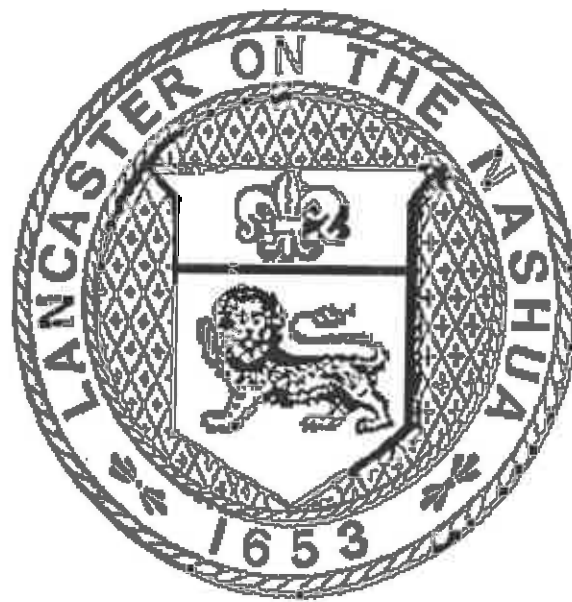


TOWN OF LANCASTER

MASSACHUSETTS



ANNUAL REPORT

OF

OFFICERS & COMMITTEES

1999

TOWN OF LANCASTER, MASSACHUSETTS
1999 ANNUAL REPORT

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In Memoriam

Vera E. Anderson

1938 to 1999

Acting Town Collector

Assistant Town Collector

Dorothy E. Bartlett

1902 to 1999

*Teacher - Lancaster Public Schools
and Nashoba Regional School System*

Nathaniel T. Dexter

1928 to 1999

Board of Appeals

Board of Library Trustees

Town Moderator

Planning Board

Board of Selectmen

Florence L. Follansbee

1908 to 1999

Teacher - Lancaster Public Schools

Lancaster School Committee

Original Founding Member of the

Lancaster Historical Commission

Michael K. Hazel

1943 to 1999

Conservation Commission

Planning Board

Margelyn L. Nilson

1917 to 1999

Teacher - Lancaster Public Schools

Richard B. Sheridan

1941 to 1999

Inspector of Wires

**TOWN OF LANCASTER
BOARD OF ASSESSORS**

<u>YEAR</u>	<u>VALUATION</u>	<u>TO BE RAISED</u>	<u>TAX RATE</u>
1997	322,079,810.00	4,325,531.85	13.43
1998	330,016,600.00	4,607,031.74	13.96
1999	341,767,100.00	4,914,610.90	14.38
2000	376,162,300.00	5,683,812.35	15.11
MONEY APPROPRIATED AT TOWN MEETING			\$10,534,119.00
REVENUE DEFICITS			7,068.00
OVERLAY DEFICITS			-0-
COUNTY RETIREMENT			149,711.00
SNOW REMOVAL			689.59
STATE & COUNTY ASSESSMENT			22,965.00
CURRENT OVERLAY			77,170.76
GROSS AMOUNT TO BE RAISED			\$10,791,723.35
MONEY RECEIVED FROM THE STATE/FEDERAL SOURCES			\$984,655.00
LOCAL ESTIMATED RECEIPTS			1,440,104.00
REVENUE FROM OTHER SOURCES			2,683,152.00
TOTAL REDUCTIONS			\$5,107,911.00
		VALUE	TAX
ASSESSED VALUATION (REAL ESTATE)		361,103,600	5,456,275.39
ASSESSED VALUATION (PERSONAL PROPERTY)		15,058,700	227,536.96
<u>AMOUNT COMMITTED TO TAX COLLECTOR</u>			
REAL PROPERTY			5,459,004.20
PERSONAL PROPERTY			227,536.99
SEWER BETTERMENT LIEN			20,302.71
SEWER BETTERMENT INTEREST			4,930.23
SEWER USAGE LIENS			-0-
TOTAL SEWER			25,232.94
EXEMPTION GRANTED UNDER CHAPTER 59, SECTION 5, CLAUSE 22,22A,22B,22E, VETERANS - CLAUSE 37, CLAUSE 17D, SURVIVING SPOUSE.			
TOTAL AMOUNT FOR FISCAL 2000			\$19,375.00

ELDERLY PERSONS OVER 71 YEARS QUALIFIED UNDER CHAPTER 59, SECTION 5, CLAUSE 41C.
TOTAL AMOUNT FOR FISCAL 2000 \$13,000.00

EXCISE TAX COMMITMENT MADE IN 1999 TO THE TAX COLLECTOR

1997.....	\$	-0-
1998.....	\$	9,226.57
1999.....	\$	488,192.00

EXCISE TAX ABATEMENT MADE IN 1999

1997.....	\$	30.42
1998.....	\$	2,420.02
1999.....	\$	14,770.76

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AMBULANCE DEPARTMENT CHARGES		99,208		EARNINGS ON INVESTMENTS		53,425
TOTAL CHARGES FOR SERVICES		189,635		TOTAL MISCELLANEOUS		64,998
LICENSES AND PERMITS:						
OTHER LICENSES AND PERMITS				TOTAL GENERAL FUND REVENUES		6,910,242
OTHER REVENUES:				INTERFUND OPERATING TRANSFERS:		
LOCAL MANDATES				TRANSFERS FROM ENTERPRISE FUNDS		54,889
OTHER REVENUE FROM STATE		0		TRANSFERS FROM SPECIAL REVENUE FUNDS		0
TOTAL STATE REVENUE OTHER		155		TRANSFERS FROM TRUST FUNDS		0
		155		TOTAL INTERFUND OPERATING TRANSFERS		64,889
DISPOSITION OF OTHER FIXED ASSETS				TOTAL GENERAL FUND REVENUES, OTHER		
BORROW IN ANTICIPATE REVENUE		0		FINANCING SOURCES, AND INTERFUND		
TOTAL OTHER		0		OPERATING TRANSFERS		\$ 6,965,131

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PART 2	PART II - GENERAL FUND EXPENDITURES AND OTHER FINANCING USES (FUND 01)									
		TOWN MEETING	MODERATOR	SELECTMEN	FINANCE COMM.	ACCOUNTANT				
PERSONAL SERVICES			0	79,925	345	31,961				
PURCHASES OF SERVICES		2,595	0	33,096	32	7,392				
SUPPLIES										
OTHER CHARGES		0	0	2,678	150	864				
INTERGOVERNMENTAL		0	0	1,530	135	314				
CONSTRUCTION		0	0	0	0	0				
OTHER CAPITAL OUTLAY		0	0	0	0	0				
TOTAL		2,595	0	65,160	0	6,033				
				182,389	662	46,564				
		ASSESSORS	TREASURER/COLLECT	REVALUATION	TOWN COUNSEL	TOWN CLERK				
PERSONAL SERVICES		54,921	82,483	4,099	0	32,935				
PURCHASES OF SERVICES		3,683	16,584	0	26,714	720				
SUPPLIES		1,996	934	0	0	496				
OTHER CHARGES		2,249	179	0	0	380				
CAPITAL OUTLAY		0	0	0	0	0				
TOTAL		62,849	100,180	4,099	26,714	34,531				
		ELECTIONS	REGISTRATION	CONSERVATION	PLANNING BOARD	OTHER LAND USE				
PERSONAL SERVICES		5,187	0	0	710	6,930				
PURCHASES OF SERVICES		2,965	0	0	0	5,276				
SUPPLIES		789	0	0	0	388				
INTERGOVERNMENTAL		0	0	0	0	1,249				
OTHER CHARGES		0	0	0	0	555				
CAPITAL OUTLAY		0	0	0	0	0				
TOTAL		8,921	0	0	710	14,398				
		PUBLIC BLDGS	FIELD DRIVER	PERSONAL BOARD	TOWN HALL MAINT.	POLICE DEPT				
PERSONAL SERVICES		0	97	0	10,469	436,932				
PURCHASES OF SERVICES		5,095	0	32	23,005	16,254				
SUPPLIES		915	0	270	5,405	31,054				
OTHER CHARGES		0	0	0	30	35				
CAPITAL OUTLAY		0	0	0	0	28,425				
TOTAL		6,010	97	302	38,909	512,700				
		FIRE DEPT	AMBULANCE DEPT	BUILDING INSP	GAS/PLUMB INSP	WEIGHTS/MEAS.				
PERSONAL SERVICES		88,176	46,417	0	0	0				
PURCHASES OF SERVICES		9,430	2,324	0	0	0				
SUPPLIES		26,434	5,653	0	0	0				
OTHER CHARGES		1,400	327	0	0	0				
CAPITAL OUTLAY		0	6,096	0	0	0				
TOTAL		125,440	60,817	0	0	0				

		INSTRUCTIONAL SVCS.		CIVIL DEFENSE		DOG OFFICER		FORESTRY		COMMUNICATIONS	
PERSONAL SERVICES		26,215				3,508					118,840
PURCHASES OF SERVICES		127				6,224					7,214
SUPPLIES		0				80					3,019
OTHER CHARGES		1,880				594					0
CAPITAL OUTLAY		0				0					0
TOTAL		28,232				10,417					129,073
DPW ADMIN											
PERSONAL SERVICES		57,809				26,897					0
PURCHASES OF SERVICES		1,727				6,824					6,979
SUPPLIES		6,260				32,086					3,665
OTHER CHARGES		127				0					0
CONSTRUCTION		0				0					0
CAPITAL OUTLAY		1,311				0					0
TOTAL		57,234				65,817					10,644
PEST/INSECT											
PERSONAL SERVICES		14,492				25,111					5,719
PURCHASES OF SERVICES		499				2,826					155
SUPPLIES		1,269				4,893					182
INTERGOVERNMENTAL		0				0					4,200
OTHER CHARGES		0				0					108
CAPITAL OUTLAY		279				2,043					0
TOTAL		16,539				34,873					10,364
VETERANS SVC.											
PERSONAL SERVICES		3,890				7,868					2,932
PURCHASES OF SERVICES		0				1,490					189
SUPPLIES		80				0					374
OTHER CHARGES		4,075				0					75
CAPITAL OUTLAY		0				0					0
TOTAL		8,045				9,358					3,570
MEMORIAL DAY											
PERSONAL SERVICES		0				0					115,676
PURCHASES OF SERVICES		713				0					0
SUPPLIES		0				0					0
OTHER CHARGES		0				0					0
CAPITAL OUTLAY		0				0					0
DEBT SERVICE		0				0					0
TOTAL		713				0					115,676
HISTORICAL COM.											
PERSONAL SERVICES		0				0					2,932
PURCHASES OF SERVICES		0				1,199					189
SUPPLIES		80				0					374
OTHER CHARGES		4,075				0					75
CAPITAL OUTLAY		0				0					0
TOTAL		8,045				9,358					3,570
RECREATION											
PERSONAL SERVICES		3,890				7,868					2,932
PURCHASES OF SERVICES		0				1,490					189
SUPPLIES		80				0					374
OTHER CHARGES		4,075				0					75
CAPITAL OUTLAY		0				0					0
TOTAL		8,045				9,358					3,570
THAYER FIELD											
PERSONAL SERVICES		3,890				7,868					2,932

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PART 3 PART III - REVENUE AND EXPENDITURES OF TOWN SCHOOL SYSTEMS:

	GENERAL FUND
SCHOOL SYSTEM REVENUES;	0
CHARGES FOR SERVICES	0
TUITION	0
PUPIL TRANSPORTATION	0
RENTALS	0
FEDERAL REVENUE THRU STATE	0
STATE EDUCATION AID	0
STATE AID OTHER	0
MISCELLANEOUS REVENUE	0
TRANSFER FROM OTHER FUNDS	0
TOTAL REVENUES	0
SCHOOL SYSTEM EXPENDITURES;	
PERSONAL SERVICES	0
PURCHASE OF SERVICES	0
SUPPLIES	0
INTERGOVERNMENTAL	4,588,615
COURT JUDGEMENTS	0
OTHER CHARGES	0
CONSTRUCTION	0
CAPITAL OUTLAY	0
TOTAL EXPENSES	4,588,615
OTHER FINANCING USES	0
EXCESS (DEFICIENCY) REVENUES	
OVER EXPENDITURES	(4,588,615)
BALANCE BEGINNING OF YEAR	*****
BALANCE END OF YEAR	*****

**PART IV: INTERGOVERNMENTAL EXPENDITURES - STATE, COUNTY,
AND OTHER INTERGOVERNMENTAL ASSESSMENTS:**

COUNTY TAX	8,718
SPECIAL EDUCATION	0
MOTOR VEHICLE EXCISE TAX BILLS	4,640
MOSQUITO CONTROL PROJECTS	0
AIR POLLUTION CONTROL DISTRICTS	1,379
REGIONAL TRANSIT AUTHORITY	7,798
CRIMINAL JUDGEICE TRAINING CENTER	0
TOTAL INTERGOVERNMENT ASSESSM	22,535

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PART 5	PART V: SPECIAL REVENUE FUNDS	CORE HIRING GR.	ARMS LOTTERY	HIGHWAY CH. 90	FLORIST PROGRAM	PURCH FTM	HOUSING PART.
PART 5A	FEDERAL GRANTS:						
	REVENUES:						
	FEDERAL REVENUES	28,000					
	EARNINGS ON INVESTMENTS	0					
	TRANSFERS FROM OTHER FUNDS	0					
	TOTAL REVENUES	28,000					
	EXPENDITURES:						
	PERSONAL SERVICES	0					
	PURCHASE OF SERVICES	0					
	SUPPLIES	0					
	OTHER CHARGES	0					
	INTERGOVERNMENTAL	0					
	OTHER CAPITAL OUTLAY	0					
	TRANSFER TO OTHER FUNDS	0					
	TOTAL EXPENDITURES	0					
	EXCESS (DEFICIENCY) OF						
	REVENUE OVER EXPENDITURES	0					
	BALANCE BEGINNING OF YEAR	0					
	BALANCE END OF YEAR	28,000					
PART 5B	PART V: SPECIAL REVENUE FUNDS (CONT.)						
	STATE GRANTS:						
	REVENUES:						
	STATE REVENUES	7,168	4,398	138,828	4,268	0	0
	EARNINGS ON INVESTMENTS	0	196	0	0	0	0
	MISCELLANEOUS REVENUE	0	0	0	118	0	0
	TOTAL REVENUES	7,168	4,594	138,828	4,386	0	0
	EXPENDITURES:						
	PERSONAL SERVICES	4,330	0	0	0	0	0
	PURCHASE OF SERVICES	0	4,844	0	0	0	0
	SUPPLIES	0	0	0	3,912	0	0
	OTHER CHARGES	0	0	0	0	0	0
	INTERGOVERNMENTAL	0	0	0	0	0	0
	OTHER CAPITAL OUTLAY	0	0	238,709	0	0	0
	TRANSFER TO OTHER FUNDS	0	0	0	0	0	0
	TOTAL EXPENDITURES	4,330	4,844	238,709	3,912	0	0
	EXCESS (DEFICIENCY) OF						
	REVENUE OVER EXPENDITURES	2,838	(60)	(98,881)	442		0
	BALANCE BEGINNING OF YEAR	310	5,130	(586)	(1)	1,553	5,700
	BALANCE END OF YEAR	3,148	5,070	(100,567)	441	1,553	5,700
	REVENUES						
	STATE REVENUES	0	0	0	8,000	3,568	874
	EARNINGS ON INVESTMENTS	0	0	0	0	0	0
	MISCELLANEOUS	0	0	568	0	0	0
	TRANSFERS FROM OTHER FUNDS	0	0	0	0	0	0
	TOTAL REVENUES	0	0	568	8,000	3,568	874

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	COUNCIL AGING	MUNICIP DEVELOP	FIRE S.A.F.E. 98	HUR FIRE CONT	LIBRARY EXPANSION	TOTAL STATE GRANTS
EXPENDITURES:						
PERSONAL SERVICES		0	0	0	0	8,861
PURCHASE OF SERVICES	150	0	0	0	0	21,341
SUPPLIES		0	450	0	0	10,855
INTERGOVERNMENTA	0	0	0	0	0	0
OTHER CHARGES	0	0	0	0	0	0
CONSTRUCTION	0	0	0	0	0	0
CAPITAL OUTLAY	0	0	0	0	0	0
TRANSFER TO OTHER FUNDS	0	0	0	0	0	454,668
OTHER FINANCING USES	0	0	0	0	335,979	335,979
TOTAL EXPENDITURES	0	0	450	0	335,979	832,704
EXCESS (DEFICIENCY) OF						
REVENUE OVER EXPENDITURES	(150)	0	(450)	0	(335,979)	(531,922)
BALANCE BEGINNING OF YEAR	355	85	466	0	335,979	382,251
BALANCE END OF YEAR	205	85	16	0	0	(149,671)
DART 5C RECEIPTS RESERVED FOR APPROPRIATION:						
REVENUES:		TAX TITLE ACCT	CEMETERY LOTS	CONSERVATION WETLANDS		
PENALTIES & INTEREST	0	0	0	0		
OTHER CHARGES	0	3,700	2,075	3,165		
MISCELLANEOUS REVENUE	0	0	0	0		
TRANSFER FROM OTHER FUNDS	0	0	0	0		
OTHER FINANCING SOURCES	0	0	0	0		
TOTAL REVENUES	0	3,700	2,075	3,165		
EXPENDITURES:						
PERSONNEL SERVICES	0	0	0	0		
PURCHASE OF SERVICES	0	1,611	0	0		
SUPPLIES	0	0	1,383	60		
OTHER CHARGES	0	0	0	0		
TRANSFER TO OTHER FUNDS	0	0	0	0		
TOTAL EXPENDITURES	0	1,611	1,383	60		
EXCESS (DEFICIENCY) OF						
REVENUE OVER EXPENDITURES	0	2,089	692	3,105		
BALANCE BEGINNING OF YEAR	0	2,154	5,604	7,620		
BALANCE END OF YEAR	0	4,243	7,296	10,725		
CEMETERY DEEP CARE		STATE WATER BILL	TOWN FOREST	SALE OF REAL ESTATE	TOTAL RECEIPTS IN-SERVICE FOR APPRO.	
REVENUES:						
PENALTIES AND INTEREST	0	0	0	0	0	
CHARGES FOR SERVICES	0	0	0	0	8,940	
OTHER CHARGES	0	0	0	0	0	
STATE FUNDS	0	67,666	0	0	67,666	
TRANSFER FROM OTHER FUNDS	0	0	0	0	0	
OTHER FINANCING SOURCE	0	0	0	0	0	
TOTAL REVENUES	0	67,666	0	0	76,606	

			COMBINED PREP CARE	STATE WATER BILL	TOWN FOREST	SALE OF REAL ESTATE		TOTAL RECEIPTS RESERVE FOR APPROX.
						STATE	FOREST	
EXPENDITURES:								
PERSONNEL SERVICES			0	0	0	0	0	0
PURCHASE OF SERVICES			0	50,965	0	0	0	52,578
SUPPLIES			0	0	0	0	0	1,443
OTHER CHARGES			0	0	0	0	0	0
TRANSFER TO OTHER FUNDS			0	0	0	0	0	0
TOTAL EXPENDITURES			0	50,965	0	0	0	54,019
EXCESS (DEFICIENCY) OF								
REVENUE OVER EXPENDITURES			0	16,701	0	0	0	22,587
BALANCE BEGINNING OF YEAR			0	27,969	2,847	(37)	(37)	47,157
BALANCE END OF YEAR			0	44,670	2,847	(37)	(37)	69,744
PART 5D REVOLVING FUNDS								
REVENUES:								
PENALTIES AND INTEREST			0					M.A.R.T.
CHARGES FOR SERVICES			14,185	114,259	0	0	0	0
STATE REVENUE			0	0	200	0	0	16,037
MISCELLANEOUS REVENUE			0	0	350	0	0	0
TRANSFER FROM OTHER FUNDS			0	0	0	0	0	315
TOTAL REVENUES			14,185	114,259	550	0	0	0
EXPENDITURES:								
PERSONAL SERVICES			6,316	112,355	0	0	0	13,422
PURCHASE OF SERVICES			2,872	0	1,559	0	0	1,632
SUPPLIES			0	0	0	0	0	0
OTHER CHARGES			0	0	0	0	0	0
TOTAL EXPENDITURES			9,188	112,355	1,559	0	0	15,054
EXCESS (DEFICIENCY) OF								
REVENUE OVER EXPENDITURES			5,007	1,904	(1,009)	0	(502)	983
BALANCE BEGINNING OF YEAR			16,230	728	19,378	0	5,745	(1,981)
BALANCE END OF YEAR			21,237	2,632	18,369	0	5,243	(988)
REVENUES:								
CHARGES FOR SERVICES			0	0	0	0	0	
OTHER CHARGES			0	0	1,237	0	119	0
MISCELLANEOUS REVENUE			0	0	0	0	0	2,775
TRANSFER FROM OTHER FUNDS			0	0	0	0	0	0
TOTAL REVENUES			0	0	1,237	0	119	2,775
EXPENDITURES:								
PERSONAL SERVICES			0	0	1,119	0	0	0
PURCHASE OF SERVICES			0	0	0	0	0	0
INTERGOVERNMENTAL			0	0	0	0	0	0
SUPPLIES			0	0	0	0	31	2,244
OTHER CHARGES			0	0	0	0	0	0
TOTAL EXPENDITURES			0	0	1,119	0	31	2,244
EXCESS (DEFICIENCY) OF								
REVENUE OVER EXPENDITURES			0	0	118	0	88	531
BALANCE BEGINNING OF YEAR			7,020	967	278	0	324	512
BALANCE END OF YEAR			7,020	967	396	0	412	1,043

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			POLICE FIREARMS	LIBRARY BUILDING	DISABILITY COMMUNITY			TOTAL REVOLVING
REVENUES:								
CHARGES FOR SERVICES			1,024			390		252,808
OTHER CHARGES			0			0		2,284
STATE REVENUE			0			0		200
MISCELLANEOUS REVENUE			0	5,487		0		12,848
TRANSFER FROM OTHER FUNDS			0			0		0
OTHER FINANCING SOURCES			0			0		4,779
TOTAL REVENUES			1,024	5,487		390		272,817
EXPENDITURES:								
PERSONAL SERVICES			0			0		133,212
PURCHASE OF SERVICES			0			280		89,352
SUPPLIES			0	3,403		0		8,745
INTERGOVERNMENTAL			800			0		900
OTHER CHARGES			0			0		0
OTHER CAPITAL OUTLAY			0			0		0
TRANSFER TO OTHER FUNDS			0			0		0
TOTAL EXPENDITURES			800	3,403		280		77,656
EXCESS (DEFICIENCY) OF								308,765
REVENUE OVER EXPENDITURES			224	2,084		100		(38,848)
BALANCE BEGINNING OF YEAR			0	0		0		129,288
BALANCE END OF YEAR			224	2,084		100		92,440
PART 5E OTHER SPECIAL REVENUE FUNDS								
REVENUES:			VET. MEMORIAL	LIB. PARKER GIFT	MITIGATION CAPITAL	SEWER ESCROW	ICE PARK	
PENALTIES AND INTEREST			0			0		0
CHARGES FOR SERVICES			0			0		0
OTHER CHARGES			0			0		0
STATE REVENUE			0			0		0
MISCELLANEOUS REVENUE			1,951		2,185,000	0		0
EARNINGS ON INVESTMENTS			0		0	1,000		0
TRANSFER FROM OTHER FUNDS			0	277	141,965	0		458
TOTAL REVENUES			1,951	277	2,326,965	1,000		458
EXPENDITURES:								
PERSONAL SERVICES			0			0		0
PURCHASE OF SERVICES			0			0		0
SUPPLIES			0			0		0
INTERGOVERNMENTAL			0			0		0
OTHER CHARGES			0			0		0
TRANSFER TO OTHER FUNDS			0			0		0
TOTAL EXPENDITURES			0		1,084,770	0		0
EXCESS (DEFICIENCY) OF								0
REVENUE OVER EXPENDITURES			1,951	277	1,242,195	1,000		458
BALANCE BEGINNING OF YEAR			1,995	5,937	2,655,010	741		11,172
BALANCE END OF YEAR			3,946	7,214	3,897,205	1,741		11,630

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REVENUES:		LAND PURCHASE	DRUG BATT. ACT	NO. LANG. MUNICIP.	GIRL SCOUT	TOWN FOREST	GURANTY DEPOSIT
MISCELLANEOUS REVENUE		0	0	0	0	0	0
EARNINGS ON INVESTMENTS		1,177	287	116	0	0	0
OTHER FINANCING SOURCES		0	0	0	0	0	0
TOTAL REVENUES		1,177	287	116	0	0	0
EXPENDITURES:							
PERSONAL SERVICES		0	0	0	0	0	0
PURCHASE OF SERVICES		0	0	0	0	0	0
INTERGOVERNMENTAL		0	0	0	0	0	0
COURT JUDGEMENTS		0	0	0	0	0	0
TRANSFER TO OTHER FUNDS		0	0	0	0	0	0
TOTAL EXPENDITURES		0	0	0	0	0	0
EXCESS (DEFICIENCY) OF							
REVENUE OVER EXPENDITURES		1,177	287	116	0	0	0
BALANCE BEGINNING OF YEAR		19,110	7,174	2,899	50	1,241	2,847
BALANCE END OF YEAR		20,287	7,461	3,015	50	1,241	2,847
REVENUES:							
PENTAL TIES & INTEREST		0	0	0	0	0	0
CHARGES FOR SERVICES		0	0	0	0	0	0
OTHER CHARGES		0	481,397	0	0	0	0
STATE REVENUE		0	0	0	0	0	0
MISCELLANEOUS REVENUE		0	0	0	0	0	0
EARNINGS ON INVESTMENTS		0	0	8	888	1,453	19,978
TRANSFER FROM OTHER FUNDS		0	0	0	0	0	0
TOTAL REVENUES		0	481,397	8	888	1,453	19,978
EXPENDITURES:							
PERSONAL SERVICES		0	0	0	0	0	0
PURCHASE OF SERVICES		0	485,959	0	0	0	0
SUPPLIES		0	0	0	0	0	0
INTERGOVERNMENTAL		0	0	0	0	0	0
OTHER CHARGES		0	0	0	0	0	0
CAPITAL OUTLAY		0	0	0	0	0	0
TRANSFER TO OTHER FUNDS		0	0	0	0	0	0
TOTAL EXPENDITURES		0	485,959	0	0	0	0
EXCESS (DEFICIENCY) OF							
REVENUE OVER EXPENDITURES		0	0	0	0	0	0
BALANCE BEGINNING OF YEAR		37	5,438	8	888	1,453	(88,864)
BALANCE END OF YEAR		37	1,505	211	16,264	26,588	411,186
			6,943	219	16,932	28,041	312,322
REVENUES:							
PENTAL TIES & INTEREST		0	0	0	0	0	0
CHARGES FOR SERVICES		0	0	0	0	0	0
OTHER CHARGES		0	0	0	0	0	0
STATE REVENUE		0	0	0	0	0	0
MISCELLANEOUS REVENUE		0	0	0	0	0	0
EARNINGS ON INVESTMENTS		288	5	0	1,315	188	0
TRANSFER FROM OTHER FUNDS		0	77,856	0	0	0	0
TOTAL REVENUES		288	77,861	0	1,511	0	5,377

**Town Accountants
1998-1999 Annual Report**

	BALSAW RIDGE ESC.	PLANNING BOARD	INCINERATOR CONTRIBUTANT	LOCAL ED FUND	DUE TO SEWER DIST
EXPENDITURES:					
PERSONAL SERVICES	0	0	0	0	0
PURCHASE OF SERVICES	0	0	0	0	0
SUPPLIES	0	0	0	0	0
INTERGOVERNMENTAL	0	0	0	1,263	0
OTHER CHARGES	0	0	0	0	0
CAPITAL OUTLAY	0	0	0	0	0
TRANSFER TO OTHER FUNDS	0	0	0	0	0
TOTAL EXPENDITURES	0	0	0	1,263	0
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	289	77,661	0	248	5,377
BALANCE BEGINNING OF YEAR	2,514	0	849	783	8,008
BALANCE END OF YEAR	2,803	77,661	849	1,031	13,385
TOTAL SPECIAL REVENUE					
REVENUES:					
PENALTIES & INTEREST	0				
CHARGES FOR SERVICES	5,377				
OTHER CHARGES	491,397				
STATE REVENUE	2,185,000				
MISCELLANEOUS REVENUE	4,266				
EARNINGS ON INVESTMENTS	186,875				
TRANSFER FROM OTHER FUNDS	77,856				
TOTAL REVENUES	2,930,571				
EXPENDITURES:					
PERSONAL SERVICES	0				
PURCHASE OF SERVICES	485,959				
SUPPLIES	0				
INTERGOVERNMENTAL	1,263				
OTHER CHARGES	0				
CAPITAL OUTLAY	0				
TRANSFER TO OTHER FUNDS	1,203,610				
TOTAL EXPENDITURES	1,690,832				
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	1,239,739				
BALANCE BEGINNING OF YEAR	3,184,121				
BALANCE END OF YEAR	4,423,860				

Town Accountant's
1998-1999 Annual Report

PART 6	CAPITAL PROJECTS	(FUNDS 30-49)		BORROWED FUNDS	PART 7	PART VII - ENTERPRISE FUNDS		(FUNDS 60-79)
		STATE GRANT	MITIGATION FUNDS			REVENUES:		
	LIBRARY EXPANSION		LIBRARY EXPANSION	LIBRARY EXPANSION		PENALTIES/INT ON CHARGES		WATER FUND
		0	0	0		CHARGES FOR SERVICES		171
		0	0	0		OTHER CHARGES		479,438
		0	0	0		STATE REVENUES		7,535
		0	0	0		MISCELLANEOUS REVENUE		0
	399,795					EARNINGS ON INVESTMENTS		7,276
		0	0	0		BOND PROCEEDS		36,512
		0	0	800,000		TRANSFERS FROM OTHER FUNDS		0
	399,795		1,020,954			TOTAL REVENUES		0
	799,590		1,020,954	800,000		EXPENDITURES:		530,932
		0	0	0		PERSONAL SERVICES		143,853
		0	0	0		PURCHASE OF SERVICES		62,627
		0	0	0		SUPPLIES		45,135
		0	0	0		OTHER CHARGES		6,120
		0	0	0		OTHER CAPITAL OUTLAY		2,643
		0	0	0		CONSTRUCTION		0
	694,597		1,161,063	496,781		DEBT SERVICE		91,448
		0	0	0		TRANSFER TO OTHER FUNDS		54,889
		0	0	0		TOTAL EXPENDITURES		406,715
	694,597		1,161,063	496,781		EXCESS (DEFICIENCY) OF		
						REVENUE OVER EXPENDITURES		124,217
	104,993		(140,109)	303,219		BALANCE BEGINNING OF YEAR		427,836
		0	0	0		BALANCE END OF YEAR		552,053
	104,993		(140,109)	303,219				

Town Accountant's
1998-1999 Annual Report

PART 8	PART VIII TRUST FUNDS (FUNDS 80 - 89)									
	EXPENDABLE TRUST FUNDS:									
	REVENUES:		CEMETERY PERPETUAL CARE		LIBRARY TRUST		STABILIZATION		OTHER TRUST FUNDS	
	EARNINGS ON INVESTMENTS		0		0		6,586			0
	TRANSFER FROM OTHER FUNDS		12,199		17,156		0			0
	MISCELLANEOUS REVENUE		14,435				163,290			0
	TOTAL REVENUES		26,634		17,156		169,876			0
	EXPENDITURES:									
	PERSONAL SERVICES		0		1,743		0			0
	PURCHASE OF SERVICES		5,329		0		0			0
	SUPPLIES		0		15,823		0			0
	CAPITAL OUTLAYS		0		0		0			0
	TRANSFER TO OTHER FUNDS		0		0		0			0
	TOTAL EXPENDITURES		5,329		17,566		0			0
	EXCESS (DEFICIENCY) OF									
	REVENUE OVER EXPENDITURES		21,305		(410)		168,876			0
	BALANCE BEGINNING OF YEAR		43,824		6,498		23,688			27,730
	BALANCE END OF YEAR		65,129		6,088		193,564			27,730
	NONEXPENDABLE TRUST FUNDS:									
	REVENUES:		CEMETERY PERPETUAL CARE		LIBRARY TRUST		OTHER TRUST		ALL TRUST FUNDS	
	EARNINGS ON INVESTMENTS		16,927		22,424		1,803			47,740
	CONTRIBUTIONS/DONATIONS		0		0		0			0
	TRANSFER FROM OTHER FUNDS		0		0		0			192,645
	MISCELLANEOUS REVENUE		0		0		0			14,435
	TOTAL REVENUES		16,927		22,424		1,803			254,820
	EXPENDITURES:									
	PERSONAL SERVICES		0		0		0			1,743
	PURCHASE OF SERVICES		0		0		0			5,329
	SUPPLIES		0		0		0			15,823
	CAPITAL OUTLAYS		0		0		0			0
	TRANSFER TO OTHER FUNDS		12,199		17,156		0			29,355
	TOTAL EXPENDITURES		12,199		17,156		0			52,250
	EXCESS (DEFICIENCY) OF									
	REVENUE OVER EXPENDITURES		4,728		5,268		1,803			202,570
	BALANCE BEGINNING OF YEAR		257,372		341,410		26,821			727,343
	BALANCE END OF YEAR		262,100		346,678		28,624			929,913

Town Accountant's
1998-1999 Annual Report

PART 9	PART IX AGENCY FUNDS	BALANCE JULY 1, 1998	ADDITIONS	DEDUCTIONS	BALANCE JUNE 30, 1999
	ASSETS:				
	CASH	14,865	605,778	598,314	22,329
	LIABILITIES:				
	POLICE OUTSIDE DETAILS	728	114,259		
	SALES TAX DUE STATE	397	0		2,632
	DOG LICENSE DUE COUNTY	(122)			397
	GURRANTEE BID DEPOSITS	421	122	0	0
	UNCLAIMED ITEM (TAILINGS)	37	0	0	421
	FEDERAL PAYROLL WITHHOLDING	0	197,833	197,833	37
	STATE PAYROLL WITHHOLDING	0	87,577	87,577	0
	COUNTY RETIREMENT WITHHOLDING	2,355	79,093	78,638	2,810
	COPELAND DEFER COMP WITHHOLDING	659	26,467	25,524	1,602
	GROUP INSURANCE WITHHOLDING	(5,681)	55,034	51,634	(2,281)
	F.I.C.A. WITHHOLDING	0	9,479	9,479	0
	GROUP INSURANCE TRUST	4,263	0	0	4,263
	PRETAX DISABILITY WITHHOLDING	(1,513)	3,017	2,745	(1,241)
	POLICE LIFE WITHHOLDING	0	1,106	1,106	0
	POLICE UNION WITHHOLDING	102	5,800	5,680	222
	O.B.R.A. WITHHOLDING	1,285	23,707	23,494	1,498
	MET LIFE WITHHOLDING	0	458	458	0
	SEWER LIENS	15,056	0	0	15,056
	SEWER ASSESSMENTS	(3,156)	0		(3,156)
	D.P.W. UNION DUES WH	34			69
	TOTAL LIABILITIES	14,865	605,778	598,314	22,329

Town Accountant's
1998-1999 Annual Report

PART XI - SCHEDULE OF DEBT OUTSTANDING, ISSUED, AND RETIRED THIS FISCAL YEAR:											
GENERAL OBLIGATION:		OUTSTANDING JULY 1, 1998		ISSUED THIS YEAR		RETIRED THIS YEAR		OUTSTANDING JUNE 30, 1999		INTEREST THIS YEAR	
WATER		418,000		0		70,000		348,000		21,448	
BUILDINGS		0		800,000		0		800,000		0	
OTHER INTEREST		0		0		0		0		0	
TAX ANTICIPATION NOTES		0		0		0		0		0	
TOTAL DEBT		418,000		800,000		70,000		1,148,000		21,448	
OTHER INTEREST										1,831	
AUTHORIZED AND UNISSUED:											
DATE AUTHORIZED:		PURPOSE:		AMOUNT		AMOUNT ISSUED		UNISSUED			
MAY 2, 1988		LAND PURCHASE		25,000		0		25,000			
MARCH 13, 1989		MASS HOUSING PARTNERSHIP		19,500		0		19,500			
JUNE 6, 1994		WATER TANK		750,000		610,000		140,000			
JANUARY 6, 1997		LIBRARY EXPANSION		2,200,000		800,000		1,400,000			
NOVEMBER 17, 1998		LANCASTER SCHOOL EXPANSION		19,891,731		0		19,891,731			
NOVEMBER 17, 1998		NASHOBA REGIONAL EXPANSION		22,902,281		0		22,902,281			
JANUARY 6, 1997		LIBRARY EXPANSION		2,200,000		0		2,200,000			
		TOTALS		47,988,512		1,410,000		46,578,512			
PART XII - SCHEDULE OF CASH AND INVESTMENT ASSET AS OF JUNE 30, 1995:											
		GENERAL FUND		SP REVENUE FUNDS		ENTERPRISE FUNDS		TRUST FUNDS		CAPITAL FUNDS	
PETTY CASH		200		0		0		0		200	
CASH-UNRESTRICTED CHECKING		0		6,942		0		0		6,942	
CASH-UNRESTRICTED SAVINGS		0		13,385		541,781		98,947		840,728	
CASH-RESTRICTED CHECKING		687,760		115,771		0		0		268,104	
CASH-RESTRICTED SAVINGS		0		0		10,273		0		1,061,908	
OTHER SHORT TERM INVESTMENTS		0		4,328,275		0		0		4,328,275	
CERTIFICATES OF DEPOSITS		0		0		0		0		0	
COMBINED INVESTMENTS		0		0		0		830,966		830,966	
TOTAL		657,960		4,464,373		552,054		929,913		6,882,404	

Town Accountant's
1998-1999 Annual Report

PART 14 - RECONCILIATION OF FUND EQUITY FOR THE FISCAL YEAR END											
	REVENUES & EXPENDITURES	GENERAL FUND	SPECIAL REVENUE	CAPITAL PROJECTS	ENTERPRISE FUND	TRUST FUNDS	TOTAL				
NON SCHOOL											
TOTAL REVENUE		6,910,242	3,407,601	398,795	530,932	62,175	11,310,745				
TOTAL EXPENDITURES		2,339,368	1,270,075	2,352,441	351,826	22,895	6,336,606				
INTERGOVERNMENTAL EXPENSES		22,535					22,535				
SCHOOL SYSTEMS											
TOTAL REVENUE		0	0	0			0				
TOTAL EXPENDITURES		4,568,615	0	0			4,568,615				
EXCESS (DEFICIENCY) OF											
REVENUES OVER EXPENDITURES		(20,277)	2,137,526	(1,952,646)	179,106	39,280	382,989				
OTHER FINANCING SOURCES (USES)											
NON SCHOOL											
TRANSFER FROM OTHER FUNDS		54,889	201,275	1,420,749	0	192,645	1,869,558				
OTHER FINANCING SOURCES		0	0	800,000	0	0	800,000				
TRANSFER TO OTHER FUNDS		168,069	1,617,245	0	54,889	29,355	1,869,558				
OTHER FINANCING USES		0	0	0	0	0	0				
SCHOOL SYSTEMS											
TRANSFER FROM OTHER FUNDS		0	0	0			0				
OTHER FINANCING SOURCES		0	0	0			0				
TRANSFER TO OTHER FUNDS		0	0	0			0				
OTHER FINANCING USES		0	0	0			0				
TOTAL OTHER FINANCING SOURCES		(113,180)	(1,415,970)	2,220,749	(54,889)	163,290	800,000				
TOTAL EXCESS (DEFICIENCY) OF											
REVENUES OVER EXPENDITURES		(133,457)	721,556	268,103	124,217	202,570	1,182,989				
FUND EQUITY BEGINNING YEAR		801,843	3,742,817	0	427,836	727,343	5,899,839				
OTHER ADJUSTMENTS		(426)	0	1	1	0	(424)				
TOTAL FUND EQUITY END OF YEAR		667,960	4,464,373	268,104	552,054	929,913	6,882,404				

REPORT OF THE TOWN COLLECTOR

FISCAL 1999

[illegible]

TOWN OF LANCASTER

24

REPORT OF THE TOWN TREASURER

JULY 1, 1998 TO JUNE 30, 1999

FISCAL 1999

RECONCILIATION OF CASH IN CUSTODY OF TOWN TREASURER

CASH BALANCE , 7/1/98	TOWN ACCOUNTANT 5,706,385.00
RECEIPTS	11,719,520.00
WARRANT PAYMENTS	10,571,685.00
CASH BALANCE , 6/30/99	6,854,220.00

STABILIZATION ACCOUNT BALANCE	06/30/1999	193,564.00
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OUTSTANDING MATURING DEBT TABLE FY 1999

	BORROWED	PRINCIPAL	INTEREST	TOTAL DUE
LIBRARY DEBT EXCLUSION	800,000.00			
WATER ENTERPRISE	488,000.00	70,000.00	11,704.00 9,744.00	348,000.00



Town Of Lancaster

AMBULANCE DEPARTMENT

800 Main Street
Lancaster, MA 01523

Ambulance Department Annual Report

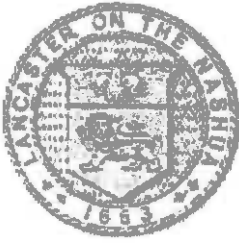
This past year was a busy year for the Lancaster Ambulance Squad. We responded to a total of 458 calls for Emergency Service. This represents an increase of six percent over last year. In looking back over the last five years, we have seen increases anywhere from four percent to eleven percent in call volume. In reviewing these calls, there does not seem to be one major contributing factor. However, there has been an increase in calls involving the elderly, breathing emergencies, and an increase in motor vehicle accidents.

In addition to answering calls, EMT's attended monthly meetings as well as many hours of continuing education classes, which is required by the state for re-certification. All EMT's have been outfitted with their own Emergency Response Kits and oxygen (equivalent to what we carry on the ambulance). This enables an EMT to go directly to the scene and provide emergency care while waiting for the ambulance. Also, like most public service departments a great deal of time was spent in preparing plans for the Y2K "What if Scenario". EMT's also showed their support by donating their time and service to participate in Community Outreach Programs, along with programs at local schools.

On the financial side, we continue to be self-sufficient. Last year we brought in approximately \$40,000 dollars more than our operating budget. Presently, everything goes into the General fund. Suggestions have been made to set up an Enterprises Fund for the ambulance but due to the towns financial status this has been placed on the back burner. Personally, I feel this is a mistake. An Enterprise Fund would insure that we would have the capital needed to continue to provide a professional ambulance service for our town and to plan for cost associated with a new ambulance in the not too distant future.

We would like to thank those individuals who made donations to the Ambulance Gift Fund, which enables us to replace and upgrade various pieces of equipment. We would also like to thank the various town departments for their help and assistance throughout the year. And I would like to personally thank all the members of the squad for their support and services rendered.

Everett W. Moody, Captain



Town of Lancaster
BOARD OF APPEALS
Lancaster, Massachusetts 01523

February 29, 1999

Town of Lancaster
Board of Selectmen
Town Hall
Lancaster, MA 01523

RE: 1999 Annual Report

Dear Members of the Board of Selectmen:

The Board of Appeals is pleased to submit this Annual Report to the citizens of Lancaster summarizing its activities during calendar year 1999.

During 1999, the Board experienced significant changes in its membership. In June, the Board accepted, with regret, the resignations of Gwen Ashley and Larry Smart, each of whom had contributed many years of service to the Board and the Town of Lancaster. Recent new appointments have been made to fill the Board's vacancies and the Board now has a full complement of five members and three associate members.

The Board's workload of zoning applications and appeals, including petitions for variances and special permits, was lightened considerably in 1999 by the clerical assistance of the Community Development and Planning Office. The recent appointment of a full-time Planning Director should greatly assist the Board in the future.

During the past year, the Board had occasion to act upon several requests for dimensional variances associated with residential construction and one special permit request for an expansion of the International Country Club by addition of an 18 hole golf course proposed near the Lancaster/Bolton town line. In addition, the Board processed two appeals which concerned the legal status of 'grandfathered' building lots. One pending Superior Court appeal, which resulted from an earlier decision of the Board, was remanded to the Board by the Superior Court resulting in a dismissal of that judicial appeal.

Throughout the Fall of 1999, the Board of Appeals has worked with the Planning Board and its planning consultant, Philip B. Herr Associates, in reviewing the Lancaster

LANCASTER BOARD OF APPEALS

Zoning By-law and making recommendations for amendments and revisions to the By-law for submittal to the Annual Town Meeting in May, 2000. During this review and update process it was noted that February, 2000 marks the 50th anniversary of the first adoption of zoning controls in Lancaster, as well as the 50th anniversary of both the Planning Board and Board of Appeals as land use boards working in service to the community.

During 1999, the Board has worked with Karen Carnali in developing a Board of Appeals web page for inclusion in an official internet web site which is being developed for Lancaster. Within the next few months we expect that all vital Board information will be available 'on-line' and the site will include the complete text of the Board's rules and regulations as well as application forms and instructions in downloadable form for the convenience of Lancaster residents having business before the Board.

Respectfully submitted,

LANCASTER BOARD OF APPEALS

James M. Burgoyne, Chairman
Sarah J. MacLennan, Clerk
David K. Stadtherr, Member
Eugene C. Christoph, Member
Jeanne G. Rich, Member
Theodore F. Willruth, Associate
Sarah E. Gulliver, Associate
Timothy J. Smith, Associate

Lancaster Communication Center Annual Report

The year of 1999 was a busy one. Our call volume has increased in many areas. Calls received on E911 were up to one thousand five hundred thirty seven. Police, Fire and Ambulance calls logged were five thousand seven hundred nineteen. These figures do not include burning permits at six hundred eighty three, lost/found dogs, and cat at sixty-two. The above figures do not include the general calls we receive.

It has become increasing noticeable that the Communication Center works well for the Town of Lancaster and is serving its purpose. We would like to thank all the town departments who support us and help in keeping Lancaster a safe town to live in.

As the year, 2000 rolled in at mid-night, December 31, 1999 the Communication Center was prepared for any emergency that might have happened. There were extra dispatchers on duty, EMT's were ready and standing by. When it was over, we were very happy to see that non-of our equipment failed and all was working as usual. In doing a routine check all computers, radios and E911 proved that all the work for the year 01/01/2000 paid off.

I would like to remind everyone again this year that E911 is only for emergencies. Please teach young children how to use 911, in doing this please call one of our non-emergency numbers before to let us know you will be testing if you plan to dial in. Those calls should come in on 368-1380 or 368-1411.

To all the dispatchers, I would like to say thank you for making 1999 a very good year. Full time dispatchers, Marilyn Moran, Marilyn Gaughan and Patricia Pultorak, part time Dispatchers, Regina Baer, Kenneth Calder, Robert Moody, Christopher Lazuka, Kenneth Janda, Alan Hisman and James McNamara.

Kathleen L. Pierce
Supervisor



Town of Lancaster, Massachusetts
Office of the Building Commissioner

James J. Ford, Building Commissioner

January 2, 2000

Annual Report of 1999
Building Commissioner Office

In the Year 1999 there were a total of two hundred fifty three Building permits issued with a declared value of \$10,353,430.00 The break down was as follows:

January - 7 permits issued with a declared value of \$ 221,000.
February - 7 permits issued with a declared value of \$ 591,310.00
March - 21 permits issued with a declared value of \$1,077,940.00
April - 20 permits issued with a declared value of \$ 249,182.00
May - 22 permits issued with a declared value of \$ 520,530.00
June - 25 permits issued with a declared value of \$ 777,667.00
July - 32 permits issued with a declared value of \$1,667,610.00
August - 29 permits issued with a declared value of \$1,011,506.00
September - 24 permits issued with a declared value of \$1,557,757.00
October - 30 permits issued with a declared value of \$1,822,798.00
November - 23 permits issued with a declared value of \$ 609,160.00
December - 13 permits issued with a declared value of \$ 245,970.00
Total fees collected and turned over to the Town Treasurer was \$55,845.25 ..

There were seventy four zoning violations investigated and thirty eight applicants were referred to the Board of Appeals.

The opening of the new renovated Town Library was the largest project to be completed this year.

The Building Commissioner attends monthly and periodic seminars to maintain State Certification.

Respectfully submitted:

James J. Ford
James J. Ford

19 Lunenburg Road, Lancaster, MA 01523 Tel. 978-365-4979



Town Of Lancaster

MASSACHUSETTS 01523

OFFICE OF THE

PLUMBING AND GAS INSPECTOR

January, 2000

Board of Selectmen

Town of Lancaster

91 Plumbing permits and 48 Gas piping permits were issued to Licensed Plumbers and Gas Fitters during the year 1999.

Permits are required for plumbing and gas piping construction in all new or existing buildings. Applications may be obtained from the Community Development and Planning Office and the Plumbing and Gas Inspector.

Submitted by:

Kenneth W. Rauscher

Kenneth W. Rauscher

Plumbing & Gas Inspector

TRUSTEES OF THE CHARITABLE FUND
IN THE
TOWN OF LANCASTER
MASSACHUSETTS

William A. Kilbourn, PRESIDENT

CLERK AND TREASURER

Sarah E. Gulliver, Clerk
Chester L. Locke, Treasurer

March 13, 2000

TO: The Honorable Board of Selectman

Gentlemen:

The Trustees of the Charitable Fund in the Town of Lancaster, herewith submit their 149th ANNUAL REPORT of the Invested Funds, in accordance with the provisions of the Act of Incorporation of the Fund in the year 1851.

The Invested Funds are as follows:

Three Certificates of Deposit @ Clinton Savings Bank = \$13,000.00

Respectfully, William A. Kilbourn, President

Chester L. Locke, Treasurer

Sarah E. Gulliver, Clerk

Kenneth A. Chase

Stephen J. Matthews

1999 ELECTED TOWN OFFICIALS

Moderator	James M. Burgoyne	2000
Selectmen	Alexandra W. Turner	2000
	Stephen J. Kerrigan	2001
	Nathaniel T. Dexter	2002
	(expired July 19, 1999)	
	<i>James J. Ford, Jr.</i>	
	<i>elected 10/19/99 to fill NTD unexpired term)</i>	
Town Clerk	Roberta G. Winsor	2001
Board of Assessors	Donald C. LeRoy	2000
	Roger P. Hart	2001
	Paul E. Constantino	2002
Board of Public Works	Peter A. O'Malley	2000
	Robert A. Wilmont	2001
	Douglas A. DeCesare	2002
Board of Health	Ralph A. Gifford, III	2000
	Norma J. Marshall	2001
	Vera B. Davis	2002
Library Trustees	Mary Madden Philbin	2000
	Susan Polansky	2000
	Helena L. Baggott	2001
	Raymond F. Comes	2001
	Frank T. MacGrory	2002
	Emily J. Rose	2002
Planning Board	Victor A. Koivumaki	2000
	Jeanne G. Rich	2001
	Norman C. Kennedy	2002
	Mark S. Finnerty	2003
	Gary E. Somers	2004
Finance Committee	Mark S. Hyder	2000
	Herman N. Amelotte	2000
	David M. Earls	2001
	Rebecca J. Pirrozolo	2001
	Nathaniel C. Hawkins, Jr.	2002

Housing Authority

Mary J. MacLean	2000
Henry A. Richter	2001
Daunne M. Miller	2002
Muriel J. McLaughlin	2004
(John A. Foster, II, State Appointee)	

Regional School Committee

Douglas J. Maclean	2000
Jack R. Pirozzolo	2000
Dale E. Cartwright	2002
<i>(resigned 2/2/2000)</i>	
<i>Linda Weatherbee appointed to May 8, 2000)</i>	
Joseph P. Farragher	2003
John R. Lakin	2003

ANNUAL REPORT

Lancaster Historical Commission 1999

In 1999 the Commission was chaired by Anne Androski until June. Michael Sczerzen was appointed acting chair until September. The Commission voted Michael Sczerzen chair at their September meeting. Members of the Commission at the beginning of 1999 were Marjorie Adams, Anne Androski, Christie Kennedy Caesar, David Knott, Henry Paszko, Michael Sczerzen, and Jean Watson and Kathleen Griffin, Associate Member. Marjorie Adams and Christie Caesar resigned. Kathleen Griffin was appointed a member and also Elizabeth Colley. There is one vacancy on the Commission that will be addressed by the Select Board in 2000.

The office is open four hours a week providing service to the public regarding historical research and genealogical information. We returned to the General Fund \$501.20 from the sale of books and research copy work.

The Town of Lancaster has been grappling with putting a Master Plan and Open Space Plan in place this year. It seems timely with the impact of urban sprawl facing the Town. The Pine Hill area which has been open space has been targeted for zoning changes that are under consideration. This area has long been a wildlife sanctuary and recreational area for residents and other surrounding towns. The Commission has actively encouraged town officials to designate the Pine Hill area in the Open Space Plan.

Areas of George Hill Road are being developed, especially the proposed Eagle Ridge site off Sterling Road and George Hill. The Commission has with the town's Environmental Coordinator requested an archaeological survey be done on the property. The Commission has actively encouraged and recommends to the Building Committee of the Bulfinch Church (First Church of Christ Unitarian) that any proposed addition to their church be a separate building. The Commission recommends the horse sheds not be split in two.

With the addition and refurbishing of the Town Library, the Commission was involved in identifying the need for a De-accession Committee (yet to be appointed by the Board of Selectmen per vote of the Town Meeting in May) to provide the town with knowledgeable historical recommendations of articles of significance to the town's history.

The Old Settlers Burial Ground was damaged during the summer with vandals having camp fires in the yard and scratching their names on old headstones. The Commission is hoping to find volunteers to investigate obtaining grant money to restore the yard and stones with the help of the Historical Society. Townspeople are encouraged to remember that permission from the DPW and Communications Center are necessary before entering the old cemeteries in Lancaster.

The Commission supported the alumni of the Lancaster High School in their campaign to place a commemorative bronze 12" x 18" plaque on the Center School building to honor former site of Lancaster High School. The service of dedication took place in October with Conrad Gozewski, President, Class of 1954 LHS, Master of Ceremonies, the Board of Selectmen, members of the

Commission, Lancaster Historical Society, Alumni of the High School and interested citizens present.

The site of the Rowlandson Garrison has been sold and the new owner is aware of the historical significance of the property.

The Commission has set up an Adopt-A-Marker program and the goal is to have markers restored and refurbished by the Town's 350th Celebration. A number of townspeople have volunteered to help with this project. The three members of the Commission (Jean Watson, Liz Colley, and Kathleen Griffin) volunteered to serve on the subcommittee for the 350th Celebration.

Students from the University of Massachusetts Landscape Architecture program under the direction of Professor Martha Lyon have studied and researched and put together an award winning project (Boston Society of Landscape Architects Award) of the Eastwood Cemetery located in Lancaster. They obtained permission to do the project from the Cemetery Department and the Lancaster Historical Commission. The Eastwood cemetery was designed by famous landscape architect Horace Cleveland (born 1816) who grew up in Lancaster. The students will present their presentation on recommendations of how to preserve Cleveland's design and formulate a suggested plan for the Cemetery Department to use as a suggested guideline in maintaining the cemetery's design to the Commission and Cemetery Department in early 2000.

Accessions: Period tailored garment of Bertha Sanderson, teacher, born in Lancaster in 1885 on Walnut Shade Farm (built in 1792) to Fred L. Sanderson and Jessie Bemis and died of complications from the flu epidemic October 5, 1918. She is buried in the North Cemetery. Several period accessories from the estate of the Ruth MacAskill O'Toole given by the family of Edward O'Toole.

MEMORIAL DAY 1999

LANCASTER'S MEMORIAL DAY CEREMONIES BEGAN AT 9 AM ,MAY31 ON THE TOWN GREEN WITH MASTER OF CEREMONIES ROBERT S.FOLLANSBEE SR. PRESIDING AS HE HAS DONE FOR OVER 30 YEARS.

"AMERICA THE BEAUTIFUL" WAS SUNG BY THE AUDIENCE,ACCOMPANIED BY THE LANCASTER SCHOOL BAND,LED BY TIM KELLY. PRAYER WAS LED BY REV.RONALD MARTIN OF THE EVANGELICAL CONGREGATIONAL CHURCH

"GENERAL LOGAN'S ORDERS" WAS READ BY TANNER DUDLEY,AND"LINCOLN'S GETTYSBURG ADDRESS WAS READ BY JONATHON GREEN,BOTH STUDENTS AT THE MIDDLE SCHOOL.

THE MEMORIAL DAY ADDRESS WAS DELIVERED BY FRANK MITCHELL,AN ARMY VETERAN OF THE KOREAN WAR ,AND FORMER SUPERINTENDENT OF THE LANCASTER SCHOOL SYSTEM.

AFTER THE VETERANS' MEMORIALS WERE DECORATED WITH WREATHS AND FLOWERS,AND THE GUN SALUTE PERFORMED ,THE AUDIENCE SANG 'THE STAR SPANGLED BANNER' AGAIN ACCOMPANIED BY THE LANCASTER BAND.

THE PARADE TO THE NORTH CEMETERY WAS LED BY THE COMMANDER EVERETT MINIGAN AMERICAN LEGION POST 96 AND GRAND MARSHALL GEORGE BLACK.THE NASHOBA BAND ,LED BY PAUL PITTS FOLLOWED THE VETERANS .

ALONG THE ROUTE,THE FIREMAN'S MONUMENT AT CENTRAL FIRESTATION WAS DECORATED WITH A WREATH.

AFTER CEREMONIES IN THE CEMETERY THE PARADE RETURNED TO THE TOWN GREEN WHERE IT WAS DISMISSED. ALL CHILDREN WHO PARTICIPATED IN THE PARADE AS WELL AS THOSE IN THE AUDIENCE WERE INVITED TO HAVE ICE CREAM BY THE MEMORIAL DAY COMMITTEE.

THANKS GO TO ALL WHO PARTICIPATED IN THIS IMPORTANT PROGRAM.SPECIAL THANKS GO TO DAN TORRES WHO SET UP THE P.A.SYSTEM SO THAT ALL COULD BE HEARD.

MEMORIAL DAY

MONDAY
THE TOWN GREEN

9:00 A.M.

May 31, 1999
LANCASTER CENTER

MARSHAL -----GEORGE BLACK

COMMANDER EVERETT MINIGAN
AMERICAN LEGION POST 96

MASTER OF CEREMONIES: ROBERT S. FOLLANSBEE, SR.

PROGRAM

Prayer	-----Rev. Ronald Martin
Salute to the flag	-----Audience
Singing "America the Beautiful"	-----Audience & Lancaster School Band
General Logan's Orders	-----Tanner Dudley
Selection "Londonderry Air"	-----Lancaster School Band
Lincoln's Gattysburg Address	-----Jonathan Green
Second Selection "Americans We"	-----Lancaster School Band
Memorial Address	-----Frank H. Mitchell
Presentation of Flowers	-----Lancaster
Singing "The Star Spangled Banner"	-----Audience & Nashoba Band
Benediction	-----Rev. Ronald Martin

At the close of the exercises, the Memorial Tablets at the library and the town hall will be decorated and the procession, lead by the Nashoba Regional High School Band, will then proceed to the cemetery at the North Village, stopping on the way to decorate the Firemen's Memorial. After decorating the graves, they will return to the Town Green where the parade will be dismissed.

Attention is called to the action of the 45th National Encampment, Grand Army of the Republic, which ordered that, as part of the public exercises on Memorial Day, bells be tolled from twelve o'clock noon to twelve o'clock five: That flags be placed at half-mast, and that comrades remain standing with uncovered heads during this period.

We are here to honor and pay tribute to the men and women who served our country in time of war. May we never forget what we owe them. Let us live our lives so that the ideals, the liberty, the way of life they fought to preserve, may forever remain in us a living memorial to them.

MEMORIAL DAY COMMITTEE & AIDES

CAROL SONIA - CHAIRMAN
VIOLA MOON
KAREN SHAW

ROBERTA G. WINSOR - VICE CHAIRMAN
MARY PAQUETTE

GEORGE BLACK, DANIEL DOWNING, MARJORIE TOURVILLE, CHERYL BARTLETT, HENRY PASZKO,
FRANK MACGRORY

The committee wishes to thank the audience and all who participated in making this day a solemn and memorable occasion!

Subcommittee

MEMORIAL DAY

MONDAY
THE TOWN GREEN

9:00 A.M.

May 31, 1999
LANCASTER CENTER

MARSHAL -----GEORGE BLACK

COMMANDER EVERETT MINIGAN
AMERICAN LEGION POST 96

MASTER OF CEREMONIES: ROBERT S. FOLLANSBEE, SR.

PROGRAM

Prayer -----Rev. Ronald Martin
Salute to the flag -----Audience
Singing "America the Beautiful" -----Audience & Lancaster
School Band
General Logan's Orders -----Tanner Dudley
Selection "Londonderry Air" -----Lancaster School Band
Lincoln's Gettysburg Address -----Jonathan Green
Second Selection "Americans We" -----Lancaster School Band
Memorial Address -----Frank H. Mitchell
Presentation of Flowers -----
Singing "The Star Spangled Banner" -----Audience & Nashoba Band
Benediction -----Rev. Ronald Martin

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MEMORIAL DAY COMMITTEE & AIDES

CAROL SONIA - CHAIRMAN
VIOLA MOON
KAREN SHAW

ROBERTA G. WINSOR - VICE CHAIRMAN
MARY PAQUETTE

GEORGE BLACK, DANIEL DOWNING, MARJORIE TOURVILLE, CHERYL BARTLETT, HENRY PASZKO,
FRANK MACGRORY

The committee wishes to thank the audience and all who participated in making this day a solemn and memorable occasion!

1999 ANNUAL REPORT

MINUTEMAN REGIONAL HIGH SCHOOL *School of Applied Arts & Sciences*

Student Achievement

Six Minuteman students received medals at the 13th Annual National Robotics Competition held at the campus of Saginaw Valley State University in Michigan. More than 196 teams representing more than 600 students from 12 states and 52 high schools and colleges competed in the robotics skills events, hosted by the Society of Manufacturing Engineers. The students demonstrated their application of classroom knowledge into real-world activities as they competed in various contest categories. In addition to the contest events, the students were able to learn from each other as well as from the engineering professionals who attended and helped judge the competitions.

Seventeen students from Minuteman were award recipients at the state's 25th Annual Vocational Industrial Clubs of America (VICA) State Skills & Leadership Conference held recently at different locations throughout Massachusetts. More than 850 students from 39 schools competed in 65 competitions demonstrating their competence in the technical area, or in leadership areas such as prepared speech and job skill demonstrations. Minuteman had a total of 28 students competing against the top students in Massachusetts. Of the 28 students competing, 17 were Medal winners: 6 gold, 7 silver and 4 bronze. All six gold medalists competed in the national VICA competitions held in Missouri and three of them won national gold medals finishing first in the subject areas. Sandra Quinn of Stow won the gold medal in Commercial Baking and Antonio Nardelli of Lexington and Earl Faulk of Boston each won a gold medal in Robotics and Automation Technology.

Six Minuteman students competed in the Massachusetts Vocational Math League and finished first in the statewide competition.

Middle School Technical Literacy Program

Another Minuteman partnership is the middle school technical literacy program. The school is currently working with teachers in six district middle schools, assisting them to develop and incorporate technology education into their curricula as well as providing technology instruction in support of important and necessary computer skills.

Minuteman staff began the planning process to extend and expand this valuable service to other district towns. The strengthening of the middle school service can become a very important help to member towns in fulfilling requirements of the new Massachusetts Curriculum Frameworks on technical literacy.

The popular After-School Program, which provides hands-on career and academic enrichment opportunities for 6th, 7th and 8th graders in the district, is

offered without charge (including transportation) to participating schools.

These two programs are financed by the Minuteman school budget.

Establishment of a Pre-Engineering Academy

This rigorous, college preparatory program is designed for academically talented, technically oriented students who plan to matriculate to a competitive technical college or institute upon graduation from high school. The focus of the technical component will be in Pre-Engineering technology. Academic and technical curricula meet or exceed all MCAS standards.

Industry and college partners joined Minuteman to develop this modern pre-engineering program which will add to Minuteman's many high technology career path options. Now students interested in the many high tech careers of tomorrow can prepare for advanced college study and technical training in any of these areas: biotechnology, environmental technology, telecommunications, electromechanical technology, computer drafting and design, and now, pre-engineering.

Recognition of Automotive Academy

The Minuteman Automotive Academy was selected by the National Automotive Youth Educational Systems program as a site for high level career learning in the field. Dalmer Chrysler, General Motors, Toyota, Volkswagon, the National Institute for Automotive Service Excellence (ASE), college partners and others work with Minuteman in providing exciting career opportunities across a broad spectrum ranging from advanced technician to management specialist to automotive engineer.

Marriott Assisted Living Partnership

Minuteman continued its work in bringing a campus and program expansion proposal to fruition. The partnership with Marriott Corporation proposed to develop and construct an assisted living center on campus thus allowing students to have a wide variety of on-campus real world learning opportunities in subject areas such as culinary arts, cosmetology, construction, landscape management, accounting and more. This facility would become an important part of a new hospitality academy covering a broad range of people-service careers.

School-to-Career Partnership

Fifteen of the sixteen towns in the Minuteman District belong to the Schools-To-Careers Partnership. The Partnership is a collaboration between business and education which has exposed more than 6,500 district students to career information during the most recent months. Highlights of the program have been: gaining high school graduation credits (in a few systems) for taking a career preparation course prior to going out to work in a business on a student internship; institution of career preparation courses in the secondary curriculum; strong professional development for teachers in order that they achieve an understanding of local industry company leaders such as Bell Atlantic, Raytheon, Emerson Hospital, Morgan Stanley, T J Maxx, Marriott Int'l, and Duracell, Int'l.

Some of the area's teachers have also begun to work in industry in an externship capacity for a part of the year in order to improve integration and application of the students' lessons.

Closing the School Choice Program

The Minuteman Regional School Committee voted to close the district's School Choice program for non-district residents because the state reimbursement level remains inadequate. This change will reduce student enrollment in the near term and require the implementation of a strong recruitment effort to enhance the school's population. The School Committee is committed to working to both increase in-district enrollment and enact legislation to allow non-district residents to attend under state regulated Chapter 74 tuition levels.

Community Relations & Development

Minuteman expanded its public information effort in member towns to help parents and students become more aware of the special college and career advantages available to them through Minuteman Regional High School. The school launched a new web site aimed at 6th, 7th and 8th grade students highlighting Minuteman's academic offerings and vocational-technical programs as well as the school's unique brain-based teaching styles. The new web site can be found at www.minuteman.org and also demonstrates how the regional school is an advantage to its member towns in terms of community service and functionality.

Minuteman also began a strong outreach effort to inform both parents and students about the school's history, curriculum and alumni successes. The creation of the school's first alumni association is also under way as a means of expanding industry and business support. The alumni association will also be a way of engaging graduates who reflect positively upon their Minuteman experience and wish to maintain a supportive relationship with their high school.

An extensive development effort is under way as a means of gaining support from prospective industry partners and grant makers. These will be important ways to expand the school's offerings without taxing the district's homeowners. The program will be implemented throughout 2000 and school personnel are available to work with local businesses in providing the best possible educational opportunities to the district's student population.

Questions on any of the development activities can be directed to Thomas Markham at 781-861-6500.

Enrollment at Minuteman

Town of Lancaster October 1, 1999, Enrollment (F.T.E.)

Regular*	Reduced Cost	Afternoon	Middle School **	Total
30	1	1.48	12.50	44.98

* Includes special education

** Involves local placement of middle school technical literacy teachers

Regional School Committee Changes

After several years of outstanding service, Chairperson Robert Wiltse of Acton, Paul Schiepers of Bolton, Shawn Winsor of Lancaster, and Dorothy Pesek of Wayland stepped down from their positions as representatives to the Minuteman Regional School Committee. Appointed by their respective Town Moderators to replace the outgoing committee members were Charles Olmstead of Acton, Robin Pekins of Bolton, James Ford, Jr., of Lancaster and Marie "Betsy" Connolly of Wayland. At its July 20, 1999, meeting, the Minuteman School Committee elected Jeffrey Stulin of Needham as its new chairperson. The Minuteman School Committee and staff thank everyone for their service to the school district and its students.

Budgets for Fiscal 1998 and Fiscal 1999 (Appendix A)

Respectfully submitted,

THE MINUTEMAN REGIONAL HIGH SCHOOL COMMITTEE

Acton-Charles Olmstead
Arlington-Paul Schlichtman
Belmont-Joseph White
Bolton-Robin Pekins
Boxborough-Donna Corey
Carlisle-James Ford
Concord-John McCarthy
Dover-Frank Gobbi, Jr.
Lancaster-James Ford, Jr.
Lexington-Jane Pagett
Lincoln-Sally Bobbitt, Secretary
Needham-Jeffrey Stulin, Chairperson
Stow-John O'Connor
Sudbury-Glenn Noland, Vice-Chairperson
Wayland-Marie Connolly
Weston-Josef Gazzola

MINUTEMAN REGIONAL VOCATION TECHNICAL SCHOOL DISTRICT
OPERATING FUND
COMPARISON OF BUDGET TO ACTUAL
FOR THE MONTH ENDED JUNE 30, 1999
(UNAUDITED)

<u>REVENUES</u>	FY 98 <u>ACTUAL</u>	FY 99 <u>BUDGET</u>	ACTUAL/ <u>ENCUMBERED</u>	TRANSFER/ <u>RECEIPTS</u>	<u>AVAILABLE</u>
ASSESSMENTS	6,787,212	7,026,613	7,026,613	0	0
CHAP 70	2,199,446	2,251,920	2,251,920	0	0
CHOICE 95	0	0	0	0	0
TRANS CH. 71	541,883	499,366	499,366	0	0
CHOICE	1,039,439	1,599,116	1,599,116	0	0
OTHER	166,254	25,379	25,379	0	0
APP SUR	170,303	0	0	0	0
TUITION	<u>1,671,305</u>	<u>1,721,432</u>	<u>1,721,432</u>	<u>0</u>	<u>0</u>
TOTAL	12,575,842	13,123,826	13,123,826	0	0
 <u>EXPENSES</u>					
BLDG TRADES	97,543	102,460	94,425	-1,279	6,756
COMM SERV	16,864	18,555	17,292	420	1,683
ELECTRONICS	37,560	36,255	41,419	3,613	-1,551
GRAPHICS	66,143	87,792	72,463	9,210	24,539
HEALTH INSTR	27,289	26,350	25,546	-1,185	-381
METAL FAB	41,095	39,632	40,041	128	-281
POWER MECH	11,796	19,400	17,454	30	1,976
TECHN	79,082	78,500	79,642	3,000	1,858
AFT PROGRAM	11,219	11,870	10,471	-400	999
REG OCCUP	3,400	4,930	87,302	82,372	0
SPEC TRADES	29,555	30,888	28,167	-2,305	416
SAFETY	8,164	15,290	15,012	0	278
COMMUN	34,318	38,557	36,704	-678	1,175
HUMAN REL	18,746	24,050	21,089	-1,600	1,361
MATH	48,628	51,321	45,166	-5,525	630
SCIENCE	62,711	72,700	70,730	-897	1,073
PHYS EDUC	7,517	8,850	6,067	0	2,783
ATHLETICS	92,692	108,830	98,606	1,747	11,971
BUS INSTR	9,592	5,025	6,469	0	-1,444
FOR LANGUAGE	23,662	23,525	18,271	-2,638	2,616
ART	10,125	12,225	11,342	0	883
MUSIC	283	420	230	0	190
DRIVER ED	0	0	0	0	0
INSTRU RES	66,879	68,705	73,125	2,014	-2,406
PUPIL SUPP	45,057	42,021	56,728	11	-14,696
PRINCIPAL	78,784	106,500	110,094	3,123	-471
VOC CO-ORDN	9,139	7,650	8519	0	-869
COMPUTER SERV	38,971	34,882	10,880	1,259	25,261
DEAN	4,045	4,120	3,820	300	600
DIST PROG	38,963	49,956	48,606	943	2,293
LEGAL FEES	37,477	25,000	63,383	0	-38,383
AUDIT FEES	29,500	31,000	31,000	0	0
SUPERINT	3,762	3,549	3,672	234	111
PLANN/ACAD	48,564	47,000	47,111	523	412
BUSINESS OFF	13,982	20,050	14,526	17	5,541
RISK INS	117,729	144,877	118,475	0	26,402
RET/EMPL BNFT	948,507	1,017,988	1,019,646	35,012	33,354
TRANSP	988,622	851,443	827,176	0	24,267
CAFÉ	8,270	9,350	7,650	-100	1,600
OPER & MAIN	857,291	937,492	911,741	26,107	51,858
EQUIP PUR	382,010	423,720	438,430	15,015	305
DEBT MANG	0	0	0	0	0
SALARIES	<u>7,987,159</u>	<u>8,481,098</u>	<u>8,541,226</u>	<u>52,181</u>	<u>-7,947</u>
TOTAL	<u>12,442,695</u>	<u>13,123,826</u>	<u>13,179,716</u>	<u>220,652</u>	<u>164,762</u>
EXCESS REV	<u>133,147</u>	<u>0</u>	<u>-55,890</u>	<u>220,652</u>	<u>164,762</u>



Nashoba Associated Boards of Health

March 6, 2000

Board of Selectmen
P.O. Box 97
Lancaster, MA 01523

Dear Board Members:

For purposes of general information, this letter accompanies the 1999 Annual Report of Nashoba Associated Boards of Health activities in Lancaster. I hope that you will find this information useful.

Comments from the Director : By way of explanation, the annual report has consisted of a tabulation of applications received for testing, plan review and permits, as well as basic services such as soil testing episodes (which are recognizable to the general public). In addition, it has reported on employee activity levels (such as housing inspections, nursing visits, and school dental exams) that are not always so visible in the public eye.



Alternatively, some Nashoba functions are so common place that they are taken for granted; yet, these functions represent agency personnel and energies committed to responding to local board of health business.

Some of these Nashoba functions include the following:

- Nursing Service availability twenty-four hours a day, seven days a week.
- Nursing Service response to state mandate to local board for communicable disease follow-up.
- Nursing Service sponsorship of immunizations for residents.
- Nursing Service provision for a variety of clinics.
- Nursing Service provision for large number of skilled services through home visits reimbursed by third party insurers; this capability also permits limited home visits for non-insured and needy. Nursing Service also provides for unique hospice service.

Nashoba Nursing Service & Hospice

Home Health ♦ Community Health ♦ Hospice (978) 772-3337 or 1-800-698-3307
P.O. Box 319, Harvard, MA 01451-0319 ♦ Fax: (978) 772-7160 ♦ E-mail: health@nashoba.org

Dental Health ♦ Environmental Health ♦ (978) 772-3335 ♦ 1-800-427-9762
30 Central Avenue, Ayer, MA 01432-1497 ♦ Fax: (978) 772-4947 ♦ E-mail: wmurphy@nashoba.org

- Environmental Division secretarial coverage during business hours to answer calls, communicate with the Sanitarian, coordinate with installers, and type and mail correspondence.
- Administrative backup seven days a week, 24 hours a day for emergencies.
- Representation with state agencies, public health professional associations.
- Staff review and follow-up of independent Title 5 inspectors.

The Dental Health Department continues to provide basic public health services in local Lancaster schools. The program provides hands on examination, cleaning, and fluoride application for students in local schools. It should be remembered that the financial support for the Dental Program comes solely (as an accounting function) from the local Environmental Assessment. The Dental Program represents approximately one-third of the Environmental Assessment.

I hope that this overview is of some help. If you have any questions please feel free to call me at 978-772-3335.

Sincerely,



Walter C. Murphy
Director



Nashoba Associated Boards of Health

LANCASTER ANNUAL REPORT 1999 (with notes)

Nashoba Associated Boards of Health continues to serve the local Board of Health in meeting the challenges of environmental and public health needs in Lancaster. In 1999 particular efforts were made to improve service in the Environmental Division while adjusting to changes in the Nursing Division created by national trends in health care. We look forward to continuing our work with Lancaster's Board of Health. Included in highlights of 1999 are the following:

- Continued active professional relationship with Massachusetts Association of Health Boards (MAHB), the only statewide professional association representing Lancaster and other local Boards, as an elected member of the Executive Committee of MAHB. Participated in MAHB's Advanced Certification Program. Distributed complementary copies of MAHB's Guidebook for Massachusetts Boards of Health to members through informal raffle at Board meeting.
- Pilot project for home health nursing staff to more effectively and efficiently maintain patient records through use of palm-held computers. Use daily downloaded data for scheduling, chart maintenance, and records access. Database refreshed daily by uploading at day's end.
- Introduced project for verification of home care aide visits through a telephone response system to increase efficiency, accountability, and reduce "paperwork" for both visit and office staff.
- Provided health education programs in collaboration with the Lancaster Council on Aging.
- Collaborated with Montachusett Home Care around elders at risk and other safety issues.
- In role as DPH depot, distributed immunizations and preventive disease information to the medical community.
- Continued unique and acclaimed Dental Program in Local Schools.
- Reviewed 55 Title 5 state mandated private Septic System Inspections (236 since 3/95, 84% passed) for Lancaster Board of Health. Received, reviewed, and filed these 55 state mandated (but unfunded) Title 5 inspections in 1999. Corresponded with inspectors regarding deficiencies; referred deficient inspections to Lancaster Board of Health for enforcement action.

Nashoba Nursing Service & Hospice

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P.O. Box 319, Harvard, MA 01451-0319 ♦ Fax: (978) 772-7160 ♦ E-mail: health@nashoba.org

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30 Central Avenue, Ayer, MA 01432-1497 ♦ Fax: (978) 772-4947 ♦ E-mail: wmurphy@nashoba.org

- Initiated computer generated septic system permits as initial step in development of database for local board and general public access.
- Utilized voice mail, message paging, and cellular phone access to field staff in Environmental Division to facilitate improved communication while freeing up Secretarial time for Title 5 research, data entry, and other tasks.
- Two additional Environmental staff members achieved status of Registered Sanitarian by passing rigorous exam.
- Improved utility of Nashoba web page to include improved staff contributions to content and local Boards' access to Nashoba administrative business. (See nashoba.org homepage).
- Sustained level local funding of Nashoba for eleventh year in a row! (30%+ growth re: Consumer Price Index *would* have increased local assessment by \$6,000+)

By the Lancaster Board of Health's continued participation in the Association you can shape your future local public health programs and share in the benefits of quality service at a reasonable cost!

TOWN OF LANCASTER

Environmental Health Department

Environmental Information Responses

Lancaster Office (days)..... 80

The Nashoba sanitarian is available for the public twice a week at the Lancaster Board of Health Office.

Nashoba Office..... 294

This number reflects miscellaneous meetings held at Nashoba's Ayer office for Lancaster residents. *This does not reflect the daily calls handled by the three Nashoba secretaries during daily business hours.*

Food Service Licenses..... 40

Nashoba annually mails out and receives application from both restaurants and retail food businesses. Licenses are renewed for existing facilities. Plans are submitted and reviewed prior to initial licensing.

Food Service Inspections..... 68

Most licensees are inspected at a minimum twice a year. Where deficiencies are found, a re-inspection is scheduled to insure compliance. When a complaint from the public is received an inspection is also conducted. During this inspection health factors of food handlers is also investigated, and where appropriate medical consultation and laboratory testing may be required.

Beach/Camp/School Inspections..... 12

Camps are inspected at least annually at opening for compliance with State Sanitary Code, Chapter IV, 105CMR430.00.. Public swimming beaches are sampled for water quality every other week during the summer and more often if a problem is suspected.

Housing & Nuisance Investigations..... 60

Nashoba, as agent for the local Board of Health, inspects dwellings for conformance with State Sanitary Code, 105 CMR 410.00, issues orders for correction, and reinspect for compliance. Similarly, complaints from residents concerning unsanitary conditions or pollution events are investigated.

Septic System Test Applications..... 38

Applications from residents proposing to build or upgrade a septic system are accepted, a file created, and testing dates are coordinated with the applicants engineer.

Septic System Lot Tests..... 283

Nashoba sanitarian witnesses soil evaluations, deep hole tests, and, usually on a separate date, percolation tests conducted by the applicant's engineer which serve as the basis of the design of the septic system.

Septic System Plan Applications..... 26

Detailed plans created by engineers hired by residents proposing to build or upgrade a septic system are received, filed, and routed to the Nashoba sanitarian for review.

Septic System Plan Reviews..... 86

Engineered plans are reviewed according to state code, Title 5, and local Board of Health regulations and review forms are created and sent to engineer for revision. Subsequent re-submittals by the engineer are also reviewed.

Septic System Permit Applications..... 56

Applicants' approved plan submittals and Board of Health requirements are incorporated into a permit to construct the septic system.

Septic System Inspections..... 178

Nashoba Sanitarian is called to construction site at various phases of construction to witness & verify that system is built according to plans.

Septic System Consultations..... 442

During all phases of application, design, and construction the Nashoba Sanitarian is called upon for legal details and interpretation.

Water Quality/Well Consultations..... 79

Private wells are regulated solely by local Board of Health regulations, The Nashoba Sanitarian assist the BOH by reviewing well plans, securing well water samples, and interpreting water quality test results.

Rabies Clinics - Animals Immunized..... 29

Nashoba arranges for local clinics with cooperating veterinarians, arranging for dates and location, placing ads in local newspapers, and sending home flyers through local schools. In addition, since the recent raccoon rabies epizootic Nashoba has arranged for delivery of over 500 animal specimens to the State lab in Boston for analysis and has counseled possible exposure victims to seek medical assistance.

Nashoba Nursing Service

Nursing Visits..... 372

Nashoba's Certified Home Health Registered Nurses visit patients at home under their physician's orders to provide an assessment of physical, psychological, and nutritional needs. Skills include teaching/supervision of medications, wound care, ostomy care, IV therapy on a 24 hour/7 day basis, catheter care, case management and referral to other services as needed.

Hospice..... 831

Nashoba's Certified Home Hospice provides full range of terminal care services to patients who elect this program. In addition to nursing and therapy services, Hospice patients may benefit from nutrition, social work, and spiritual bereavement care as well as volunteer services.

Physical Therapy Visits..... 170

Occupational Therapy Visits..... 78

Nashoba Therapists provide skilled therapeutic interventions through assessment, treatment and education. Their integration of client, caregiver, and medical outcomes aims at attaining maximum functional independence.

Medical Social Service Visits..... 13

Nashoba Social Workers provide short term assistance to patients at home for counseling and referral to community resources.

Home Health Aide Visits..... 517

Nashoba's Certified Home Care Aides provide assistance with bathing dressing, exercises and meal preparation.

Communicable Disease Reporting & Control

Nashoba's Nursing Service & Environmental Health Department work together to meet the local Board of Health's responsibilities under the law to do the following:

- Investigate and control the spread of communicable diseases within Lancaster (MGL Chap111, Sec 6, 7, and 92-116). Nashoba works with the Massachusetts Department of Public Health (DPH) in this area.
- Receive and process reports from physicians concerning cases of

diseases “dangerous to the public health” as defined by DPH (MGL Chap111, Sec6)

- Notify PDH Division of Epidemiology and Immunization within 24 hours of receiving notice of any case “dangerous to the public health”.
- Receive reports and undertake follow-up as necessary regarding certain food borne and waterborne diseases and diseases being monitored by the DPH.
- Receives reports, investigates and conducts follow-up on all incidences involving positive rabies results.

Local Well Adult, Support Groups, & Other Clinic

Patients Seen..... 385

Included are 54 health promotion home visits. Also well adult clinics, and hepatitis, pneumovax, tetanus clinics. Flu immunization clinics served 146 persons. Other clinics included cholesterol, exercise, mental health and bereavement clinics.

Dental Health Department

Nashoba Program (Historically Funded Through Environmental Assessment)

Examination, Cleaning & Fluoride - Grades K, 2 & 4

Nashoba’s Certified Hygienists, operating out of the school nurse’s office and records, provide these services to those children whose parents have given written consent.

Students Eligible..... 380
Students Participating..... 246
Referred to Dentist..... 27

Instruction - Grades K, 1 & 5

Nashoba’s Certified Hygienists also provide classroom instruction of cleaning and maintaining health teeth to all children in these grades.

Number of Programs..... 19
Students Participating 360

Fluoride Rinse Grant Program (State Supplied Materials, Nashoba Administered, Local Volunteers)

Nashoba’s Certified Hygienists secure the dental materials for this program through a grant application to the Massachusetts Department of Public Health.

Students Participating..... 234

Nashoba Regional School District

50 Mechanic Street, Bolton, MA 01740

(Tel.) 978-779-0539

(FAX) 978-779-6812

Gene S. Chasin

Superintendent of Schools

March 1, 2000

ANNUAL REPORT TO THE TOWN OF LANCASTER

The 1999/2000 school year can both be characterized as a year of tremendous growth and transition for the Nashoba Regional School District. This year two significant construction and renovation projects have been undertaken in Lancaster and at the high school. In Lancaster, a new elementary school will be constructed including major renovations at the middle school. At Nashoba Regional High School, a renovation project has already begun.

This year was also highlighted with the successful negotiations of employee contracts utilizing an *Interest Based Bargaining Model*. With the use of this model, contracts were settled prior to the beginning of the school year resulting in no disruption to the education of our students.

Once again, our students fared quite well on the MCAS tests, scoring within the top eleven percent of school districts across the commonwealth. Focused staff development and differentiated instruction continue to cross the District, which translates to students being provided opportunities to actively participate in instruction and apply what they are learning.

The school district closed out the 1999 fiscal year in solid financial condition through the use of appropriate controls and tenacious oversight. The District's financial condition continues to be healthy. Perhaps the aspect of District growth that I am most proud of is the degree of collaboration and community involvement in a meaningful manner that is occurring at our school sites. Parents are actively involved in school governance helping to inform decisions at the school sites based on their intimate knowledge of their own children, as well as, representing their hopes and aspirations for their children at the decision-making table. Likewise, staff are active participants, using their expertise and knowledge to be fully informed prior to decisions being made. Through these processes many exciting and needed programs are being implemented at the school level.

Part of what makes Nashoba such a special school district is the value that is also placed on extra and co-curricular activities. Nashoba, again this year, has been well represented with students going to district and state finals in both instrumental and vocal music. The Chieftain football team, for the first time this past fall, won a "Super Bowl" Championship.

I am extremely grateful for the support and dedication our communities show in supporting the education of their children in our schools. With continued commitment and involvement I am certain that the Nashoba Regional School District will continue to grow and improve in its efforts to meet student needs.

Respectfully submitted,


Gene Chasin

Superintendent of Schools

GC/pc

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Nashoba Regional School District

SCHOOL COMMITTEE MEMBERS

TOWN OF STOW

ALICE DELUCA	-	MEMBER
VICTOR JONES	-	MEMBER
CAROL MILLIGAN	-	SECRETARY
JEANNE WYAND	-	VICE CHAIR
JEAN LYNCH	-	MEMBER

TOWN OF BOLTON

ANNE KINGAN	-	MEMBER
JUDITH NARHI	-	MEMBER
PANNY GERKEN	-	TREASURER

TOWN OF LANCASTER

JOHN LAKIN	-	CHAIRPERSON
DOUGLAS MACLEAN	-	MEMBER
JACK PIROZZOLO	-	MEMBER
JOSEPH FARRAGHER	-	MEMBER
LINDA WEATHERBEE	-	MEMBER

ADMINISTRATION

GENE CHASIN	-	SUPERINTENDENT
ANDREW PAQUETTE	-	DIRECTOR OF FINANCE & OPERATIONS
ALAN CHATES	-	PUPIL PERSONNEL DIRECTOR
JACQUELINE SCHEIBEL	-	INTERIM DIRECTOR OF EDUCATIONAL TECHNOLOGY

**CENTRAL SERVICES STAFF
1999/2000**

CLARK, PENNY
ADMINISTRATIVE ASSISTANT
SUPERINTENDENT'S OFFICE

MILTON, LINDA
PPS SECRETARY
SPECIAL EDUCATION OFFICE

DUCHARME, JAMES
FACILITIES MANAGER
CENTRAL SERVICES OFFICE

PAWLAK, SAMUEL
NASHOBA-AT-NIGHT
EMERSON SCHOOL

GILSON, POLLY
SECRETARY TO PPS DIRECTOR
SPECIAL EDUCATION OFFICE

SLIWA, ROSLYN
INCLUSION/TRANSITION SPECIALIST
SPECIAL EDUCATION OFFICE

LOCKNEY, PRISCILLA
ADMINISTRATIVE SECRETARY TO
DIRECTOR OF EDUCATIONAL
TECHNOLOGY
CENTRAL SERVICES OFFICE

SMITH, SHEILA
ADMINISTRATIVE SECRETARY
CENTRAL SERVICES OFFICE

MAXFIELD, CYNTHIA
EARLY CHILDHOOD COORDINATOR
EMERSON SCHOOL

TEMPLE, BEVERLY
HUMAN RESOURCE SPECIALIST
CENTRAL SERVICES OFFICE

MCLAUGHLIN, MIM
FOOD SERVICE, BUSSES, EXT. DAY
BILLING
EMERSON SCHOOL

VANASSE, CYNTHIA
ACCOUNTING OFFICE
CENTRAL SERVICES OFFICE

Nashoba Regional School District

INSTRUCTIONAL GOALS 2001

1. Update and refine the K-12 Scope & Sequence to align with current technology, student skill, and constantly evolving state mandates.
2. To provide an appropriately challenging curriculum, measured by multiple types of assessments (MCAS, ITBS, SAT, Customer Satisfaction Surveys), insuring students achievement levels continue to improve on standardized tests.
 - At least 83% of students taking annual standardized tests will be performing at or above grade level in reading, mathematics, science, social studies.
 - All 10th grade students required to take the MCAS examination will perform at a passing level.
 - At least 85% of students responding to annual customer satisfaction surveys will indicate that teachers expect them to perform at a high level.
 - At least 90% of parent respondents to annual customer satisfaction surveys will indicate that their child is being appropriately challenged at school.
 - 100% of teachers responding to customer satisfaction surveys will indicate that they are using a variety of student assessment data (tests, work samples, etc) to make informed instructional decisions for each child.
3. To promote student excellence by developing school-wide effectiveness.
4. To provide support to teachers of demonstrated ability and expertise to remain in the Nashoba Regional School District.
5. To provide a set of policies related to the use, storage, and protection of student information.
6. To provide ubiquitous, free, and easy access to computing resources for all faculty and students.
7. To complete connection of all classrooms to the district network.
8. To continue to provide comprehensive staff professional development programs to support student achievement, school achievement, and professional growth.

OPERATIONAL GOALS 2001

- 1. To provide an adequate and consistent level of funding, including annual budgets, grants, and building project funds, for maintenance, use and growth of district technology resources, and to adequately support curriculum goals.**
- 2. To provide clean, safe, well maintained, well equipped school buildings.**
- 3. To provide educational leadership and supervision to district staff and to manage the district's activities.**
- 4. To provide an effective financial management system.**
- 5. To negotiate and administer contracts with recognized employee associations in a manner designed to enhance employer-employee relations.**
- 6. To identify and provide special learning situations for pupils diagnostically identified as being eligible for such programs through the Individual Educational Plan (IEP) Team.**

Nashoba Regional School District

VISION/VALUES

The Nashoba Regional School District's prime mission is to be responsible and accountable for the academic legacy of the school community. This work is realized by modeling and shaping a culture that actively promotes:

- 1) Respect and appreciation for individual uniqueness
- 2) Equity
- 3) Student centeredness that promotes the achievement of high standards for ALL
- 4) Trust and risk taking
- 5) Shared ownership and celebration of successes throughout the district
- 6) Ongoing assessment and continual improvement through reflection and data-based decision making

**NASHOBA REGIONAL SCHOOL DISTRICT
ENROLLMENT BY SCHOOL**

**AS OF
OCTOBER 1, 1999**

SCHOOL **ENROLLMENT**

ELEMENTARY

EMERSON PRESCHOOL 45
SAWYER SCHOOL 395
MEMORIAL/CENTER (37 PRESCHOOL) 424
POMPOSITTICUT 254
CENTER SCHOOL 261

TOTAL ELEMENTARY 1379

MIDDLE

SAWYER SCHOOL 217
LANCASTER MIDDLE 339
HALE MIDDLE 263

TOTAL MIDDLE 819

HIGH SCHOOL

779

GRAND TOTAL

2977

**NASHOBA REGIONAL SCHOOL DISTRICT
ENROLLMENT BY GRADE**

**AS OF
OCTOBER 1, 1999**

GRADE **ENROLLMENT**

PRESCHOOL 82
KINDERGARTEN 234
GRADE 1 224
GRADE 2 219
GRADE 3 214
GRADE 4 247
GRADE 5 249
GRADE 6 255
GRADE 7 233
GRADE 8 223
GRADE 9 217
GRADE 10 181
GRADE 11 193
GRADE 12 183
UNGRADED H.S. 5
2977

SPECIAL NEEDS OUT 53

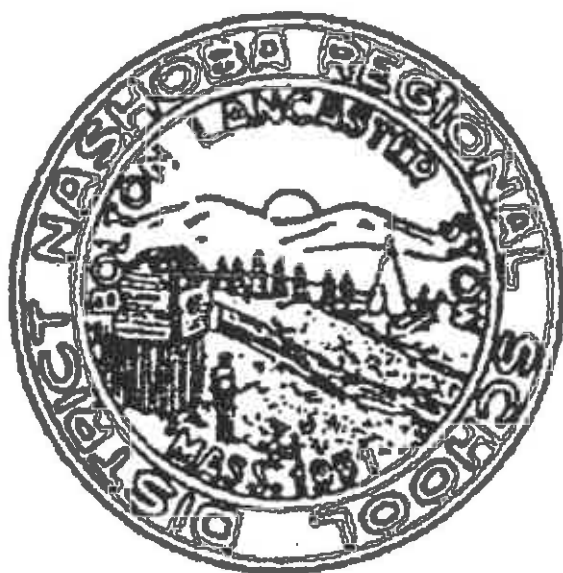
TOTAL 3030

Nashoba Regional School District, 1999 - 2000

Gene Chasin Superintendent of Schools Andrew Paquette Director of Finance & Operations Jacqueline Schelbel Dir. of Educational Technology Lead Teachers Health Coordinator	Central Services Offices 50 Mechanic Street Bolton, MA 01740	(B) 978-779-0639 (F) 978-779-6812 (E) chasin@nashoba/mec.eud (E) apaquette@nrsd.net (E) jschelbel@nrsd.net (E) rschoffeld@nrsd.net (E) ndanlels@nrsd.net (E) hestes@nrsd.net (E) mkosmoski@nrsd.net (E) pfrommer@nrsd.net
Alan Chates Director of PPS		(B) 978-779-0539 (F) 978-779-0594 (E) achates@nrsd.net
Sawyer School 100 Mechanic Street Bolton, MA 01740 Grades K - 8 812 Students	Ken Tucker Principal Joel Bates Assistant Principal Darlene Perkins - Nurse	(B) 978-779-2821 (F) 978-779-0121 (E) ktucker@nrsd.net (E) lbates@nrsd.net
Nashoba High School 12 Green Road Bolton, MA 01740 Grades 9 - 12 779 Students	Kathryn DeSisto Director of Curriculum Peter Richards Interim Dir. Of Operations John Smith, Dean of Students	(B) 978-779-2267 (F) 978-779-2720 (E) kdesisto@yahoo.com (E) prichards@nrsd.net (E) jsmith@nrsd.net
Center School 403 Great Road Stow, MA 01775 Grades 3 - 5 262 Students	Ron Larrivee Principal Lin Winin Assistant Principal Chris Gardner/Janice Hartford - Nurses	(B) 978-897-0290 (F) 978-461-0525 (E) rlarrivee@nrsd.net (E) lwinin@nrsd.net
Hale Middle School 55 Hartley Road Stow, MA 01775 Grades 6 - 8 263 Students	Nancy Meredith Principal Joan Cutting - Nurse	(B) 978-897-4788 (F) 978-897-3631 (E) nmeredith@nrsd.net
Pompositticut School 511 Great Road Stow, MA 01775 254 Students	Ron Larrivee Principal Louise Peacock - Nurse	(B) 978-897-5775 (E) rlarrivee@nrsd.net
Lancaster Middle School 1 Hollywood Drive Lancaster, MA 01523 Grades 5 - 8 339 Students	Mary Colombo Principal Ann Farrell - Nurse	(B) 978-365-4558 (F) 978-365-6882 (E) mememarmu@aol.com (B) 978-365-2862
Memorial/Center Complex 39 Harvard Rd., Box 37 Lancaster, MA 01523 Grades PreK - 4 424 Students	Patti Linenkemper Principal Rita Ingrisano - Nurse	(B) 978-368-8482 (F) 978-365-8730 (E) linenkemper@nrsd.net (B) 978-365-2554

NASHOBA REGIONAL HIGH SCHOOL
BOLTON-LANCASTER-STOW
BOLTON, MA 01740

1999



GRADUATION
EXERCISES

June 13th 1:00pm

Nashoba Regional High School

Class Officers

President Erica Gibson
Vice-President Michael Flood
Secretary Ashley Kelley
Treasurer Emily Mason

Thomas Bennett Acuff
Daniel Eric Adams
Maevie Helen Ahern
Christin Michelle Alessio
Lauren Marie Almeida
Jessamyn Lee Amabile
Melissa Riggie Amertil
Michael Frederick Andrews
Tiffany Mae Arndt
Luke Bakerlis
Michael Antonio Balicki
Jacob Baras-Bailey
George Edward Barton
Michael Angelo Belmonte
Jessica Marie Bevilacqua
Lauren Jessup Blake
Kimberly Rose Boehringer
Patrick Martin Breen
Matthew Paul Brennan
Amy Lorraine Brister
Sarah Elizabeth Broders
Allison Marie Brodmerkie
Corinne Marie Broomfield
Nicole Michelle Brouillet
*Daniel Edward Burgoyne
Trevor James-Thomas Burke
Luis Eleazer Cabrera
Justin Robert Celess
Andrew Reid Carlson
Christine Barbara Clark
*Kristen Mary Collins
Kristen Leigh Conklin
David Patrick Connolly
Jeffrey Allen Cornell
*Nathan David Daman
Nicole Marie Day
Summer Dawn Day
Danielle Erika DeMao
Jill Elizabeth Dettmeyer
Maureen Edith Denio
Nicole Janel DeVore
Brenda Christine Diaz

*Elizabeth Emilia DiLauro
Caroline Ann Dixon
Patrick Aubrey Doane
John Ryan Dolan
Eric Robert Donaldson
*Erin Rochelle Dowler
Kristina Lynn Edgar
Stephen Christopher Egnatz
Amanda Marie Elliott
Michelle Dora Espe
Tyler Max Farnsworth
Rebecca Ann Faulkenham
Shaun Michael Feldelsen
Jacqueline Ann Fisher
*Michael Gerard Flood
Amanda Jane Ford
*Rebecca May Freda
Jesse Aaron Gannelli
Sarah Christine Geldart
*Erica Nicole Gibson
Stacey Ann Giles
Peter Andrew Goldthorpe
*Alison Mindy Gottesfeld
*Heather Robyn Gould
Adrian Michael Greenbaum
*Suzanne Koenig Greene
Samuel James Grimes
Jessica Ann Hamilton
Kristen Leight Hanson
Alivia Dawn Hatch
Frederick Warren Hatstat, IV
Kelley Marie Hayes
Otto James Hermann
Benjamin Isaac Holt
Timothy Paul Houde
Steven Michael Howes
*Heather Anne Hunt
Sarah Katherine Hunt
Wesley Herbert Hutchinson
*Lydia Burr Jackson
Derek Christopher Johnson
Edmond Thomas Johnson

*Erin Alexandra Johnson
 Melinda Jean Johnson
 Sung Min Ju
 Daire John Kavanagh
 Sean Stephen Kelleher
 *Jessica Ashley Kelley
 Colleen Jeanne Kelly
 David Michael Kelly Jr.
 *Abby Jean Ketola
 Melissa Margaret Kibbe
 Kellie Ann Kicoyne
 Christina Jean King
 *Carissa Emily Koral
 Kara Beth Koslewski
 Jessica Marie Kosinski
 Katie Michelle Kroyman
 Michael Robert Landi
 Marc John LaRosee
 Derek Michael Lazaro
 Heather Jean Lemanski
 Libby Ann Look
 April Amanda Lopez
 Brian Joseph Lynch Jr.
 Jennifer Ann Maietta
 Enrico Francesco Maldari
 Jason Matthew Malloy
 Jennifer Marie Manning
 Alexandria Nichole Marshall
 David Joseph Masi
 *Emily Marie Mason
 Michael Richard McCormack
 Paul Raymond McGown
 Jill Elizabeth McMackin
 Melissa Ann McManus
 Jessica Marie Mercado
 Andrew Thomas Merriam
 Christopher Ernest Michaud
 Christopher James Miller
 Joseph David Milton
 Brittany Elizabeth Mitchell
 William Tucker Monnie
 John Joseph Moran
 Stefanie Manuela Moreira
 Meg Elizabeth Morgan
 Christopher Michael Nemirow
 *Pamela Kathryn Newman
 Tanya Kelly O'Connor
 *Margaret Mary Olohan
 Colin MacLeod Orrell
 Megan Elizabeth Page
 Michelle Lynn Page
 David Alan Parker
 Jeffrey Robert Pelletier
 Jeffrey Hans Pao
 Samir Levi Perez
 Daniel Kenneth Perry

Christopher J Petcher
 Thomas George Prinos
 Shaun Michael Ramsay
 John Philip Richard
 *Amanda Jean Roberts
 Samuel Rice Robinson IV
 Jocelyn Kate Rodgers
 *Melissa Jean Rodgers
 *Kelly Cathleen Ryan
 *Belinda Marie Sanborn
 Christine Patricia Sargent
 *Bethany Lansdell Sayles
 *Kendra Elise Scaletta
 *Kimberly Joy Schmidt
 *Denise Helen Schromm
 Jessica Marie Schumann
 Katrina Marie Screen
 *Rebecca Dianne Scudiere
 Daniel James Shaw
 Elizabeth Ann Shepardson
 Eric William Silva
 Evelyn Ines Stumbras
 *Amy Eileen Sweeney
 Douglas Paul Tatosian
 *Joanna Rachel Taylor
 Shawn Reilly Tolf
 Brian Bruce Treffy
 Victoria Leigh Walker
 *Nathan Jacob Warkentin
 Jonathan Marshall Washer
 Kanley Anne Wasmer
 Holly Beth Watjus
 Benjamin Earl Weeks
 *David Edward Welliver
 Richard John Wells
 Stephanie Ann Wheeler
 Chad Nathaneal Whitesel
 Jesseko Lauve Windwalker
 *Anna Grace Young

* National Honor Society

Many thanks to Priscilla and Warren Freda
 and the staff at Apple Blossom for providing
 flowers for all our senior activities.

The audience may remain seated during the ceremonies. Please withhold applause during the awarding of the diplomas until all students have received them.

PROGRAM

**Processional – “Pomp and Circumstance”
High School Band**

The National Anthem

**“Amazing Grace”
Coates/Newton**

High School Chorus

Principal’s Message

Brian Mazza, Principal

Welcome

**Erica Gibson
President, Senior Class**

Essay

**Rebecca Scudiere
Salutatorian**

Essay

**Bethany Sayles
Valedictorian**

Presentation of Class Gift

**Erica Gibson
President, Senior Class**

Acceptance of Class Gift

**Alicia Smith
President, Junior Class**

Superintendent’s Message

Gene Chasin, Superintendent

Presentation of Awards

Gene Chasin, Superintendent

Presentation of Class

Brian J. Mazza, Principal

Awarding of Diplomas

**Mary Bradt Mintz
School Committee Chairperson**

**Recessional – “Trumpet Voluntary”
High School Band**

Henry Purcell, composer

Conductors

**Paul Pitts
Susan Mianulli**

Marshall

Alicia Smith

PROCESSIONAL

o Principal:

Please stand for the playing of the National Anthem.

(Anthem Played)

Please be seated. I wish to thank Mr. Pitts, our music director, Mrs. Mianulli, our choral director, as well as our very talented students. Mrs. Mianulli and our chorus.

CHORAL SELECTION

INTRODUCTIONS

Principal introduces people on the stage. – Mary Bradt Mintz, Gene Chasin, Mary Columbo, Kathy DeSisto, Ron Larivee, Patti Linenkemper, Ken Tucker

PRINCIPAL'S MESSAGE

WELCOME - SENIOR CLASS PRESIDENT STEP UP TO MICROPHONE

Erica Gibson

Parents, family, faculty, and friends:

Welcome one and all to the graduation of the century. It has taken four very long years to reach this point but we've made it. We now look back on four very short years. The time seems to have flown by. As we reflect we all remember from day one until today. We arrived at Nashoba knowing only those from our town. We were nervous to go to school with outsiders and all those tall seniors. We made it through the first day and soon found high school wasn't so bad after all. In our freshman year we entered a whole new world. We had real semi-formals, different teachers for every class, and our

first and last open study. We continued on and became upperclassmen, we went for our permits and licensees, we lost open study but gained coed gym, we had our magical night at the Prom. And we had our year to rule the school. It was senior year that we all began to realize just how important the people we didn't know three years ago are to us now. We formed friendships that truly will last a lifetime. We had grown too fond of each other to want to let go. I would hear chattering in the hall on how seniors don't want it to end. Life is full of beginnings and endings. We constantly embark on new journeys and leave old ones behind. The key is we never forget the beginnings and endings.

The class of 1999 has always been labeled unique and we always lived up to our titles. Our class is made up of extremely passionate people: passionate musicians, passionate athletes, passionate activists, and passionate learners. We have all chosen our own paths in life but throughout our four years here we walked them together. Now as we continue on we have become much more mature and ready to take on new paths. Nashoba, our parents, our teachers, and all who are about us have helped us become our own unique person. Many of our parents have a knack of pointing out that they brought us into the world and they can take us out. It is our turn now, each one of us must move forward and bring ourselves into our new world and I am confident no one will take us out.

As we enter our new world we will go on and accomplish what we work for but we will forever share a common bond – each other. Our four years at Nashoba built us a foundation that each of us will never forget. Years from now as we reminisce about our times at high school it will be each other we are remembering and the memories we made together as a class. No matter where we go we are never leaving each other completely. All we have to do is simply look back. Nashoba's Class of 1999 will forever be Nashoba Class of 1999.

Advice I can impart to each of us as we move forward is that we should never let our goals blind us. If we always look up and reach for the stars we will forget to look down and see who is boosting us there. We are capable of reaching any star we want but we must never hog them, we must share them. Our unique class is headed for success and it is our potential for greatness that makes me want to share this quote with you as my

final words. A great man once told me, "Smile, you are all my tomorrows." As I look out at Nashoba Regional High School's Class of 1999 I cannot help but smile because ... We are going to make one hell of a tomorrow!!!!

- And now it is my great pleasure to introduce to you our class Salutatorian, Miss Rebecca Scudiere.

TURN PAGE

Rebecca Scudiere
Salutatorian Address
June 1999

"It Is Almost the Year Two Thousand"

Greetings to the Class of 1999, our families and friends, and the staff of Nashoba Regional High School. I feel privileged on this day to share with you my thoughts concerning this exhilarating yet apprehensive occasion. While preparing for this address, I came upon a poem by Robert Frost which seemed quite appropriate. I would now like to read a few lines of *It Is Almost the Year Two Thousand*.

To start the world of old
We had one age of gold
Not labored out of mines,
And some say there are signs
The second such has come,
The true Millennium,
The final golden glow
To end it. And if so
(And science ought to know)
We well may raise our heads
From weeding garden beds
And annotating books
To watch this end deluxe.

The graduation of this year's senior class is a unique one in that it bears a great deal of closure, not only for the individuals of the Class of 1999, but for the Nashoba community, and the world as a whole. During this time, we as seniors must realize that our childhoods have passed as our high school careers have been completed. With the new remodeling construction that will begin in the fall, we also must keep in mind that we are the last class to graduate from Nashoba in its present form. Lastly, as we are the Class

of 1999, our graduation will be the last in the present millennium. This graduation ceremony may be bringing a close to an already fading "world of old;" however, "the end deluxe" to which Frost refers is certainly not the finale of this momentous day. Although there are a number of students entering the field of science this year, including myself--much to Frost's dismay--our graduation is truly only the beginning of the rest of our lives.

Because of the many opportunities offered throughout our high school career, the future for each of my fellow classmates is perfectly pure and unbounded. Being an institution supporting the growth of each individual, Nashoba has provided its students with a variety of programs, courses, and extra-curricular activities that have aided those who saw them as advantageous in recognizing where their interests and strengths lie. The classes and activities in which I was involved made me aware of my passion for biology, English, architecture, and cross-country running. By experimenting with and exploring the possibilities of the school, others of us have become interested in medicine through the EMT program; banking through the branch of the Clinton Savings Bank at Nashoba; teaching through the peer tutoring program; foreign language through the school's annual trips to Europe; and a profusion of other areas. No matter what activities and courses we each pursued, they all had the potential to broaden the views and interests, and shape the future goals of dedicated students.

The readings, assignments, projects, discussions, and exams that we all underwent throughout these past four years were indeed vital in our learning and development processes. The teachers and coaches who inspired, directed, and stimulated us in our pursuits were perhaps even *more* so in preparing us for the future. Having been blessed

with many energetic, talented, and sincere mentors, I would like to personally thank each one of them for challenging my mind, enhancing my life, and taking a personal interest in me as an individual.

Nashoba's social atmosphere has also been a key factor in preparing my classmates and me for the remainder of our lives. Although the senior class has been quite diverse, sharing a wide range of opinions, talents, and natures, the experience of camaraderie at functions such as the Senior Banquet imprinted a tremendous feeling of unity on my heart. Through this situation and many others, our class has demonstrated its ability and willingness to support one another--a quality which I highly regard, and one which will prove to be beneficial in the future.

Thus readied for our future endeavors with a clear focus concerning certain interests and goals, nourished by the wealth of knowledge offered by our teachers and coaches, and enriched by the friendships we have had with one another, the Class of 1999 now gracefully exits possessing a tremendous amount of potential. Serving as the bridge between "the world of old" and "the true Millennium" as Frost so fervently dictates, it is our duty to pursue the interests, goals, and dreams of our hearts with determination and vigor. In this way, the coming age will not quickly close with "the final golden glow;" but rather will gradually develop into the dawn of another Golden Age--the Golden Age of the future.

Class of 1999: "May the Lord bless you and keep you; may the Lord make his face shine upon you and be gracious to you; may the Lord lift his countenance upon you and give you His peace."

- "I now introduce to you our class Valedictorian, Miss Bethany Sayles."

To: Bolton Common
Re: Valedictory Speech
From: Bethany Sayles

If you are planning to print the speeches made at the Nashoba Regional High School Commencement Exercises, please use *this* copy. Thank you!

I've been anticipating this day for quite some time -- this is the one chance I get to see the top of your heads instead of the bottom of your chins as I have for the past four years! I knew that standing here scanning the crowd, I'd see a mass of green and white caps, sprinkled with some fairly distinctive mortarboard fashions, from birthday candles to bubble gum, from planes to pigs. As I continued to think about these mortarboards, I wondered: Why do they call this hat a mortarboard? More simply: What on earth *is* a mortarboard? After skimming through a dozen dictionaries and etymology books, the best I could come up with was: an academic cap named for its resemblance to the square board used by masons to hold mortar. Since this is a rather sparse description, I'd like to flesh it out and imagine the mortarboard tradition came about like this:

Sometime in the 14th century, scholars began to graduate in ever larger numbers from the emerging universities, making it necessary to start commencement exercises. During this period of history, when every man wore a hat indicating his status or position, a milliner was hired to create headware suitable for graduates. One morning, the milliner paused near a wall in the midst of construction. An apprentice was wearily pounding together sand, water, and lime which he then put in a mound on a large, square piece of wood. A senior mason soon took the heap of mortar to shape the wall.

The milliner suddenly made a connection as his memory flashed from the young man pounding the sandy mix to his own days as a student pounding his *head* in frustration. He reasoned that if he inverted the board with the mound of mortar, so the flat wooden square was on *top*, the round shape of the mortar would look very well as a fitted cap. It was a simple design, yet filled with meaning. Truly, the significance of the mortarboard is clear even today.

You see, mortar is composed of microscopic granules, just as our time at Nashoba has been composed of tiny, individual lessons. For instance, when completing my first chemistry lab for Mr. Gribbons, my data yielded 453% error; at that point, I learned to strive for excellence, not perfection. Through her enthusiasm for biology, Ms. Dugan taught my class think big thoughts and relish small pleasures. As Mr. Rheame taught my English class, I found that an intelligent mind examines, questions, and realizes how much *more* is to be learned. This year, I learned from “Media Lady” Mrs. Hamblin never that one can never refuse homebaked munchies. And Mrs. Lanza taught us to simplify...lest our lives be frittered away by detail.

Other grains of wisdom have come from my friends. Ashley Kelley’s face daily showed me that *smiles* are contagious. Nathan Daman has displayed the fact that integrity does not go unnoticed. Mike Flood taught me that punctuality is a virtue. This class as a whole revealed to me that you must look *into* people, as well as at them.

And yes, some lessons in this vast, composite blend came from my family. My little sister taught me that singing in the shower is a no-fail pick-me-up. My dad taught me to be forgiving – of others and of myself. I learned from my mom that real listening is an art. I discovered from my ‘88 Honda that used cars speak two languages: squeal and clunk.

All of these little bits of wisdom – and hundreds more – have been blended and churned, like the mortar. Some of these lessons have been painful – the reality that you cannot blame other people but must take responsibility for every aspect of your life; that sometimes what you *don’t* do defines who you are; or that losing gracefully is as powerful as winning are each crushing discoveries.

But as Mrs. Williams taught us: if life does not kill you in these crises, it makes you stronger in the broken places. Which is really a beautiful summary of how these lessons, the pieces of broken rock, or broken self, come together to form the mortar used to build the strongest walls – those of our adult lives. Out of the seemingly formless and disjointed experiences of our high school years will slowly emerge a kind of harmony, a solidity of character. And if you will look

deeply into the architecture of your adulthood, I am convinced you will find the little granules of your high-school lessons, which you will shape the next few years.

Indeed, *this* is what we look forward to at commencement: this fresh, constructive beginning. After four years of being pulverized, we have earned the right to now become masons who mold that mortar, creating incredible things. I know each of us can turn the world upside down, as the milliner mentally turned over the mortarboard. However, it will be not only in the momentous acts, but also in seemingly insignificant ones — in a gentle word at a family dinner table or a random act of kindness in your workplace — that you will make your most profound impact. It will be the small yet noble gestures, grounded in past lessons, that will declare who you are, and that will transform your the piece of planet.

As I close, I want to encourage you teachers. Although I know you have often been frustrated that we cannot calculate velocity correctly, or conjugate a future perfect verb, you are, unknowingly, teaching us lessons which will become essential parts of our very substance. Likewise, parents, you are contributing to the fashioning of future greatness. I thank you, adults, for accepting this remarkable responsibility.

I also want to address you, the underclassmen. I urge you to glean the most you can from your high school days — all 720 of them — that you will be receptive and responsive to the lessons you encounter.

Finally, I challenge you, Class of 1999, to live out the full meaning symbolized by your mortarboards: utilize your emotional, intellectual, and spiritual lessons to build your lives, making them extraordinary.

PRESENTATION OF CLASS GIFT - President Senior Class

Erica Gibson

- On behalf of the Class of 1999 I would like to present our class gifts.

Thank you.

ACCEPTANCE OF CLASS GIFT – Vice-President Junior Class Alicia Smith

- On behalf of the Class of 2000, I accept this gift with sincere appreciation.
Thank you, and good luck in the future.

- o President Senior Class now presents a gift to the class advisor

- Speech - and both sit down.

- Yearbook Editor now presents a gift to the Yearbook advisor.

- Speech – and both sit down.

SUPERINTENDENT'S MESSAGE

PRESENTATION OF AWARDS - SUPERINTENDENT

- o Assisted by Principal and School Committee Chairman

Good afternoon, Ladies and Gentlemen:

On behalf of the Nashoba Regional School District Committee, Administration, Staff, and student body, I cordially welcome you to our 38th Commencement exercises.

It is my privilege and pleasure this year to present the awards and scholarships to members of the graduating class.

First, I would like to introduce to you those students who have earned the right to belong to one of the most prestigious societies in American education - the National Honor Society.

This year we have 34 seniors who were chosen by the faculty to become members of this society. They not only excel in academic achievement but have outstanding leadership ability, character, and have given service to their school and community.

As I read their names, will the following students please rise and remain standing.

PLEASE WITHHOLD APPLAUSE UNTIL ALL NAMES HAVE BEEN READ

Daniel Burgoyne

Kristen Collins

Nathan Daman

Elizabeth DiLauro

Erin Dowler

Michael Flood

Leslie Freda

Erica Gibson

Alison Gottesfeld

Heather Gould

Suzanne Greene

Heather Hunt

Lydia Jackson

Erin Johnson

Jessica Ashley Kelley

Abby Ketola

Carissa Koral

Emily Mason

Pamela Newman

Margaret OlohanAmanda Roberts

Melissa Rodgers

Kelly Ryan

Belinda Sanborn

Bethany Sayles

Kendra Scaletta

Kimberly Schmidt

Denise Schromm

Rebecca Scudiere

Amy Sweeney

Joanna Taylor

Nathan Warkentin

David Welliver

Anna Young

My personal congratulations are extended to each of you for your outstanding contributions to Nashoba and to your communities.

THE FOLLOWING STUDENTS HAVE BEEN CHOSEN FOR THEIR OUTSTANDING PERFORMANCE IN THE FOLLOWING AREAS:

1. ART – Amanda Roberts
2. BUSINESS – Amanda Ford
3. COMPREHENSIVE HEALTH - Ben Holt & Lydia Jackson
4. EMT – Jonathan Washer
5. ENGLISH - Bethany Sayles
6. FAMILY & CONSUMER SCIENCE -
7. MATHEMATICS - Bethany Sayles
VOCAL MUSIC – Caroline Dixon
8. INSTRUMENTAL MUSIC - Shawn Ramsay
9. SCIENCE - Rebecca Scudiere
10. SOCIAL STUDIES – Bethany Sayles
11. TECHNOLOGY - Michael Landi
12. WORLD LANGUAGE - Victoria Walker

SPECIAL AWARDS

Also, each year we have several students who are deserving of special awards, and I am very proud to present them.

1. In recognition of achieving the highest levels in class rank, our Administration is awarding academic medals to:

our VALEDICTORIAN – Bethany Sayles
and our SALUTATORIAN – Rebecca Scudiere

PRINCIPAL'S AWARD

- o Kristen Collins

PRESENTATION OF CLASS

- o Principal:

Photographer will take pictures.

It is now my pleasure to ask Mrs. Mary Bradt Mintz the Chairperson of the Nashoba Regional School District Committee and Mr. Gene Chasin, our Superintendent, to assist in handing out the diplomas.

- o Chairperson of the School Committee:

It is my pleasure to present to you the Class of 1999, who have met the prescribed requirements for graduation from Nashoba Regional High School and are entitled to receive a diploma.

(Chairperson and Superintendent take a position near the table with diplomas)

- o Principal:

Marshal prepare the first row. (First row students rise.)

(Reading of graduates' names.)

(Last student gets diploma and students are seated.)

①

Erica Nicole Gibson
Emily Marie Mason
Jessica Ashley Kelley
Bethany Lansdell Sayles
Rebecca Dianne Scudiere
Maeve Helen Ahern
Christin Michelle Alessio
Lauren Marie Almeida
Jessamyn Lee Amabile
Melissa Riggie Amertil
Tiffany Mae Arndt
Jessica Marie Bevilacqua
Lauren Jessup Blake
Kimberly Rose Boehringer
Amy Lorraine Brister
Sarah Elizabeth Broders
Alison Marie Brodmerkle

Michael Gerard Flood
Thomas Bennett Acuff
Daniel Eric Adams
Michael Frederick Andrews
Luke Bakerlis
Michael Antonio Balicki
Jacob Barss-Bailey
George Edward Barton
Michael Angelo Belmonte
Patrick Martin Breen
Matthew Paul Brennan
Daniel Edward Burgoyne
Trevor James-Thomas Burke
Luis Eliezer Cabrera
Justin Robert Caless
Andrew Reid Carlson

②

Corinne Marie Broomfield
Nicole Michelle Brouillet
Christine Barbara Clark
Kristen Mary Collins
Kristen Leigh Conklin
Nicole Marie Day
Summer Dawn Day
Jill Elizabeth Deitemeyer
Danielle Erika DeMao
Maureen Edith Denio
Nicole Janel DeVore
Brenda Christine Diaz
Elizabeth Emilia DiLauro
Caroline Ann Dixon
Erin Rochelle Dowler
Kristina Lynn Edgar
Amanda Marie Elliott

David Patrick Connolly
Jeffrey Allen Correll
Nathan David Daman
Patrick Aubrey Doane
John Ryan Dolan
Eric Robert Donaldson
Shaun Michael Feldeisen
Jesse Aaron Gannelli
Peter Andrew Goldthorpe
Adrian Michael Greenbaum
Samuel James Grimes
Frederick Warren Hatstat, IV
Benjamin Isaac Holt
Timothy Paul Houde
Steven Michael Howes
Wesley Herbert Hutchinson
Derek Christopher Johnson

3

Michelle Dora Espe
Rebecca Ann Faulkenham
Jacqueline Ann Fisher
Amanda Jane Ford
Rebecca May Freda
Sarah Christine Geldart
Stacey Ann Giles
Alison Mindy Gottesfeld
Heather Robyn Gould
Suzanne Koenig Greene
Jessica Ann Hamilton
Kirsten Leight Hanson
Alivia Dawn Hatch
Kelley Marie Hayes
Heather Anne Hunt
Sarah Katherine Hunt
Lydia Burr Jackson

Edmond Thomas Johnson
Daire John Kavanagh
Sean Stephen Kelleher
David Michael Kelly Jr.
Michael Robert Landi
Marc John LaRosee
Derek Michael Lazaro
Brian Joseph Lynch Jr.
Enrico Francesco Maldari
Jason Matthew Malloy
David Joseph Masi
Michael Richard McCormack
Paul Raymond McGown
Andrew Thomas Merriam
Christopher James Miller
Joseph David Milton
William Tucker Monnie

4

Erin Alexandra Johnson
Melinda Jean Johnson
Sung Min Ju
Colleen Jeanne Kelly
Abby Jean Ketola
Melissa Margret Kibbe
Kellie Ann Kilcoyne
Christina Jean King
Carissa Emily Koral
Kara Beth Kosiewski
Katie Michelle Kroyman
Heather Jean Lemanski
Libby Ann Look
April Amanda Lopez
Jennifer Ann Maietta
Jennifer Marie Manning
Alexandria Nichole Marshall

John Joseph Moran
Christopher Michael Nemirow
Colin MacLeod Orrell
David Alan Parker
Jeffrey Robert Pelletier
Jeffrey Hans Peo
Samir Levi Perez
Daniel Kenneth Perry
Christopher J Petcher
Thomas George Prinos
Shaun Michael Ramsay
John Philip Richard
Samuel Rice Robinson IV
Daniel James Shaw
Eric William Sliwa
Douglas Paul Tatosian
Shawn Reilly Tolf

5

Jill Elizabeth McMackin
Melissa Ann McManus
Jessica Marie Mercado
Brittany Elizabeth Mitchell
Stefanie Manuela Moreira
Meg Elizabeth Morgan – in absentia
Pamela Kathryn Newman
Tanya Kelly O'Connor
Margaret Mary Olohan
Megan Elizabeth Page
Michelle Lynn Page
Amanda Jean Roberts
Jocelyn Kate Rodgers
Melissa Jean Rodgers
Kelly Cathleen Ryan
Belinda Marie Sanborn
Christine Patricia Sargent
Kendra Elise Scaletta

Brian Bruce Trefry
Nathan Jacob Warkentin
Jonathan Marshall Washer
Benjamin Earl Weeks
David Edward Weliver
Richard John Wells
Chad Nathaneal Whitesel
Jesseko Lauve Windwalker

6

Kimberly Joy Schmidt
Denise Helen Schromm
Jessica Marie Schumann
Katrina Marie Screen
Elizabeth Ann Shepardson
Evelyn Ines Stumbras
Amy Eileen Sweeney
Joanna Rachel Taylor
Victoria Leigh Walker
Kenley Anne Wasmer
Holly Beth Watjus
Stephanie Ann Wheeler
Anna Grace Young

- o Class President: Erica Gibson

Class of 1999, Rise. Move your tassels from right to left.

- o Chairperson of the School Committee:

Ladies and gentlemen, I present to you the Nashoba Regional High School
Graduates of 1999.

- o Marshall: (Applause subsides)

Raise the baton and graduates are led out at the start of the recessional march.

- o Principal:

Ladies and Gentlemen, thank you for attending.

College Attended by Student

Last Name	First Name	College Name	State
ACUFF	THOMAS	North Carolina State	NC
AHERN	MAEVE	U-Mass Amherst	MA
ALESSIO	CHRISTIN	University of Western Florida	FL
ALMEIDA	LAUREN	Anna Maria	MA
AMABILE	JESSAMYN	St. Michael's	VT
ANDREWS	MICHAEL	Bloomfield College	NJ
ARNDT	TIFFANY	U-Mass Amherst	MA
BALICKI	MICHAEL	Quinsigamond CC	MA
BARSS-BAILEY	JACOB	U-Mass Amherst	MA
BARTON	GEORGE	U-Mass Amherst	MA
BELMONTE	MICHAEL	U-Mass Amherst	MA
BEVILACQUA	JESSICA	Fitchburg State	MA
BLAKE	LAUREN	Wellesley	MA
BOEHRINGER	KIMBERLY	U-Mass Amherst	MA
BREEN	PATRICK	U-Mass Dartmouth	MA
BRISTER	AMY	Mt. Wachusett CC	MA
BRODERS	SARAH	U-NC Wilmington	NC
BRODMERKLE	ALISON	Salve Regina	RI
BROOMFIELD	CORINNE	Samford	AL
BROUILLET	NICOLE	Community College - Out of S	TX
BURGOYNE	DANIEL	Providence	RI
CALESS	JUSTIN	School of the Museum of Fine	MA
CALESS	JUSTIN	Quinsigamond CC	MA
CARLSON	ANDREW	Westfield State	MA
CLARK	CHRISTINE	Northeastern	MA
COLLINS	KRISTEN	Syracuse	NY
CONKLIN	KRISTEN	Ithaca	NY
CONNOLLY	DAVID	Rollins	FL
DAMAN	NATHAN	Messiah	PA
DEITEMEYER	JILL	Skidmore	NY

Last Name	First Name	College Name	State
DEMAO	DANIELLE	Plymouth State	NH
DENIO	MAUREEN	Plymouth State	NH
DEVORE	NICOLE	George Mason University	VA
DIAZ	BRENDA	University of New Haven	CT
DILAURO	ELIZABETH	NYU	NY
DIXON	CAROLINE	U-CO Boulder	CO
DOANE	PATRICK	Neumann College	PA
DONALDSON	ERIC	Rochester Institute Tech	NY
DOWLER	ERIN	Boston University	MA
EGNATZ	STEPHEN	U-Mass Amherst	MA
ELLIOTT	AMANDA	Bryant	RI
ESPE	MICHELLE	U-Mass Amherst	MA
FARNSWORTH	TYLER	Elon	NC
FAULKENHAM	REBECCA	University of New Hampshire	NH
FELDEISEN	SHAUN	University of Connecticut	CT
FISHER	JACQUELINE	Curry	MA
FLOOD	MICHAEL	Amherst	MA
FORD	AMANDA	Nichols College	MA
FREDA	REBECCA	Embry-Riddle	FL
GANNELLI	JESSE	Quinsigamond CC	MA
GELDART	SARAH	Bridgewater	MA
GIBSON	ERICA	Muhlenberg	PA
GILES	STACEY	Becker	MA
GOLDTHORPE	PETER	Purdue	IN
GOTTESFELD	ALISON	University of New Hampshire	NH
GOULD	HEATHER	Hamilton	NY
GREENBAUM	ADRIAN	MA Communications College	MA
GREENE	SUZANNE	Syracuse	NY
GRIMES	SAMUEL	MA Communications College	MA
HAMILTON	JESSICA	Quinsigamond CC	MA
HANSON	KIRSTEN	Middlesex CC	MA
HATCH	ALIVIA	Becker	MA
HATSTAT	FREDERICK	Penn State	PA

Last Name	First Name	College Name	State
HAYES	KELLEY	Salve Regina	RI
HOLT	BENJAMIN	U-Mass Lowell	MA
HOUDE	TIMOTHY	Rollins	FL
HOWES	STEVEN	Plymouth State	NH
HUNT	HEATHER	Stonehill College	MA
HUNT	SARAH	Mary Washington	VA
JACKSON	LYDIA	Colorado College	CO
JOHNSON	DEREK	Northeastern	MA
JOHNSON	EDMOND	Lawrence University	WI
JOHNSON	ERIN ALEXANDRA	MIT	MA
JOHNSON	MELINDA JEAN	Quinsigamond CC	MA
JU	SUNG MIN	U-Mass Amherst	MA
KAVANAGH	DAIRE	U-Mass Amherst	MA
KELLEY	JESSICA ASHLEY	University of Michigan	MI
KELLY	COLLEEN	Hofstra University	NY
KETOLA	ABBY J	Maryland Bible College & Se	MD
KIBBE	MELISSA M.	MA College of Art	MA
KILCOYNE	KELLIE	Providence	RI
KING	CHRISTINA JEAN	U-Mass Amherst	MA
KORAL	CARISSA	Connecticut College	CT
KROYMAN	KATIE	Becker	MA
LANDI	MICHAEL ROBERT	Worcester Polytechnical Instit	MA
LAROSEE	MARC JOHN	Lyndon State College	VT
LAZARO	DEREK	Plymouth State	NH
LEMANSKI	HEATHER J.	Quinsigamond CC	MA
LOOK	LIBBY ANN	Syracuse	NY
LOPEZ	APRIL	Michigan State	MI
LYNCH	BRIAN	Johnson State	VT
MAIETTA	JENNIFER ANN	Quinsigamond CC	MA
MALDARI	ENRICO F	Holy Cross	MA
MASI	DAVID JOSEPH	Berkshire School	MA
MASON	EMILY	American University	DC

Last Name	First Name	College Name	State
MCCORMACK	MICHAEL	Palm Beach Atlantic	FL
MCMACKIN	JILL ELIZABETH	Fairfield	CT
MCMANUS	MELISSA ANN	Framingham State	MA
MCNAMARA	ROBERT	Gettysburg College	PA
MERCADO	JESSICA	Fitchburg State	MA
MERRIAM	ANDREW T	Assumption College	MA
MICHAUD	CHRISTOPHER	Rollins	FL
MITCHELL	BRITTANY	U-Mass Dartmouth	MA
MORAN	JOHN JR	University of Southern ME	ME
MOREIRA	STEFANIE	Clark University	MA
MORGAN	MEG	University of Delaware	DE
NEMIROW	CHRISTOPHER	Worcester State	MA
NEWMAN	PAMELA	Fairfield	CT
OLOHAN	MARGARET	Providence	RI
ORRELL	COLIN M	U-Mass Dartmouth	MA
PAGE	MEGAN ELIZABET	Cornell Hotel School	NY
PAGE	MICHELLE LYNN	Quinsigamond CC	MA
PARKER	DAVID ALAN	U-Mass Amherst	MA
PEO	JEFF HANS	Trinity College	CT
PERRY	DANIEL	University of New Hampshire	NH
PRINOS	THOMAS	Mt. Wachusett CC	MA
RAMSAY	SHAUN MICHAEL	Eastman School Music	NY
RICHARD	JOHN P.	Mt. Wachusett CC	MA
ROBINSON	SAMUEL R.	Washington University	MO
RODGERS	JOCELYN	Quinsigamond CC	MA
RODGERS	MELISSA JEAN	U-Mass Amherst	MA
RYAN	KELLY CATHLEEN	Siena	NY
SANBORN	BELINDA	Simmons	MA
SARGENT	CHRISTINE PAT	U-Mass Dartmouth	MA
SAYLES	BETHANY L	Williams	MA
SCALETТА	KENDRA	Ithaca	NY

Last Name	First Name	College Name	State
SCHMIDT	KIMBERLY JOY	Messiah	PA
SCHROMM	DENISE HELEN	U-NC Wilmington	NC
SCHUMANN	JESSICA	Emerson College	MA
SCREEN	KATRINA MARIE	U-Mass Amherst	MA
SCUDIERE	REBECCA	Wheaton	IL
SHAW	DANIEL JAMES	MA Communications College	MA
SLIWA	ERIC	Holyoke Community	MA
STUMBRAS	EVELYN	University of Tampa	FL
SWEENEY	AMY	Stonehill College	MA
TATOSIAN	DOUGLAS	U-Mass Amherst	MA
TAYLOR	JOANNA	Northeastern	MA
TOLF	SHAWN	Vermont Tech	VT
WALKER	VICTORIA	U-Mass Amherst	MA
WARKENTIN	NATHAN	Dickinson	PA
WASHER	JONATHAN	Northwestern	IL
WASMER	KENLEY		
WATJUS	HOLLY	Salve Regina	RI
WEEKS	BENJAMIN	Babson	MA
WELIVER	DAVID	Bates	ME
WELLS	RICHARD	Framingham State	MA
WHEELER	STEPHANIE	Henri's	MA
WHITESEL	CHAD	Gordon	MA
YOUNG	ANNA	Merrimack College	MA

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Al Hart Memorial Scholarship	Bethany	Sayles
Andrew Janda Memorial Scholarship	David	Masi
Arnold V. Pekkala Memorial Scholarship	Frederick	Hatstat
Arrowhead Award	Ashley	Kelly
Bolton Fair Noel Hanson Memorial Scholarship	Kimberley	Boehringer
Bolton Fair Robert McLeod Memorial Scholarship	Thomas	Acuff
Bolton Fair Scholarship	Nicole	Brouillet
Bolton Fair Scholarship	Carissa	Koral
Bolton Fair Scholarship	David	Weliver
Bolton Garden Club	Sarah	Broders
Bolton Historical Society Florence Sawyer Memorial Scholarship	Bethany	Sayles
Bolton Lions Club Scholarship	Bethany	Sayles
Bolton Lions Club Scholarship	Joanna	Taylor
Class of '98 Scholarship	Michael	Flood
Clinton Fish & Game Assn. Bob Boivin Memorial Scholarship	Daniel	Burgoyne
Clinton Savings Bank Scholarship	Tanya	O'Connor
Community National Bank Scholarship	April	Lopez
Craig R. Gibbons Memorial Scholarship	Anna	Young
Current Topics Club of Lancaster Scholarship	Amy	Sweeney
Don Willson Memorial Scholarship	April	Lopez
Dorothy Dewhurst Memorial Scholarship	Christina	Clark
Edna Holman Memorial Scholarship	Kendra	Scaletta
Ellen S. Perkins Educational Scholarship	Bethany	Sayles
Elmer C. Eaton Fund Scholarship	Sarah	Hunt
ET & L Construction Corporation Scholarship	John	Moran
Friends of Drama Scholarship	Kendra	Scaletta
Howard P. Davis Scholarship	Christopher	Nemirow
Hudson Youth Center Scholarship	Meg	Morgan
Jason Goldfarb Memorial Scholarship	Samuel	Robinson
Jason Goldfarb Memorial Scholarship	Rebecca	Scudiere
Joan Sullivan Award	Joanna	Taylor
Joanna Basteri Memorial Scholarship	Katrina	Screen
Joseph Aquila Memorial Scholarship	Samuel	Robinson
Julianne Reisner Memorial Scholarship	Heather	Gould
Miriam Edes Memorial Scholarship	Joanna	Taylor
Nashoba Regional Emergency Medical Services Scholarship	Jonathan	Washer
Nashoba Regional Scholarship Foundation Scholarship	Tiffany	Arndt
Nashoba Regional Scholarship Foundation Scholarship	Brenda	Diaz
Nashoba Regional Scholarship Foundation Scholarship	Rebecca	Freda
Nashoba Regional Scholarship Foundation Scholarship	Erica	Gibson
Nashoba Regional Scholarship Foundation Scholarship	Heather	Gould
Nashoba Regional Scholarship Foundation Scholarship	Sarah	Hunt
Nashoba Regional Scholarship Foundation Scholarship	Carissa	Koral
Nashoba Regional Scholarship Foundation Scholarship	Marc	Larosee
Nashoba Regional Scholarship Foundation Scholarship	Andrew	Merriam
Nashoba Regional Scholarship Foundation Scholarship	Meg	Morgan
Nashoba Regional Scholarship Foundation Scholarship	Shaun	Ramsay
Nashoba Regional Scholarship Foundation Scholarship	Belinda	Sanborn
Nashoba Regional Scholarship Foundation Scholarship	Kendra	Scaletta
Nashoba Regional Scholarship Foundation Scholarship	Rebecca	Scudiere
Nashoba Regional Scholarship Foundation Scholarship	Amy	Sweeney
Nashoba Regional Scholarship Foundation Scholarship	David	Weliver

National Honor Society Scholarship
 National Honor Society Scholarship
 Paul Holman Memorial Scholarship
 Pop Warner Scholarship
 Pop Warner Scholarship
 PTSA Scholarship
 PTSA Scholarship
 Renaissance Electronics Corporation Scholarship
 Renaissance Electronics Corporation Scholarship
 Richard M. Threadgould, Jr. Memorial Scholarship
 Robert E. Chiulli Educational Award
 Robert W. Skinner Memorial Scholarship
 Roland Ducharme Memorial Scholarship
 Ruth Amelotte Memorial Scholarship
 Salvatore Paratore Scholarship
 Stanley McReil Memorial Scholarship
 State Educational Arts & Humanities Book Award
 Stow Lions Club Val Ojalehto Memorial Scholarship
 Stow Lions Club Val Ojalehto Memorial Scholarship
 Stow Women's Club Scholarship
 Timothy S. Chace Scholarship
 Warren Memorial Scholarship
 Warren Memorial Scholarship
 Warren Memorial Scholarship
 Warren Memorial Scholarship
 Warren Memorial Scholarship
 Warren Memorial Scholarship

Bethany	Sayles
Joanna	Taylor
Danielle	DeMao
Brenda	Diaz
Michael	Landi
Nathan	Daman
Lydia	Jackson
Lauren	Blake
Nathan	Daman
Belinda	Sanborn
Stephanie	Wheeler
Carlissa	Koral
Edmond	Johnson
Caroline	Dixon
Shaun	Ramsay
Bethany	Sayles
Kristen	Conkin
Heather	Gould
Marc	Larosee
Emily	Mason
Jesse	Ganelli
Rebecca	Freda
Heather	Gould
Ashley	Kelly
Marc	Larosee
Emily	Mason
Kendra	Scaletta

High School Teaching Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
Alcock	Heather	B-2	L.O. A. English
Allard	Michael	M+30-MAX	Math
Arnold	Diana	M-3	Adjustment Counselor
Aubrey	Mary Beth	M-MAX	Speech
Avedian	David	M+30-MAX	Math
Bean	Dennis	M+30-MAX	English
Boyce	Edward	M-MAX	Social Studies
Buckley	Molly	M-1	Social Studies
Bullard	James	B-MAX	Technology
Call	Robert	M+30-MAX	Comp. Tech
Calo	Tracy	M-5	English
Caouette	John	B+30-6	Technology
Castner	Timothy	M-4	Social Studies
Cierl	Joseph	M+30-MAX	Science
Constantino	Carol	M-6	Science
Crowley	Kathryn	B-MAX	Mathematics
Cullinane	Steve	M-9	Social Studies
D'Amore	Daniel	B+30-MAX	Science
Dahl	Winthrop	B+30-MAX	Foreign Language
Davis	Maria	B-MAX	Foreign Language - Spanish
Day	Stephanie	M-1	Social Studies
Downing	Margaret	B+30-MAX	Home Economics
Dugan	Maureen	M+60-MAX	Science
Dyer-Cole	Pauline	M+60-MAX	Psychologist
Fallon	Joan	M-MAX	Mathematics
Fordlani	Alfred	M-6	Science
French	Judith	B-6	Art
Gallaughier	Cheryl	B+15-1	Inclusion Aide
Graham	Linda	M-7	Spanish
Gribbons	Donald	M+60-MAX	Science
Gribbons/1	Klm	M-MAX	Learning Center
Grohmann	Nancy	M-MAX	Guidance
Haarmann	Carl	M+30-MAX	English
Haarmann/1	Diane	M+60-MAX	Guidance
Haslett	Catherine	B-MAX	Physical Education

High School Teaching Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
Hill	Larry	M+30-MAX	Science
Impress-Mianulli	Susan	M+30-8	Music - Choral Director
Kangas	Richard	M+60-MAX	Science
Kempskie	Richard	B-7	Mathematics
Lajoie	Edward	M+60-MAX	Media
Lanza	Donna	B+30-MAX	English
Lengyel	Carol	B-2	Mathematics
Lonardo	Cheryl	M-MAX	V.I.P.
Lowe	Pamela	M-5	English
Malone	Phillip	M-11	L. C. Teacher
Marotta	Mary	B-7	Instructional Technology
Mason	Brenda	B+15-5	Mathematics
McHale	Kathleen	B+30-MAX	Foreign Language
McKnight	Paul	B-6	L.O.A. English
O'Toole	Thomas	M+30-MAX	Music Director
Offt	Linda	M-5	Business
Paradis	Diane	M-4	V.I.P. Teacher
Perlmutter	Mark	M+30-MAX	Foreign Language
Quill	June	B+30-MAX	Art
Richards	Peter	B+30-MAX	Dir. of Operations
Ricker	Stanley	M+30-MAX	Physical Education
Roche	Jeremy	B+15-5	English
Rysdon	Dawn	M-4	Foreign Language - Spanish
Sackman	Kay	M+30-MAX	SPED Teacher
Sakellariou	Leonidas	M-3	Social Studies
Scavone	Barbara	B+30-MAX	Mathematics
Sessions	Mary	M-3	Social Studies
Sheehan	Martha	10	Nurse
Sheehy	Maura	M-1	English
Smith	John	B+15-5	Dean of Students
Specht	Jodi	M-7	Guidance Counselor
Spedding	Daniel	B-6	Physical Education
Sticklor	Arthur	B-MAX	I. A.
Tinschert	Charles	B+30-MAX	Science
Whipple	Charles	M+60-MAX	L.O.A. Guidance Counselor

High School Teaching Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
Williams	Loretta	B+30-MAX	English
Wrenn	Thomas	B-1	Tech Ed.
Wright	Kirsten	B-MAX	Alternative Education Teacher

High School Support Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
Bourgeois	Sandra	6	H. S. Secretary
Celona	John	5	Custodian
Champagne	Colleen	4	Study
DeGreenia	Rita	6	Cafeteria
Dorazio	Jane	5	Cafeteria
Drouin	Allan	5	Custodian
Eickhorst	Jeanine	6	Secretary
Fasulo	Jean	4	V.I.P. Aide
Ford	Michael	5	Custodian
Greenwood	Ronald	6	Custodian
Guartafierro	Susan	1	Aide - Inclusion
Hamblin	Mary	6	Library Aide
Hamburger	Brenda	6	Guidance Secretary
Hatstat	David	6	Custodian
Hubleby	Heleen	6	Alternative Aide
Johnson	Paula	6	Guidance Clerk
Lee	Ellen	6	Cafeteria
Leroux	Kathleen	5	Inclusion Aide
Linenkemper	Gilda	6	Cafeteria
McGown	Thomas	6	Custodian
Merritt	Nancy	1	Study Aide
Miller	Joanne	6	Library Aide
Mott	Robert	1	Custodian
O'Malley	Maureen	6	Cafeteria
Parent	Carol	6	Secretary SPED
Piper	Donna	5	SPED Aide
Prucha	Paulette	6	Aide SPED
Raith	Michael	2	Custodian
Rocca	Steve	6	Aide Media
Roseberry	Barbara	4	Cafeteria Manager
Scirpoli	Nicola	1	Custodian
Stepien	Judy	5	Cafeteria
Sullivan	Patricia	6	Cafeteria
Willard	Jessica	2	Aide SPED
Windward	Margaret	6	Cafeteria

Memorial School Teaching Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
AitMouloud	Elisabeth	3	SPED
Archambault	Carol	M+30-MAX	Multi-Age
Backiel	Paula	B-1	Tech Coordinator
Bailey	Karen	6	SPED
Bearce	Vicky	B-11	Reading
Berarducci	Maureen	M+30-2	L. O. A. Psychologist
Berg/1	Marilyn	6	Aide
Berini	Susan	B+30-MAX	Grade 3
Bonnevie	Rae Ann	M+30-MAX	Grade 3
Brasili	Lori	2	Cafeteria
Camacho	Lynne	5	Aide
Carchidi	Cheryl	B-MAX	Resource Room
Chalke	Sheryl	3	SPED
Clark	Carol	B-MAX	Multi-Age
Corbett	Peggy	6	Kindergarten Aide
Curley	Joann	B+30-MAX	Grade 4
Dalton	Susan	M-9	Grade 2
Diaz	Margaret	1	Aide - Multigrade
Fleischman	Kirstin	M-4	Grade 2
Foster-Smith	Sandra	B-1	Kindergarten
Gosselin	Linda	3	Cafeteria
Harvie	Patricia	1	Aide
Ingrisano	Rita	11	Nurse
Johnson	Gary	6	Custodian
Joyce	Jason	M-3	Grade 4
Kenney/1	Heather	M-3	Art
Kerrigan	Janice	6	Secretary
Kilcoyne	Diane	M-6	Preschool
Kosiewski	Doris	B-MAX	Grade 2
Landi	Diane	6	Aide
Lavigne	Sheryl	B+30-6	K-2 Multi-Grade
Linenkemper	Patricia		Principal
Londa	Joanne	6	SPED
Moore	Thomas	M+60-MAX	Grade 4
Murphy	Joanne	4	SPED

Memorial School Teaching Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
Murray	Norma	B-5	Grade 3
Pecora	Kristine	M-4	L.O.A. Kindergarten
Perkins	Marilyn	B-MAX	Physical Education
Pirozzolo	Jennifer	B+30-4	
Pizarro	Marlene	2	Aide SPED
Pope	Paula	B-MAX	Occupational Therapist
Primiano	Karen	B+30-7	Grade 4
Raher	Grace	B-MAX	Grade 1
Rossley	Scott	B+30-2	Music
Sampson	Charlie	M-MAX	Grade 1
Santoro	Mark	5	Custodian
Seuss	Lana	6	Cafeteria
Steinbrecher	Amy	M+30-1	Psychologist
Sticklor/1	Gail	B+30-MAX	Grade 1
Storm	Pamela	M+30-MAX	SPED Speech
Tata	A. Vincent	1	Custodian
Tenen	Diane	B-4	Multi-Age 3,4
Tobin	Karen	2	Aide SPED
Vargas	Melida	6	Aide SPED
York	Judy	B+30-5	Reading

Memorial Support Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
AitMouloud	Elisabeth	3	SPED
Bailey	Karen	6	SPED
Berg/1	Marilyn	6	Aide
Brasili	Lori	2	Cafeteria
Camacho	Lynne	5	Aide
Chalke	Sheryl	3	SPED
Corbett	Peggy	6	Kindergarten Aide
Diaz	Margaret	1	Aide - Multigrade
Gosselin	Linda	3	Cafeteria
Harvie	Patricia	1	Aide
Johnson	Gary	6	Custodian
Kerrigan	Janice	6	Secretary
Landi	Diane	6	Aide
Londa	Joanne	6	SPED
Murphy	Joanne	4	SPED
Pizarro	Marlene	2	Aide SPED
Santoro	Mark	5	Custodian
Seuss	Lana	6	Cafeteria
Tata	A. Vincent	1	Custodian
Tobin	Karen	2	Aide SPED
Vargas	Melida	6	Aide SPED

Lancaster Middle School Teaching Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
Archibald	Michelle	M-2	L. O. A. SPED
Aubrey	Mary Beth	M-MAX	Speech
Bakun	Ruthann	B-7	Grade 6
Brown	Diane	B-4	Grade 7 Science
Catlin	Amanda	M-5	Spanish
Chase	Mary	M-4	Grade 6
Cleary	Constance	M+60-MAX	HOSTS Program
Cote	Brian	B-2	Grade 8 Science
Farrar	Ronald	B-1	Social Studies
Farrell	Ann	4	Nurse
Follansbee	Robert	B+30-MAX	Grade 5
Freda	Donald	M+30-MAX	Computer
Gallant	Gail	B-MAX	Grade 5
Gilbert	Wayne	M+60-MAX	Music
Gilman	Elizabeth	M+30-MAX	Grade 5
Giumette	Jane	B-2	Grade 5
Goldstein	Gail	M-6	SPED Teacher
Gormley	Michael	B-5	Physical Education
Grady	William	B-MAX	Grade 8 Social Studies
Hajec	Oreen	M-2	SPED Teacher
Karlin	Judith	M+30-2	Guid .4/ Hands-On Learn. Center .5
Keigwin	Aileen	B+30-10	Guidance
Kelly	Timothy	B-7	Music/Band
Kendall	Steve	B-1	ELA Grade 7
Larson	Susan	M+60-MAX	Mathematics
McDonagh	Catherine	B+30-MAX	Mathematics
McGuirk	Stephanie	B+15-5	Physical Education
Moeckel	Ilona	B+30-MAX	Grade 5
Morgan	Jean	B+30-MAX	Grade 6
O'Connor	Maura	B-1	English
O'Malley	Nan	B-5	Art
O'Neil	Diane	M-1	Health
Parker	Paula	M-2	Resource Room
Perkins	Patrick	M+30-MAX	Hands-On Learning Center
Pierce	Kristen	M-2	Grade 6

Lancaster Middle School Teaching Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
Storey	Kimberly	B-1	Grade 5
Weiser	Tammy	M+30-MAX	Guidance Counselor
Williams	Bonnie	M-9	Media Specialist

LMS Support Staff 1999/2000

LAST NAME	FIRST NAME	STEP	SUBJECT
Bates/1	Joan	2	Multi-Age
Brazao	Julie	6	Cafeteria
Brister	Karye	2	Cafeteria
Burgoyne	Margaret	6	School Secretary
Callahan	Gail	6	Multiage Aide
Colleton/1	Norman	5	Custodian
David	June	6	Cafeteria
Goguen	Ruthann	2	SPED Tutor
Lynch	Sandra	2	Cafeteria
Male	Lauren	3	SPED
Morey	Judith	6	Cafeteria Manager
Munyon	Josephine	6	Aide
Perry	Deborah	3	SPED
Santoro	Mark	5	Custodian
Shea	John	1	Custodian
Wade	Cheryl	4	SPED Tutor
Wagner	Mary	3	SPED



Town of Lancaster

Police Department

Kevin D. Lamb
Chief of Police

Francine L. Moody
Administrative Secretary

LANCASTER POLICE ANNUAL REPORT

The past year had been a very busy year for the Lancaster Police Department starting with a few changes in faces and titles. After serving as the Acting Police Chief I was appointed to the permanent position on September 1, 1999. Officer Christine Duggan was promoted to the position of Acting Sergeant, a position which will be filled after a civil service test is given sometime during the month of October 2000. Reserve Officer Everett L. Moody was appointed to a full-time position, after scoring very high on the civil service test. Officer's Gary Henderson and Officer Brett Thompson were appointed to fill the two federally funded COPS MORE grant positions, they graduated from the police academy and began their duties on July 1, 1999. I feel that all these officers will be a real asset to the department.

Approximately two years ago the Board of Selectman appointed a Public Building Expansion Study Committee, after much studying, investigation and numerous meetings a proposal was presented at the Annual Town Meeting in May of 1999. The townspeople were very receptive to our proposal to erect a new police station on land next to the existing Public Safety Building and the voters approved the amount of 1.5 million. The Board of Selectman appointed a building committee. The committee met and Al Russo was elected Chairman. The previous study committee had hired the architect firm of Reinhardt Associates to assist us with this project. We have had numerous meetings and we are hopeful to go out to bid during the month of April 2000, with a completion target date of February 2001. The size of the building has been cut down at least three different times and even though there will be very little room for future expansion we are hopeful to build a station that will meet our current needs.

Nationwide during the year of 1999 a lot of attention was focused on school violence. The police departments within the regional school districts have had numerous meetings with the school administrators and concerned parents. We are doing everything we possibly can to be prepared for an type of an emergency. The schools are working very hard to assist any students that they feel are in need of services. The Town of Lancaster has formed an emergency planning team, which contains members from a variety of necessary services should the need arise. The police department has formed and trained a special response unit to respond to any type of an emergency and full plans have been developed as to properly and safely evacuate not only the schools but also other types of establishments.

During the course of the year the Lancaster Police Department lost its DARE officer, David "Goody" Goulding to the Town of Berlin Police Department. Officer Goulding had performed the duties of the DARE Officer since the program was put into place; he will be sorely missed, as he had an unbelievable rapport with the school children. As I am deeply committed to the principles taught by the DARE program I wanted the program to continue and applied to Massachusetts State Police for assistance, they agreed to help and we were very lucky to have Trooper Jeanne Duggan of Clinton, Ma. take charge of the program. Trooper Duggan's sister Chris works for the

Lancaster Police and Trooper Duggan was a student of Lancaster Middle School Principle Mary Columbo in Clinton so it was very pleasing to me to have her run the program.

An area of major concern to the Police Department and also to numerous residents of the Town is the amount of motor vehicle traffic using our roadways daily and the speed that some of these vehicles are travelling. The Police Department is doing everything we can to combat this problem, but with only two officers on duty each shift and all the other required duties that these officers must perform it is next to impossible for them to be everywhere. The amount of traffic citations written in 1998 was 1463; this figure increased to 1540 in 1999, but at the same time the number of accidents also increased from 149 to 179. These figures indicate that even though our enforcement figures are on the rise we still have a lot of work to do and we need the help of the entire community with this problem. Speed is a major cause of accidents that take place and I am making a plea to all of you to please slow down and also to buckle up!

The Lancaster Police Department is attempting to increase our community policing efforts, community policing is the direction that policing is focused on today and even though we don't one specific officer assigned to coordinate this effort I strongly feel that in order for our efforts to see results the whole department and the community in general must work together. At present time we have the following programs in place at the public schools: 1) DARE for 5th and 6th grades, 2) OFFICER PHIL for K through 4th grades, 3) Eddie Eagle gun safety program and this spring we will be sponsoring a Bicycle Safety class. We also have given numerous talks to our senior citizens about various issues that we feel effect them the most, namely, telephone scams, abuse either physical or mental, unwanted telemarketers, unwanted guests knocking on their doors and any other areas that they needed assistance with.

Since this is my first annual report as the permanent Chief of Police I have numerous people and departments that I wish to thank for all their assistance during the past year, but I mainly want to address all the officers and staff of the police and communications department for making the transition take place so smoothly. I am not sure how things would be if I didn't have their support.

Respectfully submitted,



Kevin D. Lamb
Chief of Police



DEPT. OF VETERAN SERVICES

TOWN OF CLINTON, MASSACHUSETTS 01510

Telephone 365-4112

Christopher G. Dziczek

Director & Agent

February 25, 2000

Board of Selectmen
Lancaster, Massachusetts 01523

Dear Board Members:

I herewith submit the Annual Report as Veterans Agent for the fiscal year ending June 30, 1999.

The Veterans Department is under the direction of Chapter 115 of the General Laws of the Commonwealth of Massachusetts. We direct the Veterans Benefits Program, which is a joint program with the Commonwealth and the Town to deliver Veterans Benefits for qualified veterans and their dependents. Our office also, assists and advises veterans and their dependents with questions and applications concerning Federal Benefits.

The Town of Lancaster is a member of Department of Veterans Services District 19. Veterans and Dependents from Lancaster received \$18,219.00 in Federal Benefits in 1998 through applications filed with this office.

Applications for Burial Plots at the new State Veterans Cemetery in Winchendon, Ma. are available from our office.

Veterans received a 2.4% cost of living adjustment in their compensation and pension checks beginning in December 1999.

Our office is available to all veterans and their dependents on a full time basis at the Clinton Town Hall. Question concerning Federal and State Benefits can be directed to this office at 978-365-4112.

In closing, I would like to thank the Board of Selectmen and all Town Offices for their support during the past year.

Respectfully submitted,

Christopher G. Dziczek
Veterans Agent