

ANNUAL TOWN REPORT

CP



Byam Road, February 8th, 1978 - 11:00 a.m.

CHELMSFORD 1978

IN MEMORIUM

ARNAUD BLACKADAR

Board of Selectmen March - 7, 1949 - March 3, 1952
Town Accountant - November 16, 1967 - October 31, 1975

JOHN CAMPBELL

Patrolman, Chelmsford Police Dept.
May 26, 1959 - February 8, 1978

MICHAEL DEVINE

Board of Registrars - April 24, 1973 - September 26, 1978

BRUNO GRESKA

Laborer, Highway Department,
July 6, 1959 - March 1, 1978

ANNUAL REPORT
of the
Town of Chelmsford



FOR THE YEAR ENDING DECEMBER 31,

1978

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, 1975:	31,749
Density, 1970:	1,394 persons per square mile
Assessed Valuation 1978	\$269,053,375 (Real Estate) \$ 10,689,900 (Personal Property)
Tax Rate:	\$57.50
United States Senators in Congress:	
5th Congressional District	Paul T. Tsongas, Lowell
State Senator	Carol C. Amick, Bedford
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. Monday Evening 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. Monday Evenings 7:00 p.m.-8:00 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 Thursday 9:00 a.m.-9:00 p.m. Friday & Saturday 9:00 a.m.-5:00 p.m.
Childrens' House	Monday thru Thursday 9:00 a.m.-8:00 p.m. Friday & Saturday 9:00 a.m.-5:00 p.m.
McKay Library	Monday thru Thursday 9:00 a.m.-9:00 p.m. Friday & Saturday 9:00 a.m.-5:00 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	
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 & 4th Mon. 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-1981)

Town Clerk

Mary E. St.Hilaire
(Term Expires-1981)

Board of Selectmen

Philip L. Currier	Term expired 1978
William R. Murphy	Term expires 1979
Arnold J. Lovering	Term expires 1980
Paul C. Hart	Term expires 1980
Joseph B. Shanahan, Jr.	Term expires 1980
John W. Carson	Term expires 1981

Treasurer & Tax Collector

Philip J. McCormack
(Term expires-1981)

Board of Assessors

Julian H. Zabierek	Term expires 1979
Ruth K. Delaney	Term expires 1980
Janet Lombard	Term expires 1981

Cemetery Commissioners

Everett V. Olsen	Term expires 1979
Gerald L. Hardy	Term expires 1980
Arthur J. Colmer	Term expires 1981

Chelmsford Housing Authority

Ruth K. Delaney	Term expires 1980
Richard L. Monahan	Term expires 1981
Robert A. Sheridan	Term expires 1982
Robert L. Hughes	Term expires 1983

Board of Health

Paul F. McCarthy	Term expires 1979
Paul J. Canniff	Term expires 1980
Peter Dulchinos	Term expires 1981

**Nashoba Valley Technical Vocational
School District**

Stratos Dukakis	Term expired 1978
Luois E. Kelly	Term expires 1979
Jay M. Knox	Term expires 1980
Randolph W. Brumagim	Term expires 1980
Donald P. Ayer	Term expires 1981

Park Commissioners

Bradford O. Emerson	Term expires 1979
J. Joan Schenk	Term expires 1980
Arthur L. Bennett	Term expires 1981

Planning Board

A. Robert Raab	Resigned
Henrick R. Johnson, Jr.	Term expires 1979
Carolyn Fenn	Term expires 1979
Charles A. Parlee	Term expires 1979
Ann McCarthy	Term expires 1980
Paul F. Bartel	Term expires 1980
Eugene Gilet	Term expires 1981
Thomas E. Firth, Jr.	Term expires 1981

School Committee

Harry A. Foster	Term expired 1978
Myra Silver	Term expires 1979
Stanley W. Norkunas	Term expires 1980
William Sharpley, Jr.	Term expires 1980
Carol Cleven	Term expires 1981
John W. Peters	Term expires 1981

Sewer Commission

Theodore J. Rapallo	Term expired 1978
Matthew J. Doyle	Term expires 1979
Charles L. Weaver	Term expires 1980
Dennis J. Ready	Term expires 1981

Trustees of Public Libraries

Roger P. Welch	Term expires 1979
James M. Geary	Term expires 1979
Dennis E. McHugh	Term expires 1980
David E. Kelch	Term expires 1979
Elizabeth A. McCarthy	Term expires 1981
Howard K. Moore	Term expires 1981
Mary C. Phelan	Resigned

Constable

William E. Spence	Term expires 1980
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Tree Warden

Myles Hogan	Term expired 1978
Donald P. Gray	Term expires 1981

Varney Playground Commissioners**Elected at Town Meeting**

Robert C. McManimon	Term expires 1979
Harry J. Ayotte	Term expires 1981
Bernard Battle	Term expires 1980

APPOINTED TOWN OFFICIALS**Town Accountant**

Ernest F. Day	Term expires 1979
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Board of Selectmans Administrative Assistant

Evelyn M. Haines	Term expires 1979
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Town Counsel

James M. Harrington	Term expires 1979
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Chief of Police

Robert E. Germann

Fire Chief

Frederick H. Reid

Cemetery Superintendent

George E. Baxendale	Term expires 1979
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Park Superintendent

Donald P. Gray	Term expires 1979
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Director of Public Health

Thomas W. Morris	Term expires 1979
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Board of Health Physician

Michael A. Gilchrist, M.D.	Term expires 1979
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Superintendent of Streets

Louis R. Rondeau	Term expires 1979
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Special Constable
Armand Soucy Walter McAvoy

Inspector of Animals
Dr. Martin A. Gruber Term expires 1979

Building Inspector
Peter J. McHugh, Jr. Term expires 1980

Gas Inspector
Neal C. Stanley Term expires 1979

Plumbing Inspector Intermittent Plumbing Inspector
William H. Shedd Richard M. Kelly

Sealer of Weights & Measures
Anthony C. Ferreira

Town Aide & Council on Aging
Kathleen Robinson

Assistant Town Clerk Assistant Assessors
Elizabeth Zamanakos Evelyn M. Philbrook

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 1979

Wiring Inspector
Harold M. Tucke, Jr.

Recreation Director Town Planner
James R. Crocker Steve McDonald

Finance Committee
Kathryn E. Hughes Term expires 1979
James A. Decker Term expires 1979
George Ripsom Term expires 1980
Thomas F. Markham, Jr. Term expires 1980
Marvin Schenk Term expired 1978
William Edge Term expires 1981
Richard Sullivan Term expired 1978

Zoning Appeal Board
S. Robert Monaco Term expired 1978
Robert Kydd Term expired 1978
Marshall Arkin Term expires 1980
Carolyn Bennett Term expires 1980
Charles Higgins Term expires 1981
Florence Kelley Term expires 1981
Daniel Burke Term expires 1981

Alternates
Joseph Dappal Michael Erhartic
Denis Valdinocci

Council on Aging
Gula Boyce Mary McAuliffe
Christina Ahern Edna Nelson

Louise Bishop Kathleen Robinson
Clarence Dane William Marson
Sara Dunigan Lillian Gould
H. Chadbourne Ward

Lowell Drug Treatment "SHARE"
Donald Butler Marion Yonge

Cable Television Advisory Committee
Richard Arcand Robert Brooks
R.D. Cavallair Stan Norkunas
Robert McAdam Chris Tournas
Harold Witt Allen W. Fritz
John W. Carson

Youth Center Advisory Committee
Janet Greeno Wendell Luke
George Weinert Joseph Shanahan
Judy Harrison Phillis Dougherty
JoAnn Weisman Trudy Wall
Everett Brown Martha Doukaszewicz
Jay Finnegan Ronald Cannistraro
Norman Doulgas Robert Hall
Brian Sullivan

Alternates
Joanne Weinert Vincent Harrison

Youth Center Coordinator
James R. Woodman (resigned) Peter Saulis

Historical Commission
Richard Lahue Term expires 1979
Bertha Trubey Term expires 1980
John Hamilton Term expires 1980
Emile Dumont Term expires 1980
J. Perry Richardson Term expires 1981
George Parkhurst Term expires 1981
Jane Drury Term expires 1981

Historic District Commission
Jeanne L. Parlee Term expires 1979
J. Perry Richardson Term expires 1980
Robert LaPorte, Jr. Term expires 1980
Richard Lahue, Sr. Term expires 1981
Dr. Paul Canniff Term expires 1981
Stephen Wojcik Resigned

Alternates
J. Harold Davis Term expires 1979
Charles Watt, Sr. Term expires 1979

Fence Viewers
Reginald Furness, Esq. Richard D. Harper

Highway Administrative Ass't.
Pearl Koulas

CETA Coordinator
Frank Lindsley

Veteran's Agent
Mary McAuliffe

Director Veterans Services

William R. Murphy

Veteran's Emergency Fund Committee

Alfred Coburn	Peter Saulis
Victor Fetro	Melvin deJager
James Walker	Herbert Knutson
John McNulty	Gerard Vayo
Thomas Ennis	Geroge Waite
Dr. Albert Willis (resigned)	Charles Jangraw

Personnel Board

Carl A. Olsson (resigned)	Term expired 1978
David J. McLachlan	Term expires 1979
Walter L. Kivlan, III	Term expires 1979
Michael L. Fabien (resigned)	Term expires 1980

Recreation Commission

Paul Murphy	Thomas Trainor
Joan Murray	Bette Ressel
Robert Charpentier	Ronald Mosher
Harry Ayotte	Jack Bilodeau
Anthony Bruno	Bruce MacDonald

Summer Director: Donald Babin

Assistant: Evelyn Newman

Home Rule Advisory Committee

Denis Valdinocci	Catherine Siminatore
Richard Burr	Mary Duff
Jean-Paul Gravell	Charles Spear
Robert J. Munroe, Sr.	

Weighers of Merchandise

Francis J. Sakalinski	Ted Magiera
Joseph Bobola	Paul Westwood
Alex Coluchi	Charles Hacking
Marcel Marion	Lillian Cabana
Alejandrino Quiles	Tom Long

Bill Bullick

Environmental Advisory Council

Ina Greenblatt	Michael Zymaris
Dr. Ethel Kamien	Gene Roberts
Diane Lewis	Gerald Locker
Donald Caless	Mary Wadman

Town Celebration Committee

Walter Hedlund	James Gifford
Raymond Day	Dana Caffelle

Board of Registrars

Carl A. Olsson	Term expires 1979
Edward Hilliard	Term expires 1980
Herbert F. Bennett	Term expires 1981
Michael Devine	Deceased
Mary E. St. Hilaire-Ex-Officio	

911 Telephone Committee

William Murphy	Board of Selectmen Rep.
Frederick Reid	Fire Dept. Rep.
James Greska	Police Dept. Rep.
Walter Hedlund	Civil Defense
Raymond Gourdeau	Medic Ambulance
Jordan Ulery	Medic Ambulance

Richard Sullivan

NET Rep.

Capital Planning & Budgeting Comm.

Ernest Day	Ira Parks
Edward Krasnecki	Thomas Firth

Civil Defense Committee

Walter Hedlund	William Edge
Sgt. Walter Edwards	Joseph Staveley
George Dixon	Joseph Maher
George Brown	Melvin deJager

Donald Savage

Conservation Commission

Charles Parlee	Term expired 1978
Donald House	Term expires 1979
John Balco	Term expires 1979
David Merrill	Term expires 1979
John McCormack	Term expires 1980
Frank Siraco	Term expires 1980
Edward Duffy	Term expires 1981
Judith Haas	Term expires 1981

Community Teamwork

Alice Gossett

East Chelmsford Fire Station**Building Committee**

Edward Quinn	Walter Hedlund
Frederick Reid	Edward Hoyt
George Dixon	

Drug—Tobacco Study Committee

Joseph Shanahan	Carol Clevon
Jay Finnegan	Don Butler

U.N. Day Chairman

W. Allen Thomas

School Crossing Guards

Grace Auger	Karen C. Flynn
Helen Chafe	George Johnson
Janet O'Connor	Halvar Peterson
Irene Corsetti	Carol Souza
M. Joan Dillon	L. Diane Zebny

Jean B. McPhail

Alternates

Estelle Abely	M. Cynthia Abely
Loretta Weaver	Nancy Dufresne

Dog Officer

Frank Wojtas

Ass't Dog Officer

Stacia Wojtas

Auxiliary Police Officers

James A. Ernst	Alan W. Grekula
Bradford E. Poole	Richard Demers
Richard W. Turnbull	Anne L. Grekula

Police Matrons

Grace Auger	Mary Long
Nora Clifford	Emily Peake

Police Implementation Advisory Committee

Rev. Walter Sobol	Roger Abernathy
Cynthia Teele	Edward Marshall
Donald Butler	Ray McCusker
Helena Tripp	Samuel Parks
Paul C. Hart	Daniel Sullivan
Robert Germann	Marie J. Geary

Department Public Works Study Committee

Joan Schenk	George Auchy
Gerald Silver	Henry McClean
Barbara Langworthy	Robert Monroe, Sr.
Richard Russell	William R. Murphy

Custodian of Public Buildings

Patrick Murtagh	Town Hall
John P. Curran	Police Station

Industrial Development Financing Authority

Gerald Wallace	Bradford O. Emerson
Henrick R. Johnson, Jr.	Joseph B. Shanahan, Jr.
Marvin Schenk (resigned)	James Decker

Labor Relations Advisory

Murphy, Lamere & Murphy

Comprehensive Permitting Committee

Donald House	Paul Canniff
Peter J. McHugh	John W. Carson
Henrick Johnson	Carol Start
Daniel Burke	

Public Works Advisory Council

William R. Murphy	Robert J. Monroe
J. Joan Schenk	John McCormack
Paul Murphy	Henrick R. Johnson, Jr.
Henry McClean	Paul McCarthy
Matthew Doyle	Donald Gray
James J. McKeown	

Town Wide Cultural Committee

Marie Geary	Chris Simorellis
Mary Guaraldi	Miriam Ward
William Hynes	Paul Ward
Mitchell Korbey	Ethel F. ReSavage
Irene Meaney	Dennis E. McHugh
Fredrica M. Scutt	

Memorial Day Committee

Harry F. Silveria	Post 212
Donald House	
Elmer Crowell	Post 313
Alfred Ryan	
Timothy O'Connor	Post 366
Manuel Sousa	

HUD Flood Insurance Program Committee

John Balco	Mary Pease
Carolyn Fenn	Paul Bienvenu
Marshall Arkin	

Ration Board

Charles Koulas	Paul MacMillan
Arnold Lovering	

Four C's Committee

Alice Gossett

Handicapped & Elderly Rides Committee

Cindy Miller	Kathleen Robinson
John Donahue	Susan Donahue
Roger Welch	Joseph Potzka
Phyllis Dougherty	Martin Ames

Update Town History

Charlotte DeWolff	Charles Watt, Sr.
Julia Fogg	Frederick Burne

Sign Advisory Committee

Jan Rook	Term expires 1980
Deborah Dion	Term expires 1980
Charles Marderosian	Term expires 1981
Mitchell Korbey	Term expires 1979
Carolyn Bennett	Term expires 1979
Suzanne Reade	Term expires 1979

Safety Committee

Chief Reid	Chief Germann
Louis Rondeau	William Murphy



BOARD OF SELECTMEN

At the Board's Organizational Meeting on April 3, 1978, following the Annual Town Election, William R. Murphy was elected as Chairman of the Board. Other members of the Board are: Joseph B. Shanahan, Jr., Vice-Chairman; John Carson, Clerk; Arnold J. Lovering and Paul C. Hart.

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

On February 7, 1978 it became necessary to declare a State of Emergency in the Town due to the blizzard. The Army Corps of Engineers responded to our request for assistance in clearing of the roadways. A State of Emergency was declared by the Governor and most Town residents were unable to travel to and from work for five days. The Civil Defense and Auxiliary Police worked around the clock transporting individuals to their places of employment so that essential services could be provided, as well as providing emergency supplies to Town residents.

A new bargaining unit was established under the jurisdiction of the Board of Selectmen whereby the Clerks and Town Hall Custodians voted to unionize. After many months of negotiations, the Board executed a 3-year contract agreement between the Town and the Clerks and Custodians.

The Town-Wide mandatory Recycling Program was implemented during the month of April. Due to change in the market for mixed glass and cans, this program was suspended in May, at which time the Board made a commitment to review the Recycling Program and possibly implement a voluntary program. The Town did continue to pick up newspaper on a monthly basis.

In a continuing effort to alleviate drainage problems throughout the Town, contracts were awarded and com-

pleted for drainage construction in the following areas: North Road at Linwood Street, Janet Road, Swain Road, Dunstable Road, and High Street, as well as many other small drainage problems which were corrected by the Highway Department.

In conjunction with the sidewalk construction program, contracts were awarded and sidewalks completed on the following streets: Chelmsford Street, Dalton Road, Summer Street, and Wildes Road. The following sidewalks should be completed in the Spring of 1979: Mill Road, Stedman Street, Graniteville Road and Westford St.

Under the provision of Chapter 356 of the Acts of 1977, Chelmsford was one of 24 communities selected from 140 applicants for the construction of a Salt Storage Shed to be funded by the Commonwealth of Massachusetts. The Commonwealth of Massachusetts advertised for bids and as a result, construction of the shed at the Swain Road Landfill Facility should be completed in Spring of 1979.

After many months of delay, the Senior Citizens Drop-In Center on Mill Road was officially opened in June. Funds for this project were obtained from the Department of Housing and Urban Development, in the amount of \$43,000.

Robert Sheehan Associates of Medway completed its evaluation of the Police Department and furnished a written report with recommendations. Upon receipt of this report, the Board appointed a Police Implementation Advisory Committee to review it and comments by the Chief; review the Chief's implementation report; and to review implementation efforts. The Committee did review these materials and furnished recommendations to implement changes in the Police Department. Many of the recommendations will require funding, and as a

result, the Police Department 1979-80 budget will include additional monies in order to properly effect these changes.

Through a Town Meeting vote the Town has been authorized to convey the Emerson Property on North Road to Dr. and Mrs. L. Rodger Currie for the sum of \$120,775. The purchase price will be applied to the renovation of McFarlin School 'A' Building on Billerica Road for municipal purposes.

The Board participated in the Town Government Day in May, sponsored by the Chelmsford Lodge of Elks and the Chelmsford School Department. It is hoped that this program will be continued as it is an educational process for High School students to understand and participate in the operations of Town government.

Chelmsford was faced with a serious problem on November 30th and December 6th when no quorum could be obtained to conduct a Special Town Meeting. The Special Town Meeting was essential in view of the fact that approval had to be obtained for the Chelmsford Housing Authority to commence construction at the McFarlin School 'B' Building of more housing units for the elderly, funded by the State. Several other important articles also had to be approved or disapproved. As a result of this lack of interest, the Board is considering placing an article on the Annual Town Meeting Warrant reducing the quorum requirement.

The Community still employs eligible participants under the CETA Program. There are some 34 employees working in the Community under this program.

At the Annual Town Meeting, \$5,000 was appropriated to engage an outside consultant to review and furnish recommendations relative to our insurance needs. The firm of Betterley Risk Consultants was selected, and is in the process of reviewing all our policies. Upon completion of this evaluation, they will furnish a written report to the Board.

In order to comply with Revenue Sharing Regulations, an audit of all municipal accounts commenced early in December. The audit task is being completed by the Department of Corporations and Taxation Division of Accounts.

The Board has continued its active role in the Massachusetts Selectmens' Association, Merrimack Valley Selectmens' Association, Middlesex County Advisory Board, and Massachusetts League of Cities and Towns. It should be noted that John W. Carson was elected a member of the Board of Directors of the Middlesex County Selectmens' Association.

Walter Edwards, Sergeant in the Police Department, was nominated and chosen by the Selectmen as the year's Outstanding Municipal Employee.

After 21 years of service to the Town, Robert E. Germann, Chief of Police, submitted his letter of retirement to the Board of Selectmen effective January 11, 1979. As a result of this notification the Selectmen appointed James Greska as acting Chief, and Walter Edwards Acting Deputy Chief.

Due to the resignation of A. Robert Raab, the Selectmen met with the remaining members of the Planning

Board and jointly appointed Charles A. Parlee to fill this vacancy. Also, due to the resignation of Mary Claire Phelan, the Selectmen met with the remaining members of the Library Trustees and jointly appointed David E. Kelch to fill this vacancy.

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

TOWN CLERK

Mary E. St. Hilaire, Town Clerk
Elizabeth Delaney Zamanakos, 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>
1576	2543	12	253	548
<u>Births (Incomplete)</u>		<u>Deaths</u>		<u>Marriages</u>
287		177		329

1978 JURORS DRAWN

The following names were drawn from the 1977-1978	2	5-22-78
list.	46	5-22-78
3	1-23-78	5-22-78
37	1-23-78	5-22-78
98	1-23-78	6-20-78
33	1-23-78	6-20-78
6	1-23-78	7-24-78
52	1-23-78	7-24-78
80	2-24-78	7-24-78
48	2-24-78	7-24-78
55	2-24-78	7-24-78
66	2-24-78	8-24-78
20	2-24-78	8-24-78
7	2-24-78	8-24-78
82	3-21-78	8-24-78
13	3-21-78	8-24-78
34	3-21-78	9-25-78
83	3-21-78	9-25-78
22	3-21-78	9-25-78
58	4-27-78	9-25-78
45	4-27-78	9-25-78
5	4-27-78	10-18-78
29	4-27-78	10-18-78
75	4-27-78	10-18-78
47	5-15-78	10-18-78
49	5-15-78	10-18-78
50	5-15-78	10-18-78
100	5-15-78	10-18-78

1977-1978 JURY LIST

Name and Address	Occupation
1. JOHN R. ABBOTT, 159 Dunstable Rd.	Carpenter
2. ROBERT E. ACHESON, 26 School St.	Machinist
3. MARY R. ALLABY, 20 Marina Rd.	Manager
4. NEIL J. ANDERSON, 23 Muriel Rd.	Teamster
5. THELMA ANTONOPOULOS, 3 New Fletcher St.	Housewife
6. ROBERT J. ARCHAMBAULT, 19 Mission Rd.	Supervisor Sp.
7. ARLAND A. ATKINS, 171 Mill Rd.	Opt. Eng.
8. DOMCIA M. AZAROWSKI, 14 Gorham St.	Stitcher
9. JEAN M. BAGSHAW, 16 Ideal Ave.	Secretary
10. CHARLES E. BALLANTINE, 31 Golden Cove Rd.	Cinematographer
11. AGNES T. BARON, 19 Gail St.	Housewife
12. MONICA BARRON, 11 Edgelawn Ave.	Adm. Asst
13. ROBERT C. BEALS, 12 Rack Rd.	Engineer
14. CONRAD G. BEAUPRE, 15 Coolidge St.	Unemployed
15. MARION M. BENNETT, 152 Dalton Rd.	Housewife
16. JOHN R. BIRO, 162 Main St.	Engineer
17. EVELYN M. BOHL, 4 Green Valley Dr.	Therapist
18. LEO A. BOUCHER, 30 Ruthellen Rd.	Accountant
19. JANICE R. BRIGHAM, 11 Bentley Lane	Secretary
20. BARBARA H. BROE, 14 Singlefoot Rd.	Housewife
21. ERVIN J. BROWN, 2 Pine St.	Jeweler
22. MARJORIE E. BROWN, 19 Cedar St.	Wire Solderer
23. DONALD J. BYAM, 40 Sleigh Rd.	Presser
24. STEWART H. CADY, 180 Tyngsboro Rd.	Laborer
25. DANIEL F. CALLAHAN, 18 Arbor Rd.	Asst Plant Mgr
26. BETSEY B. CAMBELL, 1 Smith St.-Apt. 116A	Retired
27. MARIE V. CARIGNAN, 159 Tyngsboro Rd.	Creeler
28. KAREN H. CARPENTER, 134 Boston Rd.	Consultant
29. FRANCIS M. CARRICK, 13 Carleton Ave.	Superv.
30. JUNE L. CHAGNON, 4 Pine Hill Rd.	Housewife
31. HERBERT A. CHILDS, 9 Rivermeadow Dr.	Div. Sale Mgr
32. EVELYN G. CHRISTIANSEN, 12 Thomas Dr.	Housewife
33. BERNARD V. CLARK, 11 Sharon Ave.	Foundry Worker
34. MARY G. CLARK, 27 Rainbow Ave.	Buyer
35. ALICE G. COALTER, 25 Quigley Ave.	Packer
36. WILLARD S. COLBY, 61 Amble Rd.	Serv Rep.
37. IRENE H. COLLINS, 11 Chestnut Hill Rd.	Housewife
38. JEAN CONNELL, 9 Rainbow Ave.	Housewife
39. JEANETTE E. COOPER, 16 Longmeadow Rd.	Housewife
40. KENNETH J. CORCORAN, 201 Dalton Rd.	Asst Serv Mgr
41. CELINE F. COSTELLO, 75 Proctor Rd.	Housewife
42. HELENA G. COUTO, 66 Meadowbrook Rd.	Bank Clerk
43. FRANCIS X. COYLE, 21 Chatham Rd.	Mathematician
44. FREDERICK J. CRONIN, 50 Grandview Rd.	Accountant
45. HARLD J. DAVIS, 6 Pine Hill Ave.	Retired
46. MARION DEMPSEY, 5 Skyview Dr.	Housewife
47. ELAINE B. DIONNE, 9 Anise Rd.	Housewife
48. WILLIAM F. DONAHUE, JR., 8 Julio St.	Exec Asst
49. JOHN E. DUBEY, JR. 45 Dunstan Rd.	Selfemployed
50. JAMES J. DURKIN, JR., 8 McFarlin Rd.	Mgr
51. FRANCIS E. EGAN, 23 Sprague Ave.	Bricklayer
52. ANTHONY FAFALIOS, 11 Janet Rd.	Baker
53. DONALD J. FIDLER, 34 North Rd.	Comp Opr
54. JOHN F. FLYNN, 14 Naylor St.	Minister
55. ERIC C. FOSTER, 13 Manwell Rd.	Plumber
56. KATHLEEN A. GAUDETTE, 41 Walnut St.	Soldered
57. SUSAN GEORGE, 30 Second St.	Clerk
58. MARY E. GILIKSON, 270 Littleton Rd.	Trimmer
59. EDWARD H. HARHAUSEN, 9 Manhattan Dr.	Chief Eng

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| 60. JOHN F. HAYES, 3 Churchill Rd. | Ind. Engr |
| 61. FRED C. HEINTZ, 7 Ruthellen Rd. | Salesman |
| 62. JOHN P. HICKEY, 23 Bradford Rd. | Bank Manager |
| 63. RUTH E. HINDLE, 12 Sunrise Ave. | Retired |
| 64. HOWARD G. HUNTER, 8 Herbert Rd. | Civil Eng |
| 65. RANDY KEATING, 35 Vinal Sq. | Gas Station |
| 66. HARLAN P. KELLY, 10 Hildreth St. | Business |
| 67. ELIZABETH B. KEY, 15 Berkeley Dr. | Housewife |
| 68. ROBERT B. KNOWLES, 40 Walnut Rd. | Adm Aide |
| 69. PAUL KRENITSKY, 12 Draycoach Rd. | Technical Sta |
| 70. JOSEPH A. LaTOUCHE, 196 North Rd. | Hair Stylist |
| 71. ANN LEACH, Richardson Apts. Bll, Richardson Rd. | |
| 72. DONALD MacPHAIL, 180 Tyngsboro Rd. | Laborer |
| 73. ROBERT MATILAND, 270 Littleton Rd. | Carpenter |
| 74. GEORGE T. MANSUR, 54 Old Stage Rd. | Elec Insp |
| 75. FREDERICK L. MAYS, JR., 10 Walnut Rd. | Machinist |
| 76. EDWARD J. McNULTY, 20 Freeman Rd. | Auto Machinist |
| 77. ROSA E. MELLOW, 71 Brick Kiln Rd. | Office Wrk |
| 78. LINDA L. MILLER, 26 Parlee Rd. | At Home |
| 79. MARY B. MORAIS, 18 Castlewood Dr. | Housewife |
| 80. NORMAND L. MORRISSETTE, 11 Stoneybrook Rd. | Traffic Super |
| 81. FRANCES A. MULLEN, 350 Boston Rd. | Assembler |
| 82. ALLEN D. NELSON, SR., 5 Hidden Way | Manager |
| 83. JOHN J. NICOLI, 8 Clark Ave. | Pipe Fitter |
| 84. WILLIAM PIERRO, 13 Walnut Rd. | Const Worker |
| 85. GEORGE W.P. PUCCIARELLI, SR., 32 Kensington Dr. | Retired |
| 86. NANCY REBBERT, 35 Dalton Rd. | Housewife |
| 87. NORMAN H. RUSELL, 216 Graniteville Rd. | Sales Exec. |
| 88. DARREL R. SANDERS, 878 North Rd. | Chemist |
| 89. JOHN A. SCALI, 11 Oak Knoll Ave. | Clerk |
| 90. MARK E. SCHWARZ, JR., 15 Castlewood Dr. | Programmer |
| 91. IRENE SIGVARDSON, 9 Frank St. | Assembler |
| 92. KEVIN W. SIMPSON, 53 Stedman | Parker |
| 93. FRANCES L. SMALDONE, 10 Larssen Circle | Housewife |
| 94. MICHAEL P. SOUSA, 8 Pleasant Ave. | Accountant |
| 95. ELIZABETH A. ST. CLAIR, 270 Littleton Rd. | Clerk |
| 96. BARBARA F. STONE, 5 Sleeper St. | Tel Operator |
| 97. EDWARD M. SULLIVAN, 3 Prairie Rd. | Engineer |
| 98. ALAN E. TUCKER, 8 Cathy Rd. | Cust Eng |
| 99. MILDRED WEINSTEIN, 7 Murray Hill Rd. | Housewife |
| 100. DAVID R. WILCOX, 205 Graniteville Rd. | Pub. Acct. |

**WARRANT FOR THE
ANNUAL TOWN MEETING
April 1, 1978 and April 24, 1978**

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 Saturday, the first day of April, 1978, being the first Saturday in said month, at 10:00 A.M., for the following purposes:

To bring in their vote for the following officers:

- One Moderator for three years
- One Town Clerk for three years
- One Selectman for three years

One Treasurer and Tax Collector for three years
 One Assessor for three years
 One Assessor for one year to fill vacancy
 One Tree Warden for three years
 One member of the Board of Health for three years
 Two members 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 Park Commissioner for three years
 Two Public Library Trustees for three years
 One Planning Board member for three years
 One Sewer Commissioner for three years

The polls will be open from 10:00 A.M. to 8:00 P.M.; and to meet in the McCarthy Junior High School Gymnasium on Monday, the twenty-fourth day of April, 1978, 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.

ARTICLE 2. To see if the Town will vote to amend the Personnel, Wage, and Salary Administration By-Law as follows:

1. Under Section 3, subtitled PERSONNEL BOARD, delete the first paragraph and substitute the following in its place:

This plan shall be administered by a Personnel Board, consisting of three members, two of whom shall be known as Public Members and shall be appointed by the Town Moderator. Each Public Member shall be appointed for two years, one in odd numbers years and the other in even number years. Each term shall expire at the end of the appropriate fiscal year. The Town Moderator shall fill the unexpired term of either Public Member who resigns his appointment.

The third member, to be known as the Personnel Member, shall be elected by the town employees who are subject to this by-law. The term of office shall be for two years and shall expire on July 1, of each odd numbered year. The election of the Personnel Member shall be secret and be supervised by a board of three election officers appointed by the Town Moderator. The election shall be held in June to be effective on July 1. Special elections shall be held to fill the unexpired term of the Personnel Member who resigns before the term has expired.

At the first meeting of each fiscal year at which all Personnel Board Members are present, a chairman of the Personnel Board shall be elected by a majority vote.

2. Under Section 12, subtitled GRIEVANCE PROCEDURE, delete the entire section and substitute the following in its place:

Any dispute between an employee and his supervisor shall first be discussed with his supervisor. If a conference between the employee and his im-

mediate supervisor fails to clear up any question to the satisfaction of the employee, he may refer the matter in writing to the appointing authority. If two weeks have elapsed since the submission of the matter in writing to the appointing authority and the dispute is still unresolved, either party may appeal to the Personnel Board. This Board shall take the question under advisement, collecting such facts relating thereto as it may deem helpful, and it may, in its discretion, hold private or public hearings with respect to such question. Not later than thirty days after receipt of written submission of the matter to it, the Personnel Board shall render its decision and hereafter take promptly such action as may be necessary and authorized hereunder relative to the dispute.

3. Under Section 14, subtitled VACATIONS, delete from the first sentence of subparagraph A the words "On July 1st of each year".
4. Under Section 16, subtitled SICK LEAVE, delete paragraph (1) and substitute in its place:

All permanent employees of the Town regardless of their length of service will earn twelve (12) days sick leave per. At the end of the calendar year, each employee may carry over any unused sick leave balance so that 120 days may be accrued.

5. Under Section 17, subtitled LEAVES OF ABSENCE, add paragraph c. as follows:

All permanent, full-time employees are limited to three days leave with pay for personal reasons. Personal reasons may include business, legal, religious or other matters not covered elsewhere by the leave provisions of these by-laws. Personal leave will be granted for the remedy of problems which cannot be conveniently resolved at times other than during the customary work day. Specific personal reasons need not be given to supervisors but, except in cases of emergency when oral requests may be granted, requests for personal leave should be given in writing to supervisors at least 48 hours prior to the time the leave is to begin. Unused personal days will be added to sick days for accrual purposes.

6. Under Section 6, subtitled CLASSIFICATION OF PRESENT TOWN EMPLOYEES, add paragraphs e, f, and g, as follows:
 - e. Jobs shall be classified by the Personnel Board to Grade levels based on the extent of personnel and budgeting responsibilities and necessary skills, training and experience to perform the job as compared to other Town positions and the provisions of Section 10 of this by-law.
 - f. The Wage and Salary Schedule shall be maintained by the following criteria:

- I. The minimum salary for Grade Level 1 shall be determined by the Personnel Board.

- II. The minimum salary for each grade level above grade level 2 shall be an amount that is greater than the minimum salary of grade level 1 by a factor that is the difference between the number of grade level and the num-

ber 1 multiplied by 1.5 plus 1. Example: Grade level 6 is 1.75 greater than grade level 1. Calculation: (6-1) x 1.5 - 1.00 = 1.75.

III. The maximum salary for any grade level will be 1.38 times the minimum salary for that level.

IV. There are 20 steps in each grade level. Each incremental step is 2% of the minimum salary for that grade level.

V. The Wage and Salary Schedule will be stated in annual dollars. Hourly rates for those jobs that are paid on an hourly basis will be the annual salary divided by 2088 (52.2 weeks times 40 hours) for jobs designated "Mechanical and Construction, Conservation and Cemeteries, Custodian and Health" and will be the annual salary divided by 1957.5 (52.2 weeks x 37.5 hours).

g. **Wage and Salary Schedule**

July 1, 1978 - June 30, 1979

Grade Level	Salary Range
1	\$6,000-\$8,280
2	6,900-9,522
3	7,800-10,764
4	8,700-12,006
5	9,600-13,248
6	10,500-14,490
7	11,400-15,732
8	12,300-16,974
9	13,200-18,216
10	14,100-19,458
11	15,000-20,700
12	15,900-21,942
13	16,800-23,184
14	17,700-24,426
15	18,600-25,688
16	19,500-26,910

7. Under Section 8, subtitled INCREASES WITHIN THE RATE RANGES, delete the section subtitled and substitute in its place: "INCREASES WITHIN GRADE LEVELS" and further amending Section 8 by adding the following:

a. A step increase in rate for any employee who is above Step 1 must be recommended by the employee's department head, appointing authority or elected official and be approved by the Personnel Board. The decision to grant the increase shall be based solely on the performance of the employee during the preceding 12 month period and shall not be based on length of service.

b. Any employee who is at Step 1 will be advanced to Step 2 upon reaching their anniversary date.

8. Under Section 24, subtitled JOB TITLES AND STANDARD RATES FOR WAGES AND SALARIES OF THE PERSONNEL WAGE AND SALARY BY-LAW, by deleting therefrom from the following positions under Library: Line 1, Librarian-MLS; Line 2, Librarian MLS (Assistant); Line 4, Senior Assistant Librarian; Line 5, Junior Assistant Librarian; Line 6, Clerk;

Line 7, Aides; under Recreation: Line 2, Director of Summer Program; and adding the following positions: under Administrative and Clerical: Line 12, Assistant Town Clerk; Line 13, Administrative Assistant-Assessor; under Library: Line 6, Library Assistant; and changing the following job titles; under Library: Line 1, Library Director; Line 2, Library Assistant Director; Line 4, Library Department Head; Line 5, Library Specialist; Line 7, Library Clerk; under Recreation: Line 2, Recreation Director;

of 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 150E.

	Current 7/77-6/78	Proposed Level	Recomnd. Salary
Administrative and Clerical			
1. Veterans' Agent	11,024 p.a.	8	12,792 p.a.
2. Clerk Senior	8,807 p.a.	4	9,396 p.a.
3. Clerk	7,020 p.a.	--	*#1
4. Town Accountant	16,592 p.a.	12	18,126 p.a.
5. Assistant Treasurer	10,074 p.a.	5	10,752 p.a.
6. Town Counsel	500 p.a.	--	500 p.a.
7. Selectmen's Adm. Asst.	12,241 p.a.	9	14,256 p.a.
8. Board of Registrars' Clerk	850 p.a.	--	850 p.a.
9. Board of Reg. 3 members	360 p.a.	--	360 p.a.
10. Clerk, Part-time	3.56 hr.	2	3.81 hr.
11. Town Aide	8,960 p.a.	5	10,368 p.a.
12. Asst. Town Clerk	10,752 p.a.	5	10,752 p.a.
13. Adm. Asst. to Assessors- Assessors	10,752 p.a.	5	10,7852 p.a.
Conservation, Parks and Cemetery			
1. Cemetery Superintendent	15,023 p.a.	8	15,744 p.a.
2. Supt. of Insect & Pest Cont.	1,250 p.a.	--	1,250 p.a.
3. Landscaper - Park	4.36 hr.	2	---
4. Laborer - Park	3.98 hr.	1	---
5. Unskilled Laborer	2.30 hr.	*#2	2.65 hr.*#4
6. Skilled Forest Workman	3.27 hr.	1	---
7. Equipment Operator	4.73 hr.	4	---
8. Park Superintendent	15,023 p.a.	9	16,104 p.a.
Custodial			
1. Custodian	3.93 hr.	2	4.16 hr.
Library			
1. Library Director	16,640 p.a.	12	17,808 p.a.
2. Library Asst. Director	11,259 p.a.	7	11,856 p.a.
3. Branch Librarian	9,487 p.a.	5	10,944 p.a.
4. Librarian, Dept. Head	3.94 hr.	3	4.14 hr.
5. Librarian Specialist	3.56 hr.	2	3.74 hr.
6. Librarian Assistants	3.36 hr.	1	3.56 hr.
7. Librarian Clerk	3.56 hr.	1	3.74 hr.
8. Aides	2.30 hr.	*#2	2.56 hr.*#4
9. Supervisor - Maintenance	4.72 hr.	4	10,614 p.a.
Highway Department			
1. Highway Superintendent	21,332 p.a.	12	21,332 p.a.
2. Highway Foreman	6.87 hr.	9	---
3. Administrative Assistant	10,074 p.a.	5	*#1
Town Fire Department			
1. Fire Chief	26,354 p.a.	*#2	*#5
2. Deputy Fire Chief	22,195 p.a.	*#2	*#6
3. Mechanic (Fire and Police)	6.00 hr.	6	6.34 hr.

Town Police Department

1. Police Chief	27,408 p.a.	-*#2	*#5
2. Deputy Chief	22,195 p.a.	-*#2	*#7

Recreation

1. Clerk, part-time.....	3.56 hr.		3.81 hr.
2. Recreation Director	1,290 p.a.	-#2	140.00 wk.

	Min.	Max.	Min.	Max.
3. Swimming Dir.	72.80wk	104.00wk	-#276.40wk	109.20wk
4. Swimming Inst.	72.80wk	104.00wk	-#276.40wk	109.20wk
5. Playground Dir.	72.80wk	104.00wk	-#276.40wk	109.20wk
6. Playground Supvrsr.	72.80wk	104.00wk	-#276.40wk	109.20wk
7. Playground Inst.	72.80wk	104.00wk	-#276.40wk	109.20wk
8. Sports Inst.	72.80wk	104.00wk	-#276.40wk	109.00wk

Youth Center

1. Youth Center Coordinator	11,499 p.a.	7	12,084 p.a.
2. Youth Center Supervisor	4.15 hr.	2	*#3
3. Supervisor IV	4.02 hr.	2	*#3
4. Supervisor III	3.72 hr.	2	*#3
5. Supervisor II	3.46 hr.	2	*#3
6. Supervisor I	3.20 hr.	2	*#23
7. Clerk - Youth	3.56 hr.	2	3.81 hr.

Miscellaneous

1. Animal Inspector	1,000 p.a.	-*#2	1,000 p.a.
2. Building Inspector	17,777 p.a.	10	17,777 p.a.
3. Gas Inspector	3,750 p.a.	-*#2	3,750 p.a.
4. Electric Inspector	14,560 p.a.	9	15,312 p.a.
5. Sealer of Wghts. & Meas.	2,000 p.a.	-*#2	2,000 p.a.
6. Dog Officer	7,704 p.a.	2	8,142 p.a.
7. Asst. Dog Officer	6,163 p.a.	1	6,480 p.a.
8. Clock Winder	100 p.a.	-*#2	100 p.a.

Footnotes

- *#1 - Representated by Collective Bargaining Union
- *#2 - Not in "Job Rating Plan"
- *#3 - No percentage increase - range only
- *#4 - Federal Minimum Hour Wage
- *#5 - Salary will be 200% of the highest paid union firefighter established by State Law
- *#6 - Salary will be 84% of the Fire Chief
- *#7 - Salary will be 81% of the Police Chief

or act in relation thereto.

Personnel Board

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, 1978 to June 30, 1979; 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, 1978; in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a 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 or transfer from available funds a certain sum of money to engage an outside Auditing Firm to make an audit of all accounts in all Departments in the Town of Chelmsford; or act in relation thereto.

Board of Selectmen

ARTICLE 7. 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 8. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$428,130.37 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 a certain 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 authorize the transfer of reimbursement funds in the sum of \$88,888.00 received from the Commonwealth of Massachusetts Flood Relief Board and the transfer of \$11,112.00 from Free Cash to pay a bond issue note or notes totaling \$100,000.00 borrowed for the purpose of reconstruction of Crystal Lake; or act in relation thereto.

Board of Selectmen

ARTICLE 11. To see if the Town will vote to raise and appropriate a certain sum of money for the purpose of purchasing six (6) new 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) 1975; one (1) 1976; and four (4) 1977 cruisers now being used by the Police Department; 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 the sum of \$1,550.00 to match LEAA Federal Funds, for the purpose to provide mutual aid programs for the Police Department; 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 a new four-door sedan type vehicle for the Fire Department, said purchase to be made under the supervision of the Board of Selectmen; or act in relation thereto.

Board of Selectmen

ARTICLE 14. To see if the Town will vote to raise and appropriate and 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 (1) Dump Truck for the Highway Department and sell by good and sufficient bill of sale one (1) dump truck presently being used by the Highway Department.

(b) To purchase one (1) sweeper broom for the Highway Department and sell by good and sufficient bill of sale one (1) sweeper broom being used by the Highway Department.

(c) To purchase one (1) Air Compressor and sell by good and sufficient bill of sale one (1) air compressor presently being used by the Highway Department.

(d) To purchase one (1) Cab and Chassis and sell by good and sufficient bill of sale one (1) cab and chassis presently being used by the Highway Department.

(e) To purchase one (1) Sander body for the Highway Department and to sell by good and sufficient bill of sale one (1) sander body presently being used by the Highway Department.

(f) To purchase one (1) half-ton Pick-up Truck for the Highway Department and to sell by good and sufficient bill of sale one (1) half-ton pick-up truck presently being used by the Highway Department.

(g) To purchase one (1) two cubic yard loader for the Highway Department and to sell by good and sufficient bill of sale one (1) two cubic yard loader presently being used by the Highway Department.

(h) To purchase two (2) new Snow Plows.

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 alleviate certain drainage problems, throughout the Town, as determined by the Board of Selectmen; 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 purchase one ¾ ton pick-up truck for the Park Department; or act in relation thereto.

Park Commission

ARTICLE 17. To see if the Town will transfer \$5,000.00 from the sale of Graves and Lots to Cemetery Improvement Development Fund; or act in relation thereto.

Cemetery Commission

ARTICLE 18. To see if the Town will raise and appropriate or transfer from available funds a certain sum

of money for the purchase of one (1) two ton dump truck for the Cemetery Department; or act in relation thereto.

Cemetery Commission

ARTICLE 19. To see if the Town will vote to accept a trust under the will of Christopher Roby for the purpose of improving and beautifying the West Chelmsford Cemetery and the streets and sidewalks of said village, and for the support of preaching and relieving the necessities of the poor in said village; and to designate the Cemetery Commissioners as agents of the Town to administer said trust; or act in relation thereto.

By Petition

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 implementation of a part of the Recreation Master Plan; or act in relation thereto.

Board of Selectmen

ARTICLE 21. 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 tennis courts at the Byam School; or act in relation thereto.

Board of Selectmen

ARTICLE 22. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money for the final design plan of Central Square traffic improvements; or act in relation thereto.

Board of Selectmen

ARTICLE 23. 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; or act in relation thereto.

Board of Selectmen

ARTICLE 24. 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 25. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2,800.00 to purchase a certain parcel of land from the Trustees of the Penn Central Transportation Co. situated in the Town of Chelmsford, County of Middlesex, Commonwealth of Massachusetts bounded Southeasterly by land of Penn Central Transportation Co. and Northwesterly by land of the Town of Chelmsford, being part of a right-of-way known as the Lowell Secondary Branch I.D. No. Ma B100-CO2 and shown on VAL Map No. 500-9104-041D-23-1 containing 8,000 square feet more or less; or act in relation thereto.

Board of Selectmen

ARTICLE 26. To see if the Town will vote to authorize the Board of Selectmen to acquire by fee simple in accordance with Massachusetts General Laws Chapter 132A and Chapter 40, a certain parcel of land located off Acton Road owned by Sarah B. Ferguson being a portion of the premises inherited from John J. Fay Middlesex Probate Court Document #323526. This land contains approximately 8.85 acres and is to 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, that the Conservation Commission be authorized to enter into a contractual self-help agreement with the Office of Environmental Affairs, and that the Town raise and appropriate the sum of \$7,000.00 and authorize the Selectmen to expend the sum of \$7,000.00 from the Conservation fund; or act in relation thereto.

Conservation Commission

ARTICLE 27. 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 of the Amendments to the Constitution for a special act:

Enabling the Town of Chelmsford to hold its Annual Town Meeting at two separate and distinct times. Each meeting to be called in pursuance of a separate warrant under the hands of the Selectmen, notice of which shall be given at least seven (7) days before such meeting as prescribed in Massachusetts General Laws, Chapter 39, Section 9. One meeting may be held in February, March, April or May and one meeting may be held in September, October or November. The selectmen shall insert in the warrants for the annual meetings all subjects, the insertion of which shall be requested of them in writing by ten or more registered voters of the Town and as prescribed by Massachusetts General Laws Chapter 39, Section 10.

An Article for the election of town officers and an Article covering the town's annual budget shall be contained in the warrant for the annual town meeting to be held in February, March, April or May; or act in relation thereto.

Home Rule Advisory Committee

ARTICLE 28. To see if the Town will vote to amend the General By-Laws Article VI Police Regulations Section 18 Regulation of Motor Boats on Crystal Lake as follows:

1. By amending the title of Section 18 to read Regulation of Motor Boats and Recreational Vehicles on Crystal Lake.
2. By adding the words "including snowmobiles" immediately after the words "vehicle powered by an engine"; or act in relation thereto.

Board of Selectmen

ARTICLE 29. To see if the Town will vote to amend the Park Department Rules and Regulations by deleting the paragraph which reads:

"All violators...
\$20.00 for each offense"

and inserting the following:

"All violators...
\$200.00 for each offense."
or act in relations thereto.

Board of Selectmen

ARTICLE 30. To see if the Town will vote to amend the Personnel, Wage and Salary Administration By-Law by adding the following "Section 27 - Relatives Working in Same Department - 'No employee will be eligible to be employed in a department where there is a member of his or her immediate family employed'; or act in relation thereto.

Board of Selectmen

ARTICLE 31. To see if the Town will vote to accept the provisions of Chapter 808 of the Acts of 1975 as amended and to amend the Chelmsford Zoning By-Law as follows to bring it into conformity with said Act; or act in relation thereto:

1. Add to Section 1120 Authority the words "and under the authority of Article 89 of the Amendments to the Constitution, the 'Home Rule Amendment', and", so that Section 1120 will read as follows:

"1120 Authority. This By-Law is adopted pursuant to and under the authority of Article 89 of the Amendments to the Constitution, the 'Home Rule Amendment', and the provisions of Chapter 40A of the General Laws of the Commonwealth of Massachusetts, and amendments thereto, hereinafter referred to as the 'Zoning Act'."

2. Add to Section 1220. Compliance Certification the word "moved," so that Section 1220 will read as follows:

"1220. Compliance Certification. Buildings, structures, or signs may not be erected, substantially altered, moved, or changed in use and land may not be changed in principal use without certification by the Inspector of Buildings that such action is in compliance with then applicable zoning, or without review by him regarding whether all necessary permits have been received from those governmental agencies from which approval is required by federal, state, or local laws. Issuance of a Building Permit or Certificate of Use and Occupancy, where required under the Commonwealth of Massachusetts State Building Code, may serve as such certification.

3. Add to Section 1240. Penalty. The words "any of the conditions under which a permit is issued, or any decision rendered by the Board of Appeals", so that Section 1240 will read:

"1240. Penalty. Any person violating any of the provisions of this By-Law, any of the conditions under which a permit is issued, or any decision rendered by the Board of Appeals shall be fined not more than \$100 for each offense. Each day that such violation continues shall constitute a separate offense."

4. In Subsection 1323 (c) delete the word "administration", substituting the word "administrative" in place thereof.

5. In Section 1340. Repetitive Petitions, delete the word "exceptions", substituting the words "Special Permits" in

place thereof.

6. Delete Section 2420. **Extension or Alteration** in its entirety, substituting the following in place thereof:

"2420. Extension or Alternation. As provided in Section 6 of Chapter 40A, G.L., a nonconforming single - or two-family dwelling may be altered or extended provided that doing so does not increase the nonconforming nature of said structure, and other pre-existing nonconforming structures or uses may be extended, altered, or changed in use on Special Permit from the Board of Appeals if the Board of Appeals finds that such extension, alteration, or change will not be substantially more detrimental to the neighborhood than the existing nonconforming use."

7. Delete Section 2530. **Isolated Lots** in its entirety, substituting the following in place thereof:

"2530. Isolated Lots. Any increase in lots area, width, depth, frontage, yard, or coverage requirements of this By-Law shall not apply to erection, extension, alteration, or moving of a structure on a legally created lot not meeting current requirements provided that the applicant documents that.

(a) At the time such increased requirement became applicable to it, the lot:

- (1) had at least 5,000 square feet of lot area and 50 feet of frontage on a street; and
- (2) was held in ownership separate from all other lots having frontage within 1,000 feet on that same street; and
- (3) conformed to then-existing dimensional requirements; and

(b) the lot is to be used for single-family or non-residential use.

Such nonconforming lots may be changed in size of shape or their land area recombined without losing this exemption, so long as the change does not increase the actual or potential number of buildable lots.

8. Amend ARTICLE V. **DEFINITIONS** by inserting the following definition at its appropriate alphabetical location:

"Lot area The horizontal area of the lot exclusive of any area in a street or recorded way open to public use. At least 80% of the lot area required for zoning compliance shall be land other than that under any water body or bog, swamp, wet meadow, or marsh, as defined in Sec. 40, Ch. 131, G.L.

Planning Board

ARTICLE 32. To see if the Town will vote to amend the Chelmsford Zoning By-Law as follows:

1 . Amend Section 2300. Use Regulations Schedule by adding footnote 4, to read as follows:

"4. Except 'BA' if resulting in more than 10,000 sq. ft. gross floor area devoted to business uses on the premises."

and by referencing footnote 4 to each "P" entry under **Business Uses** which is not already referenc-

ed "1".

2 . Amend Article IV. **Special Regulations** by adding Section 4500 **Major Business Complexes**, to read as follows:

"4500 Major Business Complexes

"4510 Applicability

Any premises having more than 10,000 square feet gross floor area devoted to business use shall be considered a Major Business Complex. Construction or change of use resulting in such a complex is allowable only if granted a Special Permit by the Board of Appeals in accordance with the following:

"4520 Objectives

The objectives for allowing Major Business Complexes are to increase the diversity and convenience of goods and services available in Chelmsford, to provide entrepreneurial and employment opportunities for area residents, to focus development at locations able to support it with relatively small environmental or municipal cost, and to protect the town's natural environment, existing character and development, and ability to provide public services.

"4530 Submittals

Two copies of the following shall accompany an application for a Special Permit for a Major Business Complex or for rezoning to accommodate such a complex. One copy shall be transmitted to the Planning Board. For Special Permits, the Planning Board shall make recommendations to the Board of Appeals regarding compliance with Section 4540 Decision Criteria. (The Planning Board shall neither sponsor nor favorably recommend any rezoning of three or more acres to a commercial district unless such materials have been submitted to it as a public hearing).

4531. A site plan, as specified at Section 1424.

4532. Analysis of the consequences of the proposed development, evaluating the following impacts at a level of detail appropriate to the scale of development proposed, and using analysis materials provided by the Planning Board;

Natural environment: groundwater and surface water quality, groundwater level, stream flows, erosion and siltation, vegetation removal (especially unusual species and mature trees), and wildlife habitats.

Public Services: traffic safety and congestion, need for water system improvements, need for public sewerage.

Economics: anticipated market area, complementarity with or duplication of existing services, amount and types of employment, labor force area.

Visual environment: visibility of buildings and parking, visual consistency with existing development in the area.

"4540 Decision Criteria

A special permit for a Major Business Complex shall be approved only upon determination by the Board of Appeals that the requirement of Section 1520 Special Permit Criteria, Section 1425 Planning Board (Site Plan) Approval, and the following have been met.

4541. The proposed plan is consistent with any submittals made under Section 4530 prior to rezoning, or in the event of inconsistency, satisfactory explanation has been made submitted showing why the departure is necessitated by change conditions or earlier error, and that the departure does not reduce compliance with the objectives for Major Business Complexes specified in Section 4510.

4542. The Complex shall be so designed and located that annual average daily traffic is not increased 50% or more above current levels at any point more than 1,000 feet from an expressway interchange, with current levels being as determined by the Chelmsford Planning Board; and shall be so located that resultant traffic is not above the capacity of roads and intersections at level of service "C" at any point with 1 mile of the premises, using definitions and methods of estimation as outlined by the Highway Research Board **Highway Capacity Manual**, 1965 or later editions.

4543. Site design and storm water facilities shall be so designed that in a 5 year storm the peak storm-water flows leaving the premises will not be increased more than 10% above current flows or change design capacity of receiving structures or channel capacity of receiving streams to be exceeded." or act in relation thereto.

Planning Board

ARTICLE 33. To see if the Town will vote to (1) amend the Chelmsford Zoning By-Laws by deleting Section 3300, **Signs and Outdoor Lighting** and the definitions of "Sign" and "Sign, Area of" in Article V Definitions, replacing them with new definitions and a new Section 3300; and (2) to adopt a new Town By-Law titled "Sign By-Law", both as provided in the Planning Board report dated March 27, 1978, on file with the Town Clerk and circulated at the Town Meeting; or act in relation thereto.

Planning Board

ARTICLE 34. To see if the Town will vote to amend the Chelmsford Zoning By-Laws and Zoning Map to change from Single Residence District (RA) to General Commercial District (CD) the land situated on the easterly side of North Road in Chelmsford, Middlesex County, Massachusetts, and being shown on a plan of land entitled: "Plan of Land in Chelmsford, Mass. Owned by Theodore W. Emerson, Surveyed 22 November 1972. Richard G. McGlinchey" which plan is recorded with Middlesex North District Registry of Deeds in Plan Book 115, Plan 157 (Sheet 1 of 2) and bounded and described as follows:

WESTERLY: by North Road, as shown on

said plan, 230.46 feet;

NORTHERLY: by land now or formerly of L. Rodger Currie and by land now or formerly of Theodore W. Emerson, a total of 400.00 feet;

EASTERLY: by land now or formerly of Theodore W. Emerson, as shown on said plan, 401.04 feet;

NORTHEASTERLY: by land now or formerly of Penn Central Railroad;

SOUTHERLY: by land of the Town of Chelmsford, as shown on said plan, 261.48 feet;

WESTERLY: by land now or formerly of H.L. Davis, E.G. Krasnecki, and the Town of Chelmsford, as shown on said plan, 166.21 feet; and

SOUTHERLY: by land of the Town of Chelmsford, as shown on said plan, 130.45 feet.

Containing according to said plan, 139,888 square feet (3.211 Acres) more or less.

Said land having been granted to The Town of Chelmsford by Bradford O. Emerson and Dorothy B. Emerson by deed dated January 2, 1976 and recorded in Middlesex North District Registry of Deeds in Book 2179 at Page 531; or act in relation thereto.

Board of Selectmen

ARTICLE 35. To see if the Town will vote to amend the Chelmsford Zoning By-Laws and Zoning Map to change from Single Residence District (RA) to General Commercial District (CD) the land in Chelmsford, County of Middlesex, Commonwealth of Massachusetts, situated on the Southerly side of Fletcher Street, bounded and described as follows:

NORTHERLY: by the Southerly side of said Fletcher Street 110 feet, more or less;

EASTERLY: by land of Carragher et als 166.11 feet, more or less;

SOUTHERLY: by land of the Town of Chelmsford 110 feet, more or less; and

WESTERLY: by land of Currie 166.11 feet, more or less.

Being a portion of the premises described in a deed of Bradford O. Emerson et als dated March 31, 1977, and recorded with the Middlesex North District Registry of Deeds at Book 2237, Page 368.

Being a portion of Parcel B on a plan of land entitled "Plan of Land in Chelmsford, Mass. for Evergreen Condominium, Feb. 15, 1977, Robert M. Gill & Associates, Inc., Lowell, Mass. "which plan is recorded with said

Registry of Deeds at Plan Book 124, Plan 29, or act in relation thereto.

Board of Selectman

ARTICLE 36. To see if the Town will vote to authorize the Selectmen under the provisions of Massachusetts General Laws, Chapter 40, Section 3 to grant by deed of the Board of Selectmen to L. Rodger Currie and Patricia C. Currie the following described property, for good and sufficient consideration.

The land with the buildings thereon, situated on the Easterly side of North Road in Chelmsford, Middlesex County, Massachusetts and being shown on a plan of land entitled: "Plan of Land in Chelmsford, Mass. Owned by Theodore W. Emerson, Surveyed 22 November, 1972, Richard L. McGlinchey" which plan is recorded with Middlesex North District Registry of Deeds in Plan Book 115, Plan 157 (Sheet 1 of 2) and bounded and described as follows:

- WESTERLY: by North Road, as shown on said plan, 230.46 feet;
- NORTHERLY: by land now or formerly of L. Rodger Currie and by land now or formerly of Theodore W. Emerson, a total of 400.00 feet;
- EASTERLY: by land now or formerly of Theodore W. Emerson as shown on said plan, 401.04 feet;
- NORTHEASTERLY: by land now or formerly of Penn Central Railroad;
- SOUTHERLY: by land of the Town of Chelmsford, as shown on said plan, 261.48 feet;
- WESTERLY: by land now or formerly of H.L. Davis, E.G. Krasnecki, and The Town of Chelmsford, as shown on said plan, 166.21 feet; and
- SOUTHERLY: by land of The Town of Chelmsford, as shown on said plan, 130.45 feet.

Containing, according to said plan, 139,999 square feet (3.211 Acres) more or less.

Said land with the buildings thereon was granted to the Town of Chelmsford by deed of Bradford O. Emerson and Dorothy B. Emerson dated January 2, 1976 and recorded in Middlesex North District Registry of Deeds, Book 2179, at Page 531.; or act in relation thereto.

Board of Selectmen

ARTICLE 37. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to renovate the McFarlin School "A Building" on Billerica Road, for municipal purposes; or act in relation thereto.

Board of Selectmen

ARTICLE 41. To see if the Town will vote to establish an interim Public Works Advisory Council; or act in relation thereto.

Board of Selectmen

ARTICLE 42. To see if the Town will vote to direct the Board of Selectmen to request approval from the State Reclamation Board and following such approval, if granted, to take such action as may be necessary for the Town to join the Central Massachusetts Mosquito Control Program; or act in relation thereto.

Board of Selectmen

ARTICLE 43. To see if the Town will vote to join the Lowell Regional Transportation Authority in conformity with and pursuant to all of the applicable provisions of Chapter 1141 of the Acts of 1973; or act in relation thereto.

Board of Selectmen

ARTICLE 44. To see if the Town under and pursuant to authority granted in General Laws Chapter 40D, Section 21(g) as amended, will authorize the Board of Selectmen to enter into a contract with the operator of solid waste disposal facilities to be established in the Town of North Andover for the disposal of refuse, garbage and waste and for the use of byproducts resulting from the operation of such facilities, which contract will

- (1) be for a term of twenty years, more or less;
- (2) include provisions for the delivery of minimum amounts of refuse, garbage and waste and payments for the use of the facilities to be based thereon;
- (3) provide for unit prices that will be graduated and for adjustments thereof and for the use of steam, electricity and other byproducts resulting from the use of the facilities and for credits or payments of the Town resulting therefrom;
- (4) the use by the Town or other municipalities of the uncommitted capacity of such facilities;
- (5) contain other provisions incidental and related to the foregoing general matters; and
- (6) be generally in the form of proposed contract negotiated by representatives of the member communities of the Northeast Solid Waste Committee (NESWC) with such changes therein as may be approved by said Board of Selectmen; or act in relation thereto.

Board of Selectmen

ARTICLE 45. To see if the Town will adopt the provisions of Chapter 770 of the Acts of 1975 as amended by Chapter 420 of the Acts of 1977 (providing for the establishment of the Southern Essex Solid Waste Disposal District), and to certify simultaneous with said adoption, the minimum amount of solid waste for which the Town shall pay to have processed, whether or not it shall deliver less than that amount; or act in relation thereto.

Board of Selectmen

ARTICLE 46. 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:

Higate Road Extension
Newtowne Way
Industrial Avenue 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 47. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to engage an outside professional consultant for the evaluation of all Town Insurance Policies; or act in relation thereto.

Board of Selectmen

ARTICLE 48. To see if the town will vote to abolish the Varney Playground Commission which powers are to be transferred to the Recreation Commission; or act in relation thereto.

Board of Selectmen

ARTICLE 49. To see if the Town will vote to authorize the Board of Selectmen to convey to Peter and Dorothy Emanouil all right, title and interest, if any, held by Town in the abandoned portion of Hunt Road as described in plan entitled "Plan of Land in Chelmsford, Mass. owned by Estate of Laura Dutton"; or act in relation thereto.

Board of Selectmen

ARTICLE 50. To see if the town will vote to authorize the Board of Selectmen to convey to Raymond A. Robitaille and Doris I. Robitaille, husband and wife, both of Chelmsford for a consideration to be determined, all right, title and interest, if any, held by the Town in the following parcel of land:

Lots 62, 63, and 58, Block 21 Assessor's Map 64, consisting of 5080 square feet of land, more or less, and the buildings thereon, if any, located on Willis Drive, which was taken for non-payment of taxes from Workingmen's Home Realty Trust by instruments dated September 3, 1963 and recorded at Middlesex North District Registry of Deeds in Book 1620, Pages 134 and 135.

For title reference, see Treasurer's Deed to the Town of Chelmsford dated June 10, 1975 and recorded at said Registry of Deeds in Book 2153, Page 303; or act in relation thereto.

Board of Selectmen

ARTICLE 51. To see if the Town will authorize the Board of Selectmen to sell from time to time Town owned property; said conveyances to include all right, title and

interest, if any, held by the Town in the parcels of land; for consideration to be determined; or act in relation thereto.

Board of Selectmen

ARTICLE 52. To see if the Town will vote to instruct the Board of Assessors to issue a certain sum of money 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 20th day of March, A.D. 1978.

Philip L. Currier, Chairman
William R. Murphy
Joseph B. Shanahan, Jr.
Arnold J. Lovering
Paul C. Hart

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

March 24, 1978

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.

William E. Spence
Constable of Chelmsford

A True Copy Attest:

William E. Spence
Constable of Chelmsford

WARRANT FOR SPECIAL TOWN MEETING May 11, 1978

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

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

April 25, 1978

said Chelmsford to meet in the McCarthy Junior High School Gymnasium on Monday Evening, the eleventh day of May, 1978 at 8:00 PM o'clock, then and there to act upon the following articles, viz:

ARTICLE 1. To see if the Town will authorize the Selectmen to expend, upon receipt the sum of \$34,214.00 from funds received from the Commonwealth of Massachusetts Flood Relief Board to pay a bond issue note or notes in the amount of \$34,214.00 borrowed for the purpose of the restoration of Crystal Lake; or act in relation thereto.

ARTICLE 2. 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 one sidewalk snowplow tractor; such purchase to be made under the supervision of the Board of Selectmen; or act in relation thereto.

ARTICLE 3. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to be transferred to the Insurance Department, Chapter 32B-Insurance-Employees; or act in relation thereto.

ARTICLE 4. To see if the Town will vote to accept Section 71E of Chapter 639, an Act which would permit the School Committee to expend receipts received from certain programs; or act in relation thereto.

ARTICLE 5. To see if the Town will vote to accept Chapter 41, Section 100B regarding disability retirement and medical expenses for the Police Officers; or act in relation thereto.

ARTICLE 6. 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 plans, profiles and legal descriptions for the acceptance of LaFayette Terrace; or act in relation thereto.

ARTICLE 7. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to be transferred to the following accounts:

- a. Cemetery Departments: General Labor
- b. Fire Department: Regular and Substitute Account
- c. Highway Department: Labor-Men

or act in relation thereto.

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 25th day of April, A.D., 1978.

William R. Murphy, Chairman
 Joseph B. Shanahan, Jr.
 John W. Carson
 Arnold J. Lovering
 Paul C. Hart
 Chelmsford Board of Selectmen

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

William E. Spence
 Constable of Chelmsford

A true copy, Attest:

William E. Spence

ANNUAL TOWN ELECTION

April 1, 1978

	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
MODERATOR for 3 years													
Daniel J. Coughlin Jr. (re-election)	465	268	490	192	501	451	274	357	308	507	395	465	4673
All Others	0	0	0	0	0	0	0	1	1	1	1	1	6
Blanks	131	59	1	48	129	105	82	103	71	170	87	134	1235
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
TOWN CLERK for 3 years													
Mary E. St. Hilaire (re-election)	493	285	524	207	540	480	291	381	319	553	414	491	4978
All Others	0	0	0	0	0	0	0	0	1	0	3	0	5
Blanks	102	42	83	33	90	76	65	80	60	125	66	109	931
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
SELECTMAN for 3 years													
John W. Carson	273	123	352	76	385	281	125	253	191	333	222	384	2998
Philip L. Carrier (re-election)	320	201	251	160	242	272	227	206	186	339	254	208	2866
Blanks	1	0	0	0	0	0	0	0	0	0	1	0	2
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
TREASURER & TAX COLLECTOR for 3 years													
Philip J. McCormack (re-election)	499	279	515	205	556	470	293	376	320	535	405	497	4950
All Others	1	0	1	0	0	0	0	0	0	0	1	0	5
Blanks	96	48	91	55	74	86	65	85	60	143	77	103	961
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
ASSESSOR for 3 years													
Janet Lombard (re-election)	463	232	437	159	454	407	262	356	363	478	367	397	4274
Stratos G. Dukakis	105	74	149	65	155	116	80	81	100	152	83	174	1334
All Others	0	0	0	0	0	0	0	0	0	0	1	0	1
Blanks	28	21	21	16	21	33	14	24	18	48	32	29	305
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
ASSESSOR 1 year to fill vacancy													
Julian H. Zabierek	474	257	473	192	496	453	285	359	315	505	403	458	4670
All Others	1	0	2	0	0	0	0	0	1	0	1	0	5
Blanks	121	70	132	48	134	103	71	102	64	173	79	142	1239
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
TREE WARDEN for 3 years													
Donald P. Gray	437	215	341	171	403	385	258	300	238	329	346	351	3774
Richard V. Healy	102	74	185	48	160	115	66	106	95	246	90	146	1433
All Others	0	3	0	1	0	0	3	0	0	0	0	0	7
Blanks	57	35	81	20	67	56	29	55	47	103	47	103	700
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
MEMBER OF BOARD OF HEALTH for 3 years													
Peter Dulchinos (re-election)	471	258	482	186	494	458	279	354	296	477	384	464	4603
All Others	1	0	0	0	0	0	0	0	1	0	0	0	2
Blanks	124	69	125	54	136	98	77	107	83	201	99	136	1309
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
SCHOOL COMMITTEE MEMBER for 3 years													
Carol C. Clevon (re-election)	366	133	346	106	326	305	187	288	221	593	276	354	3301
John W. Peters	319	207	354	154	371	332	225	273	226	561	248	342	3412
Martin Arnes	282	160	304	93	326	274	150	195	182	327	202	278	2773
All Others	0	0	2	2	0	0	0	0	0	0	1	1	5
Blanks	225	154	208	125	237	201	150	166	151	275	240	225	2337
TOTAL	1192	654	1214	480	1260	1112	712	922	760	1356	966	1200	11828
Nashoba Valley Technical High School District Committee Member for 3 years													
Donald P. Ayer	459	260	475	187	492	456	282	353	289	487	399	454	4593
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	137	67	132	53	138	100	74	108	91	191	84	146	1321
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
CEMETERY COMMISSIONER for 3 years													
Arthur J. Colmer (re-election)	465	269	475	190	499	472	278	361	296	481	404	463	4653
All others	0	0	0	0	0	0	0	0	0	1	0	0	1
Blanks	131	58	132	50	131	84	78	100	84	196	79	137	1260
TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914

HOUSING AUTHORITY MEMBER for 5 years

Robert L. Hughes (re-election)	457	261	467	182	483	451	279	350	288	478	383	442	4521
All Others	0	0	0	0	0	0	0	0	0	1	0	1	2
Blanks	139	66	140	58	147	105	77	111	92	199	100	157	1391

TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
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PARK COMMISSIONER for 3 years

Arthur L. Bennett (re-election)	473	263	479	190	497	463	281	358	293	481	398	451	4627
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	123	64	128	50	133	93	75	103	87	197	85	149	1287

TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
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PUBLIC LIBRARY TRUSTEE for 3 years

Howard K. Moore (re-election)	410	217	451	157	448	394	244	334	265	431	332	449	4132
Elizabeth A. McCarthy (re-election)	459	243	479	166	471	424	271	344	291	484	384	444	4460
All others	0	0	0	0	0	0	0	0	1	0	0	0	1
Blanks	323	194	284	157	341	294	197	244	203	441	250	307	3235

TOTAL	1192	654	1214	480	1260	1112	712	922	760	1356	966	1200	11828
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PLANNING BOARD MEMBER for 3 years

Thomas E. Firth Jr. (re-election)	455	260	471	189	486	454	278	350	292	482	396	457	4570
All Others	1	0	0	0	0	0	0	0	2	0	0	0	3
Blanks	140	67	136	51	144	102	78	111	86	196	87	143	1341

TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
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SEWER COMMISSIONER for 3 years

Dennis J. Ready	459	255	477	187	484	457	280	361	300	487	392	463	4602
All Others	2	0	0	0	0	1	0	1	0	0	2	1	7
Blanks	135	72	130	53	146	98	76	99	80	191	89	136	1305

TOTAL	596	327	607	240	630	556	356	461	380	678	483	600	5914
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ANNUAL TOWN MEETING April 24, 1978

The Annual Town Meeting was called to order at 7:50 P.M. by the Moderator Daniel J. Coughlin Jr., who recognized the presence of a quorum. There were 436 voters present. The Moderator moved that the reading of the Constable's return of service and the posting of the warrant be waived. It was so voted. The Moderator then moved that the reading of the entire warrant be waived. It was so voted.

Selectman Murphy moved to recess the Annual Town Meeting and to conduct an informal Budget hearing on the Federal Revenue Sharing Funds.

It was so voted.

Richard Sullivan of the Finance Committee explains where the Federal Revenue Sharing Funds for fiscal 1978-1979 will be applied as follows:

Under Article 3 in the following budgets:

Fire Department Salaries	\$290,000.00
Police Department Salaries	290,000.00
Unclassified Department:	
Contingency Fund for Engineering Services	20,000.00

Under Article 6:

To engage an outside Accounting Firm to conduct an audit of the Town's Financial records	20,000.00
Total	\$620,000.00

Mr. Erie Poulin asked a question concerning the figures, which was answered by Mr. Sullivan. The Moderator asked if there were any further questions? Hearing none, Selectman Murphy moved to close the informal hearing on the Federal Revenue Sharing Funds.

It was so voted.

The Annual Town Meeting reconvened at 8:15 P.M. The Moderator gave a brief description on the Town Meeting process. A moment of silence followed, in memory of Claude J. Harvey who died this past year. He was a Member of the Planning Board from 1955-1962.

Under Article I. The reports of Town officers and committees were heard. Selectman Murphy moved to accept the following resolve:

Resolved. To earmark a percentage of the State's Growth Revenues, not subject to appropriation by the General Court, to be used to create a new Local Aid Fund, distributions from said fund to be subject to appropriation in cities, by the city council and in Towns, by the Town Meeting, and to be used to support equally general government and education budgets.

It was so voted.

Selectman Murphy gave a brief report on the Capitol Improvement Committee, showing a five year plan and explanation.

Joseph B. Shanahan nominated Bernard Battles for the unexpired two year term of the Varney Playground Commission. A motion was made to close nominations, motion carried. A voice vote was taken on the above name, and it was so voted.

Joseph B. Shanahan then nominated Harry Ayotte for a three year term on the Varney Playground Commission. A motion was made to close the nominations, motion carried. A voice vote was taken on the above name, and it was so voted.

Under Article 2. Chairman of the Personnel Board David McLachlan, moved to amend the Personnel Wage and Salary Administration By-Law.

A discussion took place over the proposed change. The Board of Selectmen made a motion to delete the section subtitled SICK LEAVE and the section subtitled LEAVES OF ABSENCE. The reasoning for this was that the Selectmen were presently contemplating negotiations, not only with a Town Hall Employee Union, and it was felt by the Board that these changes would jeopardize their position in negotiations, not only with this union but possibly other departments also. The Board wanted it to remain as presently written, with just 15 sick days. The Finance Committee supported the Selectmen's motion. Chairman McLachlan, and Personnel Board Member Fabian both stated why the Board wanted the change in the by-law. Dr. Fabian felt that regardless of negotiations those personnel who are not union cannot achieve any type of change unless it is done through Town Meeting action. Mr. Erie Poulin questioned the Personnel Board on why these days are not referred to as Funeral Leave. The Board explained that this is in addition to the Funeral Leave which is presently in the By-Law.

A voice vote was taken on the motion to amend. The motion was defeated, Selectman Murphy questioned the count, the following tellers were appointed:

Richard Burt	Ina Greenblatt
Alfred Coburn	Richard Lahue
John Richardson	Dorothy Lerer
Margaret Johnson	Judy Haas

the results were 105 Yes 248 No. The motion was defeated.

Mr. Allan T. Galpin moved to amend Section 3 subtitled PERSONNEL BOARD by inserting the following sentence:

"Each Public Member must be a resident of the Town throughout his term of appointment. In addition, a Public Member may not be a former employee of the Town nor may he become one during the term of appointment."

Chairman of the Personnel Board, David McLachlan and Personnel Board Member Michael Fabian, both express their views on why they were against the motion.

The Moderator made a point of order by reading a part of the Personnel Board's present By-Law "No member of the Personnel Board may be an employee of the Town nor hold Town Office, appointed or Elected." More discussion followed.

A voice vote was taken on the motion to amend, Motion defeated.

The Board of Selectmen along with the Finance Committee supported the article. A voice vote was taken on article 2 as presented by the Personnel Board. It was so voted:

Article 2 as presented by the Personnel Board:

To see if the Town will vote to amend the Personnel, Wage, and Salary administration by-law as follows:

1. Under Section 3, subtitled PERSONNEL BOARD, delete the first paragraph and substitute the following in its place:

This plan shall be administered by a Personnel Board, consisting of three members, two of whom shall be known as Public Members and shall be appointed by the Town Moderator. Each Public Member shall be appointed for two years, one in odd number years and the other in even number years. Each term shall expire at the end of the appropriate fiscal year. The Town Moderator shall fill the unexpired term of either Public Member who resigns his appointment.

The third member, to be known as the Personnel Member, shall be elected by the town employees who are subject to this by-law. The term of office shall be for two years and shall expire on July 1, of each odd numbered year. The election of the Personnel Member shall be secret and be supervised by a board of three election officers appointed by the Town Moderator. The election shall be held in June to be effective on July 1. Special elections shall be held to fill the unexpired term of the Personnel Member who resigns before the term has expired.

At the first meeting of each fiscal year at which all Personnel Board Members are present, a chairman of the Personnel Board shall be elected by a majority vote.

2. Under Section 12, subtitled GRIEVANCE PROCEDURE, delete the entire section and substitute the following in its place:

Any dispute between an employee and his supervisor, other than salary, shall first be discussed with his supervisor. If a conference between the employee and his immediate supervisor fails to clear up any question to the satisfaction of the employee, he may refer the matter in writing to the appointing authority. If two weeks have elapsed since the submission of the matter in writing to the appointing authority and the dispute is still unresolved, either party may appeal to the Personnel Board. This Board shall take the question under advisement, collecting such facts relating

thereto as it may deem helpful, and it may, in its discretion, hold private or public hearings with respect to such question. Not later than thirty days after receipt of written submission of the matter to it, the Personnel Board shall render its decision and hereafter take promptly such action as may be necessary and authorized hereunder relative to the dispute.

3. Under Section 14, subtitled VACATIONS, delete from the first sentence of subparagraph A the words "On July 1st of each year"

4. Under Section 16, subtitled SICK LEAVE, delete paragraph (a) and substitute in its place:

All permanent employees of the Town regardless of their length of service will earn twelve (12) days sick leave per year. At the end of the calendar year, each employee may carry over any unused sick leave balance so that 120 days may be accrued.

5. Under Section 17, subtitled LEAVES OF ABSENCE, add paragraph c. as follows:

All permanent, full-time employees are limited to three days leave with pay for personal reasons. Personal reasons may include business, legal, religious or other matters not covered elsewhere by the leave provisions of these by-laws. Personal leave will be granted for the remedy of problems which cannot be conveniently resolved at times other than during the customary work day. Specific personal reasons need not be given to supervisors, but, except in cases of emergency when oral requests may be granted, requests for personal leave should be given in writing to supervisors at least 48 hours prior to the time the leave is to begin. Unused personal days will be added to sick days for accrual purposes.

6. Under Section 6, subtitled CLASSIFICATION OF PRESENT TOWN EMPLOYEES, add paragraphs e, f, and g, as follows:

- e. Jobs shall be classified by the Personnel Board to Grade levels based on the extent of personnel and budgeting responsibilities and necessary skills, training and experience to perform the job as compared to other Town positions and the provisions of Section 10 of this by-law.

- f. The Wage and Salary Schedule shall be maintained by the following criteria:

7. Under Section 8, subtitled INCREASES WITHIN THE RATE RANGES, delete the section subtitled and substitute in its place: "INCREASES WITHIN GRADE LEVELS" and further amending Section 8 by adding the following:

- a. A step increase in rate for any employee who is above Step 1 must be recommended by the employee's department head, appointing authority or elected official and be approved by the Personnel Board. The decision to grant the increase shall be based solely on the performance of the employee during the preceeding 12 month period and shall not be based on length of service.
- b. Any employee who is at Step 1 will be advanced to

Step 2 upon reaching the anniversary date.

8. Under Section 24, subtitled JOB TITLES AND STANDARD RATES FOR WAGES AND SALARIES OF THE PERSONNEL WAGE AND SALARY BY-LAW by deleting therefrom from the following positions under Library: Line 1, Librarian—MLS; Line 2, Librarian MLS (Assisrnt); Line 4, Senior Assistant Librarian; Line 5, Junior Assistant Librarian; Line 6, Clerk; 7. Aides; under Recreation Line 2, Director of Summer Program; and adding the following positions: under Administrative and Clerical: Line 12, Assistant Town Clerk; Line 13, Administrative Assistant—Assessor; under Library: Line 6, Library Assistant; and changing the following job titles: under Library: Line 1, Library Director; Line 2, Library Assistant Director; Line 4, Library Department Head; Line 5, Library Specialist; Line 7, Library Clerk; under Recreation: Line 2, Recreation Director; or act in relation thereto.

Under Article 2A 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" to conform to rates of pay negotiated by the Town with certain labor organizations, pursuant to General Laws, Chapter 150E.

	Current 7/77	Proposed 6/78	Rcmd Salary
ADMINISTRATIVE AND CLERICAL			
1. Veteran's Agent	11,024 p.a.	8	12,792 p.a.
2. Clerk Senior	8,807 p.a.	4	9,396 p.a.
3. Clerk	7,020 p.a.	—	*#1
4. Town Accountant	16,592 p.a.	12	18,126 p.a.
5. Assistant Treasurer	10,074 p.a.	5	10,752 p.a.
6. Town Counsel	500 p.a.	—	500 p.a.
7. Selectmen's Admin. Asst.	12,241 p.a.	9	14,256 p.a.
8. Board of Reg. Clerk	850 p.a.	—	850 p.a.
9. Bd of Reg. 3 Members	360 ea	—	360 ea
10. Clerk, Part-time	3.56 hr	2	3.81 hr
11. Town Aide	8,960 p.a.	5	10,368 p.a.
12. Asst. Town Clerk	—	5	10,752 p.a.
13. Adm. Asst. to Assessors-Assessor	—	5	10,752 p.a.

Motion Carried

	Current	Proposed	Rcmd
CONSERVATION, PARKS AND CEMETERY			
1. Cemetery Supt.	15,023 p.a.	8	15,744 p.a.
2. Supt. of Insect & Pest Cont.	1,250 p.a.	—	1,250 p.a.
3. Landscaper-Park	4.36 hr	2	—
4. Laborer-Park	3.98 hr	1	—
5. Unskilled Laborer	2.30 hr	*#2	2.65 hr *#4
6. Skilled Forest Workman	3.27 hr	1	—
7. Equipment Operator	4.74 hr	4	—
8. Park Supt.	15,023 p.a.	9	16,104 p.a.

Mr. Everett Olsen made a motion to amend line one under Conservation, Parks and Cemetery by deleting the figure 8 under proposed level and inserting in place thereof the figure 9; further that the recommended salary rate on line one of \$15,744 be deleted and that the figure \$17,000. be inserted in place thereof.

Mr. Olsen then gave a brief explanation of the duties of the Cemetery Superintendent. David McLachlan of the Personnel Board explained that thru a survey of other towns this is where the Personnel Board arrived at the

figure that they recommended. The Finance Committee supported the Personnel's Board figure. Mr. Harry Foster questioned why the Park Superintendent received the salary he did. Charles McEnnis spoke in favor of Mr. Olsen's motion. A vote was taken on the motion to amend by voice which left the chair in doubt. Yes 165, No 163. Motion to amend defeated, by a count of hands.

Mr. Colmer moved to reconsider the motion to amend Cemetery Superintendent from 15,744 to 17,000. A voice vote again left the chair in doubt. A hand count was taken 176 Yes, No 170. Motion to reconsider passes. A discussion followed. Mr. Olsen moved to reduce his figure of \$17,000 to now read \$16,014 at level nine. Costas Kevghas moved the question to stop debate, Motion Carried, unanimously. A voice vote was taken on the figure of \$16,104, motion carried.

Under Conservation, Parks and Cemetery the salary for the Cemetery Superintendent is at level 9 with a figure of \$16,104. A voice vote was taken on lines 1 thru 8 as now amended and the motion carried.

	Current 7/77-6/78	Proposed Level	Rcmd. Salary
CUSTODIAL			
1. Custodian	3.93 hr	2	4.16 hr

Motion Carried

	Current	Proposed	Rcmd.
LIBRARY			
1. Library Director	16,640 p.a.	12	17,808 p.a.
2. Library Asst. Dir.	11,259 p.a.	7	11,856 p.a.
3. Branch Librarian	9,487 p.a.	5	10,944 p.a.
4. Librarian, Dept. Head	3.94 hr	3	4.14 hr
5. Librarian Specialist	3.56 hr	2	3.74 hr
6. Librarian Asst.	3.36 hr	1	3.56 hr.
7. Librarian Clerk	3.56 hr	1	3.74 hr
8. Aides	2.30 hr	*#2	2.65 hr *#4
9. Supervisor-Maint.	4.72 hr	4	10,614 p.a.

Motion Carried

	Current	Proposed	Rcmd.
HIGHWAY DEPARTMENT			
1. Highway Supt.	21,332 p.a.	12	21,332 p.a.
2. Highway Foreman	6.87 hr	9	7.21 hr
3. Administrative	10,074 p.a.	5	*#1

Motion Carried

	Current	Proposed	Rcmd.
TOWN FIRE DEPARTMENT			
1. Fire Chief	26,354 p.a.	*#2	*#5
2. Deputy Fire Chief	22,195 p.a.	*#2	*#6
3. Mechanic (Fire and Police)	6.00 hr	6	6.34

Motion Carried

	Current	Proposed	Rcmd.
TOWN POLICE DEPARTMENT			
1. Police Chief	27,408 p.a.	*#2	*#5
2. Deputy Chief	22,195 p.a.	*#2	*#7

Motion Carried

	Current	Proposed	Rcmd.
RECREATION			
1. Clerk, part-time	3.56 hr	2	3.81 hr.
2. Recreation Dir.	1,290 p.a.	*#2	140.00 wk
3. Swim. Dir.	MIN. 72.80 wk	MAX. 104.00 wk	MIN. 76.40 wk
4. Swim. Inst.	72.80 wk	104.00 wk	76.40 wk
5. Playgrnd. Dir	72.80 wk	104.00 wk	76.40 wk
6. Playgrnd. Supv.	72.80 wk	104.00 wk	76.40 wk
7. Playgrnd Inst.	72.80 wk	104.00 wk	76.40 wk
8. Sports Inst.	72.80 wk	104.00 wk	76.40 wk

Mr. Robert Charpentier moved to change the title on Line #2 from Recreation Director to Summer Director. Motion Carried. The voice vote taken on line items 1-8 as amended, Motion Carried.

YOUTH CENTER

1. Youth Ctr. Coordinator	11,499 p.a.		12,084 p.a.
2. Youth Ctr. Supv.	4.15 hr	2	*#3
3. Supervisor IV	4.02 hr	2	*#3
4. Supervisor III	3.72 hr	2	*#3
5. Supervisor II	3.46 hr	2	*#3
6. Supervisor I	3.20 hr	2	*#3
7. Clerk-Youth	3.56 hr	2	3.81 hr

Motion Carried

MISCELLANEOUS

1. Animal Inspector	1,000 p.a.	*#2	1,000 p.a.
2. Building Inspector	17,777 p.a.	10	17,777 p.a.
3. Gas Inspector	3,750 p.a.	*#2	3,750 p.a.
4. Electric Inspector	14,560 p.a.	9	15,312 p.a.
5. Sealer of Wghts & Meas.	2,000 p.a.	*#2	2,000 p.a.
6. Dog Officer	7,704 p.a.	2	8,142 p.a.
7. Asst. Dog Officer	6,163 p.a.	1	6,480 p.a.
8. Clock Winder	100 p.a.	*#2	100 p.a.

Motion Carried

FOOTNOTES

- *#1—Represented by Collective Bargaining Union
- *#2—Not in "Job Rating Plan"
- *#3—No percentage increase—range only
- *#4—Federal Minimum Hour Wage
- *#5—Salary will be 200% of the highest paid union firefighter established
- *#6—Salary will be 84% of the Fire Chief established by State Law
- *#7—Salary will be 81% of the Police Chief

- I. The minimum salary for Grade Level 1 shall be determined by the Personnel Board.
- II. The minimum salary for each grade level above grade level 1 shall be an amount that his greater than the minimum salary of grade level 1 by a factor that is the difference between the number of the grade level and the number 1 multiplied by .15 plus 1. Example: Grade level 6 is 1.75 greater than grade level 1. Calculation: $(6-1) \times .15 + 1.00 = 1.75$.
- III. The maximum salary for any grade level will be 1.38 times the minimum salary for that level.
- IV. There are 20 steps in each grade level. Each incremental step is 2% of the minimum salary for that grade level.
- V. The Wage and Salary Schedule will be stated in annual dollars.
- VI. Hourly rates for those jobs that are paid on an hourly basis will be the annual salary divided by 2088 (52.2 weeks times 40 hours) for jobs designated "Mechanical and Construction, Conservation and Cemeteries, Custodian and Health" and will be the annual salary divided by 1957.5 (52.2 weeks x 37.5 hours), for jobs designated as administrative and clerical.

g. Wage and Salary Schedule

July 1, 1978 - June 30, 1979

Grade Level	Salary Range
1	\$ 6,000 - 8,280
2	6,900 - 9,522
3	7,800 - 10,764
4	8,700 - 12,006
5	9,600 - 13,248
6	10,500 - 14,490
7	11,400 - 15,732
8	12,300 - 16,974
9	13,200 - 18,216
10	14,100 - 19,458
11	15,000 - 20,700
12	15,900 - 21,942
13	16,800 - 23,184
14	17,700 - 24,426
15	18,600 - 25,668
16	19,500 - 26,910

Under Article 3 Philip J. McCormack, Town Treasurer moved that the Town vote to transfer from Federal Revenue Sharing Funds the sum of \$600,000.00 to defray town charges for the fiscal period from July 1, 1978, to June 30, 1979, and to apply these sums as follows:

Fire Department Salaries Line Item 67 Regular and substitute Account	\$290,000.00
Police Department Salaries Line Item 139 Regular and Special Account	\$290,000.00
Unclassified Departments Line Item 270 Preliminary Project Study	\$ 20,000.00

and further vote to raise and appropriate the sum of \$21,193,048.00 as may be required to defray Town Charges for the fiscal period from July 1, 1978 to June 30, 1979.

Mr. Sullivan of the Finance Committee made a presentation on Comparative Costs for Town Departments for the coming year. A printed paper was distributed with the departments cost and transfers from the Finance Committee Reserve Fund.

*Subject to collective bargaining	Fin Com Rcmdtn.
Accounting Department	
SALARIED:	
1. Accountant	\$18,126.00
2. Senior Clerk (3)	*26,421.00
3. Severance	0.00
4. Vacation and Sickness	750.00
TOTAL	\$45,297.00
Motion Carried	

EXPENSES:	
5. Expenses	1,500.00
6. Outlay	0.00
TOTAL	1,500.00

TOTAL ACCOUNTING DEPARTMENT \$46,797.00
Motion Carried

ANIMAL INSPECTOR'S DEPARTMENT	
7. Inspector's Salary	1,000.00
8. Expense	100.00

TOTAL ANIMAL INSPECTOR'S DEPARTMENT \$1,100.00
Motion Carried

BOARD OF APPEALS	
9. Clerk hire	2,527.00
10. Expenses	2,343.00
11. Outlay Account	0.00

TOTAL BOARD OF APPEALS \$4,870.00
Motion Carried

ASSESSOR'S SALARIES:	
12. Assessor (Full time)	17,687.00
13. Board Member (Part time)	8,492.00
14. Assistant Assessor	10,752.00
15. Senior Clerk (2) 1 Clerk (Level 1)	*24,634.00
16. C.M.A. Compensation	1,000.00
TOTAL	\$62,565.00

*Subject to Collective Bargaining

Richard Codling questioned the Assistant Assessor position. Mr. Sullivan of the Finance Committee explained that this position and the others like it in other departments is for those who supervise and etc. in the absence of the department head. It is not creating a new position. George Swallow spoke and informed the Town Meeting Body that this position was presently being held by a CETA employee, and is federal paid program. Again Mr. Sullivan stated that Mr. Swallow was wrong that the individual holding this position was presently a Sr. Clerk, employed by the town. A voice vote was taken on the Assessor's Department Salaries:

Motion Carried

EXPENSES	
17. Office Expenses	\$ 5,000.00
18. Transportation	1,000.00
19. Outlays	225.00
20. Data Proc. (Tax Billing)	5,400.00

TOTAL \$74,190.00
Motion Carried

BICENTENNIAL CELEBRATION COMM.	
21. Expenses-Annual Operation	0.00
22. Accumulation Fund (1975-1076)	0.00

TOTAL BICENTENNIAL CELEB. COMM. \$ 0.00
Motion Carried

BUILDING INSPECTOR'S DEPARTMENT

Includes: Zoning By-Law Enforcement

23. Inspector's Salary	\$ 17,777.00
24. Sr. Clerk	*8,807.00
25. Vacation & Sickness	1.00
26. Transportation	1,511.00
27. Inspector's Expenses	2,496.00
28. Out of Town Expenses	275.00
29. Plumbing Insp. (Fees & Transfers)	2,000.00

TOTAL BUILDING INSP. DEPT. \$ 32,867.00
Motion Carried

CEMETERY DEPARTMENT (for total Dept. fig. see ADJ. meetinf of 4/26/78).

Mr. Sullivan of the Finance Committee, made a motion to table Line items 32 and 33. Motion Carried.

SALARIES	
30.	\$ 300.00
31. Superintendent	16,104.00
Motion Carried	

34. Interments	5,000.00
35. Transportation Superintendent	300.00
36. Expenses	11,000.00
Outlays	1,000.00
37. Out of State	300.00
38. Restore Forefather's and Hart Pond	1,500.00
Motion Carried	

CIVILIAN DEFENSE	
39. Expenses	\$ 4,200.00
40. Outlays	1,550.00

TOTAL CIVILIAN DEFENSE \$ 5,750.00
Motion Carried

CONSERVATION COMMISSION	
41. Expenses	\$13,975.00

TOTAL CONSERVATION COMMISSION \$13,975.00

CONSTABLE	
42. Constable's Salary	\$ 130.00

TOTAL CONSTABLE'S SALARY \$ 130.00
Motion Carried

COUNCIL ON AGING	
43. Expenses	\$ 8,300.00
44. Transportation Expenses	3,000.00

TOTAL COUNCIL ON AGING \$11,300.00
Motion Carried

DEBT AND INTEREST	
45. High School Loan No. 1	0.00
46. High School Loan No. 2	0.00
47. South Row Elementary School Loan	45,000.00
48. Junior High School Loan	110,000.00
49. Westland Elem. School and Harrington Elem. School Loan	160,000.00
50. Byam Elementary School Loan	105,000.00
51. High School - 1972#1	850,000.00
52. High School .1972#2	240,000.00

TOTAL DEBT \$1,510,000.00

Interest		75. Transportation	750.00
52. High School Loan No. 1	0.00	76. Out of Town Expense	100.00
53. High School Loan No. 2	0.00	77. Vacation and Sickness	1.00
54. Anticipation of Revenue and Reimbursement Loans	50,000.00	TOTAL GAS PIPING & FIXTURE DEPT.	5,225.00
55. South Row Elem. School Loan	4,725.00	Motion Carried	
56. Junior High School	20,638.00	HEALTH & SANITATION DEPARTMENT	
57. Westland Elem. School and Harrington Elem. School Loan	64,500.00	78. Board Members	828.00
58. Byam Elementary School Loan	70,950.00	79. Director of Public Health	21,352.00
59. High School—1972#1	168,300.00	80. Senior Clerk	9,396.00
59a. High School—1972#2	35,280.00	81. Physicians	1,000.00
		82. Vacation and Sickness	500.00
INTEREST TOTAL	\$ 414,393.00	83. Inspector	12,000.00
TOTAL DEBT AND INTEREST	\$1,924,393.00	TOTAL	45,076.00
Motion Carried		EXPENSES:	
DOG OFFICER		84. Health and Professional Services	4,000.00
SALARIES:		85. Mosquito Control Study	400.00
60. Dog Officer	8,142.00	86. Transportation Directors	1,650.00
61. Assistant Dog Officer	6,480.00	87. Other Expenses	1,900.00
62. Expenses	1,600.00	88. Out of State Expenses	300.00
TOTAL DOG OFFICER	\$ 16,222.00	89. Outlay	0.00
Motion Carried		90. Blood Program	250.00
EDWARDS MEMORIAL BEACH		91. Inspector's Transportation	1,000.00
63. Expenses	500.00	TOTAL	9,500.00
TOTAL EDWARDS MEMORIAL BEACH	500.00	TOTAL HEALTH & SANITATION DEPT.	\$54,576.00
Motion Carried		HIGHWAY DEPARTMENT	
ELECTIONS		Mr. William Murphy, moved to table this budget. Motion Carried.	
64. Wages and Expenses	\$ 17,450.00	HISTORICAL COMMISSION	
TOTAL ELECTIONS	\$ 17,450.00	101 Expenses	\$1,550.00
Motion Carried		TOTAL HISTORICAL COMM.	\$1,550.00
FINANCE COMMITTEE		Motion Carried	
65. Expenses	1,500.00	HOME RULE ADVISORY COMMITTEE	
TOTAL FINANCE COMMITTEE	\$ 1,500.00	102. Expenses	400.00
Motion Carried		TOTAL HOME RULE ADVISORY COM.	400.00
FIRE DEPARTMENT		Motion Carried	
SALARIES		HYDRANT SERVICE DEPARTMENT	
66. Officers and Administration	\$ 143,244.00	103. Center	\$34,760.00
67. Regular and Substitute Account	1,104,202.00	104. North	15,160.00
68. Severance Pay	0.00	105. East	6,580.00
TOTAL	*\$1,247,446.00	106. South	4,200.00
EXPENSES:		TOTAL HYDRANT SERVICE DEPT.	\$60,700.00
69. Maintenance and Equipment	64,270.00	Motion Carried	
70. Outlays	9,770.00	INSECT PEST CONTROL	
71. Out of State	400.00	107. Superintendent's Salary	1,250.00
72. Stabilization Fund (Equipment)	15,000.00	108. Expenses	12,850.00
TOTAL	89,440.00	TOTAL INSECT PEST CONTROL	\$14,100.00
TOTAL FIRE DEPARTMENT	\$1,336,886.00	Motion Carried	
Appropriations from Federal Revenue Share for Salaries	290,000.00	INSURANCE DEPARTMENT	
Cost to Town	\$1,046,886.00	109. Prop. Liab. & All Types of Insurance	\$246,215.00
GAS PIPING & FIXTURE DEPARTMENT		110. Chapter 32B Insurance-Employees	333,500.00
73. Inspectors Salary	3,750.00	TOTAL INSURANCE DEPARTMENT	\$579,715.00
74. Expenses	624.00	Motion Carried	

LAW DEPARTMENT

SALARIES:

111. Town Counsel	500.00
112. Legal Services	20,000.00
113. Misc. Exp. Association Dues	2,500.00

TOTAL LAW DEPARTMENT \$ 23,000.00
Motion Carried

LIBRARY DEPARTMENT

SALARIES:

114. Librarian	\$17,808.00
115. Assistant Director	11,856.00
116. Branch Librarian	10,944.00
117. Assistant Librarians	94,636.00
118. Library Aides	6,210.00
119. Custodial & Security	14,295.00
120. Vacation & Sickness	3,277.00

TOTAL \$159,026.00

The quorum was questioned, there were 201 voters left in the hall.

EXPENSES:

121. Repair & Maintenance of Buildings	3,640.00
122. Fuel, Light and Water	14,718.00
123. Books and Periodicals	55,000.00
124. Other Expenses	8,560.00
125. Outlays	2,400.00

TOTAL \$84,318.00

Total Library Department \$243,344.00

State Funds Received 11,906.00

NET LIBRARY DEPARTMENT \$231,438.00

Motion Carried

Mr. Harry Foster made a motion to reconsider Article 2. The Selectmen and the Finance Committee were against this. The moderator noted that the required quorum is 200, at this point there was less than 200 voters present. The Town Meeting was then adjourned at 10:55 PM to Wednesday night at 7:30.

ADJOURNED

ANNUAL TOWN MEETING

April 26, 1978

The Adjourned Annual Town Meeting was called to order at 8:00 PM the Moderator recognized the presence of a quorum there were 329 voters present.

Chairman of the Board of Selectmen, William R. Murphy, on behalf of the Board and the Town of Chelmsford, introduced two A.F.S. Students. Eardley Dijkstra from Auckland, New Zealand, he is staying with the McKeown Family, and Andrew Skarupa from West Berlin, Germany, he is staying with the Musgrove Family. Mr. Murphy gave the students a certificate from the Town.

Selectmen William Murphy moved to remove from the table line items 32 and 33 of the Cemetery Department. Motion Carried, unanimously.

CEMETERY DEPARTMENT

32. General Labor \$45,986.00
Motion Carried

33. Special Labor for Lot Owners \$ 1,000.00
Motion Carried.

TOTAL \$68,390.00
Motion Carried

TOTAL CEMETERY DEPARTMENT \$82,490.00

Motion Carried

HIGHWAY DEPARTMENT

Selectman William Murphy moved to remove from the table line items 92 thru 100. Motion Carried.

SALARIES:

92. Administration	\$ 64,926.00
93. Engineer's Fees	10,000.00
94. Labor - Men	624,997.00

TOTAL \$699,923.00

Motion Carried

EXPENSES:

95. Utilities-Materials-Misc.	\$183,054.00
96. Waste Collection	73,290.00
97. Stabilization Fund	10,000.00
98. Machine Hire - Other	24,000.00
99. Snow & Ice	200,000.00
100. Sidewalks	7,000.00

TOTAL \$ 4,97,344.00

Total Highway Department \$1,197,267.00

Appropriation from Antirecession Fund 0.00

COST TO TOWN \$1,197,267.00

Motion Carried

MODERATOR

126. Moderator's Salary \$ 300.00
Motion Carried

NASHOBA VALLEY TECHNICAL HIGH SCHOOL-
Chelmsford

Assessment 47.22% \$580,666.00
Motion Carried

PARK DEPARTMENT

127. Superintendent's Salary	16,104.00
128. Labor	4,000.00
129. Expenses	3,000.00
130. Outlays	0.00
131. Recreation Field Maint. Labor	4,500.00
132. Recreation Field Maint. Expense	3,000.00

TOTAL PARK DEPARTMENT \$ 30,604.00

Motion Carried

PERSONNEL BOARD

133. Expenses \$ 650.00
Motion Carried

PLANNING BOARD

134. Clerk Hire	\$ 2,000.00
135. Expenses	1,000.00
136. Outlay	200.00
137. Consultant	5,000.00

TOTAL PLANNING BOARD DEPT. \$ 8,200.00
Motion Carried

POLICE DEPARTMENT

SALARIES:

138. Officers and Administration \$ 214,070.00
139. Regular and Special Account 804,852.00
140. School Traffic Supervisors 0.00

TOTAL \$1,018,922.00

141. K-9 Officer and Expenses 0.00
142. Maintenance and Equipment 89,742.00
143. Chiefs Out of State Expense 150.00
144. Outlays 7,083.00
145. Special and Education Out of State 500.00
146. Regional Tactical Unit Expenses 1.00

TOTAL \$ 97,476.00

Total Police Department *\$1,116,398.00

147. Appropriation from Federal Revenue
Sharing for Salaries 290,000.00

TOTAL COST TO TOWN \$826,398.00
Motion Carried.

*The Moderator read this figure as the Total Cost for the Town and a vote was taken where as the motion carried. Mr. Sullivan of the Finance Committee made a motion to reconsider the Police Department Budget, due that the wrong figure was voted on. Motion Carried. The correct figure of \$826,398.00 was then read and voted on.

PUBLIC BUILDINGS DEPARTMENT

SALARIES:

149. Janitor's Salary \$ *8,171.00
150. Vacation and Sickness 380.00

TOTAL 8,551.00

EXPENSES:

151. Fuel, Light and Water 26,400.00
152. Repairs, Equipment and Expenses 7,500.00
153. Outlays 0.00

TOTAL 33,900.00

TOTAL PUBLIC BUILDINGS DEPT. \$ 42,451.00
Motion Carried

RECREATION COMMISSION

154. Salaries, Directors & Ass't Youth 26,178.00
155. Expenses, Youth 92,003.00
156. Outlay 1,500.00

TOTAL RECREATION DEPT. \$119,681.00
Motion Carried

EAST SCHOOL

157. Expenses 9,188.00
158. Salaries, Custodians 1.00
159. Recreational Supervisor 1.00

TOTAL EAST SCHOOL 9,190.00
Motion Carried

REGISTRAR'S DEPARTMENT

SALARIES:

160. Registrars \$ 1,080.00
161. Ass't Registrars Wages & Mileage 0.00
162. Clerk 8,807.00
163. Clerk for Board 884.00

TOTAL \$10,771.00

EXPENSES:

164. Printing: Men & Women Directory \$1,100.00
165. Printing: Voters' Lists 250.00
166. Other Expenses 800.00
167. Data Processing 3,600.00
168. Census 3,719.00

TOTAL 9,469.00

TOTAL REGISTRAR'S DEPT \$20,240.00
Motion Carried

SCHOOL BUILDING COMMITTEE

169. Clerk 0.00

MOTION CARRIED, UNANIMOUSLY

SCHOOL DEPARTMENT

170. School Committee 40,725.00
171. Superintendent's Office 295,320.00
172. Supervision 270,869.00
173. Principals 641,265.00
174. Teaching 7,754,641.00
175. Textbooks 134,311.00
176. Library 286,500.00
177. Audio-Visual 121,540.00
178. Guidance 370,861.00
179. Career Education 41,276.00
180. School Attendance 19,080.00
181. Health Services 86,052.00
182. Transportation 738,285.00
183. Food Services 56,616.00
184. Athletics 133,969.00
185. Other Student Activities 32,500.00
186. Custodial 645,122.00
187. Utilities 516,350.00
188. Maintenance of Grounds 59,450.00
189. Maintenance of Buildings 87,000.00
190. Maintenance of Equipment 89,050.00
191. Adult Education 22,007.00
192. Civic Activities 12,500.00
193. Programs with other schools 15,000.00

Subtotal \$12,470,289.00

194. Chapter 766 1,138,130.00

Total \$13,608,419.00
Minus PL875 170,200.00

Subtotal 13,438,219.00
Minus Educational Collaborative Fund 22,400.00

TOTAL TOWN FUNDS \$13,415,819.00

SEALER OF WEIGHTS AND MEASURES

206. Salary 2,000.00
207. Expenses 300.00

TOTAL \$2,300.00

Motion Carried

SELECTMEN'S DEPARTMENT

SALARIES:	
208. Chairman	1,500.00
209. Board Members	4,000.00
210. Selectmen Administrative Ass. t.	14,256.00
211. Labor Relations advisor	5,000.00
212. Clerk (part-time)	5,567.00
213. Senior Clerk (full-time)	9,396.00
214. Purchasing Agent	0.00
215. Town Planner	0.00
216. Recreation Supervisor	0.00
217. Clerk - Overtime	1,504.00

TOTAL	41,223.00
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EXPENSES:

218. Expenses	7,504.00
219. Conference Expenses	1,000.00
220. Outlays	0.00
221. Out of State	250.00
222. Purchasing Agent	1,578.00
223. Local Growth Policy Comm.	0.00
224. Photo Copy Machine	7,740.00
225. Insurance of Selectmen	0.00

TOTAL	\$18,072.00
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TOTAL SELECTMEN'S DEPT.	\$59,295.00
Motion Carried	

SEWER COMMISSION DEPARTMENT

226. Professional Fee	\$1,000.00
227. Expenses	500.00

TOTAL SEWER COMM. DEPT.	\$1,500.00
Motion Carried	

STREET LIGHTING

228. Street Lighting	\$85,000.00
Motion Carried	

TOWN AIDE

229. Salary	\$10,368.00
230. Expenses	725.00

TOTAL	\$11,093.00
Motion Carried	

TOWN CELEBRATION OMMITTEE	5,000.00
Motion Carried	

TOWN CLERK'S DEPARTMENT

SALARIES:

232. Town Clerk	\$16,352.00
233. Assistant Town Clerk	10,752.00
234. Senior Clerk (1)	*8,807.00
235. Clerk (part-time)	*3,669.00
236. Clerk (Overtime)	1,700.00
237. Vacation and Sickness	800.00

TOTAL	\$42,080.00
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EXPENSES:

238. Expenses	4,700.00
239. Printing By-Law Books	500.00
240. Outlays	1.00

TOTAL	\$5,201.00
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TOTAL TOWN CLERK DEPT.	\$47,281.00
Motion Carried	

TOWN FOREST COMMITTEE

241. Expenses	\$150.00
Motion Carried	

TREASURER & COLLECTOR DEPARTMENT

SALARIES:

242. Treasurer and Collector	\$19,955.00
243. Assistant Treasurer	10,752.00
244. Senior Clerk	*35,228.00
245. Clerks (part-time)	4,625.00
246. Vacation and Sickness	750.00

TOTAL	\$71,310.00
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EXPENSES:

247. Postage	9,000.00
248. Printing, Advertising, Binding & Stat.	2,000.00
249. Bonds	850.00
250. Expenses	3,800.00
251. Outlays	1.00
252. Data Processing Payroll	16,000.00

TOTAL	\$31,651.00
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TOTAL TREAS. & COLL. DEPT.	\$102,961.00
Motion Carried	

TREE WARDEN'S DEPARTMENT

SALARIES:

253. Tree Warden	800.00
254. Fees	4,000.00

TOTAL	\$4,800.00
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EXPENSES:

255. Other Expenses	\$14,500.00
256. Outlay	600.00

TOTAL	\$15,100.00
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TOTAL TREE WARDEN DEPT.	\$15,100.00
Motion Carried	

UNCLASSIFIED DEPARTMENTS

257. Town & Finance Committee Reports	\$10,000.00
258. CATV Committee	50.00
259. Expenses for Memorial Day	1,500.00
260. Expenses for Town Clock	525.00
261. Ambulance Service	10,000.00
262. Lowell Mental Health Association	8,695.00
263. Veteran Pension Claims	5,299.00
264. D.P.W. Committee	0.00
265. Historic District Committee	705.00
266. Bus Transportation Subsidy	28,000.00
267. Share Inc. (Drug Rehabilitation)	23,737.00
268. NMAC Assessment	8,592.00
269. Unemployment Benefits Due State	95,000.00
270. Preliminary Project Study	20,000.00

TOTAL	\$212,103.00
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Appropriation from Federal Revenue Sharing	
for Preliminary Project Study	20,000.00

TOTAL COST FOR TOWN	\$192,103.00
Motion Carried	

VARNEY PLAYGROUND

271. Labor	3,000.00
272. Expenses	3,000.00

273. Outlays	1,600.00
TOTAL VARNEY PLAYGROUND	\$7,600.00
Motion Carried	

VETERAN'S BENEFITS DEPARTMENT

274. Salary of Veteran's Agent	\$12,792.00
275. Clerical	*8,807.00
276. Expenses	2,400.00
277. Outlays	150.00
278. Cash and Material Grants	80,000.00

TOTAL VETERANS BENEFITS DEPT.	\$104,149.00
Motion Carried	

WIRING INSPECTOR'S DEPARTMENT

Mr. Charles McLaughlin moved to increase the Inspectors Salary from \$15,312. to \$18,000. The Finance Committee, the Personnel Board and the Selectmen were against this motion. A voice vote was taken, motion defeated.

279. Inspector's Salary	\$15,312.00
280. Expenses	1,040.00
281. Senior Clerk (½)	1.00
282. Vacation and Sickness	1.00
283. Transportation	1,500.00
284. Out of Town Expenses	275.00

TOTAL WIRING INSPECTOR'S DEPT.	\$18,129.00
Motion Carried	

YOUTH CENTER

285. Salaries	\$24,239.00
286. Expenses	8,658.00
287. Outlay	1,100.00

TOTAL YOUTH CENTER	\$33,997.00
Motion Carried	

The Board of Selectmen moved to withdraw the following articles: 7, 13, 29, 30, 42, 44, 45, 51, 52. Motion Carried.

Under Article 4 Treasurer 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, 1978; 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.

Motion Carried, unanimously

Under Article 5 Treasurer 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.

Motion Carried

Under Article 6 Selectman William R. Murphy moved that the Town vote to transfer \$20,000.00 from Federal Revenue Sharing Funds to engage an outside Auditing

Firm to make an audit of all accounts in all Departments in the Town of Chelmsford.

Motion Carried

Under Article 7 Selectman William R. Murphy moved to withdraw this article.

Motion Carried

Under Article 8 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$428,130.37 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.

Motion Carried

Under Article 9 Finance Committee Chairman Richard Sullivan moved that the Town vote to raise and appropriate the sum of \$150,000.00 to be used as a Reserve Fund at the discretion of the Finance Committee, as provided in General Laws, Chapter 40, Section 6.

Motion Carried

Under Article 10 Selectman William R. Murphy moved that the Town vote to authorize the transfer of reimbursement funds in the sum of \$88,888.00 received from the Commonwealth of Massachusetts Flood Relief Board and the transfer of \$11,112.00 from Free Cash to pay a bond issue note or notes totaling \$100,000.00 borrowed for the purpose of reconstruction of Crystal Lake.

Motion Carried

Under Article 11 Mr. Paul Galpin moved to amend this article to use midsized sedans. A voice vote was taken, motion defeated.

Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$40,000.00 for the purpose of purchasing six (6) new 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, one (1) 1976; and four (4) 1977 cruisers now being used by the Police Department.

Motion Carried

Under Article 12 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$1,550.00 to match LEAA Federal Funds, for the purpose to provide mutual aid programs for the Police Department.

Motion Carried

Under Article 13 Selectman William R. Murphy moved to withdraw this article.

Motion Carried

Under Article 14 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$71,130.00 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 (1) Dump Truck for the Highway Department and sell by good and sufficient bill of sale one (1) dump truck presently being used by the Highway Department.

(b) To sell by good and sufficient bill of sale two (2) sweeper brooms being used by the Highway Department.

(c) To purchase one (1) Air compressor and sell by good and sufficient bill of sale one (1) air compressor presently being used by the Highway Department.

(d) To purchase one (1) Cab and Châssis and sell by good and sufficient bill of sale one (1) cab and chassis presently being used by the Highway Department.

(e) To purchase one (1) Sander Body for the Highway Department and to sell by good and sufficient bill of sale one (1) sander body presently being used by the Highway Department.

(f) To Purchase one (1) half-ton pick-up for the Highway Department and to sell by good and sufficient bill of sale one (1) half-ton pick-up truck presently being used by the Highway Department.

(g) To purchase one (1) two cubic yard loader for the Highway Department and to sell by good and sufficient bill of sale one (1) two cubic yard loader presently being used by the Highway Department.

(h) To purchase two (2) Snow Plows.

Motion Carried

Under Article 15 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$50,000.00 to alleviate certain drainage problems, throughout the Town, as determined by the Board of Selectmen. The Finance Committee recommends the article.

Motion Carried

Under Article 17 Everett V. Olsen Cemetery Commissioner moved that the Town vote to transfer \$5,000.00 from the sale of Graves and Lots to Cemetery Improvement Development Fund.

Motion Carried

Under Article 18 Everett V. Olsen Cemetery Commissioner moved that the Town vote to raise and appropriate the sum of \$16,200.00 for the purchase of one (1) two ton dump truck for the Cemetery Department.

Motion Carried

Under Article 19 Selectman William R. Murphy moved that the Town vote to accept a trust under the will of Christopher Roby for the purpose of improving and beautifying the West Chelmsford Cemetery and the streets and sidewalks of said village, and for the support of preaching and relieving the necessities of the poor in said village; and to designate the Cemetery Commis-

sioners as agents of the Town to administer said trust.

Motion Carried

Under Article 20 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$25,000.00 for the implementation of a part of the Recreation Master Plan. The Finance Committee opposes the article. The Selectmen do not recommend the article. Mr. Charpentier spoke for the article.

Motion Defeated

Under Article 21 Mr. Robert Charpentier moved to withdraw this article.

Motion Carried

Under Article 22 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$10,000.00 for the final design plan of Central Square traffic improvements. A discussion followed. A vote was taken by voice, which left the chair in doubt, the following tellers were appointed:

Ina Greenblatt	Richard Burt
Gene Doody	Julian Zabierek
Connie Fabien	Ruth Delaney
Dorothy Lerer	Margaret Johnson

Those in favor of the motion 105 those against 127.

Motion Defeated

Under Article 23 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$100,000.00 for the construction of sidewalks.

Motion Carried

Under Article 24 Selectman William R. Murphy 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. The Finance Committee is in favor of this article.

Motion Carried

Under Article 25 Selectman William R. Murphy moved to table this article till the next adjourned session.

Motion Carried

Under Article 26 John Balco of the Conservation Commission moved to table this article till the next adjourned session.

Motion Carried

Under Article 27 Jean Paul J. Gravell 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 of the Amendments to the Constitution for a special act:

Enabling the Town of Chelmsford to hold its Annual Town Meeting at two separate and distinct times. Each meeting to be called in pursuance of a separate warrant under the hands of the Selectmen, notice of which shall

be given at least seven (7) days before such meeting as prescribed in Massachusetts General Laws, Chapter 39, Section 9. One meeting may be held in February, March, April, or May and one meeting may be held in September, October or November. The Selectmen shall insert in the warrants for the annual meetings all subjects, the insertion of which shall be requested of them in writing by ten or more registered voters of the Town and as prescribed by Massachusetts General Laws Chapter 39, Section 10. An Article for the election of Town officers and an Article covering the Town's annual budget shall be contained in the warrant for the annual town meeting to be held in February, March, April or May. The Finance Committee is against the article, also the Board of Selectmen.

Motion Defeated

Under Article 28 Selectman William R. Murphy moved that the Town vote to amend the General By-Laws Article VI Police Regulations Section 18 Regulation of Motor Boats on Crystal Lake as follows:

1. By amending the title of Section 18 to read Regulation of Motor Boats and Recreational Vehicles on Crystal Lake.
2. By adding the words "including snowmobiles" immediately after the words "vehicle powered by an engine."

Motion Carried

Under Article 29 Selectman William R. Murphy moved to withdraw this article.

Motion Carried

Under Article 30 Selectman William R. Murphy moved to withdraw this article.

Motion Carried

Mr. A. Robert Rabb, Chairman of the Planning Board moved to postpone articles 31, 32, 33, 34, 35, 38, 39 and 40 till the next adjourned session.

Motion Carried

Selectman William R. Murphy moved to adjourn till May 11th at 7:30 PM. Motion carried. The Town Meeting adjourned at 10:50 PM.

**ADJOURNED
ANNUAL TOWN MEETING
May 11, 1978**

The Adjourned Annual Town Meeting was called to order by the Moderator, who recognized the presence of a quorum. Selectman William R. Murphy moved to proclaim the week of May 14th through May 20th, as Municipal Clerk Week, and wished to have this motion recorded in the minutes by the Town Clerk Mary E. St. Hilaire, as she is the official keeper of the Town Meeting Minutes. Motion Carried.

Under Article 25 Selectman William R. Murphy moved to withdraw article 25.
Motion Carried

Under Article 26 John McCormack Chairman of the Conservation Commission, moved that the Town vote to raise and appropriate the sum of \$7,000.00 and transfer the sum of \$7,000.00 from the Conservation Trust Fund to acquire by fee simple a certain parcel of land in accordance with Massachusetts General Laws, Chapter 132A and Chapter 40:

Said parcel of land being described as follows:

A certain parcel of land in Chelmsford, Middlesex County, Massachusetts situated on the Northwesterly side of Acton Road being shown as Lot A on a plan entitled "Plan of Land in Chelmsford, Mass. prepared for Sarah F. Ferguson, scale: 1" = 50' May 1977, Emmons, Fleming and Bienvenu Inc., Engineers and Surveyors, One Survey Circle, No. Billerica, Mass. "bounded and described as follows:

SOUTHEASTERLY: By a stone wall by various courses as shown on said plan 399.10 feet and by Acton Road as shown on said plan 371.87 feet.

SOUTHERLY: By a stone wall as shown on said plan 32.66 feet.

SOUTHWESTERLY: By a stone wall as shown on said plan 293 feet.

WESTERLY: By land now or formerly of Donoghue as shown on said plan 955 feet.

NORTHERLY: By said Donoghue Land as shown on said plan 69.56 feet.

NORTHWESTERLY: By said Donoghue land as shown on said plan 120.70 feet.

NORTHEASTERLY: By land now or formerly of Hague as shown on plan 261.15 feet.

SOUTHEASTERLY: By Lot B as shown on said plan 327.24 feet.

NORTHEASTERLY: By Lot B as shown on said plan 334.63 feet.

Containing 8.65 acres according to said plan. Said land is to be held, managed, and controlled by the Conservation Commission for the promotion and development of the

natural resources and for the purpose of acquiring said land, that the Conservation Commission be authorized to enter into a contractual self help agreement with the office of Environmental Affairs.

Motion Carried

Selectman William R. Murphy moved to recess the Annual Town Meeting at 7:55 PM and to go onto the Special Town Meeting, Motion Carried

The Special Town Meeting of May 11, 1978, was called to order at 7:56 PM by the Moderator Daniel J. Coughlin, who recognized the presence of a quorum. There were 598 people present. Selectman Murphy moved to waive the reading of the Constable's Return of Service and the posting of the warrant. It was so voted. Selectman Shanahan moved that the reading of the entire warrant be waived. It was so voted.

Under Article 1 Selectman Murphy moved that the Town vote to authorize the Selectmen to expend, upon receipt, the sum of \$34,214.00 from funds received from the Commonwealth of Massachusetts Flood Relief Board to pay a bond issue note or notes in the amount of \$34,214.00 borrowed for the purpose of the restoration of Crystal Lake.

The Finance Committee recommends the article.

Motion Carried

Under Article 2 Selectman Murphy moved that the Town vote to transfer from the stabilization fund the sum of \$18,500.00 for the purchase of one sidewalk snowplow tractor; such purchase to be made under the supervision of the Board of Selectmen.

The Finance Committee recommends the article

Motion Carried

Under Article 3 Selectman Murphy moved that the Town vote to transfer the sum of \$7,456.34 from Antirecession fiscal assistance funds and transfer the sum of \$8,333.34 from Unclassified Department Line Item 261, Ambulance Service Account to the Insurance Department Line Item 110, Chapter 32B-Insurance-Employees Account.

The Finance Committee recommends the article.

Motion Carried

Under Article 4 Myra Silver of the School Committee moved that the Town vote to accept Section 71E of Chapter 639, an act which would permit the School Committee to expend receipts received from certain programs.

The Finance Committee does not recommend the article, William Sharpley from the school committee explains the purpose of the article.

Mr. Sharpley entertained questions from the Town Meeting Body. A voice vote was taken.

Motion Defeated

Under Article 5 Selectman William R. Murphy, moved that the Town vote to accept Chapter 41, Section 100B, Indemnification of Retired Police Officers and Fire Fighters for certain hospital, etc., Expenses.

A motion was made by Selectman Murphy to refer the above mentioned article to a committee. A voice vote was taken. Motion Carried.

Under Article 6 Selectman William R. Murphy, moved that the Town vote to raise and appropriate the sum of \$1,200.00 to obtain the necessary plans, profiles and legal descriptions for the acceptance of LaFayette Terrace.

Selectman Carson gave a brief explanation on the street acceptance.

Motion Carried

Under Article 7 Selectman William R. Murphy, moved that the Town vote to transfer the sum of \$10,000.00 from Unclassified Department Unemployment Benefits due the State Account and the sum of \$37,600.00 from the Reserve Fund Account to the following accounts:

- A. Cemetery Department, General Labor the sum of \$4,000.00.
- B. Fire Department, officers and administration the sum of \$4,100.00
- C. Fire Department Regular and Substitute Account the sum of \$38,900.00.
- D. Fire Department, Maintenance and equipment the sum of \$600.00.

The Finance Committee recommended the article.

Motion Carried

Selectman Carson then moved to adjourn the Special Town Meeting Sine die at 8:10 PM. Motion Carried

The Adjourned Annual Town Meeting reconvened at 8:11 PM.

Under Article 31 The moderator moved to waive the reading of the Legal description of the article. Motion Carried.

Chairman of the Planning Board A. Robert Raab moved that the Town Meeting Body accept this article as it appears in the warrant. This recommendation is based on the Board's studies over the past year and on the public hearing held on April 13, 1978.

Article 31 Chairman Raab moved that the Town vote to accept the provisions of Chapter 808 of the Acts of 1975 as amended and to amend the Chelmsford Zoning By-Laws as follows to bring it into conformity with said Act:

1. Add to Section 1120. Authority the words "and under the authority of Article 89 of the Amendments to the Constitution, the 'Home Rule Amendment', and", so that Section 1120 will read as follows: "1120 Authority. This By-Law is adopted pursuant to and under the authority of Article 89 of the Amendments to the Constitution, the 'Home Rule Amendment', and the provisions of Chapter

40A of the General Laws of the Commonwealth of Massachusetts, and amendments thereto, hereinafter referred to as the 'Zoning Act.'."

2. Add to Section 1220. Compliance Certification and word "moved" so that Section 1220 will read as follows: "1220. Compliance Certification, Buildings, structures, or signs may not be erected, substantially altered, moved or changed in use and land may not be changed in principal use without certification by the Inspector of Buildings that such action is in compliance with then applicable zoning, or without review by him regarding whether all necessary permits have been received from those governmental agencies from which approval is required by federal, state, or local law. Issuance of a Building Permit or Certificate of Use and occupancy, where required under the Commonwealth of Massachusetts State Building Code, may serve as such certification.

3. Add to Section 1240. Penalty. The Words "any of the conditions under which a permit is issued, or any decision rendered by the Board of Appeals", so that Section 1240 will read: "1240. Penalty. Any person violating any of the provisions of this By-Law, any of the conditions under which a permit is issued, or any decision rendered by the Board of Appeals shall be fined not more than \$100 for each offense. Each day that such violation continues shall constitute a separate offense."

4. In Subsection 1323(c) delete the word "administration", substituting the word "administrative" in place thereof.

5. In Section 1340. Repetitive Petitions, delete the word "exceptions", substituting the words "Special Permits" in place thereof.

6. Delete Section 2420. Extension or Alteration in its entirety, substituting the following in place thereof: "2420. Extension or Alteration. As provided in Section 6 of Chapter 40A, G.L., a nonconforming single or two-family dwelling may be altered or extended provided that doing so does not increase the non conforming nature of said structure, and other pre-existing nonconforming structures or uses may be extended, altered, or changed in use on Special Permits from the Board of Appeals if the Board of Appeals finds that such extension, alteration, or change will not be substantially more detrimental to the neighborhood than the existing nonconforming use."

7. Delete Section 2530. Isolated Lots in its entirety, substituting the following in place thereof:

"2530. Isolated Lots. Any increase in lot area, width, depth, frontage, yards, or coverage requirements of this By-Law shall not apply to erection, extension, alteration, or moving of a structure on a legally created lot not meeting current requirements provided that the applicant documents that

- (a) At the time such increase requirement became applicable to it, the lot:
 - (1) had at least 5,000 square feet of lot area and 50 feet of frontage on a street; and
 - (2) was held in ownership separate from all other lots having frontage within 1,000 feet on the same street; and

- (3) conformed to then existing dimensional requirements; and
- (b) the lot is to be used for single-family or non-residential use.

Such nonconforming lots may be changed in size or shape or their land area recombined without losing this exemption, so long as the change does not increase the actual or potential number of building lots.

8. Amend ARTICLE V. DEFINITIONS by inserting the following definition at is appropriate alphabetical location: "Lot area. The horizontal area of the lot exclusive of any area in a street or recorded way open to public use. At least 80% of the lot area required for zoning compliance shall be land other than that under any water body or bog, swamp, wet meadow, or marsh, as defined in Sec. 40, Ch. 131, G.L.

The Finance Committee recommends the article.

Motion Carried, unanimously.

Under Article 32 The moderator moved that the reading of the legal description be waived. Motion Carried.

Based on its studies over the year and on its public hearing held on April 13, 1978, the Planning Board recommends adoption of Article 32 as it appears in the warrant.

ARTICLE 32 Chairman Raab moved that the Town vote to amend the Chelmsford Zoning By-Law as follows:

1. Amend Section 2300, Use Regulations Schedule by adding footnote 4 to read as follows:

"4. Except "BA" if resulting in more than 10,000 sq. ft. gross floor area devoted to business uses on the premises."

and by referencing footnote 4 to each "P" entry under Business Uses which is not already referenced "1".

2. Amend Article IV. Special Regulations by adding Section 4500 Major Business Complexes, to read as follows:

"4500 Major Business Complexes

"4510 Applicability

Any premises having more than 10,000 square feet gross floor area devoted to business use shall be considered a Major Business Complex. Construction or change of use resulting in such a complex is allowable only if granted a Special Permit by the Board of Appeals in accordance with the following:

"4520 Objectives

The objectives for allowing Major Business Complexes are to increase the diversity and convenience of goods and services available in Chelmsford, to provide entrepreneurial and employment opportunities for area residents, to focus development at locations able to support it with relatively small environmental or municipal cost, and to protect the town's natural environment, existing character and development, and ability to provide public services.

"4530 Submittals

Two copies of the following shall accompany as applica-

tion for a Special Permit for a Major Business Complex or for rezoning to accommodate such a complex. One copy shall be transmitted to the Planning Board. For Special Permits, the Planning Board shall make recommendations to the Board of Appeals regarding compliance with Section 4540 Decision Criteria. (The Planning Board shall neither sponsor nor favorably recommend any rezoning of three or more acres to a commercial district unless such materials have been submitted to is at a public hearing.)

4531. A site plan, as specified at Section 1424.

4532. Analysis of the consequences of the proposed development, evaluation the following impacts at a level of detail appropriate to the scale of development proposed, and using analysis materials provided by the Planning Board;

Natural environment: groundwater and surface water quality, groundwater level, stream flows, erosion and siltation, vegetation removal (especially unusual species and mature trees), and wildlife habitats.

Public Services: traffic safety and congestion, need for water system improvements, need for public sewerage.

Economics: anticipated market area, complementarity with or duplication of existing services, amount and types of employment, labor force area.

Visual environment: visibility of buildings and parking, visual consistency with existing development in the area.

"4540 Decision Criteria

A special permit for a Major Business Complex shall be approved only upon determination by the Board of Appeals that the requirement of Section 1520 Special Permit Criteria, Section 1425 Planning Board (Site Plan) Approval, and the following have been met.

4541. The proposed plan is consistent with any submittals made under Section 4530 prior to rezoning, or in the event of inconsistency, satisfactory explanation has been made submitted showing why the departure is necessitated by changed conditions or earlier error and that the departure does not reduce compliance with the objectives for the Major Business Complexes specified in Section 4510.

4542. The complex shall be so designed and located that annual average daily traffic is not increased 50% or more above current levels at any point more than 1,000 feet from an expressway interchange, with current levels being as determined by the Chelmsford Planning Board; and shall be so located that resultant traffic is not above the capacity of roads and intersections at level of service "C" at any point within 1 mile of the premises, using definitions and methods of estimation as outlined by the Highway Research Board Highway Capacity Manual, 1965 or later editions.

4543. Site design and storm water facilities shall be so designed that in a 5 year storm the peak stormwater flows leaving the premises will not be increased more than 10% above current flows or cause design capacity of receiving structures or channel capacity by receiving streams to be exceeded."

The Finance Committee recommends the article.

Motion carried, unanimously

Under Article 33 Based on its studies over the past year and on its public hearing held April 13, 1978, the Planning Board recommends that the Zoning By-Law be amended as printed in the Planning Board report dated March 27, 1978. Chairman Raab moved that the Town vote to amend the Chelmsford Zoning By-Law by deleting Section 3300 Signs and Outdoor Lighting and the definitions of "Sign" and "Sign, Area of" in Article V. Definitions, replacing them with new definitions and a new Section 3300; as provided in the Planning Board Report dated March 27, 1978 entitled "Signs and Outdoor Lighting" as filed in the Office of the Town Clerk on which a public hearing was held at 8:00 P.M. April 13, 1978 notice of which was advertised in the Chelmsford Newsweekly as required by law.

A $\frac{2}{3}$ vote is required by law.

The motion carried, unanimously

Article 33 in its entirety as voted is as follows:

PLANNING BOARD REPORT March 27, 1978 SIGNS AND OUTDOOR LIGHTING

PROPOSED ZONING AMENDMENT

1. Amend the Chelmsford Zoning By-Law Article V, Definitions, by adding the following at the end of the definition of "Sign" (thus adding these to the devices not considered to be signs):

"g. devices identifying a building as distinct from or more of its occupants, such device being carved into or attached in such a way as to be an integral part of the building, not illuminated separate from building illumination, without color contrasting with sign background, and not exceeding four square feet in area.

h. address identification through numerals or letters not exceeding three inches in height."

2. Amend the Chelmsford Zoning By-Law by deleting Section 3300 in its entirety, and substituting the following:

"3300. Signs and Outdoor Lighting

The following sign regulations are intended to serve these objectives:

Facilitate efficient communication to ensure that people receive the messages they need or want, and

Promote good relationships between signs and the visual qualities of their environs and the buildings to which they relate, and

Maintain visual diversity within commercial areas by avoiding requirement of uniformity, and

Support business vitality within nonresidential zones by accomplishing the above objectives without burdensome procedures and restrictions.

3310. General Regulations.

3311. Permits. No sign shall be erected, enlarged, or structurally altered without a sign permit issued by the Building Inspector, with the exception of unlighted signs one square foot or smaller and temporary real estate signs. Permits shall only be issued for signs in conformance with this By-Law. Permit applications shall be accompanied by two prints of scale drawings of the sign, supporting structure, and location. A copy of any relevant Special Permit shall also accompany the application. All freestanding signs shall be registered and identified as required by Section 1407.0 of the State Building Code.

3312. Maintenance. All signs shall be maintained in a safe and neat condition to the satisfaction of the Building Inspector and in accordance with Sections 1404.0 and 1405.0 of the State Building Code.

3313. Nonconformancy. Any sign legally erected may be continued and maintained despite being made nonconforming through change in the Zoning Bylaw, except that no off-premises signs (Section 3314f) may be maintained after June 1, 1980. Any sign rendered nonconforming through erection of additional signs on the premises or through change or termination of activities on the premises shall be removed within thirty days on order of the Building Inspector. No existing sign shall be enlarged, reworded (unless equipped with moveable letters), redesigned, or altered in any way except in conformity with the provisions contained herein. Any sign which has been destroyed or damaged to the extent that the cost of repair or restoration will exceed one-third of the replacement value as of the date of the destruction shall not be repaired, rebuilt, restored, or altered unless in conformity with this Bylaw.

3314. Prohibitions.

(a) No moving, animated, revolving, moving light, or flashing sign or sign elements shall be permitted. No pennants, streamers, advertising flags, spinners, or similar devices shall be permitted.

(b) No sign shall be located within twenty-five feet of the intersection of sidelines of intersecting streets unless entirely less than $3\frac{1}{2}$ feet or more than eight feet above grade.

(c) No part of any sign shall be more than twenty feet in height above ground level or exceed the height of the building to which it relates unless granted a Special Permit for an exception by the Board of Appeals.

(d) Temporary Signs (including those mounted on wheels, trailers, or motor vehicles if those vehicles, trailers, or wheeled signs are regularly located for fixed display) are prohibited unless complying with all requirements of this Bylaw as applicable to per-

manent signs.

(c) No part of any sign shall overhang a public way by more than twelve inches, except that on Special Permit from the Board of Appeals such overhang may be increased up to four feet.

(f) No billboard or other sign shall be erected or maintained unless its subject matter relates exclusively to the premises on which it is located, or to products, accommodations, services, or activities on those premises.

3320. Signs Permitted in Residential Districts. The following signs are permitted in Residential Districts RA, RB, RC, and RM.

3321. One sign for each family residing on the premises indicating the owner or occupant or pertaining to a permitted accessory use, provided that no such sign shall exceed one square foot in area.

3322. One sign not over nine square feet in area pertaining to a permitted use or building other than dwellings or their accessory uses.

3323. One temporary sign not over six square feet in area pertaining to the sale, rent, or lease of the premises provided that it shall be removed within seven days after sale, rent, or lease thereof. Such signs may be illuminated only if granted a Special Permit by the Board of Appeals upon its determination that such illumination serves public safety and convenience without damage to neighborhood character.

3324. Unlighted directional signs not exceeding one square foot in area each and pertaining to permitted building, uses of the premises other than dwellings and their accessory uses, or prohibiting use of the premises or certain portions of it.

3330. Signs Permitted in Business Districts. The following signs are permitted in Business Districts CA, CB, CC, and CD.

3331. Attached Signs.

(a) One sign attached to any one wall of a building, not to exceed an area equivalent to 15 percent of the front wall area of said building, or sixty square feet, if smaller.

(b) On Special Permit from the Board of Appeals the allowable sign area may be divided between two signs attached to different walls, and may be increased from 15 percent to 20 percent of front wall area, or if smaller, eighty square feet plus a number of square feet equal to half the distance by which the sign setback exceeds the minimum front yard requirement:

$$\text{Allowable area} = 80 + \frac{\text{Actual Setback} - \text{yard require}^t.}{2}$$

(c) In the case of buildings with multiple occupants, each occupant is allowed one sign,

with the above total allowable sign area divided among them in proportion to their share of total floor area.

(d) No attached sign shall extend above the wall to which it is attached. No sign shall be attached to a roof, real or simulated.

3332. Freestanding Signs. One freestanding sign located within the front yard area of a building and not exceeding 15 percent of the front wall of the building, or 40 square feet, whichever is smaller, provided that the building has a minimum setback of 30 feet and the sign is so located as to be set back 15 feet from the street line and 20 feet from any side lot line. On Special Permit from the Board of Appeals the allowable sign area may be increased to sixty square feet.

3333. Directional Signs. Up to two directional signs per driveway, to contain no advertising.

3334. Window Signs. One unlighted window sign for each window of the building not to exceed in area 20 percent of the area of any window upon which located.

3335. Construction Signs. Temporary, freestanding signs may be erected on the premises to identify any building under construction, its owner, architect, builder or others associated with it, provided that such sign shall not exceed sixty square feet in area and shall not be erected to interfere with sight lines along the public way. Such sign shall be removed within seven days of the issuance of an occupancy permit.

3336. Real Estate Signs. Temporary freestanding sign or sign attached to the front wall of the building and pertaining to the sale, rental, or lease of the premises. Such sign shall be removed within seven days of the sale, rental, or lease of said premises.

3340. Signs Permitted in Industrial Districts. Any sign permitted in a Business District is permitted in an Industrial District (IA or IS) excepting window signs. However, a freestanding sign oriented parallel to the street line and not more than 30 square feet in area need be set back only five feet from the street line.

3350. Illumination.

3351. Overspill. Illuminated signs, parking lot lighting, building floodlighting, or other exterior lighting shall be so designed and arranged that their collective result does not create so much light overspill onto adjacent premises that it casts observable shadows, and so that it does not create glare from unshielded light sources.

Unless all the following are met, it will be presumed that the above performance requirements are not satisfied:

(a) Internally illuminated signs on the premises collectively total not more than 200

watts unless not exceeding 15,000 lumens.

(b) Externally illuminated signs employ only shielded lights fixed within three feet of the surface they illuminate.

(c) Exterior lighting fixtures other than signs are mounted not more than 15 feet high.

(f) Building floodlighting totals not more than 2,000 watts unless not exceeding 50,000 lumens.

The Board of Appeals may grant a Special Permit for lighting which does not comply with these specifications if it determines that the performance standards of the first paragraph will still be met, and if the applicant documents that brightness of any sign or building element will not exceed 20 foot lamberts in Residence Districts or 50 foot lamberts in other districts.

3352. Hours. No sign or building in any Residential District or within 300 feet of any Residential District if within sight from it shall be illuminated between the hours of 11 p.m. and 7 a.m. unless indicating an establishment open to the public during those hours.

3353. Movement. No flashing, moving, or revolving lights shall be maintained.

3360. Guidelines. The following are further means by which the objectives for signs stated at the beginning of Section 3300 can be served. These guidelines are not mandatory, but degree of compliance with them shall be considered by the Board of Appeals in acting upon Special Permits authorized under this Section, as shall consistency with the basic sign objectives and any specific criteria cited above.

3361. Design.

(a) Any increase above the basic maxima for the size and number of signs should be justifiable because of multiple frontages, development scale, or other special needs, and should be appropriate in relation to street width, signage on nearby structures, and speed of vehicular travel.

(b) Sign content normally shouldn't occupy more than 40% of the sign background, whether a signboard or a building element.

(c) Signs should be simple, neat, and avoid distracting elements, so that contents can be quickly and easily read.

(d) Signs should be sized and located so as to not interrupt, obscure, or hide the continuity of columns, cornices, roof eaves, sill lines, or other elements of building structure, and where possible, should reflect and emphasize building structural form.

(e) Sign materials, form, colors, and lettering shall be reflective of the character of the building to which the sign relates.

(f) Clutter should be avoided by not using

support brackets extending above the sign or guy wires and turnbuckles.

3362. Content.

(a) Signs should not display brand-names, symbols, or slogans of nationally-distributed products except in cases where the majority of the floor or lot area on the premises is devoted to manufacture, sale, or other processing of that specific product.

(b) Premises chiefly identified by a product brand-name (such as a gasoline or auto brand) should devote some part of their permitted sign area to also displaying the identity of the local outlet.

(c) Signs should not contain selling slogans, product descriptions, help wanted notices, or other advertising which is not an integral part of the name or other identification of the location or the enterprise.

3370. Sign Advisory Committee

3371. Membership. A Sign Advisory Committee of five members shall be appointed by the Selectmen for three year terms (except so arranged initially that no more than two terms expire each year). Members shall include at least one retail merchant operating in Chelmsford, one registered Architect or Landscape Architect, and one other professional in visual design. In addition, a member of the Board of Appeals shall be designated by that Board as a non-voting sixth member of the Sign Advisory Committee.

3372. Procedure. All appeals to the Board of Appeals involving signs, applications for sign permits, and all applications for Special Permits authorized under Section 3300 shall be referred to the Sign Advisory Committee for its review and comment. No such appeal or application shall be acted upon prior to receipt of a report thereon from the Sign Advisory Committee unless no report is received within ten days from the date of referral of a sign permit application or thirty-five days from the date of referral of an appeal or Special Permit application. Any departure from the recommendations of the Sign Advisory Board in the decision shall be explained in a written report from the authorizing agent to the Sign Advisory Committee, Selectmen, and Planning Board."

Under Article 34 The moderator moved to waive the reading of the legal description of the article. Motion carried

Selectman William R. Murphy moved that the Town vote to amend the Chelmsford Zoning By-Laws and Zoning Map to change from Single Residence District (RA) to General Commercial District (CD) the land situated on the easterly side of North Road in Chelmsford, Middlesex County, Massachusetts, and being shown on a plan of land entitled: "Plan of Land in Chelmsford, Massachusetts Owned by Theodore W. Emerson,

Surveyed 22 November 1972. Richard G. McGlinchey" which plan is recorded with Middlesex North District Registry of Deeds in Plan Book 115, Plan 157 (Sheet 1 of 2) and bounded and described and follows:

WESTERLY: by North Road, as shown on said plan, 230.46 feet;

NORTHERLY: by land now or formerly of L. Rodger Currie and by land now or formerly of Theodore W. Emerson, a total of 400.00 feet;

EASTERLY: by land now or formerly of Theodore W. Emerson as shown on said plan, 401.04 feet;

NORTHEASTERLY: by land now or formerly of Penn Central Railroad;

SOUTHERLY: by land of the Town of Chelmsford, as shown on said plan, 261.48 feet;

WESTERLY: by land now or formerly of H.L. Davis, E.G. Krasnecki, and the Town of Chelmsford, as shown on said plan, 166.21 feet; and

SOUTHERLY: by land of the Town of Chelmsford, as shown on said plan, 130.45 feet.

Containing according to said plan, 139,888 square feet (3.211 Acres) more or less. Said land having been granted to the Town of Chelmsford by Bradford O. Emerson and Dorothy B. Emerson by deed dated January 2, 1976 and recorded in Middlesex North District Registry of Deeds in Book 2179 at page 531.

Selectman Lovering explained the article and how it also affects article 35. Mr. Rodger Currie explained his plans for the land. Chairman of the Planning Board A. Robert Raab gave the Planning Board's recommendation: "Based on its review of the plans, and on its public hearing held April 12, 1978, the Planning Board recommends that article 34 be adopted. This recommendation is based upon the assurance that the Board of Selectmen will amend Article 36 to make the granting of the deed conditional upon the granting to the Town of a Preservation Restriction under Sec. 31-33, Ch 184, G.L., or a comparable legal device, to assure that the development on the premises will conform to the plans submitted to the Planning Board at its public hearing of April 12, 1978, and upon further assurance that such device will be prepared with the assistance of both the Historic District Commission and the Planning Board.

The Finance Committee also recommends the article

Motion Carried, unanimously.

Under Article 35 Selectman William R. Murphy moved that the Town vote to amend the Chelmsford Zoning By-Laws and Zoning Map to change from Single Residence District (RA) to General Commercial District (CD) the land in Chelmsford, County of Middlesex, Commonwealth of Massachusetts, situated on the Southerly side of Fletcher Street, bounded and described as follows:

The Moderator moved that the reading of the boundaries be waived, motion carried.

NORTHERLY: by land Southerly side of said Fletcher Street 110 feet, more or less;

EASTERLY: by land of Carragher et als 166.11 feet, more or less;

SOUTHERLY: by land of the Town of Chelmsford 110 feet, more or less; and

WESTERLY: by land of Currie 166.11 feet, more or less.

Being a portion of the premises described in a deed of Bradford O. Emerson et als dated March 31, 1977, and recorded with the Middlesex North District Registry of Deeds at Book 2237, Page 368.

Being a portion of Parcel B on a land entitled "Plan of Land in Chelmsford, Massachusetts for Evergreen Condominium, Feb. 15, 1977, Robert M. Gill & Associates, Inc., Lowell, Mass." which plan is recorded with said Registry of Deeds at Plan Book 124, Plan 29.

The Planning Board's recommendation on article 35: Based on its review of the plans, and on its public hearing held April 12, 1978, the Planning Board recommends that Article 35 be adopted. This recommendation is based upon the assurance that the Board of Selectmen will amend Article 36 to make the granting of the deed conditional upon the granting to the Town of a Preservation Restriction under Sec. 31-33, Ch 184 G.L. or a comparable legal device, to assure that the development on the premises will conform to the plans submitted to the Planning Board at its public hearing of April 12, 1978, and upon further assurance that such device will be prepared with the assistance of both the Historic District Commission and the Planning Board.

The Finance Committee recommends the article.

Motion Carried, unanimously

Under Article 36 Selectman William R. Murphy moved that the Town vote to authorize the Selectmen under the provisions of Massachusetts General Laws, Chapter 40, Section 3 to grant by deed of the Board of Selectmen to L. Rodger Currie and Patricia C. Currie the following described property, for consideration of \$120,775.00. The moderator moved to waive the reading of the legal description.

Motion Carried.

The Land with the buildings thereon, situated on the Easterly side of North Road in Chelmsford, Middlesex County, Massachusetts and being shown on a plan of land entitled: "Plan of Land in Chelmsford, Massachusetts Owned by Theodore W. Emerson, Surveyed 22 November 1972, Richard L. McGlinchey" which plan is recorded with Middlesex North District Registry of Deeds in Plan Book 115, Plan 157 (Sheet 1 of 2) and bounded and described as follows:

WESTERLY: by North Road, as shown on said plan, 230.46 feet;

NORTHERLY: by land now or formerly of L. Rodger Currie and by land now or formerly of Theodore W. Emerson, a total of 400.00 feet;

EASTERLY: by land now or for merly of Theodore W. Emerson as shown on said plan, 401.04 feet;

NORTHEASTERLY: by land now or formerly of Penn Central Railroad;

SOUTHERLY: by land of the Town of Chelmsford, as shown on said plan, 261.48 feet;

WESTERLY: by land now or formerly of H.L. Davis E.G. Krasnecki, and the Town of Chelmsford, as shown on said plan, 166.21 feet; and

SOUTHERLY: by land of the Town of Chelmsford, as shown on said plan, 130.45 feet.

Containing, according to said plan, 139,888 square feet (3.211 Acres) more or less.

Said land with the buildings thereon was granted to the Twon of Chelmsford by deed of Bradford O. Emerson and Dorothy B. Emerson dated January 2, 1978 and recorded in Middlesex North District Registry of Deeds, Book 2179, at Page 531. The granting of this deed shall be conditional upon the granting to the Town of a Preservation Restriction under Sec. 31-33 inclusive, Ch. 184, G.L. or a comparable legal device, to assure that the development on the premises will generally conform to the plans submitted to the Planning Board at its public hearing of April 12, 1978, and upon further assurance that such device will be prepared with the assistance of both the Historic District Commission and the Planning Board.

The Finance Committee and the Historic District Commission are both in favor of passage of the article.

Motion Carried, unanimously.

Under Article 37 Selectman William R. Murphy moved that the Town authorize the Selectmen to expend the sum of \$120,775.00 from the proceeds received from Article 36 to renovate the McFarlin School "A Building" on Billerica Road, for Municipal purposes.

The Finance Committee is in favor of the article.

Motion Carried.

Under Article 38 Selectman William R. Murphy moved that the Town vote to amend the present Zoning By-Law and Zoning Map be rezoning from Neighborhood Commercial District — CA to Roadside Commercial District — CB the following described land in Chelmsford, Massachusetts presently owned by Leonard S. Jennie E. MacElroy and Frederick A and Maybelle MacElroy: Parcel of Land in Chelmsford containing 5.3 acres, more or less, situated on the Northerly side of Summer Street bounded on the South by Summer Street 382

feet; on the West by land now or formerly of Patterson, 514 feet; on the North in part by Beaver Brook, 450 feet; and on the East by land now or formerly of said Patterson, 556 feet, all said distance more or less.

The Planning Board's recommendation: Based on its review of the plans and on its public hearing held on April 4, 1978, the Planning Board recommends against adoption of /Article 38. The Board is of the opinion that the material presented at the public hearing was insufficient in substance and detail, and that the description of the land contained in the legal advertising of the hearing was incorrect.

The Conservation Commission, Finance Committee and the Board of Selectman are all against the article.

The following tellers were appointed:

David McLachlan	Ruth Delaney
Richard Burr	Florence Gullion
Julian Zaberiek	Margaret Johnson
Edward Hilliard	Dorothy Lerer

The moderator first asked for a showing of hands he felt that if there was definite $\frac{2}{3}$'s showing of hands then the tellers would take a count of those in favor. The moderator asked for a show of hands for the article, then of those against. The moderator declared the motion defeated.

Under Article 39 The Moderator moved to waive the reading of the legal description of the article.

Motion Carried.

Paul Archer moved that the Town vote to amend the Chelmsford Zoning By-Laws and Zoning Map as follows: "The Zoning Map and Accompanying Ordinance passed as most recently amended entitled "Zoning By-Law of the Town of Chelmsford" is hereby amended by establishing new lines and striking out the designation "RC" District, as shown on said zone map and substituting in place thereof new lines and designation "CA" District insofar as said zone map relates to the following described premises: The Land on the Southerly side of Billerica Road in said Chelmsford, being shown on "Land in Chelmsford, Mass., belonging to Eustace B. Fiske and Nancy M. Fiske, August 20, 1962, W.L. Flagg, C.E." which plan is recorded with Middlesex North District Registry of Deeds at Plan Book 98, Plan 58B, and bounded and described as follows:

NORTHERLY: by Billerica Road, as shown on said plan, one hundred seventeen (117) feet;

NORTHWESTERLY: by land of Fiske et ux, as shown on said plan, one hundred eighty (180) feet, more or less;

SOUTHWESTERLY: by land of Fiske et ux, as shown on said plan, one hundred sixty (160) feet, more or less;

NORTHEASTERLY: by land of Thomas A. and Rachel L. Hamilton, as shown on said plan, one hundred eighty (180) feet, more or less;

A discussion followed, Attorney Balas, representing Mr.

Archer explained why the article had come before the Town Meeting Body, Chairman of the Planning Board A. Robert Raab, gave the Board's recommendation: The Planning Board has reviewed the plans submitted to it, and has deliberated over the material presented at its public hearing held on April 4, 1978. The Board is deadlocked, three-to-three, with one absence, on whether or not to recommend adoption of Article 39. The Board recommends that the voters weigh the particular situation of Mr. Archer against the issue of general compliance with the Zoning By-Laws of the Town, and cast their votes accordingly.

The Board of Selectmen are against the article, as well as the Finance Committee.

John Arenstam moved the question. A hand count was taken those in favor of stopping debate 397, those against 5, Motion Carried.

The vote taken on the article: Yes 337 No 114 The Motion Carried.

Howard Humphry made a motion to reconsider article 39. A voice vote was taken. Motion defeated.

Under Article 40 Ms. Roberta Livingston moved that the Town vote to amend the Chelmsford Zoning By-Laws and Zoning Map as follows: "The Zoning Map and accompanying Ordinance passed and as most recently amended entitled "Zoning By-Law of the Town of Chelmsford" is hereby amended by establishing new lines and striking out the designation "RA" District, as shown on said zone map and substituting in place thereof new lines and designation "RM" District insofar as said zone map relates to the following described premises:

A certain parcel of land, located in Chelmsford, Middlesex County, Massachusetts, being shown on a plan of land entitled "Lorum Estates", subdivision plan of land in Chelmsford, Mass., Dana F. Perkins & Sons, Inc., Engineers and Surveyors, dated September 15, 1972, recorded with Middlesex North District Registry of Deeds in Book 115, Page 155, being bounded and described as follows:

Beginning at the Southwesterly corner of said parcel, at a point on the Northeasterly line of Prescott Drive; thence Northeasterly by Lot A, as shown on said plan, 368.80 feet to land now or formerly of Eastern Dry Wall Assc., Inc.; thence South 82° 36'36" East by land now or formerly of Eastern Dry Wall Assc., Inc. 415.39 feet to a bound as shown on said plan; thence South 57° 46'46" East by land now or formerly of Claude J. Harvey, as shown on said plan to land now or formerly of Charles F. and Joanne D. Philbrook, as shown on said plan; thence Southerly to a Massachusetts Highway bound, as shown on said plan; thence North 73° 16'30" West by the Northeasterly line of Route 3, as shown on said plan to a point on the Southwesterly line of Prescott Drive; said point being located where the course first above mentioned, if extended in a straight line South 19° 29'8" West would intersect said Southwesterly line of said Prescott Drive; thence, North 19° 29'8" East 50 feet to the point of beginning.

Said premises being a portion of Lot B, as shown on the plan, herein before mentioned.

Chairman Raab, gave the Planning Board's review of the plans, and on its public hearing held on April 4, 1978, the Planning Board recommends that Article 40 be adopted. This Article would cause an extension of an existing RM (Multi-family Residential) zone, as originally intended by the Planning Board, and would have a negligible impact on the surrounding area.

The moderator asked for a count of hands Yes 172 No 6 Motion Carried

Under Article 41 The Moderator read the motion. A little confusion took place on the wording of the article and the wording of the motion. As a result John Balco made a motion to table article 41 till the end of the meeting. Motion Carried.

Under Article 43 Selectman William R. Murphy moved that the Town vote to join the Lowell Regional Transportation Authority in conformity with and pursuant to all of the applicable provisions of Chapter 1141 of the Acts of 1973.

A discussion followed. The Finance Committee was against the article. Cristy Pettee moved to stop debate. Motion carried. A voice vote was taken on the article.

Motion defeated.

Under Article 46 Selectman William R. Murphy 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.

Higate Road Extension
Newtowne Way
Industrial Avenue 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.

The Finance Committee recommends the article.

Motion Carried

Under Article 47 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$5,000.00 to engage an outside professional consultant for the evaluation of all Town Insurance Policies.

Henrick Johnson spoke against the article. The Board of Selectmen as well as the Finance Committee support the article.

Motion carried

Under Article 50 Selectman William R. Murphy moved that the Town vote to authorize the Board of Selectmen to convey to Raymond A. Robitaille and Doris I. Robitaille, husband and wife, both of Chelmsford, for a consideration to be determined, all right, title and interest, if any, held by the Town in the following parcel of land: Lots 62, 63, and 58, Block 21 Assessor's Map 64,

consisting of 5080 square feet of land, more or less, with the buildings thereon, if any located on Willis Drive, which was taken for non-payment of taxes from Workmen's Home Realty Trust by instruments dated September 3, 1963 and recorded at Middlesex North District Registry of Deeds in Book 1620, Pages 134 and 135.

For title reference, see treasurer's Deed to the Town of Chelmsford dated June 10, 1975, and recorded at said Registry of Deeds in Book 2153, Page 303.

The Selectmen and the Finance Committee both recommend the article.

Motion Carried

Under Article 41 The Moderator removes this article from the table.

Mr. Matthew Doyle moved to amend this article by adding the following: In the first paragraph: Selectman William R. Murphy moved that the Town Meeting authorize the Board of Selectmen to form an Advisory Public Works Council whose function it shall be to review and actively pursue those activities and services and needs...Mr. Doyle's motion begin here...of existing Public Works Departments etc.

Mr. Doyle moved to also amend the second paragraph: A person representing the public interest in water services, to be appointed by the Moderator..Mr. Doyle's motion begins here...and plus three citizens not members of Departments covered by D.P.W. study..

A voice vote on the motion to amend left the chair in doubt. The Moderator asked for a show of hands Motion Carried to amend.

Article 41 now reads as amended: Selectman William R. Murphy moved that the Town Meeting authorize the Board of Selectmen to form an Advisory Public Works Council whose function it shall be to review and actively pursue those activities and services and needs of existing Public Works Departments commonly regarded as "public works" in nature and related matters on common interest to member agencies, make determination of what represents the Town's Total balanced interest and make advisory recommendations to the appropriate Town Agencies. The member representatives of the Council shall be:

- Chairman, Board of Selectmen
- Chairman, Park Commission
- Chairman, Recreation Commission
- Chairman, Conservation Commission
- Chairman, Planning Board
- Chairman, Board of Health
- Chairman, Sewer Commission
- Tree Warden
- Chairman, Sidewalk/Highway Advisory Committee

A person representing the public interest in water service, to be appointed by the Moderator. And plus three citizens not members of Departments covered by the D.P.W. Study

Each representative shall have the privilege of designating an appropriate alternate if necessary. The

Council shall have a presiding officer elected annually by its member representatives, shall meet at least quarterly, and shall submit a report to the Annual Town Meeting. The Council will expire on June 30, 1981.

Selectman Carson moved to dissolve this Town Meeting at 11:20 PM.

Motion carried

Daniel J. Coughlin, Jr.
Town Moderator

Mary E. St.Hilaire,
Town Clerk

TOTAL R & A \$22,069,461.37

TOTAL TRANSFERS \$643,112.00
ANNUAL TOWN MEETING

TOTAL R & A \$1,200.00

TOTAL TRANSFERS \$81,889.68
SPECIAL TOWN MEETING 5-11-78

SPECIAL TOWN MEETING

June 29, 1978

The Special Town Meeting was called to order at 7:45 PM by the Moderator Daniel J. Coughlin Jr., who recognized the presence of a quorum. There were 730 voters present. Selectman Hart moved that the reading of the Constable's return of service and the posting of the warrant be waived. It was so voted. Selectman Murphy then moved that the reading of the entire warrant be waived. It was so voted.

Under Article 1 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$18,471.00 for the purchase of one sidewalk snowplow tractor, such purchase to be made under the supervision of the Board of Selectmen.

The Finance Committee recommends the article.

Motion Carried

Under Article 2 Selectman William R. Murphy moved that the Town vote to raise and appropriate the sum of \$6,650. to incur the services of an appraiser to appraise all takings within the Proposed Middlesex County Layout of Graniteville Road.

The Finance Committee recommends the article.

Motion Carried

Under Article 3 The Moderator moved to waive the reading of the nets and bounds of the article.

Motion Carried, unanimously.

John McCormack moved that the Town vote to raise and appropriate the sum of \$8,750.00 and transfer the sum of \$8,750.00 from the Conservation Trust Fund to acquire in fee simple in accordance with Massachusetts General Laws Chapter 132A and Chapter 40, a certain

parcel of land located off Acton Road, Chelmsford, Massachusetts, said land being a portion of the premises described in a deed to CCC Realty Company, Inc. recorded in the Middlesex North District Registry of Deeds in Book 2175 Page 473, described as follows: A certain parcel of land, with the buildings thereon, situated in said Chelmsford on the southeasterly side of Acton Road, being shown on a plan entitled "Plan of Land in Chelmsford, Mass., belonging to Ralph E. and Harriette F. House, February 21, 1968, Brooks, Jordan & Graves C.E's which plan is recorded with said Registry of Deeds, Plan Book 108, Plan 44, and bounded:

NORTHWESTERLY: by Acton Road, forty-one and 3/100 (41.03) feet;

NORTHEASTERLY: ninety-four and 34/100 (94.34) feet;

NORTHEASTERLY: again, fifty and 97/100 (50.97) feet;

NORTHERLY: twenty-one and 43/100 (21.43) feet;

NORTHWESTERLY: sixty-one and 92/100 (61.92) feet, said last four courses being by land now or formerly of Matthew A. Sestito as shown on said plan;

NORTHWESTERLY: by last named land and by land now or formerly of Frank C. and Bessie Wiggin, as shown on said plan, three hundred forty-seven and 20/100 (347.20) feet;

NORTHWESTERLY: seventy-six and 63/100 (76.63) feet;

NORTHERLY: fifty-four and 10/100 (54.10) feet;

NORTHEASTERLY: by two courses, fifty-seven and 11/100 (57.11) feet and three hundred fifty-eight and 89/100 (358.89) feet, respectively, said last four courses being by a stone wall by land now or formerly of Charles W. and Mary B. Alcorn, as shown on said plan;

NORTHEASTERLY: again by last named land, ten hundred fifty (1050) feet, more or less;

SOUTHEASTERLY: by other land of the grantors, one hundred forty-five (145) feet;

SOUTHWESTERLY: seventy-six (76) feet;

WESTERLY: one hundred fifty-seven (157) feet;

WESTERLY: again, one hundred fifty (150) feet;

SOUTHWESTERLY: two hundred nineteen (219) feet;

SOUTHEASTERLY: one hundred (100) feet;

SOUTHEASTERLY: again fifty (50) feet;

SOUTHEASTERLY: again two hundred forty-five (245) feet, said last seven courses being by other land of the grantors, as shown on said plan;

WESTERLY: eight hundred sixty-seven (867) feet; and

SOUTHWESTERLY: one hundred thirty (130) feet, said last two courses being by other land of said Ralph B. House and Harriette P. House.

Containing according to said plan 15.8 acres.

This land 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 purposes of acquiring said land, that the Conservation Commission be authorized to enter into a contractual self-help agreement with the Executive Office of Environmental Affairs.

John Balco of the Conservation Commission, explained the meaning of the Article. The Finance Committee was in favor of the article. The moderator attempted to take a vote by voice, the following tellers were appointed:

Ruth Delaney	Margaret Johnson
Dorothy Lerer	David McLachlan
Alfred Coburn	Richard Burt
Edward Hillaird	Julian Zaberiek

Yes 478 No 32 Motion Carried.

Under Article 4 John McCormack moved to withdraw the article.

Motion Carried, unanimously.

Under Article 5 The Moderator moved to waive the reading of all the nets and bounds.

Motion Carried, unanimously.

John McCormack moved that the Town vote to raise and appropriate the sum of \$25,000.00 and authorize the expenditure of \$25,000.00 from the Conservation Trust Fund to acquire in fee simple, in accordance with Massachusetts General Laws Chapter 132A and Chapter 40, three certain parcels of land located off Summit Avenue and Byam Road, owned by Francis J. Donoghue and Helen R. Donoghue described as follows:

PARCEL 1. The land described in a deed to Francis J. Donoghue and Helen R. Donoghue recorded in Middlesex North District Registry of Deeds at Book 1344 Page 493 as follows: the land in said Chelmsford, being lot number 2 as shown on a "Subdivision Plan of land in Chelmsford, Mass. belonging to Marie C. Warren, Surveyed January 1955 by J.C. & W.T. Monahan, Civil Engineers and Surveyors" which plan is to be recorded in Middlesex North District Registry of Deeds, and bounded as follows:

SOUTHEASTERLY: by land of Francis J. and Helen R. Donoghue as shown on said

plan 457.64 feet;

NORTHERLY: by land of Royce M. and Madge I.L. Parker and Hans H. Schliebus, as shown on said plan, 277.41 feet;

NORTHWESTERLY: by lot number 1 as shown on said plan, 326.54 feet;

WESTERLY: by Summit Avenue by a curved line as shown on said plan 36 feet; and

SOUTHWESTERLY: by other land of said Francis J. and Helen R. Donoghue, as shown on said plan, 266.56 feet.

Being all and the same premises conveyed to us by Marie C. Warren by deed dated February 14, 1955, and recorded in said Registry, Book 1285, Page 42.

There is excepted from this conveyance however so much of the premises hereinabove described as consists of a square fifty feet on each side shown on said plan which is supposed to belong to the Commonwealth of Massachusetts, and this conveyance is also made subject to any and all rights of way as shown on said plan.

PARCEL 2. The land described in a deed to Francis J. Donoghue and Helen R. Donoghue recorded in the Middlesex North District Registry of Deeds at Book 1142, Page 164 as follows: A certain parcel of land situated in said Chelmsford, bounded and described as follows: Beginning at the northwesterly corner of the granted premises at the corner of two walls at land now or formerly of one Mansfield; thence S 89.5° E. Two hundred sixty and 7/10 (260.7) feet along a wall to a corner in the wall; thence N 82°24' E one hundred twenty and 7/10 (120.7) feet along said wall and land now or formerly of one Mansfield; thence still along said wall and Mansfield land N 79°32' E One hundred seventy one and 2/10 (171.2) feet; thence still along said wall and Mansfield land N 85°53' E Three hundred sixty three and 3/10 (363.3) feet; thence still along said wall and Mansfield land N 84°48' E One hundred eighty one (181) feet to another wall and land now or formerly of one Warren; thence southeasterly along said Warren land and last mentioned wall about Two hundred three (203) feet; thence southwesterly still along said Warren land and wall about One hundred twenty (120) feet; thence northwesterly still along said wall and Warren land Seventy one (71) feet; thence southwesterly still along said Warren land about Nine hundred fifty three (853) feet; thence southeasterly along land of one Hunter, now or formerly, and wall about Two hundred ninety four (294) feet to Locust Avenue; thence in a varying northwesterly direction along said Locust Avenue about Four hundred forty six (446) feet to the end of the wall; thence northeasterly in a straight line about Two hundred thirty seven (237) feet to the corner of a wall and fence; thence northeasterly along said wall about Five hundred seventy five (575) feet to another wall; thence along said named wall and land of one Armitage, now or formerly, about Four hundred thirty six (436) feet in a northwesterly direction; thence across Summit Avenue to the end of a wall and land now or formerly of said Mansfield; thence along said last men-

tioned wall and Mansfield land about Three hundred three (303) feet to the point of beginning.

Being the same premises shown on a plan recorded in said Registry of Deeds, Book 29, page 10, entitled "Plan of land in Chelmsford, surveyed for Frederick Bailey, January 1911, Smith and Brooks, Civil Engineers" containing fifteen and 583/1000 (15.583) acres. Excluding that parcel of said land conveyed by Adele Saunders to Hudson R. Warren and Marie C. Warren by deed dated May 29, 1947 and recorded in said Registry of Deeds in Book 1069 Page 141.

PARCEL 3. A portion of the land described in a deed to Francis J. Donoghue and Helen R. Donoghue recorded in Middlesex North District Registry of Deeds in Book 1277 Page 268 as follows: the land in Chelmsford situated North of but not adjacent to Locust Road, containing two and 81/100 Acres and bounded: Beginning at the Southwesterly corner of the premises at a Stone wall at land formerly of C.W. Byam and now of Frank J. Donoghue et ux: thence Northerly by said stone wall two hundred eighty-two and 87/100 feet to a drill hole in a stone wall at Summit Avenue shown on a plan hereinafter mentioned; thence Easterly by a stone wall by various courses by said Summit Avenue and by land formerly of one Simons and now supposed to belong to Marie C. Warren, four hundred thirty-eight and 38/100 feet, more or less, to a drill hole in another stone wall at land formerly of said Simons and now of Frank J. Donoghue et ux; thence Southerly along the wall by said Donoghue land three hundred sixty feet, to a drill hole in the wall, which point is distant Northerly from said Locust Road, four hundred four feet, more or less; thence Westerly by other land of said Ray D. Case et al, three hundred thirty-four and 63/100 feet to the point of beginning. The aforesaid premises are shown on a plan of land entitled, "Plan of a Portion of Land in Chelmsford, Mass., belonging to Ray D. Case & George F. Hicks surveyed October, 1954, by J.C. & W.T. Monahan, Civil Engineers & Surveyors," which plan is to be recorded.

Excluding that parcel of said land conveyed by Francis J. Donoghue and Helen R. Donoghue to Robert Hague by deed dated October 31, 1972 and recorded in said Registry of Deeds in Book 2738 Page 288. This land contains approximately 15.86 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, that the Conservation Commission be authorized to enter into a contractual self-help agreement with the Executive Office of Environmental Affairs.

John Balco of the Conservation Commission explained the article. The Finance Committee is in favor of passage. A $\frac{3}{4}$ vote is required.

Motion Carried, unanimously.

Under Article 6 William R. Murphy moved that the Town vote to authorize the Board of Selectmen to convey to Charles W. and Jean B. Rook, husband and wife, both of Chelmsford, for a consideration to be determined, all right, title and interest, if any, held by the Town in Lot numbered 27B Westford Street as shown on Chelmsford

Assessors' Plan 179 Block 42 containing approximately 7500 square feet of land. Being the same premises conveyed to the Inhabitants of the Town of Chelmsford by deed of Marguerite E. Perham and Robert S. Curtiss recorded in Middlesex North District Registry of Deeds in Book 1853 Page 578.

A discussion followed. Selectman Lovering explained the meaning of the article. More discussion followed. The Finance Committee supports the article.

Motion Carried, unanimously.

Under Article 7 William R. Murphy moved that the Town vote to accept Chapter 90, section 20C of the Massachusetts General Laws: Violation of Parking Regulations, etc., in Certain Cities and Towns; Notice; Appearance; Schedule of Fines; Proceedings not Criminal.

The Finance Committee supported the article.

A voice vote MOTION DEFEATED.

Selectman Murphy moved for reconsideration of the article. Stating that the article had the support of the Local Police and the Board of Selectmen.

MOTION DEFEATED to reconsider by voice.

Under Article 8 Selectman William R. Murphy moved that the Town vote to accept Chapter 60 Section 23A of the Massachusetts General Laws: Fees Charged for Furnishing Certificates of Liens.

The Finance Committee recommends the article.

Motion Carried

Under Article 9 The Moderator moved to waive the reading of the article. Motion Carried, unanimously. Selectman Lovering explained the purpose of the article. The Finance Committee recommended the article. A voice vote was taken, MOTION DEFEATED.

*see warrant for wording of the article, (Chap. 40 Sec. 21D M.G.L.)

Under Article 10 Selectman moved that the Town vote to raise and appropriate the sum of \$11,879.00 to be transferred to the following accounts:

Line Item 2.	Accounting Department - Senior Clerks 1771.00
Line Item 15.	Assessors' Dept. - Senior Clerk/Clerk 1651.00
Line Item 24	Building Inspector's Dept. - Senior Clerk 591.00
Line Item 66	Fire Dept. - Officers and Administration 591.00
Line Item 138	Police Dept. - Officers and Administration 1180.00
Line Item 139	Police Dept. - Regular and Special 487.00
Line Item 149	Public Bldgs. Dept. - Janitor's Salary 545.00
Line Item 162	Registrars' Dept. - Clerk 591.00
Line Item 212	Selectmen's Dept. - Part time 373.00
Line Item 234	Town Clerk/Senior Clerk 591.00
Line Item 235	Town Clerk's Dept. - Clerk - part time

246.00

Line Item 244 Treasurer & Collector's Dept. - Senior Clerk 2360.00

Line Item 245 Treasurer & Collector's Dept. - Clerks, part time - 310.00

Line Item 275 Veteran's Benefits Dept. - Clerical -591.00

Motion Carried

Under Article 11 Mary Ann Jones moved that the Town vote to direct the Board of Selectmen to request approval from the State Reclamation Board and following such approval, if granted, to take such action as may be necessary for that Town to join the Central Massachusetts Mosquito Control Program.

Mrs. Jones explained why she felt the town should join the program. A representative from the Central Massachusetts Mosquito Control Program gave a brief presentation on the Program itself. Much discussion followed Diane Lewis of the Environmental Advisory Council spoke on why the council was against the article. Mr. Maher moved the question to stop debate. Yes 482 No 128 motion carried. A voice by vote left the chair in doubt. A hand count was taken. Yes 396 No 205 Motion carried. Mary Ann Jones made a motion to reconsider. Ina Greenblatt spoke in favor of reconsideration of the article stating that the Environmental Council wished to add an amendment to the article. A voice vote left the chair in doubt. Yes 158 no 437 Motion defeated to reconsider.

Under Article 12 Mr. Michael Stott moved that the Town vote to instruct the Board of Selectmen to initiate a program of aerial spraying to control mosquitoes.

Mr. Scott explained why he was in favor of passage of the article. Paul McCarthy of the Board of Health said that the Board of Health would comply to the peoples wishes. The Finance Committee was against the article. A lengthy discussion followed, Frank McDonald moved the question to stop debate. A $\frac{3}{4}$ vote is required a voice vote was taken motion carried, unanimously. A voice vote was taken on the article, Motion Carried. Mr. Marioles moved for reconsideration on article 12, again a voice vote was taken MOTION DEFEATED to reconsideration.

Under Article 13 Mr. Michael Stott moved that the Town vote to raise and appropriate the sum of Ten thousand (\$10,000.00) Dollars to be expended by the Board of Health for the purpose of aerial spraying to control mosquitoes. A discussion followed. Dennis Stott moved the question to stop debate. Motion carried, unanimously. A voice vote was taken on the article. Motion carried. Charles Reynolds moved for reconsideration of article 13. MOTION DEFEATED.

Under Article 14 Mr. Alexander Wier III moved that the Town vote to approve the following resolution: "RESOLVED that the Board of Selectmen of the Town of Chelmsford be advised that the traffic problem in Chelmsford's Central Square needs to be solved without undue delay and that the Board of Selectmen be further advised to choose whatever method or practical solution including the use of traffic signals or traffic lights they

deem advisable to solve that problem."

A discussion followed. Mr. Edward ^{Hilliard} ~~Hillaire~~ made a motion to exclude the use of traffic signals or traffic lights. Motion made to stop debate by Kenneth Waters. Motion Carried, unanimously

A voice vote was taken on Mr. Hilliards ^{Hilliard} ~~Hillaire~~ motion to amend MOTION DEFEATED. Ann ^{Loz} ~~Lord~~ spoke against the use of traffic lights and offered the suggestion of pedestrian lights instead of traffic lights. A vote by voice was taken. Motion Carried.

Selectman Lovering moves to adjourn the Special Town Meeting at 10:30 pm. sine die. MOTION CARRIED.

Total R & A 80750.00
Total Trans 33750.00

Daniel J. Coughlin, Jr.,
Moderator

Mary E. St. Hilaire,
Town Clerk

WARRANT FOR SPECIAL TOWN MEETING

June 29, 1978

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 McCarthy Junior High School Auditorium on Thursday, the twenty-ninth day of June, 1978, at 7:30 PM 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 raise and appropriate or transfer from available funds a certain sum of money for the purchase of one sidewalk snowplow tractor, such purchase to be made under the supervision of the Board of Selectmen; or act in relation thereto.

BOARD OF SELECTMEN

ARTICLE 2. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to incur the services of an appraiser to appraise all takings within the Proposed Middlesex County Layout of Graniteville Road; or act in relation thereto.

BOARD OF SELECTMEN

ARTICLE 3. To see if the Town will vote to authorize the Board of Selectmen to acquire by fee simple or eminent domain, in accordance with Massachusetts General Laws Chapter 132A and Chapter 40, a certain parcel of

land located off Acton Road owned now or formally by CCC Realty Company, Inc., described as follows:

Plat Number 165 and Lot 53A as described in a plan entitled "Plan of land in Chelmsford, Massachusetts belonging to Ralph E. and Harriette F. House, February 21, 1968, Brooks, Jordan and Graves, C.E.'s" which plan is recorded with said Registry of Deeds, Plan Book 108, Plan 44.

This land contains approximately 15.8 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, that the Conservation Commission be authorized to enter into a contractual self-help agreement with the Executive Office of Environmental Affairs, and that the Town raise and appropriate a sum to be determined and authorize the expenditure to be determined from the Conservation Fund; or act in relation thereto.

CONSERVATION COMMISSION

ARTICLE 4. To see if the Town will vote to authorize the Board of Selectmen to acquire by fee simple or eminent domain, in accordance with Massachusetts General Laws Chapter 132A and Chapter 40, a certain parcel of land located off Acton Road owned now or formally by Robert E. Hague and described as follows:

Plat Number 172 and Lots number 100 and/or 104 as described in the deed dated January 27, 1975, Book 2139, Page 33.

This land contains approximately 8.23 acres and 1.66 acres, respectively, and is to be held, managed and controlled by the Conservation Commission for the promotion and development of the natural resources of said Town, and further for the purpose of acquiring said land, to authorize an expenditure not to exceed \$15,000 and to raise and appropriate 50% of the negotiated price and authorize the expenditure of 50% of the negotiated price from the Conservation Fund; or act in relation thereto.

CONSERVATION COMMISSION

ARTICLE 5. To see if the Town will vote to authorize the Board of Selectmen to acquire by fee simple or eminent domain, in accordance with Massachusetts General Laws Chapter 132A and Chapter 40, a certain parcel of land located off Summit Avenue and Byam Road, owned now or formally by Francis J. and Helen R. Donoghue and described as follows:

Plat Number 172 and Lot 99 described in the deed dated June 8, 1950, Book 1142, Page 164.

Plat Number 172 and Lot 99A as described in the deed dated August 6, 1956, Book 1344, Page 493.

Plat Number 173 and Lot 116A, as described in the deed dated December 2, 1954, Book 1277, Page 268.

This land contains approximately 15.86 acres - Lot 99, 11.73 acres; Lot 99A, 2.24 acres; and Lot 116A, 1.89 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, that the Conservation Commission be authorized to enter into a contractual self-help agreement with the Executive Office of Environmental Affairs, and that the Town raise and appropriate the sum of \$25,000 and authorize the expenditure of \$25,000 from the Conservation Fund; or act in relation thereto.

CONSERVATION COMMISSION

ARTICLE 6. To see if the Town will vote to authorize the Board of Selectmen to convey to Charles W. and Jean B. Rook, husband and wife, both of Chelmsford, for a consideration to be determined, all right, title and interest, if any, held by the Town in Lot number 27B, Westford Street; or act in relation thereto.

BOARD OF SELECTMEN

ARTICLE 7. To see if the Town will vote to accept Chapter 90, Section 20C of the Massachusetts General Laws: Violation of Parking Regulations, etc., in Certain Cities and Towns; Notice; Appearance; Schedule of Fines; Proceedings not Criminal; or act in relation thereto.

BOARD OF SELECTMEN

ARTICLE 8. To see if the Town will vote to accept Chapter 60, Section 23A of the Massachusetts General Laws: Fees charged for Furnishing Certificates of Liens; or act in relation thereto.

BOARD OF SELECTMEN

ARTICLE 9. To see if the Town will vote to amend the General By-Laws Article I General Provisions by adding the following section pursuant to Chapter 40 Section 21D of the Massachusetts General Laws:

Section 2 - Noncriminal Disposition of Violations of any Ordinance, By-Law or Regulation of any Municipal Officer, Board or Department.

Any person taking cognizance of a violation of a specific ordinance, by-law, rule or regulation which he is empowered to enforce, hereinafter referred to as the enforcing person, as an alternative to initiating criminal proceedings may pursuant to Chapter 40 Section 21D of Massachusetts General Laws, give the offender a written notice to appear before the clerk of the District Court of Lowell, or any other Court having jurisdiction thereof, at any time during the office hours, not later than twenty-one days after the date of such notice. Such notice shall be in triplicate and shall contain the name and address, if known, of the offender, the specific offense charged, and the time and place for his required appearance. Such notice shall be signed by the enforcing person, and shall be signed by the offender whenever practicable in acknowledgment that such notice has been received.

The enforcing person shall, if possible, deliver to the offender a copy of said notice at the time and place of the violation. If it is not possible to deliver a copy of said notice to the offender at the time and place of the violation, said copy shall be mailed or delivered by the enforcing person, or by his commanding officer or the head of his department or by any person authorized by such commanding officer, department or head to the offender's last known address, within fifteen days after said violation. Such notice as so mailed shall be deemed a sufficient notice, and a certificate of the person so mailing such notice that it has been mailed in accordance with this section shall be prima facie evidence thereof.

At or before the completion of each tour of duty, or at the beginning of the first subsequent tour of duty, the enforcing person shall give to his commanding officer or department head those copies of each notice of such violation he has taken cognizance of during such tour which have not already been delivered or mailed by him as aforesaid. Said commanding officer or department head shall retain and safely preserve one copy and shall, at a time not later than the next court day after such delivery or mailing, deliver the other copy to the clerk of the court before which the offender has been notified to appear. The clerk of the District Court shall maintain a separate docket of all such notices to appear.

Any person notified to appear before the clerk of a district court as hereinbefore provided may so appear and confess the offense charged, either personally or through a duly authorized agent or by mailing to such clerk with the notice such specific sum of money not exceeding two hundred dollars as the town shall fix as penalty for violation of the ordinance, by-law, rule or regulation. Such payment shall if mailed be made only by postal note, money order or check. The payment to the clerk of such sum shall operate as a final disposition of the case. An appearance under this paragraph shall not be deemed to be a criminal proceeding. No person so notified to appear before the clerk of a district court shall be required to report to any probation officer, and no record of the case shall be entered in any probation records. If any person so notified to appear desires to contest the violation alleged in the notice to appear, he may avail himself of the procedure established in Chapter 40 Section 21D; or act in relation thereto.

BOARD OF SELECTMEN

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to be transferred to the following accounts:

2. Accounting Department - Senior Clerks
15. Assessors' Department - Senior Clerk/Clerk
24. Building Inspector's Department - Senior Clerk
66. Fire Department - Officers and Administration
138. Police Department - Officers and Administration
139. Police Department - Regular and Special
149. Public Buildings Department - Janitor's Salary
162. Registrars' Department - Clerk
212. Selectmen's Department - Part-time Clerk
235. Town Clerk's Department - Clerk, part-time
244. Treasurer & Collector's Department - Senior Clerk
245. Treasurer & Collector's Department - Clerks,

part-time
275. Veterans' Benefits Department - Clerical
or act in relation thereto.

BOARD OF SELECTMEN

ARTICLE 11. To see if the Town will vote to direct the Board of Selectmen to request approval from the State Reclamation Board and following such approval, if granted, to take such action as may be necessary for the Town to join the Central Massachusetts Mosquito Control Program; or act in relation thereto.

PETITION

ARTICLE 12. To see if the Town will vote to instruct the Board of Health to initiate a program of aerial spraying to control mosquitoes; or act in relation thereto.

PETITION

ARTICLE 13. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of Ten Thousand (\$10,000.00) Dollars to be expended by the Board of Health for the purpose of aerial spraying to control mosquitoes; or act in relation thereto.

PETITION

ARTICLE 14. To see if the Town will vote to approve the following resolution: "RESOLVED that the Board of Selectmen of the Town of Chelmsford be advised that the traffic problem in Chelmsford's Central Square needs to be solved without undue delay and that the Board of Selectmen be further advised to choose whatever method or practical solution including the use of traffic signals or traffic lights they deem advisable to solve that problem."

PETITION

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 12th day of June, A.D., 1978.

S/William R. Murphy, Chairman
S/Joseph B. Shanahan, Jr.
S/John W. Carson
S/Arnold J. Lovering
S/Paul C. Hart
Chelmsford Board of Selectmen

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS. JUNE 15, 1978

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 and 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, fourteen days at least before the time appointed for holding the meeting aforesaid.

A True Copy Attest:

William E. Spence
Constable of Chelmsford

TOWN WARRANT
FOR STATE PRIMARY

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 you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Primaries to vote at

- Precinct 1. McFarlin School-All Purpose Room
- Precinct 2. North Elementary School Auditorium
- Precinct 3. Junior High School (West) 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 19th day of September, 1978 from 8:00 A.M. to 8:00 P.M. for the following purposes:

To cast their votes in The State Primary for the nomination of candidates of political parties for the following offices:

- SENATOR IN CONGRESS for this Commonwealth
- GOVERNOR for this Commonwealth
- Lt. GOVERNOR for this Commonwealth
- ATTORNEY GENERAL for this Commonwealth
- SECRETARY for this Commonwealth
- TREASURER for this Commonwealth
- AUDITOR for this Commonwealth
- REPRESENTATIVE IN CONGRESS
 - Fifth Congressional District
- COUNCILLOR Third Councillor District
- SENATOR IN GENERAL COURT
 - Fifth Middlesex District
- REPRESENTATIVE IN GENERAL COURT
 - Sixteenth Representative District
- DISTRICT ATTORNEY Northern District
- REGISTER OF PROBATE AND INSOLVENCY Middlesex County
- COUNTY COMMISSIONER Middlesex County
- COUNTY TREASURER Middlesex County

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 at the time and place of said meeting.

Given under our hands this 8th day of September, A.D. 1978.

A true copy.

ATTEST:

Selectmen of Chelmsford, Massachusetts

William R. Murphy
Joseph B. Shanahan, Jr.
John W. Carson
Arnold J. Lovering
Paul C. Hart

William E. Spence
Constable of Chelmsford

A true copy, Attest:

William E. Spence
Constable of Chelmsford

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

September 8, 1978

	Pct 1	Pct 2	Pct 3	Pct 4	Pct 5	Pct 6	Pct 7	Pct 8	Pct 9	Pct 10	Pct 11	Pct 12	Total
COUNCILLOR 3rd Dist													
Herbert L. Connolly	775	602	957	406	974	838	631	604	603	986	641	856	8873
All Others	3	0	1	0	3	1	2	2	1	2	2	1	18
Blanks	<u>318</u>	<u>157</u>	<u>398</u>	<u>118</u>	<u>391</u>	<u>294</u>	<u>198</u>	<u>282</u>	<u>217</u>	<u>398</u>	<u>236</u>	<u>394</u>	<u>3401</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
SENATOR IN GENERAL COURT 5th Mldx Dist													
Carol C. Amick	645	496	865	343	767	693	506	491	568	877	490	777	7517
Paula K. Lewellen	319	184	325	103	499	314	192	285	166	362	261	327	3267
Kenneth Douglas Freda	72	50	89	45	95	63	81	58	50	90	78	83	854
All Others	0	0	0	0	1	0	0	0	1	0	0	0	2
Blanks	<u>60</u>	<u>29</u>	<u>77</u>	<u>34</u>	<u>76</u>	<u>63</u>	<u>52</u>	<u>54</u>	<u>36</u>	<u>57</u>	<u>50</u>	<u>64</u>	<u>652</u>
TOTAL	1096	759	1356	524	1368	1133	831	8	821	1386	879	1251	12292
REPRESENTATIVE IN GENERAL COURT 16 Mldx Dist.													
Bruce N. Freeman	944	633	1137	409	1142	983	689	758	688	1175	742	1049	10349
All Others	2	0	1	1	0	3	1	1	4	1	0	1	15
Blanks	<u>150</u>	<u>126</u>	<u>218</u>	<u>114</u>	<u>226</u>	<u>147</u>	<u>141</u>	<u>129</u>	<u>129</u>	<u>210</u>	<u>137</u>	<u>201</u>	<u>1928</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
DISTRICT ATTORNEY Mldx Cty													
John J. Droncy	774	581	961	407	960	831	653	623	600	988	618	865	8861
All Others	0	1	3	0	2	5	2	2	0	1	2	2	20
Blanks	<u>322</u>	<u>177</u>	<u>392</u>	<u>117</u>	<u>406</u>	<u>297</u>	<u>176</u>	<u>263</u>	<u>221</u>	<u>397</u>	<u>259</u>	<u>384</u>	<u>3411</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
REGISTRAR OF PROBATE & INSOLVENCY Mldx Cty													
Paul J. Cavanaugh	614	530	763	348	748	698	524	463	508	790	512	691	7189
Robert V. Campo	270	137	338	99	371	244	195	230	181	363	224	305	2957
All Others	1	0	0	0	1	0	0	0	0	0	0	0	2
Blanks	<u>211</u>	<u>92</u>	<u>255</u>	<u>77</u>	<u>248</u>	<u>191</u>	<u>112</u>	<u>195</u>	<u>132</u>	<u>233</u>	<u>143</u>	<u>255</u>	<u>2144</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
COUNTY COMMISSIONER Mldx Cty													
John L. Danehy	736	558	915	397	912	793	614	575	590	934	598	802	8414
All Others	1	0	1	0	2	0	1	0	0	2	2	0	9
Blanks	<u>359</u>	<u>201</u>	<u>440</u>	<u>127</u>	<u>454</u>	<u>340</u>	<u>216</u>	<u>313</u>	<u>241</u>	<u>450</u>	<u>279</u>	<u>449</u>	<u>3869</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
COUNTY TREASURER Mldx Cty													
Rocco J. Antonelli	480	442	600	295	611	559	458	367	421	634	420	540	5827
S. Lester Ralph	456	245	571	174	583	430	292	381	306	570	363	541	4912
All Others	0	0	0	0	0	0	0	0	0	5	0	0	5
Blanks	<u>160</u>	<u>72</u>	<u>185</u>	<u>55</u>	<u>174</u>	<u>144</u>	<u>81</u>	<u>140</u>	<u>94</u>	<u>177</u>	<u>96</u>	<u>170</u>	<u>1548</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
QUESTION 1													
Yes	509	405	643	335	611	518	435	362	396	618	433	587	5852
No	563	330	692	169	737	565	369	507	413	746	415	651	6157
Blanks	<u>24</u>	<u>24</u>	<u>21</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>27</u>	<u>19</u>	<u>12</u>	<u>22</u>	<u>31</u>	<u>13</u>	<u>283</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292

DEMOCRATIC STATE PRIMARY

September 19, 1978

	Pct 1	Pct 2	Pct 3	Pct 4	Pct 5	Pct 6	Pct 7	Pct 8	Pct 9	Pct 10	Pct 11	Pct 12	Total
SENATOR IN CONGRESS													
Kathleen Sullivan Alioro	20	33	38	29	39	37	31	25	17	34	28	31	362
Paul Guzzi	26	29	61	29	34	36	28	21	37	41	36	44	422
Elaine Noble	12	13	8	7	22	11	8	13	12	20	10	12	148
Howard Phillips	24	23	35	7	34	37	13	21	19	41	26	33	313
Paul E. Tsongas	237	192	345	175	259	287	189	207	222	310	250	311	2984
All Others	1	0	0	0	2	0	0	0	0	0	0	0	3
Blanks	5	6	7	4	7	8	5	4	1	9	6	9	71
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303
GOVERNOR													
Michael S. Dukakis	140	102	202	89	156	182	105	124	155	184	152	202	1793
Barbara Ackermann	16	17	17	6	25	16	16	11	11	20	13	25	173
Edward J. King	163	175	267	155	212	215	151	153	140	240	185	211	2287
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	6	2	8	1	4	3	2	3	2	11	6	2	50
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303
LIEUTENANT GOVERNOR													
Thomas P. O'Neill III	252	240	381	205	308	352	225	228	253	370	288	328	3430
All Others	0	0	1	0	0	0	0	0	0	0	0	0	1
Blanks	73	56	112	46	89	64	49	63	55	85	68	112	872
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303
ATTORNEY GENERAL													
Francis X. Bellotti	236	229	373	210	293	347	237	221	246	354	277	328	3351
All Others	0	0	0	0	0	0	0	0	0	1	0	0	11
Blanks	89	67	121	41	104	69	37	70	52	100	79	112	941
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303
SECRETARY													
Michael Joseph Connolly	60	64	90	67	86	107	68	78	69	92	83	89	953
David E. Crosby	23	16	27	19	25	20	29	15	19	22	22	28	265
John Fulham	13	13	18	15	18	24	14	25	14	26	22	16	218
William James Calvin Jr	32	26	51	24	36	51	34	15	28	37	36	27	397
James W. Hennigan Jr	21	27	38	25	25	22	18	18	17	36	25	36	308
Lois G. Pines	114	75	164	46	109	104	56	75	86	134	82	143	1188
Anthony J. Vighiotti	15	20	27	21	35	33	19	14	22	30	26	16	278
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	47	55	79	34	63	55	36	51	53	78	60	85	696
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303
TREASURER													
Robert O. Crane	136	155	216	110	162	202	143	126	129	209	165	170	1923
Lawrence E. Blacke	9	15	12	5	14	15	9	14	11	16	10	15	145
Paul R. Cacchiotti	5	8	11	7	3	15	8	3	13	16	6	7	102
Latrene S. DiCara	100	66	156	73	122	116	67	93	98	110	93	140	1234
Thomas D. Lopes	12	7	17	15	14	12	13	7	14	21	16	12	160
Davey Philip Moore	17	8	18	19	24	12	19	6	10	25	23	31	212
All Others	0	0	0	0	0	0	4	0	0	0	0	0	4
Blanks	46	37	64	22	58	44	11	42	33	58	43	65	523
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303
AUDITOR													
Thaddeus Buczko	161	165	252	132	192	237	129	154	169	226	209	216	2242
Peter G. Meade	124	97	181	101	148	152	130	99	103	169	112	171	1587
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	40	97	61	18	57	27	15	38	36	60	35	53	474
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303
REPRESENTATIVE IN CONGRESS 5th Dist.													
Ronald A. Burba	2	3	5	2	7	3	1	1	2	11	2	6	45
Robert F. Hatem	74	56	124	56	116	97	50	95	86	119	83	113	1069
John F. Markey	37	20	82	19	55	55	37	54	47	76	37	70	589
Michael E. McLaughlin	40	59	64	40	72	50	33	41	64	41	58	623	
Raymond F. Rourke	105	122	139	108	76	134	95	70	79	87	133	96	1244
James M. Shannon	54	32	61	21	49	53	30	28	38	73	50	77	566
All Others	0	0	0	0	0	1	0	0	0	0	0	0	1
Blanks	13	4	19	5	22	12	11	10	15	25	10	20	166
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303
COUNCILLOR 3rd Dist.													
Herbert L. Connolly	33	36	54	43	55	60	40	32	50	72	42	53	570
Raymond P. McKeon	247	230	364	194	279	324	208	214	226	311	288	320	3205
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	45	30	76	14	63	32	26	45	32	72	26	67	528
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303

SENATOR IN GENERAL COURT 5th Mdix Dist.

Carol C. Amick	231	178	337	161	277	265	179	200	233	330	236	307	2934
Richard Robert Caples	71	82	118	74	89	110	83	63	56	99	95	97	1037
All Others	3	0	0	0	0	0	0	2	0	0	0	0	5
Blanks	<u>20</u>	<u>36</u>	<u>39</u>	<u>16</u>	<u>31</u>	<u>41</u>	<u>12</u>	<u>26</u>	<u>19</u>	<u>26</u>	<u>25</u>	<u>36</u>	<u>327</u>
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303

REPRESENTATIVE IN GENERAL COURT 16th Mdix Dist.

	Pct 1	Pct 2	Pct 3	Pct 4	Pct 5	Pct 6	Pct 7	Pct 8	Pct 9	Pct 10	Pct 11	Pct 12	Total
All Others	10	0	5	4	5	4	4	6	4	4	4	4	54
Blanks	<u>315</u>	<u>296</u>	<u>489</u>	<u>247</u>	<u>392</u>	<u>412</u>	<u>270</u>	<u>285</u>	<u>304</u>	<u>451</u>	<u>352</u>	<u>436</u>	<u>4303</u>
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303

DISTRICT ATTORNEY

John J. Droncy	119	135	197	138	154	193	125	135	123	181	175	173	1848
Guy A. Carbone	29	31	53	17	58	49	24	28	34	44	22	49	438
L. Scott Harshbarger	141	101	186	80	137	143	110	99	121	156	131	163	1568
All Others	0	0	0	0	0	0	0	4	0	0	0	0	4
Blanks	<u>36</u>	<u>29</u>	<u>58</u>	<u>16</u>	<u>48</u>	<u>31</u>	<u>15</u>	<u>25</u>	<u>30</u>	<u>74</u>	<u>28</u>	<u>55</u>	<u>445</u>
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303

REGISTRAR OF PROBATE & INSOLVENCY

Paul J. Cavanaugh	92	83	118	53	118	120	62	71	79	110	80	120	1106
Edward J. Bishop Jr	42	43	78	34	45	58	50	34	46	46	51	54	581
Francis C. Donahue	10	12	19	12	21	23	17	15	23	20	24	17	213
Leonard F. Deacon Doyle	32	22	43	34	31	36	27	23	25	52	37	31	393
John R. Harvey	18	17	22	22	26	19	28	17	13	46	22	24	274
Ralph R. Hogan	57	68	85	69	68	96	56	60	56	79	65	82	841
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	<u>74</u>	<u>51</u>	<u>129</u>	<u>27</u>	<u>88</u>	<u>64</u>	<u>34</u>	<u>71</u>	<u>66</u>	<u>102</u>	<u>77</u>	<u>112</u>	<u>895</u>
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303

COUNTY COMMISSIONER

John L. Danehy	96	94	133	79	108	136	88	83	87	138	116	109	1267
William C. Chisholm Jr	32	38	52	33	44	46	38	25	30	50	51	42	481
Michael T. Cunningham	75	66	143	72	106	103	85	72	82	108	75	99	1006
Bernard J. Hennessy	39	35	49	28	51	57	31	40	40	55	41	77	543
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	<u>83</u>	<u>63</u>	<u>117</u>	<u>39</u>	<u>88</u>	<u>74</u>	<u>32</u>	<u>71</u>	<u>69</u>	<u>104</u>	<u>73</u>	<u>113</u>	<u>926</u>
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303

COUNTY TREASURER

Rocco J. Antonelli	30	28	47	26	51	44	31	34	31	50	33	34	489
James F. Brennan	26	20	26	19	25	26	18	14	23	28	19	25	269
Thomas F. Coughlin	17	17	37	10	34	30	21	15	28	37	20	31	297
Donald A. Fantini	12	15	17	12	10	15	15	18	13	16	13	12	168
Charles A. Gallagher	136	142	224	140	136	194	128	120	116	164	175	176	1851
Richard D. Mahoney	9	11	15	10	24	11	8	9	16	23	10	22	168
John J. Twomey	31	23	30	19	41	35	20	27	20	49	29	38	362
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	<u>64</u>	<u>40</u>	<u>98</u>	<u>15</u>	<u>76</u>	<u>61</u>	<u>33</u>	<u>54</u>	<u>61</u>	<u>88</u>	<u>57</u>	<u>102</u>	<u>749</u>
TOTAL	325	296	494	251	397	416	274	291	308	455	356	440	4303

REPUBLICAN STATE PRIMARY

September 19, 1978

SENATOR IN CONGRCS

	Pct 1	Pct 2	Pct 3	Pct 4	Pct 5	Pct 6	Pct 7	Pct 8	Pct 9	Pct 10	Pct 11	Pct 12	Total
Edward W. Brooke	122	32	67	27	110	99	59	65	38	96	97	77	889
Avi Nelson	117	57	111	29	139	96	87	89	67	152	72	107	1123
All Others	0	0	0	0	0	0	0	0	0	0	1	0	1
Blanks	<u>3</u>	<u>4</u>	<u>2</u>	<u>3</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>2</u>	<u>20</u>
TOTAL	242	93	180	59	251	195	147	156	105	249	170	186	2033

GOVERNOR

Francis W. Hatch Jr	146	44	92	37	126	114	72	87	48	106	109	95	1076
Edward F. King	86	45	78	21	113	73	66	60	51	123	55	85	856
All Others	0	0	0	0	0	0	0	0	0	0	3	0	3
Blanks	<u>10</u>	<u>4</u>	<u>10</u>	<u>1</u>	<u>12</u>	<u>8</u>	<u>9</u>	<u>9</u>	<u>6</u>	<u>20</u>	<u>3</u>	<u>6</u>	<u>98</u>
TOTAL	242	93	180	59	251	195	147	156	105	249	170	186	2033

LIEUTENANT GOVERNOR

William I. Cowin	142	41	89	31	122	117	59	81	54	106	99	95	1036
Peter McDowell	63	33	56	19	85	52	59	38	35	82	50	52	624
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	<u>37</u>	<u>19</u>	<u>35</u>	<u>9</u>	<u>44</u>	<u>26</u>	<u>29</u>	<u>37</u>	<u>16</u>	<u>61</u>	<u>21</u>	<u>39</u>	<u>373</u>
TOTAL	242	93	180	59	251	195	147	156	105	249	170	186	2033

ATTORNEY GENERAL

William F. Weld	186	74	139	48	190	150	112	117	71	178	149	129	1543
All Others	0	0	0	0	0	0	0	0	0	0	1	0	1
Blanks	<u>56</u>	<u>19</u>	<u>41</u>	<u>11</u>	<u>61</u>	<u>45</u>	<u>35</u>	<u>39</u>	<u>34</u>	<u>71</u>	<u>20</u>	<u>57</u>	<u>489</u>
TOTAL	242	93	180	59	251	195	147	156	105	249	170	186	2033

TOWN WARRANT FOR STATE ELECTION

November 7, 1978

THE COMMONWEALTH OF MASSACHUSETTS
MIDDLESEX, SS.

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

GREETING:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in elections to vote at the 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 7th day of November, 1978, at 8:00 a.m. to 8:00 p.m., for the following purposes:

To cast their votes in the State Election for the Election of Candidates for the following offices:

Senator in Congress for this Commonwealth Governor & Lieutenant

Governor for this Commonwealth
Attorney General for this Commonwealth
Secretary for this Commonwealth
Treasurer for this Commonwealth
Auditor for this Commonwealth
Representative

in Congress for 5th Congressional District
Councillor for 3rd Councillor District
Senator in

General Court . . . for 5th Middlesex Senatorial District
Representative in General

Court for 16th Middlesex Representative District
District Attorney for Northern District
Registrar of Probate

& Insolvency for Middlesex County
County Commissioner for Middlesex County
County Treasurer for Middlesex County

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 at the time and place of said meeting.

Given under our hands this 30th day of October, A.D., 1978.

S/William R. Murphy
S/Joseph B. Shanahan, Jr.
S/John W. Carson
S/Arnold J. Lovering
S/Paul C. Hart

Selectmen of Chelmsford

COMMONWEALTH OF MASSACHUSETTS

October 31, 1978

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

A true copy, Attest:

William E. Spence
Constable of Chelmsford

SPECIAL TOWN MEETING

November 30, 1978

The Special Town Meeting was called to order by the Moderator Daniel Coughlin, who recognized the presence of a quorum, at 7:50 PM. Selectman Murphy moved to waive the reading of the Constable's return of services of the posting of the warrant. Motion carried. Selectman Murphy moved to waive the reading of the entire warrant. Motion carried.

The Moderator then gave a brief review of the rules and regulations governing Town Meeting action.

UNDER ARTICLE 1 Selectman Murphy moved that the Town vote to amend the Chelmsford Zoning By-Law and Zoning Map as follows:

"The Zoning Map and accompanying Ordinance passed and as most recently amended by establishing new lines and striking out the designation "RB" District as shown on said zone map and deleting the change adapted at the 1978 Annual Town Meeting and substituting in place thereof new lines and designation "RM" District for Town-houses type condominiums insofar as said zone map related to the following described premises:

A certain parcel of land, located in Chelmsford, Middlesex County, Massachusetts, being shown on a plan of land entitled "Lorum Estates" subdivision plan of land in Chelmsford, Mass., Dana F. Perkins, & Sons, Inc., Engineers and Surveyors, dated September 15, 1972, recorded with Middlesex North District Registry of Deeds in Book 115, Page 155, being bounded and described as follows:

Beginning at the southwesterly corner of said parcel at a point on the northeasterly line of Prescott Drive; thence, northeasterly by Lot A, as shown on said plan, 368.8 feet of land now or formerly of Eastern Dry Wall Assoc., Inc. thence south 82°36'36" east by land now or formerly of Eastern Dry Wall Assoc., Inc.; 415.39 feet to a bound as shown on said plan; thence south 57°46'46" east by land now or formerly of Claude J. Harvey, as shown on said plan to land now or formerly of Charles F. and Joanne D. Philbrook, as shown on said plan; thence southerly to a Massachusetts Highway bounded, as shown on said plan; thence north 73°16'30" west by the northeasterly line of Route 3, as shown on said plan to a point on the southwesterly line of Prescott Drive; said point being located where the course first above mentioned, if extended in a straight line south 19°29'8" west would intersect said southwesterly line of said Prescott Drive; thence 19°29'8" east 50 feet to the point of beginning.

Said premises being a portion of Lot B, as shown on the plan, hereinbefore mentioned.

Attorney Howard Hall, representing Mr. Robert Hicks, owner of the above mentioned parcel of land, explained the construction, and layout and reason for reappearing before the Town Meeting body.

Bernard Masters gave a brief explanation on why he was against passage of this article. Mr. Clarke and Ken Tarbox asked questions concerning the overhead layout and septic system, of the complex.

The Moderator attempted to arrive at a unanimous vote, and failed, a hand count had to be taken. A $\frac{3}{4}$ vote is required for passage, the following tellers were appointed:

David McLachlan	Jane Drury
Edward Marshall	Dorothy Lerer
Richard Burr	Connie Fabien
Margaret Johnson	Norman LaBrequé

The result was: 156 in favor, 31 against, motion passes

Gene Roberts of 75 High Street questioned the quorum, Mr. Roberts decided to withdraw his motion. Edward Cady of Crockett Drive, then questioned the quorum. The tellers came forward and a head count was taken of the voters present. There were 227 voters, Town By-Law requires a quorum of 300 voters present. Selectman Murphy moved to adjourn the meeting till Wednesday, December 6, 1978, 7:30 PM at the McCarthy Jr. High Gym. Motion Carried. Meeting adjourned at 8:30 PM.

**WARRANT FOR SPECIAL TOWN MEETING
NOVEMBER 30, 1978
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 McCarthy Junior High School Gymnasium on Thursday Evening, the thirtieth day of November, 1978, at 7:30 pm o'clock, then and there to act upon the following articles, viz:

ARTICLE 1. To see if the Town will vote to amend the Chelmsford Zoning By-law and Zoning Map as follows:

"The Zoning Map and accompanying Ordinance passed and as most recently amended entitled "Zoning By-Law of the Town of Chelmsford" is hereby amended by establishing new lines and striking out the designation "RB" District as shown on said zone map and deleting the change adapted at the 1978 Annual Town Meeting and substituting in place thereof new lines and designation "RM" District for Townhouse type condominiums insofar as said zone map related to the following described premises:

A certain parcel of land, located in Chelmsford, Middlesex County, Massachusetts, being shown on a plan of land entitled "Lorum Estates," subdivision plan of land in Chelmsford, Mass., Dana F. Perkins & Sons, Inc., Engineers and Surveyors, dated September 15, 1972, recorded with Middlesex North District Registry of Deeds in Book 115, Page 155, being bounded and described as follows:

Beginning at the southwesterly corner of said parcel, at a point on the northeasterly line of Prescott Drive; thence, northeasterly by Lot A, as shown on said plan, 368.80 feet to land now or formerly of Eastern Dry Wall Assoc., Inc., thence south 82° 36' 36" east by land now or formerly of Eastern Dry Wall Assoc., Inc., 415.39 feet to a bound as shown on said plan; thence south 57° 46' 46" east by land now or formerly of Claude J. Harvey, as shown on said plan to land or formerly of Charles F. and Joanne D. Philbrook as shown on said plan; thence southerly to a Massachusetts Highway bound, as shown on said plan thence north 73° 16' 30" west by the northeasterly line of Route 3, as shown on said plan to a point on the southwesterly line of Prescott Drive; said point being located where the course first above mentioned, if extended in a straight line south 19° 29' 8" west would intersect said southwesterly line of said Prescott Drive; thence north 19° 29' 8" east 50 feet to the point of beginning.

Said premises being a portion of Lot B, as shown on the plan, hereinbefore mentioned; or act in relation thereto.

Board of Selectmen

ARTICLE 2. To see if the Town will vote to authorize the School Committee for the Town of Chelmsford to transfer to the Chelmsford Housing Authority, through

the Board of Selectmen, the McFarlin School — B Building and land therewith, for the purpose of rehabilitating said structure for elderly housing and said conveyance shall take place not later than June 30, 1979, or take any action in relation thereto.

Board of Selectmen

ARTICLE 3. To see if the Town will vote to approve the following resolution:

“RESOLVED that the Board of Health of the Town of Chelmsford be advised that the Town approves of their current policy to refuse to issue new licenses to authorize the establishment of a business of massage.”

or act in relation thereto.

Board of Selectmen

ARTICLE 4. To see if the Town will vote to rescind the balance of \$270,786.00 from “Loans Authorized” as approved under Article 22 of the Annual Town Meeting held March 12, 1973. Said Article authorized borrowing of \$950,000.00 for the reconstruction of Crystal Lake and only the sum of \$679, 214.00 of required borrowing was necessary to complete this project, or act in relation thereto.

Board of Selectmen

ARTICLE 5. To see if the Town will vote, pursuant to Section 9 of Chapter 258, Mass. G.L., as inserted by Chapter 512 of the Acts of 1978, to transfer from available funds a certain amount of money to effect insurance providing indemnity for each officer and employee of the town, including the school department, from personal financial loss and expense, including legal fees, if any, in the amount of \$1,000,000.00, arising out of any claim, action, award, compromise, settlement or judgement by reason of an intentional tort, or by reason of any act or omission which constitutes a violation of the civil rights of any person under federal or state law, if such employee or officer at the time of such intentional tort of such act or omission was acting within the scope of his official duties or employment, and provided that no such employee or officer shall be indemnified for violation of any such civil rights if he acted in a grossly negligent, willful or malicious manner, or act in relation thereto.

Board of Selectmen

ARTICLE 6. To see if the Town will vote to authorize the Board of Health to engage a professional engineer for the purpose of preparing a study and report on the feasibility of a septage disposal system for the Town of Chelmsford, said facility to be located at the Swain Road landfill, and to transfer from available funds the sum of Six Thousand Five Hundred Dollars (\$6,500) for the preparation of the professional engineering study and report, and transfer from available funds the sum of Two Thousand Dollars (\$2,000) for the purpose of subsurface and geotechnical exploration and borings in connection with said study and report, with the total expenditure not to exceed a combined cost of Eight Thousand Five Hundred Dollars (\$8,500), and to determine whether the funds shall be raised by taxation, by appropriation or transfer from available funds in the Treasury, or by borrowing under the provisions of Chapter 44 of the General Laws of the

Commonwealth of Massachusetts, or to take any action related thereto.

Board of Selectmen

ARTICLE 7. To see if the Town will vote to authorize the Board of Health to engage a professional engineer for the purpose of preparation of construction plans and specifications for a septage disposal system at the Swain Road landfill, contingent upon the demonstration of the feasibility of system construction in the previously authorized report and study, and to transfer from available funds the sum of Six Thousand Dollars (\$6,000) to be utilized by the Board of Health in having construction plans and specifications prepared for said disposal system and to determine whether the funds shall be raised by taxation, by appropriation or transfer from available funds in the Treasury, or by borrowing under the provisions of Chapter 44 of the General Laws of the Commonwealth of Massachusetts, or to take any action related thereto.

Board of Selectmen

ARTICLE 8. To see if the Town will vote to authorize the Board of Selectmen to transfer by a good and sufficient bill of sale, title to one (1) 1972 Chevrolet pickup truck with snow plow now being used by the Fire Department, or act in relation thereto.

Board of Selectmen

ARTICLE 9. To see if the Town will vote to transfer from available funds a certain sum of money for the purchase of equipment for the Highway Department, such purpose to be made under the direction 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 (1) truck chassis (for waste collections) for the Highway Department;
- (b) To purchase one (1) packer body (for waste collections) for the Highway Department;
- (c) To sell by good and sufficient bill of sale two (2) waste collection trucks used by the Highway Department in the recycling program;

or act in relation thereto.

Board of Selectmen

ARTICLE 10. To see if the Town will vote to transfer from available funds a certain sum of money to pay the teachers of the Chelmsford Public Schools, said amount to honor the balance of salaries due them for the 1977/78 school year under the terms of the Agreement negotiated by them with the School Committee for the 1977 to 1980 school years and signed October 25, 1978, or act in relation thereto.

Board of Selectmen

ARTICLE 11. To see if the Town will vote to appropriate and transfer a certain sum of money from Antirecession Fiscal Assistance funds to various accounts for the maintenance of basic services, or act in relation thereto.

Board of Selectmen

ARTICLE 12. To see if the Town will vote to amend the Personnel, Wage and Salary Administration By-law Sec-

tion 4 Subsection (c) by adding the following sentence after the first sentence of the second paragraph:

"The appointing authority shall select the step of the salary scale at which the employee shall commence employment within the salary range established for each position."

or act in relation thereto

Board of Selectmen

ARTICLE 13. 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 of the Amendments to the Constitution of the Commonwealth of Massachusetts for a special act: "Enabling the Town of Chelmsford to pay the sum of \$5,495.98 to Highway Department employees for overtime worked during the fiscal years 1976, 1977, and 1978," or act in relation thereto.

Board of Selectmen

ARTICLE 14. To see if the Town will vote to authorize the Board of Selectmen to convey to Thomas O'Brien all right, title and interest, if any, held by the Town in a portion of a public way known as Green Way, for consideration to be determined or act in relation thereto.

Board of Selectmen

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 13th day of November A.D., 1978.

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

November 16, 1979

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, fourteen days at least before the time appointed for holding the meeting aforesaid.

ADJOURNED
SPECIAL TOWN MEETING
December 6, 1978

The Adjourned Special Town Meeting was called to order at 7:45 PM, by the Moderator Daniel Coughlin, who recognized the presence of a quorum. Bernard Masters of Hornbeam Hill Road, questioned the quorum. The following tellers were appointed to take a head count of the voters present.

Carolyn Bennett
Richard Burt
David McLachlan

Margaret Johnson
Dorothy Lerer
Edward Marshall

The result of the count was 245 voters present. Town By-Law requires 300 voters for a Special Town Meeting. The moderator therefore declared the Special Town Meeting of December 6th, 1978 adjourned sine die.

STATE ELECTION
November 7, 1978

	Pct 1	Pct 2	Pct 3	Pct 4	Pct 5	Pct 6	Pct 7	Pct 8	Pct 9	Pct 10	Pct 11	Pct 12	Totan
SENATOR IN CONGRESS													
Edward W. Brooke	488	233	498	166	550	429	289	387	279	495	342	479	4635
Paul E. Tsongas	591	515	836	349	796	686	528	488	530	860	527	757	7463
All Others	2	4	3	2	1	4	3	1	2	8	3	5	38
Blanks	15	7	19	7	21	14	11	12	10	23	7	10	156
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
GOVERNOR-LIEUTENANT GOVERNOR													
Hatch & Cowin	559	223	547	162	634	461	303	443	327	612	361	574	5206
King & O'Neill	510	515	744	348	690	626	507	412	458	717	486	625	6638
All Others	6	9	31	2	17	18	7	12	24	15	10	22	173
Blanks	21	12	34	12	27	28	14	21	12	42	22	30	275
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
ATTORNEY GENERAL													
Francis X. Bellotti	765	585	992	423	982	857	637	598	655	1034	631	908	9067
William F. Weld	308	162	328	88	356	259	176	275	145	325	234	318	2974
All Others	1	0	0	0	1	0	0	0	0	0	0	0	2
Blanks	1	0	0	0	0	0	0	0	0	0	0	0	2
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
SECRETARY													
Michael Joseph Connolly	476	492	685	347	657	606	494	378	468	673	468	579	6323
John W. Sears	546	230	586	143	636	463	291	458	307	631	374	583	5248
All Others	0	0	0	0	0	1	0	0	0	1	0	1	3
Blanks	74	37	83	34	75	63	46	52	46	81	37	88	718
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
TREASURER													
Robert Q. Crane	491	457	666	312	623	613	488	383	441	719	434	579	6206
Lewis S. W. Crampton	540	273	626	186	676	462	308	453	336	598	416	591	5465
All Others	0	0	0	0	0	0	0	0	0	1	0	0	1

Blanks	<u>65</u>	<u>29</u>	<u>64</u>	<u>26</u>	<u>69</u>	<u>58</u>	<u>35</u>	<u>52</u>	<u>44</u>	<u>68</u>	<u>29</u>	<u>81</u>	<u>620</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
AUDITOR													
Thaddeus Buczko	548	492	789	336	698	675	521	445	512	765	497	663	6941
Timothy F. O'Brien	471	221	481	154	570	391	259	377	255	524	336	484	4523
All Others	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>
Blanks	<u>77</u>	<u>46</u>	<u>86</u>	<u>34</u>	<u>99</u>	<u>67</u>	<u>51</u>	<u>66</u>	<u>54</u>	<u>97</u>	<u>46</u>	<u>104</u>	<u>827</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
REPRESENTATIVE IN CONGRESS 5th Dist													
John J. Buckley	397	163	476	104	499	324	213	351	232	423	252	448	3882
James M. Shannon	420	414	526	243	540	460	387	296	373	607	355	514	5144
James J. Gaffney III	247	173	318	165	294	310	205	212	198	327	253	253	2955
All Others	<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>1</u>	<u>0</u>
Blanks	<u>32</u>	<u>9</u>	<u>36</u>	<u>12</u>	<u>35</u>	<u>30</u>	<u>26</u>	<u>29</u>	<u>18</u>	<u>29</u>	<u>19</u>	<u>35</u>	<u>310</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
	Pct 1	Pct 2	Pct 3	Pct 4	Pct 5	Pct 6	Pct 7	Pct 8	Pct 9	Pct 10	Pct 11	Pct 12	Total
QUESTION 2													
Yes	689	483	933	314	892	728	503	572	576	935	556	853	8034
No	299	184	335	140	376	280	234	243	190	381	225	330	3217
Blanks	<u>108</u>	<u>92</u>	<u>88</u>	<u>70</u>	<u>100</u>	<u>125</u>	<u>94</u>	<u>73</u>	<u>55</u>	<u>70</u>	<u>98</u>	<u>68</u>	<u>1041</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
QUESTION 3													
Yes	691	487	907	341	895	704	521	570	529	930	525	837	7937
No	301	190	372	119	380	299	225	240	241	390	252	3532	3372
Blanks	<u>104</u>	<u>82</u>	<u>77</u>	<u>64</u>	<u>95</u>	<u>130</u>	<u>85</u>	<u>68</u>	<u>51</u>	<u>66</u>	<u>102</u>	<u>61</u>	<u>983</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
QUESTION 4													
Yes	684	462	879	321	836	667	465	529	543	904	523	841	7654
No	306	203	376	132	409	313	256	270	207	397	247	330	3455
Blanks	<u>106</u>	<u>94</u>	<u>101</u>	<u>71</u>	<u>123</u>	<u>153</u>	<u>101</u>	<u>89</u>	<u>71</u>	<u>85</u>	<u>109</u>	<u>80</u>	<u>1183</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
QUESTION 5													
Yes	426	311	583	230	570	500	325	358	359	568	356	543	5129
No	522	334	630	204	634	448	385	423	383	683	377	604	5627
Blanks	<u>148</u>	<u>114</u>	<u>143</u>	<u>90</u>	<u>164</u>	<u>185</u>	<u>121</u>	<u>107</u>	<u>79</u>	<u>135</u>	<u>146</u>	<u>104</u>	<u>1536</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
QUESTION 6													
Yes	663	511	922	328	914	732	547	566	556	908	569	814	8030
No	334	171	362	130	363	278	214	259	216	415	216	387	3345
Blanks	<u>99</u>	<u>77</u>	<u>72</u>	<u>66</u>	<u>91</u>	<u>123</u>	<u>70</u>	<u>63</u>	<u>49</u>	<u>63</u>	<u>94</u>	<u>50</u>	<u>917</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
QUESTION 7													
Yes	588	376	714	269	729	606	426	458	449	739	460	688	6502
No	396	294	546	183	526	399	317	345	316	555	313	498	4688
Blanks	<u>112</u>	<u>89</u>	<u>96</u>	<u>72</u>	<u>113</u>	<u>128</u>	<u>88</u>	<u>85</u>	<u>56</u>	<u>92</u>	<u>106</u>	<u>65</u>	<u>1102</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292
QUESTION 8													
Yes	709	478	949	332	919	708	524	593	588	943	540	875	8158
No	182	135	206	90	252	200	167	153	130	251	159	212	2137
Blanks	<u>205</u>	<u>146</u>	<u>209</u>	<u>102</u>	<u>197</u>	<u>225</u>	<u>140</u>	<u>142</u>	<u>103</u>	<u>192</u>	<u>180</u>	<u>164</u>	<u>1997</u>
TOTAL	1096	759	1356	524	1368	1133	831	888	821	1386	879	1251	12292



SCHOOL COMMITTEE

William K. Sharpley, Jr., Vice-Chairman
John W. Peters, Secretary

Myra J. Silver, Chairman

Stan Norkunas
Carol C. Cleven

Cynthia L. Teele, Student Member
Thomas L. Rivard, Superintendent

THE ANNUAL REPORT FOR 1978

Years	Teachers	Non-Teachers ¹	Budget ²	Expenditures	Enrollment
1973	512	296	14,767,112. ³	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	565	336	12,348,725.	12,337,877.	9,311
1977	550	298	13,024,958.	13,008,530.	8,936
1978-79	539	273	13,608,419.		8,395

¹Includes Part Time Personnel

²Includes Federal Funds

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

⁴Not Finalized until 6/30/79

Each year begins with its own sense of promise, problems and hope. 1978 was no exception. Declining enrollment, staffing, evaluation, curriculum, collective bargaining, and inflation were all part of the challenge which the School Department tackled with vigor and purpose.

Declining enrollments continue to be a major issue in the Chelmsford Public Schools. Kindergarten through sixth grade enrollments stood at 4,046 on October 1, 1978 — a decline of 390 from the previous year, and a

decline of 1,222 from the 1974 high of 5,268. The birth rate to Chelmsford residents has fallen more than 50.4% in the past nine years and in-migration and housing development have slowed considerably.

The enrollment projections, which are calculated using the latest birth and enrollment figures in a formula consistently applied since 1970, proved once again to meet the actual school enrollment. The summary of these projections follows:

Grade	Projected	New Projections for 1979-83				
	1978	79	80	81	82	83
K	404	365	362	342	313	300
1-6	3691	3394	3119	2783	2495	2311
7-9	2186	2044	1908	1875	1820	1732
10-12	2077	2087	2030	1936	1809	1692
Sp. Class	65	65	65	65	65	65
TOTAL	8423	7955	7484	7001	6502	6100

Chelmsford's official enrollment of 8,395 students for the school year 1978-79 represents a decline of 541 students or 6.4% from the 8,936 enrolled in 1977-78.

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

STUDENT ENROLLMENT

School	X	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	73	78	87	102	118	109	119								686
Center	43	63	69	93	97	92	105							12	574
Harrington	52	85	97	103	123	101	127								688
Highland						105									105
North	95	101	116	124	135										571
South Row	47	45	78	86	102	84	84							26	552
Westlands	81	116	133	120	116	120	103							14	803
McCarthy								384	410	378					1172
Parker							119	328	329	338				18	1132
High											725	722	663	PG 2	2112
TOTALS	391	488	580	628	691	611	657	712	739	716	725	722	663	72	8395

Dealing with declining enrollments presents many problems along with many opportunities and requires even greater managerial skills and comprehensive planning by the School Department.

In January of this year, the School Committee received its first report from the Ad Hoc Committee on Declining Enrollment which had been formed by the School Committee in the fall of 1977 to study declining enrollments and related issues. The final report from this committee is due in February 1979, and will provide the basis of long-range planning to accommodate a thoughtful and rational approach to dealing with declining enrollments. Some of the issues that have already surfaced and are being addressed because of declining enrollments are: reduction in teaching and support staff, class size and sections per grade, utilization of buildings, cost-effective use of school buildings, and the number of elective courses available to secondary students.

On September 5, 1978, the School Committee voted to return the McFarlin School "B" Building, which became vacant this past June, to the Board of Selectmen for use by the Chelmsford Housing Authority.

Two years of negotiations with first the Chelmsford Teachers' Association, and then the Chelmsford Federation of Teachers ended on October 25, 1978, after a short acrimonious strike, with an agreement on a three year contract retroactive in salaries to July 1, 1977. The salary increase was set at 4.8% plus step increase for teachers on Step 1-10 of the salary schedule and 6% for teachers on Step 11 (top step) for 1977-78; the identical percentage increases were granted for the current school year, 1978-89; and a 6% plus step increase for teachers on Step 1-10 of the salary schedule and 6% for teachers on Step 11 (top step) for 1979-80. The teachers were on strike for

two days. A major issue in the negotiations was reduction in force (RIF) procedures applicable to tenured teachers in view of declining enrollments.

Over the past several years the new problems, ideas and concerns which developed have led to an increased awareness in the community and within the school staff for an even greater need to work together to achieve the goals of the school system.

In order to establish a closer relationship among administrators, teachers, students and parents, a House Plan was successfully implemented at the McCarthy Junior High School in September. The new policies instituted to assist the students in assuming their responsibilities have been very effective.

The School Committee continues to work with the school administration, faculty and community on policy matters, especially as they relate to instructional programs. The improvements in the instructional programs can be attributed to the school system's efforts over the past few years to organize the curriculum more effectively, to analyze individual student's needs and learning styles, to utilize instructional materials appropriately and to work in closer understanding and cooperation with parents. Goals and priorities, together with evaluation procedures, are being clarified or developed for every subject area. A manual for the improvement and evaluation of administrators is being developed, and work is being done to improve the evaluation procedures for other members of the school staff.

As has been stated in earlier reports, planning teaching strategies and materials to permit students to progress according to their needs requires a dedicated commitment of effort and time from all. 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

Curriculum development in language arts is a process of articulating the nature and scope of the program and of providing appropriate materials and assessment instruments for achieving and measuring success. Accordingly, guides and programs are continuously developed to meet the needs of students at all levels from kindergarten to grade 12.

At the elementary level, The Language Arts Competencies Guide for Mechanical Skills in Writing, developed in a summer workshop by Chelmsford teachers, provides the structure and direction for teaching grammar, punctuation, and capitalization in grades K-6. This guide consists of a Skills Development Chart which provides by grade level the specific objectives for students in mechanical skills, the materials available for achieving the objectives, and a pre-test for each of the objectives listed. An annotated list of all language arts materials available at the elementary level and a Profile Sheet for charting the individual progress of students are also included and can be used at the discretion of the teacher.

The Merrill Spelling Program adopted last year at the elementary level continues to prove successful. This program is based on the following two ideas:

1. Students learn to spell most efficiently by taking pre-tests and then studying the words they misspelled.
2. Students must use the words they have learned to spell in meaningful activities.

The second feature of the program is really the more attractive and important. The truth of the matter is that regardless of how well students learn to spell the words in their spelling lists, they must use these words in their writing. Students learn to write and to spell by writing, and this particular program is predicated on continuous writing assignments in each unit.

This year, the Merrill Spelling Program is in the process of being extended to grades 7 and 8. To facilitate the implementation of this program, several workshops in writing are planned for junior high school teachers. In addition to this formal spelling program, spelling lists generated from students' compositions are and will continue to be part of teaching spelling in the junior high schools.

The writing program at the junior high schools includes using diagnostic and mastery tests in mechanical skills at each grade level and monitoring a student's progress in writing by keeping writing folders for each student in grades 7 through 9. In addition to writing samples, forms listing the books students have read for class and for outside reading are included in these folders. The forms were developed by the junior high school English department.

The English program at the high school continues to

provide a reasonable balance between elective and required courses. The elective program does not apply to the sophomore year where students must take one of three levels of English which run parallel to the three levels of English at the junior high schools. It is not until the junior year that students can choose between year-long curriculum level courses or semester-long elective courses. Seniors have the greatest amount of flexibility in the elective program, but even here departmental guidelines insure an appropriate balance of the skills being taught: no more than one of the courses elected can be from any one of three of the following categories—reading, writing, or performance.

Elective courses provide for interests and needs beyond those offered in the regular program. Two new electives—Science Fiction and Periodical Literature—meet these criteria. The interest in science fiction is largely related to the recent success and popularity of films like Star Wars and Close Encounters of the Third Kind. Periodical Literature, on the other hand, provides students who need help in reading with the opportunity to improve their basic skills by reading and discussing newspapers and magazines.

A new Honors program in English is for the first time being offered this year at the high school. Twenty-five students were selected from the entire sophomore class to participate in the junior Honors program which will lead to Advanced Placement in the senior year. Advanced Placement refers specifically to the senior year where a student following a course consistent with the College Entrance Examination Board Advanced Placement Program does work which is the equivalent to college freshmen English. The Honors program will be offered in grade 10 in September, 1979.

One of the major system-wide concerns in curriculum for the next two or three years is to meet the guidelines for minimum standards in English mandated by the State Department of Education. Although not all of the ramifications of competency testing in Massachusetts are known, it is clear that local school districts will play a major role in developing the details of their own basic skills competency assessment. This means that subject to state approval local school districts will determine the performance standards and learning objectives to be achieved in reading, writing, listening, and speaking and will develop their own instruments for measuring the progress made in these areas.

Composition: K-12, a guide developed during a six-day workshop this past summer, provides the first component of a minimum competency program in writing statements of specific skills by grade level that students should master. As part of the process of implementing this writing program, workshops and meetings are and will continue to be held throughout the year. To facilitate the effectiveness of these meetings and to meet the state's guidelines for monitoring the progress of each student in basic skills, all teachers in grades 3-12 are following these procedures:

1. Keeping a writing folder for each student which will be passed on to his/her next year's teacher.
2. Including in the writing folder—
 - A. one paper each marking term, including

drafts and final copies illustrating stated paragraph objectives

B. a Profile Sheet for each student.

Incidentally, this guide is available not only to teachers but also upon request to parents. Each page is in language that is understandable to the layman, enabling parents to understand more about the expectations of Chelmsford's writing program and of how they can assist in the development and growth of their child's writing.

The writing program, however, is only a start; there is still much to do: sharing concerns about strategies and approaches for correcting compositions, working with other departments to reinforce one another, improving articulation within each grade and from grade to grade, and trying whenever possible to integrate reading, writing, speaking, and listening skills. With the continued support and concern of the community, staff, and students, these and similar goals of the language arts program in Chelmsford will be achieved.

FROM THE COORDINATOR OF MATHEMATICS

The mathematics program in the Chelmsford Public Schools strives to develop the creativity and competence of all its students in the application of mathematical knowledge. As in previous years, computational skills and problem solving abilities continue to be integral to the program. By establishing a careful equilibrium between the abstract understanding of concepts and the mastery of basic computational processes, teachers, parents and administrators are working diligently to develop mathematically literate citizens in the schools.

The results of academic research continue to play an important role in the development of the mathematics curriculum. At the initial learning level, it has been shown that mathematical concepts are more easily understood if they are introduced through concrete representations. In order to integrate this finding into the curriculum, the Mathematics Resource Center has been expanded since its inception last year. The Center now contains many materials and curriculum resources that are valuable for instruction. A great majority of the teachers currently borrow materials from this Center to help improve their instructional techniques. In addition, this more efficient allocation and sharing of materials has not only resulted in a lower budget request for mathematics, but is has also increased the use of current and innovative materials in the classrooms. Because the use of many manipulative materials requires teacher training, additional workshops have been held for teachers. At the primary level during the past year, nearly 80% of the instructional staff attended these voluntary workshops.

The careful introduction of the metric system of measurement continues to be realized at the elementary level. In the last year, metric materials and curriculum information have been introduced to the intermediate level. Each elementary classroom is now equipped with the metric materials appropriate for the grade level. In addition, workshops to suggest effective teaching strategies have been held and will continue to be conducted for the benefit of the instructional staff. The con-

version to the metric system will be very gradual in the society. In the schools, however, the conversion may proceed more rapidly because many of the textbooks and teacher materials currently available emphasize heavily the metric system of measurement.

The mathematics curriculum continues to make provisions for children with varying levels of ability in mathematics. For the most talented children, the MATH HORIZONS program continues to provide challenging materials to broaden and expand the mathematical knowledge of these students. For the remedial or learning disabled student, many of the schools now have special programs in mathematics to assist these students in learning the basic mathematical skills. In addition, various individualized learning programs are underway which encourage children to explore mathematics at their own rate.

At the secondary level, the mathematics program maintains numerous levels of instruction in largely homogeneous classes. Although mathematics is not a required subject at the high school, nearly 90% of the students once again elected to study mathematics at some level. Students are able to choose courses ranging from Advanced Placement Calculus to Practical Living, a course emphasizing tax, banking, insurance and money management. In the next year additional semester courses will be implemented to provide a broader choice for students who do not anticipate further work in mathematically related fields. At the junior high level, new textbooks are being considered and in some cases adopted in order to reflect the inclusion of new content in the curriculum and to integrate the increased emphasis on basic skill acquisition.

Increased interest in computers has caused the mathematics laboratory at the high school to become extremely active this year. An average of 130 students visit this room each day in order to work with computer terminals and programmable calculators. Under the supervision of the mathematics aide, the laboratory has become an integral part of Chelmsford High School. Semester courses utilizing the computer are offered not only by the mathematics department but also by the social studies and data processing departments. In addition, a computer literacy unit has been developed which is now integrated into all basic geometry and algebra I classes. This unit is an attempt to provide an introduction and initial experience with the computer for all students who will graduate from Chelmsford High School.

Increasing publicity is being given to minimal competency requirements which may be mandated by the Commonwealth. In anticipation of this possibility, two significant activities have taken place in the mathematics program. At the elementary level, a summer workshop was held during 1978 to develop a listing of basic skills to be taught at each grade level. This development sequence of learning tasks was distributed to all members of the elementary staff and will form the basis for any skills evaluation procedures. At the secondary level the Criterion Referenced Test of Basic Computational Skills continues to be improved. The initial form of this test was developed in 1974 and has been revised each subsequent year to provide increased reliability and validity. The test

is currently administered to all eighth graders with a slightly different form being given to ninth graders. At the present time, the results of the test are used to assist teachers in diagnosing the skill deficiencies of the students.

Mathematics is both a highly organized system of abstract ideas and a series of functional and utilitarian tools. The mathematics program in Chelmsford recognizes these two extremes and is committed to establishing a dynamic parity between them. In this way, our goal to develop mathematically competent citizens will be realized.

FROM THE COORDINATOR OF SCIENCE

The Science curriculum in the Chelmsford Public Schools is a well articulated program of inquiry and concept.

The active participation of the student in the learning process is encouraged through multi-stimuli methodology.

The K-6 program is divided into physical science and life science content area. 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 supplemental units, as well as scientific articles and readers designed for the elementary student. The science program at the sixth grade level deals with ecology and environmental studies. One segment of the program includes a unit dealing with the northeastern environment and is used in conjunction with a week-long outdoor environmental experience on Cape Cod.

The secondary program continues the student's development by offering a comprehensive study of life, earth and the physical sciences at the junior high level. Emphasis at this level has been placed on basic concepts and skill building. The Health Education program at grade seven continues to strengthen the student's knowledge of the body systems and medical systems. The affective domain is stressed in dealing with the factors that change the individual's physical and chemical systems. The Honors Biology program in grade nine continues to stress the environmental and ecological aspects of biology.

In grade 10 through 12 the science program continues to emphasize a strong laboratory orientation. This past year through the efforts of the Health Education Curriculum Committee, a three week unit in Human Sexuality was designed after an intensive in-service program. The in-service program was held at the University of Lowell and was attended by Health Education Curriculum Committee members and faculty representing all levels from the Chelmsford system. The resulting three week unit was then included in the sophomore biology curriculum. Although the unit was optional, it was overwhelmingly received by parents and students.

The chemistry sequence is a highly structured program combining laboratory experiments and lectures. An individualized program at the senior level prepares students for future success in chemical careers. This Advanced

Chemistry program also prepares the students to take the College Board Advanced Placement test in chemistry.

The Health Education program at the senior level provides the student training in American Red Cross Basic First Aid and CPR. Students are also taught certain aspects of Family Living, Medical Insurance, and health related topics that will be of immediate use as they enter the world of work. CPR training is also being extended to as many senior students as possible.

The photography classes continue to show increased enrollment. Students with a wide range of abilities continue to achieve success and show heavy involvement in the photography project.

Botany continues to be taught with a dual emphasis on plant physiology and structure as well as techniques for the human gardener.

The Biology II course in Anatomy has shown increasing enrollment. Students are taught dissection skills on a laboratory specimen. The skeletal, muscle, circulatory, intestinal, and renal systems, all of these systems are then related to the human anatomy.

The Science Program in the Chelmsford Public Schools attempts to provide each student with the necessary background to perform his future role in society. The non-scientist must be as equally well-prepared as the scientist. All students must be exposed to the logic, simplicity and beauty of science.

FROM THE COORDINATOR OF SOCIAL STUDIES

Social Studies in the Chelmsford Schools continues to develop informed citizens who are prepared to participate intelligently in community, national or international concerns.

Thus, our social studies curriculum has a dual, yet interrelated focus: recognizing the interdependence of all peoples and improving society in both community and greater world at large.

In investigating the betterment of society, students use, among many activities, the rich heritage of Chelmsford. Through both field experiences and in-school utilization of local resources, students in many grades learn to appreciate and participate in their community. A few examples follow.

Many kindergarten students walk to nearby "community helper" locales such as a fire or police station. Most second graders experience a day in the life of a colonial child at the Old Garrison House, observing colonial craft demonstrations, tools, and touring a period house and barn. Other children in the same grade spend a morning as colonial students reading and writing with primers and slates at the 1803 School House. These second grade field experiences help to make "A Family of Early New England" a particularly effective social studies unit.

As part of a unit which contrasts the communities of New York City and Chelmsford, many third grade students visit the Barrett-Byam Homestead.

Social studies in grades four and five focus on economics and related technology in many communities - local, national and international. Some students visit businesses in the Greater Lowell area to observe our economic system at work.

Grades seven and eight students may tour the Lowell Museum or prepare a Thanksgiving meal at the Old Garrison House. Prior to state or national elections, many grade nine students participate in a mock election complete with Chelmsford voting machines and voting booths. Results are published in local newspapers and then compared to subsequent official tabulations. Many grade nine students tour the State House and meet with State Representative Bruce Freeman.

Last year a mock election for town and school officials took place at the high school. More than eighty students ran for offices such as Selectman, Police Chief or Superintendent of Schools. Those elected filled these offices for one day.

Few of these Chelmsford educational experiences could take place without the donations of time and services from town residents and businesses. The Garrison House, Barrett-Byam Homestead and School House visits alone involve nearly 100 volunteers - parents, retired educators and members of historical groups.

Firemen give their time to explain their community role. Marinel Transportation donates bus service to the 1803 School House. Town officials visit the schools to advise in mock elections. The Chelmsford Elks sponsor the mock election for town officials at the high school. The Adams and MacKay libraries become a hub of research activity for student reports.

Chelmsford school children and teachers are grateful for this, and other, community support of social studies programs.

FROM THE COORDINATOR OF PHYSICAL EDUCATION AND ATHLETICS:

With the direction of Dr. Gilchrist and the cooperation of the nurses and the physical education staff, a program of postural screening was initiated in the Chelmsford Schools this past Spring.

The program involves screening children in Grades 5 through 8 and is directed toward detecting any postural defects of the spine; namely, scoliosis, kyphosis, or lordosis. Any detections are referred to the parent for follow-up with their own physicians.

Through a federal grant, a project called "Build Up" was instituted. This provided us with our first part-time physical educator working full time with adaptive physical education. Special needs children in five different schools now have a physical education program involving testing, goalsetting, and evaluations.

ATHLETICS:

In 1978 the Chelmsford Schools have reached full equality of the sexes. We now have 11 varsity teams for boys and 11 for girls. This year we added Girls' Soccer and Girls' Swimming.

1978 found us winning Conference Championships in Wrestling, Girls' Basketball, Boys' Tennis, and Football. For the first time ever, Chelmsford went to the Super Bowl for the high school football championship.

It was a great year for Chelmsford Athletics, and we had the best overall won-loss record of any other Division II school in the state. A real credit to the student athletes, coaches, and the townspeople.

FROM THE PROGRAM SUPERVISOR OF FOREIGN LANGUAGES

For the first time, foreign languages felt the impact of declining overall enrollments, especially at the junior high level. The department is attempting to meet this challenge by diversifying its offerings and by emphasizing the practicality of languages as an auxiliary skill for careers.

The junior high French curriculum entered its second year of the conversion program to new audio-lingual-visual materials. If last year's experience is a reliable indicator, the new materials are working well in creating more verbally fluent students.

Latin made significant gains in enrollments this year when Level I jumped from 40 students to 100. We now have 130 students enrolled in Latin I, II, and III. We believe these gains are the result of more appealing materials which make the study of the language accessible to a broader spectrum of student ability. The "back-to-basics" movement was also probably a factor in helping enrollments, inasmuch as Latin study has never ceased to improve grammatical awareness and English vocabulary acquisition.

A Spanish IV Advanced Placement course was added to the curriculum in order to challenge highly-gifted students of this language. The Level IV curriculums in French and Spanish are now exactly parallel.

Last year's exchange with a French high school was a most profitable experience for the American students. The exchange will continue next year with a new French high school located in Grasse, France.

FROM THE PROGRAM SUPERVISOR OF ART

The Art Department has had an effective year. We now have an Art Specialist in every elementary school. We have added an Art Room at the South Row School, bringing the elementary total now up to four. These rooms have proven to be very successful, because we can see a space where the students can become fully involved in their work, but we can also find classroom teachers coming in with their classes to work on special projects. Of even greater importance are the many small groups of children that the Art Specialists can work with to try to improve manipulative and perceptual problems.

The Junior High Schools have a new schedule which allows us to have the seventh and eighth graders for a period every day for one ten-week cycle during the year. This has met with great success, as it has permitted much greater concentration in daily contact with the visual problems that are dealt with.

The ninth-grade program and the High School Art courses give evidence of areas where students are seriously involving themselves, learning skills and techniques of various media as they progress through the various problems of color and design — and preparing them to go on to many professional art vocations.

We are proud to report that our students have been exhibited and have won awards of varied degrees in Chelmsford, Lowell, Boston, and New York this past year. We have had small groups go on field trips to Boston's museums, and several local school groups have graciously assisted students to take Museum trips to Boston on some full grade levels. Every school had an Art Exhibit or show, and McCarthy Junior High joined with other departments in an Arts and Humanities Night. Our students have painted scenery for plays, made costumes, printed posters, made murals, created puppet theatres, made filmstrips, and in some way have worked with every other learning area in our continuing effort to make visual education improve the life and meaning of education of every student.

This year will see us working on Humanities Days in both junior highs and the high school. Our year will culminate in Festival Day in May when we will sponsor a day when all our schools and all our community organizations can proudly show what the year has produced.

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.

Most elementary schools have 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. All schools have song flute ensembles and/or recorder consorts. Some schools have guitar clubs, dance groups, or 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.

General music in the junior high school is required of all seventh and eighth graders, and is 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. Choral groups are available on an elective basis to all junior high students.

The high school has course offerings for both performing and non-performing students. A staff of two and one-third instructors offers courses in music appreciation, theory, guitar class, small and large vocal and instrumen-

tal ensembles, instrumental instruction, and practice rooms for individual study. The Music Department produces a Broadway musical each spring.

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 3, while all band and orchestral instruments are included from Grades 5 through 12. Every interested student has an opportunity to participate in small-group instruction during school time, and ensembles during school time, or after school as part of the extra-curricular program. We have seen a declining student population with an increasing number of instrumental students — from 362 in June of 1971 to over 900 as of January, 1979.

Instrumental ensembles participate in school and community programs throughout the school year.

FROM THE PROGRAM SUPERVISOR OF CAREER EDUCATION

Simply stated, Career Education is educating people to awareness of work and the range of career options open to them. Career Education links together education and the world of work.

In last year's Town Report, I covered what our department was doing to help students link their education with the world of work. This year's report will deal with curriculum improvements.

Business Education, Distributive Education, Home Economics, and Industrial Arts Curriculums require certain expenditures of monies to make curriculum changes. This in part is necessitated by the type of equipment required in these areas. To reduce the cost to the school system, teachers of the Career Education Department wrote four federal projects for equipment and supplies which were approved by the Massachusetts Department of Education in the amount of \$37,932. One of the projects included \$18,132, for business education. This money was expended to provide two word processing typewriters which have the capacity to store information for use in the Typing III course and eight Lanier Transcribers for use in the Stenography II/Transcription Course.

Citizens attending the Adult Evening Education Classes and who are updating their skills in order to meet today's labor demands will also have use of this new modern equipment.

The Distributive Education Department received \$7,800. of federal funds to update its curriculum area. The funds were spent in the areas of instructional supplies and equipment. The Distributive Education Department curriculum area concerns itself with introducing the students to the fields of distributing goods, both retail and wholesale, along with the service occupations related to these areas. A large amount of the profit of any retail or wholesale organization is reinvested in advertising. Visual display of one's product is very important in promoting and selling the product. Therefore, federal funds were expended to purchase audio-visual materials for this area. Since our students will be dealing with the visual

arts when they are working in their career fields, we want students aware of the proper techniques for meeting the needs of their prospective employers.

Our project in Home Economics called "Development of Consumer and Homemaking Program Which Will Eliminate Academic and Sex Stereotyping for Home Economics" was for \$5,500.

The above funds were expended to increase the number and type of students who take Home Economics. We have been trying over the last few years to encourage students, both male and female, to take one or two courses in Home Economics which would help them when they graduate from high school and become "on their own." This first experience away from home can be quite a traumatic experience for some students. It is our objective to help students make a smooth transition from the protected home/school environment to their first experiences away from home.

The fourth federal project approved dealt with Industrial Arts. \$6,500. was received to purchase a metallograph needed to complete the metallurgical laboratory. When the high school was built, the Building Committee voted not to purchase a metallograph for the metallurgical laboratory. With the purchase of this piece of equipment, the metallurgical laboratory is now fully equipped and students will be able to appreciate the total concept of the study of materials.

FROM THE PROGRAM SUPERVISOR OF INSTRUCTIONAL MEDIA

The 1977-78 school year was a very productive and successful one in the Chelmsford Public Schools' library program. This report is concerned with the activities in all the libraries. Because the Graphic Artist, Repair Technician and Television Aide fall under the umbrella of the Instructional Materials Department, their reports are included.

This year saw the completion of a program aimed at informing the elementary teachers in Chelmsford of the materials and services made available to them by the Chelmsford School library network.

A total of five workshops were held for the elementary library assistants which were aimed at increasing their expertise in librarianship, public relations with their clientele, and storytelling abilities. In addition to these workshops, five of our library assistants took a course in Children's Literature which broadened their knowledge of the field. Instruction in library skills continued this year at the elementary level. A very positive effect on the SRA scores has been made through this program, for the "use of sources" segment of the test showed the sixth grade's composite score at the 8th grade 5th month level, a two month growth over last year's scores.

During the spring months preparation was made to reassign the collection at the McFarlin school. The whole task was completed by the last week in July.

A very satisfactory tea in honor of the volunteer parents was held at the Byam School on June 13th. It was most gratifying that two School Committee members were able to attend: Ms. Silva and Mr. Peters. Dr. Rivard was there and gave a gracious speech of thanks to the volunteers.

The elementary librarians prepared book lists for summer reading for the children. Copies of the lists were sent to the public libraries.

The two junior high school libraries continued to be the scenes of much activity. Circulation and the use of the facilities by teachers and their classes increased greatly.

The High School library is a fully functioning media center, made evident from the great variety of print and non-print materials available, and from the constant heavy use of these materials. For many teachers, the library was often a central feature of planning. Whole collections of books circulated to rooms and were maintained on reserve. Student researchers took advantage of the extensive reference and periodical collections.

With each year's passing, the demands upon the Graphic Artist increase as more and more teachers become aware of the services afforded by the Media Center and the greater utility of tailor-made software in the classroom. Transparencies, charts, posters, 35mm slides, video and audio tapes, slide-sync programs, lettering, scripts and many more items have been produced in great quantities. The lamination of teacher-made as well as commercially-produced materials prolongs their classroom life, resulting in a great saving of money.

The television studio in the High School enjoyed a busy year, a total of 2,160 tapes were broadcast. 60 hours of new tapes were added to the collection. Language Arts, Social Studies and Science tapes were the most frequently used. The portapack was used to tape all soccer games and many basketball games.

The Repair Technician was extremely busy during this past year. He repaired over 540 items of equipment, running the gamut from video tape recorders to 16mm projectors. During the summer months he, with the assistance of the Television Aide and a student worker, went to each school and checked all A/V equipment and television sets, cleaning and repairing when necessary.

The statistics for circulation, total number of books in each school collection, the number of books added during this school year follow the main body of this report.

SCHOOL	NO. BOOKS 1977	NO. BOOKS 1978	BOOKS ADDED 1977-78	NO. OF STUDENTS	BOOKS PER STUDENTS	CIRCULATION
WESTLANDS	8,330	8,986	656	828	10.8	22,213
HARRINGTON	9,702	10,328	626	765	13.5	26,448
BYAM	7,808	9,323	515	744	12.5	25,917
NORTH	7,700	8,158	458	588	13.6	20,470
CENTER	6,515	7,100	585	589	12	17,350
SOUTH ROW	7,094	7,706	612	572	13.2	18,820
HIGHLAND	898	1,023	125	117	8.1	2,455
McFARLIN	7,375	7,590	215	270	35.2	5,229
PARKER	9,500	10,950	1,450	1,048	10.3	12,822
McCARTHY	10,900	15,307	4,407	1,272	12.2	11,270
HIGH SCHOOL	17,350	22,115	4,765	2,143	10.3	9,815
TOTAL NO. BOOKS		108,586	12,964	8,936		172,809

FROM THE PROGRAM SUPERVISOR OF GUIDANCE

Following are facts and figures on the past graduating class including a section of statistics on Chelmsford residents who graduated from Nashoba Tech; the combined

figures provide an overview of Chelmsford public school graduates.

Statistics for this class and the previous two are nearly identical even though the number of graduates increased significantly in 1978.

	1976		1977		1978	
Number of graduating students	603		609		685	
Four-year colleges	319	53%	308	50.6%	375	54.7%
Two-year colleges	68	11%	93	15.2%	79	11.5%
Tech specialized plus nursing	38	7%	38	6.2%	30	4.3%
Total post-secondary	425	71%	439	72%	484	70.6%
Employment	127	21%	151	24.6%	178	26%
Undecided	34	4.7%	7	1.6%	11	1.6%
Military	15	.3%	10	1.5%	12	1.7%
Marriage	2	.03%	2	.03%	--	

There were fewer drop-outs in the senior class this year — 23 vs. 28 a year ago; and fewer students who did not graduate for academic reasons — 22 this year vs. 39 last year. The overall drop-out figure remained the same — 59 a year ago and 60 this year.

ALL CHELMSFORD PUBLIC SECONDARY STUDENTS, CHELMSFORD HIGH AND NASHOBA REGIONAL TECHNICAL HIGH SCHOOL

	Total Post-Secondary	Total (employment, Others military, etc.)
Chelmsford High Seniors	484	201 = 685
Nashoba (Chelmsford Srs.)	3	65 = 68
	487	266 = 753

	Percentages	Combined
Chelmsford High Seniors	70.5	29.5
Nashoba (Chelmsford Srs.)	4.3	94.2
		64.6

PLANS OF TOP 50 STUDENTS — CLASS OF 1978

College	Major
1. Brown University	Biology
2. University of Colorado	Chemical Engineering
3. Georgetown University	Foreign Service
4. Boston College	Biology
5. Case Western Reserve	Metallurgy
6. Catholic University	Music
7. Duke University	Nursing
8. M.I.T.	Chemistry
9. University of Lowell	Liberal Arts
10. Southeastern Mass. University	Art
11. Marquette University	Liberal Arts
12. Wesleyan University	Pre-Law and French
13. Suffolk University	Bio/Chem
14. University of Connecticut	Undeclared
15. Washington Bible College	Bible
16. Holy Cross College	Pre-Med
17. Boston College	Political Science
18. University of Vermont	Physical Therapy
19. M.I.T.	Chemical Engineering
20. Boston College	Political Science
21. Georgetown University	Foreign Language
22. Southern Methodist University	Undeclared
23. Trinity (Conn.)	Mathematics
24. Connecticut College	Foreign Language
25. University of Lowell	Chemical Engineering
26. Boston College	Biology
27. University of Lowell	Liberal Arts
28. Framingham State	Food Science
29. Tufts University	Occupational Therapy
30. Rensselaer Poly-Tech	Mathematics
31. University of Chicago	Bio/Chem
32. Union College	Engineering
33. Delhousie University (Canada)	Biology

34. Cornell University	Chemistry
35. University of Massachusetts	Liberal Arts
36. University of Lowell	Undeclared
37. Air Force Academy	Engineering
38. Wesleyan University	Music/English
39. Colby College	Liberal Arts
40. Mass. College of Pharmacy	Pharmacy
41. Middlebury College	Psych/Bio
42. University of Massachusetts	Business Administration
43. University of Massachusetts	Undeclared
44. University of Lowell	Undeclared
45. University of New Hampshire	Political Science
46. Fordham University	Business Administration
47. Burdett College	Secretarial
48. Bates College	Pre-Law
49. University of New Hampshire	Hydrology
50. West Point	Engineering

SUMMARY OF CAREER PLANS TOP 50 STUDENTS

Undeclared	5	Foreign Language	1
Liberal Arts	5	Hydrology	1
Biology	4	Metallurgy	1
Chemical Engineering	3	Music	1
Engineering	3	Music and English	1
Political Science	3	Nursing	1
Bio/Chem	2	Occupational Therapy	1
Business Administration	2	Physical Therapy	1
Chemistry	2	Pharmacy	1
Foreign Service	2	Pre-Law	1
Mathematics	2	Pre-Law and French	1
Art	1	Pre-Med	1
Bible	1	Psychology and Biology	1
Food Service	1	Secretarial	1

TOP FIFTY STUDENTS

University of Lowell	5	Connecticut, University of	1
Boston College	4	Cornell University	1
University of Mass. (A)	3	Delhousie University	1
Mass. Institute of Tech.	2	Duke University	1
Georgetown University	2	Fordham University	1
Service Academies	2	Framingham State College	1
Southeastern Mass. U.	1	Holy Cross College	1
University of New Hampshire	2	Marquette University	1
Wesleyan University	2	Mass. College of Pharmacy	1
Bates College	1	Middlebury College	1
Brown University	1	Rensselaer Poly-Tech	1
Burdett College	1	Suffolk University	1
Case Western Reserve	1	Trinity College, (Conn)	1
Catholic University	1	Tufts University	1
Chicago, University of	1	Union College	1
Colby College	1	Vermont, University of	1
Colorado, University of	1	Washington Bible College	1
Connecticut College	1	Southern Methodist	1

CAREER AND COLLEGE COUNSELING CENTER

The Career and College Counseling Center at the High School continues to attract large amounts of students. An on-going schedule of speakers representing schools, colleges and career topics continue to be of high interest to the students. In addition, there are two computer terminals, the GIS system and the MOIS system, which give instant information on colleges, careers, financial aid and career testing.

There are many other resources available to the students; among them are bookshelves of college catalogs, reference books of all types, armed forces information and an A/V cassette viewer. The center is open every school day from 8:00 AM to 2:00 PM. Students may use these resources anytime during the day on their free mods.

WORK-STUDY 1977-78

During the school year, approximately ninety-five students participated in the Work-Experience Program for school credit. The majority of these students were seniors. About half of these seniors are planning to attend college.

About ten of these will stay at their jobs after graduation. A few have indicated an interest in military service, while the remainder are predictably undecided about their immediate futures.

During the year, approximately eighty or ninety non work-study placements were also made. The bulk of the Work-Study Director's time is spent visiting employers for evaluations and job prospecting.

This program continues as a very popular and beneficial part of the curriculum; beneficial to all concerned parties.

For the first time, our local Rotary Club has become involved in our Work-Experience Program. They have invited interested students to participate in a vocational experience. This will be accomplished by the student "shadowing" a Rotarian for part of his work day to learn what his job entails so as to be in a better position to make a career decision.

SCHOLASTIC APTITUDE TEST (S.A.T.) STATISTICS

	Verbal Mean Scores	Math	Number Tested
1972 —			
CHS Seniors	464	509	355
Other groups not available that year			
1973 —			
CHS Seniors	459	498	315
New England Seniors	447	482	112,000
Nation-wide Seniors	445	481	1,014,704
1974 —			
CHS Seniors	458	491	394
Greater Boston, HS Seniors	445	478	32,669
Mass. HS Seniors	445	477	54,317
New England Seniors	447	479	111,307
Nation-wide Seniors	444	480	985,115

1975 —			
CHS Seniors	442	487	425
Greater Boston HS Seniors	434	469	34,576
Mass. HS Seniors	434	469	56,878
New England Seniors	437	471	115,734
Nation-wide Seniors	434	472	996,391
1976 —			
CHS Seniors	432	478	481
Greater Boston HS Seniors	433	470	35,081
Mass. HS Seniors	432	469	57,892
New England Seniors	435	472	117,163
Nation-wide Seniors	431	472	999,829
1977 —			
CHS Seniors	435	476	461
Greater Boston HS Seniors	432	469	34,195
Mass. HS Seniors	429	465	38,060
New England Seniors	432	468	116,185
Nation-wide Seniors	429	470	979,344
1978 —			
CHS Seniors	439	487	523
Metro-Boston HS Seniors	434	470	33,819
Mass. HS Seniors	430	465	57,827
New England Seniors	433	468	115,671
Nation-wide Seniors	429	468	989,185

FROM THE HIGH SCHOOL PRINCIPAL

Chelmsford High School has continued to provide meaningful educational opportunities for the young adults of the community. As a comprehensive high school charged with the responsibility of meeting the needs of all youngsters, pride is taken in the educational experiences. Honor and distinctions have been won in academic, athletic and extra-curricula areas.

The Chelmsford High School Community was honored for the second straight year by being cited by the IAA Basketball Officials of Greater Lowell for "the highest degree of sportsmanship, character and ethics among its players, coaches and spectators in the conduct of its basketball programs".

The Math Team continued to excel by capturing its sixth consecutive Merrimac Valley Championship as well as going undefeated in the conference for the fourth consecutive year. The team placed third in the State, fourth in New England and sixteenth on the National Math Exam.

Our Performance Arts Program had another banner year. The students presented an outstanding production of "Brigadoon". The Concert Band was judged best band at the Annual Fort Devens Band Festival. The orchestra placed second at the Annual MICA Band and Orchestra Festival. Many of our students participated as members of orchestras and bands in district and state festivals. Ten of them were part of the eighty (80) member "Greater Bostonians".

The American Field Service Program continued to provide cultural exchanges for foreign students and Chelmsford High School students. Last year we hosted a student from Germany, one from New Zealand and a domestic student from California. This year students attend Chelmsford High School from Chile, Cyprus and Sri Lanka, and a domestic student from New York. Chelmsford students this year attended school in Belgium, California and Wisconsin. A program new to Chelmsford was introduced this year whereby we hosted

students from Finland and France under the auspices of Youth for International Understanding.

Academically, the Class of 1978 continued the fine tradition of excellence in achievement by having three (3) National Merit Finalists and twenty-one (21) Letters of Commendation.

The National Honor Society inducted one hundred fourteen (114) young men and women, forty (40) additional members of the Class of 1978 and seventy-four (74) members of the Class of 1979.

Seniors going on to higher education were awarded \$27,000 in scholarships, exclusive of monies awarded by the universities to individual students.

The already rich curriculum was enhanced by the addition of Advanced Placement Programs in Spanish IV and American History.

The High School Faculty and Administration presented the play "See How They Run" with all proceeds donated to the Town of Chelmsford Scholarship Fund.

Chelmsford seniors again showed their concern for the needs of the community by sponsoring a Red Cross Blood Drive and donating over two hundred (200) pints of blood.

The school is constantly in transition as attempts are made to provide the best possible educational opportunities for our young people. There are still strides to be taken, efforts to be made, in order to fully realize the goals and philosophy of Chelmsford High School, but progress is being measured each year.

FROM THE DIRECTOR OF SPECIAL EDUCATION

Since September 1974, the Special Education Department has been implementing Chapter 766, the Massachusetts Comprehensive Special Education Law of 1972. This past September, P.L. 84-142, the Federal Special Education Law, became effective. Both laws entitle special needs students to the right of a free and appropriate education. Students between the ages of three through twenty-one years, who have had a team evaluation and have not received a high school diploma or its equivalent, and for whom it has been determined by the Administrator of Special Education to have a special need, are eligible for special education services.

As of September 1978, 640 students have been receiving services provided by the Chelmsford Special Education Department. This represents 7.6% of Chelmsford's total school population.

Chelmsford has developed a comprehensive special education department to serve the special needs of children in our community. To develop and implement the individual educational plans, the staff includes specialists in the areas of learning disabilities, speech pathology, adaptive physical education, occupational therapy, teacher of the visually impaired, tutors of the hearing impaired, psychological services, and social services. In addition, to serve the needs of students who require a more specialized educational program there are

twelve resource classes instructed by special education teachers who are assisted by instructional aides.

To provide effective and cost efficient programs for children with low incidence disabilities, Chelmsford is a member of the Merrimack Special Education Collaborative, sponsored by the Merrimack Education Center. The Collaborative serves the towns of Chelmsford, Billerica, Dracut, Tewksbury and Westford.

A source of revenue to provide more comprehensive special education programs to special needs students has come from federal and state grants. Grant allotments for school year 1978-1979 totalled \$101,617. and furnished capital for programs which would otherwise have been provided with local funds. It is hopeful that the federal government will continue its effort to provide financial support for development and expansion of programs for special needs students.

One area of program expansion has been to provide vocational education for special needs students whose individual educational plans outline this experience as an essential component to the student's total development, and to prepare the student for work experience at the termination of his school career.

The Special Education Department continues to place emphasis upon the early identification of preschool children within the three through four year old age range. Early identification and intervention will provide the necessary educational opportunity for success in school and, possibly, curtail the length of special services a child would need to receive.

The Chelmsford School Committee believes that special needs students should have an opportunity to succeed in school. The Committee is ever mindful of the fiscal responsibilities and is continually exploring means to provide effective programs while maintaining a responsible budget.

FROM THE DIRECTOR OF THE TITLE I PROGRAM

Title I Project Independence is now in its fourth year in Chelmsford with target areas being the North and Westlands Schools.

The Project includes pupils in Kindergarten through the fourth grade which offers supplemental instructions in basic skills pertaining to Reading through Language Arts and Mathematics.

Team teaching is conducted by a group of 5 certified teachers with assistance from an instructional aide who is also a certified teacher, a full-time clerical aide, and is guided by a full time Director. The ratio of pupil-teacher is not to exceed 5 to 1 to insure individualization.

Schedules on a pupil basis are created to avoid a conflict with regular classroom instruction in critical areas of Math, Reading, and Language Arts.

Normal Title I attendance comprises 30 minute periods daily in a specified area away from the classroom.

The purpose of this Project is the implementation of an educational process for individual students which will

focus on reinforcing of academic weaknesses shown in pre-testing or by classroom teacher referrals.

The specific goals of the Project are:

1. To produce a measurable effect on pupil growth in Reading, Language Arts, and Mathematics.
2. To diagnose, design, and implement individualized instruction.
3. To improve the students self-image and confidence.
4. To provide reinforcement and feedback to each student and appropriate classroom teacher so that they are aware of successes rather than failures.
5. To make available high motivating material as a stimulus for learning.

The above listed materials are multi-media and multi-level, such as, overhead projectors, filmstrips, previewers, head-sets, language masters, listening centers, record players, film projectors, and contracts which are in turn augmented by teacher or pupil prepared subject matter.

P.A.C. (Parent Advisory Council) is a very necessary part of any Title I Program. Chelmsford has been most fortunate in the support from its target school areas.

The group is led by a Home-School Coordinator working in conjunction with your Title I Director. Her functions include the establishment of monthly P.A.C. meetings and the preparation of the informative news releases as well as making personal contacts.

Outside evaluation contracted for each year by the Director has been awarded M.E.C. (Merrimack Education Center) located in Chelmsford and has resulted in outstanding "reports" based on Post-testing results of pupils, questionnaires submitted to staff, as well as monthly on-site observations.

Chelmsford has been fortunate to have been selected for additional federal monies known as Collaborative Part B — C.A.I. (Computer Assisted Instructions) Project. This project includes the utilization of computers as tools of education. The program will be conducted at the Westlands School.

IN CONCLUSION

The year 1979 will bring new challenges and problems: improving the abilities of the school staff to match the needs of individual students with instructional programs, keeping instructional needs in balance with taxpayers' abilities, responding to increased state demands to provide more services, coping with declining enrollments, and the like.

There must continue to be shared responsibilities with students, parents, teachers, administrators, and school committee 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 these challenges.

Sincere thanks are once again extended to the town officials and boards, to the school personnel, to the Parent-Teacher Organizations, to advisory study committees, school volunteer workers, 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 Vision Screening Clinic on September 16, 1978.

The School Committee issued budget guidelines to the school administrators so that they could return to the Committee with realistic requests for personnel, services, equipment and supplies sufficient to maintain quality education while respecting citizen concerns about the rising tax rate. These requests and their effect on schools were carefully studied by the School Committee. The factors most responsible for the increase in the 1979-80 school budget are: increases in salaries attributable primarily to negotiated increases in employee compensation packages, increased cost in fuel and utilities, and increased cost in the 766 program largely due to numerous special services mandated by the state. The budget recommended for the 1979-80 school year is contained in the Finance Committee's Annual Report.

Special reference is made to the retirement of the following members of the staff. Their service remains esteemed in the hearts and minds of the many who knew them.

Mrs. Mildred Brown, Grade 3 Teacher, Westlands School

Mrs. Ruth Costello, Art Teacher, Elementary Schools
Mrs. Betty F. Coster, Grade 2 Teacher, North School
Mr. Ignatius Greska, Custodian, McCarthy Jr. High School

Mrs. Evangeline Holmes, Secretary, Center School
Mr. Raymond N. Kydd, Head Custodian, Harrington School

Mr. Edgar O. Larson, Head Custodian, McCarthy Jr. High School

Mrs. Phyllis Lundgren, Secretary, McFarlin School
Mrs. Dorothy Sexton, Business Education Teacher, Chelmsford High School

Mrs. Ann Shanahan, Remedial Reading Specialist, Westlands School

Mr. Joseph Sullivan, Head Custodian, Byam School

IN MEMORIAM

As we knew him in life, so shall we remember him.

Mr. Kenneth Shaw, Custodian, Highland School
Retired May 12, 1978, and died June 22, 1978.

NASHOBA VALLEY TECHNICAL HIGH SCHOOL

This past year has been an unusual year for the Nashoba District since one of the overtones was the continuation of effort to add to the existing building, and bring the students from rented quarters into the main building. During this process a very interesting development occurred. First the Town of Ayer and the Town of Shirley showed interest and took the initiative to apply as new members to the Nashoba District. Following their action Townsend and Pepperell also showed an interest in joining the District. At the closing months of the year much work was being done to coordinate the efforts of the District Committee, the new towns interested in joining, and the different State Agencies contacted concerning the expansion of the District, may become a reality.

The year ahead seems very promising with the thought the District in fact will be expanded for the benefit of all towns, and especially for the District students. The general programs in the school continued as usual, the house building project for this year was a home built for Mr. & Mrs. Lawrence Kuja, Spectacle Pond Road, Littleton, and the following departments were involved: Millhouse Carpentry, Drafting, Electrical, Painting & Decorating, Plumbing & Heating, and Metal Fabrication.

PUPIL SERVICES

Director of Pupil Services	Paul J. Royte
Secretary	Irene Hulslander
Counselor	Bruce Carpenter
Counselor	Doris Copoulos
Counselor	Vernon MacDonald
Director of Special Needs	Paul J. Royte

Pupil Services Activities: 1978-79

During the past year, the Department of Pupil Services of Nashoba Tech has engaged in a full school achievement testing program which include grades nine through twelve. All pupils were examined as to their reading and mathematics skills with reports going to pupils, their parents and the school staff.

Other services included: group and individual counseling and guidance; an active job placement program which traditionally has been instrumental in placing an average of 92% of Nashoba graduates in jobs and/or further educational institutions; an emerging Career Information Center which will be open to all junior and senior school pupils in the district during the day and to adults four evenings a week. Additional activities are: an aggressive scholarship program making thousands of dollars available to graduating seniors; an innovated advanced study program with Middlesex Community College whereby Nashoba seniors with honor grades may take their studies at the college while continuing in their trade and receive credit for a freshman year at college while earning their high school diplomas and vocational certifications.

Other departments represented by Pupil Services in-

clude: Health Services with its Health Care Programs for all Nashoba pupils and staff; attendance and family and home consultation service; and a Special Services Department which is currently serving the special needs of 75 pupils and is engaged in assessing 6 pupils for possible development of individualized educational plans under Massachusetts Public Law 766 and Federal Law 94-142.

The following programs are available to these youngsters:

Auto Body	Automotive		
Culinary Arts	Data Processing		
Drafting	Electrical		
Electronics	Graphic Communication		
	Arts		
Health Occupations	Machine		
Metal Fabrication	Millhouse Carpentry		
Painting & Decorating	Plumbing & Heating		
Academic			
		Budget	Budget
		1978-79	1979-80
Operating and Maintenance Budget			
1000 Administration		110,692	116,006
2000 Instruction		1,289,252	1,370,395
3000 School Services		194,838	213,137
4000 Operation of Plant		277,632	296,389
5000 Fixed Charges		143,681	135,856
		<hr/>	<hr/>
Total Operating		2,016,095	2,131,783
6000 Community Services		0	0
7000 Equipment		62,000	27,890
8000 Debt Retirement and Debt Services		277,700	264,475
		<hr/>	<hr/>
Total Capital		339,700	292,356
9000 Adult Education		42,100	41,900
		<hr/>	<hr/>
Grand Total Budget		2,397,895	2,466,048

POLICE DEPARTMENT

To the Honorable Board of Selectmen
Town of Chelmsford, Massachusetts

Gentlemen:

I herein respectfully submit for your information and review, the Annual Report of the Police Department for the Fiscal Year 1978.

At the present time the department is made up of 50 permanent men.

Chief of Police
Robert E. Germann

Deputy Chief of Police
James C. Greska

Sergeants

Leslie A. Adams	John J. Mack
Armand J. Caron	William R. McAllister
Walter E. Edwards, Jr.	Phillip N. Molleur
Pennryn D. Fitts	Raymond G. McCusker
Raymond McKeon	

Patrolmen

Richard A. Adams	Roland E. Linstad
Edgar L. Auger	Russell H. Linstad
John J. Bell	Henry R. McEnany
Mark L. Burlamachi	James F. Midgley
Robert M. Burns	Thomas A. Niemaszyk
Steven A. Burns	Timothy F. O'Connor
David C. Campbell	Robert A. Popplewell
Lance Cunningham	John E. Redican
Patrick W. Daley	Francis X. Roark
Bruce A. Darwin	Edward C. Rooney
Frederick G. Dillon	Michael E. Rooney
John J. Donovan	John B. Sousa
Kenneth R. Duane	William A. Strobel, Jr.
Blair J. Finnegan	Robert J. Trudell
John G. Harrington	Howard R. Ubele
Charles D. Harvey	Daniel J. Walsh
Edwin P. Hodgson	Eugene W. Walsh
James J. Kerrigan	John O. Walsh
Ronald A. Leach	William R. Walsh
Ernest R. Woessner, Jr.	

Intermittent Patrolmen

Francis M. Conlon	Francis P. Kelly
William C. Davis	John M. McGeown, Jr.
James T.H. Finnegan	James F. Palmer
Jared Finnegan	Chandler Robinson
William J. Floyd	William R. Ryder
Joseph R. Gamache	Michael W. Stott

Police Matrons

Grace Auger	Mary Long
Nora Clifford	Emily Peake

MISCELLANEOUS STATISTICS

	1977	1978
Calls Answered by Cruisers	12,732	15,146
Summons Served	1,265	1,554
Licenses Suspended	42	53

Accidents Reported	1,269	1,430
Personal Injuries Reported	331	312
Fatal Accidents	4	1
Mileage of Cruisers	481,072	436,243
Special Property Checks	4,164	
Station Lockups	1,017	487
Citations Issued	1,478	3,541
Parking Violations	854	638
Doors and Windows found open	194	189
Detoxification Unit	400	335

RECEIPTS TURNED OVER TO THE TOWN

	1977	1978
Photocopying Machine	\$2,742.00	\$3,470.00
Firearm Permits	844.00	2,030.00
Bicycle Registrations	22.75	50.25
Firearm Identification Cards	544.00	457.00
Court Fines	1,858.55	2,153.50
Photographs	162.00	386.00
Police Detail Account		
Service Charge	4,627.46	3,767.69

Training and Education are still very important within our department. At this time we have men attending the following:

Northeastern University	5 Men
Middlesex Community College	2 Men
Lowell University	2 Men
Nashoba Tech	1 Man

Other Training Courses that our men attended in 1978

Mass Criminal Justice Training Council	
Hostage Management Training School	3 Men
Breathalyzer Training School	5 Men
Criminal Offenders Record School	1 Man
Fingerprint School	1 Man
Police Training Academy	6 Men
Attorney Generals Office School	
Drug Abuse Education School	1 Man
Battered Women Conference	1 Man
Massachusetts Department of Public Safety	
Arson Investigation	2 Men
Advanced Fingerprint School	1 Man
Crime Scene Search School	2 Men
Photography School	1 Man
File Conversion and Orientation	2 Men
Eastman Kodak Seminar on Law Enforcement	3 Men
New England Narcotic Conference	1 Man
Crime Reporting Seminar	2 Men
Hold Up Alarm Seminar	2 Men

Permanent School Traffic Supervisors

Grace Auger	Karen Flynn
Helen Chafe	George Johnson
Janet Connor	Jean McPhail
Irene Corsetti	Diane Zebney
Margaret Dillon	Loretta Weaver

Alternate School Traffic Supervisors

Estelle Abely	Barbara Gibb
Martha Barrett	Carol Haley
Sheila Riley	
Secretaries	
Nora F. Clifford	Pauline B. Gervais

Custodian

John P. Curran

ARRESTS

Crimes Against Persons	57
Crimes Against Property	134
Crimes Against Public Order	1,444

DISPOSITION OF CASES IN 1978

Fined	836
Placed on Probation	63
Suspended Sentence and Placed on Probation ..	15
Placed on File	112
Not Guilty Finding	10
Dismissed with Probable Cause for Arrest	27
Ordered to Pay Court Costs and Continued W/O Finding	54
Committed to Youth Service Board	5
Committed to M.C.I. Walpole	5
Committed to M.C.I. Concord	2
Committed to M.C.I. Billerica	12
Turned over to out of town Police Dept's and Courts	99
Cases Continued without a Finding	3
Placed on Alcohol Safety Program	60
Ordered to Pay Restitution	22
Deferred Sentences	13
Cases Pending and Continued in the Courts	297

This year we have had two men retire from the Police Department. Charles Hadley retired after 20 years as a permanent full time Police Officer. Richard Simpson after more than 7 years as a permanent full time Police Officer.

Officer John Campbell deceased in February 1978 after 17 years with the Police Department.

Louise Pigeon, Clerk at the Police Department retired after 11 years with the Police Department and 4 years previous to that at the Accounting Office for the Town of Chelmsford.

Two new sergeants were appointed in November, Sgt. John Mack and Sgt. Philip Molleur. Appointed temporary sergeant was Raymond McCusker.

This year, 1978, while patrolling the highways and roadways of our town, the mobile units covered 436,243 miles in our cruisers.

At this time we would like to express our thanks and appreciation to the Bournival Plymouth Company of Lowell for the donation of our safety car. Our Safety Department is very active and very important to us.

In conclusion, I would like to offer my sincere ap-

preciation and thanks to the various officials and department heads, the Captain, the Sergeants, and the Patrolmen and also the citizens of the town for their continued help and cooperation. Because of their combined effort, I am sure Chelmsford is a safer, better place in which to work and live.

Respectfully submitted,

Robert E. Germann
Chief of Police

AUXILIARY POLICE DEPARTMENT

Director—Walter W. Edwards Jr. Deputy Chief

Coordinator—Basil Larkin, Sgt. (retired)

The Chelmsford Auxiliary Police served the town on 15 occasions during 1978. Duty ranged from parades, road races, halloween, dog show, band concerts, fires to the Blizzard of '78. During the blizzard the auxiliary transported nurses and doctors to the various hospitals and nursing homes, assisting disabled motorists, delivering prescriptions to citizens in need of medications and assisting Civil Defense during the state of emergency.

The Vacation Housecheck program was expanded to cover the schools, 4736 house checks and 821 school checks were made. Over 16,000 miles were logged during the 154 nights of patrol operation.

Training continued with the unit being recertified in CPR.

Total man hours for 1978 are 6167 of which 4306 were duty, 1220 training and 641 on work projects.

Roster

Emil Aberizk	Anne Grekula
Robert Abreu	John Hartnett
Loyd Anstey	William Keenan
William Aresnault	Leland Kelly
Craig Brigham	Costas Kevghas
George Brown	Richard Meaney
Paul Dean	Frederic Mehan
Richard Demers	Edward Norton
Douglas Drobnis	Bruce Pemberton
James Ernst	Bradford Poole
Leroy Fielding	James Quinn
Leo Flanagan	David Ramsay
Roger Gregoire	Nicholas Stratis
Alan Grekula	Paul Villare

HIGHWAY DEPARTMENT

The following is a report of the Highway Department for the year 1978:

Year	No. Reg. H'way Employees	No. Reg. Waste Col. Employees
1955	21	3
1966	27	13

The following streets were accepted at the Annual Town Meeting:

Higate Road Ext.
Industrial Ave., Ext.

Spring Clean Up Days were conducted during the week of May 1 through May 5 and Fall Clean Up Days were conducted during the week of October 16 through October 20.

Drainage projects include the following:

Colonial Terrace - 486 feet - 18" R.C. Pipe, 3 catch basins, 3 manholes installed.

Riverneck Road - 256 feet - 12" R.C. Pipe, 2 catch basins installed.

Montview Road - 60 feet - 12" Asphalt Coated Pipe.

Freeman Road - 130 feet - 12" R.C. Pipe, 2 catch basins installed.

High St. (at R.Rd.) - 96 feet - 12" R.C. Pipe, 4 catch basins installed.

Bowl Road - 32 feet steel pipe - 12", 1 catch basin installed.

Waverly Ave. - 86 feet - 8" corrugated pipe, 1 catch basin installed.

Ripley Street - 40 feet - 8" corrugated pipe.

Butterfield Street - 20 feet - 31" x 50" Pipe Arch Culvert, two stone headwalls.

Mill Rd. @ Domico Dr. - 30 feet - 12" corrugated pipe, 1 stone headwall.

Middlesex Street - 232 feet - 10" asphalt coated pipe, 2 catch basins, 1 manhole installed.

Gregory Road - 135 feet - 15" R.C. Pipe.

Trotting Road - 35 feet - 10" corrugated pipe, 1 catch basin, 1 manhole installed.

Noble Drive - 180 feet - 12" asphalt coated pipe, construction of swale to brook, removal of willow tree.

Under Chapter 825 the following drainage projects that were designed by the Consulting Engineers, Emmons, Fleming & Bienvenu, Inc. and awarded to contractors for construction were completed; North Road at Linwood Street; Janet Road; Swain Road; Dunstable Road and High Street.

The town wide Recycling Program was implemented on April 24, 1978 which included recycling a combination of mixed glass and cans, and papers on a weekly basis. On May 17, 1978 the Board of Selectmen announced suspension of the program due to a change in the market place conditions for mixed glass and cans. However, the town has continued with the monthly pickup of papers.

New equipment approved and purchased for the Highway Department are as follows: (1) Dump Truck; (1) Truck Cab & chassis; (1) Sander Body; (1) Pickup Truck; (2) Snow Plows; (1) Front End Loader; (1) Sidewalk Tractor Snow Plow.

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

CIVIL DEFENSE COMMITTEE

Walter R. Hedlund, Director

George J. Brown

William W. Edge

Melvin P. DeJager

Walter W. Edwards

George R. Dixon

Donald Savage

Joseph E. Staveley

The Office of Emergency Preparedness Civil Defense Committee, which has been meeting regularly on the second Tuesday of each month, all necessary papers and reports for State and Federal Civil Defense have been reviewed and completed, making the town eligible for surplus government equipment at the Taunton Surplus Property Depot.

The Communications Center has participated in monthly drill with the Mass. C.D. Headquarters, Area 1 in Tewksbury, and other cities and towns Emergency Operating Centers.

The Town Emergency Operating Center, in Town Hall was activated, Feb. 7th, following a State of Emergency declared by the Board of Selectmen, for The Blizzard of '78, all department heads and personnel are to be complimented for their excellent response and cooperation during the period of the Emergency, much assistance and help was provided by the Mass. and Area C.D. Agencies, heavy snow removing equipment from the U.S. Army Corps. of Engineer's.

The Auxiliary Police, have been most effective this past year, members having volunteered countless hours during the Blizzard, The Vacation House Check and various Celebrations in the Town.

We wish to thank the Board of Selectmen, the Administrative Assistant, all departments and personnel in the town for their cooperation received this past year.

Respectfully submitted,

Walter R. Hedlund
Director

FIRE DEPARTMENT

To the Honorable Board of Selectmen
Town of Chelmsford, Massachusetts

Gentlemen:

I hereby submit my report of the Fire Department for the year ending December 31, 1978.

The "Great Blizzard of 1978" caused some anxious moments for the Fire Department as many streets were impassable. However, with the doubling of manpower in all stations we did not incur any serious incidents.

Two major fires in December, 1978, the State Line Lumber Co. and The Fiske House show the greatest loss in the departments history.

This year the Fire Department recommends that we replace a 1972 Pick-up and a 1973 Sedan.

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

Allen C. Mello
Charles S. Galloway, Jr.

James M. Spinney
Ronald J. Sawicki

Ronald O. Wikander

Secretary

Mary Ann Koulas

Firefighters

<p>Thomas P. Miskell Arthur G. Anderson Bertrand E. Dixon, Jr. Charles Ferreira 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 P. Magiera</p>	<p>Philip Dube Joseph E. Staveley John P. DePalma Walter F. Adley, Jr. Dennis Vargeletis Richard L. Grenon Ronald L. Johnson Wallace V. Maybury, Jr. William V. Cady, Jr. James A. Sousa William F. Curran Daniel T. Reid Joseph J. Spinazola Dennai McTeague Ernest J. Frobose James P. Curran Charles A. Schramm Peter C. Johnson William M. Burke, Jr. Edward J. Nolet Michael F. Curran Michael D. Ridlon William H. Jamer Raymond R. Kydd James Boormeester William Dalton Thomas D. Miskell David Gelineau</p>
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Mechanic

Jack Smith

CALLS FOR ASSISTANCE 1978

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Vehicle Accidents	1	4	4	5	45	21	20	4	4	39	34	9
Brush	3	1	4	55	45	21	20	4	4	39	34	9
Building	18	8	6	11	8	10	8	7	4	39	34	9
Dump	0	0	0	0	1	0	0	0	0	0	0	0
False—Malicious	3	1	4	5	3	4	3	3	8	6	10	9
False—Accidental	4	3	2	3	6	6	2	6	4	3	4	7
Misc.	34	17	23	33	39	29	28	23	27	36	22	19
Lock Out	0	0	1	2	0	1	1	0	2	1	1	2
Medical Assistance	24	25	17	13	19	18	22	10	22	18	25	13
Vehicle	3	7	2	6	11	12	8	7	12	8	15	11
Mutual Aid	2	1	0	7	1	2	1	0	3	0	2	0
Total	92	67	63	137	136	105	97	63	92	126	134	86

Total Number of Calls for the year 1978—1198

HEALTH DEPARTMENT

Paul McCarthy, Chairman
 Peter Dulchinos Paul J. Canniff, D.D.S.
 Health Department Personnel
 Director of Public Health Health Inspector
 Thomas W. Morris, R.S. John P. Emerson, Jr.
 Jr. Clerk
 Kathleen E. Jones

Board of Health Physician Town Nurse
 Michael A. Gilchrist M.D. Linda Lawlor, RN B.S.

Water Pollution Control

In 1978 the water pollution control program continued its effort to clean up the streams. Director made 8 Court appearances relative to violations. The Board performed 25 dye tests. Septic System permits issued (new) 77. Septic System permits issued (repair) 119. Four inspections were made of Nursing Homes. Thirty-seven inspections made for Article 2 Housing. School inspections 18. Complaints received and checked, 241. Stable inspections, 7. Camp Paul inspected 3. Bathing Beaches, 22 inspections. Streams tested for coliform, 64. Certify International Travel Vaccination Books, 53. Restaurants inspections, 111.

Administration and Management

Income for various services and permits is listed below:

Percolation tests—74	\$1,110.00
Sewage Permits—177	\$1,770.00
Miscellaneous licenses & Fees	\$2,181.50

Due to a mandate of a special Town Meeting the board of Health caused the Town to be sprayed by aerial application to rid the Town of mosquitos.

Aerial spraying— \$8,000.00

Rabies Clinic

Administered by Martin Gruber, D.V.M., a total of 295 dogs were inoculated against rabies.

Public Health

Communicable Disease Program

Part of the duties of the public Health Nurse include follow-up on certain reportable diseases as mandated by the Ma. Department of Public Health. An epidemiologic investigation is undertaken by the Town Nurse and the report is submitted to Department of Public Health. Reports on the following diseases were completed during 1978.

Tuberculosis	0 active cases
Hepatitis	7 reports
Meningitis	5 reports
Salmonella	3 reports
Measles	1 report
Encephalitis	1 report
Mumps	1 report

The testing of persons exposed to active tuberculosis and those persons whose employment require certification of freedom from that disease is another responsibility of the town nurse. Three hundred and twenty tests were given to the Town residents. Home visits are made to families with active tuberculosis on a periodic basis to insure understanding of the illness and that adequate medical follow-up is achieved.

Maternal Child Health Services

Home visits are made to families with newborns and premature infants by physician referral. Visits are made for health supervision, education and referral when indicated. There were twenty-seven visits made to families under this program, and referrals were made to Crippled Children's Program, Headstart, Solomon Mental Health, and Congenital Anomalies Clinic.

Immunization Program (Preschool)

The Board of Health offered immunization clinics this year. Lead testing was also offered at these clinics. There were 7 lead tests and twenty preschool children immunized.

Immunization Program

The Board of Health sponsored two flu clinics this year. The vaccine was offered to the elderly and chronically ill persons as recommended by Mass. Department of Public Health. Four hundred and twenty persons were immunized with flu shots. Sixty persons were immunized with the pneumonia shot.

Paul McCarthy, Chairman

BOARD OF ASSESSORS

Property taxes and levels of assessment have been major issues in the minds of local, state and national governmental bodies during the past year and more attention has been focused on local assessing departments. During the November elections, many tax payers contacted our office to express their concern with the issue of classification and its effect on the local tax rate. An analysis of current assessing practice in Chelmsford showed that there would be little effect on the rate.

Classification, if it is found to be constitutional, requires each city and town to first value properties at full and fair cash value and then to assess each category (residential, commercial, industrial and open land) at a different percentage. Chelmsford was revalued in 1972 and the tax base equalized so that similar properties pay similar amounts of taxes. As property values have increased, the assessment level has dropped from 100 percent but the tax base is still equalized so that bringing assessments to full and fair cash value should not affect the actual tax dollars paid by the individual homeowner.

In compliance with the state's requirement to move to full value, the Assessors have been engaged in a program of updating our record cards by physically visiting each

property in town. This does not constitute a revaluation per se, but a correcting of existing records which will continue this year.

Building permit activity remained at about the same level as last year with 380 permits taken out. The breakdown is as follows: 60 new dwellings; 11 signs; 24 commercial; 61 repair/remodel; 18 sheds; 46 pools; 7 demolish; 118 additions; 29 condominiums; 5 miscellaneous and 1 void. There was an increase of \$4,419,350 in real estate and personal property valuation this year.

Of the \$24,153,304 to be raised to meet the costs of running the town and meeting our state and county assessments, \$16,085,238 or 66.5% came from local taxation. Another \$1,178,211 was derived from motor vehicle excise.

Exemptions granted were:

Type	No	Total
Clause 41 (Elderly)	218	\$107,835
Clause 41A (Deferral)	9	11,603
Clause 22 (Veterans)	513	94,286
Clause 37 (Blind)	15	6,562
Clause 17 (Widows)	24	4,200
Clause 18 (Hardship)	28	13,278

The Board has continued to pursue a professional education with all three Assessors and our new administrative assistant, Diane Phillips attending courses given by the Association of Massachusetts Assessors. Mrs. Delaney received her designation as Massachusetts Accredited Assessor while Chairman Janet Lombard has served on the executive boards of the State and County Assessors Associations and chaired a computer committee and a committee to update the laws pertaining to local taxation.

DEPT. OF VETERANS' SERVICES

I respectfully submit the Annual Report of the activities of this Department, as Veterans' Agent and Investigator for the year 1978.

VETERANS' BENEFITS

Cash and Material Grants

Month	Amount
January	\$ 6,135.00
February	9,138.00
March	5,798.00
April	4,917.00
May	6,112.00
June	8,199.00
July	3,627.00
August	3,200.00
September	5,733.35
October	2,319.00
November	2,800.00
December	4,226.58
Total	\$62,205.13

VETERANS' SERVICES

Autos and special equipment for disabled veterans	\$ 2,000
Compensation to dependents for veterans service-connected death	13,000
Dependents indemnity compensation	156,000
Sons, daughters, wives and widows educational assistance	35,000
Specially adapted housing for disabled veterans	2,000
Veterans death pension	217,000
Veterans disability compensation	1,204,000
Veterans disability pension	232,000
Veterans insurance and indemnities	176,000
Veterans readjustment training	469,000
Veterans burial awards and other miscellaneous benefit payments	28,000
Vocational rehabilitation training for disabled veterans	17,000
Total	\$2,551,000

PROVIDED TRANSPORTATION FOR VETERANS

To: Bedford V.A. Hospital	75
Brockton	28
Jamaica Plain	20
West Roxbury	8
Total	131

Massachusetts Veterans' Services Department is continually revising their directives to help the veteran and his family, and we have stayed on top of this by attending the quarterly meetings of the Middlesex County Veterans Agents Association and the Boston office of Veterans' Benefits.

The types of assistance rendered by this office vary greatly and include: medical, educational, death benefits, financial aid, etc. In order to successfully administer our duties, we have a constant line of communication with many other agencies such as the Veterans Administration, Social Security, Division of Employment Security, CETA Administration, Public Welfare, Council on Aging and others. We are grateful for their assistance and support.

The Department of Veterans' Services wishes to thank the town officials, board members, employees, and all of the Veterans organizations for their fine cooperation during the past year.

If anyone has any questions, please feel free to call the office at 256-8713 between the hours of 8:00 a.m. and 4:30 p.m.

Respectfully submitted,

Mary K. McAuliffe
Veterans' Agent

VETERANS' EMERGENCY FUND

Treasurer's Report to the Board of Selectmen

January 1, 1978 to December 31, 1978

RECEIPTS AND DISBURSEMENTS

Balance on Hand as of January 1st, 1978: \$6,799.41

Add Receipts:

The Central Savings Bank, Lowell, Mass.

Interest \$233.02

The Commonwealth Federal Savings and

Loan Association of Lowell, Mass.

Dividends \$177.00

Total Receipts 410.02

Total Balance on Hand as of January 1st, 1978 and

Receipts \$7,209.43

ASSETS

Central Savings Bank, Lowell, Mass.

On Deposit, Bank Book Number 128790 . . . \$4,609.43

The Commonwealth Federal Savings and Loan Asso-

ciation, Lowell, Mass.

Savings Term Certificate, Account Number

901-035-01 2,600.00

Total Assets \$7,209.43

LIABILITIES

Total Liabilities \$ None

Total Assets, Less Liabilities \$7,209.43

Respectfully yours,

Alfred H. Coburn
Treasurer

Dr. Ablert W. Willis, retired from the committee during 1978. Mr. Charles E. Jangraw was appointed by the Selectmen to fill this vacancy.

Once again we list the members of our committee in the event that future applicants might care to submit requests for information and/or applications for assistance to them. The precinct representatives are listed as follows:

Precinct 1:	Charles E. Jangraw
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. Knutson
Precinct 12:	Gerard A. Vayo

The Committee extends their appreciation to the

Selectmen, to the town Veterans' Agent, Mrs. Mary K. McAuliffe, other town officials and employees for the kind assistance given to the committee during the past year.

Respectfully yours,

Alfred H. Coburn
Chairman

BOARD OF APPEALS

Charles Higgins, Chairman

Carolyn Bennett, Vice Chairperson

Florence Kelley

Daniel Burke

Marshall Arkin

Alternates

Joe Dappel

Dennis Valdenocci

Michael Earhartic

The Board of Appeals heard 60 requests for special permits/variances, and they were disposed of as follows:

Granted	38
Denied	16
Withdrawn	6
total	<u>60</u>

The Board would like to take this opportunity to express their thanks to all Town Officials and Town bodies who assisted us in our endeavors.

Respectfully submitted,

Charles Higgins
Chairman
Board of Appeals



CHELMSFORD PLANNING BOARD

(L to R) Thomas E. Firth, Jr.; Henrick R. Johnson, Jr. Chairman; Ann H. McCarthy; Charles A. Parlee; Paul F. Bartel, Clerk (Missing from photo: Carolyn J. Fenn, Vice Chairman; Eugene E. Gilet)

PLANNING BOARD

Henrick R. Johnson, Jr. Chairman Ann H. McCarthy
 Carolyn J. Fenn, Vice Chairman Eugene E. Gilet
 Paul F. Bartel, Clerk Charles A. Parlee
 Thomas E. Firth, Jr. Judith E. Carter, Recording Clerk

Due to the new Zoning By-laws passed at the 1977 Annual Town Meeting and the revised Subdivision Rules and Regulations adopted in April, the Planning Board has spent much time during the past year working with applicants on their plans for Subdivision or Site Plan Approval.

Approval was granted to two large subdivisions—18 lots on Wiggin Street, off North Road, and 16 lots in Chapel Hill Estates, at the end of Cambridge and Mt. Auburn Streets. Two small subdivisions were also approved, and the Board approved 29 plans under Subdivision Control Law Not Required.

Under the Site Plan Review process, approval was granted to a 135-unit motel at Parlmont Plaza, 176 condominium units on Littleton Road, a third condominium type office building at Village Square, and 7 other industrial-warehouse buildings in various sections of the town. At the present time, the Site Plan Review process is required for any building containing over 3,000 square feet, although the Board is considering raising the size of the buildings requiring Site Plan Approval.

The Board accepted with regret the resignation of former Chairman A. Robert Raab at the end of May, and wishes to acknowledge publicly the many contributions made by Mr. Raab, who moved out of town. Mr. Charles Parlee was appointed to finish Mr. Raab's term. At that time the Board re-organized for the coming year, with the following elected: Henrick R. Johnson, Jr., Chairman; Carolyn J. Fenn, Vice Chairman; Paul F. Bartel, Clerk; Eugene E. Gilet, representative to the Northern Middlesex Area Planning Commission; and Ann H. McCarthy, representative to the Capital Planning and Budgeting Committee. Board members were also appointed to serve on other Town Committees: Mrs. Fenn on the HUD Flood Insurance Committee, Mrs. McCarthy on the Citizens' Advisory Committee to the Chelmsford Housing Authority, and Mr. Bartel to the Vinal Square Development Project Committee.

The Board held several public hearings prior to the Annual Town Meeting on re-zoning articles, and the following locations were adopted for re-zoning by the Townspeople: Archer property, Billerica Road; Hicks' land on Richardson Road; and the Emerson property on North Road. The Board also presented three articles at Town Meeting: Zoning Cleanup and adoption of Chapter 808, Major Business Complexes, and a new Sign By-law, which created the formation of a Sign Advisory Committee. Another public hearing was held in the fall for Mr. Hicks to use the land on Richardson Road for 72 condominium units, rather than the apartment complex presented at the Annual Town Meeting, and this was approved at the November Special Town Meeting. The Board also worked closely with its consultant, Philip B.

Herr, the Board of Selectmen and the Historic District Commission in drafting a Preservation Restriction on the Emerson property.

Plans for 1979 include having a new zoning and street map produced, incorporating the aerial maps of the Town. This new map should be of benefit to all Boards and Departments throughout the Town, as well as the residents of the Town. The Board hopes to have this new map ready for presentation to the Townspeople at the April, 1979 Annual Town Meeting.

Henrick R. Johnson, Jr.
 Chairman
 Chelmsford Planning Board

PUBLIC LIBRARIES

Adams Library, Boston, Road, Chelmsford Center
 Anna C. MacKay Memorial Library
 Newfield Street, North Chelmsford

Library Trustees

James Geary, Chairman Howard K. Moore
 Elizabeth McCarthy Dennis McHugh
 Roger Welch *David Kelch
 *(appointed to replace Mary Claire Phelan)

The Carriage House renovation began in the fall of 1978, and is scheduled for completion early next year. The multi-purpose meeting facility, capable of seating fifty people, and complete with kitchen facilities is being financed with Trust funds, contributions from the Friends of the Library, and donations from the community solicited by the Carriage House Committee. Nashoba Valley Technical High School students are supplying the labor. Money raising projects conducted by the Carriage House Committee have included a lawn sale and the raffle of a watercolor of Adams Library by William Hynes, donated by Representative Bruce Freeman.

For six months, the library had the services of two video artists-in-residence, Fred Simon and Karen Simon-Petersen. A project of the Massachusetts Arts and Humanities Foundation, the video project emphasized free workshops in the use of 1/2 inch video equipment and the creation of a locally produced video tape. More than 100 people learned how to use the 1/2 inch portapak equipment, and were certified, enabling them to check out the video equipment for home use. The \$5,900 worth of video equipment purchased for the program, was federally funded with Library Service and Construction Act, Title I funds through the Massachusetts Bureau of Library Extension. An outgrowth of the video program was an "Adams Library Independent Video Competition" which offered 4 prizes of \$50 each: 1 \$50 award to a local resident (Chelmsford, Billerica, Lowell, Wilmington, Tyngsboro, Westford) and 3 \$50 awards to Massachusetts residents. Fred Barzyk, WGBH-TV producer/director and a pioneer of video art in the early 1960's judged the tapes and awarded three of the four \$50 prize monies. Designed to encourage use of library's video equipment and to publicize our video program state-wide, the com-

petition drew more than 20 entries.

Several outstanding projects and programs were completed this year. The Friends of the Library contributed immeasurably to the library's development with the purchase of a new 144 drawer card catalog and a Gestaphont labeling machine which completes equipment necessary for the library's Graphic Arts Department. In this department, graphic arts services to community organizations increased dramatically, making volunteers necessary. The 5th edition of our **Handbook of Chelmsford Organizations** and a fully illustrated 1979 Calendar of Events given away by the Children's department at both Adams and MacKay were produced on the library's graphic arts equipment. Children's programs were highlighted by the ever-popular Summer Reading Club which attracted more than 600 participants, the first annual pet show which was video-taped and can be viewed in our Fine Arts Department, and the "Little Red Wagon" presentations sponsored by the Friends of the Library. For the first time, library personnel and Friends of the Library staffed a brightly bannered booth at the town's annual 4th of July Celebration; although rain cut short our stay, people were able to see themselves on TV, via the library's video equipment, and purchase "book worms" created by the Friends.

Personnel changes have been significant. David Panciera, Director since 1972, left in September to assume the Directorship of the Westerly Public Library, Westerly, Rhode Island. Under his leadership, the library realized increased in the collection, the physical space, and staff. Formerly Assistant Director since January, I assumed the position of Director and William Edge, Jr., formerly Branch Librarian, Westfield Athenaeum became Assistant Director. Together we hope to increase services to the community, reorganize budget priorities, and plan for expansion of physical facilities.

As in the past few years, the library continues to show an increased circulation and of the 39 libraries in our population group, Chelmsford has the third most cost-effective library. In conclusion, I would like to acknowledge the faithful support of our community including library users, volunteers, Friends of the Library, staff and Trustees.

Statistical Report

Monies deposited with the Town Treasurer	\$17,379.07
Circulation	262,702
Cards Issued	2,868 2,868
Employees (full time including CETA)	15
Employees (Part time)	19
Department Heads:	
Goldie Creamer (MacKay Branch)	
Lillian Storey (Circulation)	
Bea Beaubien (Children's House)	
Linda Webb (Art & Music)	
Joan Allard (Reference)	
Marion Lord (Technical Services)	

Respectfully Submitted,

Ann E. Gallmeyer
Director

CEMETERY COMMISSION

Members	Cemetery Superintendent
Everett V. Olsen, Chairman	George E. Baxendale
Arthur J. Colmer	
Gerald L. Hardy	

To: The Honorable Board of Selectmen
Town of Chelmsford

Gentlemen:

The Cemetery Commission of the Town of Chelmsford is pleased to report on some of their accomplishments during the past year, 1978.

One of the most important accomplishments has been the micro filming of vital cemetery records. In prior years all cemetery records relating to burials, sale of cemetery lots and other related financial and vital statistical records have been kept in looseleaf books or in separate files in the office of the Superintendent. The very nature of the cemetery building and the files in it have provided only minimal protection against theft, vandalism, fire or other means of destruction. Now that these records have been microfilmed the microfilm record is kept in a bank vault in a safe deposit box. It is now comforting to know that these Town records are safe and exist as a second means of providing this vital information.

Other accomplishments, which are every bit as important to the Cemetery Department as the foregoing, are these:

a. — The West Chelmsford Cemetery has five roadways hopped and the cemetery fence has been newly painted by the staff.

b. — The West Chelmsford Cemetery has an additional acre of land developed, by the Cemetery department staff, into new gravesites.

c. — The South Chelmsford fencing has been painted by the staff.

d. — The Riverside Cemetery required placement of a large granite column and name cap following an automobile accident that upset this gateway piece. At the same time repair work was accomplished on the granite wall adjacent to the column which was also damaged in the accident. The Commissioners have filed a claim for insurance reimbursement which claim has not yet been settled.

e. — The Fairview Cemetery granite wall was repaired in 1978 also. In addition, the Superintendent and his staff have converted three additional acres in Fairview Cemetery into grave sites and more than 25 burials have already taken place in this new section. This is a most attractive addition and it will fill the demand for burial lots in this particular cemetery.

f. — In the Pine Ridge Cemetery it has been necessary to reinstall wrought iron fencing on more than one occasion because automobile accidents have knocked the fen-

cing over. In these cases motorists have left without reporting the accidents.

g.—The Pine Ridge Cemetery was the focal point for vandalism and damage to grave markers—many of them large and expensive.

Over twenty monuments were overturned and trees in the cemetery were uprooted.

The Commission takes this occasion to express their thanks and appreciation to the Luz Memorial works and to the Colmer Monument Works for their speedy action in resetting all of the monuments—in one day—without charge to any of the lot owners or to the Town, without this generous help the job would have required several days to be finished and at a considerable cost.

It is especially important too, at this juncture, to express the Cemetery Commissioner's thanks to the Police Department, the Fire Department and to the several Administrative Departments in the Town for the excellent cooperation and assistance with this and the many other difficult situations requiring the cooperation of all officials and employees.

h.—The Cemetery Commission published a notice in 1978 of intent to increase the cost of Cemetery Lots. Following this notice the Commission did vote to increase the rates to be charged. The new schedule of rates, now in effect, are listed below:—

FEATURED SECTION

4 and 8 graves only
4 grave Lot-\$600- Lot \$200- P/C \$400
8 grave Lot-\$1,200- Lot \$400.00 P/C \$800.00

MONUMENT GRAVES

\$150 per grave- Must buy two graves to have monument privileges

4 GRAVE LOTS

Pine Ridge, Hart Pond, Fairview and W. Chelmsford
\$600.00 - Lot \$200.00 - P/C \$400.00

FLUSH MARKER GRAVES

\$100 per grave - Lot \$40.00 - P/C \$60
Monument Grave - \$150 - Lot \$50 - P/C \$100

During the past year the Cemetery Superintendent and the staff were responsible for 98 burials.

The Cemetery Commissioners as well as the Superintendent and the staff, take this occasion to express appreciation and thanks to the many Town Departments, officials and employees who have given the cooperation and help needed to make our Cemetery Department function smoothly and efficiently.

Respectfully submitted,

Chelmsford Cemetery Commission
Everett V. Olsen, Chairman
Arthur J. Colmer
Gerald L. Hardy

PARK COMMISSION

Park Superintendent - Donald P. Gray

The Park Commissioners reappointed Donald Gray as Park Superintendent and elected Bradford Emerson as Chairman at the annual organizational meeting.

A new 1978 Chevrolet 3/4 ton truck was purchased by the voters for the department.

The flagpole on the North Common had to be repaired and reset, as it had deteriorated badly at the base and the top. The annual maintenance of all flagpoles was carried out.

The Park Department continues to maintain the Recreation areas, such as the ball fields, ice skating at Roberts Field, and Tot Lot.

The new field at the High School was limed, fertilized, and seeded after the Army left.

We would like to thank all Town Departments and Garden Clubs for their continued cooperation and assistance.

Respectfully submitted,

Bradford O. Emerson, Chairman
Arthur L. Bennett
Joan Schenk

RECREATION COMMISSION

The Chelmsford Recreation Commission consists of a maximum of 9 appointed volunteers. The Board of Selectmen, on an annual basis, may re-appoint present members. However, any citizen wishing to be considered can do so by submitting a written request for consideration. The Commission is appointed by the Selectmen, and it is responsible for the administration of the budget which it submits to the voters of this Town at the Annual Meeting. This body is truly an independent body of volunteers, dedicated to the execution of the Town's recreational needs and to its long range fiscal and management goals.

Most of the budget goes directly to programming. An equal amount of money is raised by the organizations which are Town supported. These supported organizations contribute nearly 50,000 hours of their personal time, their automobiles for transportation and their own personal finances when they hold cook-outs or team parties at the end of the year. The approximate \$100,000 support of the Town is less than a third of the entire cost when considering the total Community responsibility shown by these volunteer citizens.

The administration of these programs, plus the maintenance of fields, buildings and equipment, is done through the Recreation Commission. Some capital

outlays plus some salaries are required for those programs solely sponsored by the Town. The conversion of the old East School into a community complex is administered by CETA personnel and operated at a modest cost to the Town. Fortunately, the cost of CETA personnel is provided through a Government program. The escalation in the utilization of this complex helps to bring in revenue which has off-set some of the operational costs to date.

With over 4,000 registered youths in the recreational programs in Chelmsford, it is fair to say that interests are high, the quality is good, the facilities are good and problems are comparably few.

With the most rapid rise of interest in the Soccer Program it has become a prime requisite that the Recreation Commission secure new fields for Soccer. Where possible, we have endeavored to design these fields for both Soccer and Football. Through the cooperation of the School Building Committee, the School Board, the Fire Department, the North and the Center Water Districts, the Police Department, the Highway Department, the Fort Devens Army Corp of Engineers and a volunteer group of citizens, it has been possible to initiate a long range field-development program that will create a centralized Football-Soccer Complex in the Harrington-High School open fields closest to Route 3.

The Town is indeed fortunate to have such a dedicated Community responsible for the recreational enjoyment of more than 50% of our eligible youth. It is a cooperative venture as it is most difficult to have such a successful program without the coordination of a central agency, such as the Chelmsford Recreation Commission, plus all of the interested Community participants.

Respectfully submitted,

Paul Murphy, Chairman
Joan Murray, Vice Chairperson
Robert Charpentier
Harry Ayotte
Jack Bilodeau
Bette Ressel
Bruce MacDonald
James Crocker, Director
Evelyn Newman, Administrative Assistant

YOUTH CENTER

The 1978-1979 year at the Youth Center has been filled with some triumphs and difficult times. The Board of Selectmen unanimously defined space in McFarlin School as the permanent Youth Center for our community. The Advisory Committee and staff cheered. Our program of youth development started in 1972 through the Jaycees and other interested town groups had finally grown to have office space in the community. The Youth at the Center together with the staff and the Advisory Committee painted the Center to give rise to an appearance of a Youth Center rather than of a school.

Jim Woodman resigned on September 8. Jim's success as Youth Center Coordinator will long be remembered in

Chelmsford. He has worked constructively with many town groups to help the Center. Most especially, his warm supportive approach to the young people of our community will, through the successful development of them to adulthood, attest to his success. The town lost a very productive and resourceful person when Jim resigned to return to graduate school.

The interview process resulted in an exciting replacement. Peter Saulis became Youth Center Coordinator. Peter has graduated from Chelmsford High School and Fitchburg State College. It was a delight for the Advisory Committee to make the offer to one of our own.

The winter period brought us to a new area of success. The Center opened its doors during the late afternoon hours. This opening in February attracted a new larger number of persons. Arts and Craft, plant workshop and new gymnastic equipment were well used during the first week of operation.

Throughout the year attendance increased. Specialty gymnastic programs and disco dance training has attracted many new members. The system of transportation through use of the senior citizens shuttle bus has also been a benefit.

Fund raising activity has increased to allow a stable budget projection for the coming year. The Advisory Committee has exercised careful budget control to increase programs, hours of operation with a zero incremental effect on the tax rate.

Respectfully submitted,

G. Weinert, Chairman
Advisory Committee

Ernie Brown
Phyllis Dougherty
Jay Finnegan
Robert Acheson
Jan Greeno
Judy Harrison
Wendell Luke
Trudy Wall
Joanne Weinert
Ronald Cannistraro

SHARE INCORPORATED

SHARE's total income, January 1-December 31, 1977, is \$667,842. During this same twelve-month period, SHARE actually expended \$53,946.04 in services to the residents of Chelmsford (\$47,739.86 direct; \$6,206.18 indirect). That is 7.1% (\$47,739.86 divided by \$667,842) of SHARE's income went to Chelmsford. Chelmsford contributed \$23,747, which is 3.5% of SHARE's income. For each dollar Chelmsford contributed, citizens received \$2.27 in services.

Service Delivery Summary:

During 1978, 207 Chelmsford residents received

SHARE services in either treatment or education programs.

The Medication Clinic (methadone) has seen 2 clients from Chelmsford for a total of 83 weeks.

The Morningstar Counseling Program has counseled 93 youths and their families from Chelmsford for a total of 1530 counseling weeks.

The Emergency Shelter Program has housed 10 individual adolescents from Chelmsford for 85 days of shelter care.

Residents from Chelmsford have been seen at Central Intake for counseling, 12 individuals from Chelmsford have been seen this year.

Other SHARE services provided to residents of Chelmsford include 200 hours in-school counseling and training groups in Chelmsford High School and Junior High Schools. In-school counseling involves direct counseling of 45 adolescents who are usually referred by school department personnel. Many of these students have a problem with substance abuse, as well as other adolescent adjustment issues.

SHARE, Incorporated is a multi-modality, drug treatment and rehabilitation program serving the Greater Lowell area. Eligibility requirements vary with each division. For more information, call the Central Intake Unit at 459-2306.

Central Intake Unit—The Central Intake Unit (CIU) is a place where a person with an immediate crisis or continuing problem can be seen quickly and without red tape. The client is personally evaluated to determine his or her treatment needs and then referred to an appropriate facility, whether it be one of SHARE's programs or an appropriate community agency. In addition, CIU offers short-term, outpatient counseling and crisis intervention. The Central Intake Unit is located at 660 Middlesex Street, Lowell. CIU is open from 9:00 a.m. to 5:00 p.m., Monday through Friday, plus evening hours if necessary. For an appointment call Joan Hyde, Ph.D., at 459-2306.

Anabasis House—Anabasis House is a residential, therapeutic community for men and women who have been drug abusers with related emotional and/or legal problems. Residents live in a structured environment in which therapy includes group and individual counseling, an educational/vocational component, recreation, medical care, and household tasks. Anabasis House is located at 21 Branch Street, Lowell.

Morningstar—Morningstar is the division of SHARE which deals with the treatment of adolescents and their families, as well as young adults. Referrals from our catchment area come to Morningstar from a variety of sources: the courts, schools, mental health clinics, hospitals, parents, and self-referrals. Components of Morningstar include individual, group, and family counseling, as well as community and school consulta-

tion. Morningstar is located at 150 Middlesex Street, Lowell, although counselors see most young people at schools or in their own community.

Share Temporary Shelter (STS)—STS is a short-term shelter facility for adolescents. The target age group is the 13 and 16 year old who is having problems and needs a "cooling off" place to stay. Young people are usually referred by an agency or the police. Some are also offered shelter when there is a question of child abuse. The Shelter is located at 206 Rogers Street, Lowell.

Medication Clinic—is an outpatient adult program for opiate addicted individuals who need detoxification and psychotherapy. Admission requirements are strict and comply with Federal protocol. The Clinic is located at 660 Middlesex Street, Lowell.

Consultation Training & Evaluation Team—provides community consultation and training to schools, agencies, and community groups. The team also provides a comprehensive battery of psychological tests. The team includes Dr. Gerald Margolis, Alan M. Smith, Sc.D., Patricia A. Morin, ACSW, and Dr. Robert Caine.

I trust this information will be of value to you in assessing SHARE's contribution to needed services to the citizens of Chelmsford. I would be pleased to answer any questions you might have regarding this report or any of SHARE's programs. Please do not hesitate to call me.

With best regards,

Douglas R. Murray
Executive Director

ESTIMATED COSTS TO PROVIDE SERVICES TO THE TOWN OF CHELMSFORD

January 1, 1978—December 31, 1978

Medication Clinic (2 clients)		
84 client weeks x \$40.84/week	=	\$ 3,430.56
Emergency Shelter (10 clients)		
85 client days x \$32.73/day	=	2,781.20
Central Intake Unit		
12 Intake Evaluations		
x \$82.32/client	=	987.84
Morningstar Counseling (93 clients)		
1530 client weeks x \$24.13/week	=	36,918.90
Other Morningstar Services		
In-school Counseling, 203.0 hours		
Health Education Committee 7.0 hours		
Jr. High Group 1.0 hours		
Chelmsford Clergy 22.0 hours		
Youth/Teen Center 1.0 hours		
Drug Committee 1.0 hours		
Police Department 2.0 hours		
Total 237.0 hours		
237 hours x \$15.28/hour	=	3,621.36
Sub-Total	=	47,739.86
Ancillary and indirect costs, including		
Central Administration, Business		
Management, Clinical Supervision, and		
Program Evaluation (13% of above		
total)	=	6,206.18
GRAND TOTAL		53,946.04
Amount paid to SHARE, Inc. for		
12 months	=	23,736.96

For every dollar Chelmsford paid SHARE, it has received \$2.27 in services.

PLUMBING INSPECTOR

To: The Honorable Board of Selectmen
From: William Shedd, Plumbing Inspector

This being the third year that the Plumbing Inspector has been transferred from the Board of Health to the Building Inspector's office, continues to make an 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.

For the year 1978 there were 211 plumbing permits issued to do plumbing work. Of this number, 84 were for Hot Water Tanks, 12 were for Renovations, 115 were for New Construction. It took 230 plumbing inspections to complete the work.

Respectfully submitted,

William Shedd
Plumbing Inspector

WIRE INSPECTOR

To: The Honorable Board of Selectmen
From: Harold M. Tucke, Jr., Wire Inspector

1978 has been a year of increasing work load for the Wire Inspector. The new State Code law requiring smoke detectors in all new residential homes and other buildings require extra inspections to ascertain that they are properly installed and that there is one detector for each 1200 sq. ft. of living or using area.

Pools require ground fault interrupters and all outside wiring assuring the safety of users.

I have to work very closely with Mass. Electric Co. They are required to notify me of all meter changes.

I must inspect all electrical signs, which require an electrical permit.

The burning of the Fiske House was investigated extensively by both local and state authorities and by me to determine the cause of the fire, which was ruled not to be electrical.

I am on call seven days a week, twenty four hours a day, in case of emergency; such as fire, flooding etc.

There were 455 applications for wire permits issued in 1978. The majority of these require several inspections.

Inspections made for wire permits	1160
Type of Inspections:	No.
Commercial & Industrial Buildings	230

Residential Building	255
Fire Alarms	190
Service chgs., dryers, pools, relocation water service change-grounding, fire damage, etc.	485

Respectfully submitted,

Harold M. Tucke, Jr.
Wire Inspector

GAS INSPECTOR

To: The Honorable Board of Selectmen
From: Neal Stanley, Gas Inspector

1978 again 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. Added State requirements have increased my duties.

I wish to thank all the people and departments that have cooperated so much to make this department what it is.

There were 185 permits issued in 1978.

There were 350 inspections made by the Gas Inspector.

Respectfully submitted,

Neal Stanley
Gas Inspector

SEALER OF WEIGHTS AND MEASURES

To the Honorable Board of Selectmen:
Gentlemen:

As Sealer of Weights and Measures for the town of Chelmsford, I wish to submit my report for the year 1978.

In performing my duty, I have sealed the following:

216 Gasoline Meters
2 Scales—5,000-10,000 pounds
21 Scales—100 to 5,000 pounds
44 Scales—more than 10 less than 100 pounds
36 Scales—10 pounds or less
117 Avoirdupois Weights
12 Apothecary Weights
1 Fabric Measuring Device

Monies received from seals, the sum of \$1,052.81, has been turned over to the Town Treasurer.

Respectfully submitted,

Anthony C. Ferreira
Sealer of Weights and Measures

ANIMAL INSPECTORS REPORT

To the Honorable Board of Selectmen
Town of Chelmsford, Massachusetts

Gentlemen:

The following is the animal inspectors report for the year 1978.

Number of dog bites	69
Number of cattle inspected	164
Number of horses inspected	55
Number of swine inspected	355
Number of sheep inspected	12

Respectfully submitted,

Martin A. Gruber DVM

DOG OFFICER

The following is a report of my services as Dog Officer for the year 1978.

Stray Dogs sold to individuals	53
Stray dogs sent to Medical Schools	153
Stray dogs disposed of	6

Total stray dogs picked up 212

Complaints investigated	697
Miscellaneous calls	2,879
Dead Animals picked up	331
Miles traveled	20,842
Lost dogs returned to owners	92

Respectfully submitted

Frank Wojtas
Dog Officer

CONSERVATION COMMISSION

Members

John McCormack	John Balco
Edward Duffy	Judith Hass
Donald House	David Merrill

Frank Siraco

The past year was an extremely eventful one for our commission. We started the year with these prime objectives:

- (1) Acquire more town-owned conservation land and develop existing properties to increase public use.
- (2) Improve our Wetlands administration skills.
- (3) Promote inter-board cooperation on conservation matters.

- (4) Expand on our working relationships with neighboring commissions.
- (5) Upgrade public knowledge and awareness of the importance of wetlands protection.

We are proud to report the following progress on each of these objectives.

Land Acquisition/Reservation Development

Through town meeting approval, we added 36 acres to our previous total of 298 acres of conservation lands. This additional acreage cost \$81,500 to purchase, but the net incremental cost to the town was zero (0) – because 50% was paid by our conservation fund and 50% was reimbursed by the state self-help program.

Our reservation development efforts centered on sign construction, trail marking, and overall clean up. A nature trail has been identified and labeled at the Wright Reservation and a guide booklet has been published. These booklets are available at the Town Hall and the public libraries. The trail marking, clean up, and sign construction work at the reservations were guided by our CETA employee, Richard Guaraldi. Jeff Ross, an Eagle Scout Candidate from Troup 77, directed the construction of the Wright Reservation picnic area, trail markings and clean up projects.

Wetlands Administration

The duties associated with administering the Wetlands Protection Act (WPA) easily absorbs most of the time and effort of our seven (7) members. During the year, we made two (2) great strides towards increasing our technical administration capabilities.

First, we had a ground water study completed that identified the location of ground water supplies, and included recommendations on how this supply could be protected from pollution. This study and its conclusions are extremely useful because Chelmsford relies totally on ground water for its drinking water supply. We shared this study information with the Planning Board and the Water Districts.

Secondly, we contracted engineering services to clearly define the boundaries of all our wetlands. Boundary definitions were generated based on the state statute and legal definition as to what constitutes a wetland. All of our wetlands were delineated on the Town's new two-foot contour maps. As a result of this project, we are in a much stronger position to determine both the accurate location and the value of the Town's wetlands. On December 12 we conducted a public presentation of the wetlands mapping project and we distributed copies of the new wetlands map to the Planning Board, Building Inspector, Board of Health, Appeals Board and Selectmen.

Inter-Board Cooperation

Much closer cooperation now exists between our commission and the Planning, Health, Appeals, Building In-

spector, and Selectmen personnel. Although more work in this direction is always necessary, communications that already existed have improved, and new communication channels have, or are being established. We realize that the prime benefactor of inter-board cooperation are the Town people, and we pledge to accelerate our interfacing activities in 1979.

Neighboring Commissions

Recent wetlands incidents in the Littleton Road, Sleigh Road and Hart Pond areas have been mutually addressed by the Westford and Chelmsford Conservation Commissions. We have both concluded that public and wetlands protection can best be served by our joint efforts. We will continue and expand this process with other neighboring commissions in 1979.

Public Awareness of Wetlands

Educating the public as to what the wetlands protection act is all about continues to be one of our top priority goals. Progress towards this goal is slow because awareness requires understanding, which in turn requires education etc. One step we took during 1978 to help general understanding was the publication of a wetlands brochure for the layman. Copies of this brochure are available at the libraries and offices of the Town Clerk and Building Inspector.

Wetlands Protection Act Hearings

There have been six hearings held under the Wetlands Protection Act (Chapter 131, Section 40, Massachusetts General Laws) for 1978. Conditions have been issued on all cases. There was one appeal by Parlmont Realty Trust. The final decision is state pending. Many outstanding cases have been or are being pushed by Town Counsel in hopes of resolving them. New Guidelines have been issued to assist applicants in their applications under the act.

In closing our prime objectives in 1979 will be the same as those in 1978. We plan to build on the base established in 1978 and we are confident the final results will show that the public is better served.

TREE DEPARTMENT

This year the department has been continuing with its safety pruning, removal of broken limbs from previous storm damage, removing lower limbs too low for safe travel.

A hearing was held for the removal of trees for work on Route 27 in South Chelmsford with a decision to leave the trees.

A minimum of young trees were planted with hopes to plant more, if money can be made available.

We plan to continue with safety and preventive maintenance our priorities, as well as taking care of the

many calls throughout the year. We are here to serve you the best we can.

Thanks to all town departments for their continued cooperation.

Respectfully submitted,

Donald P. Gray
Tree Warden

INSECT PEST CONTROL DEPARTMENT

As in the past, this department has used its budget for the removal of dead and diseased trees. Most of the work is done during the winter months when the town has the use of the contractors at a considerable savings.

The list of trees to be removed continues to grow as we continually view the town roads with safety our number one priority. The trees are topped first, at a later date the main butt is removed and when deemed necessary the stump is ground below finish grade. All the above is done with special equipment and well trained personnel of local contractors.

We try to locate as many of the problems as we can and with your help our job can be done even better. If you see a problem don't hesitate to call as we are here to serve you.

I would like to thank everyone for their assistance throughout the year.

Respectfully submitted,

Donald P. Gray

TOWN AIDE

Throughout 1978, the Town Aide Department focused its efforts toward assisting the Townspeople by encouraging participating in all available anti-poverty programs. In addition to seeking increased awareness and participation in programs such as: Vocational Advancement through Skill Training, Neighborhood Youth Corps, HeadStart, Family Day Care, Foster Grandparent Program, Retired Senior Volunteer Program, Senior Companion Program and the Section 8 Rental Subsidy Program, increased demand for assistance with energy related problems resulted in emphasis on the Winterization Program as well as the Emergency Energy Assistance Program.

The demand for Winterization services (caulking, insulation, weatherstripping) did create a longer waiting period for applicants, but, many homes were completed during 1978. Emergency Energy Assistance funds were made available in the spring and assisted approximately 44 Chelmsford residents in meeting their fuel needs.

In June, this office relocated with the Council on Aging office to the Senior Citizen Drop In Center on Mill Road.

It is apparent that a greater proportion of time is being spent in providing assistance to the increasing elderly population of Chelmsford.

Respectfully submitted,

Kathleen M. Robinson
Town Aide

CHELMSFORD COUNCIL ON AGING

The Chelmsford Council on Aging had another busy year in 1978, attempting to expand services to assist the increasing number of older residents. The following report outlines the services which were available during 1978.

Senior Citizen Drop In Center

With the Assistance of the Board of Selectmen and the Building Committee the Chelmsford Senior Citizen Drop In Center finally opened its doors in June 1978. The Council wishes to pay special tribute to the late Mr. Edward Hood, Building Committee member, who devoted so many hours and much interest in the project. We will miss him.

Since June, many seniors have taken advantage of the opportunity to be out of their homes and socialize. The Center is open Monday through Friday, from 8:30 am until 5:00 pm. Arts and Crafts are held on Monday mornings and exercise and group dancing in the afternoon. Bingo is enjoyed on Wednesdays and cards on Thursdays. Special parties have been held on Fridays. In addition to these scheduled activities, the Center has a television, stereo and library which has been furnished with donated books and magazines. The Council on Aging office has also been relocated to the Center, offering information and assistance to the elderly.

Transportation

During 1978, the Council on Aging Van traveled 21,278 miles and transported 3,329 persons to their destinations.

Nutrition

The Elderly Lunch Program continued in 1978 to offer nutritious luncheons three days a week at a cost of 50¢ per meal. The program moved to the McCarthy Junior High in September and has adapted very successfully. Increased demand for delivered meals has resulted in a tremendous response from volunteers who currently deliver 50 meals daily to home bound elderly in all sections of Town. Volunteers also continued to deliver meals to the Chelmsford Arms during 1978. In total over 20,000 meals were served in 1978.

Health Maintenance

The Elderly Health Clinics are sponsored by Elder Services of the Merrimack Valley in cooperation with the Lowell Visiting Nurse Association. Clinics are conducted

beginning at 1:30 pm until 4:00 pm, according to the following schedule: First Wednesday—Drop In Center; Second Wednesday—North Congregational Church; Third Wednesday—Chelmsford Arms; Fourth Wednesday—St. Mary's Church.

Special clinics were offered in 1978. In September, a Diabetes Screening Clinic was held which serviced over 50 persons. The annual Influenza Immunization Clinic was held in November and immunized over 300 persons, as well as administering approximately 60 doses of the new pneumonia vaccine.

Elderly Services of the Merrimack Valley

Through appropriation at the 1978 Annual Town Meeting the Town of Chelmsford continued as a sponsoring member of Elder Services, entitling Chelmsford's elderly to supportive services. Many elderly residents received the homemaker, home health aide, nursing and chore services available through the agency, enabling these persons to remain in their own homes.

In addition, Elder Services employs Senior Aides who perform outreach and provide assistance to the elderly. In July 1978, a third Senior Aide was assigned to Chelmsford and helped to reach the 300 clients visited by the Aides each month.

Recreation

In addition to the recreational activities held at the Drop In Center, the Council helped to sponsor various trips planned by the Senior Citizens Club. Senior citizens traveled to such places as Hampton Beach, Long Wharf, Deerfield Fair, Mohawk Trail, Rockport, Chateau de Ville, and the Manchester Mall in 1978.

1978 Census

During 1978, the Council on Aging compiled the following statistics relative to the 'over sixty' population of Chelmsford:

60-70 years—1,688 persons, 70-80 years—996 persons, 80-90 years—538 persons, 90-100 years—82 persons, over 100 years—6 persons. There is a total of 3,309 residents who are over 60 years of age, comprising approximately 10% of the total Town population.

Newsletter

The year 1978 also saw the beginning of a monthly newsletter for the Town's senior citizens entitled 'The Chelmsford Senior Citizen Messenger'. This publication contains information about important programs and services for the elderly and is made possible through advertisements by local businesses. The 'Messenger' appears to be well received by residents and the Council is very grateful to the advertisers.

Looking toward 1979, the Council on Aging hopes to continue to expand services at the Drop In Center in order to reach as many persons as possible. The Council will also attempt to implement a 'respite care' program in

cooperation with the Westford Council on Aging. Finally, the Council would like to thank the Townspeople and Town Officials for their continued support of its efforts to assist the elderly of Chelmsford.

SENIOR CITIZENS DROP-IN CENTER



BEFORE



AFTER

Respectfully submitted,

Louise M. Bishop, Chairman
 Lillian Gould
 William Marson
 Mary McAuliffe
 Kathleen Robinson, Secretary
 H. Chadbourne Ward
 Christina Abern
 Gula Boyce, Vice Chairman
 Clarence Dane
 Edna Nelson, Treasurer
 Sara Dunigan

HOME RULE ADVISORY COMMITTEE

The Home Rule Advisory Committee was founded by the March 1963 Town Meeting to examine state-local relations and report on such to the Selectmen. The seven members are appointed by the Selectmen. In addition to informing the Selectmen on state-local issues, the committee has taken on other advisory tasks at the request of the Selectmen, and also advises other town official bodies of pending or newly passed state legislation as it may impact their official responsibilities. Copies of new legislation were distributed to several town bodies during the year. Close liaison is maintained via correspondence and personal contacts with our state senator and representative when specific matters deem it advisable.

Among the projects worked on or completed during the year are the following:

1. Studied and prepared a proposed new by-law dealing with the recall of town elected officials for due-cause. This by-law to be presented to the voters at the 1979 Spring Town Meeting.
2. Submitted and compiled a citizen's attitude survey on town meeting attendance.
3. Proposed that a set of across-the-street banners be purchased for the Center and North Square announcing town meeting.
4. Reissued the Appointed Committee Handbook.
5. Instituted studies on traffic commission and the possibility of zero quorum at town meeting.
6. Revised and reissued the formal committee goals and operating procedures as follows:
 - a. Alert affected town bodies about pending legislation on Home Rule;
 - b. Make recommendations to affected town bodies as to response to pending legislation;
 - c. Suggest Home Rule Legislation to be filed on behalf of the town;
 - e. Conduct special studies as deemed advisable on behalf of good town government.
 - f. Initiate ideas and make recommendations to town bodies aimed at improving Home Rule;
 - g. Review existing by-laws and town procedures and recommend changes to the town in the form of amended or proposed by-laws for town meetings'
 - h. Coordinate as necessary with state and other public officials to support favorable and oppose adverse Home Rule Legislation.
7. Supported House Bill 4145 dealing with supplying the towns with total personal and business income data.
8. Instituted the writing of a Town Meeting Citizens Guide.
9. Submitted referendum questions for Spring Town Meeting.
10. Studies of the town by-laws and other matters of importance to the town are continuing.

I extend my thanks to all the members who participated and carried the work load this year and to the Selectmen for their support. In particular, this past year we have appreciated the close liaison and letters and visits with State Senator C. Amick and State Representative B. Freeman.

The Home Rule Advisory Committee thanks the Chelmsford School Committee and School Administration for making facilities available for some of our meetings.

Jean-Paul J. Gravell
Chairman

ENVIRONMENTAL ADVISORY COUNCIL

This report covers the CY78 activities of the Environmental Advisory Council. The council members are:

Mrs. Ina Greenblatt
Mrs. Diane Lewis
Mrs. (Dr.) Ethel Kamien
Mr. Gene Roberts
Mr. Michael Zymaris
Mr. Donald Kaless
Mrs. Mary Wadman
Mr. Gerald Locker
Mr. Richard Coddling*

During the CY78 season, Mrs. Ina Greenblatt withdrew as Chairwoman of the EAC and Mr. Gene Roberts and Mr. Mike Zymaris were elected to replace Mrs. Greenblatt. Mr. Roberts and Mr. Zymaris served as Co-Chairmen and Mrs. Greenblatt remained on the council as a member of the EAC.

There was one major but recurring issue on which members of the council met and submitted a decision to the Selectmen. This was an EAC recommendation not to conduct a mosquito aerial spray program in the town. The town meeting disregarded the advice of the council and despite the potential ecological dangers, aerial spraying was conducted regardless. The council also met informally to discuss the Chelmsford recycling program and reaffirmed their belief in continuing the program, even if it meant reducing its scope. Despite the work the council had done to establish the recycling program initially, the Selectmen discontinued the program without seeking the advice of the EAC. In addition, the council members in conjunction with consultant Dick Coddling prepared a written opinion favorably endorsing an area-wide refuse recycling proposal. The program would create reusable metals and glass in an incineration process with the electricity produced sold to electrical companies. The EAC opinion was presented to the Selectmen and was apparently favorably received.

As a direct result of the experiences of last year as reinforced with the utilities of previous years, the EAC members state their intention to resign as a group from the position of environmental advisors to the Board of Selectmen and to the Town of Chelmsford. Therefore,

this letter should be considered as both a report of 1978 EAC activities and an instrument of resignation. In the last year, especially, it has become most obvious to council members that they are no longer serving a useful purpose and only seem to be an impediment in the path of the town's intentions. Despite our attempts to be totally responsive to the situation, our objectivity and pragmatism are usually overcome by townspeople driven by emotions of the moment. To those personnel on the council who are truly specialists in their field and also to those of us whose sole claim is an interest in maintaining their town's environment, it is truly disappointing. Although council members cannot object to adversity based upon logical reasoning, our judgements continue to be overtaken by easier and convenient non-solutions. We feel we can be heard better as individuals rather than as the keepers of the town's environmental conscience.

Gene Roberts
Michael Zymaris

Co-Chairmen
Environmental Advisory Council

NORTHERN MIDDLESEX AREA COMMISSION

The Northern Middlesex Area Commission serves the nine communities in the Northern Middlesex Area (Billerica, Chelmsford, Dracut, Dunstable, Lowell, Pepperell, Tewksbury, Tyngsborough and Westford) as their comprehensive regional planning agency. The NMAC Commissioners, numbering three from each community, (one member of the planning board, one selectman/city councillor, and one alternate) provide local representation and policy guidance to the Commission's staff of professional planners and technicians.

The Commission meets monthly (usually on the third Wednesday evening) at its offices, located at 144 Merrimack Street, Lowell (telephone 454-8021). The public is welcomed and invited to attend.

Major planning efforts and progress in the past year include:

Housing

During 1978 NMAC's Areawide Housing Opportunity Plan (AHOP) was adopted by the Commission and endorsed by eight of NMAC communities. The AHOP documents housing needs for the area by community and is currently being used by communities in the preparation of housing assistance plans. In addition to the extensive technical assistance provided to local housing authorities and other local officials, NMAC continued to gather the data necessary to satisfy the many requests for current housing information coming to the agency from public and private sources. An advisory committee consisting of local housing authority members, builders, tenants, bankers and minorities was consulted throughout the drafting of the Areawide Housing Opportunity Plan.

Economic Development

During 1978 the Commission updated its Overall Economic Development Plan for the Northern Middlesex Area. Through its Overall Economic Development Committee, NMAC hopes to secure official designation as an Economic Development District. Obtaining this designation would place the region in a competitively advantageous position for receiving Federal financial assistance for economic development projects.

Transportation

In cooperation with the State's Department of Public Works, the Lowell Regional Transit Authority and the Commonwealth's Executive Office of Transportation and Construction, NMAC continued to conduct a vigorous, comprehensive transportation planning program for the region. The final draft of NMAC's Comprehensive Transportation Plan, detailing long and short range improvements to the area's transportation system, was completed this year. This Plan will provide a continuing framework for future transportation planning and implementation efforts in the Northern Middlesex Area.

With respect to the region's highway system, the Commission's major efforts included completing the Billerica Center Bypass Corridor Planning Study, substantial progress on the Merrimack River Crossing Corridor Planning Study, and designing a model of existing transportation system which will facilitate forecasting the impact of future alterations in transportation activities within the region.

The Commission also completed a number of transit studies in addition to continuing planning assistance to the Lowell Regional Transit Authority. Commission staff completed reports on a Transit System Inventory, outlining ridership, revenue, expense figures and the like for area bus operators, and on a Service Permits and Licenses Study, detailing route permits currently held by local bus operators. Work continued on a paratransit study, dealing with methods to provide additional transit services to the transit dependent elderly and handicapped and indicates the best methods of coordinating these services.

Environment

During 1978 the Commission continued to be involved in a number of program areas designed to improve the region's physical and manmade environment. As in recent years, the major focus in this area remained the completion of a wastewater management study for the Lowell metropolitan area under Section 208 of the 1972 Federal Water Pollution Control Act Amendments. Within the past year, technical work on that study was completed and staff is in the process of writing the final plan alternatives. Related efforts within the past year in this area also include the completion of water quality assessments for Pepperell and Dunstable, the undertaking of a Merrimack River Watershed Greenbelt Program in cooperation with the Merrimack Valley Planning Commission and the Merrimack River Watershed Association, sponsorship of a seminar with the two groups on land use development and its relation to septic tank regulations, and continued assistance on Nutting Lake

restoration.

Outside of the water quality improvements efforts, the Commission also concerned itself with other efforts designed to improve the region's environment. The Commission received a grant from the Massachusetts Historical Commission for a study of the preservation of open space and recreational development of the Middlesex Canal. In addition, work neared completion on a historical preservation study of the region, detailing architectural styles and variations in each community and making recommendations for the preservation of significant sites.

Comprehensive Planning

Because NMAC is a "comprehensive" regional planning agency, it is the Commission's overall concern and responsibility to assure that its plans are based upon full recognition of all relevant significant social, economic, and physical considerations. A practical expression of the Commission's recognition of this responsibility is the fact that NMAC serves as the region's Federally-designated "A-95 Clearinghouse". In that capacity, the Commission reviews requests for Federal funding of projects in the area to insure consistency with areawide plans and goals. The result of this process is that by providing an advisory opinion on such grant applications, which are forwarded to the various Federal funding agencies, these requests for Federal assistance are further strengthened. In a similar manner, NMAC also reviews projects subject to the Massachusetts Environmental Policy Act.

The Commission's involvement in the Center Development Program also reflects NMAC's comprehensive regional planning concerns. Acting in cooperation with local boards and citizen groups, NMAC applied a screening process to identify older centers targeted for revitalization and programs are underway in Westford, Chelmsford and Dracut. Under a Farmers Home Administration special program, the centers of Pepperell and Tyngsborough have also been singled out for revitalization.

Technical Assistance

Technical assistance in relating regional planning to local needs and current issues is a major objective of the Commission and extensive assistance in preparing by law revisions, documenting Federal and State grant applications, and advising on numerous problems from traffic to personnel management is offered by the Commission.

Budget

During the fiscal year which ended June 30, 1978, the Commission expended \$403,184. The local share raised by assessments on the nine member communities was \$60,000. The balance was contributed by the following sources: the Federal Urban Mass Transportation Administration; the Environmental Protection Agency; the Department of Housing and Urban Development; the Bureau of the Census; the Commonwealth's Department of Public Works (with the Federal Highway Administration); the Massachusetts Historical Commission; the Department of Environmental Quality Engineering; the

Department of Community Affairs (with the U.S. Civil Service Commission); the Billerica Conservation Commission (with U.S. Environmental Protection Agency); and the Lowell CETA Consortium.

The budget for fiscal year 1979 is \$354,898, of which \$60,000 was raised from local assessments.

Additional details on all aspects of the Commission are available on request to the Commission at 144 Merrimack Street, Lowell, MA 01852, telephone 454-8021.

Respectfully submitted,
CHELMSFORD NMAC MEMBERS
Eugene E. Gilet
Arnold Lovering
Daniel Burke

HOUSING AUTHORITY

The Chelmsford Housing Authority's most recent activity is the proposed rehabilitation of McFarlin School for elderly housing. The present goal for this program is to provide fifty-six units.

Participation in this accelerated housing program conducted by the Department of Community Affairs began with our application in April. In August we received notification from the Department of their approval and Phase I funds in the amount of \$25,000, part one of a commitment to fund \$1,920,000. Part two, the development funds, is dependent upon satisfactory completion of Phase I within the accelerated time schedule outlined by the Department.

Through the dedication of the board members, the invaluable support of the Board of Selectmen, and the cooperation of the School Committee and the Youth Center Advisory Board we have arrived at the end of Phase I in a time acceptable to Department of Community Affairs.

An Architect's Competition sanctioned by the American Institute of Architects, judged jointly by three non-competing architects, one sociologist, and two Housing Authority members, with forty-three architects submitting was held in October. After one and a half days of deliberation the jury chose eight schemes, three of which were chosen winners of the competition. These three were interviewed by the Housing Authority and one, Unihab, Inc., was chosen to be the architect for the project.

We are presently waiting for the transfer of the site and the building at a Special Town Meeting to complete Phase I and obtain the funding to proceed into Phase II — Development.

Our three on-going programs; Chelmsford Arms, the Community Residence in North Chelmsford, and the Ch. 707 "Scattered Site" program combined with the fifty-six new units will provide one hundred thirty-seven units of State-aided Low Cost Housing. This year we were successful in our application to HUD for Section 8 federal funds and were awarded twenty-five units of Section 8 housing, bringing our total number of units for low-income housing in Chelmsford to one hundred sixty-two.

A second application for federal funding of twenty-five more Section 8 units has been submitted. We look forward to approval of this in our effort to achieve our long range goal of providing low-income housing for families and the elderly through a well rounded program acceptable to all of the residents of Chelmsford.

During this year Claude A. Harvey ended his participation on the board. He served with the added responsibilities of being the Chairman for eight years, from the first year of our organization as a Housing Authority. We would like to thank him for his interest, dedication and guidance.

We also thank the people of the Town and the Town Officials for their support and cooperation. Our meetings are held the first Tuesday of the month at 7:30 pm in the Community Building of Chelmsford Arms at I Smith Street and all meetings are open to the public.

Respectfully submitted,

Ruth K. Delaney, Chairman
Robert Hughes
Richard L. Monahan
Robert A. Sheridan
Patricia Turnbull

CHELMSFORD SEWER COMMISSION

To be submitted for Annual Town Report

1978 was a progressive year for The Sewer Commission as we received tentative state approval of our step I town-wide sewer system plan. Final approval is contingent on the state's approval of The City of Lowell's plan to tie Chelmsford into the Duck Island Sewage Treatment Plant. We are currently in the process of compiling data for our application for reimbursement for expenditures dating back to the creation of The Chelmsford Sewer Committee. Once final approval of Step I is received, we will begin Step II which is the detailed engineering plans. Chelmsford has been placed on the state's priority list for funding of our Step II.

Receiving state approval on Step I took many years of filing reports, modifying the initial proposal to meet state and federal requirements and meeting with a variety of state agencies which regulate these projects.

In the meantime, The Chelmsford Sewer Commission is doing everything possible in the preparation to go forth on Step II as soon as final approval of Step I is granted.

Respectfully submitted,

Dennis J. Ready, Clerk

HISTORICAL COMMISSION

John P. Richardson, Chairman
Richard O. Lahue, Sr., Vice Chairman
Bertha E. Trubey, Clerk

Jane B. Drury
Emile Dumont

John D. Hamilton
George A. Parkhurst

Member leaving during the year:
John C. Alden

During the year the Historical Commission has been active in adding to the inventory of town historical assets. To date, 85 Buildings, 6 monuments, 4 burial grounds and 2 archeological sites, which are of historical, architectural or archeological significance to the community, have been identified and documented. Information from the inventory is available to all individuals who are concerned with growth and change in the town.

The Chelmsford Center Historic District was voted eligible for nomination to the National Register of Historic Places by the State Review Board on November 11, 1978. The nomination form will now be submitted to the National Park Service for their determination. The Center Historic District encompasses 36 properties that merit preservation and protection. Preparation of the required application forms required a major effort by members of the commission, due to the research and volumous descriptive material involved.

The damage to the Fiske House, one of the town's most prominent historic properties, is a matter of great concern to the Historical Commission. All possible assistance should be made available to the owner. It is hoped that restoration will be completed without undo delay.

The second grade students again visited the 1802 Schoolhouse as a part of their studies on early New England life. The program is under the direction of Sally Madison, Coordinator of Social Studies.

Several additional historic site markers were installed during the year. The Commission believes that these historic markers promote historic awareness and increase public appreciation of the community.

The Historical Commission would like to acknowledge the efforts of the Four Seasons Garden Club in maintaining the Byam Match Factory Marker site in South Chelmsford and the Park and Cemetery Department's maintenance of the 1802 Schoolhouse and Middlesex Canal Toll House sites.

Respectfully submitted,

John P. Richardson,
Chairman

CELEBRATIONS COMMITTEE

Walter R. Hedlund, Chairman
Dana Caffelle
Raymond Day
James K. Gifford
Charles Marderosian

During the year 1978, as in past years the Town Celebrations Committee, has been active in making preparations for the annual Fourth of July Celebration in Chelmsford. The Chelmsford Minutemen Coordinating

Committee, must once again be complimented on their planning and administration of the 1978 Celebration, the Country Fair on the common, the Band Concert, Square Dancing, attended by many hundreds the evening of July 3rd. The Grand Parade on the Fourth attended by several hundreds despite the heavy showers.

Many thanks to the Chelmsford Art Society for the Art Festival, the Recreation Commission for the Road Races, Chelmsford Lodge of Elks for the gigantic fireworks display.

The Committee wishes to thank personnel of the Police, Fire, Public Works and Park Departments for their assistance and cooperation during the 1978 celebration, also special thanks to the members of the Chelmsford Auxiliary Police Unit.

Preparations are now underway for the 1979 Fourth of July Celebration.

Respectfully submitted,

Walter R. Hedlund, Chairman

HISTORIC DISTRICT COMMISSION

Members

Paul J. Canniff, D.M.D., Chairman
John P. Richardson, Vice Chairman
Richard O. Lahue, Sr.
Robert LaPorte, Jr.
Jeanne Parlee

Alternates

Harold J. Davis
Charles Watt

The Historic District Commission met at the 1802 School House on the first and third Monday of each month. A summary of our decisions follows:

Fiske House Inc. — Construction of retaining walls appropriate exterior signs, walkways, lighting, rubbish container and other necessary landscaping—Public Hearing held April 23, 1978—Certificate of Appropriateness approved.

Board of Selectmen — Construction of sidewalk and retaining wall on Westford Street at Bridge Street—Public Hearing waived—Certificate approved April 3, 1978.

N. E. Telephone — Construction of an addition to existing building and improvements to existing building and landscaping—Public Hearing held March 6, 1978—Certificate approved April 3, 1978.

George R. Brown — Resurfacing driveway area with asphalt—Public Hearing waived—Certificate approved April 20, 1978.

Fiske House Inc. — Installation of six-room combination air conditioning-heating units to be covered by aluminum siding of like material, color and texture as currently exist on facade of the building—Public Hearing waived—Certificate approved May 2, 1978.

Donald S. Millard — Changes to building and grounds addition of back porch, paved turn around and picket fence—Public Hearing held June 5, 1978—Certificate approved.

Paul Archer — Brick planter changed to fieldstone planter—Public Hearing waived—Certificate approved October 16, 1978.

Richard B. Codling — Addition of entrance doorway and steps on southside of residence with brick walkway—Public Hearing waived—Certificate Approved November 6, 1978.

Fiske House Inc. — Changes to barn and office. Certificate approved, but withheld because conditions on prior certificates issued unfulfilled.

During the year 1978, the Historic District Commission has continued its efforts to preserve and protect the Historic District of Chelmsford. We are proud that this area remains as it is, a unique showcase of the town. We will attempt to preserve this in the coming years.

The Commission will continue its efforts along this line and endeavor to straighten out some problems that have arisen this past year. One of the prime concerns of this Commission this year will be the restoration of the Fiske House.

Paul J. Canniff, D.M.D.
Chairman

BOARD OF REGISTRARS

Herbert F. Bennett, Chairman
Edward J. Hilliard
Mary E. St. Hilaire, Ex-Officio
Carl A. Olsson
Michael J. Devine (Deceased)

Tribute to

Michael J. Devine, Registrar

On September 26, 1978, Registrar Michael J. Devine passed away. He served on the Board from 1973-1978. Mike was a special type of man, he had great qualities, he was strong willed, compassionate, fair minded, willing worker, gentle, kind, and mostly he was a caring man.

Mike will be missed, but not forgotten. He will be part of our memories forever.

Voting Strength as of December 31, 1978

Prec.	Dem	Rep.	Ind.	Total
1	465	353	707	1525
2	488	189	434	111
3	665	247	913	1825
4	374	91	232	697
5	527	336	1060	1923
6	575	267	638	1480
7	392	222	532	1146
8	352	254	571	1177
9	417	132	591	1140
10	637	260	967	1864
11	443	240	467	1150
12	541	234	824	1599
Total	5877	2825	7936	16638

VARNEY PLAYGROUND/ EDWARDS BEACH

This past year was both a hectic and rewarding one for the Commission. Hectic in the sense that the facilities were being used to their potential, and rewarding because of the obvious enjoyment of those who used them.

Once again, the field was used extensively by various baseball leagues and the children in the Summer Recreation Program.

After a dry spell of some eight years, Edwards Beach was reopened. The Commissioners are most pleased with the reception it received by the townspeople. In the spring, over one thousand cubic yards of sand was placed in the water and on the beach in an effort to create a safer area. As the summer progressed, quite a bit of sand was washed out. This coming spring, more sand will be brought in with the hope that the beach will finally be levelled.

The Varney Commission would like to publicly thank the Recreation Commission for the excellent job they did this summer in staffing the beach with water safety instructors and lifeguards, both during the swimming instruction period and the remainder of the day. Many children benefitted by their instruction and vigilance.

The Commission also wishes to thank the North Chelmsford Water District Commission and the Park Department's Don Gray for their invaluable assistance this summer.

The summer of 1979 hopefully will see an upgrading of the sanitary and fieldhouse facilities at the Park.

The Commission, in closing, would like to remind all who use the facilities, to drive and park with care to en-

sure the safety of the many children who use the park and beach.

Respectfully submitted,

Varney Playground/Edwards Beach Commission
Harry Ayotte, Chairman
Robert McManimon
Bernard Battle

CABLE TELEVISION ADVISORY COMMITTEE

The CATV Comm. is closely following the developments in the Lowell area. It is currently anticipated that no changes in Chelmsford status will occur in the next few years.

R.E. Arcand, Chairman

INSPECTOR OF BUILDINGS

To: The Honorable Board of Selectmen

From: Peter J. McHugh, Jr., Inspector of Buildings

The year 1978 was more eventful and active than the previous year of 1977 with Chapter 802 of the State Building Code's amendments, plus the addition of Architectural Barrier Board, the Energy Program, Woodburning stoves, Lighting Power Audit, etc.

The reorganization of all the Inspectors in one office is still working out very well. The office space is still a limited question with the State filing system, which is mandatory. It is our hope that adequate solutions to the problem can be and will be forthcoming.

The need for help still exists. Court cases have increased, the work load has increased.

As the Inspector of Buildings, I thank all those Town Departments that contribute and assist me throughout the year so readily. I also thank the townspeople of Chelmsford for their past cooperation and look forward to serving them in the coming year.

INSPECTOR OF BUILDINGS

Peter J. McHugh, Jr.

CETA

Laura Sievert

Senior Clerk

Catherine Curran

The following is a report of the Building Inspection Dept. for the year 1978.

There were 380 Building Permits issued
231 Occupancy Permits issued
Certificates of Inspection issued
302 Yard Sale Permits issued
Business Establishments inspected

**THE TYPES OF BUILDING PERMITS ISSUED
ARE LISTED BELOW:**

No.	Type issued	Est. Value
102	Dwellings valued at	\$5,523,300.00
33	Wood Burning Stoves valued at	9,800.00
122	Additions valued at	557,617.00
23	Remodelings valued at	77,195.00
45	Swimming Pools valued at	166,333.00
15	Utility Sheds valued at	11,595.00
12	Signs valued at	9,675.00
2	Storage Buildings valued at	145,000.00
—	Siding valued at	-----
5	Commercial remodeling valued at	91,500.00
—	Poultry Shed valued at	-----
1	Greenhouses valued at	1,000.00
2	Barns valued at	3,575.00
—	Stables valued at	-----
2	Fireplaces valued at	1,900.00
7	Garages (unattached)	38,200.00
7	Demolitions valued at	1,500.00
2	Foundations valued at	3,400.00

380	Permits with estimated value of	\$6,641,590.00
	Amount of Salary appropriation for Zoning Bylaw Officer and Inspector of Buildings - July 1, 1978 - June 30, 1979	17,777.00
	Amount received by the Town of Chelmsford for Building Permits:	19,717.00
	Amount received by the Town of Chelmsford for Occupancy Permits:	425.00
	Amount received by the Town of Chelmsford for Certificate of Inspections:	1,425.00
	Amount received by the Town of Chelmsford for Yard Sale Permits:	1,510.00

BUILDING DEPARTMENT

Total Fees Received - 1978	Total
Inspector of Buildings — Building Permits	\$19,717.00
— Certificates of Ins.	1,425.00
— Certificates of Occupancy	425.00
— Yard Sales	1,510.00

\$23,077.00

Plumbing Inspector — Plumbing Permits	1,600.00
— Hot Water Tanks	420.00

2,020.00

Wire Inspector — Wire Permits	5,620.00
Gas Inspector — Gas Permits	1,866.00

Total \$32,583.00

Total Building Departments Budget 1978-1979

Building Inspector's Department	\$31,457.00
Gas Piping & Fixture Department	\$ 5,224.00
Wire Inspector's Department	\$18,127.00

Total \$54,808.00

Total Cost to Operate Building Dept. \$22,225.00

**THE BUILDING DEPARTMENT
BUDGET BREAK DOWN**

Building Inspector's Department:	
Building Inspector's Salary	\$17,777.00
Transportation Expense	1,511.00

Office Expense	2,496.00
Out of Town Expense	275.00
Senior Clerk's Salary	9,398.00

\$31,457.00

Wire Inspector's Department:

Wire Inspector's Salary	\$15,312.00
Transportation Expense	1,500.00
Office Expense	1,040.00
Out of Town Expense	275.00

\$18,127.00

Gas Piping & Fixture Department:

Gas Inspector's Salary	\$ 3,750.00
Transportation Expense	750.00
Office Expense	624.00
Out of Town Expense	100.00

\$ 5,224.00

Duties added through State Mandated Duties:

A. B. A. (Architectural Barrier Board)

Heat Energy

Article Two, State Sanitary Code

Respectfully submitted,

Peter J. McHugh, Jr.
Inspector of Buildings

TOWN TREASURER

Bal. July 1, 1977	\$ 2,350,377.49
Receipts to June 30, 1978	34,183,294.57
	\$36,533,672.06
Paid out on Warrants	33,824,125.28
Balance June 30, 1978	2,709,506.78

TAX COLLECTOR

Balances June 30, 1978

Levy of 1973:

Personal Property	\$ 424.60
Excise	46,420.38
Farm Excise	562.00
Real Estate	00.00

Levy of 1974:

Personal Property	617.08
Excise	33,190.14
Real Estate	00.00

Levy of 1975:

Personal Property	1,557.06
Excise	59,206.37
Real Estate	00.00

Levy of 1976:

Personal Property	8,542.70
Excise	59,271.40
Real Estate	6,681.81

Levy of 1977:

Personal Property	9,420.14
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Excise	101,730.50
Real Estate	41,236.96
Levy of 1978:	
Personal Property	19,891.79
Excise	161,924.72
Real Estate	494,611.55

Overdrawn Overlay Accounts:		
Levy of 1973-1974	5,214.56	
Levy of 1974-1975	6,507.26	
Levy of 1975-1976	16,963.53	
Levy of 1976-1977	6,378.45	
Levy of 1977-1978	63,624.71	98,686.51

Underestimated Assessments:		
County Hospital	9,333.59	
County Tax	144,833.36	
State Recreation Areas	4,324.01	
Air Pollution	24.86	158,515.82

TOWN ACCOUNTANT

BALANCE SHEET—JUNE 30, 1978

REVENUE ACCOUNTS

ASSETS

Cash:		
General:		
In Banks	\$2,135,616.12	
Federal Revenue Sharing:		
In Banks	298,283.77	
Invested	200,000.00	498,283.77
Antirecession Fiscal Assistance:		
In Banks	17,373.79	
Accounts Receivable:		
Taxes:		
Levy of 1973 Personal Property	424.60	
Levy of 1974 Personal Property	617.08	
Levy of 1975 Personal Property	1,557.06	
Real Estate	691.33	
Levy of 1976 Personal Property	8,542.70	
Real Estate	6,681.81	
Levy of 1977 Personal Property	9,420.14	
Real Estate	41,236.96	
Levy of 1978 Personal Property	19,891.79	
Real Estate	494,611.55	583,675.02
Motor Vehicle Excise:		
Levy of 1978	46,260.38	
Levy of 1974	33,190.14	
Levy of 1975	59,206.37	
Levy of 1976	59,271.40	
Levy of 1977	101,730.50	
Levy of 1978	161,924.72	461,583.51
Farm Excise:		
Levy of 1978	562.00	
Special Taxes:		
Taxes in Litigation	9,066.90	
Tax Titles & Possessions:		
Tax Titles	29,214.18	
Tax Possessions	13,297.83	42,512.01
Departmental:		
Off Duty Work Details	3,967.06	
Public Buildings	225.00	
Highway	470.00	
Cemetery	3,456.50	8,118.56
Water Districts:		
Liens Added to Taxes:		
Levy of 1977	657.70	
Levy of 1978	1,215.10	1,872.80
Aid to Highways:		
State	120,300.38	
Loans Authorized:		
Sewer	1,200,000.00	
High School	100,000.00	
Crystal Lake	305,000.00	1,605,000.00
Transfers Authorized:		
Federal Revenue		
Sharing Funds	69,567.20	
Stabilization Fund	27,979.94	
Conservation Fund	11,000.00	108,547.14

Revenue:		
Appropriations voted for		
Fiscal 1979	22,792,161.37	
		<u>\$28,641,875.70</u>

LIABILITIES AND RESERVES

Temporary Loans:		
In Anticipation of Serial Loans	\$ 34,214.00	
Payroll Deductions:	174,221.31	
Guarantee Deposits:		
Planning Board	4,560.00	
Agency:		
State: Registry Fees	150.00	
State: Entertainment Licenses	100.00	
County: Sale of Dogs	18.00	
County: Dog Licenses	1,135.15	
Recording Fees	5.00	
Water District Liens	1,872.80	3,280.95
Tailings:		
Unclaimed Checks	6,076.03	
Trust and Investment Fund Income:		
Conservation-Wright	3,047.08	
Library-Carriage House Ren. Fund	14,334.66	17,381.74
Federal Grants:		
Public Law 92-512 R.S.	498,283.77	
Public Law 94-369 A.F.A.	17,373.79	
H.U.D. Community Devel. Program	2,743.63	
School:		
Title I PL 89-10	4,387.03	
Title II PL 89-10	.70	
Title IV PL 93-380	38,660.03	
Title VI PL 89-313	285.80	
Gifted & Talented PL 93-380	234.20	
PL 81-874	313,054.44	875,023.39
Revolving Funds:		
School Lunch	16,600.64	
School Athletics	3,289.76	
Merrimack Education Center	11,581.38	31,471.78
Sale of Real Estate	5,177.02	
Sale of Cemetery Lots	9,627.50	
Loans Authorized & Unissued	1,570,786.00	
Appropriation Balance Forward	748,376.41	
Special Project Balance Forward	383,381.75	
Appropriations Authorized From:		
Federal Revenue Sharing Funds		
Public Law 92-512:		
Sidewalks	8,817.70	
Sidewalks-Acton Road	40,749.50	
Audit	20,000.00	
Stabilization Fund:		
Highway Dept. Equipment	27,979.94	
Conservation Fund:		
Consultant	11,000.00	108,547.14
Receipts Reserved for Appropriation:		
State Aid to Libraries	11,906.38	

Highways-Chapter 825	37,709.16		Aid To Highways	120,300.38	642,143.36
Highways-Chapter 1140	694.77		Overestimated Assessments:		
Crystal Lake Reimbursement	20,130.17	70,440.48	Special Education Chap. 766		10,015.00
Reserve Fund Overlay Surplus:		76,763.45	Surplus Revenue:		1,078,227.02
Revenue Reserved Until Collected:			Appropriation Control		
Motor Vehicle Excise	461,583.51		Fiscal 1979:		
Farm Excise	562.00		Revenue	22,151,411.37	
Special Tax	9,066.90		Transfers	640,750.00	22,792,161.37
Tax Title & Possessions	42,512.01				
Departmental	8,118.56				<u>\$28,641,875.70</u>

DEBT STATEMENT

Bond Issue	Interest Rate	Outstanding 6-30-77	Payments 1978	Outstanding 6-30-78	Principal Due 1979	Interest Due 1979
High School Issue #2	3.20	85,000.	85,000.	00.	00.	00.
South Row School	3.50	180,00.	45,000.	135,000.	45,000.	4,725.
1972 High School #1	4.90	960,000.	240,000.	720,000.	240,000.	35,280.
1972 High School #2	4.40	5,100,000.	850,000.	5,250,000.	850,000.	168,300.
Junior High School	3.25	745,000.	110,000.	635,000.	110,000.	20,638.
Westland-Harrington Schools	4.30	1,660,000.	160,000.	1,500,000.	160,000.	64,500.
Byam School	6.00	1,340,000.	105,000.	1,235,000.	105,000.	70,950.
Crystal Lake Restoration		00.	100,00.	00.	00.	00.
TOTAL		<u>10,070,000.</u>	<u>1,695,000.</u>	<u>8,475,000.</u>	<u>1,510,000.</u>	<u>364,393.</u>

TRUST AND INVESTMENT ACCOUNTS

Trust and Investment Funds:	
Cash and Securities:	
In Custody of Treasurer	474,844.96
In Custody of Library Trustees	72,922.77
In Custody of Board of Selectmen	460.18
In Custody of Veterans Emergency Fund Committee	<u>7,001.67</u>
	<u>555,229.58</u>

Emma Gay-Varney Playground	460.18
In Custody of Veterans Emergency Fund Committee:	
Veterans Emergency Fund	<u>7,001.67</u>
	<u>555,229.58</u>

EDUCATIONAL COLLABORATIVE BOARD FUND
Section 4-E Chapter 40, General Laws

Cash-In Custody of Treasurer	<u>43,293.16</u>
Unexpended Balance	<u>43,293.16</u>

NON-REVENUE ACCOUNTS

Cash-In Banks	<u>58,273.10</u>
	<u>58,273.10</u>
Appropriation Balances:	
School Construction	<u>58,273.10</u>
	<u>58,273.10</u>

DEBT ACCOUNTS

Net Funded or Fixed Debt:	
Inside Debt Limit	
General	30,000.00
Outside Debt Limit	
General	8,445,000.00
	<u>8,475,000.00</u>

Serial Loans:	
Inside Debt Limit	
General:	
Schools	30,000.00

In Custody of Treasurer:	
Geo. W. Barris-Varney Playground	2,585.30
Conservation Fund	110,855.26
Stabilization Fund	54,701.40
Insurance Sinking Fund	58,211.42
Cemetery Funds:	
Geo. W. Barris Memorial	6,329.85
Perpetual Care	241,559.90
Adams Emerson	601.83
	474,844.96
In Custody of Library Trustees:	
Library Funds:	
Amos F. Adams	20,658.73
Geo. W. Barris	2,487.20
Frances Clark	1,228.12
Clement Fund	16,984.24
Albert H. Davis	795.47
Frederick B. Edwards	8,743.10
Nathan B. Edwards	800.53
Victor E. Edwards	2,407.01
Adams Emerson	161.78
Ora Flint	3,771.18
George Memorial	2,213.07
Thomas P. Proctor	8,433.45
Salina Richardson	432.02
Joseph E. Warren	1,281.77
Gertrude Wright	657.57
Cemetery Fund: Aaron George	1,867.53
	72,922.77
In Custody of Board of Selectmen:	

Outside Debt Limit		
General:		
Schools	8,445,000.00	
	<u>8,475,000.00</u>	

Council on Aging	13,710.20	10,383.78
Town Celebration Com.	2,993.84	4,719.60
Bicentennial Celebration Com.	1,675.58	
Youth Center	30,742.96	32,214.99
Town Aide	9,166.34	9,972.22
D.P.W. Committee	70.79	
Total General Government	<u>520,381.85</u>	<u>482,250.47</u>

REVENUE SHARING FUNDS P.L. 92-512

Balance July 1, 1977		242,858.08
Plus Receipts:		
Adjustment from Revenue Cash	26,220.06	
Entitlements: July 1, 1977/June 30, 1978	471,660.00	
Interest: July 1, 1977/June 30, 1978	26,12.07	
		<u>524,001.13</u>
		766,859.21

Less Authorized Appropriations:		
Fire Department—Wages	164,498.00	
Police Department—Wages	164,497.00	
Sidewalks	10,332.70	
Sidewalks—Acton Road	46,214.44	
Audit	20,000.00	
	<u>405,542.14</u>	
		361,317.07

Plus Funds Returned:		
Fire Department—Wages	8,486.32	
Police Department—Wages	58,913.18	
		67,399.50

Appropriations Forwarded-Fiscal 1979:		
Sidewalks	8,817.70	
Sidewalks—Acton Road	40,749.50	
Audit	20,000.00	
		<u>69,567.20</u>

Balance June 30, 1978		<u>498,283.77</u>
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ANTIRECESSION FISCAL ASSISTANCE FUNDS P.L. 94-369

Balance July 1, 1977		68,861.12
Plus Receipts:		
Entitlements: July 1, 1977/June 30, 1978	29,520.00	
Interest: July 1, 1977/June 30, 1978	3,760.84	
		<u>33,280.84</u>
		102,141.96

Less Authorized Appropriations:		
Highway Dept.-Snow and Ice Removal	67,045.00	
Highway Dept.-Wages	27,339.58	
Chapter 32B Insurance	7,456.34	
	<u>101,840.92</u>	
		301.04

Plus Funds Returned:		
Highway Dept.-Wages		<u>17,072.75</u>
Balance June 30, 1978		<u>17,373.79</u>

DISBURSEMENTS

	1977	1978
General Government:		
Moderator	300.00	300.00
Selectmen	57,485.30	65,402.21
Accounting	42,862.36	48,049.29
Treasurer/Collector	99,403.95	95,803.15
Assessors	66,075.61	68,966.52
Town Clerk	38,900.29	42,880.90
Public Buildings	56,825.15	26,800.95
Law	25,152.68	28,003.34
Elections	24,254.32	6,212.56
Registrars	15,746.61	20,705.95
Finance Committee	1,022.19	1,047.41
Planning Board	15,532.38	3,210.22
Board of Appeals	4,439.30	4,196.10
Personnel Board	602.86	632.84
Town Forest Committee	90.00	73.50
Conservation Commission	9,001.36	9,848.61
Historical Commission	1,772.57	1,633.20
Historic District Com.	290.59	695.00
Constable	120.00	72.00
Home Rule Advisory Com.	244.62	426.04

Public Safety:		
Police Department:		
Salaries	946,386.47	933,052.68
Expense and Outlay	86,319.31	83,267.20
Purchase Cruisers	22,756.20	27,662.25
Mutual Aid	1,611.65	1,824.10
Consultant	.00	15,000.00
Total Police Department	<u>1,057,073.63</u>	<u>1,060,806.23</u>

Fire Department:		
Salaries	1,078,867.66	1,176,474.42
Expense and Outlay	62,008.77	80,013.53
East Station Construction	194,924.74	10,606.46
Purchase New Pumper	75,700.00	
Total Fire Department	<u>1,411,501.17</u>	<u>1,267,094.41</u>

Misc. Protection:		
Hydrant Services	52,640.00	56,899.80
Tree Warden	18,203.92	15,537.90
Insect Pest Control	12,467.00	9,306.00
Building Inspector	21,713.674	19,555.04
Wire Inspector	16,777.70	17,292.53
Gas Inspector	5,087.78	4,829.61
Plumbing Inspector	1,375.00	1,310.00
Dog Officer	14,872.72	15,255.87
Animal Inspector	1,100.00	1,100.00
Sealer of Weights & Measures	2,000.00	2,200.00
Civilian Defense	6,129.15	5,6388.59
Police Outside Detail	100,600.18	85,817.24
Total Misc. Protection	<u>252,967.09</u>	<u>234,742.58</u>

Sewer Commission:		
Expenses	846.87	94.58
Professional Fees	87,903.03	17.10
Total Sewer Commission	<u>88,749.90</u>	<u>111.68</u>

Highway Department:		
Administration	31,278.87	32,600.38
Engineers Fees	9,869.95	9,970.64
Labor—Men	584,499.82	532,511.83
Utilities—Materials—Misc.	151,202.10	205,991.05
Waste Collection	69,763.93	58,605.05
Stabilization Fund	10,000.00	
Machine Hire—Other	3,424.45	5,394.00
Snow & Ice	161,679.62	238,704.87
Sidewalks	28,450.84	41,895.94
Chapter 90 Maint & Construction	56,926.85	20,245.85
Chapter 825 Construction	10,476.03	20,245.85
Chapter 1140 Construction	4,159.75	57,202.02
Purchase of Equipment	27,581.00	96,687.06
Total Highway Department	<u>1,149,313.21</u>	<u>1,338,472.62</u>

Street Lighting	<u>68,123.56</u>	<u>66,897.55</u>
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Veterans Benefits:		
Salaries & Expenses	12,775.67	13,489.00
Cash & Material Grants	88,133.56	73,088.17
Total Veterans Benefits	<u>100,909.23</u>	<u>86,577.17</u>

Schools:		
School Committee	25,559.79	36,727.52
Supt. Office	235,903.24	267,743.81
Supervision	267,601.54	256,756.24
Principals	565,625.47	597,763.45
Teachers	7,173,337.08	7,365,270.30
Textbooks	104,473.07	123,785.80

Library	222,464.95	234,330.48	Unclassified:		
Audio Visual	122,463.24	103,604.19	Memorial Day	1,500.00	1,430.95
Guidance	341,545.34	346,238.49	Town Clock	513.72	384.99
School Attendance	16,791.33	17,999.80	Ambulance Service	9,999.96	1,666.67
Health Services	89,176.04	99,429.83	Town & Fin Com Reports	6,122.98	6,462.35
Transportation	651,021.13	683,426.54	Unpaid Bills—Prior Years	2,556.57	39,135.54
Food Services	49,551.61	54,138.62	Regional Drug Program	23,736.96	23,736.96
Athletic Program	120,168.31	111,834.21	Crystal Lake Reconstruction	398,317.92	152,569.15
Student Activities	28,706.73	26,037.46	Mental Health Program	8,695.00	8,695.00
Custodial	626,033.81	649,082.86	Update Town History	5.00	
Utilities	566,873.41	581,015.54	Elder Services of Merr. Valley	1,800.00	1,800.00
Maint. of Grounds	27,280.23	22,812.20	Central Sq.—Eng. Fees	333.38	620.92
Maint. of Buildings	67,992.36	68,812.56	Land Purchase—Conservation	21,500.00	
Maint. of Equipment	55,870.21	54,033.53	Water Main Instal—Garrison Rd.	2,314.35	
Adult Education	18,059.26	20,456.66	Wetlands Aerial Mapping	2,698.665	
Civic Activities	14,614.34	13,114.68	Bus Trans Subsidy	27,999.96	29,978.04
Programs W/O Schools	7,483.15	8,750.00	NMAC Assessment	8,592.00	8,592.00
Work Study Programs	19,050.12	37,723.70	Glass Recycling	611.85	
Chapter 766	963,183.41	908,493.65	Landfill Engineering Plans	5,713.37	
Total School Department	<u>12,380,829.17</u>	<u>12,678,382.12</u>	Aerial Mapping	13,013.00	73,987.00
School Revolving Funds:			Survey—East School	2,000.00	
Cafeteria	604,383.79	624,680.80	Survey—Ideal Ave.	600.00	
Athletics	18,781.36	12,514.17	Sr. Citizen Drop-In Center	318.85	36,937.52
M.E.C. Funds	908,193.54	626,666.73	Landfill Development		10,280.93
Title I	58,929.03	85,545.12	Storm Damage		9,991.80
Title II	6,377.65		Salt Storage Shed		40.00
Title III	783.35		Conservation Com.—Consultant		5,000.00
Title IV	18,607.03	73,391.27	D.P.W.—Consultant		12,000.00
Title VI		24,638.51	Total Unclassified	<u>538,943.62</u>	<u>423,309.82</u>
Distributive Ed.	14,882.92	117.08	Agency, Trust & Investment:		
Gifted & Talented		4,837.30	Fees & Licenses State & County	11,824.95	21,579.70
C.E.T.A. Projects		1,850.29	Payroll Deductions	4,253,303.06	4,247,437.34
Total Revolving Funds	<u>1,630,938.67</u>	<u>1,454,241.27</u>	Retirement-Pension Expense	419,741.33	425,866.97
Regional Vocational School	<u>411,427.00</u>	<u>425,454.00</u>	State & County Assessments	733,983.58	893,356.61
School Building Committee	<u>219.36</u>		Cemetery P/C Requests	8,674.00	13,035.00
Libraries:			Tax Levy Refunds	82,175.32	180,538.00
Salaries	141,352.81	148,209.60	Performance Bonds	6,455.00	3,250.00
Repairs & Maint.	3,492.50	3,494.14	Trust Funds	25,000.00	
Fuel, Light & Water	12,017.71	12,550.79	Misc. Trust Funds	4,837.44	1,476.04
Books & Periodicals	43,997.51	50,116.11	Water District Liens	12,377.03	8,918.57
Other Expense	8,017.64	7,999.02	Refund—Cemetery Lot Fee	120.00	
Outlays	2,392.20	2,148.92	Refund—Architect Fees	1,500.00	
Library Addition	991.79		Total Agency, Trust & Investment	<u>5,559,991.71</u>	<u>5,795,467.99</u>
Video Tape Project		5,291.05	Interest—Loans:		
Total Libraries	<u>212,262.16</u>	<u>229,809.63</u>	Anticipation Loans	18,484.35	37,148.55
Parks & Recreation:			Bonded Debt	506,562.00	434,602.50
Parks	26,745.86	31,862.33	Total Interest	<u>525,046.35</u>	<u>471,751.05</u>
Varney Playground	5,082.98	5,138.84	Principal—Loans		
Recreation Commission	129,671.84	110,723.67	Anticipation of Revenue	2,000,000.00	5,000,000.00
East School	9,690.17	7,264.28	Anticipation of Bond Issue	645,000.00	200,000.00
Recreation Facilities Planning	5,970.00		Maturing Bond Debt	2,190,000.00	1,695,000.00
Park—New Equipment	5,525.00		Total Principal	<u>4,835,000.00</u>	<u>6,895,000.00</u>
Edwards Beach		2,367.71	School Construction	164,998.84	67,214.57
Total Park & Recreation	<u>182,685.85</u>	<u>157,356.83</u>	Total Disbursements	31,708,845.87	33,824,125.28
Insurance:			Cash Balance on Hand June 30	2,350,377.49	2,709,546.78
Property Liability & All Types	218,190.92	264,291.30	Total	<u>34,059,223.36</u>	<u>36,533,672.06</u>
Chapter 32B	277,160.99	293,957.35			
Total Insurance	<u>495,351.91</u>	<u>558,248.65</u>			

RECEIPTS

			1977	1978	
Cemeteries:					
Salaries	51,039.70	58,689.52	General Revenue		
Internments	5,000.00	5,000.00	Taxes:		
Labor For Lot Owners	1,000.00	1,000.00	Personal Property	447,696.60	592,922.31
Repairs, Expense & Outlays	12,191.48	13,245.55	Real Estate	11,781,146.59	15,185,508.90
Restore Old Cemeteries	783.85	1,500.00	Farm Animal Excise	701.00	205.50
Beautification	10,537.56	4,790.42	Motor Vehicle Excise	1,322,929.91	1,388,773.08
Purchase New Equipment	4,571.85		Tax Title Redemptions	7,919.08	12,833.69
Improv. & Devel. Fund	1,983.00	7,685.43	Lieu of Taxes—State Property	4,289.04	4,324.32
Total Cemeteries	<u>87,107.44</u>	<u>92,910.92</u>	Lieu of Taxes—Veterans Abatements	7,837.16	8,862.80
			Total Taxes	<u>13,572,519.38</u>	<u>17,193,430.60</u>

Fines & Permits:		
Court Fines	1,858.55	2,513.50
Permits, Fees & Licenses	59,743.30	77,321.10
Alcoholic Licenses	22,570.00	21,550.00
Total Fines & Permits	<u>84,171.85</u>	<u>101,384.60</u>

Grants and Gifts		
County:		
Dog Fund	4,847.39	4,070.14
Aid to Highways	7,524.33	
Total Grants From County	<u>12,371.72</u>	<u>4,070.14</u>

Federal Government:		
Public Law 874	167,507.69	165,020.74
Revenue Sharing Funds	433,999.00	471,660.00
Antirecession Fiscal Assistance	67,045.00	29,520.00
Comm. Devel. Program H.U.D.	10,000.00	30,000.00
Snow Removal Reimbursement		12,300.00
Total Grants From Fed'l. Government	<u>678,551.69</u>	<u>708,500.74</u>

State:		
Aid to Education	3,936,633.93	2,968,439.35
School Building Assistance	1,082,134.56	1,006,729.44
School Cafeteria Aid	218,435.22	165,507.05
Tuition & Transportation of State Wards	422.00	33,346.00
School Transportation Aid	409,903.00	220,270.00
Aid To Public Libraries	11,787.00	11,905.88
Highways— Chapter 90	34,327.67	23,636.62
Highways— Chapter 81	156,326.47	150,291.20
Highway & Transit Development	150,998.55	148,671.59
Local Aid Fund	191,792.64	320,561.66
Veterans Benefits	40,475.98	43,112.28
Conservation Grant	72,575.00	30,000.00
Crystal Lake Reimbursement	592,342.47	61,693.70
Governor's Safety Program	4,432.00	
Census	7,941.50	
Library— Video Tape Project		5,291.05
Dept. of Elder Affairs		2,000.00
School Programs:		
Title I	60,660.00	84,685.00
Title IV	55,509.08	55,644.79
Title VI	15,000.00	23,900.00
Gifted & Talented		5,071.50
Total Grants From State	<u>7,041,679.07</u>	<u>5,360,757.11</u>

Individuals:		
Library— Carriage House		14,400.17
Renovation Fund		
Total Gifts From Individuals	<u>.00</u>	<u>14,400.17</u>

Departmental Receipts:		
Selectmen	534.53	313.76
Treasurer & Collector	4,962.00	11,672.45
Town Clerk	576.10	628.70
Assessors	136.00	108.50
Police Department	7,845.85	9,357.08
Police Outside Detail	104,199.92	90,835.91
Public Buildings	2,544.50	2,586.01
Highway	9,025.09	6,480.37
Dog Officer	360.00	
Fire Department	1,715.00	
Veterans Department	6,318.83	4,383.66
Misc. Departments	319.63	94,183.97
Sale of Town Property	1,341.55	660.00
Glass Recycling	1,161.77	756.15
	<u>141,040.77</u>	<u>221,966.56</u>

School Department:		
Cafeteria—Lunch Sales	411,761.32	424,410.76
Tuition— Rents & Misc.	22,926.43	26,797.65
Athletic Programs	18,533.83	11,768.04
Educational Collaborative Fund	19,000.00	6,803.00
M.E.C. Revolving	913,357.56	314,523.17
	<u>1,385,579.14</u>	<u>784,302.62</u>

Library:		
Fines	5,283.52	5,473.19
Cemetery:		
Sale of Lots & Graves	5,150.00	6,390.00
Interments, Labor, Material	13,424.00	16,773.50
P/C Bequests	8,674.00	13,035.00
	<u>27,248.00</u>	<u>36,198.50</u>

Total Departmental Receipts	<u>1,559,151.44</u>	<u>1,047,940.87</u>
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Municipal Indebtedness:		
Anticipation of Revenue	2,000,000.00	5,000,000.00
Anticipation of Bond Issue	545,000.00	134,214.00
Bond Issue—Crystal Lake	545,000.00	100,000.00

Interest:		
Taxes	31,052.69	31,292.90
Deposits	61,322.53	65,715.67
Federal Revenue Sharing	18,761.99	26,121.07
Antirecession Fiscal Assis.	1,816.12	3,760.84
Total From Loans & Interest	<u>3,202,953.33</u>	<u>5,361,104.48</u>

Refunds	<u>90,571.54</u>	<u>17,178.20</u>
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Agency, Trust & Investment:		
Payroll-Withholdings	4,305,630.03	4,225,280.54
Cemetery— P/C Interest	17,395.00	13,613.08
Dog Licenses Due County	9,184.30	6,972.10
Due State	400.00	950.00
Barris Cemetery Fund	1,000.00	
Conservation Fund	435.00	5,440.00
Douglas Cemetery Fund	3,316.79	3,604.23
Library Trust Funds	3,587.44	1,160.53
Barris Varney Playground Fund	250.00	
Cash In Lieu of Bonds	6,655.00	1,500.00
Water District Liens	10,433.56	8,013.87
Veterans Emergency Fund		250.00
Sinking Fund	2,712.21	60,000.00
Stabilization Fund	53,263.00	35,020.06
Fish & Game License Due State		11,660.25
Total Agency, Trust & Investment	<u>4,415,202.33</u>	<u>4,374,527.66</u>

Total Receipts	<u>30,657,172.35</u>	<u>34,183,294.57</u>
Cash Balance on Hand July 1	<u>3,402,051.01</u>	<u>2,350,377.49</u>
Total	<u>34,059,223.36</u>	<u>36,533,672.06</u>

TOWN EMPLOYEES' SALARIES

Position	Regular Pay	Gross Pay		
Department: Accounting				
Town Accountant	\$17,315.52	\$17,315.52	Clerk	33.75
Senior Clerk	8,789.84	8,789.84	Clerk	23.75
Senior Clerk	8,789.84	8,789.84	Clerk	7.50
Senior Clerk	8,789.84	8,789.84	Clerk	26.25
			Clerk	120.41
			Clerk	83.13
			Clerk	215.77
			Clerk	60.63
			Clerk	58.75
Department: Assessors				
Assessor (Full Time)		\$16,687.00	Clerk	16.25
Assessor (Part Time)		4,246.00	Clerk	58.75
Assessor (Part Time)		4,246.00	Clerk	117.63
Administrative Ass't		10,752.00	Clerk	38.75
Senior Clerk		9,360.00	Clerk	41.88
Senior Clerk		9,360.00	Clerk	21.25
Jr. Clerk		7,488.00	Clerk	7.50
			Clerk	18.75
			Clerk	40.00
Department: Elections				
Clerk		7.50	Clerk	27.50
Clerk		73.13	Clerk	26.25
Clerk		31.25	Clerk	45.00
Clerk		147.26	Clerk	35.00
Clerk		48.75	Clerk	15.00
Clerk		38.75	Clerk	88.13
Clerk		73.13	Clerk	15.00
Clerk		121.13	Clerk	80.63
Clerk		27.50	Clerk	74.38
Clerk		31.25	Clerk	71.88
Clerk		52.98	Clerk	48.76
Clerk		27.50	Clerk	15.63
Clerk		49.38	Clerk	32.50
Clerk		60.63	Clerk	66.26
Clerk		60.63	Clerk	49.38
Clerk		60.63	Clerk	219.15
Clerk		60.00	Clerk	40.00
Clerk		20.00	Clerk	172.74
Clerk		60.63	Clerk	7.50
Clerk		32.50	Clerk	7.50
Clerk		60.63	Clerk	17.50
Clerk		18.75	Clerk	10.00
Clerk		70.63	Clerk	10.00
Clerk		37.50	Clerk	10.00
Clerk		100.63	Clerk	10.00
Clerk		165.99	Clerk	8.13
Clerk		219.15	Clerk	8.13
Clerk		66.26	Clerk	23.75
Clerk		104.07	Clerk	23.75
Clerk		27.50	Clerk	18.75
Clerk		66.26	Clerk	17.50
Clerk		27.50	Clerk	10.00
Clerk		35.63	Clerk	17.50
Clerk		16.25	Clerk	40.63
Clerk		21.25	Clerk	55.01
Clerk		40.00	Clerk	11.25
Clerk		12.50	Clerk	11.25
Clerk		182.63	Clerk	10.00
Clerk		180.13	Clerk	40.00
Clerk		242.57	Clerk	10.00
Clerk		54.38	Clerk	45.00
Clerk		195.07	Clerk	12.50
Clerk		43.13	Clerk	200.24
Clerk		63.13	Clerk	12.50
Clerk		24.38	Clerk	12.50
Clerk		53.13	Clerk	41.88

Clerk	13.75	Clerk	20.00
Clerk	35.00	Clerk	17.50
Clerk	12.50	Clerk	17.50
Clerk	12.50	Clerk	17.50
Clerk	12.50	Clerk	17.50
Clerk	12.50	Clerk	37.50
Clerk	12.50	Clerk	17.50
Clerk	11.25	Clerk	21.88
Clerk	11.25	Clerk	11.25
Clerk	11.25	Clerk	11.25
Clerk	11.25	Clerk	11.25
Clerk	11.25	Clerk	11.25
Clerk	13.75	Clerk	11.25
Clerk	13.75	Clerk	11.25
Clerk	20.00	Clerk	27.50
Clerk	13.75	Clerk	11.25
Clerk	13.75	Clerk	11.25
Clerk	13.75	Clerk	16.25
Clerk	13.75	Clerk	11.25
Clerk	13.75	Clerk	11.25
Clerk	70.48	Clerk	17.50
Clerk	41.25	Clerk	15.63
Clerk	10.00	Clerk	45.63
Clerk	27.50	Clerk	21.25
Clerk	16.25	Clerk	56.26
Clerk	32.50	Clerk	26.25
Clerk	221.21	Clerk	52.50
Clerk	213.71	Clerk	26.25
Clerk	21.25	Clerk	41.25
Clerk	21.25	Clerk	50.63
Clerk	185.45	Clerk	21.25
Clerk	8.13	Clerk	7.50
Clerk	32.50	Clerk	21.25
Clerk	8.75	Clerk	33.75
Clerk	8.75	Clerk	11.25
Clerk	318.52	Clerk	41.25
Clerk	186.07	Clerk	8.13
Clerk	16.25	Clerk	55.01
Clerk	16.25	Clerk	42.51
Clerk	11.25	Clerk	20.63
Clerk	16.25	Clerk	37.50
Clerk	28.13	Clerk	21.25
Clerk	10.00	Clerk	65.63
Clerk	10.00	Clerk	52.50
Clerk	10.00	Clerk	10.00
Clerk	10.00	Clerk	17.50
Clerk	42.51	Clerk	17.50
Clerk	16.25	Clerk	17.50
Clerk	16.25	Clerk	17.50
Clerk	16.25	Clerk	17.50
Clerk	16.25	Clerk	17.50
Clerk	16.25	Clerk	75.63
Clerk	16.25	Clerk	17.50
Clerk	16.25	Clerk	17.50
Clerk	16.25	Clerk	21.88
Clerk	11.25	Clerk	12.50
Clerk	11.25	Clerk	12.50
Clerk	11.25	Clerk	28.75
Clerk	11.25	Clerk	12.50
Clerk	13.75	Clerk	16.25
Clerk	11.25	Clerk	18.75
Clerk	86.88	Clerk	16.25
Clerk	11.25	Clerk	16.25
Clerk	28.75	Clerk	23.75
Clerk	38.75	Clerk	85.63

Clerk	135.95	Clerk	199.20
Clerk	23.75	Clerk	110.83
Clerk	30.00	Clerk	36.25
Clerk	18.75	Clerk	67.50
Clerk	71.13	Clerk	86.38
Clerk	83.12	Clerk	17.50
Clerk	146.28	Clerk	61.88
Clerk	60.63	Clerk	96.25
Clerk	37.50	Clerk	52.50
Clerk	67.50	Clerk	68.75
Clerk	66.88	Clerk	23.75
Clerk	31.25	Clerk	82.33
Clerk	52.50		

Department: Dog Officer

Position	Gross Pay
Dog Officer	7,910.16
Asst. Dog Officer	6,310.72

Department: Cemetery

Position	Regular Pay	Overtime Pay	Other	Gross Pay
Superintendent	15,525.84			15,525.84
Foreman	12,925.85	1,924.79	-1,206.24	13,644.40
Backhoe Operator	11,076.46	1,401.65	752.72	13,860.83
Landscape Gardner	9,951.02	1,247.64	- 679.04	10,519.52
Laborer	8,950.83	1,818.70	207.28	10,976.81
Laborer P.T.	1,968.00			1,968.00
Laborer P.T.	1,032.00			1,032.00
Laborer P.T.	3,312.00			3,312.00
Commissioner	100.00			100.00
Commissioner	100.00			100.00
Commissioner	100.00			100.00

Department: Library

Position	Regular Pay	Overtime	Other	Gross Pay
Assistant Director	131.22			131.22
Specialist	4,947.28			4,947.28
Clerk	2,002.50			2,002.50
Assistant Librarian	4,647.50			4,647.50
Assistant Librarian	6,757.44			6,757.44
Aide	357.36			357.36
Clerk	403.92			403.92
Director	12,867.45			12,867.45
Assistnt Librarian	2,814.74			2,814.74
Aide	1,513.19			1,513.19
Assistant Librarian	3,741.08			3,741.08
Assistant Janitor	3,337.37			3,337.37
Assistant Librarian	1,504.80			1,504.80
Assistant Librarian	2,477.92			2,477.92
Assistant Librarian	90.72			90.72
Department Head	7,881.21			7,881.21
Maintenance Supervisor	3,877.90	502.68	6,332.18	10,712.76
Specialist	574.27			574.27
Department Head	8,101.85			8,101.85
Aide	292.85			292.85
Assistant Librarian	407.12			407.12
Department Head	7,788.66			7,688.66
Department Head	7,934.20			7,934.20
Aide	418.74			418.74
Clerk	3,766.97			3,766.97
Assistant Librarian	3,407.00			3,407.00
Branch Librarian	10,193.00			10,193.00

Assistant Director	662.72		662.72
Specialist	3,691.22		3,691.22
Assistant Librarian	940.08		940.08
Assistant Janitor	265.40		265.40
Assistant Librarian	3,432.68		3,432.68
Aide	1,340.43		1,340.43
Assistant Director	1,504.80		1,504.80
Specialist	7,460.76		7,460.76
Assistant Librarian	4,038.70		4,038.70
Director	5,667.75	6,880.29	12,548.04
Aide	262.35		262.35
Aide	1,269.98		1,269.98
Specialist	4,226.19		4,226.19

Department: Health

Position	Regular Pay	Gross Pay
Chairman		266.00
Member		251.00
Member		242.00
Director	20,554.20	20,544.20
Inspector	5,076.50	5,076.50
Physician		1,000.00
Senior Clerk	8,983.30	8,983.30

Department: Highway

Includes full time, seasonal help, employees not employed for a full year and employees no longer employed by this department.

Position	Regular Pay	Overtime	Other	Gross Pay
Superintendent of Streets	\$ 21,692.55		\$ 499.11	\$ 22,191.66
Administrative Assistant	10,054.20			10,054.20
Clerk (Part Time)	1,958.79			1,958.79
Foreman	14,637.76	4,710.10		19,347.86
Assistant Foreman	15,546.42	3,044.66		18,591.08
Grader Operator	12,983.92	4,135.78		17,119.70
Mechanic, Heavy Equipment	11,572.84	3,035.44		14,608.28
Mechanic, Heavy Equipment	11,020.54	3,583.51		14,604.05
Class I - Engineering Equipment Op.	12,374.40	1,290.81		13,765.21
Class I - Engineering Equipment Op.	12,279.57	1,913.63		14,193.20
Class I - Engineering Equipment Op.	12,573.44	3,066.21		15,639.65
Class I - Engineering Equipment Op.	12,411.54	2,671.60		15,083.14
Class I - Engineering Equipment Op.	11,083.52	417.51		11,501.03
Class I - Engineering Equipment Op.	1,538.25	7.92		1,546.17
Class III - Special Eq. Op. Tr. Dr. (H'way)	11,925.20	3,415.30		15,340.50
Class III - Special Eq. Op. Tr. Dr. (H'way)	11,466.88	3,489.23		14,956.11
Class III - Special Eq. Op. Tr. Dr. (H'way)	11,530.00	3,560.21		15,090.21
Class III - Special Eq. Op. Tr. Dr. (H'way)	11,796.18	1,762.07		13,558.25
Class III - Special Eq. Op. Tr. Dr. (H'way)	1,368.56			1,368.56
Class III - Special Eq. Op. Tr. Dr. (H'way)	9,992.12	2,135.31		12,127.43
Class III - Special Eq. Op. Tr. Dr. (Waste)	11,501.12	1,743.82		13,244.94
Class III - Special Eq. Op. Tr. Dr. (Waste)	11,466.24	1,138.24		12,604.48
Class III - Special Eq. Op. Tr. Dr. (Waste)	11,191.57	1,484.15		12,675.72
Class III - Special Eq. Op. Tr. Dr. (H'way)	11,466.24	1,648.48		13,114.72
Class III - Special Eq. Op. Tr. Dr. (H'way)	11,465.20	2,135.93		13,601.13
Class III - Special Eq. Op. Tr. Dr. (Waste)	11,466.24	1,228.57		12,694.81
Class III - Special Eq. Op. Tr. Dr. (H'way)	33.60			33.60
Class III - Special Eq. Op. Tr. Dr. (H'way)	11,083.88	1,182.69		12,266.57
Class III - Special Eq. Op. Tr. Dr. (Waste)	32.00			32.00
Class III - Special Eq. Op. Tr. Dr. (Waste)	11,466.24	1,415.42		12,881.66
Laborer (Skilled)	11,108.32	1,688.40		12,796.72
Laborer (Skilled)	9,573.69	1,207.14		10,780.83
Laborer (Skilled)	9,970.81	1,642.23		11,613.04

Laborer (Waste)	9,231.62	15,413.39	10,772.91
Laborer (Waste)	9,726.46	1,008.95	10,735.41
Laborer (Waste)	11,685.55	3,428.38	15,113.93
Laborer (Waste)	9,925.24	777.39	10,702.63
Laborer (Waste)	9,742.14	1,690.25	11,432.39
Laborer (Waste)	9,783.19	1,265.89	11,049.08
Laborer (Waste)	2,930.14	229.44	3,159.58
Laborer (Waste)	2,975.55	152.96	3,128.51
Laborer (Waste)	2,982.72	229.44	3,212.16
Laborer (Waste)	2,724.60	218.69	2,943.29
Laborer (Waste)	3,474.57	163.85	3,638.42
Laborer (Waste)	1,883.12	566.86	2,449.98
Laborer (Waste)	1,911.70	394.19	2,305.89
Laborer (Waste)	8,895.52	1,004.12	10,899.64
Laborer (Waste)	5,136.92	609.25	5,746.17
Laborer (Waste)	2,103.60		2,103.60
Laborer (Waste)	1,682.96		1,682.96
Laborer (Waste)	2,122.72		2,122.72
Laborer (Waste)	18.56		18.56
Laborer (General)	10,252.44	1,788.67	12,041.11
Laborer (General)	9,200.00	35.44	9,235.44
Laborer (General)	9,415.20	1,756.10	11,171.30
Laborer (General)	5,242.36	1,011.43	6,253.79
Laborer (General)	9,585.48	1,749.57	11,335.05
Laborer (General)	9,482.14	1,688.93	11,171.07
Laborer (General)	9,334.16	1,827.78	11,161.94
Laborer (General)	2,338.32		2,388.32
Laborer (General)	9,051.32	1,338.52	10,389.84
Laborer (General)	9,972.08	1,622.75	11,594.83
Laborer (General)	8,847.48	1,161.91	10,009.39
Laborer (General)	9,449.63	1,135.07	10,584.70

13978.53

 279,857.06
 27449.84

 507.22

Department: Fire

Position	Regular	Overtime & Retro	Longevity	Other	Gross
Chief	\$27,449.84	\$	\$3,293.98	\$2,173.58	\$32,917.40
Deputy Chief	23,943.00		2,760.80	970.58	26,743.78
Officer	16,082.37	3,335.89	1,940.98	784.92	22,114.16
Officer	16,082.37	4,465.83	978.12	784.92	22,311.24
Officer	16,082.37		978.12	784.92	23,849.05
Officer	16,082.37		489.79	784.92	23,848.62
Officer	16,082.37		489.79	784.92	22,370.00
Senior Clerk	8,789.45		262.60		9,052.05
Fire Fighter	13,978.53	3,349.89	1,278.00	682.22	19,288.64
Fire Fighter	13,978.53	3,843.85	425.55	682.22	18,930.15
Fire Fighter	13,978.53	3,804.37	1,488.42	682.22	19,962.54
Fire Fighter	13,798.53	3,904.16	1,278.00	682.22	19,842.91
Fire Fighter	12,807.04	3,046.04		615.08	16,468.16
Fire Fighter	13,030.66	2,573.92		627.23	16,231.81
Fire Fighter	13,978.53	3,905.47	425.55	682.22	18,991.77
Fire Fighter	13,978.53	4,149.62	852.42	682.22	19,662.79
Fire Fighter	13,978.53	4,433.38		682.22	19,094.13
Fire Fighter	13,030.66	3,366.48		627.23	17,024.37
Fire Fighter	13,978.53	3,133.45	1,278.00	682.22	19,072.20
Fire Fighter	13,978.53	4,011.14	210.42	182.22	18,882.31
Fire Fighter	13,978.53	2,629.53	1,278.00	682.22	18,568.28
Fire Fighter	12,807.04	3,469.96		615.08	16,892.08
Fire Fighter	13,978.53	3,815.35	425.55	682.22	18,834.51
Fire Fighter	13,978.53	3,776.28	1,488.42	682.22	19,925.45
Fire Fighter	13,978.53	3,092.95	1,278.00	682.22	19,031.70
Fire Fighter	13,978.53	3,881.61	425.55	682.22	18,967.91
Fire Fighter	13,978.53	2,688.24	1,488.42	682.22	18,827.41
Fire Fighter	13,978.53	3,414.97	852.42	682.22	18,928.14

Fire Fighter	13,978.53	3,624.07		682.22	19,137.24
Fire Fighter	13,978.53	2,722.71	1,278.00	682.22	18,661.46
Fire Fighter	11,707.81	1,425.57		605.84	13,739.22
Fire Fighter	13,978.53	3,321.10	425.55	682.22	18,407.40
Fire Fighter	13,978.53	3,279.83	425.55	682.22	18,366.13
Fire Fighter	13,978.53	4,045.07	1,278.00	682.22	19,983.82
Fire Fighter	13,978.53	4,116.81	425.55	682.22	19,203.11
Fire Fighter	13,978.53	3,046.37	852.42	682.22	18,559.54
Fire Fighter	13,978.53	3,991.48	1,278.00	682.22	19,930.23
Fire Fighter	13,978.53	3,370.99	852.42	682.22	18,884.16
Fire Fighter	13,030.66	3,237.28		627.23	16,895.17
Fire Fighter	13,030.66	3,234.15		627.12	16,872.07
Fire Fighter	13,978.53	283.98	425.55	627.23	15,315.29
Fire Fighter	13,030.66	3,590.11		627.23	17,248.00
Fire Fighter	13,978.53	2,188.21	852.42	682.22	17,701.38
Fire Fighter	13,978.53	1,311.13	425.55	682.22	16,397.43
Fire Fighter	13,978.53	3,748.37	425.55	682.22	18,834.67
Fire Fighter	13,978.53	3,789.27	425.55	682.22	18,875.57
Fire Fighter	13,978.53	2,770.23	1,278.00	682.22	18,708.98
Fire Fighter	12,807.04	3,505.47		615.08	16,927.59
Fire Fighter	13,978.53	3,963.43	1,488.42	682.22	20,112.60
Fire Fighter	13,030.66	2,831.50		627.23	16,489.39
Fire Fighter	13,978.53	4,521.01	852.42	682.22	20,034.18
Fire Fighter	13,978.53	4,103.41	1,278.00	682.22	20,042.16
Fire Fighter	13,978.53	4,342.86	210.42	682.22	19,214.03
Fire Fighter	13,030.66	2,969.60		627.23	16,627.49
Fire Fighter	13,630.00	2,860.06		627.23	17,117.29
Fire Fighter	13,978.53	4,036.43	425.55	682.22	19,122.73
Fire Fighter	13,978.53	4,146.44		682.22	18,807.19
Fire Fighter	13,978.53	3,678.03	425.55	682.22	18,764.33
Fire Fighter	13,978.53	2,602.70	852.42	682.22	18,115.87
Fire Fighter	13,978.53	3,607.32	425.55	682.22	18,693.62
Fire Fighter	13,978.53	2,869.90	1,278.00	682.22	18,808.65
Fire Fighter	13,978.53	3,574.02	1,278.00	682.22	19,512.77
Fire Fighter	13,978.53	4,483.16	1,278.00	682.22	20,421.91
Mechanic	13,059.18	457.53			13,516.71

Department: Miscellaneous

Position	Gross Pay
Recreation Director	1,480.00
Town Moderator	300.00
Clerk-Bldg. Insp. Dept.	4,336.16
Sealer of Weights & Measures	2,000.00
Sewer Comm. Clerk	121.73
Town Counsel	500.00
Home Rule Advisory Comm. Clerk	250.44
Tree Warden	1,600.00
Building Inspector	15,767.49
Appeals Board Clerk	2,644.45
Recreation Comm. Clerk	4,719.18
Finance Committee Clerk	85.72
Personnel Board Clerk	572.23
Sewer Comm. Clerk	60.96
Recreation Director	880.35
Historic District Comm. Clerk	595.50
Plumbing Inspector	983.00
Home Rule Advisory Comm. Clerk	29.37
Finance Committee Clerk	655.04
Constable	3,750.00
Gas Inspector	2,700.33
Wiring Inspector	14,901.48
Conservation Comm. Clerk	384.81

Department: Park

Position	Gross Pay
Superintendent	16,773.80
Part-time help	2,085.52
Part-time help	266.66
Part-time help	1,252.16
Part-time help	211.44
Part-time help	3,996.82
Part-time help	206.96
Part-time help	70.23
Part-time help	31.84

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Department: Police

Position	Regular Pay	Overtime	Longevity	(Not Pd by Tn) Outside Details	*Other	Gross Pay
Chief	\$27,354.67	\$	\$2,460.66	\$	\$1,052.10	\$30,867.43
Sgt. & Act. Cpt.	22,155.27		1,328.26		2,337.08	25,020.61
Sergeant	15,737.57	3,145.77	1,887.05	2,425.77	726.00	23,922.16
Sergeant	15,737.57	4,783.96	943.53	108.02	695.92	22,269.00
Sergeant	15,737.57	3,689.36	1,887.26	1,665.42	665.60	23,645.21
Sergeant	15,737.57	4,283.58	1,414.72	1,928.64	2,126.00	25,490.51
Sergeant	15,737.57	4,514.26	1,414.72		695.92	22,362.47
Sergeant	15,737.57	6,408.45	943.53	2,105.76	2,156.32	27,351.63
Sergeant	14,737.57	4,257.55	470.60	1,362.72	1,451.01	23,279.45
Sergeant	13,860.36	4,876.18	823.98	1,894.20	657.32	22,112.04
Patm. & Act. Sgt	13,876.25	5,193.01		915.12	630.98	20,615.36
Patrolman	13,677.85	4,434.42		1,343.16	1,355.98	20,811.41
Patrolman	13,677.85	5,963.24	409.54	1,062.72	578.50	21,691.85
Patrolman	13,677.85	2,253.30	1,229.76	1,791.18	604.84	19,556.93
Patrolman	13,667.85	3,984.66	820.13	757.68	630.08	19,871.30
Patrolman	13,667.85	5,865.59		1,018.44	1,355.98	21,917.86
Patrolman	3,045.00		208.12		209.98	3,463.10
Patrolman	13,306.23	1,167.18		280.44	1,337.66	16,091.51
Patrolman	13,677.85	5,673.96	410.80	1,485.84	1,382.32	22,630.77
Patrolman	13,677.85	1,145.05	820.22	2,312.40	604.84	18,560.36
Patrolman	13,677.85	3,990.91		1,387.44	530.98	19,687.18
Patrolman	13,677.85	6,309.09		1,082.40	657.32	21,726.66
Patrolman	13,677.85	2,887.46	409.54	177.12	1,382.32	18,534.29
Patrolman	10,841.25		577.06	1,081.48	262.50	12,762.29
Patrolman	13,677.85	522.51			657.32	14,857.68
Patrolman	12,475.11	4,825.25		2,110.68	1,019.30	20,430.34
Patrolman	13,677.85	409.22	1,229.76	2,194.62	604.84	18,166.29
Patrolman	13,677.85	2,584.85	1,408.30	1,436.94	604.84	19,712.78
Patrolman	13,677.85	4,329.63	1,229.76	1,938.48	630.98	21,806.70
Patrolman	13,677.85	6,980.60		1,672.80	604.84	22,936.09
Patrolman	13,677.85	8,345.84	475.90	1,146.66	657.32	24,303.57
Patrolman	13,467.85	2,035.92	1,229.76	1,845.00	604.84	19,183.37
Patrolman	13,677.85	2,041.72	1,093.47	98.70	657.32	17,569.06
Patrolman	13,677.85	6,559.41	409.54	2,750.28	630.98	24,028.06
Patrolman	13,677.85	5,663.21	475.90	1,515.66	631.08	21,963.70
Patrolman	12,063.27	5,106.89		1,977.84	555.56	19,703.56
Patrolman	13,677.85	6,616.72	584.90	2,105.91	631.08	23,616.46
Patrolman	13,677.85	1,567.71	1,229.76	649.44	578.53	17,703.26
Patrolman	13,250.30	7,313.35		1,062.72	618.49	22,244.86
Patrolman	13,677.85	6,190.35	410.80	2,686.32	604.84	23,570.16
Patrolman	13,677.85		409.54		578.50	14,665.89
Patrolman	13,667.85	6,320.39	409.54	2,223.84	844.84	23,476.46
Patrolman	13,677.85	7,960.27	820.22	1,259.52	1,080.98	24,798.84
Patrolman	13,677.85	6,213.20	409.54	2,174.64	784.84	23,260.07
Patrolman	13,677.85	5,021.45	820.22	2,095.92	810.98	22,426.42
Patrolman	11,893.39	1,413.97		196.80	434.66	13,938.82
Patrolman	8,926.14	2,518.67		1,348.08	320.45	13,113.34
Patrolman	3,888.44	488.99		118.08	91.48	4,586.99
Patrolman	8,013.14	1,605.06		1,195.56	274.80	11,088.56
Patrolman	1,833.20	584.26		560.88	91.66	3,070.00
Patrolman	412.47	137.48		39.36		589.31
Patrolman	458.30					458.30
Patrolman	366.64	12.89				379.53
Senior Clerk	8,790.15	81.24				8,871.39
Senior Clerk	9,362.65		87.37			9,450.02
Senior Clerk	3,488.81					3,488.81
Custodian	8,174.40					8,174.40
Matron	395.88					395.88
Matron	142.37					142.37
Matron	581.83					581.83

School Traffic	270.51	270.51
School Traffic	1,581.42	1,581.42
School Traffic	1,299.30	1,299.30
School Traffic	1,269.48	1,269.48
School Traffic	575.10	575.10
School Traffic	1,184.28	1,184.28
School Traffic	1,226.88	1,226.88
School Traffic	1,260.96	1,260.96
School Traffic	1,303.56	1,303.56
School Traffic	1,312.08	1,312.08
School Traffic	1,158.72	1,158.72
School Traffic	97.98	97.98
School Traffic	1,239.66	1,239.66

*Holidays and Education Incentive

Department: Recreation Commission

Position	Regular Pay	Gross Pay
Summer Director	\$ 1,400.00	\$ 1,400.00
Playground Director	540.00	540.00
Playground Director	540.00	540.00
Playground Director	540.00	540.00
Playground Director	540.00	540.00
Playground Director	960.00	960.00
Playground Supervisor	480.00	480.00
Playground Supervisor	480.00	480.00
Playground Supervisor	558.00	558.00
Playground Supervisor	420.00	420.00
Playground Supervisor	420.00	420.00
Playground Supervisor	420.00	420.00
Playground Supervisor	420.00	420.00
Playground Supervisor	589.50	589.50
Playground Supervisor	342.00	342.00
Playground Supervisor	342.00	342.00
Playground Supervisor	312.00	312.00
Sports Instructor	675.00	675.00
Sports Instructor	675.00	675.00
Sports Instructor	700.00	700.00
Sports Instructor	560.00	560.00
Sports Instructor	490.00	490.00
Sports Instructor	560.00	560.00
Sports Instructor	100.00	100.00
Sports Instructor	100.00	100.00
Sports Instructor	350.00	35.00
Sports Instructor	450.00	450.00
Sports Instructor	400.00	400.00
Swim Director	1,174.38	1,174.38
Swim Instructor	1,004.88	1,004.88
Swim Instructor	1,004.75	1,004.75
Swim Instructor	1,030.88	1,030.88
Swim Instructor	526.50	526.50
Adm. Assistant/Clerk	5,167.00	5,167.00

Department: Selectmen

Position	Regular Pay	Overtime	Longevity	Other	Gross Pay
Selectman—Chairman					1,374.99
Selectman					375.00
Selectman					999.96
Selectman					749.97
Selectman					999.96
Selectman					999.96
Administrative Assistant	13,209.24				13,209.24

Department: Treasurer's 1978

Position	Regular Pay	Gross Pay
Treasurer	\$19,291.00	\$19,291.00
Assistant Treasurer	10,388.00	10,388.00
Senior Clerk	8,801.00	8,801.00
Senior Clerk	8,790.00	8,790.00
Senior Clerk	8,840.00	8,840.00
Senior Clerk	8,644.00	8,644.00
Clerk Part Time	1,789.00	1,789.00
Clerk Part Time	3,789.00	3,789.00
Clerk Part Time	872.00	872.00
Clerk Part Time	680.00	680.00

Department: Veterans' Benefits

Position	Regular Pay	Gross Pay
Veterans' Agent	\$11,871.96	\$11,871.96
Clerical	4,336.16	4,336.16

Department: Youth Center

Position	Regular Pay	Gross Pay
Coordinator	\$ 3,159.96	\$ 3,159.96
Coordinator	7,907.55	7,907.55
Part Time Chf. Sup.	3,197.58	3,197.58
Clerk Typist	321.95	321.95
Clerk Typist	1,368.87	1,368.87
Part Time Supervisor	126.40	126.40
Part Time Supervisor	1,461.04	1,461.04
Part Time Supervisor	2,553.84	2,553.84
Part Time Supervisor	2,253.60	2,253.60

Senior Clerk	8,674.00	1,458.03		10,538.55
Part Time Clerk	6,398.01			6,398.01

Department: Town Clerk/Registrars

Position	Regular Pay	Overtime	Longevity	Other	Gross Pay
Town Clerk	\$16,692.16				\$16,692.16
Assistant Town Clerk	9,747.48	554.79			10,302.27
Senior Clerk	8,789.84				8,789.84
Senior Clerk	8,789.84	522.26			9,312.10
Part Time Clerk	4,385.25				4,385.25
Registrar	360.00				360.00
Registrar	360.00				260.00
Registrar	75.00				75.00
Registrar (T)	270.00				270.00

Department: School

Position	Regular Pay	Overtime	Longevity	Other	Gross Pay
Administration					
Superintendent	\$40,199.90				\$40,199.90
Asst. Superintendent	32,099.86				32,099.86
Personnel Director	22,092.20			161.52	22,253.72
Fed. Projects Director	28,574.91				28,574.91
Supervision					
Foreign Language	21,898.89			3,165.68	25,064.57
Art	24,965.07			3,165.68	28,119.75
Science & Health Ed	24,966.47			3,577.04	28,543.51
Career Education	21,788.39			3,165.68	24,954.07
Social Studies	6,198.06			516.50	6,714.56
Mathematics	19,362.20			3,215.36	22,577.56
Social Studies	7,259.40			753.18	8,012.58
Music	23,552.88				23,552.88
Reading	9,996.02			3,045.84	13,041.86
Language Arts	23,357.32				23,357.32
Phys. Ed. & Athletics	27,618.33				27,618.33
High School Administration					
Principal	28,939.82				28,939.82
Assistant Principal	26,426.40				26,426.40
Dean	22,215.05			3,048.64	25,263.69
Dean	22,215.05			3,048.64	25,263.69
Dean	25,263.69				25,263.69
Teachers—High School					
Reading	18,325.24			-192.36	18,132.88
Reading	15,636.26			2,413.77	18,050.03
English	15,531.06			2,557.04	18,088.10
English	15,452.04			2,907.44	18,359.48
English	15,235.44			2,800.51	18,035.95
English	18,915.55			-192.36	18,723.19
English	16,849.70			-173.54	16,676.16
English	17,203.16			-173.54	17,029.62
English	13,118.25			-455.01	12,663.24
English	13,425.89			2,576.45	16,002.34
English	14,339.03			2,788.59	17,127.62
English	14,666.36			-159.68	14,506.68
English	14,008.92			2,522.22	16,531.14
English	10,911.05			2,016.54	12,927.50
English	12,343.41			2,352.69	14,696.00
English	16,104.92			3,106.64	19,211.56
English	1,027.00				1,027.00
English	12,395.48			1,851.52	14,247.00
English	15,636.25			3,160.60	18,796.85
English	10,732.47			2,111.57	12,844.04
English	6,658.97			2,148.45	8,807.42
English	14,431.57			2,688.56	17,120.13
English	10,493.57				10,493.57
English	4,193.20			-148.12	4,045.08
English	4,385.80			1,966.79	6,352.59
English	7,210.50			2,267.50	9,478.00
English	3,711.14			-69.14	3,642.00
Bus. Ed.	15,545.48			3,106.64	18,652.12
Bus. Ed.	14,497.74			2,688.56	17,186.30
Bus. Ed.	17,060.76			-180.44	16,880.32
Bus. Ed.	11,651.05			2,016.45	13,667.50
Bus. Ed.	13,029.30			2,464.36	15,493.66
Bus. Ed.	3,306.64			1,453.70	4,760.34
Bus. Ed.	14,225.50			2,450.66	16,676.16
Bus. Ed.	18,325.24			-192.36	18,132.88
Bus. Ed.	8,346.66			2,384.76	10,731.42

Bus. Ed.	775.00		775.00
Bus. Ed.	10,260.86	1,680.48	11,941.34
Foreign Lang.	17,423.32	-166.60	17,256.72
Foreign Lang.	3,141.64	3,155.34	6,309.98
Foreign Lang.	10,651.32	1,904.54	12,555.86
Foreign Lang.	10,505.94	2,149.30	12,655.24
Foreign Lang.	9,050.29	1,829.39	10,879.68
Foreign Lang.	9,209.26	1,680.48	10,899.74
Foreign Lang.	10,439.52	2,029.60	12,511.37
Foreign Lang.	14,169.81	2,746.26	16,916.07
Foreign Lang.	14,932.45	2,800.51	17,732.96
Foreign Lang.	15,647.78	2,831.84	18,479.62
Foreign Lang.	12,225.60	2,226.62	14,452.22
Foreign Lang.	12,760.87	2,338.75	15,099.62
Foreign Lang.	2,194.44	1,246.88	3,441.32
Foreign Lang.	8,434.50	-145.84	8,288.66
Mathematics	11,271.30	2,128.58	13,399.88
Mathematics	19,007.24	-173.54	18,833.70
Mathematics	13,269.66	2,464.52	15,734.18
Mathematics	1,526.88		1,526.88
Mathematics	13,788.28		13,788.28
Mathematics	8,576.20	2,929.72	11,505.92
Mathematics	9,153.00		9,153.00
Mathematics	15,051.51	3,081.37	18,132.88
Mathematics	15,451.44	3,048.94	18,500.38
Mathematics	3,841.92		3,841.92
Mathematics	3,968.86	-125.06	3,843.80
Mathematics	4,594.30	-145.84	4,448.46
Mathematics	14,948.76	-152.76	14,796.00
Mathematics	8,196.93	2,743.05	10,939.98
Mathematics	13,507.64	2,464.52	15,972.16
Mathematics	13,658.20	2,522.22	16,180.42
Mathematics	12,980.66	2,464.52	15,445.18
Mathematics	14,368.378	2,634.10	17,002.48
Mathematics	10,308.82	1,904.54	12,213.36
Music	12,763.91	2,352.59	15,116.50
Music	14,876.48	-145.84	14,730.64
Music	15,959.30	2,048.94	19,008.24
Art	16,849.70	-173.54	16,676.16
Art	12,572.55	2,353.59	14,925.15
Art	17,320.95		17,320.95
Phys. Ed.	20,943.53	-173.54	20,770.00
Phys. Ed.	16,518.29	2,992.81	19,511.10
Phys. Ed.	14,128.30	2,128.58	16,268.13
Phys. Ed.	15,659.11	2,794.51	18,453.62
Phys. Ed.	15,455.19	3,048.94	18,549.13
Phys. Ed.	13,983.14	2,464.52	16,447.66
Phys. Ed.	6,702.08	933.60	7,635.68
Phys. Ed.	19,403.94	3,048.94	22,452.88
Phys. Ed.	14,168.68	2,323.98	16,492.66
Science	7,699.89	1,131.32	8,831.21
Science	3,141.64	-104.30	3,037.34
Science	6,003.20	1,910.75	7,925.20
Science	10,267.09	1,792.61	12,059.70
Science	3,551.34	-111.22	3,440.12
Science	5,603.13	-79.84	5,523.29
Science	10,324.09	1,792.61	12,116.70
Science	18,325.24	-175.61	18,149.63
Science	12,879.14	2,464.52	15,343.66
Science	8,068.91	2,505.39	10,574.26
Science	6,229.96	714.15	5,472.48
Science	15,083.94	3,048.94	18,132.88
Science	14,229.46	2,688.56	16,918.02
Science	15,442.46	3,048.94	18,491.40

Science	14,686.75	2,858.21	17,544.96
Science	14,339.03	2,788.59	17,127.62
Science	15,601.93	2,965.09	18,567.02
Science	17,922.52	-173.54	17,748.98
Science	3,760.14	-118.14	3,642.00
Science	18,634.48	-192.36	18,442.12
Science	13,868.75	2,080.71	16,676.16
Social Studies	17,690.28	-173.54	17,516.72
Social Studies	10,878.82	2,016.45	12,895.27
Social Studies	16,233.96	3,106.64	19,340.60
Social Studies	15,424.44	3,048.94	18,473.38
Social Studies	4,558.57	702.39	5,260.96
Social Studies	15,624.65	2,980.95	18,605.60
Social Studies	15,083.94	3,241.30	18,232.24
Social Studies	10,136.29	1,534.38	11,670.67
Social Studies	18,860.90	-192.36	18,668.54
Social Studies	16,235.35	3,106.59	19,341.94
Social Studies	12,060.57	2,298.11	14,358.68
Social Studies	10,763.05	2,016.45	12,779.50
Social Studies	16,945.22	2,912.42	18,857.64
Social Studies	12,880.14	2,464.52	15,344.60
Social Studies	15,267.44	3,048.94	18,316.38
Home Ec	13,868.75	2,807.41	16,676.16
Home Ec	16,849.50	-173.54	16,676.16
IA	14,590.26	2,746.26	17,336.52
IA	15,786.26	3,160.60	18,946.86
IA	15,083.94	3,048.94	18,132.88
IA	13,868.75	2,807.41	16,676.16
IA	15,335.35	3,106.59	18,441.94
Work Study	8,524.46	2,862.10	11,386.56
Work Study	16,910.94	3,048.94	19,959.88
Librarian	12,906.14	2,464.52	15,370.66
Librarian	13,443.89	2,576.45	16,020.34
Supervisor—Guidance	23,965.37		23,965.37
Guidance Counselor	15,552.04	2,907.44	18,459.48
Guidance Counselor	6,885.50	2267.50	9,153.00
Guidance Counselor	19,096.26	-199.40	18,896.86
Guidance Counselor	15,183.94	3,048.94	18,232.88
Guidance Counselor	15,183.94	3,048.94	18,232.88
Guidance Counselor	15,396.64	3,152.11	18,548.75
Guidance Counselor	15,083.94	3,048.94	18,132.88
Guidance Counselor	15,403.44	3,048.94	18,452.38
Guidance Counselor	13,829.72	2,384.16	16,113.88
Dist. Ed.	4,385.80	-138.92	4,246.88
Health Ed.	20,283.28	-192.36	20,090.92
Health Ed.	8,263.40	2,537.34	10,800.74
Health Ed.	16,593.84	2,907.44	19,553.42
Parker Junior High			
Principal	27,840.93		27,840.93
Asst. Principal	24,710.40		24,710.40
Teacher—Parker			
English	15,572.04	2,907.44	18,479.48
English	9,355.46	1,877.48	11,232.92
English	14,177.74	2,688.56	16,892.30
English	2,289.68	1,374.11	3,663.79
English	16,346.85	3,395.12	19,741.97
English	11,128.46	-111.22	11,017.24
English	11,198.05	2,016.45	13,234.00
English	12,416.89	2,576.45	15,993.34
English	15,825.95	3,048.94	18,874.89
English	8,280.96	1,687.40	9,968.36
English	12,950.50	-132.00	12,818.50

English	15,083.94	3,048.94	18,132.88
Reading	15,083.94	3,048.94	18,132.88
Reading	11,243.46	2,464.52	13,707.96
Reading	13,884.51	2,980.95	16,865.46
Reading	12,879.14	2,464.52	15,343.66
Reading	2,092.48		2,092.48
Foreign Lang.	13,533.27	2,576.45	16,109.72
Foreign Lang.	3,148.56	234.00	3,382.56
Foreign Lang.	1,587.50	4,800.93	6,446.93
Foreign Lang.	7,265.38	2,116.54	9,381.92
Foreign Lang.	13,416.89	2,576.45	16,012.84
Foreign Lang.	4,984.92	182.90	5,167.82
Foreign Lang.	2,004.28	1,243.26	3,247.54
Foreign Lang.	14,009.25	2,807.41	16,948.66
Mathematics	10,566.32	1,904.54	12,574.86
Mathematics	15,853.54	3,279.74	19,133.28
Mathematics	13,995.92	-125.06	13,870.86
Mathematics	15,083.94	3,048.94	18,132.88
Mathematics	11,808.68	2,240.46	14,075.14
Mathematics	12,343.41	2,352.59	14,696.00
Mathematics	12,880.14	2,375.69	15,273.70
Mathematics	13,952.94	2,688.56	16,641.50
Mathematics	14,177.74	2,526.80	16,704.54
Music	10,481.38	1,904.54	12,385.92
Music	9,224.80	2,902.40	12,127.20
Music	3,231.06		3,231.06
Music	15,511.18	3,145.12	18,656.30
Art	9,102.59	1,910.75	11,013.34
Art	13,082.50	-132.00	12,950.50
Art	1,080.51	1,014.00	2,094.51
Phys. Ed.	131.04		131.04
Phys. Ed.	16,497.42	3,241.30	19,738.72
Phys. Ed.	16,347.11	2,659.75	19,006.86
Phys. Ed.	3,986.43		3,986.43
Phys. Ed.	14,212.25	2,862.10	17,074.35
Phys. Ed.	15,737.44	3,048.94	18,838.88
Science	1,222.32	676.00	1,924.32
Science	531.06	-156.06	375.00
Science	19,456.56	-192.36	19,264.20
Science	853.58	572.00	1,425.58
Science	17,702.24	-173.54	17,528.70
Science	14,454.23	2,800.51	17,254.74
Science	10,749.06	1,904.54	12,702.35
Science	18,325.24	-192.36	18,132.88
Science	14,299.89	2,576.45	16,876.34
Science	16,849.70	-173.54	16,676.16
Science	13,825.87	2,807.41	16,633.28
Social Studies	526.04	730.00	1,256.04
Social Studies	13,485.64	2,578.45	16,062.09
Social Studies	13,884.51	2,807.41	16,691.92
Social Studies	14,653.11	2,800.51	17,453.62
Social Studies	13,868.75	2,807.41	16,676.16
Social Studies	5,895.79	53.34	5,948.98
Social Studies	13,416.89	2,576.45	15,993.34
Social Studies	15,713.58	3,145.14	18,858.72
Social Studies	19,010.24		19,010.24
Social Studies	13,449.97	2,343.89	15,793.86
Home Ec	7,172.97	2,148.45	9,321.42
Home Ec	3,148.56	1,958.58	5,107.14
Home Ec	12,140.12	-118.14	12,021.98
Home Ec	614.08		614.08
Home Ec	14,692.07	2,343.89	17,035.96
IA	12,950.50	-132.00	12,818.50
IA	15,180.12	3,048.94	18,229.06

IA	12,448.54		- 125.06	12,323.39
Librarian	15,452.04		2,907.44	18,359.48
Guidance Counselor	6,229.96		2,029.60	8,259.56
Guidance Counselor	10,198.82		1,904.54	12,103.36
Guidance Counselor	3,550.86		- 66.14	3,484.72
Guidance Counselor	12,608.68		2,240.46	14,749.14
McCarthy Junior High				
Building Master	26,121.18		157.19	26,278.37
House Master	25,921.26			25,921.26
House Master	23,370.82	52.00		23,422.82
Teachers—McCarthy				
English	10,198.82		1,904.54	12,103.36
English	16,276.32		- 166.60	16,109.72
English	8,786.50		2,903.18	11,689.68
English	16,003.14		3,019.40	19,022.54
English	15,367.63		2,576.45	17,944.08
English	3,134.26		3,357.75	6,492.01
English	11,271.30		2,133.80	13,405.10
English	8,322.21		1,692.62	10,014.83
English	13,416.89		2,581.67	15,998.56
English	15,452.04		2,912.66	18,364.70
English	728.56			728.56
English	5,339.28		717.60	6,056.88
English	2,431.10		- 138.92	2,292.18
English	13,538.80		- 138.92	13,399.88
English	12,880.14		2,464.52	15,344.66
Reading	12,173.28		2,240.46	14,413.74
Reading	15,564.86		3,054.16	18,619.00
Reading	3,760.14		- 118.14	3,642.00
Reading	6,885.50		2,272.72	9,158.22
Reading	13,833.39		2,581.67	16,415.06
Foreign Lang.	11,381.30		2,128.58	13,509.88
Foreign Lang.	3,216.76		2,776.38	5,993.14
Foreign Lang.	14,848.76		- 152.76	14,696.00
Foreign Lang.	12,543.41		2,352.59	14,896.00
Foreign Lang.	2,004.28		1,243.26	3,247.54
Foreign Lang.	13,278.34		2,469.74	15,748.08
Foreign Lang.	14,194.98		- 145.84	14,049.14
Foreign Lang.	12,884.50		- 132.00	12,752.50
Mathematics	14,912.85		2,800.51	17,713.36
Mathematics	15,511.26		- 159.68	15,351.58
Mathematics	15,452.04		2,907.44	18,359.48
Mathematics	13,580.14		2,464.52	16,044.66
Mathematics	11,110.96		- 106.00	11,004.96
Mathematics	13,416.89		2,581.67	15,998.56
Mathematics	17,885.34		- 154.46	17,730.88
Mathematics	15,083.94		3,054.16	18,138.10
Mathematics	12,343.41		2,357.81	14,701.22
Mathematics	9,854.59		1,797.83	11,652.42
Mathematics	10,908.35		2,012.21	12,920.56
Music	11,014.98		5.22	11,020.20
Music	14,433.92		- 145.84	14,288.08
Music	3,224.14		- 104.30	3,119.84
Music	12,456.76		- 119.84	12,336.92
Art	3,578.84		- 111.20	3,467.64
Art			215.20	215.20
Art	9,867.65		2,132.26	11,999.91
Art	9,689.59		1,797.83	11,487.42
Phys. Ed.	8,920.70		136.76	9,057.46
Phys. Ed.	17,205.70		- 173.54	17,032.16
Phys. Ed.	15,414.94		3,054.16	18,499.10
Phys. Ed.	13,185.68		2,494.20	15,709.88
Science	16,468.34		5.22	16,473.56

Science	19,696.16	-199.40	19,494.76
Science	15,083.94	3,054.16	18,138.10
Science	11,092.05	2,016.45	13,108.50
Science	15,555.31	2,716.27	18,271.58
Science	19,049.24	-187.14	18,862.10
Science	15,555.31	2,805.73	18,361.04
Science	15,872.04	2,912.66	18,787.70
Science	10,198.82	1,909.76	12,108.58
Science	12,319.12	2,245.68	14,564.80
Science		872.28	872.28
Science	13,192.04	2,240.46	15,432.50
Social Studies	13,868.75	2,812.62	16,681.38
Social Studies	15,636.26	3,373.98	19,010.24
Social Studies	14,603.12	-115.76	14,487.36
Social Studies	5,575.42	1,796.92	7,372.34
Social Studies	13,416.89	2,576.45	15,993.34
Social Studies	10,461.32	1,909.76	12,371.08
Social Studies	12,879.14	2,469.74	15,348.88
Social Studies	9,862.76	1,685.70	11,548.46
Social Studies	4,593.86	-152.76	4,441.10
Social Studies	15,503.08	3,145.14	18,648.22
Social Studies	4,563.38	845.46	5,408.84
Social Studies	7,229.12	5.22	7,234.34
Social Studies	12,800.30	2,212.70	15,013.00
Social Studies	3,558.26	-118.14	3,440.12
Social Studies	9,153.00		9,153.00
Home Ec.	3,224.14	2,851.70	6,075.84
Home Ec.	13,638.47	2,743.05	16,381.52
Home Ec.	8,123.98	5.22	8,129.20
Home Ec.	10,222.45	1,792.61	12,015.06
Home Ec.	7,921.43	2,505.35	10,426.78
IA	9,341.95	1,681.28	11,023.23
IA	14,743.33	2,805.73	17,549.06
IA	5,901.95	1,910.75	7,812.70
IA	13,100.00	-132.00	13,237.75
Librarian	12,879.14	2,464.52	15,343.66
Guidance Counselor	12,343.41	2,352.59	14,696.00
Guidance Counselor	15,636.26	3,160.60	18,796.86
Guidance Counselor	15,745.16	2,912.42	18,657.58
Byam School			
Principal	26,005.98		26,005.98
Teacher	3,357.84	4,926.99	8,284.83
Teacher		26.90	26.90
Teacher	12,343.41	2,352.59	14,696.00
Teacher	11,372.90	2,128.58	13,501.48
Teacher	10,198.82	1,904.54	12,103.36
Teacher	12,880.14	2,464.52	15,344.66
Teacher	14,959.98	2,746.26	17,706.24
Teacher	8,674.48	2,919.80	11,594.28
Teacher	10,736.05	2,016.45	12,752.50
Teacher	11,271.30	2,128.58	13,399.88
Teacher	13,625.37	2,569.51	16,194.88
Teacher	18,325.24	-375.56	17,949.68
Teacher	12,486.26	-125.06	12,361.20
Teacher	12,343.41	1,998.59	14,342.00
Teacher	3,551.34	-111.22	3,440.12
Teacher	6,522.65	1,814.00	8,336.65
Teacher	990.00		990.00
Teacher	11,979.63	2,410.24	14,389.87
Teacher	11,808.68	2,240.46	14,049.14
Teacher	14,950.28	-152.76	14,797.52
Teacher	5,018.14	-166.60	4,851.54
Teacher	7,540.91	2,505.35	10,046.26

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Teacher	14,177.74	2,688.56	16,866.30
Teacher	8,259.56		8,259.56
Teacher	10,348.71	1,962.19	12,310.90
Teacher	728.76	1,313.00	2,041.76
Teacher	17,249.84	-173.54	17,076.30
Teacher	11,808.68	2,240.46	14,049.14
Teacher	12,880.14	2,464.52	15,344.66
Teacher	11,271.30	2,128.58	13,399.88
Teacher	13,131.55	2,522.17	15,653.72
Teacher	7,868.92	2,704.04	10,572.96
Teacher	13,868.75	2,807.41	16,676.16
Teacher	12,133.14	2,216.71	14,349.85
Parker-Grade 6			
Teacher	10,198.82	1,904.54	12,103.36
Teacher	16,159.94	-166.60	15,993.34
Teacher	10,198.82	1,904.54	12,103.36
Teacher	11,808.68	2,240.46	14,049.14
Center School			
Principal	26,005.98		26,005.98
Teacher	17,659.46		17,659.46
Teacher	12,343.41	2,342.59	14,696.00
Teacher	5,904.34	1,120.23	7,024.57
Teacher	552.21	1,786.00	2,338.21
Teacher	13,884.51	2,980.95	16,865.46
Teacher	15,337.87	3,241.30	18,579.17
Teacher	4,176.60	-138.92	4,037.68
Teacher	13,868.75	2,807.41	16,676.16
Teacher	18,325.24	-192.36	18,132.88
Teacher	16,849.70	-173.54	16,676.18
Teacher	13,952.94	2,688.56	16,641.50
Teacher	16,849.70	-173.54	16,676.16
Teacher	16,849.70	-173.54	16,676.16
Teacher	15,409.88	2,949.60	18,359.48
Teacher	15,748.26	3,160.60	18,908.88
Teacher	13,118.79	2,590.29	15,709.08
Teacher	11,808.68	1,698.33	13,507.01
Teacher	15,083.94	3,241.30	18,325.24
Teacher	16,849.70		16,849.70
Teacher	9,281.57	2,815.83	12,097.40
Teacher	15,083.94	3,048.94	18,132.88
Teacher	6,229.96	2,029.60	8,259.56
Teacher	10,736.05	2,016.45	12,752.50
Teacher	13,868.75	2,807.41	16,676.16
Teacher	13,868.75	2,807.41	16,676.16
Harrington School			
Principal	26,005.98		26,005.98
Teacher	11,271.30	2,128.58	13,399.88
Teacher	15,337.87	3,241.30	18,579.17
Teacher	16,849.70	-173.54	16,676.16
Teacher	15,624.02	3,106.64	18,730.66
Teacher	7,214.38	2,386.30	9,600.68
Teacher	16,292.62	-159.68	16,132.94
Teacher	3,148.56	1,207.00	4,355.56
Teacher	3,566.08	1,384.18	4,950.26
Teacher	7,748.56	325.00	8,073.56
Teacher	12,343.41	2,353.59	14,696.00
Teacher	13,929.69	2,807.41	16,737.10
Teacher	13,538.80	-267.08	13,271.72
Teacher	13,416.89	2,305.13	15,722.02

Teacher	9,368.33	- 138.92	13,399.88
Teacher	12,419.79	1,715.39	14,135.18
Teacher	10,868.05	2,016.45	12,884.50
Teacher	13,130.68	2,522.22	15,652.90
Teacher	6,885.50	2,267.50	9,153.00
Teacher	18,634.48	- 192.36	18,442.12
14 Teacher	9,662.09	1,792.61	11,454.70
Teacher	14,204.35	2,746.21	16,950.56
Teacher	6,814.38		6,814.38
Teacher	11,808.68	2,240.46	14,049.14
Teacher	7,214.38	2,386.30	9,600.68
Teacher	10,198.32	1,904.54	12,103.36
Teacher	14,848.76	- 152.76	14,696.00
Teacher	11,757.52	2,128.58	13,886.10

North School Principal

Teacher.	14,848.76	- 258.96	14,589.80
Teacher	16,849.70	- 173.54	16,676.16
Teacher	16,849.70	- 173.54	16,676.16
Teacher	11,271.30	2,128.58	13,399.88
Teacher	13,747.96		13,747.96
Teacher	12,343.41	2,352.29	14,696.00
Teacher	3,148.56	1,820.00	4,968.56
Teacher	13,868.75	2,807.41	16,676.16
Teacher	15,504.34	- 159.68	15,344.66
Teacher	13,741.52	2,576.45	16,317.97
22 Teacher	16,849.70	- 173.54	16,676.97
Teacher	17,055.60		17,055.60
Teacher	12,552.60	2,345.67	14,898.28
Teacher	13,868.75	2,807.41	16,676.16
Teacher	16,849.70	- 173.54	16,676.16
Teacher	13,533.27	2,576.54	16,109.72
Teacher	13,868.75	2,807.41	16,676.16
Teacher	13,868.75	2,807.41	16,676.16
Teacher	12,441.37	928.20	13,369.57
Teacher	14,610.77	2,842.85	17,453.62
Teacher	14,968.93	2,862.10	17,857.03
Teacher	13,868.75	2,723.17	16,591.92

South Row School Principal

Teacher	13,868.75	2,807.41	16,676.16
Teacher	12,343.41	2,352.59	14,696.00
Teacher	18,325.24	- 192.36	18,132.88
Teacher	15,903.94	3,048.94	18,132.88
Teacher	15,083.94	2,316.14	17,400.08
20 Teacher	3,968.86	- 125.06	3,843.80
Teacher	13,419.89	2,576.45	15,996.34
Teacher	14,177.74	2,688.56	16,866.30
Teacher	13,868.75	2,807.41	16,676.16
Teacher	16,849.70	- 173.54	16,676.16
Teacher	6,229.96	2,029.60	8,259.56
Teacher	16,849.70	- 173.54	16,676.16
Teacher	13,533.27	2,576.45	16,109.72
Teacher	16,276.32	- 166.60	16,109.72
Teacher	13,996.32	2,688.56	16,684.88
Teacher	18,325.24	- 192.36	18,132.88
Teacher	15,083.94	3,241.30	18,325.24
Teacher	16,849.70	- 173.54	16,676.16
Teacher	13,868.75	2,807.41	16,676.16
Teacher	8,734.07	917.81	9,651.88

Westlands School

Principal	26,005.98		26,005.98
Teacher	524.84	1,344.28	1,869.12
Teacher	13,868.75	2,807.41	16,676.16
Teacher	19,280.25	2,807.41	22,087.66
Teacher	13,868.75	2,807.41	16,676.16
Teacher	11,682.72	848.41	12,531.13
Teacher	13,868.75	2,807.41	16,676.16
Teacher	3,141.64	1,156.70	4,298.34
Teacher	11,623.26	-172.06	11,451.20
Teacher	18,325.24	-192.36	18,132.88
Teacher	18,325.24	-192.36	18,132.88
Teacher	11,808.68	1,903.26	13,711.94
Teacher	13,952.94	2,688.56	16,641.50
Teacher	13,868.75	2,807.41	16,676.16
Teacher	13,912.97	2,428.81	16,341.78
Teacher	13,868.75	2,807.41	16,676.16
Teacher	13,868.75	2,807.41	16,676.16
Teacher	13,868.75	2,807.41	16,676.16
Teacher	13,868.75	2,807.41	16,676.16
Teacher	12,855.64	2,489.02	15,344.66
Teacher	12,880.14	2,464.52	15,344.66
Teacher	13,868.75	2,807.41	16,676.16
Teacher	11,370.24	2,280.99	13,651.23
Teacher	11,808.68	2,240.46	14,049.14
Teacher	3,558.26	4,281.25	7,839.51
Teacher	13,952.90	2,688.56	16,641.46
Teacher	11,029.47	2,688.20	13,717.67
Teacher	11,386.56		11,386.56
Teacher	13,868.75	2,807.41	16,676.16
Teacher	14,653.11	2,8005.51	17,453.62
Teacher	7,083.84	889.79	7,973.63

Highland School

Principal	27,095.90		27,095.90
Teacher	11,808.68	2,240.46	14,049.14
Teacher	15,452.04	3,113.28	18,565.32
Teacher	15,233.83	3,106.59	18,340.42

Elementary

Guidance Counselor	15,973.32	3,360.00	19,333.32
Guidance Counselor	5,635.66	1,099.02	6,734.68
Guidance Counselor		217.60	217.60
Guidance Counselor	15,907.52	3,192.60	19,100.12
Guidance Counselor	15,636.26	3,160.60	18,796.86
Guidance Counselor	1,255.90	195.00	1,450.90
Guidance Counselor	12,342.93	2,352.59	14,695.52
Guidance Counselor	4,023.60	1,159.10	5,182.76
Guidance Counselor		125.10	125.10
Art	9,662.09	1,792.61	11,454.70
Art	8,525.47	2,980.95	11,506.42
Art	12,343.41	2,352.59	14,696.00
Art	13,868.75	2,807.41	16,676.16
Art	16,253.51	422.65	16,676.16
Art	3,331.68		3,331.68
Art	3,517.08	49.00	3,566.08
Music	13,416.89	2,576.45	15,993.34
Music	10,198.82	1,904.54	12,103.36
Music	10,386.41	1,904.54	12,290.95
Music	9,839.30	1,792.61	11,631.91
Music	13,783.17	2,266.37	16,049.54
Music	4,385.80	-138.92	4,246.88

	Music	10,386.41		1,904.54	12,290.95
	Music	10,280.24		1,939.84	12,220.08
	Phys. Ed.	13,547.30		2,128.58	15,675.88
	Phys. Ed.	10,736.05		2,128.58	15,675.88
	Phys. Ed.	13,884.51		2,980.95	16,865.46
	Phys. Ed.	14,229.65		2,915.79	17,146.64
	Phys. Ed.	16,083.94		3,048.94	19,132.38
	Phys. Ed.	13,297.40		2,450.66	15,748.06
	Phys. Ed.	16,904.45		2,400.68	19,305.13
	Phys. Ed.	843.11			843.00
18	Reading	672.00		1,329.80	2,001.80
	Reading	18,325.24		-192.36	18,132.88
	Reading	15,650.24		3,360.00	19,910.24
	Reading	15,636.26		3,160.60	18,796.86
	Reading	15,083.94		3,048.94	18,132.88
	Reading	15,083.94		3,048.94	18,132.88
	Reading	4,391.57		2,692.40	7,083.97
	Reading	15,636.26		3,160.60	18,796.86
	IMC				
	Program Supervisor	23,983.37			23,983.37
5	Elementary Librarian	9,651.74		1,367.96	11,019.70
	Elementary Librarian	953.00			953.00
	Elementary Librarian	15,087.08	145.84		15,232.92
	Teacher	6,229.96		1,857.55	8,087.51
	Core Evaluation Team				
	CET Chairperson	18,376.02		3,517.85	21,893.87
	CET Chairperson	20,150.21		2,814.28	22,964.49
4	CET Chairperson	18,978.17		2,814.28	21,792.45
	Psychologist	19,185.03		2,706.60	21,891.63
	Title I				
	Aide	3,385.61			3,385.61
	Aide	2,116.00			2,116.00
	Teacher	10,019.03			10,019.03
	Teacher	9,718.94			9,718.94
	Clerk	3,175.44			3,175.44
10	Aide	2,116.00		1,104.00	3,220.00
	Teacher	9,718.94			9,718.94
	Teacher	9,718.94			9,718.94
	Teacher	9,718.94	29.72	-52.98	9,695.68
	Director	17,716.12		34.61	17,750.73
	Special Education				
2	Director	27,048.97			27,048.97
	Asst. Director	22,722.83			22,722.83
	Teacher	12,884.50	52.00	-132.00	12,804.50
	Teacher	14,701.41		2,352.59	17,054.00
	Teacher	15,266.22		-166.60	15,099.62
	Teacher	13,868.75		2,807.41	16,676.16
	Teacher	14,224.63	149.50	2,706.12	17,080.25
	Teacher	15,083.94		3,048.94	18,132.88
	Teacher	12,647.04			12,647.04
	Teacher	4,454.78		687.70	5,142.48
17	Teacher	10,320.51	200.36	1,904.50	12,425.41
	Teacher	15,194.72		2,912.42	18,107.14
	Teacher	3,558.26		-118.14	3,440.12
	Teacher			111.91	111.91
	Teacher	9,235.46		1,877.46	11,112.92
	Teacher	7,318.15		2,490.07	9,808.22
	Teacher	15,220.10		2,912.42	18,132.52
	Teacher	11,808.68		2,240.46	14,049.14
	Teacher	10,198.82		1,904.54	12,103.36

Teacher	4,392.33	4,737.08	9,129.41
Teacher	3,760.41	-118.14	3,642.00
Teacher		642.70	642.70
Teacher	17,496.48	-416.18	17,080.30
Teacher	4,415.20	2,261.95	6,677.15
Teacher	2,712.40		2,712.40
Teacher	3,438.64		3,438.64
Teacher	11,825.58	2,386.30	14,211.88
Teacher	6,095.20		6,095.20
Teacher	12,343.41	2,522.85	14,866.26
Teacher	14,653.11	2,800.51	17,453.62
Teacher	15,650.24	3,360.00	19,010.24
Teacher	11,808.68	2,240.46	14,049.14
Teacher	10,745.05	2,016.45	12,761.50
Teacher	9,662.09	1,792.61	11,454.70
Teacher	18,551.92		18,551.92
Teacher	15,205.42	3,241.30	18,446.72
Teacher	8,196.93	2,743.05	10,939.98
Teacher	15,650.24	3,360.00	19,010.24
Teacher	11,808.68	2,173.02	13,981.70

Substitute Teacher

Substitute Teacher		884.00	884.00
Substitute Teacher		598.00	598.00
Substitute Teacher		182.00	182.00
Substitute Teacher		234.00	234.00
Substitute Teacher		985.00	985.00
Substitute Teacher		221.00	221.00
Substitute Teacher		286.00	286.00
Substitute Teacher		882.00	882.00
Substitute Teacher		546.00	546.00
Substitute Teacher		156.00	156.00
Substitute Teacher		819.00	819.00
Substitute Teacher		5,630.54	5,630.54
Substitute Teacher		344.10	344.10
Substitute Teacher		3,126.00	3,126.00
Substitute Teacher		130.00	130.00
Substitute Teacher		895.18	895.18
Substitute Teacher		1,716.00	1,716.00
Substitute Teacher		470.00	470.00
Substitute Teacher		461.00	461.00
Substitute Teacher		102.15	102.15
Substitute Teacher		104.00	104.00
Substitute Teacher		611.00	611.00
Substitute Teacher		140.00	140.00
Substitute Teacher		150.00	150.00
Substitute Teacher		150.00	150.00
Substitute Teacher		1,637.00	1,637.00
Substitute Teacher		182.00	182.00
Substitute Teacher		182.00	182.00
Substitute Teacher		104.00	104.00
Substitute Teacher		257.00	257.00
Substitute Teacher		150.00	150.00
Substitute Teacher		126.86	126.86
Substitute Teacher		500.00	500.00
Substitute Teacher		104.00	104.00
Substitute Teacher		197.84	197.84
Substitute Teacher		182.00	182.00
Substitute Teacher		4,061.66	4,061.66
Substitute Teacher		260.00	260.00
Substitute Teacher		2,873.00	2,873.00
Substitute Teacher		364.00	364.00
Substitute Teacher		1,404.00	1,404.00
Substitute Teacher		286.00	286.00

Substitute Teacher		1,085.28	1,085.28
Substitute Teacher		286.00	286.00
Substitute Teacher		104.00	104.00
Substitute Teacher		1,768.00	1,768.00
Substitute Teacher		533.00	533.00
Substitute Teacher		104.00	104.00
Substitute Teacher		104.00	104.00
Substitute Teacher		71.50	71.50
Substitute Teacher		2,392.00	2,392.00
Substitute Teacher		156.00	156.00
Substitute Teacher		130.00	130.00
Substitute Teacher		338.00	338.00
Substitute Teacher		1,638.00	1,638.00
Substitute Teacher		247.00	247.00
Substitute Teacher		221.00	221.00
Substitute Teacher		1,001.00	1,001.00
Substitute Teacher		416.00	416.00
Substitute Teacher		260.00	260.00
Substitute Teacher		104.00	104.00
Substitute Teacher		1,014.00	1,014.00
Substitute Teacher		169.00	169.00
Substitute Teacher		78.00	78.00
Substitute Teacher		78.00	78.00
Substitute Teacher		208.00	208.00
Substitute Teacher		754.00	754.00
Substitute Teacher		1,690.00	1,690.00
Substitute Teacher		656.00	656.00
Substitute Teacher		5,121.66	5,121.66
Substitute Teacher	1,434.00		1,434.00
Substitute Teacher		624.00	624.00
Substitute Teacher		767.00	767.00
Substitute Teacher		130.00	130.00
Substitute Teacher		208.00	208.00
Substitute Teacher		251.20	251.20
Substitute Teacher		1,430.00	1,430.00
Substitute Teacher		104.00	104.00
Substitute Teacher		4,483.00	4,483.00
Substitute Teacher		130.00	130.00
Substitute Teacher		1,053.00	1,053.00
Substitute Teacher		156.00	156.00
Substitute Teacher		2,873.00	2,873.00
Substitute Teacher		553.00	553.00
Substitute Teacher		104.00	014.00
Substitute Teacher		104.00	014.00
Substitute Teacher		494.00	494.00
Substitute Teacher		533.00	533.00
Substitute Teacher		400.26	400.26
Substitute Teacher		1,469.00	1,469.00
Substitute Teacher		364.00	364.00
Substitute Teacher		104.00	104.00
Substitute Teacher		546.00	546.00
Substitute Teacher		400.00	400.00
Substitute Teacher		169.00	169.00
Substitute Teacher		1,014.00	1,014.00
Substitute Teacher		551.00	551.00
Substitute Teacher		208.00	208.00
Substitute Teacher		65.00	65.00
Substitute Teacher		208.00	208.00
Substitute Teacher		2,877.30	2,877.30
Substitute Teacher		2,080.00	2,080.00
Substitute Teacher		156.00	156.00
Substitute Teacher		104.00	104.00
Substitute Teacher		1,404.00	1,404.00
Substitute Teacher		78.00	78.00

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Substitute Teacher		390.00	390.00
Substitute Teacher		104.00	104.00
Substitute Teacher		253.00	253.00
Substitute Teacher	1,222.50	3,594.79	4,817.29
Substitute Teacher		208.00	208.00
Substitute Teacher		312.00	312.00
Substitute Teacher		195.00	195.00
Substitute Teacher		3,063.50	3,063.50
Substitute Teacher		102.00	102.00
Substitute Teacher		1,785.00	1,785.00
Substitute Teacher		767.00	767.00
Substitute Teacher		208.00	208.00
Substitute Teacher		2,210.00	2,210.00
Substitute Teacher		130.00	130.00
Substitute Teacher		2,434.56	2,434.56
Substitute Teacher		2,054.00	2,054.00
Substitute Teacher		161.00	161.00
Substitute Teacher		650.00	650.00
Substitute Teacher		300.00	300.00
Substitute Teacher		78.00	78.00
Substitute Teacher		78.00	78.00
Substitute Teacher		182.00	182.00
Substitute Teacher		325.00	325.00
Substitute Teacher		954.00	954.00
Substitute Teacher		662.00	662.00
Substitute Teacher		202.32	202.32
Substitute Teacher		104.00	104.00
Substitute Teacher		129.12	129.12
Substitute Teacher		104.00	104.00
Substitute Teacher		1,001.00	1,001.00
Substitute Teacher		104.00	104.00
Substitute Teacher		405.00	405.00
Substitute Teacher		273.00	273.00
Substitute Teacher		3,561.00	3,561.00
Substitute Teacher		208.00	208.00
Substitute Teacher		286.00	286.00
Substitute Teacher		208.00	208.00
Substitute Teacher	78.00	2,574.00	2,652.00
Substitute Teacher		522.00	522.00
Substitute Teacher		104.00	104.00
Substitute Teacher		390.00	390.00
Substitute Teacher		2,629.00	2,629.00
Substitute Teacher		156.00	156.00
Substitute Teacher		2,319.45	2,319.45
Substitute Teacher		6,367.11	6,367.11
Substitute Teacher		104.00	104.00
Substitute Teacher		156.00	156.00
Substitute Teacher		260.00	260.00
Substitute Teacher		156.00	156.00
Substitute Teacher		117.00	117.00
Substitute Teacher		468.00	468.00
Substitute Teacher		234.00	234.00
Substitute Teacher		104.00	104.00
Substitute Teacher		634.09	634.09
Substitute Teacher		698.00	698.00
Substitute Teacher		208.00	208.00
Substitute Teacher		78.00	78.00
Substitute Teacher		156.00	156.00
Substitute Teacher	237.25	4,013.17	4,250.42
Substitute Teacher		260.00	260.00
Substitute Teacher		367.50	367.50
Substitute Teacher		78.00	78.00
Substitute Teacher		468.00	468.00
Substitute Teacher		390.00	390.00

Tutor			982.50	982.50
Tutor	7		2,195.60	2,195.60
Tutor			208.00	208.00
Tutor			1,489.53	1,489.53
Tutor			330.00	330.00
Tutor			130.00	130.00
Tutor			221.00	221.00
Attendance Officer		18,999.89		18,999.89
Director School Management Services		24,643.45	100.00	24,743.45
Secretaries				
Payroll		4,834.63	632.57	2,904.16
Administration		5,469.10	24.00	-211.82
Administration				579.94
Payroll		10,006.80	1,459.45	-11.20
Administration		8,750.25	60.18	-9.75
Bookkeeping		9,645.65	131.58	.12
Administration		1,215.00		151.87
Administration		11,212.50	158.12	84.85
Bookkeeping		9,106.50	229.00	-10.51
Bookkeeping		10,940.80	394.28	-12.76
Administration		7,804.00		695.60
Administration		7,892.30	72.15	-260.26
Payroll		7,788.20	17.85	95.90
Payroll		3,171.00		3,171.00
Administration		9,573.20		-11.20
Curriculum Secretary		9,713.60		-12.20
Curriculum Secretary		1,407.25		2,091.22
Curriculum Secretary		8,145.80		-18.86
High School Secretary		6,954.33		343.93
High School Secretary		7,008.40	145.12	337.40
High School Secretary		6,954.35		459.87
High School Secretary		6,954.33		213.65
High School Secretary		9,517.25		-340.38
High School Secretary		6,954.35		178.48
Guidance Secretary		8,050.25		322.39
Parker - Secretary	46	8,889.40		-10.40
Parker - Secretary		7,385.30		-8.45
McCarthy - Secretary		6,912.80	93.37	-246.35
McCarthy - Secretary		7,835.30	28.12	-8.45
McCarthy - Secretary		9,431.40	33.87	-10.40
Byam School Secretary		6,507.80	27.00	430.30
Byam School Secretary		7,385.95	38.32	349.60
Center School Secretary		8,728.20		-26.56
Harrington School-Sec.		4,167.80		-290.81
Harrington School-Sec.		7,385.95	76.62	-42.97
Highland School-Sec.		6,215.30		-37.70
North School-Secretary		7,385.95	98.34	443.53
South Row - Secretary		7,718.10	38.32	-226.65
Westlands - Secretary		7,668.82		1,478.76
Westlands - Secretary		6,507.80		20.80
McFarlin - Secretary		4,396.60		322.39
IMC - Secretary		7,892.30		-9.11
School Committee-Sec.		1,787.17		
Sp. Ed. - Secretary		8,796.90	561.28	10.49
Sp. Ed. - Secretary				3,572.07
Calls Sub-teachers		4,628.80		-156.27
Sub-secretary			110.70	110.70
Sub-secretary			66.25	66.25
Sub-secretary	5		158.10	158.10
Sub-secretary			543.61	543.61
Sub-secretary			73.62	73.62

Sub-secretary			103.95	103.95
Sub-secretary			159.00	159.00
Sub-secretary	3,458.65		295.80	3,754.45
Sub-secretary			1,385.64	1,385.64
Sub-secretary			531.31	531.31
Sub-secretary			2,262.94	2,262.94
Sub-secretary			246.94	246.94
Sub-secretary			523.36	523.36
Custodian	11,201.71	443.62	-10.97	11,634.36
Custodian	11,679.20	17.22	-10.00	11,686.42
Custodian	10,909.60	726.11	-255.76	11,379.95
Custodian	11,201.71	200.51	-10.97	11,391.25
Custodian	10,576.80	46.13	-10.00	10,612.93
Custodian	10,576.80	64.53	-10.00	10,631.33
Custodian	10,576.80	96.72	-10.00	10,663.52
Custodian	11,201.71	228.40	-10.97	11,419.14
Custodian			1,792.00	1,792.00
Custodian	14,000.87			14,000.87
Custodian	10,576.80	1,605.39	-10.00	12,172.19
Custodian	10,576.80	548.30	-10.00	11,115.10
Custodian	11,534.51	633.12	-10.97	12,156.66
Custodian	7,242.40	464.08	-51.58	7,654.80
Custodian	7,893.60	168.68	-10.00	8,052.28
Custodian	10,244.00	108.00	-10.00	10,342.00
Custodian	5,952.00	450.00	-32.40	6,370.50
Custodian	10,244.00	659.46	-10.00	10,893.46
Custodian	2,384.00	141.59	1,557.44	4,083.03
Custodian	10,244.00		-10.00	10,234.00
Custodian	10,244.00	663.10	-10.00	10,897.10
Custodian	10,244.00	73.11	-10.00	10,307.11
Custodian	10,244.00	984.85	-10.00	11,218.85
Custodian	10,244.00	199.72	-10.00	10,433.72
Custodian	10,576.80	364.24	-10.00	10,931.04
Custodian	10,244.00	2,053.57	-10.00	12,287.57
Custodian	10,576.80	239.22	-10.00	10,806.02
Custodian	10,244.00	1,337.17	-10.00	11,571.17
Custodian	10,244.00	123.13	-10.00	10,357.13
Custodian	10,244.00	681.68	-10.00	10,915.68
Custodian	2,828.00	277.91	1,241.76	4,347.67
Custodian	10,244.00	1,121.49	-10.00	11,235.49
Custodian	10,576.80	668.69	-10.00	11,235.49
Custodian	10,244.00	34.90	-165.60	10,113.30
Custodian	10,244.00	550.90	-10.00	10,784.90
Custodian	10,244.00	900.42	-33.46	11,110.96
Custodian	10,244.00	895.27	-10.00	11,129.27
Custodian	6,020.00	705.52	3,273.20	9,998.72
Custodian	10,244.00	200.61	-10.00	10,434.61
Custodian	10,244.00	1,475.41	-10.00	11,709.41
Custodian	10,244.00	755.90	-10.00	10,989.90
Custodian	10,333.60	196.61	2.80	10,533.01
Custodian	10,244.00	200.94	-10.00	10,434.94
Custodian	7,242.40	96.72	-51.68	7,287.44
Custodian	10,244.00	623.67	-10.00	10,857.67
Custodian	10,576.80	46.87	-10.00	10,613.67
Custodian	10,244.00	950.51	-10.00	11,184.51
Custodian	9,840.00		20.20	9,860.20
Custodian	10,244.00	87.51	-10.00	10,321.51
Custodian	10,576.00	1,474.24	-10.00	12,041.04
Custodian	10,461.60	348.19	-10.00	10,799.79
Custodian	10,244.00	339.17	-10.00	10,573.17
Custodian	10,576.80	526.82	-10.00	11,093.62
Custodian	3,840.00			3,840.00
Custodian	10,244.00	592.75	-10.00	10,826.75

	Custodian	10,244.00	884.02	-10.00	11,118.03
	Custodian	2,777.60	74.40		2,852.00
6	Custodian	10,244.00	570.18	-10.00	10,804.18
	Custodian	5,689.60	509.60	1,907.32	8,106.52
	Custodian	4,224.00	718.14	426.67	5,368.81
	Custodian	10,244.00	1,247.08	-10.00	11,481.08
	Substitute Custodian	1,382.40		2,178.48	3,560.88
	Substitute Custodian			1,824.00	1,824.00
	Substitute Custodian			364.00	364.00
	Substitute Custodian			182.00	182.00
	Substitute Custodian			1,440.00	1,440.00
	Substitute Custodian		311.04	864.00	11,175.04
	Substitute Custodian			1,046.20	1,046.20
7	Substitute Custodian			509.60	509.60
	Substitute Custodian			196.32	196.32
	Substitute Custodian			364.00	364.00
	Substitute Custodian		291.20	3,666.20	3,957.40
	Substitute Custodian			2,668.00	2,668.00
	Substitute Custodian			928.00	928.00
	Substitute Custodian			69.12	69.12
	Substitute Custodian			69.12	69.12
	Substitute Custodian		69.12	518.40	587.52
	Substitute Custodian			2,284.00	2,284.00
	A/V				
2	Aide	5,752.00	59.25	16.00	5,827.25
	Aide	2,192.80		119.68	2,312.48
	IMC				
3	Cataloguer	8,699.01		59.55	8,758.56
	Graphic Artist	9,434.24		64.38	9,498.62
	Technician	14,317.30			14,317.30
	A/V Aide			395.05	395.05
	A/V Aide			786.00	786.00
	A/V Aide			100.70	100.70
7	A/V Aide			2,561.32	2,561.32
	A/V Aide			197.42	197.42
	A/V Aide			124.55	124.55
	A/V Aide			1,089.15	1,089.15
1	Food Service Director	13,799.89			13,799.89
	School Physician			1,500.00	1,500.00
3	School Physician			4,500.00	4,500.00
	School Physician			1,500.00	1,500.00
	Nurse	4,729.57		1,147.35	5,876.92
	Nurse	5,841.67		35.25	5,876.92
	Nurse	5,841.67		3.82	5,485.49
	Nurse	8,068.66		1,881.70	9,950.36
10	Nurse	4,729.57		1,147.35	5,876.92
	Nurse	2,891.46		1,112.10	4,003.56
	Nurse	9,316.92		-199.16	9,117.76
	Nurse	10,958.26	102.87		11,061.13
	Nurse	7,555.02		1,659.58	9,214.60
	Nurse	5,841.67		35.25	5,876.92
	Substitute Nurse			1,310.40	1,310.40
	Substitute Nurse			2,524.90	2,524.90
	Substitute Nurse			176.40	176.40
9	Substitute Nurse			529.20	529.20
	Substitute Nurse			226.80	226.80
	Substitute Nurse			604.80	604.80
	Substitute Nurse			151.20	151.20
	Substitute Nurse			618.40	618.40
	Substitute Nurse			1,593.05	1,593.05

Aides—Library, Teacher
and Substitutes

Aide	1,165.86	1,165.86
Aide	2,342.83	3,342.83
Aide	3,614.35	3,614.35
Aide	3,992.96	3,992.96
Aide	2,304.94	2,304.94
Aide	2,677.80	2,677.80
Aide	3,005.34	3,005.34
Aide	1,930.10	1,930.10
Aide	605.41	605.41
Aide	3,448.19	3,448.19
Aide	414.08	414.08
Aide	1,804.93	1,804.93
Aide	2,024.02	2,024.02
Aide	2,908.90	2,908.90
Aide	3,675.40	3,675.40
Aide	2,486.40	2,486.40
Aide	2,646.45	2,646.45
Aide	2,648.25	2,648.25
Aide	1,436.04	1,436.04
Aide	1,890.99	1,890.99
Aide	73.75	73.75
Aide	2,230.60	2,230.60
Aide	1,336.95	1,336.95
Aide	239.27	239.27
Aide	2,702.00	2,702.00
Aide	353.22	353.22
Aide	814.71	814.71
Aide	69.82	69.82
Aide	1,957.39	1,957.39
Aide	5,964.40	5,964.40
Aide	533.60	533.60
Aide	2,509.35	2,509.35
Aide	794.46	794.46
Aide	3,750.05	3,750.05
Aide	1,491.19	1,419.19
Aide	2,184.00	2,184.00
Aide	90.06	90.06
Aide	169.16	169.16
Aide	2,661.04	2,661.04
Aide	2,805.40	2,805.40
Aide	1,317.92	1,317.92
Aide	2,339.83	2,339.83
Aide	1,821.66	1,821.66
Aide	1,379.87	1,379.87
Aide	2,242.20	2,242.20
Aide	296.24	296.24
Aide	2,213.10	2,213.10
Aide	61.20	61.20
Aide	2,608.90	2,608.90
Aide	2,186.18	2,186.18
Aide	2,769.05	2,769.05
Aide	2,673.47	2,673.47
Aide	1,308.75	1,308.75
Aide	532.70	532.70
Aide	1,875.00	1,875.00
Aide	5,132.59	5,132.59
Aide	1,675.05	1,675.05
Aide	1,615.64	1,615.64
Aide	2,661.91	2,611.91
Aide	339.30	339.30
Aide	2,815.59	2,815.59
Aide	3,888.93	3,888.93

Aide	5,244.20	5,244.20
Aide	2,670.83	2,670.83
Aide	5,115.62	5,115.62
Aide	2,340.55	2,340.55
Aide	139.16	139.16
Aide	2,665.25	2,665.25
Aide	1,114.02	1,114.02
Aide	3,363.60	3,363.60
Aide	3,207.19	3,207.19
Aide	3,860.40	3,860.40
Aide	2,608.11	2,608.11
Aide	114.48	114.48
Aide	119.78	119.78
Aide	3,795.20	3,795.20
Aide	516.00	516.00
Aide	832.61	832.61
Aide	1,740.47	1,740.47
Aide	2,227.70	2,227.70
Aide	2,253.11	2,253.11
Aide	3,558.25	3,558.25
Aide	2,178.97	2,178.97
Aide	949.68	949.68
Aide	2,631.66	2,631.66
Aide	454.31	454.31
Aide	4,576.35	4,576.35
Aide	87.00	87.00
Aide	2,256.68	2,256.68
Aide	1,204.00	1,204.00
Aide	2,558.82	2,558.82
Aide	1,847.84	1,847.84
Aide	1,310.52	1,310.52
Aide	3,017.70	3,017.70
Aide	2,908.39	2,908.39
Aide	87.00	87.00
Aide	199.40	199.40
Aide	2,296.67	2,296.67
Aide	2,756.65	2,756.65
Aide	2,108.60	2,108.60
Aide	149.59	149.59
Aide	2,438.33	2,438.33
Aide	3,578.48	3,578.48
Aide	2,134.28	2,134.28
Aide	3,245.27	3,245.27
Aide	87.00	87.00
Aide	189.02	189.02
Aide	3,493.05	3,493.05
Aide	1,768.53	1,768.53
Aide	3,228.81	3,228.81
Aide	2,801.11	2,801.11
Aide	559.00	559.00
Aide	1,017.20	1,017.20
Aide	3,563.80	3,563.80
Aide	337.50	337.50
Aide	1,632.04	1,632.04
Aide	2,962.21	2,962.21
Aide	1,019.59	1,019.59
Aide	2,827.80	2,827.80
Aide	142.00	142.00
Aide	513.30	513.30
Aide	992.64	992.64
Aide	176.08	176.08
Aide	216.00	216.00
Aide	3,253.76	3,253.76
Aide	1,301.35	1,301.35

65

Aide	2,865.31	2,865.31
Aide	4,981.74	4,981.74
Aide	4,919.95	4,919.95
Aide	285.74	285.74
Aide	1,386.48	1,386.48
Aide	3,820.76	3,820.76
Aide	1,005.50	1,005.50
Aide	1,411.54	1,411.54
Aide	87.00	87.00
Aide	4,083.50	4,083.50
Aide	258.00	258.00
Aide	2,546.37	2,546.37
Aide	625.01	625.01
Aide	2,752.60	2,752.60
Aide	381.41	391.41
Aide	2,617.80	2,617.80
Aide	3,349.76	3,349.76
Aide	2,957.71	2,957.71
Aide	2,633.30	2,633.30
Aide	2,713.85	2,713.85
Aide	1,933.90	1,933.90
Aide	1,120.50	1,120.50
Aide	2,977.35	2,977.35
Adult Education		
Adult Education	366.50	
Adult Education	1,103.00	1,103.00
Adult Education	543.00	543.00
Adult Education	1,140.00	1,140.00
Adult Education	1,127.00	1,127.00
Adult Education	330.00	330.00
Adult Education	288.00	288.00
Adult Education	1,103.00	1,103.00
Adult Education	451.75	451.75
Adult Education	941.35	941.35
Adult Education	536.00	536.00
Adult Education	30.00	30.00
Adult Education	1,055.00	1,055.00
Adult Education	30.00	30.00
Adult Education	1,127.00	1,127.00
Adult Education	815.00	815.00
Adult Education	800.00	800.00
Adult Education	161.50	161.50
Adult Education	113.75	113.75
Adult Education	1,250.00	1,250.00
Adult Education	17.00	17.00
Adult Education	1,127.00	1,127.00
Adult Education	170.00	170.00
Adult Education	248.75	248.75
Adult Education	184.00	184.00
Adult Education	229.50	229.50
Adult Education	1,127.00	1,127.00
Adult Education	1,103.00	1,103.00
Adult Education	1,079.00	1,079.00
Adult Education	264.00	264.00
Adult Education	212.50	212.50
Adult Education	160.00	160.00
Crossing Guards	851.25	851.25
Crossing Guards	231.54	231.54
Crossing Guards	54.48	54.48
Crossing Guards	858.06	858.06
Crossing Guards	844.44	844.44
Crossing Guards	871.68	871.68
Crossing Guards	824.85	824.85

Crossing Guards		749.10	749.10
Crossing Guards		54.48	54.48
Crossing Guards		54.48	54.48
Crossing Guards	9	789.96	789.96
Crossing Guards		853.52	853.53
Crossing Guards		531.18	531.18
Crossing Guards		81.72	81.72
Crossing Guards		211.11	211.11
Crossing Guards		817.20	817.20

**Food Service — Aides,
Managers and
Substitutes**

Cafeteria Aide		195.64	195.64
Manager	1	—90.98	6,928.86
Cafeteria Aide		2,054.40	2,054.40
Cafeteria Aide		3,926.76	3,926.76
Cafeteria Aide		95.14	95.14
Cafeteria Aide		3,683.40	3,683.40
Cafeteria Aide		176.92	176.92
Cafeteria Aide		3,404.73	3,404.73
Manager	1	176.92	5,412.90
Cafeteria Aide		3,404.73	3,404.73
Cafeteria Aide		3,583.80	3,583.80
Cafeteria Aide		3,912.52	3,912.52
Cafeteria Aide		3,503.10	3,503.10
Cafeteria Aide		3,673.68	3,673.68
Cafeteria Aide		3,192.36	3,192.36
Cafeteria Aide		3,002.79	3,002.79
Cafeteria Aide		2,896.26	2,896.26
Cafeteria Aide		3,663.60	3,663.60
Cafeteria Aide		3,625.74	3,625.74
Cafeteria Aide		3,275.64	3,275.64
Cafeteria Aide		2,023.08	2,023.08
Cafeteria Aide		3,057.54	3,057.54
Cafeteria Aide		3,204.60	3,204.60
Cafeteria Aide		1,737.02	1,737.02
Cafeteria Aide		171.55	171.55
Cafeteria Aide		2,080.56	2,080.56
Cafeteria Aide		3,700.56	3,700.56
Cafeteria Aide		131.32	131.32
Cafeteria Aide		2,161.89	2,161.89
Cafeteria Aide		669.36	669.36
Cafeteria Aide		3,701.79	3,701.79
Cafeteria Aide		3,574.14	3,574.14
Cafeteria Aide		3,834.06	3,834.06
Cafeteria Aide		1,059.46	1,059.46
Cafeteria Aide		970.70	970.70
Cafeteria Aide		255.94	255.94
Cafeteria Aide		1,720.82	1,720.82
Cafeteria Aide		3,673.68	3,673.68
Secretary	1	2,784.06	2,784.06
Cafeteria Aide		2,264.24	2,264.24
Cafeteria Aide		3,035.13	3,035.13
Cafeteria Aide		3,113.01	3,113.01
Cafeteria Aide		3,040.59	3,040.59
Cafeteria Aide		1,008.68	1,008.68
Cafeteria Aide		99.16	99.16
Cafeteria Aide		100.50	100.50
Cafeteria Aide		3,643.09	3,643.09
Cafeteria Aide		3,177.12	3,177.12
Cafeteria Aide		3,661.92	3,661.92
Cafeteria Aide		2,052.64	2,052.64
Cafeteria Aide		2,522.77	2,522.77

9

2 w-30s
36 aides

36
12
—
48
48
—
96

12 aides

Cafeteria Aide		1,190.09	1,190.09
2 } Manager	5,943.32	-399.63	5,543.69
2 } Manager	6,066.32	-343.84	5,722.48
Cafeteria Aide		304.18	304.18
Cafeteria Aide		1,288.84	1,288.84
Cafeteria Aide		3,297.21	3,297.27
Cafeteria Aide		3,325.25	3,325.25
Cafeteria Aide		3,647.10	3,647.10
Asst. Director		92.32	10,207.58
Cafeteria Aide		2,292.60	2,292.60
Cafeteria Aide		3,663.60	3,663.60
Cafeteria Aide		2,997.06	2,997.06
Cafeteria Aide		3,673.68	3,673.68
Cafeteria Aide		3,420.38	3,420.38
Cafeteria Aide		1,547.22	1,547.22
Cafeteria Aide		1,711.20	1,711.20
Cafeteria Aide		2,314.01	2,314.01
Cafeteria Aide		3,333.42	3,333.42
Cafeteria Aide		687.69	687.69
Cafeteria Aide		413.15	413.15
Cafeteria Aide		454.92	454.92
Cafeteria Aide		228.14	228.14
Cafeteria Aide		3,673.68	3,673.68
Manager	4,783.00	1,127.48	5,910.48
Cafeteria Aide		75.04	75.04
Manager	6,066.32	-348.38	5,717.94
Cafeteria Aide		3,663.60	3,663.60
Cafeteria Aide		1,933.58	1,933.58
Cafeteria Aide		351.33	351.33
Cafeteria Aide		3,026.60	3,026.60
Cafeteria Aide		3,599.76	3,599.76
Cafeteria Aide		3,663.85	3,663.85
Cafeteria Aide		346.36	346.36
Cafeteria Aide		743.24	743.24
Cafeteria Aide		2,114.91	2,114.91
Cafeteria Aide		2,897.57	2,897.57
Manager	6,335.36	-79.54	6,255.82
Cafeteria Aide		3,952.86	3,952.86
Cafeteria Aide		135.34	135.34
Cafeteria Aide		385.92	385.92
Cafeteria Aide		2,131.44	2,131.44
Bookkeeper	7,255.80	344.76	7,600.56
Cafeteria Aide		1,235.85	1,235.85
Cafeteria Aide		3,717.36	3,717.36
Manager	6,066.32	-348.38	5,717.94
Cafeteria Aide		2,112.18	2,112.18
Cafeteria Aide		741.84	741.84
Cafeteria Aide		3,663.60	3,663.60
Manager	7,030.16	586.79	586.79
Cafeteria Aide		2,988.90	2,988.90
Cafeteria Aide		5,217.17	5,217.17
Cafeteria Aide		3,356.04	3,356.04
Cafeteria Aide		2,077.30	2,077.30
Cafeteria Aide		2,563.78	2,563.78
Cafeteria Aide		2,481.96	2,481.96
Manager	5,704.28	2,469.04	5,235.24
Cafeteria Aide		3,965.02	3,965.02
Cafeteria Aide		2,801.91	2,901.91

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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 1978 Annual Town Meeting as line item 257 under Unclassified Departments. Each booklet cost \$1.52.

