

Town of Randolph



2021 Annual Report

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AT YOUR SERVICE	BACK COVER



Paul Alpert, Town Meeting Moderator

Kathryn Kiley, Teacher

Arnold "Arnie" Rosenthal,

Robert "Bob" Gass, Randolph School Committee

Patricia Sinclair, Paraprofessional

Thomas Joyce, Department Public Works

Osmond Benamino, retired Police Chief

George Cormey, Department Public Works

Angelo Caliri, Custodian

Richard Sullivan, Teacher

Judith Eldridge Ferrulo, Transportation School

James Larsen, Police

Rhoda Robinson, Teacher

Ronald Lovett, retired Teacher

Irene Canavan, Town Meeting Member

TOWN COUNCILORS



William Alexopoulos, Council President



Ryan Egan, Vice President



Christos Alexopoulos



Richard A. Brewer, Jr.



James F. Burgess, Jr.



Kenrick W. Clifton



Natacha J. Clerger



Katrina M. Huff-Larmond



Jesse A. Gordon

**photo credit to Robert Michaelson*

2021 ELECTED AND APPOINTED TOWN OFFICERS

Town Council

Christos Alexopoulos
William Alexopoulos
Richard A. Brewer, Jr.
James F. Burgess, Jr.
Natacha J. Clerger
Kenrick W. Clifton
Ryan Egan
Jesse A. Gordon
Katrina M. Huff-Larmond

Town Clerk/Registrar

Cheryl Sass

Board of Assessors

Robert Curran
Emmanuel Mecha
Marcelle Poteau

Chief of Fire Department

Richard Donovan

DPW Superintendent

Christopher Pellitteri

School Committee

Pamela Davis
Cheryl Frazier
Ida Gordon
Paul McDermott
Lisa Millwood
Andrea Nixon
Duong Nguyen

Building Commissioner

Ronald Lum

Animal Control Officer / Animal Inspector

Stephen Slavinsky

Board of Health

Patricia Cedeno-Zamor
Gerard F. Cody
David Kaplan
Barbara Mahoney
Ann Martin
Dov Yoffe

Town Manager

Brian P. Howard

Town Attorney

Christine M. Griffin

Town Accountant

Janine Smith

Town Collector/ Treasurer

Jean Richard

Chief of Police Department

Anthony Marag

Director of Community Programs

Elizabeth LaRosee

Director of Elder Affairs

Keri Sullivan

Director of the Turner Free Library

Sharon Parrington Wright

Director of Veterans Services/Veterans Agent

Kevin Cook

Finance Director

Janine Smith

Trustees, Stetson School Fund

Henry M. Cooke IV
Judith Gangel

Town Planner

Michelle Tyler

Planning Board

Alexandra Alexopoulos
Sarah Bergman
Steven Monteiro
Anthony Plizga
Peter Taveira

Inspector of Wires

John Ryan

Inspector of Gas and Plumbing

Robert E. Curran, Jr.

Emergency Management Director

Brian P. Howard, Town Manager

Board of Appeals

Barry Reckley
Christopher Spears
Kevin O'Connell
Alexander Costa
Sean Fontes

Board of Appeals, alternates

Charles Gordon
Vacancy

Randolph Housing Authority

Ronald Lum
Eudolf Rainford
Janine Henry
Judith Belyea
Nancy P. Gordon
State Appointee Annie St. John Joseph

Field Driver

Vacancy

Conservation Commission

Pamela Ilobachie
Bobby Young
Brian May
Carl Brown
James Pasman
Mark Mulready
Finnette Catabois-Davis

Burial Agent

Gerard Cody
Scott Cartwright, Asst.

Board of Recreation

Jamall Griffin
Ronald Jackson
Frank Larmond
Afrika Afeni Mills
Vacancy

Local Education Fund Committee

Alfred Galante
Catherine Grinnell
Kristen Kreckler
Lisa Milwood
Andrea Nixon
Thea Stovell
Sharon Swain
Vacancy

Licensing Board

Ronald Lum
Richard Donovan
William Pace
Gerard F. Cody, R.E.H.S/R.S.

Sealer of Weights and Measures

Donald Smith

Fence Viewers

Ronald Lum
Vacancy

Historical Commission

Alan Banks
Henry M. Cooke, IV
William Thompson
Mary West
Karen Haynes-Clifton
Lynn Feingold
Lallie Falls
Patrick Harrison

Local Cultural Council

Michelle Tyler
Lucy Lum
Marie Connors
Lawan Wiggins-Neal

Council on Aging

Margaret Callahan
Irene Canavan
Cheryl Frazier
Catherine Grant
Jane Hendrickson
Peggy Montlouis
Sheila Swanwick

Disabilities Commission

Keith Wortzman
Sue Epstein
Donna Costello
Susan Hart
Donald LaLiberte
Sandra Slavet
Shaun Robinson
Vacancy

Alternate Licensing Board Members

Robert Curran
Vacancy

Richard Donovan
Nnanna Okereke
Gary McDonald
Julia Moseley

Trustees, Turner Free Library

Doug Albert
Anne M. Barkhouse
James F. Burgess, Jr.
Scott Cartwright
Sheila Campbell
Kevin Donovan
Laurie McDermott
Samantha Porter
Mario Belabe
Katrina Huff-Larmond, Council Rep.
Kevin Reilly
William Walker

Community Preservation Committee

Alexandra Alexopoulos – Planning Board
Ryan Egan, representing Town Council
Bruce Fleischman, business member
Gerald Good, Sr., business member
Ronald Lum, representing Housing Authority
Marcel Robateau, community member
Mary West, representing Historical Commission
Vacancy - recreation
Vacancy – conservation commission

REPORT FOR THE TOWN COUNCIL

I hereby submit the Annual Report of the Randolph Town Council for the calendar year 2021.

The Town Council is the legislative body for the Town of Randolph and in that capacity, during 2021, the Council reviewed and established the Town's Annual Operating Budget, established Water and Sewer rates, approved the Community Preservation Committee's recommendation for FY 2021 expenditures of Community Preservation Act funds, and approved local property tax rates for residential and commercial property owners.

The Council also approved the use of Community Preservation Act funds for the acquisition of additional land abutting the Powers Farm conservation area and approved capital expenditures for, among other things, the acquisition of new public safety vehicles for the Town's Police Department.

In addition, the Council passed several zoning measures this year to make housing more accessible and affordable in the Town of Randolph and to modernize the process for review and approval of residential construction projects.

The Council approved measures supporting early voting, by-mail and in-person, to ease access for voting during the Covid-19 Pandemic.

The Council also adopted new ordinances and fines aimed at keeping our Town clean, beautiful and litter-free.

The Council continued to support efforts to improve the Town's water and sewer infrastructure, supporting a Town-wide unidirectional flushing program, supporting and funding measures to help eliminate PFAS from Town water, and progressing toward the construction of a new Water Treatment Plant to serve the Towns of Randolph, Braintree and Holbrook.

The Covid-19 Pandemic Emergency continued during 2021. The Town Council continued to meet regularly, via remote meetings, and to undertake the business operations of the Town. The Town Council thanks the Town Manager, the Department of Public Health, the Recreation and Library Department Staff, the Police and Fire Departments, and all Town employees and officials who worked throughout the Pandemic Emergency to ensure that municipal operations continued, that services continued to be provided, and, moreover, to go above and beyond normal operations to provide testing, vaccine access, educational materials and information, quarantine kits, and financial resources to those who were suffering from the effects of Covid-19.

During 2021, working together with the School Committee and the School Department, the Town Council continued our joint efforts to explore ways to improve our schools and the daily lives of our school children, especially as the schools worked to provide resources and safe learning environments to our students during the Pandemic. The Council's efforts to

support our schools culminated in 2021 with the Town Council's approval of the funding for a new elementary school to be built at the former Devine School site with Massachusetts School Building Authority support and reimbursement funding. The voters of the Town of Randolph also supported this project, voting to approve a debt exclusion at the Fall 2021 Town Election for the purposes of supporting the construction of the new Lyons School at the Devine School site.

Effective March 8, 2021, Town Councilor Paul E. McDermott resigned from his position as Randolph Town Councilor. Pursuant to the terms of the Town Charter, on March 19, 2021, Jesse Gordon was sworn in as a Town Councilor to fill the remainder of the term. We welcome Councilor Gordon and we thank Councilor McDermott for his service. We wish him the best of luck in his future endeavors.

New Town Councilor Gordon and incumbent Town Councilors Christos Alexopoulos, William Alexopoulos, Richard Brewer, Jr., James F. Burgess, Jr., Natacha Clerger, Kenrick W. Clifton, Ryan Egan and Katrina Huff-Larmond all successfully ran for re-election at the Fall 2021 Town Election and were sworn into office in January of 2022.

The role of Council Clerk continued to be ably filled by Council Clerk Debra Ward through November of 2021. The Town Council thanks Ms. Ward for her dedicated service to the Town and wishes her luck as she undertakes new opportunities and adventures.

Respectfully submitted,

William Alexopoulos, President

Council Order: 2021-001**Authorization by the Randolph Town Council to Petition the General Court to Enact Special Legislation to Amend the Charter of the Town of Randolph to Provide for 4-Year Terms for Town Councilors**

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

Order was withdrawn

Council Order: 2021-002**Request for the Town Council to Initiate an Amendment to the Randolph Zoning Ordinance – Chapter 200 of the General Code of the Town of Randolph Article III – Use Regulations and the Table of Dimensional Requirements to Add a New Section 200-14.4 Planned Residential Development Pursuant to M.G.L. chapter 40A, section 5**

Ordered: That the Town Council of the Town of Randolph hereby initiates an amendment to the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, Article III Use Regulations to add a new section 200-14.4 Planned Residential Development concerning alternative patterns of residential land development. Further, to amend section 200-3, Table of Dimensional Requirements to add a new section Planned Residential Development.

Council Order: 2021-003**Transfer of General Fund Free Cash to Stabilization Fund**

To see if the Randolph Town Council will vote to transfer \$250,000 from the certified General Fund free cash to the Stabilization Fund.

Council Order: 2021-004**Transfer of Free Cash and Enterprise Retained Earnings into OPEB Stabilization Account**

To see if the Randolph Town Council will approve a transfer in the amount of \$103,161 from Certified Free Cash into the Town's Other Post Employment Benefits (OPEB) Stabilization Account.

Further, to see if the Randolph Town Council will approve a transfer in the amount of \$18,088 from the Water/Sewer Enterprise Retained Earnings to the Town's Other Post Employment Benefits (OPEB) Stabilization Account.

Council Order: 2021-005**FY20 Unpaid Bills**

To see if the Randolph Town Council will vote to transfer \$111,157.94 to pay certain FY20 unpaid bills related to the General Fund, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY21 Community Program Expenses	\$ 240.00	Accugrind	\$ 240.00
FY21 School Expenses	\$ 110,917.94	Direct Energy	\$ 110,917.94
TOTAL	\$ 111,157.94	TOTAL	\$ 111,157.94

Council Order: 2021-006**FY20 Unpaid Bills**

To see if the Randolph Town Council will vote to transfer \$945.00 to pay certain FY20 unpaid bills related to the General Fund, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY21 Community Program Expenses	\$ 240.00	Accugrind	\$ 240.00
FY21 Stetson Hall Expenses	\$ 705.00	Burnell Controls, Inc	\$ 705.00
TOTAL	\$ 945.00	TOTAL	\$ 945.00

Council Order: 2021-007**Designation of a Portion of Canton Street as a One-Way Street**

The Town Council of the Town of Randolph hereby amends the Randolph Town Traffic Rules and Regulations as follows:

All traffic on a portion of the public way in the Town of Randolph known and designated as "Canton Street" shall be one-way traffic moving in an East-to-West direction from North Main Street (MA Rt. 28) to Old Street. Any signs that are in conflict with this new requirement shall be removed and new signs demarking the one-way street shall be erected.

In addition, the Town shall add a "Stop" sign at the intersection of Canton Street and North Main Street where the one-way connects to North Main Street for drivers traveling on Canton Street; a "Right-Turn Only" sign in the same location; and a "Do Not Enter" sign at the intersection of Canton Street and North Main Street for drivers traveling on North Main Street.

Order was withdrawn.

Council Order: 2021-008**Designation of Fern Avenue as a One-Way Street**

The Town Council of the Town of Randolph hereby amends the Randolph Town Traffic Rules and Regulations as follows:

All traffic on the public way in the Town of Randolph known and designated as "Fern Avenue" shall be one-way traffic moving in a North-to-South direction from Center Street to Woodlawn Road. Any signs that are in conflict with this new requirement shall be removed and new signs demarking the one-way street shall be erected.

In addition, the Town shall add a "Do Not Enter" sign at the intersection of Fern Avenue and Woodlawn Road for drivers traveling on Woodlawn Road.

Council Order: 2021-009**To Amend Section 13 of the Town Council of Town of Randolph Rules Manual**

To see if the Randolph Town Council will vote to amend Section 13 of the Town Council of Town of Randolph Rules Manual as follows:

- A. Call to Order
- B. Roll Call
- C. Pledge of Allegiance
- D. Moment of Silent Prayer
- E. Approval of Minutes
- F. Announcements from the President
- G. Public Comments/Discussions
- H. Proclamations
- I. Appointments

- J. Motions, Orders, and Resolutions
- K. Town Manager's Report
- L. Old Business/Unfinished Business
- M. New Business
- N. Subcommittee Reports
- O. Correspondence
- P. Open Council Comments
- Q. Executive Session
- R. Adjourn

Only privileged motions (to adjourn, to recess, personal privilege, or orders of the day) shall be made during "Council Comments."

Requests to include a matter on a future agenda may be made during "New Business." If a "simple majority as required by charter" of the Councilors present during "New Business" so determine, such matters will be included on a future agenda for consideration by the Council. Debate on this topic during "New Business" shall be limited to whether the matter raised shall be included on an agenda in the future, and each Councilor shall be limited to three minutes.

The above order shall not be changed except by a vote of a majority of all the members of the Council; and upon the motion to change the order, no debate shall be allowed. Additions to this order may be made by the President and/or Town Manager when setting the agenda (examples: Committee Reports, Presentations, Updates, etc.).

Any business to be presented to the Town Council at its regular meeting for action shall be submitted in writing to the Clerk of the Council no later than 12:00 PM on the Monday preceding the regular Council meeting. The Council President may, in case of necessity, approve any additional items for inclusion in the agenda after said deadline.

Copies of the agenda and any attachments shall be delivered to the Town Council members no later than Thursday preceding the regular Council meeting.

The agenda will be prepared by the Council President or, in his absence, the Vice President of the Council, with input from the Town Manager, and then prepared for presentation by the Clerk of the Council.

Council Order: 2021-010

Installation of Additional Stop Signs at Intersection of Old Street, Chestnut Street, and Quill Circle

The Town Council of the Town of Randolph hereby amends the Randolph Town Traffic Rules and Regulations as follows:

Place stop signs at the intersection of the public ways in the Town of Randolph known and designated as "Old Street," "Chestnut Street," and "Quill Circle" such that this intersection becomes a "four-way" stop sign intersection.

Any signs that are in conflict with this new requirement shall be removed and new stop signs shall be erected.

Order was not voted on.

Council Order: 2021-011**Approval of Updated Memorandum of Understanding between the Town of Randolph and Local 877 – IOUE, Randolph DPW Workers**

Be it ordered that the Town Council hereby approves of the Memorandum of Understanding updating the collective bargaining agreement between the Town of Randolph and Local 877 – IOUE. The period of the memorandum is retroactively back to July 1, 2020 through June 30, 2021 and going forward from July 1, 2021 through June 30, 2024.

No further appropriation into the Fiscal Year 2021 operating budget is required to support the memorandum.

Council Order: 2021-012**Request to Initiate an Amendment to the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, to Add a New Section 200-46(B) (15) Concerning Special Permits for Large Scale Developments Pursuant to M.G.L. ch. 40A, section 5**

That the Town Council of the Town of Randolph hereby initiates an Amendment to the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, to add a new Section 200-46(B)(15) concerning special permits for large scale developments.

Order was withdrawn.

Council Order: 2021-013**Request to Initiate an Amendment to the Randolph Zoning Ordinance, Chapter 200, Attachment 2, Table of Dimensional Requirements, to Modify Definitions and Maximum Height Limitations Pursuant to M.G.L. ch. 40A, section 5**

That, pursuant to the request of the Randolph Planning Board, the Town Council of the Town of Randolph hereby initiates an Amendment to the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, Attachment 2, Table of Dimensional Requirements, to modify certain definitions and certain height limitations.

Council Order: 2021-014**Transfer of General Fund Free Cash for Purchase of Police Vehicles**

To see if the Randolph Town Council will vote to transfer \$135,000 from the certified General Fund free cash to support the purchase of three (3) police vehicles.

Council Order: 2021-015**Transfer of Water/Sewer Retained Earnings for MS4 Services**

To see if the Randolph Town Council will vote to transfer \$88,500 from the retained earnings of the Town's Water/Sewer Enterprise Fund to fund Year 3 of MS4 services.

Council Order: 2021-016**Transfer of Water/Sewer Retained Earnings for Unidirectional Flushing Plan**

To see if the Randolph Town Council will vote to transfer \$70,000 from the retained earnings of the Town's Water/Sewer Enterprise Fund to fund Year 3 of Unidirectional Flushing Plan.

Council Order: 2021-017**Request for the Town Council to Amend the Town of Randolph General Ordinances to Add a New Section 1-10 Concerning Language and Communications**

That the Town Council of the Town of Randolph hereby amends the Town of Randolph General Ordinances to add a new §1-10.

Order did not pass.

Council Order: 2021-018

FY21 Randolph Community Preservation Fund Recommendation for Purchase of Property and Town Council Approval of Purchase and of Appropriation for Same

To see if the Town Council will vote to appropriate \$100,000 from the Community Preservation Fund's budgeted reserve for the acquisition, creation, and preservation of open space; and specifically, for the purchase of the parcel of land recommended by the Community Preservation Committee.

Council Order: 2021-019

Request for the Town Council to Initiate an Amendment to the Randolph General Ordinances and Zoning Ordinances

To amend the Town of Randolph General Ordinances and Zoning Ordinances to delete any Town Council application fees for Site Plan and Design Review, and any Town Council application fees for Special Permits; and to delete Section 300-4 of the Ordinances and to replace it, and to make the corresponding amendments to any fee listed below in any other corresponding sections of the Ordinances.

Council Order: 2021-020

FY21 Budget Transfers

To see if the Randolph Town Council will vote to transfer \$112,258.20 to pay certain FY20 unpaid bills related to the General Fund

Council Order: 2021-021

FY21 Budget Transfers

To see if the Town Council will vote to approve the following FY21 budget transfers:

TRANSFER FROM		TRANSFER TO	
Description	Amount	Description	Amount
FY21 Treasurer/Collector Expenses	\$ 500.00	FY21 License Board Expenses	\$ 500.00
FY21 Other Employee Benefits	\$ 3,925.00	FY21 Accounting Expenses	\$ 3,925.00
FY21 Assessor Salary	\$ 14,500.00		
FY21 Other Employee Benefits	\$ 9,115.00	FY21 Assessor Expenses	\$ 23,615.00
TOTAL	\$ 28,040.00	TOTAL	\$ 28,040.00

Council Order: 2021-022

Transfer of General Fund Free Cash to Stetson Hall Revolving Fund

To see if the Randolph Town Council will vote to transfer \$22,306.27 from the certified General Fund free cash to the Stetson Hall Revolving Fund.

Council Order: 2021-023

Amendment of the Town Ordinances to Create a Master Plan Implementation Steering Committee

Council Order: 2021-024

Request for the Town Council to Amend the Town of Randolph General Ordinances To Add a New Section 1-11 concerning services during the pandemic

ORDERED: The Randolph Town Manger shall establish a “COVID Navigator Hotline”, including a dedicated phone number and email address, for residents and business owners to get answers and assistance regarding individual benefits from the Federal American Rescue Plan and related benefit sources.

Council Order: 2021-025

FY21 Budget Transfers

To see if the Town Council will vote to approve the following FY21 budget transfers:

Transfer From		Transfer To	
Department	Amount	Department	Amount
Library - Salary	\$ 15,000	Library - Expenses	\$ 15,000
Other Benefits - Expenses	\$ 7,200	Town Clerk - Salary	\$ 7,200
Other Benefits - Expenses	\$ 20,000	Highway - Expenses	\$ 20,000
TOTAL	\$ 42,200	TOTAL	\$ 42,200

Council Order: 2021-026

Amendment of Section 18-3 of the General Ordinances of the Town of Randolph Concerning Department Revolving Funds

To see if the Randolph Town Council will vote to amend section 18-3 of the general ordinances of the Town of Randolph concerning department revolving funds as follows:

Council Order: 2021-027

FY 2022 Municipal Operating Budget

To see if the Town will vote to appropriate the following sums for the operation of municipal and school departmental and incidental expenses of the Town for Fiscal Year 2022 (July 1, 2021 to June 30, 2022) with a total sum of \$101,965,812; \$98,670,458 to be raised from taxation, \$1,650,000 to be transferred from Ambulance Reserve Account, \$1,106,351 to be transferred from the Water/Sewer Enterprise Fund, and \$539,003 to be transferred from the Sale of Real Estate account.

Council Order: 2021-028

FY2022 Water & Sewer Enterprise Budget

To see if the Town Council will vote to appropriate \$12,411,187 for the direct costs related to the operation of the Water and Sewer Enterprise Fund, and that the sum of \$1,106,351 as appropriated in the General Fund be used for the indirect costs for the fiscal year commencing July 1, 2021, pursuant to M.G.L. Ch. 44, Section 53F1/2 and all other applicable law; and to meet the appropriation, \$12,411,187 will be raised through Water and Sewer Rates for the following sums:

Water & Sewer Personal Services:	\$1,505,699
Water & Sewer Expenditures:	\$8,527,646
Water & Sewer Debt:	<u>\$2,377,842</u>
Total Appropriation for Direct Costs:	\$12,411,187
Indirect Costs – Reimburse General Fund	\$1,106,351
Total Cost Water & Sewer Fund	\$13,517,538

Council Order: 2021-029

FY22 Randolph Community Preservation Programs

To see if the Town Council will vote to appropriate from the Community Preservation Fund FY22 estimated revenues the sum of \$59,249 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2022; and further to reserve for future appropriation from the Community Preservation Fund FY22 estimated revenues the sum of \$118,498 for the acquisition, creation, and preservation of open space; \$118,498 for the

acquisition, preservation, restoration, and rehabilitation of historic resources; \$118,498 for the acquisition, creation, preservation, and support of community housing; \$412,644 for the creation of a budgeted reserve; and \$357,591 to provide for the Community Preservation Fund FY22 debt obligations and to appropriate for the projects shown below:

Program	Amount	Reserve
Dog Park Improvements	\$25,000	Open Space
Luddington Memorial Park	\$85,000	Open Space
Archival Digitizing	\$7,200	Historic

Council Order: 2021-030

Transfer of General Fund Free Cash to FY21 Snow & Ice Budget

To see if the Randolph Town Council will vote to transfer \$428,708.63 from the certified General Fund free cash to the FY21 Snow & Ice Budget.

Council Order: 2021-031

FY21 Revolving Fund Increase in Spending Authorizations

To see if the Randolph Town Council will vote to amend, pursuant to M.G.L. ch. 44 Section 53E1/2, the spending authorizations previously set for this fiscal year to the amounts shown below:

Revolving Fund	Original Spending Authorization	Amended Spending Authorization
Immunizations	\$ 15,000	\$ 34,500
Appeals (Zoning)	\$ 10,000	\$ 14,000
391 South Street	\$ 70,000	\$ 125,000

Council Order: 2021-032

FY2022 Revolving Fund Spending Authorizations

To see if the Town Council will approve pursuant to G.L. c.44 s.53E1/2 to establish the fiscal year 2022 spending authorizations for each revolving fund established by section 18-3 of the general ordinances of the Town of Randolph, Department Revolving Funds, as shown below:

Revolving Fund	FY2022 Spending Authorization
Senior Transportation	\$10,000
Recycling	\$65,000
Immunization	\$34,500
Zoning Appeals	\$14,000
Library Technology	\$12,000
391 South Street	\$70,000

Beautification Celebrations	&	\$25,000
Transportation		\$300,000
Bingo		\$1
Advertisements		\$1
Before/After Program		\$1

Council Order: 2021-033

Acceptance of Gift from Steve Anastos and the Crimson Hockey Club to the Town of Randolph and Authorization for the Town to Enter Into Agreements for New Lighting Technology at the Randolph Zapustas Ice Skating Rink

The Randolph Town Council, with the recommendation of the Town Manager, hereby authorizes the Town to accept a gift from Steve Anastos and the Crimson Hockey Club pursuant to M.G.L. ch. 44, sections 53A and 53A ½ and any other applicable law. Pursuant to this gift, Steve Anastos and the Crimson Hockey Club will pay project costs associated with the design and installation of new LED Lighting and associated Lighting Technology at the Town of Randolph Zapustas Ice Skating Rink (the “Project”), as described further, below. The Project will generally be conducted as described in the Lighting Project Order Form (which includes a Scope of Work), a letter dated November 24, 2020 to Dave McNeil from Michael Skinner of National Grid, and as described in the excel spreadsheet.

Council Order: 2021-034

FY21 Budget Transfers

To see if the Randolph Town Council will vote to approve the following transfers:

General Fund

USE OF FUNDS			SOURCE OF FUNDS		
Department	Category	Amount	Department	Category	Amount
Town Manager	Salary	\$ 5,800	Civilian Dispatch	Salary	\$ 165,000
Treasurer/Collector	Salary	\$ 7,400	Community Programs	Salary	\$ 250,000
Town Clerk	Salary	\$ 2,100	Assessor	Salary	\$ 10,000
Police	Salary	\$ 499,000	Animal Control	Salary	\$ 40,000
Building	Salary	\$ 4,325	Veterans Benefits	Salary	\$ 23,500
Highway	Expense	\$ 10,000	Tax Title	Expense	\$ 55,000
Law	Expense	\$ 17,000	Veterans Benefits	Expense	\$ 30,000
License Board	Expense	\$ 90	Contractual	Expense	\$ 162,975
Trash	Expense	\$ 193,000	Other Benefits	Expense	\$ 150,000
Debt	Expense	\$ 65,510			
Utilities	Expense	\$ 82,250			
Total		\$ 886,475	Total		\$ 886,475

Enterprise Fund

USE OF FUNDS			SOURCE OF FUNDS		
Department	Category	Amount	Department	Category	Amount
Water	Salary	\$ 820	Water	Expense	\$ 820
Sewer	Salary	\$ 5,935	Sewer	Expense	\$ 5,935
Total		\$ 6,755	Total		\$ 6,755

Council Order: 2021-035**FY22 Water/Sewer Rates**

ORDERED: That the Randolph Town Council hereby votes to establish water and sewer rates for the Town of Randolph for Fiscal Year 2022.

FY 2022 QUARTERLY RATES

Base charge quarterly Senior Citizen	\$25.00	Base charge quarterly Senior Citizen	\$12.50
Base Charge quarterly Rate per 100 cubic feet	\$5.00	Base Charge quarterly Rate per 100 cubic feet	\$2.50
0-----2500 cubic feet	\$4.53	0-----2500 cubic feet	\$7.58
2501----999999 cu feet	\$5.76	2501----999999 cu feet	\$13.02

Rates are based on 100 cubic feet of consumption. 100 cubic feet is equal to 748 gallons. Bills are currently sent out quarterly.

Council Order: 2021-036**Amendment of the Town Ordinances Concerning Trash and Refuse Disposal**

ORDERED: That the General Ordinances of the Town of Randolph are hereby amended to add the following Section 147-9 concerning Trash and Refuse Disposal, and further that any schedule of fines or fees contained in the Town Ordinances shall also be hereby amended to reflect the fines and fees.

A complete copy of the order can be found in the Town Council office.

Council Order: 2021-037**TIF Agreement between the Town of Randolph and the Milton Organization**

The Town Council hereby approves the TIF Agreement for the property located on the Town Assessors Map 26, Block B, Parcel 21.4, 10 York Avenue, in accordance with Chapter 23A, Section 3E and Section 3F of the Massachusetts General Laws; and authorizes the Town Manager to take any actions necessary.

Council Order: 2021-038**Request for the Town Council to Initiate An Amendment to the Randolph Zoning Ordinance – Chapter 200 of the General Code of the Town of Randolph – Concerning Requirements for Mixed Use Structures Pursuant to M.G.L. ch. 40A, sec. 5**

ORDERED: That the Town Council of the Town of Randolph hereby initiates an amendment to the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, pursuant to M.G.L. ch. 40A, Section 5, and hereby amends the Zoning Ordinance by deleting Sections 200-11 and 200-11.1 and replacing them.

Order was withdrawn. A complete copy of the order can be found in the Town Council office.

Council Order: 2021-039**Acceptance of FY 2022 Grant Monies**

ORDERED: That the Randolph Town Council, upon the recommendation of the Randolph Town Manager, hereby accepts any and all federal, state, county, and private grant monies awarded to the Town of Randolph during FY 2022 or for use during FY 2022.

Council Order: 2021-040**Acceptance of Recommendation for In-Person Early Voting**

ORDERED: That the Randolph Town Council, upon the recommendation of the Randolph Town Manager, hereby accepts the recommendation of the Randolph Town Clerk/Registrar for in-person early voting in the Town of Randolph during the Fall 2021 Regular Local Municipal Election, on the terms described in the letter from the Town Clerk/Registrar.

Council Order: 2021-041**Approval to Place Question on Fall 2021 Town Election Ballot Concerning Permitting Certain Marijuana Establishments in the Town of Randolph Pursuant to M.G.L. ch. 94G, 1 and 3**

ORDERED: Town Council with the approval of the Town Manager, hereby approves the placement of the following question on the ballot for the submission to the voters of the Town of Randolph at the Fall 2021 regular Town Municipal election to be held on November 2, 2021 pursuant to M.G.L. ch. 94G, Section 1 and 3 and any other applicable law, as said question may be formatted or edited by the Town Clerk to comply with any applicable election or ballot

Council Order: 2021-042A**New Lyons Elementary School**

ORDERED: That the Town appropriate the amount of Fifty Million Three Hundred Eighty Four Thousand Five Hundred Eleven Dollars (\$50,384,511) for the purpose of paying costs of designing, constructing, equipping and furnishing a new Lyons Elementary School to be located at our bout 55 Old Street, Randolph, Massachusetts (Town Assessor's Parcel ID)

Council Order: 2021-043**Designation of Special Municipal Employee Positions**

ORDERED: On November 8, 2021, That the Randolph Town Council hereby approves to designate positions of the Town Council Clerk and Licensing Board Clerk. On January 10, 2022, the amended list of positions was voted and approved

Council Order: 2021-044**Transfer of Water/Sewer Retained Earnings for Town PFAS Response**

ORDERED: The Randolph Town Council voted to transfer \$58,497 from the retained earnings of the Town's Water/Sewer Enterprise Fund to fund the costs related to the Blue Drop water dispenser and the mailing of the DEP required letter related to the most recent PFAS level in the Town's water.

Council Order: 2021-045**Establishment and Funding of Reserve Fund**

ORDERED: The Randolph Town Council will establish a Reserve Fund for FY 2022 to provide extraordinary or unforeseen expenditures pursuant to the provisions of M.G.L. ch.40, Section 5A and any other applicable law and to see if the Randolph Town Council will fund the Reserve Fund by raising and appropriating Six Hundred Fifty Thousand Dollars (650,000) to be placed in said Reserve Fund.

On 11/22/21 voted and approved

Council Order: 2021-046

Nothing reserved. This number was unintentionall skipped

Council Order: 2021-047

ORDERED: The Randolph Town Council will approve transfers from the Reserve Fund created for FY2022 to provide for extraordinary or unforeseen expenditures and pursuant to the provisions of M.G.L. ch 40 Section 5A and any other applicable laws, as follows: Transfer from Reserve Fund to Police Overtime \$325,000

Voted and Approved on 12/6/21

ORDERED: The Randolph Town Council will establish a Reserve Fund for FY 2022 to provide extraordinary or unforeseen expenditures pursuant to the provisions of M.G.L. ch.40, Section 5A and any other applicable law and to see if the Randolph Town Council will fund the Reserve Fund by raising and appropriating Six Hundred Fifty Thousand Dollars (650,000) to be placed in said Reserve Fund.

ORDERED: The Randolph Town Council will approve transfers from the Reserve Fund created for FY2022 to provide for extraordinary or unforeseen expenditures and pursuant to the provisions of M.G.L. ch 40 Section 5A and any other applicable laws, as follows: Transfer from Reserve Fund to Police Overtime \$325,000

Voted and Approved on 12/6/21

REPORT FOR THE TOWN MANAGER

The Covid-19 pandemic continued to consume the country and the Town of Randolph in 2021. At the beginning of the pandemic, Randolph was one of the hardest hit communities in the state. We had to fight hard to get critical health services for our residents such as testing and vaccines. When the pandemic first hit, there were very limited sites where one could get tested and usually only if one had symptoms. Even though Randolph was one of the hardest hit communities, we had no accessible testing available for our residents. I would like to thank Senator Walter Timilty for working on our behalf to find us a health partner in Milton Hospital. This was the beginning of a comprehensive approach to bridge the gap in Randolph and promote health equity and services.

As Covid-19 testing became more widely available to those with and without symptoms, the state began to open “Covid-19 Stop the Spread” testing sites. Our Covid-19 Pandemic Response Team knew that Randolph needed to be a testing location so that we could strategically transition to Covid-19 vaccine access when approved by the FDA. Congresswoman Ayanna Pressley was critical as a voice for us at the state house to help make this a reality.

Once approved, our Covid-19 Pandemic Response Team worked to develop one of the best testing sites in the state. While this remained a team effort, I must single out Director of Community Programs Liz LaRosee and Health Commissioner Gerry Cody for their work on this initiative. They worked 24/7/365 to make this operation work. As Town Manager, and as a resident, I cannot thank them enough for their leadership. There is no doubt in my mind that having access to no cost local testing and vaccine, both saved lives and provided better health outcomes for our residents.

As the first wave of the pandemic started to subside, businesses were beginning to reopen, face coverings were no longer required, schools returned to in-person learning, and Town Hall was reopened to the public. There were still many prevalent signs of the pandemic as the economy was slow to recover, unemployment remained high, people traveled less, and supply chain issues drove the cost of many items to record highs.

I want to thank our local Covid-19 Pandemic Response Team that guided us through the pandemic and will continue to do so for years to come. Their leadership, devotion to duty and countless hours helped keep thousands of Randolph residents safe over the past year. In a time of never-ending state policy changes and health considerations, they never wavered in serving our town. Thank you to Retired Police Chief William Pace, Police Chief Anthony Marag, Fire Chief Richard Donovan, Director of Community Programming Liz LaRosee, and Health Commissioner Gerard Cody.

I would like to welcome Jesse Gordon as a member of the Town Council. Jesse became a council member after District Councilor Paul McDermott resigned his seat due to personal and work obligations. Later this year, Jesse was elected to a full two-year term by the voters in the Town Election. Jesse has been an active member of the town and a community organizer for many years. I thank Paul McDermott for his service to the town as a former Town Meeting Member, Town Councilor, and continued success as local business owner.

Randolph lost three tremendous town employees this year due to retirements. Police Chief William Pace, Fire Chief Richard Donovan, and Treasurer/Collector Jean McNamara. I have had the pleasure of working with these individuals for over 25 years. Each of them is truly the definition of a public servant. Each day, they wanted to make Randolph a better community. They served Randolph with pride, dedication, and loyalty. I will also miss them on a personal level, not only were they great employees but after decades of working side by side with them, I consider them friends. I wish them all the best in their retirements, they have certainly earned it!

I want to thank my Administrative Assistant Donna Hall. She continues to be a key part of my organizational team and the public face of the office to so many who visit Town Hall. In addition, my thanks to Anne Barkhouse and Cilenia Bevis for their hard work. They assist me on important matters relating to personnel management: human resources, town payroll, health insurance, and benefits. I would also like to note the service of Town Attorney Christine Griffin, she is a valued partner and critical sounding board for many of my initiatives.

Finally, I end with a thank you to all the Town of Randolph department heads. I am proud to be part of a team that always looks to serve the community with dedication and pride. These employees work many hours above and beyond what is required to improve our town. They are a credit to public service!

Respectfully submitted,

Brian P. Howard, Town Manager

REPORT FOR THE LAW DEPARTMENT

This year was a very active and successful year for the Law Department.

I. Advice & Legal Support.

In addition to general legal representation of the Town, Legal advice and support was provided to the following Officers, Boards and Departments by the Law Department during 2021: Town Council, Town Manager, Finance Director, Assessor, Accounting, Building Commissioner, Town Clerk, Treasurer/Collector, Conservation Agent, Department of Public Works, Engineering, Fire Department, Police Department, Code Enforcement Officers, Health Department, Library, Town Planner, Recreation and Community Programs Department, Planning Board, Zoning Board of Appeals, License Board, Community Preservation Committee, Board of Assessors, Board of Registrars and Conservation Commission.

Legal support was provided on a wide range of topics during 2021, including the following: Pandemic response and emergency orders, including mask and vaccination rules and requirements, emergency health leave, remote open meeting law provisions, provision of emergency medical services during a pandemic, testing protocols, real estate sale, acquisition and use, use of public and private ways, open meeting law compliance, public records requests, responses to subpoenas, procurement procedures, special permits, variances, zoning enforcement, enforcement of health regulations, wetlands issues and enforcement, appeal processes for decisions issued by town boards, employment law questions, payroll and benefits, ADA compliance, FLSA compliance, preparation of meeting agendas and documents for presentation to the various boards, alcohol licensing, contract review, properties in tax title, liens and enforcement concerning public health matters, zoning, town fines and penalties for ordinance violations and personnel management.

The Law Department worked with outside Counsel to provide some of these services.

II. Litigation, Arbitration and Mediation.

The Law Department, on its own and in conjunction with outside counsel, worked to defend the Town from a variety of lawsuits and legal challenges, including challenges and lawsuits concerning tort claims against the Town, civil rights/discrimination claims against the Town and disputes about land use and ownership. The Town continued its active opposition to the TLA project that is proposed in Holbrook. The Town also continued its lawsuit, along with a number of other municipalities, against opioid manufacturers and distributors for the part they played in creating the opioid crisis.

III. Claims.

The Law Department defended the Town from claims brought pursuant to Ch. 84 and Ch. 258.

Respectfully submitted,

Christine M. Griffin, Esq., Town Attorney

REPORT FOR THE RANDOLPH PUBLIC SCHOOLS 2021-2022

Randolph Public Schools (RPS) continues to move forward in spite of the COVID-19 pandemic. Thank you to the faculty and staff who show up every day to support our students and their families! Thank you to the parents for your partnership! Your cooperation and willingness to work with us through these unprecedented times have not gone unnoticed. RPS remains a work in progress, but together we will continue to improve systems and practices so that all children in our district thrive.

Teaching & Learning

The RPS Teaching and Learning Team

The RPS Teaching and Learning Team's mission is to lead, innovate, and inspire teaching and learning in RPS. The Teaching and Learning Team is composed of the following members:

- Humanities Coordinator
- Math Coordinator
- Science, Technology, and Innovation Coordinator
- Elementary Instructional Coaches (2)
- Secondary Instructional Coaches (4)
- SEI Instructional Coach
- Data and Accountability Specialist
- Assistant Superintendent

The Teaching and Learning team works in collaboration with, and in support of, building leaders and the departments of technology, language acquisition, special education, and student services.

Professional Development

Professional Development (PD) over the 2021/22 school year centered around the Science of Reading (PreK-8), Research for Better Teaching: The Skillful Teacher, Culturally Responsive Teaching, Positive Behavior Supports in Schools, New Science Instructional Materials, and Universal Design for Learning.

Curriculum

We are working towards a comprehensive curriculum which targets all areas in a cycle of review, development, implementation, monitoring, evaluation, and assessment. PreK-12 educators are committed to developing aligned PreK-12 curricula that are culturally relevant and engaging. We aim to meet the needs of all students, utilizing a consistent template to document this work.

An important component to our curriculum work will be professional development that equips our educators with the capacity, knowledge, and confidence to facilitate excellent, innovative, and equitable learning experiences.

Mathematics

This year in Mathematics, we are focusing on prerequisite skills and just in time support for our students to access high quality grade level material. Teachers create lesson plans focusing on small group instruction, in order to implement the prerequisite skills as well as increasing student-to-student discourse.

- K-5
 - Grades K-5 are continuing to use Great Minds Eureka for their core curriculum. The program allows students to gain a deeper understanding of the “why?” behind the numbers.
 - Domains covered include Counting and Cardinality (PreK and K), Operations and Algebraic Thinking (PreK-5), Number and Operations in Base Ten (K-5), Measurement and Data (PreK-5), Geometry (PreK-5), and Number and Operations: Fractions (3-5).
 - All teachers received PD on Equip, thanks to a DESE Math grant we received last year. Equip follows the Great Minds Eureka curriculum incorporating the acceleration plans on just in time supports with prerequisite skills and monitoring progress of grade level standards.
- 6-8
 - Grades 6-8 are continuing to use Open Up Resources. This program helps students to develop and communicate mathematical thinking.
 - Domains covered include Number System (6-8), Expressions and Equations (6-8), Statistics and Probability (6-8), Geometry (6-8), Ratios and Proportional Relations (6-7), and Functions (8).
 - All teachers received PD on Edulastic. We are creating common assessments for each unit of study on Edulastic, to analyze the data and create action plans.
- 1-12
 - All teachers received PD on iReady. Teachers are implementing additional resources from iReady, including Tools for Instructions, Personalized Instruction, and Growth Monitoring, into their curricula.
- RHS Mathematics Department
 - RHS provides multiple classes throughout students' high school career including:
 - Algebra I
 - Geometry
 - Algebra II and HAT
 - Pre-Calculus
 - AP Calculus (AB and BC)
 - Statistics and Financial Literacy

Science and Technology

This year, we implemented Project Lead the Way's (PLTW) Launch curriculum for elementary science. Project Lead the Way provides transformative learning experiences for PreK-12 students and teachers across the U.S., creating an engaging and hands-on classroom environment, and empowering students to develop in-demand knowledge and skills they need to thrive. All elementary science teachers attended a two-day training to become PLTW-certified educators.

- K-2
 - All students attend two science classes taught by a specialist teacher per week.
 - Students spend one third of the year studying space and Earth science, one third studying physical science, and the remaining third studying life science.
 - Sample units include diversity of life; pushes and pulls; and observing the sun, moon, and stars.
- 3-5

- All students attend four science classes taught by a specialist teacher per week.
- To account for less evenly distributed standard strands in the upper elementary grades, the primary focus for each grade level varies. Grade 3 focuses heavily on life science, grade 4 on physical science, and grade 5 on space and Earth science. All grade levels do, however, receive instruction in all three strands over the course of the year.
- Sample units include patterns in the universe, environmental changes, and energy conversions.

New to RPS elementary schools this year was the addition of computer science/technology classes. These classes cover a wide variety of topics including keyboarding and computer skills, social media use, monitoring your digital footprint, coding, and robotics. All elementary students engage in one unit of PLTW computer science during the year, in addition to the entire Common Sense Education Digital Citizenship curriculum.

- K-2
 - All students attend two computer science/technology classes taught by a specialist teacher per week.
 - Sample units include stopping online bullying, animated storytelling, and internet safety.
- 3-5
 - All students attend one computer science/technology class taught by a specialist teacher per week.
 - Sample units include robotics and automation, reading news online, and programming patterns.

RCMS is in year one of a 3-year adoption of OpenSciEd (OSE). OSE provides teachers with the materials and support to get students curious about the world around them, and confident in their ability to shape it through questioning, investigating, and solving problems. All RCMS science teachers attended a four day training during the summer of 2021, and have or will attend another two day training session in early 2022. All middle school students have completed one unit of OSE and will complete a second unit during SY21-22.

- 6
 - Light & Matter: Why do we sometimes see different things when looking at the same object?
 - Sound Waves: How can a sound make something move?
- 7
 - Thermal Energy: How can containers keep things from warming up or cooling down?
 - Contact Forces: Why are things sometimes damaged when they hit each other?
- 8
 - Weather, Climate, & Water Cycling: Why does a lot of hail, rain, or snow fall at certain times and not others?
 - Chemical Reactions & Matter: How can we make something new that was not there before?

RCMS also has exploratory technology classes at each grade level. Grade 6 students engage in coding and digital citizenship using Code.org's CS Discoveries curriculum to

create websites, interactive games, and apps. Grade 7 students build on their 6th grade experience by using physical computing and 3D design/printing to create real-world tech-infused devices and objects. The primary curriculum resource in 7th grade is PLTW's Computer Science for Innovators and Makers. Eighth grade students take an engineering class that continues to integrate digital technology with tangible hands-on problem solving. The engineering course's primary curricula are PLTW's Design and Modeling, and Science of Technology.

RHS's program of studies will see significant changes next year, as we bring in PLTW courses to replace and expand our current elective offerings. Students will be able to choose from a series of specialized pathways starting in 9th grade, including computer science, biomedical, and engineering. Next year will see the addition of the entry courses for these pathways, with more advanced courses being added in subsequent years.

- Principles of Biomedical Science - New SY22-23 (Replacing Forensic Science)
- Human Body Systems - New SY22-23 (Replacing Physiology)
- Introduction to Engineering Design (Ran briefly pre-COVID)
- Computer Science Essentials - New Course SY22-23

RHS's core science pathway will also see changes next year, with the majority of Freshmen taking Introductory Physics instead of Biology. Sophomores will take Chemistry and most Juniors will take Biology. Exceptions would be students interested in the biomedical pathway, who will study Biology during their Freshman or Sophomore years to build base knowledge needed for success in that pathway. Biology courses use NGSS's storylines curriculum as their primary resource. Chemistry and Physics curricula are mostly teacher-generated, although we plan to adopt OpenSciEd once those resources are made available by the developers.

Humanities

Building Diverse K-5 Classroom Libraries

Over 600 children's picture books were distributed to classroom teachers in grades K-5 this year. The books were chosen for their literary quality, connections to Social Studies topics, and for their strengths at building diverse classroom libraries. These books were written by a culturally diverse range of authors, and feature main characters of various ethnicities, identities, family configurations, and backgrounds.

New K-5 ELA Curriculum

This year, the Humanities Department has undertaken the project of evaluating and selecting high-quality instructional materials for a comprehensive and unified ELA program for grades K-5. In coordination with the Literacy Action Team, twenty-three teachers, across all four elementary schools, are piloting two programs: EL Education and Wit & Wisdom. These two resources were chosen based on the priorities and parameters that teachers and the district set. Those parameters included 1) culturally responsive texts that feature characters and authors from diverse backgrounds, 2) high-quality on-grade-level texts, 3) integration of Science and Social Studies topics to build background knowledge, and 4) strong and user-friendly teacher materials. After data is collected from the pilot, it will be reviewed with teachers, and a selection will be made this spring.

New 6-8 ELA Curriculum.

This year we were recognized with a competitive GLEAM grant award from DESE. Funds from this grant will enable RCMS to purchase high-quality instructional materials for a

comprehensive ELA program for grades 6-8. In consultation with TNTP, our GLEAM Team and teachers, RCMS identified several priorities for the new curriculum including 1) cultural sustainability, 2) high quality texts and tasks, 3) accessibility and inclusion, and 4) ease of use for teachers. The new curriculum will be identified this spring and an implementation plan rolled out before the end of the year.

New 8th Grade Civics Resources

This year we established a partnership with Generation Citizen to develop an Action Civics project available to all 8th grade students. In this project, students will identify a community need, investigate the root causes of the problem, identify decision-makers, and develop skills to advocate for and effect the changes they wish to see. Students engaged in this project will develop the civic skills, knowledge, and dispositions to be active citizens, and will have an opportunity to present at “Civics Day” at the Massachusetts State House.

New High School History Course: Civil Rights

A new elective course will be available as of next Fall in the History and Social Science Department. This course will focus on movements for civil rights in the United States from Reconstruction to the present.

Coaching K-12

This year, the Teaching and Learning team expanded its instructional coaching program to include content coaches at the secondary level (6-12). In the Humanities Department, there are now instructional coaches to support teaching and learning in all grades K-12. Some highlights include:

- Engaging in inquiry cycles
- Developing data literacy
- SEI Teaming
- Alignment: Objectives, Assessments, and Tasks
- Depth of Knowledge
- Progress Monitoring with i-Ready (1-11) and DIBELS (K-8)

Literacy: Right to Read

Literacy development sets the stage for academic success. Our data analysis has pointed to early literacy skills as an area in need of development. RPS is placing a major emphasis on three strategies to improve reading outcomes for all RPS students:

- Educator Practices and Knowledge: Science of Reading Professional Development (PreK-8)
- Assessment: Consistent use of DIBELS 8, K-8, three times yearly (K-8) and iReady Reading Grades 2-11
- Instruction: Small group, targeted, skills-based reading instruction and intervention utilizing research-based practices and resources
- Family Support: Partnering with families to support joy in literacy at school and home

In addition to these strategies, RPS has applied for and has been awarded several literacy grants. Recently the Randolph Community Middle School and our RPS PreK program were each awarded the competitive GLEAM grant. GLEAM, Growing Literacy Equity Across Massachusetts, supports schools to implement deep and lasting improvements in programming through a multi-tiered system of support for ELA/literacy, as well as expanded access to high-quality PreK. We are awaiting a decision on the Accelerating Literacy Learning with High-Quality Instructional Materials grant.

Assessment

Assessment is the first step to planning informed and strategic instruction. We start with the end in mind, designing the assessment that includes what students will know and be able to do after instruction. RPS is committed to utilizing assessment data to make informed decisions about instruction and curriculum.

- DIBELS 8 K-8
 - Early literacy skills
 - Over 1800 students assessed 3 times yearly
 - Executing data meetings and progress monitoring
- i-Ready
 - Online Assessment, 3 times yearly
 - ELA Gr. 2-12
 - Math Gr. 1-12
 - Through a DESE Mathematics Acceleration Grant, RPS has 22 PD sessions with iReady consultants for leadership, coaches, and staff.
- Common Assessments
 - RPS has begun using Edulastic in grades 3-12. Edulastic is an online assessment tool with technology-enhanced items and provides a complete, instant view of student learning and growth.

Massachusetts Department of Elementary and Secondary Education Multi-Tiered Systems of Support (MTSS) Academies

RPS has been selected to participate in six intensive professional development academies offered by the Department of Elementary and Secondary Education (DESE). These academies are designed to aid school and district teams with the implementation of tiered systems of instruction and support. In addition, our district has been selected to participate in intensive DESE Networks to deepen and connect our work.

DESE Academies:

-
- Culturally Responsive Practice Leadership Academy — District Team
 - Culturally Responsive Teaching Academy — Donovan, RCMS, RHS
 - Inclusive Academy Tier 1 Instruction — Donovan and Young (completed), RCMS, RHS, Lyons
 - Tiered Literacy Academy — JFK and District Team
 - Positive Behavioral Interventions and Supports Academy (PBIS) --- JFK, RHS, RCMS, Donovan, Lyons
 - Social-Emotional Learning (SEL) / Mental Health Academy — District Team
-

DESE Networks:

- Learning Acceleration Network (LAN)
- Diversity Network

- Evaluating and Selecting High Quality Instructional Materials Network

Randolph Public Schools Strategic Goals

The district's goals remain the same. We continue to advance our instructional strategies of Universal Design for Learning (UDL), Positive Behavior Intervention Supports (PBIS), and Social-Emotional Learning (SEL). The district strives to bring innovative ideas into the schools to increase student achievement and engagement through continuous reflection and improvement. By adding more technology than ever before, students are interacting with learning platforms that adapt to their academic needs. Teachers, administrators, and families receive real-time data to inform their instruction.

<i>Strategic Objectives</i>			
<i>Continuous Reflection and Improvement</i>	<i>Academic Excellence and Innovation</i>	<i>Respectful and Responsible Relationships</i>	<i>Engaged and Equitable Community</i>
1. Increase academic achievement for all students by implementing innovative and equitable teaching practices	2. Develop aligned K-12 curricula that is culturally relevant and engaging to meet the needs of all students	3. Recruit and maintain a workforce that is diverse, highly skilled, and professional	4. Increase students' academic success by building family and community partnerships

Technology

The 2021 academic school year has been a very exciting and fulfilling year. There were many projects we saw the opportunity to address and complete for the betterment of the district, its staff members, and students. All technology projects were scrutinized for its importance before starting the work to prioritize our resources in the best manner possible. Our technology projects range from the re-wiring of most of our buildings to adding layers of physical security to our buildings. All have been approached from the district's mission and the Three Tenets: Equity, Excellence, and Innovation.

The primary goals of the projects were to bring equity for all students, improve communication between staff and parents, enhance security within our schools, and improve our approach to internet access for our staff and students. Here is the list of ongoing projects we expect to complete this academic 2021-2022 year:

- We began our One-to-One device initiative, and are seeing the benefits of all students having access to a device that will allow them to connect to the internet and their educational platforms.
- We are almost done with the rewiring of our schools and administrative offices for faster and more stable access to the internet, and for improved WiFi connections.
- In partnering with the Randolph Police and Fire Departments, our buildings are getting the much-needed attention in an effort to secure our buildings. This process is just Phase 1 to complete our improvements.
- The district has made investments in purchasing interactive panels for our schools to bring 21st Century devices to our teachers. We have a plan in place to have every instructional classroom with an interactive panel.
- The Technology team put together a committee to replace our aging iPass student information system. After a couple of months of discussing, debating, and

demonstrations, we chose PowerSchool SIS as our new student information system. While there is still a lot to learn on how to maximize our new platform, the general consensus is that the committee made a great choice in choosing PowerSchool SIS.

There is still plenty of work to be done as we keep our eyes on the three district tenets.

Special Education and Student Services at RPS SY 2021-2022

The Randolph Public Schools District is committed to providing a continuum of services that offer students equitable access to the general curriculum in the least restrictive environment.

The Special Education and Student Services Department is the umbrella for a variety of programs that help students achieve excellence academically, personally, and socially-emotionally. This includes oversight of special education programs, related services, guidance services, school counseling, nursing services, McKinney-Vento, foster care, 504 Plans, and the integrated PreK program. Services and programs are designed in alignment with the Individuals with Disabilities Education Act to meet the needs of Randolph Public Schools students. These services and programs are provided at no cost to students who qualify.

The Special Education and Student Services Department is responsible for providing direct specialized instruction to approximately 605 students with disabilities between the ages of 3-22, and another 98 students who have a 504 Accommodation Plan.

We also oversee programmatic and fiscal responsibilities for students attending special education collaborative programs or private special education schools. Currently, there are 49 students who are placed out of district who attend in 16 nearby out of district schools. We offer assistance to 20 families who are in transition and 42 students who are under the foster care system. We also assist in the medical and nursing needs of all students across the district. Lastly, we provide social-emotional learning programs and inclusive practices to staff and families.

The department also coordinates other related services including evaluative assessments, specialized transportation, assistive technology, legally mandated extended school year programming, and other specialized services such as the multi-tiered systems of supports through the (RMTSS).

Community Partnerships

This school year, Randolph Public Schools (RPS) started new partnerships with the following agencies/institutions to strengthen our wraparound services and special education programs.

- Family Success Partnership through READS Collaborative
- Massachusetts School Mental Health Consortium
- Home for Little Wanderers
- JVS (Jewish Vocational Services) Transitions to Work program for our students ages 18-22
- Authentic Caribbean Foundation with Councilor Ken Clifton donated close to 200 backpacks to our students in August 2021
- Randolph Police Department (RPD) led by SRO Det. Kristen Gagnon and Det. Kevin Gilbert donated a tremendous amount of toys, winter clothing, and accessories to RPS students in December 2021

SEL/Mental Health Initiatives 2022

- Improved district-wide common referral system for faster response to concerns and data collections

- Screenings on SEL competencies with DESSA through Aperture Education for grades K-8, and self-screening for grades 9-10
- Flexible seating, including standing desks in every classroom in the district
- Adult programming offered at no cost, including yoga, meditation, walking group, line dancing, affinity group, and Wise Humanity
- Addition of BRYT programs in RHS and RCMS
- RPS was awarded a \$350,000 grant to fund a variety of mental health supports and initiatives

Press Releases

Since the beginning of this school year, the Special Education and Student Services Department has shared the following news to local and national media that highlights the commitment of RPS to providing excellence in public education.

- Randolph Public Schools Proudly Announces Flexible Seating And Social-Emotional Tools For Every Classroom
- Randolph Public Schools' Director of Special Education and Student Services Training to be a Leader in Education Policy

Recent Activities/Accomplishments

- Provided digital professional development learning access to selected Special Education and Student Services staff members including: Occupational Therapists, Physical Therapists, Paraprofessionals, Speech and Language Pathologists, School Nurses, and School Adjustment Counselors.
- Provided professional development centering around equity, inclusive practices, tiered social-emotional and trauma sensitivity trainings to the following staff members:
 - Paraprofessionals - *Positive Behavior Supports in Schools: A Training Series for District Paraprofessionals*
 - Team Facilitators - *IEP Team Leader Community of Practice*
 - Monthly Program Consultations for sub separate programs with ACCEPT Collaborative
 - Nurse - *Managing pediatric diabetes courses through Boston Children's Hospital*
 - Social Workers - *Trails to Wellness CBT training, Trauma-informed, Cognitive Behavioral Therapy, and Narrative Therapy*
 - Selected members of the crisis team, and specific school members - *CPI/Safety Care/AED/CPR/SBIRT Training*
 - Middle and High School Educators - *504 and ICAP's - Making strong, grade level curriculum accessible to all*
 - Elementary Educators - *Toolbox-Deeper Dive*
- Reduced the number of students taking MCAS-ALT, closer to 2%.
- Acquired curriculum, digital tools/resources and materials including: Brigance, TouchMath, Unique Learning System, Boardmaker Curriculum, Edmark, Toolbox Curriculum, Read Naturally, and Pearson Q-Global.
- Completed the Program Evaluation for the TLC Program at Lyons Elementary School.
- Completed the Tiered Focused Monitoring (TFM) by the DESE with only one corrective action plan on student records.
- The Disability Law Center (DLC) found that RPS is in compliance with all expected special education procedures related to the education of students on IEPs.

Out of District Special Education

Randolph Public Schools is fully and solely programmatically and fiscally responsible for 40 Out of District Students ages 3-21. RPS additionally shares programmatic and fiscal responsibility for two

students, is solely fiscally responsible for an additional two students, and solely programmatically responsible for an additional two students – for a total of 46 Out of District Students. Additionally, RPS has three students in Out of District Placements for a temporary evaluation period to determine the least restrictive environment and support necessary for each student to make effective progress.

The approximate cost for all 49 of these students is **\$4,102,499.10** for the 2021-2022 Fiscal School Year.

PBIS (Positive Behavioral Interventions and Support) Updates

This year Randolph Public Schools (RPS) continues to participate in the Positive Behavioral Interventions and Support (PBIS) Academy, sponsored by the Department of Elementary and Secondary Education (DESE) in collaboration with the University of Connecticut (UConn). The following schools are part of the PBIS network: JFK Elementary School, Randolph High School (year 4 cohort); Lyons Elementary School, Donovan Elementary School, and Randolph Community Middle School (year 2 cohort).

SEL (Social-Emotional Learning) Updates

This school year RPS continues to participate in the DESE SEL Academy as part of the year 2 cohort. We are participating in the academy as a district-wide team, for the benefit of all six schools. Thus far we have participated in three offered webinars, and will participate in three consultation sessions in the spring.

RPS continues to participate in the Massachusetts Comprehensive School Mental Health System's Collaborative Improvement and Innovation Network (CoIIN). RPS is one of six Massachusetts districts that represents our state in nationwide monthly meetings with the National Center for School Mental Health. Through this collaboration we not only continue to improve our work through Plan-Do-Study acts and data tracking, but also are able to provide our social workers with quality evidence-based professional development (PD) at no cost.

As always, our work is supported through in-district training and ongoing collaboration between the schools throughout the year. This winter and spring, RCMS and RHS will conduct SBIRT (Screening, Brief Intervention, Referral to Treatment) with grades 7 and 9. In addition, social workers will teach the Signs of Suicide curriculum to grade 8 students, and the Break Free from Depression curriculum to grade 9 students. Parent and educator sessions will be offered in conjunction with the student workshops.

RPS is engaged in screening students' social-emotional competencies in grades K-8 three times during the school year, through the Devereux Student Strengths Assessment (DESSA) system. Data from the screenings is used to provide targeted, short term interventions aimed at improving students' competencies. Students in grades 9 and 10 are self-assessing, and choosing goals and activities that align with areas in need of growth.

Students and educators in grades PreK – 6 continue to utilize the SEL curriculum Toolbox, embedding use of the tools in everyday conversations and activities, as well as through targeted instructions and classroom discussions.

BRYT (Bridge for Resilient Youth in Transition) programs will be established in both RHS and RCMS by the spring. RHS's program opened at the start of the school year, and RCMS's program will open by March. This short-term service helps students and their families with the process of reentry, reintegration, or remaining within the school community during and after a mental health crisis by supporting their academic, social, and emotional functioning. Although each individual

student's goals may be different, the ultimate goal for every participating student is to efficiently return to their academic program within our district.

Given that we know that maintaining our own emotional wellbeing is the first step in our ability to serve our students and their families, we have offered a variety of self-care activities to adults (including yoga and meditation, an affinity group, walking group, classes by Wise Humanity, and line dancing) at no cost. In addition, a Randolph-specific SEL online resource is available to educators via our district's website. Through this resource, educators can easily find strategies to use to engage students and support their growth in all SEL competencies, and self-care strategies and activities for themselves.

We continue to collaborate with multiple community-based agencies, such as Bay State Community Services, South Bay, Aspire, Home for Little Wanderers, and the Quincy Family Resource Center to ensure that our students and families have the support they need. Through our partnership with the Family Success Partnership and READS Collaborative, sixteen of our families are able to work with a social worker who will provide short-term individual and family therapy, as well as connect families to community-based support and services.

McKinney Vento Updates

RPS continues to work with our homeless and struggling families, providing referrals to appropriate community agencies as well as gift cards for groceries, food, and other essential items. The district's McKinney Vento liaison will meet with community stakeholders on four occasions to share and build resources for our struggling families. In addition, we work closely with DCF and families to ensure that our students placed in foster care have the least amount of educational disruption as possible. To date, RPS has twenty known homeless families and forty-two foster students.

English Language Learning and Family Resource Center

English Language Learners: English Learner numbers have slightly increased this year, with the increase in Kindergarten registrations. Increased numbers of Portuguese and Haitian Creole families have registered their children.

For the last three years, the EL office staff and district ESL teachers have developed an ESL curriculum based on the newly released WIDA standards. ESL teachers meet monthly, after school and during curriculum planning times, to continue the development of model units for this new ESL curriculum. We continue to offer professional development to ESL teachers, as well as to teachers who have ESL students in their class on a variety of pedagogical and cultural topics.

This year, we will offer the Seal of Biliteracy to High School seniors that can show proficiency in both English and another language. Additional information will go out to students and families in February. We anticipate testing eligible students in April.

Family Resource Center: New student registration and address changes for current students continue to be done online, through the family ID system. With the ongoing implementation of the PowerSchools student information system, we hope to have their registration component active for next school year's registration. The Family Resource Center is open to the public from 9:00 AM -3:00 PM Mon.-Thurs. (Friday, 9:00 AM -1:00 PM) Computers are set up and staff is available to assist families in using the registration system, Registration Counselors continue to regularly communicate with families via email, through the new FamilyID online system. They also continue to reach out to families via phone calls to see if they could assist them in completing their incomplete registration. As always, the Family Resource Center staff continue to take appointments to assist families who are experiencing technical difficulties associated with registrations, work permits, and address changes.

In order to provide language specific assistance through the registration experience, as well as form deeper bonds with new and existing families, family liaisons are registration trained and are located in the Family Resource Center. The Family Resource Center's tab on the Randolph Public Schools website now provides updated links for community resources as well as academic resources that families can use to help their students at home.

Community and curricular resources are also displayed in the Family Resource Center and Family Liaisons are available to answer questions.

Enrollment Numbers

The tables below show a comparison of enrollment numbers at the start of the 2021-2022 school year and the 2019-2020 school year.

Randolph Public Schools
Monthly Enrollments

December 1, 2021	PK3	PK4	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
Donovan			72	58	83	67	68	59									407
JFK	45	58	59	46	53	53	60	48									422
Lyons			53	37	51	48	64	52									305
Out of District			1	1	3	3	4	2	5	3	3	2	4	4	7	7	49
Young			51	43	43	35	41	34									247
RCMS									191	219	229						639
RHS												182	143	135	138	11	609
Total	45	58	236	185	233	206	237	195	196	222	232	184	147	139	145	18	2678
Change	2	6	4	-2	2	0	-1	-3	1	-2	-1	1	1	1	-1	0	8

DEC 1, 2020																	
	PK	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	Grand Total	
Donovan		54	84	74	81	66	67									426	
Lyons		35	48	51	66	53	48									301	
JFK		42	55	58	64	55	43									317	

Young		40	46	38	46	38	47									255
Pre-School	71															71
RCMS								220	241	215						676
RHS											136	164	171	165	16	652
DISTRICT	71	171	233	221	257	212	205	220	241	215	136	164	171	165	16	2698

As of Dec 31, 2019																	
		PK	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
Lyons ES		50	47	61	54	46	50										308
JFK ES	100	55	60	65	53	46	64										443
Donovan ES		78	77	83	56	78	83										455
Young ES		54	32	43	34	54	52										269
RCMS								245	223	199							667
RHS											169	177	160	159	11		676
District	100	237	216	252	197	224	249	245	223	199	169	177	160	159	11	2818	

Due to the pandemic, RPS is experiencing unusually low enrollment at the lower elementary level. Families have chosen to keep their young children home, which is a noticeable trend across the nation.

Facilities Department

The Randolph Public School Facilities Department is responsible for developing, managing, repairing, improving, and supporting the school district's facilities. It is our goal to provide the highest quality service in a responsive and efficient manner for all our students, programs, and services. The department is responsible for keeping all of the school buildings safe, accessible, functional and inviting while protecting Randolph's heritage and town pride. The department is responsible for 9 buildings – High School, Middle School, John F. Kennedy Elementary school, Donovan Elementary school, Young Elementary school, and Lyons Elementary school, the School District Administration Building, the maintenance garage, and the Tower Hill Property.

Department Goals and Responsibilities

- Provide custodial care and cleaning
- Ensure preventative and regular maintenance and repairs
- Maintain landscaping and pedestrian snow removal at schools
- Take energy controls, utility management, & energy conservation measures
- Embrace budgeting and capital planning

- Plan for extraordinary maintenance and capital improvements
- Supervise custodial and maintenance staff
- Stay compliant with environmental and public health laws/regulations/ordinances

Organizational

The Facilities Department has 29 staff members. Buildings are maintained by a team of twenty-two custodial and maintenance staff. Two property and grounds personnel manage the grounds and school fields. We have a skilled team of three licensed trades' staff managing all plumbing, carpentry, and electrical work. All department staff are overseen by the Assistant Director and Facilities Director.

Major Projects

- Completed parking lot upgrades including sealcoating, repainting, curbing, new paving, and entry ramps at the Margaret Donovan and John F. Kennedy Elementary Schools.
- Completed installation of new classroom unit ventilators and dehumidifiers in 12 classrooms at Randolph High school.
- Put over 370 HEPA air purifier units into service in rooms of all schools throughout the district.
- Continued progress and approval for new Lyons school building through the Massachusetts School Building Authority (MSBA).
- Installed air conditioning units in 20 high needs classrooms at multiple buildings throughout the district.
- Procured new department equipment including two trucks complete with snow plows, lift gate, and commercial salt spreader, and commercial mower.
- Repaired and upgraded science classrooms at Randolph High school with new sink faucets and upgraded ventilation.
- Installed drop ceilings and upgraded lighting to LED flat panels in seven classrooms at Randolph High school.
- Replaced expansion tank for building heating system at Randolph Community Middle School.
- Sanded and refinished all gym floors at all schools district wide.
- Performed AHERA annual 3 year reinspection and reports.
- Performed annual water testing and indoor air quality sampling at all buildings.
- Performed all necessary fire, health, and safety inspections per state and federal regulations for all school buildings.
- Managed multiple contracts with outside contractors to maintain fire security and suppression systems, building security, pest management, HVAC systems, and more.
- Worked in tandem with the Department of Public Works to manage snow removal.
- Adjusted and refined cleaning procedures and disinfection protocols to meet and exceed guidelines set by the CDC.

Recognition

We would like to offer our sincere appreciation and thanks to our maintenance and custodial teams for their continued service and dedication to the Randolph Public Schools. Without their constant efforts we would not be able to provide the students with a clean, safe, and healthy learning environment. In the school district the process of educating children involves not only the teacher, but also a wide range of support staff who contribute directly and indirectly to students' experiences. There have been several challenges over the past year, and the facilities staff have worked continuously behind the scenes to do their part to keep Randolph schools operating at the highest possible level of excellence.

REPORT FOR THE BLUE HILL REGIONAL DISTRICT SCHOOL COMMITTEE

The Blue Hills Regional District School Committee is pleased to submit its Annual Report to the residents of the town of Randolph.

Blue Hills Regional Technical School continues its steadfast commitment to providing the highest caliber academic and technical instruction to students in grades nine through twelve, and to adults receiving postgraduate training. The nine towns comprising the district include Avon, Braintree, Canton, Dedham, Holbrook, Milton, Norwood, Randolph, and Westwood.

Ms. Jill Rossetti serves as Superintendent-Director, Mr. Geoff Zini serves as Principal, and Ms. Rachelle Jeanty was the Randolph representative to the District School Committee. The District School Committee meets on the first and third Tuesday of each month at 7:00 PM. These meetings typically take place in the William T. Buckley District Board Room (W218) at the school. From March 2020 through August 2021, these meetings were held remotely, via Zoom, with the exception of the second meeting in June 2021. Since September 2021, these meetings have returned to in-person format. As always, the public is welcome to attend. They are able to sign up to speak during the Public Comment portion of each meeting via a link provided on every posted agenda.

Blue Hills resumed in-person learning in March 2021. This was done with thought and care to everyone's health and safety. It was a gradual return, with all but those students who opted out of returning for the rest of the school year, completed in April 2021. The option to remote learn was only offered to students through the end of the school year. In September 2021, Blue Hills opened its doors to full in-person learning. The school complies with all safety regulations and cleaning practices. Students and staff continue to wear masks in the building.

Spring sports programs were reintroduced with modifications outlined by the state. We had approximately 175 student athletes participate in spring sports and we were able to play all of the scheduled games without any COVID-19 impact! Our Rugby team had their first win and finished with over a 50% winning season. In September, fall sports programs opened fully with safety regulations in place. Participation in sports remains high, and the events are well attended when able. The Girls' soccer team qualified for the MIAA playoffs and were Mayflower League Champions. The Boys' soccer team also qualified for the MIAA playoffs and received the District 5 Sportsmanship award. The football team qualified for the MIAA playoffs and were Mayflower League Champions. Head Coach Ed Madden was named Patriots Coach of the Week. Our Athletic Director, coaches, health care staff, and participating athletes all worked very hard to make this happen.

The academic and vocational programs proved to be successful as demonstrated by the state MCAS numbers (2019 and 2021) and other indicators that our students did not suffer significant learning loss. Much of this is due to the significant amount of support and oversight the staff and administration provided to staff and all students throughout remote learning. In-person Summer School was offered again this past summer without a price increase. All participants finished and passed their classes.

End-of-year celebrations were reintroduced in the Spring of 2021. Some took place in person, others remotely, and some in a hybrid format. A graduation ceremony was held on the Athletic Field with small changes to comply with COVID-19 regulations, including reconfigured seating to allow for social distancing. Our end-of-year awards ceremony combined in-person and remote participation. This year, parent conferences were held in-person and virtually. On November 2, 2021, we held an in-person Open House for eighth graders. Our annual Showcase event and the Homecoming dance were also held in-person.

Senior Scholarship and Awards Night was celebrated on May 20, 2021. Dozens of students were honored for their achievements. A total of 60 single and multi-recipient awards/scholarships were distributed to the student honorees. They were recognized or given scholarships for their academic, athletic, and technical program success. Blue Hills Regional truly appreciates all the individuals and civic and municipal organizations that generously recognized these deserving young men and women. Randolph recipients include Courtney McCarthy, Anthony Millwood, Madison Farmer, Nyah Thomas, Tia Cumberbatch, Joel Delhome, Gabriel Rosa, William Toscano, John Poto, Eric Banks, Samantha Aisiku, Shanai Watson, Stenley Simon, Kaylie Silva, Rebecca Raphino, Tyler Chan, Meghan Young, Ruth Menzinger, Bettyna Belabe, Richard Leng, Faridah Azeez, Mackenzie Harris, Annabelle Jean-Phillippe, Victoria Mazzeo, Taylor Baxter, Chip Bruin, Emma Jackman, Isabelle Noailles, Breanna Ward, Scott Masciulli, Dalenchky Joseph, Kahleel Kennedy, and Christopher Alcimbert.

Blue Hills had 54 John and Abigale Adams Scholars from the Class of 2021. (Avon 5, Braintree 4, Canton 3, Dedham 5, Holbrook 8, Milton 3, Norwood 7, and Randolph 19). Randolph recipients include Samantha Aisiku, Faridah Azeez, Eric Banks, Marissa Baum, Chip Bruin, Tyler Chan, Roberto Chicco, Isabella Espinosa, Madison Farmer, Anne Fleury Fils, Bryson Freeman, Michelydie Manuel, Ruth Menzinger, Anthony Milwood, Elijah Policard, Stenley Simon, William Toscano, Shanai Watson, and Delvin Young.

Blue Hills Regional is proud to offer various services to district residents- and in some cases, the general public-from a variety of our technical programs: Automotive Technology, Collision Repair and Refinishing, Construction Technology, Cosmetology, Design and Visual Communications, Graphic Communications, Early Education and Care, Electrical, Metal Fabrication, and our in-house, student-run restaurant, Chateau de Bleu, provided by Culinary Arts. This practice allows students to utilize their training in practical, hands-on situations that augment their classroom work. Furthermore, these professional-quality services are available at well below commercial cost. Over the years, residents and civic or municipal groups in the District towns have saved considerable money by having Blue Hills Regional students perform work for them. The school pool is open once again to community schools and the public. Swim teams are back along with community swim programs offered to the public.

There were 917 students enrolled at Blue Hills as of October 1, 2021. Two hundred and eighty-three (283) were from Randolph. Blue Hills also has a new four-legged member named Enzo who can be found greeting students in the morning and lending a helping paw to those in need of comfort throughout the school day. Enzo helps to support the educational and social needs of students with classroom visits and interactions in the hallway.

Commencement was held on June 10, 2021. There were 194 graduates, 65 from Randolph. Randolph graduates include Samantha Aisiku, Christopher Alcimbert, Faridah Azeez, Eric Banks, Marissa Baum, Taylor Baxter, Bettyna Belabe, Jaylin Brown, Chip Bruin, Torri Carter, Dieuphete Celime, Yanni Centeio, Tyler Chan, Chloe Charles, Stanley Charles, Robert Chicco, Tia Cumberbatch, Joel Delhome, Antwan Depina, Isabella Espinosa, Breanna Evans, Madison Farmer, Anne Fleury Fils, Bryson Freeman, Samantha Gibson, Tatiana Golden, Mackenzie Harris, Shuanah Hilaire, Nyla Hill Massena, Connor Hoch, Richard Ieng, Emma Jackman, Annabelle Jean-Philippe, Joseph Dalenchky, Kahleel Kennedy, Sofia Lobo, Samiyah Mallory, Michelydie Manuel, Scott Masciulli, Adrian Maynard, Victoria Mazzeo, Courtney McCarthy, Ruth Menzinger, Joshua Michel, Anthony Millwood, Felicha Morquette, Hunter Nee, Isabelle Noailles, Ademar Parada, Elijah Policard, John Poto, Rebecca Raphino, Ryan Robertson, Gabriel Rosa, Kaylie Silva, Stenley Simon, Alaya Stokes, Khalid Sully, Nyah Thomas, William Toscano, Declan Walsh, Breanna Ward, Shanai Watson, Seth Westgate, and Devlin Young.

Commencement Ceremony for the class of 2022 is scheduled for June 7, 2022 with a rain date of June 8, 2022.

The Practical Nursing Program (Postsecondary Programs Division) is a full-time program of study provided to adults on a tuition and fee basis. The Practical Nursing students are prepared upon graduation to take the NCLEX-PN (National Council Licensure Examination for Practical Nursing) through the State Board of Registration in Nursing. The LPN program was ranked fourth in 2021 for their high NCLEX-PN pass rate among first time test takers at 95%. The Practical Nursing Program held its 32nd Annual Commencement in June.

Blue Hills is coming back strong with administration, staff, faculty, students and the school community and district leadership working hard and together to provide the very best academic and vocational education and experience to our students for their immediate and future success.

Respectfully submitted,

Jill Rossetti
Superintendent-Director

REPORT FOR THE POLICE DEPARTMENT

The Randolph Police Department manages over 21,000 calls a year. In 2021, officers handled 3,074 calls related to directed/deterrent patrols of homes/businesses/schools/problem areas. Public assist/well-being checks by our officers totaled 1,477. There were 866 motor vehicle crash reports and 50% of those crashes were investigated. In terms of medical emergencies, we responded to 1,556 calls. 75% of the police department's officers are EMT certified. The patrol division is at the forefront of the department and are tasked with managing the bulk of calls for service. The daily work of our front-line officers is a clear display of their commitment to be a part of this community and keep it safe.

During the past year, this department has been strongly committed to addressing issues that are recurring and affect quality of life issues. Public safety is always the focus of our mission. Officers embrace the idea that we are the guardians of those in need. We have adopted, and continue to develop, a unified approach to policing in which members of the community and officers have input into the problem-solving process. As a first step to bolstering this initiative we have created Community Enhancement Partnerships (CEPs) with stakeholders, councilors, and officers working together to open lines of two-way communication. Every officer in the department is assigned to a partnership. The department has focused on community outreach with various events, such as National Night Out, Coats for Kids, Trunk or Treat, Special Ops Day, Youth Nights, Chat with the Chief and the renovation of the town hall basketball court. Events are ongoing and many are currently in the planning stages.

Intelligence Led Policing has moved our department to create specialty units with officers trained in that area to better handle problems within their expertise. We have formed the Support Services Unit to assist victims in domestic violence, mental health, elder affairs, disabilities, and juvenile outreach. Our department handled 352 calls related to mental health in 2021. With the assistance of Aspire Health, we secured a grant to fund a full-time clinician to enhance the expertise and services provided by the Randolph Police Department. Ashley Sullivan was hired as the clinician and works side by side with officers to give guidance and offer resources to people in crisis. The feedback has been extremely positive as we move to help those with mental health problems and work with the families. When this program was instituted this year, we made a commitment to the One Mind Campaign which asks that 100% of officers be trained in mental health first aid and 20% be trained in crisis intervention training within two years. In less than a year, we have 75% trained in mental health first aid and 32% trained in crisis intervention. Officers have been using these skills to de-escalate calls for service and show compassion and empathy for those in need.

A newly assembled specialty, the Randolph Police Department Civil Rights Unit (CRU) investigates crimes and performs functions similar to other units. A priority focus on the protection of civil rights empowers the unit to work in conjunction with outside resources to better serve the needs of our community. We are partnering with houses of worship and organizations such as QARI (Quincy Asian Resources, Inc.). Most people are steadfast in their beliefs, whether political, religion, or otherwise. We may not be able to change minds; however, we want to have conversations with all people to get our message out – that the deprivation of any basic civil or human rights will not be tolerated and that the Randolph Police Department stands by them in support and as a resource. The Civil Rights Unit will protect all person's rights to free speech, religion, and to live without harassment because they are different.

The Traffic/Special Operations Unit has been instrumental in analysis and enforcement of motor vehicle complaints (moving violations/parking/problem areas). The unit also has an officer trained

and certified in commercial vehicle enforcement. We have purchased weight scales for commercial vehicles that will be utilized once a suitable police vehicle that can manage scales is acquired.

The Information Technology Unit was formed to deal with the constant changes in relation to evolving technology needs of our department, as well as social media platforms. This unit is responsible for keeping the public educated and informed. The unit is also responsible for the CUE-Hit resident survey system. Our department is the first police department in New England to implement this system.

The Strategic Operations Unit is tasked with planning special events and emergency management. The Tactical Unit is a key part of the Strategic Operations Unit and provides support during major incidents. We also have two K9 officers assigned to this unit. Many officers in this unit are assigned to the regional MetroLEC SWAT and SRT teams. These officers are a tremendous asset for our department.

The Street Crimes Unit/Detective Bureau works in conjunction with the Drug Control Unit, proactively working together to rectify various quality of life issues reported by residents of the community. The Street Crimes/Detective Bureau executed 39 search warrants and assisted in the recovery of 9 firearms. In 2021, the Randolph Police Department's Drug Control Unit initiated 20 arrests and/or summons to court. The unit executed 14 search warrants, wrote 4 forfeiture affidavits, recovered 5 firearms, seized 540 grams of Fentanyl, 39 grams of cocaine, 14 grams of crack cocaine, 69 prescription pills, 63 fentanyl pills, 21.3 grams methamphetamine, and 301 pounds of marijuana.

In 2021, the Randolph Police Department responded to 39 non-fatal overdoses and 8 fatal events. There were 37 Narcan saves (2 of the non-fatal overdoses, Narcan was not used). The Randolph Police Department has partnered with Manet Community Health, and they have assisted in follow-up visits. The follow-up visits include providing resources for treatment centers, information for dealing with addictions, and Manet Community Health can provide Narcan. The Support and Outreach Unit is also involved in the Critical Incident Management System (CIMS), which is used to reach out to persons that have overdosed, family members of someone suffering from substance use disorder, or persons that may be at risk.

In 2021, we had four retirements. Chief William Pace retired after 10 years as Chief and was a mentor to me during my career. He was instrumental in creating a police department that is professional and forward thinking. Commander John Hamelburg, Officer Steven Elman, and Officer Howard Solow also retired in 2021. They had a combined 100 years of dedicated service to the town of Randolph and will be missed. I wish them all health and wellness in their future endeavors and thank them for their service. Since the last annual report, we have hired Officers Patrick Castillo, Lindo Rodrigues, Calvin Duncan, Joseph Rull, and Sidney Limage. We currently have 3 more recruit officers in the police academy.

To the women and men within the Randolph Police Department, I am proud to work side by side with you as we move forward together. It is truly a team effort that involves every one of us-officers, dispatchers, and support staff. You have embraced the mission of selfless service to all members of our diverse community. You provide service with empathy, compassion, and professionalism. You prioritize being guardians of those in need and seek partnerships with the community to solve problems together as we evolve with the times. Your willingness to step up and be role models for other police departments, gives me great confidence in the future of this town and our ability to affect change. I want to thank every one of you for your bravery, resiliency, and benevolence that is needed in today's world.

Thank you to Fire Chief Richard Donovan and the Randolph Fire Department for the excellent working relationship our departments share. Thank you, Town Manager Brian Howard, the Town Council and all other department heads, departments, and committees for its assistance to the Randolph Police Department in the past year. Your teamwork provides the example of effective interdepartmental cooperation.

I am extremely grateful for the opportunity to lead, and undeniably hopeful for a future of increased collaboration. Partnership will ensure a safe and thriving community in our great town of Randolph.

Respectfully submitted with pride and gratitude,

Anthony T. Marag.
Police Chief

REPORT OF THE PARKING CLERK

Parking Tickets issued – 2021.....	497
Value of Tickets issued in 2021.....	\$ 17,895
Value of ALL outstanding parking tickets owed to The Town of Randolph:	\$158,975
Release Forms issued for RMV.....	72
(non-renewal status)	

TOTAL MONIES/FINES COLLECTED – 2021 \$ 29,582.10

Respectfully submitted,

Diane M. Tracey-McNulty
Parking Clerk

REPORT FOR THE FIRE DEPARTMENT

Please accept the following annual report of your Fire Department for the year ending 2021.

During the year many staffing changes have occurred, new equipment has been put into service and maintained, as well as improvements to our department with the assistance of the towns Capital Plan. During 2021 the department had a total of 4,613 Ambulance responses and Fire Apparatus responses of 6,618.

This year we recognize the retirement of Deputy Fire Chief James J. Hurley after serving 28 years with the Randolph Fire Department. Deputy Hurley will surely be missed as he demonstrated the epitome of professionalism and leadership in all his duties at Randolph Fire. Deputy Hurley was respected and admired by all. Jimmy's outgoing and gregarious personality was legendary within the department and the Randolph community.

The Department would like to recognize the promotions of several members over this past year and congratulate them on their accomplishments Deputy Chief Jason Cox, Captain Michael Nelson, Lieutenant Marcus Andrews, and Lieutenant John McCarthy.

Throughout the year Randolph Firefighters have completed 167 safety and informational inspections on businesses. The Office of Fire Prevention inspected 311 commercial, residential, and industrial properties for code compliance. Randolph Fire also conducted 451 Smoke Detector/Carbon Monoxide Detector inspections on residences throughout the town.

This year we have continued our Randolph High School Public Safety Pathways program for Randolph High School Juniors and Seniors in conjunction with Randolph Police and Randolph Public Schools. A hugely successful outreach program, it focuses on the functions of Firefighters and Police Officers roles in public safety. The students are taught and perform all the skills of a firefighter; in Emergency Medical Response they become proficient in performing CPR, utilizing defibrillators, administering first aid, and learn how to assess and manage reactions to allergens. During the school year the students are taught all of the aspects of structural firefighting from SCBA usage to vehicle extrication. Students are also instructed in the process for civil service testing and requirements. The Law enforcement portion focuses on topics related to motor vehicle law, constitutional law, gang topics, and distracted driving. To formulate a team aspect amongst the students they are all provided with uniforms and equipment similar to Randolph Fire and Police. As this is now our seventh year of running the program, we are beginning to contact past participants to aid in following a career in public safety if they so choose. This year we are proud to say is our most successful since the program's inception with its highest level of diversity and a total of 25 participants. I would like to commend the program's creators and administrators, Randolph Fire Captains Joseph Messia and Michael Austrino, and also Randolph Police Detective Kristin Gagnon. These three professionals have devoted an immense amount of time and effort to this very important program which gives real life insight into a profession in public safety.

Our Fire Prevention Office has completed over 700 inspections of homes and businesses this year and facilitated 475 permits in 2021. We have also performed 451 Smoke and Carbon monoxide inspections for transference of home ownership throughout the Town.

As a department we remain committed to immersion in the community. This past year our Fire Prevention Office and our Student Awareness of Fire Education or (SAFE) program coordinators and public outreach personnel have been extremely busy in community-based events and programs. For the first time hosting our annual open house at our North Randolph Fire Station this was a huge

success with hundreds of attendees. Working together with the tireless efforts of Community Program Director Elizabeth LaRosee and her RICC staff. Randolph Fire participated in the annual Harvest Hoopla, Winter “One”derland, Winter Family Skate as well as National Night Out Against Violence hosted by the Randolph Police Department. I would like to recognize the driving forces behind our public outreach and safety programs. These professionals go above and beyond their daily firefighting duties to tell our story and demonstrate the professionalism of our department: Deputy Chief Michael Rennie our “Senior Safe” program coordinator, Captain Michael Austrino Fire Prevention Officer, Lieutenant Marcus Andrews Fire Prevention Officer, Firefighter Paramedic Cheri Patten “Safe Coordinator,” and Firefighter Paramedic Kris Kronillis “Safe Administrator.”

This past year the men and women of the Randolph Fire Department remained committed and focused on ensuring that the Community received the most professional Fire and EMS service given in the Commonwealth. Their work daily as Firefighters and Emergency Medical Providers comes with a devotion to professionalism and dedication to the citizens of Randolph. This past year as Covid continued to impact our lives, the members of the Randolph Fire Department persevered, adapted, and overcame any adversities. As the need for testing accelerated and vaccines became available Randolph Firefighters joined forces with the Randolph Department of Public Health by administering Covid testing, vaccines, and distributing testing kits in extreme weather conditions.

The Department continues to seek out and apply for alternate sources of revenues through the competitive grant process. In this regard I would like to acknowledge the efforts of Chief of Operations Ronald Cassford and Captain Paul Frew who have worked diligently throughout the year to obtain available Federal and State grant funding, allowing us to augment staffing and purchase modern firefighting equipment. This, in turn, allows the department to direct operational funding towards other projects and concerns.

As of January 7, 2022, I have officially retired as a member of the Randolph Fire Department after serving as its Fire Chief for 8 years, and serving the town for 33 years. I would like to thank Town Manager, Brian Howard, the citizens of Randolph, and the Town Council for giving me and the department the support needed in order to succeed. I would also extend my gratitude to all Town Offices and department heads that have provided guidance and support throughout my tenure. In particular, I would like to thank Police Chief Anthony Marag and the men and women of the Randolph Police Department for the cohesive and professional working relationship put forth as our two departments work together to serve the community of Randolph. Finally, I would like to thank my administrative assistant Capree Disharoom, who helped me navigate my way through the last 2,920 days of being the Randolph Fire Chief. Capree was and is a highly competent true professional in every sense of the word.

Respectfully submitted,

Richard F. Donovan
Fire Chief

REPORT OF THE BOARD OF HEALTH

The *Public Health Department* manages resources and programs designed to protect the health of the community, including monitoring contractual services for the management of trash and recycled materials. The Public Health professional staff is comprised of the Public Health Director, a Public Health Nurse, and a Community Health & Wellness Educator. The mission of the *Public Health Department* is to prevent disease and promote wellness in order to protect and improve the health and quality of life of its residents, visitors and workforce. This charge is carried out by the implementation of disease prevention, vaccination & surveillance programs, health education outreach, environmental health permit & code enforcement inspection activities, and public health emergency planning efforts conducted locally and as a region.

Public Health Department Personnel: 1 Public Health Commissioner, 1 Community Health & Wellness Educator, 1 Public Health Nurse and 1 Principal Clerk

The *Board of Health*, (BOH) is appointed by the Town Manager; the five member BOH acts as an advisory and oversight Board to the *Public Health Department*. In addition, the BOH is held responsible (*under various Massachusetts General Laws*) for disease prevention and control, health and environmental protection, and promoting a healthy community. BOH members frequently reference Massachusetts Department of Public Health and Massachusetts Department of Environmental Protection protocols. To fulfill their duties the BOH has the statutory authority to develop, implement, and enforce local health regulations, oversee environmental health inspections to maintain minimum standards for sanitation in housing and food service, and assure that the basic health needs of their community are being met.

All of the functions of the Public Health Department are divided into three categories; *Environmental Health, Community Health, and Public Health Emergency Preparedness*.

Environmental Health

Food Protection Program:

Businesses that prepare foods and serve them to the public are regulated under the State Sanitary Code, Chapter X, 105 CMR 590. The purpose of the code and the Randolph Food Protection is to evaluate, regulate, and educate food establishments to ensure that consumers are provided food that is safe, unadulterated, and honestly presented. In 2021, 144 food permits were issued; 68 of these permits required two unannounced risk-based food safety inspections per year. Over 215 risk-based food safety inspections are conducted each year by the Randolph Public Health Department. Included in this program are restaurants, convenience stores, mobile food trucks, caterers, frozen dessert, and temporary food events.

State Sanitary Code:

Tenant Housing Complaints: Tenants may file a complaint with the Public Health Department about the condition of the dwelling unit they are occupying. This activity is regulated under the 105 CMR 410. The purpose of this regulation is to protect the health, safety, and wellbeing of the occupants of housing. It facilitates the use of legal remedies available to occupants of substandard housing. Twenty-Nine inspections were conducted by the Randolph Public Health Department in 2021.

Nuisance Complaints: Residents of Randolph may file a complaint with the Public Health Department about any annoyance or disturbance that causes an unwelcoming distress. This activity is regulated under the General Laws Part 1 Title XVI Chapter 111 Section 122. The purpose of this general law is to regulate the town's disturbance and to control it. Sixty-Five complaints were

received by the Randolph Public Health Department in 2021 regarding Dumpster, Rodent, and other Nuisance Complaints.

Recreational Waters: Semi-Public Swimming Pools are regulated under 105 CMR 435, Chapter V. Minimum standards are enforced by the Public Health Department. Sixteen swimming pool permits were issued. Bathing Beaches at Ponkapoag Pond are monitored according to CHAPTER VII, 105 CMR.455. Weekly water testing data was reviewed for the bathing beach season.

Recreational Camps for Children: Camps are regulated under 105 CMR 430 and one Camp permit was issued in 2021.

Waste Haulers: Businesses that collect and transport sewage and grease are regulated under 310 CMR 15.00. Eighteen waste hauler permits were issued in 2021.

Sun Tanning Facilities: Businesses that provide sun tanning services are regulated under the 105 CMR 123. One sun tanning facilities license was issued in 2021.

Tobacco Control Program: Businesses that sell Tobacco are regulated under the Randolph Board of Health Regulation Article XI, Nicotine and Tobacco Products. Thirty-Nine permits were issued in 2021. The Town of Randolph is part of a tobacco-use prevention collaborative with seven other communities.

Solid Waste and Recycling Program: Public Health Department staff monitored the performance of *Capitol Waste Services, Inc.*, and responded to complaints about missed pick-ups or damaged recycle containers. Certain household wastes, such as paper products, glass, metal, leaf, yard waste, cathode ray tubes, computer monitors, motor vehicle tires, and wood are regulated by the Massachusetts Department of Environmental Protection, (MDEP), and are banned from disposal as solid waste, (310 CMR 19.017). These items are managed as recycled materials. From January 1, 2021 – December 31, 2021, *Capitol Services Inc.* collected, transported, and disposed of 11,203.29 tons of solid waste and 2,372.03 tons of recycling. *Solid Waste* collection increased by 7.19 % and *Recyclables* decreased by 0.56 % compared to the prior year. The sharp increase in curbside solid waste is a direct result of residents working from home, shopping from home, or ordering take-out food to stay home during the pandemic.

Recyclables are considered contaminated when they are not properly cleaned. As a result, Randolph participated in the *Recycle Smart program* through the Massachusetts Department of Environmental Protection (DEP). The goal of this program is to educate residents about what can be recycled and how it must be cleaned, to avoid contamination surcharges and fees charged to the municipality by the Recycling facility that accepts the materials. Randolph also received a *Small Scale Grant* from Massachusetts DEP in the amount of \$1,500.00 to participate in the *Recycle Smart Program*.

Yard Waste: The Yard Waste/DPW Yard was open every other week from April to November. Electronics, CRT's, Tires and Propane tanks were also collected in addition to yard waste.

Mercury Collection Shed: At 1 Turner Lane, mercury containing items (such as light bulbs and thermometers) were dropped off for recycling. *Complete Recycling Services* manages the collection of these materials on behalf of *Covanta Energy*. The purpose of this pollution program is to prevent mercury from entering municipal solid waste.

Household Hazardous Waste and Medication Takeback Day: On Saturday October 31, 2021 paint related materials, flammable liquids, pesticides, corrosive material, oxidizers, medical waste, televisions, tires, and other related materials were collected from 293 Randolph residents and 34 Avon residents. Licensed Environmental Services contractors legally transported, recycled, and treated these materials in an effort to prevent groundwater contamination from accidental spills, and to prevent injury to the general public. In addition, over three hundred pounds of used syringes

and prescription medications were collected for disposal.

Town-wide Clean-up Day: In an effort to remove litter, rubbish, garbage, and filth that accumulated after a long winter in public places, the town instituted a town-wide clean-up. Due to Covid-19 protocols, the event had to take place on a small-scale and individual basis. Volunteers were provided with a 5-gallon pail, a litter pick up stick, face coverings, and gloves. Over the course of one week, hundreds of pounds of trash were collected by the volunteers and were disposed of by *Capitol Services Inc.* Thank you to all who sponsored, participated, and volunteered to make the modified Covid-19 protocol compliant clean-up day a success. In addition Randolph has continued to partner with “*Keep MA Beautiful,*” an organization which focuses on litter prevention and clean-up. This program brings awareness to help understand “*who*” and “*what*” is causing litter, and mobilizes volunteers to clean and prevent future littering behavior.

Community Health Report

For the second year in a row, the national pandemic of COVID-19 remained the top priority of the Randolph Public Health Department. Throughout 2021, there were 4,447 confirmed positive cases of COVID-19 in Randolph. Public Health staff spent the majority of their time contact tracing, determining isolation and quarantine times for residents, communicating with the public schools, managing a Covid-19 testing site and vaccinating Randolph residents and those that live in the surrounding communities.

Randolph Public Health collaborated with the Town Manager’s Office, Fire Department, Police Department, Department of Public Works and the Library, Recreation and Community Events office to operate a regional drive through Vaccination and Testing site at 128 Pleasant Street at the Randolph Intergenerational Community Center. During the year 2021, this site administered over 18,000 COVID-19 vaccines to Randolph residents, and over 24,000 vaccines to residents of surrounding communities. Outreach vaccination clinics took place at local churches, schools, hotels, apartment complexes, festivals and craft shows, grocery and convenience stores as well as large corporations in our industrial parks. Nearly 200 homebound residents were also vaccinated in their homes. Information forums were held to help educate the public on vaccine safety and the health benefits of getting vaccinated. This Covid-19 Resource center also assisted in flu vaccine distribution and supported Randolph Public School testing in the *Test and Stay Campaign* in an effort to keep the Randolph Schools open for “*in the classroom*” learning. At the RICC, 50,726 Covid-19 PCR tests took place with the support of Cataldo Ambulance as part of the Commonwealth’s *Stop the Spread Program.*

Reportable, Communicable and Infectious Disease

Over three, (971) hundred residents of all ages were vaccinated for influenza by the Public Health Nurse and the Medical Reserve Corp. During this same time period, there were thirty two, (32) confirmed cases of influenza in Randolph. The Centers for Disease Control recommends that anyone 6 months or older who are medically eligible should be vaccinated. The Public Health nurse is able to vaccinate residents throughout the flu season. Remember, *it is never too late to get vaccinated.*

Below, you will find a data table that summarizes all of the Reportable Communicable and Infectious diseases that were managed by the Public Health Nurse in Randolph in 2021.

2021 Disease in Randolph	Number of Cases	Disease Description
1.) <i>Covid-19</i>	4,447 Confirmed	Contagious respiratory illness caused by a virus.
2.) <i>TB- LTBI</i>	156 Confirmed	Noninfectious Tuberculosis disease. People with latent TB do not spread the disease.
3.) <i>Influenza</i>	32 Confirmed	Contagious respiratory illness caused by a virus.
4.) <i>Hepatitis C</i>	9 Confirmed	A viral infection of the liver that is spread by direct contact with blood (or bodily fluids containing blood) of an infected person. This can happen through sharing equipment used to inject drugs, blood transfusions prior to 1992. Not through casual contact.
5.) <i>Norovirus</i>	3 Confirmed	A viral infection that causes diarrhea, vomiting, stomach pain and headache. Transmitted from contaminated surfaces and food.
6.) <i>Babesiosis</i>	2 Confirmed	Caused by a microscopic parasite and spread by the bite of an infected blacklegged (deer) tick. The longer the tick remains attached and feeding, the higher the likelihood that it may spread the parasite.
7.) <i>Group B Streptococcus</i>	2 Confirmed	A common bacteria that may cause infections in people with weakened immune systems. Common inhabitants of the human gastrointestinal and genitourinary tracts. Less commonly, they colonize the pharynx.
8.) <i>Campylobacteriosis</i>	2 Confirmed	Bacteria that may spread through food that is undercooked or prepared with inadequate hand washing.
9.) <i>TB-Active</i>	1 Confirmed	Infectious Tuberculosis disease that is spread through airborne bacteria when an infectious person coughs or sneezes. Treatment requires the use of multiple antibiotics over a long period of time. Symptoms include weight loss, chronic cough, fever and bloody mucus,
10.) <i>Group A Streptococcus</i>	1 Confirmed	A bacteria that colonizes the throat of humans and is spread by inhalation of respiratory droplets and transmission of hand to mouth by unwashed hands. Responsible for “strep throat” and common symptoms include sore throat, enlarged lymph nodes, headache, nausea and a sandpaper like rash.
11.) <i>Salmonellosis</i>	1 Confirmed	Bacteria that may spread through food. Most commonly transmitted through cross contamination between raw chicken and ready to eat foods.
12.) <i>Hepatitis B</i>	1 Confirmed	A viral infection of the liver that is spread through bodily fluids and blood.

13.) <i>Legionellosis</i>	1 Confirmed	An infection caused by a bacteria. The bacteria can grow in old air conditioners, untreated swimming pools and other devices containing moisture or water that is not treated or changed frequently or becomes stagnant. There is no vaccine available to prevent this disease. If left untreated, this disease may cause respiratory failure, drop in blood pressure, and kidney failure/
14.) <i>Malaria</i>	1 Confirmed	A disease caused by a parasite that is found in infected mosquitoes. The parasite is transferred from the bite of an infected mosquito. The disease is found in tropical and subtropical parts of the world.
15.) <i>Streptococcus Pneumonia</i>	1 Confirmed	It is a naturally occurring bacteria found in the respiratory tract. Those with weakened immune systems may become infected under certain conditions. Commonly known as pneumonia and it may cause breathing problems. Symptoms include fever, chills, cough, difficulty breathing and confusion.

Note: Many other cases are monitored in various stages from “*Probable*” to “*Suspect*”. But, because they do not meet all of the criteria (*i.e. poor lab sample result, specific labs*) to be considered “*Confirmed*” cases. As a result, forty nine, (49) additional cases were investigated by Ann Martin, Public Health, MSN, RN.

Death Data:

The Randolph Public Health Department reviewed death data obtained from the Town Clerk’s Office. There were Three Hundred and Forty-Four, (344) total deaths in the town. The leading cause of death in Randolph was heart disease with one hundred fifteen, (115) deaths. Over One third, (33.43%) of all the Randolph deaths was related to heart disease and the average age of death was 77.43. Forty-Four, (44) or 12.79% of all deaths were related to Covid-19 and the average age of death was 75.25. Respiratory related disease deaths numbered forty three (43) or 12.5% and the average age of death was 76.02. Cancer related deaths are recorded at thirty seven, (37) and the average age of death was 69.37. The purpose of this data review is to inform, protect the health, safety and wellbeing of the public. By reviewing this data, the Randolph Public Health Department can determine the trends and be able to provide effective prevention programs and resources to the Town of Randolph’s residence.

Below, you will find a data table that summarizes all of the Randolph Deaths that were reported to the Town Clerk and reviewed by the Randolph Public Health Department in 2021.

Cause of Death	Number of Deaths	Average Age	# of Males	# of Females	Percentage of Total Deaths	Death Description
1.) Heart Related	115	77.43	64	51	33.43%	A death caused by heart function loss.
2.) Covid-19 diagnosis	44	75.25	25	19	12.79%	A death caused by Covid-19.

3.) Respiratory	43	76.02	26	17	12.50%	A death caused by respiratory disease.
4.) Cancer	37	69.37	21	16	10.75%	A death caused by abnormal cell division.
5.) Brain/Tumor/Stroke	18	71.27	10	8	5.23%	A death caused by a mass, loss of oxygen to the brain, or hemorrhage.
6.) Pending, (as of 1/31/22)	16	47.06	14	2	4.65%	At the time of this report, the deaths were still being investigated.
7.) Renal	16	7818	4	12	4.65%	A death caused by kidney failure
8.) Sepsis/Shock	15	77.53	4	11	4.36%	A death caused by organ failure and or infection.
9.) Dementia	11	84.09	4	7	3.19%	A death caused by a progressive terminal condition.
10.) Substance Abuse	10	47.00	6	4	2.90%	A death caused by abusing alcohol and or drugs.
11.) Accidental Trauma	9	68.77	7	2	2.61%	A death caused by accidental injury, or trauma.
12.) Diabetes	5	61.40	3	2	1.45%	A death caused by the way the body processes sugar and or insulin.
13.) Acidosis	3	88.67	2	1	0.87%	A death caused by having too much acid in the body and or loss of bicarbonate.
14.) Malnutrition	1	88.00	0	1	0.29%	A death caused by a lack of protein, calories, and or reduced nutrients in the body.
15.) Premature birth	1	0	0	1	0.29%	Preterm birth.
16.) Suicide	1	69	0	1	0.29%	A death caused by intentional bodily injury.

Community Health Needs Assessment / Improvement Plan

Randolph Public Health, Planning, and other town departments partnered with MAPC and CHNA 20 to develop a Community Wellness Plan, (CWP). The Community Wellness Plan (CWP) articulates goals and recommendations to improve health in Randolph. Various virtual meetings took place in 2021 to discuss next steps in implementing the CWP.

Public Health Emergency Preparedness

Emergency Preparedness Planning: Public Health partners with the Town Manager's Office, Fire, Police, DPW, Public Schools and other town offices. Response plans are coordinated for *Risk Communication messaging, Shelter Set up, Information Centers, and Emergency Dispensing Sites*, (EDS). EDS would be used to respond to a biological threat, such as contagious disease. Examples of a contagious disease would be Hepatitis A in a food worker, Pandemic Influenza, or an outbreak after a natural disaster. Public Health Emergency Preparedness Regions are established throughout the Commonwealth and Randolph is a member of Region 5C. Region 5C partners consist of the towns of Avon, Holbrook, Brockton, Abington, Rockland, and several other municipalities in the area. Region 5C also has an active Medical Reserve Corp, (MRC) that is comprised of medical professionals and non-medically trained support volunteers that fill vital roles, especially the community recovery process, during a time of public health emergency. In December of 2019, Gerard F. Cody, REHS/RS *Public Health Director*, was appointed and selected as the Region 5C Chair. The appointment is for a three year term. Region 5C provided Public Health Emergency Planners to assist the Town of Randolph in the setting up of the Covid-19 drive through testing site located at 128 Pleasant Street.

In summary, the Randolph Public Health Department works to prevent outbreaks of disease, food poisoning, and monitors other emerging infectious diseases. It enforces the State Sanitary Code and investigates nuisance Complaints. Public Health partners with Police, Fire, Library, Community Programs, DPW, Schools and the Town Manager during emergency situations, especially during the recovery process. Public Health works to keep our community safe from disease and is an essential service to the Town of Randolph.

Respectfully submitted,

Gerard F. Cody, R.E.H.S/R.S.
Public Health Director

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REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

NCMCD is engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town:	8 samples submitted, 1 WNV isolation in 2021
Requests for service:	126

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

Culverts cleared	4 culverts
Drainage ditches checked/hand cleaned	585 feet
Intensive hand clean/brushing*	0 feet
Mechanical water management	0 feet
Tires collected	0

* Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program, aides in our decision to effectively target culprit locations.

Spring aerial larvicide applications	(April)	0 acres
Summer aerial larvicide applications	(May – August)	0 acres
Larval control - briquette & granular applications by hand		78.4 acres
Rain basin treatments – briquettes by hand (West Nile virus control)		2,696 basins
Abandoned/unopened pool or other manmade structures treated		0

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra-low volume (ULV) applications from trucks	3,570 acres
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Respectfully submitted,

David A. Lawson, Director

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

Engineering Division

The Engineering Division is staffed by one engineer to conduct site plan reviews for both residential and commercial/industrial development. The plan reviews consist of infrastructure, storm water management, wetland protection, conservation, grading, drainage, paving and lot coverage.

The town's engineer provides any and all necessary and available information regarding map/lot/block for all recorded deeds within the town, to all residents and business proprietors as needed. Considerable time is spent with the town planner, building commissioner, conservation committee and department of public works superintendent to provide all information necessary for future developments.

Highway Division

The division is currently staffed with 15 full time employees of which 3 are full time mechanics that maintain over 60 vehicles and equipment. The highway staff maintains over 100 miles of roads that includes, street sweeping, pothole repairs, sidewalk maintenance, trash canister collection, catch basin cleaning and repairs, drainage maintenance, repairs and extensions, brook clearing, tree and debris removal, sign installation and repair, traffic signal and street lighting repairs, line and crosswalk striping and snow operations.

With the MS4 storm water permit in full effect, the town is dedicated to improve our storm water infrastructure which includes catch basins, culverts, brooks, streams and mains.

With continued support of the Town Manager and Councilors, roads preservations and reconstruction will continue in various subdivisions to improve the quality of town owned streets.

Sewer Division

The division is staffed with 3 full time employees. The responsibilities of the division include the daily operation and maintenance of 9 pumping stations and approximately 100 miles of sewer mains. Additional operations of the department include resolving sewer main blockages, main break repairs, remediate fats, oil and grease issues in the system, inspection of new infrastructure and provide mark outs (dig safe) for other utilities.

The sewer I/I control plan that began in 2019 continues. Camera inspections continue to identify areas that need replacement or lining. This will help to protect the sewer infrastructure from inflow and infiltration of groundwater into the system. The plan will be done in phases to re-line and or replace sewer mains that are cracked, damaged or un-repairable and seal walls of sewer manholes. This project will eliminate ground water from infiltrating the system and reduce the overall assessment to the MWRA. Most recently, the town received a \$1,078,000 grant from the MWRA for sewer improvements.

During the 2022 construction season, the Martindale Sewer Pump Station will be reconstructed and be equipped with new reliable pumps and backup power systems.

Water Division

The division is staffed with 5 full time employees. The responsibilities of the division include the delivery of safe potable water to all the end users, daily maintenance and operation of approximately 100 miles of water mains, 1100 fire hydrants, over 9250 water services, weekly water sampling and DEP reporting, quarterly basin washing of the water treatment plant, water main and service installation inspection, main break repairs, water reads, meter replacements, shut-offs and turn-ons and provide mark outs (dig safe) for other utilities.

This past year the water division improved water service in four neighborhoods by installing new water mains. Universal fire hydrant flushing is in its final stages and will be completed in Spring of 2022. This operation has shown great results in water quality.

During 2021 the Joint Water Treatment Plant has tested for PFAS monthly. This is required by MassDEP to ensure that the water supply stays compliant with an MCL (Maximum Contaminant Level) of 20 Parts Per Trillion (PPT). These monthly tests are averaged per quarter. In the third quarter, the average was 25. That triggered a Public Notice to be issued to the town advising residents of potential hazards to certain subgroups, including pregnant and nursing women and immunocompromised individuals. In the fourth quarter, we saw a decrease in the average that put the water back within compliance with the MCL. The testing will continue until the new Tri-Town Treatment Plant is constructed and online.

The new Tri-Town Water Treatment Plant is scheduled to begin construction in mid-2022. This project will take two years to complete. Once this new facility is fully online, it will serve Randolph, Braintree, and Holbrook with drinking water filtered through a state-of-the-art treatment process.

Administration Division

The administration is staffed by the Superintendent, an Administrative Assistant, Principal Clerk and a Senior Clerk. The functions of the division are billing, payables, water and sewer billing, inquiries, residential/commercial concerns and site plan reviews.

The DPW is staffed with a multitude of talented individuals that are dedicated and committed to provide the highest level of service to all of the residents and commercial/industrial proprietors within the towns' borders. The department continues to improve the skills of all its employees with training to provide the workmanship that all deserve.

Respectfully submitted,

Chris Pellitteri
DPW Superintendent

REPORT OF INSPECTIONAL SERVICES DEPARTMENT

The total sum collected for permits and inspections for the Inspectional Services January 1 – December 31, 2021 is \$1,343,540.00. All monies were turned over to the Treasurer's Office.

Permits issued are as follows:

Residential one/two family

New Single Family	26
Duplex	4

Residential one/two family

Additions/Alterations/Renovations	1,397
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Commercial/Industrial

New Commercial Buildings	1
Additions/Alteration/Renovations to	48
Multi-Family	1

Plumbing and Gas

Permits	611
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Wiring

Permits	732
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Other Permits

Certificates of occupancy	10
Sign permits granted	30
Periodic inspections certificates	180
Building permits denied	7

Inspections:

Building, Wiring, Plumbing and misc.	4,450
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Just when we thought 2020 was going to be the craziest year with Covid 19 and all that came with it, 2021 showed up. Between the Delta and Omicron variants wreaking havoc throughout the world, we managed to keep our Inspectional Services Office open throughout the pandemic. Our methods for getting our inspections done were certainly modified to keep our employees and our permit holders safe and we are proud to say we never got behind processing or issuing permits or getting inspections done.

Year 2021 saw what some would say is the most visible project the town has seen in decades come out of the ground at 4 stories high that will house 107 units of market rate apartments located at 19 Highland Avenue. Other large scale projects include a residential development consisting of 60 two-bedroom condos with a two building commercial component of the project located behind L & W Auto Body with an address on Centre Street. Also, we saw the developer of 19 Highland Avenue be the top bidder for the town owned property at 16 Fencourt Avenue. Preliminary plans show a development of another 105 units of market rate apartments.

The Lyons School Building Committee finalized their choice of the old Devine School as the location for a new 85,000 sq. ft. school to replace the old Lyons School.

The residential portion of the permitting saw numerous raze and replace projects for new single family homes. The 17 lot Lafayette Estates off of Vine Avenue is well underway. Also, we had an exceptional year for home renovations.

I'm very proud of our team for going the extra mile this very challenging year.

Thank you,

Respectfully submitted,

Ronald Lum, Building Commissioner/Enforcement Officer

Richard Monahan, Building Inspector

Robert Curran, Plumbing and Gas Inspector

John Ryan, Electrical Inspection

Cheryl Witherspoon, Code Enforcement Officer

Elizabeth Bouche, Head Clerk

REPORT OF THE TURNER FREE LIBRARY

As our community continues to grapple with the impact of the COVID-19 pandemic, the Turner Free Library (TFL) has sought new and innovative ways to safely meet our patrons' needs. The TFL is a member of the Old Colony Library Network, a cooperative of 28 member libraries whose shared resources give library users increased access to library materials and online resources. The TFL continues to provide safe and equitable access to library services, vital information, and technology both in-person and virtually. Based on community feedback, the library adopted a new long range plan this year that refocuses the TFL's core services in support of the strategic priorities that will help us to provide more value to the Randolph community than ever before. The library budget is approximately 1% of the total appropriations for the Town of Randolph. Through this budget along with funding from the Massachusetts Board of Library Commissioners and library staff's grant-writing efforts, we are proud to be the only department in town that serves everyone in Randolph free of cost.

Our Mission

It is the mission of the Turner Free Library in Randolph to serve the informational, educational, cultural, and recreational needs of all the members of the diverse Randolph community by providing access to professional staff, cutting-edge technology, quality materials, programs, and services. The library seeks to encourage reading and the use of technology for life-long learning and enrichment of life in the community.

Our Vision

It is the vision of the Turner Free Library in Randolph to provide a safe, accessible, inclusive, and equitable space both within the walls of the library and digitally to Randolph's many diverse residents.

Updates and Upgrades

Recognizing the economic impact of the COVID-19 pandemic and the record numbers of people changing or hoping to change careers, the TFL started 2021 with the launch of free career grab-and-go kits in January. The kits included descriptions of what a resume is and how to write one, lists of

recommended websites and books for job seekers, explanations of how to use the library's digital resources, contact information for local organizations that can assist with finding employment or with skills development, and a USB with editable resume templates. In addition to the kits, the TFL also offers free access to live, online career coaches and resume experts through the JobNow service, with more information available online at www.turnerfreelibrary.org/digital-content.



In February 2021, at the start of tax season, the TFL

partnered with AARP Foundation Tax-Aide volunteers to help local seniors with the remote tax preparation process necessitated by COVID-19. Library staff helped seniors without access to a computer or the internet to create email addresses, scan documents, and video conference with AARP volunteers. Of the 82 tax returns prepared by Randolph's AARP volunteers, 20 were filed by seniors using the TFL's resources.

In August 2021, the TFL opened its renovated World Languages Room as the new home for the library's growing multilingual collections. The TFL offers fiction and non-fiction books in Chinese,

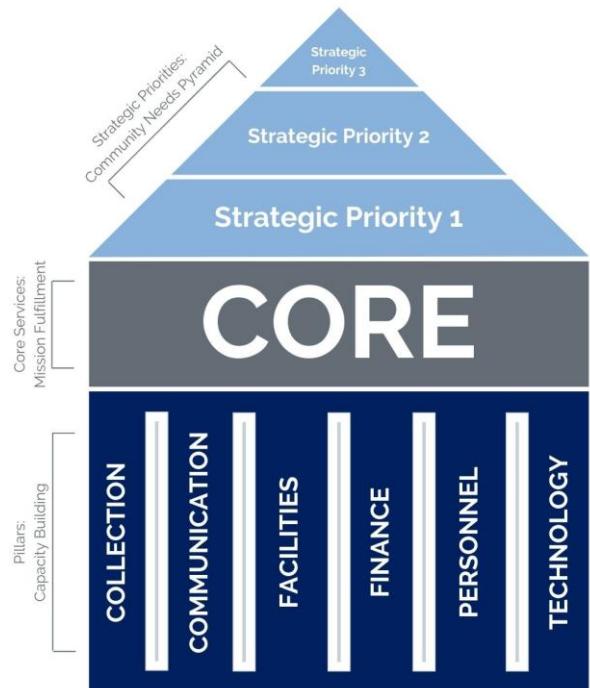
French, Haitian Creole, Spanish, and Vietnamese among other languages. From classics to best sellers, there is something for every reader to enjoy in the World Languages Room!

In September 2021, the TFL's Board of Trustees approved a new Long Range Plan to guide the library through fiscal year 2026. The Long Range Plan (available in full online at <https://www.turnerfreelibrary.org/policies>) is based on feedback received from more than 300 survey participants over the summer of 2021. The Long Range Plan is a strategic roadmap that focuses the Library's core services in support of three strategic priorities:

- **Build Community:** Focus on providing information about local issues, history, and resources, spaces for residents to gather, and foster opportunities for residents to get to know each other.
- **Be Connected:** Focus on digital literacy initiatives and expand the library's streaming, digital, and "take home technology" collections to meet increasing demands.
- **Create Young Readers:** Focus on early literacy and providing services that help to instill a love of reading among our youngest patrons.

The library will continue to work towards these strategic priorities throughout the next five years.

The TFL was also excited to be the recipient of several major grants in 2021. Thanks to the Randolph Community Preservation Committee, improvements are being made to the Theodore Luddington Memorial located between the TFL and the Fire Station. The purpose of the Community Preservation Act-funded project is to revitalize the space into a welcoming recreation area for the Randolph community where residents can access and enjoy the library's programs and services. A walkway connecting Memorial Parkway and Turner Lane to increase pedestrian safety has been finished and we look forward to the completion of this project in 2022! The TFL was also awarded funds from the Massachusetts Board of Library Commissioners to support libraries in communities hard hit by COVID-19. These funds will be used to establish the two most requested new services on our Long Range Plan survey: outdoor pickup lockers to provide 24/7 access to library materials and a meeting pod that can be reserved as private work and study space.



Library Program and Attendance Trends

In 2021, **68,294** people visited the TFL. At the library, **17,786** people attended **989** in-person and virtual programs for kids, teens, adults, and seniors! These programs included storytimes, digital literacy classes, book club meetings, craft programs, and much more!

One highlight was the TFL's annual summer reading program, which was offered with both online and in-person options in 2021. Over the course of the summer, more than **117** readers of all ages logged **28,406** minutes of reading! The TFL also celebrated the summer with a very popular new event; drive-in movies. The TFL hosted 3 outdoor movie screenings at the Zapustas Ice Arena with free snacks generously sponsored by Envision Bank.



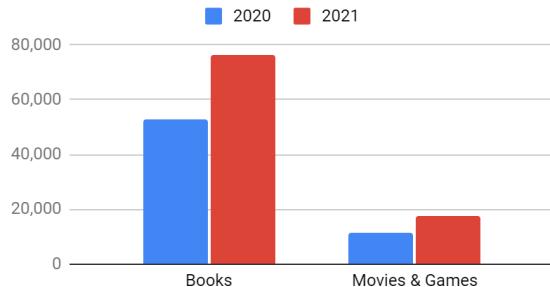
Another program of note in 2021 was the Teen Film Club's first ever screening! Teen Film Club is a weekly program for Randolph teens interested in all aspects of filmmaking. In October 2021, the Teen Film Club screened their debut production *Tempus*, a fantasy-adventure mini-series following two opposing groups as they struggle to locate pieces of a time machine in order to gain control over all of time. *Tempus* was written, filmed, and directed by the Teen Film Club. These Randolph teens designed and created costumes, scouted locations, built props, and learned to use professional grade film equipment and editing tools under the careful guidance of TFL Teen Librarian Melissa Bennett. Please keep an eye on the TFL's YouTube channel for the series' streaming debut!

Print and Digital Circulation Trends

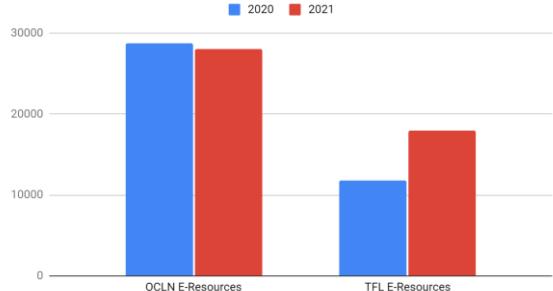
In 2021, **130,710** print and digital items were borrowed from the TFL. This year, Randolph's favorite reads were: **Kids - Drama** by Raina Telgemeier; **Teens - Tokyo Ghoul** by Sui Ishida; and **Adults & Seniors - Finding Ashley** by Danielle Steel. Overall we have seen a 45.8% increase in physical circulations in 2021 over 2020 as the TFL has resumed normal library services. The TFL also loans technology, gadgets, board games, and more that Randolph residents can use at home, with the most popular items being mobile hotspots, Xbox controllers, and Chromebooks. Although our print circulation is trending in a positive direction, our 2021 statistics were approximately 40% less than our pre-pandemic circulation numbers.

In terms of digital circulation, we continue to see high use of the library's e-resources. Randolph library card holders are able to take advantage of e-resources made available through the Old Colony Library Network, such as Libby and Hoopla, as well as resources made available by the TFL itself, such as Mango Languages and our tutoring service HelpNow. Overall our usage of OCLN e-resources remained similar to last year's, but we saw a **34%** increase in the use of TFL-owned e-resources.

Print Circulation Trends, 2020 & 2021



Digital Circulation Trends, 2020 & 2021



Technology Trends

In 2021 the TFL completed a replacement of its entire public computer and printing systems. The library's aging Windows PCs were replaced with 8 new Linux-based stations that offer better information security, faster speed,



and multilingual interface options. We were also excited to roll out a new printing system that allows for “bring your own device” (BYOD) printing; a much-requested feature! Computers and internet access remain a key service that the TFL provides, with TFL computers being used **9,086** times in 2021.

Conclusion

On behalf of myself, the staff, and the Board of Trustees at the Turner Free Library, we look forward to continuing to serve the diverse community of Randolph for all your informational, educational, cultural, and recreational needs. Many thanks to the Town of Randolph, Town Council, and the Randolph community as a whole for their support of the TFL!

Respectfully Submitted,

Sharon Parrington Wright
Library Director

Elizabeth LaRosee
Director of Library, Recreation, & Community Programs

REPORT FOR THE TRUSTEES OF STETSON SCHOOL FUND

The ever growing and deadly Covid 19 Pandemic was still very much with us and becoming more of a ‘redundant reversal of fortune year’ for many, including the Trustees of the Stetson School Fund (referred to as the Stetson Trustees) because we were compelled to face so many stumbling blocks in relation to the revenue stream that was expected and budgeted for, based upon the private rentals of Stetson Hall that were already scheduled and for which monies had been partially or fully paid, likely requiring refunds, postponement, or cancellation by the Town. As well, the Trustees’ plans and projects envisioned during the past few years that had been voted to pursue for Historic Stetson Hall, which we, and all the elected Trustees since the beginning, have dedicated ourselves to serve, now needed to be reviewed and decisions made as to how and if the future might require us to modify, postpone, or even possibly cancel them... choices we had to consider, and they weighed heavily on us all.

Despite all the lives lost and economic hardships suffered worldwide due to the seemingly relentless Covid 19 Pandemic, we are proud and thankful that there was never a loss of vision or motivation to keep us from moving forward with our own kind of relentless...the dedication on our part as the three Trustees in office during 2021. Thus we, Chair Henry A. Cooke IV, Vice Chair Judith S. Gangel, and Clerk Lynn R. Feingold, after noting that Stetson Hall herself has aged rather well and managed to survive many of the effects of what can be very unkind New England weather when it comes to buildings as old as Stetson Hall, were even more committed to the goal of maintaining its well-being.

We tenaciously continued with our work for Stetson Hall throughout 2021, meeting remotely via Zoom due to the pandemic requiring the building to be closed to the public, and during those meetings we addressed numerous subjects. Some of the major discussions focused on the following tasks:

- compiled a list of our immediate concerns for repairs and other urgent issues still to be completed, made ongoing evaluations of the possible ways to address each and if costs are known, determined potential sources for funding for them;
- reviewed our budget and expenditures using data from the offices of the Town Treasurer and Town Accountant and rental information from the Stetson Hall manager’s budget account, and we questioned ourselves where we want to go from where we are now, both financially and operationally
- discussed several major other areas: a review and listing of our pending and new goals for the short and longer term needs of Stetson Hall;
- discussed the future of the first-floor spaces/offices and the need for restoring a reliable revenue stream for Stetson Hall to help support itself financially or the continuation of the Hub at continued cost to the Town’s taxpayers; also, when and how to restore the management and rental of the Great Hall as a function facility

However, we are especially happy and proud to report that after many long months of extensive dedicated work by the Trustees to coordinate all the aspects required for the “Stetson Hall East Entrance Project,” one of our top priorities, it was finally brought to completion with GREAT SUCCESS! For the help of the CPC and its Chair, Ron Lum, for providing a CPA grant for the funding and project oversight, we send a huge THANK YOU!

The project encompassed rebuilding and upgrading of the HP walkway/ramp area at the rear of the building, the sidewall bench, porch and steps, and the surrounding lattice work. This project was all accomplished with the use of composite materials for the decking surfaces that are eco-friendly,

extremely long lasting and visually appealing, chosen from samples provided by the contractor to the Trustees, who voted upon which they viewed as most compatible with the existing building, while maintaining the relevant historic elements that were required.

In addition, we accomplished the following in 2021:

- Repaired the circulator pumps for the HVAC system
- Replaced/Rehung approx. 100 feet of waste pipe in the disposal system in the basement to facilitate better function
- Replaced the dry sprinkler system's compressor which enables maintaining pressure for a better level of operation

ALSO...There were three community hosted and two private rental events in the Great Hall upstairs in 2021:

- The swearing in ceremony of Randolph's new Chief of Police, Anthony Marag
- Hosted two Community Concerts performed by the Randolph Community Band
- Hosted a Red Cross Blood Donation Drive
- Two private rental functions previously scheduled in 2020 were also held here

As we continue to move forward to meet the challenges beyond what is, hopefully, the waning life of the pandemic, we, the Trustees, remain vigilant in our care and concern for Randolph's beautiful and historic centerpiece, Stetson Hall. As such, we will do what we always do...look to the future with eyes on where our building needs us and our community of supporters...meaning YOU, the residents and business people, in concert with all the Town employees and government officials, whether paid or volunteers. We have all come to realize in these last two years that IT TRULY DOES TAKE A VILLAGE! So, FYI, Dear Villagers, this is what we see through the looking glass of our future endeavors at Stetson Hall and you are invited to be one of the support teams in our village.

Looking ahead to 2022, the Trustees continue to monitor the building and its operations and have developed a list of projects, prioritized according to need, potential availability of funding. We are working diligently with the Town Planner and the Town Manager on some of the more critical infrastructural needs to try to secure capital projects funding for them. These include:

- the replacement of our HVAC control system for which parts are no longer available for its maintenance and repair
- refreshment of painted surfaces in the Hall and other parts of the building for the first time in a dozen years
- repair of plaster work in the ceiling over the balcony in conjunction with flashing repairs to the cupola on the roof

The Trustees are also pursuing funding options for the installation of historically correct copper gutters to help eliminate periodic rain infiltration into the basement and the formation of icicles along the handicap walkway after winter storms.

We also are supporting the efforts of the Historical Commission to secure funding for the conservation of the Civil War Memorial plaques in the G.A.R. Room, and the cleaning and re-installation of the bronze World War I Remembrance plaque in its place of honor in the front foyer of the building, that the contributions of Randolph's men and women to the "Great War" may never be forgotten.

Also, we offer a fond farewell to our fellow colleague of the past two years, Lynn Feingold, whose business success necessitated her stepping back as a Trustee. We thank her for the meticulously kept records of our activities and meetings and wish her well. We know since she will still be here in Randolph, she will keep her ears and eyes tuned in to what we do.

In closing, the Trustees wish to extend a heartfelt thank you to the several Town agencies that assist us in doing our job as Trustees and help ensure that the building is safe, attractive, and accessible. We also thank all those in our Town who serve and continue to care for us and our entire community daily throughout these extremely difficult times in which we are living. We wish for each of you and your loved ones good health, safety, and peace in your homes and your hearts.

Respectfully submitted on behalf of
The Stetson Trustees of 2021
Henry A. Cooke IV, Chair
Judith S. Gangel, Vice Chair
Lynn R. Feingold, (former) Clerk

**The balance in the Stetson School Fund as of 2/2/2022 was \$16,224.79. In 2018 the Stetson School Fund's entire balance was removed by the Trustees from a bank savings account to the control of the Town Treasurer and was put into secure investments where it now earns greater dividends. Details are available by contacting the Treasurer's Office.*

REPORT OF COMMUNITY PROGRAMS

Our Mission

The Department of Community Programs (RCP) is responsible for improving the quality of life of Randolph residents by providing diverse programs, events, and services. The Department is responsible for overseeing the full operation of the Recreation Department including the Randolph Intergenerational Community Center (RICC), Elder Affairs, Joseph J. Zapustas Ice Arena (Rink), Randolph Community Pool, the Imagination Station Playground, Williams Gazebo, Arts in the Park Summer Concert Series, Belcher Park, Powers Farm, Cochato Challenge Ropes Course, Summer Camp, Night Before the 4th Parade, and other community-wide events.

Collaborations

This year saw an immense increase in the amount of collaborative efforts that RCP was able to facilitate. RCP collaborated with several local residents and representatives to host a virtual Passover Seder that was both educational and collective. RCP collaborated with the Randolph Elks to host a Hoop Shoot fundraiser event for children. The annual Pack the Pantry 5k returned to the RICC this year with over 150 registrants through a collaboration with the Randolph Runners. The Randolph Police Department (RPD) collaborated on many events with RCP this year including “Chat with the Chief”, an event geared towards our seniors, hosted at Powers Farm and RPD Night Out which was hosted at Belcher Park and geared towards families. RPD also distributed hot chocolate at RCP’s Blue Devil Football Rally and attended many other family-centered events this year hosted by RCP.

The largest collaborative effort RCP made this year was with the public health department. The RICC served as both a regional testing and a regional vaccination site for the entire year with over 50,000 Covid-19 PCR tests administered, over 40,000 Covid-19 vaccinations administered, over 10,000 calls taken at our call center, and over 5,000 rapid antigen test kits distributed on-site. The RICC was labeled a “National Model” by Congresswoman Ayanna Pressley and was also visited by Attorney General Maura Healey, Senator Ed Markey, and other dignitaries who praised the efficiency of the site. RCP also served in an outreach capacity for the Covid-19 vaccine efforts, creating both print and audio-visual marketing campaigns, hosting informational forums, and partnering with schools, churches, local non-profits, and businesses to educate Randolph residents on the benefits of the Covid-19 vaccine as well as the importance of Covid-19 testing. Apart from these public health measures, RCP also collaborated on several community programs with the public health department including the town’s annual clean-up day, a community forum on trash, and an event with Chris Herron on the stigma of drug and alcohol abuse.



Community-Wide Events

Although many events, such as the popular Night Before the 4th Parade and annual carnival, were canceled this year due to the pandemic, RCP was able to pivot and adapt several other events to be both safe and fun for the community. Over 20,000 residents attended more than 20 community-wide events this year including Easter Bunny Visits & Parade, Town Clean Up, Arts in the Park, Kayaking, Goat Yoga, Artisans Fair Summer Series, Mid-Autumn Lantern Festival, Harvest Hoopla, Hispanic Heritage Month Event, Haunted House & Trunk or Treat, Winter ONEderland, and more! There were 67 Powers Farm rentals this summer for safe outdoor birthdays, bridal showers, retirements, and more – an increase of over 300% from the previous year! Winter ONEderland was a cross-town event this year featuring added components such as a craft fair at the RICC and the Blue Devils Superbowl Championship Football Rally, which consisted of a short parade followed by a rally at Town Hall and tree lighting with over 500 people in attendance.

Our most successful community-wide events this year were definitely the Randolph Summer Recreation Program and the Randolph Artisans Market. A new approach to both of these large-scale programs saw an increase in attendance and interest from surrounding towns as well. The Artisans Market boasted 30+ vendors (many local artisans) each month over the course of the summer with live music and a beer garden. It culminated in Randolph's largest ever Harvest Hoopla in the Fall with over 6,000 people in attendance. The Randolph Summer Recreation program was back after a 1 year hiatus due to the pandemic, with over 170 campers registered weekly. After initiating a cross-collaboration between the United Way, RCP, and the Randolph Public Schools (RPS), RCP

incorporated a half-day option for parents who chose to send their children to the RPS morning program and still wanted a full day option for camp. This collaboration also funded in-house field days, STEM projects, and transportation from the school to Belcher Park campgrounds.



Randolph Intergenerational Community Center (RICC)

Due to the pandemic, 2021 looked a lot different at the RICC than previous years. At the beginning of the year the RICC partnered with Randolph Public Schools and the YMCA to offer a space for distance learning in town, while schools were still providing remote learning. The building was re-opened mid-year, part-time just for senior usage, and programs provided to the community were mostly virtual until summer of 2021. RICC virtual programs helped the community stay connected and together during the height of the pandemic by providing an outlet for art, collaboration, and fun for all ages. Many programs offered free kits for cooking and painting so that residents could follow along and other programs created a fun sense of competition between residents such as our online art show, walking/running programs, and our Powers Farm photo contest. Over 100 virtual programs were offered with social media engagement increasing by 128%; programs encouraged use of outdoor space as well as created a sense of online community in a safe way.

In-person programming was slowly incorporated back in the RICC starting with a brand new program for elementary aged youth called, Girls on the Run. This self-esteem building program "ran" with a Spring and Fall session, thanks in large part to the wonderful Randolph volunteer coaches who trained with these young ladies weekly and prepared them for their celebratory 5ks! Several specialty programs were hosted over the course of the year for all ages including fitness classes, movie nights, and the use of RICC space for the summer recreation program, Kids Klub. Weekly programs were slowly added back into the mix starting with the hugely successful Youth Nite. This program has 60-80 teenagers attending the RICC weekly for games and basketball. Over the Summer, the RICC partnered with Quincy Asian Resources, Inc. to incorporate mentoring and free food into this program, causing the numbers to increase to almost 100 teens, twice per week. In the Fall we added in a weekly Tot Time for toddlers, open gym night for adults, elementary basketball night, and also a special weekly program for adults and children on the spectrum. As the impact of the pandemic continues to lessen, the RICC has become flexible with its space use and plans to re-open more fully to the public in the coming year.

Joseph J. Zapustas Ice Arena

The atmosphere at the "Zap" changed over the course of the year as spectators



were slowly allowed back into the building and social distancing measures were relaxed to allow for more games. Despite many obstacles, the rink has operated at full capacity, even adding hours to accommodate more practices. Over the course of the year the “Zap” hosted over 500 games, more than 400 practices, and several learn-to-skate and community open skate sessions. The biggest change to the rink this year though was the major light renovation that took place, thanks to a generous donation by the Crimson Hockey Club who now utilize the “Zap” as their home rink. All overhead lights were replaced with LEDs and the zamboni was professionally wrapped with vinyl. These changes create both a safer experience for players and better visuals for spectators.

Randolph Community Pool

In 2021 the Randolph Community Pool hosted 3 sessions of swim lessons with 60+ students at each, and the pool hosted weekly swim meets and practices for several teams with an average of 40 students at each. We hosted a number of swim teams from surrounding towns as well as our very own Championship winning Randolph Rapids. In addition to swim lessons, practices, and meets, our pool hosted weekly water aerobics classes - a popular, low-impact exercise class for adults. The Randolph Rapids hosted a “Swim for Food” fundraiser this year, donating over \$7,000 to the Randolph Friendly Food Pantry with their efforts. The Randolph Community Pool was awarded a grant from the USA Swimming Foundation and with that funding was able to host free water safety courses for 40 Randolph children; children were also provided with free lifejackets and swim goggles. These life-saving classes promoted water safety and introduced swimming to children who may not have a chance to participate in traditional swim lessons.

Elder Affairs Department

Randolph Elder Affairs, in collaboration with the Council on Aging, enhances the quality of life for Randolph residents who are at least 60 years of age and above, as mandated by the Older American Act. Our goal is to provide for the physical, social, and emotional needs of seniors, helping them to lead independent, stimulating and self-reliant lives at home. Our Outreach Program and integration within the RICC provides a central delivery system for information, a wide variety of programs, transportation to and from medical facilities, as well as a social gathering spot for seniors. This year the Elder Affairs Department won a grant from the Massachusetts Department of Transportation which consists of a new vehicle that will be used in the coming year for a volunteer, fixed-route service for our seniors to promote civic and social engagement. The Elder Affairs Department also collaborated with the Turner Free Library this year to provide entertainment on the walking track in the form of an audiobook lending program!

We had 4,470 senior sign-ins to utilize RICC indoor programs including the walking track. We assisted over 3,000 seniors with registration for covid testing and vaccinations. We found workarounds to ensure that we could continue to provide services to Randolph seniors who count on our department to be there for them. In the grips of a pandemic, we were able to ensure that seniors still got to essential medical appointments, and to the market, and pharmacy. We worked to assuage the anxiety and fear that seniors have felt and are still encountering. We worked with community partners to deliver food, meals, masks, medical and cleaning supplies. Over 60,000 meals were provided to seniors out of our kitchen, through the South Shore Elder Services Meals on Wheels program. This past year, we were still able to provide 2,357 round trip van rides for our seniors. Our Outreach services team has spent 1,768 hours working with seniors including delivering over 470 bags of food to our senior population that is food insecure and 56 assistive medical devices to those in need. We also began hosting Quincy Community Action Program Mobile Food Pantries monthly for our seniors. Our pickleball crew spent over 150 hours on our outside pickleball court and they were able to once again move inside this year as the weather turned frigid. At the beginning of the year we had over 100 seniors a week attending outdoor exercise classes at Powers Farm which were eventually returned to the RICC in the Fall with a jump in attendance. We provided fun and a sense of community for our seniors with over 500 attending our “Drive Thru” events such as “New Year’s

Eve in a Bag,” thanksgiving meal pick-up sponsored by Lombardos, and “Black History Month in a Bag”.

The Department of Community Programs would like to thank all of our dedicated and community-minded staff that work tirelessly to provide creative and original programs, events, and services to our community. We would also like to thank the Randolph community for its ideas, support, and excitement for all things recreation!

Respectfully Submitted,

Elizabeth LaRosee
Director of Library, Recreation, and Community Programs

REPORT OF VETERANS AGENT

Randolph's Veterans Agents will help file claims and explore every avenue of resources available for our Veterans. The Veterans Office will review each case and establish what can be offered for the Veteran and/or their family. We work with the Veterans Administration and other organizations to provide the services and assistance Veterans need.

The Veterans Service Office assists veterans and their dependents with Chapter 115 Benefits as regulated by Massachusetts General Laws. In 2021, the office processed numerous claims for state & federal benefits, including VA pensions, Discharge Requests to War Records, Educational Benefits, VA Aid and Attendance and support from private non-profit agencies. The last census we received listed 800 Veterans (active – registered to vote & identified as Veteran) and 200 or so (inactive – not registered to vote or did not vote) in Randolph. We will continue to reach out to Veterans and help all who ask for our assistance.

The 2nd year of the COVID pandemic made it difficult but we were able to continue assisting our Veterans and their families. We will do so going forward even under the most difficult situations. In conjunction with AMVETS, the VFW and our Veterans Council, our office promotes and assists with ceremonies for Memorial Day and Veterans Day. These ceremonies are an important annual recognition of the effort made by our Veterans in service to our nation.

The Veterans Services office could not function without the tireless support from Albert Williams, Veterans Service Officer/ Investigator. He has been invaluable to helping our Veterans and providing his wealth of experience. Like our Veterans, we look forward to continuing to be a vibrant part of the town of Randolph and to participate in representing the contributions made by Veterans to our nation, state and community. We hope to continue to be successful for our town and our Veterans.

Respectfully submitted,

Kevin J Cook, Director of Veterans Services

REPORT OF SEALER OF WEIGHTS AND MEASURES

The ultimate goal of the Sealer of Weights and Measures is to “Create Equity in the Marketplace.” The marketplace in Randolph included inspections at 40 business locations using weighing and measuring devices, and this generated \$7840 in sealing and inspection fees delivered to the town’s general fund. There were 92 scales, 9 weights, 6 reverse redemption machines, 240 gasoline and diesel meters, and 4 spring-water meters inspected, tested, and sealed for the year 2021. By making adjustments to the devices found to be out of tolerance, and using the standard reporting form developed by the State Division of Standards to calculate the consumer and merchant savings impact report, the merchants of Randolph were saved \$3,763.69 over the year 2021.

Respectfully submitted,

Donald W. Smith, Sealer of Weights and Measures

REPORT OF THE HISTORICAL COMMISSION

The Historical Commission's mission is to advise the town on matters of historic preservation, to administer Town ordinances that fall within its jurisdiction, and to preserve Randolph's rich heritage and find ways to share it with the wider community. In all those respects, it has been a busy year.

Completion of the Archives Project

The most significant accomplishment of the Commission in 2021 was the completion of the final phase of the four-year program to preserve and organize Randolph's large and diverse collection of documents, photographs, ephemera and three-dimensional objects, and find ways to make them more widely available to our residents and others interested in Randolph's history. This was made possible by a series of grants from the Community Preservation Fund, and the tireless efforts of our archivist Kate Tardiff.

This year's phase included:

- Completion of the cataloging and re-housing of several dozen items
- Training of Commission members in proper collections management techniques and how to properly add items to the collection as it grows.
- Scanning several hundred documents and photographs, including the John E. Warren Civil War Letter Collection and the Commissions extensive collection of photographic images which visually document Randolph's people, places and events between 1870 and 1950.
- Working with the staff at the Turner Free Library and their Omeka system to upload all the digital images, organize them into collections, and create finding aids to allow anyone using the library website to scroll through hundreds of images and documents, each including a short description of the people and activities in the image or document.

The Commission looks forward to building upon the digital collection in coming years and making other parts of the town's history available to scholars, researchers and the general public.

The Jay Blotcher Collection

One of the benefits of our efforts to preserve, organize and share the tangible elements of Randolph's history is that it makes us more attractive for significant donations to build the Town's collection and diversify its holdings. The first such gift came in June from former Randolph resident Jay Blotcher, who donated his collection of over 300 Randolph themed postcards, as well as a large collection of 19th century trade cards of Randolph's businesses, and other ephemera. This collection has been cataloged and entered into our database. At the time of the donation, discussions were had with Mr. Blotcher about an exhibition of this collection, and initial plans were made. The Commission hopes that circumstances will improve sufficiently by the spring of 2022 to enable the exhibit to take place at Stetson Hall and possibly other venues, as well as a virtual exhibit.

Educational Opportunities

The completion of the Archives project now makes it possible for the Historical Commission to use these resources to share Randolph's history in a variety of ways:

- Friends of Randolph History – The Friends of Randolph History page on Facebook continued to share images, stories, and information about Randolph's history and upcoming historical events, and in so doing, attract responses from viewers who often share hitherto unknown facets of the lives and events of Randolph's past.
- John E. Warren's Civil War in Music and Letters – In November, the Historical Society and Historical Commission, and the Turner Free Library, with the support of a grant from the

Massachusetts Council for the Arts, presented an afternoon of music and history from the American Civil War as witnessed through the letters of Randolph soldier John E. Warren. The program included an hour-long concert of Civil War songs and camp music performed by artist Judy Cook from Ohio based on the music mentioned by Warren in his letters. This was followed by a reading of more than twenty of Warren's sometimes laconic, sometimes humorous, sometimes poignant letters home to his family beginning with the wide-eyed recruit and concluding with the eyewitness account of a seasoned veteran of the last days of fighting and General Lee's surrender. The Commission wishes to thank Commission member Lynn Feingold for putting together this program and securing the grant funding to support it, and to Turner Free Library staff member Sharon Parrington Wright for additional funding, venue and technical support that enable the program to be seen by a large online audience in addition to those who saw it in person.

- Articles in the new Randolph Magazine – In 2021, the Town launched its first magazine, edited by Loren Koshivas and Sharon Parrington Wright of the Turner Free Library. In response to a community poll on what to put into the new magazine, she approached Historical Commission members Lynn Feingold and Henry Cooke, who each contributed articles to the new publication and look forward to sharing more of Randolph's history on the pages of this new magazine.

Historic Preservation – Demolition Review

The Historical Commission regularly monitors the sale of vintage buildings in Randolph to make them aware of properties that may be subject to potential demolition. In administering the Town's Demolition of Historic Buildings ordinance, the Commission received, reviewed and took dispositive action on five requests for Determinations of Historical Significance on buildings more than one hundred years old. In each case the building is researched by the Commission and a meeting held to review the findings and make a preliminary determination. If it is found that the building has historical or architectural significance as defined in the ordinance, a public hearing is held to determine if the building should be considered as "preferably preserved" and subject to a six-month demolition moratorium to find an alternative to demolition. Of the five buildings reviewed by the Commission in 2021, none were determined to be historically significant, and demolitions permits could be granted by the Building Department.

Historic Preservation – The Elms Historic District

In March 2019 the Randolph Town Council passed two ordinances, one enabling the creation of Local Historic Districts in the town, and the second establishing the "Elms Historic District" along a mile long stretch of North Main Street that contains nearly one hundred buildings including many dating back to the early years of the Town. The district is supposed to be administered by a local Historic District Commission made up of local residents within the district and other residents with expertise in history, architecture and real estate. To date such a Historic District Commission has yet to be appointed, and from time to time the Historical Commission has been called upon by the Town and residents within the Elms Historic District for advice and guidance in making changes or improvements to their homes and businesses. This year the Historical Commission was called on three occasions to advise local property owners within the District.

Looking Ahead: 2022 and beyond

The Historical Commission has identified the following projects for 2022:

- Advocating for the creation of a Historic District Commission to administer the Elms Historic District

- Working with the Stetson Trustees for the conservation/restoration of the 1867 marble Civil War Memorials at Stetson Hall, and the conservation and reinstallation of the bronze World War One Remembrance plaque that was installed in the front foyer of Stetson Hall in 1919. The Commission is seeking local and state grant funding as well and has already garnered the support of Randolph's veterans' organizations. The Commission hopes to be able to have the World War One Remembrance plaque reinstalled with additional materials from the old Stetson High School in time for a rededication on Veterans Day, November 11, 2022.
- Organizing and presenting an exhibition of the Jay Blotcher Collection in the spring of 2022, including virtual and in person elements.

Respectfully Submitted,

The Randolph Historical Commission:

Henry Cooke, Lynn Feingold, Elsie Gray, Karen Haynes Clifton, and Mary West

REPORT OF THE PLANNING BOARD

The five-member Planning Board, along with the staff of the Planning Department, maintained a consistent meeting schedule with meetings conducted via video conference allowed due to the extension of Governor Baker's emergency orders. In addition to conducting site plan and design review for small scale projects, the Board monitored the progress on subdivisions for the following projects/locations:

Project Name	Street
Autumn Estates	EJ Foley and Autumn Lane
Bartlett Estates	McEnelly Circle
Belcher Estates	George M. Lovering Cir
Country Way Lane	Country Way Lane
Grove Ave	Cygnet Lane
Hampton Court	EJ Griffin Cir
Holbrook Gardens	Patterson Avenue (east)
Lafayette Estates	Vine Lane, Zanga Way and Neary Mtn Lane
Ledgewood Estates	JA McDermott
Maplewood Estates	Arredondo Cir
Mary Lee Estates	SJ Skeen Cir
Morton Road	Morton Rd
Orchard Estates	Cherry Circle
Pham Estates	Mary Lee Way
Pinewood Estates	Truelson Drive & Restarick
Richard Estates	Richard Rd (extension)
Spring Estates	Kelli Rd

Additional work undertaken by the Planning staff included:

Coordination with the Town's Engineer and Principal Assessor to address and resolve disparities in the geographic information system (GIS) data to improve the online mapping system.

Serving in a 3-community coalition with Framingham, Dedham and MAPC in an initiative focused on identifying the needs of municipalities and their staff around **hybrid engagement** during the second year of the COVID-19 pandemic. Through this process convened hundreds of people across our region and the nation to develop shared practices and tools for hosting meetings that bridge remote and in-person participation. We explored meeting facilitation and design, technology needs, and current state law and policy debates that impact municipal meeting policies. The results were compiled in a resource library hosted on the MAPC website.

Participation in working groups in the MAPC Three Rivers Interlocal Council (TRIC) which focused on **State House Advocacy** and how to advance engagement with local and regional representatives to enact policy change and address funding needs related to planning, land use, housing and transportation statehouse advocacy; **Citizens Academy** and how to advance our region's efforts around equity and engagement in local government including a webinar about Diversifying Local Boards and Commissions.

Considerable time and effort were spent learning about the impacts of various zoning and land use laws enacted by the state, especially those affecting MBTA Communities. The new laws including the **Housing Choice Initiative** are expected to require the Town to amend zoning ordinances surrounding the approval processes for multifamily housing.

Randolph worked with MAPC and multiple communities to pursue a **Shared Housing Services Office (SHSO)**, a multi-jurisdictional collaborative entity to help communities monitor existing affordable housing stock, manage local funding and programs to support affordable housing. The collaborative is anticipated to be operational as of FY23

As part of a multi-community coalition (Weymouth, Milton, Quincy, and Randolph), South Shore Food Bank, Bay State Community Services, and Blue Hills Community Health Alliance, applied for **Mass in Motion** grant that would form a Regional Food Policy Council to increase access to healthy, affordable and culturally diverse food and address transportation challenges that impede access to healthy food.

In partnership with Quincy Asian Resources, Inc. (QARI), Randolph was part of a successful grant application for the **Mass Saves** program which will help residents and businesses save money and energy through a wide range of incentives, services, rebates and resources

Randolph joined 22 communities in a joint application for a federally-funded Community Development Block Grant (CDBG) program for **microenterprise businesses** to address emergency needs in light of the Coronavirus pandemic. Randolph received \$210,000 to award grants of up to \$10,000 for microenterprise businesses. We successfully awarded 22 businesses funds to support their continued operations during the COVID-19 pandemic.

The Town engaged the services of Bailey Boyd Associates to prepare an application for a **Community Development Block Grant (CDBG)** that would support housing repairs and childcare services for income eligible Randolph residents. Required outreach, pre-applications and public meetings were conducted and applications successfully submitted in September 2021.

Working with MAPC, the health department and a coalition of local and regional partners and residents, the Planning Department serves on the **Community Wellness Plan (CWP)**. Through the Randolph Community Health Needs Assessment (CHNA 2018) and Community Health Improvement Plan (CHIP 2019), the plan addresses major themes and pressing issues related to transportation infrastructure and services; affordable housing; health care services and access; diversity, racism and representation; communications needs; and the school environment. The CWP responds to the priority health issues and needs identified in the CHNA and articulates long-term, systematic, evidence-based priorities for realizing the community's vision for improved health. CWP goals areas are: Community, Health Care and Public Health, Transportation, Housing, Parks, Open Space and Recreation, Food, and Schools.

Respectfully submitted,
Michele Tyler, Town Planner

REPORT OF THE BOARD OF ASSESSORS

The Board of Assessors would like to thank Robert Cole and Jennifer Florio for their work as the Principal Assessor during FY21.

Analysis of all qualified sales occurring during calendar year 2020 is the basis for fiscal 2022 property assessments. The average single-family property in Randolph is assessed at \$414,793 in fiscal 2022; versus \$360,039 in fiscal 2021. The total assessed valuation of the Town increased to \$4,543,882,097.

Most of the new construction within town was in the residential class, and this trend will likely continue in calendar year 2022. As of January 1, 2021 the Town had 10,539 parcels, including: 7,235 single family, 1,553 condominium, 489 two family, 20 three family, 54 apartment building parcels, 227 commercial, and 96 industrial parcels. Remaining parcels in town are either: vacant land, mix use, or parcels with tax exempt status.

Legal files were updated along with 385 recorded deeds. Updated deeds were used in preparing abutters' lists for hearings before various boards and committees. Sales were analyzed and properties adjusted accordingly.

In addition to maintaining the parcel data base, building permits were reviewed, including measuring and listing all new construction, adding or deleting parcels per recorded plans and making other data changes as necessary. The Board of Assessors Office Staff reviewed all of the applications for exemption or abatements. Forms of Lists were mailed for all Personal Property Accounts. Income and Expense Forms were mailed for all commercial/industrial and income producing parcels to be used in the income capitalization valuation process. 3ABC forms for exempt properties were also mailed.

The total number of motor vehicle excise abatements processed was 935. The total number of statutory exemptions processed for fiscal 2021 was 171. Included in the total were: 19 statutory exemptions for seniors aged seventy or older, (within certain income levels); 138 exemptions for veterans with a disability rating; 14 Clause 37A (blind). The office also processed 54 community preservation applications for abatement.

All real and personal property values in Randolph were certified by the Department of Revenue on October 19, 2021. The tax classification hearing was held on November 18, 2021. The Town Council voted to adopt a shift of 1.75 on November 22, 2021. This resulted in reducing the residential tax rate from \$14.78 in fiscal 2021 to \$13.60 in fiscal 2022, and set the commercial, industrial, and personal property tax rate at \$26.35 per thousand dollars of assessed valuation.

The Board would like to thank the Assessor's Office Staff for their hard work and dedication to the office and the Town of Randolph.

Respectfully submitted,

Board of Assessors,
Robert Curran Jr. Chair, Emmanuel Mecha Board Member, John Peppe Board Member

REPORT OF THE CONSERVATION COMMISSION

The Conservation Commission is responsible for administration of the Randolph Wetlands Regulations and Bylaws and the Massachusetts Wetlands Protection Act. Through the administration and enforcement these regulations and bylaws, the Conservation Commission aims to:

- promote proactive administration of environmental laws and policies
- protect Randolph's open space
- ensure effective wetland and water management and protection
- promote environmental education
- preserve Randolph's natural resources

The Commission works with various departments in Town to ensure the regulations and bylaws are upheld. It looks to improve the environmental integrity of the community while maintaining and improving the Town's current conservation areas.

The Randolph Conservation Commission held 8 hearings in 2021 for remodeling, new construction and commercial/residential projects.

The hearings had:

- NOI- 3
- ORDER OF CONDITIONS-3
- CERTIFICATE OF COMPLIANCE-
- ENFORCEMENTS-4
- RDA-1
- ANRAD-2

Addresses:

502 South Main Street
50 Thomas Patten Drive
19 Highland Ave
13 Fencourt Ave
975 N Main Street
7 FORREST ST
MBTA Keolis

The Randolph Conservation Commission consists of 5 members and an administrator.

Carl Brown, Bobby Young, Chris Kimball, Pamela Illobachie and Finette Catabois-Davis.

Respectfully,

Joseph P Dunn, Jr
Administrator- Randolph Conservation Commission

REPORT OF THE FINANCE DEPARTMENT/TOWN ACCOUNTANT

The Finance Department is comprised of the Town Accountant, Treasurer/Collector and Assessors offices and is responsible for the overall financial management of the town, including advising and updating the Town Manager, the Town Council and other interested parties on the Town's financial condition. The department is charged with complying with a myriad of municipal finance laws and regulations as well as meeting the federal and state financial reporting requirements.

The department provides assistance in preparation and maintenance of the operating budget, revenue forecast, five-year Capital Improvement Plan, financial status reports, cash and debt management, property valuation assessments, property tax and utility billing, collection activities, risk management, audit review and internal financial controls.

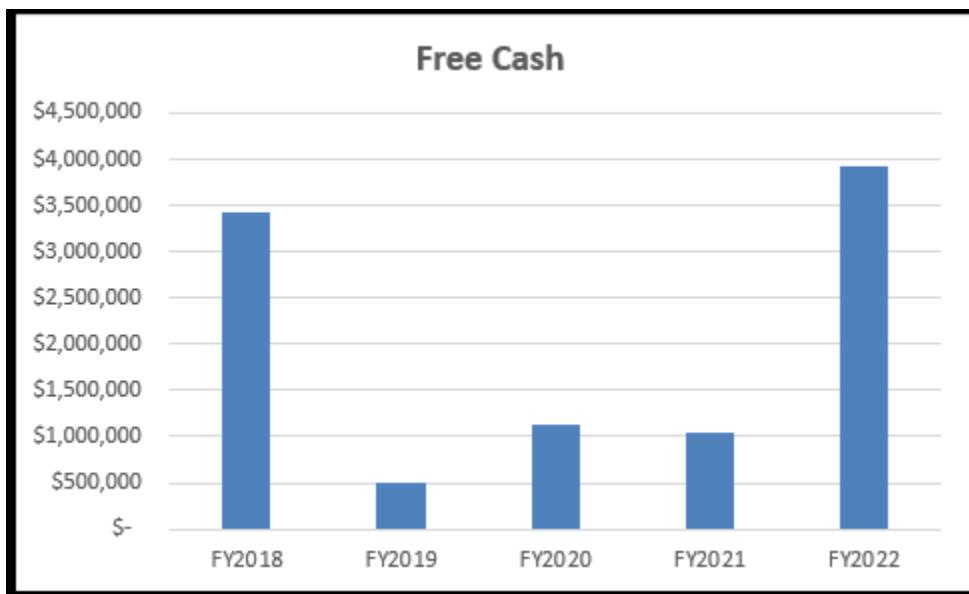
Accounting Department

The Accounting Department is responsible for maintaining the general ledger and all financial records to ensure compliance with federal, state and local laws and regulations, as well as oversight of all departmental appropriations so that departments operate within their annual budget.

The financial records for FY20 have been fully audited by Melanson of Nashua, New Hampshire. A summary of financial highlights can be found in the Management's Discussion and Analysis section of the basic Financial Statements. These documents are available in the Accounting Office. The FY21 audit is nearing completion at this time.

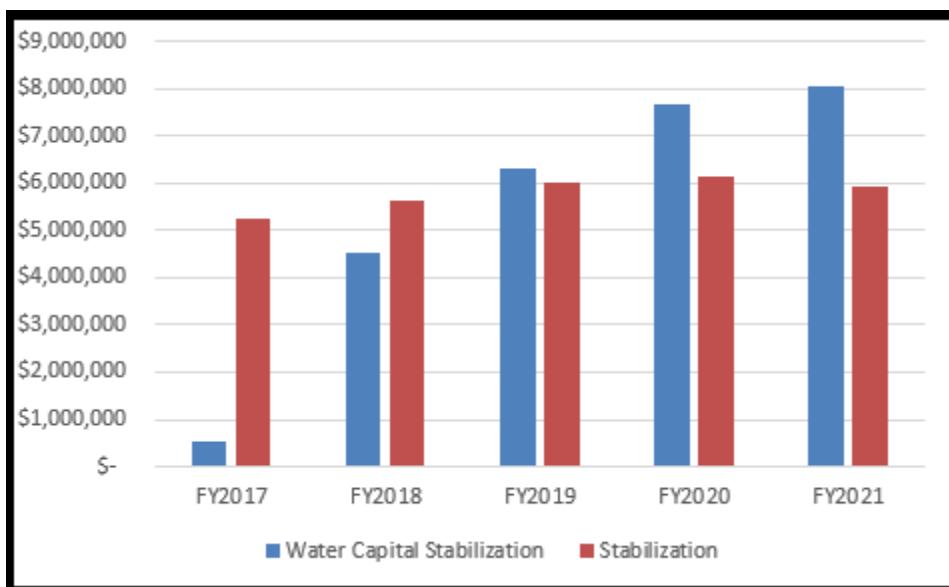
Free Cash

Free cash is the remaining, unrestricted funds from operations of the previous fiscal year including unexpended free cash from the previous year, actual receipts in excess of revenue estimates shown on the tax recapitulation sheet, and unspent amounts in budget line items. Unpaid property taxes and certain deficits reduce the amount that can be certified as free cash. The calculation of free cash is based on the balance sheet as of June 30. The review and certification is done by the Director of Accounts.

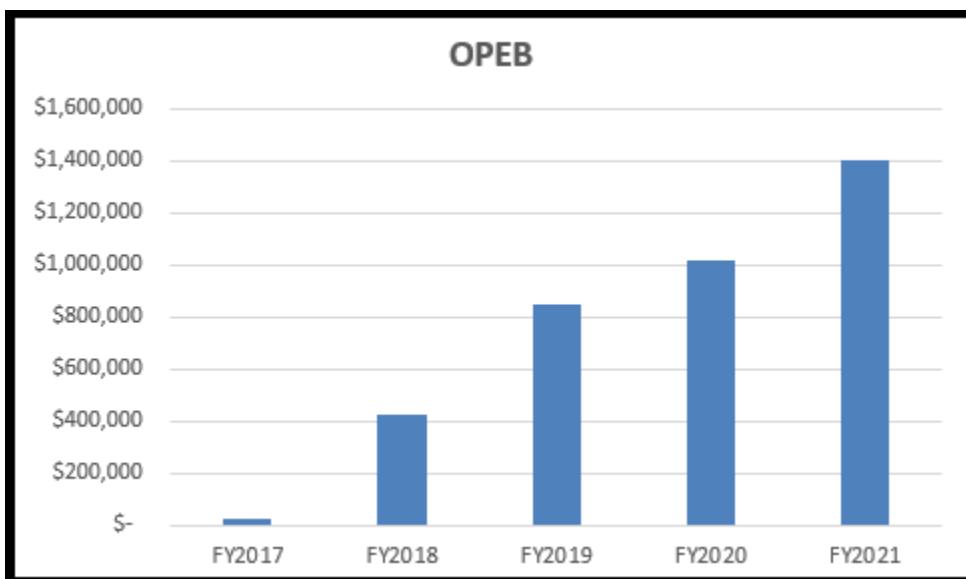


Stabilization Funds & OPEB

Massachusetts General Law Chapter 40, Section 5B allows a community to establish and maintain a Stabilization Fund in which funds are transferred in and out by vote of the Town Council and can be used for any legal purpose. By adding to the balance, the Town strengthens its financial position and is thereby more attractive to investors interested in purchasing the Town's debt. Although the Town made a contribution to the Stabilization Fund in FY21, it was not able to maintain its financial policy of maintaining at least 6% of net operating revenues in the Stabilization account. In order to balance the FY21 Town Operating Budget, the Stabilization Fund was used to support necessary spending. The Town also established a Water Capital Stabilization Fund to help defer the burden of future costs of the new water treatment plant. In FY21, no contributions were made to this fund from the Enterprise Fund retained earnings. The balances for each fund are shown below.



The Town established an Other Post Employment Benefit Trust Fund (OPEB) a handful of years ago for the payment of retirees' health insurance. This reserve at the end of FY17 has a balance of \$21,857. In FY18, an OPEB funding policy was adopted and the annual contributions have increased substantially resulting in a balance of \$1,401.978 at the close of FY21.



Debt & Fiscal Management

In order to sustain the Town's financial stability while continuing to upgrade infrastructure, buildings, and equipment, the Town carefully controls and plans out its debt issuance. As of June 30, 2021, outstanding general obligation bonds equaled \$48,235,556 and short-term borrowings added \$9,905,431 for a combined total of outstanding debt of \$58,140,987.

I would like to thank all Town Officials, Boards, Committees and employees for their assistance and cooperation during the year.

Respectfully,

Janine Smith
Director of Municipal Finance/Town Accountant

REPORT OF THE TOWN CLERK AND BOARD OF REGISTRAR

The year 2021 was one that all of us were looking forward to after the Covid-19 pandemic hit in 2020. Little did we know...Covid wasn't done with us yet! Regardless, the Town Hall remained open throughout 2021 with measures in place to keep both residents and employees safe.

Every 10 years, the country conducts the Federal Census. This data is used to determine the representation of our government at the federal, state and local level. Randolph's population grew by just over 9%, up from the 2010 population count of 32,111 to 34,984. Since a precinct cannot contain more than 4,000 residents, a review and redrawing of the town's precinct lines occurs every 10 years, as well as redistricting of the House, Senate and Congressional boundaries. The changes affect thousands of voters, all of whom will receive notification as to the change, per state law. Every household affected by the change will be notified in writing.

For the first time ever, Early In Person Voting, as well as Mail-In Voting was offered for the Town's Local Election. Out of the 2,470 people who voted, 322 took advantage of voting early in person, and 104 voted by mail.

I would like to thank Kristin McDonald and Andrew Brown, who serve the public every day with Special thanks to Soren Tyler and Betty Bertrand who are always there when we need some extra hands, especially during elections; as well as the Board of Registrars, who are always willing to pitch in!

*Respectfully Submitted,
Cheryl D. Sass, Town Clerk & Registrar*

The breakdown in age of the residents for 2021:	
Age 1 day old through 17	4,693
Age 18 through 25	3,416
Age 26 through 35	5,342
Age 36 through 45	4,393
Age 46 through 55	4,284
Age 56 through 65	4,885
Age 66 through 74	3,305
Age 75 +	2,256
Total	32,574
By Precinct, the number of residents for 2021:	
Precinct 1	2,485
Precinct 2	2,479
Precinct 3	2,664
Precinct 4	2,702
Precinct 5	2,645
Precinct 6	2,557
Precinct 7	2,769
Precinct 8	2,750
Precinct 9	2,708
Precinct 10	2,700
Precinct 11	2,846
Precinct 12	3,270
Total	32,575

Nomination Papers and Initiative petitions certified in 2021:	Papers:	Signatures:
Nomination	100	1,460

Respectfully submitted,
James D. Curtis, Chairperson, Board of Registrars
Yvonne Watson, Vice Chairperson, Board of Registrars
James W. Buiel, Member
Cheryl D. Sass, Town Clerk & Registrar

Town Election - November 2, 2021

OFFICIAL

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
Total Machine Counted Ballots	244	195	273	245	237	213	233	255	214	223	268	277	2877
Total Hand Counted Ballots	0	2	5	2	3	1	0	2	0	1	2	2	20
Total Ballots	244	197	278	247	239	216	234	255	216	223	269	279	2897
Councilor At Large - Vote for NO more than FIVE	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
William Alexopoulos Ryan Egan James F. Burgess, Jr.	144 133 111	111 91 91	144 122 121	124 141 112	146 122 105	127 123 113	139 121 127	156 121 116	140 100 103	140 114 103	164 136 151	193 149 156	1714 1498 1406
Richard A. Brewer, Jr Natalcha J. Clerger	123 106	91 117	117 110	108 100	131 90	104 105	124 124	100 100	124 100	112 112	135 125	140 125	1390 129
Cynthia Strong Miocly Lamour George D. Magazine, Jr. No	109 38 48	91 39 28	127 63 57	106 63 45	105 54 50	71 34 42	100 45 52	107 48 55	76 38 42	94 49 37	99 49 53	103 39 53	1188 559 547
Preference	0	0	0	0	0	0	0	0	0	0	0	0	0
Scattered write ins	0	4	4	5	9	21	6	7	0	16	7	5	84
Blanks	408	339	478	421	349	380	391	398	389	342	426	443	4764
Total Votes (Including Blanks)	1220	985	1390	1235	1195	1080	1170	1275	1080	1115	1345	1395	14485
Councillor - Vote for ONE	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
Ken Clifton (District 1) Jesse Gordon (District 2) Katrina M. Huff - Lamond (District 3) Christos Alexopoulos (District 4)	175 -	153 -	212 -	-	-	-	-	-	-	-	-	-	540 451 458 568
Scattered write ins	2	3	0	9	5	4	8	4	4	4	4	4	49
Blanks	67	41	66	73	72	81	79	82	77	59	70	64	831
Total Votes (Including Blanks)	244	197	278	247	239	216	234	255	216	223	269	279	2897
School Committee - Vote for NO more than SIX	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
Andrea E. Nixon Cheryl A. Frazier Lisa A. Millswood Ida V. Gordon Jaime E. Ackles Allaphia Sackeena Richards Yahaira Lopez	134 133 125 132 95 91	96 112 92 110 83 77	137 148 134 148 124 81	142 121 126 108 109 96	124 121 114 108 105 65	115 103 106 87 86 95	143 115 130 114 106 95	108 149 138 141 121 111	127 112 120 123 121 83	127 119 153 120 94 79	166 152 159 151 94 113	162 154 154 159 151 99	1576 1544 1508 1493 1284 1105
Scattered write ins	0	3	3	4	3	6	7	7	3	0	5	9	50
Blanks	875	692	981	922	867	843	824	851	763	803	892	974	10287
Total Votes (Including Blanks)	1464	1182	1668	1482	1434	1296	1404	1530	1296	1338	1614	1674	17382
Trustees of Stetson Fund - Vote for NO more than THREE	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
Henry M. Cooke, IV Judith S. Gangel	183 153	140 116	194 177	175 155	171 142	152 133	169 135	180 155	148 122	159 131	200 180	198 180	2069 1779
Scattered write ins	2	4	4	2	6	5	14	6	3	3	4	6	59
Blanks	394	331	459	409	398	358	384	424	375	376	423	453	4784
Total Votes (Including Blanks)	732	591	834	741	717	648	702	765	648	669	807	837	8691
Question 1 - Debt Exclusion	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
Yes	109	109	147	151	122	95	109	132	108	123	141	138	1484
No	117	73	113	80	106	116	103	89	73	113	119	1205	1205
Blanks	18	15	18	16	11	5	22	20	19	27	15	22	208
Total Votes (Including Blanks)	244	197	278	247	239	216	234	255	216	223	269	279	2897

REPORT OF THE INFORMATION TECHNOLOGY (“I.T.”)

IT manages and supports all aspects of the town’s computer hardware and software infrastructure, network, phone system, website, and budget. 2021 presented many challenges to the town’s technology infrastructure. Employees returned to the office as the pandemic continued to be an issue. With the global Covid-19 pandemic continuing to be a major issue there was a focus on the ability of employees to work from home, but also to remotely attend meetings from their office.

Infrastructure and Hardware

Provision of high-quality Wi-Fi service to Covid-19 testing and vaccination sites was a priority. 3 new wireless access points were installed outside the testing and vaccination sites which improved the access for the workers at those sites.

Federal CARES Act monies were used for several improvements enabling the ability to work and hold meetings remotely. In addition to the outdoor Wi-Fi service, microphones and cameras were installed for employees needing to attend remote meetings from their desk.

Check scanners were installed in the Treasurer’s office to enable remote deposit.

IT replaced 11 desktops, 3 laptops, 9 iPads, 5 phones, and 7 monitors in 2021.

Software

Several application upgrades have been performed:

The dog permitting software was migrated to City Hall Systems.

The Planning Department began using Airtable for project management.

Security

The Police Department was set up with a hardware VPN to access the town’s financial software. All department heads have been set up with remote access capability to their work desktops.

Meanwhile we continue to develop our measures for security and resilience in the challenging area of cyber security. Sophos Intercept X Antivirus has been installed on all town computers. We have a backup system in place on all town servers and have updated the firmware on all town firewalls. In addition to systems-based solutions, town employees finished an online training program covering Internet security (spam, phishing, passwords management, etc.).

Respectfully submitted,

William Clark
Information Technology Director

REPORT OF THE TREASURER / COLLECTOR

This year brought many of the same challenges as last year, and a few new ones. We continued to remain fully staffed on site for most of the year. This allowed us to provide customer service and process revenue in the most efficient manner. The challenges facing many employers are also evident here at the Town Hall. Difficulties in filling key positions have made it necessary to do our work with fewer people.

This year, I said good-bye to the working world at my retirement in August. However, due to a shortage of qualified certified Treasurers and Collectors, I have returned and will remain until the position can be filled. Our professional associations need to do a better job at attracting candidates to the municipal finance world.

I am fortunate to continue to have Michelle Nguyen, now as the Acting Assistant Treasurer/Collector. Michelle frequently provides translation for our Vietnamese residents transacting business at the payment window, and is of great value in assisting me with the changes in technology. The lion's share of the day to tasks of the department are performed by Michelle. I couldn't do this job without her.

Long term employees Pauline Sullivan and Christina Pierre-Louis round out the staff and are the people you are most likely to recognize. The volume of transactions they accurately process both by phone and in person is astounding. We are frequently assisted by Andrew Brown, who is a clerk in the Town Clerk's office. My sincere thanks go out to Town Clerk and Registrar Cheryl Sass for her spirit of cooperation by allowing the Treasurer Collector's office to borrow Andrew as needed.

The entire staff and I remain committed to demonstrating excellence in customer service to you, the residents of Randolph. I look forward to serving you in the coming year.

Respectfully submitted,

Jean McNamara

Interim Treasurer/Collector

**REPORT OF NORFOLK REGISTRY OF DEEDS **

The COVID-19 pandemic continued to impact all of us in 2021. While many sectors of our economy were still negatively affected by the pandemic, the Norfolk County real estate economy in 2021 remained not only viable but was one of the strongest in a decade.

I am pleased to report the Norfolk County Registry of Deeds continued to remain open and operational for the recording of land documents every work day throughout this continuing pandemic. The Registry of Deeds building opened to the general public on June 7. Registry personnel are again processing in-person recordings while vigilantly maintaining Covid related protocols. The use of electronic recording for our institutional users such as banks, law firms and title companies increased dramatically. In addition to electronic recording, users had the option to submit documents via regular mail, Federal Express or by placing documents in our drop-off box located just outside our main entrance at 649 High Street, Dedham, MA.

I am particularly proud of our staff who continued to work diligently throughout these difficult times. In February, our employees were recognized as “Every Day Heroes” by D’Angelo Grilled Sandwiches. This recognition program honors groups of individuals who stand out in their community during the COVID-19 pandemic. The unsung heroes for 2021 were members of the Registry of Deeds Information Technology Department. The behind the scenes efforts of our Chief Information Officer and Network Administrator made certain that Registry employees could socially distance from one another and perform their jobs, some remotely for the first part of the year, all the while ensuring that each and every real estate document received by the Registry was safe, secure, and accessible to all members of the public. In addition to supporting the internal work and staff of the Registry, our IT Department acted as lifelines to members of the real estate bar and real estate community whose reliance on technology had never been greater or more essential.

The results of these efforts was a highly active Norfolk County real estate market benefitting sellers and buyers of real estate, lending institutions, the real estate legal community and all others with a vested interest in the local real estate economy. By keeping the Norfolk County Registry of Deeds open, recording fees collected were forwarded to the state and county helping to pay for important public initiatives including education, health care, and police and fire expenses. We are thankful to our partners in the real estate community and most importantly the citizens of Randolph and all of Norfolk County. Their patience with us has been critical to the Registry of Deeds being able to continue its core mission of recording land documents in a safe and secure environment.

The Registry suffered a setback when a fire broke out in the building on a February weekend. We lost some IT equipment, supplies and microfilm but all of our records are intact and remain backed-up. We were open for business on the following Monday morning.

The Registry of Deeds is the principal office for real property records in Norfolk County and operates under the supervision of the elected Register, William P. O'Donnell, who has held the position since 2002. Its mission is to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 8.5 million land documents dating back to 1793 when George Washington was President. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipal officials, homeowners, title examiners, real estate attorneys, genealogists and others with a need for land record information. More information can be found on our website – www.norfolkdeeds.org.

2021 Registry Achievements

Cyber Security issues and incidents, especially those involving municipalities, remained topical and captured the thoughts and dominated the efforts of the Registry of Deeds Information Technology Team. The IT team doubled their training and education of staff and employees concerning the perils of phishing, spoofing, and Trojan Horses to minimize potential risks to information security. The IT Department acquired an incident response server and multiple computers so that in the event of a cyber-attack the offline server and computers could be activated, thwarting cyber attackers from sabotaging Registry operations.

The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101, Monday through Friday between the hours of 8:30 AM to 4:30 PM.

In the calendar year 2021, the Registry collected approximately \$82 million dollars in revenue.

The Registry of Deeds continues to address legislative issues to benefit consumers. In 2022, we will continue to advocate for filed legislation that accomplish mortgage transparency by requiring mortgage assignments be recorded at the appropriate Registry of Deeds.

This year saw a record number of electronic recording filers, approximately 2,500. The Registry is approaching 80% of its recorded land recordings being done electronically.

Norfolk Registry of Deeds was the first registry in Massachusetts to record electronically registered land documents. This started in the Land Court section of the Registry of Deeds in 2017 and was crucial in remaining operational during the coronavirus pandemic. At the onset of the pandemic, 25% of the registered land documents recorded were done via electronic recording which has grown now to 70%.

In 2021 we hit a milestone of recording our 40,000th Registry of Deeds book. At the end of 2021 we were at Book 40210. For the sake of security and redundancy, we store our documents 3 different ways: hard copy, electronically, and by microfiche.

In the calendar year 2021, the Registry processed over 13,000 Homestead applications. The law Chapter 188 (M.G.L.) provides limited protection of one's primary residence against unsecured creditor claims.

The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today, all documents dating back to the first ones recorded in 1793 are available for viewing.

Our website includes a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes, noted authors and leaders in their fields of education, environment and the law

The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly press release to alert residents of the latest happenings as well as to remind them of our consumer services.

The Registry's free Consumer Notification Service allows any county resident to opt in to this free notification service and be alerted when any land document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: www.norfolkdeeds.org.

Despite the ongoing COVID-19 pandemic, the Registry was able to restart some of its community outreach programs. We expect that in 2022 we will be able to visit each of the Norfolk County communities for office hours and continue our partnerships with Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the VA Boston Healthcare System, Voluntary Service Program and InnerCity Weightlifting on our 'Suits for Success' program, and New Life Furniture Bank of MA in Walpole to assist those who are in need of household items. We were grateful to be able to resume our Annual Holiday Food Drive and Toys for Tots campaigns in 2021.

Randolph Real Estate Activity Report January 1, 2021 – December 31, 2021

There was a 21% increase in documents recorded at the Norfolk County Registry of Deeds for Randolph in 2021, resulting in an increase of 1,282 documents from 6,158 to 7,440.

The total volume of real estate sales in Randolph during 2021 was \$363,456,243, a decrease of 10% from 2020. The average sale price of homes and commercial property was down 19% in Randolph. The average sale price was \$770,034.

The number of mortgages recorded (1,544) on Randolph properties in 2021 was up 20% from the previous year. Total mortgage indebtedness decreased 21% to \$580,932,846 during the same period.

There were 8 foreclosure deeds filed in Randolph during 2021, a slight decrease from the previous year when there were 9 foreclosure deeds filed.

Homestead activity increased 4% in Randolph during 2021 with 479 homesteads filed compared to

Finally, our objective at the Registry will always be to maintain and secure accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

Respectfully submitted by,



William P. O'Donnell

Norfolk County Register of Deeds



REPORT OF THE ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA) is a permit granting authority appointed by the Town Manager that has powers and duties prescribed under Chapter 40A of the Massachusetts General Laws, as amended and as allocated under The Town of Randolph Zoning Ordinances. ZBA may:

hear and decide applications for variances with respect to land or structures

hear and decide applications for Special Permits

hear and decide appeals from decisions of administrative officials or boards of the town made under the Zoning Ordinances

In granting any of the above, the Zoning Board of Appeals must act within the time constraints and specifications of the General Laws and the Zoning Ordinances. The Board may impose conditions, safeguards, and/or limitations as part of its approval of any application.

The Randolph Zoning Board of Appeals had 5 hearings in 2021:

ZBA# 03-2021- 14 Cedar circle

ZBA# 03-2021- 14 Cedar circle

ZBA# 02-2021- 23 Glen Lane

ZBA# 02-2021- 23 Glen Lane

ZBA# 02-2020 HRCA, Fireman House

I would like to thank all members and alternates for volunteering their time to serve on the board.

The Randolph Zoning Board of Appeals Members:

Al Costa, Acting Chair; Sean Fontes, Barry Reckley, Kevin O'Connell, and Christopher Spears

The Board would like to thank department heads Ron Lum, Building Commissioner, and Christine Griffin, Town Attorney, for their assistance and guidance throughout the year.

Respectfully,

Joe Dunn
Administrator- Zoning Board of Appeals

SCHOOL SALARIES

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>All Other</u>
Abercrombie	Anthony	\$60,805.13	\$53,412.80	\$7,392.33
Abernathy	Shanelle	\$31,096.79	\$25,733.82	\$5,362.97
Acloque	Alexandrah	\$58,610.65	\$54,011.21	\$4,599.44
Adukonis	Noreen	\$30,674.65	\$29,590.26	\$1,084.39
Alaoui	Allison E	\$99,217.64	\$92,066.64	\$7,151.00
Allar	Jeanmarie	\$77,726.28	\$76,884.28	\$842.00
Allen	Michael	\$64,591.82	\$62,431.82	\$2,160.00
Allen	Rebecca	\$97,490.09	\$94,974.34	\$2,515.75
Amancio	Charlene	\$63,018.90	\$61,719.52	\$1,299.38
Amorim	Marcia M	\$94,586.81	\$90,451.81	\$4,135.00
Anderson	Spencer L	\$97,545.59	\$94,974.34	\$2,571.25
Andre	Jean	\$40,677.16	\$40,334.77	\$342.39
Apazidis	Michelle	\$53,991.85	\$49,226.75	\$4,765.10
Bailey McCormick	Jane	\$91,224.30	\$87,916.30	\$3,308.00
Barbour	Lois S.	\$100,122.23	\$96,479.23	\$3,643.00
Barry	Shelley A	\$97,767.32	\$93,720.32	\$4,047.00
Bartecchi	Jennifer	\$103,995.55	\$95,400.55	\$8,595.00
Baryski	Tasha J.	\$97,877.64	\$92,066.64	\$5,811.00
Batstone	Matthew	\$34,563.29	\$31,858.57	\$2,704.72
Battersby	Trang	\$30,259.26	\$28,784.87	\$1,474.39
Bayliss	Matthew	\$60,129.09	\$58,110.09	\$2,019.00
Bedard	Kaitlin	\$62,742.43	\$54,365.43	\$8,377.00
Bellistri	Daniel J	\$105,608.64	\$101,840.64	\$3,768.00
Belyea	Deborah A	\$33,883.39	\$29,590.26	\$4,293.13
Benjamin	James	\$30,078.41	\$30,078.41	\$0.00
Bennette	James	\$34,493.71	\$33,942.71	\$551.00
Benson	Tammy	\$55,151.95	\$51,624.30	\$3,527.65
Bernardino	Clara	\$40,520.12	\$39,888.05	\$632.07
Binjour	Julien	\$43,346.57	\$42,796.40	\$550.17
Bishop	Robert E	\$65,489.01	\$53,412.80	\$12,076.21
Blair	Amanda	\$47,944.09	\$47,222.09	\$722.00
Blair	Marla	\$53,888.82	\$52,499.98	\$1,388.84
Bohan	Patrick	\$45,598.96	\$44,911.96	\$687.00
Booker	Shaquan	\$64,750.26	\$58,914.26	\$5,836.00
Boothby	Candace	\$75,746.77	\$61,919.95	\$13,826.82
Bosco	Anthony	\$74,125.86	\$66,052.31	\$8,073.55
Boudreau	Melanie	\$68,782.46	\$67,560.46	\$1,222.00
Bouffard	Gregory	\$84,169.23	\$77,663.23	\$6,506.00
Bower	Mary E	\$97,062.64	\$92,066.64	\$4,996.00

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Bradbury	Virginia L	\$92,669.06	\$89,183.06	\$3,486.00
Brake	Amber	\$100,607.32	\$93,720.32	\$6,887.00
Breen	Kelley	\$99,378.01	\$97,467.74	\$1,910.27
Brewer	Janice M	\$59,406.07	\$56,635.74	\$2,770.33
Brillant	Archilles	\$48,808.30	\$44,927.18	\$3,881.12
Brink	Christin	\$72,052.46	\$67,560.46	\$4,492.00
Bristow	Kathleen A	\$80,352.11	\$77,868.11	\$2,484.00
Brophy	John	\$74,982.52	\$73,900.52	\$1,082.00
Brown-Jones	Mary	\$97,810.89	\$95,045.89	\$2,765.00
Bulger	Kathleen	\$41,755.26	\$33,393.78	\$8,361.48
Burke	Jeffrey W	\$93,466.81	\$90,451.81	\$3,015.00
Burke	Julie	\$115,366.33	\$90,686.05	\$24,680.28
Burke	Liana	\$92,586.81	\$90,451.81	\$2,135.00
Byrne	Aimee	\$42,434.42	\$42,060.42	\$374.00
Cabral	Kimberly A	\$82,822.11	\$77,868.11	\$4,954.00
Cadime	Cassandra	\$65,752.25	\$62,413.25	\$3,339.00
Cahill	Susan L	\$95,277.64	\$92,066.64	\$3,211.00
Calo	Kristin	\$78,419.23	\$77,663.23	\$756.00
Cameron	John E	\$74,283.98	\$60,040.00	\$14,243.98
Cameron	Michael	\$57,739.97	\$48,858.40	\$8,881.57
Campbell	LaRonda	\$42,335.25	\$41,921.13	\$414.12
Cantillo	Vicki	\$108,008.49	\$100,901.95	\$7,106.54
Cantor	Paula	\$99,807.32	\$93,720.32	\$6,087.00
Cardillo	Chakara	\$65,477.29	\$64,071.07	\$1,406.22
Carlson	Lee	\$81,523.23	\$77,663.23	\$3,860.00
Cartwright	Brian	\$97,717.64	\$92,066.64	\$5,651.00
Cartwright	Karen	\$98,122.64	\$92,066.64	\$6,056.00
Cenolli	Rosalorennna	\$71,181.54	\$70,414.54	\$767.00
Chan	Anson K.	\$101,998.42	\$101,006.42	\$992.00
Chandramouli	Bhuvaneswari	\$94,311.78	\$92,655.78	\$1,656.00
Chin	Amy	\$92,586.81	\$90,451.81	\$2,135.00
Civil	Francky	\$41,265.50	\$41,265.50	\$0.00
Cohen	Lainie	\$41,271.34	\$40,871.34	\$400.00
Colburn	Bethany L	\$76,739.52	\$68,453.99	\$8,285.53
Colella	Brianne	\$94,976.81	\$90,451.81	\$4,525.00
Colley	Carlos	\$115,195.63	\$111,125.00	\$4,070.63
Collins	Kristen	\$95,107.64	\$92,066.64	\$3,041.00
Conard	William	\$147,714.95	\$135,293.84	\$12,421.11
Connolly	Donna M	\$94,006.81	\$90,451.81	\$3,555.00
Connolly	George F.	\$64,119.60	\$43,874.05	\$20,245.55

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Corbett	Laura	\$85,092.68	\$81,742.68	\$3,350.00
Correia	Danielle	\$82,169.99	\$71,805.99	\$10,364.00
Couamin	Marie-France	\$32,436.12	\$29,590.26	\$2,845.86
Coury	Janice	\$40,131.19	\$40,111.80	\$19.39
Crawford	Christopher D	\$66,975.37	\$53,412.80	\$13,562.57
Cribby	Jennifer A	\$81,032.11	\$77,868.11	\$3,164.00
Cully	Diane	\$97,157.23	\$93,720.23	\$3,437.00
Cusson	Jennifer	\$35,328.12	\$32,229.36	\$3,098.76
Daly	Faith	\$99,790.31	\$94,559.31	\$5,231.00
Damon	Carey	\$83,115.11	\$77,868.11	\$5,247.00
Davis	Jessica	\$94,117.64	\$92,066.64	\$2,051.00
Davis	Kathryn	\$59,475.81	\$51,388.81	\$8,087.00
Davis	Patricia	\$44,827.43	\$39,790.54	\$5,036.89
Dearborn	Alden	\$85,321.01	\$76,884.28	\$8,436.73
Decelle	Joanne L	\$36,246.43	\$29,590.26	\$6,656.17
Delisi	Giuseppe	\$86,979.25	\$85,896.25	\$1,083.00
DeLosa	Jessica	\$77,761.97	\$77,663.23	\$98.74
Dempsey	Jennifer	\$81,622.52	\$73,900.52	\$7,722.00
Denmark	Lauren	\$88,831.20	\$87,041.60	\$1,789.60
DiGioia	Marie-Juanita	\$96,187.52	\$96,187.52	\$0.00
DiRusso	Jasmin	\$47,974.09	\$47,222.09	\$752.00
Disharoom	Angela	\$95,204.30	\$87,916.30	\$7,288.00
Doherty	Ashley	\$62,151.41	\$56,970.41	\$5,181.00
Dole	Eileen J	\$59,127.33	\$57,366.40	\$1,760.93
Donahue	Briana	\$71,469.39	\$71,034.42	\$434.97
Donovan	Kathleen	\$83,652.68	\$81,742.68	\$1,910.00
Dos Santos	Calerina L	\$31,240.18	\$29,590.26	\$1,649.92
Downes-Gilkes	Renee	\$95,478.29	\$90,451.81	\$5,026.48
Dreyfuss-Kaufman	Peri E.	\$103,255.89	\$101,005.74	\$2,250.15
Drummey	Amy E	\$60,807.15	\$59,063.88	\$1,743.27
Duane	Kimberly	\$105,557.11	\$103,527.28	\$2,029.83
DuBois	Brittany	\$37,073.88	\$32,890.20	\$4,183.68
Dudley	Jessica	\$96,647.32	\$93,720.32	\$2,927.00
Dumoulin	Bridget	\$47,045.33	\$43,710.91	\$3,334.42
Dwyer	Meaghan	\$112,072.99	\$100,110.35	\$11,962.64
Ebert-Pina	Jenna	\$96,537.32	\$93,720.32	\$2,817.00
Economou	Ryan	\$50,491.76	\$45,519.12	\$4,972.64
Eliot	Susan	\$103,705.55	\$95,400.55	\$8,305.00
Ellertson	Theresa	\$94,326.81	\$90,451.81	\$3,875.00
Ellis	Barbara E	\$34,807.03	\$29,590.26	\$5,216.77

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Emerson	Jan	\$35,522.10	\$35,522.10	\$0.00
England	Christine	\$32,864.64	\$32,804.64	\$60.00
Enoissy	Jean Luc	\$33,816.93	\$33,777.18	\$39.75
Eugene	Alix	\$44,513.83	\$44,115.65	\$398.18
Eustache	Laine	\$39,577.11	\$37,718.78	\$1,858.33
Faherty	Jill N	\$98,987.64	\$92,066.64	\$6,921.00
Fanaras-Chan	Emily	\$82,202.69	\$79,069.49	\$3,133.20
Fancher Kelley	Kimberly D	\$94,376.46	\$90,451.81	\$3,924.65
Farrell	Jennifer	\$33,796.20	\$29,888.20	\$3,908.00
Federle	Regina	\$57,708.07	\$56,715.16	\$992.91
Feinstein	Judith	\$95,839.06	\$89,183.06	\$6,656.00
Ferguson	Diallo	\$97,056.78	\$92,655.78	\$4,401.00
Fernandes	Joe	\$52,571.13	\$51,623.60	\$947.53
Ferreira	Eric	\$76,462.52	\$73,900.52	\$2,562.00
Finn	Erin	\$98,087.47	\$98,087.47	\$0.00
Fisher	Kate	\$94,121.78	\$92,655.78	\$1,466.00
Fitzgerald	Elizabeth	\$110,339.09	\$96,196.09	\$14,143.00
Fitzroy	Stacy L	\$101,027.64	\$92,066.64	\$8,961.00
Flaherty	Judith	\$63,067.45	\$58,222.45	\$4,845.00
Flaherty	Maeve	\$57,904.12	\$56,333.12	\$1,571.00
Flynn	Casey	\$60,336.18	\$59,662.18	\$674.00
Flythe-Sands	Kelly L	\$69,472.46	\$60,866.46	\$8,606.00
Fontaine	Pierre	\$91,569.06	\$89,183.06	\$2,386.00
Forbes	Melinda	\$103,023.37	\$92,066.64	\$10,956.73
Fowler	Nadine	\$42,958.14	\$42,229.69	\$728.45
Fox	Jeffrey	\$76,994.63	\$72,203.63	\$4,791.00
Francis	Ladez	\$38,926.92	\$18,094.09	\$20,832.83
Frattasio	Jennifer	\$96,627.32	\$93,720.32	\$2,907.00
Freed	Lesly	\$30,028.05		\$30,028.05
Gadowski	Marisha	\$40,816.14	\$40,148.55	\$667.59
Galvin	Danielle	\$101,729.52	\$96,738.70	\$4,990.82
Gannon	Beth A.	\$128,336.41	\$125,281.12	\$3,055.29
Gantz	Scott	\$32,789.45	\$29,590.26	\$3,199.19
Gautreau	Elaine M	\$32,657.19	\$29,590.26	\$3,066.93
Gervino	Diana N	\$32,409.36	\$32,229.36	\$180.00
Gildea	Carly	\$82,859.23	\$77,663.23	\$5,196.00
Gillis	Tracy	\$93,759.06	\$89,183.06	\$4,576.00
Godbout	David	\$92,866.81	\$90,451.81	\$2,415.00
Goddu	Sara	\$87,612.68	\$81,742.68	\$5,870.00
Gonzalez	Osiris	\$112,387.47	\$112,387.47	\$0.00

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Gorski	Kathleen	\$80,277.00	\$78,440.00	\$1,837.00
Gott	Jillian	\$67,677.09	\$66,061.09	\$1,616.00
Gould	Stephen	\$72,728.68	\$71,212.40	\$1,516.28
Graham	Sara	\$95,785.81	\$90,451.81	\$5,334.00
Grannum	Monique	\$50,131.61	\$32,819.49	\$17,312.12
Grannum	Myanna	\$51,062.54	\$7,888.64	\$43,173.90
Graves	Steadman	\$76,499.38	\$76,499.38	\$0.00
Greenberg	Meghan	\$93,966.81	\$90,451.81	\$3,515.00
Greene	Alynnne	\$59,371.07	\$56,635.74	\$2,735.33
Greene	Tania	\$35,872.43	\$29,590.26	\$6,282.17
Guerra	Johanna M.	\$92,119.06	\$89,183.06	\$2,936.00
Guerrier	Agapy	\$40,013.71	\$40,013.71	\$0.00
Gureckis	Jennifer	\$100,101.27	\$94,423.27	\$5,678.00
Gusciora	Kathleen M	\$31,124.73	\$29,590.26	\$1,534.47
Hahesy	Mary S	\$33,839.95	\$29,590.26	\$4,249.69
Hamlin	Benjamin	\$57,024.37	\$52,176.88	\$4,847.49
Hardy	Amy	\$97,490.09	\$94,974.34	\$2,515.75
Harjula	Gregory	\$94,916.10	\$90,451.81	\$4,464.29
Harrington	Ann S	\$94,566.81	\$90,451.81	\$4,115.00
Harris	Eric	\$32,032.19	\$29,590.26	\$2,441.93
Harrison	Courtney	\$73,931.54	\$70,414.54	\$3,517.00
Hartley-Matteson	Amy	\$148,087.95	\$139,262.89	\$8,825.06
Haskell	Megan	\$98,365.55	\$95,400.55	\$2,965.00
Haughton	Annya	\$105,503.53	\$103,860.00	\$1,643.53
Healy	Allyson	\$64,928.25	\$61,444.25	\$3,484.00
Healy	Brian	\$37,704.96	\$33,393.78	\$4,311.18
Henderson	Mary P.	\$91,169.06	\$89,183.06	\$1,986.00
Hennessey	Michael T.	\$62,891.11	\$53,412.80	\$9,478.31
Hennessey	Patrick Tierney	\$70,468.46	\$53,412.80	\$17,055.66
Hickman	Helen	\$31,324.65	\$29,590.26	\$1,734.39
Hicks	Michelle	\$35,099.62	\$29,590.26	\$5,509.36
Hill	David E	\$93,400.52	\$78,663.64	\$14,736.88
Hoffman	Joel	\$37,418.88	\$33,992.64	\$3,426.24
Hoffman	Liat	\$96,319.27	\$95,394.27	\$925.00
Hoffmann	Kit	\$60,237.45	\$58,222.45	\$2,015.00
Hok	Tivichheka	\$102,845.78	\$101,890.78	\$955.00
Holland	Tanya	\$77,765.23	\$73,934.73	\$3,830.50
Honore	Jean	\$43,331.52	\$41,380.00	\$1,951.52
Horowitz	Stuart	\$104,685.89	\$101,005.74	\$3,680.15
Horst	James	\$83,292.68	\$81,742.68	\$1,550.00

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Hosmer	Sara	\$128,024.00	\$124,974.19	\$3,049.81
Houghton	Nicole	\$84,335.68	\$81,742.68	\$2,593.00
Howard	Marissa L.	\$91,461.81	\$90,451.81	\$1,010.00
Hume	Gail	\$84,395.51	\$83,220.51	\$1,175.00
Hutton	Meghan	\$82,962.68	\$81,742.68	\$1,220.00
Huynh-Thai	Taylor	\$91,014.40	\$90,451.81	\$562.59
Infante	Esmely	\$36,878.37	\$36,512.97	\$365.40
Iculano	Danielle	\$56,103.63	\$55,530.63	\$573.00
Jain	Surekha	\$83,046.94	\$73,488.94	\$9,558.00
Janvier	Schimiliguen	\$30,448.07	\$25,733.82	\$4,714.25
Jean-Eze	Guirlene	\$31,932.23	\$29,590.26	\$2,341.97
Jette	Emily	\$55,192.43	\$53,885.43	\$1,307.00
Jones	David	\$75,782.52	\$73,900.52	\$1,882.00
Joniec	Ari	\$93,886.81	\$90,451.81	\$3,435.00
Joseph	Jean	\$38,125.77	\$35,841.60	\$2,284.17
Joyce	Courtney D.	\$81,529.75	\$75,056.75	\$6,473.00
Kabilian	Julie	\$32,471.60	\$37,230.25	-\$4,758.65
Kaplan	Stacey M	\$95,347.64	\$92,066.64	\$3,281.00
Keith	Amy	\$62,391.60	\$56,333.12	\$6,058.48
Kelly	Lawrence	\$91,748.42	\$74,986.00	\$16,762.42
Kennedy	Alissa	\$106,565.55	\$95,400.55	\$11,165.00
Kennedy	Beth	\$39,470.82	\$29,590.26	\$9,880.56
Kennedy	Lisa	\$34,587.37	\$30,501.64	\$4,085.73
Kennedy	Veronica	\$60,856.18	\$59,662.18	\$1,194.00
Khoury	Dorice	\$67,802.45	\$65,261.45	\$2,541.00
Kingsland	Sandra	\$97,482.32	\$93,720.32	\$3,762.00
Kotlyar	Nataniel	\$95,525.18	\$86,993.18	\$8,532.00
Ladd	Margaret R.	\$92,546.81	\$90,451.81	\$2,095.00
Lalond	Christine	\$45,584.40	\$44,591.40	\$993.00
Lane	Susan	\$89,953.60	\$89,000.60	\$953.00
Latour	Stacey	\$31,753.52	\$31,753.52	\$0.00
Lee	Robin	\$95,217.64	\$92,066.64	\$3,151.00
Lemoine	Heather	\$79,373.89	\$75,231.89	\$4,142.00
Letourneau	Christine	\$93,254.30	\$87,916.30	\$5,338.00
Lezin	Evens	\$33,926.70	\$33,926.70	\$0.00
Li	Kelly	\$30,014.95	\$18,055.25	\$11,959.70
Licorish	John	\$121,075.02	\$118,121.06	\$2,953.96
Lim	Kyung Ae	\$39,671.41	\$39,044.41	\$627.00
Littlejohn	Judy	\$72,059.52	\$69,985.27	\$2,074.25
Livingston	Shalem	\$90,319.77	\$76,956.89	\$13,362.88

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Lopes	Mark	\$61,464.66	\$53,412.80	\$8,051.86
Lopresti	Andrea	\$30,419.65	\$29,590.26	\$829.39
Louis	Bernadin	\$46,565.98	\$42,965.99	\$3,599.99
Louis	Jean	\$45,352.70	\$43,414.88	\$1,937.82
Lyncee	Myrria-Tahisha	\$69,910.26	\$58,914.26	\$10,996.00
MacDonald	Michele	\$51,523.79	\$49,564.97	\$1,958.82
Macomber	Sherri	\$97,615.55	\$95,400.55	\$2,215.00
Mahoney	Leslie	\$31,274.65	\$29,590.26	\$1,684.39
Malliaros	Donna	\$31,935.31	\$31,627.71	\$307.60
Maloney	James J	\$50,028.54	\$35,367.22	\$14,661.32
Manos	Erika	\$109,945.55	\$95,400.55	\$14,545.00
Mantovani	Rebecca	\$82,559.23	\$77,663.23	\$4,896.00
Markarian	Scott	\$79,128.30	\$77,180.46	\$1,947.84
Marshall	Jonathan	\$102,217.99	\$87,429.99	\$14,788.00
Marsh-Cameron	Odette	\$33,619.65	\$29,590.26	\$4,029.39
Marsigliano	Hui Ning	\$96,937.64	\$92,066.64	\$4,871.00
Martens	Dawn M.	\$38,373.80	\$36,287.28	\$2,086.52
Martinez	Darren	\$32,053.60	\$29,590.26	\$2,463.34
Martinez	Melissa	\$65,981.45	\$65,261.45	\$720.00
Martin-Lecky	Stephanie	\$83,922.68	\$81,742.68	\$2,180.00
Massey	Jacqueline	\$59,688.00	\$57,366.40	\$2,321.60
Matta	Andrea S	\$105,935.31	\$94,559.31	\$11,376.00
Mazzeo	Christine	\$40,539.67	\$40,400.54	\$139.13
McCabe	Christina	\$72,999.63	\$72,203.63	\$796.00
McCabe	Kathleen	\$33,569.36	\$32,229.36	\$1,340.00
McCarthy	John	\$78,515.01	\$76,547.01	\$1,968.00
McCarthy	Kristin	\$76,517.10	\$75,634.10	\$883.00
McCarthy	Theresa	\$30,475.53	\$29,590.26	\$885.27
McDonald	Kenya	\$81,212.10	\$79,197.10	\$2,015.00
McDonough	Barbara	\$72,559.52	\$69,985.27	\$2,574.25
McEachern	Nicole	\$77,092.52	\$73,900.52	\$3,192.00
McGrath	Melissa A	\$64,664.99	\$61,764.49	\$2,900.50
McKenna	Carly	\$63,707.40	\$62,859.96	\$847.44
McNulty	Christine	\$32,809.36	\$32,229.36	\$580.00
Menayrji	Nina	\$36,540.54	\$32,229.36	\$4,311.18
Mendes	Amanda	\$56,202.43	\$53,885.43	\$2,317.00
Mercado	Evelyn	\$30,711.91	\$29,590.26	\$1,121.65
Milfort	Jesse	\$43,768.45	\$43,109.45	\$659.00
Miller	Karen A	\$32,021.91	\$29,590.26	\$2,431.65
Millien-Janvier	Rachelle	\$32,857.19	\$29,590.26	\$3,266.93

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Milstein	Elana	\$36,035.31	\$32,804.64	\$3,230.67
Molina	Marie	\$93,102.09	\$91,027.09	\$2,075.00
Monaghan	John P.	\$76,756.84	\$61,719.52	\$15,037.32
Moore	Thomas W	\$101,486.81	\$90,451.81	\$11,035.00
Morales	Evelyn	\$53,045.41	\$50,723.40	\$2,322.01
Morales III	Agustin	\$90,565.77	\$86,870.77	\$3,695.00
Moran	Carol A.	\$94,967.64	\$92,066.64	\$2,901.00
Morreale	Francis	\$87,094.75	\$83,031.75	\$4,063.00
Moynihan-Bennett	Dorothy A	\$95,287.64	\$92,066.64	\$3,221.00
Mulkerrin	Mary	\$54,442.43	\$53,885.43	\$557.00
Mullin	Margaret	\$80,522.11	\$77,868.11	\$2,654.00
Murphy	Daniel M	\$72,455.41	\$53,412.80	\$19,042.61
Murphy	Jonathan	\$84,875.51	\$83,220.51	\$1,655.00
Myers	Morgan	\$33,489.17	\$33,118.05	\$371.12
Nadolny Duguay	Tracy E.	\$87,654.41	\$78,511.94	\$9,142.47
Navoni	Michelle	\$74,177.90	\$73,455.90	\$722.00
Nawrocki	Laure	\$77,636.28	\$76,884.28	\$752.00
Nelligan	Lisa	\$32,497.78	\$29,590.26	\$2,907.52
Neptune	Wayne	\$36,427.49	\$36,208.86	\$218.63
Nesterak	Stephen	\$66,326.41	\$65,000.00	\$1,326.41
Newman	Jacqueline	\$42,928.82	\$41,906.22	\$1,022.60
Newman	Patricia	\$92,466.81	\$90,451.81	\$2,015.00
Nicholson	Ann-Marie	\$98,575.55	\$95,400.55	\$3,175.00
Noonan	Jamie	\$33,101.77	\$26,067.36	\$7,034.41
Nunes	Donna L.	\$101,919.27	\$94,423.27	\$7,496.00
Nzerem	Onyekachi	\$48,363.36	\$15,600.34	\$32,763.02
Oborsky	Tamara	\$93,946.81	\$90,451.81	\$3,495.00
O'Brien	Susan L	\$53,453.58	\$51,624.30	\$1,829.28
Odom	Esther	\$66,667.06	\$64,435.06	\$2,232.00
O'Donnell	Daniel	\$63,456.35	\$53,412.80	\$10,043.55
O'Donnell	Doreen	\$98,406.81	\$90,451.81	\$7,955.00
O'Hara	Heather	\$100,784.43	\$96,991.10	\$3,793.33
O'Kelly	Hillary	\$71,911.54	\$70,414.54	\$1,497.00
O'Meara	Patricia M	\$60,235.57	\$57,370.85	\$2,864.72
Onifade	Mawakana	\$96,506.81	\$90,451.81	\$6,055.00
Otero	Kara	\$37,976.10	\$32,229.36	\$5,746.74
Ottaviani	Laura A.	\$102,274.07	\$100,308.10	\$1,965.97
Ottaviani III	Louis	\$88,872.68	\$81,742.68	\$7,130.00
Ouellette	Liane	\$83,009.33	\$82,208.33	\$801.00
Page	Pamela	\$32,143.36	\$29,590.26	\$2,553.10

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Pagliuca	Lisa	\$40,298.00	\$29,590.26	\$10,707.74
Papadopoulos	Tresa	\$107,854.74	\$105,475.89	\$2,378.85
Papalambros	George	\$55,393.11	\$40,077.89	\$15,315.22
Paris	Kaitlyn	\$56,884.12	\$56,333.12	\$551.00
Parks	Valerie D	\$33,126.65	\$29,590.26	\$3,536.39
Pasquantonio	Wm. L.	\$81,868.42	\$63,034.80	\$18,833.62
Pearl-Ohimor	Carma	\$93,886.81	\$90,451.81	\$3,435.00
Persson	Rachel	\$60,161.41	\$56,970.41	\$3,191.00
Peter	Samantha	\$72,188.32	\$66,507.32	\$5,681.00
Petruzziello	Michelle M	\$34,350.55	\$29,590.26	\$4,760.29
Phillips	Brianna	\$40,919.60	\$39,804.14	\$1,115.46
Phinney	Kimberly A	\$96,807.64	\$92,066.64	\$4,741.00
Pierce	David	\$110,282.96	\$108,059.24	\$2,223.72
Pierre-Jerome	Lunine	\$102,690.18	\$100,453.18	\$2,237.00
Pierre-Paul	Erick	\$30,333.06	\$29,908.73	\$424.33
Piverger	Hermiline	\$30,144.65	\$29,590.26	\$554.39
Pollick	Caitlin	\$79,989.23	\$77,663.23	\$2,326.00
Pomarole	Angela	\$32,270.22	\$30,470.22	\$1,800.00
Poor	David	\$79,120.24	\$74,986.00	\$4,134.24
Powell	Lisa R	\$32,638.84	\$28,012.32	\$4,626.52
Powell	Sandra	\$32,409.65	\$29,590.26	\$2,819.39
Price	Anthony	\$101,926.48	\$99,966.99	\$1,959.49
Purdie	Jessie J	\$106,243.13	\$92,655.78	\$13,587.35
Purtell	Bertha	\$87,244.68	\$81,742.68	\$5,502.00
Rege	Lisa	\$88,294.67	\$90,451.81	-\$2,157.14
Rego	Hope	\$98,766.78	\$92,655.78	\$6,111.00
Reid	Aaron	\$39,474.10	\$35,929.10	\$3,545.00
Renick	Dejahn	\$30,050.00	\$26,200.00	\$3,850.00
Riccio	Brienne	\$48,672.27	\$45,939.27	\$2,733.00
Richard	Michelle L	\$96,122.62	\$92,066.64	\$4,055.98
Richardson	John	\$66,462.67	\$53,412.80	\$13,049.87
Riddick	Cynthia S	\$93,216.81	\$90,451.81	\$2,765.00
Ridolfi	Jonathan	\$68,075.76	\$61,919.95	\$6,155.81
Rigali	Alexandra M.	\$95,406.81	\$90,451.81	\$4,955.00
Roberts	George	\$81,103.61	\$53,412.80	\$27,690.81
Robinson	Lauren	\$88,509.25	\$85,896.25	\$2,613.00
Rodney-Bonnette	Jamaal	\$41,388.80	\$39,999.96	\$1,388.84
Rodriguez	Evelyn	\$59,896.90	\$56,333.12	\$3,563.78
Rogers	Benjamin	\$105,833.45	\$103,798.91	\$2,034.54
Rogerson	Rebecca L	\$100,465.31	\$94,559.31	\$5,906.00

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Rommelmeyer	Shauna	\$99,743.09	\$96,196.09	\$3,547.00
Roos	Leslie G	\$72,813.54	\$60,326.54	\$12,487.00
Rosemond	Carline	\$36,455.54	\$36,455.54	\$0.00
Ross	Molly	\$101,832.56	\$90,451.81	\$11,380.75
Ross Lewis	Elecia	\$57,496.00	\$56,238.00	\$1,258.00
Roszman	Tricia M.	\$80,002.37	\$80,002.37	\$0.00
Rudden-Horgan	Susan	\$94,761.81	\$90,451.81	\$4,310.00
Ruiz	Andrew	\$70,261.45	\$65,261.45	\$5,000.00
Russo	Mary Ann	\$40,619.53	\$36,512.52	\$4,107.01
Sacco	Erica	\$34,280.31	\$29,590.26	\$4,690.05
Saccoccio	Amy	\$93,288.29	\$90,451.81	\$2,836.48
Saia	Joseph A.	\$34,290.03	\$32,229.36	\$2,060.67
Saint Julis	Lesly	\$38,156.65	\$38,156.65	\$0.00
Salama	Sarah	\$77,286.63	\$74,668.30	\$2,618.33
Sampson	Lisa M.	\$95,112.64	\$92,066.64	\$3,046.00
Sanford	Alpha M.	\$132,788.92	\$128,764.83	\$4,024.09
Saragian	Nika	\$33,454.93	\$30,874.80	\$2,580.13
Sardelli	Janice	\$35,032.77	\$35,032.77	\$0.00
Sargent	Krystiana	\$62,817.48	\$59,531.48	\$3,286.00
Saunders	Dana	\$85,382.68	\$81,742.68	\$3,640.00
Saunders	Sharon	\$71,616.82	\$59,262.00	\$12,354.82
Schemel	Justine	\$51,104.09	\$47,222.09	\$3,882.00
Seibert	Brian	\$73,212.62	\$63,602.62	\$9,610.00
Semenard	Hanso	\$78,419.23	\$77,663.23	\$756.00
Seseske	Megan E.	\$99,485.55	\$95,400.55	\$4,085.00
Sexton	Joseph	\$81,249.99	\$77,211.52	\$4,038.47
Shea-Pohl	Jill	\$103,751.10	\$96,991.10	\$6,760.00
Shekleton	Adam	\$59,156.04	\$54,453.04	\$4,703.00
Shetty	Manisha	\$97,250.45	\$86,623.02	\$10,627.43
Simmons	Lonnie	\$33,992.64	\$33,992.64	\$0.00
Simmons	Susan	\$91,697.60	\$88,176.06	\$3,521.54
Skolski	Jessica	\$96,207.32	\$93,720.32	\$2,487.00
Slean	Sarah	\$82,720.61	\$79,176.61	\$3,544.00
Sleboda	Lisa	\$51,000.04	\$51,000.04	\$0.00
Sleczkowski	Katy	\$60,298.30	\$52,268.97	\$8,029.33
Smith	Adam	\$95,947.25	\$92,622.04	\$3,325.21
Smith	Maureen	\$102,551.10	\$96,991.10	\$5,560.00
Smith	Susan B	\$99,901.10	\$96,991.10	\$2,910.00
Smyth	Rebecca	\$80,744.23	\$77,663.23	\$3,081.00
Spada	Kori	\$76,189.75	\$75,056.75	\$1,133.00

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Sparks	Michael T	\$69,346.34	\$53,412.80	\$15,933.54
Speakman	Paul	\$60,237.45	\$58,222.45	\$2,015.00
Spicer	Sherry	\$60,597.18	\$57,911.18	\$2,686.00
Springer	Robin	\$70,281.44	\$69,104.44	\$1,177.00
St Cyr	Marc	\$68,895.18	\$48,858.40	\$20,036.78
St. Charles	Jean	\$40,562.41	\$40,335.43	\$226.98
St. Cyr	Suzanne	\$47,466.86	\$42,201.89	\$5,264.97
Stark	Jennifer	\$96,910.65	\$93,720.32	\$3,190.33
Stazinski	John W.	\$62,466.67	\$53,412.80	\$9,053.87
Steinberg	Jamie	\$98,954.05	\$93,720.32	\$5,233.73
Stevens	Tamara	\$44,272.77	\$41,153.77	\$3,119.00
Stovell	Thea	\$197,983.60	\$187,525.03	\$10,458.57
Sullivan	Christopher T.	\$75,110.78	\$53,412.80	\$21,697.98
Sullivan	Dacia	\$34,905.29	\$29,590.26	\$5,315.03
Sullivan	Kellie	\$78,047.34	\$72,871.34	\$5,176.00
Sullivan	Kristine	\$33,031.12	\$29,590.26	\$3,440.86
Sullivan	Laura	\$111,437.44	\$106,312.44	\$5,125.00
Sullivan	Robert G	\$77,446.21	\$70,420.24	\$7,025.97
Sullivan	Vicki	\$99,348.32	\$93,720.32	\$5,628.00
Sweeney	John	\$103,413.59	\$97,265.37	\$6,148.22
Sypher-Lopez	Cynthia L	\$126,777.97	\$123,722.68	\$3,055.29
Tavares	Julia	\$101,158.92	\$100,219.92	\$939.00
Tavares	Matthew	\$102,467.32	\$93,720.32	\$8,747.00
Thimas-Dossantos	Amie	\$92,091.81	\$90,451.81	\$1,640.00
Thomas	Stacy	\$97,992.09	\$91,027.09	\$6,965.00
Thompson	Steven W	\$93,694.38	\$90,451.81	\$3,242.57
Tilden	Maria A	\$54,698.80	\$51,415.00	\$3,283.80
Troiano	Cassandra	\$93,191.81	\$90,451.81	\$2,740.00
Truong	Yen	\$39,976.04	\$39,374.04	\$602.00
Tyler	Elisabeth	\$98,871.81	\$90,451.81	\$8,420.00
Venisky	Andrea	\$90,884.30	\$87,916.30	\$2,968.00
Vicente-Bonilla	Jacqueline	\$69,106.45	\$65,261.45	\$3,845.00
Vickrey	Sean	\$97,116.81	\$90,451.81	\$6,665.00
Victor	Susan	\$100,185.55	\$95,400.55	\$4,785.00
Vierra	Denise M	\$101,125.31	\$94,559.31	\$6,566.00
Vlieger	Eileen	\$100,653.54	\$96,669.99	\$3,983.55
Volcy	Woodline	\$30,532.63	\$30,532.63	\$0.00
Votolato	Raymond	\$33,678.20	\$32,229.36	\$1,448.84
Walker	Emily	\$105,187.32	\$93,720.32	\$11,467.00
Walsh	Hana	\$116,162.04	\$114,346.96	\$1,815.08

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>All Other</u>
Walsh	Jennifer	\$72,752.95	\$71,805.99	\$946.96
Walsh	Sean	\$126,466.95	\$115,220.18	\$11,246.77
Walsh	Susan	\$47,436.01	\$46,273.66	\$1,162.35
Webb	Lauren	\$84,648.81	\$82,070.21	\$2,578.60
Weekes	Rudolph	\$53,287.94	\$51,238.10	\$2,049.84
Weidmann	Enrique	\$39,728.11	\$38,895.11	\$833.00
Weldon	Ida	\$98,744.09	\$84,600.51	\$14,143.58
Wells	Joanne	\$39,976.04	\$39,374.04	\$602.00
Whitney	Elizabeth	\$63,070.26	\$58,914.26	\$4,156.00
Wiederer	Edward	\$94,492.64	\$92,066.64	\$2,426.00
Wilbur	Christine	\$83,022.68	\$81,742.68	\$1,280.00
Williams	Lindsay	\$31,969.42	\$29,590.26	\$2,379.16
Wilson	Britany	\$31,831.07	\$24,747.66	\$7,083.41
Wilson	Judith A	\$41,130.39	\$38,796.39	\$2,334.00
Wilson	Naia	\$131,289.05	\$128,764.96	\$2,524.09
Winans	Shea	\$85,139.02	\$75,104.02	\$10,035.00
Witts	Peter	\$66,141.45	\$65,261.45	\$880.00
Woods	Charles	\$75,202.54	\$70,414.54	\$4,788.00
Woods	Katherine	\$76,552.52	\$73,900.52	\$2,652.00
Woods	Melissa	\$47,165.30	\$46,601.10	\$564.20
Worth	Julia	\$99,519.64	\$91,459.14	\$8,060.50
Yankauskas	Cheryle-Ann	\$31,807.26	\$30,211.24	\$1,596.02
Young	Michael P.	\$74,464.39	\$53,412.80	\$21,051.59
Zanzerkia	Kaitlyn	\$90,182.30	\$87,916.30	\$2,266.00
Zdenek	Stephanie	\$96,157.32	\$93,720.32	\$2,437.00

TOWN SALARIES

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>All Other</u>
Abramson	Marc	\$177,858.41	\$102,106.07	\$72,338.05
Ahern	Ryan	\$105,231.42	\$84,566.49	\$15,120.93
Aldred	Kevin	\$91,335.31	\$75,782.14	\$15,553.17
Alvarenga	Carlos	\$35,712.00	\$35,712.00	\$0.00
Ander	Gregory	\$78,991.42		\$76,133.08
Andrews	Marcus	\$148,585.04	\$106,459.11	\$35,481.75
Aufiero	Susan	\$38,878.46	\$37,586.46	\$1,292.00
Auguste	Jems	\$83,722.00	\$68,649.52	\$15,072.48
Austrino	Michael	\$194,025.24	\$124,793.95	\$56,863.72
Ayers	Mathew	\$116,516.92	\$92,974.08	\$23,542.84
Ayers	Stephen	\$153,946.79	\$81,734.59	\$67,179.82
Barkhouse	Anne	\$78,353.46	\$77,713.46	\$640.00
Beal	Michael	\$224,724.84	\$96,056.50	\$122,804.95
Bennett	Melissa	\$55,762.52	\$55,762.52	\$0.00
Bevis	Cilenia	\$77,713.46	\$77,713.46	\$0.00
Binnall	Thomas	\$168,685.70	\$109,473.45	\$55,712.97
Bouche	Elizabeth	\$69,319.47	\$68,294.47	\$1,025.00
Boudreau	Charles	\$131,087.77	\$98,819.68	\$27,735.79
Brewer	Brendan	\$102,497.72	\$84,566.49	\$16,419.23
Brewer	Richard	\$154,681.11	\$96,047.78	\$54,941.01
Bringardner III	John	\$203,520.07	\$101,949.08	\$94,107.98
Brown	Andrew	\$46,750.14	\$44,464.90	\$2,285.24
Buonpane	Kevin	\$162,002.98	\$84,566.49	\$66,834.55
Burton	Vincent	\$132,842.69	\$73,577.51	\$59,265.18
Cameron	David M	\$68,844.55	\$64,106.83	\$4,737.72
Cassford	Ronald	\$165,009.69	\$141,827.80	\$23,181.89
Castillo	Patrick	\$72,958.80	\$59,271.29	\$13,687.51
Catrambone	Nicholas	\$84,910.07	\$69,333.89	\$11,376.18
Chaplin	Jeffrey	\$237,518.23	\$130,671.52	\$104,519.31
Chen	Alexander	\$112,874.17	\$81,483.79	\$30,388.62
Cirino	Penny	\$144,160.39	\$124,908.28	\$19,252.11
Clark	Lisa	\$33,555.63	\$30,614.25	\$2,941.38
Clark	Trevor	\$94,058.76	\$80,621.60	\$12,961.36
Clark	William	\$72,632.12	\$72,632.12	\$0.00
Cody	Gerard	\$116,992.19	\$116,992.19	\$0.00
Connor	James	\$177,776.29	\$125,304.05	\$44,740.19
Connors	Patrick	\$100,252.23	\$79,002.83	\$19,681.40
Connors	Stephen	\$111,303.51	\$84,566.49	\$17,080.18
Cook	Kevin	\$66,559.75	\$66,559.75	\$0.00

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
Costa	Denise	\$47,564.66	\$43,564.66	\$4,000.00
Cox	Jason	\$157,785.34	\$121,327.69	\$31,345.17
Crockett	Alfred	\$120,394.23	\$92,974.08	\$27,420.15
Cronin	Carol	\$66,715.36	\$64,106.86	\$2,608.50
Crowley	Neil	\$162,936.54	\$107,600.48	\$51,194.46
Cruz	Miguel	\$168,292.02	\$72,711.61	\$91,391.76
Cupidon Morris	Magda	\$62,047.88	\$62,047.88	\$0.00
Darche	Cheryl	\$66,181.83	\$64,106.83	\$2,075.00
Davis	Paula	\$58,435.20	\$56,535.20	\$1,900.00
DePina Jr	Alfredo	\$101,797.39	\$84,566.49	\$14,094.90
Disharoom	Capree	\$74,192.75	\$72,776.40	\$1,416.35
Donnelly	Kevin	\$127,090.49	\$64,079.92	\$62,547.07
Donovan	Daniel	\$124,637.09	\$84,566.49	\$31,550.32
Donovan	Kevin	\$105,091.16	\$84,566.49	\$16,772.67
Donovan	Richard	\$236,309.97	\$163,325.53	\$72,984.44
Duncan	Calvin	\$72,407.54	\$61,480.73	\$10,926.81
Dunn	Joseph	\$64,090.00	\$62,611.00	\$0.00
Duperval	Vardy	\$178,939.91	\$80,597.82	\$98,342.09
Eaton	Brent	\$102,045.22	\$64,804.89	\$29,008.33
Elman	Steven	\$149,586.74	\$50,231.50	\$99,355.24
Emerson	Robert	\$177,390.71	\$138,631.63	\$37,533.43
Evans	Thomas	\$109,892.46	\$87,654.53	\$13,862.64
Fedrick	Robert	\$126,361.13	\$92,296.49	\$27,176.64
Fisher	Jason	\$161,090.83	\$105,710.13	\$55,380.70
Fitzgerald	Matthew	\$64,953.26		\$63,969.89
Flaherty	Brian	\$158,326.37	\$78,775.81	\$71,974.90
Florio	Jennifer	\$53,981.53	\$42,042.56	\$11,938.97
Frazier	Glenn	\$236,893.93	\$96,060.74	\$129,697.24
Frew	Paul	\$146,496.60	\$109,473.45	\$32,095.15
Gagnon	Kristen	\$101,798.47	\$79,852.75	\$20,910.19
Geary	Daniel	\$111,174.47	\$84,566.49	\$18,375.98
Gibbs	Patrick	\$126,220.89	\$84,566.49	\$31,841.98
Gilbert	Kevin	\$138,691.23	\$83,755.51	\$51,390.94
Glassman	Steven	\$101,512.08	\$84,566.49	\$16,945.59
Gordon	Joseph	\$125,965.73	\$84,566.49	\$33,102.96
Gray	Colin	\$94,644.00	\$77,383.41	\$11,436.59
Greener	Melissa	\$149,579.72	\$128,770.21	\$20,809.51
Griffin	Christine	\$156,838.74	\$156,838.74	\$0.00
Hall	Donna	\$71,220.72	\$71,220.72	\$0.00
Hall	Jeffrey	\$107,807.84	\$92,974.08	\$14,833.76

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>All Other</u>
Hamelburg	John	\$175,615.01	\$59,710.99	\$105,873.36
Hamelburg	Michelle	\$81,194.58	\$74,610.46	\$6,584.12
Hayes	Christopher	\$74,525.65	\$57,309.80	\$17,215.85
Hayward	James	\$286,013.89	\$137,156.93	\$142,481.92
Hoey	Dennis	\$119,592.72	\$92,974.08	\$23,039.44
Howard	Brian	\$195,044.55	\$191,205.15	\$3,839.40
Hughes	Richard	\$136,040.37	\$111,630.91	\$24,409.46
Hunt	Joshua	\$98,949.34	\$83,248.68	\$15,700.66
Hurley	James	\$80,369.35	\$53,556.48	\$26,812.87
Iskra	Anthony	\$137,825.82	\$93,536.48	\$44,289.34
Iskra	Robert	\$40,506.47		\$40,506.47
Jones	Christopher	\$154,149.33	\$96,047.78	\$55,543.58
Jordan	Patric	\$120,613.31	\$85,263.39	\$26,669.92
Joyce	Thomas	\$156,364.10	\$64,113.68	\$92,250.42
Keeley	Ryan	\$106,509.94	\$84,566.49	\$16,567.45
Kenison	Julie	\$141,605.24	\$84,566.49	\$48,119.57
Kourafas	Peter	\$108,704.88	\$84,566.49	\$19,378.39
Krakowski	John	\$135,722.10	\$92,974.08	\$39,168.82
Kronillis	Kristopher	\$100,843.45	\$84,566.49	\$16,276.96
Labelle	Thomas	\$146,814.05	\$96,151.02	\$50,663.03
Lacerda	Christine	\$65,551.84	\$62,601.84	\$2,950.00
Lafleur	Gregory	\$105,644.16	\$84,566.49	\$18,837.67
Lapaglia	Scott	\$131,104.32	\$91,884.58	\$32,779.74
LaRosee	Elizabeth	\$130,579.24	\$130,579.24	\$0.00
Lee	Dennis	\$126,598.45	\$79,730.40	\$37,156.43
Legrice	Robert	\$143,420.53	\$108,934.44	\$33,845.13
Leung	Yuen	\$31,173.84	\$31,173.84	\$0.00
Limage	Sidney	\$32,968.96	\$19,233.70	\$12,991.72
L'Italien	Casey	\$90,330.15	\$32,275.98	\$58,054.17
L'Italien	Marc	\$89,420.99	\$48,336.38	\$41,084.61
Lucas	Geoffrey	\$159,397.07	\$96,203.88	\$63,193.19
Lucey	Richard	\$159,671.87	\$95,913.59	\$63,133.62
Lum	Ronald	\$109,560.92	\$109,000.92	\$560.00
Macdonald	Tracy	\$62,315.91	\$62,315.91	\$0.00
Marag	Anthony	\$202,070.46	\$189,920.04	\$12,150.42
Marshall	Shawn	\$124,521.51	\$84,566.49	\$29,620.66
Martin	Ann	\$67,879.91	\$67,879.91	\$0.00
Mazurek	Kalin	\$101,611.63	\$87,654.53	\$12,949.10
McCarthy	John	\$134,359.49	\$93,530.13	\$34,893.36
McCarthy	Michael	\$169,460.04	\$116,645.43	\$43,014.61

Last Name	First Name	YTD Gross Pay	YTD Reg	All Other
McDonald	Kristin	\$77,141.89	\$72,776.39	\$4,365.50
McDonnell	Kevin	\$98,895.74	\$84,566.49	\$14,329.25
McHugh	Dina	\$82,860.63	\$49,737.08	\$33,123.55
McNamara	Jean	\$92,931.67	\$72,003.29	\$20,928.38
McNeil	David	\$55,888.69	\$55,888.69	\$0.00
Messia	Joseph	\$146,761.49	\$109,433.08	\$33,856.41
Miles	Isaiah	\$106,760.10	\$80,882.88	\$23,154.81
Monahan	Richard	\$32,243.87	\$32,243.87	\$0.00
Monteforte	Michael	\$128,338.10	\$84,566.49	\$32,851.61
Montlouis	Peggy	\$74,109.75	\$66,559.75	\$7,550.00
Morgan	Douglas	\$265,249.95	\$108,331.41	\$143,621.14
Morse	Christine	\$207,280.59	\$121,683.35	\$84,098.62
Morse	Stephen	\$212,172.52	\$92,912.48	\$118,120.13
Nash	Herbert	\$151,960.52	\$71,849.30	\$80,111.22
Nastasia	Keith	\$36,690.88	\$28,696.78	\$7,994.10
Nelson	Gregory	\$50,148.97	\$34,890.96	\$15,258.01
Nelson	Mary	\$70,446.26	\$66,671.26	\$3,775.00
Nelson	Michael	\$129,647.28	\$106,459.11	\$21,186.60
Nguyen	Michelle	\$75,679.45	\$74,114.56	\$1,564.89
O'Leary	Arthur	\$152,268.88	\$107,600.48	\$44,668.40
O'Neill	Michael	\$188,930.31	\$112,889.99	\$73,430.12
O'Neill	Patrick	\$138,304.39	\$84,566.49	\$44,665.90
Pace	William	\$72,569.20	\$51,201.36	\$21,367.84
Palmer	Shawn	\$238,115.85	\$96,203.88	\$127,466.70
Pantazelos	Gabriel	\$237,220.87	\$112,889.99	\$117,890.68
Parrington Wright	Sharon	\$83,592.37	\$83,592.37	\$0.00
Pasquantonio	Daniel	\$102,508.37	\$79,730.40	\$15,239.56
Patten	Cheri	\$127,340.86	\$84,566.49	\$37,454.37
Pellitteri	Christopher	\$73,794.82	\$73,794.82	\$0.00
Peters	Scott	\$108,005.01	\$71,826.32	\$36,178.69
Peterson	Jason	\$81,368.81	\$59,873.92	\$21,494.89
Phinney	Anthony	\$95,403.50	\$84,566.49	\$10,837.01
Phinney	Teresa	\$55,409.19	\$55,409.19	\$0.00
Pierre-Louis	Abraham	\$122,085.05	\$79,117.92	\$39,495.13
Pierre-Louis	Christina	\$58,629.56	\$56,535.19	\$2,094.37
Pierre-Louis	Jean	\$80,835.78	\$79,955.78	\$880.00
Porter	Nikeala	\$83,090.95	\$69,333.89	\$11,741.06
Previti	John	\$114,618.80	\$88,426.78	\$23,392.02
Princiotta	Michael	\$100,797.59	\$87,654.53	\$8,663.06
Rennie	Michael	\$170,285.63	\$125,888.55	\$39,917.08

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>All Other</u>
Rinehart	Robyn	\$55,549.19	\$55,409.19	\$140.00
Robery	Alexander	\$38,705.22	\$36,519.20	\$2,186.02
Rodman	Matthew	\$100,796.42	\$75,842.42	\$23,702.55
Rodrigues	Lindo	\$101,097.69	\$62,758.69	\$37,656.36
Rosa	Steven	\$95,879.97	\$67,390.62	\$28,141.23
Rull	Joseph	\$30,914.30	\$21,485.96	\$9,087.78
Ryan	Kinnon	\$120,944.80	\$97,537.52	\$23,407.28
Saengsombat	Vincent	\$81,720.98	\$69,596.73	\$12,124.25
Santos	Joao	\$126,569.82	\$65,410.83	\$61,158.99
Saragian	Raymond	\$70,357.25		\$68,019.80
Sass	Cheryl	\$105,099.22	\$92,353.76	\$12,745.46
Sass	Justin	\$97,294.62	\$79,117.92	\$18,176.70
Scaduto	Sheila	\$30,228.53	\$29,031.30	\$1,197.23
Seeto	May	\$65,491.92	\$64,106.83	\$1,385.09
Shannon	Patrick	\$114,564.12	\$79,117.92	\$35,446.20
Sherman	Scott	\$110,723.44	\$85,695.61	\$24,717.01
Shiavone Jr	Robert	\$104,704.16	\$84,566.49	\$15,713.67
Sibert	Scott	\$56,277.17		\$55,975.90
Singleton	Jonathan	\$109,446.09	\$84,566.49	\$19,839.60
Slavinsky	Kevin	\$99,379.73	\$84,566.49	\$10,165.24
Slavinsky	Stephen	\$31,929.87	\$29,104.87	\$2,825.00
Smith	Janine	\$133,208.51	\$133,208.51	\$0.00
Smolokoff	Robin	\$44,795.29	\$41,606.29	\$3,189.00
Smyth	Paul	\$150,571.40	\$97,859.43	\$51,136.37
Solow	Howard	\$236,754.78	\$52,986.63	\$168,768.97
Sproules	Christopher	\$122,037.91	\$85,904.48	\$36,133.43
Sproules	Timothy	\$107,276.37	\$96,151.02	\$11,125.35
Staffier	Craig	\$114,023.28	\$94,527.15	\$19,496.13
Stanton	Matthew	\$109,362.44	\$84,566.49	\$18,691.95
Stowe	Donna	\$30,832.63	\$28,832.63	\$2,000.00
Sullivan	Keri	\$62,322.72	\$62,207.72	\$115.00
Sullivan	Patrick	\$106,185.99	\$84,566.49	\$12,931.22
Sullivan	Pauline	\$66,320.84	\$64,106.83	\$2,214.01
Sutherland	James	\$110,011.11	\$82,682.51	\$24,128.67
Sutherland	William	\$110,828.81	\$79,117.92	\$31,710.89
Teal	Janet	\$73,232.12	\$72,632.12	\$600.00
Tracey	Diane	\$74,642.75	\$72,776.40	\$1,866.35
Tran	Duong	\$106,984.20	\$71,856.96	\$34,420.52
Tuitt	Michael	\$113,917.65	\$82,481.81	\$31,435.84
Tyler	Michelle	\$92,271.24	\$92,056.24	\$215.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>All Other</u>
Vitagliano	Brooke	\$33,977.24	\$31,977.24	\$2,000.00
Walsh	Christopher	\$106,083.26	\$87,654.53	\$17,028.73
Ward	Debra	\$41,334.04	\$33,844.42	\$7,489.62
Watson	Brandon	\$98,724.51	\$79,117.92	\$19,606.59
Whynot	Joseph	\$103,647.31	\$79,117.92	\$24,529.39
Wiggins-Neal	LaWan	\$57,935.19	\$56,535.19	\$1,400.00
Witherspoon	Cheryl	\$64,344.38	\$64,344.38	\$0.00
Young	Kerry	\$102,584.01	\$86,373.98	\$11,394.03
Zaiter	Daniel	\$152,208.53	\$118,609.23	\$32,928.47

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Animal Control	961-0924
Board of Assessors	961-0906
Board of Health	961-0924
Community Programs	961-0930
Rink	961-0938
Veterans / Elderly Services	961-0930
Conservation	961-1519
Dept. of Public Works	961-0940
Sewer Division	961-0941
Water Division	961-0942
Highway Division	961-0943
Engineering Division	961-0950
Fire Department	963-3131
Human Resources	961-0916
	961-0909
Inspectional Services/Wire Insp.	961-0921
Plumbing Inspector	961-0920
Police Department	963-1212
Skating Rink	961-0938
Superintendent of Schools	961-6200
Town Accountant	961-0904
Town Clerk/Registrar	961-0900
Town Collector	961-0913
Town Council	961-0918
Town Manager	961-0911
Town Planner	961-0936
Town Treasurer	961-0934
Turner Free Library	961-0932

EMERGENCY

Police

Fire

Municipal Ambulance

DIAL 911