

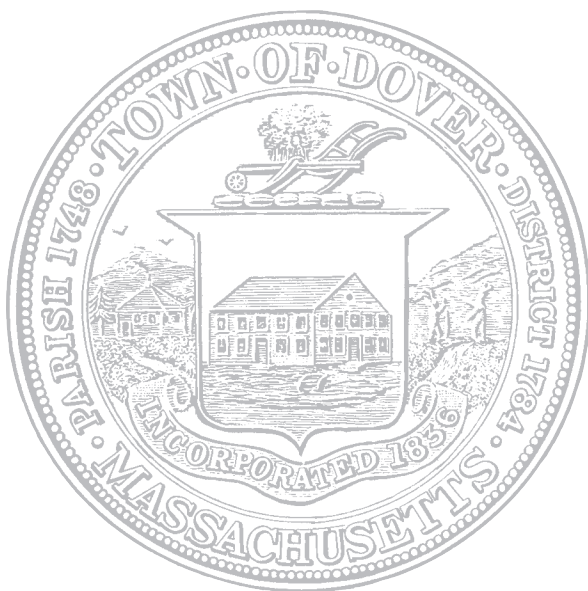
# DOVER

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*184th Town Report*

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2020



# In Memoriam

The Town Report of 2020 recognizes the following individuals  
who served with commitment and distinction on one  
or more Town of Dover boards or committees:

**David W. Lewis Jr.**

Board of Appeals, 1977–90

**Jay Sullivan**

Memorial Day Committee, 2003–20

**John Lowell Thorndike**

Warrant Committee, 1966–68

Caryl School Building Committee, 1970

Moderator, 1971–74

Arts Lottery Council, 1981–85

Cemetery Commissioner, 1992–97

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## Acknowledgments by the Town Report Committee

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Kathy Weld, Chair  
Dee Douglas  
Jill French  
Mary Kalamaras  
Hadley Reynolds

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The *Dover Town Report* is mandated to be the vehicle by which all Town departments, boards, and committees convey to Dover residents a summary of their activities during the year. The Town Report Committee is composed of five appointed members, each of whom serves a three-year term.

We thank everyone at the Town House for their support in producing this report. Thanks also go to all contributors for their efforts in light of a difficult year. We are grateful for the expertise of our graphic designer, Pat Dacey, and for the printing and binding services of King Printing under the guidance of Tom Campbell. We also wish to thank departing longtime Committee member Jill French for her invaluable contributions, enthusiasm, and commitment to producing a quality report.

We greatly encourage residents and nonresidents alike to submit photographs for print consideration. The *Dover Town Report* would not be the same without your wonderful images of our town and its people. Dover residents can submit comments and suggestions for improving this report by contacting us at [townreport@doverma.org](mailto:townreport@doverma.org).



Noanet Peak marker. Photo by Desmond Brown.



# Citizens Volunteer Form

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If you are interested in serving the Town in any capacity listed below, please complete this form and return it, either by mail or in person, to the Selectmen's Office, Town House, 5 Springdale Avenue, or call (508) 785-0032, ext. 221. Information received will be made available to all boards, committees, and departments for their reference in filling vacancies.

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_

Address: \_\_\_\_\_

Area(s) of interest: \_\_\_\_\_

\_\_\_\_\_

Availability (e.g. nights, weekends, hours per month): \_\_\_\_\_

\_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

- |  |  |
|--|--|
| <input type="checkbox"/> Selectmen's Office    | <input type="checkbox"/> Conservation Commission       |
| <input type="checkbox"/> General Government    | <input type="checkbox"/> Long Range Planning Committee |
| <input type="checkbox"/> Historical Commission | <input type="checkbox"/> County and Regional Affairs   |
| <input type="checkbox"/> Council on Aging      | <input type="checkbox"/> Veterans' Affairs             |
| <input type="checkbox"/> Cultural Council      | <input type="checkbox"/> Human Services                |
| <input type="checkbox"/> Town Report Committee | <input type="checkbox"/> Parks and Recreation          |
| <input type="checkbox"/> Civil Defense         | <input type="checkbox"/> Town Clerk/Elections          |
| <input type="checkbox"/> Tree Committee        | <input type="checkbox"/> Other _____                   |
| <input type="checkbox"/> Recycling Committee   |  |

# DOVER

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*Information for Citizens*

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2020



# General Information

Established as the Springfield Parish of Dedham in 1748

Incorporated as the District of Dover in 1784

Incorporated as a Town in 1836

## Geographic Information

Latitude: 42° 14' North

Longitude: 71° 17' West

Land Surface: 9,701.4 acres

Water Surface: 94.6 acres

Total: 9,796 acres or 15.3 square miles

Perimeter: 23.51 miles (10.87 on the Charles River)

Political Location of the Town: Norfolk County

Norfolk and Suffolk District: State Senator Michael F. Rush

Thirteenth Norfolk Representative District: State Representative Denise Garlick

Second Councillor District: Councillor Robert A. Jubinville

United States Senate: Senators Elizabeth Warren and Edward J. Markey

Fourth Congressional District of Massachusetts: U.S. Representative Joseph P. Kennedy III

## Building Dates

Library	1968	Regional Middle School	2003
Caryl Community Center	1912, 1972	Regional High School	1968, 2004
		Post Office	1975
Town House	1922	Protective Agencies Bldg.	1976, 1999
Chickering School	2001	Town Garage	1998

## Census Figures

Year	Registered Population	Number of Voters	Households
1790	485		
1910	769		
1950	1,722	318	
1975	4,896	2,674	1,335
1980 (est.)	5,000	2,988	1,460
1985	5,039	3,140	1,450
1990	5,240	3,231	1,668
1995	5,585	3,383	1,812
2000	5,874	3,566	1,902
2005	6,088	3,785	1,958
2010	6,034	3,955	1,985
2015	6,199	4,030	1,995
2020	6,305	4,508	2,150

# Town Offices Directory

Police and Fire Emergencies: 911      Town Website: [www.doverma.org](http://www.doverma.org)  
 Town House Offices: (508) 785-0032 + ext.      For Fax: (508) 785 + fax number

Office	Ext.	Fax Number	Hours
Accountant	227		M–F 9–5
Assessors	241	8134	M–Th 9–5; F 9–12
Board of Health	232	8114	M–Th 9–2:30
Building Department	225	8114	T & Th 9–3; F 8–2
Building Maintenance	235	2341	M–F 7–3
Town Clerk	226	2341	M, W, F 9–1; T & Th 9–4
Conservation Commission	233	8114	M & T 9–3; Th 8:30–3
Planning Board	238	8114	T & Th 10–3; W 2–4
Selectmen	221	2341	M–F 9–5
Treasurer/Collector	228		M–F 9–5
Web Coordinator	247		M–F 9–5
Wiring Inspector	245	8114	

Other Offices: Unless otherwise noted (508) 785 + number

	Number	Hours
Animal Control Officer	1130	
Cemetery Supervisor	0058	M–F 7:30–3
Council on Aging	(508) 315-5734	M & T 9–3:30; W 9–1:30; Th 9–4
Emergency Management	1130	24 hours
Town Engineer	0058	
Fire Department (non-emergency)	1130	
Highway Department	0058	M–F 7:30–3
Town Library (Adult)	8113	M–W 10–8; Th & F 10–6;
(Children’s)	8117	Sat 10–4
Parks and Recreation	0476	M–F 9–5
Plumbing Inspector	(781) 444-3392	
Police (non-emergency)	1130	
Schools		
Administration	0036	
Chickering Elementary	0480	
D-S Middle School	0635	
D-S High School	0624	
Community Education	0722	
Minuteman Regional Vocational Technical High School	(781) 861-6500	
Transfer Station	0058	W, Sat, Sun 8–3:45
Tree Warden	1130	
Veterans’ Agent	(508) 647-6545	

# Elected Officials

For 2020–21

	Term Expires	
<b>Moderator</b>		<b>Trustees Larrabee and Whiting Estate</b>
James R. Repetti	2021	Jonathan P. Fryer, Chair 2024
<b>Board of Selectmen</b>		Mary C. Crane 2024
Robert P. Springett, Chair	2021	Phillip R. Luttazi 2024
Robyn M. Hunter	2023	<b>Constables</b>
John D. Jeffries	2022	André G. Boudreau 2022
<b>Town Clerk</b>		Margaret L. Crowley 2022
Felicia S. Hoffman	2023	William R. Herd 2022
<b>Board of Assessors</b>		<b>Planning Board</b>
Charles W. Long, Chair	2021	Carol H. Chirico, Chair 2022
Caroline “Bonnie” Akins	2023	Carol L. Lisbon 2024
Robert G. Cocks Jr.	2022	Mark A. Sarro 2021
<b>Dover School Committee</b>		Jody B. Shue 2023
Brooke A. Matarese, Chair	2021	George L. Sidgwick 2025
M. Colleen Burt	2023	William Motley, <i>associate member</i> 2021
Sara R. Gutierrez Dunn	2023	<b>Board of Health</b>
Mark G. Healey	2022	Gerald L. Clarke, Chair 2022
Leslie J. Leon	2022	Stephen I. Kruskall 2021
<b>D-S Regional School Committee</b>		Kay M. Petersen 2023
(Dover members)		<b>Parks and Recreation Commission</b>
Lynn Toney Collins, Chair	2023	Christopher Boland, Chair 2022
Margaret E. W. Charron	2021	Jennifer J. Daman 2023
Michael B. Jaffe	2022	Peter J. Davies 2021
<b>Library Trustees</b>		Valerie L. Lin 2021
Adrian J. Hill, Co-Chair	2022	Eric H. Loeffler 2022
Judith Schulz, Co-Chair	2023	
Peter K. Hoffmann	2023	
Erin E. Rodat-Savla	2021	
Amee V. Tejani	2022	
Tracy L. Tobin	2021	
<b>Cemetery Commissioners</b>		
Mariah Riess, Chair	2022	
Margaret L. Crowley	2023	
Carol A. Jackman	2021	

# Appointed Officials

For 2020-21

	Term Expires
<b>Appointed by the Selectmen</b>	
<b>Town Administrator</b>	
Christopher M. Dwelley	2023
<b>Town Accountant</b>	
Kathleen LaPlant	2022
<b>Town Counsel</b>	
Anderson & Kreiger, LLP	2021
<b>Treasurer/Collector</b>	
Gerard Lane	2021
<b>Affirmative Action Officer</b>	
Christopher M. Dwelley	2021
<b>Animal Control Officer</b>	
Lorilyn Sallee	2021
<b>Board of Appeals (Zoning)</b>	
Alan Fryer, Chair	2022
Erika Alders, <i>to fill unexpired term</i>	2022
Tobe Deutschmann, <i>resigned January 2021</i>	2022
Michael Donovan, <i>associate member</i>	2021
Hamilton Hackney, <i>associate member</i>	2021
LaVerne Lovell	2021
<b>Board of Fire Engineers</b>	
J. Ford Spalding, Chair	2023
Kathryn Cannie, <i>to fill unexpired term</i>	2023
James P. Dawley Jr.	2021
John (Jay) Hughes, <i>resigned December 2020</i>	2023
<b>Board of Registrars</b>	
Camille Johnston	2023
Michele Keleher	2023
John J. Walsh	2023
Felicia S. Hoffman, <i>ex officio</i>	—
<b>Cable TV Advisor</b>	
(Position open)	
<b>Capital Budget Committee Representative</b>	
Robyn Hunter	2021

	Term Expires
<b>Caryl Management Advisory Committee</b>	
Kathy Weld, Chair	2022
Christopher Boland, <i>Parks and Recreation appointee</i>	2021
Jennifer James	2022
Frankie Liu	2022
Robert Springett, <i>Board of Selectmen appointee</i>	2021
Ruth Townsend	2022
(Position open, <i>Council on Aging appointee</i> )	
Christopher M. Dwelley, <i>ex officio</i>	—
<b>Chief of Communications</b>	
Peter A. McGowan	2021
<b>Community Center Building Committee</b>	
David Billings	—
Luciana Burdi	—
Samuel Cole	—
Barry Goldman	—
Terry Sobolewski	—
Ford Spalding	—
Ruth Townsend	—
Cameron Hudson, <i>Warrant Committee liaison</i>	
Robert Springett, <i>Board of Selectmen liaison</i>	
Christopher M. Dwelley, Town Administrator, <i>ex officio</i>	
<b>Conservation Commission</b>	
John Sullivan, Chair	2023
Tim Holiner	2023
James A. McLaughlin	2021
Sarah Monaco	2022
Amey Moot	2021
David W. Stapleton	2022
Christy Royer Violin	2022
(Two positions open, <i>associate member</i> )	
<b>Council on Aging</b>	
Camille Johnston, Chair	2022
Robert Cocks	2022
Joanne Connolly	2023
Maureen Dilg	2023
Reverend Peter DiSanto	2022
Betty Hagan	2021
Gilbert Thisse	2021
Ruth Townsend, <i>associate member</i>	2021
Geraldine Wise, <i>associate member</i>	2021

	Term Expires
<b>Cultural Council</b>	
Wendy Bornstein, Chair	2023
Denise Auclair	2023
Shashi Chawla	2023
Wendy Gordon	2023
Sarah Kahoun	2023
Judith Schulz	2023
Lauren Verni	2023
<b>Emergency Management</b>	
Chief Peter A. McGowan, Director	2023
Margaret L. Crowley, Deputy Director	2023
<b>Fence Viewers</b>	
James P. Dawley Jr.	2022
Candace McCann	2021
<b>Finance Committee on Roads</b> <i>(inactive)</i>	
<b>Forest Warden</b>	
Craig Hughes, <i>retired November 2020</i>	2023
Paul Luttazi, <i>to fill unexpired term</i>	2023
<b>Groundwater Bylaw Enforcement Agents</b>	
Michael Angieri	2021
(Position open)	
<b>Hazardous Waste Coordinator</b>	
Craig Hughes, <i>retired November 2020</i>	2023
Bob Tosi, <i>to fill unexpired term</i>	2023
<b>Historical Commission</b>	
Stephen Kruskall, Chair	2021
Sierra Bright	2023
Richard Eells	2023
Gene Hornsby	2022
Thomas Johnson	2023
Jane Moore	2022
(Position open)	
<b>Inspector of Buildings</b>	
Walter Avallone, Commissioner/Inspector of Buildings Zoning Enforcement Officer	2021
Felix Zemel, Local Inspector of Buildings	2021
<b>Inspector of Wiring</b>	
Kevin Malloy, Inspector of Wiring	2021
Paul Angus, Alternate Inspector of Wiring	2021
James Murphy, Second Alternate Inspector of Wiring	2021

	Term Expires
<b>Inspector of Plumbing and Gas</b>	
James Vaughan, Inspector of Plumbing and Gas	2021
Michael Guida, Alternate Inspector of Plumbing and Gas	2021
Jeffrey Harris, Second Alternate Inspector of Plumbing and Gas	2021
<b>MBTA Representative</b> <i>(inactive)</i>	
<b>Measurer of Wood and Bark</b>	
John Gilbert	2023
<b>Metropolitan Area Planning Council Representative</b> <i>(including Three Rivers Interlocal Council and Southwest Advisory Planning Committee)</i>	
Christopher M. Dwelley	2022
John Jeffries, <i>alternate</i>	2022
<b>MetroWest RTA Representative</b>	
Christopher M. Dwelley	2021
<b>Norfolk County Advisory Board</b> (Position open)	–
<b>Open Space Committee</b>	
Amey Moot, Chair	2022
Mark Adamczyk	2022
Boynton Glidden	2021
Frederick Hartman	2021
Tim Holiner, <i>Conservation Commission appointee</i>	2021
Gregory M. Kahoun	2022
Justine Kent-Uritam	2022
Valerie Lin	2021
Carol Lisbon, <i>Planning Board appointee</i>	2021
Tara Nolan	2022
Connie Sullivan	2023
John Jeffries, <i>Board of Selectmen liaison</i>	2021
<b>Personnel Board</b>	
Mary Carrigan, Chair, <i>Warrant Committee appointee</i>	2022
Juris Alksnitis	2023
Sue Geremia	2022
Mary Hornsby	2023
Christopher M. Dwelley, <i>ex officio</i>	–
<b>Personnel Rules Ombudsmen</b>	
Katelyn O'Brien, female	2021
Christopher M. Dwelley, male	2021

	Term Expires
<b>Police Department</b>	
Peter A. McGowan, Chief of Police	2023
Haznain Ali	2021
Jason Bouck	2021
Nicole Bratcher-Heffernan	2021
Donald Cahill	2021
Jonathan Cash	2021
David Chaisson	2021
Richard Collamore Jr.	2021
Edward Maguire	2021
Douglas Comman	2021
Jeffrey Farrell	2021
John Holmes	2021
Katherine Kolodziejczyk	2021
Matthew Lavery	2021
Charles Marscher	2021
Edward Meau	2021
Ryan Menice	2021
Patrick Murphy	2021
Ryan Sullivan	2021
Todd Wilcox	2021
Joseph Woollard	2021
<b>Recycling Committee</b>	
Chris Poulsen, Chair	2021
Janit Greenwood	2022
Brit Hansen	2023
Carol Lisbon	2022
Wendy Muellers	2023
Leesa Mullin	2022
Lindsay Nie	2022
<b>Right-to-Know Coordinator</b>	
Craig Hughes, <i>retired November 2020</i>	2021
Bob Tosi, <i>to fill unexpired term</i>	2021
<b>Superintendent of Streets</b>	
Craig Hughes, <i>retired November 2020</i>	2021
Bob Tosi, <i>to fill unexpired term</i>	2021
<b>Surveyor of Lumber</b>	
Richard Malcom	-

	Term Expires
<b>Technology Advisory Board</b>	
Greg Kahoun, Chair	2021
Rui Huang	2021
Myank Jain	2021
Paul Smith	2021
Gregg Wright	2021
Gerald Clarke, <i>Board of Health liaison</i>	2021
Cameron Hudson, <i>Warrant Committee liaison</i>	2021
Anthony Ritacco, <i>Regional School liaison</i>	2021
Robert Springett, <i>Board of Selectmen's liaison</i>	2021
Christopher M. Dwelley, <i>ex officio</i>	-
(Position open, IT coordinator), <i>ex officio</i>	-
<b>Title VI Nondiscrimination Coordinator</b>	
Katelyn O'Brien	2021
<b>Town Engineer</b>	
Michael J. Angieri	2021
<b>Town Report Committee</b>	
Kathy Weld, Chair	2023
Dee Douglas	2021
Jill French	2022
Mary Kalamaras	2022
Hadley Reynolds	2021
<b>Town Sexton</b>	
Laurence R. Eaton	-
<b>Tree Committee</b>	
John Devine, Chair	2023
John Gilbert	2023
Craig Hughes, <i>retired November 2020</i>	2023
Bob Tosi, <i>to fill unexpired term</i>	2023
<b>Tree Warden and Moth Superintendent</b>	
John Gilbert	2021
<b>Veterans' Grave Officer</b>	
Bill Herd	2023
<b>Veterans' Services</b>	
Paul Carew	2021
<b>Deputy Water Operator</b>	
David Candeias, <i>resigned January 2020</i>	2021
Geoffrey Brooks, <i>to fill unexpired term</i>	2021



	Term Expires
<b>Appointed by the Moderator</b>	
<b>Warrant Committee</b>	
Gordon Kinder, Chair	2021
Robert Andrews, Vice Chair	2021
Melissa Herman	2022
Cameron Hudson	2022
Sara C. Kinney	2023
Janet McCormick	2022
Stephen Migausky	2021
Peter Smith	2021
Andrew K. Ursitti	2023
<b>Memorial Day Committee</b>	
Jay Sullivan, Chair, <i>deceased October 2020</i>	2021
Carol Jackman	2022
Chris Jackman	2023
(Position open)	2021
<b>Dover Representative to Minuteman</b>	
J. Ford Spalding	2022
<b>Long Range Planning Committee</b> ( <i>inactive</i> )	
John Donoghue, Chair	2021
George Arnold Jr.	–
Robert Springett, <i>Board of Selectmen appointee</i>	–
Carol Chirico, <i>Planning Board appointee</i>	–
Matthew Schmid	–
Suzanne Sheridan	2022
Robert Andrews, <i>Warrant Committee liaison</i>	–
<b>Personnel Board</b>	
Juris Alksnitis	2023
<b>Appointed by the Assessors</b>	
<b>Town Assessor</b>	
Amy Gow	2021

	Term Expires
<b>Appointed by the Board of Health</b>	
<b>Administrative Assistant</b>	
Karen Hayett	–
Agents, Board of Health	
Michael J. Angieri, Septic Agent	2021
Felix Zemel, Well Agent	2021
<b>Natick Walpole Visiting Nurse Association</b>	
Elaine Stevens, Executive Director	2021
<b>Inspector of Animals</b>	
Jennifer Shaw Cronin	2021
<b>Water Resource Committee</b>	
Gerald Clarke, ScD, Chair	2021
Gregory Kahoun	2021
Justine Kent-Uritam	2021
Carol Lisbon	2021
Ronald Myrick Jr.	2021
<b>Tick-Borne Disease Committee</b>	
Stephen Kruskall, MD, Chair	2021
Tim Holiner, <i>Conservation Commission appointee</i>	2021
Matthew Schmid	2021
Jim Palmer, Deer Management Agent	2020
Mike Francis, DMP Representative	2021
Jay Walsh, DMP Representative	2021
<b>Appointed by the Capital Budget Committee</b>	
<b>Capital Budget Committee</b>	
Barry Goldman, Chair	2023
Robert Andrews, <i>Warrant Committee appointee</i>	2021
Cynthia Devall	2021
Robyn Hunter, <i>Board of Selectmen appointee</i>	2021
John Quackenbush	2021
Andrew Ursitti, <i>Warrant Committee appointee</i>	2021
<b>Appointed by the Conservation Commission</b>	
<b>Open Space Committee</b>	
Tim Holiner	2021
<b>Tick-Borne Disease Committee</b>	
Tim Holiner	2021

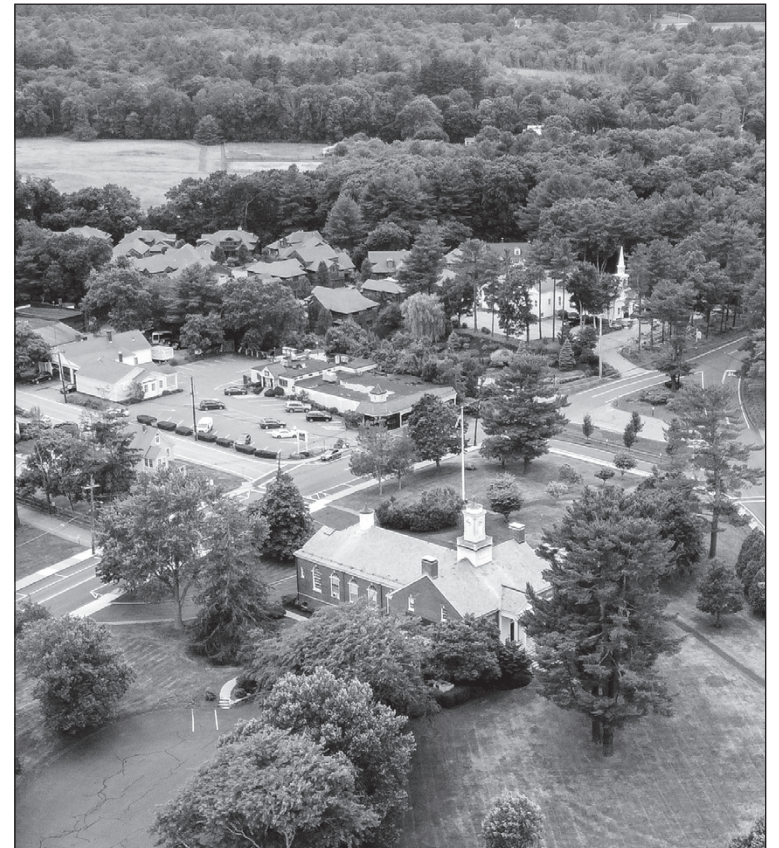
	Term Expires
<b>Appointed by the Planning Board</b>	
<b>Planning Assistant</b> Susan Hall	—
<b>Land Use Director</b> Courtney Starling	—
<b>Open Space Committee</b> Carol Lisbon	2021
<b>Appointed by the Warrant Committee</b>	
<b>Personnel Board</b> Mary Carrigan	2022
<b>Capital Budget Committee</b> Robert Andrews	2021
Andrew Ursitti	2021

*“Appointee” denotes a voting member; “liaison” refers to a non-voting member.*

# DOVER

## *Town Government Reports*

# 2020



## Report of the Moderator

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James R. Repetti

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It was quite a year! I postponed the 2020 Annual Town Meeting, originally scheduled for May 4, three times due to the ongoing COVID-19 pandemic. A truncated meeting was finally held outdoors on June 29 at 11 a.m. on the Regional School football field. We considered and voted only upon articles that the Board of Selectmen had determined as being essential to the ongoing operation of the Town. The meeting was adjourned at 11:19 a.m., moments before a major thunderstorm occurred.

Many citizens and friends of Dover helped plan and implement the meeting in a manner designed to reduce the risk for attendees. We are very grateful to Dr. Kevin Ban, a resident of Dover, Dr. John Brownstein, an epidemiologist at Harvard Medical School, and the Board of Health for their advice in helping us structure the meeting to minimize the health risk for all attendees. Town Clerk Felicia Hoffman coordinated and implemented their advice in an exemplary manner to ensure safe social distancing for all attendees and those working at the meeting. In addition, Assistant Moderator David Haviland, Police Chief Peter McGowan, and all the constables, checkers, counters, pages, registrars, and police officers provided invaluable service in assuring the safety of all attendees. The cooperation of Town boards and citizens to minimize the duration of the meeting by agreeing to postpone articles that they had sponsored was also important in protecting the health of our citizens. I am very pleased (and relieved) to report that, due to their hard work and cooperation, no cases of COVID-19 were traced back to the meeting.

The report of the action taken at the meeting, as recorded by the Town Clerk, may be found elsewhere in the *Dover Town Report*.

To some people, our tradition of open town meeting may seem a throwback to past centuries. However, it is this very tradition of citizen participation that makes Dover a community of which we can be proud. All registered voters are welcome and encouraged to participate in this time-honored tradition, and I believe that it is one's civic duty to make an effort to attend. My role as the moderator is to encourage attendance and provide a meeting environment that affords every citizen the opportunity to voice his or her opinion to other citizens in attendance. A citizen may not always agree with the outcome of a meeting vote, but that citizen's dissenting voice should be heard during the debate and discussion of any issue on the floor.

In addition to presiding over the Annual Town Meeting, the moderator has appointing authority to various committees. These appointments are



essential to the successful running of a town government. Consequently, all citizens are encouraged to donate time to a Town of Dover board or committee. There are many opportunities for volunteerism available for citizens of all age groups, professions, and interests. The success of local government relies on and is enhanced by the diversity of the volunteers who participate in it.

Thank you for choosing me as your moderator. It is a pleasure to serve Dover in this capacity.



*Photo courtesy of the Dover Town Report Committee.*

## *Report of the* **Board of Selectmen**

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Robert Springett, Chair

John D. Jeffries, Clerk

Robyn Hunter, Member

Christopher M. Dwelley, Town Administrator

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### **COVID-19 Pandemic**

The COVID-19 pandemic brought about an unprecedented disruption to life as we know it beginning in March 2020. As with the rest of the world, normal operating procedures came to a standstill in Dover, and the Town faced the challenge of providing its services safely amid a magnitude of unknowns regarding the future impacts on every aspect of its life.

The COVID-19 Preparedness Task Force was formed immediately, with representation from the Board of Selectmen, Board of Health, and the schools, as well as the Town administrator, the police and fire chiefs, the EMS administrator, the Parks and Recreation director, and the Council on Aging director.

Since March, the Task Force has met weekly, working diligently to respond to the challenges of the COVID-19 situation by establishing action and response plans to address the arising needs and any potential future scenarios continually unfolding throughout the Town, including building closures, COVID-19 protocols, public-safety issues, building air-quality assessments, Annual Town Meeting logistics, election logistics, and, more recently, testing and vaccine distribution planning.

All Town buildings were closed to the public and remained closed until year's end. From March to November, Town staff operated on a hybrid remote/onsite alternating schedule and provided Town services by appointment only. Despite the COVID-19 restrictions, staff continued to carry out necessary daily tasks and work toward meeting the Town's long-term goals.

### **Personnel Changes**

In November, after 45 years of dedicated, multifaceted service to Dover, Craig Hughes retired from his two most notable roles—superintendent of streets and fire chief. To acknowledge his achievements, the Board of Selectmen presented Craig with a certificate of recognition, and State Senator Mike Rush and State Representative Denise Garlick both honored him with citations. And on November 7, a parade of flag-bedecked fire engines and service vehicles from Dover and surrounding towns drove through the Town center past the fire station. Craig took his final ride home

aboard a fire truck, as Town staff and residents lined the street cheering—a long-standing tradition held when firefighters retire.

The Town added two new staff members in 2020. In April, David Sullivan joined as municipal project manager, a newly created position focused on municipal modernization: specifically, the incorporation of technology into the workflow, current processes, and communications tools used by staff and the public. In October, longtime Town Planner Gino Carlucci departed after serving the Town for 13 years. The Town expanded the planner position to include additional land use responsibilities, and it hired Courtney Starling in December as its land use director.

### Community Center Building Committee

In April, after publicizing a request for qualifications and conducting interviews with interested applicants, the Board of Selectmen selected Colliers International as the owner's project manager for the Caryl Community Center building project. In August, the Board hired Fennick McCredie Architecture to serve as the designer for the feasibility study and schematic design phase of the project. Please see the Community Center Building Committee's report on page 239 for more details.

### Hale Reservation Conservation Restriction

The Hale Reservation Task Force (HRTF), composed of representatives from Dover, Westwood, and the Hale Reservation, met with the Hale Reservation staff in January to review two appraisals of the Hale property. In February, the HRTF presented a slideshow to the Board that provided background on Hale Reservation, the proposed conservation restriction, and all the activities of the HRTF to date. Following the presentation and discussion, the Board determined that more due diligence was necessary before moving forward with an article for the 2020 Annual Town Meeting. Throughout the summer, the HRTF solicited proposals from appraisal firms detailing the scope of work and associated costs for an updated appraisal.

### Personnel Management

The Board continued its ongoing efforts to attract and retain a professional and talented Town workforce that functions as a team. It conducted a human resources audit in the summer and hired the Collins Center for Public Management at UMass Boston in late fall to conduct a compensation study, the results of which are expected in early spring 2021. A classification study is planned, and an RFP (request for proposal) will be posted in early 2021.

In March, the Board voted to renew Police Chief Peter McGowan's contract. Collective bargaining negotiations, led by Selectman John Jeffries, between the Town and the Dover Police Association, were successfully concluded in April with the signing of a three-year contract.

### Goals and Objectives for FY21

In spring 2020, the Board sent a memo to all Town boards and committees to solicit feedback on key areas of concern, need, and opportunity that the Town should consider addressing for FY21. In August, the Board and the Town administrator discussed, identified, and prioritized goals for FY21, which are briefly summarized below and can be accessed in more detail at <https://www.doverma.org/478/Town-Projects>, where they are regularly updated.

1. **Modernization:** Improve website management and functionality; develop a town-wide culture of management.
2. **Long-term Financial Planning:** Implement financial reserve policies, with a focus on the stabilization fund—drafting, finalizing, publicizing, and presenting a plan at Town Meeting; implement Department of Revenue's (DOR) report recommendations; and establish best-practice internal financial control policies.
3. **Land Use/Open Space:** Continue working with the HRTF to solicit appraisal quotes on market value of the Hale property; recruit a land use director to support and lead the Town's initiatives; coordinate with the Planning Board on the master planning process (identify funding mechanisms to support open space and develop a 40B plan), with a preliminary report in FY21; review contractual agreement with Colonial Water Company; and establish a task force to investigate long-term solutions for water resources.
4. **Government Structure:** Support Dover boards and committees with a training curriculum and volunteer handbook; create synergy between boards and committees through opportunities for collaboration and shared services; conduct an organizational assessment and charter review of a Department of Public Works.

### Communication Initiatives

As a result of the COVID-19 pandemic, the Town used its social media platforms at a faster pace than planned. It communicated important COVID-19 updates and supplemental information daily on its Twitter and Facebook pages. These postings were augmented throughout the spring and summer by the production of seven COVID-19 video updates posted on the Town's YouTube channel (search "Town of Dover, MA"). Selectmen's meetings were also posted on YouTube and streamed live on the Town's Facebook page throughout the year. The Board held several information sessions leading up to the 2020 Annual Town Meeting, giving the community a chance to review the warrant articles and ask questions. Concluding a breakout year for communications in Dover, the Board

approved a social media policy in November. The Town's Web page dedicated to its social media platforms can be found at <https://www.doverma.org/488/Town-Social-Media>.

## Other Activities

Throughout the year, the Town continued to implement an ambitious agenda for its technology and finance departments. Also addressed were a critical town-wide water emergency and building and land space concerns:

**Technology:** In response to the COVID-19 pandemic, the Town purchased a Zoom video-conferencing subscription in early spring to allow remote conferencing participation through computers, phones, and other electronic devices. All subsequent public meetings for the year were held virtually using Zoom and Google Meet.

In February, the Board, at the recommendation of the Technology Advisory Board, selected the integrated technology platform CivicPlus to replace the Town's website. The Board also approved the Town administrator's recommendation to engage CapeForward, an IT website project-management firm, to facilitate the website redesign, as well as provide on-site and virtual training and support for staff and board and committee members. The new website was launched in June, providing the community with a much-needed upgraded resource that offered new features such as a "notify me" alert service that allows residents to subscribe to Town e-mail and text updates. During the summer, the Town conducted a survey on the website and two public virtual walk-through tours.

RetroFit Technologies has completed phases two and four of the Town's IT Modernization Plan, which addressed security and network stability issues. In addition, the Town established a security information management (SIM) infrastructure base to manage network devices such as switches, access points, and backup devices and to allow other IT projects to be addressed.

In 2020, the Town also retained the services of municipal law attorney William Solomon of Stoneham, MA, to negotiate and guide it through the process of two upcoming cable-license ascertainments, one with Comcast, the other with Verizon. A public hearing for the Comcast ascertainment was held on September 24, during which the Selectmen agreed with meeting representatives that "the use of Comcast provides the Town with an invaluable resource to keep the community informed and connected."

**Finance:** In January, the DOR began a review of the Town's finances that included an assessment and evaluation of its financial operations, as well as interviews with members of the finance team and chairs of the Board of Selectmen and Warrant Committee. The DOR presented its findings to the Board in October. Concurrently, the Board formed a financial policies group to discuss core reserve policies. Participants included members of the Board of Selectmen, the Warrant Committee, the Capital Budget Committee, and

the Dover School Committee, and meetings were facilitated by a consultant from the Collins Center for Public Management.

**Water Resources:** In 2020, the Board worked closely with Colonial Water Company to resolve an incidence of e-coli contamination at their Francis Street well. It ensured that the company regularly communicated the status of the contamination to the public and helped it establish a bottled-water distribution location for affected residents. The Board also worked with the Massachusetts Department of Environmental Protection (MassDEP) to monitor Colonial Water's installation of an appropriate cleaning and chlorination system, as required by MassDEP. The Board thanks State Senator Mike Rush and State Representative Denise Garlick for their help in resolving this vitally important matter. On a related note, the Board is currently establishing a Water Resource Task Force that will focus on town-wide, strategic water-resource issues and provide recommendations to ensure that Dover has adequate water resources to meet its future needs.

**Building and Land Space Matters:** In March, the Board hired the firm Symmes Maini & McKee Associates, Inc., (SMMA) to assess the current use of space at the Town House and provide a proposal for space reconfiguration of the building to enhance capacity. This work complemented the efforts of the Community Center Building Committee to fully understand Town space needs. The final proposal was completed and presented to the Board for review in October, along with recommendations on short-term space solutions that would also meet COVID-19 distancing restrictions.

After a thorough vetting process, the Town selected Shepard Associates, LLC, who in July completed the appraisal of the cell tower site located at 2 Dedham Street. The Town also contracted with attorney William Solomon in late summer to review and create an RFP for the leasing of space that the Town plans to post in early 2021.

## Gifts and Grants

In 2020, the Board approved a number of gift and grant acceptances and expenditures under its formal policy adopted several years ago, pursuant to Chapter 44, Section 53A of the Massachusetts General Laws, which advises boards and committees to seek the Selectmen's counsel and recommendation prior to seeking, soliciting, or accepting a grant or gift for any municipal purpose. Acceptances included:

- a grant of \$13,500 from MassDEP's Sustainable Materials Recovery Program to cover costs associated with recycling mattresses;
- a grant of \$150,000 through the Commonwealth's Bond Bill to replace the public-safety communication lines throughout the Town, allowing for expanded coverage and facilitating the work of first responders; and



- a grant of \$30,000 from the Commonwealth Compact IT Grant Program to fund new cemetery software to replace the current 20-year-old software that is no longer supported. The new software package will allow the Town to streamline the paper-intensive record-keeping process and provide a public-access portal for requesting information on a loved one or a plot.

The Selectmen are immensely grateful for the effort and dedication demonstrated daily by Town staff, school administration and staff, elected boards and committees, and all volunteers throughout this demanding year. Looking back, it is amazing just how much was accomplished above and beyond the daily work, even while that work appeared to be conducted routinely!

We thank you all so very much.

## Litigation

As required by the Town's bylaws, what follows is a summary of active litigation matters handled by Anderson & Kreiger, LLP during 2020: None.



*Dover Town House. Photo by Bob Dixon.*

## Report of the Warrant Committee

Gordon Kinder, Chair  
Robert Andrews, Vice Chair  
Peter Smith, Secretary  
Melissa Herman  
Cameron Hudson  
Sara Kinney  
Janet McCormick  
Steve Migausky  
Andrew K. Ursitti

The Warrant Committee serves as the Town's financial advisory committee, as mandated under Chapter 39, Section 16 of the Massachusetts General Laws. It consists of nine members, each of whom is appointed by the Town moderator to serve a three-year term. The Committee reviews and makes recommendations on all Town Meeting warrant articles through its comments in the Blue Book and at Town Meeting. It pays particular attention to Article 4, the Operating Budget, reviewing in detail the proposed budgets of all Town departments. The Committee also monitors the accumulation and use of Free Cash and authorizes the use of the Reserve Fund to cover unexpected expenses that arise throughout the year. The Town's budgets are managed on a fiscal-year basis that begins on July 1.

The Committee's work on the Fiscal Year 2021 (FY21) budget began in fall 2019 with the issuance of general budget guidelines. With local revenue, derived mostly from property and excise taxes, deemed unlikely to grow significantly, all departments were instructed to prepare level-service budgets. The budget guidance also included an endorsement of the Personnel Board's wage and salary guidelines for non-contract personnel, along with recommended energy cost adjustments.

During winter 2020, the Committee met with each of the budgetary authorities to go over the details of their budget requests. It also reviewed the Capital Budget and the stand-alone warrant articles. This review process would normally have culminated in the Open Hearing on the Warrant, during which citizens could hear and comment on the proposals, but restrictions on gatherings triggered by the emerging COVID-19 pandemic prevented that. The Committee formulated summaries and recommendations for each warrant article, published as the Blue Book, which is mailed to every Dover household and which provides the framework for Town Meeting. At the June 2020 Annual Town Meeting, the FY21 budget was voted for implementation on July 1, 2020.



The Town's operating budget has increased 8% over the past five fiscal years, from an expended appropriation of \$34,998,967 for FY17 to an approved appropriation of \$37,886,148 for FY21. During this same period, the total budget, including capital items and special articles, increased 7%, from \$36,282,175 for FY17 to \$38,908,936 for FY21. Revenues generated through property taxes grew 11%, from \$31,535,573 to \$34,836,802. Total revenue from all sources, excluding Free Cash, increased 11%, from \$35,646,742 to \$39,623,169. The difference between revenue and expenses is made up from Free Cash and, in some years, a Proposition 2½ override. FY21 marked the 14th consecutive year that the Committee has presented the Town's voters with a budget that did not require an operating override.

Despite the Committee's review process and efforts to control budgetary growth, the reality is that many budget expenses are driven by factors beyond the Town's control, such as energy and insurance costs. Several department supervisors, with the approval of the Board of Selectmen, have joined municipal consortiums in an effort to obtain better pricing on services and commodities including health care and other insurance, fuel oil, road salt, and police cruisers. The Committee believes that in order to fund Town services, the prudent use of Free Cash is necessary to manage the growing disparity between Town revenues and increasing operating expenses.

At the 2020 Annual Town Meeting, voters approved a 0.4% decrease in the FY21 Operating Budget (Article 3), for a total of \$37,886,148. This reflects a commitment on the part of all Town departments to review their needs carefully and in detail. Of this FY21 operating budget amount, \$23,223,276, or 61%, represents expenditures for the Dover, Regional, Minuteman, and Norfolk Agricultural Schools, a 0.1% increase over the previous year's outlay. State-mandated expenditures for the needs of the Special Education Program continue to be a significant driver of the growth in the school budgets.

At the meeting, voters also approved the FY21 Capital Budget (Article 4) of \$568,500, as well as \$200,000 for one-time projects, and \$1,500,000 from Free Cash to stabilize the tax rate.

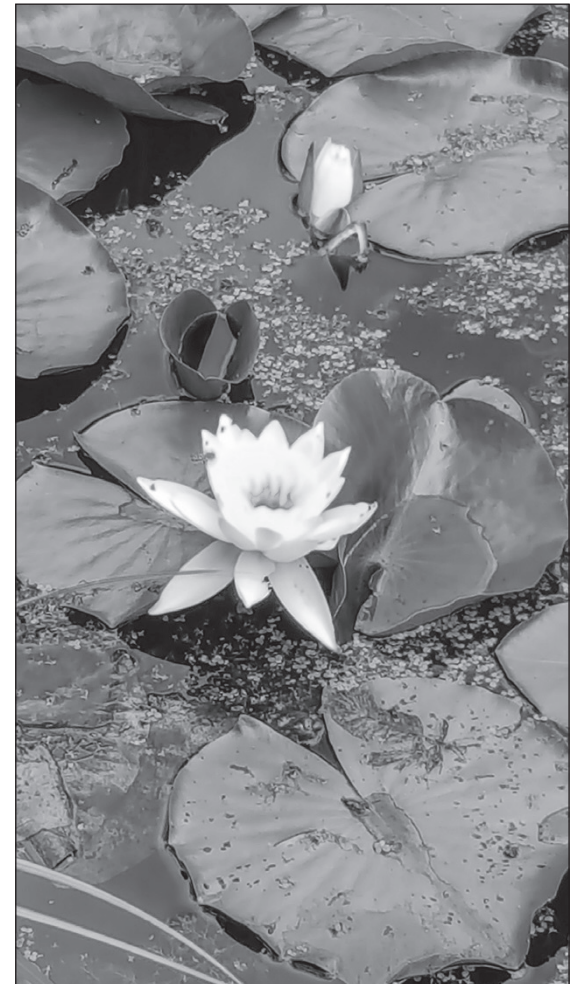
As of this writing, the Commonwealth has not yet certified Dover's Free Cash balance as of July 1, 2020; by the Town's reckoning, the balance should be \$10,207,061. The previous certification was \$9,826,861 on July 1, 2019. The Committee continues to evaluate the levels of Free Cash in light of rating agencies' guidance and recommendations, Town borrowings and capacity, probable and potential future operating and capital needs, and anticipated revenues, as well as other factors.

The Committee also believes that volatile energy and insurance costs, as well as rising post-retirement employee expenses, will continue to have a significant impact on several Town operating budgets for the foreseeable future. We need to monitor for substantial increases in operating costs that are outside of the Town's control, including all categories of insurance (health, worker's compensation, and liability), retirement, and the Special

Education Program. Finally, aid to cities and towns will remain uncertain until the state's fiscal outlook improves.

Each year the Committee undergoes membership changes as terms expire. We extend our thanks and gratitude to departing member Kate Cannie, and we welcome new member Sara Kinney.

The Warrant Committee is privileged to work with all the Town departments, committees, and boards that operate to make the Town of Dover function smoothly. The dedication and hard work of the Town's employees and its many elected and appointed citizen volunteers allow the Committee to perform its duties in a thorough and timely fashion. The Committee thanks everyone for their continuing efforts.



*Photo by Kristen Dixon.*

Report of the  
Capital Budget Committee

Barry Goldman, Chair  
Robert Andrews, Warrant Committee  
Cynthia Devall  
Robyn Hunter, Board of Selectman  
John Quackenbush  
Andrew Ursitti, Warrant Committee

The responsibility of the Capital Budget Committee is to “prepare a capital budget program for use by all Town boards and officials in their deliberations.” In addition, it requests and reviews a five-year capital budget projection from each Town department and from the Dover-Sherborn Regional School Committee (DSRSC) for Dover’s share of the Region’s capital expenditures.

According to a Board of Selectmen policy instituted in 2006, all capital items requested are to be included on the capital budget request forms, regardless of their size or nature. The Committee then independently reviews the requests and provides its recommendation on each item to the Warrant Committee. Any item that is over \$10,000 or of a special nature is then forwarded to the Selectmen, who determine whether the item is to be included in Article 5 of the Town Meeting Warrant or presented for consideration as a separate article. When making a warrant placement decision, the Selectmen seek input from the petitioning organization, the Capital Budget Committee, and the Warrant Committee, in addition to considering the source of funding.

Most Article 5 requests are for recurring equipment replacements and facilities maintenance and are compared to relevant use metrics. With the minimum amount for capital budget requests now being greater than \$10,000, lesser requests are transferred to operating budgets, thus giving the Committee more time to devote to items having a greater monetary impact on Town budgets.

As in previous years, the Committee requested information from Town departments and the DSRSC to ensure that its recommendations to voters were based on accurate and complete information. The Regional Schools and Chickering Elementary School use On-Site Insight to provide comprehensive facilities reports. The Dover School Committee uses a special protocol to allocate expenses between capital and operating budgets. These processes allow the Committee to gain a good understanding of the schools’ future capital needs.

Dover has qualified for and been designated as a Green Community under the Massachusetts Green Communities Act, which provides financial support for energy efficiency and renewable energy projects that promote the designated communities’ clean energy goals. The Capital Budget Committee has assumed responsibility, in conjunction with the Town planner and the superintendent of buildings, for reviewing Town department initiatives and capital projects, to identify and examine any that might qualify for Green Community grants and to do so in sufficient time to meet grant requirements.

To meet the evaluation criteria for new projects, the Capital Budget Committee studies the energy impact for each of the grant projects, including reductions in energy consumption and greenhouse gases, viability, appropriateness, effective use of funds, savings per dollar invested, and continued adherence to Dover’s 20% energy reduction goal.

After receiving a Green Community grant in 2019, the Town completed the following improvement projects:

- **Town House:** Air sealing and insulation; LED streetlight conversion
- **Protective Agencies Building:** HVAC system-wide rebuilding with high efficiency heat pumps and air handlers; air sealing and insulation
- **Town Library:** Air sealing and insulation

These projects decreased the use of fossil fuels, improved heating and cooling efficiency, and made the building environments more comfortable for Town employees.

In 2020, another highly efficient energy-related project was approved: the replacement of 71 Town House windows originally installed in 1923. This work will begin in 2021 and is expected to result in substantial improvements in building energy use and comfort.

The Committee prepared its FY 2021 capital budget recommendations during fall 2019 and winter 2020. In March 2020, it approved a recommendation for Article 5 expenditures totaling \$568,500, as follows:

POLICE DEPARTMENT

Patrol vehicles	\$131,000
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BUILDING MAINTENANCE

Town House:	
Replace windows	\$290,000
Refurbish lintels	\$10,000

HIGHWAY DEPARTMENT

Utility truck	\$57,000
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## SCHOOL DEPARTMENT

Flooring, lobbies	\$55,000
Internet switch	\$25,500

The Capital Budget Committee wishes to thank all the Town boards, departments, and employees for their cooperation in submitting timely budget requests, supplying additional information as requested, meeting with Committee members at review sessions, and assisting with grant proposals, which resulted in significant savings to the Town.



*Dover Town House at night. Photo by Bob Dixon.*

## *Report of the* **Town Clerk**

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Felicia S. Hoffman, CMMC, Town Clerk  
Darlene L. Heidke, Assistant to the Town Clerk

### **Board of Registrars**

Camille C. Johnston  
Michele A. Keleher  
John J. Walsh

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The following reports appear on pages 31–65:

- **Presidential Primary**, March 3, 2020
- **Caucus**, March 9, 2020
- **Annual Town Meeting, Article 31 Elections**, June 15, 2020
- **Annual Town Meeting, Deliberative Session**, June 29, 2020
- **State Primary**, September 1, 2020
- **State Election**, November 3, 2020
- **Vital Statistics for the Calendar Year 2020**
- **Financial Reports for the Calendar Year 2020**

# Presidential Primary

March 3, 2020

Pursuant to the Warrant given under the hands of the Selectmen on the 11th of February 2020, a Presidential Primary was held on March 3, 2020. Constable Margaret Crowley inspected the ImageCast Ballot Box and found it to be empty and set at zero. Felicia Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 2,039 ballots had been cast: 1,723 Democrat, 315 Republican, 0 Green Rainbow, and 1 Libertarian Party. At 8:27 p.m., the unofficial results were read. The final, official count from Dover is as follows:

## Democrat

Presidential Preference		Town Committee	
Deval Patrick	2	Group	762
Amy Klobuchar	19	Barry Goldman	812
Elizabeth Warren	317	Carol L. Lisbon	910
Michael Bennet	0	Charles G. Devine Jr.	846
Michael R. Bloomberg	387	Christopher A. Poulsen	812
Tulsi Gabbard	11	Daniel Flanagan	797
Cory Booker	0	Donald E. Buchholtz	796
Julian Castro	0	Elaine E. Rosenberg	823
Tom Steyer	4	Erin E. Rodat-Savla	849
Bernie Sanders	226	Jane A. Brown	839
Joseph R. Biden	704	Janet S. Hartke-Bowser	811
John K. Delaney	0	Janit S. Greenwood	847
Andrew Yang	2	Jennifer S. Luethy	804
Pete Buttigieg	47	James R. Repetti	928
Marianne Williamson	0	Judith T. Ballantine	826
No Preference	4	Karen Geggel	798
Write-ins	0	Kay M. Petersen	820
Blanks	0	Kevin Luey	809
		Kimberley S. Phelan	966
		Peter K. Hoffmann	817
		Peter H. W. Ting	826
		Robert W. Andrews	825
		Write-ins	37
		Blanks	43,423
State Committee Man			
Walter F. McDonough	1,117		
Write-ins	10		
Blanks	596		
State Committee Woman			
Bridget Simmons Murphy	1,137		
Write-ins	8		
Blanks	578		

## Republican

Presidential Preference		Town Committee	
William F. Weld	58	Group	139
Joe Walsh	2	Charles Henry DeBevoise	168
Donald Trump	244	Grant Stephen	172
Roque "Rocky" De La Fuente	0	Mark A. Sarro	165
No Preference	6	Mary C. Crane	189
Write-ins	4	Peter D. Laird	165
Blanks	1	Walter H. Weld	172
		Kathleen W. Weld	176
		Henry G. Levinson	150
		Charles W. Long	172
		Deborah J. Guyer	149
		Betsy F. Levinson	153
		Eric Robert Morse	155
		Eric C. Guyer	149
		Carolyn N. Malloy	165
		Timothy Malloy	166
		Ann L. Evans	152
		Laurie H. Allen	161
		Peter D. Laird	164
		Philip Brooks Doherty III	155
		Roger John Selmi	153
		Edward A. Tourtellotte	174
		Andrew K. Ursitti	157
		Edward J. Gramer	159
		Lisa M. Gilio	157
		Thomas F. Crowley	173
		Gus Peter Coldebella	154
		John D. Jeffries	161
		Write-ins	19
		Blanks	6,762
State Committee Man			
William D. McKinney	158		
Thomas F. Maloney	117		
Write-ins	1		
Blanks	39		
State Committee Woman			
Anne K. Regan	178		
Lynne Roberts	83		
Write-ins	0		
Blanks	54		



## Green Rainbow

### Presidential Preference

Dario Hunter	0
Sedinam Kinamo Christin	
Moyowasifza-Curry	0
Kent Mesplay	0
Howard Hawkins	0
No Preference	0
Write-ins	0
Blanks	0

### State Committee Man

Write-ins	0
Blanks	0

### State Committee Woman

Write-ins	0
Blanks	0

## Libertarian

### Presidential Preference

Arvin Vohra	0
Vermin Love Supreme	0
Jacob George Hornberger	0
Samuel Joseph Robb	0
Dan Taxation is Theft Behrman	0
Kimberly Margaret Ruff	0
Kenneth Reed Armstrong	0
Adam Kokesch	0
Jo Jorgensen	0
Max Abramson	0
No Preference	0
Write-ins	1
Blanks	0

### State Committee Man

Write-ins	1
Blanks	0

### State Committee Woman

Write-ins	1
Blanks	0

### Town Committee

Group	0
Write-ins	0
Blanks	0

### Town Committee

Group	0
Write-ins	0
Blanks	10

## Caucus

March 9, 2020

On Monday, March 9, 2020, at 7:31 p.m., Felicia S. Hoffman, Town Clerk, called the Caucus for the purpose of nominating candidates for Town Offices to order. She called for nominations of Caucus Chair and Clerk.

Board of Selectmen Chair Robyn Hunter nominated James Repetti as Caucus Chair and Darlene Heidke as Caucus Clerk. Their nominations were seconded. There being no other nominations, they were duly elected by voice vote.

Mr. Repetti explained the procedures for Caucus under Chapter 53, Section 121 of the Massachusetts General Laws. Other announcements relative to nomination papers and voting procedures were made. It was moved, seconded, and passed that the ballots be cast and counted only for those offices for which more than two candidates were nominated and that the Caucus Clerk would cast a single ballot on behalf of the Caucus. The following candidates were then nominated:

<b>Moderator (1 year)</b>	James R. Repetti
<b>Town Clerk (3 years)</b>	Felicia S. Hoffman
<b>Selectman (3 years)</b>	Robyn Hunter
<b>Assessor (3 years)</b>	Caroline “Bonnie” Akins
<b>Dover School Committee (3 years)</b> (Vote for two)	Carissa Haydon Colleen Burt Sara Gutierrez Dunn
<b>D-S Regional School Committee (1 year)</b> (Vote for one)	Margaret Charron Rui Huang
<b>D-S Regional School Committee (3 years)</b> (Vote for one)	Lynn Collins Lulu Fan
<b>Library Trustee (2 years)</b>	Amee Tejani
<b>Library Trustee (3 years)</b> (Vote for two)	Judith Schultz Peter Hoffmann
<b>Cemetery Commissioner (3 years)</b>	Margaret Crowley
<b>Planning Board (5 years)</b>	George Sidgwick
<b>Planning Board Associate (1 year)</b>	(No nomination)
<b>Board of Health (3 years)</b>	Kay Petersen
<b>Park &amp; Recreation (3 years)</b>	(No nomination)

Because there were only one or two candidates for each office, a ballot count was not taken. The Caucus Clerk was directed to cast a single ballot on behalf of the Caucus for those nominated. The Caucus Chair announced that the Caucus Nomination Certificate needed to be signed by Monday, March 16, at 3 p.m., in the Town Clerk’s office. The meeting was adjourned at 8:23 p.m.



Norfolk Hunt Club costumed hunt. Photo by James Kinneen; courtesy of The Hometown Weekly.

# Annual Town Meeting

Article 31 Elections  
June 15, 2020

Pursuant to the Warrant given under the hands of the Selectmen on the 7th day of May 2020, the Annual Town Election (originally scheduled for May 18, 2020, but rescheduled for June 15, 2020, as a consequence of COVID-19) was held on June 15, 2020. André Boudreau, Constable, inspected the ImageCast Ballot Box and found it to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 958 ballots had been cast. At 8:08 p.m., the unofficial results were posted. The official counts are as follows:

<b>Moderator (1 year)</b>	
(Vote for one)	
James R. Repetti	795
Write-ins	0
Blanks	163
<b>Town Clerk (3 years)</b>	
(Vote for one)	
Felicia S. Hoffman	814
Write-ins	0
Blanks	144
<b>Selectman (3 years)</b>	
(Vote for one)	
Robyn M. Hunter	729
Write-ins	8
Blanks	221
<b>Assessor (3 years)</b>	
(Vote for one)	
Caroline “Bonnie” Akins	731
Write-ins	2
Blanks	225
<b>Dover School Committee (3 years)</b>	
(Vote for two)	
M. Colleen Burt	617
Sara R. Gutierrez Dunn	577
Carissa L. Haydon	317
Write-ins	4
Blanks	401

**D-S Regional School Committee (1 year)**

(Vote for one)

Margaret E. W. Charron	732
Rui Huang	203
Write-ins	0
Blanks	23

**D-S Regional School Committee (3 years)**

(Vote for one)

Lynn T. Collins	682
Lulu Fan	240
Write-ins	0
Blanks	36

**Library Trustee (2 years)**

(Vote for one)

Amee V. Tejani	749
Write-ins	2
Blanks	207

**Library Trustee (3 years)**

(Vote for two)

Judith Schulz	692
Peter K. Hoffmann	621
Write-ins	5
Blanks	598

**Cemetery Commission (3 years)**

(Vote for one)

Margaret L. Crowley	746
Write-ins	2
Blanks	210

**Planning Board Associate (1 year)**

(Vote for one)

Write-ins	146
Highest write-in vote count:	
William Motley	52
Blanks	812

**Planning Board (5 years)**

(Vote for one)

George L. Sidgwick	692
Write-ins	12
Blanks	254

**Board of Health (3 years)**

(Vote for one)

Kay M. Petersen	709
Write-ins	5
Blanks	244

**Park and Recreation Commission (3 years)**

(Vote for one)

Write-ins	69
Highest write-in vote count:	
Jennifer Daman	11
Blanks	889

*Powisset Farm. Photo by Dee Douglas.*



# Annual Town Meeting

Deliberative Session  
June 29, 2020

The Annual Town Meeting was held at the Nora Searle Field at the Dover-Sherborn Regional High School in Dover on June 29, 2020. The meeting, originally scheduled for May 4, was recessed and continued to June 1, 2020, and then recessed and continued to June 22, and further recessed and continued to June 29, 2020, all in accordance with Chapter 30, Section 10A of the Massachusetts General Laws, as a result of the state and local states of emergency in place due to the COVID-19 pandemic. The meeting was duly called to order by Moderator James Repetti on the 29th day of June, at 11 p.m., and held pursuant to the warrant therefore issued by the Selectmen on the 27th day of February 2020, and duly served in accordance with Town bylaws, at which meeting a quorum was present, reduced as permitted pursuant to Order of the Superior Court, dated June 3, 2020, and Chapter 92 of the Acts of 2020.

Mr. Repetti brought the meeting to order and stated that the meeting would be conducted as expeditiously as possible, due to COVID-19 concerns and approaching thunderstorms. He thanked Dr. Kevin Ban, CMO of Walgreens, and Dr. John Brownstein, a noted epidemiologist, for their assistance in planning the meeting, as well as the Board of Health, Police Chief Peter McGowan, and all the workers who helped set up the meeting to very specific standards, so as to mitigate as much as possible any COVID-19 concerns. Mr. Repetti informed the meeting attendees that, if necessary, due to the weather, the police would request people to return to their vehicles and shelter while the line of thunderstorms passed, and then direct them back to the field once the danger had passed in order to continue the meeting. Mr. Repetti then recognized Mr. Ursitti for a motion governing the conduct of the meeting.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that the following rule be adopted for the conduct of this meeting: Any amendment to a main motion that would increase an appropriation must contain a provision for the source of funds for the increase such that the total amount to be raised and appropriated at the meeting will not be increased.

**Vote:** The motion was put to a voice vote and passed unanimously.

The Moderator then began the process of going through the Warrant.

A Consent Agenda Motion (to vote to dismiss all Articles that have been deemed nonessential by the Board of Selectmen and that will be taken up at a later date) was read:

**Motion:** Mr. Ursitti moved that the following Articles be dismissed, seconded by Mr. Kinder: Articles 5, 7, 8, 9, 10, 11, 12, 13, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, and 29.

**Vote:** The motion was put to a voice vote and passed unanimously.

**ARTICLE 1. (Board of Selectmen)** To establish salaries for elected officials for Fiscal Year 2021.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that the salaries recommended for elected officials of the Town as shown in the right-hand column of the Warrant Committee Report be called over by the Moderator and that if no objection is raised to any of them, they be approved as read.

1. Board of Selectmen	
a. Chair	\$200
b. Clerk	\$150
c. Other members (each)	\$100
2. Assessors	
a. Chair	\$400
b. Other members (each)	\$350
3. Town Clerk	\$78,033
4. Planning Board	
a. Chair	\$100
b. Other members (each)	\$50
5. Constables (3) (each)	\$150
6. Board of Health	
a. Chair	\$150
b. Other members (each)	\$100

**Vote:** The motion was put to a voice vote and passed unanimously.

**ARTICLE 2. (Board of Selectmen)** To see if the Town will vote pursuant to Section 5-16 (Finances) of the General Bylaws of the Town of Dover to authorize the use of revolving fund accounts for the following boards or departments, and that unless otherwise amended by the Board of Selectmen and Warrant Committee, such accounts shall not exceed the following amounts for Fiscal Year 2021:

1. Building Department	
a. Gas Inspector	\$9,800
b. Plumbing Inspector	\$17,500
c. Wiring Inspector	\$34,500

2. Board of Health	
a. Perk and deep-hole inspection and permitting	\$40,000
b. Septic inspection and permitting	\$50,000
c. Well inspection and permitting	\$20,000
d. Swimming pool inspection and permitting	\$10,000
3. Library	
a. Materials replacement	\$5,000
4. Council on Aging	
a. Senior activities and transportation	\$35,000
5. Recycling Committee	
a. Materials sales proceeds	\$1,500

or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that pursuant to the provisions of Section 5-16 (Finances) of the General Bylaws of the Town of Dover, that the Town authorize the following board and department revolving fund limits:

1. Building Department	
a. Gas Inspector	\$9,800
b. Plumbing Inspector	\$17,500
c. Wiring Inspector	\$34,500
2. Board of Health	
a. Perk and deep-hole inspection and permitting	\$40,000
b. Septic inspection and permitting	\$50,000
c. Well inspection and permitting	\$20,000
d. Swimming pool inspection and permitting	\$10,000
3. Library	
a. Materials replacement	\$5,000
4. Council on Aging	
a. Senior activities and transportation	\$35,000
5. Recycling Committee	
a. Materials sales proceeds	\$1,500

and further, that the fees charged for these services be credited to the respective accounts and that the aforementioned boards or departments be authorized to make expenditures from the respective accounts and for their respective purposes up to the amounts set forth above.

**Vote:** The motion was put to a voice vote and passed unanimously.

**ARTICLE 3. (Board of Selectmen)** To see what sum the Town will raise and appropriate for salaries and expenditures by departments, officers, boards, and committees of the Town for the ensuing fiscal year; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that the salaries and expenses recommended by the Departments, Officers, Boards, and Committees of the Town as shown in the "FY 2021 Requested" column in the Warrant Committee Report, be called over by the Moderator, and, if no objection is made, that the Town appropriate such sums and raise such amounts from the tax levy and from other general revenues of the Town, and that the Town transfer the following sums to meet, in part, appropriations made at this Town Meeting:

	FY20 Approved	FY21 Requested	FY20/FY21 % Change
<b><u>General Government</u></b>			
301 Moderator	\$0	\$0	0.0
131 Warrant Committee	7,680	7,680	0.0
122 Selectmen			
Salaries	416,885	412,813	(1.0)
Expenses	104,820	97,220	(7.3)
Totals	521,705	510,033	(2.2)
192 Town House Expenses	55,256	56,056	1.4
191 Whiting Road	4,734	4,000	(15.5)
193 Caryl Community Center	86,084	86,484	0.5
199 Building Maintenance			
Salaries	214,028	217,823	1.8
Expenses	113,300	125,300	10.6
Totals	327,328	343,123	4.8
129 Copy/Postage	32,870	28,840	(12.3)
151 Law	200,000	200,000	0.0
135 Town Accountant			
Salaries	\$175,649	\$192,587	9.6
Expenses	38,300	49,360	28.9
Totals	213,949	241,947	13.1
141 Assessor			
Salaries	159,705	145,895	(8.6)
Expenses	29,355	35,965	22.5
Totals	189,060	181,860	(3.8)
145 Treasurer/Collector			
Salaries	211,304	217,626	3.0
Expenses	29,175	44,775	53.5
Totals	240,479	262,401	9.1

	<b>FY20 Approved</b>	<b>FY21 Requested</b>	<b>FY20/FY21 % Change</b>
155 Data Processing			
Salaries	49,569	51,815	4.5
Expenses	109,741	159,213	45.1
Totals	159,310	211,028	32.5
161 Town Clerk			
Salaries	74,064	78,034	5.4
Expenses	10,985	10,960	(0.2)
Totals	85,049	88,994	4.6
162 Election/Registration			
Salaries	41,919	36,865	(12.1)
Expenses	25,965	25,873	(0.4)
Totals	67,884	62,738	(7.6)
175 Planning Board			
Salaries	36,059	37,088	2.9
Expenses	32,715	71,082	117.3
Totals	68,774	108,170	57.3
411 Engineering			
Salaries	39,843	23,384	(41.3)
Expenses: Selectmen	65,670	65,670	0.0
Expenses: Planning Board	3,070	0	100.0
Totals	108,583	89,054	(18.0)
<b>General Government Totals</b>	<b>\$2,368,745</b>	<b>\$2,482,408</b>	<b>4.8</b>
<b><u>Protection of Persons and Property</u></b>			
201 Police			
Salaries	1,991,344	1,959,229	(1.6)
Expenses	128,050	117,850	(8.0)
Out-of-State Travel	3,000	3,000	0.0
Totals	2,122,394	2,080,079	(2.0)
299 Protective Agencies Building	76,323	79,023	3.5
292 Animal Control			
Salaries	22,274	18,148	(18.5)
Expenses	6,500	6,500	0.0
Totals	28,774	24,648	(14.3)
220 Fire			
Salaries	\$500,623	\$515,502	3.0
Expenses	92,250	94,250	2.2
Totals	592,873	609,752	2.8
231 Ambulance			
Salaries	160,593	165,367	3.0
Expenses	64,307	66,307	3.1
Totals	224,900	231,674	3.0
241 Building Inspector			
Salaries	120,573	139,005	15.3
Expenses	5,500	4,650	(16.2)
Totals	126,123	143,655	13.9

	<b>FY20 Approved</b>	<b>FY21 Requested</b>	<b>FY20/FY21 % Change</b>
291 Emergency Management			
Salaries	196	202	3.1
Expenses	920	4000	(56.5)
Totals	1,116	602	(46.1)
171 Conservation Commission			
Salaries	38,573	39,452	2.3
Expenses	65,695	65,695	0.0
Totals	104,268	105,147	0.8
176 Board of Appeals			
Salaries	2,672	2,834	3.0
Expenses	1,450	1,450	0.0
Totals	4,202	4,284	2.0
294 Care of Trees			
Salaries	9,959	10,258	3.0
Expenses	102,640	102,640	0.0
Totals	112,599	112,898	0.3
295 Tree Committee	2,500	2,500	0.0
<b>Protection of Persons and Property Totals</b>	<b>\$3,396,072</b>	<b>\$3,394,262</b>	<b>(0.1)</b>
<b><u>Health and Sanitation</u></b>			
433 Garbage Disposal	19,848	0	0.0
439 Solid Waste			
Salaries	81,020	95,179	17.5
Expenses	274,907	276,051	0.4
Totals	355,927	371,230	4.3
450 Town Water			
Salaries	7,505	7,708	2.7
Expenses	21,500	21,500	0.0
Totals	29,005	29,209	0.7
519 Board of Health			
Salaries	\$47,272	\$57,609	21.9
Expenses	42,948	48,527	13.0
Totals	90,220	106,136	17.6
<b>Health and Sanitation Totals</b>	<b>\$495,000</b>	<b>\$506,574</b>	<b>2.3</b>
<b><u>Highway and Bridges</u></b>			
422 Maintenance			
Salaries	507,447	537,139	5.9
Expenses	275,367	287,067	4.2
Totals	782,814	824,206	5.3
423 Snow and Ice			
Salaries	105,700	105,700	0.0
Expenses	314,300	314,300	0.0
Totals	420,000	420,000	0.0

	<b>FY20 Approved</b>	<b>FY21 Requested</b>	<b>FY20/FY21 % Change</b>
424 Street Lighting	12,489	8,889	(28.8)
425 Town Garage	79,308	71,308	(10.1)
428 Tarvia/Patching	275,000	275,000	0.0
<b>Highway and Bridges Totals</b>	<b>\$1,569,611</b>	<b>\$1,599,403</b>	<b>1.9</b>
<b><u>Other Public Agencies</u></b>			
194 Energy Coordinator	0	0	0.0
491 Cemetery			
Salaries	92,472	94,624	2.3
Expenses	28,485	30,735	7.9
Totals	120,957	125,359	3.6
541 Council on Aging			
Salaries	119,287	160,566	34.6
Expenses	45,450	47,340	4.2
Totals	164,737	207,906	26.2
610 Library			
Salaries	478,302	534,574	11.8
Expenses	192,824	206,407	7.0
Totals	671,126	740,981	10.4
650 Park and Recreation			
Salaries	347,563	357,162	2.8
Expenses	83,264	84,800	1.8
Totals	430,827	441,962	2.6
<b>Other Public Agencies Totals</b>	<b>\$1,387,647</b>	<b>\$1,516,208</b>	<b>9.3</b>
<b><u>Unclassified Services</u></b>			
152 Personnel Committee	\$0	\$0	0.0
178 Dover Housing Partnership	0	0	0.0
195 Town Report	6,000	6,000	0.0
543 Veterans			
Salaries	1,000	1,000	0.0
Expenses	1,000	1,000	0.0
Totals	2,000	2,000	0.0
691 Historical Commission	1,250	1,250	0.0
692 Memorial Day	3,000	3,000	0.0
<b>Unclassified Services Totals</b>	<b>\$12,250</b>	<b>\$12,250</b>	<b>0.0</b>
<b><u>Insurance</u></b>			
912 Workers Compensation	110,980	112,898	1.7
914 Group Insurance	2,491,324	2,602,971	4.5
916 Medicare/FICA	197,160	196,225	(0.5)
950 Other Insurance	189,619	195,308	3.0
<b>Insurance Subtotals</b>	<b>\$2,989,083</b>	<b>\$3,107,402</b>	<b>4.0</b>
<b><u>Pensions</u></b>			
911 Norfolk County Retirement	1,421,027	1,522,061	7.1
<b>Insurance/Pensions Totals</b>	<b>\$4,410,110</b>	<b>\$4,629,463</b>	<b>5.0</b>

	<b>FY20 Approved</b>	<b>FY21 Requested</b>	<b>FY20/FY21 % Change</b>
<b><u>Schools</u></b>			
600 Dover School Operating	10,616,354	10,372,691	(2.3)
601 Dover's Share Regional			
Operating Assessment	11,955,169	12,188,034	1.9
Debt Assessment	552,534	519,135	(6.0)
Totals	12,507,703	12,707,169	1.6
602 Minuteman Vocational	74,285	137,416	85.0
604 Norfolk County			
Agricultural High School	6,000	6,000	0.0
<b>Schools Totals</b>	<b>\$23,204,342</b>	<b>\$23,223,276</b>	<b>0.1</b>
<b><u>Maturing Debt and Interest</u></b>			
710 Maturing Debt Principal	1,005,400	995,200	(1.0)
751 Maturing Debt Interest	193,350	132,225	(32.1)
759 Bank Charges	4,000	4,000	0.0
<b>Debt and Interest Totals</b>	<b>\$1,202,750</b>	<b>\$1,130,425</b>	<b>(6.0)</b>
<b>TOWN BUDGET</b>			
<b>GRAND TOTALS</b>	<b>\$38,043,457</b>	<b>38,494,269</b>	<b>1.2</b>

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 4. (Board of Selectmen)** To see what sums the Town will raise and appropriate for the various capital purposes listed below; to determine whether the money shall be included in the tax levy, transferred from available funds, borrowed, or provided by any combination of these methods; or take any other action relative thereto:

1. Building Maintenance
  - a. Town House: window repair/replacement
2. Highway Department
  - a. Utility truck
3. Police Department
  - a. Patrol vehicles
4. Schools (Chickering)
  - a. Flooring: lobbies
  - b. HP core switch

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that the following sums recommended for the various capital purposes be called over by the Moderator, and, if no objection is made, that the Town raise and appropriate such sums, unless another funding source is noted, and that any sums realized from the trade-in or auction of old equipment shall be used to reduce the cost of the acquisition of new equipment or to purchase related accessories.

**Vote:** The motion was put to a voice vote and passed unanimously.

1. Building Maintenance
  - a. Town House: window repair/replacement \$300,000
2. Highway Department
  - a. Utility truck \$57,000
3. Police Department
  - a. Patrol vehicles \$131,000
4. Schools (Chickering)
  - a. Flooring: lobbies \$55,000
  - b. HP core switch \$25,500

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 5. (Board of Selectmen)** To hear and act on the various reports of the various committees: (a) as contained in the printed 2019 Annual Report; and (b) any other reports submitted to the voters by the Town Committees

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that this article be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 6. (Board of Selectmen)** To see if the Town will vote to raise and appropriate a sum of money for the purpose of highway construction, reconstruction and other improvements under the authority of the Massachusetts General Laws as funded by various state budgets; to determine whether the money shall be included in the tax levy, transferred from available funds, borrowed, or provided by any combination of these methods; and to authorize the Selectmen to enter into contracts, apply for, accept, expend, and borrow in anticipation of state aid for such projects; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that the Town authorize the Board of Selectmen to enter into contracts, apply for, accept, expend, and borrow in anticipation of any funds allotted by the Commonwealth for the construction, reconstruction, and other improvements of Town roads and related infrastructure.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 7. (Board of Selectmen)** To see if the Town will vote to raise and appropriate a sum of money for the purpose of funding an unemployment compensation fund as authorized by Chapter 40, Section 5E of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that this article be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 8. (Board of Selectmen)** To see if the Town will vote to raise and appropriate a sum of money to provide for the payment of accumulated sick leave to retired police officers as authorized by Chapter 375 of the Acts of 1984; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that this article be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 9. (Conservation Commission)** To see if the Town will vote to raise and appropriate a sum of money for the Conservation Fund to be used by the Conservation Commission for any purpose authorized by Chapter 40, Section 8C of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that this article be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 10. (Board of Selectmen)** To see if the Town will vote to create a Capital Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws for the purposes of funding capital projects or the debt service related to capital projects; and raise and appropriate a sum of money to fund a Capital Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws; to determine whether the money shall be included in the tax levy, by transfer from available funds, or any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that this article be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 11. (Board of Selectmen)** To see if the Town will vote to raise and appropriate a sum of money for the purpose of supplementing the Town of Dover Stabilization Fund in accordance with Chapter 40, Section 5B of the Massachusetts General Laws; determine whether the money shall be included in the tax levy, by transfer from available funds, or any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that this article be dismissed.



**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 12. (Board of Selectmen)** To see if the Town will vote to raise and appropriate a sum of money for the purpose of conducting an appraisal of the Hale Reservation property and any actions incidental and related thereto; determine whether the money shall be included in the tax levy, by transfer from available funds, borrowed, or any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that this article be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 13. (Board of Selectmen)** To see if the Town will vote to appropriate a sum of money for the purpose of funding the Fiscal Year 2021 Operating Budget as approved by Town Meeting in Article 3, determine whether said money shall be provided from the transfer of available funds; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that this article be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 14. (Board of Selectmen)** To see if the Town will vote to raise and appropriate the following sums of money for the purposes indicated and any incidental costs related thereto; to determine whether the money shall be included in the tax levy, transferred from available funds, or provided by any combination of these methods; or take any other action relative thereto.

- 1. Technology-related Project Implementation
- 2. Town House Space Reconfiguration
- 3. Organizational Assessments
- 4. Water Main Maintenance and Repair

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that the following sums recommended for the one-time projects be called over by the Moderator, and, if no objection is made, that the Town appropriate such sums from Free Cash for that purpose:

1. Technology-related Project Implementation	\$50,000
2. Town House Space Reconfiguration	\$100,000
3. Organizational Assessments	\$0
4. Water Main Maintenance and Repair	\$50,000

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 15. (Warrant Committee)** To see if the Town will vote to raise and appropriate a sum of money to the Reserve Fund, pursuant to Chapter 40, Section 6 of the Massachusetts General Laws, not to exceed 5% of the tax levy of Fiscal Year 2020, from which transfers are voted by the Warrant Committee from time to time and transferred as provided by statute, and determine whether the money shall be included in the tax levy, by transfer from available funds including the Reserve Fund Overlay Surplus, or by any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that the Town appropriate the sum of \$250,000 for a Reserve Fund for Fiscal Year 2021 to provide for extraordinary or unforeseen expenditures pursuant to Chapter 40, Section 6 of the Massachusetts General Laws, and that to meet this appropriation, \$150,000 be raised from the tax levy and \$100,000 be transferred from the Overlay Surplus.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 16. (Warrant Committee)** To see if the Town will vote to raise and appropriate a sum of money to pay any unpaid bills rendered to the Town for prior years; determine whether the money shall be included in the tax levy, by transfer from available funds, or any combination of these methods; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that the sum of \$4,288.13 be transferred from Free Cash for the purpose of paying the following unpaid bills: Beals & Thomas, \$1,600 (Building Department); Global Montello Group, Inc., \$2,688.13 (Highway Department).

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 17. (Warrant Committee)** To see if the Town will make supplemental appropriations to be used in conjunction with money appropriated under Article 4 of the Warrant for the 2019 Annual Town Meeting, to be expended during the current fiscal year, or make any other adjustments to the Fiscal Year 2020 budget that may be necessary, and determine whether the money shall be provided by transfer from available funds; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 17 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 18. (Planning Board)** To see if the Town will vote to amend the Zoning Bylaw by deleting Section 185-43 entitled “Accessory Apartments” and replacing it with a new Section 185-43 entitled “Accessory Dwelling Units,” the complete text of which is on file in the Offices of the Town Clerk and the Planning Board; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 18 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 19. (Board of Health)** To see if the Town will vote to amend the General Bylaws of the Town of Dover by adding a new bylaw entitled “Water Emergency Use Restrictions,” in accordance with the complete text of which is on file with the Town Clerk, and further, that nonsubstantive changes in the numbering of this bylaw be permitted in order that it be in compliance with the numbering format of the Dover Town Code, or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 19 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 20. (Board of Health)** To see if the Town will vote to accept Chapter 40U of the Massachusetts General Laws that provides enforcement of fines imposed for violations of municipal housing and sanitation regulations and snow and ice removal requirements, and to approve procedures for the payment of fines in accordance with Massachusetts General Law Chapter 40U, Section 4; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 20 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 21. (Assessors)** To see if the Town will vote to reduce the current rate of interest that accrues on property tax deferrals under Chapter 59, Section 5, Clause 41A of the Massachusetts General Laws from eight percent (8%) to four percent (4%) per year; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 21 be dismissed.

**Vote:** The motion was put to a voice vote and passed by a majority.

**Article 22. (Board of Assessors)** To see if the Town will vote to increase the current amounts for property tax exemptions under Chapter 59, Section 5, Clause 41C of the Massachusetts General Laws from a maximum of \$1,000 to a maximum of \$2,000; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 22 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 23. (Board of Selectmen)** To see if the Town will vote to accept Chapter 60, Section 3D of the Massachusetts General Laws; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 23 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 24. (Cemetery Commission)** To see if the Town will vote to amend Chapter 92 of the General Bylaws of the Town of Dover in accordance with the proposed amendment language on file with the Town Clerk, or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 24 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 25. (Board of Selectmen)** To see if the Town will vote, pursuant to the provisions of Chapter 59, Section 38H of the Massachusetts General Laws, to authorize the Board of Selectmen and the Board of Assessors to negotiate and enter into a payment in lieu of tax (PILOT) agreement with the operator of the solar photovoltaic energy generating facility to be developed on the Town Garage located at 2 Dedham Street, upon such terms and conditions as the Board of Selectmen and the Board of Assessors shall deem to be in the best interest of the Town; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 25 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 26. (Historical Commission)** To see if the Town will vote to amend Chapter 96 of the General Bylaws of the Town of Dover in accordance with the proposed amendment language on file with the Town Clerk, or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 26 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 27. (Citizens’ Petition)** To see if the Town will vote to accept Stagecoach Lane as accepted public way as laid out by the Board of Selectmen, as shown on the plans on file in the Office of the Town Clerk; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 27 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.



**Article 28. (Citizens’ Petition)** To see if the Town will raise and appropriate, appropriate by transfer from available funds, borrow, or provide by any combination of these methods, a sum of money for the purpose of additional buses for the Chickering Elementary School.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 28 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 29. (Citizens’ Petition)** To see if the Town will raise and appropriate, appropriate by transfer from available funds, borrow, or provide by any combination of these methods, a sum of money for the purpose of a traffic study, or safety study, to better understand the impact of earlier school start times for Chickering Elementary School.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that Article 29 be dismissed.

**Vote:** The motion was put to a voice vote and passed unanimously.

**Article 30. (Board of Selectmen)** To see if the Town will vote to transfer from Free Cash in the Treasury an amount to stabilize the tax rate for the ensuing fiscal year and authorize the Board of Assessors to use the same to stabilize the tax rate; or take any other action relative thereto.

**Motion:** It was moved by Mr. Ursitti and seconded by Mr. Kinder that the Town transfer the sum of \$1,500,000 from Free Cash for the purpose of reducing the Fiscal Year 2021 Tax Rate and that the Board of Assessors be authorized to use the same amount to reduce the tax rate for Fiscal Year 2021.

**Vote:** The motion was put to a voice vote passed unanimously.

**Motion:** At 11:19 a.m., a motion was made by Mr. Ursitti and seconded by Mr. Kinder that the meeting be dissolved.

**Vote:** The motion was put to a voice vote and passed unanimously.

# State Primary

September 1, 2020

Pursuant to the Warrant given under the hands of the Selectmen on the 12th of August, 2020, a State Primary was held on September 1, 2020. Constable Margaret Crowley inspected the ImageCast Ballot Box and found it to be empty and set at zero. Felicia Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 2,022 ballots had been cast: 1,610 Democrat, 408 Republican, 4 Libertarian, and 0 Green Rainbow. At 8:43 p.m., the official results were read. The official vote count is as follows:

DEMOCRAT		REPUBLICAN	
Senator in Congress		Senator in Congress	
Edward J. Markey	928	Shiva Ayyadurai	79
Joseph P. Kennedy III	675	Kevin J. O'Connor	325
Write-ins	1	Joseph P. Kennedy III*	2
Blanks	6	Write-ins	1
		Blanks	1
Representative in Congress		Representative in Congress	
Jake Auchincloss	317	Julie A. Hall	273
David Franklin Cavell	17	David Rosa	92
Becky Grossman	251	Write-ins	3
Alan A. Khazei	191	Blanks	40
Ihssane Leckey	113		
Natalia Linos	185		
Jesse R. Mermell	338		
Benjamin R. Sigel	16		
Christopher Z. Zannetos	74		
Write-ins	2		
Blanks	106		
Councillor		Councillor	
Robert L. Jubinville	1,096	Write-ins	35
Write-ins	10	Blanks	373
Blanks	504		

\* Indicates a write-in vote from a different party ballot.

<b>Senator in General Court</b>		<b>Senator in General Court</b>	
Michael F. Rush	1,130	Write-ins	33
Write-ins	9	Blanks	375
Blanks	471		
<b>Representative in General Court</b>		<b>Representative in General Court</b>	
Denise C. Garlick	1,255	Write-ins	32
Write-ins	5	Blanks	376
Blanks	350		
<b>Register in Probate</b>		<b>Register in Probate</b>	
Colleen Marie Brierley	346	Write-ins	31
Noel T. DiBona	103	Blanks	377
Kathryn E. Hubley	151		
Courtney M. Madden	57		
Michael F. Walsh	518		
Write-ins	6		
Blanks	429		
<b>County Commissioner</b>		<b>County Commissioner</b>	
Joseph P. Shea	604	Write-ins	33
Dennis J. Guilfoyle	425	Blanks	783
Charles B. Ryan	227		
Richard R. Staiti	396		
Write-ins	11		
Blanks	1,557		
<b>County Treasurer</b>		<b>County Treasurer</b>	
Michael G. Bellotti	650	Write-ins	17
Brad L. Croall	509	Blanks	391
Write-ins	6		
Blanks	445		
<b>Sheriff (Vacancy)</b>		<b>Sheriff (Vacancy)</b>	
James F. Coughlin	512	Jerry P. McDermott	310
Patrick W. McDermott	304	Write-ins	3
William J. Phelan	381	Blanks	95
Write-ins	9		
Blanks	404		

## LIBERTARIAN

<b>Senator in Congress</b>	
Edward J. Markey	1
Joseph P. Kennedy III	1
Vermin Love Supreme	0
Write-ins	2
Blanks	0
<b>Representative in Congress</b>	
Write-ins	4
Blanks	0
<b>Councillor</b>	
Write-ins	2
Blanks	2
<b>Senator in General Court</b>	
Write-ins	2
Blanks	2
<b>Representative in General Court</b>	
Write-ins	2
Blanks	2
<b>Register of Probate</b>	
Blanks	2
Write-Ins	2
<b>County Commissioner</b>	
Write-ins	6
Blanks	2
<b>County Treasurer</b>	
Write-ins	2
Blanks	2
<b>Sheriff (Vacancy)</b>	
Write-ins	2
Blanks	2

## GREEN RAINBOW

<b>Senator in Congress</b>	
Write-ins	0
Blanks	0
<b>Representative in Congress</b>	
Write-ins	0
Blanks	0
<b>Councillor</b>	
Write-ins	0
Blanks	0
<b>Senator in General Court</b>	
Write-ins	0
Blanks	0
<b>Representative in General Court</b>	
Write-ins	0
Blanks	0
<b>Register of Probate</b>	
Blanks	0
Write-Ins	0
<b>County Commissioner</b>	
Write-ins	0
Blanks	0
<b>County Treasurer</b>	
Write-ins	0
Blanks	0
<b>Sheriff (Vacancy)</b>	
Write-ins	0
Blanks	0

# State Election

November, 3, 2020

Pursuant to the Warrant given under the hands of the Selectmen on the 8th day of October 2020, a State Election was held on November 3, 2020. Margaret Crowley, Constable of Dover, inspected the ImageCast Ballot Boxes and found them to be empty and set at zero. Felicia S. Hoffman, Town Clerk, declared the polls open at 7 a.m.

At 8 p.m., the polls were declared closed by the Town Clerk. A total of 4,060 ballots had been cast. At 11:22 p.m., the unofficial results were posted. On November 13, 2020, the Election Day results were revised to include the absentee ballots received from overseas voters who had mailed their ballots by November 3, 2020, as required by law. The official count of the votes for Dover is as follows:

### President and Vice President

Biden and Harris	2,761
Hawkins and Walker	14
Jorgensen and Cohen	67
Trump and Pence	1,142
Write-ins	39
Blanks	41

### Senator in Congress

Edward J. Markey	2,300
Kevin J. O'Connor	1,689
Write-ins	7
Blanks	68

### Representative in Congress

Jake Auchincloss	2,347
Julie A. Hall	1,527
Write-ins	9
Blanks	181

### Councillor

Robert L. Jubinville	2,631
Write-ins	2
Blanks	366

### Senator in General Court

Michael F. Rush	2,680
Write-ins	620
Blanks	1,324

### Representative in General Court

Denise C. Garlick	2,799
Write-ins	58
Blanks	1,207

### Register of Probate

Colleen Marie Brierley	2,630
Write-ins	59
Blanks	1,375

### County Commissioner

Joseph P. Shea	1,919
Richard R. Staiti	1,088
Heather Hamilton	1,333
Write-ins	32
Blanks	3,756

### County Treasurer

Michael G. Bellotti	2,629
Write-ins	56
Blanks	1,379

### Sheriff

Jerry P. McDermott	1,842
Patrick W. McDermott	1,781
Write-ins	5
Blanks	436

**Ballot Question 1:** This proposed law would require that motor vehicle owners and independent repair facilities be provided with expanded access to mechanical data related to vehicle maintenance and repair. Starting with model year 2022, the proposed law would require manufacturers of motor vehicles sold in Massachusetts to equip any such vehicles that use telematics systems—systems that collect and wirelessly transmit mechanical data to a remote server—with a standardized open access data platform. Owners of motor vehicles with telematics systems would get access to mechanical data through a mobile device application. With vehicle owner authorization, independent repair facilities (those not affiliated with a manufacturer) and independent dealerships would be able to retrieve mechanical data from, and send commands to, the vehicle for repair, maintenance, and diagnostic testing. Under the proposed law, manufacturers would not be allowed to require authorization before owners or repair facilities could access mechanical data stored in a motor vehicle’s on-board diagnostic system, except through an authorization process standardized across all makes and models and administered by an entity unaffiliated with the manufacturer. The proposed law would require the Attorney General to prepare a notice for prospective motor vehicle owners and lessees explaining telematics systems and the proposed law’s requirements concerning access to the vehicle’s mechanical data. Under the proposed law, dealers would have to provide prospective owners with, and prospective owners would have to acknowledge receipt of, the notice before buying or leasing a vehicle. Failure to comply with these notice requirements would subject motor vehicle dealers to sanctions by the applicable licensing authority. Motor vehicle owners and independent repair facilities could enforce this law through state consumer protection laws and recover civil penalties of the greater of treble damages or \$10,000 per violation.

Yes	3,048
No	872
Blanks	144

**Ballot Question 2:** This proposed law would implement a voting system known as “ranked-choice voting,” in which voters rank one or more candidates by order of preference. Ranked-choice voting would be used in primary and general elections for all Massachusetts statewide offices, state legislative offices, federal congressional offices, and certain other offices beginning in 2022. Ranked-choice voting would not be used in elections for president, county commissioner, or regional district school committee member. Under the proposed law, votes would be counted in a series of rounds. In the first round, if one candidate received more than 50 percent of the first-place votes, that candidate would be declared the winner and no other rounds would be necessary. If no candidate received more than

50 percent of the first-place votes, then the candidate or candidates who received the fewest first-place votes would be eliminated and, in the next round, each vote for an eliminated candidate would instead be counted toward the next highest-ranked candidate on that voter’s ballot. Depending on the number of candidates, additional rounds of counting could occur, with the last-place candidate or candidates in each round being eliminated and the votes for an eliminated candidate going to the voter’s next choice out of the remaining candidates. A tie for last place in any round would be broken by comparing the tied candidates’ support in earlier rounds. Ultimately, the candidate who was, out of the remaining candidates, the preference of a majority of voters would be declared the winner. Ranked-choice voting would be used only in races where a single candidate is to be declared the winner and not in races where more than one person is to be elected. Under the proposed law, if no candidate received more than 50 percent of first-place votes in the first round, the rounds of ballot-counting necessary for ranked-choice voting would be conducted at a central tabulation facility. At the facility, voters’ rankings would be entered into a computer, which would then be used to calculate the results of each round of the counting process. The proposed law provides that candidates in a statewide or district election would have at least three days to request a recount. The Secretary of State would be required to issue regulations to implement the proposed law and conduct a voter education campaign about the ranked-choice voting process. The proposed law would take effect on January 1, 2022.

Yes	1,891
No	1,992
Blanks	181



*Annual Town Meeting. Photo by John Quackenbush.*



# Vital Statistics

For the Calendar Year 2020

## BIRTHS IN 2020

22 Males  
21 Females

## MARRIAGES IN 2020

January 17	John James Rapo Maristela Rapo	Dover, MA Dover, MA
January 18	Marcelo Alves de Pinho Judith A. Medeiros	Dover, MA Dover, MA
March 14	Scott Eugene Wainwright Nicole Elizabeth DiCicco	Dedham, MA Dedham, MA
May 9	Michael Steven Richards Madeline Lee Surgenor	Hopkinton, MA Hopkinton, MA
May 27	Clark Harrison Seiler Jennifer Amy Park	Cambridge, MA Cambridge, MA
July 9	Noah Andrew Leslie Emma Rachel Straus	Washington, DC Washington, DC
August 16	Peter Paul DiSanto Amy Maria Schulze	Dover, MA Wellesley, MA
September 5	Corey John Theodore Katherine Ann Bagley	Dartmouth, MA Scituate, MA
September 6	Taris Adam Besse Heidi Arona Schibuk	New York, NY New York, NY
September 19	Phillip Thomas Grisdela Jr. Juliet Hamilton Hollingsworth	Brookline, MA Brookline, MA
September 19	David Bamidele Oluwadara Nana Omobolaji Oladimeji	Roslindale, MA Roslindale, MA
September 20	Ryan Travis Swisher Sarah Jacqueline Malone	Brooklyn, NY Brooklyn, NY
October 3	Cameron Michael Montague Jordana Lee Greenfield	Dover, MA Dover, MA
October 10	Jeremiah Webster Atwood Beth Nicole Yanco	Dover, MA Dover, MA

October 10	William David Taft Jessica Marie Laurendeau	Dover, MA Acton, MA
October 25	Kevin Patrick LaPlante Pamela Marie Helliwell	Dover, MA Dover, MA
October 25	Wenjie Yang Yanting Zeng	Natick, MA Natick, MA
November 27	Lamont Douglas Brown Alliberthe Elysee	New Albany, OH Hyde Park, MA

## DEATHS IN 2020

January 3	Maxwell Robert Morton	83	9 Sterling Drive
January 15	Neil Michael Wolfman	66	5 Phillips Lane
February 11	David A. Thompson	61	7 Saddle Ridge Road
February 14	Maria Fernanda Viteri Barriga	33	8A Grand Hill Drive
March 19	Peter Van Kleeck	82	3 Hartford Street
March 28	Edmund William Eveleigh Stein	90	2 High Rock Road
April 5	Robert C. Rosa	91	4 Cullen Road
April 13	Daniel E. Griffin III	76	140 Pine Street
April 17	Gary W. Hamann	78	1 Taylor Lane
April 19	David D. Griffiths	29	56 Glen Street
April 22	Samuel Leon Frydman	81	52 Tisdale Drive
April 30	William I. Gladstone	88	46 Farm Street
May 1	Paul Lannigan	80	129 Centre Street
May 6	Edward F. Jordan	92	12 Raleigh Road
May 16	Kathleen Mary McLean	45	29 Valley Road
May 18	Burtram Donald Stern	85	10 Circle Drive
June 22	Gerard P. Williams	87	6 High Rock Road
June 23	Peter John Steinberg	79	1 Linnell Road
July 2	Kelli L. Luttazi	43	3 Spring Lane
July 5	Frank David Giordano	73	26 Woodridge Road
July 8	Carl Peter Waldinger	75	4 Strawberry Hill Street
July 10	James R. O. Sullivan	86	3 Bridle Path Circle
July 21	Anne W. Soraghan	83	90 Walpole Street

August 23	Yanmin Li	80	2 Stonegate Lane
September 8	Donald James McGoldrick	89	34 Centre Street
October 3	Victor Wallace Jr.	91	21 Farm Street
October 10	Alexandra Forbes Walker	84	125 Centre Street
October 13	Helen Mae Wolf	95	10 Rocky Brook Road
October 14	Henry E. Zeytoonjian	82	57 Yorkshire Road
October 15	Albert F. Kendall	60	10 Clover Circle
October 18	Ann Toole	81	52 Glen Street
November 4	John T. Connelly	97	868 Banyan Court Marco Island, FL
November 9	John McKay Bailey	68	85 Pine Street
December 13	David W. Lewis Jr.	77	1 Pegan Lane



*Photo by Reverend John F. Sugden Jr.*

## Financial Reports

For the Calendar Year 2020

### Fees Collected by the Town Clerk's Office

January	\$7,040
February	2,310
March	3,027
April	1,815
May	605
June	475
July	1,875
August	0
September	1,172
October	0
November	417
December	1,235
<b>Total</b>	<b>\$19,971</b>

### Fees Collected by the Board of Appeals

January	\$0
February	150
March	150
April	0
May	0
June	0
July	0
August	0
September	0
October	0
November	150
December	0
<b>Total</b>	<b>\$450</b>

*Report of the*  
**Town Treasurer**

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Gerard Lane, Treasurer-Collector

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The following reports appear on pages 68–80:

- **Total Gross Wages** for the Calendar Year 2020
- **Treasurer's Cash** for the Year Ending June 30, 2020
- **Statement of Taxes Outstanding** as of June 30, 2020
- **Statement of Long Term Debt** as of June 30, 2020
- **Statement of Changes in Trust and Investment Fund Balances**  
for the Year Ending June 30, 2020

# Total Gross Wages

For the Calendar Year 2020

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Selectmen's Office</b>			
Mona Abraham-Disciullo*	\$70,059	\$200	\$70,259
Paul E. Carew	1,000		1,000
Christopher M. Dwelley	146,166	11,700	157,866
Robyn M. Hunter	200		200
John D. Jeffries	100		100
Katelyn M. O'Brien	84,241		84,241
Robert P. Springett	150		150
David D. Sullivan	61,424		61,424
<b>Town Accountant's Office</b>			
Kathleen R. Laplant	114,158	1,000	115,158
Nancy L. Rigano	60,480	200	60,680
<b>Assessor's Office</b>			
Kristin M. Abraham	48,697		48,697
Caroline B. Akins	350		350
Kelly T. Brewer	1,589		1,589
Robert Cocks	400		400
Amy L. B. Gow	88,196	1,320	89,516
Charles W. Long	350		350
<b>Treasurer/Collector's Office</b>			
Gavin T. Fiske	51,904		51,904
Gerard R. Lane Jr.	114,158	1,440	115,598
Jennifer G. Pink	44,775	301	45,076
<b>Town Clerk and Elections</b>			
Darlene L. Heidke	27,438		27,438
Felicia S. Hoffman	74,909	1,420	76,329
Judith H. Alksnitis	54		54
Juris G. Alksnitis	54		54
Andre Boudreau*	577		577
Martha Susan S. Cocks	172		172
Elizabeth M. Devine*	1,779		1,779
Maureen A. Dilg	172		172
Elizabeth Hagan	83		83
Catherine K. Haviland	379		379
Eleanor A. Herd*	1,875		1,875
William R. Herd*	319		319

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Town Clerk and Elections (cont'd)</b>			
Celeste L. Hurley	\$92		\$92
Christopher Jackman	210		210
Justine Kent-Uritam	54		54
Anita B. Loscalzo	143		143
Susan McGill*	1,183		1,183
Jane D. Moore	13		13
Elizabeth A. Schlenker	108		108
Carolyn D. Waterman	261		261
<b>Building Maintenance</b>			
Bradley S. Crosby III	58,908	\$4,272	63,180
Scott E. Wainwright	48,036	2,460	50,496
Karl L. Warnick*	95,455	14,754	110,210
<b>Data Processing</b>			
Diana Piesak	31,081	244	31,326
<b>Police Department</b>			
Haznain Z. Ali	4,171		4,171
James M. Bogins	1,322		1,322
Jason R. Bouck	8,590	24,350	32,940
Nicole M. Bratcher-Heffernan	74,614	19,746	94,360
Donald P. Cahill Jr.	67,572	43,296	110,869
Jonathan H. Cash	74,428	16,137	90,564
David E. Chaisson Jr.	77,304	53,424	130,729
Richard F. Collamore Jr.	74,202	24,206	98,409
Brian C. Collins	1,157		1,157
Douglas E. Comman	78,216	92,495	170,711
Jeffrey M. Farrell	200	5,031	5,231
Harold M. Grabert	37,435	18,139	55,574
John M. Holmes	41,269	20,215	61,484
Katherine M. Kolodziejczyk	71,876	56,823	128,700
Matthew O. Lavery	75,748	43,269	119,017
Edward J. Maguire	6,628	504	7,132
Charles S. Marscher	77,704	24,942	102,646
Peter A. McGowan	174,263	500	174,763
Edward J. Meau	92,026	27,955	119,981
Ryan W. Menice	92,326	90,820	183,146
Robert P. Murphy	6,261	51,191	57,452
Ryan P. Sullivan	63,901	42,171	106,072
Todd V. Wilcox	92,309	52,217	144,526
Joseph S. Woollard	80,723	62,678	143,400
Susan M. L. Young	53,069	200	53,269



	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Fire/Rescue</b>			
Paul E. Buckley		\$2,384	\$2,384
Joseph G. Chirico		21,573	21,573
Jeremiah A. Daly		78	78
James P. Dawley Jr.	\$200		200
Allen E. Erickson		13,991	13,991
Renee J. Foster		50,000	50,000
Tim C. Giblin		4,409	4,409
Frederick M. Hartman		7,450	7,450
Skye T. Henderson		1,272	1,272
Mary C. Hinsley		10,206	10,206
Alexander H. Howe		7,754	7,754
John M. Hughes III	200		200
Paul M. Hughes		1,133	1,133
Edward G. Kornack		13,709	13,709
John P. Kornack		9,932	9,932
Jack I. London		399	399
John P. Luttazi		2,183	2,183
Phillip D. Luttazi		7,858	7,858
Romolo P. Luttazi	20,625	13,839	34,463
Michael J. Lynch Jr.		1,414	1,414
Brendan E. McCarthy		1,873	1,873
William A. Mitchell		20,582	20,582
Daniel K. Murphy		16,702	16,702
Michael V. Murphy		11,024	11,024
Walter J. Nowicki		8,616	8,616
Walter J. Nowicki III		6,546	6,546
Curt F. Pfannenstiehl		5,167	5,167
Ryan C. Phelan		10,586	10,586
Thomas E. Quayle		11,511	11,511
David W. Ramsay	2,000		2,000
Theodore H. Reimann		16,586	16,586
Heidi E. Reinemann		4,999	4,999
Matthew A. Reinemann		6,922	6,922
Richard L. Reinemann		11,547	11,547
Katherine A. Roer		992	992
Elisabeth A. Smith		6,793	6,793
Dickson Smith II		18,497	18,497
James F. Spalding	200		200
Timothy R. Surgenor		14,453	14,453
David W. Tiberi	26,578	624	27,202
Richard F. Tiberi*	47,911	9,221	57,133
Brian A. Tosi		13,140	13,140
Kathleen P. Tosi	40	5,978	6,018
Kevin Tosi		11,216	11,216

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Fire/Rescue (cont'd)</b>			
John S. Vounatsos*	\$104	\$20,973	\$21,077
Ellen O. Weinberg		5,788	5,788
Nevin A. Weinberg		17,062	17,062
<b>Inspectors</b>			
Paul Angus	700		700
Walter A. Avallone	87,419	360	87,779
James F. Vaughan	20,618		20,618
Kevin Malloy	25,735		25,735
James T. Murphy	500		500
<b>Emergency Management</b>			
Margaret L. Crowley*	270	575	846
<b>Animal Control</b>			
Lorilyn Sallee	8,552	4,000	12,552
<b>Tree Warden</b>			
John M. Gilbert*	10,076	684	10,760
<b>Health Department</b>			
Gerald L. Clarke	150		150
Jennifer S. Cronin	3,500		3,500
Karen R. Hayett	44,195	3,754	47,950
Joseph D. Musto	100		100
<b>Highway Department</b>			
Michael J. Angieri*	17,151		17,151
Nancy J. Bates*	56,846	1,520	58,366
Robert Beckwith*	62,367	10,120	72,487
James J. Gorman*	61,880	6,839	68,719
Craig S. Hughes*	152,070	17,478	169,548
Robert J. Morrissey	123	628	751
Mark R. Stephenson	56,723	6,631	63,354
J. Robert Tosi Jr.*	78,772	28,964	107,737
Keith A. Tosi	123	1,535	1,658
Andrew F. Wills*	62,123	7,602	69,725
<b>Sanitation</b>			
Wade J. Hayes	33,549	5,930	39,479
William B. Martin*	27,936	6,743	34,679
<b>Water</b>			
David R. Candeias	375		375
<b>Conservation</b>			
Lori E. Hagerty	38,448	360	38,808

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Planning Board</b>			
Susan E. Hall	\$35,372	\$880	\$36,252
<b>Cemetery</b>			
Nicolas E. Barry	272		272
Lawrence R. Dauphinee	77,671	7,987	85,658
Thomas H. Gorden	4,928		4,928
<b>Council on Aging</b>			
Janet E. Claypoole	88,196	480	88,676
Andria M. DeSimone	7,690		7,690
Tracy Rittenmeyer	1,925		1,925
Suzanne Sheridan	14,355	514	14,869
Annemarie M. Thompson	15,415	5,068	20,483
Nancy C. Vaida	22,997	1,254	24,251
<b>Senior Tax Work-off</b>			
Iva B. Hayes		772	772
Carol Jackman		1,210	1,210
Matthew Schmid		1,129	1,129
Bente M. Sears		1,016	1,016
Eleanor Tedesco		170	170
<b>Library</b>			
Cheryl Abdullah Bolduc	106,690	440	107,130
Ellen B. Borgenicht	204		204
Joan S. Campbell	60,480	680	61,160
Rebecca J. Caponi	1,481		1,481
Laura M. Cerier	186		186
Semra Erdal	899		899
Elizabeth Fogarty	22,113		22,113
Angela Howes	41,406		41,406
Allison M. Keaney	225		225
Mary F. Kroon	21,316		21,316
Bart R. Leib	18,356		18,356
Liam O'Keefe	21,785		21,785
Gregory T. Peverill-Conti	427		427
Nancy M. Tegeler	58,498		58,498
James K. Westen	66,999	320	67,319
Melissa Wilmot	34,424		34,424

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Parks and Recreation</b>			
Brieanna K. Allen	\$773	\$832	\$1,605
Katherine M. Brenna	1,725		1,725
Matthew J. Braley	210		210
Peter D. Cooper	43,350		43,350
Nicole E. DiCicco	59,506	1,586	61,092
Andrew J. Dougherty	1,342		1,342
Emily A. Drum	162	653	815
Katelyn M. Fabri	3,256		3,256
Luke D. Fielding	450		450
Corrine C. Forman	150	771	921
Mark F. Ghiloni	91,844	280	92,124
Rachel H. Lipsky	150	606	755
Michael O. Lodato	0	733	733
Nicole C. Mayer	150	771	921
Laura E. McGuire*	12,097	1,714	13,812
Alison B. McVeigh	1,012		1,012
Aryana E. Moghaddam	1,012		1,012
Thomas J. Palmer*	62,413	4,019	66,431
Alexander C. Patturelli	525		525
Jordan E. Pfeifer	225		225
Zachary S. Popiel	1,063		1,063
Nolan J. Sayer	150	771	921
Amal M. Sharfi		771	771
Peter J. Sylvester	8,934		8,934
Jean-Robert Theodat	3,109		3,109
Mark E. Travers*	49,563	3,315	52,877
Christophe R. Van Riet	162	791	952
Sarah E. Vaughn	150	733	883

#### SCHOOL DEPARTMENT

<b>Administration</b>			
Karen A. Anzivino	52,698	1,050	53,748
James M. Carnes	57,580		57,580
Laura S. Dayal	67,071		67,071
Amy E. Dorfman	29,590		29,590
Raceel Fitek	21,216		21,216
Nisha G. Hochman	104,599	709	105,308
Kate A. Marchese	79,898	1,467	81,365
Jessica Natal	72,164	792	72,956
Kelly A. O'Donnell-Haney	58,064	900	58,964
Deborah J. Reinemann*	125,325	13,979	139,304
Cynthia H. Shapiro	67,669	5,067	72,736

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Teaching Staff</b>			
Christine E. Atkinson	\$101,249	\$3,024	\$104,273
Melissa A. Baker	113,752	2,650	116,402
Catherine E. Chiavarini	98,332	1,750	100,082
Amy C. Cohn	98,601	3,163	101,763
Judith Cronin	95,826	75	95,901
Corinne M. Cummings	73,669	358	74,028
Kimberly A. Delaney	113,752	1,050	114,802
Renee F. Grady	113,752	4,074	117,826
Stephen D. Harte	113,752	3,500	117,252
Kylie M. Hilliard	71,284	3,199	74,483
Michelle M. Hugo	104,181	500	104,681
James M. Keohane	104,181	1,725	105,906
Kristen M. Kraeutler	73,705		73,705
Leslie G. Loughlin	72,108	1,837	73,945
Christine B. Luczkow	82,010	2,588	84,598
Jessica A. Marinelli	109,678	792	110,469
Andrew L. McCorkle	21,523		21,523
Nancy J. McLaughlin	61,726	25	61,751
Meredith A. Merritt	69,272		69,272
Laurie F. Moran	105,985	1,475	107,460
Eugenia M. Mota-Magestro	30,706	900	31,606
Alison M. Parker	63,386	813	64,198
Donna M. Power	105,985	4,224	110,209
Nancy E. Powers	113,752	4,899	118,651
Alisa M. Saunders	98,601	225	98,826
Anna Y. Sawan	53,933	338	54,271
Jennifer A. Sellman	58,089	788	58,876
Jodi L. Shanbar-Emerson	85,500	750	86,250
Priscilla J. Stephan	87,036	900	87,936
Laurette I. Ulrich	105,985	1,575	107,560
Allison M. Vetere	63,386	2,187	65,573
Kenneth S. Wadness	113,752	7,566	121,318
Andrea M. Welch	105,985	1,713	107,697
Keri A. Windsor	113,752	2,030	115,782
Anna L. Winters	58,089	563	58,651
<b>Substitutes</b>			
Jessica K. Bowden	570		570
Leslie K. Burns	3,325		3,325
Joan E. Habib	950		950
Samantha L. Hayes	3,006		3,006
Jiefang Hu	285		285
Sara E. Mastrobuono		160	160
Kirstin A. Santos	2,240	640	2,880

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Substitutes (cont'd)</b>			
Andrea V. Sarris	\$380		\$380
Clarinda W. Taylor	2,458		2,458
<b>Support Staff</b>			
Melanie C. Ahern	2,310		2,310
Dudley S. Baker	24,660	\$213	24,872
Kathryn Barbosa	19,132		19,132
Abigail R. Bickford	24,216		24,216
Katherine M. Bruckmann	10,125		10,125
Leslie M. Campbell	34,457	11,506	45,964
Thomas A. Cannata	44,419	784	45,203
Jo-Ann E. Daday	23,821		23,821
Daniel J. Davis	53,578	2,106	55,684
Adrianna A. DiSciullo	28,962		28,962
Michelle E. D'Ovidio	27,620	100	27,720
Carly A. Dow	4,203		4,203
Laura A. Driscoll	113,752	2,270	116,023
Jean L. Ensor	27,256	363	27,619
Casey M. Flinn	29,204		29,204
Christopher R. Fraser	56,593	1,937	58,530
Lisa M. Garcia	13,065	225	13,290
Hannah E. Gillis	9,636		9,636
Kathleen P. Gillis	109,678	3,825	113,503
Elizabeth H. Gordon	22,787	225	23,012
Emily L. Gordon	9,451		9,451
Vanessa M. Haney	27,647		27,647
Linda S. Hartry	4,813		4,813
Stephanie A. Hartz	48,049	338	48,387
Lambsey H. Hoang	16,449		16,449
Elizabeth B. Hughes	25,120		25,120
Kara T. Jewett	107,765	1,177	108,942
Melissa A. Jordan	585		585
Kathleen A. King	17,998	100	18,098
Wendy Lague	24,060		24,060
Julie B. Law-Linck	98,601	1,692	100,293
Meghan L. Leary	5,280		5,280
Deirdre M. Lyons	24,226		24,226
John F. Malieswski Jr.	47,612	3,607	51,219
Patricia R. McCann	26,734		26,734
Katherine McCarthy	39,696	475	40,171
Amanda C. Northrop	9,397		9,397
Stephanie F. O'Kane	25,273		25,273
Heidi A. Olschefski-Lusby	6,734		6,734
Judith E. Onorato	47,237	1,333	48,570

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Support Staff (cont'd)</b>			
Stephen A. Onorato	\$65,123	\$8,846	\$73,969
Shaylyn M. Parkhurst	27,620		27,620
Susan L. Pelletier	105,985	1,925	107,910
Stephanie L. Regan	2,999		2,999
Jeanne E. Riordan	98,601	2,263	100,863
Johnathan M. Schenker	38,012	363	38,375
Linda K. Shea	85,500		85,500
Gabrielle F. Sherman	15,836		15,836
Nicole H. Shine	26,702		26,702
Molly K. Sullivan	26,959		26,959
Andrea M. Tizzano	191		191
Maria B. Vaccaro	398		398
Devon R. Vanaria	34,168	100	34,268
Ellen B. Wall	26,734		26,734
Xinlei Wang	1,823		1,823
Amanda J. Wanstrath	14,790		14,790
Barbara B. Waters	9,157		9,157
Laurie A. Whitten	91,226	2,717	93,943
Anne H. Wilson	26,702		26,702
Nadia M. Yaremiy	18,939	800	19,739
<b>Grand Totals</b>	<b>\$10,490,049</b>	<b>\$1,515,897</b>	<b>\$12,005,946</b>

*\*Denotes an employee who works in multiple departments and whose total gross wages appear under his or her primary department.*

## Treasurer's Cash

For the Year Ending June 30, 2020

<b>Beginning Balance as of June 30, 2019</b>	\$26,392,443
Receipts	44,753,214
Expenditures	40,161,333
<b>Ending Balance as of June 30, 2020</b>	<b>\$30,984,324</b>

### Composition

Bank of America	\$602,393
BNY Mellon Bank	50,097
UBS Paine Webber	775,386
Century Bank	566,950
Citizens Bank	3,953,254
Rockland Trust Company	587,369
Eastern Bank	303,228
Webster Bank	1,432,076
Unibank	2,602,461
Radius Bank	810,184
Needham Bank	1,982,443
Multibank Securities	5,626,205
HarborOne Bank	265,690
Peoples United Bank	256,159
Cooperative Bank of Cape Cod	514,201
Trust Funds	10,656,229
<b>Total Cash Balance</b>	<b>\$30,984,324</b>



# Statement of Taxes Outstanding

As of June 30, 2020

	Outstanding June 30, 2019	Commitments	Tax Takings and Deferrals	Refunds and Adjustments	Abatements	Collections	Outstanding June 30, 2020
<b>Real Estate</b>							
Prior Years	\$3,516	\$35,472					\$38,988
2017	14,679	25,793				\$8,827	31,645
2018	33,401	39,874		\$161		20,086	53,351
2019	289,794	42,681		61,167	\$171	258,774	134,697
2020	0	33,855,573	\$19,811	51,421	88,589	33,446,945	351,650
<b>Personal Property</b>							
Prior Years	12,281						12,281
2017	1,088						1,088
2018	1,180				43		1,136
2019	1,146			25		278	893
2020	0	621,867		166		620,446	1,587
<b>Motor Vehicle Excise</b>							
Prior Years	47,467					712	46,755
2017	3,774			557	531	1,327	2,473
2018	24,976			4,400	4,901	9,975	14,500
2019	72,023	251,398		12,584	18,086	289,436	28,483
2020	0	1,370,652		547	10,947	1,242,717	117,535
<b>Boat Excise</b>							
Prior Years	808						808
2017	0						0
2018	0						0
2019	45			75		113	7
2020	0	604				416	188

# Statement of Long Term Debt

As of June 30, 2020

Date of Issue	Purpose	Coupon Rate (%)	Original Amount	Outstanding June 30, 2019	Principal Issued	Principal Paid	Outstanding June 30, 2020
	TITLE 5 - MWPAT	0.00	\$200,000	\$20,600	\$0	\$10,400	\$10,200
May 15, 2007	Refunding Bonds	3.98	2,275,000	300,000	0	150,000	150,000
April 19, 2012	Refunding Bonds	1.48	7,915,000	2,690,000	0	690,000	2,000,000
December 21, 2017	46 Springdale Avenue GO Bonds	2.09	3,031,000	2,875,000	0	155,000	2,720,000
<b>Totals</b>				<u>\$5,885,600</u>	<u>\$0</u>	<u>\$1,005,400</u>	<u>\$4,880,200</u>

# Statement of Changes in Trust and Investment Fund Balances

For the Year Ending June 30, 2020

	Balance June 30, 2019	Dividends	Interest and Unrealized Change in Market Value	Deposits	Expenditures	Balance June 30, 2020
<b>Park and Historical</b>						
George Chickering	\$100,562		\$1,247			\$101,809
<b>Park and Tree</b>						
Samuel Chickering	201,863	\$3,400	2,510			207,774
<b>Cemetery and Park</b>						
George Chickering	205,654		2,549			208,203
<b>Cemetery</b>						
Cemetery Perpetual Care	913,456		11,335	\$33,000	\$12,017	945,774
Caroline Chickering	25,745		319			26,064
Dorothea Hovey	694		8		49	654
<b>Library</b>						
Richards/Sanger/Lewis	12,395		154			12,549
Hovey Memorial	601,527		7,457			608,984
Endowment Fund	26,593		330			26,923
<b>Investment</b>						
Conservation	26,295		89	25,000		51,384
Stabilization	924,365		24,648			949,013
Unemployment	45,380		650	10,000	18,095	37,935
Municipal Insurance	9,219		60	42,211	16,902	34,588
Other Post-Employment Benefits	5,438,921		145,722	139,284		5,723,927
Regional School OPEB Stabilization	1,600,000		81,558			1,681,558
<b>Other</b>						
Larrabee/Whiting Poor	74,266		886		8,000	67,152
Scholarship Fund	21,567		267			21,834
<b>Totals</b>	<b>\$10,228,503</b>	<b>\$3,400</b>	<b>\$279,789</b>	<b>\$267,495</b>	<b>\$55,063</b>	<b>\$10,706,124</b>

## Report of the Town Accountant

Kathleen R. LaPlant, Town Accountant  
Nancy L. Rigano, Assistant Town Accountant

The following unaudited reports appear on pages 81–85. Final reports will be on file in the Town Clerk’s Office and on the Town of Dover website ([www.doverma.org](http://www.doverma.org)) upon completion of the audited financial statements.

- General Government Funds, Statement of Revenues and Expenditures for the Year Ending June 30, 2020
- OPEB Trust Fund—Statement of Fiduciary Fund, Net Position as of June 30, 2020
- General Fund Statement of Revenues and Other Sources and Expenditures and Others Uses—Budget and Actual for the Year Ending June 30, 2020

# General Government Funds, Statement of Revenues and Expenditures

For the Year Ending June 30, 2020

	General Funds
<b>REVENUES</b>	
Property Taxes	\$34,355,356
Excise	1,544,168
Penalties, Interest, and Other Taxes	40,422
Charges for Services	96,981
Departmental, Fees, Rentals	517,063
Licenses and Permits	251,794
Intergovernmental	1,679,725
Fines and Forfeitures	3,742
Investment Income	116,117
Other	6,402
Transfers In	1,743,016
Free Cash to Reduce Tax Rate	1,500,000
Other Available Funds	10,400
Overlay Surplus	100,000
<b>Total Revenues</b>	<b>\$41,965,186</b>
<b>EXPENDITURES</b>	
General Government	\$1,883,999
Public Safety	2,921,243
Education	21,674,096
Public Works	2,163,865
Health and Human Services	251,948
Culture and Recreation	1,003,488
Insurance and Benefits	3,450,780
Debt Services	1,200,216
Intergovernmental	327,560
Transfers Out	1,600,000
Other Uses	1,619,737
<b>Total Expenditures</b>	<b>\$38,096,932</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>\$3,868,254</b>

\*\*\*UNAUDITED, PRELIMINARY AMOUNTS\*\*\*

Actual expenditures include encumbrances.

The final report will be made available at the Town Clerk's Office.

# OPEB Trust Fund: Statement of Fiduciary Fund, Net Position

As of June 30, 2020

	OPEB Trust Fund
<b>ASSETS</b>	
Cash and Short-Term Investments	\$2,204,332
Other Investments	3,519,596
<b>Total Assets</b>	<b>\$5,723,928</b>
<b>LIABILITIES</b>	
<b>Total Liabilities</b>	<b>\$0</b>
<b>NET POSITION</b>	
Restricted for:	
OPEB Benefits	\$5,723,928
<b>Total Net Position</b>	<b>\$5,723,928</b>
<b>Total Liabilities and Net Position</b>	<b>\$5,723,928</b>

\*\*\*UNAUDITED\*\*\*

# General Fund Statement of Revenues and Other Sources and Expenditures and Other Uses—Budget and Actual

For the Year Ending June 30, 2020

	Original Budget	Final Budget	Actual	Variance with Final Budget Favorable (Unfavorable)
<b>REVENUES AND OTHER SOURCES</b>				
Property Taxes	\$34,454,414	\$34,454,414	\$34,355,356	\$(99,058)
Excise	1,350,200	1,350,200	1,544,168	193,968
Penalties, Interest, and Other Taxes	75,200	75,200	40,422	(34,778)
Charges for Services	85,000	85,000	96,981	11,981
Departmental, Fees, Rental	446,500	446,500	517,063	70,563
Licenses, Permits	225,000	225,000	251,794	26,794
Intergovernmental	1,679,725	1,679,725	1,679,725	0
Fines and Forfeitures	2,000	2,000	3,742	1,742
Investment Income	75,000	75,000	116,117	41,117
Other	0	0	6,402	6,402
Transfers In	1,743,016	1,743,016	1,743,016	0
Free Cash to Reduce Tax Rate	1,500,000	1,500,000	1,500,000	0
Other Available Funds	10,400	10,400	10,400	0
Overlay Surplus	100,000	100,000	100,000	0
<b>Total Revenues and Other Sources</b>	<b>\$41,746,455</b>	<b>\$41,746,455</b>	<b>\$41,965,186</b>	<b>\$218,731</b>
<b>EXPENDITURES AND OTHER USES</b>				
General Government	\$2,374,632	\$2,385,598	\$1,883,999	\$501,599
Public Safety	3,172,503	3,291,503	2,921,243	370,260
Education	23,204,342	23,204,342	21,674,096	1,530,246
Public Works	2,315,960	2,333,155	2,163,865	169,290
Health and Human Services	256,957	256,957	251,948	5,009
Culture and Recreation	1,106,203	1,114,743	1,003,488	111,255
Insurance and Benefits	4,410,110	4,410,110	3,450,780	959,330
Debt Service	1,202,750	1,202,750	1,200,216	2,534
Intergovernmental	327,560	327,560	327,560	0
Transfers Out	1,600,000	1,600,000	1,600,000	0
Other Uses	1,775,438	1,619,737	1,619,737	0
<b>Total Expenditures and Other Uses</b>	<b>\$41,746,455</b>	<b>\$41,746,455</b>	<b>\$38,096,932</b>	<b>\$3,649,523</b>
<b>Excess (Deficiency) of Revenues and Other Sources Over Expenditures and Other Uses</b>	<b>\$0</b>	<b>\$0</b>	<b>\$3,868,254</b>	<b>\$3,868,254</b>

\*\*\*UNAUDITED, PRELIMINARY AMOUNTS\*\*\*

This report is prepared on the budgetary basis of accounting, which differs from GAAP (audited basis).

Actual expenditures include encumbrances.

The final report will be made available at the Town Clerk's Office.



## Report of the Town Insurance

For the Year Ending June 30, 2020

	Limits	Deductible
<b>Property</b>		
Buildings and Contents	\$41,634,096	\$1,000
Extra Expense—Blanket	\$500,000	None
Coverage Extensions and Special Property	Various	Various
Boiler and Machinery	Included in the blanket limit	Various
Money and Securities	\$100,000	None
Public Employee Dishonesty	\$200,000	None
Flood and Earthquake	\$2 million	\$25,000
<b>General Liability</b>		
Bodily Injury and Property Damage	\$1 million/\$3 million	None
<b>Vehicles</b>		
Bodily Injury and Property Damage	\$1 million	None
Personal Injury Protection	\$8,000	None
Uninsured Motorists	\$100,000/\$300,000	None
Physical Damage	Per schedule on file	\$1,000
<b>Umbrella/Excess Liability</b>	\$3 million	\$10,000
<b>Professional Liability</b>		
Public Officials Liability	\$1 million/\$3 million	\$10,000
School Board Liability	\$1 million/\$3 million	\$10,000
Law Enforcement Liability	\$1 million/\$3 million	\$10,000
<b>Police and Fire Accident</b>	Per schedule on file	
<b>Town Insurance Expenditure</b>		
Group Health Insurance	2,020,979.45	
Workers' Compensation	269,733.00	
Medicare	166,458.11	
Other Insurance	287,625.00	
<b>Total Town Insurance Expenditure</b>	<b>\$2,744,795.00</b>	

## Report of the Personnel Board

Mary Carrigan, Chair  
 Juris Alksnitis  
 Sue Geremia  
 Mary Hornsby  
 Katelyn O'Brien, Assistant Town Administrator  
 Christopher M. Dwelley, Town Administrator, Ex Officio

The Personnel Board is composed of five members, three of whom are appointed by the Board of Selectmen, one by the Warrant Committee, and one by the Town Moderator. The Town Administrator serves as an ex-officio member.

The role and intent of the Personnel Board are established in the Town's bylaws. The Board exists to establish, maintain, and deliver a system of personnel administration that promotes a fair and consistent application of personnel policies. The Board also serves the Warrant Committee and the Selectmen by providing analysis and fact-based recommendations regarding compensation, benefits, and personnel-related topics.

In 2020, the Board worked with Town Administrator Christopher Dwelley and Assistant Town Administrator Katelyn O'Brien to update the Town's human resource rules and regulations, focusing on best processes and procedures, and introducing applicable laws and requirements to ensure that they would be consistent across Town departments and boards.

Initially, we had planned to conduct a joint study of personnel classification (positions) and compensation. However, after receiving only one appropriate response to our RFP (request for proposal), we decided to pursue just the compensation study, as it is less complex. We believe the timeframe for the personnel classification study will be longer because we need a vendor with the right qualifications and because the departments, boards, and committees that will be actively involved might require more time.

We are committed to making the results of the compensation study available for the Town to inform its FY2023 (FY23) budget decision making.

After reviewing both state and federal projected inflation indices together with the pricing study information, the Board recommended a 2% increase as the wage proposal for non-union employees in the FY22 Town budget.

# Report of the Board of Assessors

Caroline B. Akins, Chair  
Charles W. Long  
Robert G. Cocks Jr.

The Board of Assessors is responsible for fully and fairly valuing all real and personal property in Dover. To assist citizens with their questions, the office and public-access computer terminal are available Monday through Thursday, from 9 a.m. to 5 p.m., and Friday, from 9 a.m. to 1 p.m. Additional information is accessible on the Town's website ([www.doverma.org](http://www.doverma.org)).

The following is a statement of the valuation of Dover as of January 1, 2020, which is the basis for taxing property for the Fiscal Year July 1, 2020, through June 30, 2021. This statement, including a list of all exempt property, is a complete and accurate assessment of the full and fair cash value of the Town, according to the Board's best knowledge and belief.

## Valuation of the Town

Value of Federally Owned Property	\$3,071,800	
Value of State-Owned Property	33,673,700	
Value of Town-Owned Property	93,836,643	
Value of Property Held in Trust for the Worthy Poor	4,164,700	
Value of Other Exempted Property	211,441,200	
Value of Taxable Personal Property	48,844,590	
Value of Taxable Real Estate	<u>2,653,777,744</u>	
<b>Total Value of All Personal and Real Estate</b>		\$3,048,810,377
<b>Total Net Taxable Valuation (Excluding Motor Vehicles)</b>		\$2,702,622,334

## Amount to Be Raised by Taxation

Town Purposes as per Appropriation		\$39,517,057
Other Local Expenditures		
Amounts Certified for Tax Title Purposes	\$6,690	
Offsets	10,726	
Overlay Deficits of Prior Years	0	
Other	0	
Snow and Ice Deficit	<u>0</u>	
		17,416

State and County Assessments	329,284	
Overlay of Current Year	297,576	
		<u>626,860</u>
<b>Gross Amount to Be Raised by Taxation</b>		<b>\$40,161,333</b>

## Estimated Receipts and Other Revenue Sources

Estimated Receipts (State)	\$1,166,633	
Massachusetts School Building Authority Payments	531,983	
Estimated Receipts (Local)	1,811,227	
Revenue Sources for Particular Purposes (Free Cash)	204,288	
Other Available Funds for Particular Purposes	110,400	
Free Cash to Reduce Tax Rate	<u>1,500,000</u>	
<b>Total Estimated and Available Funds</b>		<b>\$5,324,531</b>

## Net Amount to be Raised by Taxation on Property

Amount on Personal Property	\$629,607	
Amount on Real Estate	<u>34,207,195</u>	
		<b>\$34,836,802</b>

## Assessments Added to Taxes

Motor Vehicle and Trailer Excise Assessed for 2020	\$1,475,670	
Motor Vehicle and Trailer Excise Assessed for 2019 in 2020	8,173	
FY20 Boat, Ship, or Vessel Excise	<u>611</u>	
		<u>1,484,454</u>
<b>Total Taxes and Assessments Committed to the Collector</b>		<b>\$36,321,256</b>

## Motor Vehicle Statistics

Number of Vehicles/Value Assessed for 2020	6,325	\$65,106,322
Number of Vehicles/Value Assessed in 2020 for 2019	132	\$2,989,622

## Tax Rates

Personal and Real Estate	\$12.89
Motor Vehicle and Trailer Excise	\$25.00
Boat, Ship, and Vessel Excise	\$10.00

## Valuation of Property Exempted from Taxation

**Persons and Property Exempted from Taxation, July 1, 2020,  
in Accordance with Chapter 59, General Laws:**

### Property Exempted from Taxation under Provisions of the First Clause, Section 5, Chapter 59, General Use:

United States Postal Department		
5 Walpole Street		
Improvements	<u>\$348,500</u>	
		\$348,500
Department of the Army Corps of Engineers		
Chickering Drive, 14.65 acres	\$1,192,800	
Claybrook Road, 1.56 acres	253,600	
Off Farm Street, 11.50 acres	97,700	
Off Haven Street, 1.01 acres	26,600	
Springdale Avenue, 14.50 acres	403,900	
Off Springdale Avenue, 19.10 acres	69,300	
Trout Brook Road, 21.689 acres	566,200	
Off Trout Brook Road, 0.83 acre	50,100	
Off Wakeland Road, 8.40 acres	<u>63,100</u>	
		\$2,723,300

### Property Exempted from Taxation under Provisions of the Second Clause, Section 5, Chapter 59, General Use:

Commonwealth of Massachusetts (Metropolitan District Commission)		
100 Reservation Road		
Improvements	\$9,054,000	
Land, 182.10 acres	<u>17,495,100</u>	
		\$26,549,100

### Land Assessed to the Commonwealth of Massachusetts under the Provisions of Chapter 634 of the Acts of 1971:

(Massachusetts Bay Transportation Authority)		
Centre Street		
Land, 4.80 acres	<u>\$243,500</u>	
		\$243,500

### Land Assessed to the Commonwealth of Massachusetts under the Provisions of Chapter 58, Sections 13, 14, and 15, General Laws:

Department of Conservation and Recreation: Bishop Meadow, Shumway and Sproutland, A. E. Wight Lot, Newell Pasture, Wright Pasture, and Shumway River Lot		
Off Junction Street		
Land, 121.74 acres	<u>\$6,881,100</u>	
		\$6,881,100

## Property Exempted from Taxation under Provisions of the Third Clause, Section 5, Chapter 59, General Use:

Dover Historical and Natural History Society		
80 Dedham Street		
Improvements	\$205,600	
Land, 1.00 acre	<u>620,700</u>	
		\$826,300
Charles River School		
6 Old Meadow Road		
Improvements	\$6,869,900	
Land, 13.126 acres	3,426,000	
4 Old Meadow Road		
Improvements	465,700	
Land, 1.079 acres	<u>483,100</u>	
		\$11,244,700
Trustees of Reservations		
Off Brookfield Road, 15.00 acres	\$682,700	
Chase Woodlands, 85.183 acres	259,600	
Dedham Street, 16.15 acres	742,900	
Farm Street, 1.48 acres	70,700	
Glen and Wight Streets, 5.63 acres	754,200	
Off Grand Hill Drive, 1.04 acres	28,600	
Peters Reservation, 83.75 acres	7,032,000	
Pond Street, 6.71 acres	344,700	
Powissett Street, 4.12 acres	1,009,200	
37 and 39 Powissett Street, 104.49 acres	3,075,000	
Improvements	464,100	
Strawberry Hill Street, 63.45 acres	2,954,900	
Off Tower Drive, 6.65 acres	308,600	
Walpole and Powissett Streets, 529.60 acres	27,033,400	
Walpole Street, 6.40 acres	882,700	
Walpole Street (Muzi), 2.157 acres	653,800	
Off Walpole Street, 3.58 acres	<u>523,300</u>	
		\$46,820,400
Hale Reservation, Inc.		
Off Powissett and Hartford Streets		
Improvements	\$960,600	
Land, 657.04 acres	<u>54,571,500</u>	
		\$55,532,100

Dover Land Conservation Trust		
Bridge and Smith Streets, 20.523 acres	\$3,710,300	
Centre Street, 57.11 acres	2,000,600	
Off Centre Street, 48.599 acres	1,838,700	
Claybrook Road, 21.20 acres	640,700	
Dedham Street, 10.82 acres	861,100	
Dover Road, 2.84 acres	788,700	
Farm Street, 41.76 acres	2,659,100	
3 Farm Street, 5.00 acres	1,438,700	
4 Farm Street, 5.70 acres	727,000	
Off Farm Street, 6.07 acres	243,000	
Hunt Drive, 19.49 acres	750,600	
Main Street, 5.99 acres	719,900	
Miller Hill Road, 7.17 acres	194,900	
Off Miller Hill Road, 1.374 acres	75,300	
50 Pegan Lane, 2.81 acres	789,300	
Off Pegan Lane, 16.59 acres	132,900	
80 Pine Street, 3.63 acres	133,300	
131 Pine Street, 71.06 acres	3,866,800	
Improvements	35,100	
Off Pine Street, 19.24 acres	888,000	
Pleasant Street, 0.33 acre	43,500	
Pleasant Street and Annie King Lane, 7.89 acres	998,500	
5 Riverview Terrace and Willow Street, 3.17 acres	1,590,600	
Rocky Brook Road, 4.18 acres	200,400	
Springdale Avenue and Church Street, 11.79 acres	506,200	
Springdale Avenue and Farm Street, 17.50 acres	1,695,300	
Strawberry Hill Street, 33.3 acres	1,513,700	
Off Springdale Avenue, 27.65 acres	1,356,500	
Old Farm Road, 2.87 acres	<u>156,600</u>	
		\$30,555,300
Trustees of Boston College:		
20 Glen Street		
Improvements	\$6,145,600	
Land, 78.50 acres	<u>6,931,400</u>	
		\$13,077,000
<b>Property of Incorporated Organizations of War Veterans (Belonging to or Held in Trust for the Benefit of):</b>		
American Legion, George B. Preston Post #209, Inc., and Town of Dover (Remainder Interest)		
32 Dedham Street		
Improvements	\$442,600	
Land, 1.00 acre	<u>517,300</u>	
		\$959,900

**Property Exempted under the Provisions of the  
Eleventh Clause, Section 5, Chapter 59, General Laws:**

Dover Evangelical Congregational Church		
Pine Street and 61 Dedham Street		
Improvements	\$463,400	
Land, 7.50 acres	<u>1,025,900</u>	
		\$1,489,300
First Parish Church		
15 and 17 Springdale Avenue		
Improvements	\$2,290,800	
Land, 1.70 acres	<u>844,500</u>	
		\$3,135,300
Grace Church of Dover, MA, Inc.		
21 Centre Street		
Improvements	\$741,700	
Land, 1.00 acre	<u>620,700</u>	
		\$1,362,400
Roman Catholic Archdiocese of Boston		
30 Centre Street		
Improvements	\$275,800	
Land, 1.02 acres	373,400	
32 Centre Street		
Improvements	2,690,700	
Land, 3.66 acres	820,200	
	\$4,160,100	
St. Dunstan's Episcopal Church		
18 Springdale Avenue		
Improvements	\$1,144,200	
Land, 0.83 acre	<u>688,200</u>	
		\$1,832,400

**Property Exempted under the Provisions of Section 5F,  
Chapter 59, General Laws:**

Town of Westwood (Conservation Commission)		
Off Hartford Street		
Land, 1.30 acres	<u>\$56,400</u>	
		\$56,400

**Property Exempted under the Provisions of Section 5,  
Chapter 59, Clause 45, General Laws:**

Robert P. and Leola T. Loebelenz		
236 Dedham Street		
Windmill (20 years)	<u>\$7,800</u>	
		\$7,800

## Valuation of Exempted Public Property

**Value of Town Property Put to Public Use, July 1, 2020,  
in Accordance with Section 51, Chapter 59, General Laws:**

### Town House

5 Springdale Avenue	
Improvements	\$3,855,500
Personal Property	<u>205,895</u>

**\$4,061,395**

### Caryl Community Center

4 Springdale Avenue	
Improvements	\$3,535,500
Land, 3.06 acres	1,620,000
Personal Property	<u>357,887</u>

**\$5,513,387**

### Dover Town Library

56 Dedham Street	
Improvements	\$2,016,700
Land, 1.00 acre	620,700
Books and Furnishings	<u>1,107,845</u>

**\$3,745,245**

### Protective Agencies Building

1 and 3 Walpole Street	
Improvements	\$959,200
Land, 1.65 acres	721,600
Personal Property	<u>866,871</u>

**\$2,547,671**

### Chickering School

29 Cross Street	
Improvements	\$11,769,200
Land, 43.95 acres	4,005,400
Personal Property	<u>761,835</u>

**\$16,536,435**

### Dover-Sherborn Regional School District

9 Junction Street	
Improvements	\$27,740,800
Land, 98.887 acres	<u>12,641,000</u>

**\$40,381,800**

### Parks and Recreation

Bickford Park, 2.29 acres	\$108,500
Caryl Park, 107 Dedham Street	
Land, 83.80 acres	8,276,800
Improvements	577,000
Channing Pond Park, 5.64 acres	279,900
Improvements	600
Dedham and Centre Street Lot, 0.25 acres	504,300

Dover Common and Training Field Lot,	
3.70 acres	1,101,200
Howe Lot, 3.22 acres	967,200
Riverside Drive, 0.77 acres	448,900
Springdale Avenue, 1.40 acres	48,900
West End School Lot, 1.50 acres	547,700
Personal Property	<u>429,036</u>

**\$13,290,036**

### Conservation Commission

Bean Land, 10.27 acres	\$1,292,100
Bridge Street, 3.00 acres	164,800
Brodie Land, 7.99 acres	992,200
Channing, Gibbons, Rice & Wylde Lands,	
199.399 acres	10,000,700
Claybrook Road, 1.80 acres	62,700
Dedham Street, 7.38 acres	1,472,800
French Land, 11.80 acres	515,900
Fullerton Land, 7.00 acres	738,800
Gould Land, 7.20 acres	215,400
Halper Land, 1.18 acres	531,700
Harvey Land, 23.77 acres	939,000
Haven Street, 25.61 acres	2,227,900
Hunt Drive, 6.03 acres	146,600
Hunters Path, 2.49 acres	141,300
Koch Land, Snow's Hill Lane, 8.20 acres	1,219,600
Koch Land Swap, 12.21 acres	552,000
Murray Land, 12.60 acres	581,700
Riverside Drive, 0.04 acres	7,600
Scott Land, 46.00 acres	1,204,100
Off Springdale Avenue, 0.20 acres	38,300
Taylor Land, 14.47 acres	546,200
Valley Farm Land, 13.09 acres	1,870,000
Walpole Street, Off Walpole Street,	
33.00 acres	1,513,200
Willow Street, 2.106 acres	<u>75,500</u>

**\$27,050,100**

### Town of Dover

Ben Arthur's Way, 0.755 acres	\$50,100
Bridge Street Land, 3.92 acres	156,100
Chickering Drive, 3.07 acres	105,000
10 Donnelly Drive, 2.00 acres	70,900
Dedham Street, 10.769 acres	928,200
Draper Road, 0.29 acres	43,000
Grand Hill Drive, 6.64 acres	881,500
Hartford Street, 1.00 acre	413,800
Heard Land, 7.43 acres	1,267,600



Hynes Land, 1.46 acres	691,900	
Mackintosh Land, 29.28 acres	1,254,800	
Main Street, 1.79 acres	590,400	
Off Farm Street, 0.53 acres	55,700	
Ponzi Land, 31.58 acres	1,973,500	
46 Springdale Ave, 23.615 acres	1,515,700	
Trout Brook Road, 0.15 acres	15,700	
Valley Farm Land, 52.6 acres	3,552,700	
Wakeland Road, 0.18 acres	37,600	
5 Whiting Road, 0.25 acres		
Personal Property	5,212	
Willow Street, 0.92 acres	47,000	
Wilsondale Street, 3.73 acres	<u>798,200</u>	
		<b>\$14,454,612</b>
Transfer Station		
Powissett Street, 3.00 acres	\$1,443,100	
Improvements	249,100	
Personal Property	<u>27,825</u>	
		<b>\$1,720,025</b>
Highway Department		
2 and 4 Dedham Street, 3.40 acres	\$808,500	
Improvements	1,107,300	
Willow and Cross Streets, 0.21 acres	38,500	
Personal Property	<u>162,390</u>	
		<b>\$2,116,690</b>
Highland Cemetery		
54 Centre Street and Off Dedham Street,		
19.92 acres	\$1,834,600	
Improvements	24,500	
Personal Property	<u>13,912</u>	
		<b>\$1,873,012</b>
Water Supply		
Church Street, 6.00 acres	\$819,200	
Improvements	17,500	
Personal Property	<u>91,335</u>	
		<b>\$928,035</b>
<b>Land Exempted by Common Consent. Held in Trust</b>		
<b>for the Benefit of the Worthy Poor Who Have a</b>		
<b>Legal Residence (Settlement) in the Town of Dover:</b>		
Larrabee Estate		
Land, 66.84 acres	<u>\$4,164,700</u>	
		<b>\$4,164,700</b>

## Report of the Police Department

Peter McGowan, Chief of Police

The year 2020 has ended, and I think we can all say that we are pleased to have put it in the rear-view mirror. It was a year of many remarkable events here in Dover—from protests and demonstrations and expressions of solidarity to political divisions that tore at the fabric of our nation to a global pandemic and murder. Through it all, our community stood tall and responded to each crisis: Olive branches were extended, support was offered, neighbors checked on neighbors, and our community rallied to help others in countless ways.

Your Police Department rallied as well. I asked my officers to do things I never imagined, and they responded with the strength and confidence and dedication that is the hallmark of this department. We will continue to deliver services around the clock, every day of the year, and do so with 15 full-time officers, four part-time officers, and an overnight dispatch officer. In 2020, we received more than 17,000 calls for service (see “Police Department Summary of Activities,” page 98).

Personnel changes during this tumultuous year were a little overlooked with all that went on. Officer Harry Grabert, School Resource Officer (SRO), left us in July for other career opportunities, and Officer Katherine Kolodziejczyk has stepped up and taken over SRO duties and responsibilities. Special Officer Edward Maguire was appointed to fill Officer Grabert’s spot on our roster, and he will begin patrolling the Town full-time in early January 2021. We also hired Officer Hasnain Ali and Officer Colin Young as Special Police Officers.

At the time of this writing, the Massachusetts State Legislature is poised to pass a police reform bill in response to national events. Fortunately for the Commonwealth, and for Dover specifically, many of the reforms and protocols outlined in the bill were already being done. We will work diligently with our local, state, and federal partners to continue to deliver fair and unbiased policing, and to do so with respect and honor.

In conclusion, as I do each year, I wish to thank each of the Town departments and boards that we work with seamlessly to provide the best quality of service and professionalism to our residents. We are also grateful for the support of the Dover community, without which we could not achieve the excellence that we strive for on a daily basis. Know that the men and women of the Dover Police Department stand ready, day and night, each and every day, to protect and serve.

# Police Department Summary of Activities

For the Calendar Year 2020

## Statistics

<b>Total Incidents Logged:</b>	<b>19,314</b>
Accidents: Motor Vehicle	61
Alarms: Intrusion, Vehicle, and Panic	313
Ambulance Requests	189
Animal Complaints	251
Assaults	2
Assists: Other Agencies, Citizens, Etc.	320
Bicycle Complaints	3
Breaking and Entering	33
Building Checks/Directed Patrols	11,864
Civil Drug Law Violations	0
Deer Strikes	15
Destruction of Property	19
Disturbances	50
Fire Alarms/CO	477
Harassment (Including Telephone)	14
Identity Thefts	198
Larceny	16
Littering/Trash Disposal	7
Lockouts	48
Miscellaneous Offenses/Svcs	1,551
Missing Persons	6
Motor Vehicle Complaints	2,272
Motor Vehicle Stops	1,015
Noise Complaints	25
Nine-One-One (911) Verifications	194
Safety Hazards	177
Soliciting	7
Suspicious Activity	182
Youth Complaints	5

\* Total incidents logged include, but are not limited to, activities listed above.

## Arrests

<b>Total Arrests Made:</b>	<b>18</b>
Warrants	4
Operating Under the Influence of Liquor	6
Operating After License Suspension	2
Assault and Battery	1
Protective Custody	1
Failure to Stop	1
Drug Offense	1
Domestic Violence/209a Violation	1
Murder	1

In addition to these arrests, a total of 102 criminal complaints were sought at Dedham District Court for a wide range of offenses, including 77 motor-vehicle-related offenses, and various other offenses, including theft, fraud, larceny, kidnapping, and assault. The number of summonses issued this past year were higher due to the closure of the court system for multiple weeks.



"Cripsicle 1." Photo courtesy of the Dover Police Department.

## Report of the Board of Fire Engineers

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Ford Spalding, Chair  
Jim Dawley  
John Hughes

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The Dover Fire/Rescue Department is a call department consisting primarily of Dover residents and men and women who are employed in the Town. Department personnel are paid for their activity when called to a fire, ambulance call, or training session. They serve the Town seven days a week, 24 hours a day, and are known in Dover and surrounding communities as being professionals who care about their responsibilities. We are grateful for their service and we thank them.

As part of a mutual aid agreement, the Fire Department works with local communities to assist them during a fire, accident, or other incidents. The same is done for Dover. Assistance can involve going directly to a fire or sending our equipment to another community's fire station in preparation for another call. Personnel training is also shared between communities, as in the case of a joint fire-fighting drill. Mutual aid is a critical factor in the Department's ability to serve the Town.

The Board continues to be concerned about the lack of a water source in the Town center. The hydrants in the area are not useable. The only water available to fight a fire, therefore, is what the Department can bring in its tanker trucks and the water provided by neighboring fire departments as part of mutual aid. This remains a serious concern as we consider our municipal buildings, Charles River School, churches, business establishments, and the 42 dwellings in Dover Farms and The Meadows.

The Board wishes to thank the citizens of Dover for their support of the purchase of a new ambulance, which was put into service on June 5, 2020.

In 2020, the Department treated every response call as one that could involve a person infected with the COVID-19 virus. It followed protocols established by Centers for Disease Control. All personnel were equipped with PPE (personal protective equipment), which included N95 face masks, hand sanitizers, protective gowns, eye protection, and gloves. When necessary, they transported patients to local hospitals for care. The Department coordinated its efforts with the Board of Health, the Town's COVID-19 Response Group, and the Massachusetts Department of Public Health.

On November 3, Chief Craig Hughes retired from the Fire Department, having joined the Department on July 4, 1975, and devoting 45 years of professional service to it and the citizens of Dover. His first responsibility was the training and protection of the men and women of the Department, followed by his strong belief that the Department should always protect

the citizens of Dover. The Board is very appreciative of Chief Hughes's dedicated service to the Department and the Town.

On December 7, Jay Hughes retired from the Board after serving with the Department for 53 years. He served as its chief from 1993 to 2016, after which he joined the Board. The Board is very appreciative of Chief Jay Hughes's service. His advice and counsel have been invaluable.

On December 17, the Board of Selectmen appointed Kate Cannie to the Board.

This past year was a challenging one for the Department, and the Board expresses its appreciation and gratitude for the professional, compassionate service that our personnel provided to the citizens of Dover and for their support of each other.



*Photo by Reverend John F. Sugden Jr.*

# Fire Department Summary of Activities

For the Calendar Year 2020

## Statistics

### Incidents (304)

Brush/Grass Fires	13	Oil Burner Fires	1
Vehicle Fires	3	Mutual Aid	6
Dumpster Fires	0	Illegal Burning	0
Smoke in House	6	False Alarms	0
Water Rescues	0	Haz-Mat Incidents	4
Electrical Fires	5	Automatic Boxes	0
Vehicle Accidents	15	Ambulance Assists	17
House Alarms	150	Gas Spills	0
Chimney Fires	0	Missing Persons	1
Wires Down	20	Still Alarms	4
Propane Gas Fires	0	Bomb Scares	0
Station Coverage	1	Elevator Entrapments	0
Carbon Monoxide	2	Water in Basement	7
Public Building Alarms	15	Explosive Devices	0
Rescues	4	Downed Trees in Road	14
Investigations	1	Building Hit by Lightning	0
Structure Fires	4	Other	11

### Permits Issued (417)

Oil Burners	68	Smokeless Powder	0
Underground Tank	1	Smoke Detectors	130
Blasting	1	Propane Storage	80
Temporary Heat	6	Tank Trucks	0
Sprinkler Systems	0	Bonfires	0
Welding	1	Carbon Monoxide	130

### Inspections (921)

Oil Burner	139	Smoke Detectors	250
Propane Gas	188	Bonfires	0
Blasting	4	Public Buildings	40
Temporary Heat	4	Underground Tanks	4
Gas Stations	2	Tank Truck	0
Sprinkler Systems	0	Demolition	6
Welding	3	21E Inspections	25
Fire Prevention Programs	6	Carbon Monoxide	250

### Ambulance Calls (258)

Caritas Norwood Hospital	6	Air Ambulance	
MetroWest Medical Center,		(Med-Flight/Life-Flight)	1
Natick	12	Mutual Aid (Received)	7
MetroWest Medical Center,		Mutual Aid (Given)	1
Framingham	4	Refusal of Transport	91
Newton-Wellesley Hospital	20	Fire Department Stand-by	2
Beth Israel Deaconess,		Responses Canceled	13
Needham	95	Advanced Life Support	90
Other Facility	6	(Statistics only)	

### Appointed by the Board of Fire Engineers

Chief Craig Hughes, *retired November 3, 2020*  
Deputy Chief R. Paul Luttazi, *appointed interim*  
*chief November 3, 2020*

### Lieutenants

Edward Kornack  
John Kornack  
Robert Tosi Jr. (A)  
Karl Warnick

### Appointed by the Fire Chief Fire & EMT Personnel

Robert Beckwith	Brendan McCarthy	Dixon Smith (A)
Paul Buckley	William Mitchell (A)	Elizabeth Smith (A)
Joseph Chirico (A)	Dan Murphy (A)	Timothy Surgenor (A)
Leslie Campbell	Michael Murphy (A)	John Sugden Jr.
Allen Erickson (A)	Walter Nowicki	(Chaplain)
Thomas Giblin	Walter Nowicki Jr.	Brian Tosi
James Gorman	Curt Pfannenstiehl	Kevin Tosi
Mary Hinsley (A)	Thomas Quayle	Kathleen Tosi
Alex Howe (A)	Ted Reimann (A)	John Vounatsos
Paul Hughes	Deborah Reinemann (A)	Ellen Weinberg (A)
Jack London	Heidi Reinemann (A)	Nevin Weinberg (A)
John Luttazi	Matt Reinemann (A)	Tim Wider
Phil Luttazi	R. Louis Reinemann	
Michael Lynch	Katherine Roer (A)	
(A) Ambulance Squad Member		



*Report of the*  
**Emergency Management  
Department**

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Peter McGowan, Director  
Margaret L. Crowley, Deputy  
James R. Repetti, RACES Radio Operator

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As members of the Emergency Management Department, our responsibility is to plan for any emergency events that might occur and to help residents who are affected by them. In 2020, due to proper planning and the exemplary work of responsible Town departments, we did not have to open our shelter for residents. We were able to handle all situations with the cooperation of the Dover Fire, Police, and Highway Departments, and we thank them for their assistance. We would also like to commend Chief Craig Hughes of the Fire Department for cultivating great working relationships with the utility companies that service Dover.

We are also pleased to report that over the past few years we have been working with state and federal partners to develop a hazard mitigation plan. The approved plan keeps us prepared and capable of facing any situation of an emergency nature.

The Town has been using Twitter, Facebook, and NextDoor.com to push out information on emergency events. These social media outlets are easy to use and great sources of information.

If your lights go out or you lose power, ***Eversource urges you to call them directly at (800) 592-2000.*** If you receive a computerized response, stay on the line to answer questions and to have your call logged into their system. This will assist Eversource in restoring power as quickly as possible. The more calls Eversource receives from a neighborhood regarding outages, the higher on the priority list you end up. Calling the Police Department to report or ask about power outages will not help you restore your power and can tax already strained resources.

Please feel free to call us in emergencies (hurricanes, floods, blizzards, etc.) if you think we can help or if you need assistance. The Emergency Management Department can be reached via the Town's emergency dispatch center at (508) 785-1130. This line is answered 24 hours a day. We thank you for your cooperation.

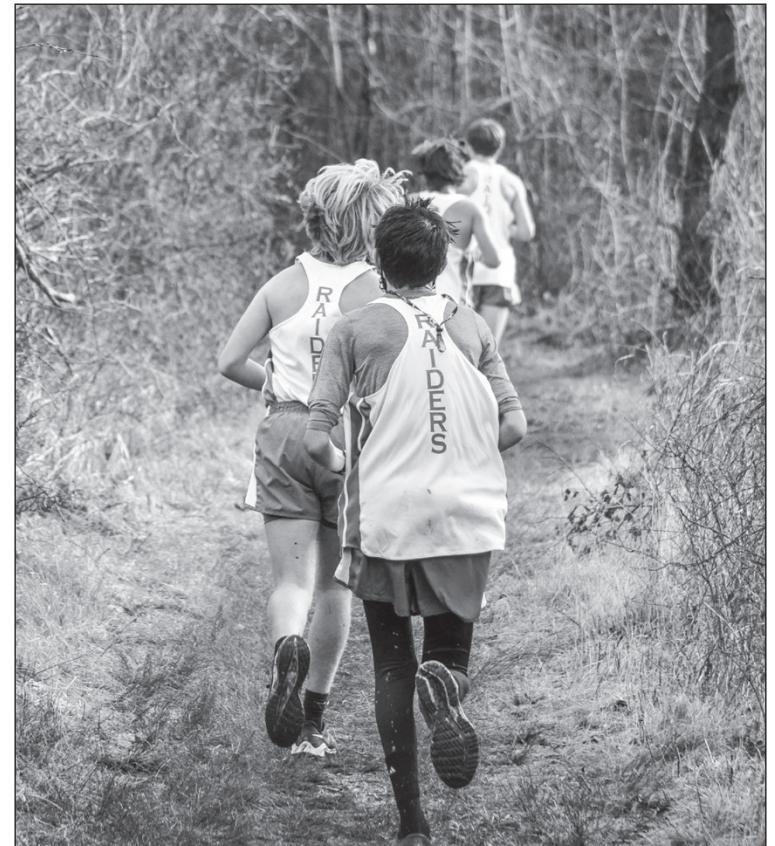
# DOVER

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## *School Reports*

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# 2020





## *Report of the* **Superintendent of Schools**

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Andrew W. Keough, EdD

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Greetings to the communities of Dover and Sherborn! I am pleased to submit this annual report for your review. The year 2020 will undoubtedly go down in history as one of the most challenging years that our schools have ever faced. As a result of the COVID-19 pandemic, we were forced to “reinvent” ourselves with minimal notice and develop an educational program that would maintain our exceptionally high standards, ensure staff and student safety, and allow for remote learning, all while holding an extremely dangerous virus at bay. It has not been easy, but, as has always been the case in the past, our staff, students, parents, and community members rose to the occasion, working collaboratively to address each arising issue.

In response to the pandemic, and in a rapidly changing environment, we established the Reopening Committee to address COVID-related issues in the general areas of facilities, health and hygiene, teaching and learning, transportation, before-and-after school programming, and communications. From March until late August, the Committee and its subcommittees confronted many challenges, including resolving ventilation needs in all five District buildings; developing three school schedule models (hybrid, remote, in-person) at all grade levels to meet state COVID-19 guidelines and requirements; addressing staffing needs related to illness or vulnerability; rerouting transportation; securing the necessary technology and training to conduct remote learning for 2,100 students; providing food services in limited spaces; establishing cleaning strategies; and so much more.

Throughout the summer, the school administration worked with its lead nurse, members of the Dover and Sherborn boards of health, the Dover, Sherborn, and Regional school committees, staff, and families to tackle the seemingly insurmountable challenges of establishing the necessary safety measures to successfully reopen in the fall. Through this community effort, the schools opened on September 15 under a hybrid model, and over successive months in-person learning gradually increased to four days a week, first for grades K–3, and then for grades 4 and 5.

Sadly, some of our favorite activities, celebrations, and events had to be canceled or held remotely. For the first time in our history, Dover-Sherborn High School (DSHS) graduation was held as a “drive-through” ceremony at the school, wherein seniors pulled up in their family vehicles, exited to cross the stage and receive their diplomas, then returned to their vehicles to exit in a parade of masked, socially distanced staff, family, and friends. Again, thanks to good planning on the part of the building administration, and with the help of our supportive families and staff, the evening ran very smoothly.

Our performing arts and athletic programs suffered significantly during the pandemic as well: All spring sports were canceled in a year in which state titles were anticipated, and our spring musical and drama performances were held remotely. These were true losses for our school community, but they served as a humbling reminder of the many surprises that life can have in store for each of us at any given time.

Regardless of the impact of the coronavirus, the Dover-Sherborn Public Schools remain committed to the core values of commitment to community, equity and excellence, respect and dignity, and climate of care. These values remain at the forefront of all that we do and are honored by all associated with the schools. I would like to thank our staff, administrators, students, parents, and community members for supporting and modeling these ideals, and for ensuring that they remain the sturdy foundation upon which our entire school system rests.

In holding true to these high standards for ourselves, and in response to feedback from students and graduates, we created the Dover-Sherborn Coalition for Anti-racism, Inclusion, Diversity, and Equality (DS AIDE), a group of staff, graduates, parents, and community members dedicated to strengthening the culture of our school system by ensuring our commitment to being actively anti-racist, inclusive, appreciative of diversity, and equitable.

In addition, we remain focused on the mission and goals contained within our District's strategic plan, which continues to serve as our road map for improvement. Our key strategic objectives are:

- Innovative teaching and learning
- Health and well-being of students and staff
- Partnerships with families and communities
- Safe and innovative facilities
- Resource efficiency

More information about our strategic plan and the action plan established to accomplish these goals can be found on our website: [www.doversherborn.org](http://www.doversherborn.org).

We continue to implement the recommendations from the 2017 review of our special education services, particularly with regard to administrative oversight, and this year we have added a special education coordinator at the secondary level to complement our similar position at the elementary level. Stephen Goodwin is a veteran educator with years of experience in special education and building leadership, and he has been well received by the staff, students, and families of Dover-Sherborn Middle School (DSMS) and DSHS. We believe that we now have exceptionally strong supervision of our special educators, closer oversight of the team and placement process, and a more streamlined delivery of services.

We saw administrative changes within the general education program: At Chickering Elementary School, the longtime assistant principal, Deb Reinemann, replaced the former principal, Laura Dayal, who left to pursue other professional opportunities, and former Pine Hill School teacher, Jim Cairnes, was named the acting assistant principal. At DSMS, longtime science teacher, Ana Hurley, was appointed acting assistant principal to replace the former assistant principal, Stephen Wroblewski, who accepted a position teaching overseas. I want to thank all of the educators who have served our system before moving on to other opportunities and to welcome our incoming staff members. We are very fortunate to be able to consistently attract and maintain such a highly qualified staff for our students.

In 2020, with the support of the school committees, the selectmen from both Dover and Sherborn, and the towns' taxpayers, we made a number of capital improvements at the Regional campus, including LED lighting upgrades at DSMS, a field mower for our grounds department, new floors in both DSMS and DSHS, and a new phone system. There were no capital projects completed at Chickering Elementary School or Pine Hill Elementary School in 2020. We appreciate the continued support of Dover and Sherborn and the tireless efforts of our maintenance and custodial crews who keep our facilities in top condition.

The school reports that follow provide worthwhile information related to our schools, school committees, staff, and community education program. For additional information about our four schools, all citizens are invited to visit our website at [www.doversherborn.org](http://www.doversherborn.org).

With the close of the 2020–21 school year fast approaching, I will be completing my 34th year in public education and will be retiring on June 30, 2021. It has been an honor to return to my hometown district to serve as your superintendent of schools. I have enjoyed these past four years and wish the very best for the system in the future.



*Photo by James Dillon; courtesy of James Dillon Studios.*

# *Report of the* **Dover School Committee**

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Brooke Matarese, Chair  
Leslie Leon, Secretary  
M. Colleen Burt  
Sara R. Gutierrez Dunn  
Mark Healey

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## **Membership**

In 2020, we welcomed new members Colleen Burt and Sara Gutierrez Dunn to the Dover School Committee (DSC). Colleen and Sara were each elected to a three-year term. Thank you to Rachel Spellman for her service and to Henry Spalding for his two terms served on the DSC, including his dedicated work as chair.

## **District Leadership**

Faced with the complex challenges of the COVID-19 pandemic, the Dover, Sherborn, and Dover-Sherborn Regional School Districts (the District) benefited from the strong leadership of Superintendent Dr. Andrew Keough and Assistant Superintendent Elizabeth McCoy. We are grateful for our talented and dedicated central office and building administrators, teachers, and staff who negotiated the unique demands of this year and worked throughout the summer to ensure that our students could return to in-person learning.

The DSC thanks Laura Dayal for her seven years of service as the principal of Chickering Elementary School and wishes her well in her future endeavors. Leading us through the pandemic are steady hands at the helm with Interim Principal Dr. Deborah Reinemann and Interim Assistant Principal James Carnes. We are pleased to report that Dr. Reinemann has accepted the permanent role of principal starting in July 2021.

This year, it was more important than ever to adhere to the District's strategic plan and focus on our five key objectives: Innovative Teaching and Learning, Health and Well-being of Students and Staff, Partnerships with Families and Communities, Safe and Innovative Facilities, and Resource Efficiency, which all required new ways of thinking. In fall 2020, the Dover-Sherborn Coalition for Anti-Racism, Inclusion, Diversity, and Equity (DS AIDE) was formed to further the work of the district-wide #WeAreDS initiative, with the goal of ensuring greater equity and inclusion in our schools.

## **Academics**

The past year has been unique in Chickering's history. We transitioned to fully remote learning in the spring and started the 2020–21 school year with families able to choose between a hybrid format (two days in person, three days remote) or a fully remote option taught by Chickering teachers. Recognizing that our youngest learners benefit most from in-person learning, our administrators, educators, and staff worked tirelessly to enable grades K–5 to transition to a four-day-per-week, in-person model. We are extremely grateful for their efforts in supporting the needs of our students.

Chickering Elementary School is committed to ensuring that all children reach their full potential. The school strives for academic excellence and to be a top-performing Massachusetts school. At the same time, we are committed to a “whole child” perspective, which values social and emotional needs and recognizes the unique talents of each student. The DSC sets policies to achieve its defined goals and seeks to accomplish them in a fiscally prudent manner.

This year, Chickering has been identifying the elements of the “DS Portrait of a Graduate” to be implemented at the elementary level, in alignment with the District's goal of maintaining excellence and rigor, while adapting best practices and programs to prepare graduates for success in a rapidly changing world. We are grateful to our educators as they identify specific practices and experiences that foster the competencies necessary for current and future success.

## **Finance**

The DSC works hard to deliver the highest-quality education in the most efficient way possible by reviewing its operations and allocating resources to best serve student needs. Salaries are the biggest budget item. Whenever possible we explore initiatives that can help limit special education costs, such as the integrated preschool program. This year, we benefited from federal Coronavirus Aid, Relief, and Economic Security (CARES) Act grants to cover unbudgeted costs due to the pandemic, including additional technology and school supply needs, PPE, tent rental, increased nursing staff, and additional educational assistants.

Enrollment remains steady, aided by a stable local real-estate market. We have matched classroom sections accordingly to adhere to our long-standing classroom size policy of between 17 and 22 students. We will continue to monitor real-estate trends and birth data and adjust staffing levels to meet the community's changing needs.

The out-of-district special education budget, which covers students aged 3 to 22 years who are enrolled in schools outside the Dover public school system, is a significant piece of the overall budget. However, the Town is reimbursed by the State of Massachusetts for a percentage of the tuition costs that exceeds a calculated base amount. This reimbursement, referred to as the “circuit breaker,” provides some financial relief from the overall costs of educating these students.

## Facilities

We continue to perform maintenance required to keep the school building in top condition, a proactive approach that benefited us greatly as we assessed the health and safety considerations of bringing students and educators back to school. We rely on a long-range, 20-year capital needs assessment, initially prepared by an outside consultant in 2012 and updated in 2017, to guide our annual capital budget requests. In summer 2020, the Chickering playground was resurfaced, in partnership with a contribution from the Parent Teacher Organization (PTO).

## Appreciation

This year has been unlike any other, and the DSC is grateful for the support it has received in these challenging times. We came together as a district and town, leveraging the strengths and expertise of our administrators, faculty and staff, parents and caregivers, Town boards (particularly our Board of Health), and community members. The DSC thanks Dover taxpayers, the Dover-Sherborn Education Fund (DSEF), the PTO, and the Alan Thayer Mudge Memorial Fund for their ongoing financial support. The annual DSEF grant awards allow Chickering faculty and staff members to explore state-of-the-art methods for curriculum delivery, while the PTO gifts allow us to make the learning environment the best it can be for both the staff and students. Finally, we thank Superintendent Keough for his leadership and wish him well in his retirement and for whatever his future holds.



*Photo by Mary Hinsley; courtesy of Goats of Dover.*

## Report of the Chickering Elementary School

Deborah Reinemann, Interim Principal  
Jim Carnes, Interim Assistant Principal  
Laura Driscoll, Special Education Team Chair  
Naomi O'Brien, Elementary Special Education Coordinator

## A Year Like No Other

From the onset of the COVID-19 pandemic in March 2020 to the end of the 2019–20 school year in June, all classes at Chickering Elementary School were conducted remotely. With the beginning of a new school year in September, we adopted a hybrid learning model, with students in cohorts attending school in person two days per week and learning remotely three days per week, gradually increasing the number of in-person days as the fall term progressed. At the same time, Chickering created a Remote Schoolhouse, sharing teachers and resources with Pine Hill Elementary School to serve several Chickering and Pine Hill families that had opted for fully remote learning for their children. The Schoolhouse had four class groupings: kindergarten, first grade, a combined second- and third-grade group, and a combined fourth- and fifth-grade group. In addition, five Chickering families opted to homeschool their children.

With two retirements, and staff working remotely this year, Chickering welcomed one new faculty member and two long-term substitute teachers in September to complement the existing faculty.

## Enrollment

Enrollment dropped slightly from the previous year, and class sizes remained within the policy range of 17–22 pupils per class section. Chickering had 478 students at the end of 2020, with three sections of classes in kindergarten, and four sections each in grades 1–5. PreK remained at one section in fall 2020, based on student need. The enrollment number includes students attending both in person and remotely.

## Curriculum and Professional Development

Given the emergency closure last spring and our work performed this summer, all professional development revolved around establishing best practices for remote, hybrid, and in-person learning, with the academic, emotional, and social learning of our students being of paramount consideration.

We support the District's strategic plan and have deepened our commitment to "create, foster, and implement culturally responsive practices to inform, educate, and improve our school community." Teachers intentionally



bring culture and inclusion into the curriculum, and the school and classroom libraries offer literature representing a broad range of people.

## Special Education

The Special Education Department works with students, families, and staff to provide a broad range of services that allow children access to the curriculum through modified instruction and materials, and it does so in a supportive environment that matches students' needs. Special education and general education teachers collaborate to develop new programs for students with complex needs, so that the school can better serve all children and maintain an inclusive environment.

We provide the following services and programs: Child Find assessment for Dover children younger than age five; various programming options in the integrated preschool; counseling for social/emotional well-being; behavioral supports; speech and language intervention; occupational therapy; and physical therapy. These services are further supported by a state and federally mandated Special Education Parent Advisory Council (SEPAC), a parent-volunteer organization that works with all the schools in the Dover-Sherborn system.

## School Advisory Council

The School Advisory Council (SAC) is a state-mandated committee of teachers, parents, and a community representative. It assists the school with the development of the School Improvement Plan and serves in an advisory capacity to the principal. The SAC works collaboratively to identify the educational needs of students and to facilitate communication between the school and community.

In 2020, the SAC focused on the practical applications of our cultural proficiency goals. For example, continuing our rotating photo gallery of Chickering students and adding an adult/child reading series.

The SAC was also a vital resource for communicating with the community on the reopening of the school.

## PTO

The Parent-Teacher Organization (PTO) is made up of parents/guardians, with co-chairs, and a board that oversees fundraising, spending, and program development. The PTO alternates its yearly fundraising efforts between an auction and a check-writing campaign, with funds primarily supporting curriculum enrichment. We are grateful for the generous support of the Dover community, which enables us to provide teacher grants and a richer educational environment for our students.

## DSEF

Dover-Sherborn Education Fund (DSEF) grants, by mutual agreement, were put on hold in spring 2020. We greatly appreciate the DSEF's generous support of enriching experiences for students and look forward to working together again in the future to develop innovative practices and projects for funding.

## Conclusion

Education has always been a top priority in Dover. We are pleased to provide a rich educational experience for our children, delivered by highly skilled and dedicated staff. The curriculum is designed to value the whole child, be inclusive, foster curiosity, and create a lifelong love of learning. We hold steadfast to our commitment to continual growth and improvement, and to making a difference in the lives of children.



*Photo courtesy of Dover Parks and Recreation.*



# *Report of the* **Dover-Sherborn Regional School Committee**

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Maggie Charron, Chair (Dover)  
Judi Miller, Vice Chair (Sherborn)  
Lynn Collins, Secretary (Dover)  
Anne Hovey (Sherborn)  
Michael Jaffe (Dover)  
Kate Potter (Sherborn)

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The mission of the Dover-Sherborn Regional School Committee (DSRSC) is to ensure that our nationally recognized, high-performing school system continues to provide innovative teaching and learning experiences that inspire all students to pursue their individual passion for learning and excellence.

## **COVID-19 Pandemic**

The Dover-Sherborn Regional School District (the District) was profoundly impacted by the COVID-19 pandemic beginning in March 2020. The pandemic challenged school operations and methods of instruction, and it required establishing additional agreements with our collective bargaining groups. It brought changes to our funding sources and created urgent obligations to make infrastructure improvements to allow students and teachers to return to campus in September. Throughout 2020, the leadership team, educators, and support staff of the District worked creatively and tirelessly to continue to adapt and improve how to safely educate our students during this difficult time.

As we move into 2021 still grappling with the challenges of the pandemic, the District is especially grateful for the cooperation and assistance of the Dover and Sherborn boards of health, as well as the Dover-Sherborn Regional Health and Safety Committee, which has advised us at each stage of our work. With their guidance, we continue to educate our children with innovation, excellence, and safety for all still at the top of our priority list.

## **Enrollment**

As of October 2020, enrollment in the District was 1,179 students, a reduction of 26 students from the previous year. We believe this to be a temporary decline due to the needs of families for alternative school arrangements during the pandemic. We believe that most students will likely return in future years, although we will continue monitoring for any long-term implications of the enrollment change. Nevertheless, families continue to move to our towns, due to the desirability of the Dover-Sherborn school system. We remain aware that large-scale development projects undertaken

in Dover or Sherborn would likely increase enrollment and have an impact on the District.

## **District Strategic Plan**

The DSRSC continues to support the District's ongoing five-year strategic plan. With a clear vision and mission, our administration, staff, students, families, and community continue to support the plan goals of innovative teaching and learning, health and well-being of students and staff, partnerships with families and communities, safe and innovative facilities, and continuing resource efficiency.

Last year the District's Academic Innovation Committee created a "Portrait of a Graduate." Multiple community stakeholders gathered to consider how our schools must grow and adapt to help prepare students for college, their careers, and life in a rapidly changing world. Future strategic plans will reflect the Committee's important work in envisioning new goals for our schools. More information about this work can be found at <https://sites.google.com/doversherborn.org/ds-academic-innovation/home>.

In 2020, the District formed a task force to examine issues of equity in our schools, with a specific focus on anti-racism and on promoting an inclusive and diverse community where all people are respected and supported. With a broad base of school and community stakeholders, the Dover-Sherborn Coalition for Anti-Racism, Inclusion, Diversity, and Equity (DS AIDE) will focus on implementing changes to current practices and informing our future strategic planning.

## **Academic Outcomes**

The District continues to be one of the highest-performing districts in the state. The MCAS, our statewide assessment system, was not administered last spring due to the COVID-19 emergency. Although Dover-Sherborn graduates continue to perform strongly on standardized tests such as the ACT, SAT, and AP exams, this data is not conclusive for 2020, due to many canceled test sessions and a change in the AP test administration process last spring. Graduation and college matriculation rates remain among the highest in the state. These continued high achievement levels are accompanied by a firm, district-wide commitment to "Challenge Success" ([www.challengesuccess.org](http://www.challengesuccess.org)) and to ensuring the social-emotional wellness of our students. The District's work in this area has proven invaluable during this period of hybrid and remote learning.

## **Leadership and Faculty**

In 2020, the District welcomed Interim Assistant Principal Ana Hurley (D-S Middle School) and Secondary School Special Education and Out of District Coordinator Dr. Stephen Goodwin to the leadership team. Their work has been greatly appreciated by all.

Several educators retired from the District in 2020. We extend our gratitude to English teacher Kevin McIntosh (D-S Middle School), science

teacher Greg Tucker (D-S High School) and special education teacher Kim Gordon. The contributions that these educators have made to the District are many. Together, they have given decades of their time, energy, and experience to our school community, and we thank them for their service.

## Finance

The DSRSC thanks the citizens of Dover and Sherborn for their continued generous support of the schools. The Region's Fiscal Year (FY) 2021 budget is \$26,152,440, an increase of \$860,186 over the FY20 budget. Operating expenditures include: salaries and benefits, including other post-employment benefits (\$21,538,219), other (\$1,459,749), buildings and grounds (\$1,272,250), debt service (\$923,400), and transportation (\$958,822). State aid covered \$2,195,245 of these operating expenditures. Revenues from student activity fees (\$45 per student), parking fees (\$300 per permit), and athletic fees (\$300 per sport) contribute another 3.2%. An additional 1.4% comes from the Region's Excess and Deficiency (E&D) Fund. The remaining 87% is funded generously through local taxes. The Region's E&D account submitted for certification as of June 30, 2020, is \$1,419,915. This account operates under Massachusetts General Laws in a manner similar to a town's free cash.

The DSRSC is grateful for the incredible support it receives in both time and money from the Dover-Sherborn Education Fund, the Dover-Sherborn Boosters, the Friends of the Performing Arts, the PTO, POSITIVE, the Alan Thayer Mudge Memorial Fund, and the broader community. These groups continued to generously support us and their contributions are critical to maintaining our excellent programs.

## Contractual Agreements

The Educators' Agreement, effective September 1, 2020, through August 31, 2023, fairly and sustainably accommodates the educational standards we expect for our students and the high-quality services expected from our educators, while also acknowledging the restraints affecting town, state, and federal budgets. The Dover-Sherborn Educational Association (DSEA) also entered into a memorandum of agreement with the District that addresses the impact of ongoing change to working conditions during the pandemic. We are grateful for the continued cooperation between the Town and District leadership and the DSEA, and the focus on supporting the well-being of our community during this difficult time.

## Facilities

Our buildings and grounds represent a major educational investment by Dover and Sherborn for now and the future. To protect this investment, the DSRSC has a long-range capital maintenance and improvement plan for the physical assets of the Regional campus. The DSRSC works with the finance committees and selectmen of both towns to determine how best to fund upcoming capital expenses required to maintain the facilities and

equipment that are coming off warranty from the 2005 construction and renovation project. This year, once again, the District was able to fund capital expenditures from within its budget and did not need to request capital items at the Dover and Sherborn town meetings.

Federal grants aimed at assisting municipalities to safely open schools during the pandemic primarily funded the audit of HVAC systems in the regional buildings and the completion of all needed repairs and mitigation measures to ensure effective ventilation. Overall, the excellent condition of our facilities has been instrumental in allowing students and teachers to learn in person during the 2020–21 school year.

## Membership

Dover member Maggie Charron was elected to the DSRSC for a one-year term. Dover member Lynn Collins and Sherborn member Anne Hovey were elected to the DSRSC for three-year terms.

Visit [www.doversherborn.org](http://www.doversherborn.org) to view changes, to keep up with school events, or to contact our staff or school committees.



*Photo by Judy Ballantine.*

# Report of the Dover-Sherborn Middle School

Scott Kellett, Headmaster

The mission of the Dover-Sherborn Middle School (DSMS) is to meet the needs of all students through a nurturing and challenging learning environment where students, parents, and teachers embrace our core values to ensure excellence and success now and in the future.

DSMS continues to provide an outstanding educational setting for students in grades 6, 7, and 8. The availability of state-of-the-art technology, a fabulous library, and a student-friendly space makes the school a welcoming place for students and faculty.

Through a supportive community and budget allocation, the teachers have many resources at their disposal. Class size continues to be approximately 17 students per class and the daily curriculum is challenging and exciting. This year, the middle school was able to provide each student with a Chromebook to enhance their educational experience.

In March, the school was forced to shift to a remote learning model for the balance of the year due to the COVID-19 pandemic. As pandemic restrictions continued, class schedules for fall 2020 were adjusted based on a hybrid/remote model, with all courses taught two times during the week for 90 minutes, and special-subject classes held for one quarter of the school year using the same schedule. We incorporated three 10-minute mask breaks during the day, in addition to the lunch block, to provide students with opportunities for down time during the school day.

DSMS welcomed several new members to its faculty: a PE teacher, two science teachers, a speech and language pathologist, an English teacher, and four educational assistants.

Citizens are encouraged to visit the school's website at [www.dover-sherborn.org](http://www.dover-sherborn.org) to access current information, teacher websites, recent school publications, and an updated calendar of events.

## Academic Recognition and Awards

- **Project 351:** Two eighth-grade students represented DSMS at the governor's youth community service organization, which promotes leadership, development, enrichment, and impact.
- **MATHCOUNTS:** The DSMS math team of four students participated in a competition sponsored by this nationwide enrichment club and competition program for middle school students.

- **Massachusetts State Science & Engineering Fair:** Twelve teams of DSMS students participated in the middle school division of this annual one-day showcase and competition event, hosted by Worcester Technical High School, where students presented their research/invention projects before peers, a team of judges, and the public.
- **New England League of Middle Schools Scholar Leaders:** The faculty named two eighth-grade students as DSMS scholar leaders—individuals who demonstrate qualities of academic achievement, leadership, and citizenship.

## Activity Highlights

The following are just some of the curriculum enrichment activities that took place throughout the year:

- **Martin Luther King Day celebration:** Multi-grade student groups traveled together and participated throughout the day in workshops that honored the work of Dr. Martin Luther King Jr., including workshops that were facilitated by a group of our students trained by Roots & Wings.
- **Music and arts presentations:** Due to COVID-19 constraints, all the many regular music and arts presentations scheduled for 2020 were canceled, with the exception of the popular Chocolate Café, in which both DSMS and DSHS music groups participated to raise funds to support the music program.
- **Adolescent development programs:** DSMS students attended an anti-bullying workshop held at MARC (Massachusetts Aggression Reduction Center). Twenty-three students worked with Roots & Wings on learning to accept differences in others and engage in difficult conversations, which prepared them to facilitate workshops attended by their peers during the 2020 MLK Day Celebration. Lastly, in conjunction with a high school Project 351 ambassador and the Boston Celtics, a group of 22 students received training on navigating difficult situations.
- The Dover-Sherborn High School class of 2024 held a modified Recognition Night in June for DSMS eighth-graders that included asynchronous student speeches and a socially distanced car parade in front of the middle school.

The following groups focused on many community-service projects:

- Through their combined efforts, the *Student Council* and the *Help Club* raised money for local food pantries at Thanksgiving, as well as for many other groups, including the American Red Cross Disaster Fund, the Avon Walk for Cancer, the Pan-Mass Challenge, the Home for Little Wanderers, Spin for Hope, and Pencils of Promise.
- Each year, eighth-grade students are organized according to their interests into small community service groups known as *Citizen Action Groups*, or CAGs, to devote their time and energy to giving back to our community throughout the year. Citizenship is the overarching theme for the eighth grade and is woven throughout CAG activities and the curriculum. Unfortunately, due to the pandemic, our eighth grade was unable to take its annual field trip to either Boston or Washington, D.C.

## Professional Development

DSMS is committed to providing opportunities for professional development. As part of our Professional Growth and Evaluation System, we provided the entire middle school staff with a menu of courses to take during the school year, all of which focused on social-emotional learning and project-based learning. In addition, several offerings were provided on using technology as an instructional tool.

## Grants

The DSEF (Dover-Sherborn Education Fund) and POSITIVE (Parents Offering Support In Time, Involvement, Volunteering, Enthusiasm) provided 15 grants for academic and extracurricular enrichment. DSMS is grateful for the generous support of parents and friends in both Dover and Sherborn.

## Report of the Dover-Sherborn High School

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John G. Smith, Principal

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Dover-Sherborn High School (DSHS) is a community of learners whose goal is to inspire academic excellence and a commitment to personal and civic responsibility. We engage in the learning process with honesty, creativity, dedication, and respect, and seek to cultivate an atmosphere of freedom and trust in a safe and nurturing environment.

DSHS is accredited by the New England Association of Schools and Colleges and consistently ranks among the top public schools for academic excellence in both Massachusetts and the nation. Our students excel in the classroom, on the stage as musicians and actors, and as athletes on the various playing fields and venues in our area. We are grateful for the support of our community and our parents and guardians.

## Curriculum Requirements

In the 2019–20 school year, DSHS served approximately 675 students in grades 9 through 12. Each year, over 90% of graduating students attend four-year colleges and universities. To graduate, all students must complete four years of English, four years of mathematics, and three years each of laboratory sciences, social studies, and world language. They must also earn 18 credits in the fine and performing arts and/or technology, engineering and computer science; and 12.5 credits in wellness (physical and health education). In addition, they must complete 40 hours of community service and pass the required state MCAS (Massachusetts Comprehensive Assessment System) exams.

Although DSHS offers three levels of courses in each of the academic disciplines, students are not tracked. DSHS also does not compute “rank-in-class” for its students, a policy approved by the Dover-Sherborn Regional School Committee.

Most departments offer a variety of courses that are heterogeneously grouped. The schedule is based on an eight-day rotation. All primary courses (and most electives) meet six times out of the eight-day cycle, and each class meets for nearly an hour. Laboratory sciences may meet up to two additional periods each cycle.



## Academic Testing

### PSAT

The PSAT was offered in October 2020 only to juniors, due to COVID-19 social-distancing requirements. One hundred eleven juniors, 68% of the class, took the test. Based on their scores from the 2019 PSAT administration, 21 juniors in the Class of 2021 met the requirements to enter the National Merit Scholarship Program, with 15 receiving letters of commendation and six being named semifinalists.

### SAT

- **SAT I:** Eighty-one percent of the Class of 2020 took the SAT test, with 67% earning a combined score of over 1200 in Evidence-Based Reading & Writing and in Mathematics. The table below shows the average of the highest SAT test scores for the Class of 2020 and the previous senior class as calculated in Naviance. Compared with national and state averages, DSHS students significantly outperform their peers.

SAT Mean Scores						
	Class of 2019			Class of 2020		
	DSHS	MA	US	DSHS	MA	US
Evidence-Based Reading & Writing	660	560	530	642	560	528
Mathematics	670	560	520	644	559	523



Photo by Dee Douglas.

### AP

Fourteen AP (advanced placement) courses were offered during the 2019-20 academic year. These courses are typically offered during the junior and senior years and allow students to maximize their educational opportunities within the confines of the master schedule and graduation requirements. All students receiving AP credit are expected to take the AP examination at the end of the year. In spring 2020, 223 students took 484 examinations. The results for individual courses are as follows:

AP Course	# Students	Students Scoring 3 or Higher (%)
Biology	11	100
Calculus AB	18	78
Calculus BC	16	94
Chemistry	24	100
English Language and Composition (G-11)	87	95
English Literature and Composition (G-12)	58	95
French Language and Culture	8	100
Latin (Not offered in 2019-20)	—	—
Physics C: Mechanics	15	87
Spanish Language	14	100
Statistics	43	100
Studio Art: 2D Art & Design	9	89
Studio Art: 3D Art & Design	1	100
U.S. Government and Politics (G-12)	67	87
U.S. History (G-11)	102	94

### MCAS

Due to the COVID-19 pandemic, MCAS testing did not take place in any grades for the 2019–20 school year. However, the Department of Elementary and Secondary Education does plan to administer the tests in the 2020–21 school year.

Graduate Post-Secondary Plans			
	Class of 2018	Class of 2019	Class of 2020
Four-Year College	93%	96%	92%
Two-Year College	1%	1%	0%
Other (gap year, job)	6%	3%	8%



## Departmental Highlights

### ENGLISH

The English Department offers courses at two levels (honors and college preparatory) for freshmen and sophomores, and at three levels (honors, college preparatory, and advanced placement) for juniors and seniors. During their freshman year, students focus on the themes of identity and self-discovery through their study of short stories, novels, drama, poetry, and nonfiction; sophomores explore great themes in literature and hone their analytical and expository writing skills; juniors not enrolled in AP English Language take a full year of American Literature at either the honors or college preparatory level; seniors not enrolled in AP English Literature enroll in two of five same-level courses in focused areas, such as contemporary literature, poetry, film, and nonfiction studies. Advanced Placement courses include English Language and Composition offered to juniors, and English Literature and Composition offered to seniors.

Through reading, writing, and thinking, we hope our students will use their language and communication skills to understand more about themselves, their world, their responsibility towards others, and their place in both the local and global communities.

### MATHEMATICS

The Mathematics Department provides standard courses at honors and college preparatory levels, with Geometry in grade 9, Algebra II in grade 10, and Precalculus in grade 11. Several electives are offered in grade 12, depending on previous levels of proficiency attained: AP Calculus BC, AP Calculus AB, Honors Calculus, AP Statistics, Probability and Statistics, and Precalculus and Applied Topics.

The Dover-Sherborn Math Team, a member of the Southeastern Massachusetts Mathematics League, continued its strong tradition of success by finishing fourth out of 36 schools in the league, and fifth in the league playoffs. The team would have competed in the *Massachusetts State Championships*, but they were canceled due to COVID-19.

### SCIENCE

The Science Department provides a rigorous curriculum sequence at the advanced placement, honors, and college preparatory levels, with three years of coursework required for graduation: Biology in grade 9, Chemistry in grade 10, and Physics in grade 11. Electives open to juniors and seniors are AP Biology, AP Chemistry, AP Physics, Advanced Topics in Biology, Anatomy and Physiology, Astronomy, Environmental Research, and Marine Science.

Last spring, several physics students demonstrated a new quantum diamond exhibit on the floor of the Museum of Science in Boston. Designed by their teacher, the exhibit shows how diamonds can be used to detect

magnetic fields, an important property of diamonds that has led to their use in many applications, including state-of-the-art navigation tools and brain scanning.

This year the Science Department created a joint Science Olympiad team with Medfield High School that competes monthly against 20 other schools in the West Suburban Science League.

### SOCIAL STUDIES

Courses are offered in history and the social sciences at both the honors and college preparatory levels for freshmen and sophomores and at three levels (college preparatory, honors and advanced placement) for juniors and seniors. World History I & II and U.S. History are required of all students. Electives include AP American Government, Government and Law, Economics, Introduction to Psychology, and Facing History. The Social Studies Department boasted the highest number of AP students at DSHS this past year, with 169 students having taken its two AP courses. In addition, the 36 students who took the SAT II Test in U.S. History earned a mean score of 659, which was well above the national average.

This past year the curriculum was further enriched by several departmental programs and activities, such as: the *Tufts Inquiry Program*, an annual global-issues simulation program, with this year's topic "Preventing Genocide and Mass Atrocities in Myanmar"; the *Model U.N. Simulation* in Boston; and the *Close Up Program*, a weeklong government studies program in Washington, D.C. Due to COVID-19, only one field trip was able to run this spring, with U.S. History juniors attending a production of *Gloria*, based on the women's civil rights movement. The Social Studies Department's Summer Reading Program in grades 9–11 focused on books and class learning activities that address systemic racism and the Black Lives Matter movement.

**Honors and Awards:** Several students received honors and awards in 2020: One student received the *Daughters of the American Revolution Award* for excellence in character, service, leadership, and patriotism; two students each received a youth leadership award and represented DSHS at the *Hugh O'Brien Sophomore Youth Leadership Conference*; one received the Fredrick Douglass and Susan B. Anthony Community Service and Social Justice Award; and another received the Social Studies Award presented at the Senior Academic Awards Night.

## WORLD LANGUAGE

The World Language Department offers four-year sequential programs in French, Spanish, Latin, and Chinese, in both honors and college preparatory tracks. Students progress from novice to intermediate stages of language proficiency in French, Spanish, Latin, and Chinese. AP French Language and Culture, AP Latin, and AP Spanish Language and Culture courses are offered.

**Honors and Awards:** World Language students received the following honors for the 2019–20 school year:

- **Honor Society:** In fall 2019, 23 students were inducted into the Dover-Sherborn World Language Honor Society for their achievement and dedication to learning world languages and cultures.
- **National Language Exam Awards:** In spring 2020, 19 students received awards on the French Exam, 16 on the Latin Exam, and 35 on the Spanish Exam.

## FINE AND PERFORMING ARTS

**Music:** Courses offered include Music Theory, Guitar I and II, and American Musical Theater. In addition, students may earn credits by participating in the Vocal Ensemble, the Concert Band/Pep Band, and the Jazz Band (by audition). These groups perform at many school and community events throughout the year. These course offerings and their adjacent performances seek to establish and maintain opportunities for creation and enjoyment of music for all D-S students and community members.

**Visual Arts:** Courses offered include Art 2D, Art 3D, Ceramics I and II, AP Studio Art, Darkroom Photography, Digital Photography, Yearbook Design I, II, and III, Computer Graphic Design, and Silkscreen Printing. These course offerings seek to establish and maintain the creation and enjoyment of art for all D-S students.

**Honors and Awards:** D-S students and their teachers continue to distinguish themselves in activities and competitions outside the school:

- **Scholastic Art & Writing Awards:** Due to the COVID-19 pandemic this past spring, no students from Dover-Sherborn submitted their work for the Scholastic Art & Writing Awards.
- **Eastern District Senior Festival,** sponsored by the Massachusetts Music Educators' Association (MMEA), awarded honors to five D-S students, two of whom went on to perform at the MMEA All-State Festival at Symphony Hall in Boston. One of these students then performed virtually with the MMEA All-National Chorus.

## TECHNOLOGY, ENGINEERING, AND COMPUTER SCIENCE

During the past six years, the primary goal of the Technology, Engineering, and Computer Science Department has been to more strongly align the grade 6–8 and grade 9–12 curriculums to better prepare students for college courses in computer science and engineering. To build a strong foundation for the high school courses, middle school students take engineering courses at all three grade levels, and students in grades 6 and 7 take computer science, with a heavy emphasis on programming. At the high school level, 11 new courses have been created over six years. All course offerings, both new and previously existing, are now a continuation of the middle school curriculum. The entire curriculum for each course offered in grades 6–12 has been reviewed and updated each year. In 2020, we focused on cultural responsiveness and worked to add meaningful and thought-provoking units to each course.

The Department offers the following computer courses for high school students: Social Media Literacy, Intro to CAD, Web Design Using HTML & CSS, Computer Programming with Java Script, Technology and Society, iOS app design, and video game design. The Department also offers engineering and technology classes, including TV Media I, II, and III, and Industrial Technology I and II. A yearlong course in engineering is offered at both the college preparatory and honors levels and may be taken for science or elective credits that count toward graduation.

New for the 2020–21 school year is a full-year course, AP Computer Science Principles. Students who have completed one of our prerequisite courses are able to enroll in the course. Unlike other advanced placement courses, this class is offered to sophomores, juniors, and seniors. We also added an additional Industrial Technology course that focuses on the student working independently as a contractor responsible for finding a local school or town organization that needs a project completed. The student then submits an estimate, secures funds, checks on codes, executes the project, and ends the course with a formal presentation.

## WELLNESS

The Freshmen Wellness Curriculum requires one semester each of Contemporary Issues covering nutrition, sexuality, mental health, and alcohol, tobacco and other drugs; and one semester of Outdoor Education (one quarter) and Fitness Development (one quarter).

Students in grades 10–12 can choose from the following electives: Cardiovascular Fitness, Outdoor Pursuits, General Survival, Student Leadership Internship, Stress Management, Sport Education (Net Sports, Winter Team Sports) Dance Education, CPR/AED Training, Yoga/Pilates, Coaching, Teaching, and Recreational Leadership, Fitness Program Planning, Drugs and Society, Muscular Fitness, Sport and Society, Rape, Aggression, Defense Systems (RAD), Target Sports, and Food and Nutrition.

## GUIDANCE

**College Counseling:** Throughout the fall, most of the counselors devoted their time to the college application process for seniors. Eighty-three percent of the Class of 2020 completed some form of early decision, priority, or early action applications to colleges and universities. Counselors met with seniors individually and in groups. They also hosted representatives from more than 90 colleges and universities and spent time strengthening their working relationships.

To respond to the growing number of early college applications, counselors developed a five-class seminar series for grades 11 and 12. Juniors participated in spring classes that helped prepare them for college applications, complete their resumes, and begin their essays. Seniors began their seminar series during the first week of school and were able to complete their Common Application online, add schools to Naviance, edit and complete their essays, and participate in mock interviews. Seminars covering stress management, mindfulness, and career and personal exploration are also available to freshmen and sophomores.

Counselors met several times with juniors individually to discuss the college application process and to guide their post-secondary educational planning. Counselors also met with freshmen and sophomores to discuss their academic and future career plans, as well as introduce them to online programs that aid students in college and career exploration. An overview of the guidance curriculum can be found on the high school website.

**Support Programs:** The Guidance Department offers several support programs:

- *Freshman welcoming activities* support freshmen during their transition to high school.
- The *Peer Helper Program* this past year trained 40 upper-class students to assist incoming freshmen with healthy decision-making, respect for others, study and exam-taking strategies, social issues, and expectations for their sophomore year.
- The *Signs of Suicide (SOS) Program* for sophomores and seniors teaches students how to identify the symptoms of depression and suicide in themselves or their friends and encourages them to seek help.
- *Parent-departmental meetings* are held throughout the year to discuss important issues and concerns specific to each grade level.

## LIBRARY

The DSHS library is a place where students and faculty can read, research a topic, access information, or complete a homework assignment. It is equipped with large tables for student collaboration, private study booths,

and 16 computers for word-processing or online searches. The collection includes approximately 20,000 print volumes, six newspapers, and 32 periodicals. In addition, patrons are able to search the library catalog for a growing collection of e-books. Digital services include online databases available from Massachusetts Regional Library System and those purchased by subscription, as well as thousands of e-books and audio via OverDrive. The library houses a portable cart with 25 iPads and 10 Chromebooks for use in the classroom. An average day brings approximately 300 students and teachers to the library. Due to the system-wide transition to remote learning in March 2020, the library moved patron services online by providing quick links to all electronic products, while reference questions were fielded via e-mail. Physical print copies were available upon request, with retrieval options provided to meet individual needs.

## ATHLETICS

The 2019–20 school year was a unique and challenging time for the DSHS Raiders due to the COVID-19 pandemic. The spring 2020 season was canceled across the state. However, prior to the shutdown, our teams did compete in the winter 2019–20 season and the fall 2020 season; and, at the time of this writing, the 2020–21 winter season had just begun.

**Winter Sports:** The winter season ran from December 2019 to March 2020, with 293 participants on 13 varsity teams and three sub-varsity teams. Nine teams qualified for postseason competition: Indoor Track and Field (boys/girls), Swim and Dive (boys/girls), Alpine Ski (boys/girls), Nordic Ski (boys/girls), and Co-op Gymnastics. The Boys Indoor Track and Field were MSTCA (Massachusetts State Track Coaches Association) Division 5 (D5) State Relay Champions, Tri-Valley League (TVL) Small Division Champions and placed second at the MIAA (Massachusetts Interscholastic Athletic Association) D5 State Championship. Their head coach was named coach of the year. Girls Indoor Track placed fifth at the MSTCA D5 State Relay Championships and 12th at the MIAA D5 State Championship. Girls Swim and Dive placed seventh at the MIAA D2 State Championship, and one of its members became State Champion in both the 50 freestyle and 100 backstroke, as well as named the TVL MVP. Boys Swim and Dive competed in the MIAA D2 State Championships but did not place. Boys Nordic Ski placed sixth at the MIAA state race in Woodford, VT, while one of its members placed first overall and won the Individual State Championship. Girls Nordic Ski placed 10th at the MIAA state race, with one of its members placing second overall. Boys and Girls Alpine competed in the MIAA state race but did not place. Boys Alpine had two skiers place at the State Championships, while Girls Alpine had three. MADS Gymnastics placed fifth at sectionals in Algonquin. Boys and Girls Swim and Dive and Girls Ice Hockey both won the TVL sportsmanship award. Overall, DSHS teams boasted 27 TVL and MBE All-Stars across 13 varsity sports.

**Spring Sports:** Canceled.

**Fall Sports:** Between September and November 2020, 278 participants played on six varsity teams and five sub-varsity teams. Due to COVID-19, football was moved to the floating season running from late February to late April, and all other fall season sports were delayed by about a month, with the MIAA ruling that there would be no postseason play. The league was split up into geographic pods with DSHS teams competing against Medfield, Norwood, Westwood, Millis, and Dedham twice each for a 10-game schedule and once each in cross country for a five-game schedule. Both Girls Soccer and Golf tied for first in their pod, and Boys Cross Country won their pod with another 5-0 season, continuing its TVL winning streak dating back to September 2018. Two of our student athletes were recognized as TVL MVPs, as well as Boston Herald All-Scholastics. Girls Cross Country won the sportsmanship award. Overall, DSHS boasted 22 TVL All-Stars across six varsity sports.

The DSHS Athletic Department is especially proud of the way D-S students and coaches represent the school with class and character, and it is grateful for the strong support it receives from the D-S Boosters and all the athletes, coaches, parents, and loyal fans. These last two seasons have been especially challenging due to COVID-19, but in classic D-S fashion, the athletes, coaches, and staff have risen to the occasion and persevered through these difficult times. We realize now more than ever how important athletics are for today's high school youth, and we are eternally grateful for every opportunity we get to compete. Go Raiders!



*Photo by James Dillon; courtesy of James Dillon Studios.*

## NATIONAL HONOR SOCIETY

On October 22, 2020, 86 members were inducted into the Dover-Sherborn High School Chapter of the National Honor Society (NHS). There are currently 136 DSHS members of the NHS, all of whom serve the local community by tutoring peers and younger students, completing an individual service project, and raising money as a group for the Greater Boston Food Bank. Information about membership requirements and the application timeline can be found on the school's website.

## STUDENT ACTIVITIES

DSHS students are able to participate in a wide range of student activities. Due to COVID-19 and the Dover and Sherborn boards of health recommendations, all groups are meeting virtually this academic year. A fee of \$45 is required for participation in many of the following clubs:

- **Academic and student-life organizations:** Chess Team, Fantasy Football, Math Team, Mock Trial, National Honor Society, Robotics Team, *RUNES* literary magazine, School Newspaper, Science Olympiad, Senior Project, Student Council, and Yearbook.
- **Art, music, and drama clubs:** Two a cappella groups (DS al Coda and Noteworthy), Arts Club: Open Studios, Crew, Drama Club, Film Club, Improv/Comedy Club, and Music Club and Digital Recording Studio.
- **Social and cultural awareness groups:** AFS International Exchange Program, Business Club, Coalition for Asian-Pacific American Youth (CAPAY), Community Service Club, Conservative Club, the Conversation, Down to Earth, French Club, Gay-Straight Alliance (GSA), Global Citizenship Program, Make-A-Wish, MARC, Massachusetts High School Democrats, Nora Elizabeth Searle Community Outreach (NESCO), Peer Helping, Relay for Life: D-S, Students Against Destructive Decisions (SADD), Students Demand Action, Time Out for Kids, Ultimate Frisbee, Women's Group, World of Difference, and Yellow Tulip Project.

Several programs were put on hold for the in 2020–21 school year due to COVID-19 restrictions, but they are expected to resume in the future: China Exchange Program, EPIIC–Tufts Inquiry, Fitness Club, Harvard Model United Nations, and Pine Street Inn Breakfast Club.



## Parent and Community Groups

### D-S BOOSTERS

The D-S Boosters supported the athletic program with grants for the purchase of capital items. They continue to promote community spirit and provide recognition to student athletes participating in all sports at DSHS.

### D-S EDUCATION FUND (DSEF)

DSEF generously provided funds totaling \$17,533 to underwrite the following curriculum enrichment activities and items during the 2020–21 school year:

- Back to the Future interactive computer panels
- Great Escape Room activities for science classes
- RISO color printer for Fine Arts Department projects and displays
- Challenge Success funds for speakers and resource materials

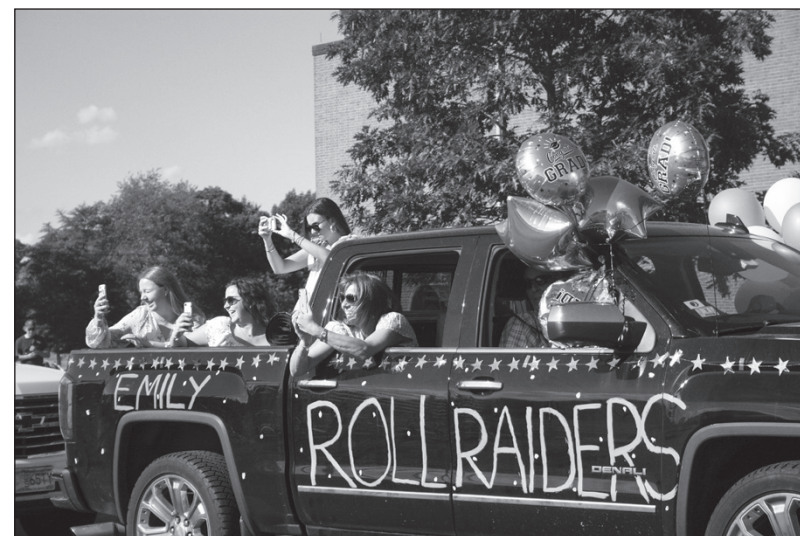
### D-S FRIENDS OF THE PERFORMING ARTS (FoPA)

FoPA is a 501(c)3 organization of parents and community volunteers who support the outstanding vocal and instrumental music and drama programs at the Dover-Sherborn Regional Schools. FoPA awards annual scholarships to graduating seniors who have demonstrated excellence in the performing arts; it funds grants for workshops, equipment, and material requests for the performing arts; and it provides production support for the concert bands, jazz bands, a cappella groups, and drama programs and students. (More information is available at [www.doversherbornfopa.org](http://www.doversherbornfopa.org)).

In 2019–20, FoPA awarded 14 scholarships and provided funds for:

- set materials for the DSHS musical;
- materials for the DSHS Performing Arts Letter in music and drama;
- books and materials for the DSHS library;
- a Massachusetts Education Theatre Guild donation;
- sponsorship of Chocolate Cafe musical ensemble performances; and,
- annual events: Jazz Brunch, and music and drama banquets and awards.

**D-S PARENT TEACHER ORGANIZATION (PTO)** is a nonprofit organization whose mission is to support DSHS students, families, faculty, and staff. Its ongoing efforts are managed through monthly Thursday morning meetings that are open to all parents or guardians of DSHS students. Attended by representatives from 10 parent organizations, the Dover-Sherborn Regional School Committee, and each of the four grades, the meetings begin with an update from Principal Smith and often include teachers or administrators who talk about their areas of expertise and address questions. Specific meeting dates, times, and locations are posted on the DSHS calendar. New faces and voices are welcome. To learn more about the D-S PTO, please visit our website: <https://sites.google.com/site/dshspto2015/>.



*Photo by Izzy Taylor.*



# *Report of* **Dover-Sherborn Community Education**

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Lisa B. Sawin, Director  
Andrew Keough, Superintendent

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Dover-Sherborn Community Education is a self-sustaining department of the Dover-Sherborn Regional Schools. Our mission is to provide programs that enrich the lives of everyone in our community. Our hope is to create lifelong learners through a community-school partnership that offers interesting, thought-provoking, and stimulating classes and programs at a reasonable cost. This past year has proven to be quite challenging. We started the year with our usually scheduled classes and programs, all of which were abruptly halted in March following the onset of the COVID-19 pandemic. We were able to continue most of our classes after our instructors were able to make adjustments and continue to offer the programs virtually.

Dover-Sherborn Community Education offers the following programs:

## **Extended Day**

Tuition-based extended-day programs are held at both Dover and Sherborn elementary schools, where safe and stimulating after-school environments are provided for students in grades K–5. This year children were able to join us after school during their in-person school days beginning in September. Children engaged in arts and crafts projects, nature projects, outdoor physical activities, games, and creative play under state COVID-19 guidelines and regulations. This year the after-school program was offered on Monday, Tuesday, Thursday, and Friday. To accommodate start and dismissal time changes at the schools, we offered two revised afternoon pick-up times: 5:15 p.m. and 6 p.m. At the time of this writing, 40 children from Dover and 50 children from Sherborn were enrolled in extended-day programs. Although attendance was lower than in the past year, we have recently begun to see a slow uptick in enrollment.

## **After-School Enrichment**

After-school programs provide age-appropriate classes for elementary and high school students. Classes for students are held at Pine Hill Elementary School, Chickering Elementary School, and Dover-Sherborn High School. Offerings typically would include Sports, Archery, Chess, Cupcake Decorating, Video-Game Design, Drawing, a Home Alone program, and Cartooning, among others.

Program flyers are available at each school and are posted on both of the elementary schools' websites, the Regional School District's website under "Community Education," and on our registration website (see "Registration" below). All class offerings in fall 2020 were presented virtually. Options for children included Glee Club, Weaving, Minecraft, and more. With the change in school start and dismissal times, we added the After the Bell Club (ABC), which runs 2:15 to 3:30 p.m., at \$12 per day, with parents registering their children in advance for specific days.

## **Adult Enrichment**

Typically, we offer a wide variety of innovative and interesting adult evening classes throughout the school year. Classes offer learning opportunities close to home and include Learning Organizational Skills, Understanding Medicare, Estate Planning, Beekeeping, Drawing, Dog Obedience, Watercolor and Oil Painting, Golf, Genealogy, and even a Mediumship Gallery demonstration. High school students can take advantage of Driver's Education, SAT preparation, and several classes assisting with the college application and financial aid process. All class offerings, including Understanding Medicare, Organizing a Practical Pantry, Understanding Your Psychic Senses, Driver's Education, and SAT Prep, were held virtually during fall 2020.

## **Registration**

Registration for the Extended Day Program is held in March for the following school year. Registration for all other programs begins upon the distribution of brochures, or when the information is posted online. Full class descriptions can be found at [www.doversherborn.org](http://www.doversherborn.org), under the "Community Education" tab. Online registration for our programs is available at <https://dscommmed.communityroot.com/index/registration>.

## **Contact Information**

The Community Education office is located in Project Room 1081 in the Chickering School, located at 29 Cross Street in Dover. Our phone number is (508) 785-0480, extension 2020.

# Public Schools Enrollment

As of October 1, 2020

The following enrollment numbers represent Dover children attending Chickering Elementary School, Dover-Sherborn Middle School, and Dover-Sherborn High School:

Kindergarten	62
Grade 1	81
Grade 2	77
Grade 3	76
Grade 4	87
Grade 5	87
Grade 6	85
Grade 7	94
Grade 8	84
Grade 9	97
Grade 10	85
Grade 11	98
Grade 12	92
<b>Total Enrollment</b>	<b>1,105</b>

# Dover Public Schools Financial Recapitulation

For the Fiscal Year Ending June 30, 2020

## REVENUE

School Aid Fund, Chapter 70	\$853,856
<b>Total Revenue</b>	<b>\$853,856</b>

## EXPENDITURES

Regular Education	\$4,094,907
Special Education	3,753,529
Other	1,497,123
<b>Total Expenditures</b>	<b>\$9,345,559</b>
<b>Net Cost to the Town</b>	<b>\$8,491,703</b>

# Dover-Sherborn Regional School District: Revenue Summary

For the Fiscal Year Ending June 30, 2020

## REVENUE

### Revenue from Local Sources

Member Town Assessments	\$22,076,791
Fees	241,365
Unreserved Fund Expended	100,000
Earnings on Investments	53,351
Other	4,652
<b>Total Revenue from Local Sources</b>	<b>22,476,159</b>

### Revenue from State Aid

School Aid (Chapter 70)	2,282,394
Transportation (Chapter 71)	552,873
<b>Total Revenue from State Aid</b>	<b>2,835,267</b>

<b>Revenue from State and Federal Grants</b>	<b>498,276</b>
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### Other Revenue

School Lunch	544,984
Community Education Programs	638,714
Private Grants	78,150
Other Local Receipts	86,364
<b>Total Other Revenue</b>	<b>1,348,212</b>

<b>Total Revenue from All Sources</b>	<b>\$27,157,914</b>
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# Dover-Sherborn Regional School District: Expenditure Summary

For the Fiscal Year Ending June 30, 2020

## EXPENDITURES

### Expenditures by the School Committee

Regular Day Program	\$11,684,762
Special Education Program	2,548,979
Other Operating	8,757,524
Transportation	675,713
Capital	337,306
Debt Service	965,800
<b>Total Expenditures</b>	<b>24,970,084</b>

<b>Expenditures from State and Federal Grants</b>	<b>494,224</b>
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### Other Expenditures

School Lunch	663,775
Community Education Programs	646,068
Private Grants	93,667
Other	27,183
<b>Total Other Expenditures</b>	<b>1,430,693</b>

<b>Total Expenditures from All Funds</b>	<b>\$26,895,001</b>
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# Dover-Sherborn Regional School District: Total Gross Wages

For the Calendar Year 2020

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Administration</b>			
Barbara Barrett*	\$70,025		\$70,025
Ellen Chagnon	130,597		130,597
Amy Davis*	5,200		5,200
Ann Dever-Keegan	118,911		118,911
James Eggert	13,219		13,219
Dawn Fattore*	138,249	\$3,500	141,749
Stephen Goodwin*	58,500		58,500
Ana Hurley	57,580		57,580
Scott Kellett	145,913		145,913
Ralph Kelley Jr.*	61,851		61,851
Andrew Keough*	218,117	8,000	226,117
John Lafleche	10,000		10,000
Janelle Madden*	71,843	600	72,443
Kathryn McCarthy*	139,553		139,553
Elizabeth McCoy*	148,906		148,906
Anthony Ritacco Jr.*	111,869		111,869
Donna Scungio*	79,198		79,198
John Smith	152,328		152,328
Emily Sullivan	92,796	1,200	93,996
Leeanne Wilkie*	81,298		81,298
Stephen Wroblewski	55,215		55,215
<b>Administrative Assistants</b>			
Susan Barss	37,857	1,452	39,309
Elizabeth Benatti	57,918	1,300	59,218
Susan Connelly*	43,219	13,640	56,859
Tracey DeFlaminio	48,372		48,372
Donna Fiori*	57,470	400	57,870
Lynda Getchell	35,932	250	36,182
Cheryl Ingersoll*	78,773	1,150	79,923
Patricia Krusz	36,538		36,538
Kathryn Loneragan	57,918	930	58,848
Diane Morales	33,899	1,407	35,306
Keri Romano Campbell*	50,473		50,473
Patricia Schmitt*	69,031	900	69,931
Sharon Tehan	36,983	750	37,733

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Coaches</b>			
Maura Bennett		\$8,312	\$8,312
Derek Bourque		3,023	3,023
Brett Boyd		5,290	5,290
Joseph Chirico		3,023	3,023
Kanee Chlebda		13,224	13,224
Robert Conrad		3,000	3,000
Suzanne Eaton		6,045	6,045
Robert Evans		3,023	3,023
Sara Fabri		720	720
Kasey Fraser		5,290	5,290
Jenna Galster		2,500	2,500
Mark Gray		7,179	7,179
Evren Gunduz		8,612	8,612
Tara Gunduz		375	375
Stephen Harte		6,045	6,045
Stephanie Jahnle		9,068	9,068
Jonathan Kirby		6,045	6,045
David Laidman		3,023	3,023
Julie Litle		3,023	3,023
Molly McGill		5,801	5,801
Samuel Merten		8,312	8,312
Michael Messier		3,023	3,023
Robert Mosher		3,023	3,023
Brian O'Connell		4,156	4,156
Frederick Sears		3,000	3,000
David Swanson		3,023	3,023
Susannah Wheelwright		6,441	6,441
Robert Willey		2,000	2,000
<b>Community Education</b>			
Linda Brown	\$4,721		4,721
Casey Chabot	533		533
Karen D'Eramo	7,925	150	8,075
Adrianna DiSciullo	1,236		1,236
Stephen Ewing	27,666	2,910	30,576
Mary Ann Fabian	41,312		41,312
Alexis Fahey	2,838		2,838
Noreen Fitzgerald	6,143		6,143
Cecily Graham	27,987	3,500	31,487
Helen Haas	7,229		7,229
Edith Kuzma	11,965		11,965
Conor Maher	5,542		5,542
Theresa Malvesti	3,066		3,066
Patricia McCann	811		811
Robert Mosher	1,152		1,152

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Community Education</b> <i>(cont'd)</i>			
Jessie Prais Thomas	\$16,902		\$16,902
Hannah Pritchett	2,772		2,772
Christina Reilly	660		660
Andrea Reine-Wales	318		318
Emily Rodriguez	1,101		1,101
Michael Rudin	15,184		15,184
Tessa Ryan	3,646		3,646
Andrea Sarris	2,926		2,926
Lisa Sawin	40,766		40,766
Katelyn Schapira	17,651		17,651
Suzanne Sheridan	1,196		1,196
Gabrielle Sherman	2,337		2,337
Scott Walker	5,000	\$5,441	10,441
Marie Zogheib	14,059		14,059
<b>Custodians</b>			
Dean Bogan	64,998	6,249	71,247
David Bonavire	57,668	3,509	61,177
Kevin Callahan	46,937	886	47,822
David Engrassia	46,937	3,266	50,203
Christopher Hendricks	64,270	13,660	77,930
Joseph Larose	46,937	3,990	50,927
Lenin Sanchez-Martinez	46,937	2,718	49,655
Jackson Schroeder	48,520	6,772	55,291
Eric Schwenderman	53,394	1,551	54,945
Joel Sterling	41,967	4,479	46,446
John Waters	46,937	1,990	48,927
Gregory White	41,042	1,430	42,472
<b>Educational Assistants</b>			
Sarah App	27,380	32	27,412
Stephen Besold	240		240
Kay Bosley	11,344	801	12,145
Christopher Botsford	1,342		1,342
Benjamin Butterfield	9,075	270	9,345
Andrea Cassidy	11,131		11,131
Courtney Denman	10,330		10,330
Mark Dondero	28,787	2,430	31,217
Julian Drury	5,685		5,685
Daniel Espinoza	22,320	1,133	23,453
Scott Felper	6,759	167	6,926
Jane Fitch	27,900	74	27,975
Rachel Frangipane	8,728		8,728
Kasey Fraser	27,900	1,259	29,159
Lucy Gardiner	16,556		16,556
Jennifer Giannetto	27,380	332	27,712

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Educational Assistants</b> <i>(cont'd)</i>			
Nicole Harvey	\$27,353	\$74	\$27,427
Jacques Janvier	11,344	1,167	12,511
Joseph Kellett	2,414	84	2,498
Sierra Lazenby	11,344		11,344
Shahrayne Litchfield	16,250	238	16,488
Kelley Loneragan	27,900	4,663	32,563
Marilyn Mahoney	21,768	1,463	23,230
Kayla Mays-Drumgold	14,603		14,603
Shawn McCabe	28,267	1,106	29,372
Elaine McCarthy	26,620		26,620
Annmarie McCrave	27,380	2,588	29,968
Molly McGill	27,900	473	28,373
Kelly Menchin	27,900		27,900
Samuel Merten	804	480	1,284
Timothy Montgomery	16,556	74	16,631
Jennie Morgan	27,900	4,738	32,638
Melissa Neitlich	27,380	21	27,401
Lauree Ricciardelli	27,900	818	28,718
Jacob Ross	14,748		14,748
Jeannine Serratore	27,380	238	27,619
Audrey Siebert	4,884		4,884
Cliona Simmons	16,250		16,250
Ashley Tuccillo	26,566		26,566
<b>Educators</b>			
Lori Alighieri	113,752	6,631	120,383
Kurt Amber	113,752	6,901	120,653
Mary Andrews	113,752	7,433	121,185
Jill Arkin	105,985	4,665	110,649
Marissa Bachand	113,752	1,463	115,215
James Barody	105,985	9,687	115,672
Janae Barrett	113,752	1,918	115,670
Janice Barry	77,894	3,005	80,899
Donna Bedigan	105,985	10,018	116,002
Carmel Bergeron	105,985	13,953	119,938
Karyn Bishop	110,550	3,196	113,747
Carly Blais	57,922	1,914	59,835
Heather Bond	77,395	6,199	83,594
Thomas Bourque	109,678	16,098	125,776
Joshua Bridger	113,752	10,977	124,729
Lisa Brodsky	113,752	2,175	115,928
Darren Buck	105,985	1,303	107,288
Meriwether Burruss	63,832	3,074	66,906
Benjamin Butterfield	4,092		4,092
Paul Butterworth	113,752	2,384	116,136



	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Educators (cont'd)</b>			
Joseph Catalfano	\$113,752	\$1,400	\$115,152
Maura Cavanaugh	104,813	4,879	109,692
Linda Cento	113,752	2,593	116,345
Sophie Chen	69,691	470	70,161
Caryn Cheverie	113,752	2,361	116,114
Kanee Chlebda	68,369	1,917	70,286
Deirdre Clancy-Kelley	113,752	2,605	116,357
Allison Collins	111,104	2,727	113,831
Meaghan Collins	66,113	75	66,188
Sara Collins	66,154	7,069	73,223
Jason Criscuolo	109,678	363	110,040
Carey Dardompre	52,521	338	52,858
Tawny Desjardins	98,601	5,376	103,977
Gretchen Donohue	105,985	10,875	116,859
Amanda Doran	33,621		33,621
Joanne Draper	113,752	1,480	115,232
Thomas Duprey	100,555	11,693	112,248
Carly Eckles	69,811	6,012	75,823
Brooke Ehle	58,774	450	59,224
Daniel Espinoza	11,080		11,080
Christopher Estabrook	105,985	3,823	109,807
Jeffrey Farris	109,678	8,662	118,340
Maria Fiore	113,752	4,112	117,864
Elizabeth Friedman	113,752	1,163	114,915
Nicole Giorgio	19,268		19,268
Leonie Glen	111,104	10,243	121,347
David Gomez	113,752	1,710	115,462
Judy Gooen	113,752	3,396	117,149
Richard Grady	113,752	10,951	124,704
Nicholas Grout	113,752	10,380	124,132
Joseph Gruseck	104,181	9,942	114,124
Alyssa Healey	82,932	1,960	84,892
Beth Hecker	105,985	7,611	113,596
Kerry Hennessy	41,673	450	42,123
Geoffrey Herrmann	69,272	15,625	84,897
John Hickey	113,752	12,467	126,219
Scott Huntoon	107,277	2,034	109,311
Ana Hurley	73,889	6,498	80,387
Ellen Hyman	97,263	4,775	102,038
Samuel Jekowsky	55,695	283	55,978
George Jenkins	55,398	1,710	57,108
Dara Johnson	113,752	27,345	141,097
Keith Kaplan	113,752	3,742	117,494
Dianne Kee	98,601	4,574	103,175
Lauren Lamanna	53,851		53,851

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Educators (cont'd)</b>			
Maria Laskaris	\$111,104	\$1,550	\$112,654
Christopher Levasseur	113,752	6,046	119,799
Debra Levine	35,891		35,891
Lindsay Li	113,752	4,192	117,944
Yanhong Li	96,413	860	97,273
Alejandro Linardi Garrido	105,985	675	106,660
Heidi Loando	96,659	1,170	97,829
Eric Lochiatto	55,398	225	55,623
Heather Lockrow	29,069		29,069
Kristen Loncich	88,177	1,586	89,763
Anita Lotti	113,752	6,349	120,101
Elliott Lucil	113,752	5,160	118,912
Wendy Lutz	105,985	1,300	107,285
Angelo Macchiano	88,841	1,118	89,959
Kenneth Macie	63,475	275	63,750
Kara McAuliffe	35,911	425	36,336
Brett McCoy	105,985	2,635	108,620
Laura McGovern	113,752	2,943	116,695
Kevin McIntosh	73,889	7,712	81,601
Julie McKee	113,752	5,075	118,827
Brian McLaughlin	113,752	2,220	115,972
Elisabeth Melad	113,752	7,374	121,126
Alyson Melucci	27,953		27,953
Mary Memmott	73,889	1,511	75,401
Kelly Menice	110,550	5,521	116,071
Andrea Merrit	113,752	2,836	116,589
Samuel Merten	28,805		28,805
Tonya Milbourn	104,813	7,858	112,671
Kathleen Moloy	113,752	9,638	123,391
Andrea Moran	71,284	685	71,969
Audrey Moran*	109,678	3,494	113,171
Lori Morgan	109,678	2,375	112,053
Veronica Moy	36,774	6,266	43,040
Brigid Mullen-Richards	22,798		22,798
Erin Newman	62,509	7,428	69,937
Erin Newton	59,161	825	59,986
Brendan O'Hagan	87,174	2,324	89,498
Timothy O'Mara	72,108	6,784	78,891
Kelly Owen	65,830	2,040	67,870
Dianne Pappafotopoulos	78,881	2,320	81,201
Lisa Pearson	41,673		41,673
Sarah Pekar	17,672		17,672
Adelina Perez-Krebs	63,386	225	63,611
Kimberly Phelan	110,550	7,211	117,761
Joan Pierce	70,759	673	71,432

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Educators</b> <i>(cont'd)</i>			
Janel Pudelka	\$107,277	\$3,799	\$111,077
Karen Raymond	98,601	10,447	109,048
Allison Rice	113,752	1,688	115,440
Amanda Rogers	73,669	4,137	77,806
Laura Romer	95,826	838	96,664
Wendy Rush	17,672	756	18,427
Stephenson Ryan	113,752	5,236	118,989
Jessica Rymut	58,089	563	58,651
Sandra Sammarco	98,601	1,760	100,361
Caroline Samoiloff	66,665	1,125	67,790
Janice Savery	52,992	1,250	54,242
Anita Sebastian	72,108	295	72,403
Catherine Simino	105,985	2,425	108,410
Leigh Simon	69,272	3,534	72,806
Marsha Sirull	103,002	2,186	105,188
Joelle Sobin	80,417	4,895	85,312
Carol Spezzano	92,489	8,086	100,575
Laura Sukys	53,341	450	53,791
Michael Sweeney	85,500	1,450	86,950
Leah Swinson	58,089	675	58,764
Mark Thompson	109,678	1,275	110,953
Gregory Tucker	73,889	10,448	84,337
Patricia Uniacke	113,752	1,750	115,502
Alison Von Rohr	65,966	2,956	68,921
Rebecca Waterman	84,726	5,084	89,810
Richard Waterman	84,726	275	85,001
Robert Williamson	75,189	10,959	86,148
Olivia Woodward	113,752	3,118	116,871
Hannah Wright	80,847	8,690	89,537
Kimberly Wynn	46,337	1,429	47,766
<b>Food Services</b>			
Lisa Bibeau	11,992	30	12,022
Lori Comiskey	14,560	685	15,245
Kimberley Fangel	18,939	340	19,279
Katie Jackson	15,044	255	15,299
Judy Jacobsen	17,298	496	17,793
Lisa Johnston	27,460	930	28,390
Stephanie Landolphi	15,460	625	16,085
Ellen Lawson	2,971	40	3,011
Stephanie Majkut	2,049		2,049
Nora Saul	3,798		3,798
Andrea Tizzano	5,135		5,135
Bonnie Turco	22,155	800	22,955
Maria Vaccaro	377		377
Anne Wong	16,297	435	16,732

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Health Services</b>			
Janet Chandler	\$59,207		\$59,207
Kerry Laurence	105,985	\$1,867	107,851
Jessica Lutz	93,680	900	94,580
Krishna Mahoney	1,970		1,970
Kimberly Nehiley	260		260
Margaret Parsons	73,447		73,447
Halee Prentiss	130		130
Kirstin Santos	21,457		21,457
<b>Information Technology</b>			
Kurt Bonetti*	53,494		53,494
Lucan Curtis-Mahoney*	8,630		8,630
Henry Jones*	84,149	4,000	88,149
Lisa Portolese*	32,224		32,224
Diane Robin*	76,860		76,860
<b>Substitutes</b>			
Priscilla Bennett	665		665
Susan Benson	380		380
Eve Buchhalter	380		380
Michael Bullen	760		760
John Burruss	2,470		2,470
Glenora Chaves	190		190
Charles Chicklis	570		570
Anne Collins	15,402	660	16,062
Steven Durning	1,140	4,625	5,765
Scott Foley	1,812		1,812
Shobha Frey	95		95
Joan Habib	285		285
Elizabeth Heiden	4,455		4,455
Dorothy Kaija	4,275		4,275
Sara Mastrobuono	960		960
Jean Pulsifer	95		95
Amy Robinson	2,470		2,470
Andrea Sarris	2,185		2,185
Diane Schaffrath	1,710		1,710
John Soraghan	570		570
Patricia Williamson	32,693	225	32,918
Yi Zhang	190		190
<b>Support Services</b>			
Elizabeth Carlson	2,764		2,764
Johanna Edelson	15,795		15,795
Ardys Flavelle	5,368		5,368
Jacqueline Johnson	18,953		18,953
Monique Marshall-Veale	83,325		83,325

	Regular Wages	Overtime/ Other	Total Gross Wages
<b>Support Services</b> <i>(cont'd)</i>			
Diane Maxson	\$14,988		\$14,988
Callan Mirowitz	1,450		1,450
Laura O'Garr*	41,389		41,389
Anne Picardo	333		333
Joanne Preiser	151		151
Abigail Shannon	17,192		17,192
Patricia Williamson	12,381		12,381
<b>Grand Totals</b>	<b>\$17,338,813</b>	<b>\$834,821</b>	<b>\$18,173,635</b>

\*Salary listed represents total salary, a portion of which is allocated to Pine Hill School and Chickering School.



Photo by Howard Reisman.

## Report of the Minuteman Regional Vocational Technical School Committee

Ford Spalding, Dover Representative, Minuteman School Committee  
Chair, Minuteman School Building Committee  
Chair, Minuteman Strategic Planning Subcommittee

### About Minuteman

Minuteman is a four-year, accredited vocational and technical high school serving the member towns of Acton, Arlington, Bolton, Concord, Dover, Lancaster, Lexington, Needham, and Stow. Minuteman combines rigorous academics and relevant career and technical programs that prepare students for higher education and career opportunities. Attendance at Minuteman offers the following:

- *A freshman year of experiencing a modern educational plan in a modern educational building.* The Minuteman campus has adapted to meet current employment opportunities and is designed in a way that excites student learning, creativity, and collaboration to provide education with a purpose.
- *A modern American high school experience.* Minuteman students follow a traditional high school academic curriculum while also exploring their interests and discovering their passions in career and technical offerings that include, among others, the following majors: culinary arts, cosmetology, horticulture and landscaping, building trades, biotechnology, environmental science, robotics, health occupations, engineering, electrical, automotive technology, and early childhood education.
- *Preparation for college and life.* Students receive the academic foundation and study skills needed to enter and graduate from college with career objectives and professional training and they earn industry certifications, affording them the business acumen and flexibility for pursuing their dreams.
- *The opportunity to be more than just another student.* At Minuteman, teachers and staff are personally invested in getting to know and work closely with each individual student to help him or her realize their full potential.

## Enrollment

The October 1, 2020, enrollment included four Dover students. Increased interest in the new Minuteman has been the biggest change in our recent enrollment history. We had a total of 390 applications, with 252 coming from our nine member towns, for 179 available slots in the class of 2024. This represents an increase of approximately 25% in member town applicants, likely the highest increase from member town families in the school's history. We have reached our design build level as prescribed by the Massachusetts School Building Authority. At the end of 2020, our applications for next year have already surpassed the 2020 level.

## Campus and Programming Growth

Despite the challenges that the pandemic has imposed on schools nationwide, and in addition to its increasing enrollment, Minuteman High School continues to experience growth in both its physical footprint and programming. There is ongoing construction of athletic fields as part of the final phase of the school building project, as well as new, soon-to-be-implemented programming in animal science, multimedia engineering, advanced manufacturing, and robotics to narrow the skills gap and to meet 21st-century career needs. Additionally, Minuteman's commitment to athletics is stronger than ever, marked by the Minuteman School Committee's unanimous approval to begin construction of three synthetic fields on the Lexington campus.

## Adapting to the Pandemic

In response to the COVID-19 pandemic, our teachers and students were quick to adapt to new teaching and learning models, underscoring their perseverance and dedication to high-quality career technical education. Minuteman employed a hybrid learning model for 2020–21 school year, operating with one grade of students in the building per week to deliver hands-on, career technical education (CTE) instruction, with academics and other content taught remotely. The administration continued to explore options to safely include more students in person, while students demonstrated resiliency with their eagerness to learn and adapt to different learning and service models.

For example, in the culinary arts and hospitality program, where students operate the District Restaurant and Café, typically open to the public, students shifted their business model to produce hundreds of meals a month for Food Link MA to help local people in need. The culinary students also sold hundreds of holiday food items online and offered contactless pick-up outside the school building. In the horticulture and plant science program, one instructor adopted a bee-keeping curriculum and installed beehives outside the school, providing hands-on learning in the subject for returning students this past fall.

## Opportunities for Dover Students

Dover-Sherborn High School juniors and seniors who pass the MCAS (Massachusetts Comprehensive Assessment System) tests can enroll in a career major on a half-day, everyday basis to receive a competency certificate from Minuteman. Post-graduate programs are also available for Dover citizens. Minuteman hosted two Girls in STEM camps this year, which are open to all Dover eighth-grade students. Minuteman also hosted the statewide Girls in Trades Conference and Career Fair.

## Athletic Complex: Phase One

Construction has begun on three new athletic fields on the Minuteman campus, with an anticipated completion date of October 2021. The three synthetic turf fields will support football, boys' and girls' soccer, cross country, baseball, softball, and boys' lacrosse, with the potential for future girls' lacrosse and girls' field hockey programs and expanded track-and-field programs. The District is in the final stages of seeking approval from our member towns to ensure that all three fields are lighted, so as to provide additional hours of use and enjoyment by Minuteman, our member towns, and other sports groups.

Minuteman has had a long-standing commitment to accessible athletics programming with a "no cut, no fee" policy. Sports are a crucial component of the high school experience for many students. Athletes learn sportsmanship, teamwork, and the value of physical fitness. Having state-of-the-art athletic fields for our students and our member towns gives us all something to look forward to in 2021 and in many years to come.

In the future we anticipate a phase-two build-out of a stadium field house, permanent bleachers, and tennis courts.

## District Budget

The approved District Operating and Capital Budget for Fiscal Year 2021 is \$25.5 million, a 9.34% increase over the previous year. Dover's share is \$137,416, which includes operating, capital, and debt assessments.

## Grant Funding

Minuteman High School secured \$300,000 from the Baker-Polito Administration Skills Capital Grants to expand programming for both high school and adult evening students in robotics logistics engineering. A massive rise in automated warehousing has created the need for responsive supply chains, dramatically increasing the demand for a highly trained and skilled workforce.



# DOVER

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*Health Reports*

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2020





## *Report of the* **Board of Health**

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Gerald Clarke, ScD, Chair  
Stephen Kruskall, MD  
Kay Petersen, MD

Karen Hayett, Executive Assistant  
Michael Angieri, Septic Systems Agent  
Felix Zemel, Well Agent  
Jennifer Cronin, Animal Inspector

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The Board of Health (BOH), a mandated regulatory agency, is responsible for protecting the public health and environment, with legal obligations, authority, and responsibilities as set forth in the Massachusetts General Laws (MGL) and Commonwealth of Massachusetts Regulations. Various federal statutes further lay out the responsibilities of state and local governments to ensure the public health.

The Board's elected members, agents, inspectors, and subcommittee members work to ensure that food, water, soils, and air are protected from contamination that would pose a public health threat. The BOH works to prevent the spread of contagious disease in humans and animals, and to identify and prevent the spread of the growing number of tick-borne diseases. It is also charged by the Commonwealth with ensuring that housing meets minimum health and safety standards. Additional information regarding the BOH can be found on the Town's website ([www.doverma.org](http://www.doverma.org)).

### **COVID-19 Pandemic**

In December 2019, an outbreak of mysterious pneumonia in Wuhan, China, caused by a new, highly contagious coronavirus, began to spread rapidly and soon became a global pandemic. Scientists named the illness COVID-19, an acronym for "coronavirus disease 2019." The Town of Dover recorded a total of 116 cases of COVID-19 between March 1 and December 29, 2020 (see graph, page 161). What follows is a timeline of the pandemic, its widespread impact, and the Town's response.

#### **JANUARY–MARCH**

**Worldwide:** Scientists in China identify the cause of the infection as a novel (new) coronavirus and sequence its genome. The first known death from the virus occurs in China. Cases linked to travelers from Wuhan are detected in several countries on several continents. Wuhan locks down to reduce viral transmission. The World Health Organization (WHO) determines person-to-person transmission is very likely and later declares a "global health emergency."

In February, scientists name the virus “severe acute respiratory syndrome coronavirus 2,” or SARS-CoV-2, and the infection COVID-19, which spreads rapidly in several countries in Asia, Europe, Africa, and North America, with many fatalities reported. Outbreaks also occur on several cruise ships. In March, the virus spreads to at least 114 countries, many of which enact lockdowns and travel bans. The WHO declares a pandemic. Trials begin for COVID-19 vaccines deemed ready for safety testing.

**United States:** The State Department warns against travel to China, and the Trump Administration restricts travel into the United States from China. The first U.S. infection is reported in Washington state. In February, the Centers for Disease Control (CDC) releases a flawed diagnostic test that causes a significant delay in the availability of accurate diagnostic testing. The first known death from COVID-19 in the nation occurs in Seattle. In March, the nation becomes the hardest hit country worldwide. The CDC recommends a limit on gatherings. An outbreak in a church choir lends strong evidence of the virus’s airborne transmission.

**Massachusetts:** On February 1, Massachusetts becomes the fifth state to report a COVID-19 case, when a UMass student returning from Wuhan tests positive. On February 29, a Biogen executive who had attended a Biogen conference in Boston develops symptoms consistent with COVID-19. A second case is confirmed on March 2 in a Norfolk County resident returning from Italy. On March 4, Biogen staff report that two European executives attending the conference test positive. Eventually, at least 28 of the 175 attendees test positive in a “super-spreader” event spawning hundreds of thousands of cases nationally and abroad. All state counties report cases, and Governor Charles Baker announces a stay-at-home advisory.

**Dover:** In January, a six-week trip to China by Dover-Sherborn High School (DSHS) students and one teacher, under the Dover-Sherborn China Exchange Program, is canceled. Early in March, members of the Dover and Sherborn boards of health (D-S BOH) begin regular joint meetings with the Dover-Sherborn public health nurse and representatives of the councils on aging and EMS in both towns. Participants share information, develop strategies, and coordinate with the schools. The boards meet together or individually several times each week, eventually exclusively on Zoom.

Multiple COVID-19 cases occur in Dover and Sherborn. Protocols established by the Massachusetts Department of Public Health are followed for isolating probable cases, contact tracing, and quarantining of close contacts. The D-S BOH and public health nurse also work with travelers returning from areas with large outbreaks. The Dover Board of Health (BOH) and Town counsel develop policy and procedures for addressing violations of isolation and quarantine protocols. The BOH communicates with residents and develops protocols for Town departments, schools, businesses, places of worship, and other organizations. It works on acquiring PPE (personal protective equipment) and discusses EMS protocols for responding to calls at homes with probable or definite COVID-19 cases.

The Board of Selectmen convenes the Dover COVID-19 Preparedness Task Force, composed of representatives from the Town administration, BOH, Police Department, EMS, COA, Parks and Recreation, Building Maintenance, and the Dover-Sherborn Schools. On March 13, D-S Schools close, and on March 17, the Town closes municipal buildings and cancels all programs and activities.

#### **APRIL–MAY**

**Worldwide:** COVID-19 continues to spread. In May, cases soar in Latin America and evidence arises of COVID-19 having been in France since December.

**United States:** The CDC recommends the use of face coverings in public. U.S. cases top one million. In May, emergency use authorization is granted for remdesivir.

**Massachusetts:** The state establishes three field hospitals to deal with the case surge. Sewage sample testing begins, revealing that the total number of cases vastly exceeds test-confirmed cases. The state has the third-highest number of cases in the nation and releases town-specific case data. Schools are to remain closed for the rest of the academic year. A major outbreak at Holyoke Soldiers home results in at least 76 deaths. Stay-at-home order remains active. The Contact Tracing Collaborative is established between the state and Partners in Health to help public health nurses manage the contact-tracing load. As cases decline in May, Governor Baker issues a face-covering order and announces a phased reopening plan to begin May 18. An anti-lockdown protest takes place at the State House. The Boston Marathon is canceled.

**Dover:** Fourteen cases have arisen between February and April, but details are kept private, since non-identifying information can reveal identity in small towns. In joint meetings, the D-S BOH, the public health nurse, the Dover COA, and EMS representatives, along with a representative from State Representative Denise Garlick’s office, discuss the rising number of cases and inevitable surge, cooperation with contact tracing and isolation/quarantine, returning travelers, communication with local hospitals, testing availability, and the promotion of mask use and social distancing in our towns. The community offers volunteer support that the COA employs for outreach to seniors, and there is discussion of establishing a volunteer case management group in Dover to support the public health nurse and the COA. However, it is determined after a few meetings that the Town is not in need of additional services, given the success of the COA volunteer efforts and the rollout of the Contact Tracing Collaborative.

Throughout April, the BOH provides guidance to organizations, businesses, schools, and childcare centers on the management of COVID-19 risk. In May, the BOH’s attention also turns to Town activities associated with graduations, summer camps, Parks and Recreation, churches, and other reopening plans and summer activities. It provides guidance on

reopening the Town House and other facilities, on conducting Town Meeting, and on addressing problems with testing access, test interpretation, and the challenges of isolation/quarantine for Dover residents. Boston College presents Dover with its plan to use the Connors Center on Glen Street as overflow 10-day isolation housing for students with COVID-19. The college does not require the space, however, after successfully controlling the outbreak on its campus.

**JUNE–AUGUST**

**Worldwide:** Cases rapidly increase. China approves a vaccine for military use. A man in Hong Kong becomes the first person to have a documented reinfection with coronavirus.

**United States:** Cases rapidly increase in the South and West. Emergency use authorization for hydroxychloroquine is revoked. Dexamethasone is found to be helpful in treating severely ill COVID-19 patients. Late in the summer, colleges and universities reopen, some in person. Those that institute frequent, widespread surveillance testing keep outbreaks under control for the most part. But elsewhere, the virus surges on campuses and spreads into the surrounding communities. Pfizer and Moderna began phase-three trials of their vaccines.

**Massachusetts:** Governor Baker announces Phase II of reopening. The Massachusetts transmission rate is the lowest in the country on June 22. Cases slightly rise in late July.

**Dover:** Few new COVID-19 cases occur during the summer. The BOH continues working with a variety of entities regarding reopening and discusses safety issues related to several special events. Recognizing the role of airborne transmission of COVID-19, the BOH advises the Town and schools to evaluate the air quality in their respective buildings and undertake any necessary remediation. The BOH represents Dover on the Health and Hygiene (H&H) subcommittee of the schools’ Fall 2020 Reopening Task Force. H&H reviews protocols developed by the school nurses and develops testing protocols. The BOH responds to questions and concerns from residents about their COVID-19 status or other issues, and it plans a flu immunization clinic.

**SEPTEMBER–DECEMBER**

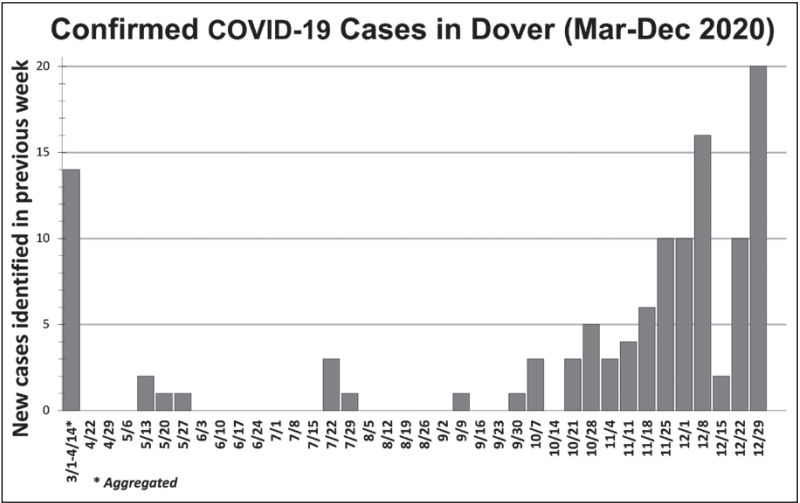
**Worldwide:** Cases continue to rise rapidly, with the death toll surpassing one million. The United Kingdom and Germany reimpose lockdowns and begin vaccinations. New, more rapidly spreading variants are discovered. In Africa, Latin America, and parts of Asia, data on actual numbers of cases are difficult to access.

**United States:** Researchers report that Hispanic and Black residents are overrepresented among deaths from COVID-19. President Trump is infected with COVID-19 and hospitalized. Pfizer and Moderna phase-three vaccine trials demonstrate 95% effectiveness at preventing serious illness. COVID-19

surges in the Midwest, and the U.S. death toll surpasses 300,000. The Food and Drug Administration approves the Pfizer and Moderna vaccines.

**Massachusetts:** Schools reopen under remote, in-person, or hybrid models. Free testing sites (“Stop the Spread”) in high-risk communities are opened to all state residents. In early October, lower-risk communities advance to Phase III, Step II, but later in the month, cases begin rising significantly. In November, Governor Baker announces a voluntary curfew, more restrictive limits on gathering, and a stay-at-home advisory. In December, the state rolls back to Phase III, Step I. First vaccine doses arrive in mid-December.

**Dover:** An engineering consultancy firm conducts an air-quality assessment for the Town and recommends modifications for municipal and school buildings. The most extensive recommendations apply to the Caryl Community Center, which cannot reopen until mitigation work is completed. The BOH provides guidance on school reopenings, school athletic programs, D-S Youth Soccer and D-S Field Hockey, and holiday gatherings, and it works with Academic Public Health Volunteer Corps members who help design graphics for the Town’s COVID-19 alert page. D-S schools reopen under a hybrid educational model. Although COVID-19 cases occur among students, faculty, and staff, there are no documented cases of in-school spread as a consequence of careful attention to social distancing and mask guidance. A large high school party held in Sherborn leads to a delayed reopening of DSHS to await evidence of any resulting COVID-19 cases but, fortunately, none occur. Ice hockey and soccer teams quarantine during the holiday break due to one case occurring on each team, but no additional teammates are infected. The BOH holds a drive-up flu clinic on October 14. The BOH determines that the Town does not meet the requirements to serve as a COVID-19 vaccination site. Cases begin rising steeply after Thanksgiving, a trend that continues through the holiday season.



## Water Quality and Supply

Dover residents typically first interact with the BOH on matters related to drinking water and sewage disposal. With the exception of water provided by public water supply (PWS) companies, which are regulated by the Massachusetts Department of Environmental Protection (MassDEP), the BOH is obligated to ensure that drinking water is safe and available, both by its fiduciary responsibility to all residents and by various laws and regulations. The year 2020 was filled with an ever-growing and more complex set of investigations, meetings with developers and residents, and hearings regarding private wells and public water suppliers as land not previously developed has come under discussion, and for which permits have been proposed and taken.

### PRIVATE WELLS

In 2020, 63% of approximately 2,200 households in Dover relied on private wells located on residential properties. The BOH well agent reviews plans for the siting of new private wells, and inspects both the construction of new wells and the repairs and modifications made to existing wells. Water quality and quantity tests are required prior to any transfer of ownership of a home, and it is the responsibility of the seller to provide the BOH and the purchaser with copies of the well test report, issued by a certified laboratory, done within the year of transfer of ownership. As residents alter landscaping and introduce retaining or decorative walls along lot lines, the BOH has reasserted the requirement that a well must be accessible from the street to enable maintenance, such as pump replacement or re-drilling.

In 2020, the BOH dealt with matters regarding water quality in private wells, the removal of old “in-house” wells, well location, the decommissioning of wells of houses being demolished, and inspections and permitting for groundwater heat pump wells, among other concerns. Seventeen permits were issued for new potable water supply wells or significant maintenance, six pump tests were performed on existing wells, one well was improved by fracking, and five wells were decommissioned (abandoned). As a result of well-site monitoring, several residents were required to follow proper procedures for well abandonment and closure, including the removal of disused equipment and filling of the well hole, important steps in ensuring public safety.

The BOH also responded to changes in the technology of wells or use of groundwater or deep wells; specifically, the introduction of geothermal systems, a new heating and cooling technology. In 2020, the first set of five geothermal wells were permitted in Dover. As wells necessitate deeper drilling to obtain sufficient flow rates, the Board updated installation rules for potable drinking wells to allow “constant pressure pumps,” Schedule 120 PVC pump hanging pipe instead of cast iron pipe, and solar power as a primary electrical source with electric service back-up.

MassDEP provides valuable information on private wells and water quality standards and certified testing laboratories (<https://www.mass.gov/>

private-wells). In 2020, MassDEP introduced a public web-based searchable database of groundwater wells (<https://www.mass.gov/service-details/well-database>).

### PUBLIC WATER SUPPLIERS

Thirty-seven percent of households in Dover (786 homes) are serviced by seven PWS companies regulated by Massachusetts Department of Public Utilities (MassDPU) and MassDEP. The Town is in its third year of a three-year extension of the Colonial Water Company water supply contract to provide drinking water to its municipal buildings and to residents in the Town Center who are connected to the original distribution piping. The resident PWS companies in Dover and customers they serve are:

- **Dover Water Department:** Town-owned PWS serving only Chickering Elementary School and providing drinking water in the fields. The Town continues to own and be responsible for the water distribution system (pipes, valves, and other infrastructure) that supplies 78 homes in and around the Town center, as well as the public and commercial buildings located there. These customers are provided water and billed by Colonial Water Company.
- **Colonial Water Company:** 1,844 residents/646 households and buildings in or near the Town center; commercial buildings in the Town center. Of these numbers, as stated above some 78 homes and most commercial and public buildings are connected by Town-owned infrastructure.
- **Glen Ridge Resident Trust:** 122 residents/44 households (sourced from Natick Public Works)
- **Meadowbrook Water Trust:** 57 residents/26 households (sourced from Natick Public Works)
- **Old Farm Road Water Trust:** 40 residents/15 households
- **Precious Beginnings:** daytime preschool
- **County Street, Route 109:** 132 residents/55 households (sourced from Walpole Public Works)

Water contamination occurred in two significant events during 2020 in the Colonial Water Company system. “Boil water” orders were issued by MassDEP and required the Board to interact with citizens, town officials, and with MassDEP employees.

### WATER RESOURCES

At the request of the Board of Selectmen (BOS), the BOH established the Water Resource Committee (WRC). In Article 12 of the 2018 Annual Town Meeting, the BOH requested and received approval for \$150,000 to engage an engineering consultant to assist in preparing the town-wide hydrology report. For a full report on WRC activities in 2020, see page 170.



## Sewage Disposal

Since there is no access to a public sewage system in Dover, buildings require a private sewage system, typically a septic tank and distribution field. Subsurface sewage disposal systems require proper operation and maintenance. Proper operation includes not pouring grease, fats, and oil down the drain; not using garbage grinders; not using hazardous chemicals for laundry; and promptly repairing leaking toilet tanks and faucets. Proper maintenance includes having the septic tank pumped every other year by a licensed vendor to remove solids and septage to keep the system functioning well. Although pumping and maintenance costs might run into the hundreds of dollars, septic system failure can lead to remediation costs of more than \$30,000. Note that certain pumps or other mechanical or electric devices installed in technology-based septic systems (Eljen, FAST, etc.) require maintenance according to the manufacturer's maintenance schedule.

The Massachusetts State Environmental Code, Title 5, and State Sanitary Code, Chapter 2, regulations require that towns provide for septage disposal. The Town of Dover has an agreement with the Charles River Pollution Control District in Medway to have its septage accepted at their sewage treatment facility. The fee paid by residents to the licensed pumper includes both a pumping charge and treatment facility disposal fee. Title 5 requires that a septic system inspection be made by a state-certified Title 5 inspector when a house is put up for sale, when ownership is otherwise transferred, or when there is a change of footprint that may result in the requirement of a septic system upgrade.

In 2020, the BOH resolved several disputes between residents regarding the placement or maintenance of septic systems.



*Photo by Beth Zaffino.*

**Permitting:** Title 5 requires that homes built before 1995 and put up for sale must undergo a soil evaluation performed by a licensed soil evaluator. As building teardowns continue, the BOH is increasingly ordering and overseeing the replacement of archaic cesspools with Title 5-compliant septic systems. As land deemed “easy to build on” has become occupied, the BOH now regularly sees properties where a conventional gravity feed system is not feasible. During the review and approval of a construction plan, a lien prohibiting the installation of a garbage grinder is now commonly applied on a property.

In 2020, the BOH issued following permits:

- 20 for upgraded septic systems for existing homes
- 2 for new home construction on vacant lots
- 4 for system upgrades for teardowns, followed by new home construction
- 7 for distribution box replacements
- 0 tank replacements
- 6 for ejector pumps
- 10 for alternative system installations (FAST/Eljen/other)
- 3 for installations using pump chambers
- 3 for general repairs (pipes, other)
- 44 Title 5 inspections reported, reviewed, and with some comments
- 11 pool permits
- 14 soil evaluations
- 10 house plan reviews

**Other Related Activity:** Title 5 design calls for sizing a home's septic system based on projected usage, which in turn is based on bedrooms. Converting rooms into bedrooms post-occupancy—thus exceeding an existing septic system's capacity—not only violates state regulations but will stress a system to failure. The BOH has therefore clarified and incorporated into Section 217-3 of the Town of Dover Code the definition of “bedroom” as now including both rooms comparable to those found upon inspection or in plans and rooms not originally designated as bedrooms, but which have been converted for use as bedrooms either during building or post-occupancy.

A failure of a sewage treatment system at the Dover Farms housing development over Thanksgiving weekend required extensive communication and involvement in seeking repairs, so as to prevent the issuance of noxious sewage odors.



In 2020, the BOH was involved in multiple significant decisions regarding home septic systems. Proposed multi-unit housing developments under MGL Chapter 40B and similar larger developments required extensive plan review and interaction with the Planning Board and the Conservation Commission.

All applicants seeking a septic system, swimming-pool construction, or well permit are advised to carefully review state and town regulations to ensure compliance. For more information on Title 5 regulations, call the BOH office at 508-785-0032, extension 232, or visit the MassDEP at [www.mass.gov](http://www.mass.gov).

## **Garbage Collection**

MassDEP prohibits the disposal of food waste with trash, which considerably increases the cost of operating the Transfer Station. Residents who ignore the regulation incur an additional cost borne by all Town residents. Although many residents have installed kitchen food grinders or disposals, the Board strongly advises against using food grinders because the small particulate matter created will clog a septic system's drip field over time and cause septic system failure at great cost to the resident.

The Recycling Committee operates a food-waste drop-off program at the Transfer Station where it maintains drop receptacles. See the Recycling Committee report, page 209, for more information on this program.

## **Communicable Disease Prevention**

Soon after the beginning of 2020, the BOH became very active, expending thousands of hours engaged in work related to the COVID-19 pandemic caused by the novel coronavirus SARS-CoV-2 (see "COVID-19 Pandemic," page 157).

In 2020, the BOH held its annual influenza vaccination clinic, during which almost 500 doses of flu vaccine were administered in a special "drive-through, nearly contactless" process conducted at the Highway Department's facility. The assistance of the Highway Department, Police Department, CVS, and volunteers from the Council on Aging was greatly appreciated in helping residents register online instead of in person.

A minority of parents question the safety and value of immunizing their children. When a large proportion of the community is vaccinated, the resulting "herd immunity" considerably lowers everyone's exposure to disease. Avoiding vaccination is, simply put, dangerous. Extensive scientific research on the demonstrated safety and efficacy of vaccination is widely available.

## **Environmental Health**

Late in 2020, MassDEP introduced new proposed standards of water quality that focus on the presence of per- and polyfluoroalkyl substances (PFAS), a group of manmade chemicals that include PFOA, PFOS, GenX,

and many other chemicals that do not degrade over time, and for which questions have arisen regarding the degree of harm they pose to human health. The Board spent considerable time throughout the year attending meetings of the MassDEP and other health officials that led to the release by MassDEP of a set of proposed standards (<https://www.mass.gov/info-details/per-and-polyfluoroalkyl-substances-pfas>). The BOH also attended MassDEP meetings throughout the year as the agency developed testing and quality standards for the allowable content of PFAS in potable water, as these contaminants also pose a danger to groundwater supplies.

In its follow-up to newly issued EPA advisories regarding the increased risk of cancer attributable to the exposure to perfluoroalkyl sulfonate (PFOS), a PFAS chemical that is a component of fire-suppressing foam, the Board informed the Fire Department of the need to monitor and record such usage.

Massachusetts law prohibits the disposal of medical sharps and items containing mercury in household trash. The BOH maintains an approved sharps receptacle at its office located on the first floor of the Town House, where sharps may be safely discarded during office hours. Mercury recycling is also available at the BOH office, the Council on Aging office in the Caryl Community Center, the Town Garage, and the Transfer Station.

## **Food and Refreshments**

The BOH adheres to the Massachusetts State Sanitary Code when issuing food permits. All food establishments, commercial kitchens, and summer camps are required to undergo inspection before a permit is issued. Commercial vendors providing food at charitable events and caterers providing food for private functions must also apply for a permit. The BOH normally receives applications for one-day or temporary food permits for school and organization events and festivals; however, as a result of the pandemic, all such activities were postponed or suspended. Please contact the BOH if your organization is unsure of how these regulations apply to your planned event.

## **Household Hazardous Waste**

The BOH, in coordination with the Recycling Committee, conducts the annual Hazardous Waste Collection Day each spring. Most Dover households generate some amount of household hazardous waste (HHW), yet only 10% to 15% of Town residents take advantage of the one-day HHW collection.

Disposing excess, outdated, or unwanted medications into a household sink or toilet is forbidden because the chemicals of the medications disperse into the ground near your house and then drain off into the groundwater. Studies have shown such disposal is causing endocrine changes in animals and possibly humans.

Likewise, disposing accumulated HHW into trash and septic systems is inappropriate and can pose health, safety, and environmental risks to

property owners, neighbors, and the Town in general. The annual HHW collection offers an acceptable alternative, and the Board urges all residents to take advantage of the event. Residents can also drop off their hazardous waste on collection days held by other Charles River Household Waste Consortium member towns (Ashland, Bellingham, Franklin, Holliston, Medfield, Milford, Norfolk, Sherborn, and Walpole).

### **Public Health Awareness/Substance Abuse**

During 2020, BOH members attended online meetings and seminars in participation with MassDPH, the Massachusetts Health Officers Association, and the University of Massachusetts regarding various health matters, including the regulation of septic systems and groundwater contamination, and the growing health risk of tick-borne diseases.

### **Animal Inspection and Quarantine**

#### **JENNIFER CRONIN, ANIMAL INSPECTOR**

The animal inspector annually inspects cattle, horses, goats, sheep, swine, and other non-domestic animals, as well as the conditions under which they are kept. As population changes occur, the BOH updates its inventory of locations of where animals are stabled or kept. Active barns are inspected, during which time notations are made of tuberculin and brucellosis testing, equine Coggins testing, encephalitis vaccinations, and whether the animals appear free from contagious disease.

**Animal Inspections:** Unlike all previous years, no barn or site inspections were undertaken, pursuant to instructions from the Division of Animal Health, Massachusetts Department of Agricultural Resources (MDAR) to not perform this work because of the COVID-19 pandemic.

Operators of farms in Dover are either removing or composting manure and feces in compliance with revised BOH regulations and are therefore protecting the environment.

### **Zoonosis Control**

The BOH oversees many activities related to controlling animal-to-human disease transmission (zoonosis), including tick-borne diseases, mosquito-borne diseases, and infection from animal bites and other interactions with animals.

Eastern equine encephalitis (EEE) and West Nile Virus (WNV) will continue to be of concern and require vigilance. The viruses are maintained in nature through a bird-mosquito cycle and are transmitted to other animals and humans by mosquito bite. Horses should be protected from both Eastern and Western strains of the encephalitis by annual vaccinations.

The BOH continues to work closely with the Norfolk County Mosquito Control District to ensure that its activities are effective and conducted in a safe manner. Homeowners wishing to exempt their property from mosquito-

control spraying must file the proper paperwork with the Town Clerk prior to the first of March.

Following the 2019 EEE outbreak, the BOH attended numerous meetings with MassDPH and MDAR, which resulted in a new form of updated and more informative communications by MassDPH during the summer and early fall months when EEE and WNV are typically a concern. Possibly because of limitations on multi-person activities and sporting events arising from the pandemic, EEE and WNV were much reduced in 2020.

The annual rabies clinic was not held in 2020 because of health issues associated with the COVID-19 pandemic. MassDPH mandates the vaccination for rabies of all dogs, cats, and ferrets at six months of age or older, or within one month of entering the Commonwealth without proof of vaccination, and at least once every three years thereafter. Vaccination orders, under the management of Animal Inspector Jennifer Cronin, also apply to other domestic animals.

MassDPH sets forth stringent quarantine requirements for the prevention of the spread of rabies. Dogs and cats exposed by direct contact, by proximity, or by having received a wound of unknown origin, are assumed to have been infected by a rabid animal. If a dog or cat is currently vaccinated, but for longer than a month prior to exposure, or if it is not currently vaccinated but proof exists of a previous vaccination, the animal must immediately receive a booster vaccination and be strictly quarantined for 45 days. The animal inspector may order that unvaccinated animals be immediately vaccinated and placed under confinement for four months or, failing that, to be euthanized. Vaccination for other domestic animals is also required. Lacking that vaccination may result in an order by the animal inspector.

The BOH continues to review the need for further animal health measures, including vaccination or control of the incidence of diseases in pet animals, such as leptospirosis and worms, in particular, which are a hazard to human health through transmission from animal urine, feces, or saliva.

### **Elder Services**

The BOH contracts with the Natick Walpole Visiting Nurse Association to provide many health clinic services, which are offered through the Council on Aging to Dover's senior citizens. For more information on available programs, see the association's report on page 177.

### **Communications**

The BOH publishes occasional newsletters with timely health information, and it provided continuing information for updating the Town's website on matters relating to the pandemic.

# Report of the Water Resource Committee

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Gerald L. Clarke ScD, Chair  
Gregory M. Kahoun  
Justine Kent-Uritam  
Carol Lisbon  
Ronald Myrick Jr.

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Dover residents are provided their drinking water through a variety of services. Residences, public buildings, and commercial enterprises obtain their water from on-location private wells or local public water supply (PWS) entities. These PWS companies include the Dover-based utilities of Colonial Water Company, Dover Water Department (Chickering Elementary School), Old Farm Road Water Trust, Precious Beginnings, and the out-of-town PWS utilities of Natick and Walpole.

The issue of water availability has figured significantly in numerous discussions, in professional and local studies, and in meetings going back decades. The 2018 Town Meeting authorized (Article 12) the Board of Health's Water Resource Committee (WRC) to obtain evidenced-based information on Dover's groundwater supplies, and it provided funding of \$150,000 for that purpose. The 2019 *Dover Town Report* details this study and its results.

## Committee Activities

The final report by the contractor, Kleinfelder Inc., was issued in March 2020 after several revisions were suggested by the WRC. The report, its supporting graphics, along with the video and transcript of the open meeting at which the report was presented, can be found online at <https://tinyurl/y9nwu5op>.

Winter 2019–20 was one of very sparse snow cover, which resulted in a drastically lowered contribution of water to the groundwater supply. The following spring and summer were periods of insufficient precipitation, so that by late summer, Dover, with an annual rainfall average of approximately 49 inches, was in deficit by more than 9 inches or almost 20% diminished precipitation.

Throughout 2020, WRC members actively participated in online (virtual) meetings held by the Massachusetts Water Resource Commission and the Drought Management Task Force. Throughout the summer and into the fall, Massachusetts was in a declared state of drought. For some communities, the drought of 2020 was worse than the drought of 2016. With that in mind, the WRC endeavored to influence residents to conserve water by limiting the use of outdoor watering and irrigation systems. Banners and signage were posted throughout the Town.

## MWRA and Elm Bank

Under Massachusetts Water Resources Authority (MWRA) Operating Procedure 10, Dover cannot qualify for participation in the MWRA water distribution system. The Town might, at some future date, execute its allowable access to water pumped from Elm Bank. This access falls under a cooperative agreement with the Town of Natick, which has installed a pumping station in Dover. The towns of Natick, Dover, Wellesley, and Needham hold a restrictive right under Massachusetts law (1986) to access the Charles River aquifer at Elm Bank for the purposes of pumping water for public domestic use. Only Natick currently does this, subject to an agreement with Dover. If Dover should ever require the use of Charles River water, it has the legal right to use water drawn at Elm Bank.



*Lilies on Springdale. Photo by Amelia Slawsby.*



# Report of the Tick-Borne Disease Committee

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Stephen Kruskall, MD, Chair  
Tim Holiner  
Matthew Schmid

Jim Palmer, Deer Management Agent  
Mike Francis, DMP Representative  
Jay Walsh, DMP Representative

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## Mission

The mission of the Board of Health's (BOH's) Tick-Borne Disease Committee (TBDC), formerly known as the Lyme Disease Committee, is to seek the reduction of tick-borne diseases in the Town of Dover by informing residents about personal and property protection against ticks, disease transmission and recognition, and methods for overall tick density reduction. The TBDC makes recommendations to the BOH and the Town's governing bodies for implementing these goals.

## Personal and Property Protection

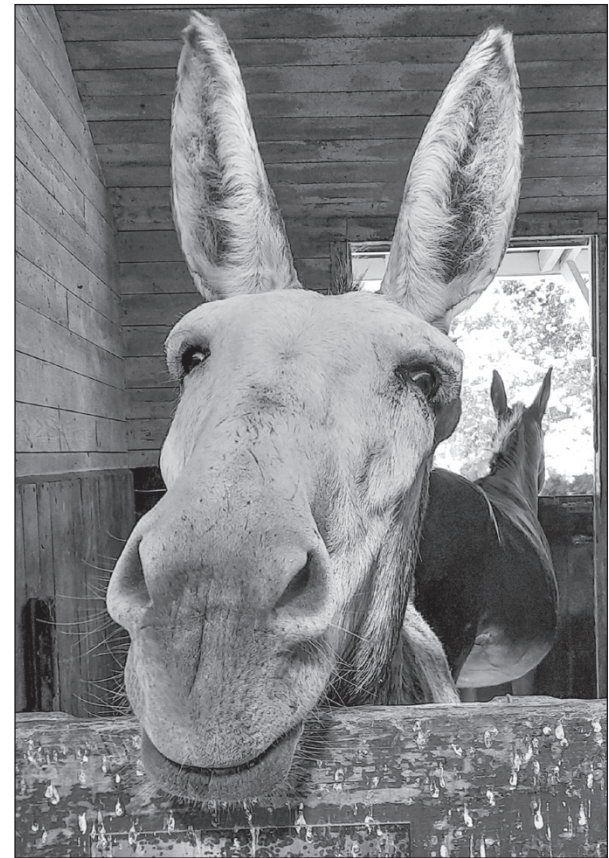
One of the TBDC's major efforts is to educate residents about personal and property protection. It does so by distributing materials produced by the TBDC, the Massachusetts Department of Public Health, and the Centers for Disease Control and Prevention. Materials are made available at several locations throughout Dover, including the Town House, the Town Library, the Post Office, and the Police Department, as well as through e-mails to parents of school-aged children. The TBDC updates the Town of Dover website with tick alerts and other helpful data and provides additional information on its own website ([www.doverlyme.com](http://www.doverlyme.com)).

## Deer Management Plan

Since 2010, the TBDC has implemented a yearly Deer Management Plan (DMP), a regulated hunting program based on the experience and guidance of the Massachusetts Division of Fisheries & Wildlife (MassWildlife) and on Dover-specific rules and regulations, the most specific of which is that only bow hunting from tree stands is allowed. The plan is administered on Town-owned and other conservation land, as well as on private properties with signed permission from the landowners. As in past years, extensive signage was posted along trails and at entrances to all properties participating in the DMP.

Fifty-six hunters were certified for the 2020 hunting season, during which hunting was permitted on various Town properties (a downloadable map of public lands should be available on the TBDC website). By season's end on December 31, a total of 22 deer had been harvested. This year's total continues to be in line with the average of previous years' individual harvests and will hopefully maintain the deer population in Dover at least at a stable level, if not reduce it slightly. Most importantly, no injuries or complaints were reported to the Police Department, the TBDC, the BOH, or the deer management agent.

The BOH and TBDC believe that the current three-pronged approach to managing tick-borne diseases—personal hygiene, property management, and deer and tick density management—has been successful in reducing tick-borne disease incidence rates in our area.



*Photo by Jennifer Luethy.*

# Report of the Norfolk County Mosquito Control District

David A. Lawson, Director

The Norfolk County Mosquito Control District (NCMCD) takes an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

## Surveillance

We engage in an intensive monitoring process through weekly field collections and data analysis, in collaboration with the Massachusetts Department of Public Health, to detect disease-vectoring mosquitoes. Virus isolations help us focus our surveillance on hot zones, allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes. We had 124 requests for service in 2020. We submitted 21 samples and one West Nile virus isolation was found.



Photo by Ford Spalding.

## Water Management Activities

An important component of IPM is the management of existing flow systems that, if neglected, can contribute to mosquito breeding. In addition to performing drainage system maintenance, NCMCD personnel are engaged in: communication with residents and town, state, and federal officials; site visits; monitoring; wildlife management; and land surveys. Maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

- Culverts cleared: 59
- Drainage ditches checked/hand-cleaned: 2,230 feet
- Hydrants shoveled when needed during culvert work: 0
- Intensive hand-cleaning/brushing: 0 feet\*
- Mechanical water management: 0 feet
- Tires collected: 0

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

## Larval Control

When mosquito larval habitat management is not possible, larvicide application to control larval mosquito populations is the most environmentally friendly and effective method of disease control. An intensive monitoring program aids in our decision to effectively target culprits locations.

- Spring aerial larvicide applications (April): 113.3 acres
- Summer aerial larvicide applications (May–August): 0 acres
- Larval control (briquette and granular applications by hand): 12.3 acres
- Abandoned/unopened pools or other manmade structures treated: 0 briquettes

## Adult Mosquito Control

Adult mosquito control is necessary when public health and quality of life are threatened by disease agents, overwhelming populations, or both. Our rigorous surveillance program, along with service request data and state-of-the-art GPS and computer equipment, helps us effectively target treatments. In 2020, the NCMCD sprayed 2,793 acres with aerosol ultra-low-volume applications of insecticide.



## Report of the Animal Control Officer

Lorilyn Sallee

Type of Call	# Calls
Loose, Missing, Returned Animals	136
Dogs Hit by Motor Vehicles	3
Dog Bites	10
Other Animal Calls	91
Deer Hit or Killed	15
<b>Total Calls</b>	<b>255</b>

<b>Citations Issued</b>	<b>101</b>
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*Mallard at Channing Pond. Photo by Beth Zaffino.*

## Report of the Natick Walpole Visiting Nurse Association

### Board Officers

Sheila Ahmed, President

Callum Maclean, Treasurer

Virginia Fettig, JD, Secretary

### Agency Leadership Team

Elaine D. Stephens, RN, MPH, FHHC, CEO

Alyssa Kaiser, RN, BSN, Public Health Nurse Specialist

Simone Carter, RN, BSN, Public Health Nurse Specialist

The Natick Walpole Visiting Nurse Association (VNA) is a nonprofit, community-based, Medicare-certified home care agency providing high-quality home health, palliative, and public health programs and services to people of all ages in Dover and more than 40 surrounding communities.

The VNA's nursing services include physical, occupational, and speech therapy; medical social work; home health aides; maternal and child health services; pediatric nursing; and the services of a geriatric nurse practitioner. The agency also has nurses who are certified in intravenous therapy and wound care. The agency delivers telehealth services, which encompass various technologies and tactics for delivering virtual medical, health, and education services.

Alyssa Kaiser serves as the agency's public-health nurse specialist, whose primary role is to provide public health services and educational programs for the towns we serve. This year we added Simone Carter, RN, BSN, who is a public-health nurse specialist. The COVID-19 pandemic increased the volume of communicable disease follow-up that was needed and made it necessary to have two nurses. We also wanted to have a back-up nurse at such a critical time.

The VNA provides the Town of Dover with the following health services:

**Home Care** promotes good health and maximum functioning for disabled residents of all ages. The VNA provides nursing, therapy, social work and home health-aide services to residents who have been referred to the VNA by physicians, hospitals, and nursing homes. Telehealth services, wound-care specialists, and high-tech nursing care for complex care needs are also available. The VNA conducts home assessments and provides both home care and health promotion visits for Dover residents with chronic illnesses or conditions or who might need information or access to services. Families interested in learning more about available community resources and Town

departments seeking information can call the VNA for guidance. The nurse or therapist providing the assessment or information will help the caller identify appropriate services, with the goal of preventing unnecessary hospitalizations or institutionalizations. When possible, the VNA may apply the reimbursement available for the care as well as perform all the services ordered by the client's physician. A nurse practitioner service is available for anyone unable to get to a physician's office.

**Senior Health Assessment and Education Clinics** are coordinated in conjunction with the Dover Council on Aging. These clinics are developed and led by our public-health nurse specialist to provide health assessment and counseling, and to address various health issues, such as medications and chronic diseases. The clinics also cover other community resources available to seniors.

**Maternal/Child Health Services** promote the health and stability of families during pregnancy, childbirth, and child-rearing years. Our maternal child-health nurse specialists are certified lactation counselors provide assessment, teaching, and support through home visits.

**Communicable Disease Services** promote the prevention and control of communicable diseases through case finding, education, and the provision of follow-up care in coordination with the Massachusetts Department of Public Health (DPH). Case finding is conducted through the state MAVEN system. Visits, education, and immunization are all part of this service. Due to the pandemic, coordination with the DPH was an all-consuming task during the past year.

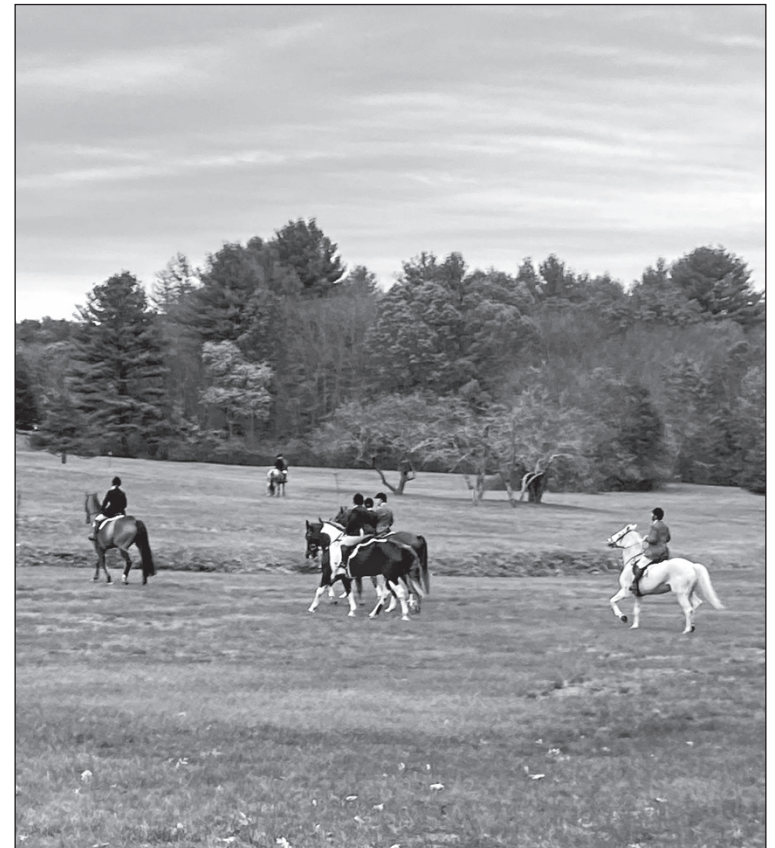
### 2020 Public Health Statistics for Dover

COVID-19 Tracking/Tracing and MAVEN Follow-Up:	716.5 hours
Senior Clinics Held:	2
Flu Immunization Clinics Held:	2

# DOVER

## *Land Use Reports*

# 2020



## *Report of the* **Planning Board**

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Carol Chirico, Chair  
Carol Lisbon  
Mark Sarro  
Jody Shue  
George Sidgwick  
Bill Motley, Associate Member

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The Planning Board is composed of five elected full members and an elected associate member. Consulting Planner Gino Carlucci and part-time Planning Assistant Susan Hall support the work of the Board. The Board's duties are set forth in various state laws (Chapters 40A and 41 of the Massachusetts General Laws [MGL]) and the Town of Dover Zoning Bylaws and Subdivision Bylaw. The Board is often asked to provide advice and recommendations to the Board of Selectmen (BOS) on a variety of matters. Planning Board members also serve on the Open Space Committee, attend the meetings of other Town boards and participate in ad-hoc committees relating to planning issues such as the Water Resources Study Committee and the Hale Reservation working group.

Each full member of the Board serves a five-year term. The associate member serves a two-year term. Midterm vacancies on the Board are filled by appointment by the remaining Board members and the Selectmen until the next election, at which time the newly elected member serves for the remainder of the term. In 2020, George Sidgwick was elected to a five-year term. Tara Nolan resigned from her associate member position, and Bill Motley was appointed to finish the two-year term. The Board recognized and thanked Gino Carlucci, who is stepping down as the Town's consulting planner, for his many years of service to the Town. This year, the Town approved a request initiated by the Planning Board to hire a full-time land use planner, who will begin in January 2021.

### **Board Review and Approvals**

In 2020, the Board held 15 public meetings on a range of issues. The Board's meetings were held remotely beginning in March 2020, due to COVID-19 restrictions. The reviews and approvals by the Board in 2020 are summarized as follows:

**Subdivision Applications:** Pursuant to Massachusetts law, the Board governs the local subdivision process. A subdivision can be approved only after the Board conducts a public hearing and makes detailed findings. In 2020, there were no new applications for subdivision approval, however,

the Board continued to monitor the Haven Meadows subdivision proposal, which was the subject of numerous Conservation Commission hearings.

**Site Plan Reviews:** The Board conducts site plan review of certain proposed as-of-right uses before the Town issues a building permit. The review process regulates permitted uses by imposing conditions, limitations, and safeguards taking into consideration factors such as public safety, potential impacts on existing structures, open space and Town resources. In 2020, there were no applications for site plan review.

**Sign Permits:** The Board reviews sign applications and issues permits for signs. The number and nature of signs are of particular importance in preserving the Town's rural character. Although there were no sign applications in 2020, the Board amended its regulations to address sign maintenance and to clarify that once a sign was removed, a new application must be filed.

**Scenic Road Applications:** The Board has jurisdiction over the Town's 27 designated Scenic Roads. Before altering any trees or stone walls within a Scenic Road right-of-way, a property owner must obtain permission from the Planning Board at a public hearing. In 2020, the Board acted on two applications.

**Approval Not Required (ANR) Plans:** Under the state ANR process, the Board has the authority to endorse property owners' plans to create new lots on existing roads if the resulting lots comply with local zoning dimensional requirements and have adequate access. In 2020, the Board endorsed three ANR plans. Given the interest of nearby property owners in proposed ANRs, the Board continued its practice of giving informal notification to abutters of ANR applications.

**Special Permits for Wireless Service Facilities:** The Board is the Special Permit Granting Authority for certain land uses such as personal wireless service facilities and construction in the business, manufacturing, and medical-professional districts of Dover. In 2020, the Board approved two special permits for adding wireless equipment on the existing monopoles located at 2 Dedham Street and 9 County Street.

## Other Business

**Zoning Bylaw Amendment:** In 2020, the Board prepared an amendment to Section 185-43 of the Zoning Bylaw (Accessory Apartments), with the expectation of bringing it to the 2020 Annual Town Meeting for a vote. The current Accessory Apartment Bylaw, added in 1986, is confusing and significantly limits the ability to develop an accessory dwelling unit (ADU). The amended bylaw will: apply to all single family structures in Dover,

not just those constructed before 1986; clarify that an ADU can be in a separate structure like a barn or other free-standing structure; and change square footage allowance for an ADU from 900 to 1,200 square feet. The bylaw mandates more restrictive side and rear-yard setbacks for ADUs and maintains the Zoning Board of Appeal as the Special Permit Granting Authority. The Board believes this bylaw amendment will benefit Dover as it will increase housing diversity without changing the Town's character. The Board was not able to present the bylaw amendment to Town Meeting due to COVID-19 and will pursue the passage of the amendment at the May 2021 Annual Town Meeting.

**Dead-End Streets:** The Board updated its regulation on dead-end streets by replacing Section 248-12E of the Town of Dover Bylaws in its entirety. The new regulation prohibits dead-end streets unless an applicant applies for a waiver that shows that the proposed dead-end street is in the public interest and meets certain design requirements and planning goals including: the preservation and/or enhancement of vistas, scenic or historic environs, stone walls, vegetation and trees, and topographical features; enhanced abutter privacy; and prevention or reduction of environmental impacts, including impacts to wetlands.

**Recommendations to the BOS:** The Board was asked to provide comments to the Board of Selectmen on a proposal for a Chapter 40B development at 61-63 County Street. The Board provided comments on the following areas of concern: availability of water, sight lines, traffic, lighting, impervious surfaces, and a building and site design that is incongruent with existing patterns of development. The Board noted that the location on Route 109 was a positive feature as the road could handle additional traffic, and it also commented that the rental nature of the project will expand housing diversity options in the Town, meeting a regional need for increased rental housing.

The Board was asked to provide comments to the Board of Selectmen on the acceptance of Stagecoach Lane as a public way. In 2019, the Board reviewed the as-built plan and determined that all associated infrastructure had been constructed according to the submitted Definitive Subdivision Plan. This year, the Board recommended that Stagecoach Lane be accepted as a public way, and that the Town accept an easement for access, plowing, and maintenance. Underground utilities in the roadway will remain private.

The Board's input was also requested by the Board of Selectmen regarding the exercise of a statutory right of first refusal for the purchase of a parcel of land on Dedham Street due to its MGL Chapter 61A tax status. The Board held a site visit and voted to recommend that the Town not acquire the parcel.



## Appreciation

The Planning Board sends its sincere thanks to retiring Board member Henry Faulkner. Henry was recognized with a citation from State Representative Denise Garlick, as well as with a resolution from the Board of Selectmen for his 27 years of service as a Planning Board member. During his time on the Board, which included terms over the past five decades, Henry liaised with the Conservation Commission, the Open Space Committee, and served as a board member of the Dover Land Conservation Trust.



*Photo by Howard Reisman.*

## *Report of the* Zoning Board of Appeals

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R. Alan Fryer, Chair  
Erika Alders, Member  
LaVerne A. Lovell, Member  
Michael Donovan, Associate Member  
H. Hamilton Hackney, Associate Member

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The Zoning Board of Appeals (ZBA) has jurisdiction over appeals from rulings of administrative officials of the Town made under the “Zoning Bylaw” or, if specifically required or allowed under the Bylaw, upon direct application under the Zoning Bylaw or Massachusetts General Laws (MGL), Chapter 40A. Depending upon the zoning district, certain uses of property also require prior approval of the ZBA. The ZBA has authority to grant a variance from the terms of the Zoning Bylaw under certain limited circumstances, and it also has jurisdiction to hear cases involving “Special Permit” requests and requests for Comprehensive Permits under MGL, Chapter 40B. Additionally, the Zoning Bylaw requires ZBA review of additional construction on land where existing structures or uses, due to changes in the Zoning Bylaw, have become nonconforming. While such structures or uses may remain in their current state, any alteration, addition, or expansion on the property requires ZBA approval. The ZBA is also responsible for reviewing and acting upon requests for approval of alteration or construction within 150 feet of specified water bodies in Dover, most notably the Charles River. Copies of the Zoning Bylaw and also of the ZBA’s governing rules are available from the Town Clerk.

The ZBA follows procedures designed to hear the concerns of all potentially interested parties and to consider whether the relief requested is appropriate under the Zoning Bylaw. Most applications to the ZBA are required to start at the Building Department, with a review of the proposed activity under the Zoning Bylaw and a written denial of the proposed activity from the Building Inspector, before the ZBA may consider an application. The ZBA acts on an application only after holding a public hearing, a notice of which must first be posted in the Town House, published in a local newspaper, and sent by mail to the applicants and other interested parties, as defined by law, including to the abutters of the property in question. Any interested party, whether or not entitled to receive notice of the hearing, may appear at the hearing and be heard. Evidence on the application continues to be received by the ZBA until the hearing is closed. Once the ZBA reaches a decision on an application, a decision is written and filed with the Town Clerk. Notice of the decision is given to the persons entitled to notice of the hearing, and the ZBA’s

During 2020, the Board received four applications.

The members of the ZBA wish to express their profound gratitude to Tobe Deutschmann for his long service as a member of the ZBA and for his service to the Town on the Board of Selectmen, the Warrant Committee, the Long Range Planning Committee, the Capital Budget Committee, the Police Chief Search Committee, and the Boy Scout Troop Committee. We will miss his sound judgment, his profound sense of fairness, and the wisdom that comes with the long institutional memory that he brought to bear. At the same time, we welcome the ZBA's newest member, Erika Alders.



Craig S. Hughes, Superintendent of Streets  
John Robert Tosi Jr., Interim Superintendent of Streets

To more effectively control water runoff, berm was installed on Walpole Street, Centre Street, Crest Drive, and Village Hill Road. We continue to clean approximately 1,200 catch basins twice yearly as required by the Massachusetts Department of Environmental Protection and to haul the material to an approved disposal site.

We composted approximately 1,200 yards of leaves collected from the Transfer Station, which we spread on Walpole Street, Centre Street, Crest Drive, and Village Hill Road. We contracted out the painting of approximately 600,000 feet of pavement markings, crosswalks, and stop bars throughout the Town.

The summer brought many severe wind and rain storms to the region, bringing down many trees and limbs and causing several power outages. We cleaned up debris throughout the following month.

In keeping with our five-year pavement management plan, we applied approximately 1,600 tons of asphalt to Church Street, Forest Street, Pegan Lane, and the parking area at Caryl Fields.

Dover residents threw away 1,348 tons of solid waste that was transported mainly by the Highway Department personnel in 134 trips to Wheelabrator Millbury, Inc. Please refer to the report of the Recycling Committee (page 209) for the tonnage of recycled materials collected, which, due to historic pandemic year, has substantially increased. We are especially indebted to Wade Hayes and Bill Martin for keeping the Transfer Station open and operating throughout this stressful year.



### Solid Waste Tonnage to Millbury

2014	2015	2016	2017	2018	2019	2020
2,123	2,128	1,921	1,327	1,247	1,233	1,348

### Per-Ton Tipping Fee (\$)

2014	2015	2016	2017	2018	2019	2020
74.81/	64.00/	64.00/	66.00/	67.17/	68.18/	68.97/
75.66	64.00	66.00	67.17	68.18	68.97	69.82

### Cost for Solid Waste Disposal at Wheelabrator (\$)

2014	2015	2016	2017	2018	2019	2020
159,749	136,216	124,832	88,331	84,409	85,881	93,825

### Streetlights

The Town owns and maintains 67 overhead streetlights. Due to a power surge from one of the storms this summer we had to replace Dover's traffic signal control box, which is currently running smoothly.

### State Aid (Chapter 90)

We did not use any state aid funds this year.

### Snow and Ice

Winter 2019–20 brought approximately 19 inches of snow. The following log represents our responses to the season.

Date	Snow/Ice	Inches	Equipment Used
December 2019			
1–2	Snow	7	Sanders/Plows
3	Snow	5	Sanders/Plows
11	Snow	2.5	Sanders/Plows
17	Ice		Sanders
January 2020			
18–19	Snow	3	Sanders/Plows
February			
1	Snow	0.5	Sanders
6	Snow	1	Sanders
13	Ice		Sanders
14	Ice		Sanders

### Garage Operation

The Town Garage was built in 1998 and continues to serve the Town well. It is occupied by the Highway Department, the Cemetery Department, and the Town Engineer. Space is also provided to the Parks and Recreation Department and the Water Department. I thank Karl Warnick and his staff for keeping the building in excellent shape.

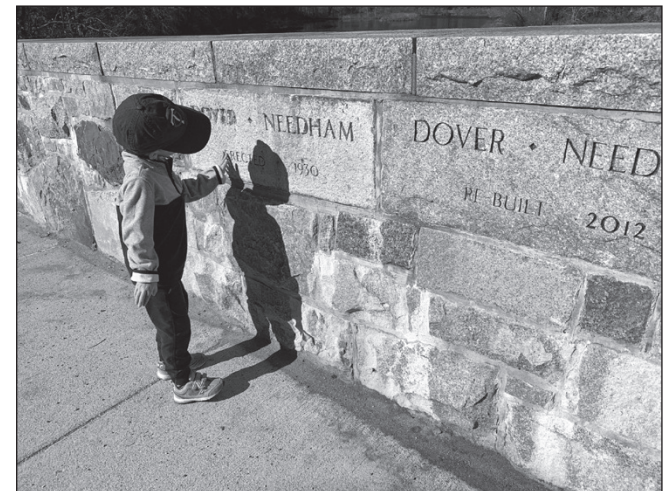
### Appreciation

Thanks go to my personnel, the Cemetery Department, and the Parks and Recreation Department for another good year of working together. I also recognize the boards and committees for their support and time. A big thank-you goes to the many groups who donate their time and materials to maintaining the various landscape islands throughout the Town: The Garden Continuum, Strawberry Hill Landscaping, and Betty Brady. Also, many thanks go to the Recycling Committee for their hours of work to promote and encourage the Town's recycling efforts. –Craig Hughes

### Departmental Note

Craig Hughes officially retired after 34 years working for the Highway Department. A lifelong resident of Dover, his love for this Town was shown in how he operated “his” Department. Craig was very appreciative and supportive of his staff and was always available to help Dover residents in many ways. We owe him a lot. He will be greatly missed by all, and we wish him many good years in his retirement. Thank you, Craig!

John Robert (Bob) Tosi Jr., has stepped up to fill in and was appointed as interim superintendent of streets in December. We move forward with the Department in capable hands.



*Dover-Needham Bridge. Photo by Carol Lisbon.*

## *Report of the* **Parks and Recreation Commission**

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Chris Boland, Chair  
Eric Loeffler, Treasurer  
Jen Daman, Secretary  
Peter Davies, Commissioner  
Valerie Lin, Commissioner

Mark Ghiloni, Director, Parks and Recreation  
Nicole DiCicco, Assistant Director, Parks and Recreation  
Beth McGuire, Programming Assistant  
Tom Palmer, Groundskeeper/Heavy Equipment Operator  
Mark Travers, Groundskeeper/Heavy Equipment Operator

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The Parks and Recreation Department and its supervising Commission (collectively, P&R) provide Dover residents of all ages with positive recreational experiences through a variety of high-quality programs, activities, and services under the direction of a professional and hard-working staff that is responsive to the changing needs of the community. We are committed to preserving and protecting the natural resources and parkland while improving and enhancing all opportunities for future generations. While many of our programs were canceled, postponed, or significantly altered this year, our recreational and athletic programs continue to benefit from public, private, and volunteer partnerships. Parental involvement and volunteerism are essential to sustaining our programs, as is collaboration from other Town departments. We thank everyone who assisted us throughout the past year.

### **COVID-19 Report**

From the first chaotic days of the pandemic in March, P&R followed all emergency protocols as the crisis evolved, working closely with the Board of Health, the Board of Selectmen, the chiefs of the Police and Fire Departments, the EMS coordinator, and the Council on Aging director. As a member of the Dover COVID-19 Task Force, Director Mark Ghiloni helped coordinate town-wide containment and mitigation strategies and shared the relevant information he had gleaned from meetings with the National Recreation and Park Association, the Massachusetts Recreation and Park Association, and neighboring town parks and recreation departments.

In 2020, P&R applied for federal Coronavirus Aid, Relief, and Economic Security (CARES) Act funds for COVID-related office and programming expenses. The Department used its social media platforms and newsletters

to promote the Town's COVID-19 communications page, as well as to share infographics from the Mass.gov and the Centers for Disease Control (CDC) websites to keep the community informed, healthy, and safe.

Although many of our programs were paused or canceled, we took the opportunity to consider ways in which the Department needed to adjust to the new normal and follow trends emerging from the pandemic. Namely, P&R shifted from in-person group programming and events to individual and family-focused outdoor programs and virtual programs.

As the Commonwealth gradually reopened parks and fields in the summer months, P&R adapted. The Department posted signs at each facility, and locations and activities were monitored by P&R staff, with the support of the Police Department. The community also stepped up and demonstrated prudent self-monitoring.

P&R Assistant Director Nicole DiCicco deftly modified the Department's popular Summer Playground program to conform to Massachusetts' guidelines. She hired and trained staff remotely, and promoted and registered participants. The reimagined, and renamed, Summer Club saw no COVID-19 cases or outbreaks occur and served as a model for our fall season outdoor offerings.

The Caryl Community Center's continued closure due to inadequate ventilation led to additional program cancellations through to the end of the year. The staff used the Town House's Great Hall to provide limited programming as the weather changed, but we were unable to secure an ongoing alternative space for the winter months. We look forward to the public returning to the Caryl building in 2021.

Throughout the year, the staff remained busy planning new programs, researching and initiating virtual activities, and enhancing current offerings to support the recreational needs of various age groups.

### **Spring Programs**

In 2020, the vast majority of P&R's spring programming and events were canceled and refunds were issued to those people who had already registered. All in-person programming was prohibited to comply with the stay-at-home order issued by the Commonwealth of Massachusetts.

The following spring programs and events were canceled:

- Spring Egg Hunt and the Eliot Hodgkins Fishing Derby at Channing Pond
- Spring Break All-Star Sports Program
- Coach Pete's Sports Programs (Lacrosse, T-Ball/Baseball, Soccer, and Flag Football)
- Dover-Sherborn Youth Baseball and Softball Club (DSYBS)
- PROformance Soccer



- Adult Exercise Classes, Zumba Gold, and Pickleball
- Musical Theater and Hip Hop Dance Classes
- Dover Youth Tennis Tournament and Tennis Lessons with Peter Cooper
- Tae Kwon Do with Master Jean Theodat
- Powisset Farm/Rocky Woods cooking and nature programs
- Funtastic Workshops CSI: Crime Scene Investigation (new for 2020)
- Ice Skating Lessons

P&R instead shifted its focus to virtual and online programming during the height of the spring pandemic surge. The Babysitting 101 and Home Alone Safety Training Courses became virtual classes, with five participants, and the Department engaged with Dover residents through social media platforms. P&R also held virtual storytimes and exercise classes, and it promoted messages from the Board of Health, the State of Massachusetts, and the CDC as the community adjusted to Governor Baker's stay-at-home orders.

## Summer Programs

**Summer Club:** Forty returning families who had registered their children for Summer Playground in 2019, along with 17 first-timers, participated in the condensed version of the club held this year. P&R worked closely



*Summer Club. Photo courtesy of Dover Parks and Recreation.*

with the Board of Health and strictly followed CDC guidelines for health and safety. The program ran three mornings per week throughout the summer, with an additional session added in the first week of September due to the late start of school. An average of 40 elementary-school-aged children attended the sessions each week. With the Chickering Elementary School campus closed throughout July and August, the program was held outside behind the Caryl Community Center, with 200 children in grades K–5 participating over the five total weeks offered. Fourteen Dover high school and college students served as counselors, and activities were planned and managed by adult supervisors. The program was extremely successful and provided the young participants with urgently needed social engagement time that most of them had missed during the spring school closures. It also provided the counselors with invaluable experience to add to their resumes.

### Free Family Fun Hikes

Twelve families joined Assistant Director DiCicco on a Monday or Friday morning hike through some of Dover's beautiful trails for four weeks in July and August. Twenty-four children participated, many of whom requested that the hikes be continued into the fall. Nicole incorporated nature education and an art project into each hike. The program was run in partnership with the Open Space Committee.

### Tennis Lessons with Peter Cooper

More than 100 students worked on their tennis skills with Peter during the summer months. Lesson structure ranged from private instruction to group instruction of up to four participants who met at the Caryl Park tennis courts. Families often enrolled their children in lessons together or with others in their "pod" to reduce their COVID risk.

### Esports

P&R researched esports (electronic sports) hosting service options to find popular age-appropriate games that aligned with the Department's goals and technical specifications. P&R's pilot program of competitive, organized video-gaming was launched in summer 2020 and offered Rocket League, a popular hybrid car-racing/soccer video game. Registrations for esports increased from nine participants in the pilot summer session to 20 by the end of the year. P&R will continue to evaluate and develop the program to engage gamers in this trending sport.

### Junior Golf Program

Twelve youth golfers participated in the Junior Golf program that was held for three weeks in July at the Maplegate Country Club in Bellingham, MA. P&R worked with Maplegate to ensure that all COVID-19-related protocols were followed.

The following summer programs and events were canceled:

- MetroWest SportsCenter Baseball Clinics

- Summer Concerts on the Common and School's Out June Concert featuring Knucklebones games
- Summer Skills Basketball Clinics at the Charles River School
- Coach Pete's All Star Sports, Summer T-Ball/Baseball, and the Dover-Sherborn Middle School Travel Program
- Tennis Clinics

## Fall Programs

### Halloween Pumpkin Decorating Event

On Halloween afternoon, masked families arrived at the Caryl Community Center parking lot and were directed to their own table complete with decorating materials and a pumpkin for each child. Five time slots were available to keep families safe and well distanced, which allowed 57 costumed participants to enjoy creating their masterpieces. Each child also left with P&R bags filled with treats and prizes.

### Virtual Halloween Costume Contest

P&R's first annual Costume Contest was held virtually, with families submitting their photo entries via social media and e-mail. Children and families competed in four categories: age groups PreK–1, grades 2–4, grades 5–8, and a family/group category. The virtual contest was well received with 41 contestant entries. Prizes were awarded to the top three contestants in each category. The panel of judges included a *Hometown Weekly* editor who covered the event for the paper.

### Caryl Art Club

Assistant Director DiCicco ran this program outdoors from August through October, which averaged 14 participants each three-week session. Nearly three-quarters of the participants registered for all three months, allowing them to form longer-term friendships with their fellow young artists and the instructor. Two large tents located at the far corner of the Caryl Community Center parking lot accommodated the weekly projects. Minimal rain or snow days meant few cancellations due to weather through the month of October. In November, the program was moved into the Great Hall in the Town House where it continued until the end of the year.

### Hikes & Crafts/Private Group Hikes

In 2020, the previous no-fee Family Fun Hikes shifted to a fee-based, drop-off program and was renamed Hikes & Crafts. Between August and November, Assistant Director DiCicco led between two and five children along various Dover trails, with each session culminating in a seasonal nature-based craft. She also offered birthday and special-event hikes that were perfect for small socially distanced gatherings.

### PROformance Soccer Clinics

This popular soccer program focused on skill building during a five-day clinic was held in late August and hosted 20 participants ages 6–11. An eight-week fall session met on Tuesdays with 28 participants ages 6–11. All staff and participants complied with COVID-19 protocols. We were unable to bring PROformance inside the Caryl Community Center in December, as the building remained closed to the public.

### Tennis Lessons with Peter Cooper

Tennis lessons continued through October at the Caryl Park tennis courts with 61 participants ranging in age from five to 49 years.

### Esports: Metrowest League

Dover P&R teamed up with the recreation departments of Norwood, Medfield, and Medway using the GGLeagues platform. Dover gamers engaged in some neighborly competition among Metrowest towns in games such as Madden, Super Mario Smash Bros, and Fortnite. The league cross-promoted using hashtags such as #metrowestrecreation, #massrpa, #doveresportsleague, and each participating town's social media tag (for example, #doverrec).

The following fall programs and events were canceled:

- Dover Days Fair (including the Dover Dash 5K and Fun Run)
- Coach Pete's Sports Programs (Lacrosse, Flag Football, and Baseball/T-Ball)
- Ice Skating Lessons
- Musical Theater and Hip Hop Dance Classes
- Tae Kwon Do

## Winter Programs

### Hikes & Crafts

Dover families continued to express interest in this program with 11 children signed up for December weekly hikes. Participants dressed for the weather and Assistant Director DiCicco planned appropriate crafts to attempt in the cold outdoors.

**Ice Skating at Channing Pond:** We continued to open the pond for winter skating as often as weather and temperatures allowed. Safety and ice conditions are our top priority. We always hope that temperatures cooperate and that we have long stretches of skating throughout the winter.

**Ice Skating Lessons:** Our partnership with the Skating Club of Boston/Boston Skating Academy is ongoing. Classes offered through P&R are held exclusively at the new Norwood facility. The Micheli Center boasts three

rinks, including an Olympic-size arena. This great local program offers instruction at various levels and types of skating and helps participants progress and refine their skating skills.

**Winter Ski and Board Program:** This ski and snowboard lesson program for students ages 7–15 returned to Blue Hills Ski Area in Canton, MA, for five consecutive Wednesdays. The maximum number of participants allowed was scaled back due to COVID-19 restrictions, with Dover registering nine students.

**Esports Metrowest Tournament:** The Metrowest League expanded to include all of parks and recreation departments in the original towns plus Franklin, Ashland, Millis, and Holliston. Six gamers chose to compete in four different video games in December. The Metrowest League also offered three days of tournament play during the school winter break with three different video games, as well.

The following winter programs and events were canceled:

- Winter Tree Lighting and Cookie Decorating Event
- Indoor Tennis Lessons
- Intramural Basketball
- Coach Pete's Sports Programs (Basketball, Floor Hockey, and Wacky Wednesdays)
- D-S Middle School Ski Program at Nashoba Valley
- PROformance Soccer
- Musical Theater and Hip Hop Dance Classes
- Tae Kwon Do
- Adult Exercise Classes, Zumba Gold, and Pickleball

## Facilities and Parks

In addition to providing programming in the Caryl Community Center, P&R maintains park areas for the enjoyment of Dover residents and non-residents alike. Caryl Park, Channing Pond, and the Riverside Drive boat landing are popular recreational destinations. Five smaller park parcels in Town are maintained by P&R, as are lands surrounding Chickering School, the Town Library, the Protective Agencies Building, and the Town House. P&R's vehicles and heavy equipment are located and maintained at the Town Garage.

**Caryl Community Center:** The building was closed to the public for nine and a half months in 2020 due to health and safety concerns. In August, the Town hired a firm to determine if the air quality and ventilation systems in the building fell within state standards. After the firm recommended

essential remediations, the Board of Health decided that the building would remain closed to the public until work on it was completed. The P&R staff and the Council on Aging staff continued working in their offices while following safety protocols. We hope that the building will reopen to lessees and the public in January 2021.

Director Mark Ghiloni and the P&R Commission worked with the Community Center Building Committee, the architect firm of Fennick McCredie Architecture, and the Caryl Management Advisory Committee to prepare final proposals to be voted on at a Special Town Meeting in 2021 by attendees who will choose between renovating the current building or constructing a new one.

**Parks:** P&R saw a significant increase in park, playground, and trail usage throughout the year as public health officials recommended people recreate outdoors. Dover community members, especially families, took advantage of the Town's open spaces for exercise and as a safer means of conducting socially distanced meetings.

The Department completed a number of maintenance projects throughout the year, which included the Caryl Park field parking-lot pavement project, which resolved the issue of reoccurring potholes due to rain and snow, and which also resulted in an improved parking experience. In 2021, the remainder of the lot will be paved and a new field sign will be installed. P&R will continue to research ways to improve our parklands, working to make them top-of-mind destinations for community members and visitors alike.



*Photo by James Kinneen; courtesy of The Hometown Weekly.*



**Athletic Fields:** P&R's athletic fields are used by the Department and by local youth sports clubs, which include Dover-Sherborn Soccer, Dover-Sherborn Youth Lacrosse, Dover-Sherborn Girls Lacrosse, and Dover-Sherborn Youth Baseball and Softball. P&R maintains three rectangular multipurpose sports fields—two at Chickering Fields and one at Caryl Park. There are also two baseball diamonds—one at Chickering Fields and one at Caryl Park.

P&R is committed to providing all youth athletic teams with safe, high-quality playing surfaces throughout their playing seasons. Field use was limited and monitored to comply with state and federal regulations. The drought negatively impacted the fields due to decreased watering, as well.

During the summer, the playing fields are normally closed. However, P&R received many requests for use from youth groups, families, and individuals, and so the Commission agreed to allow organized activities on the Caryl Park field as long as the groups submitted COVID-19 plans and agreed to comply with state guidelines. Chickering Fields remained open to residents during daylight hours.

Dover-Sherborn Middle School field hockey merged with other local groups to form the Dover-Sherborn Youth Field Hockey League. The league and the soccer groups were back on the fields in the fall months under a modified format to follow state COVID-19 guidelines. We have received and will display new Caryl Park field signs in spring 2021, thus beginning phase one of P&R's town-wide facility signage improvement effort.

## Appreciation

We thank all members of the Parks and Recreation Department for their dedication in coordinating programs, events, and playfields. We extend a special thank-you to P&R Director Mark Ghiloni for calmly leading the staff through the pandemic with good judgment and patience. Mark continues to play a significant role in advocating the goals and vision of the Department as the Town moves forward with its Caryl Community Center building plans, as well. Finally, our sincere thanks go out to all the volunteers and staff members who help the Department. Our staff continues to maintain a high standard for outdoor spaces and quality programming, and our volunteers have been outstanding, as always, by providing children with the opportunity to learn and grow through our programs. The contributions of these individuals are greatly appreciated by the children and their families, and we add our own heartfelt thanks.



*Photo courtesy of Dover Parks and Recreation.*



# Parks and Recreation Revolving Fund

For the Year Ending June 30, 2020

	FY20 Reserve Beginning Balance	Revenues	Expenses	Over/ Loss	FY20 Ending Balance
<b>Program</b>					
Baseball Coaches Academy	\$0	\$560	\$(1,615)	\$(1,055)	\$(1,055)
Baseball/Softball/T-Ball Spring	14,057	23,765	(11,498)	12,267	26,324
Basketball Intramural	0	11,407	(5,411)	5,996	5,996
Coach Pete Programs	15,000	40,245	(37,170)	3,075	18,075
Dover Days Fair	5,000	4,837	(5,370)	(533)	4,467
Field Hockey	5,000	800	(6,016)	(5,216)	(216)
Fishing Derby	1,200	20	(20)	0	1,200
Misc./Overhead	0	4,155	(1,153)	3,002	3,002
Other Programs	5,000	8,819	(4,060)	4,759	9,759
Programming with PROformance Soccer	0	18,480	(18,336)	144	144
Programs with Powisset Farm	0	1,950	(975)	975	975
Ski Programs	5,000	22,678	(24,925)	(2,247)	2,753
Summer Concerts	4,000	0	(4,400)	(4,400)	(400)
Summer Playground	25,000	65,720	(57,542)	8,178	33,178
Tae Kwon Do	6,081	12,272	(12,235)	37	6,118
Tennis	43,809	58,185	(49,120)	9,065	52,874
Theater and Dance Programs	0	1,460	(1,450)	10	10
<b>Program Totals</b>	<b>\$129,147</b>	<b>\$275,353</b>	<b>\$(241,295)</b>	<b>\$34,058</b>	<b>\$163,205</b>

(Continued next page)

# Parks and Recreation Revolving Fund

For the Year Ending June 30, 2020 (cont'd from previous page)

	FY20 Reserve Beginning Balance	Revenues	Expenses	Over/ Loss	FY20 Ending Balance
<b>Operations</b>					
AED Replacement	\$1,000	\$0	\$0	\$0	\$1,000
Benches for Channing Pond	1,000	0	0	0	1,000
Caryl Park Tennis Court Lights	0	0	0	0	0
Caryl Parking Lot Paving	0	0	0	0	0
Caryl School Repair	10,000	0	0	0	10,000
Chairs for Programs	1,200	0	(526)	(526)	674
Channing Pond Maintenance	30,000	0	0	0	30,000
Credit Card Fees	11,000	0	(7,541)	(7,541)	3,459
Development of New and Current Programs	14,760	0	(1,111)	(1,111)	13,649
Equipment Room Organization	3,009	0	0	0	3,009
Field Maintenance	64,000	24,474	(50,860)	(26,386)	37,614
Field Signage	10,000	0	0	0	10,000
Irrigation Wells Maintenance	45,297	0	(960)	(960)	44,337
Maintenance Equipment	3,456	0	(775)	(775)	2,681
Marketing for Programs	9,204	0	(1,889)	(1,889)	7,315
New Water Fountain Caryl Park/Chickering	0	0	0	0	0
Office Equipment	4,050	0	0	0	4,050
Part-time Staff	2,000	0	0	0	2,000
Porta Pots	5,500	0	(1,390)	(1,390)	4,110
Printing	3,500	1,512	(4,553)	(3,041)	459
Registration Software and Website	11,000	0	(4,076)	(4,076)	6,924
Renovate Baseball Fields and Install Dugouts	27,751	0	0	0	27,751
Shed Conversion	10,000	0	0	0	10,000
Sheds	5,000	0	0	0	5,000
Split Rail Fence	3,464	0	(330)	(330)	3,134
Summer Playground Technology	3,500	0	0	0	3,500
Tennis Court Repair	68,570	0	0	0	68,570
<b>Operations Totals</b>	<b>\$348,261</b>	<b>\$25,986</b>	<b>\$(74,010)</b>	<b>\$(48,024)</b>	<b>\$300,236</b>
<b>Unreserved Funds</b>	<b>\$10,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$10,000</b>
<b>Reserve Fund Totals</b>	<b>\$487,407</b>	<b>\$301,339</b>	<b>\$(315,305)</b>	<b>\$(13,966)</b>	<b>\$473,441</b>

## Report of the Conservation Commission

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John Sullivan, Chair  
Amey Moot, Secretary  
Tim Holiner  
Jim McLaughlin  
Sarah Monaco  
David Stapleton  
Christy Violin

Janet Bowser, Consultant Agent

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The Conservation Commission consists of seven voting members and two open associate member positions. The volunteer commissioners are supported by a contracted agent and part-time administrator. The Commission is responsible for safeguarding wetland resources under the Massachusetts Wetlands Protection Act, the Massachusetts Rivers Protection Act, the Dover Wetlands Protection Bylaw, and the Rules and Regulations for the Dover Wetlands Protection Bylaw. Wetlands are protected by a 150-foot buffer zone, and rivers by a 200-foot riverfront zone. Wetlands and buffer zones offer flood control, prevention of storm damage, prevention of pollution, and preservation of groundwater, water supply, and wildlife habitat. Work performed in these and other areas requires a permit from the Conservation Commission and the Massachusetts Department of Environmental Protection.

In 2020, the Commission heard 13 notices of intent, including amendments (permit applications), four abbreviated notices of resource area delineation (to confirm bordering vegetated wetlands and other resource areas), and seven requests for determination of applicability (to decide if a permit is needed). Additionally, the Commission entertained many informal discussions with homeowners regarding the disposition of their properties that lie in proximity to wetland resources. The Commission also issued 22 certificates of compliance (to close out permitted work) and seven enforcement orders (illegal work related to clearing and filling in jurisdictional areas).

In addition to safeguarding wetlands, streams and rivers, the Commission is responsible for the stewardship of Dover-owned conservation lands totaling over 573 acres. These include Wylde Woods (200 acres), Snow Hill (almost 100 acres), Valley Farm (66 acres), 46R Springdale Avenue (24 acres), and Powisset Farm Woods (33 acres). The Commission continues to work on land management for their conservation properties, including perimeter field mowing and invasive plant removal to encourage

walking paths. On behalf of the Town, the Commission accepted a generous donation of a 6-acre parcel on Wilson's Way, and it joined the Board of Selectmen in supporting the acceptance of several new conservation restrictions held by the Dover Land Conservation Trust, to ensure further protection in perpetuity of important natural resources on several parcels of land.

Additionally, the Commission completed revisions to Town of Dover Code, Chapter 263, Rules and Regulations for the Dover Wetlands Protection Bylaw. The changes increased protected resource-area buffer zones to 150 feet, thereby increasing the no-structure and no-disturb buffer zones within the 150 feet to provide added protection to valuable resource areas.

The Commission cordially invites you to its meetings, which are open to the public and held twice monthly on Wednesday evenings. Check the Town website at [www.doverma.org](http://www.doverma.org) for meeting dates, times, and agendas. For questions about wetlands or projects on your property, please contact the Commission's office at [Lhagerty@doverma.org](mailto:Lhagerty@doverma.org) or 508-785-0032, extension 233.



*Photo by Judy Ballantine.*



## Report of the Tree Committee

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John M. Devine, Chair  
John Gilbert  
Bob Tosi

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The Town of Dover is a predominantly residential community with a strong commitment to the preservation of its land and large population of trees. The Tree Committee is responsible for the stewardship of trees located within the Town's rights-of-way. This responsibility includes the care and maintenance of shade and ornamental trees, the removal of dead and hazardous trees, and the emergency removal of storm-damaged trees.

In 2020, replacement trees and plantings were purchased for Dedham Street and Centre Street locations.

The Committee would like to thank the dedicated residents and garden club members who donate their time and services in helping maintain Dover's beautiful country charm. We would like to give special thanks to Betty Brady for her generous time devoted to the Town.

We look forward to another year of progress and urge residents to present us with ideas regarding plantings on Town property. Frequently asked questions can be found at [www.doverma.org](http://www.doverma.org). Committee members can be reached by leaving a message on the Police Department's non-emergency line at (508) 785-1130.



*Juvenile red-tailed hawk. Photo by Mary Kalamaras.*

## Report of the Tree Warden

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John Gilbert

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### Removals/Pruning

In 2020, multiple storms caused heavy damage. Dead and damaged trees were removed on an as-needed basis, and tree contractors and the Highway Department responded for clean-up. Annual prunings and removals were carried out in the cemetery.

### Insect and Disease Problems

No gypsy moth or winter moth damage was reported. The emerald ash borer has infested trees in Dover. Some of the symptoms of infestation by this invasive beetle species include a thin tree crown, small exit holes, and woodpecker damage. Early detection is important as heavily infested trees will not survive. Contact a tree specialist if infestation is suspected.

Parts of Worcester County are under quarantine for the Asian longhorned beetle. For more information, contact the Asian Longhorned Beetle Cooperative Eradication Program at (508) 852-8090.



*Photo courtesy of the Dover Town Report Committee.*



## Report of the Fence Viewers

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James P. Dawley Jr.  
Candace McCann

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Chapter 49 of the Massachusetts General Laws provides the Town fence viewers with their responsibilities: Fences are to be maintained by their owners and be 4 feet high and in good repair. Fences may be constructed out of rails, timber, boards, iron, or stone.

Fence viewers settle disputes between neighbors and “shall be paid at the rate of \$5 a day for the time during which he is employed” and may take no less than \$1. Fees are to be paid by the parties in dispute. In 2020, there were no requests from residents for our services.

The history of fence viewers in New England began in 1644 when the Connecticut Colony enacted fence legislation because of insufficient fences and unruly cattle. Fence viewers were appointed to survey the condition of fences and ensure that their owners maintained them.

As we drive along the roads of Dover, we see many types of fences under construction and many being reconstructed. We are no longer as concerned with unruly animals as we are about safety and the aesthetics of fences and gates. It is highly recommended that Dover’s citizens check the Town’s building code and confer with the building inspector when considering the installation of a stone wall, fence, or gate to ensure that any right-of-way and traffic sightline issues, designated Scenic Road considerations for trees and stone walls, and height restrictions are taken into account.



*Photo by Jennifer Luethy.*

## Report of the Recycling Committee

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Christopher Poulsen, Chair  
Janit Greenwood  
Carol Lisbon  
Wendy Muellers  
Leesa Mullin  
Lindsay Nie

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Due to the COVID-19 pandemic, the year 2020 required us to make significant modifications to the physical plant and operations of the Transfer Station. In March, the annual Spring Clean-Up of Dover’s roads was put on hold; the deposit trailer, Mary’s Swap Shop, furniture shed, and book and textile recycling bins were closed; and the sale of all types of recycling bins was suspended at the Transfer Station and Town Garage. Parking spots at the Transfer Station were changed to alternate spaces, and a one-way path to the cardboard container was designed. Hand sanitizer stations were placed around the Transfer Station, and our electronic sign was used to convey social distancing and new policy reminders. The Dover Recycling Committee (DRC) thanks the Transfer Station staff and Highway Department for their quick response to the pandemic, which allowed the Transfer Station to stay open safely, as it was deemed an essential service by the Commonwealth.

In the nine months that followed, the Committee worked closely with the Board of Health and Highway Department to resume certain facility functions and to develop “new normal” procedures and signage to ensure the safety of Dover citizens and Transfer Station staff.

The book and textile bins were reopened in June. To handle the increased volume of textiles, Bay State Textiles replaced its two bins in October with a large 16 x 8-foot trailer capable of holding 4,000 pounds and featuring two easier-to-use openings. Our two Red Cross bins continued to be used as well. In only eight months of book bin operation, Dover residents dropped off more than 31,000 books! In July, a second book bin was put into commission for use by More Than Words.

Although Mary’s Swap Shop remained closed in 2020, its space was converted to the deposit container shed, which now houses the deposit trailer that was reopened in July under approved COVID mitigation procedures. After our deposit vendor, Bullards, stopped accepting bulk deposits, we identified a new vendor, Walpole Redemption Center, which ultimately did not meet our needs. Three months later, the Committee found Boston Redemption Center based in Hyde Park. Due to its greater distance from Dover, however, it was with much regret that we had to suspend the use of

Dover nonprofits to service the deposit shed. The Highway Department now delivers the containers to the redemption center, with the proceeds going to the Town's General Fund, as with all other proceeds from recycling materials.

As for Mary's Swap Shop, the planning that began in late 2019 to redesign it as a larger, more efficient space, with more focused operations, has accelerated. Although these plans will be subject to grants and available funds, we hope a new swap shop will open sometime in 2021.

Moving forward, the DRC, along with the Highway Department, will continue evaluating the layout of the Transfer Station to improve ease-of-use and provide space for additional collection items.

## **Waste Disposal and Recycling Activity**

In 2020, the safety precautions and quarantine procedure put in place throughout Massachusetts clearly had an impact on Dover's total solid waste disposal (trash plus bulky items) plus recyclables. As expected, solid waste was up 7% and total recyclables were up 15%. Recyclable tonnage as a percentage of total solid waste plus recyclable tonnage reached an all-time high of 37.4%. Of particular note was the increase in cardboard (up 43%), glass (up 44%), and plastics, which nearly doubled. The glass volume is a result of glass bottles not being accepted at the deposit shed for nine months and reinforces how important glass bottle recycling is to the environment and our budget.

The DRC provides Town residents with community education information and announcements through two local newspapers, along with Facebook, NextDoor.com, the Town website, and strategically located electronic signage. Capabilities of the new Town website have allowed us to enhance the Transfer Station sticker application process, which can now be completed online as well as at the Transfer Station.

The sale of recycling bins, composters, and rain barrels was restarted at the Transfer Station in August. During 2020, a total of 72 recycling containers were sold to residents, up from 68 in 2019, despite nearly five months of closure due to COVID-19.

The Dover Special Recycling Weekends held in June and October continue to be very popular, with more than 16,000 pounds of confidential documents shredded, 40 bikes reused and given to Bikes Not Bombs, and 120 tires recycled. The Committee would like to thank Dover Country Properties for its continued support of the shredding program and the Dover Mobil Station for the tire recycling program. With the closure of the furniture shed we recognized an accumulating volume of used furniture disposed of in household trash. To address this issue, we partnered with the New Life Furniture Bank of MA during our October weekend. They provided a truck and collected 15 large pieces of furniture. Due to its great success, we hope to continue the relationship on a more regular basis in 2021.

Another significant event organized by the DRC is the Dover Spring Clean-Up. Although canceled in 2020 due to the pandemic, the Committee

has already secured approval from the Board of Health for new COVID-19 mitigation procedures, and it looks forward to holding this event in April 2021.

## **Grants**

In September 2020, the Massachusetts Department of Environmental Protection (MassDEP) announced that Dover had received a \$4,200 Recycling Dividends Program grant in recognition of its programs and policies to maximize waste reduction, reuse, and recycling. The \$13,500 Mattress Recycling Incentive grant received in 2019 from MassDEP was used to acquire a large walk-in container that now allows us to collect mattresses and box springs throughout the year. This service was activated in November.

## **Appreciation**

The DRC is grateful to Dover-Sherborn High School senior Katherine Whittle for her efforts on special projects as an intern for the Committee. Katherine and the Committee continue to collaborate at the Regional Schools to promote student participation in the April 2021 Dover and Sherborn Spring Clean-Ups.

The DRC would like to thank departing member Savita Shukla, whose term expired in June, for her many years of service on the Committee. We also thank dedicated Town employees Bill Martin and Wade Hayes, who work tirelessly to maintain the Transfer Station and who have used their diligence and creativity to keep us safe during this difficult year. A very special thank-you must be extended to Superintendent of Streets Craig Hughes, who retired in November. Craig's supervision over the decades is directly responsible for our wonderful Transfer Station. His leadership and willingness to act as the trash and recycling industry has changed and progressed is evident in our facility, of which we should all be proud.

Finally, the DRC thanks Dover residents for their adherence to the new policies and procedures, and for their efforts to reuse items, reduce trash, and increase recyclables. You can find more information about the Transfer Station's trash and recycling services and programs via the "Transfer Station" quick link on the Town of Dover website ([www.doverma.org](http://www.doverma.org)).

# Solid Waste and Recycling Data

For the Calendar Year 2020

	2020	2019	2015	2005
<b>Solid Waste (tons)<sup>1</sup></b>				
Refuse/Bulky Items	239	229	n/a	n/a
Trash	1,065	987	n/a	n/a
<b>Total Solid Waste*</b>	<b>1,305</b>	<b>1,216</b>	<b>2,128</b>	<b>2,488</b>
<b>Recyclables (tons)</b>				
Mixed Paper (all types) <sup>1</sup>	110	140	190	431
Cardboard	213	149	131	82
Glass	110	76	93	88
Single Stream <sup>2</sup>	0	0	117	n/a
Metal (cans and scrap)	114	114	51	135
Plastic (non-deposit #1-#7)	120	62	46	16
Electronics	17	15	25	32
Textiles <sup>3</sup>	15	13	12	n/a
Books	16	14	8	n/a
Comingled Containers <sup>2</sup>	0	0	0	17
Mattresses & Boxsprings	4	9	n/a	n/a
Special Events <sup>4</sup>	10	11	4	n/a
Food Scraps <sup>5</sup>	40	55	52	n/a
Deposit Trailer Containers <sup>6</sup>	12	22	20	15
Other	0	0	0	3
<b>Total Recyclables*</b>	<b>780</b>	<b>678</b>	<b>749</b>	<b>819</b>
<b>Total Solid Waste and Recyclables<sup>1*</sup></b>	<b>2,084</b>	<b>1,894</b>	<b>2,877</b>	<b>3,307</b>
Percentage (%) Recyclables to Total <sup>1</sup>	37.4	35.8	26.0	24.8
Households in Town (HHs) <sup>7</sup>	2,150	2,144	1,995	1,958
HHs Using Private Haulers <sup>8</sup>	635	635	n/a	n/a
Households Using Transfer Station (TS)	1,515	1,509	1,995	1,958
Solid Waste (lb.) per HH User of TS	1,722	1,612	2,134	2,541
Deposit Shed Containers (~ units) <sup>9</sup>	161,536	284,349	259,100	198,210
Recycle Bins Sold (Town Garage/TS)	72	68	n/a	n/a
Motor Oil (gal.)	800	800	550	800
Misc. Fluorescent Bulbs (LF)	12,919	6,925	2,732	1,005
Small Batteries (non-auto, lb.)	166	268	377	72

Comparison (% Change)		
1-Year	5-Year	15-Year
4	n/a	n/a
8	n/a	n/a
7	(39)	(48)
n/a	n/a	n/a
n/a	n/a	n/a
(22)	(42)	(75)
43	62	159
44	18	25
n/a	n/a	n/a
(0)	123	(16)
94	162	653
10	(34)	(48)
15	24	n/a
11	94	n/a
n/a	n/a	n/a
(58)	n/a	n/a
(5)	160	n/a
(27)	(23)	n/a
(45)	(40)	(20)
n/a	n/a	n/a
15	4	(5)
10	(28)	(37)
5	44	51
0	8	10
0	n/a	n/a
0	(24)	(23)
7	(19)	(32)
(43)	(38)	(19)
6	n/a	n/a
0	45	0
87	373	1,185
(38)	(1)	131

\* Solid waste and recycling numbers have been rounded to the nearest ton

<sup>1</sup> 2003-16 Includes Dover Trucking (mixed paper only includes DT for 2003-12)

<sup>2</sup> 2013-16 Dover Trucking (started single stream in 2013, eliminating contributions to mixed paper and comingles)

<sup>3</sup> Textile bins Transfer Station (Red Cross & Bay State), excluding D-S High School & D-S Middle School (Bay State Textiles)

<sup>4</sup> Private document shredding; tire recycling; bicycle reuse

<sup>5</sup> Invoice based from Aug 2019; prior estimated based on 10 lb./week/participating HH (versus 14% or 5.4 lb./week per MassDEP and 20 lb./week per Sherborn)

<sup>6</sup> Based on actual counts from September 2020; estimate restated from 2017, assuming 35% of containers are glass and 2.67 glass bottles/lb. (170 g. per bottle) and 30.23 cans/plastic per lb. (15 g. per can/plastic)

<sup>7</sup> Population/HHs per Town Report/census data

<sup>8</sup> Number of Dover HHs reported as customers at year end by private haulers 2003-18; Estimated for 2019 and 2020

<sup>9</sup> Estimated quantity based on proceeds



## Report of the Inspector of Buildings

Walter Avallone, Commissioner/Inspector of Buildings  
Zoning Enforcement Officer  
Felix Zemel, Local Building Inspector  
Susan Young, Administrative Assistant

The Building Department is responsible for reviewing applications and plans to construct, alter, or demolish any building or structure in Dover for compliance with applicable Dover Zoning Bylaws; Massachusetts State Gas, Plumbing, Electrical, and Building Codes; and Chapter 40A and the Massachusetts General Laws (MGL) relating to construction and zoning.

Inspectors make field inspections of buildings at various stages of construction, and also inspect all public buildings, churches, and public and private schools on a yearly basis. The Department also responds to inquiries from attorneys, land surveyors, banks, and the general public regarding zoning and building-code issues. It reviews and issues permits for floating docks as required by MGL Chapter 91: Waterways Permitting.

More than 1,400 inspections were performed in 2020 for work constructed under a building permit. Of the 10 new house permits issued, five were for the demolition of an existing house to be replaced by new construction, leaving five new residences in Dover. Inspectors completed 25 annual life and fire safety inspections for public buildings, schools, nurseries, churches, and private organizations, and a total of four common victualler license inspections for food preparation businesses.

	Applications	Fees	Value
<b>2018</b>			
New Homes	15	\$107,657	\$11,586,340
Schools	0	0	0
Additions, Remodels, Other	343	151,304	9,776,976
<b>Totals</b>	<b>358</b>	<b>\$303,038</b>	<b>\$21,363,316</b>
<b>2019</b>			
New Homes	7	\$47,442	\$5,753,560
Schools	0	0	0
Additions, Remodels, Other	368	178,026	31,043,628
<b>Totals</b>	<b>375</b>	<b>\$225,468</b>	<b>\$36,797,188</b>
<b>2020</b>			
New Homes	10	\$80,842	\$7,940,540
Schools	0	0	0
Additions, Remodels, Other	369	164,953	14,786,144
<b>Totals</b>	<b>379</b>	<b>\$245,795</b>	<b>\$22,726,684</b>

## Report of the Inspector of Wiring

Kevin Malloy, Wiring Inspector  
James Murphy, Alternate Inspector  
Paul Angus, Second Alternate Inspector

During 2020, a total of 252 wiring permits were issued, many of which required multiple inspections. In some situations, violations were noted and corrections were made. Any open permits from 2020 will be inspected and closed out in 2021.

The Inspector of Wiring can be contacted at 508-785-0032, extension 245, for any concerns related to wiring permits. You may also register a complaint or check on an electrician's license.



Photo by Jennifer Luethy.



## *Report of the* **Plumbing and Gas Inspector**

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James Vaughan, Inspector of Plumbing and Gas  
Jeffrey Harris, Alternate Inspector of Plumbing and Gas  
Michael Guida, Second Alternate Inspector of Plumbing and Gas

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During 2020, a total of 145 plumbing and 132 gas permits were issued. Rough and final inspections were made for both plumbing and gas permits for a minimum of 550 required inspections.

In some situations, violations were found and corrected with a follow-up inspection to finalize the inspection process. Any open permits from 2019 will be inspected and closed out in 2020.



*Lewis Hill. Photo by Peter Juo.*

## *Report of the* **Open Space Committee**

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Amey Moot, Chair  
Mark Adamczyk  
Henry Faulkner, Planning Board (to October)  
Boynton Glidden  
Fred Hartman  
Tim Holiner, Conservation Commission  
Greg Kahoun  
Justine Kent-Uritam  
Valerie Lin  
Carol Lisbon, Planning Board (from November)  
Tara Nolan  
Connie Sullivan (from September)  
Paul Wood (to August)  
Jerry Arnold, Long Range Planning Committee Liaison  
John Jeffries, Board of Selectmen Liaison

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The Open Space Committee (OSC) became a permanent Town government committee in 2001. Its primary purpose is to update the Town's Open Space and Recreation Plan (OSRP) in accordance with Massachusetts laws and regulations. The current plan is available on the OSC's page of the Town website ([www.doverma.org](http://www.doverma.org)). The OSC assists other Town boards in managing the recreation and conservation lands under its jurisdiction. It also strives to provide information on Dover's many open spaces and to encourage Dover residents to enjoy them.

Since there are many governmental and nonprofit entities with lands under its control, the OSC purposefully chooses its membership to better represent these interests. For example, both the Conservation Commission and the Planning Board appoint members to the OSC. The Long Range Planning Committee and Board of Selectmen (BOS) appoint liaisons. The BOS appoints the remaining OSC members, some of whom also sit on the Board of Health's Water Resources Study Committee and the Parks and Recreation Commission. OSC members are often members of ad-hoc committees and subcommittees formed to assess projects or problems in Dover. OSC members are also active with local conservation groups, including The Trustees of Reservations (The Trustees), the Upper Charles Conservation Land Trust (UCCLT), the Dover Land Conservation Trust (DLCT), Hale Reservation, Massachusetts Audubon Society, and the Norfolk Hunt Club.

Given this broad representation, discussions during OSC meetings cover many topics, from the desirability of preserving or acquiring particular properties to efforts that encourage the use of open space by Dover citizens. The OSC welcomes public attendance at our meetings, which are typically held on the first Tuesday of the month, September to June, at 7:30 p.m., on either Zoom or in the Town House. Please see the Town calendar on the Town's website for meeting agendas and login or meeting room information.

### **Guided Walks on Conservation Lands**

In 2020, OSC members again planned to lead guided walks through Dover conservation lands on the second Saturday morning of each month from April to November. Due to COVID-19, these walks were delayed until September and a December walk was added. To comply with COVID-19 recommendations, we required that participants pre-register and wear masks during the walk. This year's walks included the Town's Wylde Woods, 23 acres of Town fields located behind 46 Springdale Avenue, and the DLCT's newly acquired Blake Reservation. OSC walks are publicized on the Town website, various e-calendars (Boston.com, WickedLocal.com, NextDoor.com, Patch.com) and through e-mail reminders sent to interested citizens. The OSC will continue offering these guided monthly walks in 2021, and we hope you will join us!

### **Open Space and Recreation Plan**

The OSC is in the process of updating the 2011 Open Space and Recreation Plan (OSRP). Corrections and updates made last year to the open space layer in OLIVER, the online mapping tool of MassGIS (MA geographic information system) are now available in the Town of Dover GIS. OSRP maps will now more accurately depict our conservation lands.

The OSRP is also being updated to reflect recently conserved lands, as well as the townspeople's opinions, use, and concerns regarding open space and recreation opportunities. We greatly appreciate all the time spent and thoughtful responses by so many citizens. The results of the survey were distributed to Town committees and interested citizens. A copy can be requested by e-mailing the OSC chair. A public forum presenting the updated plan will also be scheduled.

### **Hale Reservation Task Force**

Chair Amey Moot represents the OSC on the BOS's ad-hoc committee, which is assessing the proposed Hale Reservation conservation restriction (CR). The task force began its work in November 2019 and will present its findings to the BOS.

### **Conservation Support**

The OSC provides ongoing support for and communication about various projects involving local conservation groups. For example, in 2020 the OSC:

- supported neighbors and citizens in the purchase for conservation of more than 8 acres on Pine Street, known as the "church lot" and abutting DLCT's Snow Hill reservation and some Conservation Commission land;
- offered guidance to the BOS on whether to certify five CRs to protect, in perpetuity, nearly 100 acres, off Pine Street and Wilsondale Street; and
- updated and revised the "Outdoor Recreation" pages for the new Town website. These pages list passive recreation opportunities, including all conservation properties with walking trails and links to maps (if available), as well as notes on associated parking areas.

The OSC will continue working with the Conservation Commission, The Trustees, the DLCT, the UCCLT, and other groups to improve access and walking experiences at properties throughout Dover.

### **Appreciation**

In mid-December, it was with great sadness that Dover citizens lost one of their longest-standing and most effective advocates for open space, David W. Lewis Jr. Recently, David's efforts were instrumental in helping the DLCT and the Trustees conserve the top of Pegan Hill, with the DLCT portion appropriately being named Lewis Hill in his honor. We also recognize David for his dedicated stewardship of DLCT's signature property, Springdale Field, with its view that we all enjoy. In addition to his decades-long tenure on DLCT, David served as a trustee of the Wardner Farm Trust, which owns the land stewarded by the Norfolk Hunt Club (NHC). Throughout his life, he was an avid horseman and supporter of NHC, serving as Master of Foxhounds from 1973 to 1980. Without David's care and efforts, Dover would not have the rural look we all treasure.

The OSC would like to thank Paul Wood for his valued service and hope that he will rejoin us as soon as family commitments allow. In Paul's place, we welcome Connie Sullivan to the Committee. Carol Lisbon is rejoining the Committee as the representative of the Planning Board and we are very excited to have her back. Henry Faulkner, the previous Planning Board representative will remain involved with the Committee, and we are pleased to have him continue joining us at meetings. His deep knowledge of the Town's conservation lands and his active involvement with DLCT make him a valuable resource. We thank all of our members for continuing their generous service. We look forward to working with you in 2021!

# DOVER

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*Other Town Reports*

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2020





## *Report of the* **Town Library**

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### **Board of Trustees**

Adrian Hill, Co-Chair  
Judith Schulz, Co-Chair  
Peter Hoffman  
Erin Rodat-Savla  
Amea Tejani  
Tracy Tobin

Cheryl Abdullah, Library Director

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Looking back, it is hard to believe that 2020 started out so seemingly normal. In January and February, two cultural celebrations took place within our walls: a celebration of Chinese New Year and a Trinidad Carnivale/New Orleans Mardi Gras musical experience. In early February, artistic staff members created a life-size Candy Land experience for little ones. We were looking to build on our previous year's successes, including a 9% growth of the Summer Reading Program, new programs such as Doverstock, a music festival attended by more than 300 people on the Town green, and our collaboration with Dover-Sherborn Schools and the Charles River School on well-received programs that educated and entertained library attendees of various ages.

But in March, COVID-19 brought all our planning to an abrupt halt. Despite the library building's unforeseen closure, staff members never stopped providing the community with engaging virtual programs, online materials, and virtual services available 24/7. They worked with the State, the Town and the Minuteman Network to provide curbside assistance, to update technology for improved remote access, and to develop safe, standard protocols for operation during the pandemic.

Our new head of circulation, Melissa Wilmot, began her job three days before we officially closed the doors. Not once did she shy away from becoming an immediate part of the team as we brainstormed ways to continue serving the community. Melissa was the inspiration for our home-crafting videos, and she assisted with Super Awesome Fun Time recordings and many online presentations. She also worked with Minuteman as we transitioned to curbside service and began following CDC recommendations for quarantining materials and adhering to other service-related protocols.

Although our building is closed, library services continue daily. Materials are being purchased and made available for circulation. The library team helps individuals place holds, offers reader's advisory,



organizes materials for curbside pickup or interlibrary loans, plans programs, performs outreach, and partners with other organizations and Town departments. Duties such as answering phones, processing books, assisting the public, scheduling programs, cataloging materials, addressing personnel matters, attending meetings and workshops, and modifying technology to stream programs are just a few of the behind-the-scenes tasks that staff members undertake daily to ensure a satisfying library experience for the public.

Despite our March closure, we were able to offer 621 library programs in Fiscal Year 2020, with 26,129 participants. The staff organized and presented a variety of online programs and expanded its robust social media presence to inform, educate, and entertain, such as by honoring Dover-Sherborn High School's graduating seniors.

The Dover Town Library remains committed to providing quality children's programming. For example, Super Awesome Fun Time continued virtually and has been archived for watching anytime and anywhere. Spanish Storytime has provided bilingual language skill development for our youngest audiences.

Our virtual programming for teens and adults covered topics that included green initiatives, race and racism, nature, the history of voting, immigration, human trafficking, arts and crafts, trivia, virtual gaming, as well as a number of author visits. An online version of Teen "Book Buddies" allows teens to continue earning community service requirements for graduation by helping others develop their reading skills.

These and other library programs are possible thanks to the financial support of the Friends of the Library, private donations, and grants. Check out our website and calendar for a list of free programs.

At a time when the oral and written word are being challenged, doubted, and maligned, the Dover Town Library continues to develop resources that maintain a core collection of materials and information based on scope, objectivity, authorship, and accuracy. Decisions made regarding library selections and the organization and dissemination of materials are informed by professional journals and popular lists, which are based on current library principles, standards, and best practices. Although recommendations and requests made by our patrons weigh heavily in our decisions of what to purchase, we must also comply with our Materials Selection Policy and budget. We constantly seek titles and materials that will improve our collections and delight and inform our patrons.

Our library-funded databases are free and accessible 24/7. They include *The Wall Street Journal*, *The Boston Globe*, Encyclopedia Britannica, Gale in Context: Opposing Viewpoints, podcasts, transcripts, and more than 8,000 professional journals, as well as the following:

- **Blackstone Publishing** is one of the largest independent audiobook publishers in the United States, offering more than 30,000 audiobooks.

- **ConsumerReport.org** is available to assist you with informed consumer decisions.
- **IndieFlix.com** allows you to pick from more than 4,500 independent films from film festivals worldwide and stream them directly to your home computer or portable device to watch on your TV.
- **Mangolanguage.com** teaches real conversations in more than 60 languages. You can access it from anywhere and from any device for free with your library card.
- **UniversalClass.com** is an incredible opportunity to invest in your continuing education by accessing hundreds of instructor-led, online classes with CEU credits, all for free with your library card.
- **Ancestry.com** allows you to explore your personal history and family tree. Access is limited to within the library only.
- **RBDigital**, the largest independent publisher of unabridged audiobooks, provides digital content to libraries and schools that includes full-color digital magazines, software training, continuing education courses, streaming movies, languages instruction, and multiple reference and news services—accessible anytime through desktops, mobile devices, and apps. Our RBDigital subscription includes Acorn TV, IndieFlix, Pongolo, Great Courses, Method Test Prep, as well as new and backlist titles with no holds, no checkout periods, and no limits.
- **Hoopla.com** provides access to free digital movies, music and books instantly with no waiting time, 24/7 with your library card.
- **Kanopy** is a video-streaming platform dedicated to independent films that fuel lifelong learning by providing access to enriching films that bridge cultural boundaries, spark discussion, and expand worldviews.
- **TumbleBooks** is an online collection of electronic children's books that includes chapter books in audiobook and e-book formats, multicultural topics, foreign language and bilingual books, puzzles, and games.
- **The Wall Street Journal** is now available on our webpage along with *The Boston Globe* and *The New York Times*.

In addition to the above resources, the library's Minuteman Consortium membership allows Dover residents to access downloadable materials from Overdrive Media Services, a digital reading platform now home to more than 8,000 issues of 3,027 magazine titles.

Although nothing replaces an in-person library experience, keeping the community and staff safe during this difficult time was taken seriously, while still providing quality engagement for our patrons. The library staff has never stopped caring about or being grateful for all of you and your interests. We look forward to seeing you walk through our doors once again. In the meantime, we are pleased, as always, to assist with reader's advisory, help you pick out a great book, place a hold, or answer questions. We are a team of professionals dedicated to the community, and every day we strive to build a meaningful collection of materials, to offer engaging programs, and to make visiting the library a worthwhile experience.

Visit our webpage at <http://dovertownlibrary.org> or call us at 508-785-8113.

**Library Statistics for Fiscal Year 2020**

*(July 2019–June 2020)*

State Aid	\$10,619
Circulation	263,452
Library Visits	64,510
Items Loaned	15,679
Items Borrowed	13,409
Holdings	332,722
Registered Borrowers	3,328
Programs Offered	621
Program Attendance	26,129



*Mardi Gras at the Dover Town Library. Photo by James Kinneen; courtesy of The Hometown Weekly.*

*Report of the*  
**Cemetery Commission**

Mariah Riess, Chair  
Carol Jackman, Secretary  
Margaret Crowley, Member

During 2020, 14 families bought lots at the Highland Cemetery: three single-grave/cremation lots, five two-grave lots, five four-grave lots and one eight-grave lot. The income from the sale of these lots was \$16,400 and the perpetual care income was \$61,500, for a total of \$77,900.

Thirty-three funerals were held in 2020, of which 15 were cremations and 18 were full burials. Nine of the funeral services were for veterans who had served in the United States Armed Forces. A total of \$23,850 was collected for funerals held in 2020. The income from regular full burials (\$9,750) and cremations (\$3,300) totaled \$13,050. There was a surcharge revenue total of \$10,800 for holiday and weekend burials, as well as miscellaneous surcharges of \$175. Income from setting foundations and markers was \$5,125.

The Town of Dover is very fortunate to have Lawrence (Rusty) Dauphinee as its cemetery supervisor. His caring way with families who are undergoing difficult times is truly appreciated. The Highway Department, under the supervision of Craig Hughes, assists us on an as-needed basis and is another invaluable asset. A big thank-you goes to Craig and all who have assisted Rusty.

Memorial Day is when Highland Cemetery usually has the greatest number of visitors, and as a town we are very thankful for everyone's support during this time. We thank the George B. Preston Unit 209 of the American Legion Auxiliary for having volunteers plant geraniums at the veterans' graves and ensuring that each received a flag. Additional thanks go to the Town for budgeting the funds needed to buy the plants and flags. We want to say how sad it was that the Memorial Day Committee was unable to present its program this year due to COVID-19, but we look forward to having the beautiful ceremony that the Committee normally conducts at our Memorial Star by the front flagpole next year.

Citizens may contribute to our gift fund, which goes to the beautification of the cemetery. All donations are greatly appreciated and are tax deductible.

## Report of the Historical Commission

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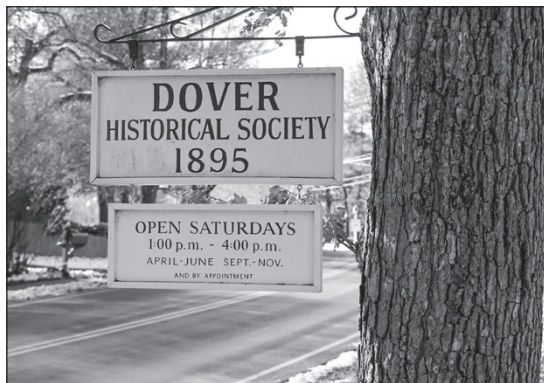
Stephen Kruskall, Chair  
Richard Eells, Secretary  
Sierra Bright  
Gene Hornsby  
Thomas Johnson  
Jane Moore

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The Historical Commission was established under Chapter 40, Section 8D of the Massachusetts General Laws for the purposes of preserving, protecting, and developing the historical and archaeological assets of the Town of Dover. Consisting of up to seven members appointed by the Board of Selectmen, the Commission administers Chapter 96 (Demolition Review) of the Town of Dover General Bylaws. Its aim is to encourage owners of “preferably preserved historically significant buildings” to seek ways to preserve, rehabilitate, or restore such buildings rather than demolish them. Its aim is to encourage owners of “preferably preserved historically significant buildings” to seek ways to preserve, rehabilitate, or restore such buildings rather than demolish them, so as to preserve the cultural heritage of Dover.

In 2020, the Commission reviewed seven permit requests for the demolition of existing houses. None of these structures were deemed to qualify for historic preservation.

Since last March the COVID-19 pandemic has severely curtailed the scheduled activities of the Commission. We look forward to the time, perhaps later this year, when our town can return to normalcy.



*Photo by Bill McMahon.*

## Report of the Council on Aging

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Camille Johnston, Chair  
Joanne Connolly, Vice Chair  
Maureen Dilg, Secretary  
Robert Cocks  
Reverend Peter DiSanto  
Betty Hagan  
Gilbert Thisse  
Ruth Townsend, Associate Member  
Geraldine Wise, Associate Member

Janet Claypoole, Director  
Nan Vaida, Outreach Worker  
Annemarie Thompson, Volunteer Coordinator  
Suzanne Sheridan, Administrative Assistant

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The Dover Council on Aging (COA) was established by the Town in 1976, pursuant to Chapter 40, Section 8B of the Massachusetts General Laws. COA programs and services are designed to meet the interests and needs of Dover’s seniors and the families who care for them, in coordination with the Massachusetts Executive Office of Elder Affairs (MEOEA). As of 2020, there were 1,520 residents aged 60 years and older in Dover, representing approximately a quarter of Town’s population. The COA supports seniors and their families through information, support, outreach, advocacy, and health and social programs. It assists with requests for caregiving resources, transportation, and other services. In 2020, more than 750 people were served.

### COVID-19 Pandemic

In 2020, the COA was greatly impacted by the COVID-19 pandemic. Services such as classes, luncheons, seminars, transportation, trips, and outreach visits halted in mid-March after a declared state of emergency. In response, Director Janet Claypoole was appointed to the Town’s COVID-19 Task Force and met regularly with Town officials. Given its role in assisting seniors and their families, the COA quickly became a central point of contact for citizens requesting assistance and residents wishing to volunteer. COA staff focused on outreach, conducting routine checks on seniors sheltering at home and residents at risk of illness. Volunteers conducted check-in calls on their elderly neighbors and alerted the COA if assistance was needed. More than 1,600 check-in calls were made between March and June to seniors and families.



As “stay-at-home” advisories shifted to “safer-at-home” advisories, the COA continued reaching out to seniors. Programs went virtual, while seniors and staff learned how to Zoom and connect via technology. Socially distanced, small outside gatherings were held at Caryl Community Center (CCC) in good weather. Tents provided safe spots to meet or pick up a puzzle or book. Many masked seniors connected in person through Senior Coffee or Tea with Friends (Event in the Tent).

### **Senior Transportation**

In 2020, the COA provided more than 260 rides to seniors and disabled residents who qualified for the MetroWest Ride and discounted JFK Transportation Services rides to COA programs, medical appointments, and other MetroWest destinations, as well as to Boston for medical appointments. Transportation was suspended from mid-March through May due to the safe-at-home advisory.

### **Programs and Classes**

Between January and mid-March, in-person COA programs were held at 11 Dover locations. Fitness classes included Strength and Stability, Stretch & Flow, Yoga for Wellness, Meditation, and Chi Gong. The COA and Parks and Recreation Department offered Zumba Gold and expanded Pickleball sessions at the CCC gym. The COA and the Town Library co-hosted weekly Chi Gong and monthly Pageturners Book Club meetings. Other programs include card making, Mah Jongg, Tea with Friends, Senior Coffee, Emergency Planning sponsored by the Norfolk County District Attorney’s office, and Coping with the Winter Blues by Dover’s public health nurse.

In mid-March, programming shifted to a virtual format, with some programs airing on Dover Sherborn Cable TV. Zoomed fitness programs included Yoga, Strength, and Zumba Gold. The Lifetime Learning educational series, sponsored by the Friends of the COA (FoCOA; [www.coafriends.org](http://www.coafriends.org)) was held via Zoom in the fall. Classes included Fun with the Ukulele, Toni Morrison, and Social Justice in America. The Dover and Westwood FoCOAs co-sponsored a virtual cooking series. Other programs included The Joys of Nature with naturalist Joy Marzolf and Wellness Webinars sponsored by Blue Cross Blue Shield of Massachusetts.

Intergenerational programs continued with elementary and high school students connecting with seniors as pen pals. The Dover Mothers Association recruited children sheltering at home to decorate meal delivery bags for seniors. Under Chickering Grows, seniors joined students in growing plants and sharing their experiences online. Girl Scouts, Brownies, Daisies, Cub Scouts, and preschool students created cards that were tucked into meal delivery bags or handed out at drive-through events. Boy Scouts and Dover Sherborn High School (DSHS) Community Services students helped with home deliveries, technology support, and delivering extra food donations from Blue Moon Bagel Cafe and BJ Wholesale Club to food

pantries, shelters, and soup kitchens. Senior citizens donated knitted shawls, hats, and scarves for veterans at the West Roxbury Veterans Administration Hospital. The Dover Church Men’s Group sanded and salted icy steps and walkways for more than 36 seniors.

### **Other Senior Services**

Outreach Worker Nan Vaida, RN, continued connecting with seniors and their families to provide support and resources. She and Director Claypoole coordinated with the Police and Fire Departments to check on isolated or at-risk seniors. The COA offered home and community services in partnership with BayPath Elder Services and also coordinated health support services, such as the Visiting Nurse Association’s Blood Pressure Clinic and medical-equipment loan program. The SHINE program (Serving the Health Information Needs of Everyone) provided free consultations on Medicare and other health insurance via phone.

The COA devotes tremendous amount time to helping seniors cope with changing health conditions, assisting family caregivers, locating resources, facilitating the transition from hospital or rehab settings to home, and helping elders maintain their dignity and independence as they age in place. It helps seniors and families in crisis situations and works with the Police Department regarding elder abuse and elder-at-risk situations.

The COA provided support in other areas in 2020: It began offering assistance to residents facing financial and energy-related challenges. Nurse Nan Vaida explained state and federal resources and advocated for residents coping with energy and utility emergencies. Up until March, eight seniors participated in the COA-coordinated Senior Property Tax WorkOff Program, working part-time for the Treasurer’s Office, COA, and Board of Health for up to \$1,500 applied toward property tax bills. Pre-pandemic official appearances included Town Assessor Amy Gow, who reviewed senior tax relief programs, and Town Administrator Christopher Dwelley, Police Chief Peter McGowan, and Director Claypoole who discussed Governor Baker’s state of emergency declaration and its impact on Town residents.

### **Luncheons and Meals**

In early 2020, luncheons at the CCC featured Singo Bingo, sponsored by Parks and Recreation; The First First Lady Martha Washington, sponsored by FoCOA; and Healthy Cooking, sponsored by Wingate One Healthcare in Needham. The American Legion hosted a Winter Dinner in February, and the Moveable Feast and Circle of Friends lunches were hosted at local churches.

In April, the COA staff and volunteers began delivering individually packaged meals prepared by local caterers and restaurants. By June, when state advisories had eased for seniors, 490 meals had been delivered. However, many seniors continued following safer-at-home guidelines. In the fall, Grab & Go curbside food service began, sharing meals with 80 seniors per event at the CCC. Also offered curbside were Thanksgiving



dinner, Holiday at Home meals, and the Dover Police Association's Annual Holiday Brunch. The Dover Church and the COA partnered on a Holiday Cookie Exchange pick-up of wrapped sweet treats packed in boxes decorated by DSHS Community Service members. From June to December, about 75 seniors regularly participated in the very popular Grab & Go biweekly farm stand, which offered pick-up or delivery of fresh Powisset Farm vegetables and donated bread from Blue Moon Bagel Cafe.

## Grants

In 2020, an MEOEA grant partially funded the Fitness, Chi Gong, and Zumba Gold programs, and supported our administrative assistant and volunteer coordinator positions. The COA continues to collaborate with the Sherborn COA on a MetroWest Health Foundation grant for a monthly men's lunch group held at The Heritage in Sherborn.

Funding by Beth Israel Deaconess-Needham (BID-Needham) for fresh produce from Powisset Farm was matched by the FoCOA and The Trustees of Reservations and awarded to the Westwood and Dover COAs. BID-Needham also funded the rental of a tent to shelter seniors gathering outside. The Dover Cultural Council funded a virtual health webinar presented by wellness educator Tricia Silverman.

## Other Activities

In 2020, the COA provided information to the Community Center Building Committee on space needs pertaining to a proposed renovated or new building, sharing updates on the committee's work, forums, and meetings in the COA's bimonthly newsletter.

## Volunteer Assistance

In 2020, more than 100 volunteers of all ages assisted the COA with many tasks, including contactless delivery of donated items—bread, books and puzzles, flowers, and most requested, hand sanitizer and masks. Hundreds of surgical and hand-sewn masks were donated and distributed to grateful residents. Staff and volunteers also picked up and delivered medications, shopped for food, and took trash to the Transfer Station. We could not provide our programs and services without the time, energy, and enthusiasm of these volunteers—our most important asset. Their kindness, generosity, and skills are greatly appreciated.

## Appreciation

Thank you to our dedicated COA team, who worked tirelessly and beyond the bounds of their job, patiently assisting the community during this challenging year. Thanks also to Parks and Recreation staff and custodian Brad Crosby for stepping up whenever asked to help our seniors.

## Report of the Cultural Council

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Wendy Bornstein, Chair  
Denise Auclair  
Shashi Chawla  
Wendy Gordon  
Sarah Kahoun  
Judith Schulz  
Lauri Verni

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The Dover Cultural Council (DCC) administers funds that it receives each year from the Massachusetts Cultural Council (MCC), the state agency whose mission is to “promote excellence, access, education and diversity in the arts, humanities, and interpretive sciences to improve the quality of life for all Massachusetts residents, and to contribute to the economic vitality of our communities.” These funds, which originate as annual appropriations of the Massachusetts Legislature, are awarded in the form of grants to individuals and organizations that support the MCC's mission and provide cultural benefit to the Dover community.

Under the MCC's Local Cultural Council Program, the most extensive grassroots cultural support network in the nation, the DCC awarded \$4,475 in grants for Fiscal Year (FY) 2020. Due to the COVID-19 pandemic, however, most of the events were canceled (\$2,475 in funding) or will be rescheduled for FY21 (\$1,025 in funding). Grants awarded include, but are not limited to:

- **Dover-Sherborn Middle School:** Drama Festival (\$500)
- **Friends of the Council on Aging:** Tricia Silverman, “Wellness and Weight Loss” (\$475)
- **Dover-Sherborn High School:** Geoff Burke, visiting artist (\$300/postponed to 2021); Boston University Bank guest speaker (\$100/canceled)
- **Town Library:** Andrew Giles Buckley, presentation of the film *Stephano: The True Story of Shakespeare's Shipwreck* (\$300/anticipated in 2021); Henry Lappen, juggling performance (\$425/postponed to 2021); Anne O'Connor, “Dreams Created and Crafted” (\$400/canceled)
- **Charles River School:** Dover Freelance Players (\$300/canceled)

- *Gazebo Players of Medfield: Shakespeare in the Park* (\$300/ postponed to 2021)
- *Shushil Kumar (Dover citizen)*: Diwali festival event (\$800/ canceled)

Information and grant applications (which can now be filed online) for the Local Cultural Council Program are available at [www.mass-culture.org](http://www.mass-culture.org).



*Resident chipmunk. Photo by Beth Zaffino.*

## Report of the Memorial Day Committee

Jay Sullivan, Chair  
Carol Jackman  
Chris Jackman

This past year, Memorial Day was a day like no other. Due to restrictions put in place to stop the spread of the COVID-19 virus, the Committee had to determine how the Town would observe Memorial Day on May 30. After all, the Town's Memorial Day event is a time-honored tradition, when we observe and honor the many Dover veterans who lost their lives in battle or who passed away after returning home.

With the help of news producer Dan Murphy, the Committee arranged to have local cable station DSCTV replay the May 2019 Memorial Day service and dedicated it to World War II veteran Ed Jordan, the oldest living member of Dover's American Legion, George B. Preston Post, and the designated grand marshal for the 2020 Memorial Day parade, who unfortunately passed away on May 6. The Committee also arranged to have the Town churches ring their church bells at noon on May 30, while the Fire Department blew two whistles to signal "All is over, come on home."

Despite the necessary changes made to the Memorial Day event, the American Legion Auxiliary was able to continue the tradition of placing American flags and planting geraniums at each veteran's grave. Since the Committee did not have to rent chairs for the service, it spent the money on bronze markers to replace the broken plastic markers holding the flags. In addition, memorial floral baskets were placed at the foot of Soldiers Monument and at the Preston grave.

The Committee hopes to hold a regular ceremony in 2021, but with one big change. Unfortunately, Jay Sullivan, a long-time committee member and a Vietnam veteran, passed away. Jay's tradition of reading aloud the names of Dover's veterans who died in battle and of inviting each veteran in attendance to step forward to give their name, branch of service, and years served will continue. This tradition is how the Town gives thanks for our local veterans.

The Committee also wishes to thank Highland Cemetery Town Supervisor Rusty Dauphinee for his caring ways when assisting family members and for ensuring that veterans' graves receive the inscribed foot markers issued by the Department of Veterans' Services.

## *Report of the* Department of Veterans' Services

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Paul Carew, District Director

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The Department of Veterans' Services performs the functions assigned to it by Chapter 115 of the General Laws of the Commonwealth of Massachusetts. Chief among them is the administration of a benefits program provided to veterans and their families in need.

The Department maintains a depository of discharges and records of service for matters to be brought before the United States Department of Veterans Affairs, including claims for pension, compensation for service-connected disabilities, educational benefits, burial benefits, and headstones and markers. The office also processes applications for hospitalization and medical care.

Veterans Administration benefit forms are available in our office at 117 East Central Street, Natick, MA. The director is there to serve our veterans and is glad to provide assistance, including help with filing the appropriate paperwork for applicable benefits. Please call us at 508-647-6545.



*Photo by Reverend John F. Sugden Jr.*

## *Report of the* Caryl Management Advisory Committee

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Kathy Weld, Chair

Christopher Boland, Parks and Recreation

Jennifer James

Frankie Liu

Robert Springett, Board of Selectmen

Ruth Townsend

Mark Ghiloni, Director, Parks and Recreation

Christopher M. Dwelley, Town Administrator

Karl Warnick, Buildings and Maintenance Superintendent

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The Caryl Management Advisory Committee (CMAC) provides advice and counsel to the Board of Selectmen on the maintenance and operations of the Caryl Community Center (CCC), a role it has had since 2002, when the Dover School Committee transferred control of the building to the Board of Selectmen. It is composed of seven voting members: four at-large and one each from the Board of Selectmen, the Council on Aging (COA), and the Parks and Recreation Commission.

In February 2020, the CMAC completed a draft Business Continuity and Alternate Site Plan for use in the event of an unforeseen emergency or a planned closure of the CCC facility. The Parks and Recreation Department agreed to pilot the plan to help determine its usefulness. The opportunity to implement the plan arrived sooner than expected, when the coronavirus pandemic forced the closure in March of all Town buildings and the cessation of in-person programming and activities at the CCC.

For the remainder of 2020, the Parks and Recreation Department and the COA provided creative programming on virtual platforms, as well as through several in-person, socially distanced outdoor activities when weather permitted; and, in some cases, they sought to offer indoor programs where possible within COVID-19 guidelines. Of the four fee-paying licensees with dedicated space at the CCC, two left permanently (Community Cycle and Parent Talk); the Center for the Development of Children moved its operations to St. Dunstan's Church for the remainder of 2020, with hopes to return in January 2021; and Erin's School of Dance also hopes to return whenever the CCC reopens.

In February, the Committee began gathering information on the management, operations, and finances of community centers in several of the towns that had been previously visited by the CCC Project Committee,



in order to help determine the best management model for Dover's community center. A subcommittee of three CMAC members was able to complete one in-person interview before the pandemic lockdown occurred. It completed three additional interviews in November via Zoom and will report its findings to the full CMAC early in 2021.

Maintenance projects at the CCC continued throughout 2020, with the primary focus being on replacing all the unit ventilators and exhaust fans to improve air quality, which will be required prior to re-opening the facility.

We look forward to the day when all in-person programming and activities at the CCC can safely resume.



*Photo by Jennifer Luethy.*

## *Report of the* **Community Center Building Committee**

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Ford Spalding, Chair

David Billings

Luciana Burdi

Sam Cole

Barry Goldman

Terry Sobolewski

Ruth Townsend

Cameron Hudson, Warrant Committee Liaison

Bob Springett, Board of Selectmen Liaison

Christopher M. Dwelley, Town Administrator, Ex Officio

### **Project Professionals**

Phil Palumbo, Colliers International

Deborah Fennick, Fennick McCredie Architecture

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In late fall 2019, the Community Center Building Committee (CCBC) was appointed and charged with overseeing the development of schematic designs for both a renovated Caryl facility (Caryl Community Center) and a replacement of the existing facility with a new building.

The CCBC began its work in January 2020, and, following the mandated Town procurement process, ultimately selected Colliers International as the owner's project manager and Fennick McCredie Architecture as the project designer. Committee members also reviewed the work of past committees, in particular that of the Caryl Community Center Project Committee, which had developed and presented two options for voter consideration at the October 7, 2019, Special Town Meeting: a full renovation of the Caryl facility costing between \$10 million and \$13 million and a new building replacement (between 13,000 and 18,000 square feet) in the same cost range.

Working within this framework, the CCBC interviewed current users of the Caryl building, conducted a public forum (65 attendees), and surveyed the community (206 respondents). Based on this research, the architects began developing flexible-use space groupings that would support program requirements for socialization, fitness activities, recreation, and Town department offices. By December, the architects had developed, and the CCBC had evaluated, three renovation and four new construction options. At a December public information forum with 130 attendees, and through a subsequent town-wide survey with 224 respondents, residents



indicated strong support for an 18,000-square-foot facility at a cost of \$13 million.

In 2021, the design team will continue developing the renovation and new building options and their costs. The CCBC, with community input, will ultimately choose one option in each category, along with the architects' schematic drawings, to be submitted to voters at a Special Town Meeting later in 2021. Voters will be asked to select one of the options for funding approval and construction.

Complete information on the CCBC, its work, and related Caryl Community Center documentation can be found under the "Government" tab of the Town's website at [www.doverma.org](http://www.doverma.org).



*Tree swallow at Channing Pond. Photo by Beth Zaffino.*

## *Report of the* **Technology Advisory Board**

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Greg Kahoun, Chair

Rui Huang

Myank Jain

Paul Smith

Gregg Wright

Gerald Clarke, Board of Health Liaison

Cameron Hudson, Warrant Committee Liaison

Anthony Ritacco, Regional School Liaison

Robert Springett, Board of Selectmen Liaison

Christopher M. Dwelley, Town Administrator, Ex Officio

David Sullivan, Municipal Project Manager

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The Technology Advisory Board (TAB) advises the Board of Selectmen, Town Administrator, and other senior administrative staff, as appropriate, on resources and priorities concerning all aspects of computing, information management, and communication technology. The TAB supports the Town's goal of building and maintaining an information technology infrastructure that reflects the best practices in the industry and supports the Town administration and staff in executing their responsibilities in a cost-effective manner.

In 2020, a number of significant upgrades were made to the Town's core infrastructure to improve security and to upgrade network servers, staff computers, and operating systems. In addition, the Town adopted Google Workplace (formerly known as G Suite), which offers a number of tools (including Gmail and Google Meet), as well as applications for improving office operations. These changes dramatically improved security, system reliability, and functionality. An extensive staff training program ensured that Town employees would be positioned to make good use of the new technology.

In June, the Town implemented a new website platform provided by the web-development company CivicPlus. The website is functionally rich, providing the Town with improved ways to communicate with and inform residents (through alerts), an updated home page, a calendar, departmental pages, and the capacity to support a planned transition to more Town e-services. We expect to build upon this platform to meet emerging Town requirements.

The CivicPlus software is remotely hosted and maintained by CivicPlus, and the Town's core infrastructure is supported and monitored

by Retrofit Technologies, Inc. The Town has adopted the model of using qualified technology companies to provide essential IT services, so as to provide a high level of industry standard functionality to Dover citizens while maintaining a small IT staff.

The TAB works directly with the Town administrator and municipal project manager, and our accomplishments in 2020 were made possible by their significant contributions throughout a very challenging year.



*Photo by Mary Kalamaras.*

## *Historical Focus*

# Pandemics Come to Dover

In 2020, the COVID-19 pandemic profoundly affected everyone in Dover, changing how we worked, shopped, ate, celebrated, and how our children learned. But it's not the Town's first time dealing with such a crisis. There are still people in the world alive today who a century ago experienced the H1N1 influenza pandemic of 1918–20 (misnamed “Spanish” flu), which wreaked its own brand of havoc.

In the United States, the first wave of the 1918 flu began in March at the Fort Riley army base in Kansas. It took the medical community by surprise both because of its timing—at the end of what is generally considered “flu season”—and the speed with which it infected those exposed to the virus. Seventy-two servicemen were infected on the first day and 522 in the first week. This first wave of infections largely affected servicemen on their way to Europe and those who came in contact with them.

The second wave of the 1918 flu arrived in Boston from Europe at the end of August aboard a ship full of returning soldiers and sailors carrying an even more infectious and lethal strain of the virus. By mid-September, nearly 2,000 sailors stationed in the Boston area had become infected. The Massachusetts National Guard built temporary tent hospitals in city parks. On September 9, they built a hospital in a day that became full with sick sailors the next. Outside the city at Fort Devens, the army experienced 10,500 cases and 218 deaths in this period.



*Nurses at Fort Devens, MA, October 1918. Photo: National Archives.*

By September's end, with many Boston physicians and nurses away at war, the rate of infections in the civilian population had overwhelmed the region's healthcare system. Governor Samuel McCall issued a proclamation that all able-bodied people with medical training join the fight against the epidemic and urged cities and towns to close schools and other places where people congregated.



With case numbers rising rapidly, Dover residents were now at risk of infection. In answer to the governor's action, school physician Dr. George Bancroft closed Dover's schools, which remained closed through October and then—in a refrain familiar to us in 2020—were briefly reopened only to be closed again for a week in December.

In his report to the Town for 1918, Dr. Bancroft stated: “[By closing the schools] I feel a general distribution of disease was averted. Aside from the [closures] the school work has progressed with unusual harmony and interest, the health of the pupils being uniformly good.” That same year in their report, the Dover Selectmen noted, “We are glad to be able to report that the town has been very free from contagious diseases during the year 1918; we have had a number of cases of influenza, but only three were fatal.” Three men, Henry Fisher, 54, Peter Shea, 37, and Edward Clancy, 40, had succumbed to the influenza between October and December. Unlike COVID-19, the 1918 flu primarily targeted people in the prime of life.

By early 1919, the worst of the pandemic was over, although infections continued into the summer. The Centers for Disease Control estimates that between 1918 and 1919 one-third of the world's population became infected with the H1N1 virus, resulting in at least 50 million deaths worldwide, with approximately 675,000 of them in the United States. In 1918, Dover's three fatalities occurred in a population of under one thousand people.

In their January 1920 annual report, the Board of Selectman noted:

*“At the threshold of the New Year, and as we leave behind the year just past, we believe that the people of Dover have reasons to congratulate themselves upon what has happened and has been accomplished during the year, as well as upon that which did not happen.”*

That spring at Town Meeting, citizens voted to approve five hundred dollars for a celebration to honor the 77 townspeople who had served during WWI as military, medical, or Red Cross personnel. The event, held on August 28, cost much more than the new two-horse road-grading machine that the Town had bought that year. It must have been quite a party.

—Hadley Reynolds, *Dover Town Report Committee*



*Dover center, circa 1918. Photo: Dover Historical Society.*

## Notes