruction of the young citizens in our schools. The program has identified important concepts and generalizations from the various social sciences and provides for sequential development of them in the curriculum. In addition to expository approaches this curriculum draws heavily upon the inquiry approach; that is, students are asked to identify or are given a problem, formulate hypotheses, gather data, and then test their hypotheses. The program is designed to develop curiosity about social data and respect for evidence even when it contradicts prejudices and preconceptions. The program also develops an appreciation and respect for the cultural contributions of other countries, races, religions: all of humankind.

#### C. Where

The following is a brief summary of the curricular framework of the program.

Our Kindergarten program, The Earth as the Home of People, has a readiness focus and introduces children to the concepts and skills they will study in more detail in later grades.

In grades one and two children use the context of the family to study families from different societies and make comparisons with their own in terms of roles, functions, socialization, and culture. In comparing a variety of peoples, children also discover universals and the psychic unity of humankind.

At grades three and four the emphasis shifts to the community in terms of political and sociological concepts in grade three and with an economic emphasis in grade four.

In a concentrated study of the United States as a whole in fifth grade students learn that people use their physical environment in terms of their perceptions, cultural values, and level of technology. Law-related and government concepts introduced in somewhat less formal terms at the primary level are expanded upon and correlated with the Constitution and branches of government.

The sixth grade program applies the concepts learned earlier to a series of area studies.

As the students begin their junior high school program at seventh grade, they learn some of the skills of the social scientist in examining what makes humankind human and how to relate social science concepts and skills to less developed societies. The final seventh grade unit traces the origins of American culture from the European explorers to the many other immigrant groups who have come to this country.

With the stage set the eighth grade program examines the question what made America America by taking a chronological look at the history of the United States. The course is people oriented and looks at the people and events that shaped our nation.

At the ninth grade level students turn to an analysis of what kept America America by examining our poli-

tical system. Students analyze political behavior of individuals and small groups in and out of public office at the local, state, and national levels.

The elective program at the high school level provides a more analytical examination of the experiences of humankind through the ages in terms of history, sociology, economics, and government. The program provides some alternative ways of analyzing the American experience. It also provides students with the opportunity to examine more in depth the fields of law, economics, sociology, and psychology or, in an interdisciplinary fashion, Asian studies, art and architecture in America, women in today's society, and modern problems.

#### D. How

The Chelmsford program has been adapted from the work of several national curriculum projects, some now in commercially available form, as well as text and related materials produced by national publishers. Some instructional management systems have been developed by our staff at summer workshops. Materials are selected that fulfill our objectives and meet the needs of our students. The primary program uses a wide variety of media, the intermediate and junior high school programs are more multi-text book oriented with related materials, while the high school program tends to use a major text with supplementary readings and other media. Again, the major factor in the selection of a particular book or other instructional medium being its relationship to our program's objectives.

Just as science education makes heavy use of science labs, social studies education makes heavy use of social studies labs. However, as Thomas Jefferson seemed to suggest, the social studies laboratory is in the community. The research learning laboratory for the Chelmsford social studies program is the Town Hall, Old Chelmsford Garrison House, Barrett-Byam Homestead, Little Red Schoolhouse, the fire station, the police station, House of Corrections, or District Court. At times it might include McDonald's, Demoules', or Paramount Cleaners and might extend to Fruitlands Museum or the State House. Students often conduct field study in these laboratories as a whole class, in small groups, or on special individual projects.

When possible and applicable the community is brought into the classroom as a resource so as the need arises you might find a member of the board of selectmen or planning board explaining a function of town government, an elderly citizen sharing his or her experiences and the changes they've observed in Chelmsford, or a retired whaling seaman describing life aboard the Charles W. Morgan.

Teaching materials and techniques are selected carefully to provide meaningful learning experiences so that both content and skills objectives can be realized and so that students will develop positive attitudes toward learning; attitudes, knowledge, and skills that they may then apply as citizens in the community.

#### FROM THE COORDINATOR OF SCIENCE

The Science Curriculum in the Chelmsford Public Schools is a well articulated program of inquiry and concept building throughout grades K-12. It is a flexible curriculum which uses multistimuli methodology en-

couraging the active participation of the student in the learning process.

The K-6 program is divided into physical science and life science content areas. A laboratory centered approach combining content process and attitude is the hallmark of the elementary SCIS program. The scientific content is reinforced through exposure to scientific articles and readers designed for the elementary student. The science program at the sixth grade level has seen the inclusion of a unit dealing with the study of the northeastern environment. This unit on nature is designed to be used in conjunction with student's experience at Camp Kirkland or similar types of excursions.

The secondary program continues the student's development by offering a comprehensive variety of specialized courses presenting an opportunity for all students to gain insights into the broad spectrum of science.

Emphasis at the junior high levels has been placed on basic concepts and skill building. Ecology and environmental awareness are being explored at all levels of instruction. The programs at the junior high level recognize the individuality of the students and strengthen their conceptual ability.

At the senior high level instruction is given in the major subject areas of biology, chemistry and physics. A wide range of elective courses are available to all students with advanced instruction being provided in biology and chemistry. Courses such as photography, clinical techniques, and anatomy offer exposure to career awareness as well as scientific facts and principles. The Advanced Chemistry program is highly individualized utilizing experimentation, research and evaluation. The use of modular scheduling has provided extended laboratory experiences for students in many elective courses.

Throughout the Science Program we are attempting to evaluate the use of various learning styles and techniques to provide students optional modes of education. The goal of the Chelmsford Science Program is to educate the future students of science as well as the non-scientist for entrance into a technologically complex society whose employment patterns and requisite skills are constantly changing.

#### FROM THE PROGRAM SUPERVISOR OF PHYSICAL EDUCATION AND ATHLETICS

A summer workshop was conducted by a number of physical education teachers in the system to develop a curriculum guide for grades kindergarten through 12.

This curriculum gives us a coordinated program throughout the schools. It was implemented in the fall throughout Chelmsford.

Chapter 622, the non-discrimination state law, also involved the schools in some changes. At the McFarlin school, classes are now coeducational in most activities with some being selective.

The junior high schools, Parker and McCarthy, have also developed coeducational activities and are beginning to develop selective programs where the students have a choice of activities at different times of the year.

The high school program is selective, with new activi-

ties being offered at different times of the year. Student interest, instructor expertise and the facilities determine our course offerings.

#### Athletics

For the first time in a number of years, no new varsity sports were added. However, we had an outstanding program this year in terms of participation, enthusiasm, and community support.

The boys' basketball team, the baseball team, and the girls' volleyball team all went to the state tournaments. All three lost to the eventual state champion in each sport. The boys' track team beat Andover for the first time and won the Merrimack Valley Conference championship.

The wrestling team won the sectionals and the state championship coach, Randy Whitehead, was named "Coach of the Year". Four members of the team were Division I State Champions and one was New England States' Champion. We are extremely proud of all our teams and the dedication of all the athletes and coaches.

#### Intramurals

Continued interest at McFarlin, Parker, and McCarthy by both boys and girls has made our programs at these schools among the best in the area.

Soccer was introduced this year at the junior high schools with the expectation of varsity teams in the future. The turnout was good. There were over 50 boys in each school involved.

At the high school level we had interest this past fall in girls' soccer and swimming. Clubs were formed in each sport and the participation was excellent. These sports will probably become varsity sports in the future.

#### Recreation-Youth Programs-Boosters Club

There has been continued growth in the recreation program and in the youth program in football, soccer, hockey, baseball, gymnastics, tennis, track and field, wrestling, and basketball.

We have continued to cooperate and support all of these programs and our facilities are shared by all.

The Boosters' Club has continued to provide an outstanding service to the schools, athletes, and coaches. Its activities include awards, jackets, trophies, parents' days, programs, special banners and other projects, and dances. We are happy that this organization is associated with our schools. A special thanks goes to its members and all parents who have supported our programs.

### FROM THE PROGRAM SUPERVISOR OF FOREIGN LANGUAGES

This year, Foreign Language enrollment at the high school increased by 128 students as compared to an increase of approximately 40 in total enrollment. This increase is occurring primarily in the upper levels of languages as more and more students elect longer sequences of study. We believe the department's commitment to foreign language career education has contributed significantly to this rise in enrollments. In

addition to classroom career education units and other efforts to link foreign language competence and job opportunity, the department is organizing Foreign Language Career Days. Under this concept, speakers from various professions and occupations will be invited to convey to the students the assets of a foreign language to any career.

The department continued its elective program at the French IV level because of its apparent success in attracting students to continue language study. Students may elect such topics as French Culture and Cuisine, Advanced Conversations, French Art, Listening for Comprehension, and Taking a Look at French Canada.

Finally, the department sponsors many extracurricular activities to maintain student motivation. This year a chapter of the Spanish Honor Society was organized to recognize achievement in Spanish study as its counterpart does for French. The French Club, already active in the high school, was joined by the new Spanish Club in organizing trips to restaurants, museums, and Canada. Spanish students are also continuing their work with Spanish bilingual students in Lowell. Our students relate to the Spanish pupils in such activities as sports, crafts, and games. This endeavor allows our students a practical opportunity to perfect their Spanish language skill while providing a community service.

### FROM THE PROGRAM SUPERVISOR OF CAREER EDUCATION

The Career Education Department of the Chelmsford School Department now comprises the departments of Career Education, Business Education, Home Economics, Industrial Arts, and Distributive Education. The Work Experience program, which formerly was part of the Career Education Department is once again part of the Guidance Department.

The Distributive Education program is a transfer program which was functioning at Nashoba Valley Technical High School. It was the opinion of the school department that this program would complete one of the last recommendations from the evaluation of the high school, which was completed in 1972.

Distributive Education is for those students who wish to prepare for possible futures in the fields of marketing, merchandizing, or management services. The technique used to implement this program is a cooperative effort between the school, the local distributive businesses and the community. The courses in Distributive Education are but another part of a student's total educational plan.

The Distributive Education program currently has an enrollment of twenty-three (23) students. Each student attends a related Distributive Education class each day, as well as their required twenty hours a week of on-the-job training with a local business concern.

The Business Department will be offering a third level of typing for the school year, 1977-1978. This typing course will be for those students who wish to increase their secretarial skills to include medical, legal, and executive-type secretarial skills.

It is the opinion of the school administration that, with the implementation of the career program, which was started during the last two years at the junior high



school level, more students are now better able to make meaningful decisions concerning their selection to attend Nashoba Valley Technical High School. Our enrollment in this school is showing a steady increase.

At both junior high schools this year, the Home Economics teachers have started teaching units within the regular Home-Economics curriculum classes which are geared for those students who are taking five subjects, but would rather take a sixth subject than have a study-hall. This opens their career options still further.

#### FROM THE PROGRAM SUPERVISOR OF ART

This has been a very fruitful year for the Art Department with a bountiful harvest in evidence over town. There is an exceptional hooked rug with a Bicentennial theme adorning the lobby of South Row School, an ever-changing gallery of paintings surrounding the courtyard at Byam School, masks at McFarlin, optical illusions and spatial experiments abound at Center School. Constructionism has come to the fore at McCarthy, while magnificent drawings grace the halls at Parker. Wherever we look, we see exciting projects representing hundreds of students who are creatively expressing.

We are even more pleased for all those students and their successes that are not directly related to the art rooms in each school. We are pleased to see children making visual reports on the books they have read and having classroom teachers accept and appreciate these reports. We are thrilled to see some excellent charts and signs in the Science Fair and even more with the creative visual presentations that are implemented. We are proud of the scenery that students truly toiled over at the Harrington School for their play and equally proud of the dramatic backgrounds made at Parker for their Christmas Music Festival. We are happy to see so many creative Safety Posters in the Westland hallways. And, not the least, are we very pleased to see the great numbers of our students who take part in various community activities, like making articles for church and school fairs and their involvement in events like the Fourth of July festivities. This kind of participation and the many skills involved are evidence that are very gratifying to us because we feel that our objectives are being attained.

Our two critical objectives are: First, to make each student aware of the visual world in which he lives; and second, to make each student aware of his own skills and capabilities. These are broad and general objectives and to fully implement them requires committed attention on the part of the whole staff.

We attempt to achieve these objectives in a wide range of activities. We talk, we touch brick walls and feel their texture and learn about their history as well as their usefulness. We collect stones and marvel at their shapes and colors. We see art works from centuries past and worlds afar on film and slides and talk about them to try to understand them . . . for to understand the arts of people is to understand the people themselves. We talk about hair styles and shoes and graffiti on tee shirts. We try, in every way, to get our students involved with as many forms of design in our visual and sensory world as possible. We try to show the beauty of natural forms through understanding and appreciation.

In a more academic sense, our educational plan is developed so that the goals and objectives for each grade level are steps to be built on in the following years, while at the same time dwelling on the growth and development of each child at each grade level. We try to give every student in our schools a total art experience by offering as many forms of media, ideas, and challenges as possible.

There are still many hundreds of hours spent in painting, studying color, printmaking, lettering, perspective, and in other more traditional art areas of concern and study.

In summation, we feel that our students are offered a very broad scope of art education which can help each one develop more fully mentally, physically, and sensorially into more responsive and responsible citizens.

#### FROM THE PROGRAM SUPERVISOR OF MUSIC

The purpose of music education in the public schools of Chelmsford is to assist students to appreciate, understand, participate, and respond with sensitivity to the aesthetic effect of music, according to their individual capacities.

The Music Department is committed to excellence in music at all levels and strives to help students discover and develop their musical talents for better understanding and enjoyment of all kinds of music.

Each elementary school has a resident music specialist who is responsible for all music education in the building, with the exception of instruction on band and orchestral instruments. Each school has weekly lessons in music along with a performing choral group. Most schools have song flute ensembles and/or recorder consorts. Some schools have guitar clubs, dance groups, and Orff bands.

Our curriculum guide is based on the conceptual approach. We have a spiral curriculum that begins in kindergarten and continues through junior high school.

Music in the junior high school is required of all seventh and eighth graders. Mini-courses are available to ninth graders on an elective basis. General music in seven and eight is basically designed for non-performing students and, for many, it is their last formal contact with school music. The elective music program for grade nine includes theory, group guitar and/or piano, and pop rock. Choral groups are available on an elective basis.

The high school has course offerings for both performing and non-performing students. A staff of two and one-third instructors offer courses in music appreciation, theory, guitar class, small and large vocal and instrumental ensembles, instrumental instruction, and practice rooms for individual study.

Instrumental music in our schools provides an experience not found in other areas within the music department. Orchestral string instruments are offered starting in grade three, while all band and orchestral instruments are included from grades six through twelve. Every interested student has an opportunity to participate in small-group instruction during school time, and instrumentals during school time, or after school as part of the extra-curricula program.

We have seen a declining student population with an increasing number of instrumental students, from 362 in June of 1971 to 800 in 1977.

Instrumental ensembles participate in school and community programs throughout the school year.

### FROM THE COORDINATOR OF THE INSTRUCTIONAL MEDIA CENTER

The 1975-76 school year was an extremely busy one for the Chelmsford School library program. Acquisition and circulation figures attest to this fact. A total of 164,698 books and other library materials circulated to students and teachers; a total of 18,216 books were cataloged and processed at the Media Center in the high school and shipped to the various school libraries in the town. Circulation figures do not represent the true picture of library usage, for there is a great deal of in-library use in addition.

The instructional program continued to increase. In addition to the instruction given in previous years, a reference course was initiated at the McFarlin School.

The volunteer parent program was continued at the elementary level, and the annual tea in honor of the parents participating was very well attended. Students at the two junior high schools gave very generously of their time, meanwhile learning about books and how a library operates. The high school initiated a student volunteer program. In all schools, the use of the libraries by teachers and their classes has continued to expand.

The Graphic Artist-Media Production Specialist and the Media Aide continued to spend much time in schools throughout the system assisting both faculty and students in the preparation of curriculum-related media projects. In addition to production, the Media Center staff also deals with the cleaning and repairing of all 16 mm. films in the centralized film collection.

### FROM THE HIGH SCHOOL PRINCIPAL

Nineteen seventy-six was another banner year for Chelmsford High School academically, athletically and socially.

The House Plan continued to provide a more personal, effective and meaningful educational experience for staff and students. A College Entrance Examination Board Advanced Placement Program was initiated in Mathematics, with plans being formulated for additional Advanced Placement courses, and a Distributive Education course was added to the curriculum. In addition, the High School Principal has been elected to the C. E. E. B. Board of Directors for a term of five years.

The staff and students were pleased to be able to hold the graduation for the Class of 1976 on its own school grounds. For the first time, the top five ranked students were named as Gold Medal Scholars. The Class of 1976 was also honored by having one of its members named as a Presidential Scholar.

Once again, our athletic teams brought honor to their school by excelling in conference competition and going on to State and New England competitions. Particularly

successful were the Wrestling, Boys' Basketball, Baseball, Track and Volleyball teams. The Drama Club also continued its fine traditions by winning State honors.

The Service Study Program, wherein the students are involved in service to the community, continued to excel as well as the student Blood Drive which produces over 200 pints of blood a year.

The High School building won yet another honor, being selected for one of seven National Merit Awards for Design, awarded by the School Facilities Council of the American Association of School Business Officials.

### FROM THE PROGRAM SUPERVISOR OF GUIDANCE

Following are pertinent facts and figures regarding last year's graduating class. Also included are figures combining statistics of Chelmsford High and Nashoba Tech which provide an overview of Chelmsford Public School graduates.

Seventy-one percent of the Chelmsford High Class of 1976 indicated post-secondary plans. This is a slight drop from the seventy-six percent of the Class of 1975.

There is very little to note in the way of statistical change between this class and last year's class. There continued to be a relatively large number (34) indicating indecisiveness in their plans this year. There were 27 last year, five and six percent respectively.

### PLANS OF TOP 50 STUDENTS—CLASS OF 1976

| Rank in Class                     | Rank in Class                 |
|-----------------------------------|-------------------------------|
| 1. Dartmouth College              | 26. Worc. Polytechnic Inst.   |
| 2. St. Anselm's College           | 27. Univ. of New Hampshire    |
| 3. University of Mass.            | 28. Merrimack College         |
| 4. Rensselaer Polytechnic Inst.   | 29. University of Mass.       |
| 5. College of the Holy Cross      | 30. Boston College            |
| 6. University of Mass.            | 31. University of Lowell      |
| 7. University of Pennsylvania     | 32. University of Mass.       |
| 8. University of Lowell           | 33. California Inst. of Tech. |
| 9. New England Deaconess Hosp.    | 34. College of the Holy Cross |
| 10. University of New Hampshire   | 35. University of Vermont     |
| 11. West Point Military Academy   | 36. University of Mass.       |
| 12. Mass. Institute of Tech.      | 37. University of Lowell      |
| 13. Memphis State University      | 38. Suffolk University        |
| 14. Wellesley College             | 39. Tufts University          |
| 15. University of Lowell          | 40. Boston College            |
| 16. University of Maine           | 41. University of Lowell      |
| 17. University of Lowell          | 42. College of the Holy Cross |
| 18. Purdue University             | 43. University of Mass.       |
| 19. University of Lowell          | 44. Undecided                 |
| 20. Rice University               | 45. University of Mass.       |
| 21. Mass. Inst. of Technology     | 46. Worc. Polytechnic Inst.   |
| 22. University of Lowell          | 47. Worc. Polytechnic Inst.   |
| 23. Penn. State or Univ. of Mass. | 48. University of Mass.       |
| 24. Tufts University              | 49. Univ. of New Hampshire    |
| 25. University of Mass.           | 50. Northeastern University   |

### SUMMARY OF CAREER PLANS OF TOP 50 STUDENTS

|                  |   |                       |   |                  |   |
|------------------|---|-----------------------|---|------------------|---|
| Engineering      | 8 | Political Sci / Govt. | 3 | Pre-Dentistry    | 1 |
| Education        | 7 | Pre-Med               | 2 | Pre-Vet          | 1 |
| Mathematics      | 5 | Chemistry             | 2 | Medical Tech.    | 1 |
| Biology          | 5 | Computer Science      | 2 | Registered Nurse | 1 |
| Undecided Majors | 4 | Physics               | 2 | Undecided        | 1 |
| Bus. Adm. Acct.  | 4 | Pre-Law               | 1 |                  |   |

**SURVEY-CHELMSFORD HIGH SCHOOL  
CLASS OF 1976**

|  | Boys | Girls | Totals | %    |
|--|------|-------|--------|------|
| 4 year Private Colleges or out-of State<br>*including 1 West Point (boy)<br>*including 2 Nursing (girls) | *62  | *70   | 132    |      |
| 4 year Mass. State Col./Univ.<br>*including 5 Nursing (girls)  | 84   | *103  | 187    |      |
| Sub-Total - 4 Year Colleges/Univ.  | 146  | 173   | 319    | .53  |
| 2 year Private Junior Colleges   | ---  | 10    | 10     |      |
| 2 year Mass. Community Colleges  | 25   | 33    | 58     |      |
| Sub-Total - 2 year Colleges  | 25   | 43    | 68     | .11  |
| Other Post-Secondary-<br>Registered Nurse  | ---  | 7     | 7      |      |
| Licenses Practical Nurse   | ---  | 1     | 1      |      |
| Tech. Schools (incl. non-degree Art.<br>Wentworth, Hairdressing, etc.)                                   | 12   | 8     | 20     |      |
| Business Schools   | ---  | 7     | 7      |      |
| Prep. Schools  | 1    | ---   | 1      |      |
| CHS Post-Grad  | ---  | 1     | 1      |      |
| Nashoba Tech. Post-Grad  | ---  | 1     | 1      |      |
| Sub-Total Others   | 13   | 25    | 38     | .07  |
| Post-Secondary Total   | 184  | 241   | 425    | .71  |
| Employment   | 48   | 79    | 127    | .21  |
| Military Service   | 12   | 3     | 15     | .03  |
| Undecided  | 17   | 17    | 34     | .047 |
| Marriage   | ---  | 2     | 2      | .003 |
|  | 77   | 101   | 178    |      |
| Total Class  | 261  | 342   | 603    | 100% |

**ALL CHELMSFORD PUBLIC SECONDARY  
STUDENTS, CHELMSFORD HIGH & NASHOBA  
REGIONAL TECH.**

Total  
others (employment, military, etc.)

|                           | Total<br>Post-Secondary |                    |       |
|---------------------------|-------------------------|--------------------|-------|
| Chelmsford High Seniors   | 425                     | 178                | = 603 |
| Nashoba (Chelmsford Srs.) | 0                       | 71                 | = 71  |
|                           | 425                     | 249                | 674   |
| Chelmsford High Seniors   | .71                     | .29)               |       |
| Nashoba (Chelmsford Srs.) | 0                       | 1.00) combined .63 |       |

**S.A.T SUMMARY STATISTICS ON THE CLASS OF  
1976 ARE AS FOLLOWS:**

|                                 | Verbal | Math |         |
|---------------------------------|--------|------|---------|
| Chelmsford Seniors              | 432    | 478  | 481     |
| Greater-Boston Seniors          | 433    | 470  | 35,075  |
| Mass. High School Seniors       | 432    | 469  | 57,884  |
| New England High School Seniors | 435    | 472  | 117,149 |
| Nation-wide High School Seniors | 431    | 472  | 999,776 |

No. of students

The Career and College Counseling Center at the High School is an active spot as witnessed by the large number of students who visit it daily. Similar efforts to establish Career Centers are well underway at the Parker and McCarthy Junior Highs.

Additionally, at the Junior High Schools an effort is

being made by counselors to stimulate careers and decision making by field-trips, guest speakers and involvement in decision-making group sessions.

Career Day 1976 held at Chelmsford High School was hailed as an outstanding success by speakers and students alike. Approximately 5000 students from 11 surrounding schools attended the session with 85 speakers representing over 80 different careers. The impetus for the Career Day has come from the Merrimack Valley Association of School Committees with strong commitment from the Lowell Chamber of Commerce and the sponsoring agencies: The Lowell Sun, Union National Bank and the Courier-Citizen Company.

At this writing the Second Annual Career Day is planned for March 16th at the University of Lowell with 12 area high schools sending their 11th graders.

The Second Annual Regional College Day was held at Westford Academy on October 29, 1976, with over 400 Chelmsford High School seniors joining other students from area schools in hearing from the fifty plus college representatives. This is likewise sponsored by the Merrimack Valley Association of School Committees and is an annual event.

During the past school year 115 students participated in the Work-Study program. Seventeen of these students were under-graduates and the other 98 were members of the graduating class. One-hundred and six received credit for their participation.

In grateful recognition for long years of dedicated valuable service to the youth and citizens of the town, School Committee members, administration, colleagues, and citizens alike honored the retirement of the following employees:

Dr. Benjamin Blechman, School Physician  
Mrs. Hilda Richardson, Teacher High School  
Mrs. Ruth Flitcroft, Teacher, Center School  
Mrs. M. Eileen Hood, Secretary, High School

It is the sincere wish of the School Committee and Administration that the retirees may find the years ahead both satisfying and rewarding. To them goes our deep appreciation for having contributed so much to so many.

Sincere thanks are once again extended to the town officials and boards, to the school personnel, to the Parent-Teacher Organizations, to advisory committees, and to the citizens for their cooperation and assistance this past year.

The School Committee is most appreciative of the assistance rendered by the Chelmsford Jaycee-ettes when its members coordinated the efforts of local organizations and citizens in sponsoring the Town-wide Pre-school Screening Clinic on April 10, 1976.

The School Committee wishes to promote increased citizen involvement in school task forces, Advisory Committees, and other voluntary services and to strengthen communications among members of the educational community.

The future holds considerable challenge for everyone concerned with the quality of education. Schools cannot solve all the problems facing communities. There must

be shared responsibilities with students, parents and administrators working together. With the commitment of Chelmsford school personnel, parents, students and citizens, one cannot help but feel a sense of confidence that Chelmsford can and will meet that challenge. The budget deliberations this year necessitated careful and thoughtful consideration of present and future programs, with constant concern for the taxpayers' burden. The budget recommended for the 1977-78 school year is contained in the Finance Committee's Annual Report.

## POLICE DEPARTMENT

I herein respectfully submit for your information and review, the Annual Report of the Police Department for the Fiscal Year 1976.

At the present time the department is made up of 48 permanent men.

**Chief of Police**  
Robert E. Germann

**Captain**  
Richard E. Campbell

**Sergeants**  
Leslie A. Adams  
Armand J. Caron  
James C. Greska  
Walter E. Edwards Jr.  
Pennryn D. Fitts  
William R. McAllister  
Raymond P. McKeon

**Patrolmen**  
Richard A. Adams  
Edward L. Auger  
John J. Bell  
Mark L. Burlamachi  
Steve A. Burns  
John P. Campbell  
Lance R. Cunningham  
Patrick W. Daley  
Frederick C. Dillon  
John J. Donovan  
Kenneth R. Duane  
Blair J. Finnegan  
Barnard L. George  
Charles H. Hadley  
John G. Harrington  
Charles D. Harvey  
Edwin P. Hodgson  
James J. Kerrigan  
Ronald A. Leach  
Roland E. Linstad  
Russell H. Linstad  
John J. Mack Jr.  
Raymond G. McCusker Jr.  
Henry R. McEnany  
James F. Midgley  
Philip N. Molleur  
Thomas A. Niemaszuk  
John E. Redican Jr.  
Edward C. Rooney  
Richard A. Simpson  
John B. Sousa  
William H. Strobel Jr.  
Robert J. Trudel  
Howard R. Ubele  
Daniel J. Walsh  
Eugene W. Walsh  
John C. Walsh  
William R. Walsh

**Intermittent Patrolmen**  
Francis W. Ahearn  
Lloyd E. Butt  
Bruce A. Darwin  
Edward M. Rooney  
Gary W. McCarthy  
Timothy F. O'Connor  
Robert Popplewell  
Ernest R. Woessner Jr.

**Police Matrons**  
Grace Auger  
Mary Long  
Nora Clifford  
Emily Peake

**Permanent School Traffic Supervisors**  
Grace Auger  
Helen Chafe  
Joan Dillon  
Karen Flynn  
George Johnson  
James Morrison  
Halvar Peterson  
Diane Zebney

## Alternate School Traffic Supervisors

Irene Corsetti  
Nancy K. Fawcett  
Jean B. MacPhail  
Janet M. O'Connor  
Carol M. Souza  
**Secretary**  
Louise A. Pigeon  
**Secretary**  
Nora F. Clifford

## Auxiliary Police Department

During 1976, the Chelmsford Auxiliary Police served the town on twelve occasions. These included the various Bicentennial celebrations, parades, Elks Road Race and Halloween.

This year the Vacation House Check Program was upgraded into a year round program and expanded into a limited patrol function.

Since the inception of this new program 3477 house checks have been made and 9000 miles have been logged on patrol. This program started March 1, 1976. The men of the Auxiliary have manned their cruiser on 100 nights to help make the program successful.

Numerous training exercises and drills were conducted to improve and upgrade the performance and capabilities of the auxiliary unit.

The work projects for 1976 included rebuilding three large electrical generators, two of which provide electrical power for the Town Hall and the Highway Garage. Other projects included maintenance of the vehicles and the completion of both vehicles.

Total Man Hours for 1976 are 6631, broken down into 2701 duty, 2500 training and drill and 830 on work projects.

Director - Sgt. Walter W. Edwards Jr.  
Coordinator - Sgt. Basil Larkin (Ret.)

## Roster

|                 |                  |
|-----------------|------------------|
| Emil Aberizk    | John Hartnett    |
| Robert Abreu    | William Keenan   |
| Lloyd Anstey    | Leland Kelly     |
| Ken Berger      | Bob Loyd         |
| Craig Brigham   | Frederic Mehan   |
| George Brown    | Edward Norton    |
| Allen Curseaden | Bruce Pemberton  |
| John Daughraty  | Thomas Peterson  |
| Paul Dean       | James Quinn      |
| Douglas Drobnis | David Ramsay     |
| Leroy Fielding  | Nicholas Stratis |
| Leo Flanagan    | Raymond Tremblay |
| Roger Gregoire  | Clifford Varnum  |

Paul Villare

## Arrests

|                             | 1975  | 1976  |
|-----------------------------|-------|-------|
| Crimes Against Person       | 45    | 199   |
| Crimes Against Property     | 91    | 163   |
| Crimes Against Public Order | 1,416 | 1,499 |

## Disposition of Cases 1976

|  |     |
|--|-----|
| Fined  | 894 |
| Placed on Probation  | 35  |
| Suspended Sentence and Placed on Probation                 | 32  |
| Placed on File   | 67  |
| Not Guilty Finding   | 19  |
| Dismissed-With Probable Cause Found for Arrest             | 62  |
| Ordered to Pay Court Costs and Continued Without A Finding | 157 |
| Committed to Youth Service Board                           | 6   |
| Committed to M.C.I. Walpole                                | 1   |
| Committed to M.C.I. Concord                                | 2   |
| Committed to M.C.I. Billerica                              | 6   |
| Turned over to out of town Police Departments and Courts   | 85  |
| Cases continued without a finding                          | 71  |
| Placed on Alcohol Safety Program                           | 99  |
| Ordered to pay restitution                                 | 3   |
| Deferred Sentences   | 16  |
| Cases Pending and Continued in the Courts                  | 306 |

## Miscellaneous Statistics

|                              | 1975    | 1976    |
|------------------------------|---------|---------|
| Calls Answered by Cruisers   | 12,309  | 12,361  |
| Summons Served               | 1,409   | 1,353   |
| Licenses Suspended           | 149     | 75      |
| Accidents Reported           | 1,030   | 1,133   |
| Personal Injuries Reported   | 351     | 347     |
| Fatal Accidents              | 5       | 7       |
| Mileage of Cruisers          | 517,652 | 511,282 |
| Special Property Checks      | 2,906   | 3,477   |
| Station Lockups              | 431     | 888     |
| Citations Issued             | 1,985   | 1,953   |
| Parking Violations           | 565     | 366     |
| Doors and Windows found open | 243     | 306     |
| Detoxification Unit          | 415     | 507     |

## Receipts Turned Over to Town

|                               | 1975       | 1976       |
|-------------------------------|------------|------------|
| Photocopying Machine          | \$1,898.00 | \$2,498.00 |
| Firearm Permits               | 2,940.00   | 794.00     |
| Bicycle Registrations         | 48.25      | 25.75      |
| Firearm Identification Cards  | 2,030.00   | 660.00     |
| Court Fines                   | 2,852.00   | 2,857.00   |
| Photographs                   | 506.00     | 148.00     |
| Detail Account Service Charge | 4,050.81   | 4,202.00   |

Education and Training are still very important within our department. At this time we have men attending the following.

|                             |       |
|-----------------------------|-------|
| Northeastern University     | 4 Men |
| Middlesex Community College | 3 Men |
| Lowell University           | 1 Man |
| Northern Essex              | 1 Man |

## Other Training Courses that our men attended in 1976

|  |       |
|--|-------|
| Emergency Medical Technician Training Course           | 5 Men |
| NEMLEC Police Academy                                  | 3 Men |
| Criminal Justice Training Council on Motor Vehicle Law | 3 Men |
| F.B.I. Firearm Instructor Training School              | 1 Man |
| Attorney Generals Economic Crime Program               | 2 Men |
| F. B. I. Uniform Crime Reporting School                | 3 Men |
| Attorney General 59th Drug Abuse Education Course      | 1 Man |

This year, as you can see by our personnel roster, more School Traffic Supervisors and Alternate Supervisors have been added to our department. School Traffic Safety is very important to us. The addition of more Supervisors will give much added safety to our school children in crossing our many busy streets.

Also this year, a new position was established in Lowell District Court. Sgt. Walter E. Edwards Jr. of our department was appointed Court Prosecutor for the Town of Chelmsford. Many of the towns in the area also established this position in their departments in the past year. The number of cases going into the Lowell District Court system from Chelmsford Police Officers is increasing every year. Having our own prosecutor in the Court makes it much easier for the men to bring their cases forward faster and more thoroughly, as they are working with one of their own Superior Officers.

On the first of September of this year the Chelmsford Police Department, transferred their radio traffic over to a new system. This is the new Ultra-High Intercity Radio System. This system gives us radio contact with many other Police Departments, both from our station and in our mobile units by simply switching to another frequency. Therefore we have more efficient and much speedier contact with other Police Departments.

This year, 1976, while patrolling the highways and roads of our town, the mobile units covered 511,282 miles in our cruisers.

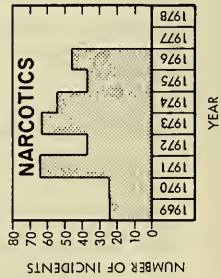
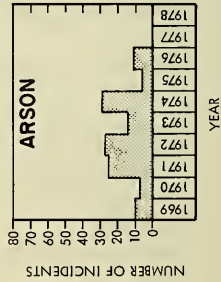
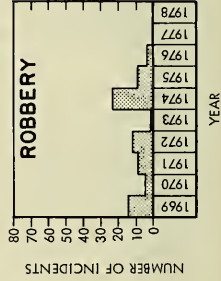
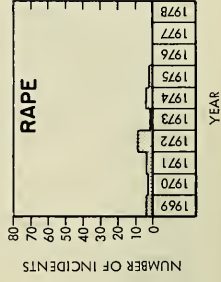
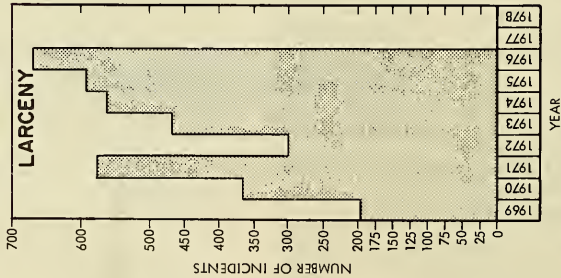
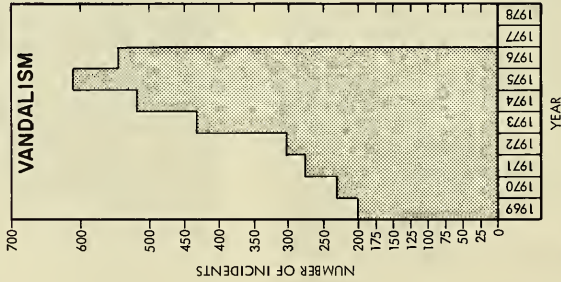
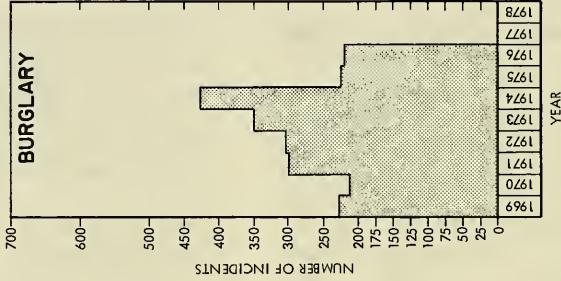
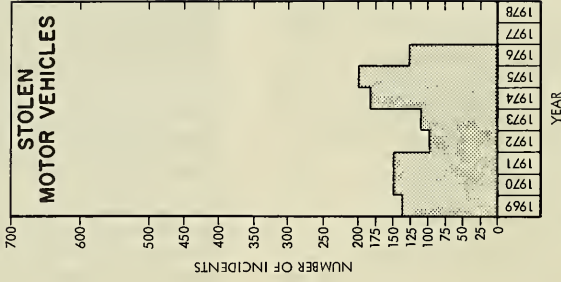
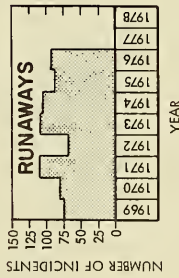
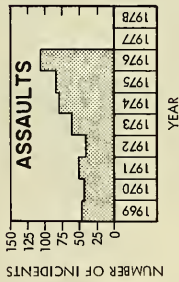
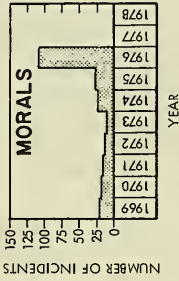
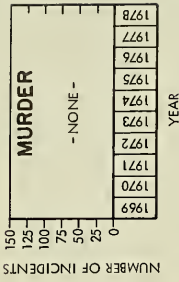
At this time we would like to express our thanks and appreciation to the Bournival Chrysler Plymouth Co. of Lowell for the donation of our safety car. Our Safety Program is very important to us and we will continue to keep it important.

In conclusion, I would like to offer my sincere appreciation and thanks to the various officials and department heads, the Captain, the Sergeants, the Patrolmen and the citizens of the town for their continued help and co-operation. Because of their combined efforts I am sure Chelmsford is a safer place in which to work and live.

Respectfully submitted,

Robert E. Germann  
Chief of Police

# CRIME STATISTICS - CHELMSFORD, MASSACHUSETTS



## CIVIL DEFENSE COMMITTEE

Walter R. Hedlund, Director  
Christos A. Alexion  
George J. Brown  
Melvin P. DeJager  
William W. Edge  
Walter W. Edwards  
Joseph E. Stavely  
George R. Dixon

The Civil Defense Committee, has been meeting regularly on the second Tuesday of each month, has completed all necessary papers for the State and Federal Civil Defense Agencies, making the town eligible for Surplus Property at the Taunton Surplus Property Depot.

The Emergency Operating Center in Town Hall was manned in anticipation of the arrival of Hurricane "Belle" on Monday, August 9th for over 19 hours, following a State of Emergency declared by the Board of Selectmen, all department heads and personnel are to be complimented for their excellent response and cooperation.

The Auxiliary Police have been active, assisting the Police Department at the various Bicentennial celebrations throughout the year, the Vacation House Check Program now on a year round basis, rebuilding surplus electrical generators for emergency power at Town Hall and the Highway Garage.

The Communications Center has participated in the monthly drills with Mass. C. D. Headquarters Area 1 in Tewksbury and other Towns Civil Defense Headquarters.

We wish to thank the Board of Selectmen, Administrative Assistant, various departments in the town for the fine cooperation received this past year.

Respectfully submitted,  
Walter R. Hedlund, Director

## FIRE DEPARTMENT

I hereby submit my report of the Fire Department for the year ending December 31, 1976.

With the opening of a new fire station in the east section, the fire department has completed its expansion program which began in 1952. Construction of stations were made at five year intervals (North, South, West) and each station is permanently manned with modern equipment. We feel that the manpower level now obtained shall remain the same for several years to come. We plan to continue our present policy of purchasing a fire engine every five years. Money is set aside each year for this purpose.

The Town of Chelmsford, through a survey conducted by the Insurance Service Office of Massachusetts, has a Grade "B" rating. This rating is as high as any town in the Commonwealth.

This year the fire department has requested that the ladder truck be repowered with a new diesel engine as this will add 15 years or more to the life of this vehicle.

I wish to express my thanks to all town officials and

employees for the excellent cooperation given to the fire department during the past year, and again like to congratulate and thank the men of the department for continuing to maintain the high standard of courage and ability that has been shown in the past.

Respectfully submitted,

Frederick H. Reid  
Fire Chief

**Fire Chief**  
Frederick H. Reid

**Deputy Fire Chief**  
Edward G. Quinn

**Captains**  
William H. Thayer  
Allen C. Mello  
Robert C. Spaulding (Retired 7/8/76)  
Charles S. Galloway, Jr.  
James M. Spinney

**Clerk**  
Mary Ann Koulas

**Privates**  
Thomas P. Miskell  
Arthur G. Anderson  
Bertrand E. Dixon, Jr.  
Charles Ferreira  
Edward G. McGovern (Ret. 10/30)  
Robert K. Adams  
Alvin F. Wetmore  
Jack D. Hadley  
Harvey M. Miller  
Robert A. Bennett  
Robert R. Gagnon  
Harold J. Pierce, Jr.  
Donald A. Weber  
Paul D. Henderson  
Peter T. Wetherbee  
Francis J. Conlin  
Donald A. Drew  
James T. Cutter  
Gerald D. Tonks  
Richard P. O'Neil  
Robert L. Hughes  
Thomas J. Curran  
James P. Flaherty  
Joseph F. Lynch  
Paul D. Hayes  
Terrance A. Goode  
William H. Hadley  
Leo A. Martin  
Emil R. Magiera  
Philip Dube  
Ronald J. Sawicki  
Joseph E. Staveley  
John P. DePalma  
Walter F. Adley, Jr.  
Dennis Vargeletis  
Michael A. Blazonis (Resigned)  
Richard L. Grenon  
Ronald L. Johnson  
Wallace V. Maybury, Jr.  
William V. Cady, Jr.  
Ronald O. Wikander  
James A. Sousa  
William F. Curran  
Daniel T. Reid  
Joseph J. Spinazola  
Michael McTeague  
Ernest J. Frobese  
James P. Curran  
Charles A. Schramm  
Peter G. Johnson  
William M. Burke, Jr.  
Edward J. Nolet  
Michael F. Curran  
Michael D. Ridlon  
William H. Jamer  
Raymond R. Kydd

CALLS FOR ASSISTANCE IN 1976

|                        | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. | Total |
|------------------------|------|------|------|------|-----|------|------|------|-------|------|------|------|-------|
| Accidents              | 2    | 2    | 5    | 5    | 4   | 2    | 3    | 5    | 4     | 3    | 3    | 5    | 43    |
| Brush                  | 1    | 15   | 44   | 61   | 17  | 36   | 25   | 4    | 5     | 21   | 30   | 5    | 264   |
| Building               | 14   | 13   | 12   | 10   | 8   | 8    | 7    | 10   | 6     | 7    | 11   | 10   | 116   |
| Dump                   | 0    | 0    | 0    | 0    | 0   | 1    | 0    | 0    | 0     | 0    | 0    | 0    | 3     |
| False Alarm Malicious  | 2    | 0    | 7    | 4    | 3   | 1    | 6    | 4    | 8     | 12   | 5    | 8    | 60    |
| False Alarm Accidental | 10   | 4    | 2    | 1    | 2   | 9    | 3    | 1    | 2     | 2    | 1    | 7    | 44    |
| Misc.                  | 30   | 7    | 25   | 35   | 21  | 22   | 27   | 17   | 15    | 15   | 27   | 20   | 261   |
| Lock Out               | 0    | 2    | 2    | 3    | 0   | 1    | 1    | 2    | 0     | 0    | 0    | 0    | 11    |
| 1st Aid                | 1    | 2    | 0    | 2    | 1   | 0    | 6    | 4    | 3     | 1    | 2    | 3    | 25    |
| Mutual Aid             | 0    | 2    | 0    | 7    | 2   | 0    | 1    | 2    | 0     | 2    | 2    | 5    | 23    |
| Resuscitator           | 10   | 17   | 10   | 13   | 14  | 10   | 7    | 15   | 15    | 8    | 12   | 12   | 146   |
| Vehicle                | 10   | 8    | 9    | 12   | 12  | 8    | 12   | 8    | 11    | 6    | 9    | 6    | 111   |
| Total:                 | 80   | 72   | 116  | 153  | 84  | 98   | 98   | 72   | 69    | 84   | 98   | 83   | 1107  |

**EAST CHELMSFORD FIRE STATION BUILDING COMMITTEE**

Walter Hedlund, Chairman

Frederick Reid  
Fire Chief

Edward Quinn  
Deputy Fire Chief

George Dixon

Edward Hoyt, Secretary

The above committee and the Board of Selectmen met December 29, 1975, and signed a contract for the construction of this station. It was expected at the time that the building would be completed by the fall of 1976. Unavoidable delays in the delivery of some of the special equipment needed in the repair area of the building held up construction of the rest of the

building beyond the expected date of completion.

The station was finally occupied and manned as of January 12, 1977. The long continued spell of cold weather in the fall and the snows which followed prevented the application of the final top coating of the driveway and area surrounding the building. As this is a part of the contract which can not be completed until warmer weather, formal acceptance of the station will be delayed until then.

Respectfully submitted,

Walter H. Hedlund  
Chairman





## HIGHWAY DEPARTMENT

The following is a report of the Highway Department for the year 1976:

| Year | No. Reg. H'way Employees | No. Reg. Waste Col. Employees |
|------|--------------------------|-------------------------------|
| 1955 | .21                      | 3                             |
| 1966 | 27                       | 13                            |
| 1976 | 37                       | 16                            |

Three new streets were accepted in 1976.

The recycling program that was implemented by the Highway Department has continued. Papers are collected on a monthly basis.

Drainage projects include the following:

Acton Road - 300 feet 12" R.C. Pipe (near Brush Hill Rd.)  
 Colonial Drive - 80 feet 12" R.C. Pipe, one catch basin installed.  
 Sherman Street - 28 feet 12" steel pipe, one catch basin installed.  
 Locke Road - 56 feet 12" asphalt coated pipe.  
 Frank Street - 240 feet R.C. pipe, 361 feet 12" asphalt coated pipe, five catch basins installed.  
 Brian Road - 100 feet 8" asphalt coated perforated pipe, one catch basin installed.  
 Dalton Road - 95 feet 10" corrugated pipe, one catch basin installed.  
 Bartlett Street - 135 feet 12" aluminum pipe, one catch basin installed.  
 Coolidge Street - 23 feet 8" corrugated pipe, one catch basin installed.  
 Riverneck Road - 128 feet 12" R.C. pipe, 26 feet 12" aluminum pipe, 4 catch basins installed.  
 Biscayne Drive - 240 feet 30" R.C. pipe installed.

Spring Clean Up Days were conducted during the week of May 3 through May 7 and the Fall Clean Up Days were conducted during the week of October 4 through October 8.

In September, the waste collection contract with the City of Lowell was terminated. The town is now using the Swain Road facility for the disposal of rubbish.

Sidewalks were installed on Groton Road and North Road. The North Road sidewalks will be completed in the Spring.

New equipment purchased for the Highway Department are as follows: One Dump Truck; One Truck Chassis; One Pickup Truck.

The Chapter 90 Construction project was continued on Acton Road. Three hundred forty three feet of asphalt coated pipe, 36 feet 12" R.C. pipe, 7 catch basins and 4 manholes were installed. The roadway was excavated for a distance of 2000 feet and an average of 12" of gravel was added to the sub-base. A 3" black base course was placed over the gravel and an 1 1/4" bituminous concrete binder course was placed upon the black base. The shoulders of the roadway were rough graded and will be completed in the Spring. Also in

the Spring, drainage structure castings will be adjusted to meet grade and a bituminous concrete top course will be placed over the binder course. The shoulders of the roadway and lawns will be loamed and seeded. The sidewalks in that area will be completed.

The usual oiling of streets, including mix-in-places, brush cutting, fabricating, replacing and installing street signs, painting traffic lines, cleaning catch basins, rebuilding and repairing sunken catch basins, sanding, snow plowing and snow removal, sweeping streets, drainage and general maintenance was performed throughout the year.

I wish to thank the townspeople for their kind consideration and cooperation and the Police Department for notifying the department of dangerous road conditions during the winter months.

Respectfully submitted,

Louis Rondeau  
 Supt. of Streets

## HEALTH DEPARTMENT

### Board of Health

Paul J. Canniff, D.M.D., Chairman  
 Paul F. McCarthy  
 Peter Dulchinos

### Health Department Personnel

Director of Public Health  
 Thomas W. Morris, R.S.  
 Senior Clerk  
 Jean Livermore

### Board of Health Physician

Michael A. Gilchrist, M.D.

### Plumbing Inspector, Civil Service

William H. Shedd

### Permanent Intermittent Plumbing Inspector

Civil Service  
 Richard M. Kelly

### Water Pollution Control

In 1976 the water pollution control program continued its effort to clean up the streams. Numerous complaints were filed in District Court, several of which have been continued to 1977.

The Board performed 27 dye tests and issued 111 permits to repair septic systems in addition to issuing 76 permits for construction of new systems.

### Administration and Management

Income for various services and permits is listed below:

|                                    |             |
|------------------------------------|-------------|
| Percolation tests - 176            | \$ 2,640.00 |
| Testing paint for lead content - 9 | 285.00      |
| Hot water permits - 67             | 335.00      |
| Plumbing permits - 76              | 715.00      |
| Sewage permits - 187               | 1,870.00    |
| Miscellaneous licenses & fees      | 16,593.00   |
| Amount received for 1976           | \$22,438.00 |

## Rabies Clinic

Administered by Martin Gruber, D.V.M., a total of 1090 dogs were inoculated against rabies.

## Public Health

During 1976 the usual activities of the public health nurse in the areas of maternal-child health and communicable disease control and investigation were carried out.

Duties in the area of communicable disease control include follow-up investigation of hepatitis, salmonella, encephalitis and meningitis, also the development and implementation of immunization programs.

The Town Nurse rendered home visits and completed investigations and reports for the Regional Health Office on the following diseases:

|              |         |
|--------------|---------|
| Salmonella   | 2 cases |
| Meningitis   | 1 case  |
| Encephalitis | 1 case  |
| Hepatitis    | 8 cases |

### Pre-School Immunization Program:

In the spring three immunization clinics for pre-school age children were held. Immunization against measles, rubella, mumps, whooping cough, diphtheria and tetanus were given to 26 children.

### School Immunization Program:

In the spring immunizations were offered to kindergarten and first grade, and also to junior and senior high school students. The following immunizations were given:

|                |                                   |
|----------------|-----------------------------------|
| Primary School | TD = 25<br>MMR = 68<br>Polio = 40 |
| High School    | TD = 250                          |

### Flu Immunization Program:

Traditionally the town flu clinics have been for senior citizens and high risk adults only. This year the clinics were for all adults and also for high risk children as mandated by the Federal Government.

In all there were three town wide clinics. Dr. Gilchrist, Town Physician, participated in the clinics. The total number of persons immunized at the clinics was 2,365. The Public Health Nurse also made home visits to shut-ins when requested by physicians.

### Material- Child Health Program:

There were six premature infants reported to the Board of Health in 1976. The Public Health Nurse made home visits to these families for support and instruction and to advise of the resources available within the community.

### Lead Poisoning Screening Clinics:

The Public Health Nurse made arrangements with the nursery schools in the community to have children tested for lead poisoning. CTI performed the actual testing of the children. There were 80 children tested.

### Tuberculosis Control:

Mantoux testing is available at the Board of Health for town residents. There were 45 tests given this year.

Duties of the Town Nurse in tuberculosis control include skin testing of nursing homes and school personnel and referral to the Lowell Chest Clinic when indicated.

Also home visits to test family contacts of active cases and to assure proper medical follow-up for medication and chest x-rays. There was one new case of active tuberculosis this year.

## BOARD OF ASSESSORS

The year 1976 has seen a decline in building activity by an overall decrease in building permits from 369 in 1975 to 297 in 1976. New dwellings totalled 76, additions 80, polls 42, remodeling and alterations 62 and miscellaneous 37. This would indicate that in all probability, a net increase in total value will not meet 1975 figures; an important factor relevant to arriving at a new tax rate.

After ten years of service to the Town of Chelmsford, Richard L. Monahan retired from the Board of Assessors and was replaced by the appointment of Mrs. Ruth Delaney to fill his unexpired term. We wish Mr. Monahan a happy and healthy retirement.

Throughout the year Janet Lombard, Assessor, and Gail Minns, Assistant Assessor, have completed various courses, attempting to further their knowledge of the Assessing field. Miss Lombard successfully completed two courses given by the International Association of Assessing Officers and both Miss Lombard and Mrs. Minns successfully passed exams in Property Tax Law, Assessment Administration and were awarded designations by the Massachusetts Assessors Association as "Massachusetts Accredited Assessors". Miss Lombard also was honored by being appointed Chairperson of a state organized "Computer Study Committee" which hopefully will aid Assessors in maintaining fair cash value of all real property.

Motor vehicle excise taxes continue to be a year-round task for the clerical staff and we hope that every effort is being made to aid the taxpayer in problems relating to this tax. In the recapitulation of receipts in this report, a good look at the importance of excise tax revenue justifies the many frustrations in the administration and collection of this tax.

The Board of Assessors will continue to strive for better service to the community through experience and knowledge of their profession.



|                              |                |        |           |                 |
|------------------------------|----------------|--------|-----------|-----------------|
| Motor Vehicle Excise         | Number Issued  | 22,756 | Total Tax | \$ 1,210,097.07 |
| Excise Tax Abatements        | Number Granted | 4,374  | Amount    | 141,684.69      |
| Real Estate Tax              | Assessments    | 9,679  | Value     | 260,617,615.00  |
| R. E. Tax Omitted Assessment | Assessments    | 4      | Value     | 105,650.00      |
| Personal Property Tax        | Assessments    | 627    | Value     | 9,967,600.00    |
| Number of Dwellings          | 8660           |        |           |                 |

STATUTORY EXEMPTIONS

| Type  | Number | Tax Abated  |
|---|--------|-------------|
| Clause 41, Elderly                              | 216    | \$75,018.93 |
| Clause 22, Veterans                             | 533    | 94,287.16   |
| Clause 37, Blind                                | 13     | 5,687.50    |
| Clause 17, 18 Widow, Age<br>Financial Condition | 75     | 29,957.98   |
| Real Estate Abatements                          | 82     | 29,054.26   |

RECAPITULATION

|  |               |                        |
|--|---------------|------------------------|
| Tax Title & Court Judgement            | \$ 11,671.48  |                        |
| Town Appropriations, Charges & Offsets | 21,110,292.21 |                        |
| State Assessments                      | 194,730.47    |                        |
| County Tax & Hospital                  | 536,684.12    |                        |
| Overlay Account                        | 241,731.18    |                        |
| Gross Amount to be Raised              |               | <u>\$22,095,109.46</u> |

|  |              |                     |
|--|--------------|---------------------|
| Revenue Derived from Excise Tax<br>and Departmental Receipts | 1,577,518.00 |                     |
| Total from State (Cherry Sheet)                              | 6,447,789.01 |                     |
| Transfers from Available Funds                               | 812,432.54   |                     |
| Available Funds to Reduce Rate                               | 878,083.00   |                     |
| Total Receipts and Available Funds                           |              | <u>9,715,822.55</u> |

Total Amount to be Raised by Taxation \$12,379,286.91

|                    |                        |
|--------------------|------------------------|
| Fiscal 77 Tax Rate | \$45.75/1000 Valuation |
| Fiscal 76 Tax Rate | \$41.50/1000 Valuation |
| Fiscal 75 Tax Rate | \$39.00/1000 Valuation |

Respectfully submitted,  
BOARD OF ASSESSORS

Claude A. Harvey, Chairman  
Janet Lombard  
Ruth Delaney

## PLANNING BOARD

Mr. A. Robert Raab,  
Chairman  
Mr. Thomas E. Firth, Jr.,  
Vice Chairman  
Mr. Henrick R. Johnson, Jr., Clerk

Mr. Eugene E. Gilet  
Mr. Stephen D. Wojcik  
Mrs. Ann H. McCarthy  
Mrs. Carolyn J. Fenn

This year has been one of great change for the Planning Board. Two new members were elected last April, new engineering and planning consultants were selected, a new Board chairman was elected, a new procedure for the conduct of regular meetings was adopted, and regularly scheduled meetings set aside for planning considerations have evolved. All of these changes have developed during a year of high Board activity, with numerous applications for subdivision approval under consideration, and with most meetings well attended and lasting into the early morning hours.

Mrs. Carolyn J. Fenn and Mr. Henrick R. Johnson, Jr. were elected to three-year terms on the Board, replacing Mr. Peter J. McHugh and Mr. Thomas A. Ennis, both of whom retired at the end of their terms. Mrs. Fenn's and Mr. Johnson's terms are the first three-year terms as a result of special legislation in response to Town Meeting action in 1974.

Mr. Stephen D. Wojcik declined nomination for reelection as Chairman of the Board, citing the increased demands upon his time, and Mr. A. Robert Raab was nominated and elected unopposed. Mrs. Nancy D. Maynard resigned after serving as Recording Clerk for seventeen years, and Mrs. Judith E. Carter was appointed as her replacement.

Town Engineering Associates of Acton was formally hired by the Board of Selectmen, upon the recommendation of a joint Planning Board/Selectmen committee formed to review all applications, to serve as engineering consultant to the Planning Board. TEA will conduct all site inspections and review all engineering plans submitted to the Board, and will advise the Board on all related items.

Philip B. Herr Associates was hired by the Board to serve as planning consultant. Its initial duties center upon the continuation and completion of re-drafting up-dated zoning by-laws and the development of a new zoning map for the Town. Mr. Herr's firm previously completed the HUD-funded study administered by the State Department of Community Affairs to generate guidelines for the evaluation by the Board of major development proposals and to evaluate the proposal for a regional shopping mall in the vicinity of the Drum Hill rotary developed by private interests.

A new agenda procedure for the conduct of regular meetings, which had been tested for some months on an interim basis, was formally adopted by the Board. This procedure eliminates the informal, walk-in manner in which business was conducted previously, and replaces it with scheduled appointments which are posted two days in advance of each meeting so that all interested parties can arrange to attend if they wish. All indications are that this new procedure is working well.

The Board has continued its efforts to update the master plan and to revise the zoning by-laws and zoning map. Special meetings for planning purposes have been

and continue to be held between regular meetings so that due consideration can be given to these matters. The Board expects to submit one or more articles for inclusion in the warrant for the 1977 Annual Town Meeting which will represent the first of its recommendations.

In summary, this has been a productive year, with much more work still in front of us.

Respectfully submitted,

A. Robert Raab, Chairman

## DEPARTMENT OF VETERANS' SERVICES

The volume of work in the department as well as the case load has increased considerably during 1976. The illness of veterans, unemployment, labor disputes etc., have all been contributing factors in the high cost of Veterans Benefits for the year.

### VETERANS' BENEFITS

For the period January 1, 1976, through December 31, 1976, the department handled a total of 775 cases. In July of 1976, all recipients on our rolls who were eligible for Social Security benefits received a 6.4% increase.

### Cash and Material Grants Account

| Month     | Expended    |
|-----------|-------------|
| January   | \$ 4,360.63 |
| February  | 8,404.22    |
| March     | 5,243.29    |
| April     | 6,693.02    |
| May       | 7,994.97    |
| June      | 12,235.53   |
| July      | 5,576.44    |
| August    | 5,814.75    |
| September | 7,862.89    |
| October   | 4,990.49    |
| November  | 11,041.59   |
| December  | 8,405.97    |
| Total:    | \$88,623.79 |

### VETERANS' SERVICES

In addition to the administration of financial assistance to our recipients, the department also renders veterans services to our veterans and their dependents.

|                     |    |
|---------------------|----|
| To:                 |    |
| Jamaica Plain, V.A. | 22 |
| West Roxbury        | 16 |
| Bedford, V.A.       | 48 |
| Brocton             | 13 |
| Total:              | 99 |

The department works in conjunction with the V.A. and Social Security Office to obtain benefits for our recipients who are eligible for benefits. This reduces the amount of benefits which this department must pay to individual cases. An accounting is kept on all benefits derived from other sources.

|                         |   |                     |
|-------------------------|---|---------------------|
| Benefits from:          |   |                     |
| Veterans Administration | = | \$ 98,121.00        |
| Social Security         | = | 62,000.00           |
| Total:                  |   | <u>\$160,121.00</u> |

I wish to acknowledge the cooperation that we received from the Commissioner of Veterans' Services and his staff and the Veterans Administration Regional Office in Boston. Only through their cooperation are we able to give our veterans and their dependents the services and assistance they are eligible to receive.

To the various departments and agencies that assist us through the year, our most sincere thanks and gratitude.

Respectfully submitted,

Mary K. McAuliffe  
Veterans' Agent

### VETERANS' EMERGENCY FUND COMMITTEE

The year 1976 was a quiet year for the Veterans' Emergency Fund Committee. No applications were received from veterans of World War II for assistance. Veterans are reminded that all applications are at first reviewed by the town's Veterans' Agent to determine if the town is able to assist under the Veterans' Benefits Program. In the event that further needs are established, the application is then forwarded to this committee to decide what, and if any assistance should be granted. Assistance is usually in the form of material grants.

Applicants may wish to forward their requests to their Precinct member of the Committee. We list the names of each member as follows:

- Precinct 1: Dr. Albert W. Willis
- Precinct 2: Victor W. Fetro
- Precinct 3: James J. Walker
- Precinct 4: John J. McNulty
- Precinct 5: George F. Waite
- Precinct 6: Alfred H. Coburn
- Precinct 7: Thomas A. Ennis
- Precinct 8: Dr. Kenneth A. Cooke
- Precinct 9: Peter J. Saulis
- Precinct 10: Melvin P. DeJager
- Precinct 11: Herbert T. Knutsen
- Precinct 12: Gerard A. Vayo

During the calendar year of 1976 the fund's assets increased by \$346.36 from bank dividends and interest. A separate and complete financial statement has been prepared for the year 1976 and appears elsewhere in this Annual Town Report.

Respectfully yours,

TOWN OF CHELMSFORD  
VETERANS' EMERGENCY FUND COMMITTEE, by

Alfred H. Coburn,  
Chairman

#### Treasurer's Report to the Board of Selectmen January 1st, 1976 to December 31, 1976 RECEIPTS AND DISBURSEMENTS

|   |                   |
|---|-------------------|
| Balance on Hand as of January 1st, 1976: .....                      | \$6,336.54        |
| Add Receipts:   |                   |
| The Central Savings Bank, Lowell, Mass.                             |                   |
| Interest .....  | \$207.00          |
| The First Federal Savings & Loan Association, Lowell, Mass.         |                   |
| Dividends .....   | <u>\$139.36</u>   |
| Total Receipts .....  | \$ 346.36         |
| Total of Balance on Hand as of January 1st, 1976 and Receipts ..... | \$6,682.90        |
| Deduct Disbursements .....  | None              |
| Balance on Hand as of December 31st, 1976: .....                    | <u>\$6,682.90</u> |

#### ASSETS

|  |                   |
|--|-------------------|
| Central Savings Bank, Lowell, Mass.  |                   |
| On Deposit, Bank Book Number 128790: .....   | \$4,082.90        |
| First Federal Savings & Loan Association, Lowell, Mass.,<br>formerly Middlesex Cooperative Bank, Lowell, Mass. |                   |
| Ten (10) Paid-Up Shares, Certificate No. 3025  | \$2,000.00        |
| Three (3) Matured Shares, Certificate No. 2380   | 600.00            |
| Total Value of Bank Shares: .....  | <u>\$2,600.00</u> |
| Total Assets:  | <u>\$6,682.90</u> |

LIABILITIES

|                                      |                   |
|--------------------------------------|-------------------|
| Total Liabilities:.....              | None              |
| Total Assets, Less Liabilities:..... | <u>\$6,682.90</u> |

Respectfully yours,

TOWN OF CHELMSFORD,  
VETERANS' EMERGENCY FUND COMMITTEE, by

Alfred H. Coburn  
Treasurer

**BOARD OF APPEALS**

Chairman-Marshall Arkin  
Vice Chairman-Robert Kydd

|                  |                    |
|------------------|--------------------|
| Charles Higgins  | Alternates         |
| S. Robert Monaco | Marguerite Waldron |
| Carolyn Bennett  | Joe Dappel         |
|                  | Daniel Burke       |

The Board of Appeals has held forty-seven hearings for Special Permit/Variations. They were dispensed with as follows:

|           |    |
|-----------|----|
| Granted   | 22 |
| Denied    | 22 |
| Withdrawn | 3  |

The Board would like to take this opportunity to thank the town employees and elected officials for their cooperation in the past year.

Respectfully submitted,

Marshall Arkin  
Chairman

**PUBLIC LIBRARIES**

Adams Library, Boston Road  
Chelmsford Center  
Anna C. MacKay Memorial Library  
Newfield Street, North Chelmsford

Library Trustees

|                              |                  |
|------------------------------|------------------|
| Elizabeth McCarthy, Chairman | Audrey Carragher |
| James Geary                  | Jean Mansfield   |
| Howard Moore                 | Roger SP. Welch  |

After almost two years of planning, expansion became a reality in 1976. Purchased and converted for \$98,000, the former Scorbria property adjacent to the Adams Library is now the Children's House holding 11,000 books, records and toys of interest to pre-schoolers through grade 6. The second floor accomodates technical service and administrative offices, allowing the original library building to more adequately handle the growing adult collection. Important as well are the additional staff parking spaces on the new grounds which allow for better use of the library's public lot. Although children are the conspicuous gainers as a result of this move, adult services have been able to make significant advances too. A Business and Legal Reference area has been created, the more than 500 current magazines and newspapers have moved to more spacious quarters, the

fiction collection has been conveniently shifted to George Hall, and the Art & Music Department has acquired badly needed room by expanding into the former office area on the second floor.

Despite time lost in the move, most departments and categories show use increase for 1976. Also significant is the fact that both Adams and MacKay are now open for 64 hours per week. MacKay, while not increasing its interior space, did enhance it with the completion of a two year improvement project that encompassed the addition of carpeting and drapes as well as some repainting; regular monthly art exhibits are also a new feature.

Substantial financial and/or personnel assistance was received in 1976 from: Neighborhood Youth Corps, C.E.T.A., HUD. Special gratitude goes, as always, to the Friends of the Library, whose various contributions in programming and equipment (most notably a Gestetner Printing Center) again added an important extra dimension to our service, the Chelmsford and Country Lane Garden Clubs, the Boy Scouts and the Camp Fire Girls. Finally, my personal thanks extend to the staff and Trustees of the libraries whose overall conscientiousness and enthusiasm knows, in my experience, no library equal. Despite the noteworthy physical and material advances of the past years, these people remain Chelmsford's single greatest library asset.

STATISTICAL REPORT

|   |             |
|---|-------------|
| Monies deposited with Town Treasurer    | \$16,764.08 |
| Circulation                             | 246,054     |
| New cards issued                        | 2,402       |
| Program Attendance                      | 4,212       |
| Employees (Full time, including CETA)   | 12          |
| Employees (Part time)                   | 19          |
| Volunteers (Six or more hours per week) | 5           |

Department Heads: Goldie Creamer (MacKay branch), Lillian Storey (Circulation), Bea Beaubien (Children's House), Linda Webb (Art & Music), Joan Allard (Reference).

Hours open per week for service (both libraries) 128

Respectfully submitted,

David J. Panciera  
Library Director

## CEMETERY COMMISSION

Gerald L. Hardy  
Arther J. Colmer                      Everett V. Olsen  
George E. Baxendale

The Cemetery Commissioners are pleased to report some of our accomplishments this past year.

In front of the Cemetery Garage, on Billerican Road, one hundred and seventy-five feet of iron fencing has been installed. This was paid for by the "Barris Fund".

Fairview Cemetery has had three acres of land developed into lots. This Spring should see a completion of this project.

This past year the Cemetery Dept. and Townspeople were saddened by the death of Arne R. Olsen. Mr. Olsen was a Cemetery Commissioner for nearly forty years in Chelmsford.

The Commissioners are very pleased to announce the appointment of Dr. Everett V. Olsen as Cemetery Commissioner, who will fill the post of his late father.

Respectfully,

Chairman, Gerald L. Hardy  
Everett V. Olsen  
Arthur J. Colmer

## PARK DEPARTMENT

Supt. of Parks - Donald P. Gray

The Park Commissioners reappointed Don Gray as Park Superintendent and elected Joan Schenk as Chairman at the organizational meeting. A special tribute was made to Ralph E. House after ending twenty five years of faithful dedication and service as a Park Commissioner.

During the early spring months, work commenced on clearing winter debris from all parks, commons, and squares and the areas were revitalized with spreading of necessary loam, seeding, fertilizing, and pruning of shrubs. All appropriate areas were planted with red, white, and blue annuals to welcome visitors and towns people to the approaching Bicentennial celebrations.

The various flagpoles were all checked, repaired and painted. We most sincerely thank the people who have continually helped with the daily flag raisings.

We express our sincere appreciation to Stott's Nursery for the donation of the blue spruce tree which was placed on the side lawn of the Town Hall. Also several garden clubs donated Tulip Trees which were planted in various appropriate sites.

The Park Department has continued with the maintenance responsibility at the Recreation Commission's baseball fields at Roberts Field, Strawberry Hill, South Row recreational area, fields near Southwell Combing Mill in North Chelmsford, East school fields, Little League fields on Chelmsford Street as well as the ice skating area at Roberts Field. The play areas at Roberts Field were greatly extended during the year.

We wish to thank the various town departments and garden clubs for their continued support and cooperation. A special thanks to the Tree Warden for his advice and help and we are indebted to the fire and highway departments for their unending assistance. Their efforts are most appreciated by all the Commission members.

Respectfully submitted,

Bradford O. Emerson  
Arthur L. Bennett  
Joan Schenk

## D.P.W. STUDY COMMITTEE

In February of 1976 the Department of Public Works (DPW) Study Committee presented a set of recommendations to the Board of Selectmen based on a year's study of the workings of the departments existing in Chelmsford as well as those of some 16 other towns. The committee concluded that a consolidation of several departments under a single DPW would be advisable within the next few years, particularly with the prospect of adding sewers to the town functions. The committee further concluded that before any consolidation is undertaken a more detailed study of the need and mechanism for consolidation should be done by a professional as the committee determined it had neither the expertise nor the resources to do this. The Selectmen then authorized the committee to investigate and pursue the availability of outside consulting services along with a suitable method of funding.

For the past year the committee has investigated many sources of funding to no avail. In the past, funds for such activities were made available through HUD Chapter 701, but these are no longer available for this type of study since the funds are so limited. The committee contacted the regional planning agency, the Northern Middlesex Area Commission (NMAC), and was informed that only limited assistance could be offered.

In the area of outside consulting a request for proposals was developed, let out in June, and bids were opened in September. The committee's selection will be presented at the annual town meeting concomitant with a request for funds. A detailed inventory of the heavy equipment within the Chelmsford departments was compiled, assembled, and added to data gathered the previous year.

The committee also sought help through the Technology Transfer program in which Chelmsford was selected to participate. In this regard, Mr. Robert A. Cox, the director of the New England Innovation Group (NEIG), has met with the committee on several occasions. NEIG is a federally funded organization designed to foster and implement the concept of transfer of federally developed technology to the local governmental level. The NEIG is presently formulating a plan to study the public works types of services in Chelmsford and several other Massachusetts towns of similar size and character. This would be a pilot study which could subsequently be used by other towns as a model for the evaluation of their respective public works operations.

Gerald Silver, Chairman  
George Auchy                      Richard Russell

Barbara Langworthy  
Henry McClean

Joan Schenk  
Arthur Glazer  
(Resigned 9/24/76)

## RECREATION COMMISSION

At last year's Annual Town Meeting a sum was approved to hire a Planner to create a Master Plan for development of Town owned lands for Community Recreation. The Master Plan, proposed by Frank C. Gelinis Associates, is now available for Community approval.

The Commission is grateful for the efforts of the engineers and architects and of our own staff members for the finished product. We believe that it represents an effort that the Community can be proud of and supportive of in its implementation. The Master Plan embraces three properties; Robert's, Sheehan and the Southwell Combing area. Each property will be developed in an entirely different manner, with special emphasis on family recreation.

It is the intention of the Commission to develop the Plan in an orderly fashion and to seek whatever State or Federal funds that might be available to assist in the completion of the project.

The use of the East School as a Community Center was an additional factor in the progress we experienced during the year. All equipment is now adequately stored and catalogued to control purchases of equipment. Some 26 Community groups now use this Center on a regular basis and plans are underway to schedule classes on a fee basis for such activities as ballroom dancing, bridge classes and others which will be announced.

Repairs were made on the building including a re-surfacing of the parking area, outdoor safety lighting, roof repairs, re-surfacing of the interior floors, re-designing the bathroom facilities and the water system, interior painting and construction of additional office space. This is a sound, well-designed building and can be utilized for many years as a Community Center. The Commission will continue to make maximum use of the East School and look eagerly to the Community for its ideas in making this a Center.

Our regular programs were very successful with a wide range of activities available throughout the year. The members of the Commission were grateful for the efforts of all volunteers. Without this veritable army of volunteers the success our programs have enjoyed would have been doubtful, and the Town would have had to expend considerably larger amounts of money. We are also grateful for the cooperation and encouragement of other Town Boards.

Every playing field, playground and gymnasium was utilized in such activities as soccer, basketball, softball, baseball, football, tennis, track and field, wrestling, weightlifting, gymnastics, as well as those activities normally associated with our regular Summer Playground programs.

During the summer the Commission also sponsored three band concerts on the Common and three theatrical productions by the Chelmsford Free Summer Theatre group. The Commission also sponsored its Annual July 4th Road Race.

Several recreation projects were completed during the year. New softball fields were completed and were in use at the McFarlin and East Schools. A new infield was completed at the South Row School and will be in use this spring. A new enclosed softball field was completed at the Southwell Combing property in North Chelmsford, and will be in use this spring.

Additional lighting at the McCarthy Tennis Courts was completed and will be in use this spring. The Robert's Skating Pond was cleaned and enlarged slightly. New lighting was completed for night-time use. In addition, the playing fields at the rear of the Robert's ball fields were completely graded and grassed for use this year in soccer and football. Fencing was added at the McFarlin softball area for the safety of the players, and new players' benches were installed at five areas.

The Crystal Lake project was not completed in time to provide swimming lessons to residents at the Town-owned Edward's Beach area. However, it is the intention of the Commission to provide for such swimming in the new year's Budget, at which time we are advised the water will be sufficient for this activity. Every child in the Community should be able to swim, and this beach is the only Town area where swimming for any resident is available. The Commonwealth and the Taxpayers of the Town were generous in providing the funds for rebuilding the dam and site development. Now, we must see that those who paid the costs will have a recreation site that can be fully utilized by the Community.

The Commission will continue to work for the use of volunteers whenever possible in its Programs because we earnestly believe that this type of programming is in the best interests of the Community. This extensive volunteer effort not only saves valuable tax funds, but it is the primary reason why our programs are successful.

Respectfully submitted,

William A. Dempster, Jr., Chairman  
Robert Charpentier Paul Murphy, Vice Chairman  
Harry Ayotte Robert Roche  
Joan Murray Jack Peters  
Russell Kerr, Director Evelyn Newman,  
Administrative Assistant

## YOUTH CENTER

Growth and change are the key words to describe this sixth successful year at the Youth Center. Gary Wolcott resigned his position as Coordinator, after leading the Youth Center through three years of tremendous growth. Gary's dedication and enthusiasm were major factors in his great success. The Youth Center Advisory Board and the youth of Chelmsford benefited from Gary's presence, and we thank him.

James Woodman has been appointed the new Coordinator. Formerly Director of the Leominster Youth Center, Jim is experienced and well qualified to lead the Center and help it provide activities for an ever-growing number of young people.

Nineteen seventy-six was a busy year for the Youth Center participants, staff and Advisory Committee.



The McFarlin Center (housed in the McFarlin School) was open five nights per week (Monday-Friday). Various programs, including Arts & Crafts, Athletics and Films, were run weekly at the Center, as well as regular tournaments in Chess, Checkers, Foosball, Pool and Ping Pong.

The beginning of the year also saw the Youth Center engaged in a major fund raiser - The "McDollars Campaign". In cooperation with the Chelmsford McDonalds and its Manager, Frank Collison, Youth Center participants and volunteers sold "McDollar" certificates which were good for one Dollar's worth of food. In turn the Youth Center received forty cents of the proceeds from the sale of each certificate. Money collected was used for renovation, programming, and equipment at the Youth Center. Many thanks must go out to McDonalds and the Chelmsford Jaycees for their generosity, and to all the Youth Center people and volunteers who worked so hard to make this massive fundraising effort such a success.

The Arts and Crafts program, run by Ms. Andrea Johnson, Chief Supervisor, and staff members, Ms. Robin Bowen (CETA) and Ms. Pat Crowell emphasized craft projects that are inexpensive and can be completed in an evening. The youth were very responsive to this program and enthusiastic about their works of art.

The Athletic program included volleyball, basketball and weightlifting, along with a Gymnastics program. Mr. Mike Fay, Athletic Supervisor, offered competent supervision and instruction in all of these activities. During the summer months, softball, frisbee and cageball are run outside on the McFarlin field and generate much enthusiasm for sports activities.

Again this year we have been fortunate to receive free films from Boston Public Library with the assistance of Adams Library staff. Staff member, Larry Noyes (CETA), received much support in ordering the films and input from Youth Center participants as to what films were enjoyed the most. We were also able to purchase a movie projector and screen to show the films through generous help from the Chelmsford Jaycees.

Another regular feature at the Center are our special "Coffeehouses", run on Wednesday nights. Many talented local musicians have entertained kids and staff alike, both inside during the winter and outside during the summer. With the acquisition of a P.A. system, we have been able to offer many evenings of fine music. We also sponsored several dances during the year, providing an opportunity for local bands from Chelmsford to play for their peers, along with other groups.

The Youth Center Shuttle Bus ran again this year to offer transportation to and from the Youth Center for kids from outlying areas of Town. The Council on Aging has been most cooperative in allowing us to use their van three evenings per week. The Shuttle Bus has provided an important service for Youth Center participants, and we appreciate the generosity of the C.O.A. We have seen many youth at the Center who would not have been able to come without the Shuttle Bus. Staff member, Larry Noyes (CETA) did the evening driving for the Youth Center as well as offer back-up driving for the Council on Aging when necessary.

The Youth Center offered many field trips over the year, including a ski trip to Mt. Whittier, N.H., several hikes in the White Mountains, and Mt. Monadnock, a thirty mile bike trip through Groton, Littleton, Westford and Chelmsford, and museums on the North Shore and Boston. We also visited the John Hancock Tower in Boston, held a Beach trip to Wallis Sands, N.H., and had a guided tour of the Polaroid Company in Waltham in conjunction with a Photography Workshop.

The Youth Center also held two Clown Workshops in preparation for the Fourth of July celebration; and, on the Fourth, we had 30 clowns walking with the parade, entertaining children and adults along the route. We also held our annual Fourth of July Raffle, offering a variety of prizes and a chance to let people know who we are and what we do. The money raised through the raffle was used to purchase equipment for the Center.

In April, 1976, the Quessy building was closed down as a Youth Center, and in August the Youth Center office was relocated in the Emerson House on North Road. Neighborhood Youth Corps participants were hard at work during the summer, painting and sanding in the offices in the building and the results were excellent. Linda Emmons, an N.Y.C. participant, remained with the Youth Center over the school year and proved valuable in her help with publicity and office duties.

In the fall, 1976, the Youth Center began a weekly growth group, meeting on Tuesday afternoons at the Emerson House. Ms. Andrea Johnson and Gary Wolcott, Coordinator, Co-led the group of seven Youth Center participants. Activities for the group ranged from discussions to scavenger hunts and games. The group has been very successful and has become an on-going activity. We are also planning to begin a second group which will meet during the evening.

We were fortunate to have a Work-Study student, Ms. Carol Dionne, from the University of New Hampshire, working with the Youth Center over the summer. With Carol's energy and enthusiasm, we were able to do much planning for the winter months.

Looking toward 1977, the Youth Center Advisory Board has been heavily involved with plans for a Dance Marathon. Working in conjunction with the Scholarship Committee, the Advisory Board has high hopes for a most successful fundraiser, with all monies to be used for new equipment and programming at the Center.

Respectfully submitted,

Youth Center Advisory Committee  
Jan Greeno, Chairperson

Members:  
Everett Brown  
Phyllis Dougherty  
Jay Finnegan  
Michael Gilchrist  
Jan Greeno, Chairperson  
Judy Harrison, Treasurer

Wendell Luke  
Elizabeth Marshall  
George Weinert  
Jo Ann Weisman, Secretary

Selectmen's Representative:  
William Murphy

ExOfficio Members:  
Norman Douglas  
Robert Hall  
Brian Sullivan

## PLUMBING INSPECTOR

Plumbing Inspector - William Shedd

This being the first year that the Plumbing Inspector has been transferred from the Board of Health to the Building Inspector's office. It makes a very efficient operation.

The plumbing inspector, gas inspector, wire inspector, and building inspector's work is very closely related; therefore the expenses are reduced considerably. I thank all the inspectors, the townspeople and other departments for their cooperation.

From July 1, 1976, to Dec. 31, 1976, there were 19 hot water tank permits issued, and 71 Plumbing permits issued.

Respectfully submitted,

William Shedd  
Plumbing Inspector

## WIRE INSPECTOR

Wire Inspector - Harold Tucke

As of July 1, 1976, the Wiring Inspector became a full time position, and a very eventfull one at that.

With the position becoming full time, the responsibilities have been insurmountable.

Working with the Building Inspector under Chapter 802 on many and frequent occasions and my own Chapter 30A, the work load keeps me very busy and occupied. I have to work extensively with Mass. Electric which requires them to notify me of all meter changes, Power Services of any nature, and emergencies of the Town of Chelmsford, throughout day or night. The Fire Department on all fire situations being summoned whenever a situation arises day or night.

Working extensively with the Plumbing Inspector on all changes concerning electrical hot water heaters, etc., also working extensively with the Gas Inspector, on air conditioner systems being gas fired but electrical cooled.

Working with all signs being erected, which requires electrical permits.

It makes it very convenient for a group of inspectors working together.

There were 428 applications for wire permits issued in 1976. Some of these requiring several inspections.

|   |     |
|---|-----|
| Inspections made for wire permits               | 927 |
| Type of Inspections                             | No. |
| Commercial & Industrial buildings               | 297 |
| Residential buildings                           | 243 |
| Service chgs., dryers, pools, relocations, etc. | 387 |

Respectfully submitted,

Harold Tucke  
Wire Inspector

## GAS INSPECTOR

Gas Inspector - Neal Stanley

Nineteen seventy-six has proven to be an eventful year with all the inspectors in the same office, my position as Gas Inspector has been made more efficient which means a more efficient department for the Town of Chelmsford. I wish to thank all the people and departments that have cooperated so much to make this department what it is.

There were 311 permits issued in 1976.

There were 600 inspections made by the Gas Insp.

Respectfully submitted,

Neal Stanley  
Gas Inspector

## SEALER OF WEIGHTS & MEASURES

As Sealer of Weights and Measures for the Town of Chelmsford, I wish to submit my report for the year 1976.

In performing my duty, I have sealed the following:

- 164 Gasoline Meters
- 25 Scales-100 to 5,000 Pounds
- 63 Scales-more than 10 less than 100 Pounds
- 26 Scales-10 Pounds or Less
- 97 Avoirdupois Weights

Money received from seals, the sum of \$639.70, has been turned over to the Town Treasurer.

Respectfully submitted,

Anthony C. Ferreira  
Sealer of Weights and Measures

## INSPECTOR OF ANIMALS

The following is the Animal Inspector's report for the year 1976.

|                              |     |
|------------------------------|-----|
| Number of dog bites          | 62  |
| Number of cattle             | 210 |
| Number of horses             | 60  |
| Number of sheep              | 14  |
| Number of swine              | 338 |
| Number of cases of rabies*   | 0   |
| Number of cases of bovine TB | 0   |

\*One cas of bat rabies

Respectfully submitted,

Martin A. Gruber, D. V. M.

## DOG OFFICER

The following is a report of my services as Dog Officer for the year 1976:

|                                    |       |
|------------------------------------|-------|
| Stray dogs sold to individuals     | 68    |
| Stray dogs sent to Medical Schools | 170   |
| Stray dogs disposed of             | 20    |
| Total strays picked up             | 258   |
| Complainst investigated            | 1073  |
| Miscellaneous calls                | 3298  |
| Dead animals picked up             | 374   |
| Miles traveled                     | 22485 |
| Lost dogs returned to owners       | 114   |

Respectfully submitted,

Frank Wojtas  
Dog Officer



Scouts clearing brook,  
George B.B. Wright Reservation.

One of the major future problems Chelmsford faces is water supply. Both the water district consolidation study and the recommendations of the local Growth Policy Committee point to water supply as a major concern. In response to this difficulty the commission has initiated a study to assess the ground water supply in Chelmsford. It is hoped that the results of this study will make available to all commissions and boards the information essential to their decisions related to ground water supply.

The Winter Carnival was held by the Jaycees but lack of snow restricted the use of some of our reservations for skiing and snowshoe races.

A hiking trail and a cross country ski trail have been developed at Crooked Spring Reservation, signs erected on various reservations and the hiking trail remarked and cleared for snow shoes on George B. B. Wright reservation, by scout troops and members of troops doing projects for various ranks.

A fine job was done on the arbor day tree program by Miss Peggy MacDonald a student at Chelmsford High School and a member of the class on environmental studies.

The acquisition of 20.47 acres near Water Department land off Canal street in West Chelmsford and a gift of 4 acres of land in South Chelmsford was the extent of new land acquisitions due to an article to acquire 32.5 acres abutting Crystal Lake being defeated at Town Meeting. There is now 2.3% of the land in Chelmsford set aside for conservation and passive recreation indicating that the commission must continue with a strenuous program of land acquisition in order to keep Chelmsford a desirable place to live.

The property on Russell Mill pond is now the property of the Town and self-help funds have been approved by the State in the amount of \$69,000.00 reimbursement to the Town to defray the purchase costs.

In the face of ever-increasing responsibilities, the commission has taken two steps which are aimed at greater efficiency:



View from trail, Deep Brook Reservation,  
North Chelmsford.

1. The commission has organized into subcommittees (a) Open Space Planning and Acquisition, (b) Wetlands Protection, (c) Reservation Management, and (d) Agriculture. By specializing in specific areas it is hoped that concentrated attention will allow programs to be implemented much more quickly than in the past. The effectiveness of this approach has been demonstrated in Acquisition and Wetlands Subcommittees. The approach is yet to be proven in addressing Reservation Management and Agriculture issues.

2. Volunteer consultants have been appointed to share the workload of the commission. Frank Siraco and Claire Thompson both have made major contributions to the commission in a very short period of time. Their understanding of the fundamental responsibility of the commission and the dedication they have demonstrated are an example of how the concept of home rule can be effective - concerned citizens willing to do the work necessary for a better tomorrow.

## CONSERVATION COMMISSION

Chelmsford Conservation Commission Members

Chairman, Donald A. House

Clerk, David Merrill  
Robert E. Howe

Treasurer, John Balco  
John McCormick

Leaving commission during year: Newly appointed:

Jane McKersie  
Janet Lombard  
Torrey Gullion

Edward Duffy  
David Merrill  
Charles Parlee

Nineteen seventy-six was a year of many changes and accomplishments for the Chelmsford Conservation Commission. New programs were started, three new members, and considerable reorganization of the commission all took place during the year.

Three members of the commission chose not to seek reappointment or resigned during the year; Torrey Gullion, Janet Lombard, and Commission Clerk Jane McKersie. These individuals have worked untold hours toward the rational use of Chelmsford's resources. Always willing to take new responsibilities. Always to be relied upon to do what was asked. They will be surely missed by the Town and commission.

Three local businessmen have been appointed by the Board of Selectmen to fill the vacancies left on the commission: David Merrill, who had worked with the commission as a volunteer associate consultant thereby bringing considerable knowledge with him of the workings and aims of the commission; also Edward Duffy; and Charles Parlee.

There were 15 hearings under the Wetlands Protection Act. Eleven since June of these six were appealed to the Department of Environmental Quality Engineering. In each case the results of the appeals essentially upheld the decision of the local Conservation Commission.

During the year a major review of the commission's technical guidelines and operating procedures under the Wetlands Protection Act was completed. The commission believes that Chelmsford has the most complete

and comprehensive approach to the Wetlands Protection Act in Massachusetts. This is substantiated by activities of commission members at the state level. John Balco, Russ Rowe, and Janet Lombard have participated in initial efforts to develop an educational television tape on the Wetlands Protection Act which is being formulated by the Co-operative Extension Service. John Balco was a panelist on the Wetlands Protection Act during the semi-annual meeting of the Massachusetts Association of Conservation Commissions.

The "Water Watch Program" was implemented during 1976. Water levels of major streams are recorded monthly from 17 stations located throughout the Town. This will allow the compilation of a long term data base to stream elevation which will allow better judgements to be made on water and wetlands related issues.

## TREE DEPARTMENT

This department has removed 114 dead trees during this year. In addition to this, over 200 trees have been pruned of all dead wood and low hanging limbs that were interfering with auto and pedestrian traffic.

Most of this departments efforts in pruning can be seen on Dalton Road, Robin Hill Road, and Fay Street. Other streets are planned for 1977.

This year trees had to be removed on North Road, for sidewalk construction. This department plans on tree plantings in the Spring and Fall of '77, along this street.

Presently there aren't any pests or diseases evident in the town doing any serious harm to our trees.

However, most of our weaker trees can not continue to survive in certain areas because of some conditions that are not related as actual tree problems. Examples are vandalism, air pollution, utility works above and under ground, heavily salted streets, an auto accidents involving trees.

These are some of the reasons when planting on municipal property, we must carefully select our trees.

During the year, two surveys were taken to determine what trees need repair or should be removed. This is a procedure used by most towns, however, it is difficult to see every tree problem during the survey. As a result of this problem, I encourage any property owners to make this department aware of any problems they may find.

Once again, I would like to thank all department heads who may have assisted this department during storms and our routine work.

Respectfully submitted,

Myles F. Hogan

## INSECT PEST CONTROL DEPARTMENT

During the year this department has used 80% of its

appropriation on the removal of diseased Elms.

This year many species of our trees were again infested by Fall Web Worms. Usually the pest defoliates trees and gradually weakens them. As a result of the continued presence of this pest, many of our smaller and less desirable trees were destroyed, resulting in their removal.

At this time spraying for this pest is not practical because of the short time periods that they are susceptible to pesticide application.

Although the Web Worm appears to be this department's most evident problem it is by far less costly when compared to the cost of Elm Tree removal. This department can not affectively reduce the loss of Elms or the cost involved in their removal until there is a reasonable state-wide compromise between environmentalists and people involved in pesticides. As in the past, this department will not undertake any pesticide applications unless it is absolutely necessary, and only after all town and state authorities have been notified.

Respectfully submitted,

Myles F. Hogan

## TOWN AIDE

Throughout 1976, as in previous years, the Town Aide Department focused its efforts toward assisting the Townspeople by encouraging participation in all available anti-poverty programs. The effect of local economic conditions on Chelmsford's residents was demonstrated by the volume of activity this department experienced during the year. In addition to seeking increased awareness and participation in programs such as: Concentrated Employment Programs, Neighborhood Youth Corps, Headstart, Family Day Care Program, Foster Grandparent Program, and Retired Senior Volunteer Program; involvement in new areas of social service began in 1976.

### Section 8 Rental Subsidy Program

Sponsored through Department of Community Affairs by Community Teamwork, Inc., this federal program allows eligible applicants to seek their own housing/apartment and receive a subsidy to help meet the costs of rent and utilities.

### Senior Companion Program

Sponsored through ACTION by Community Teamwork, Inc., Senior Companions are low income persons age sixty or over who provide person-to-person services and companionship for other adults with special needs. Participants may serve persons in private homes, nursing homes or other institutions and receive a weekly stipend.

### Energy Program

Community Teamwork, Inc.'s fuel oil burner and winterization programs assist low income persons in meeting energy emergencies and to reduce long term energy costs. Free labor is available for the purpose of cleaning/repairing oil burners and winterizing homes. Free materials may be provided if the applicant is financially eligible.

## Food Stamp Program

This is designed to assist participants by increasing the food-purchasing power of eligible households. As a participating community agency, this department began its program involvement in October 1976, after completing a two week training session.

In November 1976, this department moved to the Town-owned Emerson House, 11 North Road, sharing office space with the Council on Aging. Location of the two departments within one facility has proven to be a logical step toward a comprehensive social service agency.

## COUNCIL ON AGING

The Chelmsford Council on Aging is an organization providing services and programs which are designed to improve the quality of life for Town of Chelmsford residents who are sixty years of age or older. The following outline briefly describes the available programs which offered services for elderly residents in 1976. Further information relative to these programs may be obtained at the Council's office which has been located at the Emerson House, 11 North Road since November, 1976.

### Nutrition Services

The Elderly Lunch Program continued in 1976 to offer a nutritious luncheon one day a week for the cost of 50¢ per meal. The luncheon is held each Thursday (excluding school vacation weeks) beginning at 1:00 p.m. at the McFarlin School. Over 4,500 meals were served in 1976.

Volunteers delivered over 400 meals to home bound elderly in 1976, including 130 Easter dinners, 135 Thanksgiving dinners and 135 Christmas dinners.

### Transportation Services

Demand for the Council on Aging transportation service increased in 1976. This increase has made it impossible to satisfy all requests and has resulted in the development of a list of priority transportation needs and regular scheduling. During the year, the van traveled 20,492 miles and transported 4,087 elderly residents to their destinations. Due to the accrued mileage on the original van, a new vehicle was acquired in July 1976.

### Health Maintenance

Sponsored by Elder Services of the Merrimack Valley in cooperation with the Lowell Visiting Nurse Association, the elderly health clinics serviced 340 persons during the year, including home visits made by the nurse. The clinics are held regularly each month at the North Congregational Church, Chelmsford Arms, and St. Mary's Church and offer services such as: blood pressure and cardiac status monitorization and assistance with medication regimes and diets.

### Elder Services of the Merrimack Valley

Through an appropriation at the 1976 Annual Town

Meeting, the Town of Chelmsford continued as a sponsoring member of Elder Services of the Merrimack Valley (formally Merrimack Valley Home Care Center, Inc.), entitling Chelmsford's elderly to supportive services. The following report outlines the services offered by the agency during 1976 and the number of clients who received service:

|                            |    |
|----------------------------|----|
| Direct Service             |    |
| (homemaker/chore services) | 53 |
| Telephone Reassurance      | 16 |
| Income Tax Assistance      | 11 |

### Recreation

The popular Arts and Crafts Class was held at the Town Hall through most of 1976, but moved to the Council's new facility at the Emerson House in November. Hand-made articles were created for the annual Fall Fair as well as the Fourth of July Fair. In addition, hats and mittens were given to the children of the Chelmsford/Westford Headstart Class at Christmas.

The Council on Aging helped to sponsor various recreational trips planned by the Senior Citizens Club during the year. Senior Citizens traveled to such places as the Museum of Science, University of New Hampshire, Lake Ossipee, New England Aquarium, the Chateau de Ville and Hampton Beach.

Attention focused once more during the year on the need for a centralized facility for the elderly. Through the efforts of Robert Flynn, Town Planner, a HUD Community Development Block Grant application was filed again in 1976. The application was approved in October and will provide \$44,000. for renovation of the Old South Row School House on Mill Road. Completion of the project is expected in the summer of 1977.

The Council on Aging would like to thank former members Joan Arcand, Charlotte Bovill and William Clarke for the valuable assistance they have given throughout their many years of service. In addition, the Council on Aging expresses appreciation to all persons who generously gave their time and effort in order to assist the elderly of the community and looks forward to another successful year of operation in 1977.

Respectfully submitted,

Gula N. Boyce, Chairman

Christina Ahern  
Louise Bishop  
Clarence Dane  
Sara Dunigan  
Lillian Gould

William Marson  
Mary McAuliffe  
Edna Nelson  
Kathleen Robinson  
H. Chadbourne Ward

### HOME RULE ADVISORY COMMITTEE

The Home Rule Advisory Committee is appointed by the Board of Selectmen to act as a research agency for the Board. In this vein the Committee follows legislation in the State House, offers studies on improving local government and advise on special studies requested by the Board. All this is done in an effort to preserve Home Rule at the local level.

The past year HRAC, as requested by the Board of Selectmen, studied and reported to the Board on the possibility of dissolving the Town Forest Committee, the Sinking Fund Committee and looked into the area of professional management. As a result, two of these areas will come before the Annual Town Meeting. On HRAC own initiative there are two articles to come up at the Annual Town Meeting which it is hoped will improve the town meeting process. The Committee is also looking into other ways to improve, create better interest and involvement by Chelmsford citizens in their town government.

The Home Rule Advisory Committee wishes to thank all Boards and Committees in Chelmsford for their help and support received this past year. The members of the HRAC are thanked for their efforts put forth in helping the Committee reach its goals.

Carol Stark  
Gerald Silver

Jean-Paul Gravelle  
Richard Burt

Respectfully submitted,

Denis Valdinocci, Chairman

### ENVIRONMENTAL ADVISORY COUNCIL

#### Steering Committee

Donald H. Caless  
Ina B. Greenblatt, Chairperson  
Dr. Ethel N. Kamien  
Diane H. Lewis

Gerald F. Locker  
Michael J. Potsaid  
Gene D. Roberts  
Dorothy A. Stumpf

Dr. Clara M. Refson - moved

#### Members at Large

Arthur Alexion  
Elizabeth Maloney, Secretary

Richard B. Codling  
Mary M. Wadman

This past summer a start was made by our Highway Department and Neighborhood Youth Corps in clearing drainage ditches and other waterways toward a program of town-wide mosquito control. This was the result of a detailed study done by Dr. Clara Refson, presented to the Board of Health and the Board of Selectmen as well as the townspeople. We hope to see an expansion of this program with the arrival of spring.

Our projections regarding solid waste disposal and the role of recycling to reduce trash volume and expense proved on target. The Board of Selectmen's letter, included with the July tax bills, made the citizens aware of the necessity of cooperation in the recycling effort - the fact that recycling was not just the nice thing to do, but the essential thing to do. We sincerely hope the voters will wholeheartedly support the recycling articles on the Annual Town Meeting warrant as the urgent matters they are, and enable the CEAC to go on to other tasks.

The Council has been greatly concerned over the lack of a salt shed as a means of protection of our water supply. Rising levels of salt in our water are of grave concern to those with heart, kidney, and elevated blood pressure problems. We urge your support of any articles for this much needed structure.

Again we thank all who have supported our efforts for the Town.

The CEAC continues to monitor and study those things which affect Chelmsford environmentally so as to do our part in, "Protecting what the Sires have won".

Respectfully submitted,

Ina B. Greenblatt  
Chairperson

## NORTHERN MIDDLESEX AREA COMMISSION

The Northern Middlesex Area Commission (NMAC) is the agency conducting comprehensive regional planning created by the communities in Northern Middlesex County (BillERICA, Chelmsford, Dracut, Dunstable, Lowell, Pepperell, Tewksbury, Tyngsborough and Westford). Each member community is represented by a selectman (in Lowell's case, a city councillor), a planning board member and an alternate named by the selectman (Lowell's alternate commissioner is designated by the City Manager).

The NMAC commissioners provide local representation and as a group provide policy leadership and guidance to the NMAC staff, which is composed of professional planners and technicians. The Commission meets at its offices (usually monthly) located at 144 Merrimack Street, Lowell (phone 454-8021). The Commission's meetings are open to the public.

A summary account of the major areas in which NMAC has been involved in the past year and some of the more significant accomplishments are as follows:

### Housing

One of the more significant efforts engaged in the housing field by NMAC staff during 1976 was the preparation of Housing Assistance Plans for the area's communities. These involved the assessment of housing conditions, needs of elderly and lower-income families, community goals to meet those needs and prospective project locations. Such plans are a precondition to receiving community development block grants.

Other areas of significant activity in the housing field in the past year included assistance to local housing authorities in their applications for housing assistance, a determination of the median price for purchase or rental of housing units in the region, and the conducting of a housing survey of the area's Spanish-speaking population. NMAC staff also completed a U.S. Department of Housing and Urban Development (HUD) comprehensive questionnaire on NMAC's Housing Element, made up of housing activities which this agency must carry on for continued funding of our comprehensive planning effort. Activities relating indirectly to housing by improving living environments included the staff's assistance in the preparation of applications for community development block grants. The region was awarded last year a total of \$214,000, \$59,000 in excess of the \$155,000 originally earmarked for the area. Chelmsford received \$44,000 in block grant funds for the rehabilitation of a town-owned structure to be used as a senior citizen drop-in center. Yet another activity

was the preparation of population forecasts for area communities.

### Economic Development

Passage by Congress of the Public Works Employment Act of 1976 provided an opportunity for all area towns to apply for funds to build needed public facilities. NMAC provided extensive assistance in preparing applications for these funds, completing environmental assessments, supplying unemployment data and preparing background information for distribution to each town on the Act itself. While no project in the area was funded by the original round of funding under the Act, it is generally expected that with an additional allocation likely to be authorized by Congress this year, there will be federal money forthcoming for some area projects during the coming year.

In 1976 the Commission completed an Overall Economic Development Plan for the Northern Middlesex Area. Through the Overall Economic Development Committee, NMAC is moving forward in its attempts to establish a regional business information center to service small businesses in the region. Finally, NMAC hopes to secure official designation as an Economic Development District in the near future. Such a designation would hopefully put the region in an advantageous position for receiving federal assistance for economic development projects.

### Growth Policy

Implementation of the Massachusetts Growth Policy Development Act process (Chapter 807) was initiated in the Northern Middlesex area during 1976. NMAC has been actively involved in this process in a variety of ways since its inception. The Commission reviewed and commented upon the original legislation and the draft questionnaire and supplied technical assistance to local communities during the formation and deliberations of the Local Growth Policy Committees. NMAC then reviewed the Local Statements as they were completed and prepared a Regional Growth Policy Report. The Regional Report summarizes the Local Statements, analyzes the cumulative effect of each community's policies concerning growth and development, suggests an overall set of growth policies for the region and comments on past, present and future State development-related policies. The Regional Report was endorsed by NMAC in November, 1976, and sent to the Massachusetts Office of State Planning as required by the Act.

The Commission hopes that the goals and policies suggested in both the Local and Regional Reports will be the basis for continuing discussion within the region and will lead to more effective growth and development-related decision making by all levels of government. NMAC during the next year plans to be involved with the local communities in carefully reviewing the State Growth Policy Report to insure that optimal consideration is given to the welfare of all the residents of the Northern Middlesex Area.

### Historic Preservation

In 1976 the Commission was chosen by the Massachusetts Historical Commission to be the recipient of a grant to conduct a regional historical inventory. Ably assisted by the Historical Commissions from each

town, NMAC has inventoried a total of 600-750 structures, with plans to include 300 of those inventories in its final report. For the first time, sites and structures that have a regional significance have been inventoried and extensive information and histories on each structure gathered. In addition to this inventory, the Commission has provided assistance to member towns in identifying sources of funds for preservation activities, and has assisted Pepperell in establishing its Historical Commission.

### Water Quality

The Northern Middlesex Area Commission has been designated as the planning agency responsible for a wastewater management study for the Lowell metropolitan area under section 208 of the 1972 Water Pollution Control Act Amendments. Under this program, areas of urban industrial concentrations with existing or anticipated water quality problems qualify for 100%-funded grants from the Environmental Protection Agency.

NMAC has been actively engaged in the preparation of a plan for the region dealing with water quality and wastewater treatment. This is the first time that a study of all types of water quality problems have been addressed comprehensively within the Northern Middlesex region. These water quality problems range from direct sources of pollution such as outfalls from sewers, treatment plants and storm drains, to indirect sources that eventually find their way into surface and groundwaters such as agricultural runoff, seepage from septic tanks and landfills, road salting, etc.

NMAC staff and its consultants are in the process of completing the first phase of the study, which defines the scope of these problems by inventorying and sampling the region's pollution sources and its land use configurations, and by projecting future pollution loadings. The second phase will detail strategies for abating and controlling both direct and indirect sources through a variety of methods, from treatment plants to more effective land use planning. These alternatives will then be analyzed to determine the most cost-effective and efficient methods of attaining and maintaining clean ground and surface waters in the Northern Middlesex area. NMAC staff in 1976 assisted Chelmsford in its application for a Step I sewerage application. In the coming year, the staff will sample the effects of septic tank seepage on the brooks located in Chelmsford.

### Energy Conservation

Working with the towns of Pepperell, Dunstable and Tyngsborough, NMAC took part in a pilot Energy Conservation project funded by the Massachusetts Department of Community Affairs. The goal of this project was to reduce energy use and to develop energy conservation standards for municipally-owned buildings and schools, municipal vehicles and street lighting. Energy use in these towns was measured and the buildings surveyed to determine all energy-conserving changes that should be made in operations and also any capital investments that would reduce energy use. Energy savings from this program were estimated to be between 30% and 40% of the total energy use. NMAC looks forward to working with other area communities in establishing this program and reducing their energy costs and energy use.

### Transportation

In the region's transportation planning effort over the past year there were a number of notable accomplishments. Perhaps the most significant achievement was the completion of the draft Transit Development Program (TDP), which sorts out the various transit alternatives that are available to both those communities already served by some form of transit and also those towns which might choose to contract for transit services in the future. Completion of the TDP is a precondition to the Lowell Regional Transit Authority's becoming eligible for federal assistance for capital improvements, such as the purchase of new buses, shelters, route signs and the like, and also for operating assistance.

In a related effort, NMAC staff completed a study documenting the transportation needs of the area's elderly and handicapped population. Possible solutions that would meet those needs were also outlined.

The region's annual Transportation Improvement Program (TIP) was drawn up after consultation with local officials. The TIP documents the region's present and anticipated transportation needs. The "annual element" of the TIP describes those highest priority transportation improvements (i.e. such diverse projects as intersection signalizations, highway improvements and purchase of transit equipment) eligible for federal and state financial assistance during the upcoming fiscal year.

Other planning efforts included the continuation of work on the region's Comprehensive Transportation Study, which involved continued consultation with the region's Transportation Advisory Group composed of interested area officials and citizens; the continuation of planning assistance under contract with the Lowell Regional Transit Authority; and the lending of technical assistance to local communities with respect to needed highway improvements. NMAC staff during 1976 assisted Chelmsford officials in their effort to resolve the problem of truck traffic on Rte. 4.

### A-95 Clearinghouse

NMAC continued in 1976 to serve as the region's A-95 clearinghouse. As such, all proposed federally-assisted projects were submitted during the application process to NMAC for review and comment. During the review process, special emphasis was placed on how these proposed projects would impact regional plans and goals. In addition, NMAC invited interested parties to comment on each proposal so as to further strengthen the requests for the federal assistance.

The total amount of federal funding requested for projects submitted to NMAC for A-95 review was \$127,000,000.

### Solid Waste

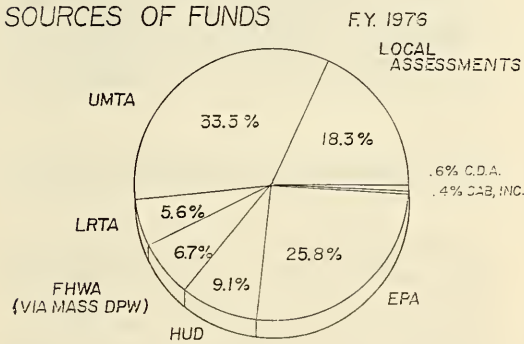
The Commission continued its efforts to find an environmentally sound and cost efficient long-range solution to solid waste problems in the area. In addition to maintaining an up-to-date data base, the Commission assisted both the North East Solid Waste Committee, the State Bureau of Solid Waste and other interested



sponsors in evaluating sites for a disposal plant and transfer facilities, and technologies. Two conferences were held for local officials where the North East Solid Waste Committee's program and that of the City of Lowell were aired.

**Budget**

Fiscal 1976 expenditures totalled \$385,875, of which \$292,122 went to staff and office costs and \$93,753 for transportation and water quality consultants. To pay these costs, member communities were assessed \$60,000 (Chelmsford was assessed for \$8,592 in 1976). The balance was paid under contracts with the U.S. Department of Housing and Urban Development (HUD), the U.S. Environmental Protection Agency, the U.S. Federal Highway Administration (FHWA) via the Mass. Department of Public Works (DPW), Council on Aging Bus, Inc. (CAB), Lowell Regional Transit Authority (LRTA), the Urban Mass Transportation Administration (UMTA), and the Lowell City Development Authority (CDA). A graphic analysis of the sources for funding on a percentage basis is as follows:



**Prospects**

The Commission expects to make substantial advances for areawide planning in the coming year.

The two-year water quality project will result in plans and programs for facilities and policies to implement nation water quality standards in the area. A comprehensive transportation plan will be proposed for adoption. An areawide housing opportunity plan will be advanced for local concurrence. These efforts, coupled with the statewide growth policy report should provide a firm sense of direction for the region.

Respectfully submitted,

Philip L. Carrier, Selectmen's Rep.  
Eugene E. Gilet, Planning Board's Rep.  
John Kenney, Alternate

**HOUSING AUTHORITY**

Chelmsford Arms, our only elderly housing project, has now been operational for a total of thirty months and during that time we have had a total of eleven apartment turnovers, four of those during the last year. Applications are still being received, processed and all eligible applicants placed on our waiting lists. Our preliminary application for a second elderly housing project has been approved by the Department of Community Affairs but, due to the lack of funds for new construction, our application has been placed on file. When funds do become available for new construction, those funds will be allocated the communities with the greatest need for elderly housing.

Our community residence at 34 Middlesex Street has just completed another year of successful operation. Applicants at this residence are selected by, and are under the administration of the Greater Lowell Association For Retarded Citizens (LARK). Our housing authority leases this residence to LARK whose purpose is to furnish housing, with normal living conditions, for retarded women.

Our participation in the States "Scattered Site" concept for Low Income Rental Assistance Program (Ch. 707) has been funded at the same level as last year and we therefore have been unable to increase our rental units under this program. We have applied for funds under a similar program by the U.S. Department of Housing and Urban Development (HUD Section 8) but have received no allocation of funds as of this date. At the present time Section 8 rental assistance is available to Chelmsford residents through Community Teamwork Inc. (CTI) of Lowell and all our applicants for low income family rental assistance are referred to CTI for their processing.

Roger W. Boyd worked on the Housing Authority Study Committee during 1969 and continued as a member of the Authority from its formation in 1970 until he passed away in November, 1976. During this time he served as the Treasurer and was particularly interested in the development of Chelmsford Arms.

Our gratitude goes to the people of the Town and the Town Officials for their continued interest and support in our work. Our meetings are held on the first Tuesday of each month in the Community Building of Chelmsford Arms at 1 Smith Street and all meetings are open to the public.

Respectfully submitted,

Claude A. Harvey, Chairman  
Robert L. Hughes  
Richard L. Monahan  
Ruth K. Delaney  
John M. Manning

**FLOOD PREVENTION STUDY COMMITTEE**

The committee completed its final report, "Drainage and Flood Control, Town of Chelmsford, Massachu-

setts", and submitted it to the Board of Selectmen on July 21, 1976. Chelmsford's interim HUD Flood Hazard Boundary Map, revised at the request of the committee, was received from the Federal Insurance Administration on September 30, 1976.

Respectfully submitted,

Harold S. Costa, Chairman  
John E. McCormack  
James K. Rogers

## SEWER COMMISSION

The Sewer Commissions primary objective this past year has been with the preparation of the Step I - facility plan for a town wide, (90%), sewerage treatment system.

The decision to procede with the facility plan was based on information obtained in April of 1976 from the state when we were notified that Federal and State construction aid-in-grant funds would be available for the lateral collection portion of a sewerage system. As the lateral collection portion of a system can approach 60% of the total cost, the desirability of moving forward expeditiously to seek the aid-in grant funds became obvious. That laterals do represent the major cost of the system can now be substantiated as we have determined that the cost to the town of a town wide system would escalate from 7 million to 37 million without the lateral construction aid grants.

A contract was awarded and the preparation of the plan was initiated in July 1976. By virtue of an ambitious and successful undertaking copies of the complete and final reports of the Step I plan were submitted to the E.P.A. and the Massachusetts Division of Water Pollution Control, (MDWPC), on December 21, 1976. However, from date of initiation of work on the plan, continuing contact and coordination was maintained with the Northern Middlesex Area Commission, the Environmental Protection Agency, the City of Lowell and the Division of Water Pollution Control.

The facility plan as submitted basically proposed that Chelmsford tie-in with the Lowell Duck Island Sewerage Treatment Plant by connecting into the Lowell system in the Middlesex Street area and the Hadley Street area. Our proposal, being regional would also allow service to parts of Westford and Tyngsboro. The overall cost of the system would approach \$46,121,000.00 of which \$6.9 million would be borne by Chelmsford.

The schedule as originally envisioned by the Commission enabling timely submission of our application for aid-in grant funds is as follows:

### CHELMSFORD SEWER PROGRAM GRANT APPLICATION SCHEDULE

- Initiate Step I facility plan preparation 7-01-76
- Submit facility plan (draft) to State and EPA 10-08-76
- Public hearing on facility plan 11-30-76
- Town meeting: Approve Step II funds - \$1.2M 12-01-76
- Submit facility plan final to State and EPA 12-15-76
- State and EPA approval of facility plan 1-15-77
- Initiate Step II: Prep. of designs and specs. 1-16-77
- Complete Step II: Designs and specs. 7-15-77
- Submit Step III Const. grant application 7-16-77
- State and EPA final approval 9-30-77

The schedule of submissions and approval as above was critical and necessary as the funding commitments for the construction aid grants must be effected prior to 30 September 1977 or funds would be lost.

To demonstrate Chelmsford's willingness to procede with the implementation of a sewer system, at a special town meeting on December 1st, overwhelming approval to borrow 1.2 million dollars to support Step II was obtained from the voters. Work meanwhile continued to completion of the Step I portion of the plan and on December 14th, 1976, a meeting was held with MDWPC, Construction Grant Branch, to present the proposed sewerage treatment system per the plan. The State contended that the plan, although adequately addressing Chelmsford's local needs, was incomplete from an overall or regional basis viewpoint as a facility plan for the Chelmsford tie-in to the Lowell system had not been completed. As the tie-ins are located in Lowell this latter facility plan would have to be undertaken by Lowell. It is the Sewer Commissions contention, however, that a facility plan for the tie-in could be completed concurrently with the design work in Chelmsford as our local system design would not be affected by the details of the Lowell connection.

Following the meeting with MDWPC discussions continued with Lowell related to obtaining permission to join their system and on December 28th, 1976, a resolution was made by the Lowell City Council which did approve our connecting into their system, but subject to certain restrictions relative to costs, and to handling of sludge.

Our work to date may be of no avail as the significant delay placed on the program by the hesitant action of the MDWPC may adversely effect the program, at least as we know it now.

A request, nonetheless, has been placed with the Director, MDWPC seeking immediate approval of our facility plan so that we may procede with the Step II design in a time frame which might enable us to meet the September 30, 1977, construction grant approval deadline. As this response has not as yet been received the future of a Chelmsford Sewerage System at this time is indeterminate. Hopefully, the Community vs. the State vs. EPA paradox can be resolved and Chelmsford's liquid waste disposal problem can be solved in a manner which is both cost effective and within our economic capability to pay.

Respectfully submitted,

CHELMSFORD SEWER COMMISSION

Matthew J. Doyle, Chairman  
Joseph M. Gutwein  
Theodore J. Rapallo



## HISTORICAL COMMISSION

Audrey A. Carragher, Chairman

John C. Alden

Richard O. Lahue, Sr.

George A. Parkhurst

J. Perry Richardson

Robert C. Spaulding

Bertha E. Trubey, Clerk

The Commission with the help of Mrs. Jane Drury has conducted research and survey work on historic areas, buildings, sites and objects. Twelve more houses have been inventoried. Additional work has been done for listing the Center Historic District in the National Register. A survey was completed on old railroad stations in the town. Attempts have been made to find the site of the first town meeting. Investigation is continuing to determine the significance of a carved stone found in the town. Historic areas were located for the state archeologist to aid in future planning.

As the result of Commission action, three additional streets were designated as "scenic roads" at the town meeting to preserve their historical and natural character and physical appearance.

A centennial ceremony was held at the First Parish Church and a plaque installed in recognition of the one hundred years of faithful service given by the town clock to the residents of Chelmsford.

The Commission accepted the custody of the town quilt and displayed it at the District One School during the Bicentennial Celebration, and at the Carver quilt Exhibit. It is on permanent display at the Adams Library Children's House.

A plaque was installed commemorating the restoration of the District One School (1802) by the Bicentennial Commission. The District Seven School master's desk was purchased and a school master's bell was donated by Mrs. Helen Poland. The Historical Society has donated the bell used at the Chelmsford Academy on Academy Street for the bell tower. A wood burning stove has been loaned by Mr. Louis Kelly. Mr. Charles Mitsakos set up a pilot program for the school department to utilize this valuable historic asset in the curriculum.

The Commission actively sought the protection of the 1832 Toll House by requesting that it remain in the Center Historic District.

Four certificates were presented to Chelmsford residents in appreciation for their efforts in preserving Chelmsford's heritage.

The Commission plans to continue the sign and marker project. It is hoped that the school program can be expanded to include more grades. The records and assets of the Bicentennial Commission are to be taken over this coming year.

Respectfully submitted,

Audrey A. Carragher

## CELEBRATIONS COMMITTEE

During the Bicentennial Year of 1976, the Town Celebrations Committee, was most active, in coordinating various activities with the Revolutionary War Bicentennial Celebrations Commission, The Chelmsford Colonial Minutemen Coordinating Committee, the Board of Selectmen for the 300th Anniversary of our Country.

The Bicentennial Celebration reached its climax during the Fourth of July weekend in 1976, with the attendance of honored guests Councilwoman Helen How and husband Aubrey How, from Chelmsford, England, Mr. & Mrs. Sylvio Mainville and Mr. & Mrs. Esko Laakso, from Chelmsford, Canada.

The Chelmsford Colonial Minutemen Coordinating Committee is to be complimented on their excellent planning and administration of the Country Fair on the Town Common, the Band Concerts, the largest and longest Grand Parade in the history of Chelmsford, attended by over 75,000 people.

To the Chelmsford Art Society, for the Art Festival, to the Chelmsford Lodge of Elks, for the Bicentennial Dinner, to All Saints Episcopal Church, for Bicentennial Sunday Services, to First Parish Unitarian Universalist Church, for the Bicentennial Breakfast, to the Chelmsford Historical Society, to Adams Library Trustees for filming the Bicentennial activities, to the Camara Club, Chelmsford Newsweekly, Lowell Sun and Bonita Towle for Bicentennial pictures, also many other organizations which helped to make the Bicentennial Year Celebrations a huge success, many thanks.

The commission wishes to thank and compliment personnel of the Chelmsford Police Department, for

their splendid cooperation, the Massachusetts State Police and Chelmsford Police Criminal Bureau for security for our honored guests, special thanks to the Chelmsford Auxiliary Police Unit, personnel of the Chelmsford Fire Department, personnel of the Public Works and Parks Department, for making the Bicentennial year a safe and happy occasion.

The commission thanks the Board of Selectmen and Executive Secretary Evelyn Haines for assistance and use of their facilities during the Bicentennial year.

Preparations are now being made for the 1977 Fourth of July Celebrations.

Respectfully submitted,

Walter R. Hedlund, Chairman  
Raymond Day  
James K. Gifford  
Richard O. Lahue, Sr.

## REVOLUTIONARY WAR BICENTENNIAL CELEBRATIONS COMMISSION

George Adams Parkhurst, Chairman  
Hedwig H. Zabierek, Clerk

John C. Alden  
Audrey A. Carragher  
Mary J. Guaraldi  
Walter R. Hedlund  
Richard O. Lahue  
Janet Lombard  
Charles J. Marderosian  
Anna F. Normand  
John Perry Richardson

More than five year's planning, preparation, and preliminary activities by the Bicentennial Commission culminated in an outstanding local celebration of our nation's 200th birthday on July 4th. The four days of Bicentennial events over the Independence Day weekend, organized jointly by the Chelmsford Colonial Minutemen, the Town Celebrations Commission, and the Bicentennial Commission, were highlighted by official visits of representative of Chelmsford, Essex, England and Chelmsford, Ontario, Canada.

The Commission extends its thanks to the hundreds of local citizens and the many organizations who actively participated in the celebration. Special thanks go to the Chelmsford Art Society, the Chelmsford Lodge of Elks, the Chelmsford Historical Society, the Olde Chelmsford Garrison House Association, and the First Parish Church as well as the Chelmsford Colonial Minutemen and the Town Celebrations Commission.

The restored 1802 Schoolhouse in Forefathers' Burying Ground was rededicated on July 4th. The schoolroom is being furnished as it was 150 years ago and has already been used for half day "Colonial" classes by students from the Center School. It is expected that this program will be extended to other schools in the coming years. The schoolhouse also serves as the office of the Historical Commission.

When the remaining students' desks have been installed in early 1977, the Bicentennial Commission will have completed its work and will be disbanded. Its records and properties, as well as the maintenance of the 1802 Schoolhouse and the Middlesex Canal Toll House will be turned over to the Chelmsford Historical

Commission. Copies of Allen's "History of Chelmsford" (1820) and other literature published by the Bicentennial Commission may be purchased from the Historical Commission or at the Chelmsford Historical Society's Barrett-Byam House Museum.

A final report covering all of the local Bicentennial activities is being prepared and will be published in the Spring of 1977.

The Bicentennial Commission takes this time to thank all of the various town officials and departments for their assistance and cooperation throughout the celebration.

Respectfully submitted,

George Adams Parkhurst, Chairman

## HISTORIC DISTRICT COMMISSION

During the year the Commission had six hearings. Of these, three were for signs, one for the demolition of the barn and outbuildings on the Emerson property which the Town recently acquired, two were for changes other than signs.

After this Commission's review all were approved and Certificates of Appropriateness were issued.

On October 16, 1976, the Commission underwent reorganization. Robert LaPorte was elected Chairman, Perry Richardson, Vice Chairman. Stephen Wojcik was reappointed for a three year term. At the time of this writing we are about to have a public hearing involving changes in the Fiske property and The First Bank and Trust Company. As the former is considered to be one of the cornerstones of this district every attempt will be made to preserve as much of the site's historic character and ambience yet recognizing the principle of change.

During the coming year the Commission will actively pursue enlarging the present boundaries of the district to include the former Ginger Ale plant and Westford Street to the I-495 bridge. We are also interested in upgrading signs in the district and as new tenants take the place of older ones the signs should become more aesthetically pleasing.

Robert LaPorte, Jr.  
Chairman

## BOARD OF REGISTRARS

Michael J. Devine, Chairman  
Robert J. Noble  
Edward H. Hilliard  
Mary E. St. Hilaire, Ex-Officio

Voting Strength as of December 31, 1976

| Prec. | Rep. | Dem. | Ind. | Amer. | Total |
|-------|------|------|------|-------|-------|
| 1     | 389  | 507  | 757  | 1     | 1654  |
| 2     | 207  | 519  | 504  | 1     | 1231  |
| 3     | 284  | 687  | 909  | 0     | 1880  |
| 4     | 106  | 407  | 247  | 0     | 760   |
| 5     | 346  | 513  | 1110 | 0     | 1969  |
| 6     | 292  | 576  | 602  | 1     | 1471  |
| 7     | 257  | 440  | 580  | 0     | 1277  |
| 8     | 290  | 316  | 585  | 0     | 1191  |
| 9     | 138  | 434  | 593  | 0     | 1165  |
| 10    | 286  | 652  | 1009 | 0     | 1947  |
| 11    | 283  | 500  | 472  | 0     | 1255  |
| 12    | 243  | 559  | 864  | 0     | 1666  |
| Total | 3121 | 6110 | 8232 | 3     | 17466 |

**PURCHASING AGENT**

The past year reflected the general trend towards centralized purchasing procedures.

|   | 1976         | 1975         |
|---|--------------|--------------|
| Completed Purchase Order Actions                | 435          | 235          |
| Total Purchase Dollar Value                     | \$659,904.85 | \$327,836.42 |
| Non-Expendable Equip. & Supplies                | \$193,713.50 | \$225,813.47 |
| (Non-Expendable = recovery dollar factor items) |              |              |

The above figures do not include Capital Expenditures associated with the East Chelmsford Fire Station or the Crystal Lake Restoration Program.

The previous report indicated the preparation of a "Purchasing Manual" for consideration and adoption by the Town of Chelmsford. This purchasing manual will provide a sound structure for an effective centralized purchasing program. The magnitude of public purchasing expenditures brings into focus the principle of accountability. The Purchasing Manual draft was distributed to all Town Departments for individual review and constructive criticism. The final draft will be forwarded to the Board of Selectmen. The manual encompasses law, regulation, policy and practice.

The Purchasing Agent derived personal satisfaction through involvement with various Town Commissions, Committees, and Departments in their Bicentennial preparation needs. I had the opportunity to work with many civic minded volunteers who gave unselfishly of their time so that the residents would be justly proud of their Town of Chelmsford, during 1976, our Country's Bicentennial Year.

The Purchasing Agent regularly attended monthly meetings with Purchasing Officials from other Cities and Towns for an exchange of ideas and problems. It was a personal honor to achieve and be recognized as a Certified Purchasing Manager during the year 1976.

Established goals for purchasing during 1977 consist of:

1. The establishment of an inventory control procedure on all capital expenditure equipment.

2. Continued increase in the competitive bidding procedure.

3. Continued austerity in the Capital Expenditures area via the use of rental versus purchase. Remodel and repair of specific items in lieu of new purchases.

4. Increased emphasis and participation in State Contract Collective Purchasing or consortium group purchasing whenever applicable and in the best interests of the Town of Chelmsford.

Respectfully submitted,

Chris Alexion  
Purchasing Agent

**TOWN PLANNER**

The position of Town Planner was established by the Board of Selectmen in September of 1974 and is funded through the Comprehensive Employment and Training Act. The basic function of the position is to assist in providing sound comprehensive planning for the Town of Chelmsford.

Nineteen seventy-six saw the approval by the Department of Housing and Urban Development of the Town's request for funds to rehabilitate a town-owned structure for use as a Senior Citizen Drop-In Center. All required clearances have been obtained and construction will begin early this Spring with completion slated for the Summer of 1977.

A study dealing with the problem of street acceptance was submitted to the Selectmen. This study analyzed the present procedures for street acceptance, specifically those not under the control of the Planning Board or covered by the Town's Subdivision Control Law. The recommendations presented within this report will hopefully form the basis of a long term program designed to systematically alleviate this intricate and reoccurring problem.

Central Square was the topic of much discussion over the past year. Traffic congestion, inadequate parking and aesthetic deterioration have all combined to produce an undesirable condition to which all must agree that something must be done to remedy the situation. A local bank has taken the initiative, with the purchase of the former Fiske Property to provide additional parking for the Central Square users. This office has prepared a proposal for the re-development of Central Square beginning with a feasibility study which will include the amount of investment and re-investment required, funding alternatives and the methods of administrative control for such an undertaking. This proposal is presently being considered by the New England Regional Commission for funding.

The Sidewalk Program is continuing, with Graniteville Road and Concord Road being slated for construction during the coming year. The Engineering and Design portion of the project continues to be provided at no cost to the Town by the Middlesex County Engineering Department.

Routine duties for the year have included detailed review of all Federal and State "Grant-in-aid" programs

for which the town may be eligible to participate, and review of all legislation passed by the Congress or the State Legislature which could influence the growth, development, or quality of life within the Town of Chelmsford.

A close working relationship has been maintained between this office and various Federal, State and local agencies such as the Office of State Planning, the Depart-

ment of Community Affairs, and the Northern Middlesex Area Commission. An effort has also been made to increase cooperation between local Boards, Commissions, and Committees thus avoiding duplication of effort in areas of common concern.

Respectfully submitted,

Robert W. Flynn  
Town Planner

## INSURANCE SINKING FUND COMMISSION

January 1, 1976 - June 30, 1976\*

| Account                   | Balance<br>1/1/76 | Savings<br>Interest | Cert.<br>Interest | Bond<br>Interest | Transfer<br>In | Withdrawal | Balance    |
|---------------------------|-------------------|---------------------|-------------------|------------------|----------------|------------|------------|
| Central Savings 147157    | 3,759.93          | 111.21              |                   |                  |                |            | 3,871.14   |
| Central Savings 174894    | 28,594.89         | 800.31              |                   |                  | 1,581.20       | 2,732.21   | 28,244.19  |
| Central Savings 700148    | 20,000.00         |                     | **                |                  |                |            | 20,000.00  |
| Charlestown Sav. 74500809 | 3,000.00          |                     | **                |                  |                |            | 3,000.00   |
| 10M Pub. Ser. N.H.        | 10,312.50         |                     |                   | 306.25           |                |            | 10,312.50  |
| 10M N.W. Bell Tel.        | 9,787.50          |                     |                   | 312.50           |                |            | 9,787.50   |
| 10M Hartford Elec.        | 9,950.00          |                     |                   | 325.00           |                |            | 9,950.00   |
| 10M Mich. Bell Tel.       | 9,987.50          |                     |                   | 318.75           |                |            | 9,987.50   |
| 10M So. Cal. Edison       | 9,987.50          |                     |                   | 318.70           |                |            | 9,987.50   |
| Total                     | 105,379.82        | 911.52              | ---               | 1,581.20         | 1,581.20       | 2,732.21   | 105,140.33 |

\*Fiscal year changed from December to June to conform with town fiscal year.

\*\*Payable in December

Approved:

Raymond L. Reynolds  
Kenton Wells  
Lillian Stott, Commissioners

## CRYSTAL LAKE RESTORATION COMMITTEE

Edmund Polubinski, Chairman  
Peter Dulchinos  
Thomas E. Firth, Jr.  
Robert G. Gagnon  
Paul C. Hart  
John J. Kenney  
Robert C. McManimon  
Haworth C. Nield  
Thomas A. Palmer

On December 8, 1975, a contract in the amount of six hundred forty four thousand eight hundred thirty three dollars (\$644,833.00) was awarded to M. DeMatteo Construction Company of Quincy, Mass., for the restoration of Crystal Lake. Work commenced in early spring and at long last the end of the project was in sight. The projected completion date of September 30, 1976, was not met due in part to an unforeseen delay in obtaining specially treated timbers in the construction of the inlet and outlet gates.

An extension of time was granted to and including November first. However, work still was not completed on the last day of the extension. DeMatteo Construction Company was notified that a penalty of two hundred dollars (\$200.00) per day would be assessed from November 2, 1976, until work was completed.

On December 8, 1976, we were informed by DeMatteo that the project was completed. This was confirmed by FAY, SPOFFORD AND THORNDIKE, Project Engineers, on December 9, 1976.

We are now awaiting word from the Commonwealth of Mass., Department of Public Works, Division of Waterways, that the work performed on the restoration meets with their approval. Upon receipt of this information, the inlet gate can be opened and water will once again flow into the lake bed. Hopefully by the time you read this report, the lake will be partially filled.

We would at this time like to express our sincere gratitude and appreciation to our representative to the Great and General Court, State and U.S. Government Employees, Chelmsford Board of Selectmen and all interested people who in any way helped make the Restoration of Crystal Lake possible.

Respectfully submitted,

Edmund Polubinski  
Chairman

## CATV ADVISORY COMMITTEE

During 1976, the CATV Advisory Committee slowed its activities and met only three times to evaluate changes in industry patterns and to examine new technical developments appearing in trade journals.

This low activity was occasioned by a basic lack of interest by industry groups in bringing cable to Chelmsford. There is little or no apparent demand and the population density does not, as yet, warrant the advertising needed to create a market.

Richard Arcand  
President

### TOWN TREASURER

|                           |                 |
|---------------------------|-----------------|
| Balance July 1, 1975      | \$ 4,096,992.89 |
| Receipts to June 30, 1976 | 43,774,735.36   |
|                           | <hr/>           |
| Paid out on Warrants      | \$47,871,728.36 |
|                           | 46,119,677.24   |
|                           | <hr/>           |
| Revenue Invested          | \$ 1,752,051.01 |
|                           | 1,650,000.00    |
| Balance June 30, 1976     | <hr/>           |
|                           | \$ 3,402,051.01 |
|                           | <hr/>           |

### TAX COLLECTOR

|                              |              |
|------------------------------|--------------|
| Levy of 1971:                |              |
| Excise                       | \$ 115.40    |
| Levy of 1972:                |              |
| Excise                       | \$ 35,702.65 |
| Personal Property            | 0            |
| Real Estate                  | 0            |
| Levy of 1973:                |              |
| Excise                       | \$ 54,816.11 |
| (1973&1974)Personal Property | 7,460.18     |
| (1973&1974)Real Estate       | 728.88       |
| Levy of 1974:                |              |
| Excise                       | \$ 54,754.71 |
| Levy of 1975:                |              |
| Excise                       | \$ 75,158.99 |
| Personal Property            | 9,285.88     |
| Real Estate                  | 30,322.92    |
| Levy of 1976:                |              |
| Excise                       | \$379,339.07 |
| Personal Property            | 15,768.74    |
| Real Estate                  | 284,876.92   |

### TOWN ACCOUNTANT

#### BALANCE SHEET — JUNE 30, 1976

|                          |                |
|--------------------------|----------------|
| ASSETS                   |                |
| Cash:                    |                |
| General:                 |                |
| In Banks                 | \$1,302,199.99 |
| Invested:                |                |
| Certificates of Deposit  | 1,650,000.00   |
|                          | <hr/>          |
|                          | \$2,952,199.99 |
| Federal Revenue Sharing: |                |
| In Banks                 | 88,030.08      |
| Accounts Receivable:     |                |
| Taxes:                   |                |
| Levy of 1973-74          | 7,460.18       |
| Personal Property        | 728.88         |
| Real Estate              |                |

|                                |              |                |
|--------------------------------|--------------|----------------|
| Levy of 1975                   |              |                |
| Personal Property              | 9,285.88     |                |
| Real Estate                    | 30,322.92    |                |
| Levy of 1976                   |              |                |
| Personal Property              | 15,768.74    |                |
| Real Estate                    | 284,876.92   |                |
|                                |              | 348,438.52     |
| Motor Vehicle Excise:          |              |                |
| Levy of 1971                   | 115.40       |                |
| Levy of 1972                   | 35,702.65    |                |
| Levy of 1973                   | 54,816.11    |                |
| Levy of 1974                   | 54,754.71    |                |
| Levy of 1975                   | 75,158.99    |                |
| Levy of 1976                   | 379,339.07   |                |
|                                |              | 599,886.93     |
| Farm Excise:                   |              |                |
| Levy of 1975                   | 123.50       |                |
| Levy of 1976                   | 188.75       |                |
|                                |              | 312.25         |
| Special Taxes:                 |              |                |
| Taxes in Litigation            |              | 9,903.82       |
| Tax Titles & Possessions:      |              |                |
| Tax Titles                     | 44,095.35    |                |
| Tax Possessions                | 10,469.17    | 54,564.52      |
| Departmental:                  |              |                |
| Off Duty Work Details          | 4,260.02     |                |
| Public Buildings               | 825.00       |                |
| Highway                        | 470.00       |                |
| Cemetery                       | 1,938.50     | 7,493.52       |
| Water Districts:               |              |                |
| Liens Added to Taxes           |              | 68.00          |
| Levy of 1976                   |              |                |
| Aid to Highways:               |              |                |
| State                          | 178,264.67   |                |
| County                         | 21,874.33    |                |
|                                |              | 200,139.00     |
| Loans Authorized:              |              |                |
| Sewer                          | 1,280,000.00 |                |
| High School                    | 540,000.00   |                |
| Crystal Lake                   | 950,000.00   |                |
|                                |              | 2,770,000.00   |
| Transfers Authorized From:     |              |                |
| Stabilization Fund             |              | 53,263.00      |
| Federal Revenue Sharing Funds: |              |                |
| Public Law #92-512             |              | 65,401.67      |
| Underestimated Assessments:    |              |                |
| State Recreation Areas         |              | 1,319.22       |
| Air Pollution Control          |              | 67.82          |
|                                |              | <hr/>          |
|                                |              | \$7,151,088.34 |
|                                |              | <hr/>          |

#### LIABILITIES AND RESERVES

|                                  |            |               |
|----------------------------------|------------|---------------|
| Temporary Loans:                 |            |               |
| In Anticipation of Serial Loans  |            | \$ 200,000.00 |
| Payroll Deductions:              |            | 147,188.79    |
| Guarantee Deposits:              |            |               |
| Planning Board                   | 4,110.00   |               |
| Conservation Comm.               | 2,000.00   |               |
|                                  |            | 6,110.00      |
| Agency:                          |            |               |
| State-Registration Fees          | 150.00     |               |
| County-Sale of Dogs              | 45.00      |               |
| County-Dog Licenses              | 3,443.15   |               |
| Recording Fees                   | 117.00     |               |
| Water District-Liens 1976        | 68.00      |               |
|                                  |            | 3,823.15      |
| Tailings:                        |            |               |
| Unclaimed Checks                 |            | 2,555.78      |
| Gifts and Bequests:              |            |               |
| Historical Commission            |            | 25.00         |
| Trust and Investment Fund Income |            |               |
| Conservation-Wright              |            | 2,172.08      |
| Federal Grants:                  |            |               |
| Public Law #81-874               | 178,960.01 |               |
| Public Law #92-512               | 88,030.08  |               |

|                                      |            |              |                            |           |                       |
|--------------------------------------|------------|--------------|----------------------------|-----------|-----------------------|
| Public Law #89-10 Title II           | 6,378.35   |              | Overestimated Assessments: |           |                       |
| Public Law #89-10 Title III          | 82,556.44  |              | County Tax                 | 70,924.32 |                       |
| Merrimack Education Council          | 159,086.08 |              | Special Education          | 8,491.00  |                       |
| Title I                              | 5,926.39   |              | Mosquito Control           | 492.82    |                       |
| Title IV                             | 17,221.93  |              |                            |           | 79,908.14             |
|                                      |            | 538,259.28   |                            |           |                       |
| Revolving Funds:                     |            |              | Surplus Revenue Encumbered |           | 989,743.00            |
| School Lunch                         | 40,596.67  |              | Surplus Revenue            |           | 381,162.67            |
| School Athletics                     | 4,283.42   |              |                            |           |                       |
|                                      |            | 44,880.09    |                            |           | <u>\$7,151,088.34</u> |
| Appropriation Balances Forward       |            | 643,675.84   |                            |           |                       |
| Special Project Balances Forward     |            | 301,293.73   |                            |           |                       |
| Premium on Bond Issue                |            | 439.20       |                            |           |                       |
| Loans Authorized and Unissued        |            | 2,570,000.00 |                            |           |                       |
| Appropriation Authorized From:       |            |              |                            |           |                       |
| Stabilization Fund                   |            |              |                            |           |                       |
| Purchase 1000 Gallon Pumper          |            | 53,263.00    |                            |           |                       |
| Federal Revenue Sharing Funds        |            |              |                            |           |                       |
| Public Law #92-512                   |            |              |                            |           |                       |
| Sidewalks                            | 12,601.67  |              |                            |           |                       |
| Acton Rd. Sidewalks                  | 52,800.00  |              |                            |           |                       |
|                                      |            | 65,401.67    |                            |           |                       |
| Sale of Real Estate                  |            | 3,999.87     |                            |           |                       |
| Sale of Cemetery Lots                |            | 13,247.50    |                            |           |                       |
| Receipts Reserved for Appropriation: |            |              |                            |           |                       |
| Road Machinery Fund                  | 2,841.60   |              |                            |           |                       |
| State Aid to Libraries               | 12,574.50  |              |                            |           |                       |
| Highways Chapter 825 Sec. I          | 86,849.06  |              |                            |           |                       |
|                                      |            | 102,265.16   |                            |           |                       |
| Reserve Fund - Overlay Surplus       |            | 5,586.39     |                            |           |                       |
| Overlays Reserved for Abatements:    |            |              |                            |           |                       |
| Levy of 1972                         | 13,902.63  |              |                            |           |                       |
| Levy of 1973-74                      | 30,407.26  |              |                            |           |                       |
| Levy of 1975                         | 72,176.99  |              |                            |           |                       |
| Levy of 1976                         | 7,301.08   |              |                            |           |                       |
|                                      |            | 123,787.96   |                            |           |                       |
| Revenue Reserved until Collected:    |            |              |                            |           |                       |
| Motor Vehicle Excise                 | 599,886.93 |              |                            |           |                       |
| Farm Excise                          | 312.25     |              |                            |           |                       |
| Special Tax                          | 9,903.82   |              |                            |           |                       |
| Tax Title & Possessions              | 54,564.52  |              |                            |           |                       |
| Departmental                         | 7,493.52   |              |                            |           |                       |
| Aid to Highways                      | 200,139.00 |              |                            |           |                       |
|                                      |            | 872,300.04   |                            |           |                       |

NON-REVENUE ACCOUNTS

|               |                     |
|---------------|---------------------|
| Cash in Banks | \$361,820.94        |
|               | <u>\$361,820.94</u> |

Appropriation Balances:

|                             |                     |
|-----------------------------|---------------------|
| Highway Garage Construction | \$ 122.54           |
| School Construction         | 290,018.51          |
| Cemetery Equipment          | 6.82                |
| Crystal Lake Restoration    | 71,673.07           |
|                             | <u>\$361,820.94</u> |

DEBT ACCOUNTS

|                           |                        |  |
|---------------------------|------------------------|--|
| Net Funded or Fixed Debt: |                        |  |
| Inside Debt Limit:        |                        |  |
| General                   | \$ 75,000.00           |  |
| Outside Debt Limit:       |                        |  |
| General                   | 11,640,000.00          |  |
|                           | <u>\$11,715,000.00</u> |  |
| Serial Loans:             |                        |  |
| Inside Debt Limit:        |                        |  |
| General:                  |                        |  |
| School                    | \$ 75,000.00           |  |
| Outside Debt Limit:       |                        |  |
| General:                  |                        |  |
| School                    | 11,640,000.00          |  |
|                           | <u>\$11,715,000.00</u> |  |

DEBT STATEMENT

| Bond Issue                  | Interest Rate | Outstanding 6-30-75 | Payment 1976     | Outstanding 6-30-76 | Principal Due 1977 | Interest       |
|-----------------------------|---------------|---------------------|------------------|---------------------|--------------------|----------------|
| High School Issue #1        | 3.50          | 100,000             | 50,000           | 50,000              | 50,000             | 1,750          |
| High School Issue #2        | 3.20          | 255,000             | 85,000           | 170,000             | 85,000             | 5,440          |
| South Row School            | 3.50          | 270,000             | 45,000           | 225,000             | 45,000             | 7,875          |
| 1972 High School #1         | 4.90          |                     |                  | 1,200,000           | 240,000            | 58,800         |
| 1972 High School #2         | 4.40          | 6,800,000           | 850,000          | 5,950,000           | 850,000            | 243,100        |
| Junior High School          | 3.25          | 965,000             | 110,000          | 855,000             | 110,000            | 27,788         |
| Westland-Harrington Schools | 4.30          | 1,980,000           | 160,000          | 1,820,000           | 160,000            | 78,260         |
| Byam School                 | 6.00          | 1,550,000           | 105,000          | 1,445,000           | 105,000            | 83,550         |
| Total                       |               | <u>11,920,000</u>   | <u>1,405,000</u> | <u>11,715,000</u>   | <u>1,645,000</u>   | <u>506,563</u> |



TRUST AND INVESTMENT ACCOUNTS

|  | Balance<br>6-30-75 | New Funds<br>& Income | Withdrawals      | Balance<br>6-30-76 |
|--|--------------------|-----------------------|------------------|--------------------|
| Custody of Library Trustees:                                 |                    |                       |                  |                    |
| Amos F. Adams  | 19,018.39          | 976.80                | 35.85            | 19,959.34          |
| George W. Barris   | 1,827.91           | 341.32                | 395.00           | 1,774.23           |
| Frances Clark  | 1,005.42           | 54.96                 |                  | 1,060.38           |
| Clement Fund   | 13,867.56          | 965.49                |                  | 14,833.05          |
| Albert H. Davis  | 678.13             | 37.05                 |                  | 715.18             |
| Frederick B. Edwards   | 10,706.53          | 576.10                |                  | 11,282.63          |
| Nathan B. Edwards  | 684.02             | 36.82                 |                  | 720.84             |
| Victor E. Edwards  | 2,051.84           | 112.15                |                  | 2,163.99           |
| Adams Emerson  | 138.26             | 7.43                  |                  | 145.69             |
| Flint Fund   | 3,277.52           | 174.31                | 56.00            | 3,395.83           |
| George Memorial  | 1,891.07           | 101.74                |                  | 1,992.81           |
| Thomas P. Proctor  | 7,232.95           | 375.60                |                  | 7,608.55           |
| Salina G. Richardson   | 369.19             | 19.86                 |                  | 389.05             |
| Joseph E. Warren   | 1,095.29           | 58.93                 |                  | 1,154.22           |
| Gertrude Wright  | 567.12             | 28.69                 |                  | 595.81             |
| Aaron George (Cemetery)                                      | 1,615.55           | 86.93                 |                  | 1,702.48           |
| Custody of Treasurer:  |                    |                       |                  |                    |
| Barris-Varney Playground                                     | 1,535.76           | 332.21                |                  | 1,867.97           |
| Barris Memorial-Cemetery                                     | 3,595.53           | 4,438.01              |                  | 8,033.54           |
| Barris Fence Fund-Cemetery                                   | 128.28             | 6.56                  |                  | 134.84             |
| Perpetual Care-Cemetery                                      | 202,691.37         | 39,569.34             | 20,000.00        | 222,260.71         |
| Adams Emerson  | 514.24             | 27.68                 |                  | 541.92             |
| Conservation Fund  | 117,480.97         | 6,797.31              | 17,000.00        | 107,278.28         |
| Stabilization Fund   | 77,788.89          | 29,993.31             |                  | 107,782.20         |
| Custody of Selectmen:  |                    |                       |                  |                    |
| Emma Gay-Varney Playground                                   | 391.39             | 24.83                 |                  | 416.22             |
| Custody of Sinking Fund Commission:                          |                    |                       |                  |                    |
| Sinking Fund   | 101,717.84         | 6,154.70              | 2,732.21         | 105,140.33         |
| Custody of Veteran's Emergency Fund Committee:               |                    |                       |                  |                    |
| Veteran's Emergency Fund                                     | 6,370.74           | 342.10                | 205.42           | 6,507.42           |
| Totals   | <u>578,241.76</u>  | <u>91,640.23</u>      | <u>40,424.48</u> | <u>629,457.51</u>  |
| Custody of Treasurer:  |                    |                       |                  |                    |
| Educational Collaborative Board<br>Fund GL Chap. 40 Sec. 4-E |                    | <u>37,296.11</u>      | <u>13,457.00</u> | <u>23,839.11</u>   |

DISBURSEMENTS

|                               | 1975              | 1976              |
|-------------------------------|-------------------|-------------------|
| General Government:           |                   |                   |
| Moderator                     | 300.00            | 300.00            |
| Selectmen                     | 47,767.72         | 49,350.93         |
| Accounting                    | 35,116.71         | 45,725.84         |
| Treasurer & Collector         | 83,565.03         | 88,251.59         |
| Assessors                     | 57,980.61         | 63,924.89         |
| Town Clerk                    | 38,348.11         | 36,676.70         |
| Public Buildings              | 35,815.78         | 27,887.08         |
| Law                           | 17,434.58         | 18,035.37         |
| Elections                     | 13,599.42         | 13,235.90         |
| Registrars                    | 11,151.50         | 14,320.95         |
| Finance Committee             | 1,413.58          | 1,404.23          |
| Planning Board                | 13,887.28         | 6,701.55          |
| Board of Appeals              | 3,010.96          | 3,561.80          |
| Personnel Board               | 359.55            | 584.40            |
| Town Forest Com.              | 40.00             | 104.00            |
| Conservation Commission       | 12,786.77         | 16,341.93         |
| Historical Commission         | 747.53            | 896.08            |
| Historic District Committee   |                   | 395.12            |
| Constable                     | 144.00            | 72.00             |
| Home Rule Advisory Com.       | 209.53            | 206.75            |
| Council on Aging              | 6,551.94          | 8,606.29          |
| Council on Aging-Van Purchase | 5,150.00          |                   |
| Town Celebrations Com.        | 2,993.22          | 4,309.31          |
| Bicentennial Celebration Com. | 8,061.64          | 11,800.84         |
| C. A. T. V. Committee         | 149.31            | 34.52             |
| Youth Center                  | 15,667.68         | 24,211.70         |
| Town Aide                     | 5,312.89          | 8,504.89          |
| Total General Government      | <u>417,565.34</u> | <u>445,444.66</u> |

Public Safety:

|                                |                   |  |                     |
|--------------------------------|-------------------|--|---------------------|
| Police Department              |                   |  |                     |
| Salaries                       | 765,857.05        |  | 883,749.29          |
| Expense & Outlay               | 70,615.69         |  | 83,080.85           |
| Purchase Cruisers              | 22,942.00         |  | 21,996.00           |
| Total Police Department        | <u>859,414.74</u> |  | <u>988,826.14</u>   |
| Fire Department                |                   |  |                     |
| Salaries                       | 808,629.99        |  | 904,347.15          |
| Expense & Outlay               | 45,663.37         |  | 48,219.49           |
| East Station Construction      |                   |  | 66,809.35           |
| Total Fire Department          | <u>854,293.36</u> |  | <u>1,019,375.99</u> |
| Miscellaneous Protection       |                   |  |                     |
| Hydrant Service                | 50,860.00         |  | 51,340.00           |
| Tree Warden                    | 10,237.55         |  | 13,833.25           |
| Building Inspector             | 18,513.56         |  | 20,605.72           |
| Wire Inspector                 | 2,968.00          |  | 5,807.53            |
| Gas Inspector                  | 1,920.00          |  | 3,117.19            |
| Oog Officer                    | 12,806.44         |  | 15,074.93           |
| Animal Inspector               | 1,050.00          |  | 1,100.00            |
| Sealer of Weights & Measures   | 2,077.65          |  | 2,895.20            |
| Civilian Defense               | 6,481.95          |  | 6,381.37            |
| Police Outside Detail          | 75,226.75         |  | 111,960.05          |
| Insect Pest Control            |                   |  | 15,017.95           |
| Total Miscellaneous Protection | <u>182,141.90</u> |  | <u>247,133.19</u>   |
| Public Health:                 |                   |  |                     |
| Salaries & Expenses            | 33,252.91         |  | 35,859.79           |

|                                   |                      |                      |
|-----------------------------------|----------------------|----------------------|
| Sewer Commission:                 |                      |                      |
| Expenses                          | 513.22               | 507.60               |
| Engineering Service               |                      | 11,700.00            |
| <b>Total Sewer Commission</b>     | <b>513.22</b>        | <b>12,207.60</b>     |
| <b>Highway Department:</b>        |                      |                      |
| Salaries                          | 269,945.49           | 290,727.14           |
| Utilities                         | 29,590.92            | 35,641.02            |
| Street Signs                      | 2,769.86             | 2,283.87             |
| Materials                         | 70,512.96            | 77,824.86            |
| Misc. Equipment                   | 1,449.01             | 1,495.76             |
| Machinery Hire                    | 768.00               | 5,801.00             |
| Waste Collection                  | 321,544.24           | 370,634.20           |
| Machinery Repairs                 | 21,476.26            | 31,237.18            |
| Snow & Ice                        | 144,425.79           | 203,631.81           |
| Construction                      | 39,653.01            | 47,639.77            |
| Chap. 90 Maint. & Const.          | 74,720.68            | 78,632.02            |
| Sidewalks                         | 18,547.78            | 1,508.06             |
| Equipment Purchase                | 35,801.00            | 81,425.37            |
| Maint. of Garage                  | 905.73               | 1,186.65             |
| Clean Up Days                     | 9,739.93             | 9,549.13             |
| Engineer Fees                     | 4,440.00             | 9,621.75             |
| Outlays-Radio                     | 942.24               |                      |
| Gas Tank Installation             |                      | 16,390.00            |
| <b>Total Highway Department</b>   | <b>1,047,232.90</b>  | <b>1,265,229.59</b>  |
| <b>Street Lighting</b>            | <b>54,929.33</b>     | <b>54,559.87</b>     |
| <b>Veterans' Benefits:</b>        |                      |                      |
| Salaries & Expenses               | 9,695.03             | 11,012.72            |
| Cash & Material Grants            | 117,400.80           | 78,542.67            |
| <b>Total Veterans' Benefits</b>   | <b>127,095.83</b>    | <b>89,555.39</b>     |
| <b>Schools:</b>                   |                      |                      |
| School Committee                  | 21,241.94            | 32,449.83            |
| Supt. Office                      | 195,027.46           | 234,905.94           |
| Supervision                       | 171,338.48           | 189,900.11           |
| Principals                        | 587,211.16           | 578,435.40           |
| Teachers                          | 6,596,361.32         | 7,521,328.82         |
| Textbooks                         | 121,851.64           | 132,721.13           |
| Library                           | 213,228.28           | 271,716.45           |
| Audio-Visual                      | 122,547.46           | 132,944.54           |
| Guidance                          | 268,737.82           | 315,645.52           |
| Psychological Service             | 16,358.50            |                      |
| School Attendance                 | 14,707.60            | 15,569.09            |
| Health Service                    | 72,225.26            | 75,841.05            |
| Transportation                    | 743,413.55           | 789,972.65           |
| Food Service                      | 27,007.81            | 66,243.38            |
| Athletic Program                  | 72,613.34            | 107,892.62           |
| Student Activities                | 36,076.27            | 35,347.23            |
| Driver Education                  | 3,060.00             | 840.00               |
| Health Education                  | 38,742.60            | 46,792.75            |
| Custodial                         | 525,556.53           | 564,068.67           |
| Utilities                         | 474,310.33           | 511,944.85           |
| Maint. of Grounds                 | 17,533.27            | 29,611.83            |
| Maint. of Buildings               | 35,860.19            | 77,787.65            |
| Maint. of Equipment               | 34,311.44            | 54,433.60            |
| Adult Education                   | 12,910.31            | 15,834.27            |
| Civic Activities                  | 19,942.63            | 22,712.27            |
| Programs with other Schools       | 9,617.10             | 7,711.50             |
| Work Study Program                | 15,616.52            | 16,024.78            |
| Moving                            | 12,979.35            |                      |
| <b>Total School Department</b>    | <b>10,480,388.16</b> | <b>11,848,675.93</b> |
| <b>School Revolving Funds:</b>    |                      |                      |
| Cafeteria                         | 568,530.11           | 596,465.13           |
| Athletics                         | 26,899.74            | 11,160.13            |
| M. E. C. Fund                     | 306,005.95           | 519,302.27           |
| Title I                           |                      | 81,605.21            |
| Title II                          | 11,970.22            | 9,325.68             |
| Title III                         | 108,432.78           | 87,767.81            |
| Educational Collab. Fund          |                      | 36,654.90            |
| Title IV                          |                      | 6,325.62             |
| <b>Total Revolving Funds</b>      | <b>1,021,838.80</b>  | <b>1,348,606.75</b>  |
| <b>Regional Vocational School</b> | <b>472,869.00</b>    | <b>339,375.34</b>    |

|                                  |                   |                   |
|----------------------------------|-------------------|-------------------|
| School Building Committee        | 972.85            | 537.60            |
| <b>Libraries:</b>                |                   |                   |
| Salaries                         | 114,430.30        | 120,093.32        |
| Repairs & Maint.                 | 4,534.86          | 4,241.61          |
| Fuel, Light & Water              | 8,148.57          | 9,605.40          |
| Books & Periodicals              | 31,399.83         | 43,635.16         |
| Other Expense                    | 7,086.40          | 7,447.96          |
| Outlays                          | 1,739.88          | 3,379.85          |
| Special Account                  | 9,220.00          |                   |
| Library Addition                 | 76,630.00         | 20,489.50         |
| <b>Total Libraries</b>           | <b>253,189.84</b> | <b>208,892.80</b> |
| <b>Recreation:</b>               |                   |                   |
| Parks                            | 25,026.67         | 24,690.13         |
| Varney Playground                | 10,116.29         | 6,963.92          |
| Recreation Commission            | 91,153.33         | 107,141.52        |
| Edwards Beach                    | 499.57            |                   |
| Park Dept-New Building           | 24,993.30         |                   |
| East School                      |                   | 4,088.47          |
| Recreation Facilities Planning   |                   | 50.80             |
| <b>Total Recreation</b>          | <b>151,789.16</b> | <b>142,934.84</b> |
| <b>Insurance:</b>                |                   |                   |
| Property & Liability             | 124,246.04        | 148,466.90        |
| Group Insurance                  | 139,237.29        | 228,860.33        |
| <b>Total Insurance</b>           | <b>263,483.33</b> | <b>377,327.23</b> |
| <b>Unclassified:</b>             |                   |                   |
| Memorial Day                     | 1,500.00          | 1,481.95          |
| Town Clock                       | 222.53            | 494.45            |
| Ambulance Service                | 9,000.00          | 9,999.96          |
| Town & Finance Reports           | 6,327.32          | 4,679.68          |
| Unpaid Bills-Previous Years      |                   | 2,608.07          |
| Regional Drug Program            | 18,860.00         | 23,574.96         |
| Crystal Lake Reconstruction      | 42,905.81         | 139,119.25        |
| Mental Health Program            | 5,217.00          | 8,695.00          |
| Liquid Waste Disposal            | 3,519.54          | 600.00            |
| Police Station Addition          | 42,251.45         |                   |
| Roberts Playground-Site Work     | 6,732.72          | 10,373.46         |
| Fire Station Bldg. Com.          | 1,432.00          |                   |
| Update Town History              | 800.00            |                   |
| Merrimack Valley Home Center     | 1,800.00          | 1,800.00          |
| Library Addition Com.            | 1,874.65          | 6,175.35          |
| Central Sq. Eng. Fees            | 10,632.47         | 1,270.24          |
| Land Purchase-Warren             | 15,000.00         |                   |
| Tennis Courts-South Row          | 27,000.00         |                   |
| Water Dist. Consolidation Com.   | 11,484.62         | 6,403.50          |
| School Traffic Signals           | 37,309.00         |                   |
| Police Mutual Aid                | 300.00            | 1,497.85          |
| Land Purchase-Conservation       | 50,000.00         | 195,000.00        |
| Reconstruct Crooked Spring Dam   | 17,100.00         |                   |
| Purchase Emerson Property        |                   | 100,000.00        |
| Restore Little Red Schoolhouse   |                   | 6,000.00          |
| Water Main Install. Garrison Rd. |                   | 14,415.76         |
| Wetlands Aerial Mapping          |                   | 5,000.00          |
| Bus Trans. Subsidy               | 25,554.90         | 30,283.28         |
| N. M. A. C. Assessment           |                   | 8,592.00          |
| Glass Recycling                  |                   | 1,333.53          |
| <b>Total Unclassified</b>        | <b>336,824.01</b> | <b>579,398.29</b> |
| <b>Cemeteries:</b>               |                   |                   |
| Salaries                         | 40,355.04         | 46,077.05         |
| Interments                       | 4,325.24          | 4,500.00          |
| Labor for Lot Owners             | 644.40            | 700.00            |
| Repairs, Expense & Outlays       | 9,656.58          | 10,370.10         |
| Hot Top Roads                    | 6,950.00          | 7,420.00          |
| Restore Old Cemeteries           | 644.40            | 797.04            |
| Beautification                   | 7,103.39          | 6,260.10          |
| Garage Construction              |                   | 25,000.00         |
| Purchase New Truck               |                   | 6,047.00          |
| <b>Total Cemetery Department</b> | <b>69,679.05</b>  | <b>107,171.29</b> |

|                                  |                     |                     |   |                     |                     |
|----------------------------------|---------------------|---------------------|---|---------------------|---------------------|
| Agency, Trust & Investment:      |                     |                     | Aid to Industrial Schools                 | 2,860.00            | 21,564.00           |
| State & County Share             | 10,090.02           | 7,180.75            | Tuition & Transp. State Wards             | 12,078.00           | 12,078.00           |
| Fees & Licenses                  |                     |                     | School Transportation Aid                 | 1,164,531.44        | 960,783.18          |
| Payroll Deductions               | 3,110,459.93        | 3,830,368.94        | Aid to Public Libraries                   | 11,787.00           | 11,787.00           |
| Retirement-Pension Expense       | 240,250.61          | 305,681.84          | Highway-Chapter 90                        | 27,608.04           | 25,193.24           |
| State & County Assessments       | 807,648.29          | 658,020.33          | Highway-Chapter 91                        | 71,317.79           | 159,098.35          |
| Cemetery Care Bequests & Int.    | 12,056.56           | 29,058.19           | Highway-Chapter 825                       |                     | 229,166.59          |
| Tax Levy Refunds                 | 86,822.08           | 76,861.65           | Lottery Distribution                      | 211,023.26          | 194,146.19          |
| Performance Bonds                | 2,710.00            | 1,420.00            | Veterans' Benefits                        | 44,556.88           | 48,071.51           |
| Trust Funds Invested             | 20,250.00           | 25,000.00           | EEA Reimbursement                         | 76.69               |                     |
| From Misc. Trust Funds           | 5,315.12            | 5,749.91            | Conservation Grant                        | 11,000.00           |                     |
| Water Districts-Liens            |                     | 2,791.75            | Title I                                   |                     | 97,363.00           |
|                                  |                     |                     | Title IV                                  |                     | 23,547.55           |
|                                  |                     |                     | Title VI                                  |                     | 60,000.00           |
| Total Agency, Trust & Investment | <u>4,295,602.61</u> | <u>4,942,133.36</u> | Total Grants From State                   | <u>2,818,779.22</u> | <u>3,309,178.32</u> |
| Interest - Loans:                |                     |                     | Departmental Receipts                     |                     |                     |
| Anticipation of Bond Issue       | 11,603.45           | 46,506.73           | Selectmen                                 | 700.55              | 1,476.70            |
| Bonded Debt                      | 568,332.50          | 507,962.50          | Treasurer/Collector                       | 2,788.65            | 5,014.15            |
|                                  |                     |                     | Town Clerk                                | 382.10              | 710.20              |
| Total Interest                   | <u>579,935.95</u>   | <u>554,469.23</u>   | Assessors                                 |                     | 15.00               |
| Principal - Loans:               |                     |                     | Police Department                         | 9,694.02            | 5,717.26            |
| Maturing Bond Debt               | 1,410,000.00        | 1,405,000.00        | Public Buildings                          | 1,752.50            | 3,090.00            |
| Anticipation of Bond Issue       |                     | 1,100,000.00        | Highway                                   | 39,057.65           | 7,452.56            |
|                                  |                     |                     | Dog Officer                               | 366.00              | 220.00              |
| Total Principal                  | <u>1,410,000.00</u> | <u>2,505,000.00</u> | Fire Department                           | 19.50               | 376.60              |
| School Construction              | <u>1,800,423.95</u> | <u>599,161.11</u>   | Misc. Departments                         | 14,344.24           | 24,798.40           |
|                                  |                     |                     | Veteran's Department                      |                     | 1,959.70            |
| Total Disbursements              | 24,713,436.24       | 27,711,875.99       | School                                    |                     |                     |
| Cash Bal. on Hand June 30, 1976  | 4,096,992.89        | 3,402,051.01        | Cafeteria-Lunch Sales                     | 430,800.39          | 417,764.20          |
|                                  |                     |                     | Tuition-Rents & Misc.                     | 28,955.21           | 27,304.53           |
| Total                            | 28,810,429.13       | 31,113,927.00       | Athletic Program                          | 15,106.89           | 13,350.88           |
|                                  |                     |                     | Educational Collab. Fund                  |                     | 17,525.00           |
|                                  |                     |                     | M. E. C. Revolving Fund                   | 259,909.49          | 401,966.89          |
|                                  |                     |                     | Library                                   |                     |                     |
|                                  |                     |                     | Fines                                     | 4,416.03            | 5,093.48            |
|                                  |                     |                     | Cemetery                                  |                     |                     |
|                                  |                     |                     | Sale of Lots & Graves                     | 5,150.00            | 5,785.00            |
|                                  |                     |                     | Interments, Labor, Material               |                     |                     |
|                                  |                     |                     | & Use of Equipment                        | 12,315.00           | 9,306.02            |
|                                  |                     |                     | Total Departmental Receipts               | <u>825,758.22</u>   | <u>948,926.57</u>   |
|                                  |                     |                     | Municipal Indebtedness                    |                     |                     |
|                                  |                     |                     | Anticipation of Bond Issue                | 500,000.00          | 800,000.00          |
|                                  |                     |                     | Bond Issue-New High School                |                     | 1,200,000.00        |
|                                  |                     |                     | Premium on Bond Issue                     |                     | 439.20              |
|                                  |                     |                     | Interest                                  |                     |                     |
|                                  |                     |                     | Taxes                                     | 17,536.90           | 25,842.09           |
|                                  |                     |                     | Deposits                                  | 247,907.02          | 82,227.31           |
|                                  |                     |                     | Federal Rev. Sharing                      | 7,969.75            | 10,782.95           |
|                                  |                     |                     | Total From Loans & Interest               | <u>773,413.67</u>   | <u>2,119,291.55</u> |
|                                  |                     |                     | Refunds                                   | <u>20,176.97</u>    | <u>64,860.52</u>    |
|                                  |                     |                     | Agency, Trust & Investment                |                     |                     |
|                                  |                     |                     | Payroll-Withholding                       | 3,279,030.47        | 3,857,451.73        |
|                                  |                     |                     | Tailings                                  | 12,063.28           |                     |
|                                  |                     |                     | Cemetery Perpetual Care Interest          | 5,871.86            | 10,872.89           |
|                                  |                     |                     | Cemetery Perpetual Care Bequests          | 10,000.00           | 12,705.00           |
|                                  |                     |                     | Dog Licenses Due County                   | 8,493.10            | 7,841.30            |
|                                  |                     |                     | Sunday Entertainment Licenses             |                     |                     |
|                                  |                     |                     | Due State                                 | 800.00              | 1,124.00            |
|                                  |                     |                     | Barris Cemetery Fund                      | 1,000.00            | 1,000.00            |
|                                  |                     |                     | Conservation Fund                         | 865.00              | 17,480.00           |
|                                  |                     |                     | Douglas Cemetery Fund                     | 2,985.15            | 3,062.36            |
|                                  |                     |                     | Registry Fees Due State                   | 123.00              | 933.00              |
|                                  |                     |                     | Library Trust Funds                       | 2,480.00            | 486.85              |
|                                  |                     |                     | Barris Varney Playground Fund             | 250.00              | 250.00              |
|                                  |                     |                     | Cash In Lieu of Bonds                     | 500.00              | 4,900.00            |
|                                  |                     |                     | Police Outside Details                    | 73,172.62           | 120,831.52          |
|                                  |                     |                     | Water District Liens                      |                     | 2,791.75            |
|                                  |                     |                     | Veteran's Emergency Fund                  |                     | 455.42              |
|                                  |                     |                     | Total Agency, Trust & Investment Accounts | <u>3,397,634.49</u> | <u>4,042,185.82</u> |
|                                  |                     |                     | Total Receipts                            | 23,372,123.45       | 27,016,934.11       |
|                                  |                     |                     | Cash Bal. on Hand July 1, 1975            | 5,438,305.68        | 4,096,992.89        |
|                                  |                     |                     | Total                                     | 28,810,429.13       | 31,113,927.00       |
| State:                           |                     |                     |   |                     |                     |
| School Building Assistance       | 1,117,244.05        | 1,255,356.02        |   |                     |                     |
| School Cafeteria Aid             | 144,696.07          | 211,023.69          |   |                     |                     |

**TOWN EMPLOYEES SALARIES**

| TOWN EMPLOYEES SALARIES      |             |             | Position | Gross Pay |
|------------------------------|-------------|-------------|----------|-----------|
| Department: Assessors        |             |             | Clerk    | \$ 94.69  |
|                              |             |             | Clerk    | 57.50     |
|                              |             |             | Clerk    | 60.00     |
|                              |             |             | Clerk    | 69.38     |
|                              |             |             | Clerk    | 69.38     |
|                              |             |             | Clerk    | 21.88     |
| Assessor (Chairman)          | \$15,344.28 | \$15,344.28 | Clerk    | 93.12     |
| Assessor (Part Time)         | 3,684.03    | 3,684.03    | Clerk    | 276.46    |
| Assessor (Part Time)         | 366.75      | 366.75      | Clerk    | 85.63     |
| Assessor (Part Time Retired) | 2,906.52    | 2,906.52    | Clerk    | 88.12     |
| Senior Clerk                 | 8,144.11    | 8,144.11    | Clerk    | 73.76     |
| Senior Clerk                 | 8,144.11    | 8,144.11    | Clerk    | 53.75     |
| Senior Clerk                 | 8,144.11    | 8,144.11    | Clerk    | 61.25     |
| Senior Clerk                 | 8,144.11    | 8,144.11    | Clerk    | 89.38     |
| Department: Election         |             |             | Clerk    | 11.25     |
|                              |             |             | Clerk    | 51.87     |
|                              |             |             | Clerk    | 264.85    |
|                              |             |             | Clerk    | 254.85    |
|                              |             |             | Clerk    | 87.51     |
| Clerk                        |             | \$ 63.75    | Clerk    | 85.64     |
| Clerk                        |             | 68.13       | Clerk    | 102.50    |
| Clerk                        |             | 28.75       | Clerk    | 102.51    |
| Clerk                        |             | 255.27      | Clerk    | 244.50    |
| Clerk                        |             | 48.75       | Clerk    | 220.25    |
| Clerk                        |             | 20.00       | Clerk    | 51.25     |
| Clerk                        |             | 80.63       | Clerk    | 227.38    |
| Clerk                        |             | 61.88       | Clerk    | 81.88     |
| Clerk                        |             | 102.19      | Clerk    | 23.13     |
| Clerk                        |             | 267.33      | Clerk    | 75.31     |
| Clerk                        |             | 23.75       | Clerk    | 198.73    |
| Clerk                        |             | 10.00       | Clerk    | 97.51     |
| Clerk                        |             | 43.76       | Clerk    | 220.44    |
| Clerk                        |             | 414.56      | Clerk    | 87.51     |
| Clerk                        |             | 83.76       | Clerk    | 88.13     |
| Clerk                        |             | 83.76       | Clerk    | 87.51     |
| Clerk                        |             | 245.63      | Clerk    | 90.01     |
| Clerk                        |             | 451.74      | Clerk    | 60.00     |
| Clerk                        |             | 76.88       | Clerk    | 138.68    |
| Clerk                        |             | 62.50       | Clerk    | 101.57    |
| Clerk                        |             | 35.63       | Clerk    | 182.62    |
| Clerk                        |             | 86.88       | Clerk    | 114.79    |
| Clerk                        |             | 41.25       | Clerk    | 87.51     |
| Clerk                        |             | 41.25       | Clerk    | 33.75     |
| Clerk                        |             | 256.95      | Clerk    | 214.95    |
| Clerk                        |             | 68.44       | Clerk    | 467.17    |
| Clerk                        |             | 154.08      | Clerk    | 265.16    |
| Clerk                        |             | 22.50       | Clerk    | 50.63     |
| Clerk                        |             | 103.75      | Clerk    | 183.72    |
| Clerk                        |             | 31.25       | Clerk    | 93.12     |
| Clerk                        |             | 50.00       | Clerk    | 21.87     |
| Clerk                        |             | 56.87       | Clerk    | 77.50     |
| Clerk                        |             | 25.00       | Clerk    | 92.50     |
| Clerk                        |             | 10.00       | Clerk    | 110.63    |
| Clerk                        |             | 7.50        | Clerk    | 56.25     |
| Clerk                        |             | 281.90      | Clerk    | 56.25     |
| Clerk                        |             | 256.90      | Clerk    | 242.78    |
| Clerk                        |             | 89.38       | Clerk    | 120.01    |
| Clerk                        |             | 80.63       | Clerk    | 226.86    |
| Clerk                        |             | 90.01       | Clerk    | 90.94     |
| Clerk                        |             | 83.76       | Clerk    | 42.50     |
| Clerk                        |             | 93.13       | Clerk    | 47.63     |
| Clerk                        |             | 246.95      | Clerk    | 80.94     |
| Clerk                        |             | 21.88       | Clerk    | 12.50     |
| Clerk                        |             | 287.87      | Clerk    | 86.87     |
| Clerk                        |             | 103.13      | Clerk    | 40.00     |
| Clerk                        |             | 267.28      | Clerk    | 40.00     |
| Clerk                        |             | 84.69       | Clerk    | 27.50     |
| Clerk                        |             | 70.31       | Clerk    | 81.88     |

| Position | Gross Pay | Position | Gross Pay |
|----------|-----------|----------|-----------|
| Clerk    | \$ 23.75  | Clerk    | \$ 36.25  |
| Clerk    | 261.57    | Clerk    | 17.50     |
| Clerk    | 246.91    | Clerk    | 52.50     |
| Clerk    | 38.75     | Clerk    | 63.75     |
| Clerk    | 95.64     | Clerk    | 61.25     |
| Clerk    | 122.21    | Clerk    | 71.25     |
| Clerk    | 40.62     | Clerk    | 36.25     |
| Clerk    | 21.87     | Clerk    | 21.88     |
| Clerk    | 37.50     | Clerk    | 20.94     |
| Clerk    | 62.81     | Clerk    | 20.94     |
| Clerk    | 112.81    | Clerk    | 20.94     |
| Clerk    | 63.75     | Clerk    | 20.94     |
| Clerk    | 57.19     | Clerk    | 20.94     |
| Clerk    | 75.32     | Clerk    | 20.94     |
| Clerk    | 15.00     | Clerk    | 20.94     |
| Clerk    | 15.00     | Clerk    | 20.94     |
| Clerk    | 25.00     | Clerk    | 19.38     |
| Clerk    | 203.13    | Clerk    | 20.94     |
| Clerk    | 23.75     | Clerk    | 15.00     |
| Clerk    | 23.75     | Clerk    | 15.00     |
| Clerk    | 103.13    | Clerk    | 15.00     |
| Clerk    | 23.75     | Clerk    | 15.00     |
| Clerk    | 10.62     | Clerk    | 15.00     |
| Clerk    | 23.75     | Clerk    | 15.00     |
| Clerk    | 38.75     | Clerk    | 15.00     |
| Clerk    | 12.50     | Clerk    | 15.00     |
| Clerk    | 25.00     | Clerk    | 15.00     |
| Clerk    | 25.00     | Clerk    | 15.00     |
| Clerk    | 83.75     | Clerk    | 23.75     |
| Clerk    | 45.00     | Clerk    | 23.75     |
| Clerk    | 45.00     | Clerk    | 23.75     |
| Clerk    | 13.75     | Clerk    | 23.75     |
| Clerk    | 12.50     | Clerk    | 23.75     |
| Clerk    | 25.00     | Clerk    | 23.75     |
| Clerk    | 32.50     | Clerk    | 23.75     |
| Clerk    | 73.44     | Clerk    | 23.75     |
| Clerk    | 32.50     | Clerk    | 23.75     |
| Clerk    | 82.50     | Clerk    | 13.75     |
| Clerk    | 38.75     | Clerk    | 13.13     |
| Clerk    | 21.75     | Clerk    | 13.75     |
| Clerk    | 8.75      | Clerk    | 13.13     |
| Clerk    | 17.50     | Clerk    | 13.75     |
| Clerk    | 60.63     | Clerk    | 12.50     |
| Clerk    | 58.75     | Clerk    | 35.00     |
| Clerk    | 48.75     | Clerk    | 20.00     |
| Clerk    | 16.25     | Clerk    | 20.00     |
| Clerk    | 31.25     | Clerk    | 20.00     |
| Clerk    | 45.00     | Clerk    | 20.00     |
| Clerk    | 314.25    | Clerk    | 20.00     |
| Clerk    | 193.50    | Clerk    | 20.00     |
| Clerk    | 132.88    | Clerk    | 15.63     |
| Clerk    | 126.00    | Clerk    | 15.63     |
| Clerk    | 59.70     | Clerk    | 15.63     |
| Clerk    | 41.88     | Clerk    | 15.63     |
| Clerk    | 71.88     | Clerk    | 15.63     |
| Clerk    | 21.88     | Clerk    | 15.63     |
| Clerk    | 75.00     | Clerk    | 23.75     |
| Clerk    | 62.50     | Clerk    | 12.50     |
| Clerk    | 25.00     | Clerk    | 13.75     |
| Clerk    | 25.00     | Clerk    | 13.75     |
| Clerk    | 141.26    | Clerk    | 12.50     |
| Clerk    | 61.25     | Clerk    | 12.50     |
| Clerk    | 199.50    | Clerk    | 12.50     |
| Clerk    | 28.75     | Clerk    | 12.50     |
| Clerk    | 76.88     | Clerk    | 12.50     |
| clerk    | 28.75     | Clerk    | 12.50     |
| Clerk    | 58.75     | Clerk    | 12.50     |

| Position | Gross Pay |  |                   |          |          |
|----------|-----------|--|-------------------|----------|----------|
| Clerk    | \$ 12.50  |  | Junior Assistant* | 4,182.90 | 4,182.90 |
| Clerk    | 12.50     |  | Junior Assistant* | 3,743.47 | 3,743.47 |
| Clerk    | 12.50     |  | Junior Assistant* | 3,488.51 | 3,488.51 |
| Clerk    | 13.75     |  | Junior Assistant* | 3,310.23 | 3,310.23 |
| Clerk    | 13.75     |  | Junior Assistant* | 3,129.36 | 3,129.36 |
| Clerk    | 13.75     |  | Junior Assistant* | 3,050.31 | 3,050.31 |
| Clerk    | 13.75     |  | Junior Assistant* | 2,560.05 | 2,560.05 |
| Clerk    | 13.75     |  | Junior Assistant* | 1,654.82 | 1,654.82 |
| Clerk    | 13.75     |  | Junior Assistant* | 1,487.35 | 1,487.35 |
| Clerk    | 17.50     |  | Junior Assistant* | 1,396.64 | 1,396.64 |
| Clerk    | 17.50     |  | Junior Assistant* | 1,189.04 | 1,189.04 |
| Clerk    | 17.50     |  | Junior Assistant* | 797.82   | 797.82   |
| Clerk    | 17.50     |  | Junior Assistant* | 735.37   | 735.37   |
| Clerk    | 17.50     |  | Junior Assistant* | 468.14   | 468.14   |
| Clerk    | 17.50     |  | Junior Assistant* | 426.38   | 426.38   |
| Clerk    | 17.50     |  | Junior Assistant* | 374.70   | 374.70   |
| Clerk    | 17.50     |  | Junior Assistant* | 157.04   | 157.04   |

**Department: Cemetery**

| Position       | Regular Pay | Overtime Pay | Gross Pay |
|----------------|-------------|--------------|-----------|
| Superintendent | 13,256.86   |              | 13,256.86 |
| Foreman        | 11,627.20   | 2,049.33     | 13,676.53 |
| Backhoe Oper.  | 9,837.60    | 2,567.77     | 12,405.37 |
| Gardener       | 8,975.20    | 2,070.19     | 11,045.39 |
| Laborer        | 2,918.04    | 123.20       | 3,041.24  |

|              |          |        |          |
|--------------|----------|--------|----------|
| Clerk        | 6,884.80 |        | 6,884.80 |
| Clerk*       | 4,269.56 |        | 4,269.56 |
| Clerk*       | 1,953.24 |        | 1,953.24 |
| Aide*        | 1,156.72 |        | 1,156.72 |
| Aide*        | 766.25   |        | 766.25   |
| Aide*        | 666.52   |        | 666.52   |
| Aide*        | 395.72   |        | 395.72   |
| Aide*        | 281.75   |        | 281.75   |
| Aide*        | 202.25   |        | 202.25   |
| Maintenance  | 8,392.80 | 232.43 | 8,625.23 |
| Maintenance* | 2,419.45 |        | 2,419.45 |
| Maintenance* | 1,020.11 | 63.60  | 1,083.71 |

\* = Part Time

**Department: Park Department**

**Department: Board of Health**

| Position                  | Regular Pay |  |
|---------------------------|-------------|--|
| Chairman, Board of Health | \$ 291.00   |  |
| Board Member              | 264.00      |  |
| Board Member              | 273.00      |  |
| Director                  | 18,524.51   |  |
| Senior Clerk              | 3,080.40    |  |
| Senior Clerk              | 3,447.71    |  |
| P.T. Clerk                | 534.40      |  |
| Board Physician           | 500.00      |  |
| Board Physician           | 500.00      |  |

| Position        | Regular Pay | Gross Pay   |
|-----------------|-------------|-------------|
| Superintendent  | \$13,252.20 | \$13,252.20 |
| P.T. Landscaper | 3,182.71    | 3,182.71    |
| P.T. Laborer    | 1,349.63    | 1,349.63    |
| P.T. Laborer    | 1,700.35    | 1,700.35    |
| P.T. Laborer    | 38.10       | 38.10       |
| P.T. Laborer    | 194.55      | 194.55      |

**Department: Recreation Commission**

**Department: Library**

| Position           | Regular Pay | Overtime | Gross Pay   |
|--------------------|-------------|----------|-------------|
| Director           | \$15,079.40 |          | \$15,079.40 |
| Assistant Director | 10,412.73   |          | 10,412.73   |
| Branch Librarian   | 8,772.45    |          | 8,772.45    |
| Senior Assistant   | 7,476.50    |          | 7,476.50    |
| Senior Assistant   | 7,242.04    |          | 7,242.04    |
| Senior Assistant   | 7,146.88    |          | 7,146.88    |
| Senior Assistant   | 5,994.13    |          | 5,994.13    |
| Junior Assistant   | 4,630.47    |          | 4,630.47    |

| Position                   | Gross Pay |
|----------------------------|-----------|
| Director of Summer Program | \$1,170   |
| Playground Director        | 540       |
| Playground Director        | 540       |
| Playground Director        | 540       |
| Playground Director        | 540       |
| Playground Supervisor      | 480       |
| Playground Supervisor      | 480       |
| Playground Supervisor      | 480       |
| Playground Supervisor      | 480       |
| Playground Supervisor      | 480       |
| Playground Supervisor      | 480       |
| Playground Supervisor      | 480       |

|                            |       |
|----------------------------|-------|
| Playground Supervisor      | 420   |
| Playground Supervisor      | 420   |
| Sports Instructor          | 800   |
| Sports Instructor          | 600   |
| Sports Instructor          | 600   |
| Sports Instructor          | 560   |
| Sports Instructor          | 640   |
| Sports Instructor          | 680   |
| Sports Instructor          | 350   |
| Sports Instructor          | 150   |
| Administrative Ass't/Clerk | 3,500 |

**Department: Varney Playground Commission**

| Position                             | Gross Pay |
|--------------------------------------|-----------|
| <b>Part-Time Maintenance Workers</b> |           |
| #1                                   | \$389.00  |
| #2                                   | 319.00    |
| #3                                   | 198.00    |
| #4                                   | 183.00    |
| #5                                   | 140.00    |
| #6                                   | 129.50    |
| #7                                   | 121.00    |
| #8                                   | 109.00    |
| #9                                   | 102.00    |
| #10                                  | 75.00     |
| #11                                  | 69.00     |
| #12                                  | 29.00     |
| #13                                  | 26.00     |
| #14                                  | 20.00     |
| #15                                  | 11.50     |

**Department: Treasurer**

| Position            | Regular Pay | Overtime | Gross Pay   |
|---------------------|-------------|----------|-------------|
| Treasurer-Collector | \$16,956.04 |          | \$16,956.04 |
| Asst. Treasurer     | 8,751.59    |          | 8,751.59    |
| Sr. Clerk           | 7,819.96    | \$25.92  | 7,845.88    |
| Sr. Clerk           | 8,144.36    | 38.88    | 8,183.24    |
| Sr. Clerk           | 4,761.96    | 25.92    | 4,787.88    |
| Sr. Clerk           | 815.40      | 12.08    | 827.48      |
| Sr. Clerk           | 4,875.03    |          | 4,875.03    |
| Sr. Clerk           | 6,068.20    |          | 6,068.20    |
| Clerk P/T           | 54.72       |          | 54.72       |
| Clerk P/T           | 1,414.40    |          | 1,414.40    |
| Clerk P/T           | 2,283.18    |          | 2,283.18    |
| Clerk P/T           | 2,240.10    |          | 2,240.10    |

**Department: Town Hall**

| Position                                 | Gross Pay   |
|--|-------------|
| Building Inspector                       | \$16,439.91 |
| Wiring Inspector                         | 9,474.42    |
| Gas Inspector                            | 3,124.98    |
| Plumbing Inspector                       | 1,050.00    |
| Town Counsel                             | 500.00      |
| Veterans' Agent                          | 9,771.59    |
| Moderator                                | 300.00      |
| Constable                                | 120.00      |
| Supt. of Insect & Pest Control           | 1,025.00    |
| Sealer of Weights & Measures             | 2,000.00    |
| Finance Committee Clerk                  | 1,085.60    |
| School Building Committee Clerk          | 756.96      |
| Planning Board Clerk                     | 1,980.12    |
| Planning Board Clerk                     | 643.20      |
| Conservation Commission Clerk            | 973.60      |
| Conservation Commission Clerk            | 943.92      |
| Conservation Commission Clerk            | 778.08      |
| Board of Appeals Clerk                   | 2,342.12    |
| Recreation Commission Clerk              | 2,838.60    |
| Personnel Board Clerk                    | 419.06      |
| Historic District Commission Clerk       | 188.10      |
| Sewer Commission Clerk                   | 510.91      |
| Home Rule Advisory Committee Clerk       | 130.45      |
| Dog Officer                              | 7,129.53    |
| Assistant Dog Officer                    | 1,124.41    |
| Assistant Dog Officer                    | 222.65      |
| Assistant Dog Officer                    | 4,780.06    |
| Clerk of Works-School Building Committee | 21,200.00   |
| Custodian                                | 7,602.40    |
| Town Aide                                | 8,285.60    |
| Recreation Director                      | 238.58      |

**Department: Selectmen's**

| Position             | Regular Pay | Overtime | Gross Pay   |
|----------------------|-------------|----------|-------------|
| Chairman-Selectmen   |             |          | \$ 1,368.05 |
| Selectman            |             |          | 1,131.91    |
| Selectman            |             |          | 999.96      |
| Selectman            |             |          | 999.96      |
| Selectman            |             |          | 999.96      |
| Administrative Ass't |             |          | 11,320.61   |
| Senior Clerk         | \$8,144.36  | \$358.37 | 8,502.73    |
| Part-Time Clerk      |             |          | 2,921.33    |
| Town Planner         |             |          | 127.62      |
| Purchasing Agent     |             |          | 1,018.86    |

**Department: Town Clerk/Registrar**

| Position      | Regular Pay | Overtime  | Other     | Gross Pay   |
|---------------|-------------|-----------|-----------|-------------|
| Town Clerk    | \$11,933.78 |           | \$ 850.00 | \$12,783.78 |
| Sr. Clerk (T) | 3,624.00    | \$ 128.68 | 2,174.40  | 5,927.08    |
| Sr. Clerk     | 8,144.36    | 662.96    |           | 8,807.32    |
| Sr. Clerk     | 5,913.16    | 395.52    |           | 6,308.68    |
| P.T. Clerk    | 1,152.54    |           |           | 1,152.54    |
| P.T. Clerk    | 1,320.12    |           |           | 1,320.12    |
| P.T. Clerk    | 3,772.09    | 91.20     |           | 3,863.29    |
| Registrar     | 360.00      |           |           | 360.00      |
| Registrar     | 360.00      |           |           | 360.00      |
| Registrar     | 360.00      |           |           | 360.00      |

**\$36,940.05 \$1,278.36 \$3,024.40 \$41,242.81**

## DEPARTMENT: Highway

| POSITION                                  | REGULAR<br>PAY | OVERTIME<br>PAY | OTHER    | GROSS PAY   |
|---|----------------|-----------------|----------|-------------|
| Superintendent of Streets                 | \$19,773.51    |                 | \$785.91 | \$20,559.42 |
| Administrative Assistant                  | 9,317.09       |                 |          | 9,317.09    |
| Clerk (Part Time)                         | 692.59         |                 |          | 692.59      |
| Foreman                                   | 15,301.60      | \$3,183.78      |          | 16,485.38   |
| Assistant Foreman                         | 11,627.20      | 2,057.23        |          | 13,684.43   |
| Grader Operator                           | 11,627.20      | 2,884.29        |          | 14,511.49   |
| Mechanic, Heavy Equipment                 | 10,226.72      | 1,846.21        |          | 12,072.93   |
| Mechanic, Heavy Equipment                 | 6,304.80       | 1,320.00        |          | 7,624.80    |
| Class I - Engineering Equipment Op.       | 11,175.20      | 1,533.45        |          | 12,708.65   |
| Class I - Engineering Equipment Op.       | 9,893.26       | 723.60          |          | 10,616.86   |
| Class I - Engineering Equipment Op.       | 11,169.60      | 734.07          |          | 11,903.67   |
| Class I - Engineering Equipment Op.       | 11,169.60      | 1,588.10        |          | 12,757.70   |
| Class I - Engineering Equipment Op.       | 11,190.70      | 1,786.44        |          | 12,977.14   |
| Class I - Engineering Equipment Op.       | 11,169.60      | 400.78          |          | 11,570.38   |
| Class III - Special Eq. Op. Tr. Dr. H'way | 10,285.60      | 1,854.21        |          | 12,139.81   |
| Class III - Special Eq. Op. Tr. Dr. H'way | 10,359.49      | 2,232.17        |          | 12,591.66   |
| Class III - Special Eq. Op. Tr. Dr. H'way | 10,285.60      | 1,870.72        |          | 12,156.32   |
| Class III - Special Eq. Op. Tr. Dr. H'way | 10,351.52      | 772.85          |          | 11,124.37   |
| Class III - Special Eq. Op. Tr. Dr. H'way | 10,519.24      | 2,054.59        |          | 12,573.83   |
| Class III - Special Eq. Op. Tr. Dr. H'way | 10,285.60      | 2,666.20        |          | 12,951.80   |
| Class III - Special Eq. Op. Tr. Dr. H'way | 10,370.34      | 1,056.07        |          | 11,426.41   |
| Class III - Special Eq. Op. Tr. Dr. H'way | 9,741.98       | 1,463.99        |          | 11,205.97   |
| Class III - Special Eq. Op. Tr. Dr. H'way | 9,558.58       | 975.65          |          | 10,534.23   |
| Class III - Special Eq. Op. Tr. Dr. Waste | 10,285.60      | 845.80          |          | 11,131.40   |
| Class III - Special Eq. Op. Tr. Dr. Waste | 10,285.60      | 786.05          |          | 11,071.65   |
| Class III - Special Eq. Op. Tr. Dr. Waste | 10,285.60      | 764.16          |          | 11,049.76   |
| Class III - Special Eq. Op. Tr. Dr. Waste | 10,285.60      | 881.24          |          | 11,166.84   |
| Class III - Special Eq. Op. Tr. Dr. Waste | 10,285.60      | 850.58          |          | 11,136.18   |
| Laborer (Skilled)                         | 8,893.64       | 1,258.55        |          | 10,152.19   |
| Laborer (Skilled)                         | 8,629.14       | 1,470.40        |          | 10,099.54   |
| Laborer (Skilled)                         | 8,425.60       | 1,518.89        |          | 9,944.49    |
| Laborer (Skilled)                         | 8,416.53       | 1,109.56        |          | 9,526.09    |
| Laborer (Waste)                           | 8,759.84       | 446.14          |          | 9,205.98    |
| Laborer (Waste)                           | 7,331.85       | 595.87          |          | 7,927.72    |
| Laborer (Waste)                           | 6,860.44       | 252.95          |          | 7,113.39    |
| Laborer (Waste)                           | 8,820.88       | 628.51          |          | 9,449.39    |
| Laborer (Waste)                           | 8,361.27       | 501.64          |          | 8,862.91    |
| Laborer (Waste)                           | 8,662.28       | 396.58          |          | 9,058.86    |
| Laborer (Waste)                           | 8,607.37       | 1,296.36        |          | 9,903.73    |
| Laborer (Waste)                           | 8,358.38       | 735.70          |          | 9,094.08    |
| Laborer (Waste)                           | 8,892.00       | 731.11          |          | 9,623.11    |
| Laborer (Waste)                           | 8,776.48       | 509.66          |          | 9,286.14    |
| Laborer (Waste)                           | 9,623.77       | 2,456.67        |          | 12,080.44   |
| Laborer                                   | 7,935.92       | 1,268.92        |          | 9,204.84    |
| Laborer                                   | 8,573.80       | 825.75          |          | 9,399.55    |
| Laborer                                   | 8,247.20       | 124.72          |          | 8,371.92    |
| Laborer                                   | 8,278.08       | 57.25           |          | 8,335.33    |
| Laborer                                   | 8,341.84       | 1,085.06        |          | 9,426.90    |
| Laborer                                   | 8,759.20       | 58.90           |          | 8,818.10    |
| Laborer                                   | 8,188.48       | 914.34          |          | 9,102.82    |
| Laborer                                   | 8,970.88       | 1,269.98        |          | 10,240.86   |
| Laborer                                   | 8,470.48       | 1,408.46        |          | 9,878.94    |
| Laborer                                   | 7,842.04       | 296.07          |          | 8,138.11    |
| Laborer, Waste                            | 777.92         | 35.36           |          | 813.28      |



| POSITION           | REGULAR<br>PAY | OVERTIME<br>PAY | OTHER | GROSS PAY |
|--------------------|----------------|-----------------|-------|-----------|
| Laborer, Waste     | 813.28         | 35.36           |       | 848.64    |
| Laborer, Waste     | 3,631.44       | --              |       | 3,631.44  |
| Laborer, Waste     | 4,065.29       | 114.92          |       | 4,180.21  |
| Laborer, Waste     | 5,780.32       | 407.19          |       | 6,187.51  |
| Laborer (Seasonal) | 1,040.48       |                 |       | 1,040.48  |
| Laborer (Seasonal) | 994.24         |                 |       | 994.24    |
| Laborer (Seasonal) | 1,052.48       |                 |       | 1,052.48  |
| Laborer (Seasonal) | 1,057.28       |                 |       | 1,057.28  |
| Laborer (Seasonal) | 724.48         |                 |       | 724.48    |
| Laborer (Seasonal) | 972.40         |                 |       | 972.40    |
| Laborer (Seasonal) | 954.72         |                 |       | 954.72    |
| Laborer (Seasonal) | 1,033.92       |                 |       | 1,033.92  |
| Laborer (Seasonal) | 1,017.52       |                 |       | 1,017.52  |
| Laborer (Seasonal) | 990.08         |                 |       | 990.08    |

## DEPARTMENT: Fire

| POSITION     | REGULAR PAY | OVERTIME PAY | LONGEVITY  | OTHER    | GROSS PAY   |
|--------------|-------------|--------------|------------|----------|-------------|
| Chief        | \$26,194.63 |              | \$3,147.95 | \$972.70 | \$30,315.28 |
| Deputy Chief | 20,525.18   |              | 2,394.50   | 865.52   | 23,785.30   |
| Captain      | 15,069.76   | \$3,524.76   | 452.39     | 698.31   | 19,745.22   |
| Captain      | 15,071.78   | 3,512.04     | 1,625.16   | 698.31   | 20,907.29   |
| Captain      | 15,219.76   | 4,935.86     | 452.39     | 698.31   | 21,306.32   |
| Captain      | 15,069.76   | 5,215.76     | 1,804.62   | 698.31   | 22,788.45   |
| Fire Fighter | 13,097.83   | 2,283.99     | 1,180.13   | 606.95   | 17,168.90   |
| Fire Fighter | 13,097.83   | 2,946.87     | 379.03     | 606.95   | 17,030.68   |
| Fire Fighter | 13,097.83   | 3,661.42     | 1,180.13   | 606.95   | 18,546.33   |
| Fire Fighter | 13,097.83   | 3,455.31     | 977.67     | 606.95   | 18,137.76   |
| Fire Fighter | 13,097.83   | 2,647.26     | 181.20     | 606.95   | 16,533.24   |
| Fire Fighter | 13,097.83   | 2,866.50     | 786.20     | 606.95   | 17,357.48   |
| Fire Fighter | 12,435.84   | 3,112.42     | -          | 569.38   | 16,117.64   |
| Fire Fighter | 1,496.62    | -            | -          | -        | 1,496.62    |
| Fire Fighter | 13,097.83   | 3,346.13     | 392.45     | 606.95   | 17,443.32   |
| Fire Fighter | 12,812.56   | 3,667.12     | -          | 593.69   | 17,073.37   |
| Fire Fighter | 13,097.83   | 3,006.84     | 786.20     | 606.95   | 17,497.82   |
| Fire Fighter | 13,097.83   | 3,064.46     | 379.03     | 606.95   | 17,148.27   |
| Fire Fighter | 13,097.83   | 3,310.17     | 1,180.19   | 606.95   | 18,195.14   |
| Fire Fighter | 13,097.83   | 3,195.67     | 786.20     | 606.95   | 17,686.65   |
| Fire Fighter | 13,097.83   | 3,441.49     | 392.45     | 606.95   | 17,538.72   |
| Fire Fighter | 13,097.83   | 2,611.64     | 1,180.13   | 606.95   | 17,496.55   |
| Fire Fighter | 13,097.83   | 2,698.98     | 392.44     | 606.95   | 16,796.20   |
| Fire Fighter | 12,493.35   | 3,205.61     | -          | 569.38   | 16,268.34   |
| Fire Fighter | 13,097.83   | 3,162.07     | 970.42     | 606.95   | 17,837.27   |
| Fire Fighter | 13,097.83   | 3,210.99     | 392.44     | 606.95   | 17,308.21   |
| Fire Fighter | 13,097.83   | 2,706.00     | 181.20     | 606.95   | 16,591.98   |
| Fire Fighter | 13,097.83   | 3,028.32     | 1,180.31   | 606.95   | 17,913.41   |
| Fire Fighter | 13,097.83   | 3,670.22     | 392.44     | 606.95   | 17,767.44   |
| Fire Fighter | 13,097.83   | 3,033.86     | 392.44     | 606.95   | 17,131.08   |
| Fire Fighter | 13,097.83   | 3,219.50     | 786.20     | 606.95   | 17,710.48   |
| Fire Fighter | 13,097.83   | 2,807.50     | 392.44     | 606.95   | 16,904.72   |
| Fire Fighter | 1,496.62    | -            | -          | -        | 1,496.62    |
| Fire Fighter | 1,496.62    | -            | -          | -        | 1,496.62    |
| Fire Fighter | 13,097.83   | 3,118.39     | 181.20     | 606.95   | 17,004.37   |
| Fire Fighter | 13,097.83   | 2,024.81     | 392.44     | 606.95   | 16,122.03   |
| Fire Fighter | 5,910.40    | 180.09       | -          | 263.40   | 6,353.89    |
| Fire Fighter | 1,496.62    | -            | -          | -        | 1,496.62    |
| Fire Fighter | 1,496.62    | -            | -          | -        | 1,496.62    |
| Fire Fighter | 13,097.83   | 2,342.91     | 392.44     | 606.95   | 16,440.13   |
| Fire Fighter | 13,097.83   | 3,365.75     | 392.44     | 606.95   | 17,462.97   |
| Fire Fighter | 13,097.83   | 3,140.44     | 180.65     | 606.95   | 17,025.87   |
| Fire Fighter | 12,493.35   | 3,103.74     | -          | 569.38   | 16,166.47   |
| Fire Fighter | 13,097.83   | 2,831.80     | 1,179.61   | 606.95   | 17,716.19   |
| Fire Fighter | 13,097.83   | 3,290.67     | 1,180.13   | 606.95   | 18,175.58   |
| Fire Fighter | 13,097.83   | 3,437.50     | 392.44     | 606.95   | 17,534.72   |
| Fire Fighter | 13,097.83   | 3,171.47     | 894.92     | 606.95   | 17,771.17   |
| Fire Fighter | 12,962.56   | 3,177.59     | -          | 593.69   | 16,733.84   |
| Fire Fighter | 13,097.83   | 3,479.32     | 392.44     | 606.95   | 17,576.54   |
| Fire Fighter | 13,097.83   | 3,029.46     | -          | 606.95   | 16,734.24   |
| Fire Fighter | 12,343.35   | 3,321.83     | -          | 569.38   | 16,234.56   |
| Fire Fighter | 13,097.83   | 3,217.13     | 380.38     | 606.95   | 17,302.29   |

| POSITION     | REGULAR PAY | OVERTIME PAY | LONGEVITY | OTHER  | GROSS PAY |
|--------------|-------------|--------------|-----------|--------|-----------|
| Fire Fighter | 13,097.83   | 2,207.49     | 392.44    | 606.95 | 16,304.71 |
| Fire Fighter | 13,097.83   | 3,161.59     | 379.03    | 606.95 | 17,245.40 |
| Fire Fighter | 13,097.83   | 3,112.86     | 786.20    | 606.95 | 17,603.84 |
| Fire Fighter | 13,097.83   | 3,217.40     | 786.20    | 606.95 | 17,708.18 |
| Fire Fighter | 13,097.83   | 3,813.95     | 1,180.19  | 606.95 | 18,698.92 |
| Fire Fighter | 13,097.83   | 3,039.49     | -         | 606.95 | 16,744.27 |
| Senior Clerk | 8,143.20    | -            | 75.81     | -      | 8,219.01  |

DEPARTMENT: Police

(NOT PAID  
BY TOWN)

| POSITION      | REGULAR PAY | OVERTIME PAY | LONGEVITY  | OUTSIDE<br>DETAILS | *OTHER     | GROSS PAY   |
|---------------|-------------|--------------|------------|--------------------|------------|-------------|
| Chief         | \$26,162.06 | \$ -         | \$2,339.19 | \$ -               | \$1,005.70 | \$29,506.95 |
| Captain       | 20,525.96   | -            | 2,452.17   | -                  | 865.52     | 23,843.65   |
| Sergeant      | 15,049.44   | 2,098.01     | 1,794.25   | 6,246.27           | 717.01     | 25,904.98   |
| Sergeant      | 15,049.44   | 4,217.87     | 879.33     | 350.45             | 717.01     | 21,214.10   |
| Sergeant      | 15,049.44   | 2,707.81     | 1,345.39   | 2,987.15           | 632.27     | 22,722.06   |
| Sergeant      | 15,049.44   | 3,749.25     | 897.70     | 5,252.74           | 2,061.31   | 27,010.44   |
| Sergeant      | 15,049.44   | 4,600.32     | 447.69     | 4,821.54           | 2,087.97   | 27,006.96   |
| Sergeant      | 15,049.44   | 4,429.86     | 897.70     | -                  | 717.01     | 21,094.01   |
| Sergeant      | 15,049.44   | 5,885.60     | 883.85     | 4,212.99           | 1,412.97   | 27,444.85   |
| Patrolman     | 12,102.64   | 3,920.17     | -          | 2,148.25           | 1,026.52   | 19,197.58   |
| Patrolman     | 13,081.04   | 4,747.58     | 389.29     | 3,636.05           | 599.84     | 22,453.80   |
| Patrolman     | 13,081.04   | 203.31       | 1,161.92   | 1,230.80           | 597.98     | 16,275.05   |
| Patrolman     | 13,081.04   | 5,948.82     | 389.29     | 1,839.10           | 623.22     | 21,881.47   |
| Patrolman     | 12,109.51   | 6,914.57     | -          | 2,688.45           | 958.14     | 22,670.67   |
| Patrolman     | 13,081.04   | 161.01       | 1,011.52   | 1,827.60           | 549.58     | 16,630.75   |
| Patrolman     | 11,589.70   | 4,550.82     | -          | 2,176.45           | 1,273.98   | 19,590.95   |
| Patrolman     | 13,072.94   | 6,396.40     | -          | 2,914.50           | 1,072.92   | 23,456.76   |
| Patrolman     | 13,081.04   | 758.84       | 755.90     | 3,055.55           | 623.22     | 18,274.55   |
| Patrolman     | 12,095.62   | 5,562.06     | -          | 2,585.30           | 555.16     | 20,798.14   |
| Patrolman     | 12,097.66   | 5,522.45     | -          | 1,237.42           | 508.14     | 19,365.67   |
| Patrolman     | 13,081.04   | 2,946.68     | 371.05     | -                  | 1,348.22   | 17,746.99   |
| Patrolman     | 13,030.56   | 237.34       | 1,169.02   | 2,450.05           | 574.60     | 17,461.57   |
| Patrolman     | 13,081.04   | 2,864.49     | 1,169.02   | 896.50             | 599.84     | 18,610.89   |
| Patrolman     | 12,100.30   | 1,194.89     | -          | -                  | 533.80     | 13,828.99   |
| Patrolman     | 13,081.04   | 589.57       | 1,166.52   | 1,341.00           | 599.84     | 16,777.97   |
| Patrolman     | 10,052.24   | 5,477.61     | 104.19     | 3,312.85           | 1,123.14   | 20,070.03   |
| Patrolman     | 13,081.04   | 8,633.72     | 1,169.02   | 7,193.84           | 623.22     | 30,700.84   |
| Patrolman     | 13,081.04   | 5,551.16     | 779.73     | 1,417.95           | 621.58     | 21,451.46   |
| Patrolman     | 10,045.70   | 5,928.38     | -          | 3,777.56           | 358.38     | 20,110.02   |
| Patrolman     | 13,081.04   | 10,162.91    | 389.29     | 1,744.50           | 623.22     | 26,000.96   |
| Patrolman     | 12,851.27   | 6,184.41     | 211.17     | 1,505.80           | 538.63     | 21,291.28   |
| Patrolman     | 12,109.36   | 5,635.29     | -          | 2,456.60           | 508.14     | 20,709.39   |
| Patrolman     | 13,081.04   | 5,630.99     | 779.73     | 4,835.17           | 597.98     | 24,924.91   |
| Patrolman     | 12,994.08   | 3,131.75     | 779.73     | -                  | 623.22     | 17,528.78   |
| Patrolman     | 13,081.04   | 3,381.24     | 348.65     | 362.40             | 1,073.22   | 18,246.55   |
| Patrolman     | 12,385.44   | 6,546.24     | -          | 4,131.78           | 585.24     | 23,648.70   |
| Patrolman     | 13,081.04   | 7,483.33     | 389.29     | 5,495.63           | 623.22     | 27,072.51   |
| Patrolman     | 13,081.04   | 7,418.00     | 389.29     | 5,302.39           | 599.84     | 26,790.56   |
| Patrolman     | 13,081.04   | 5,569.69     | 389.29     | 1,794.10           | 597.98     | 21,432.10   |
| Patrolman     | 13,081.04   | 3,816.40     | 779.73     | 4,227.65           | 623.22     | 22,528.04   |
| Patrolman     | 11,728.51   | 8,834.36     | -          | 1,053.38           | 531.60     | 22,147.85   |
| Patrolman     | 13,069.94   | 9,510.80     | -          | 3,625.26           | 597.68     | 26,803.68   |
| Patrolman     | 13,081.04   | -            | 173.65     | -                  | 549.58     | 13,804.27   |
| Patrolman     | 13,081.04   | 6,562.10     | 389.29     | 2,535.52           | 574.82     | 23,142.77   |
| Patrolman     | 13,081.04   | 6,183.31     | 768.48     | 1,885.40           | 897.98     | 22,816.21   |
| Patrolman     | 13,081.04   | 7,054.80     | 389.29     | 3,917.35           | 623.22     | 25,065.70   |
| Patrolman     | 13,081.04   | 6,209.76     | 389.29     | 3,684.61           | 551.22     | 23,915.92   |
| Patrolman     | 10,863.88   | 1.85         | 311.35     | -                  | 456.02     | 11,633.10   |
| Senior Clerk  | 8,144.80    | -            | -          | -                  | -          | 8,144.80    |
| Senior Clerk  | 8,144.80    | -            | 242.50     | -                  | -          | 8,387.30    |
| Custodian     | 7,461.20    | -            | -          | -                  | -          | 7,461.20    |
| Intrm. Prtlm. | -           | -            | -          | -                  | 48.90      | 48.90       |

| POSITION       | REGULAR PAY | OVERTIME PAY | LONGEVITY | (NOT PAID<br>BY TOWN)<br>OUTSIDE<br>DETAILS | *OTHER   | GROSS PAY |
|----------------|-------------|--------------|-----------|---|----------|-----------|
| Intrm. Ptrlm.  | -           | -            | -         | -   | 38.00    | 38.00     |
| Intrm. Ptrlm.  | -           | -            | -         | -   | 2,024.13 | 2,024.13  |
| Intrm. Ptrlm.  | -           | -            | -         | -   | 97.56    | 97.56     |
| Intrm. Ptrlm.  | -           | -            | -         | -   | 38.00    | 38.00     |
| Matron         | -           | -            | -         | -   | 529.93   | 529.93    |
| Matron         | -           | -            | -         | -   | 16.64    | 16.64     |
| Matron         | -           | -            | -         | -   | 115.71   | 115.71    |
| Matron         | -           | -            | -         | -   | 1,203.61 | 1,203.61  |
| School Traffic | -           | -            | -         | -   | 775.40   | 775.40    |
| School Traffic | -           | -            | -         | -   | 36.90    | 36.90     |
| School Traffic | -           | -            | -         | -   | 1,664.44 | 1,664.44  |
| School Traffic | -           | -            | -         | -   | 602.70   | 602.70    |
| School Traffic | -           | -            | -         | -   | 1,951.74 | 1,951.74  |
| School Traffic | -           | -            | -         | -   | 1,531.66 | 1,531.66  |
| School Traffic | -           | -            | -         | -   | 16.40    | 16.40     |
| School Traffic | -           | -            | -         | -   | 20.50    | 20.50     |

\*Holidays & Educational Incentive - Intrm. Ptrlm., Matrons, School Traffic.

DEPARTMENT: School

| POSITION                                   | REGULAR PAY | OTHER    | GROSS PAY |
|--|-------------|----------|-----------|
| <u>Administration</u>                      |             |          |           |
| Superintendent                             | 34,424.70   |          | 34,424.70 |
| Asst. Supt.                                | 27,976.84   |          | 27,976.84 |
| Dir. of Personnel                          | 18,859.77   | 19.41    | 18,879.18 |
| Dir. of Spec. Services                     | 24,714.95   |          | 24,714.95 |
| Dir. of School Management                  | 21,312.99   |          | 21,312.99 |
| Attendance Officer                         | 16,476.61   |          | 16,476.61 |
| <u>Supervisors</u>                         |             |          |           |
| Foreign Language                           | 18,547.03   |          | 18,547.03 |
| Guidance                                   | 20,326.14   |          | 20,326.14 |
| Art  | 19,145.37   | -793.35  | 18,325.02 |
| Career Ed.                                 | 18,547.03   |          | 18,547.03 |
| Music                                      | 20,326.14   |          | 20,326.14 |
| Coord. of Science                          | 19,470.07   | 505.08   | 19,975.15 |
| Coord. of Math                             | 6,947.85    | 634.76   | 7,582.61  |
| Coord. of Social Studies                   | 22,247.73   |          | 22,247.73 |
| Asst. Coord. of LA in charge<br>of Reading | 6,757.08    | 2,561.67 | 9,318.75  |
| Coord. of LA                               | 10,481.41   | 91.14    | 10,663.69 |
| Coord. of PE                               | 21,025.83   |          | 21,025.83 |
| <u>High School Administration</u>          |             |          |           |
| Principal                                  | 25,863.10   |          | 25,863.10 |
| Asst. Principal                            | 23,482.09   |          | 23,482.09 |
| Dean                                       | 20,046.46   |          | 20,046.46 |
| Dean                                       | 20,070.12   | -91.78   | 20,161.90 |
| Dean                                       | 11,202.85   |          | 11,202.85 |
| Dean                                       | 19,906.56   |          | 19,906.56 |
| <u>High School Teachers</u>                |             |          |           |
| Reading                                    | 17,613.32   |          | 17,613.32 |
| Reading                                    | 14,046.15   | 2,543.04 | 16,689.19 |
| Reading                                    | 7,743.04    | 2,273.20 | 10,016.24 |
| English                                    | 6,228.89    | 1,716.12 | 7,945.01  |
| English                                    | 12,951.22   | 2,222.58 | 15,173.80 |
| English                                    | 12,198.56   | 2,076.12 | 14,272.68 |
| English                                    | 13,962.32   | 2,212.28 | 16,174.60 |
| English                                    | 12,512.96   | 2,273.20 | 14,785.76 |
| English                                    | 16,062.75   | 183.20   | 16,245.95 |
| English                                    | 12,763.12   | 2,115.16 | 14,878.28 |
| English                                    | 11,258.69   | 1,986.12 | 13,224.81 |
| English                                    | 12,961.13   | 2,192.90 | 15,154.03 |
| English                                    | 11,938.09   | 28.89    | 11,966.98 |
| English                                    | 10,949.64   | 2,044.44 | 12,994.08 |
| English                                    | 8,987.16    | 1,536.12 | 10,523.31 |
| English                                    | 10,276.52   | 1,806.12 | 12,082.64 |
| English                                    | 13,583.03   | 2,453.20 | 16,036.23 |
| English                                    | 8,289.88    | 1,446.12 | 9,736.00  |
| English                                    | 10,586.52   | 1,806.12 | 12,392.64 |
| English                                    | 14,046.15   | 2,543.04 | 16,589.19 |
| English                                    | 8,681.19    | 1,536.12 | 10,217.31 |

| POSITION                             | REGULAR PAY | OTHER    | GROSS PAY |
|--------------------------------------|-------------|----------|-----------|
| <u>High School Teachers (cont'd)</u> | 11,281.32   | 1,896.12 | 13,177.44 |
| English                              | 12,686.80   |          | 12,686.80 |
| English                              | 3,628.00    |          | 3,628.00  |
| English                              | 13,559.55   | 2,453.20 | 16,012.75 |
| English                              | 9,348.51    | 1,475.41 | 10,823.92 |
| English                              |             |          |           |
| Business                             | 13,931.89   | 2,499.36 | 16,432.00 |
| Business                             | 12,228.24   | 2,076.12 | 14,304.36 |
| Business                             | 10,630.00   | 111.58   | 10,741.58 |
| Business                             | 9,079.69    | 1,719.63 | 10,799.32 |
| Business                             | 10,682.32   | 1,896.12 | 12,578.44 |
| Business                             | 5,449.86    | 810.81   | 6,260.67  |
| Business                             | 14,784.76   | -160.80  | 14,625.16 |
| Business                             | 16,396.78   | 18.00    | 16,414.78 |
| Business                             | 14,785.76   |          | 14,785.76 |
| Business                             | 2,866.72    | 2,062.70 | 4,929.42  |
| Business                             |             |          |           |
| Foreign Language                     | 14,370.24   |          | 14,370.24 |
| Foreign Language                     | 9,823.50    |          | 9,823.50  |
| Foreign Language                     | 13,747.40   | 2,453.20 | 18,200.60 |
| Foreign Language                     | 2,866.72    |          | 2,866.72  |
| Foreign Language                     | 8,689.88    | 1,578.12 | 10,268.00 |
| Foreign Language                     | 4,198.72    |          | 4,198.72  |
| Foreign Language                     | 11,865.92   | 2,109.12 | 13,975.04 |
| Foreign Language                     | 12,023.62   | 2,126.78 | 14,150.40 |
| Foreign Language                     | 13,709.37   | 2,453.20 | 16,162.57 |
| Foreign Language                     | 5,890.59    | 1,716.12 | 7,606.71  |
| Foreign Language                     | 9,696.97    | 1,716.12 | 11,413.09 |
| Foreign Language                     | 10,455.37   | 1,806.12 | 12,261.49 |
| Foreign Language                     | 11,088.12   | 1,986.12 | 13,074.24 |
| Foreign Language                     | 1,421.20    |          | 1,421.20  |
| Math                                 | 9,248.95    | 1,626.12 | 10,875.07 |
| Math                                 | 16,169.09   | 462.00   | 16,631.09 |
| Math                                 | 12,686.80   | 267.00   | 12,953.80 |
| Math                                 | 13,701.20   | 2,274.12 | 15,975.32 |
| Math                                 | 12,578.44   |          | 12,578.44 |
| Math                                 | 9,326.84    |          | 9,326.84  |
| Math                                 | 13,489.55   | 2,453.20 | 15,942.75 |
| Math                                 | 13,864.55   | 2,453.20 | 16,317.75 |
| Math                                 | 10,497.71   | 1,894.78 | 12,392.49 |
| Math                                 | 11,088.12   | 1,915.96 | 13,004.08 |
| Math                                 | 11,869.71   | 1,422.09 | 13,291.80 |
| Math                                 | 10,984.66   | 1,942.28 | 12,926.94 |
| Math                                 | 10,682.32   | 1,896.12 | 12,578.44 |
| Math                                 | 13,807.31   | 112.50   | 13,919.81 |
| Math                                 | 8,289.88    | 1,446.12 | 9,736.00  |
| Music                                | 12,648.56   | 2,076.12 | 14,724.68 |
| Music                                | 5,042.52    | 1,446.12 | 6,488.64  |
| Music                                | 2,585.80    |          | 2,585.80  |
| Music                                | 14,595.72   | 2,453.20 | 17,048.92 |
| Art                                  | 14,785.76   |          | 14,785.76 |
| Art                                  | 10,983.34   | 1,496.52 | 12,479.86 |
| Art                                  | 11,881.24   | 2,076.12 | 13,957.36 |

| POSITION                             | REGULAR PAY | OTHER    | GROSS PAY |
|--------------------------------------|-------------|----------|-----------|
| <u>High School Teachers</u> (cont'd) |             |          |           |
| Phys Ed                              | 17,675.75   |          | 17,675.75 |
| Phys Ed                              |             | 229.53   | 229.53    |
| Phys Ed                              | 7,079.36    | 323.52   | 7,402.88  |
| Phys Ed                              | 15,715.64   |          | 15,715.64 |
| Phys Ed                              | 335.86      | 109.53   | 445.39    |
| Phys Ed                              | 3,710.25    | 26.00    | 3,736.25  |
| Phys Ed                              | 11,428.95   | 1,626.12 | 13,055.07 |
| Phys Ed                              | 13,447.40   | 2,166.12 | 15,613.52 |
| Phys Ed                              | 14,006.80   |          | 14,006.80 |
| Phys Ed                              | 6,643.68    | 980.64   | 7,624.32  |
| Phys Ed                              | 16,739.55   | 2,453.20 | 19,192.75 |
| Phys Ed                              | 12,270.68   | 1,929.87 | 14,200.55 |
| Science                              | 2,866.72    |          | 2,866.72  |
| Science                              | 7,616.86    | 1,364.40 | 8,981.26  |
| Science                              | 7,729.72    | 1,359.12 | 9,088.84  |
| Science                              | 8,960.84    |          | 8,960.84  |
| Science                              | 15,942.75   |          | 15,942.75 |
| Science                              | 5,360.22    | 1,155.93 | 6,516.15  |
| Science                              | 10,565.47   | 1,852.28 | 12,417.75 |
| Science                              | 8,249.92    | 1,467.12 | 9,717.04  |
| Science                              | 8,579.77    | 1,545.48 | 10,125.25 |
| Science                              | 13,158.46   | 2,346.12 | 15,504.58 |
| Science                              | 11,923.60   | 2,076.12 | 13,999.72 |
| Science                              | 13,747.40   | 2,453.20 | 16,200.60 |
| Science                              | 12,434.58   | 2,307.44 | 14,742.02 |
| Science                              | 15,335.51   |          | 15,335.51 |
| Science                              | 12,238.56   | 2,076.12 | 14,314.68 |
| Science                              | 14,663.41   |          | 14,663.41 |
| Science                              | 16,281.25   |          | 16,281.25 |
| Science                              | 12,512.56   | 2,273.20 | 14,785.76 |
| Social Studies                       | 14,738.22   | 18.00    | 14,756.22 |
| Social Studies                       | 9,649.93    | 1,556.04 | 11,205.97 |
| Social Studies                       | 14,631.89   | 2,499.36 | 17,131.25 |
| Social Studies                       | 13,869.57   | 2,499.36 | 16,368.93 |
| Social Studies                       | 14,098.16   | 2,273.20 | 16,371.36 |
| Social Studies                       | 15,942.75   |          | 15,942.75 |
| Social Studies                       | 1,298.88    | 1,183.00 | 2,481.88  |
| Social Studies                       | 15,127.32   |          | 15,127.32 |
| Social Studies                       | 14,255.55   | 2,453.20 | 16,708.75 |
| Social Studies                       | 13,143.54   | 2,302.28 | 15,445.82 |
| Social Studies                       | 9,838.57    | 1,716.12 | 11,554.69 |
| Social Studies                       | 7,985.04    | 1,356.12 | 9,341.16  |
| Social Studies                       | 6,849.81    | 1,986.12 | 8,835.93  |
| Social Studies                       | 10,790.68   | 1,912.37 | 12,703.05 |
| Social Studies                       | 13,351.24   | 2,346.12 | 15,697.36 |
| Social Studies                       | 7,996.03    | 1,190.72 | 9,186.75  |
| Home Economics                       | 14,999.33   | 36.09    | 15,035.42 |
| Home Economics                       | 14,785.76   |          | 14,785.76 |
| Industrial Arts                      | 12,994.24   | 2,183.84 | 15,178.08 |
| Industrial Arts                      | 14,107.17   | 2,497.68 | 16,604.85 |
| Industrial Arts                      | 13,947.56   | 2,514.76 | 16,462.32 |



| POSITION                             | REGULAR PAY | OTHER    | GROSS PAY |
|--------------------------------------|-------------|----------|-----------|
| <u>High School Teachers</u> (cont'd) |             |          |           |
| Industrial Arts                      | 12,712.63   | 2,334.76 | 15,047.39 |
| Industrial Arts                      | 14,757.81   |          | 14,757.81 |
| Work Study                           | 15,306.20   | 2,433.20 | 17,759.40 |
| Librarian                            | 9,783.21    | 1,943.14 | 11,726.35 |
| Librarian                            | 10,255.37   | 1,806.12 | 12,061.49 |
| Guidance Counselor                   | 12,801.20   | 2,256.12 | 15,057.32 |
| Guidance Counselor                   | 9,352.45    | 1,626.12 | 10,978.57 |
| Guidance Counselor                   | 16,813.74   |          | 16,813.74 |
| Guidance Counselor                   | 13,706.20   | 2,453.20 | 16,159.40 |
| Guidance Counselor                   | 13,489.55   | 2,453.20 | 15,942.75 |
| Guidance Counselor                   | 13,706.20   | 2,453.20 | 16,159.40 |
| Guidance Counselor                   | 13,567.89   | 2,346.12 | 15,914.01 |
| Guidance Counselor                   | 11,948.60   | 2,076.12 | 14,024.72 |
| Distributive Education               | 4,579.36    |          | 4,579.36  |
| <u>Parker Junior High</u>            |             |          |           |
| Principal                            | 24,942.55   |          | 24,942.55 |
| Asst. Principal                      | 21,979.51   |          | 21,979.51 |
| <u>Parker - Teachers</u>             |             |          |           |
| English                              | 6,662.07    | -312.96  | 6,349.11  |
| English                              | 12,801.20   | 2,256.12 | 15,057.32 |
| English                              | 11,818.24   | 1,914.36 | 13,732.60 |
| English                              | 11,773.60   | 1,995.24 | 13,768.84 |
| English                              | 2,966.72    | 2,133.00 | 6,099.72  |
| English                              | 8,831.19    | 1,536.12 | 10,367.31 |
| English                              | 8,681.19    | 1,535.12 | 10,217.31 |
| English                              | 13,224.81   |          | 13,224.81 |
| English                              | 13,489.55   | 2,453.20 | 15,942.75 |
| English                              | 10,317.31   |          | 10,317.31 |
| English                              | 11,602.24   | 2,076.12 | 13,678.36 |
| Reading                              | 13,489.55   | 2,453.20 | 15,942.75 |
| Reading                              | 12,512.56   | 2,273.20 | 14,785.76 |
| For. Lang.                           | 3,814.28    |          | 3,814.28  |
| For. Lang.                           | 10,255.37   | 1,806.12 | 12,061.49 |
| For. Lang.                           | 9,696.97    | 1,734.12 | 11,431.09 |
| For. Lang.                           | 11,238.69   | 1,845.80 | 13,084.49 |
| For. Lang.                           | 10,245.20   | 1,638.02 | 11,883.22 |
| For. Lang.                           | 10,255.37   | 1,806.12 | 12,061.49 |
| For. Lang.                           | 13,182.47   | 2,166.12 | 15,348.59 |
| Math                                 | 8,664.88    | 1,482.12 | 10,147.00 |
| Math                                 | 10,711.00   | 6.00     | 10,717.00 |
| Math                                 | 15,942.75   |          | 15,942.75 |
| Math                                 | 10,196.97   | 1,716.12 | 11,913.09 |
| Math                                 | 10,255.37   | 1,806.12 | 12,061.49 |
| Math                                 | 10,790.68   | 1,896.12 | 12,686.80 |

| POSITION                          | REGULAR PAY | OTHER    | GROSS PAY |
|-----------------------------------|-------------|----------|-----------|
| <u>Parker - Teachers</u> (cont'd) |             |          |           |
| Math                              | 11,773.60   | 2,076.12 | 13,849.72 |
| Math                              | 11,818.24   | 1,732.58 | 13,550.82 |
| Music                             | 8,464.88    | 1,491.82 | 9,956.70  |
| Music                             | 9,871.97    | 1,842.12 | 11,714.09 |
| Music                             | 13,889.55   | 2,453.20 | 16,342.75 |
| Art                               | 3,057.20    |          | 3,057.20  |
| Art                               | 7,604.72    | 1,356.12 | 8,960.84  |
| Phys Ed                           | 4,518.09    | 78.75    | 4,596.83  |
| Phys Ed                           | 3,940.02    |          | 3,940.02  |
| Phys Ed                           | 15,690.81   |          | 15,690.81 |
| Phys Ed                           | 14,451.24   | 2,348.19 | 16,799.43 |
| Phys Ed                           | 14,200.00   | 2,453.20 | 16,653.20 |
| Science                           | 15,697.36   |          | 15,697.36 |
| Science                           | 13,971.22   |          | 13,971.22 |
| Science                           | 12,801.20   | 2,256.12 | 15,057.32 |
| Science                           | 11,684.76   | 1,986.12 | 13,670.88 |
| Science                           | 8,339.88    | 1,458.12 | 9,804.00  |
| Science                           | 16,200.60   |          | 16,200.60 |
| Science                           | 10,375.37   | 1,806.12 | 12,181.49 |
| Science                           | 11,318.69   | 1,992.12 | 13,310.81 |
| Science                           | 14,785.76   |          | 14,785.76 |
| Science                           | 12,329.97   | 1,997.64 | 14,327.61 |
| Science                           | 13,289.79   | 2,256.12 | 15,545.91 |
| Social Studies                    | 6,246.81    | 1,806.12 | 8,052.93  |
| Social Studies                    | 2,669.54    |          | 2,669.54  |
| Social Studies                    | 12,512.56   | 2,273.20 | 14,785.76 |
| Social Studies                    | 12,287.40   | 2,166.12 | 14,453.52 |
| Social Studies                    | 12,512.56   | 2,273.20 | 14,785.76 |
| Social Studies                    | 2,866.72    |          | 2,866.72  |
| Social Studies                    | 11,238.69   | 1,986.12 | 13,224.81 |
| Social Studies                    | 2,010.24    |          | 2,010.24  |
| Social Studies                    | 16,486.27   |          | 16,486.27 |
| Social Studies                    | 16,589.19   |          | 16,589.19 |
| Social Studies                    | 11,294.36   | 1,996.03 | 13,290.36 |
| Home Ec.                          | 9,081.19    | 1,536.12 | 10,617.31 |
| Home Ec.                          | 8,960.84    |          | 8,960.84  |
| Home Ec.                          | 11,304.12   | 1,775.64 | 13,079.76 |
| Ind. Arts                         | 8,763.63    | 1,597.68 | 10,361.31 |
| Ind. Arts                         | 13,551.40   | 2,407.68 | 15,959.08 |
| Ind. Arts                         | 8,590.04    | 1,507.68 | 10,097.72 |
| Librarian                         | 12,801.20   | 2,256.12 | 15,057.32 |
| Guidance Coun.                    | 3,247.36    |          | 3,247.36  |
| Guidance Coun.                    | 3,247.36    |          | 3,247.36  |
| Guidance Coun.                    | 5,229.45    | 1,427.60 | 6,657.05  |

| POSITION                          | REGULAR PAY | OTHER    | GROSS PAY |
|-----------------------------------|-------------|----------|-----------|
| <u>Parker - Teachers (cont'd)</u> |             |          |           |
| Guidance Coun.                    | 10,360.22   | 1,716.12 | 12,076.34 |
| Guidance Coun.                    | 5,788.96    | 1,270.52 | 8,059.48  |
| <br><u>McCarthy Junior High</u>   |             |          |           |
| Principal                         | 25,066.01   |          | 25,066.01 |
| Asst. Principal                   | 21,856.05   |          | 21,856.05 |
| <br><u>McCarthy - Teachers</u>    |             |          |           |
| English                           | 8,289.88    | 1,446.12 | 9,736.00  |
| English                           | 11,032.26   | -393.02  | 10,039.24 |
| English                           | 11,304.12   | 2,004.12 | 13,308.24 |
| English                           | 15,980.37   |          | 15,980.37 |
| English                           | 14,539.55   | 2,653.20 | 17,192.75 |
| English                           | 11,304.12   | 1,986.12 | 13,290.24 |
| English                           | 9,248.95    | 1,626.12 | 10,875.07 |
| English                           | 13,224.81   |          | 13,224.81 |
| English                           | 13,224.81   |          | 13,224.81 |
| English                           | 12,801.20   | 2,256.12 | 15,057.32 |
| English                           | 11,773.60   | 2,076.12 | 13,849.72 |
| English                           | 13,351.24   | 2,346.12 | 15,727.36 |
| English                           | 9,598.95    | 1,626.12 | 11,225.07 |
| English                           | 10,790.68   | 1,896.12 | 12,686.80 |
| Reading                           | 9,591.04    | 1,716.12 | 11,307.16 |
| Reading                           | 13,872.40   | 2,453.20 | 16,325.60 |
| Reading                           | 9,352.45    | 1,632.12 | 10,984.57 |
| Reading                           | 11,238.69   | 1,986.12 | 13,224.81 |
| For. Lang.                        | 2,866.72    |          | 2,866.72  |
| For. Lang.                        | 11,911.64   |          | 11,911.64 |
| For. Lang.                        | 6,591.96    | 1,426.80 | 8,018.76  |
| For. Lang.                        | 10,097.64   |          | 10,097.64 |
| For. Lang.                        | 3,057.20    |          | 3,057.20  |
| For. Lang.                        | 11,332.97   | 1,896.12 | 13,229.09 |
| For. Lang.                        | 11,413.09   |          | 11,413.09 |
| For. Lang.                        | 8,681.19    | 1,536.12 | 10,217.21 |
| For. Lang.                        | 3,818.08    | 2,382.60 | 6,200.68  |
| Math                              | 13,880.88   |          | 13,880.88 |
| Math                              | 14,458.91   | 2,637.84 | 17,096.75 |
| Math                              | 12,686.80   |          | 12,686.80 |
| Math                              | 12,801.20   | 2,256.12 | 15,057.32 |
| Math                              | 11,290.68   | 1,896.12 | 13,186.80 |
| Math                              | 2,866.72    |          | 2,866.72  |
| Math                              | 5,118.12    | 778.38   | 5,896.50  |
| Math                              | 12,879.59   | 33.50    | 12,913.09 |
| Math                              | 13,489.55   | 2,453.20 | 15,942.75 |
| Math                              | 10,255.37   | 1,806.12 | 12,061.49 |
| Math                              | 3,057.20    | 2,199.80 | 5,257.00  |
| Math                              | 3,818.08    |          | 3,818.08  |
| Math                              | 10,979.62   | 95.14    | 11,074.76 |
| Math                              | 5,620.95    | 1,626.12 | 7,247.07  |
| Music                             | 11,313.69   | 1,986.12 | 13,299.81 |

| POSITION                            | REGULAR PAY | OTHER    | GROSS PAY |
|-------------------------------------|-------------|----------|-----------|
| <u>McCarthy - Teachers (cont'd)</u> |             |          |           |
| Music                               | 10,152.97   | 1,716.12 | 11,869.09 |
| Music                               | 11,538.09   |          | 11,538.09 |
| Art                                 | 11,139.07   |          | 11,139.07 |
| Art                                 | 7,654.72    | 1,356.12 | 9,010.84  |
| Phys. Ed.                           | 11,990.68   | 1,896.12 | 13,886.80 |
| Phys. Ed.                           | 12,515.09   | 2,273.20 | 14,788.29 |
| Phys. Ed.                           | 14,044.45   | 2,453.20 | 16,497.65 |
| Phys. Ed.                           | 11,629.88   | 1,896.12 | 13,526.00 |
| Science                             | 13,290.24   |          | 13,290.24 |
| Science                             | 14,046.15   | 2,868.44 | 16,914.69 |
| Science                             | 13,489.55   | 2,453.20 | 15,942.75 |
| Science                             | 8,681.19    | 1,536.12 | 10,217.31 |
| Science                             | 14,453.52   |          | 14,453.52 |
| Science                             | 16,728.75   |          | 16,728.75 |
| Science                             | 12,287.40   | 2,169.50 | 14,453.52 |
| Science                             | 13,201.20   | 2,256.12 | 15,457.32 |
| Science                             | 7,996.03    | 1,446.12 | 9,442.15  |
| Science                             | 9,596.89    | 1,716.12 | 11,286.01 |
| Science                             | 17,963.35   |          | 17,963.35 |
| Science                             | 10,296.97   | 1,716.12 | 12,013.09 |
| Social Studies                      | 14,785.76   | -505.44  | 14,280.32 |
| Social Studies                      | 14,321.15   | 2,543.04 | 16,864.19 |
| Social Studies                      | 1,623.68    | 13.00    | 1,636.68  |
| Social Studies                      | 12,061.49   |          | 12,061.49 |
| Social Studies                      | 1,916.64    | 13.00    | 2,046.64  |
| Social Studies                      | 10,682.32   | 1,896.12 | 12,578.44 |
| Social Studies                      | 4,783.36    | 43.50    | 4,826.86  |
| Social Studies                      | 10,655.37   | 1,806.12 | 12,461.49 |
| Social Studies                      | 13,874.23   | 2,539.73 | 16,413.96 |
| Social Studies                      | 8,643.88    | 1,446.12 | 10,090.00 |
| Social Studies                      | 15,101.69   |          | 15,101.69 |
| Social Studies                      | 10,682.32   | 1,896.12 | 12,578.44 |
| Social Studies                      | 9,736.00    | 21.00    | 9,757.00  |
| Home Ec.                            | 11,304.12   | 1,986.12 | 13,290.24 |
| Home Ec.                            | 7,679.72    | 1,356.12 | 9,035.84  |
| Home Ec.                            | 3,057.20    | 390.00   | 3,447.20  |
| Home Ec.                            | 9,704.51    | 1,626.12 | 11,330.63 |
| Ind. Arts                           | 3,057.20    |          | 3,057.20  |
| Ind. Arts                           | 6,446.97    | 1,867.68 | 8,314.65  |
| Ind. Arts                           | 13,507.56   | 2,227.68 | 15,735.24 |
| Ind. Arts                           | 9,922.56    |          | 9,922.56  |
| Ind. Arts                           | 3,512.52    |          | 3,512.52  |
| Librarian                           | 10,466.68   | 1,806.12 | 12,272.80 |
| Guidance Coun.                      | 12,242.14   |          | 12,242.14 |
| Guidance Coun.                      | 13,706.20   | 2,453.20 | 16,169.40 |
| Guidance Coun.                      | 14,270.70   | 2,543.04 | 16,813.74 |

| POSITION                            | REGULAR PAY | OTHER    | GROSS PAY |
|-------------------------------------|-------------|----------|-----------|
| <u>Byam School</u><br>Principal     | 23,482.09   |          | 23,482.09 |
| Teacher                             | 9,352.45    | 1,626.12 | 10,978.57 |
| Teacher                             | 10,244.37   | 1,806.12 | 12,061.49 |
| Teacher                             | 9,251.48    | 1,626.12 | 10,977.60 |
| Teacher                             | 9,291.51    |          | 9,291.51  |
| Teacher                             | 10,790.68   | 1,829.14 | 12,619.82 |
| Teacher                             | 14,182.16   |          | 14,182.16 |
| Teacher                             | 10,883.00   | 1,896.12 | 12,779.12 |
| Teacher                             | 9,248.95    | 1,626.12 | 10,875.07 |
| Teacher                             | 2,866.72    | -50.63   | 2,816.09  |
| Teacher                             | 15,942.75   |          | 15,942.75 |
| Teacher                             | 9,736.00    |          | 9,736.00  |
| Teacher                             | 10,255.37   | 1,806.12 | 12,061.49 |
| Teacher                             | 9,491.21    | 1,672.24 | 11,163.49 |
| Teacher                             | 10,255.37   | 1,806.12 | 12,061.49 |
| Teacher                             | 12,061.49   |          | 12,061.49 |
| Teacher                             | 11,818.24   | 2,076.12 | 13,894.36 |
| Teacher                             | 10,255.37   | 1,806.12 | 12,061.49 |
| Teacher                             | 10,940.70   | 1,942.28 | 12,882.98 |
| Teacher                             | 11,818.24   | 2,076.12 | 13,894.36 |
| Teacher                             | 8,289.88    | 1,446.12 | 9,736.00  |
| Teacher                             | 5,920.07    | 1,182.59 | 7,102.66  |
| Teacher                             | 8,289.88    | 1,446.12 | 9,736.00  |
| Teacher                             | 14,182.86   |          | 14,182.86 |
| Teacher                             | 7,065.26    | 2,032.28 | 9,097.54  |
| Teacher                             | 12,754.90   | 2,319.36 | 15,074.26 |
| Teacher                             | 6,781.86    |          | 6,781.86  |
| Teacher                             | 9,800.99    | 1,716.12 | 11,517.11 |
| <u>McFarlin School</u><br>Principal | 23,482.09   |          | 23,482.09 |
| Teacher                             | 10,127.80   | 2,333.75 | 12,460.95 |
| Teacher                             | 8,289.88    | 1,446.12 | 9,735.00  |
| Teacher                             | 10,313.31   |          | 10,313.31 |
| Teacher                             | 13,351.24   | 2,346.12 | 15,781.36 |
| Teacher                             | 12,061.49   |          | 12,061.49 |
| Teacher                             | 13,489.55   | 2,453.20 | 15,942.75 |
| Teacher                             | 11,238.69   | 1,986.12 | 13,360.02 |
| Teacher                             | 10,127.80   | 2,273.20 | 12,401.00 |
| Teacher                             | 9,736.00    |          | 9,736.00  |
| Teacher                             | 9,696.97    | 1,716.12 | 11,414.14 |
| Teacher                             | 12,561.81   |          | 12,561.81 |
| Teacher                             | 10,255.37   | 1,806.12 | 12,061.49 |
| Teacher                             | 11,647.39   |          | 11,647.39 |
| Teacher                             | 12,801.20   | 2,256.12 | 15,057.32 |
| Teacher                             | 14,305.37   | 2,543.04 | 16,848.41 |
| Teacher                             | 9,696.97    | 1,716.12 | 11,413.09 |
| Teacher                             | 10,632.96   | 1,896.12 | 12,529.09 |
| Teacher                             | 8,289.88    | 1,446.12 | 9,736.00  |
| Teacher                             | 10,898.32   | 2,022.12 | 12,920.44 |
| Teacher                             | 10,875.07   |          | 10,875.07 |
| Teacher                             | 10,255.37   | 1,806.12 | 12,061.49 |

| POSITION                        | REGULAR PAY | OTHER    | GROSS PAY |
|---------------------------------|-------------|----------|-----------|
| <u>McFarlin School</u> (cont'd) |             |          |           |
| Teacher                         | 10,790.68   | 1,980.12 | 12,770.80 |
| Teacher                         | 12,686.80   | .46      | 12,687.26 |
| Teacher                         | 10,276.52   | 1,863.67 | 12,140.19 |
| Teacher                         | 14,785.76   |          | 14,785.76 |
| Teacher                         | 12,287.40   | 2,166.12 | 14,453.52 |
| Teacher                         | 14,571.48   | 2,346.12 | 16,917.60 |
| Teacher                         | 9,093.86    | 1,536.12 | 10,629.98 |
| Teacher                         | 11,413.09   |          | 11,413.09 |
| Teacher                         | 5,042.52    | 1,446.12 | 6,488.64  |
| Teacher                         | 12,061.49   |          | 12,061.49 |
| <u>Center School</u>            |             |          |           |
| Principal                       | 23,482.09   |          | 23,482.09 |
| Teacher                         | 8,289.88    | 1,446.12 | 9,736.00  |
| Teacher                         | 14,453.52   |          | 14,453.52 |
| Teacher                         | 10,276.52   | 1,806.12 | 12,082.64 |
| Teacher                         | 4,892.22    | 480.53   | 5,372.75  |
| Teacher                         | 12,726.13   | 2,273.20 | 14,999.33 |
| Teacher                         | 5,068.99    |          | 5,068.99  |
| Teacher                         | 3,628.00    |          | 3,628.00  |
| Teacher                         | 8,289.88    | 1,446.12 | 9,736.00  |
| Teacher                         | 12,329.97   | 2,166.12 | 14,496.09 |
| Teacher                         | 7,743.04    | 2,273.20 | 10,016.24 |
| Teacher                         | 13,489.55   | 2,453.20 | 15,942.75 |
| Teacher                         | 12,512.56   | 2,273.20 | 14,785.76 |
| Teacher                         | 13,849.72   |          | 13,849.72 |
| Teacher                         | 14,785.76   |          | 14,785.76 |
| Teacher                         | 14,785.76   |          | 14,785.76 |
| Teacher                         | 11,238.69   | 1,986.12 | 13,224.81 |
| Teacher                         | 15,057.80   |          | 15,057.80 |
| Teacher                         | 6,757.46    | 858.04   | 7,615.50  |
| Teacher                         | 15,942.75   |          | 15,942.75 |
| Teacher                         | 12,686.80   |          | 12,686.80 |
| Teacher                         | 13,489.55   | 2,453.20 | 15,942.75 |
| Teacher                         | 9,739.69    |          | 9,739.69  |
| Teacher                         | 7,743.04    | 2,273.20 | 10,016.24 |
| Teacher                         | 12,329.97   | 2,166.12 | 14,496.09 |
| Teacher                         | 12,726.13   | 2,273.20 | 14,999.33 |
| <u>Harrington School</u>        |             |          |           |
| Principal                       | 23,482.09   |          | 23,482.09 |
| Teacher                         | 7,411.77    | 1,722.15 | 9,133.92  |
| Teacher                         | 10,875.07   |          | 10,875.07 |
| Teacher                         | 13,922.85   | 2,453.20 | 16,376.05 |
| Teacher                         | 14,785.76   |          | 14,785.76 |
| Teacher                         | 13,720.35   | 2,510.90 | 16,231.25 |
| Teacher                         | 9,708.67    | 1,716.12 | 11,424.79 |
| Teacher                         | 7,580.32    | 1,367.56 | 8,947.88  |
| Teacher                         | 12,963.76   | 11.54    | 12,975.30 |
| Teacher                         | 8,563.47    | 1,536.12 | 10,099.59 |
| Teacher                         | 6,420.24    | 1,896.12 | 8,316.36  |
| Teacher                         | 8,960.84    |          | 8,960.84  |

| POSITION                          | REGULAR PAY | OTHER    | GROSS PAY |
|-----------------------------------|-------------|----------|-----------|
| <u>Harrington School</u> (cont'd) |             |          |           |
| Teacher                           | 12,329.97   | 2,166.12 | 14,496.09 |
| Teacher                           | 11,238.69   | 1,986.12 | 13,224.81 |
| Teacher                           | 10,649.71   |          | 10,649.71 |
| Teacher                           | 9,011.89    | 1,626.12 | 10,638.01 |
| Teacher                           | 10,488.61   |          | 10,488.61 |
| Teacher                           | 10,913.12   | 1,954.74 | 12,867.86 |
| Teacher                           | 10,875.07   |          | 10,875.07 |
| Teacher                           | 14,153.65   | 2,550.14 | 16,703.79 |
| Teacher                           | 505.11      | 1,051.70 | 1,556.81  |
| Teacher                           | 8,231.76    | 78.00    | 8,309.76  |
| Teacher                           |             | 390.72   | 390.72    |
| Teacher                           | 3,057.20    | 5,118.40 | 8,175.60  |
| Teacher                           | 14,216.42   | 34.65    | 14,251.07 |
| Teacher                           | 2,866.72    | 1,513.60 | 4,380.32  |
| Teacher                           | 10,000.07   | 1,655.50 | 11,655.57 |
| Teacher                           | 8,074.08    |          | 8,074.08  |
| Teacher                           | 5,620.95    | 1,626.12 | 7,247.07  |
| Teacher                           | 9,569.89    | 1,745.01 | 11,314.90 |
| Teacher                           | 8,545.28    | 1,446.12 | 9,991.40  |
| Teacher                           | 3,247.36    |          | 3,247.36  |
| Teacher                           | 9,536.15    | 1,626.12 | 11,162.27 |
| <u>North School</u>               |             |          |           |
| Principal                         | 23,482.09   |          | 23,482.09 |
| Teacher                           | 12,082.64   | -70.80   | 12,011.84 |
| Teacher                           | 14,785.76   |          | 14,785.76 |
| Teacher                           | 14,785.76   |          | 14,785.76 |
| Teacher                           | 10,116.64   |          | 10,116.64 |
| Teacher                           | 12,726.13   | 1,711.10 | 14,437.27 |
| Teacher                           | 3,509.73    |          | 3,509.73  |
| Teacher                           | 10,255.37   | 1,806.12 | 12,061.49 |
| Teacher                           | 12,686.80   |          | 12,686.80 |
| Teacher                           | 11,304.12   | 1,986.12 | 13,290.24 |
| Teacher                           | 14,785.76   |          | 14,785.76 |
| Teacher                           | 13,894.36   |          | 13,894.36 |
| Teacher                           | 12,082.64   |          | 12,082.64 |
| Teacher                           | 14,785.76   |          | 14,785.76 |
| Teacher                           | 14,785.76   |          | 14,785.76 |
| Teacher                           | 11,304.12   | 1,986.12 | 13,290.24 |
| Teacher                           | 14,785.76   |          | 14,785.76 |
| Teacher                           | 10,276.52   | 1,806.12 | 12,082.64 |
| Teacher                           | 12,512.56   | 2,273.20 | 14,765.76 |
| Teacher                           | 10,255.37   | 1,774.22 | 12,029.59 |
| Teacher                           | 12,387.59   | 2,196.92 | 14,584.51 |
| Teacher                           | 11,773.60   | 2,035.68 | 13,809.28 |
| Teacher                           | 12,329.97   | 2,166.12 | 14,496.09 |
| <u>South Row School</u>           |             |          |           |
| Principal                         | 23,482.09   |          | 23,482.09 |
| Teacher                           | 12,329.97   | 2,166.12 | 14,496.09 |
| Teacher                           | 14,785.76   |          | 14,785.76 |
| Teacher                           | 3,244.19    |          | 3,244.19  |
| Teacher                           | 10,255.37   | 1,806.12 | 12,061.49 |
| Teacher                           | 16,200.60   |          | 16,200.60 |
| Teacher                           | 13,489.55   | 2,495.20 | 15,984.75 |
| Teacher                           | 12,512.56   | 2,273.20 | 14,785.76 |
| Teacher                           | 11,238.69   | 1,986.12 | 13,224.84 |
| Teacher                           | 11,818.24   | 2,076.12 | 13,894.36 |

| POSITION                         | REGULAR PAY | OTHER    | GROSS PAY |
|----------------------------------|-------------|----------|-----------|
| <u>South Row School (cont'd)</u> |             |          |           |
| Teacher                          | 14,785.76   |          | 14,785.76 |
| Teacher                          | 12,512.56   | 2,273.20 | 14,785.76 |
| Teacher                          | 5,517.92    |          | 5,517.92  |
| Teacher                          | 5,816.51    | 879.04   | 6,695.55  |
| Teacher                          | 14,785.76   | 4.50     | 14,790.26 |
| Teacher                          | 11,304.12   | 2,085.12 | 13,389.24 |
| Teacher                          | 9,736.00    | 45.70    | 9,781.70  |
| Teacher                          | 11,304.12   | 1,986.12 | 13,290.24 |
| Teacher                          | 11,773.60   | 2,076.12 | 13,849.72 |
| Teacher                          | 18,161.00   |          | 18,161.00 |
| Teacher                          | 13,489.55   | 2,453.20 | 15,942.75 |
| Teacher                          | 14,496.09   |          | 14,496.09 |
| Teacher                          | 12,512.56   | 2,273.20 | 14,785.76 |
| Teacher                          | 4,848.42    | 871.04   | 5,719.46  |
| <u>Westlands School</u>          |             |          |           |
| Principal                        | 23,482.09   |          | 23,482.09 |
| Teacher                          | 10,790.68   | 1,896.12 | 12,686.80 |
| Teacher                          | 14,498.85   |          | 14,498.85 |
| Teacher                          | 15,511.89   | 835.32   | 16,347.21 |
| Teacher                          | 12,512.56   | 2,273.20 | 14,785.76 |
| Teacher                          | 11,818.24   | 2,076.12 | 13,894.36 |
| Teacher                          | 12,512.56   | 2,273.20 | 14,785.76 |
| Teacher                          | 12,686.80   |          | 12,686.80 |
| Teacher                          | 13,489.55   | 2,453.20 | 15,942.75 |
| Teacher                          | 2,384.56    |          | 2,384.56  |
| Teacher                          | 15,942.75   |          | 15,942.75 |
| Teacher                          | 9,708.67    | 1,716.12 | 11,424.79 |
| Teacher                          | 13,849.72   |          | 13,849.72 |
| Teacher                          | 14,785.76   |          | 14,785.76 |
| Teacher                          |             | 276.12   | 276.12    |
| Teacher                          | 12,512.56   | 2,273.20 | 14,785.76 |
| Teacher                          | 12,512.56   | 2,273.20 | 14,785.76 |
| Teacher                          | 12,726.13   | 2,273.20 | 14,999.33 |
| Teacher                          | 12,329.97   | 2,166.12 | 14,496.09 |
| Teacher                          | 12,182.59   | 2,233.24 | 14,415.83 |
| Teacher                          | 12,329.97   | 2,166.12 | 14,496.09 |
| Teacher                          | 10,790.68   | 1,896.12 | 12,686.80 |
| Teacher                          | 10,265.84   | 1,896.12 | 12,161.96 |
| Teacher                          | 12,512.56   | 2,381.70 | 14,894.26 |
| Teacher                          | 10,255.37   | 1,806.12 | 12,061.49 |
| Teacher                          | 6,439.85    | 795.50   | 7,235.35  |
| Teacher                          | 11,794.75   | 2,076.12 | 13,870.07 |
| Teacher                          | 5,683.32    | 1,933.44 | 7,616.76  |
| Teacher                          | 13,593.38   |          | 13,593.38 |
| Teacher                          | 14,123.92   | 2,273.20 | 16,397.12 |
| Teacher                          | 11,773.60   | 2,076.12 | 13,849.72 |
| Teacher                          | 12,512.56   | 2,273.20 | 14,785.76 |
| Teacher                          | 8,289.88    | 1,450.12 | 9,740.00  |
| <u>Elementary</u>                |             |          |           |
| Guidance Counselor               | 14,046.15   | 2,543.04 | 16,589.19 |
| Guidance Counselor               | 4,676.16    | 813.04   | 5,489.20  |



| POSITION                    | REGULAR PAY | OTHER    | GROSS PAY |
|-----------------------------|-------------|----------|-----------|
| <u>Elementary (cont'd)</u>  |             |          |           |
| Guidance Counselor          | 14,046.15   | 2,543.04 | 16,589.19 |
| Guidance Counselor          | 19,502.01   |          | 19,502.01 |
| Guidance Counselor          | 14,046.15   | 2,543.04 | 16,589.19 |
| Guidance Counselor          | 6,536.95    |          | 6,536.95  |
| Guidance Counselor          | 12,477.56   | 2,166.12 | 14,643.68 |
| Art Teacher                 | 7,604.72    | 1,356.12 | 8,960.84  |
| Art Teacher                 | 12,512.56   | 2,273.20 | 14,785.76 |
| Art Teacher                 | 10,276.52   | 1,806.12 | 12,082.64 |
| Art Teacher                 | 11,413.09   |          | 11,413.09 |
| Art Teacher                 | 12,329.97   | 2,166.12 | 14,496.09 |
| Art Teacher                 | 8,666.97    | 1,536.12 | 10,203.09 |
| Art Teacher                 | 14,785.76   |          | 14,785.76 |
| Art Teacher                 | 5,620.95    | 1,626.12 | 7,247.07  |
| Music Teacher               | 1,602.49    | 130.00   | 1,732.49  |
| Music Teacher               | 10,255.37   | 1,806.12 | 12,061.49 |
| Music Teacher               | 8,289.88    | 1,446.12 | 9,736.00  |
| Music Teacher               | 8,960.84    |          | 8,960.84  |
| Music Teacher               | 7,999.72    | 45.70    | 8,045.42  |
| Music Teacher               | 9,696.97    | 1,716.12 | 11,413.09 |
| Music Teacher               | 11,304.12   | 1,923.19 | 13,227.31 |
| Music Teacher               | 8,443.12    | 1,446.12 | 9,889.24  |
| Music Teacher               | 5,645.18    | 2,753.50 | 8,398.68  |
| Phys Ed                     | 13,008.07   | 4.83     | 13,012.90 |
| Phys Ed                     | 9,058.17    | 1,536.12 | 10,594.29 |
| Phys Ed                     | 14,793.12   |          | 14,793.12 |
| Phys Ed                     | 15,889.55   | 2,453.20 | 18,342.75 |
| Phys Ed                     | 12,516.24   | 2,273.20 | 14,789.44 |
| Phys Ed                     | 10,999.76   | 1,896.12 | 12,895.88 |
| Phys Ed                     | 12,212.31   | 2,076.12 | 14,288.43 |
| Phys Ed                     | 17,134.20   | 90.00    | 17,224.20 |
| Reading                     | 16,720.18   |          | 16,720.18 |
| Reading                     | 14,146.34   | 2,573.84 | 16,720.18 |
| Reading                     | 13,586.95   | 2,484.00 | 16,070.95 |
| Reading                     | 13,586.95   | 2,484.00 | 16,070.95 |
| Reading                     | 13,586.95   | 2,484.00 | 16,070.95 |
| Reading                     | 12,612.75   | 2,304.00 | 14,916.75 |
| Reading                     | 14,146.34   | 2,573.84 | 16,720.18 |
| Librarians                  | 8,289.88    | 1,446.12 | 9,736.00  |
| Librarians                  | 9,708.67    | 1,716.12 | 11,424.79 |
| <u>IMC</u>                  |             |          |           |
| Program Supervisor          | 20,326.14   |          | 20,326.14 |
| IMC Teacher                 | 9,708.67    | 1,716.12 | 11,424.79 |
| <u>Core Evaluation Team</u> |             |          |           |
| <u>Chairpersons</u>         |             |          |           |
| Chairperson                 | 15,871.74   |          | 15,871.74 |
| Chairperson                 | 16,309.31   |          | 16,309.31 |

| POSITION                             | REGULAR PAY | OTHER    | GROSS PAY |
|--------------------------------------|-------------|----------|-----------|
| <u>Core Evaluation Team (Cont'd)</u> |             |          |           |
| Chairperson                          | 15,895.02   |          | 15,895.02 |
| School Psychologist                  | 12,172.02   | 1,983.08 | 14,155.10 |
| <u>Summer Workshops</u>              |             |          |           |
| Teacher                              |             | 255.40   | 255.40    |
| Teacher                              |             | 140.32   | 140.32    |
| Teacher                              |             | 136.65   | 136.65    |
| Teacher                              |             | 258.48   | 258.48    |
| Teacher                              |             | 620.09   | 620.09    |
| Teacher                              |             | 478.20   | 478.20    |
| Teacher                              |             | 366.70   | 366.70    |
| Teacher                              |             | 258.48   | 258.48    |
| Teacher                              |             | 366.70   | 366.70    |
| Teacher                              |             | 765.20   | 765.20    |
| Teacher                              |             | 272.36   | 272.36    |
| Teacher                              |             | 669.80   | 669.80    |
| Teacher                              |             | 1,169.57 | 1,169.57  |
| Teacher                              |             | 701.60   | 701.60    |
| Teacher                              |             | 334.60   | 334.60    |
| Teacher                              |             | 491.85   | 491.85    |
| Teacher                              |             | 433.30   | 433.30    |
| Teacher                              |             | 1,126.58 | 1,126.58  |
| Teacher                              |             | 330.03   | 330.03    |
| Teacher                              |             | 1,142.28 | 1,142.28  |
| Teacher                              |             | 239.50   | 239.50    |
| Teacher                              |             | 2,722.00 | 2,722.00  |
| Teacher                              |             | 242.48   | 242.48    |
| Teacher                              |             | 1,126.58 | 1,126.58  |
| Teacher                              |             | 510.40   | 510.40    |
| Teacher                              |             | 164.00   | 164.00    |
| Teacher                              |             | 334.90   | 334.90    |
| Teacher                              |             | 542.60   | 542.60    |
| Teacher                              |             | 779.94   | 779.94    |
| Teacher                              |             | 344.42   | 344.42    |
| Teacher                              |             | 255.40   | 255.40    |
| Teacher                              |             | 389.97   | 389.97    |
| Teacher                              |             | 334.90   | 334.90    |
| Teacher                              |             | 229.86   | 229.86    |
| Teacher                              |             | 255.40   | 255.40    |
| Teacher                              |             | 731.77   | 731.77    |
| Teacher                              |             | 255.20   | 255.20    |
| Teacher                              |             | 430.44   | 430.44    |
| Title I Teacher                      | 9,077.96    | 126.35   | 9,204.31  |
| Teacher                              |             | 258.48   | 258.48    |
| Title I Teacher                      | 8,555.84    | 114.25   | 8,670.09  |
| Teacher                              |             | 287.10   | 287.10    |
| Teacher                              |             | 920.77   | 920.77    |
| Teacher                              |             | 287.10   | 287.10    |
| Title I Aide                         |             | 1,600.50 | 1,600.50  |
| Teacher                              |             | 417.72   | 417.72    |
| Teacher                              |             | 733.40   | 733.40    |
| Teacher                              |             | 319.00   | 319.00    |
| Teacher                              |             | 398.50   | 398.50    |

| POSITION                         | REGULAR PAY | OTHER    | GROSS PAY |
|----------------------------------|-------------|----------|-----------|
| <u>Summer Workshops (cont'd)</u> |             |          |           |
| Teacher                          |             | 586.72   | 586.72    |
| Teacher                          |             | 398.50   | 398.50    |
| Teacher                          |             | 301.41   | 301.41    |
| Teacher                          |             | 866.60   | 866.60    |
| Teacher                          |             | 319.00   | 319.00    |
| Teacher                          |             | 239.50   | 239.50    |
| Teacher                          |             | 301.41   | 301.41    |
| Teacher                          |             | 586.72   | 586.72    |
| Teacher                          |             | 535.84   | 535.84    |
| Teacher                          |             | 102.16   | 102.16    |
| Teacher                          |             | 153.24   | 153.24    |
| Teacher                          |             | 3,840.10 | 3,840.10  |
| Teacher                          |             | 430.45   | 430.45    |
| Teacher                          |             | 330.03   | 330.03    |
| Teacher                          |             | 382.60   | 382.60    |
| Teacher                          |             | 669.80   | 669.80    |
| Teacher                          |             | 153.24   | 153.24    |
| Teacher                          |             | 90.93    | 90.93     |
| Teacher                          |             | 334.60   | 334.60    |
| Teacher                          |             | 481.66   | 481.66    |
| Teacher                          |             | 366.70   | 366.70    |
| Teacher                          |             | 287.00   | 287.00    |
| Teacher                          |             | 318.86   | 318.86    |
| Teacher                          |             | 319.00   | 319.00    |
| Teacher                          |             | 334.90   | 334.90    |
| Teacher                          |             | 121.24   | 121.24    |
| Teacher                          |             | 484.96   | 484.96    |
| Teacher                          |             | 1,408.96 | 1,408.96  |
| Teacher                          |             | 43.30    | 43.30     |
| Title I Teacher                  | 8,555.84    | 114.25   | 8,670.09  |
| Teacher                          |             | 121.24   | 121.24    |
| Title I Teacher                  | 10,121.70   | 178.78   | 10,300.48 |
| Teacher                          |             | 255.20   | 255.20    |
| Teacher                          |             | 449.59   | 449.59    |
| Teacher                          |             | 829.46   | 829.46    |
| Director Title I                 | 15,381.95   |          | 15,381.95 |
| Teacher                          |             | 484.96   | 484.96    |
| Teacher                          |             | 439.76   | 439.76    |
| Teacher                          |             | 828.80   | 828.80    |
| Teacher                          |             | 334.90   | 334.90    |
| Teacher                          |             | 433.30   | 433.30    |
| Teacher                          |             | 792.42   | 792.42    |
| Teacher                          |             | 561.28   | 561.28    |
| Teacher                          |             | 272.79   | 272.79    |
| Teacher                          |             | 612.16   | 612.16    |
| Teacher                          |             | 401.50   | 401.50    |
| Teacher                          |             | 701.60   | 701.60    |
| Aide                             |             | 108.00   | 108.00    |
| Teacher                          |             | 255.40   | 255.40    |
| Teacher                          |             | 260.52   | 260.52    |
| Teacher                          |             | 210.34   | 210.34    |
| Teacher                          |             | 215.55   | 215.55    |
| Teacher                          |             | 255.16   | 255.16    |
| Teacher                          |             | 287.10   | 287.10    |

| POSITION                   | REGULAR PAY | OTHER    | GROSS PAY |
|----------------------------|-------------|----------|-----------|
| <u>Special Education</u>   |             |          |           |
| Director of Spec. Ed.      | 23,482.09   |          | 23,482.09 |
| Teacher                    | 10,426.60   |          | 10,426.60 |
| Teacher                    | 13,642.55   | 113.00   | 13,755.55 |
| Teacher                    | 10,505.36   | 1,943.27 | 12,448.63 |
| Teacher                    | 12,579.96   | 2,243.05 | 14,823.00 |
| Teacher                    | 13,976.29   |          | 13,976.29 |
| Teacher                    | 9,498.94    | 2,816.96 | 12,315.90 |
| Teacher                    | 13,739.54   | 2,530.12 | 16,269.66 |
| Teacher                    | 12,023.59   | 2,153.04 | 14,245.64 |
| Teacher                    | 8,271.93    | 1,433.04 | 9,704.97  |
| Teacher                    | 1,909.04    |          | 1,909.04  |
| Teacher                    | 8,539.87    | 1,523.04 | 10,062.91 |
| Teacher                    | 12,537.39   | 2,243.04 | 14,780.43 |
| Teacher                    | 13,551.72   |          | 13,551.72 |
| Teacher                    | 11,831.26   | 2,145.46 | 13,978.72 |
| Teacher                    | 9,708.67    | 1,745.01 | 11,453.68 |
| Teacher                    | 12,673.85   | 2,256.12 | 14,929.97 |
| Teacher                    | 9,352.45    | 1,626.12 | 10,978.57 |
| Teacher                    | 9,708.67    | 1,716.12 | 11,424.79 |
| Teacher                    | 6,118.49    | 2,057.61 | 8,176.10  |
| Teacher                    | 13,678.36   |          | 13,678.36 |
| Teacher                    | 9,808.86    | 1,746.92 | 11,555.78 |
| Teacher                    | 14,584.51   |          | 14,584.51 |
| Teacher                    | 14,146.34   | 2,573.84 | 16,720.18 |
| Teacher                    | 9,691.14    | 1,746.92 | 11,438.06 |
| Teacher                    | 3,437.52    |          | 3,437.52  |
| Teacher                    | 16,073.74   |          | 16,073.74 |
| Teacher                    | 4,198.72    |          | 4,198.72  |
| Teacher                    | 16,073.74   |          | 16,073.74 |
| Teacher                    | 4,388.88    |          | 4,388.88  |
| Teacher                    | 14,146.34   | 2,573.84 | 16,720.18 |
| Teacher                    | 9,061.75    | 1,536.12 | 10,597.87 |
| <u>Substitute Teachers</u> |             |          |           |
| Substitute Teacher         |             | 1,118.00 | 1,118.00  |
| Substitute Teacher         | 110.62      | 3,660.00 | 3,770.62  |
| Substitute Teacher         |             | 500.00   | 500.00    |
| Substitute Teacher         |             | 503.25   | 503.25    |
| Substitute Teacher         |             | 611.00   | 611.00    |
| Substitute Teacher         |             | 156.00   | 156.00    |
| Substitute Teacher         |             | 988.00   | 988.00    |
| Substitute Teacher         |             | 234.00   | 234.00    |
| Substitute Teacher         |             | 598.00   | 598.00    |
| Substitute Teacher         |             | 143.00   | 143.00    |
| Substitute Teacher         |             | 182.00   | 182.00    |
| Substitute Teacher         |             | 1,222.00 | 1,222.00  |
| Substitute Teacher         |             | 100.00   | 100.00    |
| Substitute Teacher         |             | 130.00   | 130.00    |
| Substitute Teacher         |             | 650.00   | 650.00    |
| Substitute Teacher         |             | 26.00    | 26.00     |
| Substitute Teacher         |             | 232.00   | 232.00    |
| Substitute Teacher         |             | 2,487.00 | 2,487.00  |

| POSITION                            | REGULAR PAY | OTHER    | GROSS PAY |
|-------------------------------------|-------------|----------|-----------|
| <u>Substitute Teachers</u> (cont'd) |             |          |           |
| Substitute Teacher                  |             | 878.75   | 878.75    |
| Substitute Teacher                  |             | 300.00   | 300.00    |
| Substitute Teacher                  |             | 182.00   | 182.00    |
| Substitute Teacher                  |             | 1,094.00 | 1,094.00  |
| Substitute Teacher                  |             | 1,259.00 | 1,259.00  |
| Substitute Teacher                  |             | 104.00   | 104.00    |
| Substitute Teacher                  |             | 182.00   | 182.00    |
| Substitute Teacher                  |             | 39.00    | 39.00     |
| Substitute Teacher                  |             | 468.00   | 468.00    |
| Substitute Teacher                  |             | 26.00    | 26.00     |
| Substitute Teacher                  |             | 1,898.00 | 1,898.00  |
| Substitute Teacher                  |             | 442.00   | 442.00    |
| Substitute Teacher                  |             | 286.00   | 286.00    |
| Substitute Teacher                  | 26.00       | -26.00   |           |
| Substitute Teacher                  |             | 338.00   | 338.00    |
| Substitute Teacher                  |             | 234.00   | 234.00    |
| Substitute Teacher                  |             | 302.00   | 302.00    |
| Substitute Teacher                  |             | 910.00   | 910.00    |
| Substitute Teacher                  |             | 390.00   | 390.00    |
| Substitute Teacher                  |             | 52.00    | 52.00     |
| Substitute Teacher                  |             | 300.00   | 300.00    |
| Substitute Teacher                  |             | 1,891.00 | 1,891.00  |
| Substitute Teacher                  |             | 182.00   | 182.00    |
| Substitute Teacher                  |             | 130.00   | 130.00    |
| Substitute Teacher                  |             | 1,183.00 | 1,183.00  |
| Substitute Teacher                  |             | 26.00    | 26.00     |
| Substitute Teacher                  |             | 26.00    | 26.00     |
| Substitute Teacher                  |             | 26.00    | 26.00     |
| Substitute Teacher                  |             | 272.00   | 272.00    |
| Substitute Teacher                  |             | 1,417.00 | 1,417.00  |
| Substitute Teacher                  |             | 2,733.00 | 2,733.00  |
| Substitute Teacher                  |             | 572.00   | 572.00    |
| Substitute Teacher                  |             | 200.00   | 200.00    |
| Substitute Teacher                  |             | 234.00   | 234.00    |
| Substitute Teacher                  |             | 1,118.00 | 1,118.00  |
| Substitute Teacher                  |             | 286.00   | 286.00    |
| Substitute Teacher                  |             | 210.00   | 210.00    |
| Substitute Teacher                  |             | 156.00   | 156.00    |
| Substitute Teacher                  |             | 26.00    | 26.00     |
| Substitute Teacher                  |             | 26.00    | 26.00     |
| Substitute Teacher                  |             | 150.00   | 150.00    |
| Substitute Teacher                  |             | 468.00   | 468.00    |
| Substitute Teacher                  |             | 208.00   | 208.00    |
| Substitute Teacher                  |             | 702.00   | 702.00    |
| Substitute Teacher                  |             | 52.00    | 52.00     |
| Substitute Teacher                  |             | 1,872.00 | 1,872.00  |
| Substitute Teacher                  |             | 26.00    | 26.00     |
| Substitute Teacher                  |             | 78.00    | 78.00     |
| Substitute Teacher                  |             | 143.00   | 143.00    |
| Substitute Teacher                  |             | 949.00   | 949.00    |
| Substitute Teacher                  |             | 754.00   | 754.00    |
| Substitute Teacher                  |             | 104.00   | 104.00    |
| Substitute Teacher                  |             | 78.00    | 78.00     |
| Substitute Teacher                  |             | 104.00   | 104.00    |

| POSITION                     | REGULAR PAY | OTHER    | GROSS PAY |
|------------------------------|-------------|----------|-----------|
| Substitute Teachers (cont'd) |             |          |           |
| Substitute Teacher           |             | 125.00   | 125.00    |
| Substitute Teacher           |             | 956.00   | 956.00    |
| Substitute Teacher           |             | 325.00   | 325.00    |
| Substitute Teacher           |             | 169.00   | 169.00    |
| Substitute Teacher           |             | 156.00   | 156.00    |
| Substitute Teacher           |             | 26.00    | 26.00     |
| Substitute Teacher           |             | 52.00    | 52.00     |
| Substitute Teacher           |             | 182.00   | 182.00    |
| Substitute Teacher           |             | 767.00   | 767.00    |
| Substitute Teacher           |             | 1,457.00 | 1,457.00  |
| Substitute Teacher           |             | 104.00   | 104.00    |
| Substitute Teacher           |             | 488.00   | 488.00    |
| Substitute Teacher           |             | 2,180.00 | 2,180.00  |
| Substitute Teacher           |             | 897.00   | 897.00    |
| Substitute Teacher           |             | 143.00   | 143.00    |
| Substitute Teacher           |             | 676.00   | 676.00    |
| Substitute Teacher           |             | 130.00   | 130.00    |
| Substitute Teacher           |             | 78.00    | 78.00     |
| Substitute Teacher           |             | 104.00   | 104.00    |
| Substitute Teacher           |             | 90.00    | 90.00     |
| Substitute Teacher           |             | 1,178.00 | 1,178.00  |
| Substitute Teacher           |             | 3,126.00 | 3,126.00  |
| Substitute Teacher           |             | 52.00    | 52.00     |
| Substitute Teacher           |             | 24.00    | 24.00     |
| Substitute Teacher           |             | 754.00   | 754.00    |
| Substitute Teacher           |             | 208.00   | 208.00    |
| Substitute Teacher           |             | 666.00   | 666.00    |
| Substitute Teacher           |             | 858.00   | 858.00    |
| Substitute Teacher           |             | 26.00    | 26.00     |
| Substitute Teacher           |             | 78.00    | 78.00     |
| Substitute Teacher           |             | 465.00   | 465.00    |
| Substitute Teacher           |             | 26.00    | 26.00     |
| Substitute Teacher           |             | 1,872.00 | 1,872.00  |
| Substitute Teacher           |             | 286.00   | 286.00    |
| Substitute Teacher           |             | 117.00   | 117.00    |
| Substitute Teacher           |             | 60.00    | 60.00     |
| Substitute Teacher           |             | 1,573.00 | 1,573.00  |
| Substitute Teacher           |             | 104.00   | 104.00    |
| Substitute Teacher           |             | 52.00    | 52.00     |
| Substitute Teacher           |             | 819.00   | 819.00    |
| Substitute Teacher           |             | 104.00   | 104.00    |
| Substitute Teacher           |             | 816.00   | 816.00    |
| Substitute Teacher           |             | 1,974.00 | 1,974.00  |
| Substitute Teacher           |             | 1,265.00 | 1,265.00  |
| Substitute Teacher           |             | 1,008.00 | 1,008.00  |
| Substitute Teacher           |             | 518.00   | 518.00    |
| Substitute Teacher           |             | 884.00   | 884.00    |
| Substitute Teacher           |             | 869.00   | 869.00    |
| Substitute Teacher           |             | 680.00   | 680.00    |
| Substitute Teacher           |             | 26.00    | 26.00     |
| Substitute Teacher           |             | 663.00   | 663.00    |
| Substitute Teacher           |             | 130.00   | 130.00    |
| Substitute Teacher           |             | 410.00   | 410.00    |
| Substitute Teacher           |             | 481.00   | 481.00    |

| POSITION                    | REGULAR PAY | OTHER    | GROSS PAY |
|-----------------------------|-------------|----------|-----------|
| Substitute Teacher (cont'd) |             |          |           |
| Substitute Teacher          |             | 182.00   | 182.00    |
| Substitute Teacher          |             | 78.00    | 78.00     |
| Substitute Teacher          |             | 503.50   | 503.50    |
| Substitute Teacher          |             | 2,436.00 | 2,436.00  |
| Substitute Teacher          | 300.00      | 156.00   | 456.00    |
| Substitute Teacher          |             | 325.00   | 325.00    |
| Substitute Teacher          |             | 2,444.00 | 2,444.00  |
| Substitute Teacher          |             | 1,447.00 | 1,447.00  |
| Substitute Teacher          |             | 1,306.00 | 1,306.00  |
| Substitute Teacher          |             | 312.00   | 312.00    |
| Substitute Teacher          |             | 528.00   | 528.00    |
| Substitute Teacher          |             | 416.00   | 416.00    |
| Substitute Teacher          |             | 52.00    | 52.00     |
| Substitute Teacher          |             | 1,833.00 | 1,833.00  |
| Substitute Teacher          |             | 164.00   | 164.00    |
| Substitute Teacher          |             | 52.00    | 52.00     |
| Substitute Teacher          |             | 390.00   | 390.00    |
| Substitute Teacher          |             | 481.00   | 481.00    |
| Substitute Teacher          |             | 364.00   | 364.00    |
| Substitute Teacher          |             | 104.00   | 104.00    |
| Substitute Teacher          |             | 26.00    | 26.00     |
| Substitute Teacher          |             | 26.00    | 26.00     |
| Substitute Teacher          |             | 312.00   | 312.00    |
| Substitute Teacher          |             | 1,066.00 | 1,066.00  |
| Substitute Teacher          |             | 1,462.40 | 1,462.40  |
| Substitute Teacher          |             | 26.00    | 26.00     |
| Substitute Teacher          |             | 13.00    | 13.00     |
| Substitute Teacher          |             | 260.00   | 260.00    |
| Substitute Teacher          |             | 52.00    | 52.00     |
| Substitute Teacher          |             | 841.92   | 841.92    |
| Substitute Teacher          | 1,000.00    | 1,238.00 | 2,238.00  |
| Substitute Teacher          |             | 156.00   | 156.00    |
| Substitute Teacher          |             | 150.00   | 150.00    |
| Substitute Teacher          |             | 156.00   | 156.00    |
| Substitute Teacher          |             | 234.00   | 234.00    |
| Substitute Teacher          |             | 481.00   | 481.00    |
| Substitute Teacher          |             | 962.00   | 962.00    |
| Substitute Teacher          |             | 52.00    | 52.00     |
| Substitute Teacher          |             | 302.00   | 302.00    |
| Substitute Teacher          |             | 500.00   | 500.00    |
| Substitute Teacher          |             | 351.00   | 351.00    |
| Substitute Teacher          |             | 104.00   | 104.00    |
| Substitute Teacher          |             | 2,132.00 | 2,132.00  |
| Substitute Teacher          |             | 1,820.00 | 1,820.00  |
| Substitute Teacher          |             | 2,757.00 | 2,757.00  |
| Substitute Teacher          |             | 52.00    | 52.00     |
| Substitute Teacher          |             | 507.00   | 507.00    |
| Substitute Teacher          |             | 429.00   | 429.00    |
| Substitute Teacher          |             | 1,888.00 | 1,888.00  |
| Substitute Teacher          |             | 910.00   | 910.00    |
| Substitute Teacher          |             | 3,178.96 | 3,178.96  |
| Substitute Teacher          |             | 455.00   | 455.00    |
| Substitute Teacher          |             | 26.00    | 26.00     |

| POSITION                 | REGULAR PAY | OTHER    | GROSS PAY |
|--------------------------|-------------|----------|-----------|
| <u>Tutors</u>            |             |          |           |
| Tutor                    |             | 2,140.65 | 2,140.65  |
| Tutor                    |             | 1,325.59 | 1,325.59  |
| Tutor                    |             | 337.00   | 337.00    |
| Tutor                    |             | 838.75   | 838.75    |
| Tutor                    |             | 153.00   | 153.00    |
| Tutor                    |             | 111.48   | 111.48    |
| Tutor                    |             | 66.00    | 66.00     |
| Tutor                    |             | 472.49   | 472.49    |
| Tutor                    |             | 370.00   | 370.00    |
| Tutor                    |             | 18.00    | 18.00     |
| Tutor                    |             | 48.00    | 48.00     |
| Tutor                    |             | 63.00    | 63.00     |
| Tutor                    |             | 133.25   | 133.25    |
| <u>Secretaries</u>       |             |          |           |
| Administration           | 7,889.70    |          | 7,889.70  |
| Administration           |             | 4,360.15 | 4,360.15  |
| Coordinators'            | 7,130.90    | -84.77   | 7,046.13  |
| Personnel                | 8,052.12    | 327.07   | 8,379.19  |
| Payroll                  | 8,720.40    |          | 8,720.40  |
| Administration           | 7,712.64    | 6.19     | 7,718.83  |
| Superintendent's         | 8,316.39    | 211.37   | 8,527.76  |
| Payroll                  | 2,175.60    | 440.30   | 2,615.90  |
| Payroll                  | 2,590.00    | 349.65   | 2,939.65  |
| Administration           | 8,836.20    | 37.71    | 8,873.91  |
| Administration           | 7,130.56    | 276.00   | 7,406.56  |
| Bookkeeping              | 8,648.91    |          | 8,648.91  |
| Payroll                  | 3,347.25    |          | 3,347.25  |
| Coordinators'            | 8,486.40    |          | 8,486.40  |
| Career Ed                | 5,253.30    |          | 5,253.30  |
| Coordinators'            | 6,885.06    | -231.05  | 6,654.01  |
| Calls Substitutes        | 3,989.41    | -155.36  | 3,834.05  |
| Media Center             | 6,895.20    |          | 6,895.20  |
| Special Education        | 7,889.70    |          | 7,889.70  |
| <u>Secretaries</u>       |             |          |           |
| <u>High School</u>       |             |          |           |
| Principal's              | 7,765.55    |          | 7,765.55  |
| Receptionist             | 5,938.66    | 289.80   | 6,228.46  |
| House                    | 6,270.03    | 26.55    | 6,296.58  |
| House                    | 6,278.48    | 195.96   | 6,474.44  |
| House                    | 5,998.07    | 93.26    | 6,091.33  |
| House                    | 6,009.90    | 273.00   | 6,282.90  |
| Guidance                 | 7,114.90    |          | 7,114.90  |
| <u>Parker Jr. High</u>   |             |          |           |
| Secretary                | 7,765.55    |          | 7,765.55  |
| Secretary                | 6,455.80    |          | 6,455.80  |
| <u>McCarthy Jr. High</u> |             |          |           |
| Secretary                | 5,687.50    | -192.22  | 5,495.28  |
| Secretary                | 6,455.80    |          | 6,455.80  |
| Secretary                | 7,765.55    |          | 7,765.55  |



| POSITION                 | REGULAR PAY | OTHER    | GROSS PAY |
|--------------------------|-------------|----------|-----------|
| <u>Byam School</u>       |             |          |           |
| Secretary                | 6,458.82    | 68.25    | 6,527.07  |
| Secretary                | 5,709.34    | 336.70   | 6,046.04  |
| <u>Center School</u>     |             |          |           |
| Secretary                | 6,477.18    | 163.80   | 6,640.98  |
| <u>Harrington School</u> |             |          |           |
| Secretary                | 6,465.03    | -163.80  | 6,301.23  |
| Secretary                | 5,696.86    | -360.75  | 5,336.11  |
| <u>McFarlin School</u>   |             |          |           |
| Secretary                | 1,023.75    | -136.50  | 887.25    |
| Secretary                | 6,112.45    | 447.25   | 6,559.70  |
| Secretary                | 3,808.87    | -192.40  | 3,616.47  |
| Secretary                | 3,756.48    | -412.76  | 3,343.72  |
| <u>North School</u>      |             |          |           |
| Secretary                | 6,480.69    | 341.25   | 6,821.94  |
| <u>South Row School</u>  |             |          |           |
| Secretary                | 5,924.16    | 627.90   | 6,552.06  |
| <u>Westlands School</u>  |             |          |           |
| Administrative Assistant | 7,965.47    | 664.07   | 8,629.54  |
| Secretary                | 5,681.26    | -96.20   | 5,585.06  |
| <u>Sub Secretaries</u>   |             |          |           |
| Sub Secretary            |             | 430.70   | 430.70    |
| Sub Secretary            |             | 431.65   | 431.65    |
| Sub Secretary            |             | 1,284.95 | 1,284.95  |
| Sub Secretary            |             | 200.20   | 200.20    |
| Sub Secretary            |             | 108.10   | 108.10    |
| Sub Secretary            |             | 62.00    | 62.00     |
| Sub Secretary            |             | 95.32    | 95.32     |
| Sub Secretary            |             | 316.05   | 316.05    |
| Sub Secretary            |             | 80.60    | 80.60     |
| Sub Secretary            |             | 265.05   | 265.05    |
| Sub Secretary            |             | 111.60   | 111.60    |
| Sub Secretary            |             | 122.45   | 122.45    |
| Sub Secretary            |             | 142.60   | 142.60    |
| Sub Secretary            |             | 635.50   | 635.50    |
| Sub Secretary            |             | 119.48   | 119.48    |
| Sub Secretary            |             | 210.00   | 210.00    |
| Sub Secretary            |             | 702.15   | 702.15    |
| Sub Secretary            |             | 2,909.35 | 2,909.35  |

| POSITION          | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|-------------------|-------------|--------------|----------|-----------|
| <u>Custodians</u> |             |              |          |           |
| Custodian         | 380.80      |              | 190.40   | 571.20    |
| Custodian         | 10,244.00   |              | -8.40    | 10,235.60 |
| Custodian         | 9,908.80    | 696.16       | 51.36    | 10,648.32 |
| Custodian         | 9,578.40    | 136.76       | -7.44    | 9,707.72  |
| Custodian         |             |              | 2,048.02 | 2,048.02  |
| Custodian         | 9,578.40    | 105.44       | -7.44    | 9,676.40  |
| Custodian         | 9,332.80    | 286.49       | -8.80    | 9,618.49  |
| Custodian         | 9,578.40    | 130.00       | -7.44    | 9,709.96  |
| Custodian         | 8,152.00    | 6.45         | -197.60  | 7,960.85  |
| Custodian         | 9,578.40    | 220.00       | -7.44    | 9,790.96  |
| Custodian         |             |              | 1,891.75 | 1,891.75  |
| Custodian         | 11,576.81   |              |          | 11,576.81 |
| Custodian         | 9,578.40    | 576.46       | -7.44    | 10,147.42 |
| Custodian         | 9,578.40    | 865.33       | -7.44    | 10,436.29 |
| Custodian         | 10,450.70   | 213.62       | 5.87     | 10,670.19 |
| Custodian         | 6,988.80    | 71.50        | -5.28    | 7,055.02  |
| Custodian         | 1,104.00    | 66.24        | 5,201.12 | 6,371.36  |
| Custodian         | 9,256.00    | 1,280.43     | -7.20    | 10,529.23 |
| Custodian         | 6,312.00    | 348.30       | -44.00   | 6,616.30  |
| Custodian         | 9,256.00    | 1,291.65     | -7.20    | 10,540.45 |
| Custodian         | 9,578.40    | 1,333.03     | -7.44    | 10,903.99 |
| Custodian         | 7,416.00    | 540.55       | -338.40  | 7,618.15  |
| Custodian         | 9,256.00    | 62.10        | -7.20    | 9,310.90  |
| Custodian         | 1,104.00    | 143.64       | 6,789.71 | 8,037.75  |
| Custodian         | 9,256.00    | 109.65       | -80.80   | 9,284.85  |
| Custodian         | 9,256.00    | 780.33       | -7.20    | 10,029.13 |
| Custodian         | 9,256.00    | 62.60        | -7.20    | 9,311.40  |
| Custodian         | 9,578.40    | 374.24       | -7.44    | 9,945.20  |
| Custodian         | 1,104.00    | 97.32        | 147.20   | 1,348.52  |
| Custodian         | 9,578.40    | 55.40        | -7.44    | 9,626.36  |
| Custodian         | 9,256.00    | 842.26       | -7.20    | 10,098.06 |
| Custodian         | 9,256.00    | 295.24       | -41.60   | 9,509.64  |
| Custodian         | 9,256.00    | 748.92       | -7.20    | 9,997.72  |
| Custodian         | 9,256.00    | 1,454.65     | -7.20    | 10,703.45 |
| Custodian         | 9,578.40    | 574.11       | -7.44    | 10,145.07 |
| Custodian         | 9,256.00    | 12.90        | -7.20    | 9,261.70  |
| Custodian         | 9,256.00    | 361.20       | -7.20    | 9,610.00  |
| Custodian         | 9,256.00    | 276.76       | -7.20    | 9,525.56  |
| Custodian         | 9,256.00    | 527.88       | -7.20    | 9,776.68  |
| Custodian         | 9,256.00    | 697.79       | -7.20    | 9,946.59  |
| Custodian         | 9,256.00    | 348.30       | -7.20    | 9,597.10  |
| Custodian         | 9,256.00    | 927.33       | -7.20    | 10,176.13 |
| Custodian         | 9,256.00    | 902.65       | -7.20    | 10,151.45 |
| Custodian         | 7,416.00    | 210.27       | -228.00  | 7,398.27  |
| Custodian         | 9,256.00    |              | -7.20    | 9,248.80  |
| Custodian         | 9,256.00    | 56.15        | -7.20    | 9,304.95  |
| Custodian         | 9,578.40    | 84.56        | -7.44    | 9,655.52  |
| Custodian         | 9,578.40    | 67.78        | -7.44    | 9,638.74  |
| Custodian         | 9,256.00    | 653.58       | -7.20    | 9,902.38  |
| Custodian         | 263.20      |              | 789.60   | 1,052.80  |
| Custodian         | 9,256.00    | 159.10       | -7.20    | 9,407.90  |
| Custodian         | 9,256.00    |              | -7.20    | 9,248.80  |
| Custodian         | 9,578.40    | 1,025.25     | -7.44    | 10,596.21 |
| Custodian         | 9,256.00    | 250.65       | -7.20    | 9,499.45  |

| POSITION                     | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|------------------------------|-------------|--------------|----------|-----------|
| <u>Custodian (cont'd)</u>    |             |              |          |           |
| Custodian                    | 9,256.00    | 606.20       | -7.20    | 9,855.00  |
| Custodian                    | 9,578.40    | 180.05       | -7.44    | 9,751.01  |
| Custodian                    | 9,256.00    | 54.00        | -7.20    | 9,302.80  |
| Custodian                    | 9,256.00    | 1,093.91     | -7.20    | 10,342.71 |
| Custodian                    | 9,256.00    | 1,359.87     | -7.20    | 10,608.67 |
| Custodian                    | 9,578.40    | 248.40       | -7.55    | 9,819.36  |
| Custodian                    | 9,256.00    | 392.16       | -76.00   | 9,572.16  |
| Custodian                    | 331.20      | 198.72       | 1,154.88 | 1,684.80  |
| Custodian                    | 9,256.00    | 1,445.38     | -7.20    | 10,694.18 |
| Custodian                    | 9,256.00    | 1,256.12     | -41.60   | 10,470.52 |
| <u>Substitute Custodians</u> |             |              |          |           |
| Substitute Custodian         |             |              | 164.00   | 164.00    |
| Substitute Custodian         |             |              | 154.80   | 154.80    |
| Substitute Custodian         |             |              | 1,842.40 | 1,842.40  |
| Substitute Custodian         |             |              | 66.24    | 66.24     |
| Substitute Custodian         |             |              | 167.10   | 167.10    |
| Substitute Custodian         |             |              | 1,731.60 | 1,731.60  |
| Substitute Custodian         |             |              | 2,738.43 | 2,738.43  |
| Substitute Custodian         |             |              | 1,839.11 | 1,839.11  |
| Substitute Custodian         |             |              | 447.44   | 447.44    |
| Substitute Custodian         |             |              | 27.80    | 27.80     |
| Substitute Custodian         |             |              | 309.60   | 309.60    |
| Substitute Custodian         |             |              | 900.00   | 900.00    |
| Aide                         |             |              | 125.40   | 125.40    |
| Aide                         |             |              | 626.45   | 626.45    |
| Aide                         |             |              | 46.20    | 46.20     |
| Aide                         |             |              | 4.40     | 4.40      |
| Aide                         |             |              | 1,221.00 | 1,221.00  |
| Aide                         |             |              | 1,100.00 | 1,100.00  |
| Aide                         |             |              | 1,151.85 | 1,151.85  |
| Aide                         |             |              | 997.50   | 997.50    |
| Aide                         |             |              | 1,126.55 | 1,126.55  |
| Aide                         |             |              | 35.20    | 35.20     |
| Aide                         |             |              | 48.40    | 48.40     |
| Director Food Services       | 11,934.56   |              | -405.00  | 11,529.56 |
| Director Food Services       |             |              | 1,213.20 | 1,213.20  |
| A/V                          | 8,155.71    |              |          | 8,155.71  |
| A/V                          | 12,743.35   |              |          | 12,743.35 |
| School Physician             | 1,500.00    |              |          | 1,500.00  |
| School Physician             | 2,250.00    |              |          | 2,250.00  |
| <u>Nurses</u>                |             |              |          |           |
| LPN                          | 4,271.32    |              | 795.36   | 5,066.68  |
| LPN                          | 3,380.28    |              | -76.08   | 3,304.20  |
| LPN                          | 5,066.68    |              |          | 5,066.68  |
| LPN                          | 5,066.68    |              | -244.80  | 4,841.88  |
| RN Head Nurse                | 7,306.81    |              | 1,384.98 | 7,306.81  |
| LPN                          | 4,271.32    |              | 795.36   | 5,066.68  |
| LPN                          | 4,271.32    |              | 795.36   | 5,066.68  |

| POSITION                                  | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|---|-------------|--------------|----------|-----------|
| <u>Nurses (cont'd)</u>                    |             |              |          |           |
| RN  | 8,109.82    |              | 19.26    | 8,129.08  |
| RN  | 8,109.82    |              | 19.26    | 8,129.08  |
| RN  | 1,860.36    |              | 1,271.43 | 3,131.79  |
| <u>Substitute Nurses</u>                  |             |              |          |           |
| Substitute Nurse                          |             |              | 1,587.60 | 1,587.60  |
| Substitute Nurse                          |             |              | 2,160.11 | 2,160.11  |
| Substitute Nurse                          |             |              | 2,250.00 | 2,250.00  |
| Substitute Nurse                          |             |              | 226.80   | 226.80    |
| Substitute Nurse                          |             |              | 315.00   | 315.00    |
| Substitute Nurse                          |             |              | 241.20   | 241.20    |
| Substitute Nurse                          |             |              | 327.60   | 327.60    |
| Substitute Nurse                          |             |              | 100.80   | 100.80    |
| Substitute Nurse                          |             |              | 781.20   | 781.20    |
| Substitute Nurse                          |             |              | 1,651.95 | 1,651.95  |
| Substitute Nurse                          |             |              | 1,500.00 | 1,500.00  |
| Substitute Nurse                          |             |              | 25.20    | 25.20     |
| <u>Teacher Aides and Substitute Aides</u> |             |              |          |           |
| Teacher Aide and Substitute Aide          |             |              | 47.99    | 47.99     |
| Teacher Aide and Substitute Aide          |             |              | 281.59   | 281.59    |
| Teacher Aide and Substitute Aide          | 1,200.50    |              | 609.08   | 1,809.58  |
| Teacher Aide and Substitute Aide          | 1,018.00    |              | 1,462.14 | 2,480.14  |
| Teacher Aide and Substitute Aide          | 1,249.50    |              | 445.36   | 1,694.87  |
| Teacher Aide and Substitute Aide          | 2,205.00    |              | 666.98   | 2,871.98  |
| Teacher Aide and Substitute Aide          |             |              | 172.80   | 172.80    |
| Teacher Aide and Substitute Aide          | 1,274.00    |              | -198.45  | 1,075.55  |
| Teacher Aide and Substitute Aide          | 1,146.60    |              | 541.32   | 1,687.92  |
| Teacher Aide and Substitute Aide          | 1,528.80    |              | 327.24   | 1,856.04  |
| Teacher Aide and Substitute Aide          | 1,911.00    |              | 956.84   | 2,867.84  |
| Teacher Aide and Substitute Aide          |             |              | 593.62   | 593.62    |
| Teacher Aide and Substitute Aide          |             |              | 20.66    | 20.66     |
| Teacher Aide and Substitute Aide          | 1,577.80    |              | 626.12   | 2,203.92  |
| Teacher Aide and Substitute Aide          | 686.00      |              | 904.70   | 1,626.70  |
| Teacher Aide and Substitute Aide          |             |              | 1,212.75 | 1,212.75  |
| Teacher Aide and Substitute Aide          |             |              | 1,262.49 | 1,262.49  |
| Teacher Aide and Substitute Aide          | 2,177.50    | 156.40       | 1,748.58 | 4,082.50  |
| Teacher Aide and Substitute Aide          | 633.60      |              | -85.80   | 547.80    |
| Teacher Aide and Substitute Aide          |             |              | 13.97    | 13.97     |
| Teacher Aide and Substitute Aide          |             |              | 180.40   | 180.40    |
| Teacher Aide and Substitute Aide          | 1,911.00    |              | 951.94   | 2,862.94  |
| Teacher Aide and Substitute Aide          | 1,592.50    |              | 681.63   | 2,274.13  |
| Teacher Aide and Substitute Aide          | 1,274.00    |              | 612.80   | 1,886.80  |
| Teacher Aide and Substitute Aide          | 509.50      | 127.38       | 479.72   | 1,116.70  |
| Teacher Aide and Substitute Aide          | 1,528.80    |              | 643.39   | 2,172.14  |
| Teacher Aide and Substitute Aide          |             |              | 1,192.50 | 1,192.50  |
| Teacher Aide and Substitute Aide          | 764.40      | 80.60        | 352.17   | 1,197.17  |
| Teacher Aide and Substitute Aide          |             |              | 77.96    | 77.96     |
| Teacher Aide and Substitute Aide          | 2,732.00    |              | 545.20   | 3,277.20  |
| Teacher Aide and Substitute Aide          | 3,189.75    | 12.75        | -540.76  | 2,661.74  |
| Teacher Aide and Substitute Aide          |             |              | 240.52   | 240.52    |
| Teacher Aide and Substitute Aide          | 1,274.00    | 56.35        | 609.85   | 1,940.20  |
| Teacher Aide and Substitute Aide          | 2,286.48    | 3.65         | 824.67   | 3,114.80  |
| Teacher Aide and Substitute Aide          |             |              | 25.03    | 25.03     |

| POSITION   | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|--|-------------|--------------|----------|-----------|
| <u>Teacher Aides and Substitute Aides (cont'd)</u> |             |              |          |           |
| Teacher Aide and Substitute Aide                   |             |              | 211.09   | 211.09    |
| Teacher Aide and Substitute Aide                   | 1,783.60    |              | 698.71   | 2,482.31  |
| Teacher Aide and Substitute Aide                   |             |              | 1,521.63 | 1,521.63  |
| Teacher Aide and Substitute Aide                   |             |              | 4,476.30 | 4,476.30  |
| Teacher Aide and Substitute Aide                   | 1,592.50    |              | 696.80   | 2,289.18  |
| Teacher Aide and Substitute Aide                   |             |              | 282.41   | 282.41    |
| Teacher Aide and Substitute Aide                   | 3,283.00    | 278.25       | 1,463.10 | 5,024.35  |
| Teacher Aide and Substitute Aide                   | 1,401.40    |              | 637.27   | 2,038.67  |
| Teacher Aide and Substitute Aide                   | 1,528.80    |              | 733.53   | 2,262.33  |
| Teacher Aide and Substitute Aide                   | 1,685.60    |              | 645.71   | 2,331.31  |
| Teacher Aide and Substitute Aide                   |             |              | 126.50   | 126.50    |
| Teacher Aide and Substitute Aide                   | 1,011.00    |              | 888.71   | 2,799.71  |
| Teacher Aide and Substitute Aide                   | 1,528.80    |              | 749.52   | 2,278.32  |
| Teacher Aide and Substitute Aide                   |             |              | 238.35   | 238.35    |
| Teacher Aide and Substitute Aide                   | 1,210.30    |              | 605.16   | 1,815.46  |
| Teacher Aide and Substitute Aide                   |             |              | 1,036.12 | 1,036.12  |
| Teacher Aide and Substitute Aide                   | 1,274.00    |              | 584.57   | 1,858.57  |
| Teacher Aide and Substitute Aide                   | 1,549.01    | 22.05        | 530.48   | 2,101.54  |
| Teacher Aide and Substitute Aide                   | 1,342.00    | 53.90        | 563.40   | 1,959.30  |
| Teacher Aide and Substitute Aide                   | 1,401.40    | 6.12         | 594.56   | 2,002.08  |
| Teacher Aide and Substitute Aide                   | 1,528.80    |              | 681.46   | 2,210.26  |
| Teacher Aide and Substitute Aide                   | 2,123.16    |              | 972.55   | 3,095.71  |
| Teacher Aide and Substitute Aide                   | 1,446.55    | 6.12         | 581.75   | 2,034.42  |
| Teacher Aide and Substitute Aide                   |             |              | 363.29   | 363.29    |
| Teacher Aide and Substitute Aide                   | 1,646.40    |              | 735.32   | 2,381.72  |
| Teacher Aide and Substitute Aide                   | 1,592.50    | 3.68         | 777.77   | 2,373.95  |
| Teacher Aide and Substitute Aide                   | 1,587.16    | 19.60        | 448.07   | 2,054.83  |
| Teacher Aide and Substitute Aide                   | 657.60      |              | 614.35   | 1,271.95  |
| Teacher Aide and Substitute Aide                   |             |              | 1,027.23 | 1,027.23  |
| Teacher Aide and Substitute Aide                   |             |              | 14.58    | 14.58     |
| Teacher Aide and Substitute Aide                   |             |              | 971.60   | 971.60    |
| Teacher Aide and Substitute Aide                   | 2,253.58    | 49.66        | 287.30   | 2,590.54  |
| Teacher Aide and Substitute Aide                   |             |              | 46.17    | 46.17     |
| Teacher Aide and Substitute Aide                   | 1,911.00    |              | 811.08   | 2,722.08  |
| Teacher Aide and Substitute Aide                   | 1,592.50    |              | 733.65   | 2,325.15  |
| Teacher Aide and Substitute Aide                   |             |              | 24.20    | 24.20     |
| Teacher Aide and Substitute Aide                   |             |              | 106.93   | 106.93    |
| Teacher Aide and Substitute Aide                   | 2,058.00    | 3.67         | 882.68   | 2,944.35  |
| Teacher Aide and Substitute Aide                   |             |              | 49.50    | 49.50     |
| Teacher Aide and Substitute Aide                   |             |              | 1,462.50 | 1,462.50  |
| Teacher Aide and Substitute Aide                   | 933.00      | 16.27        | 171.12   | 1,120.39  |
| Teacher Aide and Substitute Aide                   |             |              | 103.37   | 103.37    |
| Teacher Aide and Substitute Aide                   |             |              | 829.29   | 829.29    |
| Teacher Aide and Substitute Aide                   | 1,401.40    | 1.22         | 620.20   | 2,022.82  |
| Teacher Aide and Substitute Aide                   | 1,528.80    | 2.45         | 694.05   | 2,225.30  |
| Teacher Aide and Substitute Aide                   | 1,646.40    | 18.98        | 661.00   | 2,326.38  |
| Teacher Aide and Substitute Aide                   | 178.36      |              | -105.60  | 72.76     |
| Teacher Aide and Substitute Aide                   | 2,613.00    |              | 1,433.44 | 4,046.44  |
| Teacher Aide and Substitute Aide                   | 1,783.60    | 23.27        | 888.60   | 2,695.47  |
| Teacher Aide and Substitute Aide                   | 1,576.51    | 18.36        | 746.39   | 2,341.26  |
| Teacher Aide and Substitute Aide                   |             |              | 38.07    | 38.07     |
| Teacher Aide and Substitute Aide                   |             |              | 74.80    | 74.80     |
| Teacher Aide and Substitute Aide                   |             |              | 38.88    | 38.88     |

| POSITION   | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|--|-------------|--------------|----------|-----------|
| <u>Teacher Aides and Substitute Aides (cont'd)</u> |             |              |          |           |
| Teacher Aide and Substitute Aide                   |             |              | 74.80    | 74.80     |
| Teacher Aide and Substitute Aide                   |             |              | 38.88    | 38.88     |
| Teacher Aide and Substitute Aide                   |             |              | 24.30    | 24.30     |
| Teacher Aide and Substitute Aide                   |             |              | 38.87    | 38.87     |
| Teacher Aide and Substitute Aide                   | 1,531.20    |              | 1,001.93 | 2,533.13  |
| Teacher Aide and Substitute Aide                   | 1,700.50    |              | 185.35   | 1,885.85  |
| Teacher Aide and Substitute Aide                   | 1,633.20    |              | -411.11  | 1,222.09  |
| Teacher Aide and Substitute Aide                   | 1,274.00    | 7.35         | 681.32   | 1,962.67  |
| Teacher Aide and Substitute Aide                   | 588.00      | 354.01       | 712.06   | 1,654.07  |
| Teacher Aide and Substitute Aide                   | 2,511.00    |              | 1,148.50 | 3,659.50  |
| Teacher Aide and Substitute Aide                   | 1,576.38    | 1.22         | 731.35   | 2,308.95  |
| Teacher Aide and Substitute Aide                   |             |              | 52.80    | 52.80     |
| Teacher Aide and Substitute Aide                   | 509.60      | 14.94        | 225.76   | 750.30    |
| Teacher Aide and Substitute Aide                   | 1,672.06    | 25.72        | 850.73   | 2,548.51  |
| Teacher Aide and Substitute Aide                   | 1,592.50    |              | 770.50   | 2,363.00  |
| Teacher Aide and Substitute Aide                   | 1,911.00    |              | 689.70   | 2,600.70  |
| Teacher Aide and Substitute Aide                   | 1,274.00    | 8.57         | 619.21   | 1,901.78  |
| Teacher Aide and Substitute Aide                   |             |              | 380.07   | 380.07    |
| Teacher Aide and Substitute Aide                   | 1,528.80    |              | 742.71   | 2,271.51  |
| Teacher Aide and Substitute Aide                   | 974.50      | 116.45       | 904.24   | 1,995.19  |
| Teacher Aide and Substitute Aide                   | 2,764.45    | 66.30        | 1,231.67 | 4,062.42  |
| Teacher Aide and Substitute Aide                   |             |              | 45.53    | 45.53     |
| Teacher Aide and Substitute Aide                   | 1,274.00    | 33.07        | 410.67   | 1,717.74  |
| Teacher Aide and Substitute Aide                   |             |              | 40.70    | 40.70     |
| Teacher Aide and Substitute Aide                   | 1,911.00    |              | 956.84   | 2,867.84  |
| Teacher Aide and Substitute Aide                   |             |              | 483.19   | 483.19    |
| Teacher Aide and Substitute Aide                   | 264.00      |              | 953.60   | 1,217.60  |
| Teacher Aide and Substitute Aide                   | 1,528.80    |              | 749.52   | 2,278.32  |
| Teacher Aide and Substitute Aide                   | 1,372.00    |              | 564.19   | 1,936.19  |
| Teacher Aide and Substitute Aide                   | 1,672.06    |              | 791.56   | 2,463.62  |
| Teacher Aide and Substitute Aide                   |             |              | 18.52    | 18.52     |
| Teacher Aide and Substitute Aide                   | 1,719.90    | 34.28        | 872.40   | 2,262.58  |
| Teacher Aide and Substitute Aide                   |             |              | 330.33   | 330.33    |
| Teacher Aide and Substitute Aide                   | 2,123.16    |              | 957.44   | 3,080.60  |
| Teacher Aide and Substitute Aide                   |             |              | 1,438.20 | 1,438.20  |
| Teacher Aide and Substitute Aide                   | 754.60      | 64.92        | 387.53   | 1,207.05  |
| Teacher Aide and Substitute Aide                   | 509.60      | 232.75       | 646.28   | 1,388.63  |
| Teacher Aide and Substitute Aide                   | 1,852.20    |              | 695.30   | 2,547.50  |
| Teacher Aide and Substitute Aide                   |             |              | 16.18    | 16.18     |
| Teacher Aide and Substitute Aide                   | 686.00      | 2.45         | -82.30   | 606.15    |
| Teacher Aide and Substitute Aide                   |             |              | 82.15    | 82.15     |
| Teacher Aide and Substitute Aide                   | 392.00      |              | -131.08  | 260.92    |
| Teacher Aide and Substitute Aide                   |             |              | 877.62   | 877.62    |
| Teacher Aide and Substitute Aide                   | 1,528.80    |              | 810.26   | 2,339.06  |
| Teacher Aide and Substitute Aide                   |             |              | 44.96    | 44.96     |
| Teacher Aide and Substitute Aide                   | 1,274.00    |              | 580.90   | 1,854.90  |
| Teacher Aide and Substitute Aide                   |             |              | 79.80    | 79.80     |
| Teacher Aide and Substitute Aide                   |             |              | 12.10    | 12.10     |
| Teacher Aide and Substitute Aide                   |             |              | 1,658.61 | 1,658.61  |
| Teacher Aide and Substitute Aide                   | 1,911.00    |              | 942.14   | 2,853.14  |
| Teacher Aide and Substitute Aide                   | 509.60      | 3.92         | 213.24   | 726.76    |
| Teacher Aide and Substitute Aide                   | 2,123.16    | 3.67         | 932.05   | 3,058.88  |
| Teacher Aide and Substitute Aide                   | 1,391.60    |              | 666.10   | 2,057.70  |
| Teacher Aide and Substitute Aide                   | 1,960.00    | 38.58        | 660.18   | 2,658.76  |
| Teacher Aide and Substitute Aide                   |             |              | 14.58    | 14.58     |

| POSITION   | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|--|-------------|--------------|----------|-----------|
| <u>Teacher Aides and Substitute Aides (cont'd)</u> |             |              |          |           |
| Teacher Aide and Substitute Aide                   | 1,274.00    |              | 588.50   | 1,862.50  |
| Teacher Aide and Substitute Aide                   |             |              | 467.86   | 467.86    |
| Teacher Aide and Substitute Aide                   | 1,274.00    |              | 634.00   | 1,908.00  |
| Teacher Aide and Substitute Aide                   | 2,123.16    |              | 973.77   | 3,096.93  |
| Teacher Aide and Substitute Aide                   |             |              | 12.10    | 12.10     |
| Teacher Aide and Substitute Aide                   | 1,411.20    |              | 660.52   | 2,071.72  |
| Teacher Aide and Substitute Aide                   |             |              | 14.58    | 14.58     |
| Teacher Aide and Substitute Aide                   | 1,274.00    | 24.50        | 765.89   | 2,064.39  |
| Teacher Aide and Substitute Aide                   | 1,068.20    | 4.90         | -169.77  | 903.33    |
| Teacher Aide and Substitute Aide                   | 1,852.20    | 1.83         | 738.16   | 2,592.19  |
| Teacher Aide and Substitute Aide                   | 1,512.81    | 29.40        | 784.04   | 2,326.25  |
| Teacher Aide and Substitute Aide                   | 807.55      | 70.40        | 547.68   | 1,452.63  |
| Teacher Aide and Substitute Aide                   | 509.60      | 1.22         | -87.22   | 423.60    |
| Teacher Aide and Substitute Aide                   | 1,528.80    |              | 666.76   | 2,195.56  |
| Teacher Aide and Substitute Aide                   | 1,640.21    |              | 750.80   | 2,391.01  |
| <u>Library and Substitute Aides</u>                |             |              |          |           |
| Library and Substitute Aide                        |             |              | 985.88   | 985.88    |
| Library and Substitute Aide                        |             |              | 27.50    | 27.50     |
| Library and Substitute Aide                        |             |              | 36.58    | 36.58     |
| Library and Substitute Aide                        | 1,984.50    |              | 841.87   | 2,826.37  |
| Library and Substitute Aide                        | 1,082.90    |              | 636.45   | 1,719.35  |
| Library and Substitute Aide                        | 1,592.50    |              | 740.05   | 2,332.55  |
| Library and Substitute Aide                        |             |              | 13.20    | 13.20     |
| Library and Substitute Aide                        |             |              | 1,005.40 | 1,005.40  |
| Library and Substitute Aide                        | 2,058.00    | 13.47        | 842.00   | 2,913.47  |
| Library and Substitute Aide                        |             |              | 74.25    | 74.25     |
| Library and Substitute Aide                        | 1,114.68    | 204.53       | 615.77   | 1,934.98  |
| Library and Substitute Aide                        | 2,070.25    | 18.37        | 907.51   | 2,996.13  |
| Library and Substitute Aide                        | 2,058.00    | 3.67         | 926.93   | 2,988.60  |
| Library and Substitute Aide                        | 2,229.50    |              | 855.74   | 3,085.24  |
| Library and Substitute Aide                        |             |              | 116.60   | 116.60    |
| Library and Substitute Aide                        | 1,592.50    | 4.90         | 606.28   | 2,203.68  |
| Library and Substitute Aide                        | 1,911.00    |              | 903.60   | 2,814.60  |
| Library and Substitute Aide                        | 1,911.00    |              | 839.40   | 2,750.40  |
| Library and Substitute Aide                        | 1,911.00    | 6.12         | 947.48   | 2,864.60  |
| Library and Substitute Aide                        | 1,051.05    | 3.67         | 560.98   | 1,615.70  |
| Library and Substitute Aide                        |             |              | 33.00    | 33.00     |
| Library and Substitute Aide                        |             |              | 6.60     | 6.60      |
| Library and Substitute Aide                        | 1,656.20    |              | 806.88   | 2,463.08  |
| Library and Substitute Aide                        |             |              | 24.20    | 24.20     |
| Library and Substitute Aide                        | 73.50       |              | -7.35    | 66.15     |
| Library and Substitute Aide                        |             |              | 3.30     | 3.30      |
| Library and Substitute Aide                        | 1,114.68    | 280.50       | 705.16   | 2,100.34  |
| Library and Substitute Aide                        | 1,051.05    | 34.29        | 567.97   | 1,653.31  |
| Library and Substitute Aide                        |             |              | 203.95   | 203.95    |
| Library and Substitute Aide                        |             |              | 390.43   | 390.43    |
| <u>Adult Education</u>                             |             |              |          |           |
| Adult Education                                    |             |              | 790.00   | 790.00    |
| Adult Education                                    |             |              | 2,646.55 | 2,646.55  |
| Adult Education                                    |             |              | 200.00   | 200.00    |
| Adult Education                                    |             |              | 712.00   | 712.00    |

| POSITION                                 | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|--|-------------|--------------|----------|-----------|
| <u>Adult Education</u> (cont'd)          |             |              |          |           |
| Adult Education                          |             |              | 355.00   | 355.00    |
| Adult Education                          |             |              | 96.00    | 96.00     |
| Adult Education                          |             |              | 334.00   | 334.00    |
| Adult Education                          |             |              | 730.00   | 730.00    |
| Adult Education                          |             |              | 358.00   | 358.00    |
| Adult Education                          |             |              | 379.00   | 379.00    |
| Adult Education                          |             |              | 406.00   | 406.00    |
| Adult Education                          |             |              | 544.00   | 544.00    |
| Adult Education                          |             |              | 733.00   | 733.00    |
| Adult Education                          |             |              | 358.00   | 358.00    |
| Adult Education                          |             |              | 308.00   | 308.00    |
| Adult Education                          |             |              | 382.00   | 382.00    |
| Adult Education                          |             |              | 709.00   | 709.00    |
| Adult Education                          |             |              | 712.00   | 712.00    |
| Adult Education                          |             |              | 688.00   | 688.00    |
| Adult Education                          |             |              | 100.00   | 100.00    |
| School Committee Secy.                   |             |              | 452.55   | 452.55    |
| School Committee Secy.                   |             |              | 1,799.70 | 1,799.70  |
| <u>IMC</u>                               |             |              |          |           |
| Aide                                     | 6,552.00    | 295.78       | -266.35  | 6,581.43  |
| Aide                                     |             |              | 52.80    | 52.80     |
| Cataloguer                               | 8,773.94    |              |          | 8,773.94  |
| Chapter 766 Aide                         |             |              | 1,483.97 | 1,483.97  |
| Chapter 766 Aide                         |             |              | 1,910.99 | 1,910.99  |
| <u>Cafeteria Workers and Substitutes</u> |             |              |          |           |
| Cafeteria Worker and Substitute          |             |              | 481.75   | 481.75    |
| Cafeteria Worker and Substitute          |             |              | 90.73    | 90.73     |
| Cafeteria Worker and Substitute          | 6,212.44    |              | -404.82  | 5,807.62  |
| Cafeteria Worker and Substitute          |             |              | 3,192.34 | 3,192.34  |
| Cafeteria Worker and Substitute          |             |              | 98.70    | 98.70     |
| Cafeteria Worker and Substitute          |             |              | 2,727.51 | 2,727.51  |
| Cafeteria Worker and Substitute          |             |              | 2,998.60 | 2,998.60  |
| Cafeteria Worker and Substitute          |             |              | 135.14   | 135.14    |
| Cafeteria Worker and Substitute          |             |              | 9.40     | 9.40      |
| Cafeteria Worker and Substitute          | 3,928.98    |              | 879.55   | 4,808.53  |
| Cafeteria Worker and Substitute          |             |              | 3,050.63 | 3,050.63  |
| Cafeteria Worker and Substitute          |             |              | 2,772.54 | 2,772.54  |
| Cafeteria Worker and Substitute          | 180.00      |              | 3,183.72 | 3,363.72  |
| Cafeteria Worker and Substitute          |             |              | 3,143.34 | 1,143.34  |
| Cafeteria Worker and Substitute          |             |              | 3,141.94 | 3,141.94  |
| Cafeteria Worker and Substitute          |             |              | 2,652.88 | 2,652.88  |
| Cafeteria Worker and Substitute          |             |              | 2,652.88 | 2,652.88  |
| Cafeteria Worker and Substitute          |             |              | 1,918.98 | 1,918.98  |
| Cafeteria Worker and Substitute          |             |              | 2,597.34 | 2,597.34  |
| Cafeteria Worker and Substitute          |             |              | 7.65     | 7.65      |
| Cafeteria Worker and Substitute          |             |              | 2,622.68 | 2,622.68  |
| Cafeteria Worker and Substitute          |             |              | 14.10    | 14.10     |
| Cafeteria Worker and Substitute          |             |              | 9.40     | 9.40      |
| Cafeteria Worker and Substitute          |             |              | 3,137.76 | 3,137.76  |



| POSITION  | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|---|-------------|--------------|----------|-----------|
| <u>Cafeteria Workers and Substitutes</u> (cont'd) |             |              |          |           |
| Cafeteria Workers and Substitute                  |             |              | 610.80   | 610.80    |
| Cafeteria Worker and Substitute                   |             |              | 2,844.06 | 2,844.06  |
| Cafeteria Worker and Substitute                   |             |              | 1,903.36 | 1,903.36  |
| Cafeteria Worker and Substitute                   |             |              | 282.00   | 282.00    |
| Cafeteria Worker and Substitute                   |             |              | 2,597.34 | 2,597.34  |
| Cafeteria Worker and Substitute                   |             |              | 2,652.16 | 2,652.16  |
| Cafeteria Worker and Substitute                   |             |              | 18.80    | 18.80     |
| Cafeteria Worker and Substitute                   |             |              | 1,938.95 | 1,938.95  |
| Cafeteria Worker and Substitute                   |             |              | 22.33    | 22.33     |
| Cafeteria Worker and Substitute                   |             |              | 1,701.36 | 1,701.36  |
| Cafeteria Worker and Substitute                   |             |              | 3,141.94 | 3,141.94  |
| Cafeteria Worker and Substitute                   |             |              | 24.68    | 24.68     |
| Cafeteria Worker and Substitute                   |             |              | 2,104.32 | 2,104.32  |
| Cafeteria Worker and Substitute                   |             |              | 3,175.35 | 3,175.35  |
| Cafeteria Worker and Substitute                   |             |              | 2,873.14 | 2,873.14  |
| Cafeteria Worker and Substitute                   |             |              | 830.73   | 830.73    |
| Cafeteria Worker and Substitute                   |             |              | 3,116.20 | 3,116.20  |
| Cafeteria Worker and Substitute                   |             |              | 3,203.31 | 3,203.31  |
| Cafeteria Worker and Substitute                   |             |              | 1,738.05 | 1,738.05  |
| Cafeteria Worker and Substitute                   |             |              | 2,800.34 | 2,800.34  |
| Cafeteria Worker and Substitute                   | 4,875.44    |              | 1,558.46 | 6,433.90  |
| Cafeteria Worker and Substitute                   |             |              | 85.78    | 85.78     |
| Cafeteria Worker and Substitute                   |             |              | 455.90   | 455.90    |
| Cafeteria Worker and Substitute                   |             |              | 2,453.34 | 2,453.34  |
| Cafeteria Worker and Substitute                   |             |              | 126.90   | 126.90    |
| Cafeteria Worker and Substitute                   |             |              | 71.68    | 71.68     |
| Cafeteria Worker and Substitute                   |             |              | 3,324.48 | 3,324.48  |
| Cafeteria Worker and Substitute                   |             |              | 31.73    | 31.73     |
| Cafeteria Worker and Substitute                   |             |              | 2,545.50 | 2,545.50  |
| Cafeteria Worker and Substitute                   |             |              | 2,594.36 | 2,594.36  |
| Cafeteria Worker and Substitute                   |             |              | 2,622.72 | 2,622.72  |
| Cafeteria Worker and Substitute                   |             |              | 207.39   | 207.39    |
| Cafeteria Worker and Substitute                   |             |              | 3,324.48 | 3,324.48  |
| Cafeteria Worker and Substitute                   |             |              | 12.93    | 12.93     |
| Cafeteria Worker and Substitute                   |             |              | 3,168.48 | 3,168.48  |
| Cafeteria Worker and Substitute                   |             |              | 2,328.07 | 2,328.07  |
| Cafeteria Worker and Substitute                   |             |              | 3,050.63 | 3,050.63  |
| Cafeteria Worker and Substitute                   |             |              | 3,149.80 | 3,149.80  |
| Cafeteria Worker and Substitute                   |             |              | 410.69   | 410.69    |
| Cafeteria Worker and Substitute                   |             |              | 2,627.96 | 2,627.96  |
| Cafeteria Worker and Substitute                   |             |              | 3,063.54 | 3,063.54  |
| Cafeteria Worker and Substitute                   |             |              | 949.40   | 949.40    |
| Cafeteria Worker and Substitute                   | 5,368.80    |              | -349.85  | 5,018.95  |
| Cafeteria Worker and Substitute                   | 5,368.80    |              | -822.09  | 4,546.71  |
| Cafeteria Worker and Substitute                   |             |              | 3,077.00 | 3,077.00  |
| Cafeteria Worker and Substitute                   |             |              | 12.93    | 12.93     |
| Cafeteria Worker and Substitute                   |             |              | 2,628.80 | 2,628.80  |
| Cafeteria Worker and Substitute                   |             |              | 317.26   | 317.26    |
| Cafeteria Worker and Substitute                   |             |              | 112.80   | 112.80    |
| Cafeteria Worker and Substitute                   |             |              | 47.68    | 47.68     |
| Cafeteria Worker and Substitute                   |             |              | 2,473.91 | 2,473.91  |
| Cafeteria Worker and Substitute                   |             |              | 3,146.58 | 3,146.58  |
| Cafeteria Worker and Substitute                   |             |              | 1,968.48 | 1,968.48  |
| Cafeteria Worker and Substitute                   |             |              | 209.15   | 209.15    |

| POSITION  | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|---|-------------|--------------|----------|-----------|
| <u>Cafeteria Workers and Substitutes</u> (cont'd) |             |              |          |           |
| Cafeteria Worker and Substitute                   |             |              | 3,149.80 | 3,149.80  |
| Cafeteria Worker and Substitute                   |             |              | 1,706.66 | 1,706.66  |
| Cafeteria Worker and Substitute                   |             |              | 3,168.76 | 3,168.76  |
| Cafeteria Worker and Substitute                   |             |              | 28.20    | 28.20     |
| Cafeteria Worker and Substitute                   |             |              | 3,180.48 | 3,180.48  |
| Cafeteria Worker and Substitute                   |             |              | 2,328.07 | 2,328.07  |
| Cafeteria Worker and Substitute                   |             |              | 68.15    | 68.15     |
| Cafeteria Worker and Substitute                   |             |              | 2,011.90 | 2,011.90  |
| Cafeteria Worker and Substitute                   |             |              | 636.85   | 636.85    |
| Cafeteria Worker and Substitute                   |             |              | 855.42   | 855.42    |
| Cafeteria Worker and Substitute                   |             |              | 3,141.94 | 3,141.94  |
| Cafeteria Worker and Substitute                   |             |              | 1,174.42 | 1,174.42  |
| Cafeteria Worker and Substitute                   |             |              | 928.27   | 928.27    |
| Cafeteria Worker and Substitute                   |             |              | 11.75    | 11.75     |
| Cafeteria Worker and Substitute                   |             |              | 3,141.94 | 3,141.94  |
| Cafeteria Worker and Substitute                   | 4,232.96    |              | 966.89   | 5,199.85  |
| Cafeteria Worker and Substitute                   | 4,232.96    |              | 1,066.99 | 5,299.95  |
| Cafeteria Worker and Substitute                   |             |              | 3,150.88 | 3,150.88  |
| Cafeteria Worker and Substitute                   |             |              | 264.96   | 264.96    |
| Cafeteria Worker and Substitute                   |             |              | 9.40     | 9.40      |
| Cafeteria Worker and Substitute                   |             |              | 2,582.44 | 2,582.44  |
| Cafeteria Worker and Substitute                   |             |              | 3,171.56 | 3,171.56  |
| Cafeteria Worker and Substitute                   |             |              | 3,145.70 | 3,145.70  |
| Cafeteria Worker and Substitute                   |             |              | 326.66   | 326.66    |
| Cafeteria Worker and Substitute                   |             |              | 28.20    | 28.20     |
| Cafeteria Worker and Substitute                   |             |              | 1,475.73 | 1,475.73  |
| Cafeteria Worker and Substitute                   |             |              | 2,565.64 | 2,565.64  |
| Cafeteria Worker and Substitute                   | 5,368.80    |              | -282.77  | 5,086.03  |
| Cafeteria Worker and Substitute                   |             |              | 3,400.08 | 3,400.08  |
| Cafeteria Worker and Substitute                   |             |              | 3,144.74 | 3,177.74  |
| Cafeteria Worker and Substitute                   | 6,114.00    |              | 637.75   | 6,751.75  |
| Cafeteria Worker and Substitute                   |             |              | 3,167.68 | 3,167.68  |
| Cafeteria Worker and Substitute                   |             |              | 2,212.53 | 2,212.53  |
| Cafeteria Worker and Substitute                   |             |              | 3,166.60 | 3,166.60  |
| Cafeteria Worker and Substitute                   |             |              | 2,612.24 | 2,612.24  |
| Cafeteria Worker and Substitute                   | 4,232.96    |              | 1,066.99 | 5,299.95  |
| Cafeteria Worker and Substitute                   |             |              | 2,990.74 | 2,990.74  |
| Cafeteria Worker and Substitute                   |             |              | 3,149.80 | 3,149.80  |
| Cafeteria Worker and Substitute                   | 5,274.90    |              | 1,340.05 | 6,614.95  |
| Cafeteria Worker and Substitute                   |             |              | 2,126.80 | 2,126.80  |
| Cafeteria Worker and Substitute                   |             |              | 14.10    | 14.10     |
| Cafeteria Worker and Substitute                   |             |              | 4,917.04 | 4,917.04  |
| Cafeteria Worker and Substitute                   |             |              | 3,141.94 | 3,141.94  |
| Cafeteria Worker and Substitute                   |             |              | 380.70   | 380.70    |
| Cafeteria Worker and Substitute                   |             |              | 22.33    | 22.33     |
| Cafeteria Worker and Substitute                   |             |              | 91.65    | 91.65     |
| Cafeteria Worker and Substitute                   |             |              | 1,830.98 | 1,830.98  |
| Cafeteria Worker and Substitute                   |             |              | 932.95   | 932.95    |
| Cafeteria Worker and Substitute                   |             |              | 7.05     | 7.05      |
| Cafeteria Worker and Substitute                   |             |              | 3,077.00 | 3,077.00  |
| Cafeteria Worker and Substitute                   | 5,368.80    |              | -349.45  | 5,018.95  |
| Cafeteria Worker and Substitute                   |             |              | 42.30    | 42.30     |
| Cafeteria Worker and Substitute                   |             |              | 271.43   | 271.43    |
| Cafeteria Worker and Substitute                   |             |              | 3,414.98 | 3,414.98  |
| Cafeteria Worker and Substitute                   |             |              | 79.90    | 79.90     |

| POSITION  | REGULAR PAY | OVERTIME PAY | OTHER    | GROSS PAY |
|---|-------------|--------------|----------|-----------|
| <u>Cafeteria Workers and Substitutes</u> (cont'd) |             |              |          |           |
| <u>Cafeteria Worker and Substitute</u>            |             |              | 2,334.39 | 2,334.39  |
| Teacher Substitutes                               |             |              | 400.00   | 400.00    |
| Teacher Substitutes                               |             |              | 26.00    | 26.00     |
| Teacher Substitutes                               |             |              | 91.00    | 91.00     |

NASHOBA VALLEY TECHNICAL HIGH SCHOOL

| POSITION                 | REGULAR PAY      | OVERTIME | OTHER        | GROSS PAY        |
|--------------------------|------------------|----------|--------------|------------------|
| <u>AUTOMOTIVE DEPT.</u>  |                  |          |              |                  |
| Teacher                  | 15,848.82        |          | 11.54        | 15,860.36        |
| Teacher                  | 14,602.57        |          |              | 14,602.57        |
| Teacher                  | 15,417.69        |          |              | 15,417.69        |
| TOTAL                    | <u>45,869.08</u> |          |              | <u>45,880.62</u> |
| <u>CARPENTRY DEPT.</u>   |                  |          |              |                  |
| Teacher                  | 13,215.30        |          |              | 13,215.30        |
| Teacher                  | 4,707.63         |          |              | 4,707.63         |
| Teacher                  | 15,453.82        |          |              | 15,453.82        |
| Teacher                  | 16,014.59        |          |              | 16,014.59        |
| Teacher                  | 7,658.41         |          |              | 7,658.41         |
| TOTAL                    | <u>57,049.75</u> |          |              | <u>57,049.75</u> |
| <u>COMMERCIAL ART</u>    |                  |          |              |                  |
| Teacher                  | 10,053.82        |          |              | 10,053.82        |
| Teacher                  | 15,711.18        |          | 38.00        | 15,749.18        |
| TOTAL                    | <u>25,765.00</u> |          | <u>38.00</u> | <u>25,803.00</u> |
| <u>COMM. SER. AID</u>    |                  |          |              |                  |
| Teacher                  | 15,053.89        |          |              | 15,053.89        |
| Teacher                  | 14,877.52        |          |              | 14,877.52        |
| Teacher                  | 6,280.37         |          |              | 6,280.37         |
| TOTAL                    | <u>36,211.78</u> |          |              | <u>36,211.78</u> |
| <u>DRAFTING DEPT.</u>    |                  |          |              |                  |
| Teacher                  | 14,511.95        |          |              | 14,511.95        |
| Teacher                  | 16,336.81        |          |              | 16,336.81        |
| TOTAL                    | <u>30,848.76</u> |          |              | <u>30,848.76</u> |
| <u>ELECTRICAL DEPT.</u>  |                  |          |              |                  |
| Teacher                  | 14,090.69        |          |              | 14,090.69        |
| Teacher                  | 14,602.57        |          |              | 14,602.57        |
| Teacher                  | 16,892.22        |          |              | 16,892.22        |
| TOTAL                    | <u>45,585.48</u> |          |              | <u>45,585.48</u> |
| <u>ELECTRONICS DEPT.</u> |                  |          |              |                  |
| Teacher                  | 4,361.49         |          |              | 4,361.49         |
| Teacher                  | 4,569.21         |          |              | 4,569.21         |
| Teacher                  | 10,989.55        |          |              | 10,989.55        |
| Teacher                  | 13,727.10        |          |              | 13,727.10        |
| TOTAL                    | <u>33,647.35</u> |          |              | <u>33,647.35</u> |
| <u>GRAPHICS DEPT.</u>    |                  |          |              |                  |
| Teacher                  | 16,308.68        |          |              | 16,308.68        |
| Teacher                  | 16,625.76        |          |              | 16,625.76        |
| Teacher                  | 14,090.69        |          |              | 14,090.69        |
| TOTAL                    | <u>47,025.13</u> |          |              | <u>47,025.13</u> |
| <u>MACHINE SHOP</u>      |                  |          |              |                  |
| Teacher                  | 14,573.41        |          |              | 14,573.41        |
| Teacher                  | 15,734.00        |          |              | 15,734.00        |
| Teacher                  | 16,342.59        |          |              | 16,342.59        |
| TOTAL                    | <u>46,650.00</u> |          |              | <u>46,650.00</u> |

| POSITION                            | REGULAR PAY      | OVERTIME | OTHER        | GROSS PAY        |
|-------------------------------------|------------------|----------|--------------|------------------|
| <u>METAL FAB</u>                    |                  |          |              |                  |
| Teacher                             | 15,720.82        |          |              | 15,720.82        |
| Teacher                             | 16,303.99        |          | 9.50         | 16,313.49        |
| TOTAL                               | <u>32,024.81</u> |          |              | <u>32,034.31</u> |
| <u>CULINARY ARTS</u>                |                  |          |              |                  |
| Teacher                             | 4,707.63         |          |              | 4,707.63         |
| Teacher                             | 7,681.55         |          | 25.50        | 7,707.05         |
| TOTAL                               | <u>12,389.18</u> |          | <u>35.00</u> | <u>12,414.68</u> |
| <u>DATA PROCESSING</u>              |                  |          |              |                  |
| Teacher                             | 16,248.99        |          |              | 16,248.99        |
| Teacher                             | 19,033.98        |          |              | 19,033.98        |
|                                     | 4,361.49         |          |              | 4,361.49         |
| TOTAL                               | <u>39,644.46</u> |          |              | <u>39,644.46</u> |
| <u>PAINTING &amp; DECORATING</u>    |                  |          |              |                  |
| Teacher                             | 4,015.35         |          |              | 4,015.35         |
| Teacher                             | 12,554.43        |          |              | 12,554.43        |
| TOTAL                               | <u>16,569.78</u> |          |              | <u>16,569.78</u> |
| <u>PLUMBING &amp; HEATING DEPT.</u> |                  |          |              |                  |
| Teacher                             | 14,090.69        |          |              | 14,090.69        |
| Teacher                             | 4,009.79         |          |              | 4,009.79         |
| Teacher                             | 8,359.32         |          |              | 8,359.32         |
| TOTAL                               | <u>26,459.80</u> |          |              | <u>26,459.80</u> |
| <u>AUTOBODY DEPT.</u>               |                  |          |              |                  |
| Teacher                             | 16,073.73        |          |              | 16,073.73        |
| Teacher                             | 15,114.37        |          |              | 15,114.37        |
| TOTAL                               | <u>31,188.10</u> |          |              | <u>31,188.10</u> |
| <u>PHYS. ED. DEPT.</u>              |                  |          |              |                  |
| Teacher                             | 10,484.28        |          |              | 10,484.28        |
| Teacher                             | 10,253.16        |          |              | 10,253.16        |
| Teacher                             | 16,059.27        |          |              | 16,059.27        |
| TOTAL                               | <u>36,796.71</u> |          |              | <u>36,796.71</u> |
| <u>SPECIAL NEEDS DEPT.</u>          |                  |          |              |                  |
| SUPERVISOR                          | 14,453.13        |          |              | 14,453.13        |
| AIDE                                | 133.00           |          |              | 133.00           |
| AIDE                                | 2,855.63         |          |              | 2,855.63         |
| SUBSTITUTE TEACHER                  | 1,140.00         |          |              | 1,140.00         |
| AIDE                                | 2,889.13         |          |              | 2,889.13         |
| SUBSTITUTE SUPERVISOR               | 442.00           |          |              | 442.00           |
| INSTRUCTOR                          | 11,011.26        |          |              | 11,011.26        |
| SOCIAL WORKER                       | 1,714.50         |          |              | 1,714.50         |
| TOTAL                               | <u>34,638.65</u> |          |              | <u>34,638.65</u> |
| <u>COMMUNITY SERVICE</u>            |                  |          |              |                  |
| Teacher Data Processing             | 2,884.57         |          |              | 2,884.57         |
| D.P. Key punch Oper.                | 502.51           |          | 1.76         | 504.27           |

| POSITION                          | REGULAR PAY       | OVERTIME | OTHER        | GROSS PAY         |
|-----------------------------------|-------------------|----------|--------------|-------------------|
| <u>COMMUNITY SERVICE (cont'd)</u> |                   |          |              |                   |
| D.P. Programmer                   | 8,109.37          |          |              | 8,109.37          |
| D.P. Key punch Oper.              | 1,471.50          |          |              | 1,471.50          |
| TOTAL                             | <u>12,967.95</u>  |          | <u>1.76</u>  | <u>12,969.71</u>  |
| <u>GUIDANCE DEPT.</u>             |                   |          |              |                   |
| Director                          | 20,864.44         |          |              | 20,864.44         |
| Counselor                         | 11,439.98         |          |              | 11,439.98         |
| Counselor                         | 4,326.84          |          |              | 4,326.84          |
| Placement Counselor               | 8,936.92          |          |              | 8,936.92          |
| Social Worker                     | 875.50            |          |              | 875.50            |
| Counselor                         | 14,751.01         |          |              | 14,751.01         |
| TOTAL                             | <u>61,194.69</u>  |          |              | <u>61,194.69</u>  |
| <u>ACADEMIC DEPT.</u>             |                   |          |              |                   |
| Teacher                           | 12,554.43         |          |              | 12,554.43         |
| Teacher                           | 6,280.37          |          |              | 6,280.37          |
| Teacher                           | 12,977.71         |          |              | 12,977.71         |
| Teacher                           | 10,801.51         |          |              | 10,801.51         |
| Teacher                           | 16,282.81         |          |              | 16,282.81         |
| Teacher                           | 9,949.58          |          |              | 9,949.58          |
| Teacher                           | 12,076.77         |          |              | 12,076.77         |
| Teacher                           | 15,655.96         |          |              | 15,655.96         |
| Teacher                           | 15,491.92         |          |              | 15,491.92         |
| Teacher                           | 3,323.07          |          |              | 3,323.07          |
| Teacher                           | 11,380.84         |          |              | 11,380.84         |
| Teacher                           | 9,949.75          |          | 38.00        | 9,987.75          |
| Teacher                           | 5,720.94          |          |              | 5,720.94          |
| Teacher                           | 13,369.72         |          |              | 13,369.72         |
| Teacher                           | 11,083.23         |          |              | 11,083.23         |
| Teacher                           | 12,419.87         |          |              | 12,419.87         |
| TOTAL                             | <u>179,318.48</u> |          | <u>38.00</u> | <u>179,356.48</u> |
| <u>CAFETERIA</u>                  |                   |          |              |                   |
| SUB                               | 555.00            |          |              | 555.00            |
| Sub.                              | 157.50            |          |              | 157.50            |
| Worker                            | 2,324.67          |          | 7.74         | 2,332.41          |
| Worker                            | 2,572.72          |          | 9.27         | 2,581.99          |
| Sub.                              | 12.50             |          |              | 12.50             |
| Worker                            | 2,158.21          |          | 15.82        | 2,174.03          |
| Sub.                              | 456.57            |          |              | 456.57            |
| Worker                            | 3,670.46          |          | 6.24         | 3,676.70          |
| Worker                            | 3,568.62          |          | 8.64         | 3,667.26          |
| Manager                           | 9,499.88          |          | 35.00        | 9,534.88          |
| TOTAL                             | <u>24,976.13</u>  |          | <u>82.71</u> | <u>25,148.84</u>  |
| <u>CUSTODIANS</u>                 |                   |          |              |                   |
| Custodian                         | 8,769.60          |          | 1,363.87     | 10,133.47         |
| Custodian                         | 7,486.40          |          | 216.00       | 7,702.40          |
| Custodian                         | 2,520.00          |          | 311.12       | 2,831.12          |
| Custodian                         | 323.50            |          | 85.92        | 409.42            |
| Custodian                         | 8,674.00          |          | 852.58       | 9,526.58          |
| Custodian                         | 1,091.20          |          |              | 1,091.20          |
| Custodian                         | 1,099.20          |          |              | 1,099.20          |
| Custodian                         | 7,972.00          |          | 336.50       | 8,308.50          |

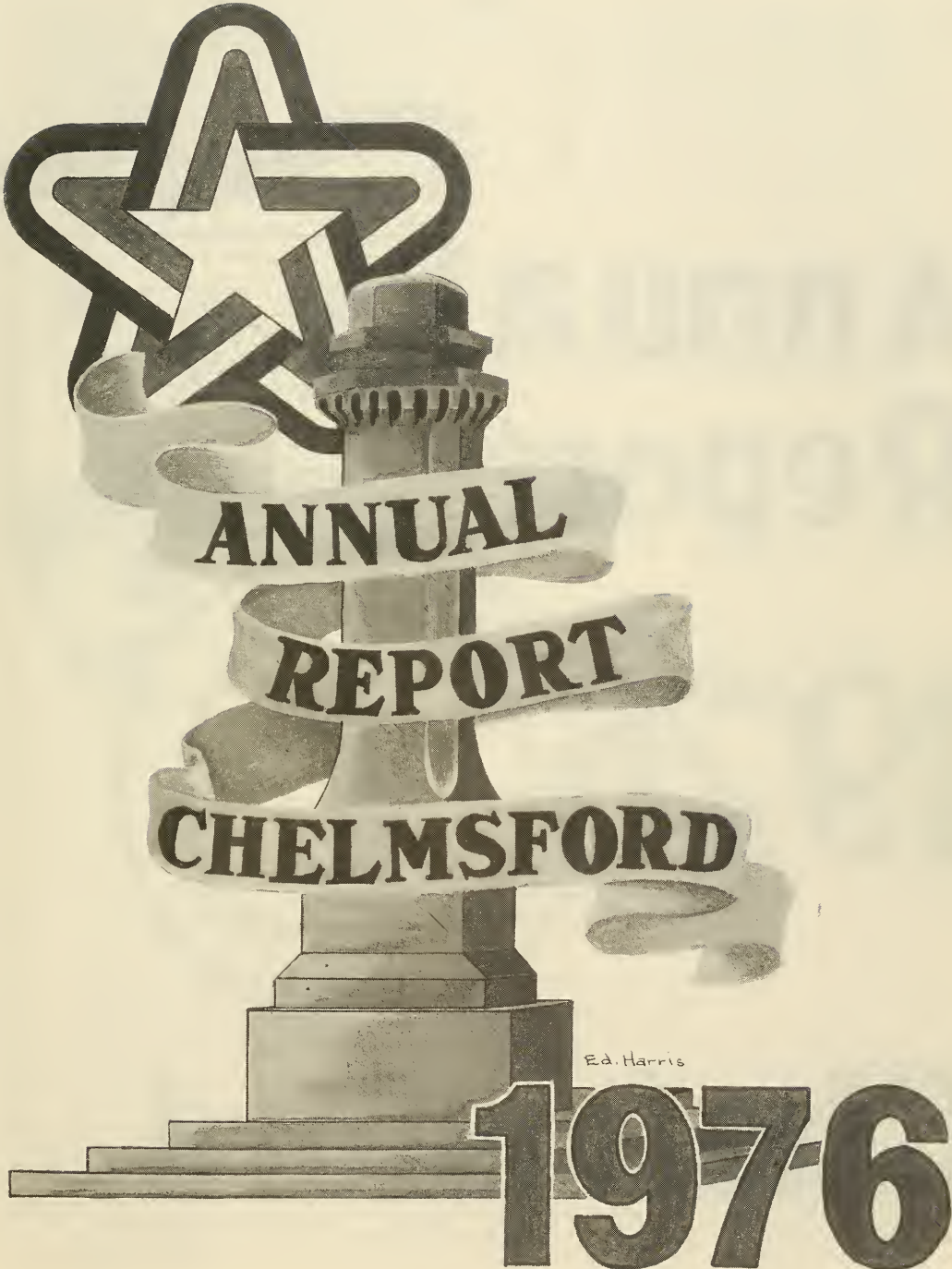
| POSITION                   | REGULAR PAY      | OVERTIME | OTHER           | GROSS PAY        |
|----------------------------|------------------|----------|-----------------|------------------|
| <u>CUSTODIANS (cont'd)</u> |                  |          |                 |                  |
| Custodian                  | 9,232.95         |          | 2,727.28        | 11,960.23        |
| Custodian                  | 48.00            |          |                 | 48.00            |
| Custodian                  | <u>3,342.80</u>  |          | 133.57          | <u>3,476.37</u>  |
| TOTAL                      | <u>50,559.65</u> |          | <u>6,026.84</u> | <u>56,586.49</u> |
| OFFICE SEC.                | 67,530.80        |          |                 | 67,608.43        |
| <u>ADMINISTRATORS</u>      |                  |          |                 |                  |
| Spec. Needs Coord.         | 2,465.04         |          |                 | 2,465.04         |
| Supt-Director              | 28,856.51        |          |                 | 28,856.51        |
| Technical Coord.           | 12,163.34        |          | 28.04           | 12,191.38        |
|                            | 7,096.14         |          |                 | 7,096.14         |
| Ass't to Supt.             | 23,849.02        |          |                 | 23,849.02        |
| Academic Coord.            | <u>19,524.06</u> |          |                 | <u>19,524.06</u> |
| TOTAL                      | <u>93,954.11</u> |          | <u>28.04</u>    | <u>93,982.15</u> |
| <u>SUBSTITUTES</u>         |                  |          |                 |                  |
| Teacher                    | 120.00           |          |                 | 120.00           |
| Teacher                    | 30.00            |          |                 | 30.00            |
| Teacher                    | 40.00            |          |                 | 40.00            |
| Teacher                    | 60.00            |          |                 | 60.00            |
| Teacher                    | 150.00           |          |                 | 150.00           |
| Teacher                    | 150.00           |          |                 | 150.00           |
| Teacher                    | 60.00            |          |                 | 60.00            |
| Teacher                    | 360.00           |          |                 | 360.00           |
| Teacher                    | 390.00           |          |                 | 390.00           |
| Teacher                    | 570.00           |          |                 | 570.00           |
| Teacher                    | 120.00           |          |                 | 120.00           |
| Teacher                    | 2,340.00         |          |                 | 2,340.00         |
| Teacher                    | 20.00            |          |                 | 20.00            |
| Teacher                    | 60.00            |          |                 | 60.00            |
| Teacher                    | 30.00            |          |                 | 30.00            |
| Teacher                    | 2,280.00         |          |                 | 2,280.00         |
| Teacher                    | 60.00            |          |                 | 60.00            |
| Teacher                    | 150.00           |          |                 | 150.00           |
| Teacher                    | 1,110.00         |          |                 | 1,110.00         |
| Teacher                    | 610.00           |          |                 | 610.00           |
| Teacher                    | 570.00           |          |                 | 570.00           |
| Teacher                    | 30.00            |          |                 | 30.00            |
| Teacher                    | 30.00            |          |                 | 30.00            |
| Teacher                    | 30.00            |          |                 | 30.00            |
| Teacher                    | 90.00            |          |                 | 90.00            |
| Teacher                    | 30.00            |          |                 | 30.00            |
| Teacher                    | 540.00           |          |                 | 540.00           |
| Teacher                    | 210.00           |          |                 | 210.00           |
| Teacher                    | 20.00            |          |                 | 20.00            |
| Teacher                    | 1,290.00         |          |                 | 1,290.00         |
| Teacher                    | 60.00            |          |                 | 60.00            |
| Teacher                    | 300.00           |          |                 | 300.00           |
| Teacher                    | 30.00            |          |                 | 30.00            |
| Teacher                    | 720.00           |          |                 | 720.00           |
| Teacher                    | 30.00            |          |                 | 30.00            |
| Teacher                    | 60.00            |          |                 | 60.00            |
| Teacher                    | 60.00            |          |                 | 60.00            |

| POSITION                    | REGULAR PAY      | OVERTIME      | OTHER | GROSS PAY        |
|-----------------------------|------------------|---------------|-------|------------------|
| <u>SUBSTITUTES (cont'd)</u> |                  |               |       |                  |
| Teacher                     | 15.00            |               |       | 15.00            |
| Teacher                     | 240.00           |               |       | 240.00           |
| Teacher                     | 90.00            |               |       | 90.00            |
| Teacher                     | 930.00           |               |       | 930.00           |
| Teacher                     | 150.00           |               |       | 150.00           |
| Teacher                     | 30.00            |               |       | 30.00            |
| Teacher                     | 150.00           |               |       | 150.00           |
| Teacher                     | 30.00            |               |       | 30.00            |
| Teacher                     | 740.00           |               |       | 740.00           |
| Teacher                     | 90.00            |               |       | 90.00            |
| Teacher                     | 210.00           |               |       | 210.00           |
| Teacher                     | 30.00            |               |       | 30.00            |
| Teacher                     | 150.00           |               |       | 150.00           |
| Teacher                     | 210.00           |               |       | 210.00           |
| TOTAL                       | <u>15,875.00</u> |               |       | <u>15,895.00</u> |
| <u>NIGHT SCHOOL</u>         |                  |               |       |                  |
| Teachers                    | 31,800.71        |               |       | 31,800.71        |
| Clerical                    | 1,213.51         |               |       | 1,213.51         |
| Tool Crib Boys              | <u>2,720.51</u>  |               |       | <u>2,720.51</u>  |
| TOTAL                       | <u>35,734.73</u> |               |       | <u>35,734.73</u> |
| <u>DRIVERS</u>              |                  |               |       |                  |
| Driver                      | 3,540.60         | 103.95        |       | 3,711.91         |
| Driver                      | 6.60             |               | 9.10  | 15.60            |
| Driver                      | 5,355.68         | 307.15        |       | 6,214.99         |
| Driver                      | 4,084.80         |               |       | 4,084.80         |
| Driver                      | 475.40           |               |       | 475.40           |
| Driver                      | 542.00           |               |       | 542.00           |
| Driver                      | <u>393.76</u>    | <u>118.50</u> |       | <u>512.26</u>    |
| TOTAL                       | <u>14,398.84</u> | <u>411.10</u> |       | <u>15,556.98</u> |
| <u>SCHOOL COMMITTEE</u>     |                  |               |       |                  |
| Secretaries                 | 450.00           |               |       | 450.00           |
| Secretaries                 | <u>382.50</u>    |               |       | <u>382.50</u>    |
| TOTAL                       | <u>832.50</u>    |               |       | <u>832.50</u>    |
| <u>LIBRARY</u>              |                  |               |       |                  |
|                             | 8,650.84         | 187.88        |       | 8,838.72         |
| <u>SUMMER SCHOOL</u>        |                  |               |       |                  |
| Teacher                     | 855.00           |               |       | 855.00           |
| Teacher                     | 28.50            |               |       | 28.50            |
|                             | 855.00           |               |       | 855.00           |
|                             | 826.50           |               |       | 826.50           |
|                             | <u>855.00</u>    |               |       | <u>855.00</u>    |
| TOTAL                       | <u>3,420.00</u>  |               |       | <u>3,420.00</u>  |
| <u>SUMMER EXPLORATORY</u>   |                  |               |       |                  |
| Teachers & tool Crib Boys   | 456.00           |               |       | 456.00           |
| Teachers & tool Crib Boys   | 874.00           |               |       | 874.00           |
| Teachers & tool Crib Boys   | 874.00           |               |       | 874.00           |
| Teachers & tool Crib Boys   | 684.00           |               |       | 684.00           |
| Teachers & tool Crib Boys   | 96.00            |               |       | 96.00            |
| Teachers & tool Crib Boys   | <u>72.00</u>     |               |       | <u>72.00</u>     |



| POSITION                           | REGULAR PAY      | OVERTIME | OTHER           | GROSS PAY        |
|------------------------------------|------------------|----------|-----------------|------------------|
| <u>SUMMER EXPLORATORY (cont'd)</u> |                  |          |                 |                  |
| Teachers & tool Crib Boys          | 874.00           |          |                 | 874.00           |
| Teachers & tool Crib Boys          | 190.00           |          |                 | 190.00           |
| Teachers & tool Crib Boys          | 184.00           |          |                 | 184.00           |
| Teachers & tool Crib Boys          | 874.00           |          |                 | 874.00           |
| Teachers & tool Crib Boys          | 184.00           |          |                 | 184.00           |
| Teachers & tool Crib Boys          | 418.00           |          |                 | 418.00           |
| Teachers & tool Crib Boys          | 798.00           |          |                 | 798.00           |
| Teachers & tool Crib Boys          | 184.00           |          |                 | 184.00           |
| Teachers & tool Crib Boys          | 152.00           |          |                 | 152.00           |
| Teachers & tool Crib Boys          | 874.00           |          |                 | 874.00           |
| Teachers & tool Crib Boys          | 144.00           |          |                 | 144.00           |
| Teachers & tool Crib Boys          | 76.00            |          |                 | 76.00            |
| Teachers & tool Crib Boys          | 184.00           |          |                 | 184.00           |
| Teachers & tool Crib Boys          | 112.00           |          |                 | 112.00           |
| Teachers & tool Crib Boys          | 418.00           |          |                 | 418.00           |
| Teachers & tool Crib Boys          | 40.00            |          |                 | 40.00            |
| Teachers & tool Crib Boys          | 184.00           |          |                 | 184.00           |
| Teachers & tool Crib Boys          | 48.00            |          |                 | 48.00            |
| Teachers & tool Crib Boys          | 368.00           |          |                 | 368.00           |
| Teachers & tool Crib Boys          | 184.00           |          |                 | 184.00           |
| Teachers & tool Crib Boys          | 342.00           |          |                 | 342.00           |
| Teachers & tool Crib Boys          | 380.00           |          |                 | 380.00           |
| Teachers & tool Crib Boys          | 800.00           |          |                 | 800.00           |
| Teachers & tool Crib Boys          | 456.00           |          |                 | 456.00           |
| Teachers & tool Crib Boys          | 184.00           |          |                 | 184.00           |
| Teachers & tool Crib Boys          | 40.00            |          |                 | 40.00            |
| Teachers & tool Crib Boys          | 874.00           |          |                 | 874.00           |
| TOTAL                              | <u>12,622.00</u> |          |                 | <u>12,622.00</u> |
| <u>DRIVER EDUCATION</u>            |                  |          |                 |                  |
| Driver Education                   |                  |          | 594.00          | 594.00           |
| Driver Education                   |                  |          | 571.00          | 571.00           |
| TOTAL                              |                  |          | <u>1,165.00</u> | <u>1,165.00</u>  |
| <u>LIAISON INSTRUCTORS</u>         |                  |          |                 |                  |
| Liaison Instructor                 |                  |          | 400.00          | 400.00           |
| Liaison Instructor                 |                  |          | 400.00          | 400.00           |
| Liaison Instructor                 |                  |          | 400.00          | 400.00           |
| Liaison Instructor                 |                  |          | 400.00          | 400.00           |
| Liaison Instructor                 |                  |          | 400.00          | 400.00           |
| Liaison Instructor                 |                  |          | 400.00          | 400.00           |
| Liaison Instructor                 |                  |          | 400.00          | 400.00           |
| Liaison Instructor                 |                  |          | 400.00          | 400.00           |
| Liaison Instructor                 |                  |          | 400.00          | 400.00           |
| TOTAL                              |                  |          | <u>3,600.00</u> | <u>3,600.00</u>  |
| <u>LEAD INSTRUCTORS</u>            |                  |          |                 |                  |
| Lead Instructor                    |                  |          | 100.00          | 100.00           |
| Lead Instructor                    |                  |          | 100.00          | 100.00           |
| Lead Instructor                    |                  |          | 100.00          | 100.00           |
| Lead Instructor                    |                  |          | 100.00          | 100.00           |
| Lead Instructor                    |                  |          | 100.00          | 100.00           |
| Lead Instructor                    |                  |          | 100.00          | 100.00           |
| TOTAL                              |                  |          | <u>600.00</u>   | <u>600.00</u>    |

| POSITION                 | REGULAR PAY | OVERTIME | OTHER            | GROSS PAY        |
|--------------------------|-------------|----------|------------------|------------------|
| Detention Master         |             |          | 500.00           | 500.00           |
| Discipline Master        |             |          | <u>400.00</u>    | <u>400.00</u>    |
| TOTAL                    |             |          | <u>900.00</u>    | <u>900.00</u>    |
| Senior Class Advisor     |             |          | 400.00           | 400.00           |
| Assistant                |             |          | 100.00           | 100.00           |
| Junior Class Advisor     |             |          | 300.00           | 300.00           |
| Assistant                |             |          | 100.00           | 100.00           |
| Sophomore Class Advisor  |             |          | 200.00           | 200.00           |
| Freshman Class Advisor   |             |          | 200.00           | 200.00           |
| Student Council Advisor  |             |          | 300.00           | 300.00           |
| School Newspaper Advisor |             |          | <u>250.00</u>    | <u>250.00</u>    |
| TOTAL                    |             |          | <u>1,850.00</u>  | <u>1,850.00</u>  |
| Music Instructor         |             |          | 398.75           | 398.75           |
| Athletic Director        |             |          | 1,100.00         | 1,100.00         |
| Head Football Coach      |             |          | 1,450.00         | 1,450.00         |
| Assistant Football       |             |          | 1,100.00         | 1,100.00         |
| Head Freshman Football   |             |          | 1,000.00         | 1,000.00         |
| Cross County             |             |          | 800.00           | 800.00           |
| Head Hockey              |             |          | 1,100.00         | 1,100.00         |
| Assistant Head Hockey    |             |          | 650.00           | 650.00           |
| J.V. Hockey              |             |          | 600.00           | 600.00           |
| Basketball               |             |          | 1,200.00         | 1,200.00         |
| J.V. Basketball          |             |          | 900.00           | 900.00           |
| Freshman Basketball      |             |          | 800.00           | 800.00           |
| Girls Basketball         |             |          | 600.00           | 600.00           |
| Fencing                  |             |          | 550.00           | 550.00           |
| Head Baseball            |             |          | 1,000.00         | 1,000.00         |
| Head Track               |             |          | 900.00           | 900.00           |
| Assistant Track          |             |          | 650.00           | 650.00           |
| Cheerleader Advisor      |             |          | <u>500.00</u>    | <u>500.00</u>    |
| TOTAL                    |             |          | <u>14,490.00</u> | <u>14,490.00</u> |
| Nurse                    | 8,501.53    |          | 184.47           | 8,686.00         |



**ANNUAL**

**REPORT**

**CHELMSFORD**

Ed. Harris

**1976**

Chelmsford England

# Annual Report



# 1976



Ed. Harris

# Chelmsford

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This report was prepared from individual inputs from all Town departments and committees and coordinated by the Board of Selectmen. The funds, \$ 10,000 were appropriated at the 1976 Annual Town Meeting as line item 279. under Unclassified Departments. Each booklet cost \$ . . ..

