

Town of Randolph



2023 Annual Report

Table of Contents

IN MEMORIAM	1
RANDOLPH TOWN COUNCIL	1
2023 ELECTED AND APPOINTED TOWN OFFICERS	3
TOWN COUNCIL	6
TOWN MANAGER	26
LAW DEPARTMENT	28
RANDOLPH PUBLIC SCHOOL DEPARTMENT	29
BLUE HILL REGIONAL DISTRICT SCHOOL COMMITTEE	47
POLICE DEPARTMENT	49
PARKING CLERK	52
FIRE DEPARTMENT	53
BOARD OF HEALTH	56
NORFOLK COUNTY MOSQUITO CONTROL DISTRICT	65
DEPARTMENT OF PUBLIC WORKS	66
INSPECTIONAL SERVICES DEPARTMENT	68
TRUSTEES OF STETSON SCHOOL FUND	70
COMMUNITY PROGRAMS	73
Elder Affairs	74
Joseph J. Zapustas Ice Arena	75
Randolph Community Pool	76
Randolph Intergenerational Community Center	77
Turner Free Library	79
Veterans Services	80
SEALER OF WEIGHTS AND MEASURES	83
HISTORICAL COMMISSION	84
PLANNING DEPARTMENT	86
PLANNING BOARD	88
MASTER PLAN IMPLEMENTATION COMMITTEE	90
TOWN CLERK AND REGISTRAR	91
BOARD OF ASSESSORS	96
CONSERVATION COMMISSION	97

FINANCE DEPARTMENT / TOWN ACCOUNTANT.....	98
INFORMATION TECHNOLOGY (“I.T.”).....	101
TREASURER / COLLECTOR.....	102
NORFOLK REGISTRY OF DEEDS.....	106
ZONING BOARD OF APPEALS.....	109
TOWN SALARIES	110
SCHOOL SALARIES	116
AT YOUR SERVICE	130

In Memoriam 

John Kespert, *Disability Commission*

Harold Fitzgerald, *Former Town Meeting Member/Finance Committee*

Wilbert “Will” E. Adams, *Former Town Meeting Member*

Dr. William (“Bill”) Leavitt, *Former Chairperson & Town Meeting Member*

Norma McCabe, *former Admin. Assistant, High School*

Maryjane Murray, *Former Teacher*

Jonathan Ramage, *Senior Center/ Elder Services*

Marie L. (Rota) Callahan, *Housing Authority*

RANDOLPH TOWN COUNCIL



William Alexopoulos, Council President



Natacha Clerger



Christos Alexopoulos



Richard Brewer, Jr



James F. Burgess, Jr.



Ryan Egan



Katrina Huff-Larmond



Kevin O'Connell

2023 ELECTED AND APPOINTED TOWN OFFICERS

Town Council

Christos Alexopoulos
William Alexopoulos
Richard Brewer, Jr.
James F. Burgess, Jr.
Natacha Clerger
Ryan Egan
Jesse Gordon
Katrina Huff-Larmond
Kevin O'Connell

Town Clerk/Registrar

Cheryl Sass

Board of Assessors

Emmanuel Mecha
Barry Reckley
John Peppe

Chief of Fire Department

Ronald Cassford

DPW Superintendent

Vacant

School Committee

Andrea Nixon
Lisa Millwood
Jaime Ackles
Cheryl Frazier
Ida Gordon
Allaphia Sackeena Richards
William Alexopoulos, Council Rep

Building Commissioner

Ronald Lum

Animal Control

Lori Flanagan

Board of Health

Patricia Cedeno-Zamor
Sharon George
Dr. David Kaplan
Barbara Mahoney
Dov Yoffe

Public Health Commissioner

Gerard Cody, R.E.H.S./R.S.

Town Manager

Brian P. Howard

Town Attorney

Christine M. Griffin

Town Accountant/Finance Director

Janine Smith

Town Collector/ Treasurer

Elizabeth Perez-Baczowski

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

Trustees, Stetson School Fund

Henry M. Cooke IV
Judith Gangel
Fauvette Marie Morisset

Town Planner

Michelle Tyler

Planning Board

Alexandra Alexopoulos
Lou Sahl
Anthony Plizga
Nareyda Santos-Pina
Peter Taveira

Inspector of Wires

John Ryan

Electrical Inspector of Solar Projects

Michael McEvoy

Inspector of Gas and Plumbing

Robert E. Curran, Jr.

Emergency Management Director

Brian P. Howard, Town Manager

Board of Appeals

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

**Board of Appeals, alternates
Vacancy**

Randolph Housing Authority

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

**Field Driver
Vacancy**

Conservation Commission

Fran Blanchard
Carl Brown
Pamela Ilobachie
Chris Kimball

Local Education Fund Committee

Alfred Galante
Catherine Grinnell
Lisa Milwood
Andrea Nixon
Fabien Nguyen
Bruce Pontbriand
Sharon Swain
Thea Stovell, Superintendent
Kristin Kreckler

Burial Agent

Cheryl Sass
Kristin McDonald, Asst.

Board of Recreation

Marcus Brown, Jr.
Coleen Burgess
Annemarie Carter
Frank Larmond
Pete Taveira
Anthony Williams
Araba Adjei-Koranteng

Licensing Board

Ronald Cassford, Fire Chief
Ronald Lum, Building Commissioner
Gerard F. Cody, Cmr Board of Health
Nnanna Okereke
Gary McDonald
Anthony Marag, Police Chief
Julia Moseley

Alternate Licensing Board Members

Vacancy

Sealer of Weights and Measures

Donald Smith

Fence Viewers

Ronald Lum

Vacancy

Historical Commission

Henry M. Cooke, IV
Mary West
Lynn Feingold
Elsie Gray
Karen Haynes-Clifton

Local Cultural Council

Kirby Christian
Jamaal Eversley
Donna Hall
Liz LaRosee
Janil Stephens
Christine Tangishaka
Lawan Wiggins-Neal

Council on Aging

Patricia Cedeno-Zamor
Desiree Etienne
Cheryl Frazier
Jane Hendrickson
Peggy Montlouis
Mina Porter
Joan F. Smith

Disabilities Commission

Al Williams
Kathleen Camara
Donald LaLiberte
Jennifer Sinclair
Clifton Singletary
Hersinia Fidalgo

Trustees, Turner Free Library

Doug Albert
Anne M. Barkhouse
James F. Burgess, Jr.
Kevin Donovan
Samantha Porter
Mario Belabe
Doug Albert
Sharon Artis-Jackson
Mario Belabe
Julie-Ann Bentley
Shanna Howell
Meredith Moran
Peg Nonez
Justin Martin
Shaquanna Brown
Richard Marden
Judith Jones
Brian P. Howard, Town Manager
Richard Brewer, Council Rep
Natacha Clerger, Council Rep
Sharon Parrington-Wright, Library Dir.

Community Preservation Committee

Alexandra Alexopoulos – Planning Board
Ryan Egan, Town Council Rep.
Bruce Fleischman, Business member
Thomas Fisher, Community Member
Ronald Lum, Housing Authority
Marcel Robateau, Community member
Mary West, Historical Commission
Coleen Burgess- Rec Advisory Board
Vacancy – conservation commission

TOWN COUNCIL

I hereby submit the Annual Report of the Randolph Town Council for the calendar year 2023.

As the legislative body for the Town of Randolph, the Town Council embarked on key decision making to take action ensuring the continued growth, stability, and prosperity of our Community. This year has been marked by collaboration, important fiscal decisions, and dedication to preserving and enhancing the quality of life in our Town. We made important strides in managing resources, ensuring vital services and planning for a positive future.

After careful consideration of community needs and available resources, the Town Council approved an annual budget that balances fiscal responsibility with the delivery of key municipal services such as public safety, education and road maintenance. The Town Council also approved the Community Preservation Committee's recommendations for Fiscal Year 2023 expenditures of the Community Preservation Act (CPA) funds. The CPA continues to be a vital tool in supporting the community's long-term preservation goals. Additionally, the Town Council conducted a comprehensive review of the Town's operational needs and projected infrastructure improvements, including the progress of the New North Randolph Elementary School and the New Tri-Town Water Treatment Facility, and established Water and Sewer Rates that continue to support the Water Treatment Facility project. The New North Randolph Elementary School is expected to be completed by the fall of 2024 and the New Tri-Town Water Treatment Facility is expected to be completed in early 2026. The Town Council continued its efforts to ensure stability in the Town's tax base and approved local tax rates for residential and commercial property owners, striving to support the Town while keeping it affordable for all residents.

In 2023, The Town Council approved Collective Bargaining Agreements with three separate unions: the New England Police Benevolent Association, Inc., (Local 18), the New England Police Benevolent Association, Inc., (Local 34), and the SEIU Local 888 Randolph Town Hall and Library Union Workers, committing to fostering strong, collaborative relationships with our employees.

The Town Council also voted to approve the submission of a Home Rule Petition, which has been submitted to the State Legislature, entitled: An Act relative to the preparation of bilingual ballots in English and Haitian Creole in the Town of Randolph. This initiative reflects our commitment to inclusivity and ensuring that all residents, regardless of language, are able to fully participate in our democratic process.

Thank you for your continued support, engagement and commitment to making the Town of Randolph a great place to live, work and raise a family. It is an honor to serve as your Council President, and I look forward to the opportunities and challenges that lie ahead in the coming year.

Respectfully Submitted,

William Alexopoulos
Council President
Councillor At-Large

Council Order 2023-001
Prior Fiscal Year Unpaid Bills

To see if the Randolph Town Council will vote to transfer \$6,586.28 to pay certain prior year unpaid bills related to the General Fund and Water/Sewer Enterprise Fund as identified in the charts below:

GENERAL FUND			
SOURCE		USE	
Description	Amount	Description	Amount
FY23 Police Expenses	\$ 2,718.48	Ricoh	\$ 262.76
		Ricoh	\$ 538.53
		Occupational & Env Health Network	\$ 1,000.00
		GBH	\$ 862.19
		Mass DOT - Pay by Plate	\$ 30.00
		Mass DOT - Pay by Plate	\$ 25.00
FY23 Technology Expenses	\$ 1,436.73	Brian Howard - Zoom Reimbursement	\$ 1,436.73
FY23 DPW Highway Expenses	\$ 624.54	Verizon	\$ 624.54
FY23 Other Benefits Expenses	\$ 1,380.39	Boston Mutual Life Ins. Co.	\$ 1,380.39
FY23 Operations Expenses	\$ 128.14	Eversource	\$ 128.14
FY23 Town Council Expenses	\$ 199.00	John Guilfoil Public Relations	\$ 199.00
TOTAL	\$ 6,487.28	TOTAL	\$ 6,487.28

ENTERPRISE FUND			
SOURCE		USE	
Description	Amount	Description	Amount
FY23 Water Expenses	\$ 99.00	Verizon	\$ 99.00
TOTAL	\$ 99.00	TOTAL	\$ 99.00

Explanation: These invoices were not known at the time that year-end budget transfers were presented and there is insufficient available budget remaining in FY22 to encumber the obligations.

Council Order 2023-002
Transfer of ARPA Revenue Loss Funds

To see if the Randolph Town Council will vote to transfer \$2,216,200 from the ARPA Coronavirus State and Local Fiscal Recovery Funds Revenue Loss to the various FY23 General Fund Operating Budgets, FY23 Enterprise Budget and Capital item as shown below:

Department	Salary	Expense	Total
Police	\$ 600,000	\$ 185,400	\$ 785,400
			\$ -
Vehicle Fuel		\$ 99,500	\$ 99,500
			\$ -
DPW Highway	\$ 71,800	\$ 61,500	\$ 133,300
			\$ -
Operations		\$ 116,000	\$ 116,000
			\$ -
Refuse Collection		\$ 350,000	\$ 350,000
			\$ -
Utilities		\$ 400,000	\$ 400,000
			\$ -
Treasurer/Collector		\$ 125,000	\$ 125,000
			\$ -
Legal		\$ 25,000	\$ 25,000
			\$ -
Library	\$ 15,000		\$ 15,000
			\$ -
Community Programs		\$ 12,000	\$ 12,000
			\$ -
		TOTAL	\$ 2,061,200

Department	Salary	Expense	Total
Water		\$ 120,000	\$ 120,000
		TOTAL	\$ 120,000

Department	Capital	Total
Police	Cruiser	\$ 35,000
	TOTAL	\$ 35,000

A copy of this entire Council Order can be found in the Town Council Office.

Council Order 2023-003

Transfer from Reserve Fund

To see if the Randolph Town Council will approve a transfer from the Reserve Fund created for FY2023 to provide for extraordinary or unforeseen expenditures pursuant to the provisions of M.G.L. ch. 40, Section 5A and any other applicable laws, as follows:

Transfer From		Transfer To	
Department	Amount	Department	Amount
FY23 Reserve Fund	\$ 15,000	Community Program Expenses	\$ 15,000

Explanation: This transfer is for the purchase and installation of a new water heater at the Zapustas Rink. The water heater, although relatively dated, has not met its useful life. It began degrading unexpectedly and is now leaking uncontrollably causing water waste and is a safety hazard.

Council Order 2023-004

Adoption by the Randolph Town Council to Amend Traffic Rules & Regulations of the Town of Randolph

Motion: Move to amend the traffic rules and regulations of the Town of Randolph as follows and to take any other actions required to execute these amendments: North Main Street: Install a “No Parking” sign on the sidewalk in the area of 1065 North Main Street; Birchwood Road: Install “No Parking” signs on the east side of Birchwood Road, in front of the apartment building located at number 45, between Highland Glen Drive and Bridle Path Circle; Liberty Street: Install two “No Engine Brake” signs on Liberty Street; Oakwood Avenue: Install two “Caution Children” signs on Oakwood Avenue.

Council Order 2023-005

Approval of Cable License Agreement with Verizon New England, Inc.

To see if the Randolph Town Council will vote to approve the Cable Television Renewal License Granted to Verizon New England, Inc. by the Town of Randolph, dated February 6, 2023, in essentially the form attached hereto, and hereby authorize the Town Manager to execute said license agreement on behalf of the Town and to take any other actions necessary to implement its terms or related thereto.

Council Order 2023-006

Grant of Location to MA Electric Company to Install One New Solely-Owned Utility Pole

Consistent with the requirements of M.G.L. ch. 166, Section 22 and any other applicable law, The Randolph Town Council hereby grants joint or identical locations and authorizes Massachusetts Electric Company d/b/a National Grid and Verizon New England, Inc. to locate poles, wires, and fixtures, including the necessary sustaining and protecting fixtures to 156 Canton Street, and to perform the necessary work to construct and maintain said pole and any wires or connections to said pole, and hereby requires that all work be consistent with the application and draft Order that has been submitted by Massachusetts Electric Company d/b/a National Grid and Verizon New England, Inc., which is attached hereto.

A copy of this entire Council Order can be found in the Town Council Office.

Council Order 2023-007

Norfolk County Retirement Cost of Living Adjustment (COLA) FY2023

To see if the Randolph Town Council will vote to grant a 2% Cost of Living Adjustment (COLA) increase to Retirees for FY2023.

Explanation: Governor Baker signed a one-time Cost of Living Adjustment (COLA) option for local retirement systems in November, with the caveat that local communities would need to approve it. This was driven by Social Security/SSI providing a 5.9% adjustment in 2022. Local retirement systems are limited to a 3% cap on COLA's. Gov. Baker and the legislature are allowing an additional, one-time, 2% to be applied. This is only on the first \$18,000, so retirees would receive an additional \$360.00 dollars or \$30 per month.

This would not impact our assessment this year. In addition, Norfolk County Retirement System is still expected to be fully funded in approximately 7 years.

Council Order 2023-008

Transfer of Water/Sewer Retained Earnings for Joint Board Operations

To see if the Randolph Town Council will vote to transfer \$249,999.76 from the Retained Earnings of the Town’s Water/Sewer Enterprise Fund to fund the FY23 Water Expense Budget.

Explanation: This transfer will go directly to the Joint Water Board assessment voted by the Joint Water Board. Randolph’s 50% assessment is \$199,750. The additional funds will cover the increased costs of utilities, water treatment chemicals and necessary OT to cover vacant WTP operators. In addition, this will fund an agreement for Environmental Partners to conduct the required demonstration tests and paperwork for MassDEP to allow the retrofit of the filters with GAC media at the plant.

The remaining \$50,249.76 is to “backfill” the expense budget to cover the amount used for an additional assessment from FY22 (funded as an unpaid bill on Order #2022-041). The Water/Sewer Enterprise retained earnings was certified this year for a total of \$4,911,446.

Council Order 2023-009

Transfer from Reserve Fund

To see if the Randolph Town Council will approve a transfer from the Reserve Fund created for FY2023 to provide for extraordinary or unforeseen expenditures pursuant to the provisions of M.G.L. ch. 40, Section 5A and any other applicable laws, as follows:

Transfer From		Transfer To	
Department	Amount	Department	Amount
FY23 Reserve Fund	\$ 16,500	Operations	\$ 16,500

Explanation: This transfer is for the purchase and installation of a new water heater at the Town Hall/Police Station and repairs to two water pipes in the Police Station that burst during the deep freeze.

Council Order 2023-010

Transfer of Water/Sewer Retained Earnings for Unidirectional Flushing Plan

To see if the Randolph Town Council will vote to transfer \$34,500 from Retained Earnings of the Town’s Water/Sewer Enterprise Fund to fund the Unidirectional Flushing Plan.

Explanation: The transfer of funds will be used to conduct a Spring and Fall flushing program for the Town of Randolph. This has been a top priority of the Town Council. These funds will ensure that we continue to mitigate sediment build up in the water distribution system.

Council Order 2023-011

Authorization and Approval for Memorandum of Agreement (“MOA”) For New Successor Collective Bargaining Agreement Between The Town of Randolph, Massachusetts and The SEIU Local 888 Randolph Town Hall and Library Workers (“Union”)

The Town Council hereby approves the Memorandum of Agreement (“MOA”) Between Town of Randolph, Massachusetts and SEIU Local 888, Randolph Town Hall and Library Workers (“Union”) for the new successor collective bargaining agreement for the period of July 1, 2022 through June 30, 2025, and hereby authorizes the Town Manager to take any actions necessary to execute that MOA, in substantially the form attached hereto, and any related documents.

Council Order 2023-012

Project Prioritization List for Complete Streets Program

To see if the Randolph Town Council will vote to approve the “Town of Randolph Complete Streets Program Prioritization Review” dated March 3, 2023.

Explanation: The Town of Randolph Complete Streets Priority List was compiled by the Town Council Public Safety Sub-Committee over three meetings. The Committee reviewed the Phase One Traffic

Evaluation, Phase Two Traffic Evaluation, Rt. 28 Corridor Study, and previous Town Council Traffic Orders to determine which votes align with the Complete Streets Program, Cost Review of each recommendation, and the Complete Streets Evaluation Criteria. In addition, the committee met with Jeff Maxtutis of Beta Engineering and DPW Superintendent Chris Pellitteri. This would be Randolph's first prioritization application for the program, there are 288 communities currently in the program. The program works on a five-year funding cycle of \$500,000 over the five-year period. The list can be adjusted each cycle as needs and priorities can change. The images provided are for reference and are not a full design as that would occur after approval by the state. The deadline for application is April 1, 2023. BETA needs 10-14 days to complete the package to be sent to the state.

Council Order 2023-013
Prior Fiscal Year Unpaid Bills

To see if the Randolph Town Council will vote to transfer \$11,136.62 to pay certain prior year unpaid bills related to the General Fund as identified in the charts below:

GENERAL FUND			
SOURCE		USE	
Description	Amount	Description	Amount
FY23 Inspectional Services Expenses	\$ 37.11	Staples	\$ 37.11
FY23 Utilities Expenses	\$ 10,531.67	National Grid	\$ 10,531.67
FY23 Highway Expenses	\$ 567.84	LocalIQ New England	\$ 567.84
TOTAL	\$ 11,136.62	TOTAL	\$ 11,136.62

Explanation: These are transfers needed to pay bills from a different fiscal year. LocalIQ New England is Gateway Media (Ledger and Enterprise). The bill was for a legal ad to meet procurement requirements. LocalIQ New England is used by town boards (Planning, ZBA, Con Com and Town Council) for legal ads and public hearing notices on a regular basis. The National Grid bill is for a town account (street lights) that was mismatched by National Grid two years ago when they changed account numbers and did not have our tax ID listed properly.

Council Order 2023-014
FY2023 Budget Transfer - ARPA Funds into General Fund

To see if the Randolph Town Council will vote to transfer \$149,270 from the ARPA Coronavirus State and Local Fiscal Recovery Funds Revenue Loss to the various FY23 General Fund Operating Budgets, as shown below:

Department	Salary	Expense	Total
Street Lights		\$ 19,200	\$ 19,200
Legal		\$ 45,000	\$ 45,000
Town Council	\$ 17,100		\$ 17,100
Town Clerk		\$ 5,000	\$ 5,000
System Administration (Software) - Code Enforcement		\$ 17,970	\$ 17,970
System Administration (Software/Hardware) - Technology for Hybrid Meetings.		\$ 45,000	\$ 45,000
TOTAL			\$ 149,270

A copy of this entire Council Order can be found in the Town Council Office.

Council Order 2023-015

Authorization for the Execution of Documents Relating to the New National Opioid Settlements

To see if the Randolph Town Council will authorize the Town Manager to execute the Subdivision and Special District Settlement Participation Forms, in substantially the forms attached hereto, and to take any other necessary actions, in order for the Town to participate in the five new national opioid settlements (“New National Opioid Settlements”) that have been reached with Teva, Allergan, CVS, Walgreens, and Walmart (“Settling Defendants”) by the Massachusetts Attorney General’s Office to settle any claims the Town may have against the Settling Defendants relating to the national opioid litigation, as described in the attached settlement documents, and further in order to be considered for initial participation calculations and payment eligibility as part of the settlements, and hereby additionally authorizes the Town Manager to execute any other related agreements or documents necessary to receive settlement or abatement funds from these settlements. The chart below reflects the estimated, maximum annual distributions for Randolph, by settlement, for each of the Settling Defendants.

	# of Annual Payment	Total Payments
Municipal Allocation of Walmart Abatement Funds, by Payment	6 Annual Payments	\$86,935.95
Municipal Allocation of Teva Abatement Funds, by Payment	13 Annual Payments	\$116,059.54
Municipal Allocation of Allergan Abatement Funds, by Payment	7 Annual Payments	\$69,142.75
Municipal Allocation of CVS Abatement Funds, by Payment	10 Annual Payments	\$153,519.92
Municipal Allocation of Walgreens Abatement Funds, by Payment	15 Annual Payments	\$166,936.84

Council Order 2023-016

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 \$273,976.80, 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 \$63,794.53 from the Water/Sewer Enterprise Retained Earnings to the Town’s Other Post Employment Benefits (OPEB) Stabilization Account.

Explanation: The Town’s OPEB Funding Policy has a minimum annual funding of at least 10% of the certified free cash and that the corresponding percentage of the Enterprise Fund’s share in the unfunded liability be applied to the certified retained earnings. The FY21 actuarial update shows the Town’s overall unfunded liability at \$192,550,820. The current balance before these allocations is \$1,612,041.

Council Order 2023-017

Transfer of General Fund Free Cash to Stabilization Fund

To see if the Randolph Town Council will vote to transfer \$194,394 from the certified General Fund free cash to the Stabilization Fund.

Explanation: The Town’s Financial Policy requires that the minimum amount in the Stabilization Fund be at least 6% of the prior year’s net operating revenues. This would require the recommended allocation presented in this order.

FY22 Net Revenue	
------------------	--

	112,286,055
6%	6,737,163
Ending FY22 Balance	6,542,769
Funding Needed	194,394

Council Order 2023-018

Transfer of General Fund Free Cash to FY23 Health Department Expenses

To see if the Randolph Town Council will vote to approve a transfer of \$95,000 from the certified General Fund free cash for the Health Department expense budget.

Explanation: The current FEMA grant that relates to the operation of the vaccine/testing facility in Randolph only reimburses at a 90% rate. The remaining 10% is a required local match and other federal funds (ARPA, for instance) cannot be used. This amount should be adequate to cover all remaining expenses incurred through the end of the operation.

Council Order 2023-019

Transfer of Water/Sewer Retained Earnings to Water Treatment Stabilization Fund

To see if the Randolph Town Council will vote to transfer \$3,313,150 from the retained earnings of the Town’s Water/Sewer Enterprise Fund into the Water Treatment Stabilization Fund.

Explanation: The Water Treatment Stabilization Fund is intended to help defray the increase in fees that will be necessary to fund the new Tri-Town Water Treatment Facility currently under construction. Prior to this allocation, the fund has a balance of \$8,373,663.

Council Order 2023-020

Transfer of ARPA Revenue Loss Funds

To see if the Randolph Town Council will vote to transfer \$200,000 from the ARPA Coronavirus State and Local Fiscal Recovery Funds Revenue Loss to the FY23 Health Insurance Budget, \$25,000 to Other Benefits Budget, and \$250,000 for DPW Projects.

Explanation: Previous Council Order 2022-045 (10/17/2022) transferred \$100,000 from Health Insurance to the Health Office for the 10% obligation cost to FEMA for the operational costs of running the vaccine/testing site. Free Cash had not been certified at the time, so the transfer came from Health Insurance with the understanding that the funds would be replenished later in the year. We have also seen an increase in insurance costs, mostly due to new employees choosing higher premium plans. In addition, we have an increase in Med B payments (this is for retirees who are Medicare eligible) as we pay 60% of the cost. We are seeking additional funds to ensure we can close out the fiscal year. \$250,000 would be transferred for DPW-related projects. The Complete Streets Grant would be for four projects estimated at \$550,000, the grant only covers construction costs and not design and engineering. \$100,00 would be used for the remaining construction and design/engineering costs. The town has received an earmark of \$400,000 for street traffic signals/lights. \$110,000 would be used for any remaining construction and design/engineering costs. And, the estimated cost of the Phase Three traffic study is \$40,000.

Council Order 2023-021

Authorization and Approval for Memorandum of Agreement (“MOA”) For New Successor Collective Bargaining Agreement Between The Town of Randolph, Massachusetts and New England Police Benevolent Association, Inc., Local 18 (Patrol Officers) (“Union”)

The Town Council hereby authorizes and approves the Memorandum of Agreement (“MOA”) Between the Town of Randolph, Massachusetts and the New England Police Benevolent Association, Inc., Local 18 (Patrol Officers) (“Union”) for the new successor collective bargaining agreement for the period of July 1, 2023 through June 30, 2026, and hereby authorizes the Town Manager to take any actions necessary to

execute that MOA, in substantially the form attached hereto, and any related documents.

Council Order 2023-022

Adoption of MGL C. 41, §110A, to move “Last Day Local Election Deadlines” to the Friday prior to the Election

To see if the Randolph Town Council will vote to accept the provisions of M.G.L. c. 41, §110A which states as follows: Chapter 41 Section 110A: Office hours on Saturday: Any public office in any city or town may remain closed on any or all Saturdays as may be determined from time to time, in a city by the city council, subject to the provisions of the city charter, or, in a town, by vote of the town at a special or regular town meeting, and the provisions of section nine of chapter four shall apply in the case of such closing of any such office on any Saturday to the same extent as if such Saturday were a legal holiday.

Chapter 92 of the Acts of 2022, commonly referred to as the Massachusetts VOTES Act, reduced the voter registration deadline prior to an election from twenty days to ten days prior to the election. Elections are always scheduled on a Tuesday. Ten days prior to the election would therefore be a Saturday, which is a day that Town offices are not usually open. By accepting the provisions of M.G.L. Chapter 41, § 110A, the Town would determine that the Town Clerk’s offices may remain closed as if it were a legal holiday on the Saturday ten days prior to an election, and the deadlines may be adjusted accordingly.

This Council Order was withdrawn.

Council Order 2023-023

Confirmation for a Date Modification for the Town Manager to Submit the Proposed Operating Budget for FY2024 to the Town Council

In accordance with Section 5-2 of the Town Charter of the Town of Randolph and past practice, the Town Manager is granted an extension to submit the proposed operating budget for FY2024 to the Town Council, until 05/31/2023.

Council Order 2023-024

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation Regarding The Status of The City Known As The Town Of Randolph As A Gateway Municipality

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation regarding the status of the City Know As The Town of Randolph as a Gateway Municipality, 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:

AN ACT RELATIVE TO THE STATUS OF THE CITY KNOWN AS THE TOWN OF RANDOLPH AS A GATEWAY MUNICIPALITY.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. As used in this act, the following words shall have the following meanings unless the context clearly requires otherwise:- “Gateway municipality”, a municipality with a population greater than 35,000 and less than 250,000 with a median household income below the commonwealth's average and a rate of educational attainment of a bachelor's degree or above that is below the commonwealth's average, as defined in section 3A of chapter 23A of the General Laws. “Town”, the city known as the town of Randolph.

SECTION 2. Notwithstanding section 3A of chapter 23A of the General Laws or any other general or special law to the contrary, the town shall henceforth be deemed a gateway municipality for all purposes under the General Laws.

SECTION 3. This act shall take effect upon its passage.

This Council Order was not acted on.

Council Order 2023-025

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation Regarding The Preparation of Certain Bilingual Ballots In The City Known As The Town Of Randolph

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation regarding the preparation of bilingual ballots in English and Haitian Creole in the city known as 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:
AN ACT RELATIVE TO THE PREPARATION OF BILINGUAL BALLOTS
IN ENGLISH AND HAITIAN CREOLE IN THE CITY KNOWN AS THE TOWN OF RANDOLPH.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. As used in this act, the following words shall have the following meanings unless the context clearly requires otherwise:- “Board”, the board of registrars of the town. “Town”, the city known as the town of Randolph. “Election”, the choice by the voters of any public officer and the taking of a vote upon any question by law submitted to the voters. “State election”, an election at which a national, state or county officer or a regional district school committee member elected districtwide is to be chosen by the voters, whether for a full term or for the filling of a vacancy.

SECTION 2. Notwithstanding section 40 of chapter 54 of the General Laws or any other general or special law to the contrary, in state elections ballots shall be provided to voters in the town in English and Haitian Creole, in addition to being provided in any other languages required by law. The state secretary shall prepare such ballots in English and Haitian Creole and in any other languages required by law.

SECTION 3. Notwithstanding any general or special law or the charter of the town to the contrary, in all town preliminary and final elections ballots shall be provided to voters in the town in English and Haitian Creole, in addition to being provided in any other languages required by law. The board shall prepare such ballots in English and Haitian Creole and in any other languages required by law.

SECTION 4. Notwithstanding any general or special law to the contrary, the state secretary shall be responsible for all costs resulting from the implementation of this act in state elections held in the town, including, without limitation, the production of ballots.

SECTION 5. This act shall take effect upon its passage.

Council Order 2023-026

Authorization and Approval for Memorandum of Agreement (“MOA”) For New Successor Collective Bargaining Agreement By and Between The Town of Randolph, Massachusetts and New England Police Benevolent Association, Inc., Local 34 (“Union”)

The Town Council hereby authorizes and approves the Memorandum of Agreement (“MOA”) Between the Town of Randolph, Massachusetts, and the New England Police Benevolent Association, Inc., Local 34 (“Superior Officers’ Union”) for the new successor collective bargaining agreement for the period of July 1, 2023, through June 30, 2026, and hereby authorizes the Town Manager to take any actions necessary to execute that MOA, in substantially the form attached hereto, and any related documents.

Council Order 2023-027

Transfer from Reserve Fund

To see if the Randolph Town Council will approve a transfer from the Reserve Fund created for FY2023 to provide for extraordinary or unforeseen expenditures pursuant to the provisions of M.G.L. ch. 40, Section 5A and any other applicable laws, as follows:

Transfer From		Transfer To	
Department	Amount	Department	Amount
FY23 Reserve Fund	\$ 25,000	Library - Expense	\$ 25,000

Explanation: Severe corrosion of the cooling tower fans was discovered during the seasonal changeover to air conditioning. The library’s air conditioning system cannot function at present.

Council Order 2023-028

Approval of the Randolph Citizen Initiative Petition Concerning a Mobility Hub: Shuttle Van Service

The Randolph Town Council hereby adopts and approves the measure contained in the Randolph Citizen Initiative Petition concerning Mobility Hub: Shuttle Van Service, which Petition, as submitted, states as follows:

Commonwealth of Massachusetts Norfolk s.s. Town of Randolph **RANDOLPH CITIZEN INITIATIVE – Mobility Hub: Shuttle Van Service** *We, the below-signed registered voters of the Town of Randolph Massachusetts, pursuant to Randolph Town Charter Section 7-7, hereby Petition the Randolph Town Council to adopt the following measure:* That the Town of Randolph will conduct a feasibility study concerning providing shuttle bus service to Randolph residents. The study will include information on securing funding, as available, for the provision of such service. The feasibility study will be conducted by June 2024 and provide a plan for funding and implementation by June 2025. Many residents, including those in mixed-income housing complexes, have limited transportation options. They must walk miles to access community resources or get to their places of employment. Residents of under-served areas need to get to stores and other commercial resources in downtown Randolph, to the Randolph/Holbrook rail station, and make connections to the MBTA and other transportation hubs.

Council Order 2023-029

FY2024 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 2024 (July 1, 2023 to June 30, 2024) with a total sum of \$111,488,657; \$107,872,112 to be raised from taxation, \$1,650,000 to be transferred from Ambulance Reserve Account, \$1,496,573 to be transferred from the Water/Sewer Enterprise Fund and \$469,972 to be transferred from the ARPA Coronavirus State and Local Fiscal Recovery Funds Revenue Loss.

A copy of this entire Council Order can be found in the Town Council Office.

Council Order 2023-030

Authorization and Approval for Addendum to Collective Bargaining Agreement Between the Town of Randolph and the New England Benevolent Association Local #34 (“Superior Officers’ Union”) and Addendum to Collective Bargaining Agreement Between the Town of Randolph and the New England Benevolent Association Local #18 (“Patrol Officers’ Union”)

The Town Council hereby authorizes and approves the Addendum to Collective Bargaining Agreement Between the Town of Randolph and the New England Police Benevolent Association Local #34 (“Superior Officers’ Union”) and the Addendum to Collective Bargaining Agreement Between the Town of Randolph and the New England Police Benevolent Association Local #18 (“Patrol Officers’ Union”), and hereby authorizes the Town Manager to take any actions necessary to execute those Addenda, in substantially the forms attached hereto, and any related documents.

Council Order 2023-031

Transfer of ARPA Revenue Loss Funds

To see if the Randolph Town Council will vote to transfer \$153,912.35 from the ARPA Coronavirus State and Local Fiscal Recovery Funds Revenue Loss to the FY23 Snow & Ice budget to cover the deficit balance.

Council Order 2023-032

FY23 Revolving Fund Increase Spending Authorization

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

Annually, Council establish limits for fund for the

Revolving Fund	Original Spending Authorization	Amended Spending Authorization
Immunizations	\$34,500	\$150,000

Explanation:

the Town votes to spending each revolving upcoming

fiscal year. This approval sets a ceiling for maximum spending for each year. There are times that there is more activity in the fund than anticipated and authorizations need to be adjusted. Revolving Funds cannot make expenditures that there is not already revenue received to support them.

Council Order 2023-033

FY2024 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 2024 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	FY2024 Spending Authorization
Senior Transportation	\$ 10,000
Recycling	\$ 65,000
Immunization	\$ 150,000
Library Technology	\$ 13,000
391 South Street	\$ 70,000
Beautification & Celebrations	\$ 25,000
Transportation	\$ 300,000
Playing Fields/Facility	\$ 25,000
Bingo	\$ 1
Advertisements	\$ 1
Before/After Program	\$ 1

Council Order 2023-034

Transfer of ARPA Revenue Loss Funds – Cyclical Inspections

To see if the Randolph Town Council will vote to transfer \$64,000 from the ARPA Coronavirus State and Local Fiscal Recovery Funds Revenue Loss for the completion of cyclical inspections within the Assessor’s office.

Explanation: The Massachusetts Department of Revenue has been lenient with the Town due to the turnover within the Principal Assessor position the last couple years, however a plan has been requested that shows

that the Town has the means to bring itself into compliance. Every parcel in Town, by law, must be inspected at least once every ten years. The goal over the next twelve months is to have 2000 parcels inspected by working jointly with MFS and Vision. These companies will perform the inspection and the data will be entered by the Principal Assessor.

Council Order 2023-035

FY23 Budget Transfers

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

Transfer From		Transfer To	
Department	Expense	Department	Expense
Other Education - Blue Hills	\$ 13,500	Planning	\$ 13,500
Other Education - Blue Hills	\$ 2,000	Car Use	\$ 2,000

Explanation: The Planning Department Budget will need a transfer of \$13,500 to complete FY23 payment obligations. The details are as follows: additional postage for meetings, and related costs for the ADA Self-Evaluation Contract, Zoning Analysis Contract, and Turner Lane Building Scan Project. The Car Use budget needs a transfer due to the number of additional mileage requests based on an increase due to Inspectional Services and Health Department-related inspections.

Council Order 2023-036

Authorization and Approval of Randolph/Holbrook Intermunicipal Agreement Amendment #1

The Town Council hereby authorizes and approves Amendment #1 to the Randolph/Holbrook Intermunicipal Agreement regarding cost sharing for the Joint Water Board Infrastructure, and hereby authorizes the Town Manager to take any actions necessary to execute that amendment, in substantially the form provided below, and with any incidental changes as approved by the Town Manager and Town Counsel, and to execute any related documents to effectuate the amendment.

A copy of this entire Council Order can be found in the Town Council Office.

Council Order 2023-037

FY24 Randolph Community Preservation Budget and Reserves

To see if the Town Council will vote to appropriate from the Community Preservation Fund FY24 estimated revenues the sum of \$64,091 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2024; and further to reserve for future appropriation from the Community Preservation Fund FY24 estimated revenues the sum of \$128,182 for the acquisition, creation and preservation of open space; \$128,182 for the acquisition, preservation, restoration and rehabilitation of historic resources; \$128,182 for the acquisition, creation, preservation and support of community housing; \$463,735 for the creation of a budgeted reserve and \$269,451 to provide for the Community Preservation Fund FY24 debt obligations.

Explanation: By statute, the Town is required to set aside at least 10% of its estimated revenues in the categories listed above as well as up to 5% to establish an administrative budget. If the administrative budget is not expended, the funds remain part of the Community Preservation Fund balance. The amount for debt is directly related to past Community Preservation projects in which the Town borrowed long term to finance the project.

Council Order 2023-038

FY2024 Water and Sewer Enterprise Budget

To see if the Town Council will vote to appropriate \$13,474,631 for the direct costs related to the operation of the Water and Sewer Enterprise Fund and that the sum of \$1,496,573 as appropriated in the General Fund be used for the indirect costs for the fiscal year commencing July 1, 2023, pursuant to M.G.L. Ch. 44, Section 53F1/2 and all other applicable law, and to meet the appropriation, \$14,971,204 will be raised through Water and Sewer Rates for the following sums:

Water & Sewer Personal Services	\$	1,469,865
Water & Sewer Expenditures	\$	9,228,866
Water & Sewer Debt	\$	2,775,900
Total Appropriation for Direct Costs	\$	13,474,631
Indirect Costs - Reimburse General Fund	\$	1,496,573
Total Cost Water & Sewer Fund	\$	14,971,204

Council Order 2023-039

Transfer from Retained Earnings for Blue Drop Obligations

To see if the Randolph Town Council will vote to transfer \$135,000 from the Retained Earnings of the Town’s Water/Sewer Enterprise Fund for the purpose of funding obligations related to the Blue Drop. Budget Description: DPW - Water (Blue Drop). This will pay for the water dispenser at the DPW yard for an additional year. In addition, we are adding a second location in North Randolph at St. Bernadette’s Church which is expected to be operational in July.

Council Order 2023-040

Budget Transfer for Night Before the Fourth Celebration

To see if the Randolph Town Council will vote to transfer \$60,000 from the ARPA Coronavirus State and Local Fiscal Recovery Funds Revenue Loss for costs associated with the Night Before July 4th Celebration. Budget Description: These funds will ensure that we have the necessary funds to conduct the fireworks and any additional costs related to the July 3rd Parade.

Council Order 2023-041

Authorization to Participate in the South Shore Consortium Home Program

WHEREAS, the Town of Randolph, Massachusetts has determined that the health and welfare of its jurisdiction may benefit from increasing the availability of safe, affordable and standard housing; and

WHEREAS, the Town of Randolph has determined that providing safe, affordable, and standard housing will benefit work force productivity and area economic development; and

WHEREAS, a cooperative approach to providing housing in the south shore region will avoid duplication of effort and promote more effective delivery of housing services; and

WHEREAS, a consortium of local governments may be entitled to receive funds from the U.S. Department of Housing and Urban Development, that they would be unqualified to receive individually, and

WHEREAS, Title II of the Cranston-Gonzalez National Affordable Housing Act makes provisions whereby units of general local governments may enter into cooperation agreements and form consortia to undertake or assist in undertaking affordable housing pursuant to the HOME Program; and

WHEREAS, the South Shore HOME Consortium extended an invitation to the Town of Randolph to join with the South Shore HOME Consortium in its Program; and

WHEREAS, the Town Council for the Town of Randolph desires to participate with the South Shore HOME Consortium to undertake or assist in undertaking affordable housing under Title II of the Cranston-Gonzalez National Affordable Housing Act;

NOW, THEREFORE, the Town Council of the Town of Randolph hereby authorizes and approves of the following:

1. The Town of Randolph hereby elects to participate in the South Shore HOME Program. The Town Manager for the Town of Randolph is hereby authorized to take any actions reasonably necessary to participate in said Program and is specifically authorized to enter into a Cooperation Agreement with the City of Quincy, the lead entity, for participation in this Program and for efforts relating to this Program, and for such successive qualification periods as may be applicable to the terms of said Cooperation Agreement; and
2. The Town Manager is further authorized to sign all documents, contracts, grant agreements, including certifications, as approved by the Town Attorney, with the Department of Housing and Urban Development, the Commonwealth of Massachusetts or other agencies or entities as may be required to carry out the activities of the Consortium.

**Council Order 2023-042
FY23 Year End Transfers**

To see if the Town Council will vote to approve the following FY23 year-end budget transfers:

General Fund:					
TRANSFER FROM			TRANSFER TO		
Department	Salary	Expense	Department	Salary	Expense
Town Manager	\$ 4,750		Elder Affairs	\$ 4,750	
Town Manager	\$ 23,570		Library	\$ 23,570	
Town Manager	\$ 23,800		Community Programs	\$ 23,800	
Town Manager	\$ 9,340		Assessor	\$ 9,340	
Town Manager	\$ 4,015		Technology	\$ 4,015	
Town Manager	\$ 15,412		Building	\$ 15,412	
Town Manager	\$ 3,420		Veterans	\$ 3,420	
Town Manager	\$ 2,280		Animal Control	\$ 2,280	
Town Manager	\$ 9,320		Health	\$ 9,320	
Town Manager	\$ 2,570		Conservation	\$ 2,570	
Blue Hills/Norfolk Aggie		\$ 1,989	Building		\$ 1,989
Blue Hills/Norfolk Aggie		\$ 4,000	Animal Control		\$ 4,000
Blue Hills/Norfolk Aggie		\$ 48,000	FICA/Retirement		\$ 48,000
Blue Hills/Norfolk Aggie		\$ 15,000	Fire		\$ 15,000
Blue Hills/Norfolk Aggie		\$ 700	Planning		\$ 700
Blue Hills/Norfolk Aggie		\$ 20,275	Community Programs		\$ 20,275
Subtotal	\$ 98,477	\$ 89,964	Subtotal	\$ 98,477	\$ 89,964
Total Transfer	\$ 188,441		Total Transfer	\$ 188,441	
Enterprise Fund:					
TRANSFER FROM			TRANSFER TO		
Department	Salary	Expense	Department	Salary	Expense
Water	\$ 23,280		Water	\$ 23,280	
Sewer		\$ 79,880	Water/Sewer Debt		\$ 79,880
Subtotal	\$ -	\$ 103,160	Subtotal	\$ 23,280	\$ 79,880
Total Transfer	\$ 103,160		Total Transfer	\$ 103,160	

Explanation: These transfers are needed so that departments may continue to submit or encumber obligations related to FY23.

**Council Order 2023-043
FY24 Transfer of ARPA Revenue Loss Funds**

To see if the Randolph Town Council will vote to transfer \$7,500 from the ARPA Coronavirus State and Local Fiscal Recovery Funds Revenue Loss for HVAC-related purchases, improvements, installation, and other related services.

Explanation: The Town ordered replacement parts for the AC system at the library in May. The parts are still not in from the manufacturer. The library had been using two home windowless AC units but they were not powerful enough to provide any substantial relief. We are now renting three commercial AC units for the library. We are taking the other units from the library and utilizing them at the Town Hall for the Finance and Building/Planning areas as the Town Hall AC unit is having issues in one section of the building.

Council Order 2023-044

FY24 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 2024.

FY 2024 QUARTERLY RATES

WATER

Base charge-quarterly	\$25.00
Senior Citizen	
Base Charge-quarterly	\$5.00
Rate per 100 cubic feet	
0---2500 cubic feet	\$4.76
2501—999999 cubic feet	\$6.05

SEWER

Base charge-quarterly	\$12.50
Senior Citizen	
Base Charge-quarterly	\$2.50
Rate per 100 cubic feet	
0---2500 cubic feet	\$7.97
2501—999999 cubic feet	\$13.68

Council Order 2023-045

FY2024 Capital Improvement Plan

Ordered: That the Town of Randolph appropriates \$4,173,000 for the following projects.

Purpose	Department	Amount	Fund
Sewer I/I Program	DPW	\$700,000.00	Water/Sewer
Road Improvements	DPW	\$1,300,000.00	General
Brush Chipper	DPW	\$85,000.00	General
Bucket Truck	DPW	\$180,000.00	General
One Ton Dump Truck w/ Sander and Plow	DPW	\$250,000.00	General
Sewer Crane Truck	DPW	\$150,000.00	Water/Sewer
Water Department Utility Trucks - (2)	DPW	\$170,000.00	Water/Sewer
Automated External Defibrillator (AED) - (15)	Police	\$43,000.00	General
RPD Taser Replacement Program - (70)	Police	\$320,000.00	General
Cruiser Replacement(s)	Police	\$175,000.00	General
Election Equipment	Town Clerk	\$150,000.00	General
Structural Firefighting Gear	Fire	\$70,000.00	General
Administrative Vehicle	Fire	\$65,000.00	General
Central Fire Station Apron Replacement	Fire	\$90,000.00	General
Ambulance Replacement	Fire	\$425,000.00	General

And to meet this appropriation, the Treasurer, with the approval of the Town Manager, is authorized to borrow \$4,173,000 under and pursuant to Chapter 44 of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Council Order 2023-046

Prior Fiscal Year Unpaid Bills

To see if the Randolph Town Council will vote to transfer \$7,658.39 to pay certain prior years' unpaid bills related to the General Fund, as identified in the charts below:

SOURCE		USE	
Description	Amount	Description	Amount
FY24 Police Expenses	\$ 186.73	Trinity Management Co.	\$ 186.72
FY24 Community Program Expenses	\$ 4,800.00	Delta Elevator Services	\$ 4,800.00
FY24 Animal Control Expenses	\$ 2,566.66	Randolph Animal Hospital	\$ 2,566.66
FY24 Treasurer/Collector Expenses	\$ 105.00	Registry of Deeds	\$ 105.00
TOTAL	\$ 7,658.39	TOTAL	\$ 7,658.38

Council Order 2023-047

Acceptance of Board of Registrars Recommendation for In-Person Early Voting for Fall 2023 Local Election

ORDERED: Pursuant to M.G.L. ch. 54, Section 25B, and any other applicable law, and upon a request from the Town of Randolph Board of Registrars recommending in-person early voting, as described in the attached letter, the Randolph Town Council hereby authorizes in-person early voting for the November 7, 2023 Local Election to be held in the Town of Randolph during the following hours:

Council Order 2023-048

FY2024 Budget Transfers

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

Saturday, October 28 th	9:00 am – 5:00 pm
Monday, October 30 th	8:30 am – 7:00 pm
Tuesday, October 31 st	8:30 am – 4:30 pm
Wednesday, November 1 st	8:30 am – 4:30 pm
Thursday, November 2 nd	8:30 am – 7:00 pm
Friday, November 3 rd	8:30 am – 4:30 pm

Transfer From		Transfer To	
Department	Salary	Department	Expense
Town Clerk -Election Workers	\$34,000	Town Clerk - Purchase of Election Services	\$34,000

Council Order 2023-049

Payment of Prior Year Unpaid Bill

To see if the Randolph Town Council will vote to transfer Three Thousand Four Hundred Ten Dollars (\$3,410) to pay certain prior year unpaid bills, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY24 Legal Expenses	\$ 3,410.00	Brooks & DeRensis P.C.	\$ 3,410.00
TOTAL	\$ 3,410.00	TOTAL	\$ 3,410.00

Explanation: There was a mix-up about whether an FY 2023 outside counsel bill was addressed to the Joint Board or the Town. As a result of the confusion, neither party ever paid the bill. After review, it is a Town bill.

Council Order 2023-050

Council Order Authorizing the Town of Randolph to Enter Into an Intermunicipal Agreement Among the Town of Randolph, The City of Quincy, The Town of Holbrook, The Town of Weymouth and The Town of Braintree Concerning the Provision of Public Health Services

The Randolph Town Council hereby authorizes the Town Manager to execute, and the Town of Randolph to enter into, the Norfolk County 5-EAST (NC5E) Inter-Municipal Agreement Concerning Collaboration Among The Town of Randolph, The City of Quincy, The Town of Holbrook, The Town of Weymouth and the Town of Braintree concerning the provision of public health services (the “NC5E Agreement”) in substantially the form attached hereto, as well as any other related agreements or documents as necessary to effectuate the provision of public health services as described in the NC5E Agreement and to take any other actions necessary to carry out the terms of the NC5E Agreement, to amend the terms of the NC5E Agreement, or to terminate the NC5E Agreement, in the best interests of the Town of Randolph.

Council Order 2023-051

FY2024 Randolph Community Preservation Committee Projects

To see if the Town Council will vote to appropriate the projects recommended by the Community Preservation Committee for the amounts shown below and from the reserves identified:

Project	Amount	Reserve
Pickleball Courts Area	\$ 105,000	Open Space & Recreation
Historic Properties Survey 2023	\$ 36,300	Historic

Council Order 2023-052

Prior Fiscal Year Unpaid Bill

To see if the Randolph Town Council will vote to transfer \$193.12 to pay certain the prior year unpaid bill, as identified in the chart below:

SOURCE		SOURCE	
Description	Amount	Description	Amount
FY24 Town Clerk Expenses	193.12	Annin Flagmakers	193.12
TOTAL	193.12	TOTAL	193.12

Explanation: The final invoice arrived after July 1st, 2023. This is for three 3x5 Purple Heart Flags that fly outside Town Hall. We order three at a time to ensure we have backup flags available.

Council Order 2023-053

Authorization and Approval for Memorandum of Agreement (“MOA”) For New Successor Collective Bargaining Agreement Between The Town of Randolph, Massachusetts and Randolph Firefighters, Local 1268, IAFF (“Union”)

The Town Council hereby authorizes and approves the Memorandum of Agreement (“MOA”) Between the Town of Randolph, Massachusetts, and Randolph Firefighters, Local 1268 (“Union”) for the new successor collective bargaining agreement for the period of July 1, 2023 through June 30, 2026, and hereby authorizes the Town Manager to take any actions necessary to execute that MOA, in substantially the form attached hereto, and any related documents.

Council Order 2023-054

Transfer of ARPA Revenue Loss Funds

To see if the Randolph Town Council will vote to transfer \$16,000 from the ARPA Coronavirus State and Local Fiscal Recovery Funds Revenue Loss to fund a payroll review to be conducted by the Collins Center and \$306,000 to the FY24 Fire Department Salary budget.

Explanation: Payroll Review- The review will consist of an assessment of the payroll function to identify potential areas of improvement in procedure, documentation, and processing. In addition, the assessment will involve a review of any existing formal and informal practices, documentation and data entry with the goals of eliminating redundancy and increasing efficiency and accuracy; FY24 Fire Department Budget- The funds transferred will be used to pay for one-time and stipend-related costs of the fire contract between the town and the union. The department is down a number of positions due to retirements, injuries and FMLA. I expect that additional funds will be needed later in the year.

Council Order 2023-055

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: **In section 18-3(F), the Table of Revolving Funds, under the following headings:** Revolving Fund, add Recreation/Senior Trips and Tours; Department Authorized to Spend from Fund, add Director of Community Programs; Fees, Charges or Other Receipts Credited to Fund, add Fees and Donations Related to this program; Program or Activity Expenses

Payable from Fund, add All expenses to support running the programs and transfer to General Fund; Restrictions or Conditions on Expenses, add None; Other Requirements/ Reports, add None; Discal Years, add Fiscal Year 2024 and subsequent years.

Explanation: This is to expand offerings in Community Programs for both the Recreation Department and Senior Department. This account will be used to run trips and tours for Randolph residents. In the past, we used a tour company that would take the payments directly from those attending and run the trip but they are no longer in business. This Council Order will allow us to take in the funds that will be used to pay for transportation, tickets, tour guides, etc.

**Council Order 2023-056
FY2024 Revolving Fund Spending Authorization**

To see if the Town Council will approve pursuant to G.L. c.44 s.53E1/2 establishing the fiscal year 2024 spending authorization for the following new revolving fund established by section 18-3 of the general ordinances of the Town of Randolph, Department Revolving Funds, as shown below:

Revolving Fund	FY2024 Spending Authorization
Recreation/Senior Trips, Tours & Programming	\$ 45,000

**Council Order 2023-057
Grant of Location to Massachusetts Electric Company for new Joint or Identical Utility Pole Locations Within the Town of Randolph - North Street**

Consistent with the requirements of M.G.L. ch. 166, Section 22 and any other applicable law, The Randolph Town Council hereby grants joint or identical locations within the Town of Randolph and hereby authorizes Massachusetts Electric Company d/b/a National Grid to locate poles, wires, and fixtures described as SO Pole 31-50, approximately 200 feet Northeast of the centerline of the intersection of North Street and Pleasant Street, at approximately 42.10°08.2’N 71.02°09.9’W, including the necessary sustaining and protecting fixtures and to perform the necessary work to construct and maintain said pole and any wires or connections to said pole, and hereby requires that all work be substantially consistent with the application and draft Order that has been submitted by Massachusetts Electric Company d/b/a National Grid, Inc., which is attached hereto.

A copy of this entire Council Order can be found in the Town Council Office.

**Council Order 2023-058
Purchase and Use of New Election Tabulators**

To see if the Randolph Town Council will vote to approve the discontinuance of the use of the Town’s current Election Tabulators, which are Accu-Vote Optical Scan Tabulators, and approve the purchase and use of new Election Tabulators, as recommended by the Town Clerk in the attached letter, for the March 5, 2023 Presidential Primary, and going forward for all future primaries, preliminary elections and elections thereafter held in the Town of Randolph.

Explanation: MGL c. 54, §34 requires that the Town Council vote to:

Approve the discontinuance of the use of the Town’s current election tabulators, which are Accu-Vote Tabulators, at least 120 days prior to an election at which new election tabulators are to be used, and Approve the purchase and use of new election tabulators for use in the March 5, 2023 Presidential Primary, and for use thereafter in all primaries, preliminary elections and elections going forward to be held in the Town of Randolph. Funding for the new tabulators was approved in the Town’s 2024 Capital Improvement Plan.

Council Order 2023-059

Establishment and Funding of FY2024 Reserve Fund

To see if the Randolph Town Council will establish a Reserve Fund for FY2024 to provide for 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 Two Hundred Thousand Dollars (\$200,000) to be placed in said Reserve Fund.

Council Order 2023-060

Prior Years Unpaid Bills

To see if the Randolph Town Council will vote to transfer \$2,349.86 to pay certain prior years unpaid bills related to the General Fund, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY24 Conservation Expenses	\$ 725.00	Landlaw Specialty Publishers	\$ 725.00
FY24 IOD Expenses	\$ 1,624.86	Cabot Risk Strategies Inc.	\$ 1,624.86
TOTAL	\$ 2,349.86	TOTAL	\$ 2,349.86

Council Order 2023-061A

Proposed Amendments to Town Council Rules Pertaining to Public Comments

To see if the Randolph Town Council will amend Town Council Rule Section 27, pertaining to public comments.

A copy of this entire Council Order can be found in the Town Council Office.

Council Order 2023-062

Grant of Location to Massachusetts Electric Company and Verizon New England, Inc. for new Joint or Identical Utility Pole Locations Within the Town of Randolph - Oakland Street

Consistent with the requirements of M.G.L. ch. 166, Section 22 and any other applicable law, The Randolph Town Council hereby grants joint or identical locations within the Town of Randolph and hereby authorizes Massachusetts Electric Company d/b/a National Grid and Verizon New England, Inc. to locate poles, wires, and fixtures described as JO Pole P1-50, approximately 132 feet Northeast of the centerline of the intersection of Oakland Street and Orchard Street, at approximately 42.11'02.6"N 71.03'03.8"W, including the necessary sustaining and protecting fixtures and to perform the necessary work to construct and maintain said pole and any wires or connections to said pole, and hereby requires that all work be substantially consistent with the application and draft Order that has been submitted by Massachusetts Electric Company d/b/a National Grid, Inc. and Verizon New England, Inc., which is attached hereto.

A copy of this entire Council Order can be found in the Town Council Office.

Council Order 2023-063

Grant of Location to Massachusetts Electric Company and Verizon New England, Inc. for new Joint or Identical Utility Pole Locations Within the Town of Randolph - North Main Street

Consistent with the requirements of M.G.L. ch. 166, Section 22 and any other applicable law, The Randolph Town Council hereby grants joint or identical locations within the Town of Randolph and hereby authorizes Massachusetts Electric Company d/b/a National Grid and Verizon New England, Inc. to locate poles, wires, and fixtures described as JO Pole P1-50, approximately 150 feet Northeast of the centerline of the intersection of North Main Street and Pond Street, including the necessary sustaining and protecting fixtures and to perform the necessary work to construct and maintain said pole and any wires or connections to said pole, and hereby requires that all work be substantially consistent with the application and draft Order that has been submitted by Massachusetts Electric Company d/b/a National Grid, Inc. and Verizon New England, Inc., which is attached hereto.

A copy of this entire Council Order can be found in the Town Council Office.

Council Order 2023-064

Transfer of General Fund Free Cash for purchase of Skid Steer

To see if the Randolph Town Council will vote to approve a transfer of \$75,000 from the certified General Fund free cash for the purchase of a new skid steer.

Explanation: This is a request to replace a 10-year-old Skid Steer for the DPW. It would cost over \$30,000 to replace only the engine. This vehicle is used throughout the year for various tasks – brush removal along trails and roads, trench work, snow removal in areas not suitable for the sidewalk machine and tree work.

Council Order 2023-065

Transfer of General Fund Free Cash for Facility Management Services

To see if the Randolph Town Council will vote to approve a transfer of \$150,000 from the certified General Fund free cash for facility management services.

Explanation: The town has many projects that need direct leadership for procurement and project oversight such as the Town Hall windows, A/C roof units, Treasurer/Collector window/office redesign and the school based health care center. These funds will be used to hire a firm and/or individual to complete these critical projects.

Council Order 2023-066

Transfer of General Fund Free Cash for local match portion of Senior Van

To see if the Randolph Town Council will vote to approve a transfer of \$26,260 from the certified General Fund free cash for the local match portion of 20% related to the Mass DOT grant to purchase a new van.

Explanation: The town has received a state MassDOT grant for the purchase of a new vehicle for senior van transportation. There is a 20% local match requirement. The cost of the van is \$121,000 (state: \$96,800, town: \$24,200). The town has added two items not part of the base bid at a cost of \$2,060: a back up camera system and divider between the driver and the back area (this used to be standard on the van).

Council Order 2023-067

Transfer of General Fund Free Cash for MS4 Services

To see if the Randolph Town Council will vote to transfer \$40,000 from the certified free cash to the FY24 DPW Highway expense budget to fund costs associated with Year 6 of MS4 services.

Explanation: These funds will be used to fund a contract with BETA for the Year 6 MS4 work that the Town is obligated to complete. BETA has completed the other phases of this project for the Town. BETA will accomplish the following: Stormwater management Updates, Public Education, Illicit Discharge and Elimination Program, catch basin cleaning, street sweeping and winter road maintenance data and collect reporting forms for the various tasks for annual reporting. BETA will compile the information as the year progresses rather than waiting until the end of the year - this is to protect the Town in case of an EPA audit.

TOWN MANAGER

In 2023, Randolph experienced a year marked by growth, resilience, and community-driven achievements. The commitment of all departments to enhancing the quality of life for our residents has been evident, with leadership and innovation at the forefront of ensuring that the town continues to thrive.

The Randolph Police Department (RPD) remained a cornerstone of public safety throughout the year, handling over 22,000 calls. Their community policing efforts, including initiatives like National Night Out, Coffee with a Cop and assisting with Senior Olympics, helped build trust and foster strong relationships with residents. The department also focused on addressing the evolving needs of the community, particularly in mental health. With Crisis Intervention Team (CIT) training and collaborations with mental health clinicians, the RPD has been proactive in offering vital support. Additionally, the introduction of body-worn cameras for transparency and rugged tablets for officers has enhanced their operational effectiveness.

The Randolph Fire Department (RFD) continues to face a growing demand for services, responding to 6,534 emergency calls throughout the year. A major accomplishment for the department was securing a \$2.2 million SAFER grant, which allows for the hiring of eight new firefighters. This expansion has allowed the RFD to meet increasing service demands and respond more effectively to emergencies. Furthermore, RFD's fire prevention and education programs reached over 1,000 students, while initiatives like Senior SAFE helped ensure the protection of older residents. These efforts reflect the department's ongoing commitment to safeguarding our community.

The Randolph Public Health Department continued to play a vital role in the town's health strategy. The department conducted over 240 food safety inspections, managed nuisance complaints, and provided services such as rabies clinics and animal control. A particularly noteworthy achievement was the 88% reduction in COVID-19 cases compared to the previous year. This success was a direct result of the department's diligent efforts to manage health crises and promote the well-being of the community. The Public Health Department has also taken the lead on the utilization of Opioid Settlement Funds to determine the best way to assist our community with the opioid crisis.

The Department of Public Works (DPW) made substantial progress in maintaining and improving the town's infrastructure. The Engineering/GIS Division played a key role in managing site plans and ensuring stormwater compliance. The DPW is overseeing several important projects, including being awarded a \$500,000 Complete Streets initiative and a \$400,000 economic development grant for intersection improvements. The Sewer and Water Divisions also ensured the integrity of Randolph's water and sewer systems. The new Water Treatment Plant will be completed in January 2026 which is on time and on budget. In the meantime, Randolph remains in compliance with all MassDEP water standards. These projects are essential in maintaining the resilience of Randolph's infrastructure as the population continues to grow.

Randolph Community Programs (RCP) had an exceptional year, launching initiatives such as Randolph Day in June and the National Fitness Court at Belcher Park. The Social Services program had a significant impact, providing resources to 190 regular clients and hosting the town's first Social Services Fair. Additionally, RCP's efforts in digital inclusion were recognized with the National Digital Inclusion Trailblazer award. Community events, such as the Night Before the 4th Parade and the Mid-Autumn Lantern Festival, also played a key role in bringing the community together, showcasing Randolph's diversity and fostering a sense of unity.

The Turner Free Library (TFL) made remarkable strides in 2023, further enhancing its outreach and services. A \$524,000 federal grant secured by Congresswoman Pressley allowed us to procure a bookmobile, expanding access to library resources across town and work with the public schools. The library also introduced Sunday hours, attracting over 1,000 visitors in just three months. With over 1,300 events held and

nearly 19,000 attendees, TFL's commitment to literacy, digital resources, and community collaboration has enriched the lives of many residents.

The Planning Department made significant advancements in shaping the future of Randolph. Efforts to update zoning regulations and ensure compliance with the Massachusetts General Law Chapter 3A (MBTA Communities Act) will create opportunities for future housing development and ensure Randolph remains eligible for state grants. The department is also advocating for the creation of a Shared Housing Services Office (SHSO), which will oversee affordable housing. The Planning Department also manages our Community Development Block Grant. This grant funds housing repairs and childcare subsidies, ensuring that Randolph remains a sustainable and welcoming community for all.

In conclusion, 2023 was a year defined by collaboration, progress, and innovation. While I did not highlight every town department, each department has contributed to Randolph's continued growth, with remarkable achievements made possible by the hard work of staff and the dedication of the community. As we move into a new year, we are poised to build on these successes and ensure that Randolph remains a vibrant and thriving community.

I would like to take a moment to express my heartfelt appreciation for several key members of the Town Manager's Office. First, I want to offer my sincere gratitude to my exceptional Administrative Assistant, Donna Hall. Donna is a vital part of our team and plays a crucial role in representing our office, always greeting the many visitors we receive at Town Hall with warmth and professionalism. Her unwavering dedication and tireless effort are truly valued.

I also want to recognize the outstanding work of Anne Barkhouse. Anne has been a tremendous asset, providing invaluable assistance with personnel matters such as human resources, payroll, health insurance, and benefits. Her commitment to our work is truly remarkable.

I must also extend my thanks to Town Attorney Christine Griffin. Christine is not just an attorney, but a trusted advisor and a key partner in many of our initiatives. Her legal expertise and support have been instrumental to our success.

Lastly, I want to acknowledge Natalie Oliveras, Clerk to the Town Council. Natalie plays an essential role as the liaison between my office and the Town Council, helping to foster communication and collaboration.

I would also like to express my appreciation to all the department heads in the Town of Randolph. Your hard work and dedication are crucial to the success of our office and the well-being of our community. Thank you for your continued commitment and excellence in everything you do!

Respectfully submitted

Brian Howard
Town Manager

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 a variety of Town Officers, Boards and Departments on a wide range of topics during 2023, including the following: Open Meeting Law, Public Records Law, State Ethics Act, Procurement, Acquisition and Disposition of Real Property, Public Ways, Roberts Rules of Order, Labor and Employment Matters, Litigation, Appeals, Arbitration, Code Enforcement, Public Health Rules and Regulations, Municipal Finance, Building Code Violations, Zoning Violations, Special Permits, Variances, Civil Service Rules, Collective Bargaining Agreements, Payroll and Benefits, ADA Compliance, FLSA Compliance, FMLA Compliance, Licensing Matters, Tax Title, Tax Abatements, Tax Payment Plans, Remote Access To Public Meetings and Public Comments at Public Meetings.

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, licensing challenges, civil rights/discrimination claims against the Town and disputes about land use and Town permitting. The Town continued its active opposition to the TLA project that is proposed in Holbrook. The Town also continued to participate in the settlements of the lawsuit, along with a number of other municipalities, against opioid manufacturers and distributors for the part they played in creating the opioid crisis. The Town has also joined the national lawsuit, along with a number of other municipalities, concerning PFAS contamination in public water supplies and elsewhere.

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

RANDOLPH PUBLIC SCHOOL DEPARTMENT

The RPS Teaching and Learning Team’s mission is to lead, innovate, and inspire teaching & 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 support of building leaders and the departments of technology, language acquisition, special education, and student services.

Instructional Vision

We believe that learning is a right. Randolph Public Schools embrace the diversity of our community by building strong partnerships among students, staff and family.

Our classrooms are incubators for innovation and social change.

Teachers use project-based learning (multi-tiered, inclusive, culturally sustaining practices) to engage diverse learners in rigorous, meaningful and collaborative tasks.

Students engage with high-quality, diverse and complex problems, to become critical thinkers and problem solvers to foster a love for learning and to cultivate the knowledge, skills and sense of agency to become influencers and changemakers in their community.

As a result, students, teachers, families and the community see and feel the joy in learning.

Professional Development

Professional Development over the 2023/24 school year centered around the skillful implementation of curricular programs, strong instructional practices, safe and supportive schools, and adult culture and school climate.

RPS offers professional development during the school day on one full day and 8 early release days and after school hours. We have book clubs, graduate level courses and asynchronous learning offerings.

Curriculum

District Curriculum Philosophy

A coherent, culturally responsive, and articulated curriculum provides challenging, purposeful, and on grade level learning, is based on high standards for all, and has supports and scaffolds to meet learners’ needs.

Belief Statements

We believe that a coherent, culturally responsive and articulated curriculum:

- validates students’ experiences and values, disrupts power dynamics that privilege dominant groups, and empowers students,

- provides equal access to high quality curriculum across district schools and programs, ensuring equity for all district learners regardless of school of attendance.
- ensures coordination from level to level, significantly contributing to student learning.
- provides opportunities for differentiation based on student need.
- allows for teacher creativity in delivering curriculum and creating meaning for students.
- responds to change in a timely and thoughtful manner, grounded in research.

Key Elements of the Framework

1. Philosophy and beliefs - Each content area has a philosophy statement and set of beliefs that align with the District Curriculum Philosophy and the vision and mission of Randolph Public Schools.
2. Standards-based - Curriculum development is based on the Massachusetts State Frameworks. To ensure rigor and to help prepare all students for post-secondary options, the review committee will cross check curricular standards with SAT and ACT college readiness benchmarks where applicable.
3. Alignment - The framework provides for vertical and horizontal alignment of curriculum that articulates both scope and sequence within curricular areas and across curricular areas.
4. Culturally Responsive - Curriculum resources and materials represent diversity of characters, have authors that represent diverse groups, shows the assets and struggles of diverse populations, offers different points of view on the same topic, provides avenues for students to learn about social, political, or environmental concerns that affect their lives and encourages students to take actions that promote equity within the school or community
5. Specific Content Area Curriculum - Standards are translated into specific content curriculum.
6. Summative Assessments - The framework provides for identification of summative assessments that are aligned with content area standards, and allows for development of formative assessments to improve curriculum and instruction.
7. Professional development - Professional development needs and initiatives that support curriculum implementation and assessment are identified.
8. Budget - Recommendations from curriculum review teams must include a budget that anticipates costs for instructional materials, staffing, training and other factors that impact its implementation.

5 Stages of the RPS Curriculum Review Process

STAGE 1: Review Data and Outcomes with Current Instructional Materials

Create PK-12 Curriculum Teams analyze data, and develop a plan for curriculum revision that includes expected outcomes, timeline, and budgetary implications

Examination of all curriculum documents, including the scope and sequence, curriculum maps, essential questions, and common assessments.

STAGE 2: Evaluate and Selection

Develop and/or revise curriculum based on needs identified in Stage 1 report.

STAGE 3: Implementation ~ 1-3 years

Implement new curriculum and materials. The district provides materials and professional development for the revised curriculum, as well as overall support.

STAGE 4: Monitor

Monitor the implementation of the curriculum and its scope and sequence. Adjustments to documents or assessments are made as necessary. Professional development offerings related to curriculum, instruction, assessment, and resources continue to be provided. Data is continually collected for purposes of evaluation.

STAGE 5: Evaluate & Assess

Evaluate strengths/weaknesses in the curriculum and/or newly adopted materials and/or programs. Prepare to begin a new curriculum study next year.

Mathematics

This year in Mathematics, we are focusing on supporting students to think critically and problem solve. Teachers are lesson planning focusing on small group instruction to implement skills as well as increasing student to student discourse with rich thinking tasks.

- K - 12
 - All K - 12 Math teachers received professional development on “Building a Thinking Classroom.” The goal is to have students THINK including collaborating with each other, justifying answers, and thinking critically. This follows our math vision for students to productively struggle, become critical thinkers and explore mathematical concepts.

- K - 5
 - Grades K - 5 are continuing to use Great Minds Eureka for the core curriculum. The program has students 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).
 - Grades K - 5 received a grant for ST Math. It is a visual instructional program focusing on reasoning to solve math problems. Students work on challenging puzzles and receive formative feedback. Students build deep conceptual understanding.
 - Grade K - 2 teachers and math interventionists started to implement Assessing Math Concepts (AMC) as a diagnostic. The assessments are one-to-one interviews with students focused on foundational skills. Teachers are implementing Developing Number Concepts including teacher led, small group, and individual activities to build foundational math skills. Teachers have received professional development and planning time for AMC and DNC.
 - K - 5 will begin a curriculum review process starting in SY24/25.

- 6 - 8
 - Grades 6 - 8 are continuing to use Open Up Resources. This program develops students into mathematical thinkers and to help them 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).
 - We are continuing to create common assessments for each unit of study on Edulastic to analyze the data and create action plans.
 - Grade 8 Algebra is piloting a new curriculum as part of the high school curriculum review process.

- 3 - 11
 - We continue to use iReady three times a year to analyze performance and growth. Teachers are implementing resources from iReady into their curriculum for additional resources including Tools for Instructions, Personalized Instruction, and Growth Monitoring. Students are using “My Path” to build their individual skills.

- 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)
 - AP Statistics
 - Financial Literacy
- This year, the RHS math department has begun the project of evaluating and selecting high-quality instructional materials for a comprehensive and unified math program for grades 9 - 12. Our review team created a vision and priorities that aligned with the school and district visions. These priorities included: District and State Alignment, Promote Teacher Accessibility, Foster Student Identity, Impactful Instructional Strategies, High Quality Tasks, Student Accessibility. We are piloting Illustrative Math and Open Up Resources. After data is collected from the pilot, it will be reviewed with teachers, and a selection will be made this spring

Science and Technology

This is year three of RPS' implementation of Project Lead the Way's (PLTW) Launch curriculum in our elementary schools. Project Lead The Way provides transformative learning experiences for PreK-12 students and teachers across the U.S., creating an engaging, hands-on classroom environment and empowering students to develop in-demand knowledge and skills they need to thrive. RPS elementary science teachers are all PLTW-certified educators, having completed a two-day training program. Elementary students engage with 6 modules of PLTW Launch over the course of the school year, at least one of which is physical science-based, one of which is life science-based, one of which is Earth & space science-based, and one of which is computer science-based. The other two modules' content varies depending on grade level. All PLTW Launch modules embed the engineering design process directly into the lessons' content. The SY 23/24 scope and sequence for elementary modules is as follows:

Module Order		1st	2nd	3rd	4th	5th
1	Matter: Floating & Sinking	Structure & Function: Exploring Design	Animal Adaptations	Stability and Motion: Science of Flight	Earth: Past, Present & Future	Earth's Water & Interconnected Systems
2	Life Science: Living & Nonliving Things	Light & Sound	The Changing Earth	Weather: Factors & Hazards / Earth: Human Impact & Natural Disasters (Weather section)	Stability & Motion: Forces & Interactions	Ecosystems: Flow of Matter & Energy
3	Sunlight & Weather	Light: Observing the Sun, Moon, & Stars	Materials Science: Properties of Matter	Life Cycles & Survival	Energy Exploration - Main Focus Earth: Human Impact & Natural	Matter: Properties & Reactions

					Disasters (energy conversion)	
4	Pushes & Pulls	Designs Inspired by Nature	Materials Science: Form & Function	Environmental Changes	Organisms: Structure & Function	Patterns in the Universe
5	Structure and Function: Human Body	Living Things: Needs and Impacts	Living Things: Diversity of Life	Variation of Traits	Input/Output: Human Brain	Waves & The Properties of Light
6	Animals & Algorithms	Animated Storytelling	Grids & Games	Programming Patterns	Input/Output: Computer Systems	Robotics & Automation

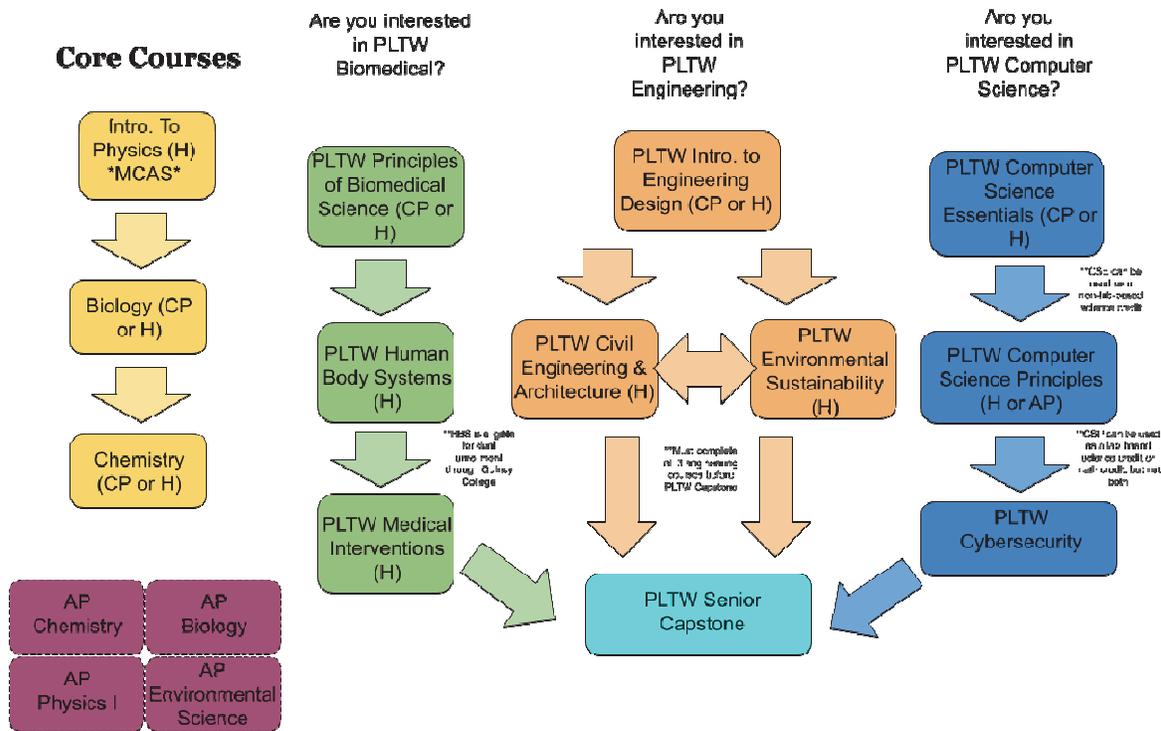
- K-2
 - All students attend 4 science & technology classes/week taught by a specialist teacher
 - Sample units include diversity of life, pushes and pulls, and observing the Sun, moon, and stars
- 3-5
 - All students attend 5 science & technology classes/week taught by a specialist teacher
 - Sample units include patterns in the universe, environmental changes, and energy conversions

RCMS is in year 3 of a 3-year adoption of OpenSciEd (OSE). OSE provides teachers the materials and support to get ALL students excited and 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 4-day training during the summer of 2021, a 2-day training in early 2022, a 2-day training in the summer of 2022, a 2-day training in February of 2023, and a 2-day training in the summer of 2023. Their last 2-day training will happen in February of 2024. The SY 23/24 scope and sequence for OSE units is as follows:

- 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?
 - Forces at a Distance: How can a magnet make something move without touching it?
 - Plate Tectonics and Rock Cycling: What causes Earth's surface to change?
 - Cells and Systems: How do living things heal?
 - Earth in Space: How are we connected to the patterns we see in the sky and space?
- 7
 - Contact Forces: Why do things sometimes get damaged when they hit each other?
 - Thermal Energy: How can containers keep stuff from warming up or cooling down?
 - Matter Cycling and Photosynthesis: Where does food come from and where does it go next?
 - Ecosystem Dynamics: How does changing an ecosystem affect the lives there?

- Earth's Resources & Human Impact: How do changes in the Earth's system impact our communities and what can we do about it?
- Natural Hazards: Where do natural hazards happen and how do we prepare for them?
- 8
 - Chemical Reactions & Matter: How can we make something new that was not there before?
 - Chemical Reactions & Energy: How can we use chemical reactions to design a solution to a problem?
 - Metabolic Reactions: How do things inside our bodies work together to make us feel the way we do?
 - Genetics: Why are living things different from one another?
 - Natural Selection and Common Ancestry: How could things living today be connected to the things that lived long ago?
 - Weather, Climate, & Water Cycling: Why does a lot of hail, rain, or snow fall at sometimes and not others?

RCMS also has exploratory technology & engineering classes at each grade level that meet on an A day/B day schedule. 6th-grade students take an engineering class that integrates digital technology with tangible hands-on problem solving. The engineering course's primary curriculum is PLTW's Design and Modeling. 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. 8th-grade students continue to integrate digital technology with tangible hands-on problem solving. This course's primary curricula are PLTW's Medical Detectives and PLTW's Science of Technology. RHS offers 3 pathways in addition to the core science and AP science offerings: Biomedical Science, Computer Science, and Engineering. These pathways are intentional educational structures within RHS which include a rigorous academic course of study, authentic contextual learning experiences, caring adults to provide guidance and advising; and social, emotional and learning supports designed to prepare students for college and career. The infographic below displays the SY 23/24 science, technology, and engineering course offerings including core courses, AP courses, and pathway courses, as well as projected future courses to be implemented as the pathways further develop.



**Unless otherwise stated, all courses count towards lab-based science credit

Next year will see the additions of PLTW Medical Interventions, PLTW Environmental Sustainability, and PLTW Cybersecurity, with Senior Capstone coming in SY25/26. RHS is in the process of building a state of the art engineering lab that will provide students with the most authentic, industry-standard experiences possible, preparing them for competitive placement in colleges and careers. The lab is expected to open for the 24/25 academic year.

Humanities

Year 2 K-8 ELA curriculum- EL Education

After the first year of implementation (22/23 school year) year two implementation goals were identified as pacing to reach all grade level standards and differentiating the program to meet the needs of all learners. In grades 6-8, this work was funded through a competitive grant award, GLEAM and led by consultants TNTP as well as our own district curriculum leaders and coaches.

New ELA curriculum 9-11, ODELL High School Literacy Program

Last year the Humanities department undertook the project of evaluating and selecting high-quality instructional materials for a comprehensive, research-based, culturally relevant and unified ELA program for Randolph High School.

RPS is so proud to share that we are currently skillfully implementing EL Education in grades K-8 and Odell High School Literacy Program. We feel really proud of this choice our educators made to offer our students an incredible learning experience in ELA. All students in RPS will have ELA experiences that include:

- Equity & Inclusion
- Embedded Social Emotional Learning
- Knowledge-Rich, Substantive Content
- Open Educational Resource (OER)
- Students own their learning
- Curriculum as Professional Development

- Science of Reading aligned
- Standards-based
- Project-based assessments

History and Social Studies Curriculum

Over the last two years, Randolph made several curriculum shifts at the middle and high school level in order to provide teachers with rigorous, standards-aligned, culturally responsive resources.

- 6th and 7th grade teachers are implementing DESE’s Investigating History Program. These teachers participated in professional development in the Investigating History curriculum with a focus on backwards design and project based learning.
- 8th grade teachers participated in the Democratic Knowledge Project program. These teachers participated in professional development in the DKP curriculum with a focus on civics action.
- High School teachers received professional development around inquiry based unit design which connects to our district initiative of project-based learning.
- At the high school level, the implementation of the civic action project will take place in the tenth grade US History II course in the general education setting, as well as the sub separate AIM program. Teachers at Randolph High School will receive ongoing coaching support to assist with the implementation of the project. A cohort of students from each school will attend either the DESE or Generation Citizen statewide Civics Day events.
- RPS curriculum leaders have applied for a grant that’s main goal is to deepen the course content for the Genocide and Conflict course offered at RHS in compliance with the requirements of Bill S.327, *An Act Concerning Genocide Education*.

Instructional Coaching K-12.

Coaching is an ongoing support for teachers to enhance student learning. Coaching is non-evaluative.

Coaches support in both formal and informal ways. When a teacher wants to improve their practice in any way, coaches are available to partner. Some ways coaches do this are:

- Coaching Cycles
- Data Analysis
- Thought Partner
- Professional Learning/Professional Development

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.

- Dynamic Indicators of Basic Early Literacy Skills (DIBELS) 8
 - All students grades K-5 and students grades 6-8 as needed
 - Early literacy skills
 - Students assessed 3 times yearly

- Executing data meetings and progress monitoring
- i-Ready
 - Online Assessment, 3 times yearly
 - ELA Gr. 2-11
 - Math Gr. 1-9
 - Measures achievement and growth
 - Adaptive

For even more information about Teaching and Learning in Randolph Public Schools, visit our [website!](#)

Special Education and Student Services at RPS SY 2022-2023

Pupil Personnel Services - January 2023

A. Special Education and Out of District at RPS SY 2022-2023

I. *Overview/Description of the Department:*

The Randolph Public Schools District (RPS) is committed to providing a continuum of services that offers students the opportunity to equitable access to the general curriculum in the district 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 social-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 pre-k program. Services and programs are designed in alignment with the Individuals with Disabilities Education Act with federal and state laws to meet the needs of Randolph Public Schools students. These services and programs are provided at no cost to students who qualify.

We also oversee programmatic and fiscal responsibilities for students attending special education collaborative programs or private special education schools.

In addition to the above-mentioned programs, services and instructional responsibilities, the department coordinates other related services, along with evaluative assessments, specialized transportation, assistive technology, legally mandated extended school year programming, and other specialized services including the multi-tiered systems of supports through the (RMTSS).

Out of District Special Education

Randolph Public Schools is fully and solely programmatically and fiscally responsible for 45 Out of District Students ages 3 - 21. RPS additionally shares programmatic and fiscal responsibility for 4 students, is solely responsible fiscally for an additional 4 students, and solely programmatically responsible for an additional 3 students for a total of 56 out of district students. Additionally, RPS has 2 students in Out of District Placements for a temporary evaluation period to determine the Least Restrictive Environment and supports necessary for each student to make effective progress.

The approximate cost for all 54 of these students is **\$\$4,325,364.41** for the 2023-2024 Fiscal School Year.

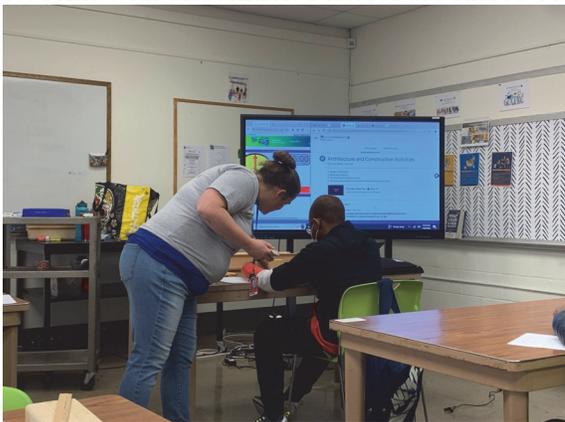
- #### **II. *Community Partnerships*** – This school year, RPS continues our partnerships with the following agencies/institutions to strengthen our special education programming and staff.

- [ACCEPT Collaborative](#) for our inclusion program evaluations, Therapeutic Learning Center (TLC) at the Randolph Community Middle School (RCMS) and AIM Academy program evaluations and consultations for our various programs
- [Pilgrim Academy Collaborative](#) for our Board-Certified Behavior Analyst (BCBA) and Applied Behavior Analyst (ABA) services
- [Equity Intersection](#) for the professional development to our paraprofessionals at the middle and high school focus on implicit bias training
- [RIBAS Associates](#) for our co-teaching practices at the Randolph Community Middle School
- Various agencies for personnel staffing including SpeechGuru, Boston Tutoring, Soliant, ProCare Therapy, Maxxim Staffing, and Norton
- **Yollete Ibokette**, for professional development to our related service providers in sustaining our students' cultures in instruction and curricula so students see themselves reflected in these areas

III. Recent Activities - This school year, we conducted for the following activities

- Our [Special Education Parent Advisory Council \(SEPAC\)](#) leaders Jennifer Mahoney and Danielle Shearer provided training opportunities from the [Federation for Children with Special Needs \(FCSN\)](#) to our community members and parents/guardians to
- **AIM and TLC Program Evaluation Report** - we conducted the program evaluation reports of these programs. The executive summary report will be available this Spring 2023 on the RPS website.
- **TLC at RCMS Program Evaluation** - Last Spring 2022, we completed the TLC Elementary Program Evaluation at the Lyons Elementary School. You can view the [executive summary](#) of this evaluation here.

IV. Pictures - We are very thankful for our special education teachers, related services providers and special education administrators for their dedication in educating and providing services to our students with disabilities. Pictures are shared below where you'll see some of them in action.



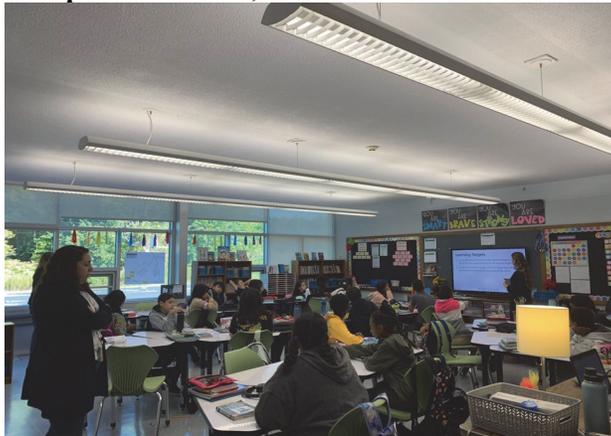
Christine Wilbur, one of our ILC teachers



Our social workers and school psychologists during their FBA training.



Stephanie Zdenek, one of our GROW Teachers



Laura Corbette, one of our Special Education inclusion teachers at the Donovan Elementary School



PIC•COLLAGE

Alpha Sanford, and Katy Sleczkowski
Meeting via zoom with an out of district student

B. Student Services and Social Emotional Learning at RPS SY 2022-2023

- I. Community Partnerships** – This school year, RPS continued upon and expanded our partnerships with the following agencies/institutions to strengthen our wrap around services and special education programs.

- Family Success Partnership through [READS Collaborative](#) - provides social work services to twenty identified families with high needs
- [Massachusetts School Mental Health Consortium](#) - provides consultation and professional development to our social workers and overall programming
- [Aspire Mental Health Center](#) and [MA Association of Mental Health](#) - RPS was awarded a grant in collaboration with MAMH to acquire an urgent care pediatric behavioral health clinician at the JFK and Donovan Schools, who will also consult with all schools in the district
- [BRYT consortium](#) - continues to support RCMS and RHS Bridge for Resilient Youth in Transition Programs, both in consultation and providing professional development in best practices. These programs serve students who are experiencing a mental health crisis and/or are transitioning back to school from a psychiatric hospitalization
- [Codman Square Behavioral Health](#) - is opening at RHS on January 30th and will provide mental health and therapeutic support to students as part of their soft launch
- [Care Solace](#) - provides all students, their families, and staff of RPS with a connection to mental health/behavioral health services in our community, ensuring that individuals have the support they need
- [Independence Academy](#) - located in Brockton, MA, Independence Academy is providing substance abuse evaluations to identified RPS students
- [Caron Treatment Centers](#) - is providing identified students with a Vaping Cessation Program and/or an Early Intervention Cannabis Treatment Group
- [SEED - Seeking Educational Equity & Diversity](#) - RPS is sending twelve educators to become SEED group leaders for our district
- [School Mediation Associates](#) - Richard Cohen and his team came to RCMS and RHS to train groups students, beginning our Peer Mediation programs in each school
- Flo Creed Jacobson Initiative and Mindful Schools- will partner with elementary schools to provide lessons in Mindfulness to students
- [Randolph Police Department \(RPD\)](#) - led by SRO Det. Kristen Gagnon and Det. Joao Santos donated a tremendous number of toys, winter clothing, and accessories to RPS students in December 2022

II. Recent Activities

- Overview of Social Emotional Learning/Mental Health (SEL/MH) supports at elementary schools

	SEL	Mental Health/Behavior Interventions	Parent Partnership/ Educator Trainings
Tier 3	<ul style="list-style-type: none"> ● Individual counseling 	<ul style="list-style-type: none"> ● TLC Program ● Ongoing individual & group counseling ● FSP referral ● Partnership with Aspire ● Screenings for Progress Monitoring 	<ul style="list-style-type: none"> ● Weekly check ins on student progress
Tier 2	<ul style="list-style-type: none"> ● Time-limited, targeted small group interventions ● Check in/check out 	<ul style="list-style-type: none"> ● Time-limited, targeted small groups (CBT curriculums) ● Short-term individual Counseling ● Functional Behavioral Assessments/ ● Creation of behavior plans ● Care Solace Referral 	<ul style="list-style-type: none"> ● SEED (Seeking Educational Equity and Diversity)
Tier 1	<ul style="list-style-type: none"> ● DESSA K-5 ● Toolbox Project ● PBIS ● Botvin Lifeskills (3-5) ● Mindful Schools ● Yoga sessions 	<ul style="list-style-type: none"> ● Mental Health Screening-beginning grade 5 ● Care Solace Referral 	<ul style="list-style-type: none"> ● Trauma Informed Skills for Educators ● Bullying Presentation- K-12 ● Presentation on substance abuse prevention (district) ● Presentation on depression and anxiety (district) ● CBT certification for S.W.-district ● SEL/MH website

- Overview of Social Emotional Learning/Mental Health (SEL/MH) supports at the secondary level

	SEL	Mental Health	Substance Abuse
Tier 3		<ul style="list-style-type: none"> • BRYT Program • TLC/AM Placement • Ongoing individual & group counseling • FSP referral • Partnership with Codman Square HS 	<ul style="list-style-type: none"> • Placement at Independence Academy
Tier 2	<ul style="list-style-type: none"> • Peer Mediation Program • Check In/Check out • Focus Room at RCMS 	<ul style="list-style-type: none"> • Time-limited, targeted small groups • Short-term individual Counseling • BRYT Alumni Status 	<ul style="list-style-type: none"> • Substance Abuse evaluations • Online course for Vaping Diversion Program • Small group for Early Intervention for Cannabis • Upper School placement Independence Academy • Vector Solutions online classes
Tier 1 Core	<ul style="list-style-type: none"> • RULER 6-12 • DESSA 6-12 • Botvin Lifeskills Training 6-9 • PBIS 	<ul style="list-style-type: none"> • Therapy dogs Phoebe • Bree From Depression grade 9 • SOS grade 7 • Active Minds student group • Mental Health Screening grade 7 and 9 • Care Solace Referral 	<ul style="list-style-type: none"> • SBIRT grade 7 and 9 • Hidden in Plain Sight Presentation

III. Pictures

Below: School Mediation Training Toolbox Project in Action



Above: Randolph Police Department with some of their donations



Above: Alan Jacobson, founder of Flo Creed Jacobson Initiative, presenting to district leadership on Mindful Schools

C. School Health Services at RPS SY 2022-2023

I. Overview/Description of the Department: The School Health office at each school is staffed by a Registered School Nurse. The Randolph Nursing Department also shares a licensed practical nurse who supports all of the schools. The School Nurse supports the educational process by assuring or maintaining the health of students. The role of the School Nurse includes:

- Maintaining student health records
- Assuring all students meet Massachusetts requirements for school attendance such as immunizations, communicable disease prevention, general health
- Managing health needs of student and staff during the school day
- Providing emergency care to student/faculty until the arrival of community emergency personnel
- Working with other professionals to promote health and safety of the school community
- Administering medications to students
- Preparing Individualized Health Plans for at risk students, including students with life threatening allergies and chronic illnesses
- Communicating with parents/guardians about the health of their child/children

II. Community Partnerships – This school year, Randolph Public Schools (RPS) started our partnerships with the following agencies/institutions to strengthen our school health services.

- **McLean School Nurse Liaison Project-** provides districts enrolled with a full-time advanced practice nurse with extensive pediatric psychiatry experience who offers professional development/education, resources, and consultation for mental health topics.
- **Forsythe Dental Program-** offers screenings, cleanings and referrals for further dental care to students at school 2x a year.
- **Randolph Board of Health** - In collaboration with the RPS nurses, they offer vaccination clinics at schools for staff and families and consultation services regarding communicable diseases. This year they are offering home inspections to families with illness or safety concerns to ensure violations are corrected.

- **Codman Square Health Services** - Their Optometrist, Dr. Huynh, will support nursing staff to complete DPH mandated vision screenings for various grades and provide referrals for comprehensive eye exams with Dr. Huynh at his Randolph office: Eyecare Etc.
- **UMass Nutrition Education Program** - A Nutrition educator will visit all the elementary schools in the spring to teach a series of in-person nutrition lessons.

III. *Recent Activities/Accomplishments-* Throughout the month of November, in collaboration with the RPS nurses, the Randolph Board of Health hosted Flu and Covid-19 booster vaccination clinics for all interested staff and families. We were able to help get over 200 individuals vaccinated before the holidays.

D. Multi-Lingual Learners at RPS SY 2022-2023

I. *Overview/Description of the Department:*

Randolph embraces its linguistically and culturally diverse multilingual learner (ML) population. Currently, more than 25 different languages, and countries from all around the world, are represented in our student body. This diversity adds a vibrant richness and new perspectives to all our classrooms!

In partnership with a caring community, RPS creates a dynamic learning environment which engages each of us to be inspired learners and responsible citizens, prepared to meet global challenges. The goal of the ML program is to help students from other language backgrounds learn and use English effectively, succeed academically, and become productive, contributing citizens while continuing to cherish their cultural heritage.

RPS follows a Sheltered English Immersion model, in which students receive English language development (ELD) instruction by licensed English as a Second Language (ESL) teachers and sheltered content instruction (SCI) by licensed subject-area or grade-level teachers. This program model is designed to support ELs both in their English language acquisition and in their academic learning.

SEI consists of two instructional components necessary for the effective instruction of MLs:

1. The SEI program requires grade-level content taught by SEI-endorsed core academic teachers using strategies to scaffold and differentiate instruction. Sheltered English Instruction is intended to make instruction in academic content areas, delivered in English, more comprehensible to ELL students.
2. ESL, taught by ESL certified teachers, includes direct ESL-instruction tailored to student's level of English proficiency, separate from core-content instruction. ESL instruction addresses the listening, speaking, reading and writing standards contained in the WIDA Instructional Framework for the English Language Development Standards.

The language development of EL students is the responsibility of both ESL and general education teachers.

II. *Community Partnerships*

Confianza supports our ESL teachers by leading a monthly professional learning community around lesson planning for our multilingual students.

Randolph Community Partnership is hosting a beginner ESL course for multilingual parents of RPS students paid for by the title III federal grant.

Massasoit Community College: Randolph High School recently hosted a representative from Massasoit Community College to support students/parents interested in starting their college career

at a community college. We discussed the Mass Transfer program, how to pay for college and how to apply.

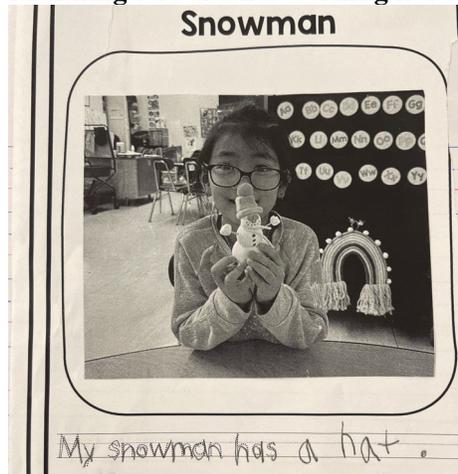
III. Recent Activities/Accomplishments

We have hired two new translation specialists this year to support our Spanish speaking and Portuguese speaking families.

ROSETTA STONE is being offered to all MLL parents that want to practice their English.

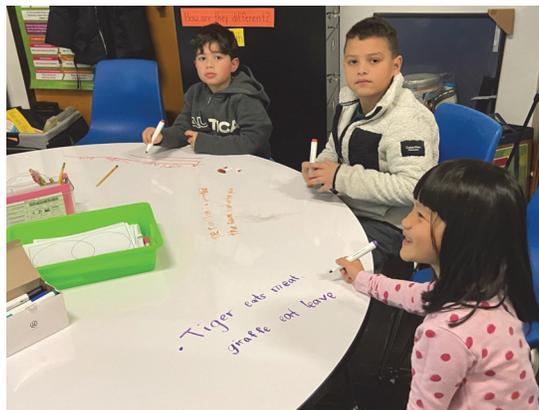
IV. Press Releases/Pictures We are very thankful for our ESL staff

Multilingual students working hard!



My snowman has a hat.

Donovan kindergarten multilingual students built and described snowmen.



Lyons 2nd grade multilingual students practice comparing and contrasting.

E. Early Childhood Learning (Integrated Pre-K) at RPS SY 2022-2023

I. Overview/Description of the Department:

The Integrated Pre-Kindergarten Program is designed to promote a child’s social, emotional, physical, and cognitive development, and provides an environment in which children with identified disabilities may learn both with and from peers with typical abilities in an inclusive setting. Although primarily provided to serve children with special needs, the Integrated Pre-Kindergarten Program features a comprehensive language-based, developmentally appropriate early childhood curriculum designed to meet the needs of a variety of learners. In those classrooms, children from the community presenting with typical abilities are invited to join as Peer Partners to work, talk, and

play alongside children with special needs. This partnership enhances the social, language, and overall academic development of all.

II. Community Partnerships – This school year, RPS started our partnerships with the following agencies/institutions to strengthen our early childhood education program:

- **Self-Help Inc** - Randolph Pre-K has partnered with SELF-HELP Inc to share resources with families of children 3-5 years old as well as those transitioning to Kindergarten and with our GLEAM Grant.
- **STARS** - Randolph Pre-K works closely with STARS Preschool in screening and referring students as well as in conjunction with our GLEAM Grant. We are also exploring options of being able to provide full day care with less transitions for our students that may attend both programs.

III. Recent Activities/Accomplishments

The Randolph pre-K Program was the recipient of the Preschool GLEAM Grant last year and is in our second year of the Grant. This year we are looking at curriculum with a goal of choosing a curriculum and any other supplemental materials to best meet the needs of ALL Pre-K students.

IV. Press Releases/Pictures

During the holidays the students, instead of sitting and singing for an audience, paraded through the hallways of the JFK school singing songs for each winter holiday.



Enrollment Numbers

January 2024	PK3	PK4	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
Donovan			62	66	74	57	87	72									418
JFK	54	98	64	66	70	45	50	54									501
Lyons			42	41	47	45	49	46									270
Young			44	43	54	47	49	44									281
RCMS									239	193	202						634
RHS												216	176	166	134	11	703
Out of District	2		1	2	2	3	4	7	6	5	6	6	4	2	4	5	59
Total	56	98	213	218	247	197	239	223	245	198	208	222	180	168	138	16	2866

January 2023	PK3	PK4	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
Donovan			64	70	60	82	79	75									430
JFK	75	63	64	69	46	55	55	52									479
Lyons			42	52	46	49	49	60									298
Young			43	50	43	42	33	38									249
RCMS									187	191	208						586
RHS												215	160	152	120	11	658
Out of District	1		1	2	2	4	3	7	2	5	4	5	5	3	2	5	51
Total	76	63	214	243	197	232	219	232	189	196	212	220	165	155	122	16	2751

January 2022	PK3	PK4	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
Donovan			69	60	83	66	68	60									406
JFK	45	62	60	46	53	56	58	47									427
Lyons			53	40	50	49	64	52									308
Young			51	42	42	37	41	36									249
RCMS									191	218	230						639
RHS												183	142	136	139	11	611
Out of District			1	1	3	2	4	2	5	3	3	2	4	4	7	7	48
Total	45	62	234	189	231	210	235	197	196	221	233	185	146	140	146	18	2688

January 2021	PK	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total	
Donovan			55	85	74	81	66	67								428	
JFK	75		43	54	56	63	55	44								390	
Lyons			35	49	50	66	53	48								301	
Young			40	46	38	46	38	47								255	
RCMS									217	240	217					674	
RHS												137	163	169	166	16	651
Out of District			1	1	3	3	4	2	5	3	3	2	4	4	7	7	49
Total	75		174	235	221	259	216	208	222	243	220	139	167	173	173	23	2748

Technology

All students in grades 2-12 have access to a school managed Chromebook. These Chromebooks are used for state and local testing, as well as Google Classroom and a host of other applications managed through Clever, a single sign-on solution. Students in grades K-5 have been issued ID badges that include a QR code that enables them to login to their Chromebook and Clever account. iPads are utilized in kindergarten and first grade.

CleverIDM was implemented this past year to assist with account management and provisioning across the district’s platforms.

All classrooms in the district are equipped with 65-inch touchscreen panels, mounted on carts. Use of these touchscreen panels improves collaboration and brings equity to the learning environment.

RPS implemented Sophos MDR, an enhancement to the district’s cybersecurity plan. This 24/7 Unified Threat Management service adds an extra layer of security and analysis on potential service interruptions detected in the district’s network.

For SY 24-25, all student registration will now be done using PowerSchool. The technical team continues its work to enhance the utility of the SIS, facilitating increased use and quality of data in district decision making and learning management.

The Public Address systems in each of the district’s schools has been standardized to a singular type of control unit. This streamlines training, support, and maintenance requirements.

Firewalls are being upgraded in all RPS elementary schools as part of our updated E-Rate agreement, resulting in faster network speeds and threat detection.

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 continues to serve as Superintendent, Mr. Geoff Zini serves as Principal, Ms. Jill Brilhante serves as Business Manager, and Ms. Karen Graves is the Randolph representative to the District School Committee. The District School Committee meets once a month with the caveat that additional meetings will be added to the schedule should they be needed to address the needs of the District. These meetings take place in the William T. Buckley District Board Room (Room W-218) at Blue Hills Regional and begin at 7:00 PM. Although the state continues to allow remote or hybrid meetings, Blue Hills Regional's District School Committee meetings are In-Person. The School Committee continues to encourage public attendance. Further, public participation is welcomed during the Public Comment portion of any meeting by community members that have signed up to be heard.

COVID continues to be monitored, however, masks and other personal protective items, are optional with the exception of the School Nurse's Office. Masks continue to be required there. The school's maintenance staff complies with all safety regulations and cleaning practices. The school is clean and welcoming. The Blue Hills Sports Program is enjoying record participation numbers from the student body and the individual teams are working and playing hard. Most have had winning seasons as well as participating in local, vocational, state championship games, and tournaments. The Baseball team made it to the MIAA State Tournament, and the Rugby team did the same. This fall, the BH Football team made it to the Mass Vocational State Tournament and won the Mayflower League Tournament.

The Boys and Girls Varsity Soccer Teams have both had wonderful and winning seasons with the girl's team being undefeated and went all the way through the State finals where they took it all. The Coed Golf Team also enjoyed an undefeated 2023 Season.

This past year, Mr. Ed Catabia was nominated and selected as the District 8 Athletic Director of the year. Also notable was Coach Flynn being selected as Coach of the Year in Girls Varsity Soccer and Brian Gearty selected for Boys Varsity Soccer for the Mayflower league.

The academic and vocational programs proved to be successful as demonstrated by Blue Hills MCAS scores. (2021, 2022 and 2023). Many of the supports that were put in place during the pandemic to help aide all students; continue to be available. In addition, after school and before school help is available to all students. Summer School was offered this past summer and all enrolled students completed and passed their classes. (half of those participating were students with IEP's.) New supportive opportunities are being introduced and staffed to further meet social/emotional and mental health needs for students in need but not identified as being eligible through IEP and 504 plans. There has been no significant decrease in testing scores. End-of-year awards, celebrations, accomplishments and honors were noted and celebrated in both the Spring and Fall of 2023. Event participants turned out in record numbers. Activities include Prom, Field Day, the National Honor Society Induction Ceremony, sport team recognition events, and Senior Awards Night. This past fall, we welcomed both returning and new students who have hit the ground running in all areas, most participating in school clubs, activities, and sports. The annual Open House and Showcase were held in November. Both events enjoyed record attendance from all District towns.

Senior Scholarship and Awards Night was celebrated on May 25, 2023. Dozens of students were honored for their achievements. Over 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, civic, and municipal organizations that generously recognized these deserving young men and women. Blue Hills has 56 John and Abigale Adams Scholars in the Class of 2023, 13 were from Randolph. Randolph Abigale Adams Scholars are Tomas Cruzado, Luis DeLaRosa, Trinity Dickson, Jan Estrada, Jessica Forde, Kylah Huggins, Catalina Huynh, Michaelina Huynh, Joanna McPherson, Angela Rossini, Bradford Sandraow, Jailene Soto, and Malakai Williams.

Commencement was held on June 6, 2023, on the BHTS Turf Field. There were 210 graduates; 58 were from Randolph. Blue Hills Regional is proud to offer various services (Cosmetology, Early Education and Care, Construction Technology, Graphics, Design & Visual Communications, our in-house, student-run restaurant, the Chateau de Bleu, Electrical, Metal Fabrication and Automotive) to district residents, and in some cases, the general public. 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 and continues to be available to community schools. There were 920 students enrolled at Blue Hills as of October 1, 2023. Two hundred and Eighty (280) are from Randolph.

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 Practical Nursing program (Postsecondary Programs Division) held its 34th Annual Commencement this past June. Blue Hills continues to offer and provide our students and school community the very best academic and vocational education experiences for their immediate and future success.

Respectfully submitted,
Karen Graves, Randolph Representative



Three years ago, Blue Hills welcomed its first Therapy Dog Enzo (a Black Labradoodle). He quickly became a favorite staff member available to all students and a valuable asset to the school. This past Fall, Enzo was diagnosed with an aggressive cancer and he passed away. Luca, a five-month Golden Labradoodle, is Blue Hills' new therapy dog in training. He loves playing with students, welcoming them at the start of day and visiting classes throughout the school day.



POLICE DEPARTMENT

The Randolph Police Department manages over 22,000 calls a year. The patrol division is at the forefront of the department and is 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 this community and keeping it safe. Due to the high call volume, officers are tasked with handling calls of every nature. Our officers are well rounded and exceptional problem solvers. Below is a breakdown of units and an overview of our philosophy that moves us all towards a safer community.

Our department has been strongly committed to addressing reoccurring 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. Our philosophy is a “unified approach” to policing, in which members of the community and officers have input into the problem-solving process. This is the third year of incorporating the initiative of Community Enhancement Partnerships (CEPs) in which stakeholders, councilors, and officers work together opening 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, Coffee with a Cop, Trunk or Treat, Toys for Tots, Special Ops Day, Youth Nights, and Walk with the Chief. The Randolph Police Department’s Support and Outreach Unit also participated in September’s Randolph Services Fair, which was useful to inform residents of the resources the police department provides. Events are ongoing and many are currently in the planning stages.

The Randolph Police Department has continued its undertaking of the One Mind Campaign by continuing to provide mental health training for our officers and dispatchers. During 2023, Sixteen of our officers and dispatchers attended CIT training, which is a forty-hour course focusing on first responders’ response for persons with mental illnesses, substance use disorders, suicide prevention, intellectual/developmental disabilities, and more. Many officers have sought to continue to build on their CIT training by attending more focused courses such as De-escalation, Psychological First Aid, CIT Youth, and CIT Dispatch. The department has continued using a co-responder model and working alongside a mental health clinician from Aspire Health Alliance, to further assist with persons in crisis. Our department handled 697 calls for service and follow-ups related to mental health in 2023. The Support and Outreach Unit has continued its involvement in the HUB meeting, which is a multi-agency collaborative approach focused on serving individuals or families in situations of acutely elevated risks. These agencies develop an immediate response and follow up to help provide resources and assistance. Officers will continue to attend additional mental health and de-escalation training in 2024.

The Senior Outreach portion of the unit continued to promote Project Lifesaver, which is a search and rescue program that is designed to assist in locating “at risk” individuals in a timely manner. For 2023, several residents were added to the program. The Support and Outreach unit is looking to expand the program as families request assistance to reduce the potential injury for this “at risk” community. Information of the program was provided in the newsletter and along with Elder Affairs were able to secure a grant for additional equipment. Officers have presented at a fraud alert class and presented a safety awareness release.

In 2023, The Randolph Police Department responded to 34 non-fatal overdoses and 4 fatal overdoses. There were 27 Narcan saves (9 non-fatal overdoses, Narcan was not used by Randolph Police). The Randolph Police Department renewed its partnership with Manet Community Health to assist with follow-up visits. The Randolph Police Department has continued involvement and trained additional officers with the Critical Incident Management System (CIMS). The CIMS system is a reporting tool used to inform communities of critical incidents that may have occurred outside of their jurisdiction to reach out to a person that may be suffering from substance use disorder.

The School Resource Officers assigned to Randolph High School and Randolph Middle School have continued the explorer program, which allows students an opportunity to look at what the policing profession

entails. The School Resource Officers have continued to engage with the students and have participated in a criminal justice forum and created a safety class geared toward topics such as bullying and weapons. The SROs have continued to enhance support for the youth and their families by working with other agencies in acquiring school supplies, purchasing clothes, and other ways to assist families that may be in need.

During 2023, the Randolph Police Department finished the SORNA grant to verify addresses of sex offenders and ensure compliance. The department received another SORNA grant that commenced in October of 2023 and will carry through June of 2024. The grant will verify addresses and focus on offenders that are non-compliant with their responsibilities.

The Randolph Police Department Civil Rights Unit (CRU) has remained engaged in the protection of all basic and human civil rights. The CRU continues to review cases to ensure the protection of the community's civil rights. Hate incidents are investigated for related crimes and follow up with the victims is performed to offer support. All victims are assigned an officer. An officer speaks with victims - answer questions, maintain contact throughout the process and provides resources. The CRU continues to work with other officers, including School Resources Officers and Patrol Officers, in order to investigate hate crimes and hate incidents. All criminal violations of civil rights are reported to the Commonwealth of Massachusetts. The number of cases reported remains low; however, we encourage all members of the Town of Randolph to contact the CRU with any concerning issues.

Another major focus of the Civil Rights Unit is outreach. Unit members continue to maintain relationships with the over 20 houses of worship located in the Town. The CRU often visits congregations, emails and speaks with church leadership, and sends out grant opportunities to the houses of worship when available. Any situations that arise from the houses of worship that come through the Civil Rights Unit are handled swiftly either directly by the CRU or through the district's community enhancement partnership team of officers.

The Civil Rights Unit holds a large event each year to highlight Faith and Blue Weekend. In 2023, a basketball tournament between local youths, the Randolph Police, and Motivation Church was a success - many laughs, lots of fun, and unbreakable connections were made. Another two special connections that the CRU made in 2023 were with the Tabernacle of Praise and the DEI Coalition. Pastor Monte Bynoe from Tabernacle of Praise has been a great resource to the department and has been involved with the School Resource Officers ensure no family is left behind during the Christmas season. The DEI Coalition, (Diversity, Equity, Inclusion) has been formed through the advocacy of community residents and the police department has pledged its partnership in creating an environment of inclusivity. We held an event, "Moving Forward Together" at the Tabernacle of Praise where deep conversations and reflective thoughts were exchanged. You can watch the night on Randolph Community Television!

The Special Operations/Traffic Unit supported the following events last year, Bunny Parade, Touch A Truck, Memorial Day Ceremonies, July 3rd Parade, National Night Out Against Crime, Camp Cochato End of camp cook out, Fall Harvest Hoopla, Trunk or Treat, Veterans Day Ceremonies, and the Winter Stroll. This unit also participated in two CEP events, Randolph Rotary Family Day and Saint Mary's Trunk or Treat. The Traffic Unit provided several escorts through town that included the Randolph High School sports teams as well as other various events.

The Traffic Unit received two grants this year, \$34,00 Enforcement and equipment grant and an Electronic Citation implementation grant which included 14 printers installed in our cruisers. The enforcement grant allowed us to purchase two LIDAR guns for speed enforcement and a Traffic Data collector which allows for analysis of areas to help us deploy our officers more efficiently for traffic enforcement. We also responded to several requests for analysis of traffic concerns and provided recommendations to mitigate them.

The Information Technology Unit continues to present the department to the public in a positive light through our consistent social media posts. As we know, social media is our voice to share important information, upcoming events, community outreach and engagement, as well as road closures and weather emergencies. The IT Unit takes care with each social media post to ensure that the information is delivered to our community with clarity and ease of understanding. The unit has managed our body-worn camera program since its inception. The success of the program was a crucial step to our department being at the forefront of technology to enhance our work performance. The IT unit continues to manage and monitor the use of programs like CUE-Hit and Tip411 which keep the lines of communication open between the public and the department. The unit is looking forward to the release of our new website, which will receive an updated look and feel and allow the public to find what they are looking for more readily.

The deployment of our rugged tablets within the cruisers over the past year was an important investment that has proven to be worth it. The tablets have held up in daily use and have saved the department time and money overall. The unit will continue to oversee the department computers, network, and connectivity to ensure the uninterrupted flow of our 24/7/365 operation.

The Randolph Police Department Street Crimes Unit and Detective Bureau work proactively together to rectify various quality of life issues reported by residents within the community. The Street Crimes Unit also works in conjunction with outside agencies to investigate criminal activity which occurs in multiple jurisdictions.

The Randolph Police Department Street Crimes Unit and Detective Bureau work proactively together to rectify various quality-of-life issues reported by residents within the community. The Street Crimes Unit also works in conjunction with outside agencies to investigate criminal activity that occurs in multiple jurisdictions.

In 2023, the Street Crimes Unit recovered (11) firearms and ammunition on eight additional occasions. The unit, including the detective bureau and narcotics unit, wrote approximately (253) search warrants, investigating such crimes as Human Trafficking, Homicide, Assault and Battery with a Firearm, Assault with Intent to Murder (Firearm), Firearms Violations, Assault and Battery Dangerous Weapon, and made numerous arrests involving perpetrators of violent crime.

In 2023 the Randolph Police Department's Drug Control Unit initiated 25 arrests and/or summons to court. The unit executed 48 search warrants on property, vehicles, and/or persons, 26 search warrants to utilize specialized equipment, and wrote 7 forfeiture affidavits.

The Drug Unit seized 955 grams of Fentanyl, 1,527 grams of Heroin, 563 grams of Cocaine, 62 grams of Crack Cocaine, 320 prescription pills, 930 pressed Fentanyl pills, 1,040 grams of Methamphetamine, and 23 pounds of Marijuana.

The Strategic Operations Unit has begun to implement the RTAC Unit (Randolph Tactical Unit) by completing an interview process with 5 candidates. Once appointments have been made, the Unit will be trained for specific threats that are of the highest in nature. In addition, 2 candidates have applied and were interviewed for Metro-Swat Operator which is a part-time team that covers over 50 communities within the Greater Metropolitan area of Boston and is available 24/7. The Strategic Operations Unit has completed "Active Shooter" training for all sworn members of the Randolph Police Department. This is training that will be ongoing year-after-year and is crucial to maintaining a high level of proficiency in the event that an incident occurs. The Unit has obtained 6 ballistics shields through a grant submitted by Sergeant Ryan. Officers in the RTAC Unit will be the first to be trained in proper shield tactics.

Our Metro-K9 officer is now the Unit Head for all Metro-K9 training, which is invaluable to the Randolph Police Department due to the level of skill, training and experience we have to pull from. In addition, our newly minted ballistics K9 has been crucial in assisting officers in recovering ballistics evidence as well as taking guns off the street. We are in the process of training our new narcotics K9 which will be ready to deploy by the spring/summer of 2024.

The Strategic Operations Unit will continue to provide the Randolph Police Department with the training to manage the most extreme of calls-for-service.

Since the last annual report, we have hired Officers Robert Dion, Raymond Saragian, Marcos Montalvo, Dominic Speranzo, Leida Fernandes, Ryan Green, Breanna Rosa, Carolina Quintanilla, Stephanie Saint-Ville, Wilfred St-Hilaire, Rashid Jeremie. These officers are key components for the future excellence of the Randolph Police Department.

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 coming years of this town and our ability to affect change. A strong foundation has been built for future generations of Randolph Police Officers. 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 Ron Cassford 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 their assistance to the Randolph Police Department in the past year. Your teamwork provides an example of effective interdepartmental cooperation. Thank you to Secretary Diane Tracey and Financial Clerk Michelle Hamelburg for truly embracing our philosophy and the day-to-day commitment to better our department.

I am extremely grateful for the opportunity to lead a department and work in a community in which collaboration is embraced. I believe you become what you celebrate. We celebrate the outstanding work of our officers and self-evaluate to evolve with the ever-changing needs of the amazing town of Randolph.

With pride and gratitude,

Anthony T. Marag, Police Chief

PARKING CLERK

Parking Tickets issued – 2023 350 (violations 376)
Value of Tickets issued in 2023..... \$18,325.00
Value of ALL outstanding parking tickets (1987-2023)
owed to The Town of Randolph:\$255,030.55

TOTAL MONIES/FINES COLLECTED – 2023 \$ 30,690.40

Respectfully submitted,
Diane M. Tracey-McNulty
Parking Clerk

FIRE DEPARTMENT

Please accept the following annual report of your Fire Department for the year ending 2023. In 2023 we responded to 6534 calls for emergency service. Of these 5628 were calls for the transporting ambulance.

I am proud to report the most significant achievement of the year would be that the Randolph Fire Department was awarded \$2.2 million dollars in funding from the Federal Emergency Management Agency's (FEMA) Staffing For Adequate Fire and Emergency Response (SAFER) grant program. This grant will ensure that the fire department can hire 8 new firefighters and permanently staff an ambulance at the North Randolph Fire Station and increase staffing on the department's two fire engines. The federal funding will cover 100% of the cost of the 8 firefighters' salaries and benefits for three years. It will bring the department to 16 members per shift, this will be the highest shift staffing level in the fire department's history. With calls for emergency responses increasing significantly, almost 1000 additional runs since the pandemic, the added staffing will mean faster response times for residents throughout Randolph. The Department will continue to seek out and apply for alternate sources of revenue through the competitive grant process. We work diligently throughout the year to obtain many Federal and State grant funding allowing us to augment staffing and purchase modern firefighting equipment.

The past year brought us many staffing changes. Chief of Operations Paul C. Frew hit the ground running completing his first full year in the position, working on policy, training, vehicle, and station maintenance. The Department would like to recognize the promotions and appointments of members and congratulate them on their accomplishments, Captain Marcus Andrews and Lieutenant Matthew Stanton were both promoted in 2023. FF/Paramedic Brent Eaton returned to Randolph after a yearlong stint at a fire department in Texas. We hired four new recruits to replace members that have retired and moved on from Randolph Fire. Michael Morse, Mike Tabayoyong, Emmanuel Neal and Robert Kerr all joined the department in November.

The Office of Fire Prevention and Code Enforcement, Captain Michael J. Austrino and Lieutenant Patrick J. Connors reported a total of 533 inspections completed and a total of 301 permits issued through 2023. The department conducted 299 smoke and carbon monoxide detector inspections for homes being sold during the year by the department's Deputy Chiefs. There were 58 seasonal burning permits issued for the 2023 burning season. The department held our annual Fire Prevention Week open house for the third time at our North Randolph Fire Station and the turnout was finally back to pre-pandemic attendance. This year's open house was a huge success due to help from the Town Manager's Office, the Director of Community Programs, Randolph Public Schools, Turner Free Library, Randolph Police, and the Massachusetts State Police Bomb Squad. Together with the Interdepartmental Task Force the Fire Prevention office has continued to meet regularly to address quality of life issues within our community. This year we were introduced and joined the Randolph Youth Substance Misuse and Prevention Coalition. The coalition's focus is on reducing substance misuse among youth and to promote positive life choices in the Randolph community through effective community coordination, collaboration, and action. We look Forward to being part of this program and its future success.

This year the Office of Fire Prevention teamed up with our Public Safety Educators and contributed to more community events than any year previous. Our members attended the Randolph Police Department's newly revamped Citizens Police Academy, their annual National Night Out Against Violence, and this year's Faith and Blue event. We teamed up with the police officers to compete in a soccer match against members of Randolph's Haitian community. We also attended many of the community events put on by the Randolph Intergenerational Community Center and its staff. Along with our public safety educators, Events such as, Randolph Day, Harvest Hoopla, Health and Wellness Expo, Winter "One"derland, and Trunk or Treat. In addition to the town-run community events we also attended several private events run by some of Randolph's private schools, community groups, and local businesses. Events like the Higashi Schools Family

Day and Touch a Truck. The May Institute's Special Olympics and the local Rotary Clubs Family Day. Events like these not only help spread our fire and life safety messages they build long lasting relationships within the community.

Our department's public outreach personnel have been extremely busy and remain committed to community engagement. Along with Captain Austrino and Lieutenant Connors, our Student Awareness of Fire Education or (SAFE) program coordinators need to be recognized as the driving forces behind our public outreach 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, Firefighter Paramedic Cheri Patten, Firefighter Paramedic Kris Kronillis and Firefighter Paramedic Dennis Lee as our "SAFE Public Safety Educators".

The Student SAFE educators taught the children in the elementary schools in grades K-4 during Fire Prevention week in October. Each year we teach Fire and Life Safety Education to approximately 1000+ students in the schools. During the school year we teach each grade level, covering the importance of calling 911, "Get Out Stay Out", "Home Escape Plans", smoke detectors/carbon monoxide detector importance, matches/lighter safety, "Stop Drop and Roll" and many other fire safety topics. We bring the Metro Fire SAFE trailer to the schools to give a demonstration of what it is like to be in a smoke-filled room and how to practice getting out safely and efficiently. This year was the first year we were back in the schools and teaching the kids in person. It was a really great experience for us to get back to normal, without restrictions. The SAFE Educators also teach fire safety at many different private and special needs schools such as the May Center, Grow associates, Triangle Inc, and ABA Bierman, and various preschools throughout town. We teach basic fire safety to the students based on their needs. We bring different equipment that they can see and touch. We wear our turnout gear and have a Fire Engine outside to give them the opportunity to see and touch. In addition to teaching SAFE to the elementary schools, we have also conducted a few Fire Safety Touch a truck presentations at daycares, The May Center Special Olympics, Grow Associates Fun day, Knowledge Tree and other community events. The Fire Dept also hosts groups of children that come in for a tour of our station and a fire safety/life safety presentation. We have had cub/girl scouts' groups, a special needs group from the high school and various daycares come in to see the station.

Senior SAFE is presented to the elderly in the community at many of the elderly housing facilities throughout town. We went to the RICC for health fairs and gave out packets with fire and life safety information. Deputy Chief Mike Rennie has also been working with the elderly residents installing smoke detectors to residents that need them. This year we were able to install smoke detectors in 25 homes of Randolph residents.

Our public outreach group also teaches a high school class for the Public Safety Pathway program. This year long class is highly sought after by the senior students each year. Along with Basic Firefighter knowledge, we have taught CPR to the pathway's students. The students became CPR instructor certified they come along with our CPR instructors and assist senior residents in the community become CPR certified. We have had great feedback from this program and hope to continue this year.

EMS coordinator Captain Tom Binnall works tirelessly to make sure we are up to date and trained to the highest level of patient care. This year, we added NERO'S Law training to our regular yearly training requirements. This mandated training, required by OEMS, allows the Randolph Fire Department to treat Police K9s who are injured. We opened this training to the Randolph Police Department as well as other Fire Departments. This training, conducted every two years, consisted of a classroom portion as well as a hands-on portion with police K9's with a veterinarian present. We would like to thank the Randolph Police Department and the VCA South Shore, specifically Dr Amanda Duffy and her staff, for helping us with this training.

Randolph experienced a 5.47% increase in ambulance transported patients in 2023 compared to 2022. This percentage only shows one aspect of “transports”. The Brockton Hospital has been closed due to a fire since Jan 2023. This has had a ripple effect on all the other hospitals in the area regarding accepting patients. This has caused delays in our ambulances offloading patients to hospitals, with wait times sometimes more than 60 – 90 minutes. This extended wait time requires us to rely on Mutual Aid for the “next” call. We put a new 2022 Lifeline Ambulance in service replacing an aging 2015 International Ambulance. We continue to be one of the busiest municipal run Fire-EMS services in the state.

I thank the men and women of the Randolph Fire Department who remain committed and focused on ensuring that the community receives the most professional Fire and EMS services performed in the Commonwealth. Our firefighter’s daily work comes with a devotion to professionalism and dedication to the citizens of Randolph and those that work and pass through the community.

I want to thank the dedicated men and women of the Fire Department for the support needed to create a culture of success. I would also extend my gratitude to the Town Manager Brian Howard and the Town Council as well as all the Town offices and department heads that have assisted our department. 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 as our two departments work together to serve the community of Randolph. Finally, I would like to thank my administrative assistant, Capree Disharoom, for her daily effort. Capree is a highly competent true professional in every sense of the word.

Respectfully submitted,

Ronald Cassford, Chief
Randolph Fire Department

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 mission of the Randolph Public Health Department is to prevent disease and promote wellness 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 and surveillance programs, health education outreach, environmental health permit and code enforcement inspection activities, animal control and public health emergency planning efforts conducted locally and as a region.

Public Health Department Personnel

1 Public Health Commissioner, 3 Public Health Officers, 1 Community Health & Wellness Educator, 1 Epidemiologist, 1 Public Health Nurse, 3 Contact Tracing Nurses, 1 Animal Control Officer, 1 Hub Trainer, 1 Substance Misuse Prevention Coordinator, 1 Recycle and Solid Waste Consultant, 1 Shared Services Coordinator, 1 Principal Clerk and 1 Office Assistant.

The Board of Health

Appointed by the Town Manager, the five-member Board of Health (BOH) acts as an advisory and oversight board to the Public Health Department. In addition, the BOH is responsible, (*under various Massachusetts General Laws*), for disease prevention and control, health and environmental protection and promoting a healthy community. BOH members frequently reference the *Massachusetts Department of Public Health* and the *Massachusetts Department of Environmental Protection (MassDEP)* 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 service workers to ensure that consumers are provided food that is safe, unadulterated and honestly presented. In 2023, One Hundred Thirty-Six, (136) food permits were issued. Ninety-Five, (95) of these permits required two, (2) unannounced risk-based food safety inspections per year. Over Two Hundred and Forty, (240) risk-based food safety inspections were conducted in 2023 by the Randolph Public Health Department. Included in this program are restaurants, convenience stores, mobile food trucks, caterers, frozen dessert and temporary food events, such as farmers markets.

Risk Level	# of Permits Issued	# of Inspections Completed	Notes
Low Risk	41	88	1 establishment closed
Medium Risk	84	207	4 establishments closed
High Risk	11	33	0 establishments closed
Total	136	328	5 establishments closed

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 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. One Hundred Sixty-One, (161) inspections were conducted by the Randolph Public Health Department in 2023. This is an 8% decrease in the number of complaints from 2022.

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 minimize any adverse impacts to a neighborhood. Numerous complaints were received by the Randolph Public Health Department in 2023 regarding dumpster, rodent and other nuisance complaints. Twenty, (20) of these complaints resulted in an Order-to-Correct (OTC) notice.

Recreational Waters: Semi-public swimming pools are regulated under 105 CMR 435, Chapter V. Minimum standards are enforced by the Public Health Department. There were sixteen, (16) public swimming pool permits issued in 2023. Bathing beaches at Ponkapoag Pond are monitored according to Chapter VII, 105 CMR 455. Weekly water testing results data was reviewed for the bathing beach season.

Recreational Camps for Children: Camps are regulated under 105 CMR 430. One, (1) camp permit was issued in 2023.

Waste Haulers: Businesses that collect and transport sewage and grease are regulated under 310 CMR 15.00. Eighteen, (18) waste hauler permits were issued in 2023.

Sun Tanning Facilities: Business that provides sun tanning services is regulated under the 105 CMR 123. One, (1) sun tanning facility license was issued in 2023.

Tobacco Control Program: Businesses that sell tobacco are regulated under the Randolph Board of Health Regulation Article XI, Nicotine and Tobacco Products. Thirty-Nine, (39) tobacco permits were issued in 2023. The Town of Randolph is part of a tobacco use prevention collaborative with seven, (7) 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, leaves, yard waste, cathode ray tubes, computer monitors, motor vehicle tires and wood are regulated by MassDEP, and are banned from disposal as solid waste, (310 CMR 19.017). These items are managed as recycled materials. **From January 1, 2023 to December 31, 2023, Capitol Waste Services, Inc.** collected, transported and disposed of 10,706 tons of solid waste and 2,185 tons of recycling. Solid waste collection increased by 1% and recyclables decreased by 5% compared to 2022.

Recycle Smart Program: 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, (MassDEP). The goal of this program is to educate residents about what items can be recycled and how they must be cleaned in order to avoid contamination surcharges and fees. These are charged to the municipality by the recycling facility that accepts the materials that are hauled by the curbside collection vendor, *Capitol Services*. Randolph also received a *Small-Scale Grant* from MassDEP in the amount of \$9,000.00 to participate in the *Recycle Smart Program*. This is an increase in grant funding by 68.5% compared to grant funding that was available in 2022.

Yard Waste: The Yard Waste/DPW Yard was open every other week from April to November. In addition to yard waste, CRT's, electronics, tires and propane tanks were collected. Yard waste was also collected curbside six, (6) times from April to June and from November to December.

Mercury Collection Shed: At 1 Turner Lane, items that contain mercury, 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 collection program is to prevent mercury from entering municipal solid waste.

Household Hazardous Waste and Medication Takeback Day: On Saturday, August 12, 2023, paint related materials, flammable liquids, pesticides, corrosive material, oxidizers, medical waste, televisions, tires and other related materials were collected from Three Hundred and Ninety-Two, (392) Randolph residents,

Nineteen, (19) Holbrook residents, and Thirty-Two (32) Avon residents. Licensed Environmental Services contractors legally transported, recycled and treated these materials in an effort to prevent ground water contamination from accidental spills and to prevent injury to the general public. In addition, Six Hundred and Ninety-One, (691) pounds of used syringes and prescription medications were collected for disposal in 2023.

Town-Wide Clean-Up Day: An effort to remove litter, rubbish and garbage that accumulated after a long winter in public places. Volunteers were provided with a 5 gallon pail, a litter pick up stick, garbage bags and gloves. Over the course of the day, hundreds of pounds of trash were collected by the volunteers and disposed of by *Capitol Waste Services Inc.* Thank you to all who sponsored, participated and volunteered to make the *Town-Wide Clean-Up Day* a success. In addition, Randolph has continued to partner with “*Keep MA Beautiful*”, an organization which focuses on litter prevention & clean-up. This program brings awareness to help understand “*who*” and “*what*” is causing litter and mobilizes volunteers to clean up and prevent future littering behavior.

Animal Control

The Public Health Department employs one Animal Control Officer (ACO). The ACO’s duties include, but are not limited to, patrolling the Town, participation in a Rabies/West Nile Virus taskforce, and enforcing all relevant state laws and the state and local regulations related to animals. Enforcement action includes the issuing of citations (tickets) for non-compliance, responding to emergency dispatch calls, and the prosecution of violators in District Court. The ACO educates the public regarding health and safety concerns involving animals. The ACO works with the epidemiologist on staff to control and prevent the spread of disease through animals.

Rabies Prevention is a top priority. As Inspector of Animals, the ACO conducts the isolation and quarantine of suspected rabid animals, animals with wounds of unknown origin or animals bitten by suspected or confirmed rabid animals. These findings are reported to the Massachusetts Bureau of Health. All dead animal sightings called into the Public Health Department were picked up and disposed of by the ACO in real time to avoid the potential spread of disease. **Thirty-Four, (34)** rabies quarantines were issued within the Town of Randolph in 2023. These quarantines were the result of encounters with wildlife or wounds of unknown origin. A rabies vaccine clinic hosted by the Randolph Animal Hospital occurred on April 1, 2023. Here, Fifty-Eight, (58) pets were vaccinated against the disease. This is a 65% increase from the number of pets that were vaccinated for rabies in Randolph in 2022.

Animal Inspection Services: The ACO inspected Two, (2) barns and Twelve, (12) chicken coops within the town in 2023. All owners obtained a permit through the town to keep their livestock.

Dog Licensing: Two Thousand, Two Hundred and Seventy-Five, (2,275) dogs obtained a license in the Town of Randolph in 2023. This is a 12% increase from the previous year.

Stray Dogs: Fifty-Eight, (58) dogs were taken into custody and kept at Randolph Animal Hospital. Five, (5) of these strays were re-homed and Fifty-Three, (53) were reunited with their owners.

Violations: Seventy-One, (71) violations were issued to dog owners. A total of Fifteen, (15) fines that remained unpaid at the end of 2023 resulted in liens on the property owners.

Dog Bites: Eleven, (11) dog bites were reported within the Town of Randolph in 2023. Two, (2) dogs were voluntarily surrendered by their owners for euthanasia due to multiple repeated incidents.

Community Health

For the fourth year in a row, the national pandemic of COVID-19 remained the top priority of the Randolph Public Health Department. The pandemic officially ended on May 11, 2023. Throughout 2023, there were Six Hundred and Four, (604) confirmed positive cases of COVID-19 in Randolph. This is a decrease of 88%

from the year 2022. Public Health staff spent time contact tracing, determining isolation and quarantine times for residents, communicating with the public schools, vaccinating Randolph residents and those in surrounding communities and maintained a COVID-19 testing site until March 31, 2023. The Public Health Office continues to have free COVID-19 self-testing kits available for residents.

From January 1st of 2023 until May 11th of 2023, the Randolph Public Health Department maintained a steadfast COVID resource center at 81 Memorial Parkway in Randolph. There, individuals were able to receive vaccinations to protect themselves against COVID-19, as well as receive testing and up to date information and guidance regarding vaccinations and COVID-19 self-care and protection. Since the closure of the COVID-19 resource center, *Cataldo Ambulance Service* works with Public Health Staff to administer vaccine clinics at the Randolph Town Hall on Thursdays, so residents can continue to protect themselves from COVID-19.

During the time-frame of **January 1, 2023 through December 31, 2023**, Randolph Public Health administered Two Thousand, Six Hundred and Fifty-Four, (2,654) COVID vaccines and Seven Hundred and Ninety-Nine, (799) Flu vaccines for a total of Three Thousand, Four Hundred and Fifty-Three, (3,453) COVID and Flu vaccines. Patients were administered 1st, 2nd, and booster doses of Pfizer, Moderna, and Novavax COVID vaccines. Home visits were made to residents in the community who were otherwise unable to come into the clinic to receive a vaccine. The vaccine team also held pop-up COVID and Flu vaccine clinics at Twenty-Five, (25) locations throughout the community at local schools, churches, grocery stores, community events and apartment complexes in 2023.

Of those 3,453 vaccinated, 45% were White; followed by 21% Asian; 20% Black/African-American; 5% Hispanic; 1% American Indian/Alaskan Native; 8% Other/Multiple races.

One Thousand, Four Hundred and Ninety-Four, (1,494) vaccinations against COVID-19 were administered to Randolph residents in 2023. Of those 1,494 vaccinations, 46% were White; followed by 25% Black/African American; 14% Asian; 5% Hispanic; and 9% Other/Multiple races.

Two Hundred and Sixty-One, (261) vaccines were administered to those under age 18. One Hundred and Seventeen, (117) doses were administered to Randolph minors.

One Hundred and Seven, (107) first doses were administered by the Randolph Public Health Department. Thirty-One, (31) first doses were administered to Randolph Residents.

Additionally, the testing site provided Five Hundred and Forty-Seven, (547) PCR tests.

Reportable, Communicable and Infectious Disease

Between January 1, 2023 and December 31, 2023, Seven Hundred and Ninety-Nine, (799) 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 One Hundred and Thirty-Seven, (137) 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 Ann Martin, MSN, RN in 2023.

2023 Disease in Randolph	Number of Cases	Disease Description
<i>Covid-19</i>	604 Confirmed	Contagious respiratory illness caused by a virus.
<i>Influenza</i>	137	Contagious respiratory illness caused by a virus.

	Confirmed	
<i>TB-Infection</i>	387 Confirmed	Infectious Tuberculosis is a 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.
<i>Hepatitis A</i>	1 Confirmed	A viral infection of the liver that is spread through contaminated food or drink, bodily fluids and blood.
<i>Hepatitis B</i>	3 Confirmed	A chronic viral infection of the liver that is spread through bodily fluids and blood.
<i>Hepatitis C</i>	7 Confirmed	A chronic 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 i.e. sharing equipment used to inject drugs, blood transfusions prior to 1992. Not through casual contact.
<i>TB-Disease, latent</i>	3 Confirmed	Noninfectious Tuberculosis disease. People with latent TB do not spread the disease.
<i>Group A Streptococcus</i>	2 Confirmed	A bacterium that colonizes the throat of humans. It is spread by inhalation of respiratory droplets and transmission of hand to mouth by unwashed hands. Responsible for “ <i>strep throat</i> ”. Common symptoms include sore throat, enlarged lymph nodes, headache, nausea and a sandpaper like rash.
<i>Group B Streptococcus</i>	3 Confirmed	A bacterium that colonizes in the gut and genitals of humans, that causes GBS disease. It can spread from mother to baby during childbirth.
<i>Calicivirus/Norovirus</i>	16 Confirmed	A very contagious virus that causes vomiting and diarrhea. Anyone can get infected and sick with Norovirus from direct contact with an infected person, or by consuming food or water from surfaces and then putting your unwashed hands in your mouth.
<i>Campylobacteriosis</i>	5 Confirmed	Bacteria that may spread through food that is undercooked or prepared with inadequate hand washing.
<i>Babesiosis</i>	2 Confirmed	Caused by a microscopic parasite and spread by the bite of an infected blacklegged (deer) tick (<i>Ixodes scapularis</i>). The longer the tick remains attached and feeding, the higher the likelihood that it may spread the parasite.
<i>Human Granulocytic Anaplasmosis</i>	2 Confirmed	Disease caused by bacterium <i>Anaplasma phagacytophilum</i> . These bacteria are spread to people via tick bites, primarily blacklegged (deer) tick (<i>Ixodes scapularis</i>) and western blacklegged tick (<i>Ixodes pacificus</i>).

<i>H. Influenza Disease</i>	1 Confirmed	An invasive infection caused by bacterium <i>Haemophilus influenzae</i> that can cause diseases such as: Pneumonia, Meningitis, Epiglottitis, and Cellulitis.
<i>Lyme Disease</i>	38 Probable	Vector-borne disease typically caused by bacterium <i>Borrelia burgdorferi</i> that is spread to humans through blacklegged (deer) ticks (<i>Ixodes scapularis</i>).
<i>Salmonellosis</i>	8 Confirmed	Bacteria that may spread through food. Most commonly transmitted through cross contamination between raw chicken and ready to eat foods. None of these cases originated in restaurants.
<i>Shiga Toxin</i>	1 Confirmed	A certain type of <i>Escherichia coli</i> (E. Coli) bacteria that is one of the most potent known causes of diarrhea.
<i>Shigellosis</i>	1 Confirmed	Infection caused by <i>Shigella</i> bacteria. Spread through hand-to-mouth contact, eating contaminated food, and exposure to stool.
<i>Legionellosis</i>	3 Confirmed	An infection caused by 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.
<i>Giardiasis</i>	2 Probable	A disease caused by parasite <i>Giardia duodenalis</i> , which lives in the intestine and is passed through stool. Can survive for weeks to months outside the body.
<i>Malaria</i>	2 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. Local mosquitoes do not carry this disease.
<i>Streptococcus Pneumonia</i>	4 Confirmed	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.
<i>Varicella</i>	3 Suspected	Commonly known as “Chicken Pox”, a highly contagious disease caused by the varicella-zoster virus. Causes itchy, blister-like rash that spreads over the entire body.

Death Data

The Randolph Public Health Department reviewed death data obtained from the Town Clerk’s Office. **From January 1, 2023 to December 31, 2023**, there were Three Hundred and Seventeen, (317) total deaths in the town in 2023. The leading cause of death in Randolph was cancer. Seventy-Six, (76) deaths were caused by

cancer, accounting for nearly one-quarter, (24%) of all deaths in the town in 2023. Fifty-Five, (55) deaths were caused by heart-related issues, with the average age being 74. Thirty, (30) deaths were caused by Brain/Tumor/Stroke, with an average age of 74 as well. Respiratory illness was the cause of Twenty-Six, (26) or 8% of deaths in the town. Renal-related deaths were recorded at Twenty-Three, (23) and the average age of death was 80. The purpose of this data review is to inform and protect the public’s health, safety and well-being. By reviewing this data, the Public Health Department can determine trends in order to provide effective prevention programs and resources to residents.

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 2023.

Cause of Death	Number of Deaths	Average Age	# of Males	# of Females	Percentage of Total Deaths	Death Description
Cancer	76	86	52	79	24%	A death caused by abnormal cell division.
Heart Related	55	74	33	22	17%	A death caused by function loss.
Brain/Tumor/Stroke	30	74	14	13	10%	A death caused by a mass, loss of oxygen to the brain or hemorrhage.
Respiratory	26	72	14	12	8%	A death caused by respiratory disease.
Renal	23	80	8	10	7%	A death caused by kidney failure.
Accidental Trauma	22	53	16	11	7%	A death caused by accidental injury, or trauma.
Sepsis/Shock	18	72	11	7	6%	A death caused by organ failure and or infection.
Substance Abuse	12	48	8	4	4%	A death due to abusing alcohol and/or drugs.
Dementia	14	83	2	11	4%	A death caused by progressive terminal condition.
Diabetes	11	74	7	4	3%	A death due to inadequate production or utilization of insulin.

Parkinsons	8	84	3	4	3%	A death due to a chronic debilitating nervous system disorder.
Alzheimers	5	88	0	5	2%	A death due to chronic organic brain disorder.
Pending (As of 1/31/24)	5	53	4	1	2%	At of the time of this report the deaths were still being investigated.
COVID-19	4	58	3	1	1%	A death caused by COVID-19.
Liver Disease	2	66	0	2	1%	A death caused by organ failure or infection.
Suicide	2				0.6%	A death caused by intentional bodily injury.
Premature Birth	1	0	1	0	0.3%	Preterm Birth.
Surgical Complication	1	89	0	1	0.3%	A death due to a problem during surgical intervention.
Other	2	95	1	1	0.6%	A death due to other causes.
Total	317		177	188		

Metropolitan Area Planning Council (MAPC) – Community Wellness Project

The Public Health Department collaborated with other departments in town to develop *The Community Wellness Plan*. This is an action plan to improve public health in Randolph, based on data and community feedback. A coalition of partners, including residents, municipal staff, faith leaders, health care and mental health providers are working toward the goals outlined in the plan. These include Research & Evaluation, Policy & Advocacy, and Community Engagement. Peggy Montlouis, Community Health Educator, is a member of the Steering Committee and Community Engagement Program. The objectives of the program are to increase participation and membership in the plan’s coalition, develop an outreach plan to be shared with the administrators of the Randolph Citizens’ Academy, and create strategies and methods for communicating with Randolph residents.

Public Health Emergency Preparedness

Public Health Emergency Preparedness Plan: Public Health partnered with the Town Manager’s Office, Fire, Police, DPW, Public Schools and other town offices to better prepare for future Public Health Emergency. Public Health Emergency Preparedness Regions were 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 nineteen, (19) other municipalities in the area. Regional Emergency Preparedness Meetings take place on the second Thursday of each month, in which at least one public health official is in attendance. Response plans are coordinated for *Risk Communication Messaging (RCM)*, *shelter set-up, information centers*, and *Emergency Dispensing Sites, (EDS)*. EDS are used to respond to a biological threat, such as a contagious disease. Examples of a contagious disease would be: Hepatitis A in a food worker, Pandemic Influenza, or an outbreak after a natural disaster. 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. The MRC is involved in setting up mass care plans and shelters in the event of a Public Health Emergency.

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 areas of concern thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town:	7 samples submitted, 0 isolations in 2023
Requests for service:	93

Water Management

The NCMCD reduces the potential for larval mosquito development through a variety of methods under this category. Our Freshwater Water Management Program includes Ditch & Pond Maintenance, as well as Culvert Area Clearing conducted to improve water quality and increase water flow.

Tire collection is a service in which we remove and recycle off rim tires in order to eliminate this source of potential larval mosquito development.

Culverts cleared	0 culverts
Drainage ditches checked/hand cleaned	1,850 feet
Intensive hand clean/brushing*	250 feet
Mechanical water management	0 feet
Tires collected	8

* *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 culprits locations.

Spring aerial larvicide applications (April)	123.2 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by hand	2.9 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	2,002 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	3,181 acres
Barrier applications on municipal property	0 applications

Respectfully submitted,

David A. Lawson, Director

DEPARTMENT OF PUBLIC WORKS

Engineering/GIS Division

The Engineering Division is staffed by one engineer who conducts site plan reviews for both residential and commercial/industrial development. This includes review of infrastructure, stormwater management, wetlands protection, conservation, grading, drainage, paving and lot coverage.

The Town 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 Commission and its agent, and the Department of Public Works Superintendent to provide all information necessary for future developments being proposed.

This division also has the position of Geographic Information Systems (GIS) Coordinator, to manage, develop, and maintain the GIS database with layers of DPW and vital town information, including water and sewer infrastructure. GIS technology utilizes specialized software to analyze spatial data and to design digital maps. The GIS Coordinator is also responsible for implementing record/plan data and parcel information to streamline digital records and plans.

Highway Division

The Highway Division is staffed with 14 full-time employees, which includes 2 full-time mechanics that maintain over 60 vehicles and pieces of equipment. This division maintains over 100 miles of roadway, including 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 and ice removal. The Highway Division is also responsible for maintaining the public parks and non-school public grounds with its existing equipment and a litter collection machine purchased this year. With the MS4 stormwater permit in full effect, the Town is dedicated to improve our stormwater infrastructure, which includes catch basins, culverts, brooks and streams as well as its mains. A new street sweeper was purchased in 2023 to further this effort.

With the continued support of the Town Manager and Town Council, road reconstruction funded through Town Council votes took place this year mostly on the south side of town. The Town was awarded a federal Shared Streets and Spaces grant for school pedestrian improvements and speed cushions totaling \$128,113. Three-season speed cushions were put in place on Woodlawn and Webster Streets. ADA-compliant curb ramps/extensions and sidewalks were put in near the JFK and Donovan Elementary Schools. Combination dynamic speed feedback and school zone speed limit sign assemblies were received and will be installed in front of the schools next spring. MassDOT preparations were underway this year for roadway repairs and repaving on portions of Route 139 (a state highway) at an estimated cost of \$1.76 million dollars paid from the 2021 Transportation Bond Bill. The paving and repairs will begin in 2024. In 2023, Randolph received a MassDOT \$500,000 Complete Streets Tier 3 grant for intersection improvements at Oak and Centre Streets, Chestnut and High Streets, Memorial Parkway and Highland Avenue as well as sidewalk reconstruction and crosswalks on portions of Oak Street in 2024. The Town also received an economic development bill earmark of \$400,000 for signal work at Route 28 at Centre Street and North Street at Oak Street. This project will begin in 2024.

Finally, the Dept. of Conservation & Recreation awarded the Town a \$25,000 shade tree grant in 2023. Trees were purchased and will be planted next year.

Sewer Division

The Sewer 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, remediation of fats, oil and grease issues in the system, inspection of new infrastructure and providing mark-outs (dig safe) for other utilities.

The sewer I/I control plan that was implemented 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 is being done in phases to re-line and /or replace sewer mains that are cracked, damaged or unrepairable and seal walls of sewer manholes. This project will eliminate groundwater from infiltrating the system and reduce the town's overall annual assessment to the MWRA.

The Martindale sewer pump station project, which had been delayed due to supply chain issues, was started at the end of 2022 and will be completed shortly.

Water Division

The Water Division is staffed with 5 full-time employees. The responsibilities of the division include the delivery of safe potable water to all end users, daily maintenance and operation of approximately 100 miles of water mains, 1,100 fire hydrants, over 9,250 water services, weekly water sampling and MassDEP reporting, quarterly basin washing at the water treatment plant, water main and service installation inspections, main break repairs, water reads, meter replacements, shut-offs and turn-ons, and providing mark-outs (dig safe) for other utilities.

This past year, the Water Division replaced 9 fire hydrants that were aging and leaking. The hydrant flushing program continued, and will resume in the spring of 2024. The water meter reading system upgrade to ensure accurate billing and efficiency in collecting data has been a success.

The Joint Water Treatment Plant was tested for PFAS on a monthly basis. These monthly tests are averaged per quarter. Levels were found to be within acceptable limits throughout 2023. The testing will continue until the new Tri-Town Treatment Plant is completed and online. The addition of a second Bluedrop station at St. Bernadette's parish mid-year has made filtered water that much more widely available to interested residents at no cost.

The new year saw the new Tri-Town Water Treatment Plant project that broke ground in December 2022 proceeding well with clearing and excavation, installation of subaqueous water transmission mains, and treatment plant construction moving forward. This will be a state-of-the-art facility that will provide clean PFAS-free water to three communities. The project is scheduled to be completed in 2025.

Administration Division

There were DPW office personnel changes this year as DPW Superintendent Chris Pellitteri left midyear to return to the private sector, and Senior Clerk Mary Nelson retired after 39 years of dedicated service to the town. We wish them both all of the best in the future. The administration division is currently staffed by a DPW Superintendent, two clerks and an administrative assistant. The functions of the division are billing, payables, water and sewer billing, responding to inquiries, residential/commercial concerns and site plan reviews.

The DPW is staffed with a multitude of talented individuals who are dedicated and committed to providing the highest level of service to all of the residents and commercial/industrial proprietors within the town's borders. The department continues to improve the skills of all its employees with training to provide the high quality workmanship and services for all of our residents.

INSPECTIONAL SERVICES DEPARTMENT

The total sum collected for permits and inspections for the Inspectional Services during January 1st, 2023 thru December 31st, 2023 is as follows; **\$1,054,939.28**. All fees collected were turned over to the Treasurer's Office.

Residential ONE/TWO Family	
New Single Family Homes	45
New Duplexes	11
Residential ONE/TWO Family	
Additional/Alterations/Renovations	1,560
Commercial/Industrial	
Additional/Alterations/Renovations	69
Plumbing & Gas	
Permits	601
Wiring/Electrical	
Permits	1087
Other Permits	
Certificates of Occupancy	25
Sign Permits	33
Periodic inspections certificates	96
Building Permits Denied	11
Total permits issued	
Building Permits	3,538
Inspections	
Building, Wiring, Plumbing & Miscellaneous	4865

2023 was a continuation of high investment in residential and commercial properties with no end in sight going into 2024.

The big projects under construction include the new pre-k/elementary school being built on 55 Old street, the site of the Old Devine School. At over 75,000 sq. ft. the new school named; North Randolph Elementary school will a huge asset to the community. This new school will replace the existing Lyons Elementary school.

The 107 Unit market rate apartments on 19 Highland Ave were completed in late 2023 and are now being rented out. Be on the lookout for the major transformation of the properties down at High Street and Scanlon Drive in North Randolph.

Yankee Bus Line is in the process of building their headquarters and bus operations at 34 Scanlon Drive. Lombardo's and Lantana will also be coming down to make way for two new commercial ventures.

As always, we salute the great team members of the Building & Inspectional Services department. Our team has made some changes with some team members. Elizabeth Bouche, Head Clerk has retired after being employed at the Town of Randolph for 19 years. We sincerely thank Elizabeth for all of her wonderful support to our team and community. She will be missed. We have since hired two new individuals Michael McEvoy in September as the Electrical Inspector for Solar projects and Julia Hollingsworth in October as the Principal Clerk in Inspectional Services to take over Elizabeth's position. Both individuals have been a great addition to our team and we look to expand on making the Inspectional service department the best it can be for our community.

Our Inspectional Services team members consist of:

Ronald Lum, *Building Commissioner & Zoning Enforcement Officer*
Richard Monahan, *Building Inspector*
Robert Curran, *Plumbing & Gas Inspector*
John Ryan, *Electrical Inspector*
Michael McEvoy, *Electrical Inspector (Solar Panel projects)*
Cheryl Witherspoon, *Code Enforcement Officer*
Julia Hollingsworth, *Principal Clerk in Inspectional Services*

Respectfully submitted,

Ronald Lum

Building Commissioner and Zoning Enforcement Officer



Pictured above: Julia Hollingsworth, Cheryl Witherspoon, Richard Monahan & Ronald Lum

TRUSTEES OF STETSON SCHOOL FUND

The past year has marked the transition of Stetson Hall's first floor from the locus of an experimental small business incubator program back to its earlier use as lease or license office space. The Trustees also took steps to keep the building and its systems operating.

Buildings do not stand still, maintenance wise, and Stetson Hall is no different. They require upkeep and improvements even if no one is working there on a regular basis.

This year was no different, and started with the completion of the installation and testing of a new boiler that was installed in December 2022. During that testing, it was found that the hot water storage tank had also failed, and it had to be replaced. When the system was inspected, the louvers that provide fresh air for combustion by the burner unit were not working and they had to be replaced by the Trustees.

In the spring, the Trustees, working with the Town Planner, applied for, and received Community Preservation Fund grants for the following work to be undertaken:

- Sundry Carpentry work on the exterior of the Elevator Addition to replace wood trim, replace window framing elements, flashing the cupola on the roof, replacing a failed meeting rail on one of the windows in the hall, and several lower sash rails on the addition, and the installation of insulation in the attic space above the stage to prevent the formation of dangerous icicles over the exterior east entrance handicap ramp after snowstorms.

This project was bid in the fall of 2023, and when the work areas were opened, additional areas of damage were uncovered, necessitating a \$10,000 change order in addition to the base bid of \$27,000. All work was carried out in approximately one month, and the Trustees were very pleased with the professionalism and quality of the workmanship of all aspects of the work carried out.

- Sundry Carpentry repairs in the second-floor hall, and plaster repairs on the ceiling areas from water damage from leaks from around the cupola and a nearby chimney resulting from failed flashing on those structural elements.

Bidding of this project was dependent on the completion of the exterior flashing work, and will be bid in early 2024.

- Replacement of the existing obsolete HVAC control system with a newer system that will be easier to maintain and operate. (\$60,000)

This project was bid in the summer of 2023, but attracted no bidders. The project will be repackaged and rebid in 2024.

- Installation of traditional copper gutters on the main building and addition, following the design of gutters on Stetson Hall around the turn of the twentieth century. It was originally intended to pair the \$30,000 allocated for this project with a Mass. Preservation Projects Fund grant, but the conditions of the state grant made it impossible for the Trustees to apply for a grant match. The Trustees are looking to scale down the scope of the project so it can be carried out in 2024.

In addition to these planned projects, the Trustees had to deal with an unplanned condition. On December 19th, during a severe wind and rainstorm, the lower sash of one of the large windows in the upstairs hall was blown in by a sudden severe gust of wind, breaking all the panes of glass, and damaging the trim beads and severing the sash cords that were attached to the counterweights for the sash that enabled it to be raised and lowered. With the Town Inauguration set to take place two weeks later, the Trustees, working with the Town Manager and Town Planner were able to bid the project, award the job and have the job done within ten days, along with the repair of a damaged top sash on the other side of the hall.

When not planning repairs to the building, the Trustees were planning the transition of the building's first floor from a small business incubator to a series of lease or license office spaces earning income for the

Town. This initial phase of the planning took several months. In mid-November the Town Planner got the go-ahead to remove the office furniture associated with the Hub small business incubator, so that the Trustees could begin the work of preparing the offices for occupancy by paying tenants once again, a process that will extend well into early 2024. It is anticipated that when the preparations are completed and the offices occupied, the income generated will offset at least half of the current budgeted expenses of operating the building.

Once the first-floor offices are occupied, the Trustees will turn their attention to the use of the second floor Great Hall. Heavy usage of the hall for numerous private functions over the past twelve years took their toll on the infrastructure of the building in excess of the income brought in from the rentals, and the Town Manager directed the Trustees to develop a plan that is less damaging to the building. The Trustees are envisioning a business focused use of the hall for meetings, training programs, product rollouts, and other business-related activities, interspersed with community events and activities, and eventually a small number of private functions. We will be consulting with those with business marketing experience to determine the best approach. We expect that the mixture of uses will result in a better income stream, reduced infrastructural impact, and greater profitability for the building.

In addition to the economic revitalization of the building we are also looking at ways to manage operations better. Trustees Marie Morisset and Judy Gangel explored the possibility of having a facilities manager who could oversee the operations of the building's physical plant and equipment as well as create and oversee a maintenance schedule to ensure smooth operations and reduce unexpected breakdowns of systems. It is hoped that once the research is completed that this information can be provided to the Town Planner and Town Manager for possible implementation for Stetson Hall and other municipal buildings.

While the Trustees were planning for the building's future, they were pleased to be able to have the building serve as host to several events during the year, including two concerts by the Randolph Community Band, a year end reception for young adults in a Community Workforce program, a holiday party for the Randolph Police Department, serving as an operational locus for the Nite Before the Fourth celebration, hosting a postcard exhibit by the Historical Commission, and hosting a Planning Department workshop on how the town can best meet the housing requirements by the state for MBTA communities, of which Randolph is one. We look forward to expanding the opportunities for community events and celebrations in the coming year. The Trustees note with regret the departure of Trustee Vice Chair Judith S. Gangel after three terms as a Stetson Trustee, two of them as Vice Chair, and more than fifty years of public service to the Town or Randolph in a variety of capacities as a teacher, recycling coordinator, town meeting member, Stetson Trustee, active member of the Democratic Town Committee, and community advocate. As a Trustee she worked tirelessly for improvements to the facilities, including improvements to the handicap access ramp, improving the health and safety of the restrooms and the creation of a family restroom with baby changing station. It was her vision of the re-focusing of the use of Stetson Hall for business purposes that has guided us over the past two years. The Trustees wish her all the best.

We also welcomed former Trustee Ira Greene back to the board. We look forward to working with him as we transition Stetson Hall back into active income generating service to the Town, aiming to offset as much of our operating costs as possible.

Maintaining and operating Stetson Hall requires the efforts of many individuals and departments in addition to the Trustees. We thank Town Manager Brian Howard for his direction and oversight, and Town Planner Michelle Tyler for her assistance, budget management, and encouragement. A big thank you to the Public Works Department, who keep the grounds looking attractive in the warm weather, keep the parking lots safe to travel on in the winter months, and helped decorate the front of Stetson Hall for the holiday season for the first time in many years, in addition to providing personnel to help with moving furniture, stage risers, and many other tasks that would be impossible without their help.

We look forward to bringing the “people’s building” back into active service to the community in 2024.

Respectfully submitted,
The Trustees of the Stetson School Fund

Henry Cooke, Chair
Judith S. Gangel, Vice Chair
Marie Morisset, Clerk

COMMUNITY PROGRAMS

Welcome to the vibrant tapestry of community engagement that is the Department of Community Programs (RCP) in Randolph. Our mission is rooted in enriching the lives of residents by delivering a diverse array of programs, events, and services. Comprising integral components such as the Turner Free Library, Recreation Department with the Randolph Intergenerational Community Center (RICC), Joseph J. Zapustas Ice Arena (Rink), Randolph Community Pool, Elder Affairs, Veterans Services, and the oversight of Town Social Workers and services, we take pride in overseeing vital community assets like the Imagination Station Playground, Williams Gazebo, Belcher Park, Powers Farm, Cochato Challenge Ropes Course, and organizing major community-wide events such as the Summer Recreation Program and the Night Before the 4th Parade. As we present this annual report, we reflect on our commitment to fostering a sense of unity, wellness, and joy within the Randolph community.

As we delve into the new developments that unfolded in 2023, we celebrate the growth, inclusivity, and innovation that propel our Community Programs Department forward, ensuring that it remains a vibrant hub for the Randolph community.

Inaugural Randolph Day in June: A highlight of 2023 was the introduction of the inaugural Randolph Day in June. This community-wide celebration brought together local groups and organizations, creating a vibrant tapestry of Randolph's diverse offerings. The event featured a "Touch a Truck" experience, allowing community members to interact with various vehicles while learning about the essential services they provide. Randolph Day in June emerged as a symbol of community unity, marking the commencement of summer with engaging activities that celebrated our collective spirit. This event is now a cherished tradition, embodying the essence of community pride and togetherness.



National Fitness Court Grand Opening: Randolph Community Programs took a significant stride towards promoting health and well-being with the grand opening of the National Fitness Court at Belcher Park in September of 2023. Funded in part by a grant from Blue Cross Blue Shield and Beth Israel Deaconess Milton, this state-of-the-art fitness facility provides a free, accessible, and community-centric space for residents of all ages to engage in physical activities, fostering a healthier and more active lifestyle.



Enhanced Social Services Program: Responding to the evolving needs of the community, Randolph Community Programs introduced an expanded Social Services program in 2023 based at the RICC. Two dedicated town social workers played a pivotal role, conducting 1,463 phone intakes, offering 17 weekly outreach hours at various town locations, holding 431 client meetings, and serving 190 regular clients. The program also boasted 636 digital touchpoints, utilizing email and spreadsheets. Our social services workers helped to organize our annual United Way Gratitude event which included distributing 400 gift cards to families in need, this Thanksgiving season. Notably, the Randolph Resiliency Emergency Relief Fund was effectively managed, providing crucial support during times of need. Language Line services were implemented as part of this new initiative to ensure language equity in our social service efforts. This program exemplifies our commitment to comprehensive care, ensuring that Randolph residents have access to vital social services and assistance when required.

Inaugural Social Services Fair: In September 2023, the community came together for the inaugural Randolph Social Services Fair, a collaborative effort involving over 50 area social service agencies. This event served as a valuable resource for residents, offering insights into a diverse array of services and support available in the community. Hundreds attended, showcasing the community's commitment to fostering connections and providing essential resources.

Digital Inclusion Initiative: In 2023, Randolph Community Programs made significant strides in achieving its goal of digital inclusion. The initiative aimed to bridge the digital divide within the community, ensuring equitable access to technology for all residents. The comprehensive effort involved targeted programs, resources, and partnerships to empower individuals with digital literacy skills and to complete the town's first Digital Equity Plan. The commitment to digital inclusion reflects our dedication to fostering an accessible and connected community. Due to RCP's efforts and implementation of web accessibility features, the Town of Randolph was named a National Digital Inclusion Trailblazer (one of only 47 in the country).

These accomplishments are a testament to the hard work and dedication of each individual department under the Randolph Community Programs umbrella.

ELDER AFFAIRS

Randolph Elder Affairs, in collaboration with the Council on Aging, is dedicated to enhancing the quality of life for residents aged 60 and above, in accordance with the Older American Act. Our mission is to cater to the physical, social, and emotional needs of seniors, empowering them to lead independent, stimulating, and self-reliant lives within the comfort of their homes.

Our Outreach Program, seamlessly integrated within the Randolph Intergenerational Community Center (RICC), serves as a central hub for information dissemination, a diverse array of programs, and transportation services for medical appointments, shopping, and social activities. In the past year, we provided a total of **3,557 round-trip van rides**, ensuring seniors had access to medical and dental appointments, food shopping, and various locations for town activities. Outreach staff assisted over 140 seniors with Housing, Fuel Assistance, SNAP, social security forms, and applications, while maintaining ongoing case management for **38 clients**. Our dedicated SHINE counselor addressed healthcare queries for **434 seniors**, and our monthly Quincy Community Action Program Mobile Food Pantry served an average of **93 seniors** each month, totaling **1,116 seniors** served in 2023. Additionally, our outreach staff conducted regular home deliveries from the Randolph Friendly Food Pantry, providing **576+ bags of food** to seniors who are unable to visit the food pantry on their own. The South Shore Elder Services Meals on Wheels program delivered over **61,000 meals** to seniors from our kitchen.

In 2023, we witnessed a notable increase in senior participation, with **1,237 unduplicated seniors** engaging in activities in over **27,074 attendances**. We welcomed **966 new seniors** as members, indicating the success of our efforts in creating a welcoming and engaging environment for our elder community members. The Elder Affairs Department ensures a vibrant senior community with an average of **18 regular programs** offered weekly, complemented by various monthly ad hoc programs tailored to the diverse interests of our seniors.

The Senior Citizen Prom held this year surpassed all expectations, with over **50 enthusiastic attendees** reveling in a night of joy, camaraderie, and timeless elegance. The event, meticulously organized by the Elder Affairs Department, created a vibrant atmosphere reminiscent of cherished memories from decades past. Dressed in their finest attire, seniors twirled across the dance floor, exchanging laughter and stories, showcasing a lively and spirited community. The room was adorned with twinkling lights, and the music resonated with tunes that brought back fond recollections. The Senior Citizen Prom not only celebrated the

beauty of aging gracefully but also highlighted the enduring friendships and connections within our senior community, demonstrating that the joy of life knows no age limits.

We took pride in hosting the 8th Annual Senior Olympics, attracting **over 40 participants**, with some track and field events taking place at Gillette Stadium. Our most senior athlete, at 87 years young, exemplifies the spirit of our active senior community. Additionally, our vibrant pickleball community boasted over **60 active players** contributing over **460 hours of court time**, promoting physical exercise, camaraderie, and community spirit. Our growing number of Ping Pong players added to the dynamic range of activities available.



As we reflect on the achievements of 2023, we remain committed to fostering a supportive and engaging environment for our elder community members in the coming years.

Respectfully Submitted,
Keri Sullivan, Director of Elder Affairs

JOSEPH J. ZAPUSTAS ICE ARENA

Joseph J. Zapustas Arena experienced a consistently high level of activity throughout 2023, serving as the venue for over **500 games** and **400 practices**, resulting in a revenue generation **exceeding \$500,000**. Notably, the facility underwent a substantial transformation, enhancing its physical appearance through Capital Improvement funding. This initiative included the refurbishing of wood in player boxes as well as the installation of new rubber matting in locker rooms, bathrooms, entryways, and heavily trafficked areas, previously characterized by poor and unsafe conditions. These upgrades have received positive acclaim from our patrons. The fully operational snack bar complements the overall experience during games and events.

In addition to regular activities, the arena played host to community events such as the New Year's Eve skate party, attended by **over 100 residents**, and the Charity Hockey game, featuring a spirited competition between the Randolph Police Department and Randolph Fire Department. This event successfully raised funds for camp scholarships in honor of two fallen Police Officers. The arena actively participated in the town's Winter ONederland event, featuring a captivating Holiday Skating exhibition by the Commonwealth Figure Skating Club.



The arena achieved record-breaking attendance last March during Braintree High School's early-round home games, attracting **over 1,200 spectators**. Moreover, we organized the inaugural Holiday High School Hockey Tournament, sponsored by Arrow Sports, featuring top teams such as Xaverian, Archbishop Williams, Hingham, and Braintree. The tournament witnessed thrilling action, drawing a substantial crowd.

A noteworthy development is our selection as the home rink for the Norfolk Mallards, a newly formed team participating in the Union Hockey League—an Adult Hockey "Semi-Pro" travel league, characterized by full-check play.

The enhancements and diverse events at Joseph J. Zapustas Arena reflect our commitment to providing a safe, enjoyable, and inclusive community space.

Respectfully Submitted,
David McNeil, Rink Manager

RANDOLPH COMMUNITY POOL

In the year 2023, the Randolph Community Pool played a pivotal role in fostering a diverse range of aquatic activities for athletes, students, campers, and adults alike. Our commitment to providing a well-rounded recreational experience was evident in the successful implementation of various programs.

Throughout the summer, the pool hosted five distinct camps (including the Town's Recreation Summer Program) on Mondays through Thursdays, accommodating a total of **155 campers**.

In preparation for the swim season, a specialized dry land program was offered to the Randolph Rapids, attracting **24 participants** who engaged in rigorous training four days a week for two months. During the high school season, the Randolph Community Pool served as the venue for four high schools, including Randolph High, hosting meets that drew in **over 270 swimmers**. The Winter Suburban Swim League Championships, comprising five teams including our local Rapids team, saw an impressive turnout of **over 450 swimmers**.



Our weekend swim lessons, catering to all age groups from water babies to adults, were well-received, with a total of **123 participants** benefiting from our comprehensive instructional programs. The swim lessons fill up within 48 hours of opening them to the public each session due to popularity.

The water aerobics program, offered on evenings from Monday to Wednesday, saw consistent attendance throughout the year, with a total of **71 members** actively participating.

Despite limited open swim times, primarily on Sundays, we were pleased to welcome **43 participants** who enjoyed the pool's recreational opportunities. The Randolph Community Pool remains dedicated to providing accessible and diverse aquatic experiences for our residents.

Respectfully Submitted,
Terri Phinney, Pool Director

RANDOLPH INTERGENERATIONAL COMMUNITY CENTER

The Recreation Department stands as a cornerstone of our community, weaving the fabric of togetherness and vitality. As we reflect on the pivotal role community programs play in enhancing the quality of life for Randolph residents, it becomes clear that the continued success of these initiatives is paramount. In fostering a sense of belonging and providing diverse recreational opportunities, we contribute to the flourishing spirit of our town. The commitment to fostering community bonds and supporting the well-being of our residents remains unwavering. As we delve into the new developments that unfolded in 2023, we celebrate the growth, inclusivity, and innovation that propel our Recreation Department forward, ensuring that it remains a vibrant hub for the Randolph community.

In the heart of Randolph, our Recreation Department orchestrated a tapestry of community-wide events, creating lasting memories for residents of all ages.

Community-Wide Events: The Bunny Squad Parade kicked off the year with joy, bringing families together for a delightful springtime celebration. As the season unfolded, the much-anticipated Spring Carnival returned, drawing over 2,000 people from Randolph and neighboring towns. The highlight of summer was the Night Before the 4th Parade, with the resounding return of a dazzling display of fireworks that painted the night sky, captivating the crowds lining the parade route with 71 units in the parade. Our Summer Recreation Program thrived with the generous support of a United Way grant, welcoming 242 eager participants to Camp Cochato, Kids Klub, and Teen Extreme



campers. These programs not only provided recreational enjoyment but also fostered educational experiences that resonated with the campers.

Throughout the warm months, our community gathered at the Summer Farmers Markets, where local vendors showcased their offerings, turning the market into a vibrant hub of activity. The calm waters of Norroway Pond hosted weekly Summer Kayaking sessions, attracting **more than 300** enthusiasts and emphasizing the beauty of our natural surroundings. The summer concluded with the three-day Mid-Autumn Lantern Festival, a collaborative effort between Randolph Recreation and Cultural Empowerment Organization, Inc. (CEO, Inc.), immersing **9,934 attendees** in a rich cultural experience, offering a vibrant celebration filled with traditional food, music, and the warm glow of lanterns.



As the air grew crisper, we celebrated fall with the largest Trunk or Treat event to date. Fifty trunks adorned the RICC parking lot, and hundreds of families enjoyed a safe and festive Halloween experience. The Harvest Hoopla brought together **over 4,000** residents, featuring hayrides, pony rides, food trucks, and a local band, creating a true sense of community. In collaboration with the Randolph Runners we hosted Pack the Pantry, a charitable endeavor with **over 100 runners** participating to bring donations to our local food pantry. Winter brought the enchanting Winter ONEderland, a larger-than-ever event at the RICC and multiple other town locations, with expanded performances and well-attended tree lighting at Town Hall. As the year drew to a close, we welcomed the new year with the annual NYE Skate Party at the Zapustas Arena, where **over 100 residents** skated into the night, celebrating the beginning of a promising year.

Randolph Intergenerational Community Center (RICC) Programs and Membership Update: In 2023, the RICC emerged as a vibrant hub for the community, fostering engagement across generations. After fully reopening its doors since the pandemic, the RICC welcomed 4,981 members, spanning various age groups. Building Use witnessed an impressive 45,682 scan-ins, underscoring the RICC's significance in the community.

Beyond the numbers, the RICC introduced a range of new programs, from invigorating community hikes to a mentorship program in Sport Silat Martial Arts. Collaborations with esteemed organizations like Vovinam

Martial Arts, Speed School, and N-Zone Basketball enriched our offerings. The success of ongoing programs, such as the Paul Fernandes Annual Spelling Bee and weekly passive activities like basketball and volleyball, highlighted the RICC's role as a dynamic space for recreation and community building. Girls on the Run continued to inspire participants through successful spring and fall seasons.



Community-led initiatives, including diverse programs like zumba, yoga, drumming, art classes, boxing, and dance, showcased the RICC's commitment to providing a space for residents to explore and nurture their passions.

As we reflect on 2023, we express our gratitude to the community for its unwavering support. Randolph Recreation remains committed to fostering a sense of belonging, well-being, and joy, and we look forward to continuing this journey with you in the years to come.

Respectfully Submitted,
Elizabeth LaRosee
Director of Library, Recreation, and Community Programs

TURNER FREE LIBRARY

2023 was a busy year at the Turner Free Library (TFL)! As Randolph's public library, the TFL provides equitable access to information in the form of books, audiobooks, movies, and other materials as well as offering public computers and an open wi-fi network so that anyone can access the internet. The TFL is a member of the Old Colony Library Network, a cooperative of 28-member libraries, whose shared resources allow the Randolph community to access a wide range of print and digital materials.

The TFL's budget is less than 1% of the total appropriations for the Town of Randolph. With this budget, funding from the Massachusetts Board of Library Commissioners, and grants attained by TFL librarians, the TFL is proud to be the only town department that offers its services completely free of charge. Come visit us!

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

Library services will soon be on a roll! In 2023, the TFL was awarded \$524,000 in congressionally-directed spending to purchase and equip a bookmobile. The bookmobile will allow TFL staff to deliver Library materials and services to Randolph's public elementary and middle schools as well as to visit locations around town! In addition to traditional Library materials, the bookmobile will also serve as a mobile technology hub offering free Wi-Fi and educational activities for all ages.

The TFL piloted a new and highly anticipated service in 2023: Sunday hours! The Library began opening on Sundays from 1-5pm in October 2023 and will continue to offer these new hours through the spring of 2024. More than **1,000** people have already visited the Library on Sundays during the first three months of this new service and we hope to continue offering Sunday hours in future years based on community response.

Library Program and Attendance Trends

In 2023, the Library was open for **3,462** hours of public service, during which **18,599** people attended **1,311** free programs for kids, teens, adults, and seniors! These programs included story times, digital literacy classes, book club meetings, craft programs, and much more!

This year's program highlights included collaborations with local partners and lots of grant-funded fun! For the second year in a row, the TFL partnered with Randolph Public Schools and Randolph Community Programs to offer an expanded version of the Library's annual all ages summer program: Randolph Reads! Thanks to \$10,000 the TFL was awarded in Library Services and Technology Act funding, the Library was able to offer a wide range of programs and resources centering around food representative of our diverse, international community. These cooking and gardening programs included topics such as composting, tea blending, onigiri making, and more. 2023 also saw the creation of the TFL's Seed Library, which provided more than 30 varieties of herbs and vegetable seeds to the Randolph community free of charge.

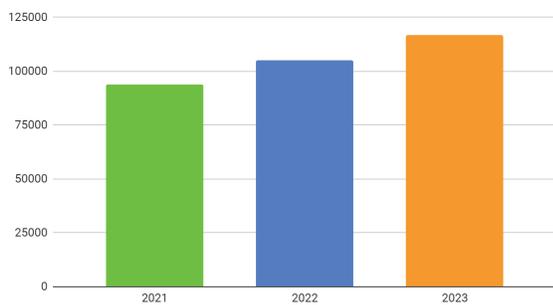


Print and Digital Circulation Trends

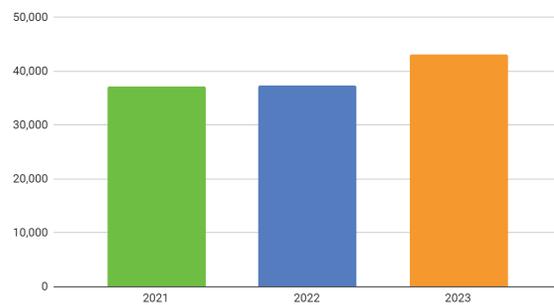
In 2023, **159,934** print and digital items were borrowed from the TFL; an **11% increase** over last year’s combined circulation numbers. This year, Randolph’s favorite reads were: **Kids** - *The Baby-Sitters Club* by Gale Galligan; **Teens** - *Spy x Family* by

Tatsuya Endō; and **Adults & Seniors** - *It Starts With Us* by Colleen Hoover. In addition to print and digital books, audiobooks, and magazines, the TFL loans out a range of items that Randolph residents can use at home, including mobile hotspots, Chromebooks, video game controllers, board games, and more.

Print Circulation, 2021-2023



Digital Circulation, 2021-2023



Technology Trends

In 2023 the TFL’s public computers were used **12,011** times for a total of **6,913** hours. The TFL’s “bring your own device” (BYOD) printing service was used **1,956** times in 2023. The outdoor pickup lockers have been used **568** times for people pickup up or renewing library materials. The Turner Free Studio was booked **196** times and the Meeting Pod was reserved **447** times. The Library also offers a wide range of online services, including virtual job coaching, tutoring, and language learning, which were used **2,072** times in 2023.

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

VETERANS SERVICES

In our steadfast commitment to providing unparalleled support for our esteemed Veterans, Randolph's Veterans Services Agents navigated the intricacies of claims filing and resource exploration throughout the year. Our diligent Veterans Services Office meticulously reviewed each case, collaborating with entities such as the Veterans Administration and other organizations to deliver comprehensive assistance. In 2023, we provided ongoing support to **25 veterans** and their dependents through Chapter 115 Benefits, adhering to the regulations set forth by Massachusetts General Laws.

Throughout the year, our office processed a multitude of claims for state and federal benefits, encompassing VA pensions, Discharge Requests to War Records, Educational Benefits, and VA Aid and Attendance. The total disbursement of Massachusetts VA benefits to our Veterans **exceeded \$500,000 annually**, showcasing our commitment to both our Veterans and the broader community. Notably, our dedicated Veterans Agent and part-time Veterans Service Officer significantly contributed to an **18% increase** in state support for local veterans from 2021 to 2023.

In October 2023, the Director of Veterans Services attended mandatory training on Massachusetts Chapter 115 benefits and Federal VA benefits. The month of November saw the Korean Consul General visiting Randolph to conduct their annual ceremony, expressing gratitude to our Korea Veterans. This engagement strengthens our community's alliance with South Korea, symbolizing a positive collaboration with our international allies.

In conjunction with AMVETS, the VFW, and our Veterans Council, our office actively promotes and supports ceremonies for Memorial Day and Veterans Day. These events, well-attended and revered, serve as a testament to our collective appreciation for the sacrifices made by our military members and their families.



In a proactive move towards continuous improvement, 2023 marked the initiation of the strategic planning process for our department. This ongoing endeavor, extending into 2024, involves feedback sessions for veterans, with two sessions already held, and a commitment to exploring new programs and communication channels. As we reflect on the accomplishments of the past year, we remain dedicated to being an integral part of Randolph's vibrancy. Looking forward, our commitment to representing the significant contributions made by Veterans to our nation, state, and community remains unwavering. We are optimistic about the continued success of our town and the well-being of our Veterans.

Respectfully Submitted,
Kevin J. Cook, Director of Veterans Services

As we conclude this comprehensive 2023 Annual Town Report for Randolph Community Programs, we take a moment to appreciate the collective efforts and accomplishments across various departments within our vibrant community. From Elder Affairs ensuring the well-being of our seniors through outreach programs and engaging events, to the Joseph J. Zapustas Ice Arena and Randolph Community Pool providing a dynamic space for athletic enthusiasts and community events, each department has played a crucial role in fostering unity and vibrancy in Randolph.

The Turner Free Library, with its mission to serve as a hub for diverse informational, educational, cultural, and recreational needs, has witnessed remarkable growth, including the introduction of Sunday hours and the innovative addition of a bookmobile. The dedication to offering free and equitable services to the community has made the TFL a cornerstone of knowledge and engagement.

In recognizing the sacrifices and contributions of our Veterans, the Veterans Services department has not only navigated complex benefit processes but also actively engaged in community events, reinforcing our commitment to honoring our military members.

Our Recreation Department, with its unwavering commitment to community wellness, inclusivity, and joy, spearheaded impactful initiatives. The introduction of Randolph Day in June, the grand opening of the National Fitness Court, and the expansion of the Social Services program underscore the department's dedication to holistic community development.

As we extend our gratitude to the dedicated staff and the entire community for their investment in Randolph Community Programs, we wish to take a moment to remember and honor the late Jonathan Ramage, who worked with unwavering dedication as our senior outreach worker. Jon's remarkable career spanned over five years with the Town of Randolph, during which he showcased exceptional social work skills honed from years of helping individuals experiencing homelessness in the greater Boston area.

In Randolph, Jon devoted himself to assisting our senior population, finding housing solutions, providing food resources, and offering comfort to those facing loss. His tireless efforts with the friendly food pantry ensured that homebound seniors received monthly meals, demonstrating his commitment to the well-being of our community. Jon's love, respect, and deep impact on his co-workers in the Elder Affairs department are immeasurable. His legacy lives on in the countless Randolph residents he helped, and he will be greatly missed by the staff at the Randolph Intergenerational Community Center.



As we reflect on the achievements of 2023, we honor Jonathan Ramage's memory and express our sincere appreciation to all staff and residents for their unwavering support. Randolph remains a place we all proudly call home, thanks to the dedication and resilience of our community.

Respectfully Submitted,
Elizabeth LaRosee
Director of Library, Recreation, and Community Programs

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 42 business locations using weighing and measuring devices, and this generated \$8223 in sealing and inspection fees delivered to the town’s general fund. There were 99 scales, 9 weights, 6 reverse redemption machines, 248 gasoline and diesel meters, and 4 spring-water meters inspected, tested, and sealed for the year 2022.

Also, as Sealer, during the year, I attended a one day training seminar conducted by The Massachusetts Weights & Measures Association, and also a two day training seminar conducted by The Massachusetts Weights & Measures Association.

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 \$16,205.68 over the year 2023

Respectfully submitted,

Donald W. Smith
Sealer of Weights and Measures

HISTORICAL COMMISSION

The year just past saw the Historical Commission engaged in several activities related to their role in advising town departments, boards, and the wider community on matters of historic preservation, and in our administration of the Town's ordinances pertaining to the demolition of historic buildings.

In response to the encouragement of the Master Plan Implementation Committee, the Commission met jointly with the Planning Board to propose the following changes to the Town's zoning ordinances to the Town Council for acceptance:

- Setting aside the zoning requirements for certain setbacks for new houses in an area largely comprised of historic buildings, those in the area of the Elms Local Historic District. This will preserve the historic viewshed in such areas, where houses are often closer to the public way than allowed by current zoning regulations.
- Increasing the length of delays on potential demolition of a preferably preserved historic building as defined in the Town's demolition ordinances from nine months to one year. It is hoped that this increase will provide more encouragement to property owners and the Town in finding alternatives to demolition of our irreplaceable history and heritage.

The Historical Commission also met with various property owners in the early stages of developing properties with historic buildings on them to find alternatives to demolition. It is in this early planning phase that various options can be explored such as placement of roadways, building additions, clustering of buildings on a parcel, etc. In so doing it often is possible to preserve the historic nature of the property and enhance the value of future development.

The Commission had no demolition reviews this year. We follow the local real estate market to anticipate properties that might come before the Commission for a demolition review, and if possible, work proactively with potential property owners in finding ways to make some historic buildings more livable from a modern standpoint, while maintaining the historic and architectural elements that are an important part of the town's architectural heritage.

We also sought out grant funding to enable us to better carry out our preservation efforts. One of these was an application for a Community Preservation Fund grant to complete the townwide survey of historic buildings and other historic resources that we started. The Town approved a grant for this purpose, which was used as a grant match in our application to the Massachusetts Historical Commission for a Survey and Planning Grant, which are typically awarded for such projects. Due to the intense competition this year, we were not approved for a full application. We will review the MHC's reasons for denying the grant this year and apply again in 2025.

The Historical Commission also was approached by members of the Randolph Veterans Council to partner in the preservation of gravestones at the Oakland Cemetery. We began the application process for a state Veterans Heritage Grant but were unable to come up with initial funding to get a cost estimate from professional gravestone specialists for the cleaning, repairing, and resetting of approximate 21 gravestones that had been damaged. We have been referred to another gravestone conservation company that we hope we can work with to get the needed quotes and seek out grants and other funding to enable this partnership to commence the preservation of these memorials to the earliest veterans and their families who served their town and their nation.

Looking ahead to 2024, we have been invited to work with the Randolph Women's Club on a possible international symposium on Randolph's most prominent native daughter, author Mary Wilkins Freeman, whose stories about life in a small town achieved a notoriety at the turn of the twentieth century with that of

her friend and fellow author Mark Twain, and which has enjoyed a renaissance in recent years. We look forward to the opportunity to help share the people and places that were part of Mary Wilkins Freeman's work and life with our fellow townspeople and other Freeman fans from across the nation.
Respectfully submitted.

Henry Cooke, Chair
Lynn Feingold, Vice Chair
Mary West, Clerk
Elsie Gray
Karen Haynes-Clifton

PLANNING DEPARTMENT

The Planning Board conducted 19 meetings in 2023 beginning the year with virtual meetings before transitioning to hybrid and we welcomed a half-time clerk to provide administrative support for the Board and Planning Department.

Under the Board’s regulatory authority through subdivision control and/or zoning the following projects were considered:

- Four projects with requests to modify lot lines
- Two requests for new subdivisions of land
- One modification of a subdivision to discontinue unimproved roads
- A request for accessory use (in-law apartment)
- Site plan and design review for six projects
- Review, monitoring and action regarding the progress on subdivisions for the following:

Project Name	Street
Bartlett Estates	McEnelly Circle
Belcher Estates	George M. Lovering Cir
Country Way Lane	Country Way Lane
Grove Ave	Cygnets 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 Ave
Richard Estates	Richard Rd (extension)
Spring Estates	Kelli Rd

In collaboration with the Randolph Historic Commission, the Board took up review of zoning regulations related to property setbacks for historic properties.

Through the Planning Board and Planning Department, two major projects were initiated an audit of current the zoning ordinance and compliance with MGL Chapter 3A (MBTA Communities) requirements.

For the audit of the zoning ordinance, the Planning Department engaged the services of a consulting firm to conduct a **Phase I Audit of the Town’s Zoning Ordinance**. Working with Barrett Planning Group, LLC, the goal of the audit was to identify internal inconsistencies, issues regarding conformity with statutory and case law, omissions and areas where updates or amendments are required. The consultant evaluated the Zoning Ordinance, conducted interviews with members of the Planning Board, Town Council, Zoning Board of Appeals, Town Attorney and Town Manager to understand their use of the Randolph Zoning Ordinance, including challenges and strengths, from the perspective of those who administer, interpret, and enforce it and conducted a comparative analysis of related administrative Rules/Regulations of the Planning Board, Town Council and Zoning Board of Appeals (ZBA) to evaluate consistency with Zoning Ordinances and identify opportunities to relocate content from an ordinance to applicable rules and regulations. With the

resulting Diagnostic Report, the Planning Department secured funding for a comprehensive zoning recodification to begin in 2024.

As an **MBTA Community**, identified in MGL section 3A chapter 40A, Randolph is subject to compliance with Chapter 358 of the Acts of 2020 to develop zoning ordinances that permit multifamily housing by right. The Planning Department secured funds through a Community Planning Grant to receive Technical Assistance to guide the Town through the process and engaged with RKG Associates and Innes Associates. The firms began their work in March 2023 with an “on the ground” review of the community followed by a joint meeting between Planning Board and Town Council to provide education on the requirements imposed by the new law. In mid-fall, the consulting firm provided three (3) public workshops for residents to learn about the requirements and participate in decision making that leads to the Town’s compliance. Efforts in this project will continue in 2024 to meet the required deadline for compliance on 12/31/2024.

Randolph began work through an intermunicipal agreement for a **Shared Housing Services Office (SHSO)** to assist us monitor existing affordable housing stock, manage local funding and programs to support affordable housing. First year funding for the service was provided through the Community Preservation Act.

Randolph continues to be active in a multi-community coalition (Weymouth, Milton, Quincy, Randolph) with Bay State Community Services as a **Mass in Motion** community. This four-year grant from Massachusetts Department of Public Health is expected to be extended and last for ten years. The program identifies the root causes of chronic disease states and help lower those risks by policy, systems and environmental changes (PSE) that increase access to healthy food and creating opportunities for active lifestyles. The part-time coordinator, while reporting in to the Planning Department, coordinates with other municipal departments and partner organizations to advance the initiatives. In 2023 they included the WalkMassachusetts project with 20 Randolph residents, Pack the Pantry 5K, providing a seminar on Diabetes Awareness, a Men’s Health Awareness program

The Town, through the Planning Department completed its first year of **Community Development Block Grant (CDBG)** funding that supports housing repairs and childcare services for income eligible Randolph residents. The successful first year grant of \$800,000 allowed the Town to support childcare subsidies for 22 children from 17 families and to provide housing rehabilitation for 9 homes serving 19 residents. The Town applied for additional funding to continue supporting the program and received \$1,350,000 for FY22/23 which will allow 30 children to be served through subsidies and an additional 21 homes rehabilitated.

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.

PLANNING BOARD

The Planning Board conducted 19 meetings in 2023 beginning the year with virtual meetings before transitioning to hybrid and we welcomed a half-time clerk to provide administrative support for the Board and Planning Department.

Under the Board’s regulatory authority through subdivision control and/or zoning the following projects were considered:

- Four projects with requests to modify lot lines
- Two requests for new subdivisions of land
- One modification of a subdivision to discontinue unimproved roads
- A request for accessory use (in-law apartment)
- Site plan and design review for six projects
- Review, monitoring and action regarding the progress on subdivisions for the following:

Project Name	Street
Bartlett Estates	McEnelly Circle
Belcher Estates	George M. Lovering Cir
Country Way Lane	Country Way Lane
Grove Ave	Cygnets 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 Ave
Richard Estates	Richard Rd (extension)
Spring Estates	Kelli Rd

In collaboration with the Randolph Historic Commission, the Board took up review of zoning regulations related to property setbacks for historic properties.

Through the Planning Board and Planning Department, two major projects were initiated an audit of current the zoning ordinance and compliance with MGL Chapter 3A (MBTA Communities) requirements.

For the audit of the zoning ordinance, the Planning Department engaged the services of a consulting firm to conduct a **Phase I Audit of the Town’s Zoning Ordinance**. Working with Barrett Planning Group, LLC, the goal of the audit was to identify internal inconsistencies, issues regarding conformity with statutory and case law, omissions and areas where updates or amendments are required. The consultant evaluated the Zoning Ordinance, conducted interviews with members of the Planning Board, Town Council, Zoning Board of Appeals, Town Attorney and Town Manager to understand their use of the Randolph Zoning Ordinance, including challenges and strengths, from the perspective of those who administer, interpret, and enforce it and conducted a comparative analysis of related administrative Rules/Regulations of the Planning Board, Town Council and Zoning Board of Appeals (ZBA) to evaluate consistency with Zoning Ordinances and identify opportunities to relocate content from an ordinance to applicable rules and regulations. With the resulting Diagnostic Report, the Planning Department secured funding for a comprehensive zoning recodification to begin in 2024.

As an **MBTA Community**, identified in MGL section 3A chapter 40A, Randolph is subject to compliance with Chapter 358 of the Acts of 2020 to develop zoning ordinances that permit multifamily housing by right. The Planning Department secured funds through a Community Planning Grant to receive Technical Assistance to guide the Town through the process and engaged with RKG Associates and Innes Associates. The firms began their work in March 2023 with an “on the ground” review of the community followed by a joint meeting between Planning Board and Town Council to provide education on the requirements imposed by the new law. In mid-fall, the consulting firm provided three (3) public workshops for residents to learn about the requirements and participate in decision making that leads to the Town’s compliance. Efforts in this project will continue in 2024 to meet the required deadline for compliance on 12/31/2024.

Randolph began work through an intermunicipal agreement for a **Shared Housing Services Office (SHSO)** to assist us monitor existing affordable housing stock, manage local funding and programs to support affordable housing. First year funding for the service was provided through the Community Preservation Act.

Randolph continues to be active in a multi-community coalition (Weymouth, Milton, Quincy, Randolph) with Bay State Community Services as a **Mass in Motion** community. This four-year grant from Massachusetts Department of Public Health is expected to be extended and last for ten years. The program identifies the root causes of chronic disease states and help lower those risks by policy, systems and environmental changes (PSE) that increase access to healthy food and creating opportunities for active lifestyles. The part-time coordinator, while reporting in to the Planning Department, coordinates with other municipal departments and partner organizations to advance the initiatives. In 2023 they included the WalkMassachusetts project with 20 Randolph residents, Pack the Pantry 5K, providing a seminar on Diabetes Awareness, a Men’s Health Awareness program

The Town, through the Planning Department completed its first year of **Community Development Block Grant (CDBG)** funding that supports housing repairs and childcare services for income eligible Randolph residents. The successful first year grant of \$800,000 allowed the Town to support childcare subsidies for 22 children from 17 families and to provide housing rehabilitation for 9 homes serving 19 residents. The Town applied for additional funding to continue supporting the program and received \$1,350,000 for FY22/23 which will allow 30 children to be served through subsidies and an additional 21 homes rehabilitated.

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.

MASTER PLAN IMPLEMENTATION COMMITTEE

The Master Plan Implementation Committee (MPIC) has been charged with:

- Working with town departments, boards and committees to review Master Plan goals, chart progress toward achieving those goals and facilitate removal of barriers and obstacles affecting implementation.
- Providing quarterly updates to the Town Manager regarding implementation status and
- Conducting community outreach activities to educate the public about the Master Plan and the progress being made.

The MPIC analysis of our current Town of Randolph Master Plan progress to date in the 7 subject matter areas is:

- Land Use: 7 Goals; 5 are ongoing, 2 are in review. There is a need for zoning work: current zoning was reviewed, needs recodification.
- Economic Development: 8 Goals; 2 are ongoing, 2 are in collaboration with the Chambers of Commerce, 4 are in review.
- Housing: 4 Goals; 2 are ongoing, 2 are in consideration through the CH3A MBTA Communities Initiative.
- Open Space & Recreation: 7 Goals; 6 are ongoing, 1 is in consideration by the Recreation Board, assisted by the DPW. The Town needs an updated OS&R Plan.
- Natural & Cultural Resources: 10 Goals; 6 are ongoing, 4 have been completed.
- Services & Facilities: 12 Goals; 4 are completed, 5 are ongoing, 3 are in review.
- Transportation: 5 Goals; 3 are ongoing, 2 are in consideration.

Since 2017, when our current Master Plan was adopted, much has changed in the Randolph community and, as can be seen from above, much work has already been done with respect to our Master Plan. For these reasons the Master Plan Implementation Committee is recommending that the Planning Board perform an update to the Town of Randolph Master Plan as soon as this becomes possible.

In addition, the Town should move forward in the updating of the outdated Open Space and Recreation Plan.

Respectfully submitted:

Chair: Paul Meoni, Resident at Large
Member: Paul McCarthy, Resident-Business
Member: Henry Cooke, Historic Commission
Member: Lisa Millwood, School Committee
Member: Jesse Gordon, Town Council
Member: Pete Taveira, Board of Recreation
Facilitator and Advisor: Michelle Tyler

TOWN CLERK AND REGISTRAR

The Town Council voted to formally challenge the results of the Federal Census, prompting a recount to be initiated in the Fall. To ensure accuracy, we partnered with The Edward J. Collins, Jr., Center for Public Management, which recommended conducting a comprehensive second census of the group homes in Randolph. Through the collaborative efforts of group home property owners, facility managers, and town officials, it became clear that Randolph had indeed been undercounted in the initial census. As a result of this diligent work, the corrected population figures will be included in the Census Bureau’s next update, slated for release in May of 2025. This is important as Randolph was just shy of 35,000 residents, which would qualify the community as a Gateway City. Massachusetts offers many grant and other funding opportunities specifically to Gateway Cities.

This year also saw significant activity from the Board of Registrars. In the November local election, the Town Councillor At Large race ended in a very close contest, with only a 7-vote difference between the two candidates. This narrow margin led to the filing of a recount petition. For both the Town Clerk’s Office and the Board of Registrars, this recount was a first since I assumed the role of Town Clerk in 2018. Administering a recount is a substantial task that demands careful planning and execution. Fortunately, with the collaborative support of dedicated co-workers, diligent poll workers, and the invaluable advice from fellow Town Clerks in Avon, Braintree, Canton, Kingston, Stoughton, as well as the retired Milton Town Clerk, we were able to carry out the recount smoothly. Thanks to their collective efforts, the recount was completed efficiently, and the results were officially certified by the Board of Registrars. After the recount, the margin between the candidates grew by one additional vote, further confirming the accuracy of the process.

In addition to the recount, the Board of Registrars was also called upon to address a Residency Challenge Complaint filed against a sitting Town Councilor. The Board convened to assess whether the complaint contained sufficient grounds to warrant a formal hearing. After thoroughly reviewing all submitted materials, the Board voted unanimously against holding a hearing, based on the lack of supporting evidence.

I want to extend my heartfelt gratitude to the tireless efforts of Kristin McDonald, Andrew Brown, and Harriet Rynkiewicz, whose dedication to serving the public is evident every day in the Clerk’s Office. I’d also like to express special thanks to Betsy Fisher, Marilyn Gross, Betty Bertrand, and Maureen Rennie, who provide essential assistance during our busiest election seasons, ensuring everything runs smoothly.

2023 Vital Statistics as of 1/13/24		2022 Final
Births	345	375
Deaths	368	282
Marriages	136	241
Dog Licenses	1,051	1,365

2023 Residents by Age	
Age 1 day old through 17	4,755
Age 18 through 25	3,466
Age 26 through 35	5,303
Age 36 through 45	4,268
Age 46 through 55	4,309
Age 56 through 65	4,893

Age 66 through 74	3,259
Age 75 +	2,183
Total	32,436

2023 Residents by Precinct	
Precinct 1	2,478
Precinct 2	2,445
Precinct 3	2,653
Precinct 4	2,721
Precinct 5	2,615
Precinct 6	2,553
Precinct 7	2,764
Precinct 8	2,726
Precinct 9	2,674
Precinct 10	2,673
Precinct 11	2,843
Precinct 12	3,291
Total	32,436

2023 Nomination Papers and Initiative Petitions Certified		
Type	#	Signatures
Nomination Papers	121	615
Initiative Petitions	186	119

November 7, 2023 Local Election					
# Registered Voters	Election Day Voters	Early In Person Voters	Vote by Mail Ballots	Total Voters	Turnout %
23,934	2,062	289	152	2,715	11%

Respectfully submitted,

Cheryl D. Sass, Town Clerk & Registrar

Board of Registrars: **James Curtis, Chair**
 James W. Buiel, Vice-Chair
 Yvonne Watson, Member

Town Election - November 7, 2023 (AFTER the Recount)

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	259	208	195	218	252	107	217	202	215	207	208	206	2494
Total Hand Counted Ballots	2	3	1	1	0	0	0	3	1	0	0	1	12
Total Ballots	261	211	196	219	252	107	219	205	216	207	207	207	2507
5													
Councillor 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	145	103	111	130	151	59	119	127	119	132	118	142	1456
James F. Burgess, Jr.	115	87	106	98	127	49	91	108	107	110	92	109	1199
Richard A. Brewer, Jr	106	90	97	103	121	44	112	109	109	105	100	94	1190
Ryan Egan	110	89	84	93	113	43	99	111	87	96	103	97	1125
Jesse Gordon	122	84	83	109	101	41	104	66	106	78	93	63	1050
Natacha J. Clerger	108	100	86	95	102	46	80	78	78	88	92	89	1042
Guelince Semerzier	72	55	44	60	57	24	61	44	57	38	42	32	586
Andrew Vincent Pemberton	78	63	45	44	36	12	55	42	58	43	43	40	559
Patrick Mambwene Kanza	55	38	31	38	57	20	43	23	52	31	45	25	458
Scattered write ins	1	5	5	2	3	0	2	3	0	1	1	3	26
Blanks	393	341	288	323	392	197	329	314	307	313	306	341	3844
Total Votes (Including Blanks)	1305	1055	980	1095	1260	535	1095	1025	1080	1035	1035	1035	12535

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
Kevin D. O'Connell (District 1)	160	110	131	-	-	-	-	-	-	-	-	-	401
John N. Pemberton (District 1)	68	83	48	-	-	-	-	-	-	-	-	-	199
Brandon J. Thompson (District 2)	-	-	-	96	89	51	-	-	-	-	-	-	236
Daija Lanai Kirkland (District 2)	-	-	-	70	97	37	-	-	-	-	-	-	204
Katrina M. Huff - Larmond (District 3)	-	-	-	-	-	-	142	133	140	-	-	-	415
Christos Alexopoulos (District 4)	-	-	-	-	-	-	-	-	-	129	106	142	377
Cynthia Faye Strong (District 4)	-	-	-	-	-	-	-	-	-	67	77	55	199
Scattered write ins	3	0	1	4	3	0	5	5	2	1	1	0	25
Blanks	30	18	16	49	63	19	72	67	74	10	23	10	451
Total Votes (Including Blanks)	261	211	196	219	252	107	219	205	216	207	207	207	2507

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
Cheryl A. Frazier	153	115	112	130	133	57	117	108	114	113	112	103	1367
Ida V. Gordon	151	103	114	115	158	54	119	110	119	112	106	101	1362
Andrea E. Nixon	122	101	107	117	144	54	112	107	124	120	123	111	1342
Jaime E. Ackles	154	97	106	107	134	48	114	103	113	108	109	96	1289
Lisa A. Millwood	132	98	101	105	132	53	106	109	122	113	113	99	1283
Beverly R. Roby	85	71	72	79	94	34	76	70	75	73	74	75	878
Scattered write ins	8	3	1	5	2	1	4	4	2	1	9	9	49
Blanks	761	678	563	656	715	341	666	619	627	602	596	648	7472
Total Votes (Including Blanks)	1566	1266	1176	1314	1512	642	1314	1230	1296	1242	1242	1242	15042

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	179	132	135	145	183	54	146	142	145	146	146	137	1690
F. Marie Morisset	135	115	107	113	134	51	128	118	105	118	120	97	1341
Ira E. Greene	128	99	105	115	138	59	113	112	123	114	117	105	1328
Scattered write ins	5	1	0	3	1	1	2	1	1	1	3	1	20
Blanks	336	286	241	281	300	156	268	242	274	242	235	281	3142
Total Votes (Including Blanks)	783	633	588	657	756	321	657	615	648	621	621	621	7521

BOARD OF ASSESSORS

The Board of Assessors would like to thank Christine G. LaCerde for her years of service and wish her well in her retirement.

Analysis of all qualified sales occurring during calendar year 2023 is the basis for fiscal 2024 property assessments. The average single-family property in Randolph is assessed at \$518,172 in fiscal 2024; versus \$481,271 in fiscal 2023. The total assessed valuation of the Town increased to \$5,833,362,095.

Most of the new construction within town was in the residential class, and this trend will likely continue in calendar year 2024. As of January 1, 2023 the Town had 10,539 parcels, including: 7,260 single family, 1,569 condominium, 486 two family, 20 three family, 56 apartment building parcels, 222 commercial, and 93 industrial parcels. Remaining parcels in town are either: vacant land, mix use, or parcels with tax exempt status.

The Town began cyclical inspections during the spring and will continue throughout 2024. Legal files were updated along with 139 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, 1,048 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 Assessors processed 729 motor vehicle excise tax abatements. The total number of real estate statutory exemptions processed for fiscal 2023 was 210. Included in the total were: 15 statutory exemptions for seniors aged seventy or older, (within certain income levels); 128 exemptions for veterans with a disability rating; 11 Clause 37A (blind). The office also processed 56 Community Preservation Act exemption applications.

All real and personal property values in Randolph were certified by the Department of Revenue on November 30, 2023. The tax classification hearing was held on November 13, 2023. The Town Council voted to adopt a shift of 1.74 on November 20, 2023. This resulted in reducing the residential tax rate from \$12.08 in fiscal 2023 to \$11.45 in fiscal 2024, and set the commercial, industrial, and personal property tax rate at \$22.17 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,
Emmanuel Mecha Chair, John Peppe Vice Chair, and Barry Reckley Board Member

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 7 hearings in 2024 for remodeling, new construction and commercial/residential projects along with enforcement.

<u>Hearings:</u>	<u>Addresses:</u>	<u>Emergency Repairs in Wetland Resource Areas</u>
NOI- 6 ORDER OF CONDITIONS-4 CERTIFICATE OF COMPLIANCE-3 ENFORCEMENTS-7 RDA-2 ANRAD-3	34 Scanlon Drive 11 Randolph Road Multiple Parcels Randolph Road Parcel 2, 3 Randolph Road O Randolph Road 16 Fencourt Ave 55 Old Street -New Lyons School project Tri-Town Water Development- <i>Reservoir</i> 31 Wilmarth Road 34 Scanlon Drive (2) 8 Billings Road 301 North Main Street 390 South Main Street 59 Pleasant Street 975 N Main Street MBTA Keolis	Mary Lee Brook Glovers Brook Powers Farm Grove Street 219 Union Street 31 Richard Road

The Randolph Conservation Commission consists of 5 members and an administrator.
 Carl Brown, Fran Blanchard, Chris Kimball and Pamela Illobachie

Respectfully submitted,

Joseph P Dunn, Jr
 Administrator- Randolph Conservation Commission

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.

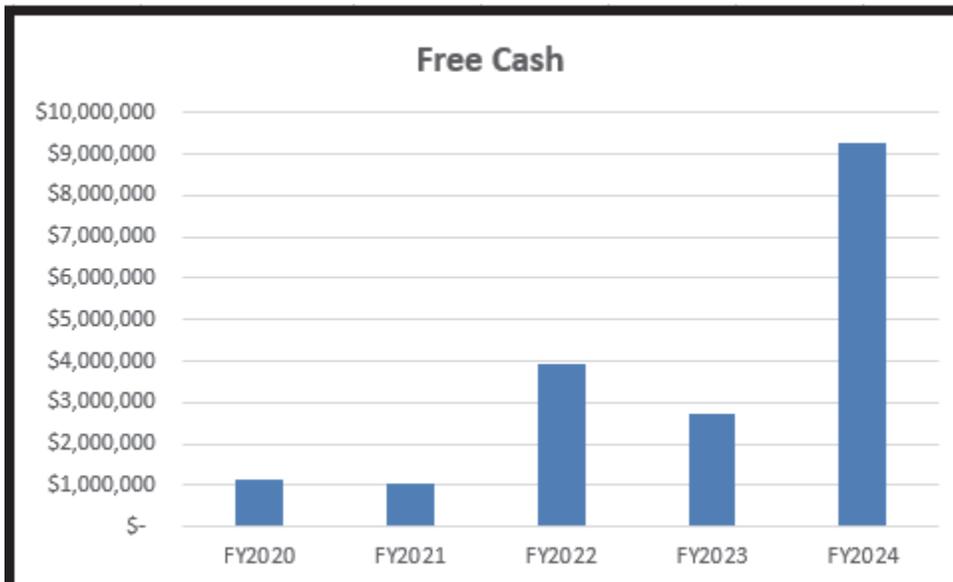
Accounting Department

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 FY22 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 FY23 audit is nearing completion at this time.

Free Cash

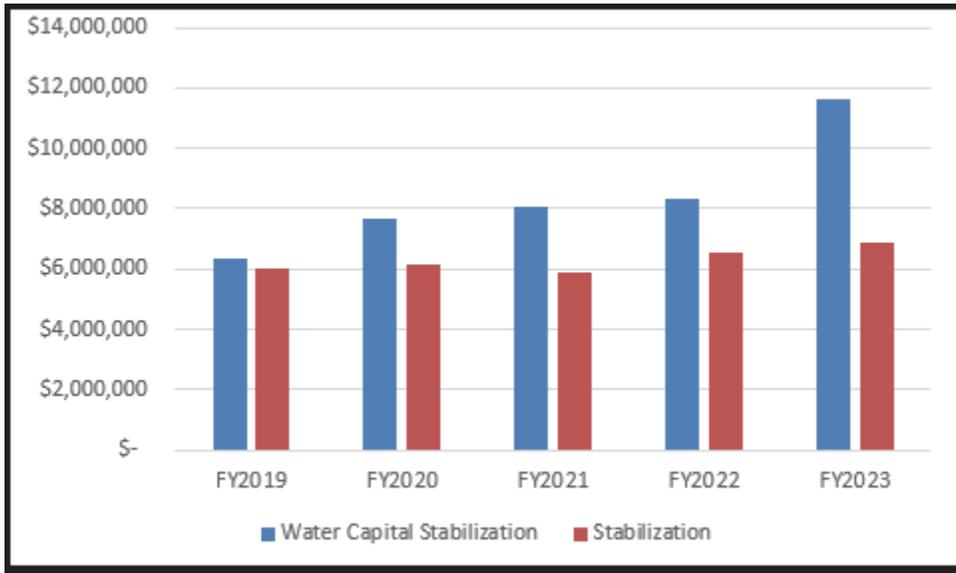
Free cash is the remaining, unrestricted funds from operations of the previous fiscal year including unexpended free cash from the previous year, actual receipts in excess of revenue estimates shown on the tax recapitulation sheet, and unspent amounts in budget line items. Unpaid property taxes and certain 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.



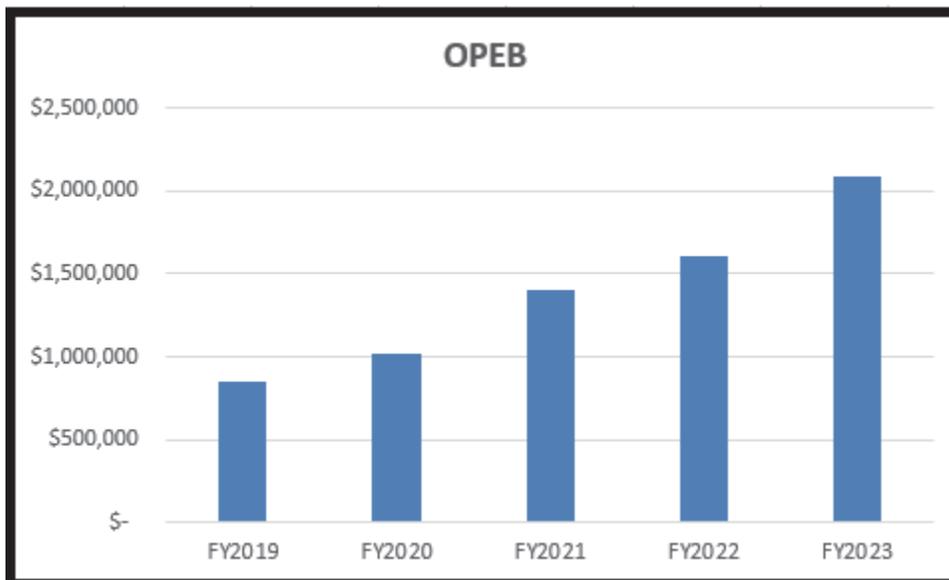
Stabilization Funds & OPEB

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. The Town contributed to the Stabilization Fund in FY23 of \$194,394 and was able to meet its financial policy of maintaining at least 6% of net operating revenues in the Stabilization account. The Town also established a Water Capital Stabilization Fund to help defer the burden of future costs of the new water treatment plant. In FY23, a contribution of \$3,313,150 was 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) several 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 \$2,089,227 at the close of FY23.



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, 2023, outstanding general obligation bonds equaled \$50,014,754 and short-term borrowings added \$7,993,800 for a combined total of outstanding debt of \$58,008,554.

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

INFORMATION TECHNOLOGY (“I.T.”)

IT manages and supports all aspects of the town’s computer hardware and software infrastructure, network, phone system, security cameras, website, and budget.

Infrastructure and Hardware

IT replaced 3 desktops, 10 laptops, 13 iPads, 4 phones, 8 monitors, and 3 printers in 2023.

Software

Several application upgrades have been performed:

- The GIS department received ArcGIS software.
- The Board of Health received an online permitting application.
- MUNIS financial software was migrated from an in-house application to a cloud hosted solution.

Security

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, the town instituted a Malicious Domain Blocking and Reporting service from the Center for Internet Security Multi-State Information Sharing and Analysis Center.

Respectfully submitted,

William Clark
Information Technology Director

TREASURER / COLLECTOR

The Treasurer/Collector's office oversees the Town investments, cash management and revenue collection. It also manages the issuance of all Town debt, prepares and files debt service compliance reports.

The revenue collection consists of real estate, personal property and motor vehicle taxes, water user charges and water liens, tax title redemptions and all other fees or charges generated by town departments. In addition, receipts are processed for funds received by the Town electronically. Some examples of such items would be state aid payments, grant receipts and ambulance services fees.

During Fiscal Year 2023 the office processed the following tax dollars:

General Fund:

Real Estate	\$69,915,908
Personal Property	\$ 2,515,004
Motor Vehicle Excise	\$ 4,178,565

Community Preservation Fund:

CPA Surcharge (2%)	\$ 956,947
--------------------	------------

Water/Sewer Enterprise Fund:

Water User Charges	\$ 4,173,282
Water Liens	\$ 388,610
Sewer User Charges	\$ 6,391,671
Sewer Liens	\$ 660,768

Department receipts are brought to the Treasurer/Collector's office at least weekly, verified and entered into the accounting software system in front of the town employee that transported the funds. A receipt is provided for the department's records. The Treasurer/Collector's office prepares daily bank deposits.

The Town holds accounts at several different banking institutions. Below is a breakout of the cash balances in those accounts as of June 30, 2023.

Detail of Cash Balance As of 6/30/2023		
Bank	Type of Account	Balance
Rockland	Forfeiture	128,115.10
Leader 3706	Lockbox	9,163.10
Leader 1647	Checking	1,388,566.74
Citizens 9062	E Bennet Svngs	2,800.91
Rockland 5654	Depository	689,943.41
Rockland 5402	Investment/Payments	15,823,830.42
Rockland 5380	Payroll	380,074.12
Rockland 2337	Collector	150,700.72
Rockland 7930	Ambulance	240,563.82
Bristol 8509	State Aid	10,212,883.10
Abington 0326	Savings	1,894.18
Eastern 9459	Lockbox	9,586.68
Eastern 5809	Building	181,069.93
Citizens 7815	E-Payables	942,207.37
Leader 0631	Money Market	5,547,732.38
Abington 0685	Money Market	12,276,015.27
MMDT 3255	savings	1,133,144.89
MMDT 4985	savings	134,418.11
Unibank 6511	Money Market	33,651.84
Harbor One 3750	Money Market	1,256,658.59
Eastern 5743	Money Market	2,388,443.44
Needham 5523	Money Market	2,133,590.18
Bluestone 5339	Money Market	4,517,824.05
Envision	CD	3,078.34
Envision	CD	13,301.87
Bartholomew	OPEB	2,058,717.53
Bartholomew	Stabilization	6,803,509.53
Bartholomew	Water Stabilizations	11,569,132.82
Eastern	Trusts	144,878.03
Bartholomew	Luddington C.Marion	38,147.26
Bartholomew	Luddington RT	38,147.26
Bartholomew	Luddington Estate Resid	1,540,745.81
		81,792,536.80

The Town has a total of \$50,014,754 in outstanding long-term debt as of June 30, 2023 with an additional \$7,993,800 in short-term debt for a total of \$58,008,554. A breakdown of the debt is shown below:

Long Term Debt Principal Outstanding					
11/3/2005	MCWT CW-02-36	13,278.67	9/27/2018	Water Mains I	1,180,000.00
5/15/2007	Boiler/ADA Compliance	12,000.00	9/27/2018	Water Mains II	590,000.00
5/15/2007	Senior Center Roof	14,000.00	9/27/2018	Sewer Pumping Station Upgrades	295,000.00
5/15/2007	Fire Department Roof	3,000.00	9/27/2018	Powers Farm Improvements I	85,000.00
5/15/2007	Library Remodeling	6,000.00	9/27/2018	Powers Farm Improvements II	130,000.00
5/15/2007	School Remodeling	333,000.00	9/27/2018	Grove Street Trail I	80,000.00
5/15/2007	Town Hall Remodeling	9,000.00	9/27/2018	School Remodeling	60,000.00
5/15/2007	Water Mains	253,000.00	9/27/2018	High School Remodeling	685,000.00
12/18/2007	MCWT DW-06-13	1,579,391.00	9/27/2018	Water Main Improvements	1,600,000.00
3/18/2009	MCWT DW-06-13-A	135,014.00	9/27/2018	School Technology	130,000.00
12/15/2009	MCWT CW-06-40	42,171.73	9/27/2018	Community Center/Fire/Police/Library I	1,130,000.00
8/15/2010	Imagination Station Playground	20,000.00	9/27/2018	Community Center/Fire/Police/Library II	310,000.00
8/15/2010	Water Mains I	120,000.00	9/27/2018	Fire Station Construction I	1,360,000.00
8/15/2010	Water Mains II	495,000.00	9/27/2018	Fire Station Construction II	2,270,000.00
6/6/2012	MCWT DWS-08-29	1,224,947.86	9/27/2018	Police Station Construction I	2,220,000.00
8/30/2012	School Remodeling	35,000.00	9/27/2018	Police Station Construction II	2,040,000.00
8/30/2012	Zamboni	50,000.00	9/27/2018	Library Renovations I	1,680,000.00
8/30/2012	Paving & Sidewalks	75,000.00	9/27/2018	Community Center I	5,855,000.00
8/30/2012	Street & Sidewalk Repairs	125,000.00	9/27/2018	Community Center II	2,400,000.00
8/30/2012	Street & Sidewalks	140,000.00	9/27/2018	Community Center III	485,000.00
8/30/2012	Land Acquisition - CPA	40,000.00	9/27/2018	Community Center IV	160,000.00
8/30/2012	Water Mains I	125,000.00	1/13/2020	MWRA Sewer	188,345.15
8/30/2012	Water Mains II	70,000.00	7/10/2020	EOEEA Jun 15 16	216,281.39
5/30/2014	MCWT DW-16-13-B	699,128.99	9/29/2022	September 29 2022 -Dam Repairs	30,997.00
5/30/2014	MCWT DW-10-16	2,430,569.30	9/29/2022	September 29 2022 -Road Pavement Program	426,200.00
6/18/2014	Powers Farm Improvements - CPA	200,000.00	9/29/2022	September 29 2022 -Ladder Truck Replacement I	1,248,607.00
6/18/2014	Streets & Sidewalks	80,000.00	9/29/2022	September 29 2022 -Ladder Truck Replacement III	100,000.00
6/18/2014	Sewer Department Equipment	35,000.00	9/29/2022	September 29 2022 -Firefighting Turnout Gear Replacement	39,900.00
6/18/2014	Outdoor Recreational Facility	700,000.00	9/29/2022	September 29 2022 -F250 4WD with Plow	30,850.00
6/18/2014	Water Departmental Equipment	10,000.00	9/29/2022	September 29 2022 -Trackless Sidewalk Snowblower	119,095.00
6/18/2014	Water Meters	210,000.00	9/29/2022	September 29 2022 -Road Improvements 2019 I	392,300.00
6/18/2014	School Remodeling	90,000.00	9/29/2022	September 29 2022 -Road Improvements 2019 II	75,000.00
11/13/2014	Cur Ref 12 1 04 Reservoir	85,000.00	9/29/2022	September 29 2022 -Ambulance Purchase	333,766.00
11/13/2014	Cur Ref 12 1 04 Water Mains I	400,000.00	9/29/2022	September 29 2022 -IT Hardware/ Software II	37,650.00
11/17/2015	Land Acquisition	260,000.00	9/29/2022	September 29 2022 -Road Improvements 2022	1,300,000.00
11/17/2015	Roads & Sidewalks I	640,000.00	9/29/2022	September 29 2022 -Young School Windows & Doors	253,590.00
11/17/2015	Roads & Sidewalks II	540,000.00	9/29/2022	September 29 2022 -Young School Windows & Doors II	355,010.00
11/17/2015	GVW Dump Truck	30,000.00	9/29/2022	September 29 2022 -Donovan School Window, Door & Boiler I	101,401.00
11/17/2015	Fire Truck	210,000.00	9/29/2022	September 29 2022 -Donovan School Window, Door & Boiler II	647,351.00
11/17/2015	Police Equipment	20,000.00	9/29/2022	September 29 2022 -Donovan School Window, Door & Boiler III	699,118.00
11/17/2015	School Equipment Pool Filter	75,000.00	9/29/2022	September 29 2022 -Donovan School Window, Door & Boiler IV	49,365.00
11/17/2015	Computer Hardware	10,000.00	9/29/2022	September 29 2022 -School Technology	63,500.00
11/17/2015	Town Technology	10,000.00	9/29/2022	September 29 2022 -Lyons School Feasibility Study	328,700.00
11/17/2015	School Technology I	20,000.00	9/29/2022	September 29 2022 -Tri-Town Water Treatment Plant III	2,290,000.00
11/17/2015	School Technology II	50,000.00	9/29/2022	September 29 2022 -Tri-Town Water Treatment Plant IV	550,000.00
11/17/2015	Water Departmental Equipment I	10,000.00	9/29/2022	September 29 2022 -Joint Water Board Treatment Plant	1,067,900.00
11/17/2015	Water Mains	390,000.00	9/29/2022	September 29 2022 -Sewer I&I I	25,000.00
11/17/2015	Water Departmental Equipment II	30,000.00	9/29/2022	September 29 2022 -Sewer I&I II	235,000.00
12/16/2016	MCWT DWP-13-14	1,249,717.39	9/29/2022	September 29 2022 -Sewer I&I III	100,000.00
				Total Existing Outstanding Principal	50,014,754.00

Short Term Debt	
Sewer I&I	170,000
IT Hardware/Software	20,500
Lyons Elementary School	7,000,000
Cruiser Replacement	146,800
Garage Door Replacement	2,500
Server/Computer Hardware	60,000
Facility Upgrades - Zapustas Arena	12,000
Litter Collection Vehicle	94,000
Salt Truck	100,000
Half Ton Pickup Truck	50,000
One Ton Dump Truck	80,000
Street Sweeper (Water/Sewer Enterprise)	258,000
Total Short Term Debt	7,993,800

The Town has also authorized the following debt, although it has not been issued:

Authorized and Unissued Debt			
Purpose	Date of Vote	Article Number	Unissued 6/30/2023
Water Meters	3/13/2014	2014-004	355,500
Departmental Equipment - Election	6/19/2017	2017-020	30,000
Young Elementary School Window and	3/26/2018	2018-001	724,246
Donovan Elementary School Window, D	3/26/2018	2018-001	970,294
Water Main Improvements	5/7/2018	2018-013	1,000,000
Tri-Town Water Treatment Plant	6/25/2018	2018-030	12,890,000
Sewer I&I	6/10/2019	2019-027	145,000
Randolph-Holbrook Joint Water Board T	6/24/2019	2019-036	392,500
Tri-Town Water Treatment Plant	6/24/2019	2019-039	8,344,950
Lyons Elementary School	11/8/2021	2021-042A	43,384,511
Additional Tri-Town Water Treatment P	2/28/2022	2022-010	3,855,532
Police Commercial Enforcement Vehic	5/16/2022	2022-018	60,000
Fire Command Vehicle Replacement	5/16/2022	2022-018	55,000
Garage Door Replacement	5/16/2022	2022-018	62,500
Facility Upgrades - Zapustas Arena	5/16/2022	2022-018	83,000
One Ton Dump Truck	5/16/2022	2022-018	20,000
Road Improvements	5/16/2022	2022-018	1,300,000
Additional Tri-Town Water Treatment	10/6/2022	2022-043	2,328,600
Total Unissued Authorizations			76,001,633

I would like to thank the staff in the Treasurer/Collector's office for their hard work, professionalism and support throughout the year. I am fortunate to have a wonderful team and enjoy being part of this community. I would also like to congratulate Pauline Sullivan for her years of great work and wish her happiness in retirement.

Respectfully submitted,
Elizabeth Perez-Baczowski, *Treasurer/Collector*

Treasurer/Collector staff:
Chloe Madden, Assistant, Eilyn Peña, Principal Clerk, Cristine Quiton-Ackles, Senior Clerk,
Dayauna Boyd, Senior Clerk

NORFOLK REGISTRY OF DEEDS

This year saw some significant milestones and achievements for the Norfolk County Registry of Deeds. We were proud to release our third volume of Notable Lands Records, titled “We Remember Our Veterans,” in honor of the veterans of Norfolk County. Also, The Registry, in partnership with Quincy Access Television, achieved national recognition by winning the “Best of Experimental Access Center Professional” award at the 2023 Hometown Media Awards.

The release of the “We Remember Our Veterans” booklet was commemorated with an open house with keynote speaker Secretary of Veteran Service Jon Santiago. The third edition of Notable Lands Records is a tribute to the brave men and women of Norfolk County, from the Revolutionary War to present-day peacekeepers. The booklet features detailed stories of veterans all throughout the 28 communities that make up Norfolk County, including U.S. Navy, Astronaut Scott D. Tingle from **Randolph**.

The “Best of Experimental Access Center Professional” award is given to individuals or teams who have demonstrated exceptional creativity, innovation, and impact in their work and was presented by the Alliance for Community Media Foundation for the segment “History Comes Alive, Norwood Town Hall,” an extension of a History Comes Alive land record project at the Norfolk County Registry of Deeds.

The Registry operates under my supervision and management as the elected Register. I have held the position since 2002. In continuous operation for nearly two hundred and twenty-four years, dating back to President George Washington’s administration, the Registry’s mission has remained the same: to maintain and provide for accurate, reliable, and accessible land records to all residents and businesses of Norfolk County. The modernization initiatives implemented during my administration have created a sound business operation oriented toward quality customer service at the Norfolk Registry of Deeds.

2023 Norfolk County Registry of Deeds Achievements

- 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 8:30AM to 4:30PM.
- In calendar year 2023, ***the Registry collected approximately \$51.2 million dollars in revenue.*** Out of that money, more than \$45.7 million was apportioned to the Commonwealth and more than \$5.4 million was disbursed to Norfolk County in the form of deeds excise taxes and recording fees and surcharges. Of that money in accordance with M.G.L. Ch. 64D Sect. 12(a) not less than 40 per cent shall be disbursed and expended for the automation, modernization and operation of the registries of deeds. There was collected \$4,363,400 pursuant to the Community Preservation Act (CPA).

The Registry of Deeds continues to address legislative issues to benefit consumers. In 2023, we will continue to advocate for filed legislation that accomplish mortgage transparency by requiring mortgage assignments be recorded at the appropriate Registry of Deeds in a timely manner.

- This year saw a record number of electronic recording filers, ***approximately 2,750***. The Registry recorded more than ***74,500 documents electronically***, accounting for nearly 80% of all recorded land records.
- Norfolk Registry of Deeds was the first registry in Massachusetts to electronically record 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. Initially, the percentage of registered land documents recorded electronically was 15%. The percentage of registered land documents recorded via electronic recording has now grown to over 73%. This technology alone brought in close to \$44 million.
- In 2023, we shelved Registry of Deeds Book 41575. At the end of 2023, we were processing the documents for Book 41583. These books house land records dating back to 1793 and are available for public research. For the sake of security and redundancy, we store our documents in three different ways: hard copy, electronically, and by microfiche.
- In calendar year 2023, the Registry processed nearly ***9,700 Homestead applications***. The law, Mass General Law Chapter 188, 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, the 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. Over 2,000 Norfolk County residents have signed up for this free service. For more information, please see our website at: www.norfolkdeeds.org.
- In 2023 we continued our partnerships with, among others, Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the Veterans Affairs Boston Healthcare System Voluntary Service Program, Circle of Hope in Needham, United Parish's Thrifty Threads, St. Vincent de Paul in Plainville, St. Francis House in Boston, Suits and Smiles in Jamaica Plain, InnerCity Weightlifting and New Life Furniture Bank of Massachusetts in Walpole to assist those who are in need of clothing as well as household items. Our Annual Holiday Food Drive continues to support several food pantries in Norfolk County and our Christmas Toys for Tots campaign in partnership with the United States Marine Corps. was again a success.

**Randolph Real Estate Activity Report
January 1, 2023 – December 31, 2023**

During 2023, **Randolph** real estate activity saw a decrease in the total number of deeds and number of mortgages recorded.

There was a significant decrease in the number of documents recorded at the Norfolk County Registry of Deeds for **Randolph** in 2023; a decrease of 1,212 documents from 5,302 to 4,090.

The total volume of real estate sales in **Randolph** during 2023 was \$244,074,875, a 25% decrease from 2022. The average sale price of homes and commercial property in **Randolph** was \$737,386, a 5% decrease from the previous year.

The number of mortgages recorded (650) on **Randolph** properties in 2023 was down 40% from the previous year. Also, total mortgage indebtedness decreased 51% to \$255,105,615 during the same period.

There were 7 foreclosure deeds filed in **Randolph** during 2023, 5 less than number recorded the previous year. The total number of notices to foreclose was 37, which was 11 more than the number in 2022.

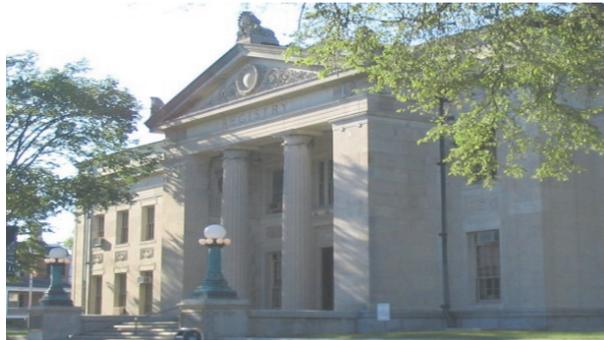
Homestead activity decreased by 28% in **Randolph** during 2023, with 333 homesteads filed compared to 465 in 2022.

Finally, our objective at the Registry will always be to maintain, 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



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 2023

- 1) ZBA# 01-2023 0 Patterson Drive
- 2) ZBA# 02-2023 333 Centre Stret
- 3) ZBA# 05-2022 19 Michael Road(2)
- 4) ZBA # 04-2023 Woodview Road
- 5) ZBA # 3-2023 15 Soren Street

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:

Acting Chair Al Costa
Sean Fontes
Barry Reckley
Kevin O’Connell
Christopher Spears

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

Joe Dunn
Administrator- Zoning Board of Appeals

TOWN SALARIES

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Abramson	Marc	\$210,387.66	\$120,865.50	\$89,522.16
Ahern	Ryan	\$149,796.13	\$88,962.95	\$60,833.18
Aldred	Kevin	\$111,791.27	\$86,654.10	\$25,137.17
Alvarenga	Carlos	\$52,421.58	\$51,921.58	\$500.00
Ander	Gregory	\$77,076.18	\$65,026.83	\$12,049.35
Andrews	Marcus	\$163,959.42	\$110,703.15	\$53,256.27
Aufiero	Susan	\$42,786.47	\$40,070.44	\$2,716.03
Auguste	Jems	\$94,800.63	\$71,448.80	\$23,351.83
Austrino	Michael	\$234,658.41	\$131,602.07	\$103,056.34
Ayers	Stephen	\$170,945.41	\$86,580.50	\$84,364.91
Ayers	Mathew	\$128,436.85	\$96,748.00	\$31,688.85
Barkhouse	Anne	\$82,305.25	\$81,205.25	\$1,100.00
Batson	Joanne	\$46,054.13	\$45,496.76	\$557.37
Bennett	Melissa	\$33,520.29	\$32,599.30	\$920.99
Binnall	Thomas	\$192,619.22	\$119,458.52	\$73,160.70
Bouche	Elizabeth	\$95,831.32	\$55,556.74	\$40,274.58
Boudreau	Charles	\$150,891.02	\$104,431.28	\$46,459.74
Brevard-Jackson	Jermal	\$134,616.46	\$83,899.53	\$50,716.93
Brewer	Richard	\$209,056.31	\$119,397.30	\$89,659.01
Brewer	Brendan	\$116,515.33	\$88,962.95	\$27,552.38
Bringardner III	John	\$225,091.65	\$107,998.85	\$117,092.80
Brown	Andrew	\$58,634.01	\$55,776.63	\$2,857.38
Buonpane	Kevin	\$192,469.61	\$88,962.95	\$103,506.66
Burton	Vincent	\$95,538.72	\$85,226.03	\$10,312.69
Cameron	David M	\$71,172.05	\$68,576.94	\$2,595.11
Cassford	Ronald	\$195,908.66	\$169,685.03	\$26,223.63
Castillo	Patrick	\$116,119.80	\$83,045.96	\$33,073.84
Catrambone	Nicholas	\$100,355.51	\$79,446.86	\$20,908.65
Chen	Alexander	\$124,007.31	\$99,258.80	\$24,748.51
Cirino	Penny	\$181,177.62	\$135,551.51	\$45,626.11
Clark	Trevor	\$106,137.72	\$85,866.99	\$20,270.73
Clark	William	\$85,264.03	\$84,111.57	\$1,152.46
Cody	Gerard	\$125,055.53	\$124,751.53	\$304.00
Connor	James	\$205,496.62	\$131,602.07	\$73,894.55
Connors	Patrick	\$139,295.78	\$102,005.97	\$37,289.81
Connors	Stephen	\$110,451.10	\$88,962.95	\$21,488.15
Cook	Kevin	\$71,928.49	\$70,850.01	\$1,078.48
Costa	Denise	\$53,740.51	\$47,853.71	\$5,886.80
Cox	Jason	\$167,912.26	\$131,602.07	\$36,310.19

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Crockett	Alfred	\$129,213.55	\$96,748.00	\$32,465.55
Cronin	Carol	\$73,922.48	\$68,576.94	\$5,345.54
Crowley	Neil	\$161,083.17	\$116,264.80	\$44,818.37
Cruz	Miguel	\$211,109.05	\$75,647.65	\$135,461.40
Cucchi	Danica	\$51,099.46	\$43,043.58	\$8,055.88
Cupidon Morris	Magda	\$44,299.09	\$40,448.96	\$3,850.13
Curran	Robert	\$30,558.69	\$29,888.94	\$669.75
Darche	Cheryl	\$73,426.94	\$68,576.94	\$4,850.00
Davis	Paula	\$64,004.49	\$61,139.10	\$2,865.39
DePina Jr	Alfredo	\$107,989.52	\$88,962.95	\$19,026.57
Dion	Robert	\$83,143.70	\$63,050.01	\$20,093.69
Disharoom	Capree	\$79,975.99	\$77,850.99	\$2,125.00
Donnelly	Kevin	\$141,481.43	\$88,559.99	\$52,921.44
Donnelly	Patricia	\$34,320.04	\$30,951.51	\$3,368.53
Donovan	Daniel	\$164,448.39	\$88,962.95	\$75,485.44
Donovan	Kevin	\$60,118.50	\$23,746.94	\$36,371.56
Duncan	Calvin	\$113,662.23	\$73,771.53	\$39,890.70
Dunn	Joseph	\$65,209.25	\$57,075.61	\$8,133.64
Duperval	Vardy	\$209,664.82	\$88,801.03	\$120,863.79
Eaton	Brent	\$113,510.19	\$70,304.64	\$43,205.55
Emerson	Robert	\$193,887.01	\$151,235.64	\$42,651.37
Espinosa	Jennifer	\$34,306.42	\$32,545.71	\$1,760.71
Estremera	Ashlyn	\$66,992.84	\$60,687.23	\$6,305.61
Evans	Thomas	\$109,754.18	\$88,962.95	\$20,791.23
Fedrick	Robert	\$36,956.63	\$22,050.73	\$14,905.90
Fidalgo	Alanzo	\$100,237.16	\$83,899.53	\$16,337.63
Fisher	Jason	\$231,099.77	\$117,881.46	\$113,218.31
Fitzgerald	Matthew	\$67,150.44	\$59,115.48	\$8,034.96
Flaherty	Brian	\$181,320.59	\$88,725.05	\$92,595.54
Flanagan	Lori	\$86,334.55	\$84,034.34	\$2,300.21
Frazier	Glenn	\$209,736.77	\$105,146.39	\$104,590.38
Frew	Paul	\$167,120.34	\$143,039.79	\$24,080.55
Gagnon	Kristen	\$132,294.37	\$84,778.00	\$47,516.37
Gatteny	Kristen	\$30,622.57	\$30,274.49	\$348.08
Geary	Daniel	\$111,940.64	\$88,962.95	\$22,977.69
Getzen	Greer	\$72,274.71	\$72,274.71	\$0.00
Gibbs	Patrick	\$165,084.51	\$88,962.95	\$76,121.56
Gilbert	Kevin	\$166,282.35	\$95,522.63	\$70,759.72
Gilbert	Edward	\$75,406.67	\$73,398.97	\$2,007.70
Glassman	Steven	\$108,458.40	\$88,962.95	\$19,495.45

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Goncalves-Fernandes	Leida	\$97,174.52	\$64,535.22	\$32,639.30
Gordon	Joseph	\$135,299.39	\$88,962.95	\$46,336.44
Gove	Christopher	\$77,112.66	\$61,948.80	\$15,163.86
Gray	Colin	\$107,298.89	\$88,962.95	\$18,335.94
Green	Ryan	\$108,348.96	\$64,893.28	\$43,455.68
Greener	Melissa	\$179,214.45	\$144,739.77	\$34,474.68
Griffin	Christine	\$181,883.34	\$170,921.79	\$10,961.55
Hall	Jeffrey	\$130,161.00	\$109,168.00	\$20,993.00
Hall	Donna	\$75,893.08	\$75,893.08	\$0.00
Hamelburg	Michelle	\$95,908.72	\$77,851.13	\$18,057.59
Hamelburg	John	\$54,532.45	\$54,532.45	\$0.00
Hayes	Christopher	\$132,851.09	\$96,748.00	\$36,103.09
Hayward	James	\$312,983.29	\$146,456.43	\$166,526.86
Howard	Brian	\$247,906.32	\$212,106.48	\$35,799.84
Hughes	Richard	\$155,701.54	\$118,623.82	\$37,077.72
Hunt	Joshua	\$165,383.23	\$89,799.11	\$75,584.12
Isidor	Jonathan	\$158,408.69	\$65,790.96	\$92,617.73
Iskra	Anthony	\$154,342.87	\$111,954.80	\$42,388.07
Iskra	Robert	\$41,644.74	\$41,644.74	\$0.00
Jeremie	Rashid	\$41,849.99	\$36,950.62	\$4,899.37
Jones	Christopher	\$172,961.29	\$107,923.29	\$65,038.00
Jordan	Patric	\$133,066.25	\$88,962.95	\$44,103.30
Keefe	Nicolas	\$32,832.00	\$32,832.00	\$0.00
Keeley	Ryan	\$119,470.77	\$88,962.95	\$30,507.82
Kourafas	Peter	\$110,260.62	\$88,962.95	\$21,297.67
Krakowski	John	\$119,200.45	\$87,679.84	\$31,520.61
Kronillis	Kristopher	\$116,231.54	\$88,962.95	\$27,268.59
Lacerda	Christine	\$64,187.25	\$50,695.22	\$13,492.03
Lafleur	Gregory	\$116,003.37	\$89,227.36	\$26,776.01
Lannan	Lisa	\$35,829.80	\$35,829.80	\$0.00
Lapaglia	Scott	\$160,562.98	\$98,188.11	\$62,374.87
LaRosee	Elizabeth	\$144,283.09	\$139,070.17	\$5,212.92
Lee	Dennis	\$150,108.26	\$88,962.95	\$61,145.31
Legrice	Robert	\$132,983.64	\$15,295.00	\$117,688.64
Legrice	Brian	\$30,900.42	\$26,447.36	\$4,453.06
Limage	Sidney	\$124,658.77	\$80,556.86	\$44,101.91
L'Italien	Casey	\$103,066.98	\$90,092.26	\$12,974.72
L'Italien	Marc	\$101,638.88	\$80,894.11	\$20,744.77
Lohan	Eileen	\$73,913.45	\$59,081.15	\$14,832.30
Lucas	Geoffrey	\$197,018.65	\$101,255.81	\$95,762.84

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Lum	Ronald	\$114,921.56	\$113,895.25	\$1,026.31
Macdonald	Tracy	\$78,140.54	\$77,140.54	\$1,000.00
Madden	Chloe	\$73,623.05	\$73,502.09	\$120.96
Maldonado	Selena	\$70,794.07	\$65,775.21	\$5,018.86
Marag	Anthony	\$240,357.28	\$224,202.14	\$16,155.14
Marshall	Shawn	\$138,703.54	\$88,962.95	\$49,740.59
Martin	Ann	\$71,925.88	\$70,848.76	\$1,077.12
Mazurek	Kalin	\$105,138.23	\$93,687.97	\$11,450.26
McCarthy	Michael	\$206,694.97	\$130,078.61	\$76,616.36
McCarthy	John	\$158,434.40	\$101,230.30	\$57,204.10
McDonald	Kristin	\$86,470.21	\$80,267.03	\$6,203.18
McDonald	Allison	\$31,897.20	\$31,071.49	\$825.71
McDonnell	Kevin	\$109,644.49	\$88,962.95	\$20,681.54
McNeil	David	\$63,531.63	\$61,825.92	\$1,705.71
Mejia	Jendry	\$71,589.56	\$61,948.80	\$9,640.76
Messia	Joseph	\$173,024.05	\$115,350.12	\$57,673.93
Miles	Isaiah	\$126,715.28	\$88,962.95	\$37,752.33
Monahan	Richard	\$36,177.41	\$36,154.81	\$22.60
Montalvo	Marcos	\$95,450.69	\$67,540.02	\$27,910.67
Monteforte	Michael	\$151,915.12	\$88,962.95	\$62,952.17
Montlouis	Peggy	\$80,641.14	\$77,588.02	\$3,053.12
Morgan	Douglas	\$272,886.21	\$119,722.20	\$153,164.01
Morse	Stephen	\$218,240.12	\$101,100.34	\$117,139.78
Morse	Christine	\$208,715.91	\$124,062.66	\$84,653.25
Nash	Herbert	\$156,542.56	\$75,824.14	\$80,718.42
Nelson	Michael	\$143,996.69	\$115,350.12	\$28,646.57
Nelson	Mary	\$72,182.41	\$42,604.30	\$29,578.11
O'Leary	Arthur	\$181,121.01	\$111,954.80	\$69,166.21
Oliveras	Natalie	\$62,641.94	\$61,882.28	\$759.66
O'Neill	Michael	\$224,944.22	\$138,495.78	\$86,448.44
O'Neill	Patrick	\$190,016.50	\$88,962.95	\$101,053.55
O'Neill	John	\$96,929.47	\$77,707.89	\$19,221.58
Osgood	Tytenisha	\$32,515.03	\$28,086.57	\$4,428.46
Oviedo-Alicea	Xavier	\$101,773.54	\$68,264.93	\$33,508.61
Palmer	Shawn	\$261,556.11	\$105,579.11	\$155,977.00
Pantazelos	Gabriel	\$298,452.70	\$145,984.44	\$152,468.26
Parrington Wright	Sharon	\$95,888.38	\$94,507.71	\$1,380.67
Pasquantonio	Daniel	\$119,816.03	\$88,962.95	\$30,853.08
Patten	Cheri	\$138,813.05	\$88,962.95	\$49,850.10
Pellitteri	Christopher	\$70,958.26	\$63,024.40	\$7,933.86

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Pena	Eilyn	\$47,734.57	\$44,189.69	\$3,544.88
Perez-Baczkowski	Elizabeth	\$105,303.42	\$102,998.35	\$2,305.07
Peters	Scott	\$98,822.24	\$73,833.43	\$24,988.81
Peterson	Jason	\$82,213.47	\$67,821.28	\$14,392.19
Phinney	Anthony	\$124,661.02	\$88,962.95	\$35,698.07
Phinney	Teresa	\$59,288.98	\$57,833.79	\$1,455.19
Pierre-Louis	Abraham	\$120,801.45	\$82,331.60	\$38,469.85
Pierre-Louis	Jean	\$89,663.72	\$85,125.01	\$4,538.71
Pierre-Louis	Christina	\$53,626.18	\$47,705.36	\$5,920.82
Porter	Nikeala	\$107,128.74	\$78,988.16	\$28,140.58
Previti	John	\$115,213.72	\$93,025.09	\$22,188.63
Princiotta	Michael	\$86,441.33	\$67,934.09	\$18,507.24
Quintanilla	Carolina	\$45,991.68	\$37,123.70	\$8,867.98
Quiton-Ackles	Cristine	\$34,245.17	\$34,189.88	\$55.29
Rennie	Michael	\$192,807.72	\$137,796.38	\$55,011.34
Richardson	Amanda	\$35,829.80	\$35,829.80	\$0.00
Rinehart	Robyn	\$67,367.87	\$64,837.65	\$2,530.22
Robery	Alexander	\$69,818.70	\$61,948.80	\$7,869.90
Rodman	Matthew	\$142,333.64	\$89,671.45	\$52,662.19
Rodrigues	Lindo	\$137,037.04	\$79,171.02	\$57,866.02
Rosa	Steven	\$138,322.60	\$74,744.32	\$63,578.28
Rosa	Brianna	\$41,043.50	\$37,123.70	\$3,919.80
Ross Lewis	Elecia	\$80,703.93	\$79,562.61	\$1,141.32
Rull	Joseph	\$84,937.77	\$65,027.47	\$19,910.30
Ryan	Kinnon	\$157,678.42	\$105,326.51	\$52,351.91
Ryan	John	\$30,886.14	\$30,593.94	\$292.20
Saengsombat	Vincent	\$105,170.01	\$83,239.73	\$21,930.28
Saint-Ville	Stephanie	\$41,539.13	\$36,950.62	\$4,588.51
Santos	Joao	\$153,880.79	\$77,048.97	\$76,831.82
Saragian	Raymond	\$120,753.40	\$70,114.71	\$50,638.69
Sass	Cheryl	\$107,807.46	\$104,207.98	\$3,599.48
Sass	Justin	\$72,947.06	\$51,465.68	\$21,481.38
Seeto	May	\$74,784.35	\$68,576.94	\$6,207.41
Shannon	Patrick	\$111,013.80	\$82,331.60	\$28,682.20
Sherman	Scott	\$170,823.46	\$120,865.50	\$49,957.96
Shiavone Jr	Robert	\$111,738.92	\$88,962.95	\$22,775.97
Sibert	Scott	\$36,696.24	\$36,696.24	\$0.00
Singleton	Jonathan	\$124,942.84	\$88,962.95	\$35,979.89
Slavinsky	Kevin	\$108,395.27	\$88,962.95	\$19,432.32
Smith	Janine	\$177,535.22	\$164,920.54	\$12,614.68

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Smith	Tamara	\$35,829.80	\$35,829.80	\$0.00
Smolokoff	Robin	\$51,610.53	\$46,417.12	\$5,193.41
Smyth	Paul	\$166,297.29	\$103,433.50	\$62,863.79
Solow	Howard	\$70,163.25	\$70,163.25	\$0.00
Speranzo	Dominick	\$108,212.38	\$68,033.69	\$40,178.69
Sproules	Christopher	\$143,295.31	\$96,748.00	\$46,547.31
Sproules	Timothy	\$132,808.79	\$101,230.30	\$31,578.49
Staffier	Craig	\$124,583.85	\$99,894.94	\$24,688.91
Stanton	Matthew	\$122,788.76	\$92,872.52	\$29,916.24
Sullivan	Patrick	\$109,169.85	\$88,962.95	\$20,206.90
Sullivan	Keri	\$73,960.22	\$71,377.39	\$2,582.83
Sullivan	Pauline	\$68,251.70	\$38,457.65	\$29,794.05
Sutherland	James	\$170,393.58	\$91,117.07	\$79,276.51
Sutherland	William	\$137,585.51	\$96,748.00	\$40,837.51
Tangishaka	Christine	\$51,953.91	\$51,953.91	\$0.00
Teal	Janet	\$93,827.76	\$92,640.33	\$1,187.43
Theodore	Kim	\$45,526.71	\$44,764.39	\$762.32
Tracey	Diane	\$85,792.34	\$77,851.13	\$7,941.21
Tran	Duong	\$163,673.69	\$76,337.37	\$87,336.32
Tran	Hoai	\$42,730.48	\$36,788.18	\$5,942.30
Tuitt	Michael	\$169,707.88	\$90,462.86	\$79,245.02
Tyler	Michelle	\$101,730.21	\$99,369.25	\$2,360.96
Udor	Stanley	\$126,927.39	\$77,465.21	\$49,462.18
Walsh	Christopher	\$124,621.72	\$88,962.95	\$35,658.77
Watson	Brandon	\$104,867.38	\$82,331.60	\$22,535.78
Whynot	Joseph	\$84,918.99	\$72,686.00	\$12,232.99
Wiggins-Neal	LaWan	\$64,382.75	\$62,873.85	\$1,508.90
Williams	Aretta	\$84,176.04	\$84,176.04	\$0.00
Witherspoon	Cheryl	\$74,334.57	\$70,090.29	\$4,244.28
Young	Julie	\$144,003.57	\$88,962.95	\$55,040.62
Young	Kerry	\$106,530.78	\$87,744.09	\$18,786.69
Zaiter	Daniel	\$183,174.58	\$120,944.63	\$62,229.95

SCHOOL SALARIES

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Abercrombie	Anthony	\$68,473.64	\$56,330.80	\$12,142.84
Abernathy	Shanelle	\$79,082.64	\$69,093.04	\$9,989.60
Acloque	Alexandrah	\$66,115.04	\$65,278.12	\$836.92
Adukonis	Noreen	\$37,943.47	\$31,694.33	\$6,249.14
Alaoui	Allison E	\$106,430.61	\$96,396.96	\$10,033.65
Allar	Jeanmarie	\$87,999.45	\$87,305.22	\$694.23
Alysee	Joe Carine	\$40,988.60	\$36,155.70	\$4,832.90
Amorim	Marcia M	\$102,576.20	\$95,231.82	\$7,344.38
Anderson	Spencer L	\$101,010.04	\$99,441.88	\$1,568.16
Apale	Maria	\$101,283.62	\$98,288.45	\$2,995.17
Apazidis	Michelle	\$96,725.57	\$81,530.36	\$15,195.21
Arias Brito	Joceila	\$31,387.22	\$28,680.64	\$2,706.58
Aziz	Clifford	\$33,501.42	\$28,616.12	\$4,885.30
Bailey McCormick	Jane	\$94,599.47	\$92,050.82	\$2,548.65
Baltera	Geoffrey	\$78,071.33	\$72,183.30	\$5,888.03
Barbour	Lois S.	\$82,035.35	\$78,722.56	\$3,312.79
Baril	Eric	\$92,591.10	\$93,202.32	-\$611.22
Barnes	Patrick	\$41,118.80	\$36,054.14	\$5,064.66
Barry-Kelly	Shelley A	\$101,981.28	\$98,127.82	\$3,853.46
Bartecchi	Jennifer	\$106,550.47	\$99,886.82	\$6,663.65
Baryski	Tasha J.	\$102,570.61	\$96,396.96	\$6,173.65
Basile	Scheba	\$106,312.44	\$106,110.52	\$201.92
Bates	Robyn	\$58,886.80	\$58,886.80	\$0.00
Batstone	Matthew	\$39,294.19	\$31,694.33	\$7,599.86
Battersby	Trang	\$35,928.01	\$34,976.30	\$951.71
Bayliss	Matthew	\$67,171.25	\$66,566.63	\$604.62
Bayramshian	Kellie	\$33,671.22	\$29,441.56	\$4,229.66
Beauregard	Courtney	\$41,831.95	\$41,111.95	\$720.00
Bedard	Kaitlin	\$41,897.50	\$38,887.50	\$3,010.00
Bellistri	Daniel J	\$108,772.56	\$106,630.06	\$2,142.50
Belyea	Deborah A	\$37,490.23	\$31,694.33	\$5,795.90
Benjamin	James	\$35,444.15	\$33,667.90	\$1,776.25
Bennett	Raymond	\$32,813.35	\$29,818.85	\$2,994.50
Benoit	Mehyl	\$36,361.25	\$31,694.33	\$4,666.92
Benoit	Simon	\$32,660.15	\$8,925.00	\$23,735.15
Benson	Tammy	\$43,414.60	\$41,564.60	\$1,850.00
Bhardwaj	Alicia	\$41,069.34	\$43,250.04	-\$2,180.70
Bien-Aime	Neddy	\$35,651.22	\$33,067.37	\$2,583.85
Bingham	Charles	\$35,823.25	\$15,090.72	\$20,732.53

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Binjour	Julien	\$57,894.15	\$45,552.15	\$12,342.00
Bishop	Robert E	\$43,632.14	\$30,292.80	\$13,339.34
Bouffard	Gregory	\$93,977.12	\$88,502.54	\$5,474.58
Bouffard	Michelle	\$89,288.96	\$85,748.96	\$3,540.00
Bower	Mary E	\$100,210.61	\$96,396.96	\$3,813.65
Bowman	Ashley	\$67,102.20	\$61,841.24	\$5,260.96
Boyd	Christopher	\$76,358.44	\$66,392.62	\$9,965.82
Bradbury	Virginia L	\$92,823.95	\$93,377.00	-\$553.05
Brake	Amber	\$101,797.28	\$98,127.82	\$3,669.46
Breen	Kelley	\$115,749.92	\$115,749.92	\$0.00
Brewer	Janice M	\$61,699.10	\$60,264.10	\$1,435.00
Brillant	Archilles	\$67,448.24	\$48,522.08	\$18,926.16
Brink	Christin	\$77,403.02	\$76,145.63	\$1,257.39
Brinson	Fhynita	\$37,074.44	\$36,297.52	\$776.92
Bristow	Kathleen A	\$84,773.44	\$81,530.36	\$3,243.08
Brophy	John	\$86,678.27	\$84,226.12	\$2,452.15
Brown	Farouk	\$69,766.77	\$64,314.23	\$5,452.54
Brown	Ricky	\$66,525.34	\$63,249.94	\$3,275.40
Bulger	Kathleen	\$110,437.13	\$100,893.67	\$9,543.46
Burgo-Beeten	Juvencia	\$31,774.33	\$31,694.33	\$80.00
Burke	Jeffrey W	\$97,217.99	\$94,706.14	\$2,511.85
Burke	Liana	\$63,438.77	\$61,638.77	\$1,800.00
Byrne	Aimee	\$103,865.20	\$99,128.49	\$4,736.71
Cabral	Kimberly A	\$83,538.44	\$81,530.36	\$2,008.08
Cadime	Cassandra	\$72,353.20	\$69,613.97	\$2,739.23
Cahill	Susan L	\$98,720.61	\$96,396.96	\$2,323.65
Cahill	Amanda	\$80,524.89	\$73,987.60	\$6,537.29
Callum	David	\$62,739.18	\$62,739.18	\$0.00
Calo	Kristin	\$53,526.23	\$56,241.95	-\$2,715.72
Cameron	John E	\$67,211.92	\$63,316.40	\$3,895.52
Cameron	Michael	\$66,097.40	\$51,528.40	\$14,569.00
Campbell	LaRonda	\$42,261.96	\$42,041.96	\$220.00
Cardichon	Emmanuel	\$45,219.83	\$42,681.98	\$2,537.85
Cardillo	Chakara	\$80,287.28	\$77,517.86	\$2,769.42
Carlson	Lee	\$90,004.12	\$88,502.54	\$1,501.58
Carrelas	Kerrie	\$95,819.99	\$94,706.14	\$1,113.85
Cartwright	Brian	\$101,030.61	\$96,396.96	\$4,633.65
Cartwright	Karen	\$99,511.82	\$96,396.96	\$3,114.86
Catto	Jennifer	\$71,222.23	\$61,475.04	\$9,747.19
Cenat	Jean	\$45,312.50	\$42,229.26	\$3,083.24

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Chan	Anson K.	\$106,895.00	\$105,755.76	\$1,139.24
Charles	Marie	\$43,663.63	\$39,172.65	\$4,490.98
Charles	Jeamica	\$42,427.36	\$33,858.76	\$8,568.60
Chesnos	Heidi	\$68,292.21	\$67,454.71	\$837.50
Chin	Amy	\$95,810.59	\$94,706.14	\$1,104.45
Civil	Francky	\$49,256.90	\$42,831.42	\$6,425.48
Clancy	Ashton	\$46,896.59	\$43,250.04	\$3,646.55
Coe	Jennifer	\$87,953.02	\$84,226.12	\$3,726.90
Cohen	Lainie	\$46,873.39	\$46,601.47	\$271.92
Cole	Isabel	\$40,059.77	\$39,419.77	\$640.00
Colella	Brianne	\$100,670.20	\$95,296.55	\$5,373.65
Collins	Kristen	\$97,123.95	\$96,668.48	\$455.47
Collins	Lynn	\$38,825.51	\$34,262.05	\$4,563.46
Colon	Adolfo	\$60,292.39	\$47,869.20	\$12,423.19
Conard	William	\$77,732.48	\$74,853.48	\$2,879.00
Connolly	Donna M	\$98,129.99	\$94,706.14	\$3,423.85
Consigli	Erik	\$45,931.38	\$38,541.30	\$7,390.08
Couamin	Marie-France	\$36,362.45	\$31,694.33	\$4,668.12
Crawford	Christopher D	\$61,949.03	\$56,330.80	\$5,618.23
Cribby	Jennifer A	\$87,822.99	\$66,440.82	\$21,382.17
Crump	Cynthia	\$39,419.77	\$39,419.77	\$0.00
Cully	Diane	\$100,241.27	\$98,127.82	\$2,113.45
Cusson	Jennifer	\$95,249.73	\$94,705.88	\$543.85
Cyr	Melodye	\$42,250.70	\$39,609.40	\$2,641.30
Dallaire	Anne-Marie	\$68,501.94	\$61,475.04	\$7,026.90
Daly	Faith	\$109,297.74	\$99,314.09	\$9,983.65
Damiano	James	\$65,726.32	\$47,869.20	\$17,857.12
Damon	Carey	\$89,769.69	\$81,530.36	\$8,239.33
D'Angelo	Rebecca	\$30,845.01	\$28,214.82	\$2,630.19
Dargis	Jessie	\$109,550.02	\$109,350.02	\$200.00
Davis	Jessica	\$97,550.61	\$96,396.96	\$1,153.65
Davis	Patricia	\$67,307.50	\$65,812.50	\$1,495.00
Davis	Billie Jo	\$31,387.61	\$31,694.33	-\$306.72
Dearborn	Alden	\$91,644.45	\$83,877.30	\$7,767.15
DeCarolis	Christine	\$52,000.00	\$52,000.00	\$0.00
Decelle	Joanne L	\$36,100.42	\$31,693.29	\$4,407.13
Denmark	Lauren	\$86,298.93	\$85,354.87	\$944.06
Dennis	Ebony	\$37,511.35	\$33,958.05	\$3,553.30
Denton	Diane	\$30,114.46	\$28,601.15	\$1,513.31
DeRosier	Nadine	\$98,642.99	\$94,706.14	\$3,936.85

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Devine	Lisa	\$35,199.79	\$35,199.79	\$0.00
DiGiacomo	Rhonda	\$61,437.22	\$53,670.45	\$7,766.77
Dion	Kelly	\$97,420.61	\$96,396.96	\$1,023.65
Doherty	Ashley	\$72,213.43	\$65,249.02	\$6,964.41
Donovan	Kathleen	\$93,746.53	\$93,202.83	\$543.70
Dorcemond	Jude	\$31,059.36	\$27,931.06	\$3,128.30
Dos Santos	Calerina L	\$35,115.43	\$31,694.33	\$3,421.10
Douglas	Prentis	\$36,426.86	\$32,270.57	\$4,156.29
Downes-Gilkes	Renee	\$98,984.01	\$94,928.13	\$4,055.88
Downing	Anna	\$32,065.31	\$31,262.68	\$802.63
Drummey	Amy E	\$66,956.18	\$62,606.18	\$4,350.00
Duane	Kimberly	\$134,915.53	\$130,235.53	\$4,680.00
DuBois	Brittany	\$63,671.27	\$61,725.69	\$1,945.58
Dudley	Jessica	\$101,591.28	\$98,127.82	\$3,463.46
Dufault	Andrew	\$64,825.77	\$64,314.23	\$511.54
Dufresne	Cari-Ann	\$97,278.99	\$94,706.14	\$2,572.85
Dugas	Katie	\$81,162.96	\$80,020.84	\$1,142.12
Duggan	Patricia B	\$30,870.48	\$30,950.58	-\$80.10
Duhamel	Emily	\$55,571.72	\$54,236.00	\$1,335.72
Duran	Yeissy	\$33,624.93	\$31,694.33	\$1,930.60
Duseau	Richard	\$33,611.22	\$33,067.37	\$543.85
Dwyer	Meaghan	\$115,963.52	\$105,963.52	\$10,000.00
Ebert-Pina	Jenna	\$101,792.28	\$98,127.82	\$3,664.46
Elice-Volcy	Marie G	\$42,563.33	\$38,234.88	\$4,328.45
Eliot	Susan	\$107,600.47	\$99,886.82	\$7,713.65
Ellertson	Theresa	\$102,317.54	\$97,295.99	\$5,021.55
Ellis	Barbara E	\$35,923.73	\$31,694.33	\$4,229.40
Enoissy	Jean Luc	\$45,349.12	\$41,361.60	\$3,987.52
Eugene	Alix	\$48,411.36	\$42,861.35	\$5,550.01
Eustache	Laine	\$48,385.55	\$43,748.95	\$4,636.60
Evangelho	James	\$55,784.63	\$54,026.70	\$1,757.93
Faherty	Jill N	\$106,400.61	\$96,396.96	\$10,003.65
Falaise	Rose	\$44,310.35	\$39,274.55	\$5,035.80
Fanaras-Chan	Emily	\$93,253.00	\$90,083.00	\$3,170.00
Fancher Kelley	Kimberly D	\$100,709.09	\$94,706.14	\$6,002.95
Farrell	Jennifer	\$69,959.41	\$65,532.59	\$4,426.82
Fauvelle	Donovan	\$54,417.08	\$54,387.08	\$30.00
Federle	Regina	\$62,289.94	\$58,506.50	\$3,783.44
Feinstein	Judith	\$96,981.95	\$93,887.70	\$3,094.25
Ferguson	Diallo	\$99,711.88	\$98,127.82	\$1,584.06

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Fernandes	Joe	\$75,436.97	\$74,398.13	\$1,038.84
Feroli Jr	Christopher	\$31,778.15	\$29,583.15	\$2,195.00
Ferreira	Eric	\$85,072.27	\$84,226.12	\$846.15
Fisher	Kate	\$103,785.13	\$99,006.88	\$4,778.25
Fitzgerald	Elizabeth	\$129,712.69	\$120,552.69	\$9,160.00
Fitzroy	Stacy L	\$102,140.61	\$96,396.96	\$5,743.65
Flaherty	Maeve	\$69,659.74	\$65,534.12	\$4,125.62
Flood	Laura	\$98,436.17	\$93,202.32	\$5,233.85
Flynn	Casey	\$73,122.56	\$67,245.44	\$5,877.12
Forbes	Melinda	\$108,950.01	\$98,127.82	\$10,822.19
Forbes	Eleanor	\$92,902.64	\$88,502.54	\$4,400.10
Fox	Jeffrey	\$88,568.99	\$83,455.34	\$5,113.65
Francois	Roosvelt	\$32,920.65	\$29,146.60	\$3,774.05
Frattasio	Jennifer	\$99,581.28	\$98,127.82	\$1,453.46
Gallagher	Brian	\$45,332.53	\$31,694.33	\$13,638.20
Gallant	Christopher	\$46,964.54	\$46,964.54	\$0.00
Galvin	Danielle	\$110,013.38	\$103,743.38	\$6,270.00
Gannon	Beth A.	\$75,055.38	\$65,484.51	\$9,570.87
Garamy	Alicia	\$71,504.98	\$68,011.88	\$3,493.10
Gargas	Diana	\$62,332.73	\$61,475.04	\$857.69
Garvey	Amy	\$94,106.17	\$93,202.32	\$903.85
Gautreau	Elaine M	\$32,724.33	\$31,694.33	\$1,030.00
Gervino	Christopher	\$73,023.44	\$72,272.55	\$750.89
Gervino	Diana N	\$57,479.28	\$56,823.92	\$655.36
Gibbons	Della	\$34,283.07	\$31,694.33	\$2,588.74
Gildea	Carly	\$90,430.10	\$87,709.55	\$2,720.55
Gillis	Tracy	\$100,253.35	\$93,377.00	\$6,876.35
Godbout	David	\$97,299.99	\$94,706.14	\$2,593.85
Goddu	Sara	\$103,775.37	\$93,202.32	\$10,573.05
Gorski	Kathleen	\$89,731.42	\$88,888.15	\$843.27
Graham	Sara	\$102,803.19	\$94,706.14	\$8,097.05
Graves	Steadman	\$103,274.99	\$103,274.99	\$0.00
Greenberg	Meghan	\$101,349.99	\$94,706.14	\$6,643.85
Greene	Alynnne	\$61,664.10	\$60,264.10	\$1,400.00
Greene	Tania	\$38,491.33	\$31,694.33	\$6,797.00
Guerrier	Agapy	\$43,560.52	\$39,431.87	\$4,128.65
Guerrier	Wilner	\$31,928.16	\$27,811.70	\$4,116.46
Gureckis	Jennifer	\$106,046.90	\$99,684.68	\$6,362.22
Gusciora	Kathleen M	\$33,123.29	\$31,694.33	\$1,428.96
Hackett	Meliane	\$71,505.38	\$67,500.03	\$4,005.35

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Haggstrom	Grace	\$71,089.00	\$66,392.62	\$4,696.38
Hahey	Mary S	\$37,289.30	\$31,694.33	\$5,594.97
Hamilton	Kathryn	\$34,588.73	\$31,694.33	\$2,894.40
Hamlin	Benjamin	\$34,381.06	\$33,470.08	\$910.98
Hardy	Amy	\$102,298.51	\$101,217.16	\$1,081.35
Harjula	Gregory	\$103,879.59	\$94,706.14	\$9,173.45
Harrington	Ann S	\$98,609.99	\$94,706.14	\$3,903.85
Harris	Eric	\$35,390.13	\$31,694.33	\$3,695.80
Harrison	Courtney	\$87,381.46	\$80,020.84	\$7,360.62
Hartley-Matteson	Amy	\$158,672.01	\$155,672.01	\$3,000.00
Haskell	Dawn	\$89,123.12	\$88,502.54	\$620.58
Haswell	Amber	\$78,092.37	\$79,890.63	-\$1,798.26
Haughton	Annya	\$117,774.20	\$113,938.00	\$3,836.20
Healy	Allyson	\$70,270.40	\$69,613.97	\$656.43
Healy	Brian	\$63,865.77	\$63,865.77	\$0.00
Heckman	Rhiannon	\$41,884.91	\$41,534.91	\$350.00
Henderson	Mary P.	\$94,313.35	\$93,377.00	\$936.35
Hennessey	Patrick Tierney	\$78,833.10	\$56,330.80	\$22,502.30
Hennessey	Michael T.	\$78,287.70	\$58,801.92	\$19,485.78
Hicks	Michelle	\$46,703.43	\$41,158.39	\$5,545.04
Hill	David E	\$95,765.02	\$83,382.26	\$12,382.76
Hodges	Veronica	\$71,701.52	\$72,553.25	-\$851.73
Hoffman	Liat	\$107,661.22	\$105,177.18	\$2,484.04
Hoffman	Joel	\$106,010.47	\$99,886.82	\$6,123.65
Hok	Tivichheka	\$110,533.89	\$106,551.34	\$3,982.55
Holmes	Jessica	\$30,458.85	\$29,818.85	\$640.00
Holton	Charles	\$57,168.26	\$43,821.48	\$13,346.78
Homicile	Brian	\$40,845.13	\$34,930.08	\$5,915.05
Honore	Jean	\$62,698.22	\$47,345.20	\$15,353.02
Horowitz	Stuart	\$109,662.85	\$105,755.94	\$3,906.91
Horst	James	\$99,750.17	\$93,202.32	\$6,547.85
Hosmer	Sara	\$132,282.02	\$131,779.54	\$502.48
Houghton	Nicole	\$83,947.05	\$83,674.33	\$272.72
Howard	Marissa L.	\$95,579.99	\$94,706.14	\$873.85
Hume	Gail	\$97,380.61	\$94,866.96	\$2,513.65
Hutton	Meghan	\$97,727.17	\$93,202.32	\$4,524.85
Huynh-Thai	Taylor	\$97,879.99	\$94,706.14	\$3,173.85
Infante	Esmely	\$42,608.19	\$42,041.96	\$566.23
Israel	Keren	\$31,873.95	\$31,694.33	\$179.62
Janvier	Schimiliguen	\$51,794.85	\$49,106.40	\$2,688.45

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Jean-Eze	Guirlene	\$35,607.82	\$31,694.33	\$3,913.49
Jette	Emily	\$67,020.77	\$64,314.23	\$2,706.54
Johnston	Camilla	\$81,472.97	\$79,976.56	\$1,496.41
Jones	Jessica	\$90,563.12	\$88,044.54	\$2,518.58
Jones	David	\$86,428.27	\$84,226.12	\$2,202.15
Jones	Jasmine	\$31,206.35	\$29,818.85	\$1,387.50
Joniec	Ari	\$96,309.99	\$94,706.14	\$1,603.85
Joseph	Desiree	\$101,290.09	\$93,963.09	\$7,327.00
Joseph	Jean	\$43,446.09	\$42,426.65	\$1,019.44
Joyce	Courtney D.	\$92,913.96	\$87,585.11	\$5,328.85
Joyce	Brittany	\$74,788.00	\$69,613.97	\$5,174.03
Kabilian	Julie	\$51,718.65	\$50,544.00	\$1,174.65
Kaplan	Stacey M	\$69,239.18	\$62,739.18	\$6,500.00
Kelley	Kathleen	\$71,776.12	\$67,756.12	\$4,020.00
Kelly	Lawrence	\$97,874.74	\$79,085.60	\$18,789.14
Kennedy	Alissa	\$107,482.97	\$99,886.82	\$7,596.15
Kennedy	Veronica	\$43,250.04	\$43,250.04	\$0.00
Kennedy	Lisa	\$34,772.15	\$29,030.52	\$5,741.63
Khadka	Sapana	\$32,619.33	\$31,694.33	\$925.00
Kingsland	Sandra	\$105,755.44	\$98,127.82	\$7,627.62
Kotlyar	Nataniel	\$111,095.58	\$99,121.12	\$11,974.46
Ladd	Margaret R.	\$102,480.15	\$94,706.14	\$7,774.01
Lalond	Christine	\$46,956.87	\$46,688.60	\$268.27
Lane	Susan	\$98,691.28	\$98,127.82	\$563.46
Le	Hayden	\$33,433.08	\$30,973.58	\$2,459.50
Lemoine	Heather	\$86,690.44	\$81,530.36	\$5,160.08
Letham	Jennifer	\$94,164.47	\$92,050.82	\$2,113.65
Letourneau	Christine	\$96,469.47	\$92,050.82	\$4,418.65
Leung	Ying	\$37,792.91	\$37,182.91	\$610.00
Leydon	Annika	\$68,040.06	\$67,245.44	\$794.62
Lezin	Evens	\$41,851.49	\$41,267.28	\$584.21
Licorish	John	\$143,962.07	\$142,212.07	\$1,750.00
Lindelof	Ashley	\$36,538.85	\$28,680.64	\$7,858.21
Lindsley	Abigail	\$36,963.30	\$31,530.83	\$5,432.47
Little	Jennifer	\$67,581.58	\$63,668.30	\$3,913.28
Livingston	Shalem	\$95,140.94	\$90,088.10	\$5,052.84
Lore	Thomas	\$57,494.68	\$61,638.77	-\$4,144.09
Louis	Bernadin	\$58,991.33	\$45,058.48	\$13,932.85
Louis	Jean	\$47,877.37	\$43,220.10	\$4,657.27
Lunn	Mya	\$41,201.95	\$41,111.95	\$90.00

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Lynch	Rebecca	\$57,149.27	\$56,823.12	\$326.15
MacElveen	Samantha	\$62,078.14	\$60,704.29	\$1,373.85
Macomber	Sherri	\$100,950.47	\$99,886.82	\$1,063.65
Madden	Kristin	\$100,104.20	\$99,441.44	\$662.76
Maggio	Matthew	\$58,721.76	\$58,044.89	\$676.87
Mahoney	Kerry	\$82,595.73	\$81,469.96	\$1,125.77
Mahoney	Leslie	\$33,147.54	\$31,694.33	\$1,453.21
Malliaros	Donna	\$36,249.11	\$36,033.15	\$215.96
Manos	Erika	\$108,892.47	\$99,886.82	\$9,005.65
Mantovani	Rebecca	\$93,483.12	\$88,502.54	\$4,980.58
Markarian	Scott	\$98,649.99	\$94,706.14	\$3,943.85
Marron	Lindsay	\$50,126.04	\$49,242.79	\$883.25
Marshall	Jonathan	\$104,884.19	\$97,001.23	\$7,882.96
Marsh-Cameron	Odette	\$33,591.63	\$31,694.33	\$1,897.30
Marsigliano	Hui Ning	\$103,765.89	\$97,001.23	\$6,764.66
Martens	Dawn M.	\$112,135.14	\$106,551.34	\$5,583.80
Martinez	Melissa	\$76,884.04	\$72,553.25	\$4,330.79
Martinez	Luis	\$57,500.04	\$57,500.04	\$0.00
Martin-Lecky	Stephanie	\$60,224.95	\$60,134.95	\$90.00
Martins	Kevin	\$32,821.17	\$32,260.59	\$560.58
Massey	Jacqueline	\$61,570.20	\$60,260.20	\$1,310.00
Matta	Andrea S	\$106,330.24	\$99,314.09	\$7,016.15
Mazerall	Shaun	\$78,091.64	\$63,913.34	\$14,178.30
Mazzeo	Christine	\$53,880.51	\$45,368.75	\$8,511.76
McAvinn	Jane	\$37,182.91	\$37,182.91	\$0.00
McCabe	Kathleen	\$102,760.65	\$94,706.14	\$8,054.51
McCabe	Christina	\$51,828.91	\$51,768.91	\$60.00
McCarthy	Kristin	\$91,934.01	\$87,585.16	\$4,348.85
McCarthy	Theresa	\$33,119.33	\$31,694.33	\$1,425.00
McCloud	Stephen	\$76,854.34	\$72,553.25	\$4,301.09
McCready	Richard	\$34,211.43	\$33,528.32	\$683.11
McDonough	Barbara	\$75,282.94	\$74,182.94	\$1,100.00
McEachern	Nicole	\$92,918.27	\$84,226.12	\$8,692.15
McGrath	Melissa A	\$67,069.30	\$65,469.30	\$1,600.00
McGrath	Christopher	\$51,216.91	\$51,156.91	\$60.00
McGrath	Rochelle	\$39,130.48	\$39,130.48	\$0.00
McKenna	Carly	\$38,117.20	\$38,117.20	\$0.00
McNulty	Christine	\$96,349.99	\$94,706.14	\$1,643.85
Menayrji	Nina	\$61,720.80	\$61,638.77	\$82.03
Mendes	Amanda	\$39,097.50	\$38,887.50	\$210.00

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Miller	Robin	\$36,474.33	\$31,694.33	\$4,780.00
Miller	Karen A	\$34,128.29	\$31,694.33	\$2,433.96
Millien-Janvier	Rachelle	\$34,947.41	\$31,694.33	\$3,253.08
Milstein	Elana	\$103,969.55	\$98,127.82	\$5,841.73
Molina	Marie	\$63,009.18	\$62,739.18	\$270.00
Monteiro	Dulcelinda	\$46,914.42	\$42,041.96	\$4,872.46
Moore	Thomas W	\$101,455.99	\$94,706.14	\$6,749.85
Mora	Christina	\$36,114.63	\$31,694.33	\$4,420.30
Morales	Ivan	\$58,448.75	\$49,064.80	\$9,383.95
Morales	Evelyn	\$55,392.63	\$53,289.60	\$2,103.03
Morales III	Agustin	\$97,679.99	\$94,706.14	\$2,973.85
Morreale	Francis	\$95,999.99	\$94,706.14	\$1,293.85
Morris	Destiny	\$33,731.64	\$28,680.64	\$5,051.00
Moyer Laurin	Caroline	\$63,676.94	\$61,061.69	\$2,615.25
Moynihhan-Bennett	Dorothy A	\$99,561.28	\$98,127.82	\$1,433.46
Mullin	Margaret	\$82,078.44	\$81,530.36	\$548.08
Murphy	Jonathan	\$112,046.71	\$97,503.06	\$14,543.65
Murphy	Katherine	\$91,933.96	\$85,748.96	\$6,185.00
Murphy	Daniel M	\$71,645.61	\$56,330.80	\$15,314.81
Murray-Gray	Shynique	\$31,707.83	\$30,369.07	\$1,338.76
Nadolny Duguay	Tracy E.	\$91,691.76	\$80,094.92	\$11,596.84
Nau Jr.	Yves	\$41,972.30	\$24,640.76	\$17,331.54
Nauyokas	Charlene	\$38,249.91	\$37,882.22	\$367.69
Nawrocki	Laure	\$87,819.45	\$87,305.22	\$514.23
Nelligan	Lisa	\$34,588.73	\$31,694.33	\$2,894.40
Nelson	Jean	\$44,139.91	\$37,916.91	\$6,223.00
Nelson	Cassandra	\$30,619.78	\$27,458.11	\$3,161.67
Neptune	Wayne	\$50,027.00	\$44,546.42	\$5,480.58
Newman	Patricia	\$95,249.99	\$94,706.14	\$543.85
Newman	Jacqueline	\$45,755.92	\$42,041.96	\$3,713.96
Nicholson	Ann-Marie	\$109,548.93	\$95,286.93	\$14,262.00
Nunes	Donna L.	\$103,887.74	\$99,314.09	\$4,573.65
Oborsky	Tamara	\$100,519.99	\$94,706.14	\$5,813.85
O'Brien	Susan L	\$55,536.00	\$54,236.00	\$1,300.00
O'Connell	Jennifer	\$110,752.72	\$110,752.72	\$0.00
Odenweller	Brittany	\$69,654.90	\$66,392.62	\$3,262.28
Odom	Esther	\$78,969.14	\$74,397.29	\$4,571.85
O'Donnell	Doreen	\$103,736.89	\$97,308.24	\$6,428.65
O'Donnell	Daniel	\$74,602.81	\$62,719.36	\$11,883.45
O'Hara	Heather	\$105,855.83	\$101,552.56	\$4,303.27

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
O'Kelly	Hillary	\$84,782.96	\$80,020.84	\$4,762.12
O'Meara	Patricia M	\$73,205.09	\$70,875.09	\$2,330.00
Onifade	Mawakana	\$63,314.65	\$63,179.65	\$135.00
Otero	Kara	\$63,888.77	\$61,638.77	\$2,250.00
Ottaviani	Laura A.	\$106,173.47	\$106,173.47	\$0.00
Ottaviani III	Louis	\$101,574.61	\$94,866.96	\$6,707.65
Pacheco	Dacia	\$67,001.90	\$63,470.38	\$3,531.52
Papadopoulos	Tresa	\$111,709.75	\$110,435.52	\$1,274.23
Paredes	Marie	\$89,732.12	\$88,502.54	\$1,229.58
Parks	Valerie D	\$46,669.80	\$31,694.33	\$14,975.47
Pearl-Ohimor	Carma	\$98,179.24	\$94,706.14	\$3,473.10
Perry	Linda	\$61,114.53	\$57,042.53	\$4,072.00
Peter	Samantha	\$81,580.14	\$73,987.60	\$7,592.54
Peterson	Danielle	\$31,050.44	\$28,680.64	\$2,369.80
Petruzzello	Gabriella	\$45,288.97	\$39,741.20	\$5,547.77
Petruzzello	Michelle M	\$36,817.76	\$31,694.33	\$5,123.43
Phanor	Lynn	\$65,260.77	\$61,638.77	\$3,622.00
Phinney	Kimberly A	\$100,288.11	\$96,396.96	\$3,891.15
Picking	Hailey	\$69,156.16	\$68,506.93	\$649.23
Pierce	Lynn	\$61,638.77	\$61,638.77	\$0.00
Pierre	Keddie	\$35,263.72	\$33,067.37	\$2,196.35
Pierre-Jerome	Lunine	\$106,861.22	\$105,177.18	\$1,684.04
Pierre-Paul	Erick	\$51,394.11	\$43,807.77	\$7,586.34
Pollick	Caitlin	\$91,269.12	\$88,502.54	\$2,766.58
Pomarole	Angela	\$125,966.01	\$117,866.01	\$8,100.00
Poor	David	\$86,204.06	\$79,085.60	\$7,118.46
Powell	Lisa R	\$57,657.05	\$56,757.05	\$900.00
Powell	Sandra	\$51,488.68	\$40,669.57	\$10,819.11
Power	Kristen	\$60,606.61	\$58,886.80	\$1,719.81
Price	Anthony	\$105,812.46	\$105,812.46	\$0.00
Puccio	James	\$87,097.05	\$85,697.05	\$1,400.00
Purtell	Bertha	\$101,849.17	\$93,202.32	\$8,646.85
Quigley	Nicholas	\$45,458.34	\$45,389.51	\$68.83
Ramey	Carey	\$33,239.33	\$31,694.33	\$1,545.00
Redon	Gabrielle	\$31,914.61	\$29,818.85	\$2,095.76
Rege	Lisa	\$61,638.77	\$61,638.77	\$0.00
Rego	Hope	\$107,104.93	\$99,006.88	\$8,098.05
Richard	Michelle L	\$102,747.54	\$96,396.96	\$6,350.58
Ricketts	Karen	\$50,500.06	\$50,500.06	\$0.00
Ricketts	Jessie	\$31,870.85	\$31,453.33	\$417.52

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Riddick	Cynthia S	\$96,319.99	\$94,706.14	\$1,613.85
Rigali	Alexandra M.	\$101,128.35	\$96,805.89	\$4,322.46
Ripley	Meghan	\$67,555.77	\$64,314.23	\$3,241.54
Roberts	George	\$95,368.42	\$56,330.80	\$39,037.62
Robery	Angie	\$83,498.40	\$82,898.40	\$600.00
Robinson	Lauren	\$94,575.53	\$94,706.14	-\$130.61
Robinson-Jordan	Michael	\$33,256.24	\$18,120.00	\$15,136.24
Rogerson	Rebecca L	\$105,640.49	\$99,886.82	\$5,753.67
Rommelmeyer	Shauna	\$103,908.26	\$100,719.80	\$3,188.46
Ross	Molly	\$120,800.77	\$119,489.89	\$1,310.88
Rotondi	Jane	\$52,776.20	\$49,239.61	\$3,536.59
Rudden-Horgan	Susan	\$98,669.99	\$94,706.14	\$3,963.85
Ruiz	Andrew	\$46,387.73	\$46,387.73	\$0.00
Rush	Kimberly	\$73,703.44	\$72,553.25	\$1,150.19
Ryan	Jack	\$39,358.96	\$37,138.96	\$2,220.00
Sacco	Erica	\$37,539.33	\$31,694.33	\$5,845.00
Saccoccio	Amy	\$88,314.27	\$87,770.42	\$543.85
Saia	Joseph A.	\$96,729.99	\$94,706.14	\$2,023.85
Saint Cyr	Pascale	\$48,923.68	\$48,773.68	\$150.00
Saint Julis	Lesly	\$61,053.04	\$46,281.20	\$14,771.84
Saintil	Giscard	\$32,481.84	\$31,680.69	\$801.15
Salvato	Alexa	\$39,834.55	\$41,111.95	-\$1,277.40
Sampson	Lisa M.	\$100,445.86	\$96,396.96	\$4,048.90
Sanchez	Tamra	\$38,887.50	\$38,887.50	\$0.00
Sanford	Alpha M.	\$154,943.49	\$148,443.49	\$6,500.00
Sangster	Kerry	\$49,745.23	\$49,745.23	\$0.00
Saragian	Nika	\$43,193.45	\$38,905.84	\$4,287.61
Sardelli	Janice	\$45,551.19	\$42,206.15	\$3,345.04
Saunders	Dana	\$64,165.24	\$60,134.95	\$4,030.29
Sawin	Kari	\$42,360.87	\$42,112.88	\$247.99
Schreck	Kevin	\$73,490.95	\$69,613.97	\$3,876.98
Sciulli	Kristen	\$55,982.63	\$52,499.98	\$3,482.65
Seibert	Brian	\$89,314.10	\$72,553.25	\$16,760.85
Semenard	Hanso	\$91,331.00	\$90,083.00	\$1,248.00
Seseske	Megan E.	\$105,309.22	\$99,886.82	\$5,422.40
Sexton	Joseph	\$83,025.02	\$83,025.02	\$0.00
Shea-Pohl	Jill	\$110,900.83	\$101,552.56	\$9,348.27
Shearer	Danielle	\$32,668.92	\$32,140.27	\$528.65
Sherman	Kristen	\$98,147.67	\$95,074.02	\$3,073.65
Shetty	Manisha	\$98,691.28	\$98,127.82	\$563.46

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Shiner	Jennie	\$67,725.77	\$64,314.23	\$3,411.54
Sidebottom	Mauritha	\$32,146.91	\$31,262.68	\$884.23
Simmons	Susan	\$106,471.72	\$99,886.82	\$6,584.90
Simmons	Lonnie	\$100,520.70	\$99,887.04	\$633.66
Skolski	Jessica	\$99,091.28	\$98,127.82	\$963.46
Slean	Sarah	\$87,949.03	\$86,251.34	\$1,697.69
Sleboda	Lisa	\$122,500.04	\$122,500.04	\$0.00
Sleczkowski	Katy	\$119,547.56	\$114,297.56	\$5,250.00
Smith	Maureen	\$106,395.83	\$101,552.56	\$4,843.27
Smith	Susan B	\$104,348.33	\$101,552.56	\$2,795.77
Smith	Adam	\$98,131.41	\$98,131.41	\$0.00
Smyth	Rebecca	\$91,833.12	\$88,502.54	\$3,330.58
Spada	Kori	\$86,881.16	\$85,748.96	\$1,132.20
Sparks	Michael T	\$76,258.86	\$56,330.80	\$19,928.06
Springer	Robin	\$50,761.32	\$50,761.32	\$0.00
St Cyr	Marc	\$71,314.28	\$51,528.40	\$19,785.88
St Jules	Maillekenfa	\$40,591.46	\$37,404.65	\$3,186.81
St. Charles	Jean	\$58,291.28	\$43,507.80	\$14,783.48
Stafford	Catherine	\$52,974.17	\$48,120.81	\$4,853.36
Stanton	Emily	\$69,360.06	\$67,245.44	\$2,114.62
Stark	Jennifer	\$99,908.48	\$98,127.82	\$1,780.66
Stazinski	John W.	\$66,273.04	\$56,330.80	\$9,942.24
Steinberg	Jamie	\$67,132.33	\$63,865.77	\$3,266.56
Stovell Herndon	Thea	\$205,370.58	\$201,170.58	\$4,200.00
Stovell Jr.	Myron	\$57,266.39	\$53,323.31	\$3,943.08
Straughn	Adaisha	\$31,892.18	\$28,680.64	\$3,211.54
Sugrue	Damian	\$112,903.44	\$112,903.44	\$0.00
Sullivan	Laura	\$120,694.96	\$118,694.96	\$2,000.00
Sullivan	Vicki	\$111,971.26	\$98,127.82	\$13,843.44
Sullivan	Robert G	\$79,748.48	\$77,542.40	\$2,206.08
Sullivan	Christopher T.	\$74,360.13	\$56,330.80	\$18,029.33
Sullivan	Randi	\$37,222.07	\$31,694.33	\$5,527.74
Sweeney	John	\$107,449.62	\$103,099.62	\$4,350.00
Sypher-Lopez	Cynthia L	\$65,852.70	\$63,886.94	\$1,965.76
Ta	Leah	\$30,505.69	\$28,998.57	\$1,507.12
Tavares	Jamie	\$61,253.12	\$60,561.22	\$691.90
Tejeda	Patria	\$30,948.13	\$29,692.85	\$1,255.28
Therault	Lydia	\$59,653.97	\$58,044.89	\$1,609.08
Thimas-Dossantos	Amie	\$98,669.99	\$94,706.14	\$3,963.85
Thomas	Stacy	\$104,256.61	\$96,396.96	\$7,859.65

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Tibert	Paula	\$62,859.18	\$62,739.18	\$120.00
Tilden	Maria A	\$56,771.70	\$54,026.70	\$2,745.00
Timbrell	Kellie	\$86,678.27	\$84,226.12	\$2,452.15
Torres-Lozano	Irza	\$45,512.27	\$45,412.27	\$100.00
Tran	Angela	\$59,208.57	\$58,044.89	\$1,163.68
Travaline	Jessica	\$98,599.99	\$94,706.14	\$3,893.85
Troiano	Cassandra	\$99,662.02	\$94,706.14	\$4,955.88
Trowers	Daniel	\$86,441.68	\$86,441.68	\$0.00
Twiraga	Stephen	\$95,489.73	\$94,705.88	\$783.85
Varsamis	George	\$58,336.04	\$47,869.20	\$10,466.84
Vega	Noelle	\$111,070.63	\$110,436.40	\$634.23
Veiga	Alydia	\$34,873.67	\$28,556.61	\$6,317.06
Venisky	Andrea	\$93,589.47	\$92,050.82	\$1,538.65
Vernet	Michelle	\$62,101.27	\$61,725.69	\$375.58
Vickrey	Sean	\$107,430.99	\$94,706.14	\$12,724.85
Victor	Susan	\$71,887.73	\$65,010.55	\$6,877.18
Vierra	Denise M	\$104,155.53	\$99,006.88	\$5,148.65
Visconti	Paul	\$125,707.44	\$121,499.95	\$4,207.49
Vlieger	Eileen	\$106,918.35	\$101,217.08	\$5,701.27
Voltaire	Monique	\$46,495.83	\$42,118.13	\$4,377.70
Walker	Emily	\$101,291.28	\$98,127.82	\$3,163.46
Walsh	Sean	\$137,915.56	\$134,915.56	\$3,000.00
Walsh	Jennifer	\$82,901.73	\$81,469.96	\$1,431.77
Wangdak	Michelle	\$69,541.48	\$66,557.34	\$2,984.14
Ward	Adam	\$43,865.62	\$33,789.12	\$10,076.50
Washington	Janice	\$35,328.25	\$28,343.36	\$6,984.89
Wasuk	Sue	\$82,290.14	\$81,840.41	\$449.73
Watson Bilodeau	Emily	\$33,611.23	\$33,067.37	\$543.86
Webb	Lauren	\$91,047.36	\$86,572.55	\$4,474.81
Welch	Madison	\$71,690.06	\$67,245.44	\$4,444.62
Wheeler	Michelle	\$68,877.65	\$68,510.05	\$367.60
White	Judy	\$74,782.94	\$74,182.94	\$600.00
Whitney	Elizabeth	\$70,985.50	\$66,392.62	\$4,592.88
Whooley	Tara	\$84,783.01	\$83,545.11	\$1,237.90
Wiederer	Edward	\$98,841.28	\$98,127.82	\$713.46
Wilbur	Christine	\$101,902.17	\$93,202.32	\$8,699.85
Wiley	Courtney	\$45,101.63	\$39,437.83	\$5,663.80
Williams	Allysha	\$65,489.27	\$64,185.67	\$1,303.60
Williams	Lindsay	\$54,395.00	\$28,783.09	\$25,611.91
Wilson	Joseph	\$78,656.14	\$74,397.29	\$4,258.85

Last Name	First Name	YTD Gross Pay	YTD Reg	Other
Wilson	Naia	\$74,036.04	\$67,305.55	\$6,730.49
Wilson	Judith A	\$47,424.66	\$47,191.20	\$233.46
Winans	Shea	\$94,765.96	\$85,748.96	\$9,017.00
Witts	Peter	\$73,043.44	\$72,553.25	\$490.19
Wodarczyk	Grace	\$37,182.91	\$37,182.91	\$0.00
Woods	Charles	\$87,903.27	\$84,226.12	\$3,677.15
Worth	Julia	\$96,630.46	\$94,706.80	\$1,923.66
Yankauskas	Cheryle-Ann	\$35,193.72	\$29,603.71	\$5,590.01
Young	Michael P.	\$73,748.72	\$56,330.80	\$17,417.92
Zanzerkia	Kaitlyn	\$101,721.87	\$97,295.99	\$4,425.88
Zavatsky	Suzanne	\$78,950.31	\$78,394.37	\$555.94
Zdenek	Stephanie	\$99,838.48	\$98,127.82	\$1,710.66
Zevallos	Fernando	\$33,629.44	\$28,680.64	\$4,948.80
Ziad	Zina	\$31,854.33	\$31,694.33	\$160.00
Zimbler	Erin	\$71,248.80	\$70,503.90	\$744.90

AT YOUR SERVICE
www.randolph-ma.gov

	(781)
Animal Control	805-3418
Board of Assessors	961-0906
Board of Health	961-0924
Code Enforcement	961-0914
Community Programs/ Veterans / Elderly Services	961-0930
Rink	961-0938
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 & Benefits	961-0916
Inspectional Services/Wire Insp.	961-0921
Plumbing Inspector	961-0920
Police Department	963-1212
Skating Rink	961-0938
Stetson Hall	652-4920
Superintendent of Schools	961-6200
Town Accountant	961-0904
Town Clerk/Registrar	961-0901
Town Collector / Treasurer	961-0913
Town Council	961-0918
Town Manager	961-0911
Town Planner	961-0936
Turner Free Library	961-0932

EMERGENCY
Police
Fire
Municipal Ambulance
DIAL 911